

MUHLENBERG SCHOOL DISTRICT
Committee of the Whole Meeting Minutes
November 6, 2024
Lecture Hall, Muhlenberg High School
www.muhsdk12.org

Call to Order

The Committee of the Whole Meeting of the Board of Education of the Muhlenberg School District was called to order on Wednesday, November 6, 2024 at 6:30 PM by Board President, Mr. Garrett Hyneman.

Members Present

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

Members Absent

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

Administration Present

Superintendent – Dr. Joseph E. Macharola
Assistant Superintendent - Dr. Alan S. Futrick
Business Manager - Mr. Shane M. Mathias, CPA
Director of Physical Plant – Mr. Ken Patterson
Director of Special Education - Ms. Nicole Huntbach
Supervisor of Special Education - Mr. Byron Grosslefinger
Supervisor of Special Education - Dr. Jason Miller
Licensed Behavior Specialist - Ms. Courtney Knittle
Director of Technology - Dr. Juliana Ciccarelli
Director of Federal Programs - Dr. Cathy Shappell
Director of Food Services - Mr. Carey Kline
Director of Human Resources - Dr. Jessica Heffner
Director of Pupil Services - Mr. Michael Mish
Director of Curriculum & Instruction K-12 - Mr. Kyle Crater
Athletic Director - Dr. Timothy Moyer
Community & Family Outreach Coord. & Distr. Interpreter – Ms. Elizabeth Laviena
High School Vice Principal - Mr. Kevin Vanino
High School Assistant Principal - Ms. Lori Morris
High School Assistant Principal - Mr. Aaron Kopetsky
Junior High Assistant Principal - Mr. Joshua Rankin
Junior High Assistant Principal - Ms. Michele Weaver

Junior High Assistant Principal - Mr. Joseph Scoboria
C.E. Cole Intermediate Principal - Dr. Janet Heilman
C.E. Cole Intermediate Assistant Principal - Ms. Jaclyn Bellanca
Elementary Principal - Ms. Ginny Hornberger
Elementary Assistant Principal - Ms. Julie Kehr
Elementary Assistant Principal - Mr. Daniel Kramer
Social Worker - Ms. Lauren Heydt
Social Worker - Ms. Amanda Foulds
Social Worker - Ms. Liliana Moore

Visitors

Linda Roebuck	Liz Reyes	Logan Allen
Diane Benson	Jesus Reyes	Tatianna Cheveres
Franklin Reyes	Yulissa Rosario	Salem Davis
Garrick Sievers	Joan Crater	Taylor Devine
Jeff Crater	Kacey Crater	Samson Evans
Angela Reifsnnyder	Tabitha Eckert	Immanuella Gyapong
Dan Cicala	Melanie Heckel	Ava Keiser
Karwen Martinez	Aracely Fuentes	Yenavi Lazala
Eluva Fuentes	Tyler Eckert	David Markwood
Darian Jones	Maverick Reinhart	Crystalin Mena
Dante Fioravanti	Ciara Cordero Castro	Kendra Montalvo
Yareli Mora	Nayomi Cruz	Hayley Moyer
Emma Crater	Samay Chopra	Celinet Perez
Izel SanJuan	Joan Houser	Andrew Rahn
Andrew Eaton, Jr.	Michelle Eaton	Lilian Stephenson
Eva Stettler	Josue Tinoco	Wesley Estock
John Lorchak	Scott Keller	Theodore Werkheiser

Educational Presentations

A. Physical Plant Update - Mr. Ken Patterson

Mr. Patterson reported:

- Maintenance and Custodial Staff update - Custodial and maintenance staff continue to maintain the District buildings and outside campus prepare for winter. For fall sports including outside crews are finishing up the mowing season while beginning to clean up the leaves and other debris around the campus. These next few weeks, the mowing equipment will be put away and start preparing the snow removal equipment and stocking sidewalk salt for each of the District's buildings. With winter sports beginning in the next couple of weeks, the inside custodial crews begin on the busiest times of the year with events from school and community related occupy all the District's buildings and most evenings and Saturdays keeping the building clean and safe remain the top priority. The maintenance staff has been busy these past few weeks taking care of the parking lot and exterior campus lights and completing the

work orders from the staff. These next few weeks will begin changing the HVAC systems from cooling season to the heating season.

- Football Stadium Turf Field Update - All of the drawings and specification from the replacement football stadium turf has been signed off to the manufacturer with a four to five week lead time with installation being completed before the end of December.
- Multi-Purpose Turf Field Update - The multi-purpose turf field is set to begin construction as soon as the District receives final approval from the Berks County Conservation District which is supposed to happen this week. Substantial completion for that project is set for February 2025.
- New 5/6 Building Update - The new 5/6 middle school went out for bid on Tuesday, October 29th, the advertisement will run through the last week of November. The District hopes to have a resolution for construction contract for acceptance from the school board to consider approval for the December meeting. This will get construction started sometime in December provided the District has final approval from the Berks County Conservation District by that time.

