

MUHLENBERG SCHOOL DISTRICT
Committee of the Whole Meeting Minutes
February 9, 2022
Blue Center, Via Zoom
www.muhlSDK12.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, February 9, 2022 at 6:46 PM by Board President, Mr. Garrett E. Hyneman via remote access using Zoom.

Members Present

President – Mr. Garrett E. Hyneman
Vice President – Mr. Otto W. Voit, III
Treasurer - Mr. Richard E. Hoffmaster
Secretary – Mrs. Cindy L. Mengle
Assistant Secretary – Ms. Janet Howard
Member – Mrs. Kristyna Eagle
Member – Mr. J. Tony Lupia, Jr.
Member – Mr. Mark J. Nelson
Member – Mr. Miguel Vasquez
Solicitor – Mr. Brian F. Boland, Esq.
Recording Secretary – Mrs. Tara L. Flowers

Members Absent

Administration Present

Superintendent – Dr. Joseph E. Macharola
Assistant Superintendent – Dr. Alan S. Futrick
Business Manager- Shane M. Mathias, CPA
Director of Physical Plant & Transportation – Mr. Ken Patterson
Director of Special Education – Dr. Shawn Rutt
Supervisor of Accounts – Ms. Susan Hawkins
Licensed Behavior Specialist – Mr. Zachariah Milch
Director of Technology – Mr. Daniel Houck
Director of Federal Programs – Dr. Cathy Shappell
Director of Food and Nutrition – Mr. Carey Kline
Athletic Director – Dr. Tim Moyer
Community & Family Outreach Coordinator & Interpreter – Ms. Elizabeth Laviena
High School Principal – Mr. Michael Mish
High School Assistant Principal – Ms. Lori Morris
High School Assistant Principal- Mr. Frank Vecchio
Junior High School Principal – Dr. Jeffery Ebert
Junior High School Principal – Mr. Haniff Skeete
C. E. Cole Intermediate Principal – Mr. Steven Baylor
Elementary Center Principal – Mr. Kyle Crater
Elementary Center Assistant Principal – Mrs. Shannon O'Donnell

Elementary Center Assistant Principal – Mrs. Ginny Hornberger

Visitors

Linda Figueroa	Mr. Merkel
April Baylor	McCammit
Amy Mercad	Amanda Baylor
Amy Sharp	Lauren Heydt
Caryn Friedlander	Parker Kral
David Kostival	Jen BTC
Jacklyn Rusnock	Richie Mott
Jennifer Doyle	Kaley Damore
Kim Velazquez	Michele Castiglioni
Kristy Rothenberger	Jessica Yetto
Mallory Rowley	Jolyn Casper

An executive session was held prior to the start of the meeting for personnel matters.

Educational Presentations

A. Physical Plant Update – Mr. Ken Patterson

Mr. Patterson reported:

- Maintenance and Custodial Staff update – The theme for all of support services these last few weeks has been snow removal and dealing with icy areas around the entire campus. When not dealing with snow and ice, the grounds crew has continued to do tree trimming throughout the campus and taking care of some small painting jobs around the buildings. Inside maintenance techs have finished changing HVAC filters at the junior high and C.E. Cole. They are finishing up the high school and elementary center. Inside custodians continue to be heavily involved in the winter sports and activities taking place in all of our buildings. In addition to those responsibilities, the custodians are cleaning, disinfecting and sanitizing in all of the District's facilities following the guidelines established last March when students returned to all of the buildings. They continue to monitor the health and safety plan information and guidelines set forth from the Governor, federal and state health agencies, PDE, and Muhlenberg School District.
- Muhlenberg School District Administration Office Working Space Short Term Option Update - In November the board approved a short-term solution to the administration working office space to accommodate the hiring of a Director of Human Resources and a Director of Pupil Services. Drawings of the modification needed to the Blue Center are complete. An advertisement is pending in the next few days. The advertisement will be in the Reading Eagle, bids will be due back to the District by March 1st, 2022. Work continues on reallocating storage space in MEC to accommodate moving most of the custodial supplies to a new location within MEC.

- Recommendation of Architecture/Engineering Firm to provide District Wide Feasibility Study/District Master Plan – This proposal to allocate funds for a district feasibility study and master plan. Marotta Main Architects is the chosen firm to conduct this study, this project will start in February. A final report that will include the five to ten year master plan and will be delivered to the board at the May Board meeting.

B. First Reading of Policies - Dr. Joseph E. Macharola

1. Policy 006, *Meetings*

Policy 006 has been updated to comply with Act 65 of 2021: the Sunshine Act.

2. Policy 903, *Public Participation in Board Meetings*

Policy 0903 has been updated to comply with Act 65 of 2021: the Sunshine Act.

C. PAYS Survey – Dr. Joseph E. Macharola and Dr. Alan S. Futrick

Dr. Macharola stated everyone is here to educate the children. Dr. Macharola discussed the previous discussion at the last board meeting in regards to the information of the social emotional and mental health welfare of the students. This is about the 4,135 children that the District provides instruction to, but also provide a myriad of other services for our children. His concern last month, he asked Dr. Futrick and Mr. Zach Milch to provide some additional information as he thinks this is very important, the District is here for children, the District will always be here for children and young adults that is the District's mission, this is the District's obligation, and this is why the District exists. Last month he had mentioned 39% of the District's kids reporting feeling depressed, 48% of 12th graders reported they felt depressed, 16 ½% of students reported making a plan for suicide. This is very serious. At 16 ½%, this is a 3% increase just from last year. This is directly over COVID. Last month he knows he spoke about a few incidents, this is in his mind, his heart, and conscious always. As he stated all through COVID, one life lost is one too many. This wasn't just COVID concerns, it was the mental health, and the feeling of being depressed, and these numbers are alarming. If anyone is not on this planet to live a life, and it's because something wasn't done or missed, or overlooked, people would have to live with that. He stated he had too many kids' homicide, suicide, and natural death. He knows it for some people to brush off, this is the District's business, and this is the world everyone lives in. These are statistics from the Muhlenberg School District, these are the District's kids, kids that he is concerned about. He wasn't letting this go because of how serious it is. The District talks about math, about science, about the welfare of our faculty members, and about everything. Last night a phenomenal night, Coach Flowers and the District's kids with a 63-61 win over Reading, phenomenal for both districts, phenomenal for the game, and a phenomenal contest. He also knows when he was walking up, he saw a couple kids in there that he knows are struggling, and often wonder what it is going

to look like when they go home. We recently lost a youngster that was in our district just two years ago, and he remembers her well she was in one of our programs. This is very serious, and he would like for Dr. Futrick and Mr. Milch to take a couple minutes to take this a little further.

Dr. Futrick spoke about every two years the Muhlenberg School District participates in the Pennsylvania Youth Survey. The District has done it for a while, the most recent one was 2019, the District received the results back in 2019 and it specifically looks for four key measures: mental health, substance abuse, school climate and safety. The District, obviously, did not have an opportunity to present this during COVID in 2019, however the District made adjustments in interventions from that 2019 survey that, Mr. Milch, Licensed Behavior Specialist will speak about, and then he will present the most recent results.

