

MUHLENBERG SCHOOL DISTRICT
Committee of the Whole Meeting Minutes
November 3, 2021
Via Zoom
www.muhsdk12.org

Call to Order

The Committee of the Whole Meeting of the Board of Education of the Muhlenberg School District was called to order on Wednesday, November 3, 2021 at 7:00 PM by Board President, Mr. S. Wayne Hardy. Mr. Nelson arrived to the meeting at 7:14 PM due to traffic.

Members Present

President – Mr. S. Wayne Hardy
Vice President – Mr. J. Tony Lupia, Jr.
Secretary – Mr. Thomas W. Gross
Assistant Secretary – Mrs. Cindy L. Mengle
Treasurer - Mr. Richard E. Hoffmaster
Member – Mr. Garrett E. Hyneman
Member – Mr. K. Scott Long
Member – Mr. Mark J. Nelson
Member – Mr. Otto W. Voit, III
Solicitor – Mr. Brian J. Boland, Esq.
Recording Secretary – Mrs. Tara L. Flowers

Members Absent

Administration Present

Superintendent – Dr. Joseph E. Macharola
Assistant Superintendent – Dr. Alan S. Futrick
Director of Special Education – Dr. Shawn Rutt
Supervisor of Accounts – Ms. Susan Hawkins
Director of Physical Plant & Transportation – Mr. Ken Patterson
Supervisor of Special Education – Mr. Taylor Charles
Licensed Behavior Specialist – Mr. Zachariah Milch
Director of Technology – Mr. Daniel Houck
Director of Federal Programs – Dr. Cathy Shappell
Director of Food and Nutrition – Mr. Carey Kline
Data Administrator – Mr. Kevin Vanino
Athletic Director – Dr. Tim Moyer
Community & Family Outreach Coordinator & Interpreter – Ms. Elizabeth Laviena
High School Principal – Mr. Michael Mish
High School Assistant Principal – Ms. Lori Morris
Junior High School Principal – Dr. Jefferey Ebert
C. E. Cole Intermediate Principal – Mr. Steven Baylor
Elementary Center Principal – Mr. Kyle Crater

Elementary Center Assistant Principal – Mrs. Ginny Hornberger
Elementary Assistant Principal – Dr. Shannon O'Donnell

Visitors

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|----------------|-----------------|
| Erin Eckerd | Nicole McGowan |
| Will Mattern | Steve Wolfinger |
| Don Main | Jennifer Doyle |
| Linda Figueroa | Inga Hobbs |
| Melissa Adams | |

Educational Presentations

A. Physical Plant Update – Mr. Ken Patterson

- Mr. Patterson informed the board they already received a copy of the bullet points for tonight's update if wanting to follow along. Mr. Patterson talked about Muhlenberg's custodial crew continuing to do a great job keeping the district's buildings clean following the cleaning guidelines established last March when students first returned to all of the district's buildings. Mr. Patterson stated with fall sports concluding, the custodial crews have begun gearing up for the return of winter sports activities within the district's buildings. Mr. Patterson spoke about the custodial crews playing a significant role in the set-up, teardown, and cleanup of these activities throughout the campus. Mr. Patterson stated the outside grounds crew are preparing all of the district's sports fields for the winter. They will continue fall cleanup of leaves from campus and get equipment ready for upcoming snow removal. Mr. Patterson talked about both crews doing a great job with all of the recent homecoming activities on campus, and as a group they will continue to monitor the health and safety recommendations and guidelines set forth from Governor Wolf, federal and state health agencies, and PDE for Muhlenberg School District. Mr. Patterson talked about all of the work for the data upgrades and adding coolant to the data closets project at the Muhlenberg Elementary Center is complete. Mr. Patterson advised the final inspection by Muhlenberg Township took place the week of October 22nd. Mr. Patterson thanked Marotta Main Architects, Pagoda Electrical, and Frey Lutz Corporation for all of their hard work to make this project a success and actually complete it ahead of schedule. Mr. Patterson discussed the last item being presented before the board, both the short-term and long-term solutions and recommendations for the Administration working office space to accommodate hiring of a Director of Human Resources and Director of Pupil Services. Mr. Patterson introduced Mr. Don Main from Marotta Main Architect to attend the meeting via zoom and speak on these solutions to give an overview each possible solution.

Comments/Questions/Concerns:

Dr. Macharola advised the administration does have recommendations for the board, however it is important that the board has the architect overview first.