Questions/Comments/Concerns

Dr. Macharola spoke about the replacement of the turf football stadium field since finding metal shards. He spoke about the unfortunate circumstances that led to the football season not being able to play a home game. Dr. Macharola congratulated Coach Flowers, entire staff and team by overcoming incredible odds and being successful. He updated everyone that after multiple meetings with the subcontractors; the company in Pittsburgh, Liberty, who was responsible for providing incredibly bad fill that was laced with metal that could have caused injury. The district clearly specced one hundred percent rubber fill. He advised after numerous meetings with the companies, lawyers, administration and board representation there is finally a resolution to this major problem; the District will be getting a brand new field with EDPM fill, 100% rubber. He explained that this will go through a quality control process before that EDPM fill arrives. Dr. Macharola advised that this will also be the infill in the new multi-faceted field behind the high school.

Mr. Boland spoke about the process; contract specifications that were reviewed by the school district and it was determined that the infill, the runner infill that goes in turf, was not compliant with the contract specifications which required it to be 100% metal-free. He advised as a result of this, negotiations took place between Shaw, which is the large manufacturer of the turf field, and Schlouch, the contractor who installed the turf field. It was determined that they would replace the field with an upgraded field, so there is a new "carpet" being manufactured which is an upgraded "carpet" and then the infill, this EDPM material is not used often for these types of field because it is very expensive; Shaw and Schlouch is going to supply this material free of charge as well. The new increase cost of the upgraded field and the cost of the EDPM rubber infill

material is being provided at no cost, as well as rolling it up the “carpet,” taking it away, re-preparing the base, relaying the “carpet,” re-installing the infill material; there is about 290,000 pounds of that material that actually goes into the field. Mr. Boland advised all of this is going to be done at no charge, a change order was issued to Schlouch and Shaw today and they have agreed to do that at no cost to the school district, having every expectation that it will be finished before year end, possibly even sooner. He spoke about as soon as they received the change order they were going to “slot” the field in their manufacturing plant and get it started. He advised the infill material itself is manufactured rubber which does not contain metal in it; the school district insisted that each 2,000 bag has to be tested by Shaw and initial that they tested it with a magnetic probe that there is no metal in those bags. He stated that the school district is going above and beyond to make sure that not only does the District know from a manufacturing standpoint there will not be metal in it, the District wants them to test it too so the District is 100% certain there is nothing in it . Mr. Boland advised Shaw and Sclouch have been cooperative in trying to come to this resolution and everyone appreciates their cooperation in getting this resolved and hopefully under construction in just a few days.

Mrs. Eagle commented that she is a huge supporter of sports and wanted to commend Coach Flowers for continuing with the season, winning games, they were resilient, kids pushed forward, and they won their Eastern Conference. She advised this is a huge deal for these kids and such a moral booster.

Mr. Hyneman discussed being board member visitor of the month in which he visited all four schools this past month, speaking to all four principals, one vice principal and social workers. He advised the buildings are in great shape, clean, and the students were orderly and well behaved. Mr. Hyneman advised he had a great visit and such a pleasant time.

B. A.N.D.I. - Mr. Kyle Crater

Dr. Macharola spoke about Muhlenberg School DIstrict being the only school in the Commonwealth of Pennsylvania that has a K-12 Americanism, Nationalism, and Democratic Initiatives program; all age appropriate activities culminating in a mandatory course on America to graduate. He spoke about being proud of this, everyone witnessing the election of a president who is going to have a second term, not back to back, in the history of the United States, last one was Grover Cleaveland. What the District and students are experiencing is really important for the welfare of the country. He spoke about wanting all of the children leaving the District to be very proud of the country that they live in; and the only way to do this is by modeling wonderful and meaningful exercises and opportunities for the District’s children. Dr. Macharola advised this new initiative was directed to Mr. Crater to initiate and he is doing a phenomenal job.

Mr. Crater reported:

Mr. Crater echoed what Dr. Macharola was speaking of and talked about it being a great day to be a Muhlenberg School District student. Mr. Crater spoke about hosting another school district from Montgomery County to see some of the magical work the District's math teachers are doing. They wanted to come see the District's teachers to see what they are doing and some of the resources they are using and this is a testament to the hard work of the teachers. Mr. Crater spoke about sitting in his office today and seeing bikes going by his window, to see Mr. Eisenhofer with his advanced physical education class out on a bike ride. He is very excited to speak about the A.N.D.I. program and how the students have been weaving in the values of Americanism, Nationalism, and Democratic Initiatives throughout the school district. He created an infographic that will be displayed in every classroom, which provides a deeper understanding and further context to what A.N.D.I. is. Americanism relates to a lot of the academic programs, how the district is structuring the District's curriculum and the focus at this time is on the social studies department. He spoke about making sure the District is presenting up-to-date and factual and objective information to help the students realize the importance of being informed citizens; how to develop an opinion, and how to use that opinion responsibly and with fidelity. Nationalism relates to the culture that focuses on pride, making sure the District is making these connections between the country and the community. Muhlenberg is such a great example of what the United States of America is in terms of the District's demographics and some of the things the District is afforded here in the wonderful community. The District wants to create that space that all staff, students and families have something to be proud of, not only to be proud to be a resident of Muhlenberg Township but more importantly be a citizen of the United States of America. Democratic Initiatives bring greater meaning to himmand the District's push for mental health, making sure the District's students have something to come to school for. These Democratic Initiatives really summarize the leadership opportunities and the responsibility of citizenship and service when they get involved in the District's clubs, sports and activities. These values culminate to a class currently at the high school now with the seniors, the title of the course is A.N.D.I. in honor of these civic values. Mr. Crater advised there are students present this evening to talk about all of these civic values and what is currently going on in the District.

