

MUHLENBERG SCHOOL DISTRICT
Committee of the Whole Meeting Minutes
March 10, 2021
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, March 10, 2021 at 6:36 PM by Board President, Mr. S. Wayne Hardy via remote access using Zoom.

Members Present

President – Mr. S. Wayne Hardy
Vice President – Mr. J. Tony Lupia, Jr.
Secretary – Mr. Thomas W. Gross
Assistant Secretary – Mrs. Cindy L. Mengle
Treasurer – Mr. Richard E. Hoffmaster
Member – Mr. Garrett E. Hyneman
Member – Mr. Mark J. Nelson
Member – Mr. Otto W. Voit, III
Solicitor – Mr. Brian F. Boland, Esq.
Recording Secretary – Mrs. Patricia L. Law

Administration Present

Superintendent – Dr. Joseph E. Macharola
Assistant Superintendent – Dr. Alan S. Futrick
Business Manager – Mr. Shane M. Mathias, CPA
Director of Physical Plant and Transportation – Mr. Ken Patterson
Director of Special Education – Dr. Shawn Rutt
Supervisor of Special Education – Dr. Tyler Herman
Behavior Analyst – Mr. Zachary Milch
Director of Technology – Mr. Daniel Houck
Director of Federal Programs – Mrs. Cathy Shappell
Director of Food and Nutrition – Mr. Carey Kline
Community & Family Outreach Coordinator & Interpreter – Ms. Elizabeth Laviena
High School Principal – Mr. Michael Mish
High School Assistant Principal – Mr. C. Eric Schaeffer
Middle School Principal – Dr. Jeffery Ebert
Middle School Assistant Principal – Dr. Felicia Gonzalez
Intermediate School Principal – Mr. Steve Baylor
Elementary Center Principal – Mr. Kyle Crater
Elementary Center Assistant Principal – Mrs. Ginny Hornberger
Elementary Center Assistant Principal – Mrs. Shannon O'Donnell

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

Karen Devine	Linda Figueroa	Alicia Houser	Amanda Bayer
Beverly Mech	Bryan Fidler	Cathy Salesky	Chris Weaver
Colleen Russo	Dan Marks	Dottie Haines	Doug Miller
Eric Beiber	Eric Kahler	Erika Watson	Erin Wentzel
Gary Pumphrey	H. Lorchak	Jackie Paolino	Jarra Dennis
Jeff C.	Jeff Krick	Jenn Doyle	Brian J. Boland
Jenna Jusits	Mike Conner	Jennifer DeBlase	Jill McIntyre
Jolyn Casper	Jon Beaver	Joseph Collins	Josue Tinoco
Julie Roth	Karen Billger	Karin Althouse	Kasey Dawson
Kate Kapuscinski	Kathi Wolfe	Kay Adams	Kelly Molinari
Kerry Hendel	Kim May	Laura Ricards	Kristen Bagenstose
Laurie Vlasak	Lindsay Deysher	Lori Spohn	Kristina Antonellos
Malinda Essig	Michelle Stewart	Angela Szczecina	Lisa Chlebowski
Dan Fair	Mrs. Adams	Beth Slater	Marcie Mauroschadt
Morgan Boone	Kayla Freese	Wendy Hromiak	Nicole Roche
Mrs. Moser	Cary Rowe	Laura Zubey	Nicole Arias
Nicole miller	Penny Vojtasek	Rebecca Piotroski	Samantha Armstrong
Sandra Angstadt	Tracy Ibrahim	Mary Ella Gilyard	Jeffrey Champ
Dan Marks	Donnie Sassaman	Gabrielle Ramirez	Samantha Gantz
Kim Velzquez	Patti Keiper	Stacia Richmond	Chad Thiele
Cathy Liszcz	Greg Ed	Kelly Follweiler	

Educational Presentations

Comments/Questions/Concerns:

Dr. Macharola said he wanted to take a moment to address the community, parents and Board members. It has been a year since the COVID-19 worldwide pandemic began and it has had quite an effect on everyone in so many different ways. He said from the beginning of this school year the Muhlenberg School District has been providing virtual education. The COVID numbers in the District have been incredible. There were 83 cases (symptoms, quarantine, positive) in the first marking period, 202 in the second marking period, on February 10th there were 252, and on March 10th there were 267. Dr. Macharola said that would have been 2,670 days that the District would not have been able to have the proper staffing to open the doors. He said not to mention that the COVID numbers in Muhlenberg reflect the numbers in the city. Dr. Macharola said he stood by the numbers and there was no way he could have made the recommendation to bring students back to school back in February – one life lost would be one too many. The District has been following the guidelines of the CDC, Dr. Fauci, the World Health Organization, and the Pennsylvania Department of Health. Dr. Macharola said minute-by-minute, hour-by-hour, day-by-day – as the issues arise and change, so do the answers. He said he understood the hardship and pain that the children and families have gone through, but this was very serious. There has been a change in the community with only fifteen cases this past month and looking at the data of the District's zip codes, the science and data clearly indicate that it is time to bring the children back to school. Dr. Macharola said he had reservations, but it is time to bring them back. He said the District is ready to bring students back March 15th; however, he said he has reservations with that because nearly 200 employees will be vaccinated next week through Governor Wolf's distribution of 96,400 vaccines

across the state. The Muhlenberg School District was originally allotted 186 vaccines but was given ten more because some districts did not use all of their allotment. Muhlenberg has a waiting list. Dr. Macharola said with the vaccinations taking place next week, March 12th through March 18th, it would not be wise to open the schools since it is unknown what kind of reaction staff will have to the vaccine. He said he made a comment a couple of months ago when looking at the science that he would like to see everyone have the vaccine before students return to school, but obviously, he would not be able to do that and he was not even suggesting that or implying that. Just looking at the science and Dr. Fauci – everyone knows that is just one key element to mitigating COVID-19. Dr. Macharola said the CDC flipped three months ago saying getting a vaccine is not criteria to open schools; however, he said he felt it is important. He said he felt that mask wearing is critically important and the Muhlenberg School District will continue to wear masks and to follow the Department of Health and what the Pennsylvania Governor is asking everyone to do.

Dr. Macharola said he was recommending to the Board with no influence whatsoever from picketing, sour social media, or letters that were distasteful, to open schools. If the data were not clear right now, he would not make this recommendation. He said the data is clear, he wanted the children back in school and he knew others did too. He said he would be asking the Board to approve an attestation order, which would change the District's current status. The Pandemic Team met on multiple occasions to update the District's Health and Safety Plan, which will also be submitted for approval at the Regular Board meeting. Dr. Macharola said he would be recommending a March 22nd return to school in a hybrid fashion. He said the District will begin with students in kindergarten, first grade, ELL and special education and then the second week of instruction will branch out to the entire school district. This opens the door for a prom down the road. He said the District will take this day-by-day to see what else might occur from the state with regards to large group gatherings. He asked that everyone be patient and understanding as he would continue to do what was right to keep everyone safe. Dr. Macharola said one other key piece to this – is everyone must work together. He said he was exceptionally concerned about mental health. At this time, it would require teachers and staff to be exceptionally empathetic and understanding. These kiddos have been in their homes for a year. Mom and dad have been there, and in some cases, other family members or family friends, have been keeping an eye on them. Dr. Macharola said that also includes senior students who are working hard and wondering what their lives are going to be like. Mental health is going to be a huge component. The empathy, understanding, and compassion from teachers and the community is going to be forefront and paramount for this to be successful. He said staff will have to work with students to help them understand it is important to keep their masks on – be patient, be understanding - it will be a challenge. Dr. Macharola said the District will have to work with families because this will be quite a change. He said, additionally, he is concerned for the country and this generation. That is why it is critically important that the kids get back to school. Dr. Macharola said the District would work from now until June (Phase 1) and then begin working on next year to see what that will look like. He said the District is able to do this because of the CARES money it received. The District was not poised in the early part of the year to successfully deliver live-streamed instruction. The surveys that were sent out were for administration to gather information, not to bring students back, as the 70% said they wanted. COVID was exceptionally bad in this community at that time and students could not return safely. The survey did provide information that gave administration an opportunity to continuously massage exactly how this plan would be rolled out.

