

MUHLENBERG SCHOOL DISTRICT
Committee of the Whole Meeting Minutes
October 8, 2025
Lecture Hall, Muhlenberg High School
www.muhsdk12.org

Call to Order

The Committee of the Whole Meeting of the Board of Education of the Muhlenberg School District was called to order on Wednesday, October 8, 2025 at 6:30 PM by Board President, Mr. Garrett Hyneman.

There was a brief executive session held prior to the meeting regarding personnel.

Members Present

President – Mr. Garrett E. Hyneman
Vice President – Mrs. Kristyna Eagle
Treasurer - Mr. Miguel Vasquez
Secretary – Mrs. Cindy L. Mengle
Member – Mr. Andrew L. Eaton, Sr.
Member – Mr. Ronald J. Haas, Sr.
Member – Mr. S. Wayne Hardy
Solicitor – Mr. Brian F. Boland, Esq.
Recording Secretary – Mrs. Tara L. Flowers

Members Absent

Assistant Secretary – Mr. Otto W. Voit, III
Member – Ms. Janet Howard

Administration Present

Assistant Superintendent - Dr. Alan S. Futrick
Business Manager - Mr. Shane M. Mathias, CPA
Director of Physical Plant – Mr. Ken Patterson
Supervisor of Special Education - Ms. Jaclyn Bellanca
Supervisor of Special Education - Ms. Lori Morris
Supervisor of Related Services - Mr. Byron Grosselfinger
Director of Technology & Communications - Dr. Juliana Ciccarelli
Director of Curriculum & Instruction 7-12 - Mr. Kyle Crater
Director of Pupil Services - Mr. Michael Mish
Supervisor of Alternative Education & Transportation - Mr. Steve Baylor
Athletic Director - Dr. Timothy Moyer
Community & Family Outreach Coord. & Distr. Interpreter – Ms. Elizabeth Laviena
High School Principal - Mr. Haniff Skeete
High School Assistant Principal - Mr. Aaron Kopetsky
High School Assistant Principal - Ms. Nicole McGowan
Junior High Principal - Mr. Chris Becker
Junior High Assistant Principal - Dr. Joseph Scoboria
Junior High Assistant Principal - Mr. Josh Rankin
Junior High Assistant Principal - Ms. Michele Weaver

C.E. Cole Intermediate Principal - Dr. Janet Heilman
C.E. Cole Intermediate Assistant Principal - Dr. Tara Nelson
C.E. Cole Intermediate Assistant Principal - Mr. William Dramby
Elementary Principal - Ms. Ginny Hornberger
Elementary Assistant Principal - Mr. Daniel Kramer
Elementary Assistant Principal - Ms. Julie Kehr
Social Worker - Ms. Lauren Heydt
Social Worker - Ms. Emily Carmichael
Social Worker - Liliana Cuesta
Social Worker - Amanda Foulds

Visitors

Linda Roebuck	Diane Benson
Robi Kramer	Sue Roeckle
Donna Marburger	Denise Lewis
Daniel Fair	Enrique Castro
Dr. Gangi Cucciuffo	Don Main
Scott Eldridge	

Educational Presentations

- A. MJHS- Hispanic Heritage Assembly - Ms. Jazmine Vargas Alvarez, Ms. Nataly Zavala, Ms. Sophia Robles, Ms. Liliana Cuesta, Ms. Amneris Rodriguez, and Ms. Carolina Ramos

Students presented a sneak preview of the third annual Hispanic Heritage assembly being held this Friday, students spoke and sang about the festivities about the celebration of cultural diversity within the District.

- B. Physical Plant Update - Mr. Ken Patterson

Mr. Patterson addressed:

- Fiber/Copper Line Relocation - This item is on the agenda this evening and was discussed with Mr. Haas and Mr. Voit earlier this week regarding the multi-purpose field project.
- New 5/6 Building Update - The 5/6 building project continues to progress, continuing to stay on schedule and on budget. Marotta/Main Architects will have a rendering of the inside of the building for the next board meeting.

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. ***This period of time is for comments only; it is not a time to engage in a question and answer or debate with the board. Comments from the Board are at the option***

of the Board. The Board retains the option to accept all public comments at this time. Presentations **will** 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.