Democratic Initiatives-purpose of leadership, service, civility

Students from the Leo Club presented- Ms. Izel SanJuan, Leo Club President and Ms. Joan Houser, Le Club Vice President.

Ms. SanJuan and Ms. Houser reported: Community service is a central responsibility of an American as it fosters civic engagement and encourages individuals to participate actively in the community; ultimately helping a citizen understand their rights and responsibilities while promoting involvement in the democratic process. Through community service individuals contribute to the well-being of their neighborhoods by addressing local issues such as poverty, education and health. Which in turn creates stronger and more cohesive communities. Additionally, engaging in community service aids in development by allowing individuals to cultivate important life skills like teamwork, leadership, and communication; while also

promoting empathy and social awareness. It provides valuable networking opportunities connecting individuals of diverse groups including local leaders and organizations. While it can also lead to new friendships, mentorships and career opportunities. Furthermore, community service fosters cultural awareness by encouraging people to work alongside those from different backgrounds, breaking down barriers and promoting inclusivity. Many find fulfillment and a sense of purpose through helping others leading to improve mental health and well-being as they feel they are making a positive impact. Finally, in American culture community service is used as a tradition that can be passed down through generations instilling the values of giving back to children and young adults. The Art Club and Leo Club sponsored by the Lions Club of Muhlenberg encourages students to develop leadership qualities by participating in community service activities. Community service projects are well planned, organized and voluntary efforts that are designed to address a specific need in the community or surrounding communities. This club provides students with the opportunity to plan and implement a project to which they feel personally committed. By participating in community service Americans not only contribute to their communities but also into their own lives and the lives of others.

Mr. Samay Chopra from Student Council at C.E. Cole Intermediate presented.

Mr. Chopra reported: He wanted to share how the student council was a crucial role in promoting good citizenship among students and fostering a sense of community in the school. Student council prides an area for them to voice their ideas and concerns through regular meetings and discussions. They learned the importance of listening to one another and working together through problems. This experience teaches them not only how to communicate efficiently, also how to respect diverse opinions while encouraging students to participate in decision making. They are building a sense of responsibility and ownership in their school community. Furthermore, the student council organizes different activities and projects that emphasize the values of citizenship whether it's fundraising for local charities, organizing clean up days, hosting school spirit events or wearing red on Friday, they are actively contributing to the well-being of the community. These incentives are helping them understand the impact of their actions and the importance of helping others while learning a sense of civic duty that goes through the rooms of the school. In conclusion, the student council is not just a group of elected representatives, they are leaders in promoting good citizenship, they encourage each other to be involved to give to the community, and to make positive responsible choices. As they continue to grow, he believes this skill they develop in student council will help shape them into responsible citizens of the country. He thanked everyone for their support in their efforts to make their school an even better place for everyone.

Nationalism - culture

Ms. Emma Crater and Ms. Aurora Williams, third grade members from Student Council at Muhlenberg Elementary Center presented.

Ms. Crater and Ms. Williams reported: They wanted to share that they start each day at school by saying the Pledge of Allegiance and singing My Country Tis' of Thee together as a school community. In music class they learn about the words and meaning in the song My Country Tis' of Thee. When they sing it is expressing their love and pride for the nation. The sign reminds them of the values that make the country special like freedom and unity. Singing together as a class creates a sense of belonging and reminds them that they are all working together as a team. Another thing the student council is doing at MEC is holding a Red, White, and Blue school spirit day each month. Each month they will pick a day that is important to the country's history like Election Day, Pearl Harbor Day, or Memorial Day. They will ask that all of the students wear red, white, and blue that day to show respect for the country. The student council members will research that day and share information about it on the morning announcements. At C.E. Cole, they celebrate Red Fridays, R.E.D. stands for Remember Everyone Deployed. They wear red to recognize and remember the men and women who are currently in the armed service, defending freedom around the world. They thanked everyone for their attention and support as they are proud to have shared these great things that have helped them feel connected to each other and the great country they live in.

Mr. Andrew Eaton from 6th grade Student Council at C.E. Cole Intermediate.