Mr. Don Main introduced himself and thanked the board for the opportunity to work with the district on the recent project at the elementary school and on this feasibility study to look at this space needed at the administrative center. Mr. Main advised he would be speaking about the slides that were included in the packet distributed. Mr. Main talked about the two options that were reviewed, including two short-term options and two long-term options to deal with the administrative staffing needs in the district. Mr. Main spoke about the first short-term option being the subdivision of the conference room in the existing administrative center. Mr. Main spoke about providing a site plan for each of the options that allows seeing the extent of areas of work that are necessary to accommodate that work option. Mr. Main advised this is from a construction standpoint, the simplest option, as they are only doing work in the administrative center and only effecting one building, which is the one space in the building. Mr. Main discussed the positives to this option; all the staff remains in one building and only working in one building with a small construction scope. However the negative, the cons, are the district will lose the conference room space available to the staff in the administrative center, leaving the staff to move in other areas of the district, such as the Blue Center for meetings. Mr. Main discussed the floor plan of this option. Mr. Main talked about a second short-term option reviewed that would allow for the existing conference room in the administrative center to remain. This would entail the Director of Physical Plant and associated staff relocating to the Blue Center. Mr. Main advised from a pro standpoint this allows the administrative center to maintain a conference room for day to day use, and it also gets Human Resources into the administrative center as well as Pupil Services from a workflow standpoint. Mr. Main talked about the downside being one of the team members is out of the building with the Physical Plant staff moved over to the Blue Center. Mr. Main also discussed on the plan, the consecutive displacement of existing storage facilities in order to create the new space needed in the Blue Center. Mr. Main advised from a plan standpoint, there would be no construction in the administrative center with this option, it would really only be relocation of staff. Mr. Main talked about the Human Resources Director would move in to what is currently the Director of Physical Plant's office and the Pupil Services Director position would be located in a private office. Mr. Main discussed some more relocation of storage that would move to the Blue Center as well as some staff. Mr. Main discussed at the Blue Center there would be some construction needed to accommodate the additional staff at this location. Mr. Main advised there is currently one staff position managing the receiving at the end of the Blue Center, there would be a hard-walled office with this office constructed for the Director of Physical Plant and a man-door and vestibule added so there is a secure vestibule. Mr. Main talked about the open space then occupying the cubicles for the additional physical plant staff. He explained this would result in a reduction of 400 square foot usable space that is currently used to house storage related to the receiving function in this building. Mr. Main talked about the lost storage in the Blue Center; other areas within the district were sought. Mr. Main discussed some of the janitorial storage currently in the Blue Center would move over to the elementary building in a location that currently house supplies for the elementary center. Mr. Main advised those supplies would then be displaced to the second floor of the elementary center where there is currently a storage room used for extra desks and parts for furnishing. Resulting in the items needing to be stored in a temporary storage container on the campus until a final option is implemented for the administrative center. Mr. Main discussed also looking at two long-term options for housing the administrative staff. He advised one would be

locating the staff in the existing space used by the community library. Mr. Main talked about the existing space is just over 9,000 square foot, which can accommodate the current staff but does not have the space for future staff or any growth. Mr. Main advised thinking about a project being a 20-30 year project; this would limit the district needs and growth of staff in the future. Mr. Main discussed the number of conference rooms laid out in the plans, and the possibility of limiting the conference room space; however, this could only accommodate one to two small support spaces. He advised, in general, the footprint is maxed out with the district's current staffing. Mr. Main talked about the second option reviewed was a new two-story building located north of the existing administrative center. This location is open ground located adjacent to the stadium, a plan for a two-story structure with 11,380 square feet. Mr. Main talked about this allowing the building to be sized for the current staff as well as future staff growth. Mr. Main discussed additional parking would be located on Kent Avenue as well as additional steps for a current lot that is located adjacent to the current administrative center. Mr. Main discussed the current layout accommodating the current staff, as well as future staff growth over the next 20 years. Mr. Main advised these were all the options reviewed and pointed out the executive summary provided with the packet. This provided the costs for the options, both short-term and long-term. The short-term option with just sub-diving the conference room has an estimated project cost of \$23,460; short-term option 2 has a higher cost at \$55,315 due to more anticipated construction. Mr. Main talked about the renovating costs, which are estimated, anticipating a design cost being needed since there would be no bidding. Mr. Main advised including anticipated escalation work, a period of planning, long-term option 1 if the district would renovate the space used by the library would be approximately \$2.4 million and long-term option 2, the new-build, would be approximately \$4.5 million.

Mr. Voit questioned the short-term options 1 and 2, and asked what the recommendation of the administration is. Dr. Macharola responded the Administration recommends option 2 of the short-term solution and the Administration recommends option 2 of the long-term solution. Mr. Voit advised personally he was in favor of the short-term option 2, as the Administration still needs to administer which includes the conference room area. Mr. Voit advised with regards to the long-term solution, years ago the district leased the building to the library, it was with the expressed knowledge and written language in the contract that should the district ever need that building for expansion, then the district would take that building. Mr. Voit questioned the \$2 million more in the new construction, then re-purposing the library, as before there was discussion for the library to take over the current administration building. Mr. Voit questioned the thoughts around the recommendation of the administration. Dr. Macharola responded, first the community needs a library as there is no question about that. Dr. Macharola talked about respecting the decision of the board in the past when the initial agreement was made, however there is no room for growth and this board has been visionary. Dr. Macharola discussed their visions have led to some incredible things in the district. Dr. Macharola talked about the district continuing to emerge and grow, and he thinks the long-term option 2 is better suited for the Muhlenberg School District for the next few decades. Dr. Macharola discussed not being able to add a second floor to the current space where the community library is located.