Dennis Lewis -resident

Concerns with high taxes, school ranking, school spending, transparency, policies.

Donna Marburger -resident

Concerns with school ranking (U.S. News World Report article), asking about programs offered, and questioned the A.N.D.I. program, grants, board news.

Questions/Comments/Concerns

Dr. Futrick spoke about the District being the second highest tax school district in the county, the district is also the lowest spending per pupil in the entire county. He stated to put things into perspective, some of the schools that were at the top of the list (U.S. News World article) spend as much as \$5,000 more per child than the Muhlenberg School District does; some of those school districts also have twice as many staff members as Muhlenberg does. Dr. Futrick stated the district has junior high and elementary classrooms that have a 30 student to 1 teacher ratio, other school districts in the county have a 22 student to 1 teacher ratio. There are a lot of things the District is doing to offset this; and one of these things is getting the students into advanced placement courses. If going to a more fluent school district, a lot of those school districts have parents that can pay for advanced placement courses. In regards to the U.S. News World report, 305 of those scores come from taking these advanced placement courses. The District has students in them, they just can't afford to pay for the test for that; instead the students take the dual enrollment courses. The District has an agreement with RACC that they will get free tuition to take these courses if they get a certain grade and it's to their benefit to do that. The District had around 115 students take the exams, but in other school districts their parents are paying for these tests for these students to get these credits. When looking at the student to teacher ratios and comparing the school districts; Dr. Futrick stated putting the Districts teachers and administrators up against any teachers and administrators in this county or in this state, the District is knocking it out of the park. He explained the District had 206 new students roll in the school district this year; 57% of those enrolled students are special education students. He spoke about not having enough teachers, the District asked for six additional special education teachers last year and couldn't get those teachers last year because of the budget. Dr. Futrick spoke about the District teachers are working so hard to meet the needs of the students and doing a fantastic job, but if you really want to level the playing field the District would need to get more money from the state; so the person everyone should be going after is the state government and asking them for more money for the District to help the District out. He explained the District is doing everything the District can do to meet the needs of the students and to provide a great opportunity and experience for the

kids. Dr. Futrick spoke about if anyone on the outside wants to criticize Muhlenberg and wants to say the District is a low-ranked school, he would invite them to come to the school and see what the District does on an every day basis.

Mr. Eaton spoke about setting up a committee with someone going into the community wrangling up money, grants and sponsorships. He spoke about it being a conversation that they have been having and will continue having it. He spoke about the District not being fully funded and needing help.

Board Members spoke about the expansion project and the classrooms being overcrowded and needing to hire more teachers.

Mr. Haas made it very clear that no board policy gets passed behind closed doors, every policy gets passed right here at this board meeting.

Mrs. Mengle commented on one concern regarding the custodian that resigned, there were four in two months. Dr. Futrick advised Mr. Patterson will be sitting with supervisors to discuss recent resignations as the district pays well.

Board Business

Personnel

1. Professional Appointments

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

- a. Ms. Lindsay Dries, Special Education Teacher (J. Ayers), Muhlenberg Elementary Center, effective September 15, at a salary of \$91,156 (M + 18, 3 Steps from the Top), prorated for days worked, given 3.5 years to attain PDE certification in Special Education.
- b. Mr. Kyle Zehner, Math Teacher (J. Heflin), Muhlenberg Junior High School, pending release from current employer, at a salary of \$89,202 (M, 1 Step from the Top), prorated for days worked.

2. Classified Appointments

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

- a. Ms. Infinity Snead, Special Education Paraprofessional (K. Thomas), Muhlenberg Elementary Center, effective September 2, 2025, at a pay rate of \$21.46 per hour.
- b. Ms. Destiny Rodriguez, Special Education Paraprofessional (unfilled vacancy), Muhlenberg Elementary Center, effective September 15, 2025, at a pay rate of \$21.46 per hour.