Dr. Macharola said over the past month the District's website was filled with information regarding the return. He sent a message out two weeks ago regarding this. He said 30% of the students are not going to return – that is 1,300 children who will not be returning. Dr. Macharola said he understood and respected that. Those children will be getting live-streamed instruction; the children who are coming back will be in the classroom practicing safe distancing as much as possible with the children at home getting the same instruction. He said he was anxious to see the students who would be returning. Dr. Macharola said that as a nation, there is an incredible responsibility to the children who have been effected by this pandemic. It is not just the young children to be concerned about, it is the high school children who will go on to use their experiences in a positive way; however, there is a huge concern from the educational component and how it was delivered and what kind of issues will arrive from this past year. He said Senator Schwank reached out to him about a month ago and he fully supported enrichment and remediation programs in the summer if the state can help to make that possible and help to get the kids back on track. Dr. Macharola said the nation would have to compete globally as well. It will require post-secondary education to restructure teacher preparation programs. The District needs great practitioners in the classrooms – empathetic, understanding and those who would go the extra mile for kids. He said he knew that the administrators were ready and poised; he knew that the faculty was ready and poised. Dr. Macharola said there are concerns. There are fears. However, the data is clear. He said he was recommending to the Board with great confidence, but caution, great spirit, but temperance, to bring the students back on March 22nd.

Mr. Nelson said spring break would begin the next week (March 29th) wouldn't it make more sense to wait and bring students back starting after spring break rather than in for two days and then out for a week and then start back. Dr. Macharola said that was a great question and he did consider that, but he said he felt it was time to get the students (K, 1, ELL, Special Education) back to school and spring break may give an opportunity to tamper things with COVID. He said he would have been ready to open on March 15th had the vaccine not come out, so now he's ready to open on March 22nd. Mr. Nelson asked if the District was okay staff-wise to cover all of the buildings to be sure they are all disinfected after the kids are in since the occupancy will be tripled. Dr. Macharola replied, yes the buildings and grounds staff is ready to disinfect the buildings and teachers are using common sense steps on their own. Mr. Nelson said he believed the time is right to bring the students back, but he was not sure he agreed with March 22nd because of spring break, but he said he would go along with Dr. Macharola's recommendation.

Mr. Lupia asked if the next board meeting would be in-person. Dr. Macharola replied the recommendation he would make to Mr. Hardy would be to wait three weeks. He said to remember that a board meeting will be a lot different from having a Zoom meeting and he would not discount having a Zoom meeting in April. He said that would probably be the last one, but to be in-person would be a possibility. The recommendation at this time would be to be a Zoom meeting because it is public and there is a control factor on the public side. Dr. Macharola said not because they are not welcome but because of safe distancing. He said they would wait three weeks to make that decision. Mr. Lupia asked what it meant for the CTC students. Dr. Macharola said the CTC students would be returning to school. He said he appreciated the support of the joint boards to make a decision to bring the students back.

Mr. Nelson said if the students are returning to school, the April board meeting should be an in-person meeting. He said it could be held in the auditorium if there are concerns about safe distancing. Mr. Voit said it could be held at the Blue Center. Mr. Nelson asked Mr. Boland if Board members could be together in person and the community participate via Zoom. Mr. Boland replied, yes. Dr. Macharola said the Blue Center could not be used for a meeting, but it could be held in the auditorium. He said the Board could meet together at the Blue Center and Zoom out, but it is not big enough to include the public. Mr. Nelson said he was not suggesting that. He said he was suggesting Board in-person, public via Zoom.