Mr. Main responded, in fact, no second floor can be added to as the existing structure cannot accommodate that type of expansion. Dr. Macharola discussed not wanting to present any recommendations that were not proper, from a fiscal perspective but also from an operations perspective. Dr. Macharola added as in comparing option 1 of the short-term solution not being feasible, and the administration building already being packed, it's the same philosophy with the option 2 portion for the long-term recommendation. Dr. Macharola discussed this being a great thing for the Muhlenberg School District over the next couple of decades, and will certainly give the Administration the groundwork to continue and provide the services for the district's teachers, staff, and students. Dr. Macharola reiterated that he is all for a community library as things might have gotten misconstrued regarding tossing the library out. Mr. Voit commented respectfully this may be case, addressing the need for a library, however all options should be on the table. Mr. Voit advised that the board have a judiciary responsibility to assure that all options are discussed and should not be a surprise to anybody. Mr. Voit discussed since day one it has been known that if the district needed the expansion, space where the library currently exists would be utilized. Mr. Voit stated the question is, the library being the perfect location, where would it go and he believes this needs to be answered if the district considered this option.

Mr. Hyneman questioned whether moving the library to the current administration building was an option, and asked if the building was large enough. Dr. Macharola responded that it might not be, however it would meet its needs and advised there would need to be some conversation regarding this. Mr. Hyneman commented that he would be protective of the library, as it is in the core geographical area and he believes the community would accept this. However, if the library has to find its own space somewhere out in the "Netherlands" he believes the district would get a lot of push back from many people. Mr. Hoffmaster commented that he does not believe the district would do this and take the library off the school property. Mr. Hyneman discussed the option regarding taking over the library, and its content not stating the district needs to provide an alternative location for it. Mr. Hoffmaster advised that the district would need to find a relocation of the library if this is the selected option. Mr. Voit pointed out that the library is currently renting the space from the district, and advised they are a community business, non-profit. Mr. Voit advised he liked the community library there, as it is the perfect place with the students right nearby, however the community through donations pays for that library. Mr. Voit reiterated the district leases the library the current space, and discussed the library still needing to enter into a lease no matter where they go because they do not own a property, and are not part of the school district. Mr. Voit discussed needing to keep this separate, as painful as it may be, and advised they should be part of the discussion on what is appropriate because it is a well-established bright spot in the community.

Mr. Patterson advised the board needed to recognize while the current administration building might be a possible solution for the library, there is a need to look long-term for Muhlenberg School District as well. Mr. Patterson talked about certain areas, such as Special Education, continues to grow and will this department outgrow the Blue Center that is currently in. Mr. Patterson discussed the virtual academy at the high school, which is another possibility for the administration building in the future couple of years down

the road. Mr. Patterson advised the board, opposite of Muhlenberg School District's needs five and ten years out from where the district is at now, the library would be sacrificing quite a bit as the space is not even half the size of what they are currently in. Mr. Voit reiterated that the library should be part of the discussion, as everyone is all part of the community. Mr. Voit discussed to build a new building is \$2 million more, and agreed that down the road the need for growth, however questioned is it the right move irrespective the library. Mr Voit expressed to him that is the decision, as the district cannot spend an extra \$2 million more with taxpayers' money to say something that somebody else is paying for or relocated. Mr. Voit talked about the library being a positive thing, and did not want to indicate anything, whatsoever, negative.