Mr. Milch thanked Dr. Futrick, and thanked Dr. Macharola for his advocacy for allowing him to speak to the Board tonight. As Dr. Futrick mentioned in 2019, the District began a little bit more of the District's vision to enhance a three plan attack and approach. It with supporting the District teachers, utilizing outside community and mental health agencies and how is the District going to use this as the District's true student response and true student supports. For the District's teachers, the District really tried to enhance their collective knowledge through professional development and bringing in community mental health and behavioral agencies to give their knowledge to the District's teachers so that they can look at it through a realm more than mental health. The District's student responses here inside the district has really opened the doors to the District's school-based outpatient therapy program; which is run by Malvern, formerly Progressions, and that service is just the same as if anyone were to take their child to a local mental health agency and get outpatient therapy, the District has that here in the district and able to support the students right here on site. They get their mental health treatment and they don't have to miss much of their school and educational day. The District is aligned and in work with the Caron Foundation to run the SAP program, and as Dr. Macharola usually likes to bring up the District's excellent social and emotional learning curriculum that the school counselors here led the initiative and implemented in grades K through 12. That is the District's framework that is what really started in response to 2019.

Dr. Futrick reported that the District has been doing that each day from 2019 on, this past December, the District offered othe students the most recent survey. In the most recent survey, which has the same four key components but also then it asks more specific questions about the reflection of the COVID-19 pandemic on them. This is some of the data that he will reinforce with what Dr. Macharola shared with everyone earlier, and give everyone an awareness of the things that popped out. This survey is given to students in grade 6, grade 8, and grade 12. The first one that really jumped out is 1 out of 4 students in grades 6 through 12, worry that the their won't be any food at home before their family gets their new paycheck. They are coming to school already, 25 % of the kids have that thought in their head. Another part of the pandemic reflection, 1 out of 5 kids in grades 6 through 12, during the

pandemic experienced a death in the family. Another 1 out of 5 kids families experienced job loss. They are grappling with some of these things at home and what he thinks he heard Mr. Milch say, and he knows what Dr. Macharola said in addition to teaching math, science, and social studies we are also grappling with trying to get the students in the right place, in the right learning positions to learn. It is a whole new education for teachers, they did not go to school to learn a lot of these things, they went to school and they learned how to teach. Now it is about relationships and connections we are trying to make with the students. Furthermore, you heard Dr. Macharola say in the high school, throughout the pandemic, 1 out of 2 students at the high school has expressed feelings of depression for two or more weeks in a row that actually stopped from usually doing a normal activity. At the junior high it was 1 out of 3, and at Cole it was 1 out of 3. This is significant, if anyone thinks about the impact that the feelings of anxiety, depression, and then the suicidal tendencies and this is the most alarming, 1 out of 10 students at the high school has attempted suicide; 2 out of 10 students in our junior high have attempted suicide; and 1 out of 10 in 6th grade have attempted suicide. Anyone would scratch your head and read the question and you have to walk away from it, he is blown away the level of depression and anxiety that exists in the District's students. In conjunction with this, the District received this data, and now have to sit down and really put on a "full court press" here for the kids. What is it that the District is going to offer kids, teachers, community partnerships? Dr. Futrick advised Mr. Milch will be sharing these with everyone.

Mr. Milch spoke about out just hearing Dr. Futrick talk about data, and the first words that may come to mind are alarming. The District has been transparent with this data, shared it with all of the staff members and teachers. Firsthand, he has walked down the hall, teachers have just come up to him and ask how they can help, how can they help more. He thinks this is really reflective of the kind of teachers the District has here in Muhlenberg. The District has added a teacher and administrator committee, a school climate committee that reports to Dr. Futrick's office to address some of these issues here for all stakeholders, teachers, and students. On top of this, the District itself realizes the need for more support in the sense of staff members, staff members with this knowledge. The District is adding two licensed social workers, full social workers; with the two social workers this year the District created an agreement with Kutztown University, having three Masters level social work interns on the campus. Next year the District will increase to six Masters-level social work interns here able to support the students. The BCIU, who has created a school social work position and their alignment with the District. The BCIU school social worker has offered to come help with the children and youth experiencing homelessness. This is another support that the children are going to be able to take advantage of in response to the PAYS Survey which highlighted food and security. Something that he does not think about when he comes to work every day. Our Parent Outreach Coordinator worked on a program that's called Healthy Harvest, to get the students food boxes to take home over the weekend. It's kind of more than just the school counseling team, or behavior specialist, it's kind of branching out into other multi-disciplinary team. Mr. Houck and his IT department, do a phenomenal job with what's called Light Speed notifications which monitors

students activity on their student devices so if the student makes any type of suicidal ideation, his team picks it up in the moment and immediately sends it over to him. If he is able to act immediately, or the District's school counseling team acts immediately. With a very fast response, the District has incorporated with a local judge, Judge Dean Patton, who has really looked at re-framing what attendance looks like in his court room and the District can look at plans for success rather than a once and done punitive fine. The District continues to have the students come back, how is the District removing the barriers, and have seen 18 out of the last 21 students having increased their attendance and actually graduated from the program. While the District does continue to again, through other initial planned approach is to incorporate the community, local mental health agencies who are providing services here on campus for the students. The District added another school-based agency Mind Matters who also can service all of the students. Malvern, formerly Progressions, currently services our students with state insurance and Mind Matters can service the students with private insurance so the District created equity so all of our students can receive services. The District has created more of a global multi-disciplinary team response from our school counseling team services, IT department, community, all in response because these numbers are alarming and the District accepts the responsibility to hope to drive them down in the next two years.

Dr. Futrick thanked Mr. Milch and stated in addition to Dr. Macharola, in meetings with the District's leadership team, the District knew the impact of the COVID was having on everybody and anticipated the need for some of these positions. The District approved the Director of Pupil Services which is going to play a critical role in leading this initiative, the two social workers that are on the agenda this evening, they will be extremely important in leading this charge. But it is more of a "here's what we are going to do for our kids" and it is extremely proactive in trying to get that normalcy back to their lives, they come to school and their enjoying it. The kids do love coming to school, he was just having a conversation with a principal, sometimes at night they have to tell the kids they have to go home because they just love being a part of the school; and it was refreshing last night to see that, that atmosphere at the basketball game. It felt like "wow," the energy, the passion, enthusiasm, school spirit, pride; it's here and the District needs to get back to it.