Mr. Eaton reported: The Star Spangled Banner was made nearly two hundred years ago in September of 1814. The United States was at war with Great Britain in a war simply called the War of 1812. The war was going on for a year and a half, when a young American lawyer named Francis Scott Key was sent to a British ship, the HMS Minden, to negotiate the release of some American prisoners. The negotiations took a long time and because Mr. Scott Key overheard the British planning an attack in Baltimore, Maryland; they wouldn't let Francis leave the ship until the war had ended. On September 13, 1814 the British attacked Fort McHenry as Francis Scott Key watched interestingly from a ship a few miles away. The battle was so fierce that he was worried that the British would win. At the sunset when the sky turned red, giving the last glimpse of the American flag as the battle continued into the darkness. The fight raged on all through the night, but once the rockets' red-glare and bombs bursting in air stopped, Francis Scott Key could no longer see which flag was flying above the fort. It wasn't until the morning as early night of dawn that revealed the aftermath that he could see the American flag still flew and they had not been defeated. Key was so inspired that the next day he wrote a poem on the back of a letter in his pocket. On September 16, he was released in Baltimore where he completed his poem. It was originally titled "The Defense of Fort McHenry" and was printed in newspapers in Georgia to New Hampshire. The poem was set to music in various versions he claimed popular, but it wasn't until 1889 that the song was first adopted and officially used by the navy. In 1916, President Woodrow Wilson ordered that the Star Spangled Banner should be played at all military occasions and President Herbert Hoover signed the bill that officially adopted the national anthem on March 4, 1931. Fun fact, the Star Spangled Banner has four verses, however only one of the verses was adopted as the national anthem.

Mr. Karwen Martinez, 11th grade and Ms. Liz Dileidy Reyes, 12th grade presented about being Americans in this country.

Ms. Dileidy Reyes reported: As a senior at Muhlenberg High School, Dominican born and raised there for the first 13 years of her life and then together with her parents and brother they emigrated to this great nation that is the United States almost 4 years ago. Today she feels very honored and grateful to be able to address you in this presentation. She is from a country that is currently one of the main tourist destinations in the Caribbean, thanks to the fact that it has a great climate all year round, with loving and hospitable people, a cuisine rich in flavor and variety and a musical rhythm that has stood out in the world, our merengue. A country that has forged its freedom and democracy with the sweat and blood of brave men who fought for it, achieving independence and freeing us from the dictatorship that governed her nation. These and many other reasons make her feel extremely proud to be Dominican. However, despite all this, her country remains mired in underdevelopment and that is why her parents made the wise decision to move them to this wonderful country, which has welcomed them with open arms. In less than 4 years she has had the great opportunity to know the benefits of this great nation, where equality and freedom of expression are pillars that support it. When she arrived she found people who were always very supportive, understanding and kind to her. She never felt discriminated against or excluded for not knowing the language, for being Latina, for being a woman and for being of color. She is very grateful for that and very proud to know that she now belongs to a country where she was welcomed from the first moment; this encourages and motivates her to support those who come to this country looking for opportunities as she did one day. She has been able to experience for herself the great movements that took place between 1956 and 1969 and that culminated with the Civil Rights Act in 1964 were not in vain and that today this law that prohibits discrimination based on race, color, religion, sex or origin is an authentic reality. Education is one of the most important reasons why her parents decided to emigrate here. This country gives them one of the highest and best levels of education and the ability to develop themselves and be able to live off what they study, make a good career and therefore have a successful life on a personal, professional and economic level. This country, as well as in education, gives them the opportunity to belong to clubs such as community service, sports, music, military, and dance, among others, and allows them to develop in the areas that they like and in which they have skills, which is why she feels extremely proud and grateful to belong to this educational system. The United States has been independent for 248 years and it is impressive how this country has become the most democratic country in the world. Thanks to this, the United States enjoys the right to vote, freedom of expression and freedom of religion. This is also thanks to great leaders like Martin Luther King Junior who gave speeches in favor of civil rights and his fight against racial inequality, who managed to attack racism and segregation. The United States is one of the first countries to implement the right to vote for women and thanks to those who fought for this, they not only have the right to vote, but also to work, have a career, give their opinions and have equal rights to men. Although she will always feel blessed for her origins, she feels very proud to live in this great nation of the United States, which is the most powerful nation in the world. She loves both cultures, both traditions, both

stories, both experiences, both are part of her now and that is why she can say that she is Dominican-American and that is why she will always ask God to bless, care for and protect America. She advised everyone that she made a slide presentation that will be emailed to the board members and thanked everyone.

