

MUHLENBERG SCHOOL DISTRICT
Committee of the Whole Meeting Minutes
August 12, 2020
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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, August 12, 2020 at 6:31 PM by Board President, Mr. S. Wayne Hardy via remote access using Zoom.

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. Randall R. Madara
Member – Mr. Mark J. Nelson
Member – Mr. Otto W. Voit, III
Solicitor – Mr. Brian F. Boland, Esq.
Recording Secretary – Mrs. Patricia L. Law

Administration Present

Superintendent – Dr. Joseph E. Macharola
Assistant Superintendent – Dr. Alan S. Futrick
Business Manager – Mr. Shane Mathias
Director of Physical Plant and Transportation – Mr. Ken Patterson
Director of Special Education – Dr. Shawn Rutt
Supervisor of Special Education – Dr. Tyler Herman
Behavior Analyst – Mr. Zachary Milch
Director of Technology – Mr. Daniel Houck
Supervisor of Language Arts and Literacy – Mrs. Cathy Shappell
Community & Family Outreach Coordinator & Interpreter – Ms. Elizabeth Laviena
Athletic Director – Dr. Tim Moyer
High School Principal – Mr. Michael Mish
High School Assistant Principal – Ms. Lori Morris
High School Assistant Principal – Mr. C. Eric Schaeffer
Middle School Principal – Dr. Jeffery Ebert
Middle School Assistant Principal – Dr. Felicia Gonzalez
Intermediate School Principal – Mr. Steven Baylor
Intermediate School Assistant Principal – Mr. Charles Payne
Elementary Center Principal – Mrs. Krista Venza
Elementary Center Assistant Principal – Mrs. Shannon O'Donnell
Elementary Center Assistant Principal – Mrs. Ginny Hornberger

Visitors (*Note: This is who appeared to be attending via Zoom and may not include everyone*)

Linda Figueroa	Alicia Houser	Allison Wallace	Amy Arnold	Amy Gattone
Angela Szczecina	April Frey	April Kreiser	Avery Amico	Barbie Levan
Becky Piotrowski	Brandon K	Brook Ciervo	Cathy Liszcz	Cindy W
Dayna Woodley	Don Kline	Dottie Haines	Janet Gift	Gina Levan
DiStefano Family	Huong Le	Inga Hobbs	Jaclyn Bellanca	James Yeakel, Jr.
Jason Miller	Jeff Champ	Jen Eberhart	Jennifer Rahn	Jenny Neuheimer
Jill Deysher	Jill McIntyre	Jillian Roth	Jolyn Casper	Justin Wolfe
Kathy Randazzo	Karen Lessie	Karen Roth	Kathi Wolfe	Katie Iannacchino
Katie Nagy	Kay Adams	Kerry Hendel	Kim Velazquez	Laurie Adams
Lisa Edwards	Lisa Palumbo	Marci Harr	M. Collier	Rochelle Molinari
Michele Calvaresi	Robyn Bulles	Sharon Kile	Susan Dieter	Michele McCammitt
Penny Vojtasek	Norma Hinojosa	Susan Heffner	Valerie Blatt	Michelle Djeuharian
Tiffany DiSabella	Tom Verneti	Tricia Winand	Tracy Ibrahim	

Educational Presentations

A. First Reading of Policies: Dr. Joseph Macharola (Exhibit A)

- a. Policy No. 103, Discrimination/Title IX Sexual Harassment Affecting Students
- b. Policy No. 104, Discrimination/Title IX Sexual Harassment Affecting Staff

Dr. Macharola said on May 19, 2020, the U.S. Department of Education, Office for Civil Rights (OCR), published amended federal regulations implementing Title IX, the federal statute addressing discrimination on the basis of sex in education programs and activities. The regulations become effective on August 14, 2020.

He said several groups have filed suit or issued statements opposing the restrictive timeline and lack of clear guidance within the Title IX Sexual Harassment Regulations.

The revised regulations include new provisions, applicable to both elementary and secondary schools, and postsecondary institutions, for addressing Title IX sexual harassment, including a specific definition for what constitutes sexual harassment and how schools must respond to both reports and formal complaints of sexual harassment that occur in education programs and activities.

Dr. Macharola shared a brief overview of some of the major components of the revised regulations that impact school entities:

- New and expanded definitions for Title IX sexual harassment, formal complaint, actual knowledge, supportive measures and other key terms.
- Requirement to appoint a Title IX Coordinator who may be the same individual as the Compliance Officer, but they are not, Dr. Futrick is the Compliance officer and Dr. Moyer is the Title IX Coordinator and they have specific responsibilities and other key roles for implementing Title IX sexual harassment procedures:

- Investigator(s).
- Decision-maker(s).
- Individuals to handle appeals.
- Individuals to facilitate an informal resolution process.
- Specific training requirements for individuals serving in each of the designated roles.
- Procedures for receiving and promptly responding to reports, including response when the school entity has "actual knowledge" of conduct that meets the definition and parameters of sexual harassment in an education program or activity against a person in the United States of America.
- A grievance process to address formal complaints of sexual harassment, including expanded requirements for investigation, notice and participation of all parties, issuing a written determination regarding responsibility, and an appeal process.
- Designating "supportive measures" and a list of potential disciplinary sanctions.
- Specific notification, documentation and recordkeeping requirements.

Dr. Macharola said the District's Compliance Officer and Title IX Coordinator are working on these two particular policies. Administration is setting up the District's processes. He said these will go into effect on August 14th; therefore, Dr. Macharola requested the Board approve these two policies for implementation during the Regular Board Meeting.

B. Opening of Schools for 2020-2021 School Year - Dr. Joseph E. Macharola

Dr. Macharola thanked everyone in the Muhlenberg community, all of the teachers, staff, school board, parents and guardians who have been phenomenal since March 13th when the Governor put school districts into a situation that no one could have imagined or expected. He said since the District has gone through that process from March until the end of the school year, it has been minute-by-minute, hour-by-hour, day-by-day. As the issues arise and change, so does the District's answers. Dr. Macharola said one particular item on the District website for the last month is the District's Health and Safety Plan which largely encompasses when children will be back to school in a traditional setting, but the District needs to meet the guidelines set-up by the Commonwealth of Pennsylvania and make sure that the Health and Safety Plan is appropriate. Dr. Macharola said he thinks that the committee did a good job given the circumstances. He said this has left all 500 school districts in quite a situation because there is no good decision – just one bad decision after another bad decision; nothing beats a traditional learning environment for students. Dr. Macharola said no one wanted to see kids in a normal, traditional classroom more than him. However, given COVID19 and the pandemic, there are daily and sometimes hourly changes from positions not only from Harrisburg but from CDC, the World Health Organization and from the PA Department of Health.

Dr. Macharola said the District has found itself in a situation that at times seems to be impossible; not only for the Muhlenberg School District but for the other 499 school districts in the state. He said the District would be presenting three options to the Board:

- A traditional opening, and for those who would choose a virtual option could do so. Dr. Macharola said he would strongly urge anyone who would be choosing a virtual option, to utilize the Muhlenberg School District virtual school. Charter School legislation has not changed in Harrisburg and it would be quite a burden, not only on the school district, but on tax payers when those dollars do not stay in the Muhlenberg School District but leave the school district only to support an outside Charter School. He said he was fearful that over the next year Charter School and virtual learning might become an unbearable expense not only to the Muhlenberg School District but also to all school districts in COVID-19 hot zones and the burden put on those districts.
- The hybrid option, which Dr. Macharola felt, would not work in the Muhlenberg School District simply from a systemic and diametric point. The District cannot manage the hybrid option with a lean staff and a lean administrative staff. Synchronous and asynchronous learning becomes quite a controversial element to justify.
- A virtual option (virtual learning) for students with teachers and staff present in their classrooms and in their buildings. This will give the children a sense of normalcy and would give five days of synchronous education consistently as opposed to asynchronous where something would be handed to them to work on for three days. He said that works in college and may certainly work with the more advanced students, but it is not one size fits all and will not fit the majority of the Muhlenberg students. Dr. Macharola said there is nothing more important than relationships built between teachers and students; and, students and other classmates.

He said he is fearful for the country, fearful for democracy and for the United States of America. Dr. Macharola said he thought it was important to have a strong public education system. As the District navigates through COVID-19 and everyone watches the statistics and the metrics. At some point we will return to normalcy – that is not right now. He said year after year according to gallop polls, for the last thirty plus years, parents were not asking if their child was getting the best possible education, their concerns were always whether their child was safe in school. In the past when surveys were distributed, it was usually about bullying or violence because no one wants to see anyone get hurt in school. Today's surveys are whether children will be safe in school because of the virus.

At this time, Dr. Macharola asked Dr. Futrick to present the options for the start of the 2020-2021 school year.

Dr. Futrick said he would be presenting the re-opening options and considerations for the Board to make a decision, but first he asked the District's Pandemic Coordinator, Mr. Kevin Vanino, to talk about the work that was done by the Pandemic Team to prepare the Muhlenberg School District's Health and Safety Plan.