A. PSBA Update – Ms. Karen Devine

Ms. Devine shared some of the services that PSBA provides school districts:

- Energy Solutions - Energy Solutions is a program that will help districts realize energy savings in these challenging times. The program is strategically designed to help schools reduce energy costs and environmental impact, and to improve energy infrastructure performance – typically at no out-of-pocket expense to the district.
- Crisis Communications – A complimentary program through PSBA and the Donovan Group, a professional PR firm. Their link is on the PSBA website.
- Equity Services – PSBA is dedicated to equity services which is led by Dr. Heather Bennett. There are many free resources online related to equity for PSBA members.
- Board Self-Assessments – PSBA offers free Board self-assessments and they have a lot of boards doing those now. They survey the Board, prepare the results, then a board learning plan, and a facilitated discussion with the board.
- Human Resource Services
- Digital Bulletin Magazine, The Daily Edition, The Legislative Edition
- Success Starts Here - on the PSBA website at the bottom of the page by clicking on this link, and you can find the District along with its demographic information including names of school board members, administrators and an option to submit stories about the exciting things that are going on in the District.

Ms. Devine shared some upcoming event, which are all held virtually and free:

- PSBA Advocacy Day – March 22nd, with law makers, Meaningful Charter School Reform
- Monthly Exchange – School Directors from across the state, every third Thursday of the month at 12:30 PM
- Monthly School Board Secretary's Exchange – the second Thursday of the month at 12:30 PM
- The Weekly Buzz – for Board Presidents, Vice Presidents, PSBA Liaisons, every Tuesday at 12:30 PM
- Social and Emotional Leadership – March 30, 6:30 PM – 8:00 PM
- Perspectives on Public Education with Governor Tom Wolf - March 31, 6:30 PM – 8:00 PM
- Digital Citizen and Leadership – April 1, 6:30 PM – 8:00 PM
- NSBA Conference – April 8th – April 10 (there is a fee for this conference)

B. Budget Update (Exhibit A) – Mr. Shane M. Mathias, CPA

Mr. Mathias said the proposed budget for 2021-2022 was developed with the idea of getting back to 2019-2020. When the budget for 2020-2021 was developed, the expectation was that revenues would be down - the economy was going to tank, so that was how the budget was built. He said eight months into the fiscal year and things are not actually as bad as what was expected on the local revenue side. In fact, many of the local revenues are trending well above budget. Mr. Mathias said one item he wanted to point out that he anticipated would not be back to that level is the District's earnings on investments. Pre-pandemic, the District was doing pretty well - nearly \$500,000 in investment earnings. When the pandemic hit, of course, rates dropped and the budget was adjusted for 2020-2021, but the District will not even come close to that for 2020-2021; it was adjusted again for 2021-2022. When looking at the pre-pandemic figures for the earnings compared to the proposed budget, this is over a third of a mil of lost revenue for one line item that will not rebound for 2021-2022.

Mr. Mathias said the transportation that Muhlenberg provided in 2020-2021 school year along with the amounts that were paid and what was reported to PDE basically decides next year's subsidy; naturally, the District was not providing transportation for most of the year, so that subsidy will be impacted. He said would be a reduction of about \$500,000 for next year. That is preliminary and there are some options to work with the IU. Mr. Mathias said the health insurance for next year is comparable to this year's because the health trust approved a not to exceed rate for the 2021-2022 school year of 0% - no premium increases for next year. That is actually two years in a row and that is very helpful. He said last year post-pandemic, the District restructured its debt by pushing the principal out into future years to realize some short-term savings. Most of those short-term savings were actually in year one, 2020-2021; therefore, in the budget, there is \$500,000 increase in the total debt service for next year. Mr. Mathias said when planning the 2020-2021 budget, the plan was to use part of the fund balance to balance the budget, it is early, but with the way things are trending it's possible the budget may end at a breakeven point rather than needing to use the \$1.6 million from the fund balance. He said at end of this fiscal year, the District is going to have about \$5.05 million in the assigned fund balance remaining to help navigate the next few years.

