

MUHLENBERG SCHOOL DISTRICT
Regular Board Meeting Minutes
August 12, 2020
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Call to Order

The Regular Board Meeting of the Board of Education of the Muhlenberg School District was called to order on Wednesday, August 12, 2020 at 9:34 PM by Board President, Mr. S. Wayne Hardy via remote access using Zoom.

Members Present

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

Administration Present

Superintendent – Dr. Joseph E. Macharola
Assistant Superintendent – Dr. Alan S. Futrick
Business Manager – Mr. Shane Mathias
Director of Physical Plant and Transportation – Mr. Ken Patterson
Director of Special Education – Dr. Shawn Rutt
Supervisor of Special Education – Dr. Tyler Herman
Behavior Analyst – Mr. Zachary Milch
Director of Technology – Mr. Daniel Houck
Supervisor of Language Arts and Literacy – Mrs. Cathy Shappell
Community & Family Outreach Coordinator & Interpreter – Ms. Elizabeth Laviena
Athletic Director – Dr. Tim Moyer
High School Principal – Mr. Michael Mish
High School Assistant Principal – Ms. Lori Morris
High School Assistant Principal – Mr. C. Eric Schaeffer
Middle School Principal – Dr. Jeffery Ebert
Middle School Assistant Principal – Dr. Felicia Gonzalez
Intermediate School Principal – Mr. Steven Baylor
Intermediate School Assistant Principal – Mr. Charles Payne
Elementary Center Principal – Mrs. Krista Venza
Elementary Center Assistant Principal – Mrs. Ginny Hornberger
Elementary Center Assistant Principal – Mrs. Shannon O'Donnell

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

Linda Figueroa	Alicia Houser	Allison Wallace	Amy Arnold	Amy Gattone
Angela Szczecina	April Frey	April Kreiser	Avery Amico	Barbie Levan
Becky Piotrowski	Brandon K	Brook Ciervo	Cathy Liszcz	Cindy W
Dayna Woodley	Don Kline	Dottie Haines	Janet Gift	Gina Levan
DiStefano Family	Huong Le	Inga Hobbs	Jaclyn Bellanca	James Yeakel, Jr.
Jason Miller	Jeff Champ	Jen Eberhart	Jennifer Rahn	Jenny Neuheimer
Jill Deysher	Jill McIntyre	Jillian Roth	Jolyn Casper	Justin Wolfe
Kathy Randazzo	Karen Lessie	Karen Roth	Kathi Wolfe	Katie Iannacchino
Katie Nagy	Kay Adams	Kerry Hendel	Kim Velazquez	Laurie Adams
Lisa Edwards	Lisa Palumbo	Marci Harr	M. Collier	Rochelle Molinari
Michele Calvaresi	Robyn Bulles	Sharon Kile	Susan Dieter	Michele McCammitt
Penny Vojtasek	Norma Hinojosa	Susan Heffner	Valerie Blatt	Michelle Djeuharian
Tiffany DiSabella	Tom Verneti	Tricia Winand	Tracy Ibrahim	

Educational Presentations

Second Reading of Policies - Dr. Joseph E. Macharola

- a. Policy No. 103, Discrimination/Title IX Sexual Harassment Affecting Students
- b. Policy No. 104, Discrimination/Title IX Sexual Harassment Affecting Staff

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

There were none.

Committee Reports

A. Berks County Intermediate Unit – Mr. Randall R. Madara

Mr. Madara reported that they did not hold a meeting in July and the next meeting was scheduled for August 20th.

B. Reading-Muhlenberg CTC – Mrs. Cindy Mengle

Mrs. Mengle reported that the RMCTC will be virtual with teachers being in the building. She said she will update the Board as new items come up.

C. Berks County Tax Collection Committee – Mr. Shane M. Mathias, CPA

Mr. Mathias reported a meeting was held on July 30th via Zoom. He said there was an update on the new tax collection system software, which has been an ongoing issue for some time. Things seem to be working out really well with the new vendor. Mr. Mathias said they are anticipating completion and roll-out of the new system by December of 2020. He said Herbein and Company was there to report on the audit (Financial Statements for year ending December 31, 2019). They earned a clean opinion. Mr. Mathias said there were no financial statement findings and there was one compliance finding which was related to their software. This will be resolved when the new software is put into place. He said the Committee approved the audit report.

