

MUHLENBERG SCHOOL DISTRICT  
Committee of the Whole Meeting Minutes  
August 11, 2021  
Lecture Hall, Muhlenberg High School  
[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, August 11, 2021 at 6:31 PM by Board President, Mr. S. Wayne Hardy. Mr. Hardy called an executive session at 6:32PM. The board members returned and the Committee of the Whole Meeting resumed at 6:52PM.

**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. K. Scott Long  
Member – Mr. Mark J. Nelson  
Member – Mr. Otto W. Voit, III  
Solicitor – Mr. Brian J. Boland, Esq.  
Recording Secretary – Mrs. Tara L. Flowers

**Members Absent**

**Administration Present**

Superintendent – Dr. Joseph E. Macharola  
Assistant Superintendent – Dr. Alan S. Futrick  
Business Manager – 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 – Mr. Taylor Charles  
Supervisor of Accounts – Ms. Susan Hawkins  
Behavior Analyst – Mr. Zachary Milch  
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 Laviena  
High School Principal – Mr. Michael Mish  
High School Assistant Principal – Mr. C. Eric Schaeffer  
High School Assistant Principal – Ms. Lori Morris  
Middle School Principal – Dr. Jeffery Ebert  
Middle School Principal – Mr. Haniff Skeete

C. E. Cole Intermediate Principal – Mr. Steven Baylor  
Elementary Center Principal – Mr. Kyle Crater  
Elementary Center Assistant Principal – Dr. Shannon O'Donnell  
Elementary Center Assistant Principal – Ginny Hornberger

#### Visitors

Mr. Brian F. Boland, Esq.  
Bill Ricchuiti  
Mary Ricchuiti  
Irene Ricchuiti  
Emily Ricchuiti  
April Cunningham  
Janet Howard  
Mallory Rowley  
Inga Hobbs  
Crystal Chwatek  
Miguel Vasquez  
Joseph Collins

#### **Educational Presentations**

##### A. Physical Plant Update – Mr. Ken Patterson

- *Board members received a copy of bullet points for presentation to follow along. Mr. Patterson talked about the Muhlenberg maintenance and custodial crew continuing to put the final touches on all the school buildings in preparation for the August 30<sup>th</sup> start date to the 2021-2022 school year. Mr. Patterson stated the custodial crew has been using the same cleaning guidelines that have been established prior to the students returning in March, and they will continue to use those cleaning procedures moving forward. Mr. Patterson talked about the custodial staff supporting the MSD SummerStyle program happening at the high school, which ends August 19<sup>th</sup>. Mr. Patterson discussed the outside grounds crew has continued to ready the grounds at all the school buildings for student usage during the upcoming school year. Mr. Patterson advised they will continue to monitor the recommendations and guidelines being set forth from the Governor, Federal and State health agencies, PDE, and Muhlenberg School District. Mr. Patterson talked about the support services crew having a very productive summer throughout the district, and continue to do a great job. Mr. Patterson spoke about the parking lot re-paving and re-lamping project as it continues to progress, the paving portion of the project has been completed, and the remaining part of the project is the installation of the new light poles and light fixtures. Mr. Patterson advised this work was occurring presently and should be completed by the end of the week. Mr. Patterson talked about the parking lot returning to normal use by Monday, August 16<sup>th</sup>. Mr. Patterson spoke about the June board approval that was given to move forward with developing drawings and preparing bid documents for the data upgrades at the Muhlenberg Elementary Center, as well as adding cooling to the data closets. Mr. Patterson discussed all bids were opened on Monday*

August 9<sup>th</sup>, as Pagoda Electric had the lowest responsible bid on the electrical side, and Frey Lutz had the lowest responsible bid on the mechanical side. Mr. Patterson advised both of their bids were before the board tonight for recommendation for awarding, and these services will be paid using ESSER funds.

Comments/Questions/Concerns:

Mr. Lupia commented he was looking forward to the use of the parking lot again.

Dr. Macharola wanted to briefly address the award the Muhlenberg School District received right before going into the pandemic last year. Dr. Macharola spoke about the award not being present 10 years ago, not 15 years ago, and did not have 20 years, in fact never have had before. Dr. Macharola stated this with tremendous respect to the current board members and the dedicated public servants, in connection with the staff, faculty, and the administration, as this award probably would not have happened. Dr. Macharola talked about investing millions of dollars in technology, the district has piloted a literacy program K through 6<sup>th</sup>, and added a 7<sup>th</sup> and 8<sup>th</sup> grade literacy program, piloted a math program successfully as teachers chose it, successfully piloted a science program with back field higher education concepts into the high school, and the district this past year also successfully piloted a K through 12 mental health program. Dr. Macharola advised the district may be the only district in the state that has piloted has four programs since 2014 and can say that there have been significant results. Dr. Macharola discussed the short time ago as not every student having access to technology, but with the investment from the board and the districts' recommendation, every student did receive access to technology as going 1:1 in the middle schools (now the junior high), 1:1 at the high school, and now the district is 1:1 K through 12 giving over 4,000 laptops so every student had one. Dr. Macharola talked about the incredible investment being for the district's children, and how much they have benefited from this. Dr. Macharola talked about the awards being created, symbolic as every administrator had a role in this award, from 2014 all the way to 2020 as the students showed and demonstrated improvement. Dr. Macharola presented Mr. Michael Mish with the award, in tribute to all of the district's teachers and especially the over 4,000 students. Dr. Macharola commented regarding the district being 35% minority and 33% economically disadvantaged to last year officially being 70% minority and 64% economically disadvantaged, nearly doubling within those 6 years. Dr. Macharola discussed that with all of the studies and research would strongly suggest this should not have happened, however the district was committed and dedicated and the gift is the gift to "our children." Dr. Macharola asked Mr. Mish to stand up and accept the presented plaque as a tribute to all of the teachers, staff, all of the board members that have supported the district, and most importantly the children of this district. Dr. Macharola presented the plaque to Mr. Mish on behalf of all the administrators and thanked him for all of his hard work and dedication. Mr. Mish thanked Dr. Macharola and commented that the plaque really was a teacher award as they continue to work hard. Dr. Macharola also discussed Niche within the last year, as a national think tank, that collects information and evaluates data, commits itself to research and

