

MUHLENBERG SCHOOL DISTRICT  
Committee of the Whole Meeting Minutes  
January 12, 2022  
Blue Center, Via Zoom  
[www.muhsdk12.org](http://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, January 12, 2022 at 6:33 PM by Board President, Mr. Garrett E. Hyneman via remote access using Zoom.

**Members Present**

President – Mr. Garrett E. Hyneman  
Secretary – Mrs. Cindy L. Mengle  
Assistant Secretary – Ms. Janet Howard via zoom  
Member – Mrs. Kristyna Eagle  
Member – Mr. J. Tony Lupia, Jr.  
Member – Mr. Mark J. Nelson  
Member – Mr. Miguel Vasquez via zoom  
Solicitor – Mr. Brian F. Boland, Esq.  
Recording Secretary – Mrs. Tara L. Flowers

**Members Absent**

Vice President – Mr. Otto W. Voit, III  
Treasurer - Mr. Richard E. Hoffmaster

**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  
Supervisor of Special Education – Mr. Taylor Charles  
Licensed Behavior Specialist – Mr. Zachariah Milch  
Director of Technology – Mr. Daniel Houck  
Director of Federal Programs – Dr. Cathy Shappell  
Director of Food and Nutrition – Mr. Carey Kline  
Data Administrator – Mr. Kevin Vanino  
Athletic Director – Dr. Tim Moyer  
Community & Family Outreach Coordinator & Interpreter – Ms. Elizabeth Lavienna  
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. Ginny Hornberger

Visitors

Jolyn Casper	McCammitt
Kathi Wolfe	Amy Sharp
Kristy Rothenberger	Jennifer Doyle
Michelle Lorah	Kevin Dangler

**Educational Presentations**

A. Physical Plant Update – Mr. Ken Patterson

Mr. Patterson reported:

- The outside grounds crew and inside maintenance techs worked inside the facilities over the holiday winter break producing painting in one of the classrooms, hung large monitors in the high school computer science room, and they continued changing HVAC filters throughout the entire campus. In addition to this, the outside grounds crew will continue pruning bushes and trees, especially along Sharp Avenue and in the courtyards. Meanwhile, custodial crews took advantage of the empty buildings over the break to do a thorough cleaning of the building classrooms following the guidelines that were established last March when students first returned to all of the buildings. He stated everybody teamed up and worked together to clean up the first snow of the season this past Friday. They will continue to monitor the health and safety recommendations and guidelines being set forth from Governor Wolf, federal and state health agencies from PDE and Muhlenberg School District.
- 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. Architects and engineers were on site Tuesday, January 4 to survey the current Blue Center storage area and put together the drawings needed to hire contractors to begin transforming a portion of that current storage space into office space. Drawings should be complete within the next two to three weeks. Work continues on reallocating storage space in the elementary center to accommodate moving most of the custodial supplies to the new location within MEC.
- There is a proposal before the board tonight to repair the track surface, the upper and lower tennis court surfaces and install a new dedicated javelin runway and discus throwing area.

B. School Director Recognition Month - Dr. Joseph E. Macharola

Dr. Macharola said nine out of ten students in the United States attend public schools. Therefore, access to high-quality public education is crucial not only for our children's success, but for the strength of our society. He said shared this because

January is School Director Recognition Month. It takes a team of dedicated people – teachers, administrators, staff, parents and other community members – to provide that education. The nine members of the District's school board are a part of a key team that works with him, administration, all of the teachers and staff, making informed decisions that shape public schools. January is designated School Director Recognition Month – a time for us to celebrate and recognize the challenging and vital work boards do on behalf of students, schools and families. On average, school directors devote up to ten hours per month to the complex responsibilities of board business, including adopting policy and voting on budgets, looking at other issues, trying to keep places safe for the children, and supporting decisions that the administration recommends.

The impact of the coronavirus pandemic has added an additional challenge to our school board, as they determine how best to provide the needs of our students and our families in this new environment. From navigating virtual board meetings to supplying students with needed food and technology during remote instruction boards been tasked with making critical decisions quickly with best information that available as provided by those that work with board such as the administration. Board service is an unpaid position, and a majority of the school directors, site the desire to give back and to contribute to public education as their main motive for their service. Dr. Macharola stated he certainly heard that from our board members as they just want to give back to the community.

