

MUHLENBERG SCHOOL DISTRICT
Committee of the Whole Meeting Minutes
October 6, 2021
Auditorium, Muhlenberg High School
www.muhsdk12.org

Call to Order

The Committee of the Whole Meeting of the Board of Education of the Muhlenberg School District was called to order on Wednesday, October 6, 2021 at 7:00 PM by Board President, Mr. S. Wayne Hardy.

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 Special Education – Dr. Shawn Rutt
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
High School Principal – Mr. Michael Mish
High School Assistant Principal – Mr. C. Eric Schaeffer
Junior High School Assistant Principal – Mr. Haniff Skeete
C. E. Cole Intermediate Principal – Mr. Steven Baylor
Elementary Center Principal – Mr. Kyle Crater

Visitors

Diane Benson
Joseph Collins

Tracy Ibrahim

Educational Presentations

A. Physical Plant Update – Mr. Ken Patterson

- Mr. Patterson advised the board received a copy of the bullet points for tonight's update if wanting to follow along. Mr. Patterson spoke about Muhlenberg's custodial crew has continued to keep the buildings clean as following the cleaning guidelines established since last March. Mr. Patterson talked about the return of students to the buildings as the crew has done a great job handling the students returning for in-person instruction. Mr. Patterson discussed the outside grounds crew has continued to maintain the sports fields for all of the fall sports teams that are currently in action. Mr. Patterson advised the crew did a great job making sure the grounds were safe with the foot traffic that was associated with the Temple Halloween parade that took place this past weekend. Mr. Patterson talked about another important project that the maintenance and outside grounds crew took on, was adding playground mulch to both playground areas at MEC in order to keep the students safe during their play activities at recess. Mr. Patterson spoke about continuing to monitor the health and safety recommendations and guidelines being set forth from Governor Wolf, federal and state health agencies, PDE, and Muhlenberg School District. Mr. Patterson talked about the data upgrades and adding coolant to data closets project within Muhlenberg Elementary Center being in full swing. Mr. Patterson advised all the indoor units as part of the HVAC portion of the project have been mounted, and that data closets in the outdoor units are in place and should be mounted by the end of this coming week. Mr. Patterson talked about several of the data lines have also been installed throughout MEC and this project is on target to be completed by October 31st; all of the work is taking place during second shift hours. Mr. Patterson wanted to thank Jessica Mulutzie. Mr. Patterson spoke about the recent trees that were damaged this past year from a lot of storms, as Muhlenberg School District personnel had to remove the trees, however the stumps remained. Mr. Patterson talked about Jessica advising him of her husband's Penn Stump Grinding business and offered this as a community service for Muhlenberg School District to volunteer his services to grind the remaining stumps. Mr. Patterson stated that Penn Stump Grinding had done a great job and wanted to acknowledge and thank them for their services.

Comments/Questions/Concerns:

Dr. Macharola discussed the recent new positions within the district and the need for space for personnel. Dr. Macharola talked about having transparency within our community as their currently is no room for these new positions in the Administration Building, unless there was renovating. Dr. Macharola discussed the necessity for a three to five year plan for the district, presently having a five-year plan and the need to add to it. Dr. Macharola spoke about the two candid positions; not being a "mom and pop shop" anymore, although many of the districts values are incorporated in this manner on how to treat faculty and staff as the district cares about them. Dr. Macharola discussed the need for the staff to have access to creative and in some ways critical elements to be successful in their positions. Dr. Macharola talked about the problem being there isn't

anywhere for them to go. Dr. Macharola advised he asked Mr. Patterson to work on a developing a study in order to get a worksheet and come up with options. Dr. Macharola advised there was a "band-aid" option which will give the district a couple of years, however he would need to ask the board to really get involved in renovating for a possible addition or another building. Dr. Macharola spoke about not just sticking to the district's own grounds and being involved in this process, perhaps taking over the Muhlenberg Public Library building as it is twice the size of the current Administration Building, possibly adding a second floor to it, as a central location for the district, and working with the liaison of the township on finding another home if that's possible, but that's just an option. Dr. Macharola asked Mr. Patterson to speak on these updates.