Mr. Vanino said in the beginning of June a group comprised of district administrators, building administrators, transportation employees from the Berks County Intermediate Unit, facilities, Kathy Bower, school nurse, who played a pivotal part on the medical and health side, and teachers – Kachina Martin, Tara Nelson Nicole McGowan, Amy Chiarelli, Cristina Lillis and Juliana Ciccarelli. He said they worked collaboratively to prepare the Health and Safety Plan even as guidelines were changing constantly in the months of June and July. Mr. Vanino said the team met every week and felt very confident that they put together a Health and Safety Plan that would be safe for all staff and all students when they enter the Muhlenberg School District buildings. Highlights of the plan:

- Governor Wolf's July 1 order requiring face coverings will be followed and mandated at all times.
- Face masks and shields will be provided for all staff and students in the event that one is misplaced or they forget to bring it to school.
- Classrooms will be adequately spaced.
- There will be barriers when teachers are working with small groups for added protection.
- There will be multiple entrances for students to enter the buildings to avoid large group gatherings; and, work with Middle School and High School principals to avoid large group gatherings while waiting for buses.
- All staff and students will be expected to follow current CDC and PA Department of Health guidelines for masks, social distancing, and proper hygiene practices.
- Targeted case management of regular and special education students with chronic illnesses, life-threatening allergies and/or complex needs.
- Promote proper hand hygiene practices in the classrooms and supplies will be provided.
- Reinforcement of face masks and social distancing.
- Ample signage throughout the buildings with safety protocols for all to view and abide by.
- Limit non-essential visitors and volunteers into the buildings. Parents going into the buildings for drop-off or pick-up will have to abide by the guidelines of the Health and Safety Plan.
- Modifications to recess, physical education and music programs.
- A full virtual option will be available for students who make that selection and highly recommend the Muhlenberg School District Virtual School.

Mr. Vanino said his team did an incredible job working collaboratively to get this accomplished.

Comments/Questions/Concerns:

Mr. Hoffmaster asked how many students would be on a bus when they return to school. Mr. Vanino said a survey went out to parents and many parents said their child received transportation services from the District but would elect not to use the services; however, the Transportation Department must still roster those students. The buses will have forty-eight passengers, but will use maximum spacing when feasible. Elementary buses usually had up to seventy-two students per bus (the maximum), but that will not be happening this school year.

Mr. Nelson asked Mr. Vanino how all the kids would get to school then. Mr. Vanino said all of the students would be rostered with practical and assessable distancing. Mr. Nelson said if there are usually seventy students on a bus but only forty-eight are allowed, how would students get to school. Mr. Vanino said additional runs would be created. Mr. Nelson said all of this is dependent on when, not if, the District goes back traditionally.

Dr. Macharola thanked Mr. Vanino and the Pandemic Team for all of their hard work; and asked Dr. Futrick to take over to discuss the professional end of the Health and Safety Plan.

Dr. Futrick said the District is prepared to move forward with any of the three pathways being presented for the opening of schools. He said each pathway presents a different series of challenges and obstacles that have to be overcome, but the District is prepared to do that. Professional development for the staff will be required regardless of the pathway selected. Dr. Futrick said obviously, the first one would be to make sure the District's pandemic plan is well understood by the staff – all of the protocols and safety measures – so that there is a successful start to the school year. He said the District will also provide professional development for mental health. Going through COVID-19 since March, has resulted in a lot of people struggling and one thing the District has been pushing is the mental health aspect of it, not only for students but for staff. Dr. Futrick said the District must be able to support students and staff regardless of the pathway chosen. He said another hurdle to overcome is remote learning. If the Board selects to go with the virtual option, there are 280 teachers that did not go to school to learn how to teach remotely. They learned how to teach face-to-face. Dr. Futrick said the District did a solid job at the end of last school year delivering instruction remotely, but more is expected. The teachers know that; therefore, administration is ramping up professional development prior to the start of the school year to get them prepared to deliver high quality instruction. He said the final professional development item for the start of the year is really focusing on relationships. That is the key ingredient to successful teaching – the student/teacher relationship - whatever pathway the District chooses to go, this will be a hurdle and must be overcome. Dr. Futrick said that is something that staff will be focusing on – showing students that staff is here to support them and to really make education as personalized as possible. He said those are the four key areas professional development will be focusing on.

Dr. Futrick said there are three pathways that the school district has considered and is prepared to implement. He said the first one is full traditional learning, but includes a virtual school option. In this pathway, all students and staff would be onsite. The Muhlenberg School District Health and Safety Plan would be followed, all buildings open for in-person instruction and any student not comfortable coming back to school, would have the option to enroll in the Muhlenberg School District Virtual School. Dr. Futrick said the building principals have spent a considerable amount of time developing procedures and protocols to limit social distancing in a full traditional setting.

Dr. Futrick said the next pathway is the hybrid option. With this pathway, students would have two days of in-person instruction and three days of virtual instruction. The Muhlenberg School District Health and Safety Plan would be followed. Schools would be open for in-person instruction with all staff and a portion of students on-site at a time. He said the principals and school administrators have spent a considerable amount of time splitting students up so that their building would not exceed 60% of students on any particular day. It was quite an undertaking since administrators wanted to be sure siblings came to school on the same days so that younger children would not be home alone. Dr. Futrick said in that setting, the District would be asking teachers to do two different things at the same time. He said this would be very difficult. Delivering a true hybrid type model that has blended learning and that will guarantee students would complete 180 days of instruction. He said that would be difficult for teachers to do, although, he was not saying they could not do it, but it would take some time to get everyone to be able to deliver that type of instruction. Dr. Futrick said systemically and diametrically, it poses many challenges for the District to effectively and efficiently be able to carry that off from the start.

The third option is a full virtual learning pathway. Dr. Futrick said under this pathway, the Muhlenberg School District would again follow the Health and Safety Plan. He said all students would be instructed through a virtual model; the District's staff would deliver instruction from their classrooms to replicate an authentic learning experience for students. Students and staff would follow a normal bell schedule with school starting at 7:30 AM and ending at 2:30 PM for the high school/middle school; elementary will begin at 8:50 AM and end at 3:25 PM. With virtual learning, the District will be replicating the authentic experience the student would receive if they came to school. Dr. Futrick said the difficulty with the virtual option last school year from a teacher perspective, teachers were on-call twenty-four hours a day, seven days a week. Assignments would be released to the parent, and the parent would work with the child to complete the assignments. He said having everyone on site allows the teacher to actually teach and allow the parent to be a parent and not have to spend time having the student try to figure it out. Dr. Futrick said this is a plan the District is comfortable implementing; however, it will require the District to move a professional development day from October to August to have one more day of training for teachers. This pathway would allow the District to complete 180 days of instruction for its students and staff.

Dr. Macharola asked the Board if they had any questions.

Comments/Questions/Concerns:

Mr. Hoffmaster asked how the District would handle students who need extra help if the Board selects Pathway #3. Dr. Futrick said if the District goes with Pathway #3, staff would be on-site; therefore, a time could be set-up with the teacher or instructional assistant to answer questions or offer help. He said the school would make every option and effort possible to support students. Mr. Hoffmaster asked if the students would come in after school. Dr. Futrick said the student would not be asked to come into the building. The teacher would reach out via google classroom or google meet to conference with the student. Mr. Hoffmaster asked if all of the Muhlenberg School District students have access to the Internet. Dr. Futrick replied there were several "hot

spots" around Muhlenberg Township and Laureldale; and the District will look at possibly using the Library as a place for students to go to pick up the Internet. Dr. Futrick asked Mr. Houck if he knew the percentage of students in the District who have access to the Internet. Mr. Houck replied he did not have an exact percentage but a message was put on the website referencing various vendors and what they offer. Comcast has opened up a number of their "hot spots" around the township to connect for free regardless of whether a household has an account with Comcast or not. Mr. Hoffmaster thanked all of the administrators and teachers for doing a good job with that.

Mr. Lupia asked if teachers would have the option to stay home or must they come into their classroom. Dr. Futrick replied if the District goes with the virtual pathway, the teachers are being asked to come in to replicate those authentic learning conditions. If someone would have a pre-diagnosed condition, the District would work with them to keep them safe and follow the Health and Safety Plan to accommodate them.

Mr. Nelson said he did not believe the District had a lot of choices with regards to how to open schools given Berks County and pretty much of the state is in the moderate category. He said if there are concerns about the hybrid or what the state calls blended, then the only option he could see was the full remote. Mr. Nelson said he knows other districts are going virtual as well and he saw that Reading had a really long meeting a few nights ago and decided not to bring their teachers in and Antietam will be virtual, not bringing their teachers in. Mr. Nelson asked what the other districts are doing and why would it be safe to bring our teachers in. What do they know that we don't know, what do we know that they don't know? Dr. Macharola responded it's not that they know something that we don't know. This District has 4,080 students in the Muhlenberg School District an incredible staff. After what the District experienced on March 13th going clear to the end of that school year and over the summer there is no question that administration thinks that for a sense of normalcy for our children and teachers, being here on campus in their classroom is the best way for our children to learn. He said as far as safety is concerned, there could not be a safer environment since they would be the only person in their classroom. Perhaps some of them will have paraprofessionals and those paraprofessionals can distance themselves six feet away from the teacher and provide that additional instruction. Dr. Macharola said that could not happen if the teachers are not on the Muhlenberg campus and he knows the teachers care very, very much. He said no one wants the staff to be safe more than him and he certainly does not want them in a precarious situation. Dr. Macharola said if they could go to the grocery store or the farmer's market (and, he saw plenty there), take a chance, and pull down their mask to talk, and taking a chance there, but that is not the case in the District. The District has the Health and Safety Plan; teachers would have masks on and be in their classrooms. He said the Food Service Department will have food for the staff. It will be handled like a hospital handles ordering – staff would order food the day before for the next day; and, if the employee would opt to leave, that is okay too. Dr. Macharola said for the children and teachers, it will provide a sense of normalcy – plus, it is the right thing to do. He said as far as health and safety is concerned, there will not be any place safer than their own home given the fact that they will be here by themselves; and, the wonderful custodial staff will be disinfecting the buildings every day. Dr. Macharola said another thing to remember, if they do not come in, there are forty-nine paraprofessionals that would not be assisting students; and, cafeteria workers that would not be feeding staff nutritious meals.