As locally elected officials, school directors are invested in their communities. They are our neighbors, friends, local leaders, parents and engaged citizens. On Dr. Macharola's behalf, he like to ask everyone this month to help recognize these public servants, please take a moment to share your gratitude for the Muhlenberg School District board members. Dr. Macharola said it is a real joy to work with them and if given an opportunity to express gratitude for their time and efforts on behalf of the District's communities. The job they do ensures the District's schools and continuance to provide opportunities and successes for every student, even during these unprecedented times and circumstances. On his behalf, he would like to thank the board members for their collective interest and benefit for of the District's children. Thank you to all of the Muhlenberg School District board members.

C. First Reading of Policy - Dr. Joseph E. Macharola

1. Policy 610, *Purchases Subject to Bid/Quotation*

This policy was revised to include the 2022 bid limits that The State Department of Labor & Industry published notice of in the Saturday December 18, 2021, issue of the Pennsylvania Bulletin. On January 1, 2022, the minimum purchase amount that will require the advertisement for bids will increase from \$21,300 to \$21,900. In addition, the minimum purchase amount for telephone quotes will increase from \$11,500 to \$11,800. While the increase in the consumer price index was 5.4% for the 12-month period ending September 30, there is an annual cap of 3% on increases to these limits.

Comments/Questions/Concerns:

*Dr. Macharola commented on behalf of Mr. Voit, he is recovering from illness as he was hospitalized and just does not have the energy at this time to participate. Dr. Macharola wished him the very best and to keep him in prayer.*

*Mr. Hyneman advised he received, along with Dr. Macharola and Mr. Crater, a letter from Kevin McCloskey who was the author in residence at the elementary school; and wanted everyone to listen how he described the District's elementary school:*

- Dear Board Members: I want to thank you for your support of my two-week author in residency at Muhlenberg Elementary Center. I have done over a hundred school visits and can say without exaggeration, my MEC experience was the most rewarding and memorable of my career. Everyone at MEC was on board, Principal Crater, the Assistant Principals, the art teachers, music teachers, reading specialists, homeroom teachers, and staff. My visit was twice postponed when COVID made assemblies unworkable. Librarian, Theresa Diaz, and Reading Specialist, Amy Arnold, came up with a novel plan where I stayed in the library and every class came to me. The student were absolutely wonderful. The fact that they were in small groups and masked, made me feel comfortable spending my days indoors with strangers. I enjoyed lunching with students and the author parade was incredible. My books are humorous, beginning readers about natural science. In addition to promoting student literacy, I did my best to incorporate science, art, and fun in my presentations. It was a great honor to be the 2021 visiting author at MEC.*

*Mr. Hynemen talked about this letter being a very nice thing for the district to hear.*

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

*There were none.*

**Board Business**

**Personnel**

**1. Acceptance of Resignations**

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

- a. Ms. Erin Hoffmaster, Guidance Counselor, Muhlenberg Elementary Center, pending release from Muhlenberg School District, date to be determined.
- b. Mr. Joseph Razzano, Second Shift Custodian, Muhlenberg Junior High School, effective December 22, 2021.
- c. Ms. Alyssa Kopp, Speech and Language Pathologist, Muhlenberg Elementary Center, pending release from Muhlenberg School District, date to be determined.
- d. Ms. Nicole Rohrbach, Science Teacher, Muhlenberg Junior High School, pending release from Muhlenberg School District, date to be determined.
- e. Mr. Marquis Marshall, Special Education Assistant, Muhlenberg Elementary Center, effective January 13, 2022.
- f. Ms. Allison Bowman, 4.5 Cafeteria Worker, Muhlenberg High School, effective December 23, 2021.

## **2. Professional Appointments**

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

- a. Ms. Demi James, Elementary Teacher (T. Charles), C.E. Cole Intermediate, effective January 4, 2022, at a salary of \$65,662 (M + 21, 13 Steps from the Top), prorated for days worked.
- b. Mr. Theodore Werkheiser, Long-Term Substitute, Muhlenberg Junior High School, effective January 13, 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. Gabriella Rojas, Long-Term Substitute, Muhlenberg Elementary Center, effective January 13, 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.

## **3. 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. Cristina Lillis, Fourth Grade Teacher, C. E. Cole Intermediate School, Leave of Absence/FMLA, effective on or about February 26, 2022 through on or about April 12, 2022.
- b. Ms. Makall Kramer, Second Shift Custodian, Muhlenberg High School, Leave of Absence/FMLA, effective on or about February 14, 2022 through on or about June 15, 2022.