Mr. Mathias said the ESSER2 funds have already been approved by the federal government; the ESSER3 funds should be approved this week. The District knows the allocation for the ESSER2 funds and some of the details; the ESSER3 funds information is still coming out. He said the District is in plan mode right now - working on the application, figuring out the best way to use those funds. Some of those funds have restrictions. Funds must be set aside for learning loss and things like that. Mr. Mathias said these are two year grants and need a two year plan. The expectation is that the District will spend these funds in 2021-2022 as well as 2022-2023 and that will help the District get through these next couple of years, but it cannot all be used to balance the budget.

Mr. Mathias said he indicated the various tax increases in his update. He said it is likely that we may not know what the state is doing when the District passes its budget, but, one thing to keep in mind, the stimulus money is one time money. In 2023-2024 when it is gone, it is gone.

Mr. Mathias said in 2021-2022, the debt service looks pretty consistent from year-to-year until it is finished in 2026-2027. He said looking at the actual net expense, specifically 2023-2024, 2024-2025, there are two types of debt. Reimbursable debt and non-reimbursable debt. There is a bit of a swing in those two years where the actual net expense is going to increase \$1.2 million over those two years and that happens to be the two years right after the District's stimulus ESSER money would be spent. Mr. Mathias said that would be back-to-back years that the District would have over a half a million-dollar increase in net debt expense. He said that is just one piece of the entire puzzle of other things that will increase.

Comments/Questions/Concerns:

Mr. Hoffmaster said he heard that CarbonLite on Route 61 filed for bankruptcy and he wanted to know how that would affect the District. Mr. Mathias said, they filed Chapter 11 so it has no impact on their operations. He said he contacted the assessment office because the District has not received anything although they are LERTA and will get a big tax break over the next ten years. It will not have a big impact on the District. They will continue operations and reorganize. Mr. Hoffmaster asked if Mr. Mathias heard anything about the warehouse behind Walmart. Mr. Mathias said he did not. He said that property too was approved for LERTA and the first year the only change will be in land improvements, but he has not seen an interim tax billing for either one of those properties.

C. Physical Plant Update – Mr. Kenneth Patterson

- Maintenance and Custodial Staff continue to keep the buildings and grounds operational for staff members and for athletic practices and games. Winter games and activities have come to a conclusion. While spring sports are just beginning, thankfully rising temperatures and bright sunshine is melting the snow off the fields, tennis courts and track surfaces allowing the outside maintenance crew to bring our fields back to life and ready for competitive games. In addition, facilities used by student athletes and coaching staff are cleaned and disinfected after use as well as in between use for facilities that are shared by different sports. Staff member areas and common areas are sanitized daily. Mr. Patterson continues to monitor the guidelines being set forth by the federal and state health agencies and from PDE and the Muhlenberg School District. Both crews, maintenance and custodial, continue to do a great job to maintain the facilities.
- At the February Board Meeting, approval was given to move forward with soliciting bids for re-paving the high school parking lots, part of MEC's main drive and re-lamping the high school parking lot with LED fixtures. MGA placed advertisements in local newspapers and all of the details of the project are on Muhlenberg-Greene's website. All sealed bids are due by 3:00 PM on April 1st and the details of those bids will be shared with the Board for consideration at the April Board meeting.

- D. First Reading of Policies (Exhibit B): No. 137.1, *Extracurricular Participation by Home Education Students*; and, No. 251, *Homeless Students*

Policy 137.1 Extracurricular Participation by Home Education Students

Policy 137.1 was updated to reflect amendments to 10 U.S.C. Sec. 2031 based on the National Defense Authorization Act for Fiscal Year 2020, regarding home education students being permitted to join the Junior Reserve Officers' Training Corps (JROTC) unit of the school entity in whose enrollment area the student resides. Home education students participating in a school entity's JROTC unit shall count toward the minimum number of students necessary for the continuing maintenance of the unit.

Policy 251 Homeless Students

Policy 251 was updated to reflect under Delegation of Responsibility: "The Board designates the Assistant Superintendent or designee to serve as the district's liaison for homeless children and youth."