Mr. Hyneman talked about not only needing new staff, but also needing more classroom space. Mr. Nelson advised that he has mentioned this before when the topic came up, he does not disagree that the administration building is not cramped, but so is C. E. Cole. Mr. Nelson spoke regarding people are quick to point things out that are wrong, taxes go up, and the district is where it is. However, those same people who have been in office as long as the current board members, have never come to the board and say they were thinking of allowing more houses be built in this area. Mr. Nelson reiterated nobody ever asked the board, then suddenly the houses go up and there is 200 more kids needing an education. Mr. Nelson stated the district could not put up a closed sign during registration, so yes the buildings are getting more crowded. Mr. Nelson agreed the administration building is cramped, but he is not fine with just going with let the district just build a new administration building and ignore everything else. Mr. Nelson advised it has to be part of the plan to pay for an expansion to C. E. Cole; he does not feel the need to expand the Elementary Center but if it needs renovations, if there is something that needs done at the Junior High, or even the high school. Mr. Nelson talked about getting one to two hundred kids a year increases from people moving in the district. Mr. Nelson spoke about the houses being built, are family homes. Mr. Nelson gave an example if he and his wife were to move, a childless couple were not going to buy their home, it is a four-bedroom house and t expect three more kids to come into the district. Mr. Nelson expressed he is getting tired of elected officials of this township quickly pointing out what the district is doing wrong, but they are doing things right and advised it was "bullshit." Mr. Nelson apologized for his language. Mr. Hyneman talked about him and his wife walking numerous times around what use to be the railroad tracks in Laureldale and Hay Road, and pointed out there are huge buildings going up. Mr. Hyneman advised that he believes that they are not just for the elderly, they are also for over Jim Detrich's along the park, and agreed these are not going to be homes with two celibate people, there are going to be "little nippers" coming out and they are going to go to school. Mr. Hyneman spoke about currently the district's schools are getting close to capacity and asked Dr. Macharola. Dr. Macharola responded that the district is maxed. Mr. Hyneman went on to discuss this being part of a comprehensive building plan that the district has to do and stated that he does not see how the district is going to get away without adding classrooms. Mr. Nelson agreed to Mr. Hyneman's comments. Mr. Hardy also commented that he agreed to the need of adding classrooms, as this is a definite. Mr. Hyneman advised this cost had to be factored in with the administration building costs. Mr. Nelson talked about the district not being in bad shape financially, and the district has debt coming off the books. Mr. Nelson discussed there are ways to go about doing these projects that the impact is

negligible to the budget going forward and advised the board needed to start looking at this. Mr. Long questioned what was going on with the four buildings construction-wise, and talked about the past building on to the Junior High School and recalled running out of any kind of expansion to this building. Mr. Long questioned what kind of expansion can be completed at each of these facilities, or is the district locked in land wise that there is no additional space to go horizontally or can the district go vertically and advised these are things that the board needs to look at each building. Mr. Long stated he agreed with Mr. Hyneman and Mr. Nelson and discussed as a standalone it does not look as though the optics are hard to get over to the taxpayers, but if the district incorporates and expansion knowing other residents moving in, the district needs to look at how much to expand at each of these buildings. Mr. Long discussed being landlocked and running out of room. Mr. Nelson discussed having a concept for C. E. Cole, which would allow some flexibility in other buildings and would need to resurrect this concept. Mr. Long questioned whether there was a need to expand on to C. E. Cole and in regards to a grade level. Dr. Macharola advised the district would not be doing grade configuration or reconfiguration. Dr. Macharola explained that the building is so full, the building does need to be expanded and discussed with the grade configuration the district is at the right segment for each of the buildings and would not be switching grades back around again. Dr. Macharola talked about the grades being balanced at this point, however the district does need to expand. Dr. Macharola discussed the visual prepared a few years ago regarding C. E. Cole, and advised the same thing can be done at the Elementary school and the high school as it has to stay grades 10-12 for a lot of reasons. Dr. Macharola advised he does not believe anything can be done to the junior high that is going to make sense as the building itself is not a very good building for traffic, for egress, programs. As he understood the history and the compassion for the building, he advised he needed to be honest with this regard. Dr. Macharola advised he agrees with the board, liked their thinking, and does believe in packages would be the right thing to do. Dr. Macharola spoke about the district will not be decreasing in enrollment, instead will continue to grow, and discussed even pre-COVID education is changing. Dr. Macharola discussed not just building the classrooms, thinking about what are the classrooms configured for, how is it going to meet the educational needs of the district's program as the district continues to grow and continues to change. Dr. Macharola talked about kids today learn differently, and these are going to have to be some of the considerations into the building project. Also environmental concerns, as the engineer can attest to this, it is just not a matter of throwing rooms in the building, as it has to meet what the vision is for the school district. Dr. Macharola discussed the district continuously changing and weaving technology in to the district's educational program. Dr. Macharola discussed the space is a big deal, but also getting arms around the educational component of that space, that it makes sense and that the district is poised for at least two decades.

Mr. Voit advised going with the short-term option 2, and then the board can view the bigger plan. Mr. Long discussed as a side note, that in the early 2000s, C. E. Cole building had been talked about getting rid of, and with the smart forward thinking of an earlier superintendent, the building remained. Mr. Nelson spoke about part of the problem being slapping some boxes together and calling it a school. Mr. Nelson discussed it takes years of planning to lay this out and in planning for a new building. Mr. Nelson discussed over the last 20 years on board, the projections of student enrollment have been off by 50

percent and advised the board stopped talking about it because he could make better predications throwing it at a dartboard. Mr. Nelson discussed people questioning why needing to spend money on buildings is because nobody could tell him there would be 700 more kids. Mr. Nelson reiterated the ongoing building of new houses even after hearing Muhlenberg was running out of land. Mr. Nelson questioned why there is a continuance of building if there is no land.