Mr. Patterson advised that the quickest, easiest, and least cost to the district solution would be to take the current conference room in the Administration Building and simply splitting it in half, adding two offices in that space. Mr. Patterson advised this was the quickest, easiest, and least costly to the district; and he believes the district would be able to use a project fund that was left over and not have to tap into any capital reserve to do anything. However, Mr. Patterson advised this was a "Band-Aid" for one to two years. Mr. Patterson talked about the district looking at a long term solution, as he discussed the other issue is 827 (building) is really not an office area. Mr. Patterson talked about the current staff located at 827, and to bring everyone together in one location would also help with efficiency. Mr. Patterson spoke about down the road, two to three years, the district should be looking at an alternate location on-site, the community library being a possibility as it is double the square footage as the current Administration Building and they would be able to do a lot of things to renovate to make sense for the district. Mr. Patterson discussed the possibility of building off-site, and also stated that it does not make sense to add an addition to the current Administration Building as it is not conducive to that, and need to look at an alternative solution going forward.

Mr. Long discussed in the past speaking with past board members and other Superintendents regarding the renovation of the Administration Building as this is an ongoing topic. Mr. Long stated that he does not believe in "Band-Aids." Mr. Long talked about the district's sport's complex, the \$6.2 million investment and if anyone asked it was going to be all or nothing because he doesn't work piecemeal, that's just not him. Mr. Long advised this is the same regard for the current Administration Building, as this is well overdue. Mr. Long discussed the current optics of the Administration Building, as for him, were not good at all. Mr. Long explained people walk into a small little area and there is a need for a lobby area, a greeting area, as optically it is just not good. Mr. Long discussed Muhlenberg being considered a top notch school district, with the district's students the same should be in the regards of the district administrators. Mr. Long discussed the divides within the Administration office and compared it to a rat's maze, advising there's just not enough room to move around. Mr. Long discussed the circulation in the room, even going through pandemic time, is kind of "boxed in" and not good. Mr. Long talked about getting a lot more room and this being more conducive for everybody. Mr. Long reiterated he would not agree to "Band-Aid" in this case, this is long overdue, and hopefully the district can get something done.

Mr. Voit commented that it may take a little while to do everything, although Mr. Voit advised he does agree with Mr. Long's sentiments. Mr. Voit commented this was a lousy venue to have a board meeting, and he was hoping to be back into the Lecture Hall so the board members can hear and listen to one another and hear what Mr. Patterson had to say, what Mr. Long had to say, it has been very difficult presently in the current environment. Mr. Voit commented that with this being said, in listening regarding the plans there are no capital funds left over, and he understood Mr. Patterson did not mean for it to come out that way but there are no capital funds left over, they are sitting in reserve which is very small. Mr. Voit discussed the plan for projects over the next one to two years. Mr. Patterson commented that he was not talking about capital Reserve, but otherwise a bond that was taken out a few years ago, there is about \$20,000 left over from that. Mr. Patterson explained this was what the district was looking to spend. Mr. Patterson advised that he knows Capital Reserve is really tight. Mr. Voit responded he understood. Mr. Voit discussed this current project along with the multitude of others when speaking on COVID was not going away, looking at the surplus from the budget, looking years down the road regarding being debt free, planning within the next three to five years, and the spending of the monies. Mr. Voit commented that in the scope of bigger picture, he was fully on board to look at it.

Mr. Hoffmaster commented and wanted to make sure the district was going to keep the library. Mr. Hoffmaster wanted to make sure that library will remain. Dr. Macharola responded absolutely, every community needs a library and discussed the facility was merely an option at this point in time. Dr. Macharola assured that the district is not going to displace the public library, Mr. Hoffmaster agreed this would be a good location but just wanted to make sure the library was not going to get kicked out. Mr. Hoffmaster also wanted to discuss the weight room at the Muhlenberg High School.

Mr. Hyneman advised the last couple of years whenever the district is doing construction, cost is going to be where the interest rates are. Mr. Hyneman discussed the interest rates are starting to creep up again. Mr. Hyneman discussed with all this planning, and agreed with Mr. Long in not just doing a "Band-Aid" option, but doing something that lasts and not something that the district has to fix every couple of years. Mr. Voit complimented Mr. Hyneman good job for his comments.

Dr. Macharola discussed providing information to all of the board members regarding the high school weight room. Dr. Macharola discussed the need, most importantly the upgrade for the safety of the students. Dr. Macharola spoke about the past history of the campus and giving it a chance to be beautiful. Dr. Macharola discussed delivering a Class A sports complex, currently working on Class A educational programs, and the need to allow the students to participate in supplemental physical pieces so they can grow healthy and be competitive. Dr. Macharola discussed being concerned with the students getting hurt, because the district doesn't have the appropriate equipment necessary in the weight room. Dr. Macharola advised Mr. Mish was present to discuss the upgrade and discussed speaking about the upgrade back in August with board members, however things had not gone into fruition. Dr. Macharola advised he wanted to make sure they had the information.