There would be an awful lot of workers that would not be providing services for students. Dr. Macharola said the main thing is, the assistance that the children need will be provided, and they would be safe with proper distancing in this environment. He said many of the teachers that he has seen are all for it. He said he is concerned about the kids; he is concerned about where the District will be educationally. Already there is some serious regression across the country and not just in Muhlenberg. Dr. Macharola said some schools are entertaining going virtual and some have already flipped to full virtual. They are entertaining whether they should bring people in. He said staff can safe distance here and in a healthier environment than anywhere else given the District's marvelous custodial and maintenance staff. Dr. Macharola said he had a conversation with the steward and he agreed with him. If the District can provide additional assistance for its students by having the paraprofessionals here, then it is a step above. He said the District cannot control what anyone decides to do outside of the District.

Mr. Hyneman said, if the District goes virtual, for the safety of everyone, he said he leaned in that direction, one of the things the District may get overly dependent on is whether students will actually plug in. He said some very large school districts have not provided the technology for students at home; Muhlenberg has done that, but now the District must depend on students including very young students actually plugging in, be online, do the assignments that the teachers are asking them to do. Mr. Hyneman said in this particular model, he was not sure how that would be done. Dr. Macharola said when looking at the last three months, the teachers did a great job; but he does not want to replicate that again. He said the District needs to improve and get better. The Pennsylvania Department of Education wants the District to do the same thing, and the District does not need to be told to do that. Dr. Macharola said Dr. Futrick and his team have been looking at ways to address absenteeism and the District will continue to work on that. He said he understood what Mr. Hyneman was saying. Dr. Macharola said he mentioned earlier that there was just one bad decision after another after another, but this is the better of all of those bad options. He said somebody is going to be angry; there are people that will not be happy no matter what is chosen, but for the sake of safety, this is the route the District will have to go. Dr. Macharola said Dr. Futrick has been having conversations with the counselors as well as Zach Milch, the District's Behavior Specialist. Dr. Macharola said he is a traditionalist and believes in one-to-one interaction. He said he agreed with Mr. Hyneman. There must be more engagement and he knows administrators have been strategizing. Dr. Macharola said staff will be reaching out to parents to see how they can help to better that experience.

Dr. Macharola said he is concerned about special education. There is no better way for the District to assure students receive needed assistance than with the virtual model, five-day a week synchronous education. He said the District has learned from solicitors and other law firms what steps the District should be taking under federal guidelines. Dr. Macharola asked Dr. Rutt to explain what steps the District would be taking for children with intellectual disabilities to help them.

Dr. Rutt said the District is still required to provide a free appropriate public education to its special education students. He said the best way to do that in a virtual environment is synchronous instruction and what that means is live instruction. The teacher's classroom becomes a computer screen. It is not the most ideal, no one wanted COVID-19, but it does allow everyone to be safe. Dr. Rutt said with regards to the paraprofessionals, he could not think of a better group of professionals to go into this with. It will be a challenge, but they will rise to that challenge. He said he knew from talking to some of his staff members, they are starting to see the benefits of it. They are going to turn out to be better educators when it's all said and done. Dr. Rutt said they are prepared to provide FAPE. He and his staff will continue to work at it the best they can; they will monitor it, stay on top of it, but he knows the teachers can to it.

Mr. Hoffmaster said at the RMCTC meeting on Monday night, the Committee approved virtual learning for the students with the teachers in their classrooms.

Mr. Madara asked Mr. Boland if the District was protected legally for any of this stuff. Mr. Boland said that is a great question and probably the subject of an entire seminar. He said the more the guidance out there is looked at, that guidance forms up what would be considered the standard of care; and, the more it is examined and the more decisions are based on what that guidance is, what the standard of care is that is being put out there, the less likelihood of any kind of liability. He said understanding that you would come from a position of immunity under the Subdivisions of Political Tort Claims Act so you don't come from a position of having liability attached as easily as a private company, but there are exceptions to it and one of them is the Care, Custody and Control of Real Estate and the other is the State Created Danger Theory. Mr. Boland said as long as the District continues to do what it is doing now – carefully looking at the guidance and carefully considering it when making decisions – he said he thinks the District will be in great shape. He said if the District says that it sees all the guidance, it hears all this stuff but moves full speed ahead, then it may run into some problems, but what the District is doing now is right on target.

Dr. Macharola asked Dr. Moyer to give a brief update on where the District is with sports and the PIAA.

Dr. Moyer said considering the number of students in the District participating in either an interscholastic sport or some kind of club or activity, which are vital in helping to get kids to school. He said he received a phone call from Mike Drago of the Reading Eagle and he asked if there was any truth to the rumor that the Muhlenberg School District would be opting out of fall sports and activities. Dr. Moyer said Mr. Drago caught him off-guard because while he was speaking to him, Dr. Moyer could see coaches and students working hard at voluntary workouts to prepare themselves for the fall season; so he unequivocally told Mr. Drago that was absolutely not true and that Muhlenberg was preparing as if the season would take place following the guidelines of the PIAA and the state. He said Muhlenberg will continue to do that until it is told otherwise. There is a meeting scheduled on August 21 and Dr. Moyer said he is not sure if anyone saw the letter PIAA sent to Governor Wolf and his staff asking for a collaborative effort and seeking options for the fall season. Dr. Moyer said after the meeting on August 21, sports would be going full steam ahead or by whatever recommendations are set by those two groups.

Comments/Questions/Concerns:

Mrs. Mengle asked should down the road fall sports be put on hold, would the coaches receive their salaries. Dr. Moyer replied that at some point this year, there would be options possibly combining all three seasons into one and the coaches would be called upon at some time to fulfill their duties. He said there would be language in their contracts that would state that their compensation depends on the hours put in. Dr. Moyer said if they were to move everything to the second half of the school year that is when that would apply for the coaches.

Dr. Macharola said that as the District continues to emerge with COVID-19 and the pandemic, this Health and Safety Plan must be fluid and it is perpetual. He said things are going to continuously change and his number one concern, and everyone else's, is the safety of staff and the safety of all students. Dr. Macharola said one life lost is too many and he cannot emphasize enough the importance of mental health. The District must keep reaching out to families. He said he was very touched by a mom who told him that she was behind the school because her daughter has asthma and she was not going to send her to school. The mom said she was going to look into the District's Virtual School and asked Dr. Macharola what he thought. He said he told her that she needed to do what she needed to do as a parent; but, if he had a daughter that had asthma, he wouldn't take a chance. Life is so valuable and you can't get it back. Dr. Macharola said kids deserve everything possible and it is not just about the children, it's about where we will be as a country as the domino continues to fall – it is pyramiding. The country must get a vaccine and tackle this virus; but, in the meantime, we must do everything we can for our kids and our families. For the taxpayers and community members who are worried – we all are. Dr. Macharola said charter school legislation has to change; when faculty and staff are in their buildings, they are earning their dollars, and they are doing it the best way they can. He said there is no good answer to this and someone will not like it; but the District must do what is right for the greater good. Dr. Macharola said this is something he has never seen before – steady as she goes – we will get through this. He said we must hold the line and come together as one. Dr. Macharola said he would be asking the Board to approve the Health and Safety Plan, which needs to go to the state; and, he would highly recommend given health considerations and synchronous learning, that the District goes with option three which is total virtual. At least for the first marking period, and then see what is happening at that point. He said there are a lot of nay-sayers out there that are saying this will go on and on, but let's hope that the scientists, the global community and the leadership in this country can get together. This is a virus no one created, but it is affecting all of our lives - 160,000 Americans have perished from COVID-19; and it is on the rise with children. Dr. Macharola said he did not want to take a chance with kids or anyone else. He said he knows that it is tough and he knows that all nine Board members want to do the right thing for the students and staff. It is a tough decision but it is the best one the District has.

Comments/Questions/Concerns:

Mr. Nelson said one of the District's biggest expenditures is busing, and the District did not use BCIU in the spring, and will not be using them again for the fall. He said he understood that they have a certain level of fixed costs, but the District needs to have a conversation with them about a rebate or pushing the costs out so that next year the dollar figure is less. He said the BCIU has not had to drive the buses, they have not had to pay for fuel and he is not sure, but they haven't had to pay the bus drivers and there would be a whole lot of savings (unintentional) because of this with the bus contract. Mr. Nelson said with everything going on in the spring, that may not have been the time to bring it up, but now is the time to bring it up. Dr. Macharola said he agreed with Mr. Nelson. He said Mr. Mathias has been reaching out and having those conversations, and will continue to have those conversations. Dr. Macharola said that is one piece of it and the other piece is charter school legislation, which will kill the District along with all of the other districts in the state who are in the same boat. Mr. Nelson said he would be shocked if the charter school payment is equal to or less than what was budgeted for this year.