looks into the local economy of school districts, as they reached out to the Muhlenberg School District as another incredible reflection of the Muhlenberg community, and especially, our school district, as it is ranked as one of America's best! Dr. Macharola discussed the perspective of this attention, as there are 27,740 (roughly) in the United States of America, and Muhlenberg High School is ranked among the 740 high schools, that's above 27,000 other high schools. Dr. Macharola discussed this being an incredible reflection of the district's teachers, staff, administrators, the school board, and most importantly the district's beautiful children everyone is committed to. Dr. Macharola thanked all nine board members and the district's solicitor and all 450 employees of Muhlenberg School District, as it has been a joy to serve here in the Muhlenberg community.

B. Opening of Schools – Dr. Joseph E. Macharola

- Dr. Macharola discussed the 2 minute and 30 second video that was distributed throughout the Muhlenberg community. Dr. Macharola advised that the district is ready to go and will start, with great excitement, Monday August 30<sup>th</sup> going 5 days a week, as the district is coming back full traditional to deliver instruction. Dr. Macharola stated at this date and time, optional masking and face coverings, however he advised he would encourage and recommend parents/guardians choose to have children wear masks. Dr. Macharola reiterated that he would recommend this, but at this time the district is optional masking. Dr. Macharola discussed what could change the optional masking would be a rise in community transmission rates of the Delta virus or any other variant of Covid-19. Dr. Macharola talked about over the past week the district was a strong consumer of science and data during the past year as they have looked at the science and looked at the data of the Muhlenberg community. Dr. Macharola stressed that health, welfare, and safety of the district's staff and faculty is number one. Dr. Macharola discussed the American Academy of Pediatrics is working with not only the CDC but also with Department of Health, the Pennsylvania World Health Organization on what is proper, what is the right thing to do for public safety, as well as the science behind the vaccine for children under the age of 12. Dr. Macharola talked about being told a week ago they needed to get vaccines out by December, however now it's been said they need to get vaccines out by the end of September. Dr. Macharola pointed out minute by minute, hour by hour, day by day as the issues arise and change, so will the district's answers. Dr. Macharola stated that the health and safety are number one, but the district is poised and ready to come back with optional masking, however the district will keep an eye on this. Dr. Macharola discussed it could be the federal government or the state government, that mandates the masks. Dr. Macharola commented that the school was ready to go and was excited to see the students in the classroom.

Comments/Questions/Concerns:

Mr. Bill Ricchuiti commented he was also excited for the children to return five days a week.

Mr. Voit commented that there was

**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.

*Bill Ricchuiti spoke regarding the upcoming school year and the usage of masks. Mr. Ricchuiti asked if the masks become mandatory, will the school give out the masks. Mr. Richuitti also asked if the vaccines become available for the school aged children under 12, will the district be giving them out. Dr. Macharola answered the first question discussing the recent conversations regarding what is a proper mask. He went on to talk about the district is saying right now, based on general information, masks and face coverings will leave it at that. Dr. Macharola advised that there is mask and face coverings currently available for staff and students, such as disposable masks, but there are studies coming out about what is an effective mask and the district is hearing the same things as before which is how do you wear your mask. Dr. Macharola talked about being reasonable within the district, reiterated that the district does want you to wear your mask properly so that it is effective, and will encourage that. He advised that the district has not had any problems within the district regarding anyone saying to each other how to wear their mask, what kind of mask they are wearing, and advised the districts main concern is for everyone to have a mask or face covering at this time. Dr. Macharola went on to answer Mr. Richuitti's second question, and noted it was also a legal question, just today he sent information out to the board regarding the movement at the state level in terms of how a 12 and under vaccine and program would look like. Dr. Macharola spoke about how "green" and "fresh" the information is right now, he cannot give any more information because this is where the district is at today.*

*Mr. Ricchuiti asked another question regarding if the school went to mandated masks, will there be "mask breaks" throughout the day as in the students can take off their masks for a little bit. Dr. Macharola answered the question by stating he thinks the districts faculty and staff are very caring and very reasonable. Dr. Macharola pointed out he sees everyone at some point throughout the day when wearing a mask, have the need to pull it down and advised that no one will be more compassionate with our kids, than our faculty and staff and commented that the district hasn't had any problems.*

*Ms. Mallory Rowley thanked Dr. Macharola and the board members for their leadership and in approving the health and safety plan on June 16<sup>th</sup> making masks optional for their kids. Ms. Rowley wanted to speak tonight about keeping masks parent choice. Ms. Rowley discussed as parents they make medical decisions for their children, and masks are medical devices that require informed consent. She stated there is no emergency declaration, there is no mandate from the Department of Health,*

Tom Wolf said he would not mandate masks in PA schools, and the CDC put out guidance that are only recommendations. Ms. Rowley discussed the 21 US code 360 BBB-3 which states no emergency authorized medical product can be forced as individuals have the option to accept or refuse administration of the product. Ms. Rowley asked if the board decides to mandate masks, is the district going to accommodate the law. Ms. Rowley talked about it being a miracle that the kids are still smiling after the difficulty of the past 18 months. Ms. Rowley asked to please let the children smile and breathe freely as the kids are at low risk for COVID, all adults have had the opportunity to get the COVID shot, masks hinder learning and are harming the kids emotionally, physically, and socially. Ms. Rowley discussed masks as providing false comfort to others. Ms. Rowley advised that her son has asthma and glasses, while wearing masks causing his glasses to get foggy and can't see properly. Ms. Rowley talked about if we don't make sure kids are free to share their smiles, she is concerned they are going to lose their smiles. Ms. Rowley advised that she is urging the school board to make a decisions, absent of political influence, pressure and persuasion. Ms. Rowley discussed her kids mental health is important and decision should continue to be up to each family. Ms. Rowley asked the district to please continue to stand up for their kids, please take in consideration parent's concerns and making decisions, and please hold strong to the original decision in June as it was the right choice then and it is the right choice today. Ms. Rowley also asked the board to please be responsive to emails sent by parents and community members. Ms. Rowley advised that they want to work together to come up with solutions, and then thanked Dr. Macharola for responding quickly to questions and comments.