Mr. Voit commented that he did not believe that the board had shut down any idea regarding the weight room. Dr. Macharola advised that when discussing previously, the use of funds were questioned. Mr. Voit commented he was all for it.

Mr. Long reiterated the discussion brought up back in August regarding the weight room and advised Dr. Macharola had made the initial "thrust" and the idea was to use the COVID relief monies, however there may have been some confusion regarding the monies coming out of the budget and how this was going to be restored into the final budget. Mr. Long talked about always as a board, when it came to curriculum to help the students, if a new curriculum came out, there was never a doubt in anyone's mind let's give them the best. Mr. Long explained this was synonymous with that, as co-curricular is an extension of the classroom, the district is not giving these athletes the opportunity to compete because the district has inferior weights. Mr. Long stated there are things the district does not have, an educated weight trainer/strength coach that can come in and put together a program for the all the athletes. Mr. Long discussed Muhlenberg being known for their talent pool for athletics, and presently there is almost an embarrassment that the district is setting them up for failure by not giving the students the tools necessary to be able to compete. Mr. Long discussed as far as the current talent pool, this is uncontrollable, and this is up to the coaches to buy into their program. Mr. Long advised that he feels as though the district has the right people in place in those positions. Mr. Long advised that he is 100% against moving forward with the "Band-Aid" option.

Mr. Hyneman questioned the current MTAA programs and deferred to Mr. Hoffmaster since his previous affiliation to the program. Mr. Hoffmaster advised that a lot of families do not have the money for their children to participate in these programs.

Mr. Long discussed the MTAA program is the district's "feeder" program for junior high and high school athletics. Mr. Long discussed some of the parent concerns, especially with safety issue concerning football. Mr. Long talked about some possible marketing and advised of hopes for the turnaround for this program again.

Mr. Nelson commented about speaking about renovating Administration Building, the district should start to look at Cole to see what needs to be done regarding adding onto this building. Mr. Nelson talked about agreeing with the co-curricular being a part of the school, and if there is a need for upgrade with the weight room then this needs to be done. Mr. Nelson discussed the district is growing in the number of students, so is the need for more teachers, more administrators, more sports, and so on. Mr. Nelson asked Mr. Mish was his perception is regarding the need for the weight room.

Mr. Mish talked about the upgrade as being long overdue. Mr. Mish discussed currently in those facilities, the weight room and the fitness room, the equipment is antiquated to the point that if they do break, they can't service the equipment. Mr. Mish talked about how much use the facility gets, there is a need to purchase commercial fitness equipment. Mr. Mish advised the district cannot purchase and/or replace the existing equipment with in-home fitness equipment. Mr. Mish discussed there is roughly 150 students every single period in some form of wellness physical education every single day of the school year. Mr. Mish discussed the current 19 sports teams, 225 fall athletes, who have to have

access to that facility. Mr. Mish advised that facility gets used more than any other facility in this school district. Mr. Mish talked about the wear and tear of the equipment is long overdue. Mr. Mish advised that since the equipment is so old, it had to get reupholstered. Mr. Mish spoke about the custodial staff doing an amazing job, however it is to the point where someone can go into that room every day and clean and the room won't look clean. Mr. Mish advised the flooring needed to be redone and everything in the weight room alone is 20 years old, with a few replacement here and there with dumbbells and plated weights because they need to be replaced in that timeframe. Mr. Mish discussed a huge concern of his, the way athletes train today is completely different than 20 years ago when the district purchased that equipment. Mr. Mish commented the equipment worked back then, but he cannot say that this equipment works for athletes today. Mr. Mish discussed being at a disadvantage when it comes to the training of the district athletes, primarily our equipment, the game of strength training has changed drastically, and to be honest, the district is not there. Mr. Mish discussed still being involved in the competitive sport coaching, and the district is just not there. Mr. Mish discussed looking around Berks County and the schools that are excelling in athletics, all of them, if not all of them, have a full-time strength coach that they are specifically there developing programs. Mr. Mish talked about the difference between lifting for football and the way of lifting for field hockey. Mr. Mish advised there may be some staff members that are certified trainers but they are not certified sports specific. Mr. Mish discussed our district just not being there, to no fault of anyone, but the district needs to get there.