## **4. Mentor Assignment**

Resolved, that the Board of Education of the Muhlenberg School District approve the following mentor assignment at the professional rate of \$30.00 per hour for the 2021-2022 school year (Exhibit A-2):

- a. Mrs. Jennifer Anton, mentor for Ms. Demi James, Elementary Teacher, C. E. Cole Intermediate, for sixty (60) hours.

**5. Co-Curricular Resignations**

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

- a. Ms. Zoe Barna, Girls Varsity Volleyball Assistant Coach, effective December 21, 2021.
- b. Mr. Robert Gourley, Varsity Track and Field Head Coach, effective January 3, 2022.

**6. Co-Curricular Appointment**

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

- a. Ms. Courtney Wenger, Muhlenberg Varsity Boys and Girls Diving Coach (E. Bates), effective November 19, 2021, at a salary of \$2,900 (year 1), prorated for days worked.

**7. Award Professional Employee Contract for Tenured Teachers**

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

- a. Ms. Mary Cameron, Muhlenberg Elementary Center
- b. Ms. Michelle Chavoya, Muhlenberg Elementary Center
- c. Ms. Paige McGrogan, Muhlenberg Elementary Center
- d. Mr. Joshua Rankin, C. E. Cole Intermediate
- e. Ms. Jessica Siegfried, C. E. Cole Intermediate

**8. MSD Winter Style - College Edition: Pre-Educator Assignments**

Resolved, that the Board of Education of the Muhlenberg School District approve the following MSD Winter Style Program pre-educator assignments, as presented, pending updated clearances:

<u>Student Name</u>	<u>College</u>
Emily Talarico	West Chester University
Faith Bentz	Albright University
Nicholas Whitmoyer	Millersville University
Brie Bodnar	West Chester University

Madison Armstrong	West Chester University
Olivia Chiarelli	West Chester University
Abdul Conde	Indiana University of Pennsylvania
Andrew Chiarelli	West Chester University
Meghan Cook	Susquehanna University
Ava Henschel	Kutztown University
Katie McCormick	Delaware University
Samuel Robertson	West Chester University
Julian Sharp	Delaware University

Comments/ Questions/ Concerns

*Mr. Nelson asked if this program was for the after school program that was discussed. Dr. Macharola responded that it was and was similar to the SummerStyle program that had occurred last year. Dr. Macharola advised they were excited about all of these programs continuing.*

**9. Classified Appointment**

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

- a. Ms. Brenda Lochman, 4.5 Hour Cafeteria Worker (A. Bowman), Muhlenberg High School, effective January 13, 2022, at a pay rate of \$15.23 per hour.

Comments/ Questions/ Concerns

*Ms. Howard requested some feedback from Dr. Macharola regarding the resignations and questioned whether this was typical in the numbers that the District typically sees in people resigning; and if not, what are some of the things that are impacting the District's teachers and what can the District do to retain them. Dr. Macharola advised this is case by case, and there are times where it seems like there is a lot of resignations and there are times where the District has a period of time there are not any resignations. Dr. Macharola discussed it currently being a market, the market has been growing for a couple of years, there are low teacher numbers coming out of schools right now, the teacher preparation programs are at an all-time low. Dr. Macharola advised the resignations here, which some of them he cannot get into publically, but he could say that they are improving their personal lives in a lot of these cases. Some of the employees are moving closer to home, as the District's employees just do not live here in Muhlenberg, some travel an hour and a half, some travel an hour and forty-five minutes, and their families are back in those towns. He stated the District is always grateful for those that have worked here and given the District's students the opportunities. Dr. Macharola advised that right here and now, he will encourage any of the District's employees if it's a better opportunity for them to go to another district or better their home lives, then the District does encourage this, the Districts likes to think that it's a good employer. In these particular cases here, and one personnel issue which cannot be discussed publically, that*

is the case. Also please know that a lot of the District's employees, some of them are younger, they are starting families, and in many cases they may make decisions based on their families and their spouses. The District takes time to talk to them and every now and then it's another story, however in these particular cases what the District is beginning to see here, again, is the challenge the District has had for quite some time and that is getting the attraction of new graduates coming out school and doing everything the District can to retain them. The market is very volatile. This particular case right here, that would apply. Ms. Howard thanked Dr. Macharola for his reponse.