Mr. Voit commented that he could not agree with Ms. Rowley more and Dr. Macharola thanked Ms. Rowley for her kind words.

Ms. April Cunningham asked to speak and first thanked the board because she understood that all throughout the pandemic, it has not been an easy road for anyone. Ms. Cunningham advised that she knows that everyone here tonight has the best interest of their child and all of the children in minds. Ms. Cunningham talked about safety being what everyone wants and wanting the children back to school as they are grateful for that. Ms. Cunningham advised her question is to better understand how the district/board arrived at the decision that masks were going to be optional. Ms. Cunningham discussed looking at the numbers and advised she understood the district relied heavily on that during the pandemic to inform what decision the district was going to make. Ms. Cunningham talked about statistically not a lot has changed in who has access to the vaccine and in looking at the nearly 4,000 students, and 470 faculty and administration, if every person who was vaccine-eligible was vaccinated, the district would still only have less than 25 per cent immunity from COVID with those people vaccinated. Ms. Cunningham stated her curiosity by asking, what is the change from when everyone was in school in June that the mask requirement is now being dropped when we still have such a vulnerable population of students that are not able to get the vaccine. Ms. Cunningham discussed understanding masking is optional, but for children who do not have access to the vaccine not available to them, how that helps those that are concerned about their child contracted it at lunch. Ms. Cunningham asked what is the separation going to look like there, and how is the

*district going to keep the kids physically distanced five days a week when back in school as it is not possible. Ms. Cunningham advised her question to the board is to better understand how the district arrived here with the data.*

*Dr. Macharola talked about the district's pandemic team who is consistently taking the all the information that is brought to the district from the CDC, the Pennsylvania Department of Health, the World Health Organization, and also shared that that he is well aware of the intricacies of the district's children. Dr. Macharola discussed having over 400 children with compromised immune systems here in MSD. Dr. Macharola advised for the record, there is no reason for anyone to leave the Muhlenberg School District and go to a charter school, or another school because they think COVID doesn't stop at that door, for whatever reason, or another establishment. Dr. Macharola discussed looking at the information that is coming out, inner city schools have lost 10 percent of their students. Dr. Macharola discussed sharing an article with others, as a colleague from city Pittsburgh public schools are seeing an enormous decrease in enrollment as the students are going to other schools thinking they are going to be safer. Dr. Macharola discussed the problem with this is, there was legislation in Harrisburg in our House and Senate failed to take the steps to pass meaningful charter school legislation to where this district could not be held accountable for millions of dollars for someone who chooses to send their child somewhere else. Dr. Macharola advised that this is part of his concern here, because if we don't take proper steps to keep everybody safe, that exodus is going to be very detrimental because the farm has to be here. Dr. Macharola discussed deviating from the question for the moment as he is well aware of the 400 children that have compromised immune systems and advised the district is very capable here to provide virtual instruction for those children that choose not to want to come here in person. Dr. Macharola talked about including the other 300 kids that would choose to go elsewhere too, if there was some other legislation that would take place in Harrisburg. Dr. Macharola stated that the district is staffing Muhlenberg's virtual school with an additional 10 teachers. Dr. Macharola talked about Muhlenberg School District as being poised and ready to deliver instruction for our children that have compromised immune systems, even if they mandated masks, there is no better place than here for their child to receive an education. Dr. Macharola advised that part of this is on discussion with the district's pandemic team as well. Dr. Macharola talked about the district being 83 percent of it's faculty, which is passed herd immunity, that those who chose to want to be vaccinated, did get vaccinated and the fact that the district has 83 percent of its staff vaccinated, there was an element of safety in that the district can go with the optional side on the masking. Dr. Macharola discussed the vaccine being the big key to this as the Fall and in the Spring of last year the vaccines were not taking place. Dr. Macharola spoke about in Europe they are giving out booster shots and third shots, and the World Health Organization is making a position to tell the European countries to stop giving the extra shots, and to use those vaccines to third world countries where no one has been vaccinated whatsoever. Dr. Macharola discussed seeing months ago with the Delta virus, that it would eventually come here, that certain things have to take place and advised he did not think this is going to go away. Dr. Macharola discussed all this being involved in why the decision for optional masks was made and that the district encourages everyone to wear a mask.*

*Ms. Cunningham commented that her child will wear a mask.*

*Dr. Macharola discussed the continuing change of transmission rates this past week as they actually dropped. Dr. Macharola advised he was looking at the data and watching everything that is on the outside as well as the district's pandemic team and everyone on administrative team.*

*Ms. Cunningham stated that she wanted to follow up by talking about the district relying on the CDC and the American Pediatrics and their recommendation. Ms. Cunningham reported that to her understanding they altered their recommendation to say that masks were preferred among children who could not be vaccinated. Ms. Cunningham talked about understanding the districts concern with wanting the staff to be vaccinated, and not as concerned with her child catching COVID from a staff or faculty member, however she is concerned with peer to peer transmission. Dr. Macharola advised to wear a mask.*