Dr. Macharola thanked Mr. Mish for his comments. Dr. Macharola wanted to discuss the need for the new social worker positions. Dr. Macharola addressed the community in advising there are problems as he spoke about the ongoing issues among social media, including Tik Tok, as it is getting ahold of the kids. Dr. Macharola discussed this an issue that is going on across the country, social media has taken over; and Tik Tok has come out with another list including hitting staff members, which students across the country are following. Dr. Macharola is asking to be aware and in keeping the safety of the students and staff. Dr. Macharola also wanted to address the conversations he had with other Superintendents across Berks County and the state, as students are coming back from COVID, interacting and noting the similar behaviors. Dr. Macharola talked about the district utilizing the counselors as needed, as he discussed the suicidal idealizations, and the need to keep the students and staff safe. Dr. Macharola stated this is not a local issue, this is a national issue. Dr. Macharola advised he wanted to share these concerns as there is a need from the community for help.

B. Second Reading of Policies – Dr. Joseph E. Macharola

1. Policy 218.1, Weapons

This policy was revised to include a statement directing staff to report the student to the threat assessment team in cases where the behavior of a student in possession of a weapon indicates a threat to the safety of the student, other students, school employees, school facilities, the community or others.

2. Policy 218.2, *Terroristic Threats*

This policy was updated to reflect Policy language to ensure coordination of handling terroristic threats with the threat assessment team, including assessment of the student, communication and disposition of the threat.

3. Policy 236.1, *Threat Assessment*

This policy was drafted to assist school entities with identifying and addressing the comprehensive compliance elements of threat assessment and contains more procedural language than most PSBA policy guides. School entities should work their school solicitor and determine if additional language from the policy guide would be better suited for administrative regulations at the school entity to implement the board-level policy language, and may move that language to administrative regulations. The policy guide includes definitions, options and language based on recommended practices that align with the PCCD guidance and PA K-12 Threat Assessment training resources. The district's threat assessment team should be involved in reviewing and revising the policy language to reflect the options and practices that most closely align with their specific training and the procedures they develop for implementing the threat assessment requirements. For example, in assigning the threat assessment team, the board may determine whether to appoint a threat assessment team for the entire district, multiple school-based teams, or assign the threat assessment team responsibilities to an existing district team, such as the Student Assistance Program or Safe2Say Something response team, while also ensuring that the team includes members that meet the criteria specified in law. The policy guide contains multiple options for the board to consider in providing direction for establishing a team, based on local needs and resources. There are also multiple options for the board to designate specific types of training the threat assessment team should receive, in addition to the training elements required under law. The policy guide includes guidelines for Inquiry and Assessment, Response and Intervention, and Monitoring and Management, which reflect the practices and processes identified in guidance and training resources, including the use of an Individualized Management Plan for students who have been identified and assessed as posing a threat to the student, other students, school employees, school facilities, the school community or others, in order to document the team's evaluation and recommendations for disposition of the threat. This is an optional, recommended practice and boards should work with their administration, threat assessment team, and school solicitor to revise policy language and procedures that reflect the processes which will be used by their threat assessment teams.

4. Policy 247, *Hazing*

This policy was revised to include a statement directing staff to report the student to the threat assessment team in cases where the behavior of a student

indicates a threat to the safety of the student, other students, school employees, school facilities, the community or others.

5. Policy 249, *Bullying/ Cyberbullying*

This policy was revised to include a statement directing staff to report the student to the threat assessment team in cases where the behavior of a student indicates a threat to the safety of the student, other students, school employees, school facilities, the community or others.

6. Policy 252, *Dating Violence*

This policy was revised to include a statement directing staff to report the student to the threat assessment team in cases where the behavior of a student indicates a threat to the safety of the student, other students, school employees, school facilities, the community or others.

7. Policy 800.1, *Electronic Signatures/Records*

This policy is a *new policy* guide developed in response to member inquiries due to the increased use of electronic signatures and records for school business purposes. The policy outlines guidelines for the use and acceptance of electronic signatures and records in connection with school entity programs and operations, as well as electronic recordkeeping requirements for compliance with state and federal laws and regulations and the school entity's Records Management Plan.