Comments/Questions/Concerns:

Mr. Hoffmaster asked Mr. Mathias if he figured out how much tax revenue the District will receive from the proposed Amazon building planned in Muhlenberg. Mr. Mathias said no he did not. At this point, there has been no change in the assessment and the only revenue the District will receive now is the transfer tax.

D. PSBA Liaison – Mr. Otto W. Voit, III

Mr. Voit said there has been a lot of information coming from PSBA via email relative to the opening of schools and the Corona Virus. He said there was nothing new to report and asked that everyone continue to read the information they have been receiving.

E. Muhlenberg Community Library – Mr. Terry Heckman/Mr. Randall R. Madara

No report at this time; however, they met on July 10 to discuss the damage from the rain. He said he believed the Library was being denied their insurance claim because it was a flood.

F. Muhlenberg Township/Laureldale Borough Liaison – Mr. J. Tony Lupia, Jr.

Mr. Lupia reported that Amazon has purchased the old Dekka building off Sofianos Lane for another distribution center,, which will have an estimated 600 employees with two shifts. He said the CarbonLite building on Route 61 is set to open and they are taking applications with a starting salary of \$15 per hour. Mr. Lupia said a building for plastic recycling which is a partner of CarbonLite would be opening behind Walmart

G. Educational Programs – Dr. Alan S. Futrick

No report at this time.

Solicitor's Comments – Mr. Brian F. Boland, Esq.

No report at this time.

Superintendent's Comments - Dr. Joseph Macharola

Dr. Macharola thanked everyone. He said this has been an incredible journey and asked that everyone stand with the District in spirit. Dr. Macharola said he was behind all of the families in mind, heart and soul. Not everyone will be happy with the decision the Board will make. He said he would+ be asking Mr. Boland later in the meeting to draft a resolution regarding the option that would be picked. Mr. Houck will display that option. Dr. Macharola said the Board will be asked to approve the Health and Safety Plan and there will be a resolution for the option that is chosen. Once an option is chosen, there may be a resolution to change the school calendar. He thanked everyone that called in with questions and said this has been a large weight on everyone's shoulders. Dr. Macharola said the District will get through this and he hurts for the students.

Board Business

Personnel

Resolution Nos. 21A – 21E and Resolution Nos. 21G – 21U (*Resolution No. 21F was pulled for a separate vote*)

Moved by Mr. Nelson and Mr. Lupia, that the Board of Education of the Muhlenberg School District approve **Personnel Resolution Nos. 21A through 21E and Resolution Nos. 21G through 21U (*Resolution No. 21F was pulled for a separate vote*)** in their entirety.

Yeas: Mr. Gross, Mr. Hardy, Mr. Hoffmaster, Mr. Hyneman, Mr. Lupia, Mr. Madara, Mrs. Mengle, Mr. Nelson, Mr. Voit. The motion **carried** unanimously.

21A Acceptance of Resignations

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

- a. Mr. Mark Moyer, Supervisor of Accounts, effective August 7, 2020.
- b. Ms. Sue Raynes, Life Skills Teacher, Muhlenberg Middle School, effective July 10, 2020.
- c. Ms. Mariella Morganti, Class A Secretary, Business Office, effective July 24, 2020.
- d. Ms. Michele Walker, Educational Assistant, Muhlenberg Elementary Center, effective July 23, 2020.
- e. Ms. Allison Zeller, Part-Time Clerical Assistant, C. E. Cole Intermediate School, effective July 23, 2020.

- f. Ms. Lauren Yoder, Special Education Teacher, Muhlenberg Middle School, effective July 28, 2020, effective date pending release from the Muhlenberg School District per PA School Code.
- g. Ms. Kristen Quimby-Paskowski, Special Education Teacher, Muhlenberg Elementary Center, effective August 5, 2020.
- h. Mrs. Catherine Leonhard, Kindergarten Teacher, Muhlenberg Elementary Center, effective July 30, 2020.
- i. Ms. Maria Cedeno, 4 Hour Cafeteria Worker, C. E. Cole Intermediate School, effective August 14, 2020.