*Mr. Hyneman spoke about being on the faculty at Alvernia, and presently anyone who is not vaccinated cannot step foot on the campus this year. Mr. Hyneman advised this information was in the newspaper. Mr. Hyneman discussed being vaccinated, reading the paper every morning and seeing headlines regarding districts mandating wearing masks as well as county building advising not entering buildings without a mask on. Mr. Hyneman spoke about prison workers needing to be vaccinated or tested everyday they work, three hospital networks are requiring employees to get shots, and finally Berks hospitalizations are triple in three days. Mr. Hyneman discussed where the trend is going presently, and the trend was not good.*

*Ms. Cunningham advised she works on a college campus and understands it is her responsibility to be vaccinated and masked.*

*Mr. Voit advised he wanted to follow up and commented there was a lot of emotion around, and to get through the emotions and the facts and starts with a premise of freedom of choice. Mr. Voit discussed the history of the United States and anytime there was a health epidemic, subsequently there was a vaccination and this vaccination was tested thoroughly. Mr. Voit advised that he disagrees thoroughly with the college universities and schools on the mandates because it does not matter politics. Mr. Voit discussed the possible effects of the vaccine, one being the possible effects on his 12 year old niece as it may not allow her to bear children. Mr. Voit advised there may be a lot more data coming out. Mr. Voit talked about reading the Reading newspaper every day, however he feels as though he is reading "nothing." Mr. Voit discussed articles that cases are on the rise, but there are no facts. Mr. Voit discussed parents having their choice, making their choice, and commended Ms. Cunningham for her decision for them to wear a masks, however Mr. Voit advised every other parent will have that choice as well as he will not stand for any mandates.*

*Ms. Cunningham questioned how her child is protected when they are eating and their mask are removed, and they are congregating with other students.*

*Dr. Macharola replied that the district has been utilizing safe distancing the best that they can and advised the children have to be able to eat.*

*Ms. Cunningham commented regarding the Reading Eagle not being a reputable resource of information, however Mr. Voit interjected and advised the CDC was not a good resource either as the information is ever changing. As Ms. Cunningham began to comment, she then walked away from the microphone. Ms. Cunningham discussed the district catering to the faculty and not caring for the students. Mr. Voit responded that he would strongly disagree and thanked Ms. Cunningham for her comments.*

*Mr. Hyneman discussed growing up in the 40's and there was a comment that he heard and would never hear again as all he would hear is individuals. Mr. Hyneman advised he grew up in a time when people talked about the common good. He spoke about the common good being when everybody's something, that it not only protect them it also protects everyone else. Mr. Hyneman discussed on this issue, he and Mr. Voit do not agree, however if it gets bad enough, Mr. Hyneman stated he will vote for mandating masks.*

*Mr. Hoffmaster commented that the district administrators are worried about the kids, beginning last year, people were protesting outside of the district's buildings and Dr. Macharola made the right decision not to come back to school. Mr. Hoffmaster commented that everyone on the board was behind Dr. Macharola, as the district and administration care about the kids. Mr. Hoffmaster spoke about the district waiting for the CDC and other sources to make the decision whether or not to wear masks, and it is not no political thing for the district, they are just worried about the kids.*

*Mr. Ricchuiti asked to add another comment as he talked about children not getting infected, he spoke about the science is saying children are less affected and the numbers are still low, despite not knowing too much about the new variant of COVID. Mr. Ricchuiti discussed children getting less effected compared to adults and people, like himself, that are vulnerable. Mr. Ricchuiti discussed having the right as parents to wear masks or not to wear mask.*

## **Board Business**

### **Personnel**

#### **1. Acceptance of Resignations**

Resolved, that the Board of Education of the Muhlenberg School District approve the following mentor assignments at the professional rate of \$30.00 per hour for the 2021-2022 school year (Exhibit A-1):

- a. Ms. Denise Stumpf, Computer Skills Teacher, Muhlenberg Junior High School, effective July 20, 2021.
- b. Mr. Corri Speakman, Learning Support Teacher, Muhlenberg High School, effective July 21, 2021.

- c. Mr. Colin English, Science Teacher, Muhlenberg Elementary Center, effective July 26, 2021.
- d. Ms. Mary Plants, 4.5 hour Cafeteria Worker, Muhlenberg High School, effective July 28, 2021.
- e. Ms. Linda Ochs, 3.5 hour Cafeteria Worker, Muhlenberg Elementary Center, effective June 30, 2021.
- f. Ms. Michelle Stewart, Speech/Language Teacher, Muhlenberg Elementary Center, pending release from Muhlenberg School District, date to be determined.
- g. Ms. Savannah Merritt, Elementary Teacher, C. E. Cole Intermediate, effective August 3, 2021.
- h. Ms. Erin Antosy, Elementary Teacher, Muhlenberg Elementary Center, pending release from Muhlenberg School District, date to be determined.
- i. Dr. Felicia Gonzalez, Assistant Principal, Muhlenberg Junior High School, pending release from Muhlenberg School District, date to be determined.
- j. Ms. Randi Farrow, 4.5 hour Cafeteria Worker, C. E. Cole Intermediate, effective August 12, 2021.
- k. Ms. Sandra Rowe, 3.5 Cafeteria Worker, Muhlenberg Elementary Center, effective August 10, 2021.