- c. Ms. Marsha Breiner, Special Education Paraprofessional (unfilled vacancy), Muhlenberg Elementary Center, effective September 15, 2025, at a pay rate of \$21.46 per hour.
- d. Ms. Mercedes Cuesta, Cafeteria Substitute, effective October 9, 2025, at a pay rate of \$14.00 per hour.
- e. Ms. Karen Montalvo, Cafeteria Substitute, effective October 9, 2025, at a pay rate of \$14.00 per hour.
- f. Ms. Yulieth Gonzalez, Custodian Substitute, effective October 9, 2025, at a pay rate of \$14.00 per hour.

3. Acceptance of Resignations

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

- a. Ms. Alison Sherk, Class A Secretary, Muhlenberg Junior High School, effective September 19, 2025.
- b. Ms. Rhonda Himic, Custodian, Muhlenberg High School, resignation for the purpose of retirement, effective January 2, 2026.
- c. Mr. Joshua Messner, Special Education Teacher, Muhlenberg High School, pending release from Muhlenberg School District per PA School Code.
- d. Mr. Christopher Fox, Second Shift Custodian, C.E. Cole Intermediate, effective October 3, 2025.

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 2025-2026 school year:

- a. Ms. Michelle Heckman, mentor for Ms. Lindsay Dries, Special Education Teacher, for thirty (30) hours.
- b. Ms. Heather Scholl, mentor for Ms. Shauna Davis, Certified School Nurse, for thirty (30) hours.
- c. Dr. Kathleen Brad, mentor for Mr. Kyle Zehner, Math Teacher, for thirty (30) hours.

5. Co-Curricular Appointments

Resolved, that the Board of Education of the Muhlenberg School District approve the following co-curricular appointments:

- a. Mr. Alex Melendez Ruiz, Sports Event Monitor, effective September 12, 2025, at a pay rate of \$15.50 per hour.
- b. Ms. Michele McCammitt, Sports Event Monitor, effective September 8, 2025, at a pay rate of \$15.50 per hour.
- c. Mr. Anthony Paolino, Sports Event Monitor, effective September 8, 2025, at a pay rate of \$15.50 per hour.

- d. Ms. Kenna Follweiler, Sports Event Monitor, effective September 22, 2025, at a pay rate of \$15.50 per hour.
- e. Mr. Derek Salinas, MHS Boys Soccer Co-Assistant Coach, effective September 15, 2025, at a salary of \$2,175 (year 1), prorated for days worked.
- f. Ms. Allison Wade, MHS Co-Ed Water Polo Volunteer Coach, effective September 22, 2025.
- g. Mr. Edward Scheck, MHS Boys Wrestling Head Coach, effective October 1, 2025, at a salary of \$4,930 (year 1).

6. Co-Curricular Assignments

Resolved, that the Board of Education of the Muhlenberg School District approve the following co-curricular assignments as presented.

Questions/Comments/Concerns

Mr. Haas questioned if the co-curricular assignments were paid from the musical departments. Mr. Mathias advised that they are paid out of the general fund, but supplies are paid out of the activity fund.

7. MESPA Mentor Stipend

Resolved, that the Board of Education of the Muhlenberg School District in accordance with the MESPA Collective Bargaining Agreement, Article XVI, Wages, Section 8, approve a mentor stipend to the following support staff who assisted in the induction of a new employee into the school district and new employee remains employed for one (1) continuous year after hire date, at a stipend of \$500.00:

- a. Ms. Marina Parznik, mentor for Ms. Lilyana Horning, Class A Secretary, Muhlenberg Elementary Center

8. Request for Leave of Absence/FMLA Leave

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

- a. Employee No. 3006, Teacher, FMLA/Leave of Absence, effective on or about August 19, 2025 through on or about November 18, 2025.
- b. Employee No. 2702, Special Education Paraprofessional, FMLA/Leave of Absence, effective August 25, 2025 through on or about November 17, 2025.
- c. Employee No. 1217, Special Education Paraprofessional, FMLA/Leave of Absence, effective August 25, 2025 through on or about November 24, 2025.
- d. Employee No. 3314, Music Teacher, FMLA/Leave of Absence, effective January 2, 2026 through on or about April 6, 2026.
- e. Employee No. 1449, Clerical Assistant, FMLA/Leave of Absence, effective August 25, 2025 through on or about January 12, 2026.