Mr. Hyneman discussed when building, an architect builds from the ground up, and if the foundation is not strong enough to support another level, it will not be able to be built. Mr. Hyneman also spoke about not needing to build houses, and when people living in the same home for generations moved out, younger people with children moved in, and advised this is going to happen in Muhlenberg. Mr. Hyneman discussed having an aging population that will be moving out of the district will have younger generation families moving in there will be no need to build more houses as the population in the schools is going to go up on its own. Mr. Nelson responded by speaking about there is a continuance of building houses because people are buying them, and the families with multiple children are going to be looking for those bigger homes with more bedrooms. Mr. Long discussed the Muhlenberg area being the easiest and most practical area for people leaving the city to move to from a real estate standpoint. Mr. Long talked about Muhlenberg and the Kenhorst area being the focal point, and really the outskirts of Reading where families from Reading are navigating because prices are attainable for these families. Mr. Long advised Muhlenberg is a victim of the real estate market that has the area where it is. Dr. Macharola advised this is definitely a good problem to have and better than it going the opposite direction. Mr. Long spoke about the new construction going on in Muhlenberg; however, the prices are very different from 10-15 years ago as there is a housing "boom" going on right now and referenced his wife working as a realtor currently.

Mr. Voit asked the Board President if it is the consensus regarding the option short-term, and does the board agree on the bigger plan for long-term. Mr. Hardy responded it would option 2 for the short-term and the board will come back regarding the building for long-term. Mr. Long questioned if any board member was opposed to option 2 for the short-term. There was no opposition stated.

Mr. Lupia questioned if the buildings at the Riverview schools were part of the school district. Several board members responded they were not.

Dr. Macharola commented the great discussion that took place.

Mr. Long asked if everyone was in agreement with the weight room relocation and cost more so for safety than anything was, especially since this room is used more than any other room in the high school. Mr. Voit and Mr. Nelson responded it was on the agenda.

B. The Honor Roll of School Board Services – Ms. Erin Eckerd, PSBA

- Ms. Eckerd introduced herself as a member's service manager with the Pennsylvania School Board's Association. Ms. Eckerd thanked the board for

including her this evening on the agenda and for the district's continued membership into PSBA. Ms. Eckerd stated she is present on behalf of PSBA to recognize two school directors for their years of dedication to the Muhlenberg community. Ms. Eckerd spoke about school board services being a long crucial part of nations' legacy and its commitment to public education. Ms. Eckerd talked about PSBA being the first school board association in the United States; PSBA has a rich history with more than 125 years of service. Ms. Eckerd stated the consummate school directors are described as ethical, principled individuals with a deep desire to serve. Ms. Eckerd advised they believe in a value of our public schools and local control of public education for the benefit of all students. Ms. Eckerd talked about today; school districts are expected to offer more services along with world-class instruction with limited resources. These expectations brought a tremendous challenge for school board directors, who are unpaid volunteers, who give up their time to contribute to the schools and communities that they serve. Ms. Eckerd spoke about schools continued efforts to provide high quality continuous education to all students during the pandemic, further highlights the key role the school directors play in educating Pennsylvania's children. For more than 35 years, PSBA has been recognizing the contributions of dedicated local school directors with long-term service. Ms. Eckerd stated The Honor Roll is the Association's way of saying, "Thank you." Ms. Eckerd spoke to those individuals who exemplified leadership by giving unselfishly of their time and talents for the betterment of public schools serving students across the great Commonwealth. Ms. Eckerd stated it gives her immense pleasure to recognize the following individuals for being a part of this rich legacy. Ms. Eckerd asked everyone to join in recognizing Richard Hoffmaster for 24 years of service, and Thomas Gross for 8 years of service.

Questions/Comments/Concerns:

Dr. Macharola presented Mr. Hoffmaster and Mr. Gross with their awards from PSBA including a plaque and certificate. Dr. Macharola congratulated both Mr. Gross and Mr. Hoffmaster on behalf of PSBA and Muhlenberg community. Everyone clapped and congratulated the board members.

Mr. Voit directed a question to Ms. Eckerd regarding the PSBA's position to withdrawal their membership from the National School Board's Association. Mr. Voit discussed this will on the agenda to vote, and asked whether the PSBA has changed their position at all. Ms. Eckerd advised to her knowledge, PSBA has not changed their stance. Mr. Voit thanked Ms. Eckerd.

Dr. Macharola thanked Ms. Eckerd for her presentation, and gave his well wishes to everyone at PSBA. Dr. Macharola thanked PSBA for all of the wonderful things PSBA does for public education.

Ms. Eckerd thanked both school directors and to everyone on the board for everything that they do for the students at Muhlenberg as it is really noted and appreciated.