## **2. Professional Appointments**

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

- a. Ms. Megan Douglas, Elementary Teacher (Former LTS), Muhlenberg Elementary Center, effective the first contractual day of the 2021-2022 school year, at a salary of \$58,244 (M + 9, 16 Steps from the Top).
- b. Mr. Brandon Monk, Elementary Teacher, (B. Kerr), C. E. Cole Intermediate, effective the first contractual day of the 2021-2022 school year, at a salary of \$52,095 (B + 24, 17 Steps from the Top).
- c. Ms. Amari Gilmore, Elementary Teacher (K. Snyder), C. E. Cole Intermediate, effective upon release from current employer per PA School Code, at a prorated salary of \$46,190 (B, 17 Steps from the Top).
- d. Mr. Taylor Charles, Supervisor of Special Education (T. Herman), effective August 9, 2021, at a salary of \$82, 400.
- e. Ms. Kelly Murphy, Elementary Teacher (Former LTS), Muhlenberg Elementary Center, effective the first contractual day of the 2021-2022 school year, at a salary of \$46,190 (B, 17 Steps from the Top).
- f. Ms. Xiomara Toledo, Elementary Teacher (K. Bonner), Muhlenberg Elementary Center, pending verification of PA certification, effective the first contractual day of the 2021-2022 school year, at a salary of \$50,470 (B + 24, 18 Steps from the Top).

### **3. Classified Appointments**

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

- a. Ms. Sindel Strohecker, 3.5 Hour Cafeteria Assistant (A. Stoudt), Food Services, effective August 12, 2021, at a pay rate of \$12.77 per hour.
- b. Ms. Amy Stoudt, 4.5 Hour Cafeteria Worker, Food Services (M. Brock), effective August 12, 2021, at a pay rate of \$15.23 per hour.
- c. Ms. Whitney Burkert, 4.5 Hour Cafeteria Worker, Food Services (A. Aitken), effective August 12, 2021, at a pay rate of \$15.23 per hour.
- d. Mr. Jeremiah Giddens, Instructional Assistant (D. Zielinski), Muhlenberg High School, effective August 12, 2021, at a pay rate of \$14.87 per hour.
- e. Ms. Rachel Kline, Clerical Assistant Part Time (J. Payne), Muhlenberg High School, effective August 12, 2021, at a pay rate of \$14.46.
- f. Ms. Amy Heinz, Instructional Assistant (A. Limidry), C. E. Cole Intermediate, effective August 12, 2021, at a pay rate of \$14.87 per hour.
- g. Ms. Rosa Segura Rivas, Instructional Assistant (P. Watts), Muhlenberg Junior High School, effective August 12, 2021, at a pay rate of \$14.87 per hour.
- h. Ms. Allison Bowman, 4.5 Hour Cafeteria Worker, Food Services (A. M. Plant), effective August 12, 2021, at a pay rate of \$15.23 per hour.

### **4. Mentor Assignments**

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

- a. Ms. Jennifer Pacharis, mentor for Ms. Alexandra Previti, English Teacher, Muhlenberg Junior High School, for twenty-seven (27) hours.
- b. Ms. Nichole Barker, mentor for Ms. Jennifer Gulick, English Teacher, Muhlenberg Junior High School, for seventeen (17) hours.
- c. Ms. Morgan Williams, mentor for Ms. Madison Szczecina, Social Studies Teacher, Muhlenberg Junior High School, for sixty (60) hours.
- d. Mr. John Evans, mentor for Ms. Jessica Schafer, Long-term Substitute Teacher, Muhlenberg Junior High School, for thirty (30) hours.
- e. Mrs. Cristina Lillis, mentor for Ms. Amari Gilmore, Elementary Teacher, C. E. Cole Intermediate School, for sixty (60) hours.
- f. Mrs. Amy Sharp, mentor for Mr. Brandon Monk, Elementary Teacher, C. E. Cole Intermediate School, for sixty (60) hours.
- g. Ms. Heather Goeltz, mentor for Ms. Zoe Hudzik, Foreign Language (Spanish) Teacher, Muhlenberg Junior High School, for sixty (60) hours.
- h. Ms. Michele McCammitt, mentor for Ms. Kirstie Croft, Elementary Teacher, Muhlenberg Elementary Center, for ten (10) hours.
- i. Ms. Colleen Shillady, mentor for Ms. Shuleil Ramirez, Elementary Teacher, Muhlenberg Elementary Center, for thirty (30) hours.
- j. Ms. Crystal Chwatek, mentor for Ms. Megan Douglas, Elementary Teacher, Muhlenberg Elementary Center, for sixty (60) hours.

- k. Ms. Christy Oxenford, mentor for Ms. Taylor Brennan, Elementary Teacher, Muhlenberg Elementary Center, for thirty (30) hours.
- l. Ms. Laura Ricards, mentor for Ms. Gabrielle Zukowski, Elementary Teacher, Muhlenberg Elementary Center, for sixty (60) hours.
- m. Ms. Jill McIntyre, mentor for Ms. Kelly Murphy, Elementary Teacher, Muhlenberg Elementary Center, for thirty (30) hours.

**5. Summer Phase II/III of the Holistic Plan: Professional Assignments**

Resolved, that the Board of Education of the Muhlenberg School District approve the following Summer Phase II/III of the Holistic Plan professional assignments, as presented (Exhibit A-3):

- a. Ms. Morgan Boone
- b. Ms. Tara Pacharis
- c. Ms. Ashley Hyneman
- d. Ms. Erin Anagnost
- e. Ms. Katie Foltz
- f. Mr. Matthew Kramer
- g. Ms. Jarra Dennis

**6. Summer Phase II/III of the Holistic Plan: Pre Educator Assignments**

Resolved, that the Board of Education of the Muhlenberg School District approve the following Summer Phase II/III of the Holistic Plan pre educator assignments, as presented (Exhibit A-4):

<u>Student Name</u>	<u>College</u>
Madalyn Barbon	Penn State University
Andrew Strause	Temple University

**7. Director of Food Service and Nutrition**

Resolved, that the Board of Education of the Muhlenberg School District approve Mr. Carey Kline, Director of Food Service and Nutrition, from a 10-month employee to a 12-month employee (260 days), effective August 12, 2021, with all benefits afforded per MAA I Act 93 Agreement.