Mr. Martinez, Student Council and Class President, reported: Thank everyone for the generous offer for him to speak here again. It is truly an honor, as discussing Americanism, nationalism, and democracy is something he holds deeply meaningful. Learning here at Muhlenberg extends from just learning calculus or environmental science. Learning here at Muhlenberg can come from one of a kind skills from teachers and staff, although it is so much more. Incorporating methods that encourage participation and communication shows students that the differences in opinion and creativity make who everyone is as a community. Being able to effectively hear to understand, instead of hearing to correct is a philosophy many of his classmates and he have started to incorporate in society. This philosophy expresses how as Americans they have the power to listen and decide. Powers that include making choices. The choice to disagree. The choice to agree. The choice to be indifferent between both sites. And the choice to create your own drive. Being an American puts everyone ahead. There are no historical moments that they can compare to their time. This country encourages them to write about history and the present. And to be aware of the current events this nation and local communities are a part of. It allows them to express their feelings on endless topics, whether they be supportive or deficit based. As Americans they all have different backgrounds whether that be ethnic or opinion oriented. This is how America is built. This is what everyone celebrates. When he hears the words "I'm American" he sees the American flag alongside other flags. As a nation everyone is compassionate and effective in expressing concern to foreign nations as well. In this country's name "United States" everyone is united with different states on a map, but more importantly everyone is united with the differences of cultures, geography, religion, and a plethora of other factors Americans may have. A word he learned through the wow word of the week program at the MEC was the word Kudos. This word has really stuck with him because he loves giving credit where it's due. With that being said he wanted to give kudos to those who participated in the practice of their style of democracy yesterday by voting. Those citizens are the people who begin the set up to greatness. Disagreements surrounding politics in America aren't really "disagreements". The people just want America to be the best. A common goal reachable through representation. As Americans everyone knows nobody is really against each other. Inherently practicing democracy is for something instead of against something. Lastly, he expresses these last thoughts that he would like everyone to pay close attention to. Associating Nationalism, Americanism, and democracy with community. A community can be a family of four, a classroom of twenty, a city of 94,878 inhabitants, and a school district of 4,266 students. Using their God given skills of Nationalism, Americanism, and democracy; they can empathize with tragedy so they can persevere and achieve the common goal. He thanked everyone.

Americanism - direct tie into curricular modifications the District is making to align with these great civic values.

Ms. Yareli Mora and Ms. Nayomi Cruz, 9th grade students in Honors American Cultures Class.

Ms. Cruz and Ms. Mora, President of Student Council and Vice President of Aevium, reported: There are many historical events that shaped American society today. When they think of historical events the first one that comes to mind is the Enlightenment. The Enlightenment had an impact on shaping American current society. It introduced ideas about individual rights, democracy, and the separation of powers which are fundamental to the American political system. One Enlightenment philosopher was John Locke. John Locke's concept was to give natural rights that influenced the Declaration of Independence. John Locke thought that everyone should have basic life, liberty and property. In the Declaration of Independence it states that everyone should have the basic right of life, liberty and the pursuit of happiness. Montesquieu, another Enlightenment philosopher, also introduced ideas that impacted today's society. He created the idea of dividing the government into three branches: executive, legislative, and judicial. This division of power became the faces of the government in the United States of today. Montesquieu's ideas greatly influenced the structure of the government, the separation of branches, and the system of checks and balances. All these ideas helped to create the government it is today that values democracy and individual freedoms. She knows that their A.N.D.I. lessons will help students make these powerful connections.

This year they learned so much about American history and it's all thanks to Mr. Keller. He has made learning and engaging a fun experience. She knows A.N.D.I.-Americanism, Nationalism, and Democratic Initiatives is something that has been brought up and wanted to explain how 9th graders at Muhlenberg Junior High School are learning about these ideals. One thing they have learned so far in American History was the Great Awakening. Religious freedom isn't something everyone always had. Back before America was discovered, people in England were led by a King and Queen, the monarchy. People had no religious freedom, what the King and Queen believed they had to believe too. They disagreed with this so after North America was discovered, they made their way to the new world. Here they would eventually create a new country where all could worship freely. In the 1730s and 1740s, an emotion-packed Christian movement called the Great Awakening swept through the colonies. This was caused because religious rules had become less strict in many of the colonies and was a reaction to what some Christians saw as a decline of religion. The Great Awakening led to more tolerance of religious differences and the rise of many new churches. Today, the First Amendment to the Constitution guarantees that all Americans can worship as they please.

Mr. Maverick Reinhart, Mr. Darina Jones and Ms. Ciara Cordero Castro, 12th grade in ANDI Class presented a video they were tasked to make for the Third Circuit American Democracy Video Contest.

Mr. Reinhart, Mr. Jones, and Ms. Cordero Castro reported: The video they created highlighted the youth vote and the importance of people their age in the elections. They were able to work in tandem with their ANDI Honors program. This video was to

get out all the importance of voting. The video consisted of interviewing students that are able to vote in this election and express how important it is to get out there and exercise their right to have a say in this country. They have been using the morning announcements especially to get the point across for youth vote and having a political segment where they showcase the candidates before the election of who you are voting for, how to vote, and why they should vote. They really wanted the students to get informed. To add to their video entry, there was an animated portion that highlighted how to register to vote and exercise their right to have a say in the country. Since the video focused on youth vote, they thought it would be appropriate to have a nice animation that simplifies the process so it doesn't seem as daunting as it may seem at first.

The video was presented to the audience.