Hearing of Visitors - Muhlenberg School District taxpayers and residents have an opportunity, at this time, to comment on matters of concern, official action, or deliberation, which are or may be before the Muhlenberg School Board. The Board retains the option to accept all public comment at this time. Presentations should be limited to two minutes per person. In the event that the Board determines that there is not sufficient time for residents or taxpayers of the School District to comment, the Board may defer the comment period to the next regular meeting.

There were none.

Board Business

Personnel

1. Acceptance of Resignations

Resolved, that the Board of Education of the Muhlenberg School District approve the following resignations:

- a. Ms. Kelsey Reich, Assistant Athletic Trainer, Muhlenberg High School, effective November 12, 2021.
- b. Ms. Tracey Pearson, Custodian, Muhlenberg Elementary Center, effective November 11, 2021.

2. Professional Appointments

Resolved, that the Board of Education of the Muhlenberg School District approve the following professional appointments:

- a. Ms. Katie Halteman, Elementary Teacher (A. Rohrbaugh), Muhlenberg Elementary Center, effective October 28, 2021, at a prorated salary of \$44,682 (B, 18 Steps from the Top).
- b. Ms. Alison Franzone, Elementary Teacher (S. Armstrong), C. E. Cole Intermediate, effective November 2, 2021, at a prorated salary of \$44,682 (B, 18 Steps from the Top).
- c. Ms. Kaley Quillman, Elementary Teacher (A. Gattone), C. E. Cole Intermediate, pending release from current employer per PA School code, at a prorated salary of \$59,805 (M, 14 Steps from the Top).
- d. Ms. Laura Rhein, Special Education Teacher (newly created), Muhlenberg Junior High School, pending release from current employer per PA School code, at a prorated salary of \$72,342 (M + 9, 8 Steps from the Top).

3. Co-Curricular Activities

Resolved, that the Board of Education of the Muhlenberg School District approve the addition of the following clubs to Muhlenberg High School's co-curricular activities, as presented.

- a. School Spirit Club
- b. Muhlenberg Esports High School Competition Team
- c. Film Club

4. Co-Curricular Adjustments

Resolved, that the Board of Education of the Muhlenberg School District approve the addition of the following co-curricular adjustments.

- a. Mr. Bill Mease, from Muhlenberg Junior High Girls Soccer Co-Assistant Coach to Muhlenberg Junior High Girls Soccer Head Coach, effective September 14, 2021, at a prorated salary of \$4,350 (year 1).
- b. Mr. Anthony Paolino, from Muhlenberg Junior High Girls Soccer Co-Assistant Coach to Muhlenberg Junior High Girls Soccer Assistant Coach, effective September 14, 2021, at a prorated salary of \$3,360 (year 3).

5. Co-Curricular Resignation

Resolved, that the Board of Education of the Muhlenberg School District approve the addition of the following co-curricular resignation.

- a. Ms. Catherine Raunzahn, Head Varsity Field Hockey Coach, effective November 30, 2021.

6. Daily Sub and Pay Rate

Resolved, that the Board of Education of the Muhlenberg School District approve Katie Halteman as a daily sub for Muhlenberg School District for the 2021-2022 school year, effective August 30, 2021, at a pay rate of \$110 per day.

7. 2021 Winter Coaching Assignments

Resolved, that the Board of Education of the Muhlenberg School District approve the 2021 winter coaching assignments for the 2021-2022 school year.

8. Aquatics Personnel for the 2021-2022 School Year

Resolved, that the Board of Education of the Muhlenberg School District approve the following aquatics personnel for the 2021-2022 school year:

- a. Ms. Hailey Schmeck, student swim instructor, effective November 11, 2021, at a pay rate of \$7.50 per hour.
- b. Ms. D'Mornay Woollery, student swim instructor, effective November 11, 2021, at a pay rate of \$7.50 per hour.
- c. Ms. Courtney Wenger, Youth Aquatics Director (P. Fiore), effective October 27, 2021, at a prorated salary of \$6,625 (year 1).

9. Award Professional Employee Contract for Tenured Teachers

Resolved, that the Board of Education of the Muhlenberg School District in accordance with Section 1121 of the Pennsylvania School Code of 1949 (as amended) and Act 66 of 1996, authorize awarding a Professional Employee Contract to the following teacher who has performed on a satisfactory basis for three years:

- a. Mr. Steven Frymoyer, Muhlenberg High School
- b. Mr. Tyler Seisler, Muhlenberg High School

10. Job Description

Resolved, that the Board of Education of the Muhlenberg School District approve the following job description as submitted:

- a. Director of Human Resources

11. Request for Leave of Absence/FMLA Leave

Resolved, that the Board of Education of the Muhlenberg School District approve the request for a Leave of Absence/FMLA Leave for the following employee:

- a. Ms. Yasmarie Aponte, ELL Teacher, Muhlenberg Junior High School, Leave of Absence/FMLA, effective on or about December 3, 2021, through on or about March 28, 2022.
- b. Ms. Megan Charles, Special Education Teacher, Muhlenberg Elementary Center, Leave of Absence/FMLA, effective on or about February 6, 2022, through on or about May 16, 2022.