**8. Salaries for Professional Staff for the 2021-2022 School Year**

Resolved, that the Board of Education of the Muhlenberg School District approve the Professional Staff Salaries for the 2021-2022 school year as in accordance with the Muhlenberg Education Association contract (effective July 1, 2021 through June 30, 2023) as presented (Exhibit A-5).

**9. Health Services for the 2021-2022 School Year**

Resolved, that the Board of Education of the Muhlenberg School District approve the following health services for the district for the 2021-2022 school year:

- a. Worknet – pre-employment services - \$55.65 per exam; \$25.00 for tuberculosis test
- b. Dr. Keith Kiefer, school dentist - \$5.00 per exam
- c. Dr. Jeffrey Gold, school physicals - \$24.00 per exam

**10. Substitute Pay Rates**

Resolved, that the Board of Education of the Muhlenberg School District approve the following substitute pay rates for the 2021-2022 school year:

- a. Cafeteria- \$8.50 per hour
- b. Custodian- \$10.50 per hour
- c. Crossing Guard- \$8.00 per hour

**11. Summer Hours for Professional Staff**

Resolved, that the Board of Education of the Muhlenberg School District approve summer hours for the following employees (Exhibit A-6):

- a. Ms. Juliana Ciccarelli, thirty (30) hours for virtual learning resources and professional development planning and learning, at the professional pay rate of \$30.00 per hour.

**12. BCIU Bus Drivers and Aides for the 2021-2022 School Year**

Resolved, that the Board of Education of the Muhlenberg School District approve the listing of bus drivers and aides for the 2021-2022 school year as contracted with the Berks County Intermediate Unit (Exhibit A-7).

Comments/Questions/Concerns

*Mr. Nelson asked whether the bus drivers were fully staffed this year for the beginning of the school year. Dr. Macharola responded that his earnest response is that they will be. Dr. Macharola advised this was what he was informed.*

**13. Pay Rate for Laureldale Crossing Guards for the 2021-2022 School Year**

Resolved, that the Board of Education of the Muhlenberg School District approve the 2021-2022 pay rate of \$16.00 per hour for the Laureldale crossing guards.

Comments/Questions/Concerns

*Dr. Macharola discussed the increase in pay currently as the safety of the children crossing the streets is imperative. Dr. Macharola pointed out the need for a crossing guard presently that is in good shape, good mind, dependable, will show up on time, and be vigilant with our children crossing the street.*

**14. Bus Monitors for the 2021-2022 School Year**

Resolved, that the Board of Education of the Muhlenberg School District approve the following bus monitors for the 2021-2022 school year at the pay rate of \$10.50 per hour:

Muhlenberg High School

Mr. Dean DeTurk

Muhlenberg Junior High School AM

Ms. Jennifer Doyle  
Ms. Paula Shea  
Mr. John Winard

Muhlenberg Junior High School PM

Ms. Jennifer Doyle  
Mr. Brian Hendricks  
Ms. Laura Klawiter  
Ms. Katelyn Konopelski  
Mr. Ian Laxton  
Ms. Haley Layton  
Mr. Kevin Lenhart  
Ms. Alexandra Previti

C. E. Cole Intermediate

Mr. Matthew Reiniger  
Ms. Cary Rowe  
Ms. Laura Zubey  
Ms. Tara Nelson  
Ms. Nicole McGowan  
Mr. Jeffrey Reiniger

Muhlenberg Elementary Center

Ms. Jessica Gunter  
Ms. Karen Lessie  
Ms. Jessica Levy  
Ms. Alisha Neiman

Ms. Kaitlynn Girard  
Ms. Ashley Hyneman  
Ms. Candace Katen  
Ms. Michelle McCammitt  
Ms. Judy Becker

## **15. Co-Curricular Appointments**

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

- a. Mr. Dan Solvino, Junior High Girls Volleyball Head Coach, effective August 12, 2021, at a salary of \$4,896 (year 9).
- b. Mr. Jacob Conrad, Muhlenberg High School Co-Ed Cross Country Head Coach, effective August 12, 2021, at a salary of \$4,060 (year 1).
- c. Ms. Erika Sager, Muhlenberg Junior High Girls Field Hockey Head Coach, effective August 12, 2021, at a salary of \$4,481 (year 4).
- d. Mr. Junior Duffault, Volunteer Muhlenberg High School Varsity Football Assistant Coach, effective August 12, 2021.
- e. Mr. Doug Olexy, Spanish Club Advisor, Muhlenberg High School, effective August 12, 2021, at a salary of \$1,450 (year 1).
- f. Mr. Steven Frymoyer, Weight Room Monitor, Muhlenberg High School, effective August 12, 2021, at a salary of \$2,610 (year 1).
- g. Mr. Matthew Mankiewicz, Weight Room Monitor, Muhlenberg High School, effective August 12, 2021, at a salary of \$2,610 (year 1).
- h. Ms. Jessica Hoffman, Fall Assistant Cheer Coach, Muhlenberg High School, effective August 12, 2021, at a salary of \$2,175 (year 1).
- i. Ms. Jessica Hoffman, Winter Assistant Cheer Coach, Muhlenberg High School, effective August 12, 2021, at a salary of \$2,175 (year 1).
- j. Ms. Melissa Blickley, Assistant Volleyball Coach, Muhlenberg Junior High School, effective August 12, 2021, at a salary of \$3,263 (year 1).
- k. Mr. Jason Heflin, Co-Assistant Football Coach, Muhlenberg Junior High School, effective August 12, 2021, at a salary of \$2,039 (year 1).
- l. Mr. Joshua Messner, Co-Assistant Football Coach, Muhlenberg Junior High School, effective August 12, 2021, adjustment salary of \$2,163 (year 5).
- m. Mr. Elias Santiago, Varsity Boys Basketball Volunteer Coach, Muhlenberg High School, effective August 12, 2021.
- n. Mr. Manuel Sostre, Varsity Boys Basketball Volunteer Coach, Muhlenberg High School, effective August 12, 2021.
- o. Ms. Julia Hornberger, Commencement Coordinator, Muhlenberg High School, effective August 12, 2021, at a salary of \$1,450 (year 1).
- p. Ms. Tiana Schaefer, Assistant Commencement Coordinator, Muhlenberg High School, effective August 12, 2021, at a salary of \$1,088 (year 1).
- q. Ms. Kate Kupuscinski, Assistant Field Hockey Coach, Muhlenberg Junior High School, effective August 12, 2021, at a salary of \$3,263 (year 1).
- r. Mr. Wesley Estock, Leo Club Advisor, Muhlenberg High School, effective August 12, 2021, at a salary of \$3,190 (year 1).