8. Policy 805, *Emergency Preparedness and Response*

This policy includes Legal citations and policy references which were added to reflect the threat assessment policy, trauma-informed approach and references to requirements for continuity of instruction in emergency situations. The Safe2Say Something procedures, which are attached to Policy 805, were also updated to reflect the required processes for threat assessment and coordination with the threat assessment team.

9. Policy 916, *Volunteers*

This policy has been updated to include an optional section which complies with the additional provisions of law for participants of the Senior Tax Reduction Incentive Volunteer Exchange Program.

- Dr. Macharola advised the board is going to be asked to review the second reading of the policies. Dr. Macharola discussed the first reading of the policies was last month, and these policies will be voted on next week.

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.

Tracy Ibrahim – 3347A Montrose Avenue

Ms. Ibrahim advised the reason why she is present is her daughter is a Type I diabetic, and today she had a substitute teacher. Ms. Ibrahim advised that they have been in school since August 30th, and her teacher made her put her book bag away. Ms. Ibrahim advised the book bag was not a tiny one, but a regular one, however she has to carry her chromebook, pencils, water, insulin in case she needs it, the medical device that goes up your nose if she goes low, as this is all an emergency thing. Ms. Ibrahim stated that her daughter has not had any other problems, since the time she has been in Kindergarten, this year it just happen to be because she had a substitute. Ms. Ibrahim advised she called the principal but she does not want to have any issues with this. Ms. Ibrahim talked about her daughter being in the high school and she is at an age where she doesn't want to talk back to the teacher and tell them she is diabetic she needs to keep it. Ms. Ibrahim spoke about wanting this to be placed into her 504, she did advise that it indicates she can carry a bag and water, but she was told she had to come to a school board meeting for this. Ms. Ibrahim advised she will be advocating for her child, she is 15 years old and she needs to have her supplies with her. Ms. Ibrahim discussed that her supplies cannot be all the way with the nurse. Ms. Ibrahim talked about her phone and she can track what her daughter's blood sugar levels are at. Ms. Ibrahim advised her daughter is presently at C. E. Cole having cheer, and she can monitor as this is all safety issues. Ms. Ibrahim advised she didn't have any of the current technology in Kindergarten and pointed out that Mr. Baylor assisted in getting her daughter a watch for emergencies. Ms. Ibrahim talked about her child not going to be carrying drugs in her bag, just her insulin medication. Ms. Ibrahim advised her daughter cannot just carry the insulin bag, it is big. Ms. Ibrahim expressed her daughter needs to have her medical supplies with her and it needs to be part of her 504 for her safety. Ms. Ibrahim discussed if her levels drop, she needs to have her supplies with her to at least start the process of getting her levels up from the classroom. Ms. Ibrahim also discussed the concern with the recent lockdowns, she needs to have her medical supplies with her. Ms. Ibrahim reiterated safety for the students come first. Ms. Ibrahim advised her bag is not a huge book bag, it's a mid-size one.

Dr. Macharola apologized to Ms. Ibrahim for having to come into the school board meeting for this as this need could have been addressed at the building level. Dr. Macharola advised that the safety of the students always come first.

Mr. Voit asked Ms. Ibrahim who told her she needed to come to the board meeting. Ms. Ibrahim advised she didn't want to even come to the school board meeting but

she was advised by someone at the high school that this was a school board issue and she needed to go to the school board about wearing the backpack.

Dr. Macharola reiterated that the safety of her daughter comes first, this would never be an issue regarding the medical needs as her daughter is able to have anything with her that her life depends on it, and to have a conversation with Mr. Mish here tonight.

Ms. Ibrahim thanked the board and Dr. Macharola and advised she didn't want to come but was told she needed to attend. Mr. Voit commented to Ms. Ibrahim to go back to the person who told her this information and advise them of putting her daughter in jeopardy for going to the wrong place. Mr. Voit advised that the district administration, the principal, the teachers, would advise this is not a board issue, and to go back to this person.

Ms. Ibrahim thanked the board.

Board Business

Personnel

1. Acceptance of Resignations

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

- a. Ms. Whitney Burkert, 4.5 Hour Cafeteria Worker, C. E. Cole Intermediate, effective September 12, 2021.
- b. Mr. Eric Schaeffer, Assistant Principal, Muhlenberg High School, pending release from Muhlenberg School District, date to be determined.
- c. Ms. Tammy Hartman, Custodian, Muhlenberg High School, effective October 13, 2021.