Mr. Madara asked when a teacher does not come into work, how would the District get a substitute for that teacher. Dr. Macharola replied on the virtual side, if a teacher does not come to work (and all of the eighteen districts will be fighting tooth and nail to try to find subs), the District will try to find a substitute. Things will be set-up that the teacher will be able to pass on information if they are here. It would be difficult if they were not in their building. Dr. Macharola said this is new and he could not say it would be flawless, but he believed the District had a better chance with finding a substitute if they are here. He said this has been a discussion with all eighteen school districts. There is a concern with the available pool right now and how that pool is being streamed out. The District has gone out of its way to help its employees who have a medical condition, which is something the District must do and may require a substitute. Dr. Macharola said it is an HR nightmare but the District will have to address it the best it can. Other superintendents are concerned also about whether they will be able to adequately staff their districts.

Mr. Hyneman said a sub may have difficulty knowing the system and he said he knew that in the past classes would be split and students would be with other teachers for that day and those teachers would know the system. He asked if that would be a way to alleviate the problem when substitutes aren't available. Dr. Macharola said it is certainly a pathway that could be chosen; but he said, he knows from the past, the faculty was not happy about the splits. He said when he was a teacher he wasn't happy about that either. Dr. Macharola said he is hoping that with Kelly Services it will put the District in the running with the rest of the Districts, but Muhlenberg may certainly have to make some adjustments.

C. Physical Plant Update - Mr. Kenneth Patterson

Mr. Patterson reported:

- Both MEC and MMS took on water from the torrential rains and subsequent flooding that took place on August 2 and August 4. Water came in from overwhelmed storm drains backing up to double glass doors in certain areas at

both schools. There was minor damage considering all of the water that custodial crews cleaned up from both storms.

- Maintenance and Custodial Staff continue to prepare all School Buildings for the 2020-2021 school year. MSD's fall sports student athletes have returned for voluntary workouts with limited access to restrooms in the high school and outer buildings. Custodial crews clean and disinfect those areas where students have access daily.
- Just to highlight one of the many, many projects that both staffs have worked on, taking place at C. E. Cole Intermediate School, the plan called for painting the hallways, the stair towers and revitalizing the terrazzo flooring throughout the building. To date, the hallways have been painted and are complete; and 60% of the flooring is complete and will be completed at the end of August. The Physical Plant Department is still preparing the buildings so that both students and staff can return to a safe learning environment; and, they continue to closely monitor the recommendation and guidelines being set by the federal and state health agencies and PPE for the District. Mr. Patterson is proud of the work both the custodial and maintenance staff have done throughout the District. They have been working hard every day since the shutdown back in March.
- All LED fixtures received by MSD have been installed in parts of all the School Buildings. Installation was done by MSD Maintenance Personnel. New fixtures have been installed in Cole's gym, MMS's gym, MHS's gym, auditorium hallway and lobby, MMS's science wing hallway, main auditorium lobby and main office lobby, and the MEC gym.
- Middle School Floor Tile Replacement Project is complete. A total of 5,000 square feet of flooring has been replaced with epoxy flooring. Mr. Patterson said it looks excellent.

Comments/Questions/Concerns:

Mr. Lupia asked if any of the buildings were still carpeted. Mr. Patterson replied not a lot. The carpeting that was in a couple of classrooms at the high school was removed last year. He said there is some carpet at some entrances to help to keep the tile floors in the main lobbies cleaner as carpet tiles are easy to replace if one gets damaged. Mr. Lupia asked if there was carpeting in any of the rooms that had water damage. Mr. Patterson said the two areas that took on water that had carpet were the assistant principal offices, but the custodial staff did a great job of sucking that water out of the carpets and getting them to dry at MEC.

Mr. Hoffmaster asked if the library had water damage. Mr. Patterson said the Muhlenberg Community Library took a severe amount of water. He said Mr. Madara may mention that in his report. The library took on a large amount of water from the storm on August 2. He said he is working with them with regards to insurance and what the District is responsible for. Mr. Hoffmaster said his staff is doing a great job.

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.

Francis Ranaudo – Mr. Ranaudo said that both of his children receive speech therapy. His son did not get speech therapy in the spring when the District went virtual and he wanted to know if his children would receive the help that they need with speech therapy if the District goes full virtual.

Dr. Rutt said yes, absolutely. The speech therapist will be providing the therapy in a virtual format. He asked Mr. Ranaudo to contact his office to discuss it further.

Katie Iannacchino – Mrs. Iannachino said she had three children attending the District (8th gr, 4th gr, 3rd gr) and both she and her husband work. She said Dr. Futrick mentioned that there would be a normal school schedule so that elementary school would be 8:50 AM – 3:25 PM and the purpose of that was to allow teachers to teach and parents to parent. She asked what happens to the children whose parents are not home and the children are at daycare during that time. What is the option for them as far as the attendance policy if they are unable to sign in at that time? Will they be able to watch a recording in the evening? Mrs. Iannachino said to limit the teachers hours to 8-3:30 or whatever the plan is terrifying to a working parent and replicating the traditional school hours to try to authenticate an in-school experience is terrifying. She said a parental relationship is not an instructional relationship so this is scary.

Dr. Futrick said there are some obstacles that the District definitely needs to address. He said he does know that there will be some kids that have trouble logging on during the school hours, so the assistant principals, building administrators and guidance counselors will be reaching out to figure out something that will allow students to get their education. That plan will be differentiated and based on a case-by-case basis. But the District will certainly work with families that are in that situation.

Mrs. Iannacchino asked if Dr. Futrick knew the percentage of families in the District that have two working parents. She said her guess would be the majority, but that was just an estimate.

Dr. Futrick replied he did not have that percentage, but he would agree.

Mrs. Iannacchino asked if the teacher's hours (8:50 – 3:30) were negotiable or is it set in stone. She said if the teacher's hours were a little more flexible, it would benefit a lot more families.

Dr. Macharola said he agreed with her that the District has a lot of families that two parents work. He would hope that the faculty would be openly receptive to reaching out to help kids at other times. They do have contractual times. The District has a lot of teachers that go above and beyond and he would hope that would be the case here. Dr. Macharola said he couldn't say that 100 % for sure because he doesn't know what they have going on in their lives and some employees may be working two jobs as well. If there is something that someone would be able to do to help a child after their contractual hours, he would hope that they would be dedicated and committed enough to do that; however, they do have personal lives. Dr. Macharola said as a father of four, his heart goes out to her. He said there is no good answer for her and leadership is critical here; although, it wouldn't solve her problem, but he hoped the District can do something to help her. Dr. Macharola said this is something administration can reach out to the faculty about.

Mr. Nelson said he thinks that the District is going to have to be flexible with schedules for teaching staff. He said he knows that there is a contract. This is not a normal situation so everyone is going to be flexible and he has no doubt teachers are going to step up and do the best job they can under the circumstances; but, if 50% of the students in a class has two working parents, the District may have to look at an adjustment of hours so that they are not working two shifts.

Mrs. Iannacchino she did not have anything negative to say about the teachers and the teachers her children have had always worked with her because they knew that she worked; however, a lot of these teachers have children of their own and it will be very difficult and stressful to balance their time for their own children who may be learning virtually while they go to work every day. She said it is tough and if it was her vote, she'd vote to have the parents decide – if they want to send their kids to school, send them. Mrs. Iannacchino said it's not her vote and the District has done a great job with all of these plans. She said the Governor threw a wrench in it when he said he strongly suggests all schools go virtual; it felt like a big political game and the kids are the pawns.

Barbie Levan – Ms. Levan said she has a son who will be a junior this year and, she thanked the Board and administration. She said she is a nurse and has seen firsthand what the virus can do to people. She works with the elderly population not the younger generation, but it is affecting people differently. Ms. Levan said she was glad the District was taking it seriously as far as the health and wellbeing of the students and the staff. She said she keeps hearing the terms virtual and cyber school and asked that someone explain the difference between those two; and if the District goes all virtual, are the courses going to be limited or will the students still have access to all of the courses including electives that they may have chosen to take last year this year.

Dr. Macharola said he would answer the first question and Dr. Futrick the second. He said virtual and cyber are interchangeable words meaning the same thing. Dr. Macharola said the only time it needs clarification is if it is brick and mortar which is a little different. Dr. Futrick replied to Ms. Levan's second question – any student grade 7-12 who has an elective course, a core course - those courses will be replicated in the virtual environment. He said they will miss nothing – AP courses, honor courses will all be running. There will be no changes from virtual vs. traditional.

Ms. Levan said that Dr. Macharola said that virtual and cyber were interchangeable, but she was wondering because she heard virtual where the teacher teaches and she heard of a virtual option with a program like Edgenuity. She asked where the Edgenuity program was coming in versus the District's virtual with the teachers teaching.

Dr. Futrick said the Edgenuity platform is just that a resource that the teachers could elect to use. It is not replacing any course that is part of the Muhlenberg School District curriculum; however, if a teacher would want to use the resource of Edgenuity, as a teacher they could do so.

April Frey – Ms. Frey said she has two kids – one in third grade, one in fifth grade. She said if the District goes full virtual, it seems really excessive to have kids signed on from the beginning to the end of the school day; especially since during the school day they have recess, lunch, specials and she asked if that was being taking into account to replicate that during the day.

Dr. Futrick said both Mr. Baylor and Mrs. Venza are looking at trying to replicate the day as best possible. He said they are not asking students to log on at 8:50 and stay logged for the entire day. There will be moments in the day where they will log on and be live with the teacher; there will be moments in a day where they will be logged on in a small group setting; and there will be other moments in the day where they will be doing an independent activity. The building principals and then the teachers will communicate that schedule out. Dr. Futrick said the expectation isn't there for them to stay logged on 7 ½ hours a day. He said the teacher will put out a schedule for them to try to replicate a regular school day because eventually students will be going back to school and they will have a schedule to follow and it should be the same schedule when they return.