D. Preliminary Budget Overview for 2022-2023 – Mr. Shane M. Mathias, CPA

Mr. Mathias spoke about the update on the 2021-2022 budget, as it ties into what Dr. Macharola was talking about regarding the Governor's budget. Last year as the budget was approved by the board, with a 1.5 million dollar deficit, board approved about 1.2 million in fund balance. Shortly after it was approved, the state approved their budget after the District. When they approved their budget, they approved a significant allocation of the Basic Ed and Special Ed subsidies, which is kind of the main things they are talking about in these articles. Those are the ones that are up in the air. Subsidies are based off of a certain percentage and certain formula, while almost guaranteed. They approved this significant increase to amount to about just over one million dollars and additional funding for Muhlenberg. The 1.2 million

dollar deficit that the District was projecting, even in the middle of June or the end of June before July 1, really became a projected deficit of less than 200 thousand dollars. It would be helpful if they state of course would approve their budget before the District approves its budget, is a variable that certainly has a big impact as it's an unknown at this point. Mr. Mathias advised he just wanted to share that with everyone the impact that it has had on this year's budget 2021-2022 and of course the significant impact it could have on next year's budget. Jumping into the budget, it is early and will touch on everything briefly. On page one regarding the revenues, real estate tax, estimates seen on the report are at a 0 mil increase, so no tax increase, there is a baseline for real estate taxes. Second thing wanting to touch on is the state section, the Basic Ed funding and the Special Ed subsidy that was just talked about, the figures that are presented are level funded, which means again no increase, same allocation was provided by the state for this year 21-22. That is very much common practice recommended highly by the state organization, as stated before, the state is not required to increase those subsidies at all so the District needs to be careful here as of recently they have not increased any of those subsidies. In looking at the bottom of the report, the projected revenues are 67.4 million dollars. Moving onto page 2, this information is based on all the information the District has right now, the salaries are based on the approved positions as if all positions were filled, with no vacancies. He reiterated this is all the information the District has right now, and over the next four months this will certainly change. Total expenditures projected are 69.9 million dollars, compared to the 67 million dollar in revenues, ended with the projected deficit in 2.5 million dollars. That projected deficit is carried over to page 3. On this page in looking at the all of the different variables, with different considerations, with the primary consideration is the tax increase, showing six different scenarios for a tax increase. As mentioned in page 1, revenues reflect the 0 mil or baseline, so showing from the 0 mil all the way up to a 5 mil which is the max a District could increase taxes for 22-23. The amount of revenue seen on each scenario is the additional revenue over the baseline on page 1. Second scenario, again he is just putting on all the information and could be a "wildcard," Basic Ed and Special Ed subsidy, if anyone looked at the paper today, Governor Wolf's projection showed for Muhlenberg, 3 million between 3.6 million between the two subsidies. Mr. Mathias reported he believes last year the District was at 9 million so the District did not come close to this last year, right now he is just putting this on the District's radar. The third variable is the use of fund balance 1.2 across all scenarios, and of course this could be changed as the District goes through the next four months. Letter "D" showing the bottom-line showing the impact of those different variables under the different scenarios. Letter "E" represents recurring operating expenditures with the District that currently project to fun with federal ESSER money. ESSER money as everyone is aware is one-time money, it is available to the District over the next three years, but it is one-time money regardless. Anytime anyone funds recurring expenditures with one-time money, that is a concern. You have to take a look at the sustainability of a budget and certainly that is not going to be sustainable. Likewise, neither is using fund balance. If you continue to use fund balance to balance your budget you will run out of fund balance. This is what Letter "F" reflects; it reflects the removal of those two funding sources showing the bottom-line without using those two. Mr. Mathias

reported on Page 5, it shows that schedule and it shows an opportunity in the future to do exactly that, to use that freed up of funds to manage that deficit. This is the plan for the District, as long as there is no new financing for the District that's a great opportunity. Mr. Mathias reiterated that this debt service being eliminated in 26-27 is a huge opportunity for the District to make sure everything is funded.

Comments/ Questions/ Concerns:

Dr. Macharola spoke about the Governor's proposal for school funding, it is a monumental budget and is very "grapefruit". Today is February 9th, the minute everyone walks out the door is whatever is talked about probably won't be much at all as it goes through the process. Dr. Macharola concluded for deliberation here, and asked Mr. Mathias for his presentation regarding the preliminary budget for Muhlenberg School District. Dr. Macharola reiterated these numbers are "grapefruit" and these numbers will change drastically, however historic education funding from Governor Wolf.

Mr. Nelson questioned Letter "F" on the preliminary budget, does not include Line "C" and Line "E" on the report. Mr. Mathias advised this was correct. Mr. Nelson commented that he knows the District is going to use Line "C" (on the report). Mr. Mathias advised he was just pointing out to everyone. Mr. Nelson stated that he does not believe realistically going forward the District needs to assume Line "C" will be used because that is what it is there for. Mr. Mathias explained to Mr. Nelson the only reason why he is mentioning this is to be aware, when using that source if not generating enough revenue to make up that deficit, it's going to have what's called a "cliff" when those sources go away. In five years, if the fund balance is depleted, the District now has to make up money. It's not a recommendation it is just informational so that the Board is aware to use those funds to balance a budget is not sustainable.

Mr. Voit wanted to address this as well as he stated years ago, when PSERS went to this irresponsibility of the state government, left the burden to pay for everything on the school districts. The District set up a ten-year fund and that taxes needed to go up every year a ¼ mil and the District would draw down on the PSERS fund for that ¼ mil a year to catch up to be equal. Throughout the years, the District may have not directly applied that ¼ mil to that amount, however there is another "cliff" coming up, and the debt is being paid off. There are a lot of choices that the next Board would have in front of them to be in a great position. And that is to have a balanced budget and no more debt which takes up 5-6 million dollars a year. So a lot of choices, whether it being building, reduced taxes, there is a lot of options coming down the road and can certainly take Mr. Mathias's prudence seriously. Mr. Mathias responded that this is exactly right and asked the Board to look at Page 5 of the preliminary budget.

Mr. Voit thanked Mr. Mathias for his report of the preliminary budget. He stated that he did a good job outlining everything precisely, clearly and showing everyone the options available. Mr. Voit addressed to the public that is listening, and to the new members present, every year that the District goes through this, it starts out ugly and it's the business manager's job to say if you don't increase taxes here's what it looks like; and if

you don't want to here are your choices and decisions you have to make in order to balance the budget at zero tax increase which is always the objective of the Board. How do you balance the taxes of the community's ability to pay for it, especially in this environment and the needs of all of the students and everybody here at Muhlenberg. The Board starts that now, and if the business manager says "hey, you increase your taxes this, this, and this," that's his job to present to the Board options. The Board looks at the budget up until the last minute possible, because nobody here shows up and says they want to raise taxes, that's not anyone's platform. The Board's job is to balance all of that come June, don't be alarmed however continue to express on what the Board would like to see, what's going on at the school, what more would the Board like to see, and what does the Board want to cut out. So when the community relies on The Board's input, because they elected the Board to represent the community and also to hire the Superintendent to run this District, and provide the kids with a quality education which now with Dr. Macharola at the helm, The District is in the top 5 percent of the country as far as education. That is a lot to be proud of, and those "yahoos" that are going around the community and saying this is horrible, this is terrible, Muhlenberg doesn't know what they are doing. He can tell everyone one thing, they do not know what they are doing. What they are saying, they are being an activist and are not for a good governance which the District has done here. The District's tax rate is in the middle of the pack, teachers among the highest paid, and are on the top five percent nationwide as far as quality education. Everyone will hear about this in the next coming months, but for now don't be alarmed, but please join the District in the conversations over the coming months.