- f. Employee No. 3283, Teacher, FMLA/Leave of Absence, effective October 7, 2025 through on or about November 18, 2025.

9. Aquatics Personnel for the 2025-2026 School Year

Resolved, that the Board of Education of the Muhlenberg School District approve the following aquatics personnel and salary schedule for the 2025-2026 school year as presented.

10. Professional Salary Adjustments for the 2025-2026 School Year

Resolved, that the Board of Education of the Muhlenberg School District approve the Professional Salary Adjustments for the 2025-2026 school year as presented.

Management

1. Act 80 Days/Instructional Time for 2025-2026 School Year

Resolved, that the Board of Education of the Muhlenberg School District authorize the submission of Act 80 Days/Instructional Time for the 2025-2026 school year to the Pennsylvania Department of Education.

Physical Plant and Transportation

1. Relocation of Fiber and Copper Data/Communication Lines

Resolved, that the Board of Education of the Muhlenberg School District approve the relocation of fiber and copper data/communication lines to accommodate the new sanitary lines being installed underneath the new mutli-purpose turf field, work completed by Pagoda Electrical, at a cost of \$74,500 (funded by Capital Project Bonds) as presented.

2. Replacement of Junior High Chiller and Emergency Generator and Junior High Electrical Upgrade

Resolved, that the Board of Education of the Muhlenberg School District approve the replacement of the junior high chiller and emergency generator and junior high electrical upgrade per the Performed Based Energy Savings Agreement with McClure Company at a cost of \$2,270,305 (funded by Grant and Capital Project Funds) as presented.

Budget and Finance

1. Approval of Financial Reports

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

Fund	Treasurer's Report	Financial Report	Bills Paid Month	Investments	Budget Transfers
General	Aug 2025	Aug 2025	Sept 2025 Ck#59253-59447 V#28423-28457	Aug 2025	
Cafeteria	Aug 2025	Aug 2025	Sept 2025 Ck#8720-8755 V#3189-3195	Aug 2025	
Capital Reserve (Fund 32)	Sept 2025	Sept 2025			
Capital Reserve (Fund 39)	Sept 2025	Sept 2025	Sept 2025 Ck#1082-1093		
Activity	Aug 2025	Aug 2025			

2. Google Workspace for Education Plus

Resolved, that the Board of Education of the Muhlenberg School District approve the purchase of Google Workspace for Education Plus to enhance the district's digital ecosystem, providing a comprehensive suite of advanced security, teaching, and administrative tools for a three-year period, at a cost of \$57,759.30 (funded by Technology Budget) as presented.

Education

1. Schoolwide A-TSI School Plans for the 2025-2026 School Year

Resolved, that the Board of Education of the Muhlenberg School District approve the Muhlenberg Junior High School and Muhlenberg High School Schoolwide A-TSI School Plans for the 2025-2026 school year, as presented.

2. School Handbook for the 2025-2026 School Year

Resolved, that the Board of Education of the Muhlenberg School District approve the following revised Muhlenberg High School handbook for the 2025-2026 school year as presented.

3. Approval of Betterview Counseling and Trauma Recovery, LLC Agreement

Resolved, that the Board of Education of the Muhlenberg School District approve the agreement with Betterview Counseling and Trauma Recovery, LLC for school based outpatient therapy services, as presented.

4. Educational Field Trip Request

Resolved, that the Board of Education of the Muhlenberg School District approve the following educational field trip request:

- a. Muhlenberg High School Golf, travel to the post-season Golf District Championships in York, PA on October 1, 2025 through October 2, 2025.

5. Certificate of Support Students

Resolved, that the Board of Education of the Muhlenberg School District approve the enrollment of Certificate of Support Students, PA School Code 1302, for the 2025-2026 School Year as listed.

Minutes

Review minutes of the Committee of the Whole Meeting of September 10, 2025 and the Regular Board Meeting of September 10, 2025.

Old Business

There was none.