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 Resignation

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

- a. Mr. Albert Sampson, Long-Term Substitute, Third Grade, Muhlenberg Elementary Center, effective February 26, 2021.

2. Professional Appointments

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

- a. Ms. Kelly Murphy, Long Term Substitute, Kindergarten (C. Meyers), Muhlenberg Elementary Center, effective March 1, 2021 through on or about May 18, 2021, at a prorated salary of \$42,932 (B, 18 Steps from the Top).

- b. Mrs. Kristina Mulholland, Long-Term Substitute, Music (E. Watson), Muhlenberg Middle School, effective on or about March 18, 2021 through the end of the 2020-2021 school year, at a prorated salary of \$51,246 (M, 18 Steps from the Top).
- c. Ms. Taylor Brennan, Long-Term Substitute, 3rd Grade (A. Sampson), Muhlenberg Elementary Center, effective March 29, 2021 through the end of the 2020-2021 school year at a prorated salary of \$42,932 (B, 18 Steps from the Top).
- d. Retired Master Sargent Jonathan Beaver, Air Force Junior ROTC Aerospace Science Instructor at Muhlenberg High School (R. Burke), effective August 1, 2021, with one week of service in June 2021 (date to be determined), at a salary to be determined by the United States Air Force and Muhlenberg School District with an annual stipend; the annual stipend for the 2021-2022 school year will be \$5,974.
- e. Ms. Emily Haws, Special Education Teacher (J. Votodian), C. E. Cole Intermediate School, effective upon release from current employer per PA School Code, at a prorated salary of \$51,970 (B+24, Step 16).
- f. Ms. Jade Fagley, Long-Term Substitute, Third Grade, Muhlenberg Elementary Center (E. Antosy), extend current LTS assignment to on or about May 24, 2021, at a prorated salary of \$42,932 (B, 18 Steps from the Top).

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 2020-2021 school year:

- a. Mrs. Tori Galluccio, mentor for Mr. Tyler Moyer, Special Education Teacher, Muhlenberg Middle School, for fifteen (15) hours.

4. Bus Monitors for the 2020-2021 School Year

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

Muhlenberg Elementary Center

Ms. Jessica Gunter
Ms. Michele McCammitt
Ms. Ashley Hyneman
Ms. Michelle Lawlor
Ms. Annie Renninger
Ms. Candace Katen
Ms. Judy Becker

Ms. Kaitlynn Girard
Ms. Laurie Vlasak
Ms. Jessica Levy
Ms. Jade Fagley
Ms. Laura Santangelo
Ms. Sarah Kopetsky

C. E. Cole Intermediate School

Mr. Adam Miron	Ms. Eika Sager
Ms. Tara Nelson	Ms. Erin Wentzel
Mr. David Angove	Mr. Brad Barskey
Ms. Karen Snyder	Mr. Daniel Fair
Mr. Matthew Mankiewicz	Ms. Cary Rowe
Ms. Nicole Roche	Mr. Timothy Klawiter
Ms. Laura Zubey	Ms. Amy Sharp
Ms. Stephanie Tice	Mr. Matthew Reiniger
Ms. Wendy Hromiak	Ms. Aimee Walter

5. Approval of Payment of Teacher Coverages

Resolved, that the Board of Education of the Muhlenberg School District approve payment of teacher coverages during duty free/prep time at the professional rate of \$30 per hour as needed.

Comments/Questions/Concerns:

Mr. Voit asked if this would set precedence. Dr. Macharola replied, no. Mr. Nelson asked Dr. Macharola to explain this again. Dr. Macharola said as part of the MEA agreement, the District pays teachers \$30 an hour for professional duties beyond their contractual day; so if they have a duty-free period and they are asked by their principal to fill in, to substitute, the District will pay them. Mr. Voit asked Mr. Hyneman if he was okay with this. Mr. Hyneman said he has been out of education for a number of years, but he did not recall doing this; however, this would have been called a duty-free time or a planning period. Teachers would not be doing what their normal work would be – correct tests, plan for the next day, etc. – taking that planning time away and asking them to cover a class. He said he was not familiar with it, but it seemed reasonable to him.