Mr. Nelson talked about Mr. Mathias eluding to the beginning, keep in mind as new board members, the state is under no obligation to have their budget passed by June 30th, whereas the District is. Probably 16 out of 20 years of being on the Board, if not more, as the state did not have their budget passed, when the District had to pass its budget. So the District is guessing, an educated guess, to what the District's funding is going to be. In fact, there was one year where it ended before January, where they finally passed the budget. These are the challenges we face, if the state would fund education like they should, it would be easy. But they don't, and not only do they have it funded incorrectly, they don't even tell anyone for sure what the District is going to get until after the District is required to pass our budget.

Mr. Hyneman addressed Mr. Nelson and advised he believed the District was 47th out of all the states in educational funding by the state. So the local tax payers are expected to pick up that margin and they don't realize that other states are getting more help financially from the state government departments. If he goes back to when he was teaching, at that point Special Education was underfunded then.

Mr. Hoffmaster reiterated what Mr. Hyneman mentioned in that the school districts do not make money off of a taxpayer, not like commissioners can make money other ways, the District has to go off of the taxpayers. Everybody points to the school why their taxes are so high, but the District educates kids in the school district. People can make money other ways like the gas company, electric companies, and as he stated before the Muhlenberg Township commissioner is getting money from Muhlenberg Township Water Authority, dollars every year.

Dr. Macharola thanked Mr. Mathias for his report and all the board members for their input.

Mr. Voit thanked Dr. Macharola, Dr. Futrick, and Mr. Milch for their presentation on the PAYS survey and spoke about what they presented here tonight, what they are doing, what they are facing, it was a herculean effort, and he gave his "hats off" and the phenomenal work that they are doing. Mr. Voit spoke about as a Board, their job is to allocate resources, so he entrusts that what is required in these programs are brought up through the budget process and that's for the Board to discuss and allocate the proper resources. Everyone knows, it is not just education that diminished during COVID, but everything that Dr. Macharola, Dr. Futrick, and Mr. Milch presented tonight that everyone knows about, which is deeply, and if not more important without a sound body, and mind, your less likely to perform in school. He stated his "hats off" for the phenomenal work and for the aggressive approach that the District is taking.

Mr. Hyneman spoke about this bringing up the legal definition of "local parentis." The District is the local parent and when the District does things like this its more than teaching kids ABC's; it's taking care of their mind and body and he really congratulated everyone for doing that and everyone amongst them. He thinks the District is really on the right path. Since everyone talked about last night, he almost say this kind of timidly, as he is actually a Reading High Boosters Club member, and one of the people on the email today congratulating both schools, and he thought for the team that didn't win the game that was "big."

Mrs. Eagle added that she wanted to reiterate what both of them said, five years ago the District was so curriculum-based and nothing the District is going to agreed regarding COVID, positive came out of it, but the fact that the District can focus on social emotional health of the kids is such a huge thing, and she knows that the teachers in the classrooms do. It is so nice that they can now, even though they are teaching their curriculum they can take that time with their students. Somebody just said, once you get to that point, kids are going to perform for them and they are still going to learn. Mrs. Eagle thanked them for that.

Mr. Voit questioned to Dr. Futrick to what degree do parents, is there a part of the process, in talking about private insurance, etc. At what point do the parents get notified or involved in what the District does. Dr. Futrick advised he can tell you, however Mr. Milch deals with this all of the time. Mr. Milch answered that this was a good question and advised for our school-based mental health agencies that work here, when speaking about the insurance it is like going to an outpatient therapy office, it is all done with the parents. You get referred, sign up, and walk through with the parents and that is all handled through the agency. There is no "surprise" or "that's not what we agreed upon" it is all taken care of. Mr. Voit questioned what has been the reaction of parents generally. Mr. Milch advised that he can speak about this firsthand as he started about thirteen or fourteen years ago of doing that and then coming here to the District in 2011, and was the first school-based therapist here. The reaction was overwhelming, overwhelmingly supportive from the parents for a couple of reasons. The first reason is these services sometimes, parents couldn't access and didn't know existed. Mr. Milch reiterated what

Mr. Hyneman stated regarding local parentis, where the District has led them to a service they may have not known how to access these services before; as it is hard to navigate the mental health system at times. The District has it here, the parents are very appreciative and also the model of them not having to miss any education or any days of school, is beneficial on everybody. Mr. Voit thanked Mr. Milch for his response.

Mrs. Eagle advised in talking with some parents in the community, they also like the fact they don't have to worry about after the school day, how are they getting their child to an appointment; and transportation is an issue for a lot of people. A handful of people have shared this to her.

Mr. Hoffmaster talked about the kids coming home from school at 3pm or 3:30pm, what can he District do in this area afterschool. The District has low income families, can't the District get an Olivet Boys and Girls Club for the kids to go to after school. Dr. Macharola advised what the District has been talking about it is the relationships, the District started with the summer program, CNN article, the District has a video out that's great, it was real, authentic relationship building and the kids were not "pounded." The District got the kids in here as the District has a segment of academics, but the rest of it was programs from baking to swimming. Dr. Shappell, Dr. Futrick, and everyone, did a phenomenal job. It was huge, the District was worried whether or not the District was going to have enough staff to actually work with the kids. Dr. Macharola talked about the SpringStyle, the two-week remediation opportunity for the kids. The District is asking for more and more clubs, and more and more opportunities with teacher-based activities after school. The District is really "driving" this and the District knows that the key here for the kids is going to be those relationships not only in school but after school as well. Everyone spoke in regards to last night's game and the excitement, it was phenomenal; but as Dr. Macharola stood there and saw quite a few kids and a couple "pop" in his head and he thought "oh my God," he hopes tomorrow is another day for them. The District needs to keep building these partnerships with the outside, and in bringing up the Olivet's club and also the Centro Hispano Center, the District is really broadening out to get those relationships. The District is 72% minorit , so it is also a cultural thing as well, so the District is endless right now in what kind of opportunity and what kinds of activities that these kids can belong to. Literally, enjoyable, fun activities that say they want be there, they want to be a part of Muhlenberg, they know somebody cares about them and this is what the District is doing and this is what the District is going through. Dr. Futrick spoke about any research with this, everyone is looking at a student that is involved in a club, sport, activity, any kind of extra-curricular activity they are going to show up, they are going to feel connected to something. Two of the District's administrators' goals this year are to get a very high percentage of our students to be part of a club, sport, or activity. They are tracking it every single month; the amount of students that are involved in things because we know if we "hook" them, the District is going to keep them coming to school they are going to feel that connection with the teacher; so it is something that the District is aggressively approaching as getting the kids involved in activities. The SummerStlye program just exposing the students to a sport that they may not have never seen before, if they never heard about field hockey, lacrosse, swimming; those are opportunities that the District actually picked kids up who want to do those sports because they were able to experience it. Growing the District's programs, the District knows that is something that really works; to attract

the kids, the kids don't have that demand of having to go to this and needing to study, the students were talked to with social-emotional learning and then exposed them to a club, sport, or activity. This is a great blueprint to "hook" kids, the District had over almost 2,000 students showed up to our program this summer. The District is definitely running it again this year, and are going to try and pull something off in the spring as well. Really the attraction of "hooking" those kids is something, and is the most critical component.