### **Management**

There are no items to report.

### **Physical Plant and Transportation**

#### **1. Approval of Repair of Track, Upper and Lower Tennis Courts, and Installation of New Javelin and Discus Throw Areas**

Resolved, that the Board of Education of the Muhlenberg School District approve the repair of the high school track, upper and lower tennis courts, and installation of new javelin and discus throw areas, total cost \$282,925.00 (funded through Capital Reserve) 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:

<b>Fund</b>	<b>Treasurer's Report</b>	<b>Financial Report</b>	<b>Bills Paid Month</b>	<b>Investments</b>	<b>Budget Transfers</b>
General	Nov 2021	Nov 2021	Dec 2021 Ck#51229-51411 V#27113-27155	Nov 2021	Nov 2021
Cafeteria	Nov 2021	Nov 2021	Dec 2021 Ck#7315-7337 V#2920-2924	Nov 2021	
Capital Reserve (Fund 32)	Dec 2021	Dec 2021	Dec 2021 Ck#917-918		
Capital Projects Fund (Fund 39)	Dec 2021	Dec 2021			
Activity	Nov 2021	Nov 2021			



## **2. Act 1 Index for 2022-2023 School Year**

Resolved, that the Board of Education of the Muhlenberg School District, as in accordance with Act 1 of 2006:

- A. Hereby certifies that it will not raise the rate of any tax for the support of the district for the 2022-2023 fiscal year by more than its index as calculated by the Pennsylvania Department of Education - Act 1 Index for 2022-2023 is 3.4% adjusted to 4.8%, at a maximum of 1.51104 mills.
- B. Provide the Proposed Preliminary Budget for 2022-2023 for public inspection and further, that the district shall pursue the state referendum exceptions.

### Questions/Comments/Concerns:

*Dr. Macharola advised over the last eight years the Board has not gone above the index just as a matter of commendation. Mr. Nelson asked if he sees any issues with holding to that this year. Dr. Macharola responded he does not and would recommend to the Board that the District stay within the index.*

*Mr. Hyneman advised that part A would be voted on in board meeting.*

## **3. Disposal of Surplus Property**

Resolved, that the Board of Education of the Muhlenberg School District authorize the disposal of the following surplus property in accordance with district Policy 706.1, Disposal of Surplus Property as presented:

- a. HP Laptops for Disposal – These items are broken and have had most usable parts removed. (Exhibit – 2022 HP 650 G1 Laptops for Recycle.xlsx)
- b. HP and ASUS Chromebooks for Disposal - These items are broken and have had most usable parts removed. (Exhibit – 2022 Chromebooks for Recycle.xlsx)

## **4. Close Student Activity Accounts**

Resolved, that the Board of Education of the Muhlenberg School District authorize closing the student activity accounts for "VAASA", "Ski & Snowboard Club", "Majorettes" and "Dance Team" and transferring the remaining balances to the Class Of 2022 activity account.

## **5. Certification of Unpaid Real Estate Taxes for Calendar Year 2020/2021**

Resolved, that the Board of Education of the Muhlenberg School District authorize closing the student activity accounts for "VAASA", "Ski & Snowboard Club", "Majorettes" and "Dance Team" and transferring the remaining balances to the Class Of 2022 activity account.

## **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. The Restaurant Store, donation of numerous variety of food products for Family and Consumer Science classes at Muhlenberg Junior High School.
- b. Jan's Circle of Friends, grant of \$2,000 to provide services of assisting children in the Muhlenberg School District affected by domestic violence or parental loss.

### **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 "G", C. E. Cole Intermediate
- b. Student "H", C. E. Cole Intermediate
- c. Student "I", Muhlenberg Junior High School
- d. Student "J", Muhlenberg Junior High School
- e. Student "K", C. E. Cole Intermediate
- f. Student "L", Muhlenberg High School
- g. Student "M", Muhlenberg High School

### **4. Linkage Letter with Salisbury Behavioral Health, LLC**

Resolved, that the Board of Education of the Muhlenberg School District approve the linkage letter with Salisbury Behavioral Health, LLC to provide supports/services from January 1, 2022 through January 1, 2024 as presented.

### **5. Linkage Letter/Referral Agreement with CONCERN**

Resolved, that the Board of Education of the Muhlenberg School District approve the Linkage Letter/Referral Agreement between CONCERN – Professional Services for Children, Youth and Families and the Muhlenberg School District, effective November 17, 2021 for a two (2) year period on an as needed basis (Exhibit E-5).