2. Professional Appointment

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

- a. Ms. Joanne Mulvey, Science Teacher (C. English), Muhlenberg Junior High School, effective upon release from current employer, at a salary of \$73,421 (M, 6 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. Kelly Renninger, 4.5 Hour Cafeteria Worker (W. Burkert), Food Services, effective September 27, 2021, at a pay rate of \$15.23 per hour.
- b. Ms. Melissa Zavala, 4.5 Hour Cafeteria Worker (J. Torres), Food Services, effective September 21, 2021, at a pay rate of \$15.23 per hour.
- c. Mr. Austin Schaffer, 2nd Shift Custodian, Muhlenberg Elementary Center, effective November 8, 2021, at a prorated salary of \$38,506.40.
- d. Ms. Tammy Hartman, 4.5 Cafeteria Worker, Food Services (M. Brock), effective October 14, 2021, at a pay rate of \$19.04 per hour.
- e. Ms. Venus Barboza, Clerical Assistant (L. Lebron), Muhlenberg Junior High School, effective October 4, 2021, at a pay rate of \$14.64 per hour.
- f. Mr. Eric Orsag, 3rd Shift Custodian (J. Musselman), Muhlenberg High School, effective October 18, 2021, pending updated clearances, at a prorated salary of \$38,506.40.

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:

- a. Mrs. Shawne Simon, mentor for Ms. Alyssa Kopp, Speech and Language Pathologist, Muhlenberg Elementary Center, for sixty (60) hours.
- b. Mr. Shane Shaffer, mentor for Ms. Dea Bassetti, Computer Science Teacher, Muhlenberg Junior High School, for ten (10) hours.
- c. Ms. Ashley Hyneman, mentor for Ms. Xiomara Toledo, Elementary Teacher, Muhlenberg Elementary Center, for sixty (60) hours.
- d. Ms. Dana Gilbert, mentor for Ms. Joanne Mulvey, Science Teacher, Muhlenberg Junior High School, for sixty (60) hours.

5. Co-Curricular Appointments

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

- a. Mr. Jason Kilgore, Muhlenberg High Varsity Assistant Football Coach, effective August 16, 2021, at a salary of \$5,438 (year 1).
- b. Mrs. Jennifer Wentzel, C. E. Cole Intermediate Student Council Co-Advisor, effective October 14, 2021, at a salary of \$870 (year 1).
- c. Ms. Marina Parznik, C. E. Cole Intermediate Student Council Co-Advisor, effective October 14, 2021, at a salary of \$870 (year 1).
- d. Mr. Ignacio Tavera Perez, Muhlenberg High School Varsity Boys Soccer Volunteer Assistant Coach, effective October 14, 2021.

6. Co-Curricular Resignations

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

- a. Ms. Julianna Ciccarelli, Junior High Girls Soccer Head Coach, effective September 13, 2021.
- b. Mr. Adam Miron, C. E. Cole Student Council Advisor, effective September 15, 2021.
- c. Ms. Michele Calvaresi, Muhlenberg High School Yearbook Advisor, effective September 20, 2021.

7. Professional Salary Adjustments for the 2021-2022 School Year

Resolved, that the Board of Education of the Muhlenberg School District approve the Professional Salary Adjustments for the 2021-2022 school year as presented.

8. Completion of Probation

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

- a. Ms. Juli Suarez, Cafeteria Worker, Food Services, completion of forty-five (45) day probation as of October 12, 2021 and recommended for permanent employment as of October 13, 2021.
- b. Ms. Kylah Schlott, Cafeteria Assistant, Food Services, completion of forty-five (45) day probation as of September 10, 2021 and recommended for permanent employment as of September 13, 2021.

9. 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 Junior High School

Ms. Jennifer Gulick
Mr. Robert Johnston
Ms. Madison Szczecina
Ms. Leslie Boyer

C. E. Cole Intermediate

Ms. Kelly Barbon
Mr. Brandon Monk
Ms. Erin Wentzel
Ms. Angela Haas
Mr. Mark Figueroa
Ms. Cindy Tomasi
Ms. Maureen Mease
Ms. Amari Gilmore

10. Job Description

Resolved, that the Board of Education of the Muhlenberg School District approve the following job description as submitted:

- a. Social Worker

11. Paid Vacation Days for Cafeteria Head Cook Managers

Resolved, that the Board of Education of the Muhlenberg School District approve ten (10) vacation days earned for the twelve (12) months of continuous service for Cafeteria Head Cook Managers as presented.