6. Completion of Probation

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

- a. Ms. Patricia Keiper, Class A Secretary, Muhlenberg Middle School, completion of thirty (30) day probation as of February 15, 2021 and recommended for permanent employment as of February 16, 2021.

7. Classified Appointment

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

- a. Ms. Andrea Wolf, Class A Secretary, Physical Plant and Transportation (D. Rapp), effective March 10, 2021, at a prorated salary of \$38,671.

8. Termination of Employment

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

- a. Ms. Courtnee Seidel, Custodian, C. E. Cole Intermediate School, effective March 10, 2021.

9. Co-Curricular Appointments

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

- a. Ms. Michele McCammitt, Muhlenberg Elementary Center, Yearbook Coordinator, at a salary of \$580 (year 2).
- b. Mr. Matthew Kramer, Muhlenberg Middle School, Art Club Co-Advisor, effective November 18, 2020 through the end of the 2020-2021 school year, at a salary of \$615 (year 5), prorated for days worked.
- c. Mrs. Erin Weir, Muhlenberg Middle School, Art Club Co-Advisor, effective November 18, 2020 through the end of the 2020-2021 school year, at a salary of \$580 (year 2), prorated for days worked.
- d. Mr. Ben Castiglioni, Varsity Co-Ed Track and Field Assistant Coach (J. White), effective March 11, 2021, at a salary of \$3,230 (year 5).
- e. Mr. Darrin Dietrich, Varsity Co-Ed Track and Field Assistant Coach (J. Bauer), effective March 11, 2021, at a salary of \$3,706 (year 15).
- f. Mr. Daniel Louviaux, Varsity Baseball Assistant Coach (D. Brady), effective March 11, 2021, at a salary of \$3,584 (year 3).
- g. Mr. Jay Seyler, Junior High Baseball Co-Assistant Coach (P. Sisk), effective March 11, 2021, at a salary of \$1,344 (year 4).
- h. Mr. Colin English, Junior High Baseball Co-Assistant Coach (P. Sisk), effective March 11, 2021, at a salary of \$1,305 (year 1).
- i. Ms. Tara Henschel, Varsity Girls Lacrosse Assistant Coach (H. Gallagher), effective March 11, 2021, at a salary of \$3,263 (year 1).
- j. Mr. Daniel Brady, moved from Varsity Baseball Assistant Coach to Junior High Baseball Assistant Coach (M. Sola), effective March 8, 2021 at a salary of \$2,610 (year 2).
- k. Mr. Sebastian Ponce, Volunteer Boys Tennis Assistant Coach, effective March 11, 2021.
- l. Mr. Michael G. Merkel, Volunteer Varsity Girls Softball Assistant Coach, effective March 11, 2021.

10. Co-Curricular Resignation

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

- a. Mr. Rob Urenko, Varsity Lacrosse Assistant Coach, effective March 2, 2021.

11. Request to Extend Leave of Absence/FMLA Leave

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

- a. Mrs. Erin Antosy, Third Grade Teacher, Muhlenberg Elementary Center, extend Leave of Absence/FMLA to on or about May 24, 2021.
- b. Ms. Tara Pacharis, Family Consumer Science, Muhlenberg High School, extend Leave of Absence/FMLA to on or about June 1, 2021.

Management

1. Adoption of Policy

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

Section 100 Programs

146.1, Trauma-Informed Approach

2. Summer Work Schedule

Resolved, that the Board of Education of the Muhlenberg School District approve the summer work schedule as Monday through Thursday beginning Monday, June 14, 2021 through Friday, August 13, 2021 – Office hours 7:30 AM – 4:00 PM.

3. Retirement Incentive

Resolved, that the Board of Education of the Muhlenberg School District hereby presents a “Retirement Incentive” open to all full-time Muhlenberg School District employees who have thirty or more years of accumulated PSERS service by June 30, 2021, or are age 62 with at least one year of service by June 30, 2021.