12. Approval of What's So Cool About Manufacturing Advisor

Resolved, that the Board of Education of the Muhlenberg School District approve the stipend of \$500 for Ms. Erin Weir, Muhlenberg Junior High School, to serve as the advisor for the 2021-2022 What's So Cool About Manufacturing Video Contest.

13. Classified Appointments

Resolved, that the Board of Education of the Muhlenberg School District approve the following classified appointments:

- a. Ms. Tracey Pearson, 4 Hour Cafeteria Worker (M. Ceden), Food Services, C. E. Cole Intermediate, effective November 11, 2021, at a pay rate of \$19.04 per hour.
- b. Ms. Kristin Mullarkey, Inside Custodian (R. Rodriguez), Muhlenberg Junior High School, pending updated releases, at a prorated salary of \$38,506.40.

14. Mentor Assignments

Resolved, that the Board of Education of the Muhlenberg School District approve the following mentor assignments at the professional rate of \$30.00 per hour for the 2021-2022 school year.

- a. Ms. Carley Antosy, mentor for Ms. Katie Halteman, Elementary Teacher, Muhlenberg Elementary Center, for sixty (60) hours.
- b. Ms. Samantha Amstrong, mentor for Ms. Alison Franzone, Elementary Teacher, C. E. Cole Intermediate, for sixty (60) hours.
- c. Ms. Amy Gattone, mentor for Ms. Kaley Quillman, Elementary Teacher, C. E. Cole Intermediate, for sixty (60) hours.
- d. Mrs. Tori Galluccio, mentor for Ms. Laura Rhein, Special Education Teacher, Muhlenberg Junior High School, for fifteen (15) hours.

Management

1. 2022 Membership to National School Boards Association

Resolved, that the Board of Education of the Muhlenberg School District approve the district's annual (2022) membership to the National School Boards Association in the amount of \$4,165.

Questions/Comments/Concerns:

Mr. Voit discussed the NSBA in conjunction with the White House and DOJ, issued some plans that are not consistent with the district in public education. Mr. Voit advised according to the PSBA, their board voted to withdrawal from the NSBA membership, and he too would recommend that the board vote "no" until PSBA reconsider its position with NSBA.

2. Muhlenberg School District Organizational Chart

Resolved, that the Board of Education of the Muhlenberg School District approve the Muhlenberg School District Organizational Chart as presented.

3. Approval of NICHE Agreement

Resolved, that the Board of Education of the Muhlenberg School District approve the agreement with NICHE to promote and brand Muhlenberg School District through data, services, and platform enhancement, term of 12 months at a cost of \$5,990 (Special Projects Fund).

Questions/Comments/Concerns:

Dr. Macharola discussed continuing to grow as a school district, the district's high school is a U.S. News World Report High School, the district's intermediate school elementary school are all now identified as U.S. News and World Report Best Schools.

Dr. Macharola advised the NICHE agreement is another enormous positive thing for the district, as the district needs to continue to move forward and brand our district.

Physical Plant and Transportation

1. Administration Office Work Space Short-term and Long-term Solutions

Resolved, that the Board of Education of the Muhlenberg School District approve the short-term and long-term solutions for Administration office work space as presented.

2. Relocation of the High School Weight Room and Replacement of Weight Room Equipment

Resolved, that the Board of Education of the Muhlenberg School District approve the relocation of the Muhlenberg High School weight room and replacement of the weight room equipment, at an estimated cost of \$359,660.00 (Athletic Department funds) as presented.

Budget and Finance

1. Approval of Financial Reports

Resolved, that the Board of Education of the Muhlenberg School District approve the following financial reports and that they become part of the permanent record of the meeting:

| Fund | Treasurer's Report | Financial Report | Bills Paid Month | Investments | Budget Transfers |
|---------------------------------|---------------------------|-------------------------|---|--------------------|-------------------------|
| General | Sept 2021 | Sept 2021 | Oct 2021 Ck#50839-51036 V#27015-27067 | Sept 2021 | |
| Cafeteria | Sept 2021 | Sept 2021 | Oct 2021 Ck#7249-7286 V#2902-2909 | Sept 2021 | |
| Capital Reserve (Fund 32) | Oct 2021 | Oct 2021 | Oct 2021 Ck#912-914 | | |
| Capital Projects Fund (Fund 39) | Oct 2021 | Oct 2021 | | | |
| Activity | Sept 2021 | Sept 2021 | | | |

2. Disposal of Surplus Property

Resolved, that the Board of Education of the Muhlenberg School District authorize the disposal of the following surplus property in accordance with district Policy No. 706.1, Disposal of Surplus Property as presented.