C. MHS Camerata - Mr. William Snelling

Mr. Snelling reported: Director of Vocal activities at the high school introduced the Camerata, vocal ensemble at the high school. They will be singing two songs, one tying in with the ANDI initiative is America the Beautiful and will be performing a number of patriotic songs at Friday's JROTC veteran breakfast at the high school. They were also invited to sign on Monday at Penske for their veteran's day activities. This is one of the best groups of vocalists he has had in his 24 year career here at Muhlenberg. This ensemble gets to the high school at 7AM two times a week to sing. They will also be singing Jolly Ol' Saint Nicholas this evening. They will have their winter concert December 15th at 3PM including the concert choir, concert band, steel drum, jazz band, quartet voice class and Camerata.

The camerata sang their songs to the audience.

Questions/Comments/Concerns:

Dr. Macharola took time to thank all the students and staff and how proud he and the board members are of everyone. He talked about wanting everyone to see what the staff and teachers are doing in the school with the children and young adults. Dr. Macharola advised this is an incredibly great district with outstanding teachers and staff. Dr. Macharola presented the students with district pins.

Hearing of Visitors - Muhlenberg School District taxpayers and residents have an opportunity, at this time, to comment on matters of concern, official action, or deliberation which are or may be before the Muhlenberg School Board. ***This period of time is for comments only; it is not a time to engage in a question and answer or debate with the board. Comments from the Board are at the option of the Board.*** The Board retains the option to accept all public comment at this time. Presentations ***will*** be limited to two minutes per person. In the event that the Board determines that there is not sufficient time for residents or taxpayers of the School District to comment, the Board may defer the comment period to the next regular meeting.

There were none.

Board Business

Personnel

1. Acceptance of Resignations

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

- a. Ms. Ashleigh Greene, Cafeteria Worker, Muhlenberg Elementary Center, effective October 11, 2024.
- b. Ms. Jessica Justiniano, Math Teacher, Muhlenberg High School, pending release from Muhlenberg School District per PA School Code.
- c. Ms. Susan Hawkins, Assistant Business Manager, resignation for the purpose of retirement, effective January 16, 2025.
- d. Ms. Olivia Gehris, Cafeteria Worker, Muhlenberg Elementary Center, effective November 1, 2024.
- e. Ms. Xiomara Robles, Second Shift Custodian, Muhlenberg Elementary Center, effective November 1, 2024.

2. Classified Appointments

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

- a. Mr. Ashleigh Greene, Special Education Paraprofessional (M. Cosme) Muhlenberg Elementary Center, effective October 14, 2024 at a pay rate of \$20.46 per hour.
- b. Ms. Tamika Bota, Special Education Paraprofessional (J. Sandoval), C.E. Cole Intermediate, effective October 22, 2024 at a pay rate of \$20.46 per hour.
- c. Ms. Olivia Gehris, Special Education Paraprofessional (D. Moyer), Muhlenberg Elementary Center, effective November 4, 2024, at a pay rate of \$20.46 per hour.
- d. Ms. Ana Echevarria, Cafeteria Assistant (F. Kissinger), Muhlenberg Elementary Center, effective November 4, 2024, at a pay rate of \$17.21 per hour.
- e. Ms. Alessandra Romagna, Cafeteria Assistant (newly created), Muhlenberg Elementary Center, effective November 4, 2024, at a pay rate of \$17.21 per hour.
- f. Ms. Samantha Mengel, Cafeteria Worker (K. Renninger), Muhlenberg Junior High School, effective November 4, 2024, at a pay rate of \$20.29 per hour.

3. 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 2024-2025 school year:

- a. Ms. Lisa Bowersox, mentor for Ms. Danielle Ninfo, Long-Term Substitute Teacher, Muhlenberg Junior High School, for sixty (60) hours.

4. Co-Curricular Assignments and Adjustments

Resolved, that the Board of Education of the Muhlenberg School District approve the following co-curricular assignments and adjustments for the 2024-2025 school year as follows:

- a. Ms. Tara Pacharis, Fashion Club Advisor, at a salary of \$870 (year 1).
- b. Mr. Theodore Werkheiser, remove HS TV Studio Co-Advisor, vacant position.
- c. Mr. Don Heinz, remove Climbing Club Co-Advisor, no longer club.
- d. Ms. Jacqueline Ellis, remove Climbing Club Co-Advisor, no longer club.
- e. Ms. Beth Slater, Crochet Club Co-Advisor, replacing Kerri Anderson, at a salary of \$290 (year 1).
- f. Ms. Emily Carmichael, COLE Student Council Co-Advisor, replacing Anthony Calvaresi, Jr., at a salary of \$725 (year 1).
- g. Ms. Autumn Gilmore, from MJHS Fall Cheerleading Head Coach to MJHS Winter Cheerleading Head Coach, at a salary of \$2,175 (year 1).

5. Co-Curricular Appointments

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

- a. Mr. Alan Futrick, Jr., Sports Event Monitor, effective September 22, 2024, at a pay rate of \$15.00 per hour.
- b. Mr. Chase Zona, Aquatics Guard, effective October 29, 2024, at a pay rate of \$9.00 per hour.