- Administrative and Professional Staff Incentive will be \$25,000
- Support Staff Incentive will be \$10,000

All full-time administrative, professional and support staff employees of the Muhlenberg School District who wish to receive a retirement incentive payment must submit a non-rescindable letter of retirement to the Superintendent by 4:00 PM on April 30, 2021 with a retirement date no later than June 30, 2021.

Physical Plant and Transportation

There were no items at this time.

Budget and Finance

1. Approval of Financial Reports

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

Fund	Treasurer's Report	Financial Report	Bills Paid Month	Investments	Budget Transfers
General	Jan 2021	Jan 2021	Feb 2021 Ck#49382-49552 V#26710-26738	Jan 2021	
Cafeteria	Jan 2021	Jan 2021	Feb 2021 Ck#7021-7042 V#2848-2849	Jan 2021	
Capital Reserve (Fund 32)	Feb 2021	Feb 2021			
Capital Projects Fund (Fund 39)	Feb 2021	Feb 2021			
Activity	Jan 2021	Jan 2021			

2. 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. Chromebooks for Disposal – These items are broken and have had usable parts removed.

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 2020-2021 school year as listed.

2. Approval of Agreement with The Meadows Psychiatric Center

Resolved, that the Board of Education of the Muhlenberg School District approve the agreement with The Meadows Psychiatric Center for the 2021-2022 and the 2022-2023 school years as presented.

3. 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. Capital Blue, donation of \$1,500 to be used for any needs students or faculty of the Muhlenberg School District might have, such as increasing health and wellness safety measures, supporting distance learning, or assisting students and their families with social, emotional, and academic needs.
- b. Giant Food Store, 4320 N. 5th Street, Temple, PA, donation of one full pallet containing hand soaps, hand sanitizer, and packs of disinfecting wipes for the Muhlenberg School District.

4. Approval of Attestation Ensuring Implementation of Mitigation Efforts

Resolved, that the Board of Education of the Muhlenberg School District approve the Attestation Ensuring Implementation of Mitigation Efforts as presented and filed with the Pennsylvania Department of Education.

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

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

Minutes

Review minutes of the Committee of the Whole Meeting of February 10, 2021; and, the Regular Board Meeting of February 10, 2021.

Old Business

There was none.

New Business

1. Memoriam of Mr. Randall R. Madara

Resolved, that we remember the passing of Mr. Randall R. Madara who served in the Muhlenberg School District for three (3) years (December 2017-March 2021) as a Board Member. 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.

2. Memoriam of Mr. James Harold Everline

Resolved, that we remember the passing of Mr. James Harold Everline who served in the Muhlenberg School District for four (4) years (1974-1978) as an English 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.

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

March	Mr. Garrett Hyneman
April	Mrs. Cindy Mengle
May	Mr. Richard E. Hoffmaster

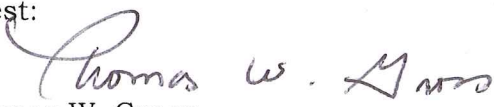
Review of Board Meetings and Calendar of Events

March 8	6:30 PM	RMCTC Board Meeting
March 10	6:30 PM	Committee of the Whole and Regular Board Meeting
April 7	7:00 PM	Committee of the Whole Meeting
April 12	6:30 PM	RMCTC Board Meeting
April 14	7:00 PM	Regular Board Meeting
May 5	7:00 PM	Committee of the Whole Meeting
May 10	6:30 PM	RMCTC Board Meeting
May 12	7:00 PM	Regular Board Meeting
June 2	6:30 PM	Committee of the Whole and Regular Board Meeting
June 14	6:30 PM	RMCTC Board Meeting

Adjourn Meeting

Moved by Mr. Hoffmaster and Mr. Nelson, that there being no further business to come before the Board, the meeting be adjourned. Meeting adjourned at 7:33 PM.

Attest:


Thomas W. Gross
Secretary