Ms. Frey said she was furloughed from a job where she was working remotely from home. She said she had to get another job out of the house and she is only at home for a few hours; therefore she is concerned that her third grader and was wondering if there was a way to record what the teachers were doing so if they would need assistance from the parent, they could submit the work later. Ms. Frey asked if this was a consideration or completely off the table.

Dr. Futrick replied the District is absolutely considering that. This is going to challenge the District to be as creative as possible and differentiate instruction as best we can. He said we will have to be flexible, meet the needs of the students because we would want every kid to grow throughout the school year. He said we would not want any relapsing. The District will be accommodating to meet everyone's needs.

Inga Hobbs – Mrs. Hobbs said she has double duty as a teacher and as well as a parent. She said she was concerned as a teacher having her hours of 8:15AM to 3:45 PM, of course she would be willing to answer an occasional question, but she said she would be busy schooling her kids at night so her concern was what will be done for parents who do work and have a question. She said with the virtual learning in the spring, teachers were on-call almost all the time to help with tech issues, Zoom meetings but this will not be an option with this plan. Mrs. Hobbs said she was curious how teachers would address those kids and parents.

Dr. Futrick said it will challenge the District to be very creative. Mr. Baylor and Mrs. Venza do have some ideas and they will share that out with their staff. He said Mrs. Hobbs was in the position where she was a parent and a teacher so as a teacher if she were in a traditional setting, how would she help her kids in the evening. Dr. Futrick said that everyone will have to think outside the box.

Mrs. Hobbs said she thought it was a little different in this situation because there will be kids who are going to be in daycare all day long, and her children included. She said they may be with someone who may not be able to log them in and do the traditional school day so she said it was concerning to her how her children would interact with their teachers and having those evening hours for those kids so she can connect with them. Mrs. Hobbs said she thought it was very important for those families who were not able to follow a traditional school day in a virtual setting 100%. She said everyone is hoping that this will only go a quarter but the potential is there for it to go longer so those relationships are important. Mrs. Hobbs said during the school year when school is in person, there is the occasional phone call, but with the virtual stuff, there could be families that need extensive help.

Dr. Futrick said he agreed and this will cause the District to be flexible and accommodating to student's needs.

Jason Miller – Mr. Miller said he had two kids – one in high school and one in middle school. He asked if it was possible since the District has a tremendous amount of teachers, to split them up with a first shift and a second shift like a traditional workplace.

Dr. Macharola said he wished he could say yes, but that is not possible. He said administration actually thought of that and had conversations earlier over the last months; however, that would not be possible given everyone's own responsibilities.

Robynn Bulles – Ms. Bulles said she has a son going to first grade and had two questions. First, she asked what the lunchroom situation is going to look like since it is a large room filled with a bunch of kids; and second, if the District goes virtual, are electronic devices going to be supplied, or is that something parents will have to get.

Dr. Macharola said the District invested millions of dollars in technology over the last few years and is a one-to-one district. He said if her son did not still have his device from the spring, devices were being prepared to be dispersed for grades K-12 in the few weeks. Dr. Macharola said Dr. Futrick has been working with the principals and they are making adjustments to the number of lunch periods per day to reduce the number of students in the cafeteria at one time and provide safe distancing.

Katie DiStefano – Ms. DiStefano said she has four children in the District, two at Cole, and two at the middle school. She said her family was very thankful for the care they received from the District – in the spring and always; and she is proud to be part of Muhlenberg. Ms. DiStefano said she would have to choose a virtual model regardless of the District's decision based on some health concerns within her family. She said she was pleased to hear the push for synchronous instruction meaning that the teachers who are so fabulous at Muhlenberg would be able to guide students through the day

and give them live instruction that she felt surpassed any curriculum model because teachers are the key. Ms. DiStefano said her concern was for the continuity of education within the virtual platform. She said if a family opts into the virtual platform and say mid-year the District decides to go back to in-person learning, could she get a description of the virtual option and the level of support students would receive should her children have to switch from being synchronously taught by a fifth grade and a seventh grade teacher to the on-line virtual model, which she said she would assume is not being taught by those teachers since they are teaching face-to-face. She asked what that would look like for those students who have to stay virtual.

Dr. Macharola said the District is looking at its staffing right now knowing that more staff may have to be assigned to the virtual program in order to continue that continuity of education. Dr. Futrick said if Ms. DiStefano would choose to use the virtual platform at any point in time, the District uses Edgenuity for its virtual program. To begin the school year, two Muhlenberg teachers will be assigned to oversee that program because of the expected increase in enrollment in the virtual program so, parents would still have the opportunity to interact with a Muhlenberg teacher. The teacher who would oversee the virtual program would still be able to communicate with the students' teachers in the buildings to keep them in the loop. Dr. Futrick said the District anticipates that there will be more students enrolling in the District's virtual school. At some point in time, parents may feel comfortable taking them out of the virtual school to return to a traditional setting down the road. He said the District will want to make that transition as seamless as possible.

Ms. DiStefano said if it would be necessary for her children to switch to the virtual model, it is her understanding that virtual instruction would be provided by Muhlenberg staff and would not be a synchronous program but an asynchronous program that the students would work through on their own having the option to ask for help from two Muhlenberg staff members.

Dr. Futrick said if the District goes to a traditional setting and parents would choose to stay in a virtual program offered by the District, students would not have live instruction because the teachers would be teaching in a traditional setting.

Karin Althouse – Mrs. Althouse said with multiple children in the same house being on-line, doing Zoom, streaming, etc., it will put stress on the WiFi system in the home especially if one or two parents are working from home as well. She said certain band widths would be needed; so, if there would be any advanced communication that the District could put out in terms of technology or band width for homes it would be appreciated. She said she has one child that has an IEP and Dr. Rutt has been a fantastic resource. He did a lot to put her at ease with the concerns that she had and she wanted to thank him publicly and to encourage others to reach out to him because he was a fantastic resource.

Jenny Neuheimer – Ms. Neuheimer said she has three kids in the school district and she and her husband both work. She said she works in the District as an Instructional Assistant in a VB classroom. She said all kids learn differently and with following a synchronous schedule, what happens when there are no parents at home and a child fails to log-on at the appropriate time. How will it affect their grade? What is the concern or expectation as far as limits for students to remain engaged online since kids

have different attention spans, may easily get distracted, may have to use the restroom or get hungry. Ms. Neuheimer asked how teachers will handle it when students remove themselves from a Zoom session. She said both of her older children are on an AP honors track and she wanted to know if their classes will follow a higher level learning course work.

Dr. Futrick said because it is an advance placement course and that course is geared toward the AP test, the District must follow a nationally prescribed curriculum. He said there is no deviation on that. With regards to attendance and logging in and out of Zoom, those are procedures the principals will be outlining for the teachers. He said the roles of the assistant principal would be changing. If the District goes virtual, they will be reaching out to students to log-in and also reaching out to parents. The District will want to stay on top of that because we want the students to succeed. The expectation will be that students log-in but, Dr. Futrick said he is sure that there will be students who will be a little harder to get to log-in and participate. That is the District's job to encourage students to log-in and staff will be relied on to follow-up with that.

Shelly Dorsey – Ms. Dorsey said her question was about the RMCTC. She asked how the students would participate in the part of their class that is hands-on.

Dr. Macharola said they are handling that virtually and he had the same question. He said Mr. Kahler, the new RMCTC Director, said they are set up virtually to do that by trying to replicate the instruction the best they can. Dr. Macharola suggested she contact Mr. Kahler because he would be very happy to help her.

Ms. Dorsey said she heard that at the elementary level it will be a regular schedule and asked if it will be the same at the high school level. Would they sign in and be with their different teachers.

Dr. Macharola said it cannot be like it was at the end of last school year. Dr. Futrick said they will be trying to replicate the actual school day as much as possible, try to make it as authentic as possible.

Ms. Dorsey said she wished it would be left up to the parents because so many students with disabilities need school as an outlet.

Dr. Macharola said he wanted to be sure that the Board and administration got to hear everyone. He said he knew everyone wanted to make a decision but a decision must be made that is in line with the Pennsylvania Department of Education guidelines. Dr. Macharola said there are a lot of parents waiting to speak and he must ask that each one be held to two minutes so that they get to hear everyone.

Becky – Becky said she has two children in the District one is in kindergarten. She asked how virtual learning would be put together for her child in kindergarten.

Dr. Futrick said he heard that a lot of people did not like what the District did in the spring. He said he thought the elementary teachers did a marvelous job collaborating and trying to replicate the classroom experience in the virtual setting at the kindergarten level. The teachers shared ideas and strategies. Dr. Futrick said he did not think Becky would be disappointed with her child's kindergarten experience in a virtual setting and her child would be challenged. He said he is sure the kindergarten teachers will make it fun as much as possible.

David Kreiser – Mr. Kreiser said they have three children in the District; two of his children are special needs children with one attending the Hogan Academy. He said Hogan has given them the option to be in-person or virtual but if they choose to have their child attend in-person, would transportation be provided.

Dr. Rutt replied that the District would continue to provide transportation for his son.

Janice Toledo – Ms. Toledo said she has two daughters attending the RMCTC and she is concerned about their hours. She said it was her understanding that students must complete classroom hours in order qualify for certifications which is the main goal of the CTC as students prepare to go out into the workforce. Ms. Toledo asked how virtual learning will affect completing their classroom hours, will they be able to meet the criteria and receive their certification.