Mr. Hoffmaster advised he was just thinking about this, The Rock (celebrity), he didn't know that he graduated from Allentown. Mr. Hoffmaster spoke about The Rock not having anyone to go home to, so he would go to the school and work out in the gym after school since he didn't like studying. He said that "The Rock" wouldn't have never gone to the school to workout, he would never be where he is in life now because it was a public school. Mr. Hoffmaster advised he was shocked this was in Allentown School District, he never knew this story. Dr. Macharola advised that the District has kids that come up to one of the District's rooms to exercise and work out in, and they came up there the last couple of days and he had run into them and they asked Dr. Macharola if they could come to that room after school. He responded yes they can. He spoke about the kids informing him that their parents won't be home until 4:30pm, so he reiterated to them that they can go up there and this is where they needed to be, and every day he understands they have been coming up. He advised it is the little things like this that go a long way. Dr. Futrick advised the District has about 200 clubs in the junior high and high school. Mrs. Eagle spoke about new ones coming up as kids are coming up with these great ideas for clubs. Mr. Hyneman advised it was a shame that the District doesn't have an Olivet's, as when he was a principal at Northwest in Reading, two blocks away was an Olivet's; when he was a principal at 13th & Green, about two and half blocks away was another Olivet's and they ran homework clubs in the evening and kids went there and it was like going into another world. The schools and the Olivet's worked together.

Dr. Macharola thanked Dr. Futrick and Mr. Milch, the District's behavior specialist, he would love for him to stay as he has just been phenomenal, and the District does need a couple more behavior specialists.

Mr Lupia questioned since the District is offering the kids help, usually there is a family member of some children that do not have mental health problems, but family members do. He wanted to know if there anything the District can offer to them as far as family members that need mental health help. Mr. Milch advised that the District's school counselors often provide resources directly to families, they can always call him anytime, and he says this with true sincerity, if it's a family member they are part of the District and they will gladly get resources; the District moves barriers, anything they can do to help. For anyone that is listening, Mr. Milch advised ythey can call Zach Milch, Behavior Specialist, or ask to speak with the school counselor, they will gladly help. Mr. Lupia thanked Mr. Milch for his response.

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.

April Baylor- Riverview Side

She is here today to ask the Board to reconsider the Health & Safety Plan to make masks optional like many nearby districts have. She wants the right to just decide what's right for her child, not to take away the right to decide what's best for yours. Everyone talks about SEL (Social Emotional Learning), but these children have been forced to cover their faces, stripping them of natural social skills taught through facial expressions and miles muted due to fear. Her children have come to her daily, frustrated in tears about not being able to breathe, trouble understanding their teachers and friends, and having to wear their lunch stained or spit-soaked masks for hours, and being regularly reprimanded for lowering them to take a breath. How is this looking out for what's best for their children's SEL. Each day everyone walks out the doors, and exercise their right to decide what is best for their families. Everyone walks into churches, stores, board meetings, and large venues like The Works, packed with hundreds of unmasked adults and children. The Board can choose to remove their mask for a two-hour meeting, however the children are forced to sit in schools for 6 plus hours a day with a mask on, without a choice, and without her parental consent. The Board must have asked themselves at some point, how effective these masks are when many are not even wearing them correctly. The Board has made the decision, but have they walked the halls; do they know how many of them are actually wearing them correctly. They are eating lunch, taking mask breaks, congregating and walking the halls with friends either unmasked or not wearing them correctly without issues. The moment they leave the building they are engaging in various typical sports while all unmasked. Numerous neighboring school are starting to notice the ineffectiveness of masks, and are trusting to make the choices that are best for their children, so why can't the District. What is best for her child, is not what is best for theirs, but she deserves the right to make that choice for her child. The District has them citing a lot of statistics about the students, let her be involved in the decisions that affect her child's social-emotional mental health. Because to her, her child is not a percentage. Help they children take the "gag" off, isn't that what the Board called it. Thank you.

Mr. Hyneman thanked Ms. Baylor for her comments.

Mallory Rowley- Manorcare Road

Ms. Rowley advised she is calling in for the same reason. She just wanted to read a list of the eleven districts that are mask optional out of 19. There is Exeter, Twin Valley, Daniel Boone, Oley, Boyertown, Hamburg, Tulpehocken, Conrad Weiser, Brandywine, Kutztown, Schuylkill Valley, all these districts are operating, they are fully open with in-person learning and the masks are optional. Tonight, she would really like to see a conversation and a plan to move forward. This is affecting the mental health of our kids and this has affected her family as well. She would just ask that there be a conversation and a plan please, and she thanked the Board.

Mr. Hyneman thanked Ms. Rowley for her comments.

Kristy Rothenberger – Reservoir Way

Ms. Rothenberger thanked the Board and spoke about the remote learning that the District keeps doing. In times of crisis at home, many children find solace in school, but during the pandemic their kids were forced to switch to remote learning. Now they face being dropped into virtual learning as the District sees “fit.” While some of their kiddos did okay, some became socially anxious. Many children see it as loss of outlets as sports and socializing with friends. The increase alliance that has been built around the internet has raised many red flags. With the length in screen time increasing, these children are facing poor sleep habits, difficulty focusing, and problematic behavior. Which is leading to the mental health problem. There is also evidence suggesting children on the Autism spectrum disorders and their families are missing out on services like occupational therapy and behavioral therapy. This is dangerous for their children’s growth. A teacher’s job is to cover many different topics and to build off previous years of learning, there is no time in the curriculum to re-teach these things that weren’t learned through virtual learning previously. If there is no time to re-teach them these things how can the District continue to do this virtual thing; and hope that they can catch the “jist” of what they are supposed to know. After spending most of the year remote learning, many students have lost appropriate social and communication skills. This is not acceptable. Their children will keep falling behind, it is going to go on for many years and the District cannot get their kiddos up to speed. Ms. Rothenberger thanked the Board.

Mr. Hyneman thanked Ms. Rothenberger for her comments.

Kimberly Velazquez – Boyer Street, Laureldale

She just wanted to talk about the volunteer program that she is now guessing is opening up again due to field trips and other things. She is not sure if parents are aware, but they are now not allowing parents to volunteer if they are not vaccinated which is absolutely absurd. Considering teachers are not mandated to be vaccinated. She volunteered as often as she could with her oldest son who is now in 6th grade, and now she has a 2nd grader and she cannot do anything with him because she is not vaccinated and will not get vaccinated just to volunteer. She is not sure if everyone is aware, but the vaccine does not stop transmission and prevent submission from infection. She feels as though this is very discriminatory, and just not fair in general. A lot of studies have come out over the last few months, one that just came out earlier this month was done in Spain, and it finds vaccinated people spread COVID just the same rate as unvaccinated. She would like to ask where they are getting this information, where the District is and how this policy came about without parents really being made aware of it until field trips started happening. She knows that her son’s teacher is still looking for a volunteer, actually several for her class field trip that is happening in March and if this vaccination rule was not in place there would be plenty of volunteers from what she understands. Ms. Velazquez would love a conversation or some comments or ways to discuss that and she is not aware if this is happening in all of the schools or just the elementary center because she has not heard of anything volunteering in C. E. Cole which is where her other son is. She would really like to see this changed because she believes this is not fair and it does not make any sense.