- s. Mr. Dave Angove, Boys Soccer Head Coach, Muhlenberg Junior High School, effective August 12, 2021, at a salary of \$4,753 (year 8).
- t. Mr. Sebastian Ponce, Girls Varsity Tennis Volunteer Coach, Muhlenberg High School, effective August 12, 2021.

**16. Co-Curricular Assignments**

Resolved, that the Board of Education of the Muhlenberg School District approve the following co-curricular assignments as presented (Exhibit A-8).

**17. Sports Event Monitors for the 2021-2022 School Year**

Resolved, that the Board of Education of the Muhlenberg School District approve the Sports Event Monitors for the 2021-2022 School Year at the pay rate of \$10.50 per hour as presented (Exhibit A-9)

**18. 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. Mr. John Hudock, Maintenance Technician, Physical Plant and Transportation, completion of forty-five (45) day probation as of August 2, 2021 and recommended for permanent employment as of August 3, 2021.

**19. Administrators' Association (MAAI and MAII) Salary Increase for the 2021-2022 School Year**

Resolved, that the Board of Education of the Muhlenberg School District approve the Administrators' Association (MAAI and MAII) salary increase for the 2021 - 2022 school year.

**20. Cooperative Agreement in Boys and Girls Tennis with Oley Valley School District**

Resolved, that the Board of Education of the Muhlenberg School District approve the agreement between Oley Valley School District and Muhlenberg School District in sports of Girls Tennis (Fall) and Boys Tennis (Spring) beginning Fall of 2021 as the host school.

**21. Request or 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 employee:

- a. Ms. Ewelina McDevitt, Elementary Teacher, C. E. Cole Intermediate, Leave of Absence/FMLA, effective on or about December 2, 2021 through the end of the 2021-2022 school year.

#### Questions/Comments/Concerns

*Mr. Voit discussed the Administrative salaries and the need to remove Dr. Macharola from the list since his salary is reflected in its own contract. Mr. Voit also advised the Assistant Superintendent's salary should not be included either at this point, not wanting to show a precedent, however he also has his own contract.*

*Mr. Boland confirmed that neither of these staff members, Superintendent nor Assistant Superintendent, need to be included as they both have their own separate contracts.*

*Mr. Long asked about when the cooperative agreement with Oley was initiated, and how quickly can that agreement be made, and is it on a year by year basis. Dr. Macharola advised Dr. Moyer, Athletic Director, was present and could answer the question. He disused already having open agreements with other districts and it has been preventative and a good relationship there. Macharola discussed already speaking with Dr. Moyer regarding the agreement and Dr. Moyer advised the district has entered other cooperative agreements with other districts. Dr. Moyer advised the agreement was pre-approved by PIAA and was requested by Oley, this should not affect Muhlenberg's classification. Mr. Long discussed a prior stint on the board, MSD had a cooperative agreement with Antietam for football, which caused the district to get bumped up into a higher classification, which in his opinion they never should have been. Dr. Moyer concurred that Muhlenberg would remain in the same classification this year. Mr. Long also questioned whether the district would run into this situation with co-curricular activities, and we are short and don't have enough people, can that agreement be made "ASAP" or is there a time frame that another school would need notification. Dr. Moyer advised that there only needs to be enough time to alert PIAA so they have time to look over it, however the process is rather quick and advised the current cooperative agreement was about two and a half weeks. Mr. Long confirmed that it can occur rather quickly and thanked Dr. Moyer for his response.*

#### **Management**

##### **1. 2021-2022 Annual Membership to Berks Business Education Coalition**

Resolved, that the Board of Education of the Muhlenberg School District approve the annual membership to the Berks Business Education Coalition for the 2021-2022 school year at a cost of \$700.00 (Exhibit B-1).

##### **2. Withdrawn Assessment Appeal**

Resolved by the Board of Education of the Muhlenberg School District that the assessment appeal involving the matter of North Reading Plaza Investors, LP filed by the School District in the Court of Common Pleas of Berks County for the

property located at 5370 Allentown Pike, Muhlenberg Township, Berks County, Pennsylvania 19560, be withdrawn by the solicitor with the resulting final assessment of the property being fixed at \$3,209,100.

### **Physical Plant and Transportation**

#### **1. Approval of Bids and Awarding Contracts for Muhlenberg Elementary Center Data Upgrades**

Resolved, that the Board of Education of the Muhlenberg School District approve the bids and awarding of contracts to the two lowest responsible bidders, Frey Lutz, mechanical bid, \$104,900.00, and Pagoda Electric, electrical bid, \$141,243.00, at a total proposed cost of \$246,143.00, to be paid from ESSER funds (Exhibit C-1).

### **Budget and Finance**

#### **1. Approval of Financial Reports**

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

<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	2021	Jun 2021	Jul 2021 Check #50256-50402 V#26887-26913	Jun 2021	
Cafeteria	2021	Jun 2021	Jul 2021 Check #7145-7167 V#2880-2884	Jun 2021	
Capital Reserve (Fund 32)	Jul 2021	Jul 2021	Jul 2021 Ck#906-907		
Capital Projects Fund (Fund 39)	Jul 2021	Jul 2021			
Activity	Jun 2021	Jun 2021			

#### **2. Student Activity Accounts**

Resolved, that the Board of Education of the Muhlenberg School District authorize closing the student activity account for the "Class of 2021" and transferring the remaining balance to the "Class of 2022" account, and creating a new "Class of 2024" activity account (Exhibit D-2).