Dr. Macharola said his understanding at this time is that everything is progressing as normal. He said he did not know if this will jeopardize their certification process with their hours, but his understanding is that it is set-up that they to do qualify for those certifications with successful completion of the course.

Ms. Toledo asked if there would be clarification before the school year begins.

Dr. Macharola said he would ask Mr. Eric Kahler to reach out to parents to keep them informed because other parents are probably asking the same thing.

Maria Ortiz – Ms. Ortiz asked Dr. Rutt how her son's transition from the RMCTC to the high school will work.

Dr. Rutt said he did not want to discuss her son in public and asked that Ms. Ortiz call him in the morning.

Whitney Jeter – Ms. Jeter said she has two children in the District, one going to first grade and other is starting middle school. Ms. Jeter asked if the middle school would still be holding an orientation because they have not heard anything about teachers, classes, etc. She said she was looking for clarification on the middle school's plans for students who are transitioning into a new school.

Dr. Macharola said that will be taken care of after a decision is made for the start of school. He said administrators and principals will be getting information out to parents in the morning in a timely manner.

Kristy Rothenberger – Mrs. Rothenberger said she has two children in the District. She said she has a daughter who really didn't get a kindergarten thanks to the pandemic and she is now going into the first grade. She has another daughter who is going into the third grade with a minor IEP. Mrs. Rothenberger said to Dr. Macharola that when he said he had to make this decision for parents, Mrs. Rothenberger was offended by that. She said that he may know something, but parents are going to know better what their children need and her eight year old definitely needs to be with her student body.

She needs that structure. Mrs. Rothenberger said both she and her husband work full time jobs and they are not able to stay home and make sure their children are logged in. She said her child is at daycare eight hours a day and when she gets home she goes to school as well and she can't keep putting herself on hold because of something that no one even knows what is going to happen and it doesn't even seem scientifically accurate. Mrs. Rothenberger said she is praying that the District is looking at this on a situational basis of how this is really going to react for the children because it is not the adults that will pay the price, it is the children. She said knowing that her child who is going into first grade barely even got a start to her education and that she's now going to be put into this mess. Mrs. Rothenberger was just really praying that the District was looking at these children and seeing what they really need and deserve – that they should be in class with their students.

Dr. Macharola said he was not making the decision for her. He said he must submit the decision to the state. The District must look at the options. Dr. Macharola said Mrs. Rothenberger sounded like he felt – he doesn't want that, he wants the children in school, but he said he also knows what has been laid at his door step with the pandemic. He said as far as her children are concerned, he understood. Dr. Macharola said he couldn't agree with her more, but he said earlier, he was not going to be able to make everyone happy. He said he understood the complexities of peoples' lives and the effects this will have.

Kim Velazquez – Ms. Velazquez asked if asynchronous learning has been ruled out because she felt it would be very beneficial to a lot of families.

Dr. Macharola said it has not been completely ruled out but it has to fit into the schedule five days a week. Dr. Futrick agreed, it had not been ruled out. He said depending on what the Board decides, that was part of the plan of trying to replicate the authentic experience and this will challenge the District to be creative – some may have to be recorded, some will be live. Dr. Futrick said it will really depend on what the students need.

Ms. Velazquez said she is able to work from home, but she works from 9-5 and if instruction is synchronized she is not sure how she will be able to do that. She said that is concerning for her.

Dr. Macharola said that he understood. He said COVID-19 is real and what it has done is place undue unbearable stress and burdens on parents and especially on schools.

Tracy Ibrahim - Mrs. Ibrahim said her daughter is a type 1 diabetic and she is going to ninth grade and if the District goes virtual, it is her understanding that students will have the structure with teachers throughout the whole day or would it be better to do the Muhlenberg Virtual School.

Dr. Macharola said the middle school will be trying to replicate the normal school day. He said she must keep her eye on her daughter and if there is anything she needs, the nurses can reach out to her.

Beth – Beth said she has two children attending Muhlenberg, one is a senior and the other is going to 8th grade. She said her senior will be fine, but her son who is going to 8th grade needs structure and does not do well with virtual learning; although, she likes the plan for students to follow a schedule which provides structure. Beth said she is prepared to do whatever she can to help her son grow and learn. She said believed that if he sees his teachers in the classroom teaching in a traditional manner, he will grow and learn, but based on what happened at the end of the year, she is afraid he will fall down.

Dr. Macharola said that he is hoping that should the Board decide to go with the traditional synchronous format that it will help her and provide some kind of structure for her son as it is set-up with some moderation with flexibility. He said if she has any concerns with her son, she should reach out to Principal Ebert because he is very proactive and will reach out to the counselors to work with her so her son gets the assistance he needs. Dr. Macharola said he realized there will be issues with this but the District has a wonderful staff and faculty that would be happy to reach out and help.

Brett S – Brett said he has four children that attend Muhlenberg and one that will be starting kindergarten. He said his mother was able to assist in the spring, but she must go back to work and he had concerns about his daughter going into kindergarten since this is her first experience with school. Brett said the first couple of years are very key and he is worried about what can happen with her. He said he knew that these decisions are hard to make.

Dr. Macharola said this is not what he would want to see under any circumstance what so ever - a young child going into kindergarten where it is so important that they get a caring, compassionate start to school. He said the principal and kindergarten teacher would reach out and try to help him the best they can. There is not an appropriate answer. He knows that his daughter should have compassionate, one-to-one instruction in a safe environment. Dr. Macharola said there was no right answer for him.

Jason Wright – Mr. Wright asked what type of protection the District has for students logging in and receiving files from the school. He asked if teachers will be signing in on their own personal computers, as he is concerned about malware. Mr. Wright said he has seen companies that have been crippled by malware.

Dr. Macharola said the teachers do not use their personal devices to teach. They log-in using District owned devices. The District has security within its infrastructure. Students are not able to get on websites that have been deemed inappropriate or dangerous. Those are blocked. Mr. Houck said all of the District devices have an anti-virus and ten-point protection on them that are windows based. He said all of the other District devices are managed by Apple or Google and the District limits what can be installed on them. Mr. Houck felt very confident that District devices are not distributing or receiving things that should not be on them.

Mr. Wright said if the District goes full virtual and students are logging in from home, shouldn't they be logging in through a VPN or something secure.

Mr. Houck said he was a little confused as to what he was asking when it comes to the VPN. He said the VPN would only help if the District wanted everything totally encrypted.

Mr. Wright asked if the files would already be scanned before the student would download them at home.

Mr. Houck said they have already been scanned. The District devices already have virus protection on them and the file would be scanned prior to the teacher sharing it. He said he cannot control anyone's personal device. Mr. Houck said every student will have the opportunity to get a District device. He said with regards to Chromebooks and IOS, they are continuously updated with the latest version of anti-malware as it comes out.

Brandon K – Brandon asked if there was any data analytics to quantify how many students would be impacted by virtual learning versus traditional. How many students or how many families because as a society this is being looked at more out of an emotional perspective, out of fear. He said he was curious if the data was looked at to see how many students and families would be impacted if the District decided to go virtual and who wouldn't have the resources or people to monitor them and make sure they are able to get their education.

Dr. Macharola said when the survey was sent out to families, there was truly no significant difference. He said it was a 40%, 30%, 40% split and that clearly told administration that it didn't matter what was decided, someone was not going to like the decision. Dr. Macharola said when it is looked at from a personal view of how this would impact people, it could go one way or the other; and, then when looked at from an education standpoint, there are people out there that believe this is the direction education is going in. He said he is very frightened of that. He said in the past ten years, 52% of Fortune 500 companies are no longer there because the world is going through a digital transformation and it is reshaping everything. Dr. Macharola said if this is allowed to continue, there will be a divide in the country that we would not be able to get back. He said there are kids that can learn virtually, but there is nothing more important than the traditional interaction. He said of course students can get that interaction from asynchronous instruction one time, two times, and then they are off and running. Some people learn very well from that. Dr. Macharola said his heart is aching because this is almost an impossible solution – one bad thing after another. He said they don't know where this is going and after one marking period, it could be possible it could go longer, but he hopes not. Dr. Macharola said his concern is for the students. He said the District cannot sacrifice the human soul. There are kids out there that do extremely well virtually,

but it's not for everyone; and it's not for the masses for the development of the mind – emotionally and physically. Dr. Macharola said as far as that part of the research piece, it interconnects with that split that is present; and most of it has been understanding the emotional side of it – hearing parents say they will have to quit their jobs. He said he hears different views from different parents.

Brandon said he asked specifically about whether there was data quantifying it because it could be said with certainty from the significant amount of parents who spoke out, that their student's lives and their lives would be significantly impacted by the decision to go virtual without giving parents the opportunity to have their kids at school with that structure. He said the meeting fell short on delivering if the District is unable to say how many individuals that is because if this decision is going to be made, the District should be able to say with certainty this is how many students will be impacted and this is what the impact looks like. Brandon said he felt that portion was avoided, but went with the comfortable piece saying, erring on the side of "we know what the fear is". He said he doesn't side with anyone because he knows the District has a tough decision to be made, but there are real quantifiable consequences that is going to happen to a bunch of families and he did not feel there were enough analytics or evidence shown to show what the impact is going to be. Brandon said the potential to do that or measure it was there – the opportunity was there.