Mr. Hyneman thanked Ms. Velazquez for her comments.

Jessica Yetto- A Turning Leaf way & Riverview

Ms. Yetto is also concerned about requiring the students to wear masks. The CDC recently said that regular masks are not even effective, that if you wanted to stop the spread you have to wear a N95. So if the district is not going to require the students to wear a N95, which actually does something, why is the District forcing them into wearing masks that really don't do anything. This is also impacting their mental health and she is also concerned about the vaccine that the previous speaker had just brought up, but how is that not discrimination. If the district is making volunteers be mandated for a vaccine and not employees that is blatant discrimination and there should be a discussion there as well. Ms. Yetto thanked the Board.

Dr. Macharola thanked everyone for calling in and spoke about the District not having volunteers at this time, as the District continues to be substantial. He advised what they are talking about is chaperones on one trip. It is true, if anyone would like to be considered a chaperone, the District had some conversations, the District does not want to discriminate, and the District knows that anyone does not have to be vaccinated. The District had a lot of parents concerned about whether or not chaperones would be vaccinated because they were with their kids. There was a couple options here, again if anyone wishes to be a chaperone they don't have to be vaccinated. He did advise if this does become an issue, the District does not have to do the field trip. There can be another trip where the District does not need to be concerned about chaperones and the principal can use faculty and staff as well. He wanted to mute the whole vaccine thing right there and now, no one has to be vaccinated, and he knows what was said. The District had a lot of parents overly concerned just the opposite of what they are saying. He wasn't going to get into the science, as he does care about everyone and their rights, but the District has a lot of other parents here also that are very concerned about letting anyone on the outside coming in. He wanted to make everything clear by saying these are not volunteers; at some point the District will allow volunteers back into the school, but not like before. The volunteers will be screened, and they will be vetted. Not anyone that comes off the street is going to be around the children. The District is not going to go through again when the District had volunteers come in, take tator tots off of kids trays, "brow beat" them because they knew their parents, or look at them because they are beneath them. These are things that occurred and why the District doesn't have volunteers, because they weren't screened before. They will be screened when they come in and this is the way it is going to be. These are chaperones for one trip and again if there is an issue from other parents because they are concerned whether or not there is a parent on there that's vaccinated, then that's whole other issue it is outside this school. All this district is trying to do is give kids opportunities to go somewhere; DaVinci is asking for 1 to 5 chaperones, if things don't work out here, that the District can't get the right people here to go with the kids and do it in a good way, then there is not going to be a trip for the kids. There will be another trip, other than DaVinci where there isn't a need to have chaperones on the outside. That is the District's position that is the position it has to be. Again, Dr. Macharola advised if anyone wanted to volunteer, they want to chaperone a trip, put their name into the principal, he has the discretion to choose who he wants to go, whether vaccinated or not that doesn't matter. Dr. Macharol advised that situation is now taken care of, feel free to get ahold of Mr. Crater and put your name in regarding that. He is sure the District will pick the right people to be with our kids on that excursion.

Board Business

Personnel

1. Acceptance of Resignations

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

- a. Mr. Taylor Charles, Supervisor of Special Education, pending release from Muhlenberg School District, date to be determined.
- b. Mrs. Sharon Lountzis, Certified School Nurse, Muhlenberg High School, resignation for the purpose of retirement, effective June 30, 2022 (end of the 2021-2022 School Year).
- c. Ms. Denise Keller, 4.5 Hour Cafeteria Worker, Muhlenberg High School, effective January 28, 2022.
- d. Ms. Zoe Hudzik, Spanish Teacher, Muhlenberg Junior High School, pending release from Muhlenberg School District, date to be determined.

2. Professional Appointments

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

- a. Ms. Kayla LaFaver, Long-Term Substitute, Muhlenberg Elementary Center, effective January 24, 2022 until the end of the 2021-2022 school year, at a salary of \$44,682 (B, 18 Steps from the Top), prorated for days worked.
- b. Mr. Cody Youse, Long-Term Substitute, Muhlenberg Junior High School, effective February 7, 2022 until the end of the 2021-2022 school year, at a salary of \$44,682 (B, 18 Steps from the Top), prorated for days worked.
- c. Ms. Sonia Pucklavage, Long-Term Substitute, C. E. Cole Intermediate, effective February 9, 2022 until the end of the 2021-2022 school year, at a salary of \$44,682 (B, 18 Steps from the Top), prorated for days worked.
- d. Ms. Aubrey Manmiller, School Counselor (E. Hoffmaster), Muhlenberg Elementary Center, pending release from current employer, at a salary of \$54,698 (M, 17 Steps from the Top), prorated for days worked.

3. Administrative Appointments

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

- a. Mrs. Lauren Heydt, Social Worker (newly created), effective upon release from current employer, at a salary of \$80,000, prorated for days worked.
- b. Ms. Amanda Foulds, Social Worker (newly created), effective February 28, 2022, at a salary of \$75,000, prorated for days worked.

4. Classified Appointments

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

- a. Ms. Denise Keller, Second Shift Custodian (J. Razzano), Muhlenberg Elementary Center, effective January 31, 2022, at a salary of \$48,133 prorated for days worked.
- b. Ms. Whitney Burkert, 4.5 Hour Cafeteria Worker (R. Farrow), Muhlenberg Elementary Center, effective February 10, 2022, at a pay rate of \$15.23 per hour.

5. Completion of Probation

Resolved, that the Board of Education of the Muhlenberg School District approve the completion of probation for the following classified employee (Exhibit A-2):

- a. Ms. Venus Barboza-Garcia, Clerical Assistant, Muhlenberg Junior High School, completion of forty-five (45) day probation as of December 15, 2021 and recommended for permanent employment as of December 16, 2021.
- b. Mr. Austin Schaffer, Custodian, Muhlenberg High School, completion of forty-five (45) day probation as of January 17, 2022 and recommended for permanent employment as of January 18, 2022.
- c. Mr. Eric Orsag, Custodian, Muhlenberg High School, completion of forty-five (45) day probation as of December 22, 2021 and recommended for permanent employment as of December 23, 2021.
- d. Ms. Stacy Ortiz, Custodian, Muhlenberg High School, completion of thirty (30) day probation as of February 7, 2022 and recommended for permanent employment as of February 8, 2022.
- e. Ms. Kristin Mullarkey, Custodian, Muhlenberg High School, completion of forty-five (45) day probation as of February 7, 2022 and recommended for permanent employment as of February 8, 2022.