#### **3. Employee Assistance Program Services Agreement**

Resolved, that the Board of Education of the Muhlenberg School District approve the agreement with Inroads at the Family Guidance Center to provide employee assistance program services commencing September 1, 2021 through August 31, 2022 as presented (Exhibit D-3).

## **Education**

### **1. Student Tuition Agreement for the 2021-2022 School Year**

Resolved, that the Board of Education of the Muhlenberg School District approve the following student tuition agreement for the 2021-2022 school year as presented (Exhibit E-1):

- a. Student #39082, New Story

### **2. Seton Hall University Counseling Intern**

Resolved, that the Board of Education of the Muhlenberg School District approve Ms. Courtney Wenger, counseling intern from Seton Hall University, as per the affiliation agreement between the Muhlenberg School District and Seton Hall University (Exhibit E-2).

### **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. Mr. Jeffrey Yeager, donation of trumpet for musical department in the Muhlenberg School District.

### **4. Student to Begin the 2021-2022 School Year as a Non-Resident Student**

Resolved, that the Board of Education of the Muhlenberg School District approve the request for the following student to begin the 2021-2022 school year as a non-resident student:

- a. Student 21-22NR, Kindergarten, MEC

### **5. Certificate of Support Students**

Resolved, that the Board of Education of the Muhlenberg School District approve the enrollment of Certificate of Support Students, PA School Code 1302, for the 2021-2022 School Year as listed (Exhibit E-3).

## **Student Activities**

## **Minutes**

Review minutes of the Committee of the Whole Meeting of July 14, 2021 and the Regular Board Meeting of July 14, 2021.

## **Old Business**

*Mr. Voit stated that he would like to clarify his comment that was made earlier about masking as he did not want to leave with the impression that he would never vote for a full masking mandate. Mr. Voit went on to explain that where Mr. Hyneman and he would agree on is if there is a clear and present danger to the students, staff, administration here at Muhlenberg, and supported by real data, then Mr. Hyneman are of like mind.*

*Mr. Hyneman advised that was his only point, they do agree although it didn't sound like it at the time. Mr. Voit thanked Mr. Hyneman was saying this as he may have given the wrong impression*

## **New Business**

*Mr. Long advised he wanted to make a comment as he had the pleasure of going over to the high school last week to actually take a look at SummerStyle, and it was all the notoriety and well deserved by the way of the CNN article. Mr. Long wanted to personally thank Dr. Shappell who took the time to show him around. Mr. Long advised he was very happy with what he saw, the kids in the classrooms with the district's teachers, totally engaged, smiles on their faces, just happy to be there and be around other kids. Mr. Long discussed since it has been so long as well as the "buzz" in the hallways as he witnessed the college students and assistants who were there with all kinds of smiles and a whole lot of energy. Mr. Long talked about being really impressed as the Federal monies were well spent and so needed for the district's kids. Mr. Long spoke about the attendance how there were sign ups, however those who didn't sign up were showing up and had to be turned away. Mr. Long talked about knowing it was the last two weeks of the program, and knowing the board members were busy, but he asked the board members to check out the SummerStyle program for themselves. Mr. Long spoke about how the college students were working the program, how wonderful a feeder system this was for them to witness Muhlenberg High School, and potentially once they receive their teaching degree, want to teach for the district. Mr. Long also discussed all those who also assisted with the program as it was a collaborative effort. Mr. Long thanked everyone for the opportunity to see it and commented what a great program it is.*

*Dr. Macharola affirmed to the board for those to contact the office to schedule a time to have Dr. Shappell take them to view the SummerStyle program. Dr. Macharola advised that there were over 1,800 children participated in this program. Dr. Macharola gave kudos to Dr. Shappell, Dr. Futrick, all the administrators and staff as it was an incredible program and incredible journey. Dr. Macharola also advised that the program was not done as it will continue the following year and the year after. Dr. Macharola thanked everyone for their kind words and thanked everyone for their hard work.*

### **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

September	Mr. Thomas W. Gross
October	Mr. S. Wayne Hardy
November	Mr. K. Scott Long, Jr.
December	Mr. J. Tony Lupia, Jr.
January	Mr. Otto W. Voit, III
February	Mr. Mark Nelson
March	Mr. Garrett Hyneman
April	Mrs. Cindy Mengle
May	Mr. Richard E. Hoffmaster

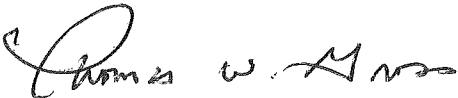
### **Review of Board Meetings and Calendar of Events**

August 2	6:30 PM	RMCTC Board Meeting
August 11	6:30 PM	COW and Regular Board Meeting
September 1	7:00 PM	COW Meeting
September 8	7:00 PM	Regular Board Meeting
		RMCTC Board Meeting
September 13	6:30 PM	
October 6	7:00 PM	COW Meeting
October 11	6:30 PM	RMCTC Board Meeting
October 13	7:00 PM	Regular Board Meeting
November 3	7:00 PM	COW Meeting
November 8	6:30 PM	RMCTC Board Meeting
November 10	7:00 PM	Regular Board Meeting
December 6	6:30 PM	Annual Organization Meeting; COW; Regular Board Meeting

### **Adjourn Meeting**

Moved by Mr. Voit and Mr. Nelson, that there being no further business to come before the Board, the meeting be adjourned. Meeting adjourned at 7:43 PM.

Attest:



Thomas W. Gross  
Secretary