Dr. Macharola said the District knows there is going to be serious impact. There is not one decision that is going to be made that is going to be the right decision. He said as far as quantifying it, the District has been pulling in data from across the state with regards to what they are experiencing, but it is known in this District, not as much from a quantifying element but a qualifier, it is going to have a massive impact on everybody. Dr. Macharola said anyone of those options will have an impact and the District is not falling short on it. We also know there is a matrix out there, and an obligation since safety is our number one concern. He said no one wants to see the kids in school more than he does.

Jessica Urenko – Mrs. Urenko said she knows the District is dealing with a really tough situation – unprecedented circumstance – and no one wants kids to suffer from going virtual. She said from her experience working in schools, she can't imagine that at this time it is safe for kids to go back, for 1,000 kids to be under one roof. Mrs. Urenko said it doesn't make sense based on what the CDC is recommending. She said listening to parents, she was wondering if there was anything set-up in terms of support for them. Mrs. Urenko said she had the opportunity to participate in the National Autism Conference last week and the one big take-away that she got were supports for parents and how to develop skills they may never had to use before. She asked if there were any kind of supports to help parents learn how to engage their kids.

Dr. Macharola said Zach Milch is reaching out to parents to help with this and to assimilate to the pressures at home with the technology. Dr. Futrick said the District hired a Parent Outreach Coordinator, Liz Laviena, who works with parents and is always looking to provide assistance to parents. He said the building principals have an open-door policy and parents can reach out to them.

Mrs. Urenko said she was curious if there was an orientation planned for kindergarten parents to make available things like how to set-up a routine, how to have a schedule, placement, and organization. She said people who work in education take for granted those things that come easy but for parents who are not used to that kind of structure, it may not. Mrs. Urenko said she thought it would be helpful if there was something put in place universally. She said it would be nice if there was a seminar or something like that available for parents to help them work through some of their fears about virtual learning.

Dr. Macharola said that was a great suggestion. Dr. Futrick agreed that it was something that the District could do to build a bridge and continue to provide any kind of help the District can.

Board Business

Personnel

1. Acceptance of Resignations

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

- a. Mr. Mark Moyer, Supervisor of Accounts, effective August 7, 2020.
- b. Ms. Sue Raynes, Life Skills Teacher, Muhlenberg Middle School, effective July 10, 2020.
- c. Ms. Mariella Morganti, Class A Secretary, Business Office, effective July 24, 2020.
- d. Ms. Michele Walker, Educational Assistant, Muhlenberg Elementary Center, effective July 23, 2020.
- e. Ms. Allison Zeller, Part-Time Clerical Assistant, C. E. Cole Intermediate School, effective July 23, 2020.
- f. Ms. Lauren Yoder, Special Education Teacher, Muhlenberg Middle School, effective July 28, 2020, effective date pending release from the Muhlenberg School District per PA School Code.
- g. Ms. Kristen Quimby-Paskowski, Special Education Teacher, Muhlenberg Elementary Center, effective August 5, 2020.
- h. Mrs. Catherine Leonhard, Kindergarten Teacher, Muhlenberg Elementary Center, effective July 30, 2020.
- i. Ms. Maria Cedeno, 4 Hour Cafeteria Worker, C. E. Cole Intermediate School, effective August 14, 2020.

2. Professional Appointments

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

- a. Ms. Emily Rudderow, Verbal Behavior Teacher (New Position), Muhlenberg Elementary Center, effective the first contractual day of the 2020-2021 school year, at a salary of \$42,932 (B, 18 Steps from the Top).

- b. Ms. Chelsea Moyer, English Teacher (M. Burggraf), Muhlenberg Middle School, effective the first contractual day of the 2020-2021 school year, at a salary of \$48,720 (B+24, 18 Steps from the Top).
- c. Ms. Taylor Serafin, First Grade Teacher (K. Zimmerman), Muhlenberg Elementary Center, effective the first contractual day of the 2020-2021 school year, at a salary of \$44,440 (B, 17 Steps from the Top).
- d. Mr. Haniff L. Skeete, Dean of Students (J. Treese), Muhlenberg Middle School, effective the first contractual day of the 2020-2021 school year, at a salary of \$64,863 (M, 10 Steps from the Top).
- e. Ms. Brittany Stackhouse, Math Teacher (B. Post), Muhlenberg Middle School, effective the first contractual day of the 2020-2021 school year, at a salary of \$60,095 (B+24, 11 Steps from the Top).
- f. Ms. Angela Szczecina, Third Grade Teacher (J. Rankin), Muhlenberg Elementary Center, effective the first contractual day of the 2020-2021 school year, at a salary of \$56,353 (M, 15 Steps from the Top).
- g. Mr. Daniel Brady, Social Studies Teacher (P. McFarland), Muhlenberg Middle School, effective the first contractual day of the 2020-2021 school year, at a salary of \$45,949 (B, 16 Steps from the Top).
- h. Ms. Kristen Parsons, Special Education Teacher (S. Raynes), Muhlenberg Middle School, effective the first contractual day of the 2020-2021 school year, at a salary of \$78,101 (M+30, 8 Steps from the Top).
- i. Ms. Michelle Lawlor, Long-Term Substitute, Muhlenberg Elementary Center, effective August 24, 2020, at a salary of \$42,932 (B, 18 Steps from Top).
- j. Ms. Alisha Neiman, Long-Term Substitute, Muhlenberg Elementary Center, effective August 24, 2020 through the end of the 2020-2021 school year, at a salary of \$42,932 (B, 18 Steps from Top).
- k. Ms. Karly Dahlroos, Long-Term Substitute, Muhlenberg Elementary Center, effective August 24, 2020 through the end of the 2020-2021 school year, at a salary of \$42,932 (B, 18 Steps from Top).
- l. Ms. Candace Katen, Long-Term Substitute, Muhlenberg Elementary Center, effective August 24, 2020 through the end of the 2020-2021 school year, at a salary of \$42,932 (B, 18 Steps from Top).
- m. Ms. Annie Renninger, Long-Term Substitute, Muhlenberg Elementary Center, effective August 24, 2020 through the end of the 2020-2021 school year, at a salary of \$42,932 (B, 18 Steps from Top).

3. Classified Appointments

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

- a. Mrs. Charlene Benner, Class A Secretary (J. Davies), Physical Plant and Transportation, effective pending updated clearances, at a prorated salary of \$38,671.
- b. Ms. Cathy Salesky, Clerical Assistant, Food Services (L. Ermler), effective August 17, 2020, at a pay rate of \$17.95.

4. 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 2020-2021 school year:

- a. Mrs. Kasey Dawson, mentor for Ms. Christine Bansner, Special Education Teacher, Muhlenberg Elementary Center, for sixty (60) hours.
- b. Mrs. Kathy Bower, mentor for Ms. Maryann Ligenza, Certified School Nurse, C. E. Cole Intermediate School, for fifteen (15) hours.
- c. Mr. Steve Stambaugh, mentor for Ms. Brittany Stackhouse, Math Teacher, Muhlenberg Middle School, for fifteen (15) hours.
- d. Ms. Jennifer Pacharis, mentor for Ms. Chelsea Moyer, English Teacher, Muhlenberg Middle School, for sixty (60) hours.
- e. Mrs. Elizabeth Chapman, mentor for Ms. Emily Rudderow, Special Education Teacher, Muhlenberg Elementary Center, for sixty (60) hours.
- f. Mr. Brian Hendricks, mentor for Mrs. Kristin Parsons, Special Education Teacher, Muhlenberg Middle School, for fifteen (15) hours.

5. Special Education Technology Facilitator for the 2020-2021 School Year

Resolved, that the Board of Education of the Muhlenberg School District approve Ms. Jennifer Hausman as a special education technology facilitator for the 2020-2021 school year at a salary of \$2,625.00.

6. Salaries for Professional Staff for the 2020-2021 School Year

Resolved, that the Board of Education of the Muhlenberg School District approve the Professional Staff Salaries for the 2020-2021 school year as in accordance with the Muhlenberg Education Association contract (effective July 1, 2016 through June 30, 2021) as presented.

7. AFJROTC Instructor Salary for the 2020-2021 School Year

Resolved, that the Board of Education of the Muhlenberg School District approve the AFJROTC Instructor Salary for the 2020-2021 school year (August 1, 2020 through June 30, 2021) in accordance with Minimum Instructor Pay per the United States Department of Defense for the following instructor:

- a. Colonel Donald F. Kline, USAF, Retired, salary of \$92,389.

8. 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 teachers who have performed on a satisfactory basis for three years:

- a. Mr. John Barr, Muhlenberg High School
- b. Mr. Ryan Grejdus, Muhlenberg Middle School
- c. Mr. Andrew Kane, Muhlenberg High School
- d. Ms. Amanda Kemmerer, Muhlenberg High School
- e. Ms. Sharon Lountzis, Muhlenberg High School
- f. Mr. Benjamin O'Donnell, Muhlenberg High School
- g. Mr. Shane Shaffer, Muhlenberg High School
- h. Ms. Iesha Vincent, Muhlenberg High School

9. Bus Monitors for the 2020-2021 School Year

Resolved, that the Board of Education of the Muhlenberg School District approve the following bus monitors for the 2020-2021 school year at the pay rate of \$10.50 per hour:

Muhlenberg High School

Mr. Dean DeTurk

Muhlenberg Middle School AM

Mr. Haniff Skeete
Mr. Shane Shaffer
Ms. Paula Shea
Mr. Brian Kopetsky
Ms. Laura Klawiter
Mr. John Winand
Mr. Dylan DelPiano

Muhlenberg Middle School PM

Mr. Haniff Skeete
Mr. Kevin Lenhart
Ms. Haley Layton
Ms. Maria Avila
Mr. Shane Shaffer
Mr. Dylan DelPiano
Ms. Jennifer Doyle
Ms. Heather Goeltz
Mr. Brian Hendricks
Ms. Chelsea Moyer
Ms. Brittany Stackhouse

10. Health Services for the 2020-2021 School Year

Resolved, that the Board of Education of the Muhlenberg School District approve the following health services for the district for the 2020-2021 school year:

- a. Worknet – pre-employment services - \$55.65 per exam; \$25.00 for tuberculosis test.