6. Substitutes for the 2024-2025 School Year

Resolved, that the Board of Education of the Muhlenberg School District approve the following support staff substitutes for the 2024-2025 school year as presented.

7. Request for Leave of Absence/FMLA Leave

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

- a. Employee No. 2797, Teacher, Leave of Absence/FMLA, effective on or about January 29, 2025 through on or about February 11, 2025.
- b. Employee No. 3172, Teacher, Leave of Absence/FMLA, effective on or about November 25, 2024 through on or about December 22, 2024.
- c. Employee No. 3288, Teacher, Leave of Absence/FMLA, effective on or about October 14, 2024 through on or about January 14, 2025.

8. Completion of Probation

Resolved, that the Board of Education of the Muhlenberg School District approve the completion of probation for the following classified employees:

- a. Ms. Tonya Spiers, Special Education Paraprofessional, Muhlenberg High School, completion of forty-five (45) day probation as of September 30, 2024 and recommended for permanent employment as of October 1, 2024.
- b. Mr. David Immendorf, Technology Support Specialist, Blue Center, completion of forty-five (45) day probation as of October 8, 2024 and recommended for permanent employment as of October 9, 2024.
- c. Mr. Alex Medlar, Technology Support Specialist, Blue Center, completion of forty-five (45) day probation as of October 16, 2024 and recommended for permanent employment as of October 17, 2024.
- d. Ms. Lilyana Horning, Class A Secretary, Muhlenberg Elementary Center, completion of forty-five (45) day probation as of October 10, 2024 and recommended for permanent employment as of October 11, 2024.
- e. Mr. Elias Santiago, Special Education Paraprofessional, Muhlenberg High School, completion of forty-five (45) day probation as of October 30, 2024 and recommended for permanent employment as of October 31, 2024.
- f. Ms. Melissa Zavala Salas, Cafeteria Worker, Muhlenberg Elementary Center, completion of forty-five (45) day probation as of October 25, 2024 and recommended for permanent employment as of October 28, 2024.
- g. Ms. Ana Rodriguez, Cafeteria Worker, C.E. Cole Intermediate, completion of forty-five (45) day probation as of October 28, 2024 and recommended for permanent employment as of October 29, 2024.
- h. Ms. Jamie Shipe, Cafeteria Worker, C.E. Cole Intermediate completion of forty-five (45) day probation as of October 28, 2024 and recommended for permanent employment as of October 29, 2024.
- i. Ms. Charlita Andrews, Cafeteria Worker, Muhlenberg Junior High School, completion of forty-five (45) day probation as of October 29, 2024 and recommended for permanent employment as of October 30, 2024.
- j. Ms. Brianna DeLillo, Cafeteria Worker, Muhlenberg Junior High School, completion of forty-five (45) day probation as of November 6, 2024 and recommended for permanent employment as of November 7, 2024.
- k. Ms. Judy Griesemer, Cafeteria Worker, Muhlenberg High School, completion of forty-five (45) day probation as of November 8, 2024 and recommended for permanent employment as of November 11, 2024.
- l. Ms. Kelly Renninger, Clerical Assistant, Muhlenberg Junior High School, completion of thirty (30) day probation as of November 4, 2024 and recommended for permanent employment as of November 5, 2024.

9. Approval of Job Descriptions

Resolved, that the Board of Education of the Muhlenberg School District approve the following revised job descriptions:

- a. Principal on Assignment
- b. Director of Pupil Services

10. 2024 Winter Coaching Assignments

Resolved, that the Board of Education of the Muhlenberg School District approve the 2024 winter coaching assignments as presented.

11. Co-Curricular Activities

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

- a. Fashion Club

Management

1. Adoption of Policies

Resolved, that the Board of Education of the Muhlenberg School District adopt the following district policies:

- a. Policy No. 113.1, Discipline of Students with Disabilities
- b. Policy No. 113.2, Behavior Support
- c. Policy No. 202, Eligibility of Nonresident Students
- d. Policy No. 236.1, Threat Assessment
- e. Policy No. 254, Educational Opportunity for Military Children
- f. Policy No. 607, Tuition Income
- g. Policy No. 805.2, School Security Personnel

2. Beating the Odds Foundation License Agreement

Resolved, that the Board of Education of the Muhlenberg School District approve the license agreement between Beating the Odds Foundation and Muhlenberg School District for the Quarterbacks of Life Student Success and Leadership Program for the 2024-2025 school year as presented.

3. Fidevia, LLC Agreement

Resolved, that the Board of Education of the Muhlenberg School District approve the agreement between Fidevia, LLC and Muhlenberg School District to serve as Owner's Representative for the building construction projects as presented.

4. Muhlenberg School District Organizational Chart

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

Physical Plant and Transportation

1. Sunday Facility Use Requests

Resolved, that the Board of Education of the Muhlenberg School District approve the following Sunday Facility Use Requests:

- a. Keystone Canoe Club, use of the pool at Muhlenberg High School every Sunday beginning January 12, 2025 through March 9, 2025 for canoe safety classes.
- b. Age Group Relay Carnival, use of the pool at Muhlenberg High School on December 8, 2024 and January 5, 2025 for a diving competition.