21B Professional Appointments

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

- a. Ms. Emily Rudderow, Verbal Behavior Teacher (New Position), Muhlenberg Elementary Center, effective the first contractual day of the 2020-2021 school year, at a salary of \$42,932 (B, 18 Steps from the Top).
- b. Ms. Chelsea Moyer, English Teacher (M. Burggraf), Muhlenberg Middle School, effective the first contractual day of the 2020-2021 school year, at a salary of \$48,720 (B+24, 18 Steps from the Top).
- c. Ms. Taylor Serafin, First Grade Teacher (K. Zimmerman), Muhlenberg Elementary Center, effective the first contractual day of the 2020-2021 school year, at a salary of \$44,440 (B, 17 Steps from the Top).
- d. Mr. Haniff L. Skeete, Dean of Students (J. Treese), Muhlenberg Middle School, effective the first contractual day of the 2020-2021 school year, at a salary of \$64,863 (M, 10 Steps from the Top).
- e. Ms. Brittany Stackhouse, Math Teacher (B. Post), Muhlenberg Middle School, effective the first contractual day of the 2020-2021 school year, at a salary of \$60,095 (B+24, 11 Steps from the Top).
- f. Ms. Angela Szczecina, Third Grade Teacher (J. Rankin), Muhlenberg Elementary Center, effective the first contractual day of the 2020-2021 school year, at a salary of \$56,353 (M, 15 Steps from the Top).
- g. Mr. Daniel Brady, Social Studies Teacher (P. McFarland), Muhlenberg Middle School, effective the first contractual day of the 2020-2021 school year, at a salary of \$45,949 (B, 16 Steps from the Top).
- h. Ms. Kristen Parsons, Special Education Teacher (S. Raynes), Muhlenberg Middle School, effective the first contractual day of the 2020-2021 school year, at a salary of \$78,101 (M+30, 8 Steps from the Top).
- i. Ms. Michelle Lawlor, Long-Term Substitute, Muhlenberg Elementary Center, effective August 24, 2020, at a salary of \$42,932 (B, 18 Steps from Top).
- j. Ms. Alisha Neiman, Long-Term Substitute, Muhlenberg Elementary Center, effective August 24, 2020 through the end of the 2020-2021 school year, at a salary of \$42,932 (B, 18 Steps from Top).
- k. Ms. Karly Dahloos, Long-Term Substitute, Muhlenberg Elementary Center, effective August 24, 2020 through the end of the 2020-2021 school year, at a salary of \$42,932 (B, 18 Steps from Top).

- l. Ms. Candace Katen, Long-Term Substitute, Muhlenberg Elementary Center, effective August 24, 2020 through the end of the 2020-2021 school year, at a salary of \$42,932 (B, 18 Steps from Top).
- m. Ms. Annie Renninger, Long-Term Substitute, Muhlenberg Elementary Center, effective August 24, 2020 through the end of the 2020-2021 school year, at a salary of \$42,932 (B, 18 Steps from Top).

21C Classified Appointments

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

- a. Mrs. Charlene Benner, Class A Secretary (J. Davies), Physical Plant and Transportation, effective pending updated clearances, at a prorated salary of \$38,671.
- b. Ms. Cathy Salesky, Clerical Assistant, Food Services (L. Ermler), effective August 17, 2020, at a pay rate of \$17.95.

21D 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 2020-2021 school year:

- a. Mrs. Kasey Dawson, mentor for Ms. Christine Bansner, Special Education Teacher, Muhlenberg Elementary Center, for sixty (60) hours.
- b. Mrs. Kathy Bower, mentor for Ms. Maryann Ligenza, Certified School Nurse, C. E. Cole Intermediate School, for fifteen (15) hours.
- c. Mr. Steve Stambaugh, mentor for Ms. Brittany Stackhouse, Math Teacher, Muhlenberg Middle School, for fifteen (15) hours.
- d. Ms. Jennifer Pacharis, mentor for Ms. Chelsea Moyer, English Teacher, Muhlenberg Middle School, for sixty (60) hours.
- e. Mrs. Elizabeth Chapman, mentor for Ms. Emily Rudderow, Special Education Teacher, Muhlenberg Elementary Center, for sixty (60) hours.
- f. Mr. Brian Hendricks, mentor for Mrs. Kristin Parsons, Special Education Teacher, Muhlenberg Middle School, for fifteen (15) hours.

21E Special Education Technology Facilitator for the 2020-2021 School Year

Resolved, that the Board of Education of the Muhlenberg School District approve Ms. Jennifer Hausman as a special education technology facilitator for the 2020-2021 school year at a salary of \$2,625.00.