**6. National Cheer Competition Trip**

Resolved, that the Board of Education of the Muhlenberg School District approve the Muhlenberg School District Competitive Spirit Team to attend the National Cheer Competition held in Orlando, Florida on February 11, 2022 through February 13, 2022, at no cost to the district.

**7. Civil Air Patrol Incentive Flights for Air Force JROTC**

Resolved, that the Board of Education of the Muhlenberg School District approve participation in incentive flights with the Civil Air Patrol for Muhlenberg School District Air Force JROTC Cadets as presented.

**Student Activities**

**Minutes**

Review minutes of the Annual Organization Meeting of December 6, 2021; the Committee of the Whole Meeting of December 6, 2021; and, the Regular Board Meeting of December 6, 2021.

**Old Business**

*There are no items.*

**New Business**

**1. Memoriam of Mr. Tommy Curtis**

Resolved, that we remember the passing of Mr. Tommy Curtis who served in the Muhlenberg School District for five (5) years (1972-1977) as an elementary teacher. We honor his memory for his dedicated service to the school district and community.

Be it further resolved that we convey through this resolution our deepest sympathy to his family, and that this resolution be made part of the permanent record in the minutes of the Muhlenberg School District.

Questions/ Comments/ Concerns:

*Mr. Nelson discussed with the current voting of the index, as it is the time to discuss the District's upcoming budget plans and questioned whether they would be starting in February in getting their first looks at the budget. Mr. Nelson advised he would like to see or suggest, as they had done in past years, the District again offer the retirement incentives because there is savings to be had with people at the high end retiring and bringing in younger, less expensive teachers. The other thing Mr. Nelson advised he would like to see or suggest, he spoke about everyone being aware that the District has kids coming in "in droves" to the school district. Mr. Nelson discussed the District has added teachers, added Administrators, taking care of the students, but one thing the*

District hasn't done in many years is add support staff. In his opinion, the District is short secretaries, probably short custodial staff given the size of the buildings and the number of kids that are in there and the cleaning ask for that. He is not saying that the District does not need some more teachers, but he thinks first and foremost the District needs to look at each building and see where there is a need for more support staff. Whether its clerical assistants, secretaries, custodial, he would like to see this included into the budget this year.

Mr. Hyenman responded that he is in agreement with Mr. Nelson's proposal. Mr. Hyneman spoke about his concern with hiring teachers if the District is struggling getting substitute teachers; are there enough teachers coming out at this point, that the District could lose veteran teachers and be able to replace them. Mr. Hyneman spoke about driving around his neighborhood, there is a massive amount of construction and can't believe the people moving in there would be of his age. Mr. Hyneman talked about the expectation of the people moving in there to be the age he was when he moved into Riverview Park and that comes with a family. His concern, is there enough room in the District's buildings.

Mr. Nelson responded that this is a second discussion regarding plans for the budget. Mr. Nelson talked about the plans for the Administration building and looking on a grander scale of what kind of building projects does the District want to take on. Mr. Nelson talked about C. E. Cole being packed with students, Muhlenberg Elementary Center getting there, the junior high is pretty packed, and he believes the high school is well on its way as well. Mr. Nelson spoke about remembering when talking about building elsewhere, and discussed getting some kind of committee together with some business people, couple of school board members, maybe the township, parents, and are there opportunities in the District to maybe building a satellite school or second smaller elementary, personally he does not think so. Mr. Nelson discussed being present over thirty years and has seen anytime you think there is no place else to build, they find it. Mr. Nelson talked about one of his rants last meeting, regarding when the township approved building new houses; he does not remember anybody coming to the District and asking what effect this will have on the school district, or not to approve houses they just build them. It is a grander scheme thing that the district needs to look into, but unfortunately without a short term fix. Mr. Nelson believes this spring, the district really needs to look at building projects and what are the district's options.

Mr. Hyneman discussed building his home on Main Avenue in 1964, when Main Avenue was a dirt road; the area across from him was not a hundred homes, it was fields. Mr. Hyneman discussed being shocked when he goes to Jim Dietrich's Park as they have a whole area leveled, they have streets laid out, and there is going to be homes in there galore. Mr. Hyneman discussed walking up behind the railroad of Laureldale and Temple, there are big multi-condominiums going up right there; so there is building here.