New Business

Dr. Futrick spoke about Pennsylvania being without a finalized state budget, the impasse has created significant financial strains for a lot of school districts across the state including the district; 36% of the District's annual revenue comes from state funding which means the District is now being asked to operate without those funds while the state delays their payments to the District. Theoretically, think of the District having eight months of money and the District is going to come to a point in time where the District is going to have to get creative and dip into reserve funds and all kinds of other things. What he is asking the board to have conversation with this evening, is the District pays each month the District pays all of the vendors, the District meets the payroll, the District keeps the programs running smoothly, one major expense the District has is charter school tuition payments. The district currently pays each month \$140,000 to charter schools each month, under law the District is required to make full payments to charter schools even with the state withholding funding. There is going to come a point in time where it is going to create an inequitable and unsustainable burden for the District and it is going to dip into the District's savings. Other school districts across the state have adopted and are considering taking resolutions to protect local financial stability during this impasse.

Dr. Futrick is curious what the board's feeling is with either withholding it, but having a conversation about charter schools and the funding.

Mrs. Eagle spoke about when a family decides to send their child to a charter school, the District has to pay for that, parents do not pay for it; and there is no set amount. In talking to people in the public there is a misconception they think the parents are paying that and the parents are choosing the charter school because they are unhappy with Muhlenberg, they are not paying it comes to the District and it is important that this is talked about.

Mr. Hyneman spoke about the real unfairness about the charter school who doesn't have the expenses that a public school has, say it cost \$8,000 a year for a pupil, the charter school will charge the school district that sends a student to them a different amount of money; so a district that cost \$30,000 to educate a student the charter school gets this amount even though it's only \$8,000 that it costs them. The a school like this District having the lowest cost per pupil in the county (approx. \$15,000) and that is what the charter school charges the District, still almost twice what it cost them to educate the child. Mr. Haas said it is very unfair to the District to have to pay for the charter to operate while the District is not getting any funding; it is putting a financial strain on the school and asked Mr. Boland if the District can hold back 30% what kind of financial ramification does the District suffer.

Mr. Boland stated that the charter school could file a complaint and that's essentially under the charter school law. Mr. Haas advised the District can place that money and set it aside, and make the charter schools contact the state. Mr. Eaton asked if it will affect the District's funding moving forward if the District is withholding money from the charter schools and does it affect the rating or testing scores. Dr. Futrick explained any student can go to a charter school, they do not need a reason and does not have anything to do with the District's testing scores. Dr. Futrick explained the best place for a student to succeed is here in the District. Mr. Hyneman reminded everyone a charter school teacher does not need to be certified to be a teacher. Mr. Boland advised there is not any charter school that tests at the lowest level of any of the public schools. Dr. Futrick advised they are lower. Mrs. Mengle asked again with the District's ramifications if decided to hold payment.

Dr. Futrick asked Mr. Mathias if there are other school districts in the county doing this. Mr. Mathias advised at the last joint business managers meeting all the schools are represented there (eight), this District is the only that has actually paid charters schools.

The board supports withholding entire payment and placing in escrow.

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.

Donna Marburger -resident

Students and different charter schools, A.N.D.I. program, certificate of support students

MSD/RMCTC Board Visitor of the Month

Schedule 2025-2026

October	Mr. Otto W. Voit, III
November	Mrs. Kristyna Eagle
December	Mr. Miguel Vasquez
January	Mrs. Cindy L. Mengle
February	Mr. S. Wayne Hardy
March	Mr. Garrett Hyneman
April	Mr. Andrew L. Eaton, Sr.
May	Mr. Ronald J. Haas, Sr.

Review of Board Meetings and Calendar of Events

October 8	6:30 PM	COW & Regular Board Meeting
October 13	6:30 PM	RMCTC Board Meeting
November 5	7:00 PM	COW Meeting
November 10	6:30 PM	RMCTC Board Meeting
November 12	7:00 PM	Regular Board Meeting
December 3	6:30 PM	Annual Organization Meeting; COW; Regular Board Meeting

Adjourn Meeting

Moved by Mrs. Eagle and Mr. Vasquez that there being no further business to come before the Board, the meeting be adjourned. Meeting adjourned at 7:21 PM.

Attest:


Cindy L. Mengle
Secretary