6. 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. Mrs. Michelle Shaffer, Secretary, Administration Building, Leave of Absence/FMLA, effective on or about April 29, 2022 through on or about June 27, 2022.
- b. Ms. Elizabeth Chapman, Special Education Coordinator, Muhlenberg Elementary Center, effective on or about April 10, 2022 through the end of the 2021-2022 school year.
- c. Ms. Amanda Kemmerer, Special Education Teacher, Muhlenberg High School, effective on or about March 17, 2022 through the end of the 2021-2022 school year.

7. Mentor Assignments

Resolved, that the Board of Education of the Muhlenberg School District approve the following mentor assignments at the professional rate of \$30.00 per hour for the 2021-2022 school year (Exhibit A-3):

- a. Ms. Jennifer Pacharis, mentor for Mr. Theodore Werkheiser, Long-Term Substitute Teacher, C. E. Cole Intermediate, for thirty (30) hours.
- b. Ms. Christy Oxenford, mentor for Gabriella Rojas, Long-Term Substitute Teacher, Muhlenberg Elementary Center, for thirty (30) hours.
- c. Mrs. Danielle Ast, mentor for Kayla LaFaver, Long-Term Substitute Teacher, Muhlenberg Elementary Center, for thirty (30) hours.
- d. Mr. Robert Johnston, mentor for Mr. Cody Youse, Long-Term Substitute Teacher, Muhlenberg Junior High School, for thirty (30) hours.

8. Co-Curricular Resignations

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

- a. Ms. April Shiller-Riegel, Junior High Softball Head Coach, effective January 10, 2022.
- b. Mr. Daniel Louviaux, High School Baseball Assistant Coach, effective December 22, 2021.
- c. Ms. Alexis Pugliese, High School Assistant Softball Coach, effective December 3, 2021.

9. Co-Curricular Appointments

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

- a. Ms. Kelly Murphy, Youth Aquatic Coach, effective November 8, 2021, at a salary of \$4,000 (year 1).
- b. Ms. Tabitha Eckert, Youth Aquatic Coach, effective November 8, 2021, at a salary of \$1,000 (year 1).
- c. Mr. Tyler Seisler, Yearbook Club Advisor, effective October 14, 2021, at a salary of \$5,220 (year 1), prorated for days worked.
- d. Ms. Casey Trexler, MJHS Volunteer Club Co-Advisor, effective August 30, 2021, at a salary of \$597.50 (year 3).
- e. Ms. Katelyn Konopelski, MJHS Volunteer Club Co-Advisor, effective August 30, 2021, at a salary of \$580.00 (year 1).
- f. Mr. Ian Laxton, MJHS Student Council Co-Advisor, effective August 30, 2021, at a salary of \$2,030 (year 1).

10. Spring 2022 Musical Assignments

Resolved, that the Board of Education of the Muhlenberg School District approve the Spring Musical Assignments for the 2021-2022 school year as submitted (Exhibit A-5).

11. Spring 2022 Coaching Assignments

Resolved, that the Board of Education of the Muhlenberg School District approve the Spring Coaching Assignments for the 2021-2022 school year as submitted (Exhibit A-6).

12. MSD Spring Style 2021-2022

Resolved, that the Board of Education of the Muhlenberg School District approve the MSD Spring Style Program for 2021-2022 as presented (Exhibit A-7).

13. Professional Salary Adjustment for the 2021-2022 School Year

Resolved, that the Board of Education of the Muhlenberg School District approve the Professional Salary Adjustment for the 2021-2022 school year as presented (Exhibit A-8).

Comments/Questions/Concerns

Mr. Voit questioned whether the professional salary adjustment was per contract. Dr. Macharola responded yes.

Management

1. Revised School Calendar for the 2021-2022 School Year

Resolved, that the Board of Education of the Muhlenberg School District approve the revised School Calendar for the 2021-2022 school year as presented (Exhibit B-1).

2. School Calendar for the 2022-2023 School Year

Resolved, that the Board of Education of the Muhlenberg School District approve the School Calendar for the 2022-2023 school year as presented (Exhibit B-2).

3. Amended Muhlenberg Act 93 Agreement II

Resolved, by the Board of Education of the Muhlenberg School District that the Muhlenberg Act 93 Agreement II is hereby amended to include the position of Social Worker to Article I as a recognized position, as presented (Exhibit B-3).

Questions/Comments/Concerns

Mr. Nelson questioned the two social worker positions are full-time, full year, 365 day employees. Dr. Macharola responded that they are 265 day and affirmed all year round, and advised the District wants their social workers to be available all twelve months of the year.

Physical Plant and Transportation

1. Districtwide Feasibility Study/Facility Master Plan – Marotta/Main Architects

Resolved, that the Board of Education of the Muhlenberg School District approve Marotta/Main Architects as the firm to conduct Muhlenberg School District's Feasibility Study and Facility Master Plan, at a cost of \$38,000 (Capital Reserve Funds) as presented (Exhibit C-1).

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	Dec 2021	Dec 2021	Jan 2022 Ck#51412-51598 V#27156-27192	Dec 2021	Dec 2021
Cafeteria	Dec 2021	Dec 2021	Jan 2022 Ck#7338-7373 V#2925-2931	Dec 2021	
Capital Reserve (Fund 32)	Jan 2022	Jan 2022			
Capital Projects Fund (Fund 39)	Jan 2022	Jan 2022			
Activity	Dec 2021	Dec 2021			

2. Approval of the 2022 Mileage Rate

Resolved, that the Board of Education of the Muhlenberg School District approve the 2022 standard mileage reimbursement rate for the use of a personal vehicle for business purposes of .585¢ per mile in accordance with the Internal Revenue Service guidelines as of January 1, 2022.

3. Berks County Intermediate Unit Proposed Mandated Services Budget for the 2022-2023 School Year

Resolved, that the Board of Education of the Muhlenberg School District approve the Berks County Intermediate Unit Proposed Mandated Services Budget for the 2022-2023 School Year at the district's share of \$42,569.51. (Exhibit D-2).

4. Student Activity Account

Resolved, that the Board of Education of the Muhlenberg School District authorize establishing the student activity account for the "Class of 2024." (Exhibit D-3).

5. 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 (Exhibit D-4):

- a. Chromebooks for Disposal – These items are broken and have had usable parts removed. (Exhibit – Feb22 Chromebook Recycle.xlsx Exhibit)

6. Authorization for Signatures on Bank Accounts

Resolved, that the Board of Education of the Muhlenberg School District approve the following financial documents to be made effective February 9, 2022:

General Fund Account

Resolved, that the Board of Education of the Muhlenberg School District authorize the signatures of the Bank Manager or Supervisor of Accounts (only one {1} required, plus one {1} officer signature of either Treasurer, or Vice President or (only two {2} required) on Mid Penn Bank xxxxx079.

Business Manager
Supervisor of Accounts
Treasurer
Vice President

Mr. Shane M. Mathias, CPA
Ms. Susan D. Hawkins
Mr. Richard E. Hoffmaster
Mr. Otto W. Voit, III

Education

1. 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 2021-2022 school year as listed.