21F Pulled for a separate vote.

21G AFJROTC Instructor Salary for the 2020-2021 School Year

Resolved, that the Board of Education of the Muhlenberg School District approve the AFJROTC Instructor Salary for the 2020-2021 school year (August 1, 2020 through June 30, 2021) in accordance with Minimum Instructor Pay per the United States Department of Defense for the following instructor:

- a. Colonel Donald F. Kline, USAF, Retired, salary of \$92,389.

21H Award Professional Employee Contract for Tenured Teachers

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

- a. Mr. John Barr, Muhlenberg High School
- b. Mr. Ryan Grejdus, Muhlenberg Middle School
- c. Mr. Andrew Kane, Muhlenberg High School
- d. Ms. Amanda Kemmerer, Muhlenberg High School
- e. Ms. Sharon Lountzis, Muhlenberg High School
- f. Mr. Benjamin O'Donnell, Muhlenberg High School
- g. Mr. Shane Shaffer, Muhlenberg High School
- h. Ms. Iesha Vincent, Muhlenberg High School

21I Bus Monitors for the 2020-2021 School Year

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

Muhlenberg High School

Mr. Dean DeTurk

Muhlenberg Middle School AM

Mr. Haniff Skeete
Mr. Shane Shaffer
Ms. Paula Shea
Mr. Brian Kopetsky
Ms. Laura Klawiter
Mr. John Winand
Mr. Dylan DelPiano

Muhlenberg Middle School PM

Mr. Haniff Skeete
Mr. Kevin Lenhart
Ms. Haley Layton
Ms. Maria Avila
Mr. Shane Shaffer
Mr. Dylan DelPiano
Ms. Jennifer Doyle
Ms. Heather Goeltz
Mr. Brian Hendricks
Ms. Chelsea Moyer
Ms. Brittany Stackhouse

21J Health Services for the 2020-2021 School Year

Resolved, that the Board of Education of the Muhlenberg School District approve the following health services for the district for the 2020-2021 school year (Exhibit #16):

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

21K Grade Level Leaders for the 2020-2021 School Year

Resolved, that the Board of Education of the Muhlenberg School District approve the listing of Grade Level Leaders for the 2020-2021 school year as presented (Exhibit #17).

21L Department Chairpersons for the 2020-2021 School Year

Resolved, that the Board of Education of the Muhlenberg School District approve the listing of Department Chairpersons for the 2020-2021 school year as presented (Exhibit #18).

21M Substitute Pay Rates

Resolved, that the Board of Education of the Muhlenberg School District approve the following substitute pay rates for the 2020-2021 school year:

- a. Teachers (consecutive and non-consecutive days)
 - \$110.00 (1-45 days)
 - \$115.00 (45+ days)
- b. Retired Teacher - \$127 per day
- c. MSD Instructional Assistants with PA Teacher's Certification - \$117 per day

- d. Cafeteria, Secretary, and Teacher Assistants - \$8.50 per hour
- e. Custodians - \$10.50 per hour
- f. Crossing Guard - \$8.00 per hour

21N Substitutes for the 2020-2021 School Year

Resolved, that the Board of Education of the Muhlenberg School District approve the listing of substitutes for the 2020-2021 school year as presented (Exhibit #19).

21O Guest Teachers for the 2020-2021 School Year

Resolved, that the Board of Education of the Muhlenberg School District approve the listing of guest teachers for the 2020-2021 school year as presented (Exhibit #20).

21P Summer Hours for Professional Staff

Resolved, that the Board of Education of the Muhlenberg School District approve the following employees for summer hours:

- a. Ms. Stacy Yozwiak, thirty (30) hours for virtual learning resources and professional development planning and learning, at the professional pay rate of \$30.00 per hour.
- b. 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.
- c. Ms. Amy Chiarelli, forty (40) hours for curriculum and professional development planning and learning, at the professional pay rate of \$30.00 per hour.
- d. Ms. Jaclyn Bellanca, forty (40) hours for curriculum and professional development planning and learning, at the professional pay rate of \$30.00 per hour.

21Q BCIU Bus Drivers and Aides for the 2020-2021 School Year

Resolved, that the Board of Education of the Muhlenberg School District approve the listing of bus drivers and aides for the 2020-2021 school year as contracted with the Berks County Intermediate Unit (Exhibit #21).