Dr. Macharola stated that he was excited to hear the comments that were just made here. The District is growing and has been growing for eight years, and the District has withstood a lot of crazy accusations. Dr. Macharola advised that he agrees with Mr. Nelson and advised Mr. Patterson is working with the administration building. One nice

things about the Muhlenberg School Board is that it's always been a committee of ten, and it has served the community very well. First statement which had to do with looking at the District's support staff, every year the District goes after what the District feels is strategic needs of the District. Dr. Macharola reiterated that he does agree with this, and the District does need support staff, the District needs more para educators. The numbers and data in which Mr. Nelson is suggesting, the District's Special Education numbers are growing from 600 to over 840, the District is the lowest per pupil cost district in the county and there is a reason for that. Dr. Macharola talked about funding the District's children as if the District was at 3,500 children, despite being at 4,130 and growing; and the District is going to continue to grow. Dr. Macharola advised the need for para educators and agreed to needing additional secretaries, and staff strategically. Dr. Macharola advised Mr. Nelson did not fall on deaf ears here, and is something that will be part of the budget process. Additionally to that, Dr. Macharola discussed revisiting his request for police officers on school grounds. Dr. Macharola advised the District is in the process of talking with one of the local chiefs right now to grow that communication with both chiefs. Dr. Macharola spoke about it maybe being time for the District to pay for, perhaps when he asked for four officers, two officers to pay for their salaries while they are working here in the district, and then they can go back and work in their municipalities that they are assigned. Dr. Macharola discussed the school police officer's duties while school is in session, which would solve a plethora of issues from the last time he had requested this. In addition to the support staff, he is really going to drive public safety for the community and the District's children. Dr. Macharola stated that Muhlenberg is an urban school district and advised that the buildings are full. One nice thing here is that Muhlenberg has a good board, and a couple new board members on presently that he knows will contribute. The District has administrators that have experience with plan con projects and building and he knows that the District will be able to tackle this the right way and plan now, because to break ground the District is looking at three to five years. Dr. Macharola advised that Mr. Nelson's suggestions were on point and they were well-received as the District does need to do this to address the growing community. Dr. Macharola discussed that these are good problems to have, despite seeming that they are not, it could be the opposite. The District is not losing children they are growing, a good school district and offer the children a good education. Dr. Macharola agreed with Mr. Nelson and advised he did not fall on deaf ears and he is right on target with this and it has to start. Dr. Macharola discussed nothing is going to happen for a little while but the district does certainly have to plan. Dr. Macharola talked about the district having a beautiful campus, he believes there are some areas where they can tap into, and buildings don't look like they used to. He discussed not just throwing rooms up anymore, the district needs to be very strategic to the growth of our community. Dr. Macharola discussed the recent "60 minutes" video, the biggest takeaway is that virtual will be a big part of our life now forever and it is not going to go away.

Mrs. Eagle asked to make one comment regarding the retirement incentive. Mrs. Eagle advised she thinks it is a great idea, however the other side of it is that the district knows there are no teachers out there. Is the district scrambling now in the fall looking for qualified teachers and it is almost scary to think that there would be a risk and not

*just hire somebody because just because they have a certain certificate in a subject that is needed, and will the district just hire that person.*

*Dr. Macharola advised that Mrs. Eagle makes a good point and something that will need to be looked into.*

*Mrs. Eagle commented that the district needs to encourage the students to get into teaching, and need to start encouraging these kids more so than discouraging them; and the district needs to be cognizant about this.*

*Dr. Macharola thanked Mrs. Eagle for her comments and advised everything was very well said.*

### **Hearing of Visitors**

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

### **MSD/RMCTC Board Visitor of the Month**

Schedule 2021-2022

January	Mr. Otto W. Voit, III
February	Mr. Mark Nelson
March	Mr. Garrett Hyneman
April	Mrs. Cindy Mengle
May	Mr. Richard E. Hoffmaster

### **Review of Board Meetings and Calendar of Events**


January 10	7:00 PM	Reading-Muhlenberg CTC Re-Organization Meeting
January 12	6:30 PM	Committee of the Whole and Regular Board Meeting
February 2	7:00 PM	Committee of the Whole Meeting
February 9	6:30 PM	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. Lupia and Mr. Nelson, that there being no further business to come before the Board, the meeting be adjourned. Meeting adjourned at 7:10 PM.

Attest:

  
Cindy L. Mengle  
Secretary