Budget and Finance

1. Approval of Financial Reports

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

Fund	Treasurer's Report	Financial Report	Bills Paid Month	Investments	Budget Transfers
General	Sept 2024	Sept 2024	Oct 2024 Ck#57524-57737 V#28116-28158	Sept 2024	
Cafeteria	Sept 2024	Sept 2024	Oct 2024 Ck#8386-8425 V#3109-3122	Sept 2024	
Capital Reserve (Fund 32)	Oct 2024	Oct 2024	Oct 2024 Ck#985		
Capital Reserve (Fund 39)	Oct 2024	Oct 2024	Oct 2024 Ck#1003-1006		
Activity	Sept 2024	Sept 2024			

2. Act 1 Index for 2025-2026 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 2025-2026 fiscal year by more than its index as calculated by the Pennsylvania Department of Education - Act 1 Index for 2025-2026 is 4.0% adjusted to 5.7%, at a maximum of 2.089 mills.

Education

1. Conference Requests

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

- a. Ms. Jesse Todero to attend the National Art Education Association (NAEA) Board Meeting in Louisville, KY on November 8, 2024 to November 11, 2024 at no cost to the district.
- b. Ms. Jesse Todero, to attend the National Art Education Association (NAEA) Convention in Louisville, KY on March 17, 2025 to March 21, 2025 at a cost not to exceed \$130.00 (funded through General Fund).
- c. Ms. Amy Madeira, to attend the Pete&C Conference in Hershey, PA on February 10, 2025 to February 11, 2025 at a cost not to exceed \$451.19 (Curriculum funds).
- d. Ms. Samantha Armstrong, to attend the Pete&C Conference in Hershey, PA on February 10, 2025 to February 11, 2025 at a cost not to exceed \$400.00 (Technology Department funds).
- e. Ms. Tara Nelson, to attend the Pete&C Conference in Hershey, PA on February 10, 2025 to February 11, 2025 at a cost not to exceed \$230.00 (Curriculum funds).
- f. Ms. Amy Chiarelli, to attend the Pete&C Conference in Hershey, PA on February 10, 2025 to February 12, 2025 at a cost not to exceed \$695.88 (Curriculum funds).
- g. Ms. Kerry Hendel, to attend the PA School Counselors Association Annual Conference in Hershey, PA on December 12, 2024 to December 13, 2024 at a cost not to exceed \$500.00 (General funds).
- h. Ms. Valery Will, to attend the PA School Counselors Association Annual Conference in Hershey, PA on December 12, 2024 to December 13, 2024 at a cost not to exceed \$500.00 (General funds).
- i. Ms. Stacy Wiza, to attend the Pete&C Conference in Hershey, PA on February 10, 2025 to February 11, 2025 at a cost not to exceed \$303.70 (Technology Department funds).
- j. Dr. Juliana Ciccarelli, to attend the Pete&C Conference in Hershey, PA on February 9, 2025 to February 11, 2025 at a cost not to exceed \$698.97 (Technology Department funds).

2. Albright College Affiliation Agreement

Resolved, that the Board of Education of the Muhlenberg School District approve the affiliation agreement between the Muhlenberg School District and Albright College as presented.

3. Educational Field Trip Request

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

- a. Muhlenberg High School Band and Choir, travel with Peak Group Travel to Washington D.C. on April 26, 2025 through April 28, 2025.

4. 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 2024-2025 School Year as listed.

5. Student Tuition Agreement for the 2024-2025 School Year

Resolved, that the Board of Education of the Muhlenberg School District approve the following student tuition agreement for the 2024-2025 school year as presented:

- a. Student #34901, Royer-Greaves

6. East Stroudsburg University Intern Agreement

Resolved, that the Board of Education of the Muhlenberg School District approve the intern agreement between the Muhlenberg School District and East Stroudsburg University as presented.

Student Activities

There are no items.

Minutes

Review minutes of the Committee of the Whole Meeting of October 9, 2024 and the Regular Board Meeting of October 9, 2024.

Old Business

There are no items.

New Business

There are no items.

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 2024-2025

November	Mrs. Kristyna Eagle
December	Mr. Andrew L. Eaton, Sr.
January	Mr. Otto W. Voit, III
February	Mr. S. Wayne Hardy
March	Mr. Miguel Vasquez
April	Ms. Janet Howard
May	Mr. Ronald J. Haas, Sr.

Review of Board Meetings and Calendar of Events

November 6	6:30 PM	COW Meeting and Regular Board Meeting
November 11	6:30 PM	RMCTC Board Meeting
December 4	6:30 PM	Annual Organization Meeting; COW; Regular Board Meeting

Adjourn Meeting

Moved by Mrs. Eagle and Mr. Eaton, that there being no further business to come before the Board, the meeting be adjourned. Meeting adjourned at 7:41 PM.

Attest:


Cindy L. Mengle
Secretary