2. Acceptance of Gifts, Grants, Donations

Resolved, that the Board of Education of the Muhlenberg School District accept the following donation in accordance with district Policy 702, Gifts, Grants, Donations:

- a. Emergency Connectivity Fund (ECF), grant awarded for \$86,932.50 to continue one-to-one technology initiative for students in Muhlenberg School District.
- b. Berks Department of Emergency Services, donation of nitrile gloves, vinyl gloves, isolation gowns, and disposal masks for the Muhlenberg School District.
- c. The Restaurant Store, donation of numerous variety of food products for Family and Consumer Science classes at Muhlenberg Junior High School.

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

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

- a. Student "N", Muhlenberg Junior High School
- b. Student "O", Muhlenberg Junior High School

4. Alvernia University Student Trainer

Resolved, that the Board of Education of the Muhlenberg School District approve the following Alvernia University student trainer (Exhibit E-4):

- a. Ms. Olivia Lugo

5. 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 December 15, 2021 through December 14, 2023 as presented (Exhibit E-5).

6. Student Tuition Agreements for the 2021-2022 School Year

Resolved, that the Board of Education of the Muhlenberg School District approve the following student tuition agreements for the 2021-2022 school year as presented (Exhibit E-6):

- a. Student #39542, New Story
- b. Student #39335, New Story

7. Cooperative Agreement with Fleetwood School District

Resolved, that the Board of Education of the Muhlenberg School District approve the agreement between Fleetwood School District and Muhlenberg School District in sports, High School Swimming and Diving and Wrestling, beginning 2022-2023 school year as the host school.

8. AFJROTC Educational Field Trip Requests

Resolved, that the Board of Education of the Muhlenberg School District approve the following educational field trip requests (Exhibit E-7):

- a. Muhlenberg High School AFJROTC, travel to the Wright-Patterson AFB in Dayton, Ohio on June 2, 2022 through June 5, 2022.
- b. Muhlenberg High School AFJROTC, travel to the Summer Leadership School in Charleston, South Carolina on June 12, 2022 through June 18, 2022.

9. Conference Request

Resolved, that the Board of Education of the Muhlenberg School District approve the following conference request (Exhibit E-8):

- a. Mrs. Elizabeth Laviena, to attend the ASU and GSV Educational Summit in San Diego, CA on April 4, 2022 through April 7, 2022 at no cost to the district (awarded full scholarship to attend).

Student Activities

There are no items

Minutes

Review minutes of the Committee of the Whole Meeting of January 12, 2022 and the Regular Board Meeting of January 12, 2022.

Old Business

Mr. Nelson spoke about the retirement incentive as a budget item. He advised that he recognizes that finding teachers has becoming more and more difficult. He read with interest the article that Dr. Macharola had sent from PSBA and they talked about investing in substitute rates, which the District did, however he thinks they need to start having a conversation the idea of retention bonuses, much like Reading School District did. Mr. Nelson discussed teachers are liable to retire with incentive or not, so

they need to be looking at how does the District keep them around for a little bit. He is not asking for anything tonight, but for the March meeting he would like to see some kind of proposal; he believes Reading paid it out of their ESSER funds, so it's not a budget thing necessarily. He asked for the March meeting if the District could put something together, give the Board some kind of details on the proposal for retention bonuses for all staff, something at the beginning of the year and then something at the end of the year, obviously the District is already half way through the year, but something for now, and maybe next Christmas; just some kind of time frame. He discussed something along those lines, so the Board can really look at rather than just have a vague idea on something that the District can offer.

Mr. Hyneman stated that this really looks like a long-term problem, because there are numerous studies in the paper now on the fact that if going back twenty years, he thinks the number of people coming out of college with teaching degrees has diminished by sixty percent. Mr. Nelson agreed with this study. Mr. Hyneman reiterated this is going to be a long-term problem. Mr. Nelson spoke about knowing it could be a long-term problem, however maybe there is something that can be done other than words of appreciation; can the District incentivize to have them stick around longer than they might have. Mr. Hyneman spoke about the answer might be going in a different direction, he talked about when he was a principal in Reading he was sent to job fairs to find minority teachers and he would go to Penn State every year and would ask why, and there was a relatively few number, something as a society needs to be worked on to increase. He would stop at the one educational booth and the one professor said to Mr. Hyneman they know they can make more money at the industry booths. So the long-term is not to get somebody to teach two more years, the long-term is to convince students coming out of high school that becoming a teacher is really going to be a good profession; and it may be a harder profession, and they make a lot more money in a different direction. Mr. Nelson agreed and also spoke about Reading also offering a hiring bonus, he is not suggesting the District does this however the District is going to have a short-term problem over the next couple of years, and he thinks the District should at least explore it. Mr. Voit advised this was a good idea all around, and to look into it. Mr. Nelson discussed understanding this is a nationwide problem.

Mr. Hoffmaster talked about if giving out teacher bonuses, the District should give everyone a bonus. Mr. Nelson reiterated that he did say all staff.

Mr. Nelson also wanted to ask about the first mental health day, and how this had gone. Dr. Macharola responded they believe it went very well and the District had a quite a few teachers and staff members take advantage of these services.

Mr. Lupia questioned one of the parents calling in regarding the volunteering, as he advised he admires the enthusiasm the parent wanting to volunteer at the District, and wanted to know if the District had any more opportunities with volunteering like a PTO that can be offered to the parents. Dr. Macharola advised they the District is excited too, and once out of the substantial status, he knows Mrs. Howard has asked about the PTO and the District would like to have an authentic, caring, reliable, held

accountable, with people here for the right reasons. Mrs. Howard advised that the discussion was more about a PTA, and Dr. Macharola agreed. Dr. Macharola advised he would love to have volunteers here, but the District is going to have the volunteers screened, must have clearance to be a volunteer, and must demonstrate to the principal that they are there for good reasons.

New Business

Mr. Hoffmaster talked about seeing administrators outside work, caring for the students. He explained the cheerleaders couldn't go on the floor in the Santander, and Mr. Mish and two more went down to get the girls on the floor.

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 were none.

MSD/RMCTC Board Visitor of the Month

Schedule 2021-2022

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

February 9	6:30 PM	Committee of the Whole and Regular Board Meeting
February 14	6:30 PM	RMCTC Board Meeting
March 2	7:00 PM	Committee of the Whole Meeting
March 9	7:00 PM	Regular Board Meeting
March 14	6:30 PM	RMCTC Board Meeting
April 6	7:00 PM	Committee of the Whole Meeting
April 11	6:30 PM	RMCTC Board Meeting
April 13	7:00 PM	Regular Board Meeting
May 4	7:00 PM	Committee of the Whole Meeting
May 9	6:30 PM	RMCTC Board Meeting
May 11	7:00 PM	Regular Board Meeting
June 13	6:30 PM	RMCTC Board Meeting
June 15	6:30 PM	Committee of the Whole and Regular Board Meeting

Adjourn Meeting

Moved by Mr. Voit and Msr. Eagle, that there being no further business to come before the Board, the meeting be adjourned. Meeting adjourned at 8:12 PM.

Attest:


Cindy L. Mengle
Secretary