- a. HP Desktops for Disposal – These items are broken and have had most usable parts removed.
- b. Apple iPads for Trade-in - The items are intended to be traded-in for a credit value for each item depending on condition. These items are outdated and can no longer be updated to run current IOS applications.

Education

1. Muhlenberg School District Comprehensive Plan for 2021-2021

Resolved, that the Board of Education of the Muhlenberg School District approve the Muhlenberg School District Comprehensive Plan for the 2021-2022 school year as presented.

2. Admission of Fact, Waiver of Hearing, Acknowledgment of Compliance with Procedural Safeguards and Consent to Expulsion

Resolved, that the Board of Education of the Muhlenberg School District authorize the Admission of Fact, Waiver of Hearing, Acknowledgement of Compliance with Procedural Safeguards and Consent to Expulsion for the following students:

- a. Student "D", Muhlenberg High School

3. Acceptance of Gifts, Grants, Donations

Resolved, that the Board of Education of the Muhlenberg School District approve the request for the following students to begin the 2021-2022 school year as non-resident students:

- a. The Sam's Club of Temple, donation of two pallets of hand sanitizer for the Muhlenberg School District.
- b. Harbor Freight, donation of \$200 gift card for the Family Consumer Science classes at Muhlenberg Junior High School.

Student Activities

Minutes

Review minutes of the Committee of the Whole Meeting of October 6, 2021 and the Regular Board Meeting of October 13, 2021.

Old Business

There was none.

New Business

Dr. Macharola discussed an opportunity he was so honored and humbled by. Dr. Macharola discussed over the years he has plenty of opportunities to make presentations for children, practicing principals, and superintendents; however, on Monday he has been asked by the United States Air force to present at a national leadership class that is taking place at Fort Indiantown Gap. It will have between 25-50 NCOs, a class of which is a very competitive to get into. He has been asked to present on leadership and he cannot think of something honorable to do for upcoming officers and to contribute to the growth of the United States Department of Defense and especially with the Air force.

The board members congratulated Dr. Macharola. Mr. Lupia commented that Dr. Macharola's daughter was promoted. Dr. Macharola commented that his daughter was promoted she is in the Air force and also advised his son was awaiting on his next rank as well as he is serving in the Navy with the Marines. The board members congratulated Dr. Macharola. Dr. Macharola thanked the board members. Dr. Macharola congratulated Mr. Lupia's daughter as well. Mr. Lupia advised she was being honored as first Lieutenant and the board members congratulated Mr. Lupia.

Mr. Hyneman asked Mr. Voit to recall the issue between the PSBA and NSBA. Mr. Voit advised one of the issues had to do with CRT and also with federal government getting involved with parents who spoke out at a local school board meeting, Mr. Voit explained as a result of that, the White House and the DOJ, that's when the attorney general sought the DOJ to go after parents. Mr. Voit advised this caused the uproar and is this continues that will stop and leave it to the local authorities and state as it should.

Hearing of Visitors

Presentation is limited to approximately two minutes per person. Should any citizen require more than the two minutes allocated, please contact the Superintendent prior to the meeting. He will coordinate such requests for the Board. Citizens addressing the Board should be aware that the meeting is being taped.

MSD/RMCTC Board Visitor of the Month

Schedule 2021-2022

November Mr. K. Scott Long, Jr.
December Mr. J. Tony Lupia, Jr.
January Mr. Otto W. Voit, III
February Mr. Mark Nelson
March Mr. Garrett Hyneman
April Mrs. Cindy Mengle
May Mr. Richard E. Hoffmaster

Review of Board Meetings and Calendar of Events

| | | |
|-------------|---------|--|
| November 3 | 7:00 PM | COW Meeting |
| November 8 | 6:30 PM | RMCTC Board Meeting |
| November 10 | 7:00 PM | Regular Board Meeting |
| December 6 | 6:30 PM | Annual Organization Meeting; COW; Regular Board Meeting |

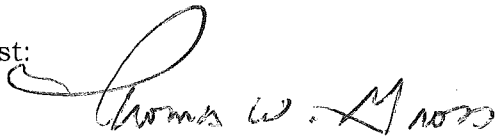
Questions/Comments/Concerns:

Mr. Voit commented with the recent ending of the election, he wanted to welcome the newly elected board members Janet Howard, Kristyna Eagle, and Miguel Vasquez as he congratulated them and advised the board is here to help with any questions.

Adjourn Meeting

Moved by Mr. Hoffmaster and Mr. Hyneman, that there being no further business to come before the Board, the meeting be adjourned. Meeting adjourned at 8:01 PM.

Attest:



Thomas W. Gross
Secretary