Questions/Comments/Concerns:

Mr. Voit questioned in regards to any precedent being set, anything legally with the contract. Mr. Boland advised that they did propose the amendment of the contract to reflect the paid vacation days to move the position over from MAA II agreement to MAA I agreement.

12. Head Night Custodian Positions

Resolved, that the Board of Education of the Muhlenberg School District approve the following employees as Head Night Custodians as presented.

Management

1. Act 80 Days for 2021-2022 School Year

Resolved, that the Board of Education of the Muhlenberg School District authorize the submission of Act 80 Days for the 2021-2022 school year to the Pennsylvania Department of Education.

2. Approval of Berks County Safety & Security Consortium Services

Resolved, that the Board of Education of the Muhlenberg School District approve the shared Consortium consulting and technical services provided by the BCIU Safety & Security Administrator for the 2021-2022 school year, at a cost of \$5,000 annually as presented.

Physical Plant and Transportation

1. Approval of Berkshire Systems Group, Inc. Agreement

Resolved, that the Board of Education of the Muhlenberg School District approve the agreement with Berkshire Systems Group, Inc. for a three-year fire alarm, sprinkler, and clock systems inspection agreement as presented.

2. Change Order Request EC-001 for High School Paving Capital Project

Resolved, that the Board of Education of the Muhlenberg School District approve the change order to accept an additional unforeseen cost of \$17,670.77, new contracted price of \$120,670.77, for Shannon A. Smith, Inc. (funded through Capital Reserve) as presented.

Questions/Comments/Concerns:

Mr. Voit questioned the reason for the change order. Mr. Patterson advised when they dug up the parking lot, a lot of the wiring was just laying around and they did not feel comfortable just covering over this. Mr. Voit responded he just wanted to make sure they didn't find some rock.

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	Aug 2021	Aug 2021	Sept 2021 Ck#50618-50838 V#26968-27014	Aug 2021	
Cafeteria	Aug 2021	Aug 2021	Sept 2021 Ck#7196-7248 V#2891-2901	Aug 2021	
Capital Reserve (Fund 32)	Sept 2021	Sept 2021	Sept 2021 Ck#910		
Capital Projects Fund (Fund 39)	Sept 2021	Sept 2021			
Activity	Aug 2021	Aug 2021			

Questions/Comments/Concerns:

Mr. Voit questioned where the district was with last year's budget. Mr. Mathias advised that the auditors were in the week before last so they don't have everything final, however he believes the district will have a surplus of about \$1.7 million. Mr. Mathias advised the district with a of transportation costs for 2021, a lot of saving costs on food services for 2021, local taxes and local revenue general budgets went down, all these

factors involved, but he reported around \$1.7 million dollars. Mr. Voit responded to Mr. Mathias by telling him good work.

Education

1. Approval of River Rock Academy Agreement

Resolved, that the Board of Education of the Muhlenberg School District approve the agreement with River Rock Academy for secondary and elementary student services for the 2021-2022 school year as presented.

2. Acceptance of Gifts, Grants, Donations

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

- a. Ms. Joanne Fidler, The Restaurant Store, donation of canned food for the Family and Consumer Science classes at Muhlenberg High School.
- b. Ms. Emily Nisky, Weis 4 School Program, Weis Markets, donation of a \$400 gift card for Muhlenberg Elementary Center.
- c. Lowe's of Exeter Township Home Improvement Store, donation of two pallets of hand soap, sanitizer, and packs of disinfecting wipes for the Muhlenberg School District.

3. 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.

4. Berks County Intermediate Unit Special Education Agreement and Schedule "A" Agreement

Resolved, that the Board of Education of the Muhlenberg School District approve the Special Education Agreement and Schedule "A" Agreement with the Berks County Intermediate Unit to provide special education services as presented.

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

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

- a. Student "A", Muhlenberg High School

- b. Student "B", Muhlenberg High School
- c. Student "C", Muhlenberg High School

Student Activities

Minutes

Review minutes of the Committee of the Whole Meeting of September 8, 2021 and the Regular Board Meeting of September 8, 2021.

Old Business

There was none.

New Business

There was none.

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

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

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 7:52 PM.

Attest:



Thomas W. Gross
Secretary