- b. Dr. Keith Kiefer, school dentist - \$5.00 per exam

11. Grade Level Leaders for the 2020-2021 School Year

Resolved, that the Board of Education of the Muhlenberg School District approve the listing of Grade Level Leaders for the 2020-2021 school year as presented.

12. Department Chairpersons for the 2020-2021 School Year

Resolved, that the Board of Education of the Muhlenberg School District approve the listing of Department Chairpersons for the 2020-2021 school year as presented.

13. Substitute Pay Rates

Resolved, that the Board of Education of the Muhlenberg School District approve the following substitute pay rates for the 2020-2021 school year:

- a. Teachers (consecutive and non-consecutive days)
 - \$110.00 (1-45 days)
 - \$115.00 (45+ days)
- b. Retired Teacher - \$127 per day
- c. MSD Instructional Assistants with PA Teacher's Certification - \$117 per day
- d. Cafeteria, Secretary, and Teacher Assistants - \$8.50 per hour
- e. Custodians - \$10.50 per hour
- f. Crossing Guard - \$8.00 per hour

14. Substitutes for the 2020-2021 School Year

Resolved, that the Board of Education of the Muhlenberg School District approve the listing of substitutes for the 2020-2021 school year as presented.

15. Guest Teachers for the 2020-2021 School Year

Resolved, that the Board of Education of the Muhlenberg School District approve the listing of guest teachers for the 2020-2021 school year as presented.

16. Summer Hours for Professional Staff

Resolved, that the Board of Education of the Muhlenberg School District approve the following employees for summer hours:

- a. Ms. Stacy Yozwiak, thirty (30) hours for virtual learning resources and professional development planning and learning, at the professional pay rate of \$30.00 per hour.
- b. Ms. Juliana Ciccarelli, thirty (30) hours for virtual learning resources and professional development planning and learning, at the professional pay rate of \$30.00 per hour.

- c. Ms. Amy Chiarelli, forty (40) hours for curriculum and professional development planning and learning, at the professional pay rate of \$30.00 per hour.
- d. Ms. Jaclyn Bellanca, forty (40) hours for curriculum and professional development planning and learning, at the professional pay rate of \$30.00 per hour.

17. BCIU Bus Drivers and Aides for the 2020-2021 School Year

Resolved, that the Board of Education of the Muhlenberg School District approve the listing of bus drivers and aides for the 2020-2021 school year as contracted with the Berks County Intermediate Unit.

18. Pay Rate for Laureldale Crossing Guards for the 2020-2021 School Year

Resolved, that the Board of Education of the Muhlenberg School District approve the 2020-2021 pay rate of \$13.92 per hour for the Laureldale crossing guards (this is a \$.25/hour increase).

19. Co-Curricular Resignation

Resolved, that the Board of Education of the Muhlenberg School District accept the following co-curricular resignation:

- a. Mrs. Ginny Hornberger, Student Council Co-Advisor, C. E. Cole Intermediate School, effective July 25, 2020.

20. Fall 2020 Coaching Assignments

Resolved, that the Board of Education of the Muhlenberg School District approve the 2020-2021 fall coaching assignments as presented.

21. Summer Workout Compensation for Trainers

Resolved, that the Board of Education of the Muhlenberg School District approve Summer Workout Compensation for Head Athletic Trainer, Mr. Dan Kropf, and Assistant Athletic Trainer, Ms. Kelsey Reich, in the amount of \$2,610.

Management

1. 2020-2021 Annual Membership to Berks Business Education Coalition

Resolved, that the Board of Education of the Muhlenberg School District approve the annual membership to the Berks Business Education Coalition for the 2020-2021 school year at a cost of \$700.00.

2. Representatives for Berks County Schools Health Trust Consortium

Resolved, that the Board of Education of the Muhlenberg School District approve the appointment of Mr. Shane M. Mathias, CPA, as the school district's Management Representative and Mr. Douglas L. Olexy as the school district's Labor Representative for the Berks County Schools Health Trust Consortium effective July 1, 2020-June 30, 2022.

3. Voting Delegates to the 2020 PSBA Delegate Assembly

Resolved that the Board of Education of the Muhlenberg School District appoint _____ and _____ as the District's voting delegates to the 2020 PSBA Delegate Assembly.

Comments/Questions/Concerns:

Mr. Voit and Mr. Hoffmaster said they would be interested in being the delegates.

Physical Plant and Transportation

No items at this time.

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	Jun 2020	Jun 2020	Jul 2020 Ck#48154-48360 V#26382-26429	Jun 2020	
Cafeteria	Jun 2020	Jun 2020	Jul 2020 Ck#6821-6837	Jun 2020	
Capital Reserve (Fund 32)	Jul 2020	Jul 2020	Jul 2020 Ck#895-897		
Capital Projects Fund (Fund 39)	Jul 2020	Jul 2020	Jul 2020 Ck#1054-1056		
Activity	Jun 2020	Jun 2020			

3. Certification of Unpaid Interim/Change Tax Bills for Calendar Year 2019

Resolved, that the Board of Education of the Muhlenberg School District authorize the Certification of Unpaid Interim/Change Tax Bills for Muhlenberg Township and Laureldale Borough for calendar year 2019 to be submitted to the Berks County Tax Claim Bureau.

4. 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 706.1, Disposal of Surplus Property as presented:

- a. Apple iPads for Disposal/Trade-In - These items are broken or have no usable value.

5. Employee Assistance Program Services Agreement

Resolved, that the Board of Education of the Muhlenberg School District approve the agreement with Inroads at the Family Guidance Center to provide employee assistance program services commencing September 1, 2020 through August 31, 2021 as presented.

Education

1. Approval of Muhlenberg School District Phased Reopening Health and Safety Plan for the 2020-2021 School Year

Resolved, that the Board of Education of the Muhlenberg School District approve the Muhlenberg School District Phased Reopening Health and Safety Plan for the 2020-2021 School Year as presented.

2. Revised 2020-2021 School Year Calendar

Resolved, that the Board of Education of the Muhlenberg School District approve the revised calendar for the 2020-2021 school year as presented.

3. COVID-19 Emergency Declaration

Resolved, that the Board of Education of the Muhlenberg School District approve the COVID-19 Emergency Declaration as presented.

4. Approval of the Muhlenberg School District Emergency Instructional Time Template for the 2020-2021 School Year

Resolved, that the Board of Education of the Muhlenberg School District the Muhlenberg School District Emergency Instructional Time Template for the 2020-2021 School Year as presented.

5. Student to Begin the 2020-2021 School Year as a Non-Resident Student

Resolved, that the Board of Education of the Muhlenberg School District approve the request for the following student to begin the 2020-2021 school year as a non-resident student:

- a. Student 20-21NR1, Grade 1, MEC

6. Service Access and Management (SAM), Inc. Linkage Letter

Resolved, that the Board of Education of the Muhlenberg School District approve the linkage letter with Service Access and Management (SAM), Inc. to provide supports/services from July 1, 2020 through June 30, 2021 as presented.

Minutes

Review minutes of the Committee of the Whole Meeting of July 8, 2020 and the Regular Meeting of July 8, 2020.

Old Business

New Business

1. Anti-Racism and Equity Statement

Resolved, that the Board of Education of the Muhlenberg School District approve the Berks County Anti-Racism and Equity Statement as presented.

Comments/Questions/Concerns:

Mr. Voit said he felt the statement was putting pressure on Board members because if they choose not to vote for this, they would be called racist. He said he does not believe that there is systemic racism in the Muhlenberg School District. Mr. Voit said this District treats everybody the same; the District reaches out to everybody with respect; everybody with the same opportunity; everybody including himself needs to get better every single day with their relationships with their fellow man. He said by voting yes to this, you are saying there is systemic racism in the District, but he does not believe that; therefore, he said he was going to abstain from the vote because if he would vote no, then everyone will call him a racist.

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.

There was none.

MSD/RMCTC Board Visitor of Month

September	Mr. J. Tony Lupia
October	Mr. S. Wayne Hardy
November	Mr. Randall R. Madara
December	Mr. Thomas W. Gross
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

August 12	6:30 PM	Committee of the Whole and Regular Board Mtg
August 31		First Student Day
September 2	7:00 PM	Committee of the Whole Mtg
September 9	7:00 PM	Regular Board Mtg
October 7	7:00 PM	Committee of the Whole Mtg
October 14	7:00 PM	Regular Board Mtg
November 4	7:00 PM	Committee of the Whole Mtg
November 11	7:00 PM	Regular Board Mtg
December 2	6:30 PM	Annual Reorganization Meeting; Committee of the Whole Meeting; Regular Board Meeting

Adjourn Meeting

Moved by Mr. Hoffmaster and Mr. Gross, that there being no further business to come before the Board, the meeting be adjourned. Meeting adjourned at 9:34 PM.

Attest:



Thomas W. Gross
Secretary