21R Pay Rate for Laureldale Crossing Guards for the 2020-2021 School Year

Resolved, that the Board of Education of the Muhlenberg School District approve the 2020-2021 pay rate of \$13.92 per hour for the Laureldale crossing guards (this is a \$.25/hour increase).

21S Co-Curricular Resignation

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

- a. Mrs. Ginny Hornberger, Student Council Co-Advisor, C. E. Cole Intermediate School, effective July 25, 2020.

21T Fall 2020 Coaching Assignments

Resolved, that the Board of Education of the Muhlenberg School District approve the 2020-2021 fall coaching assignments as presented (Exhibit #22).

21U Summer Workout Compensation for Trainers

Resolved, that the Board of Education of the Muhlenberg School District approve Summer Workout Compensation for Head Athletic Trainer, Mr. Dan Kropf, and Assistant Athletic Trainer, Ms. Kelsey Reich, in the amount of \$2,610.

Resolution No. 21F

Moved by Mr. Voit and Mr. Lupia, that the Board of Education of the Muhlenberg School District approve **Personnel Resolution No. 21F** in its entirety.

Yeas: Mr. Hardy, Mr. Lupia, Mr. Madara, Mrs. Mengle, Mr. Voit, Mr. Gross.
Abstain: Mr. Hoffmaster, Mr. Hyneman, Mr. Nelson. The motion **carried**.

21F Salaries for Professional Staff for the 2020-2021 School Year

Resolved, that the Board of Education of the Muhlenberg School District approve the Professional Staff Salaries for the 2020-2021 school year as in accordance with the Muhlenberg Education Association contract (effective July 1, 2016 through June 30, 2021) as presented (Exhibit #23).

Management

Resolution Nos. 22 - 25

Moved by Mr. Hoffmaster and Mrs. Mengle, that the Board of Education of the Muhlenberg School District approve **Management Resolution Nos. 22 through 25** in their entirety.

Yeas: Mr. Hoffmaster, Mr. Hyneman, Mr. Lupia, Mr. Madara, Mrs. Mengle, Mr. Nelson, Mr. Voit, Mr. Gross, Mr. Hardy. The motion **carried** unanimously.

22 2020–2021 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 2020–2021 school year at a cost of \$700.00 (Exhibit #24).

23 Representatives for Berks County Schools Health Trust Consortium

Resolved, that the Board of Education of the Muhlenberg School District approve the appointment of Mr. Shane M. Mathias, CPA, as the school district's Management Representative and Mr. Douglas L. Olexy as the school district's Labor Representative for the Berks County Schools Health Trust Consortium effective July 1, 2020-June 30, 2022.

24 Voting Delegates to the 2020 PSBA Delegate Assembly

Resolved that the Board of Education of the Muhlenberg School District appoint Mr. Otto W. Voitt, III and Mr. Richard E. Hoffmaster as the District's voting delegates to the 2020 PSBA Delegate Assembly.

25 Adoption of Policies

Resolved, that the Board of Education of the Muhlenberg School District adopt the following district policies (Exhibit #25):

100 Programs

- a. Policy No. 103, Discrimination/Title IX Sexual Harassment Affecting Students
- b. Policy No. 104, Discrimination/Title IX Sexual Harassment Affecting Staff

Physical Plant and Transportation

No items at this time.

Budget and Finance

Resolution Nos. 26 - 29

Moved by Mr. Hoffmaster and Mr. Hyneman, that the Board of Education of the Muhlenberg School District approve **Budget and Finance Resolution Nos. 26 through 29** in their entirety.

Yeas: Mr. Hyneman, Mr. Lupia, Mr. Madara, Mrs. Mengle, Mr. Nelson, Mr. Voit, Mr. Gross, Mr. Hardy, Mr. Hoffmaster. The motion **carried** unanimously.

26 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 (Exhibit #26):

Fund	Treasurer's Report	Financial Report	Bills Paid Month	Investments	Budget Transfers
General	Jun 2020	Jun 2020	Jul 2020 Ck#48154-48360 V#26382-26429	Jun 2020	
Cafeteria	Jun 2020	Jun 2020	Jul 2020 Ck#6821-6837	Jun 2020	
Capital Reserve (Fund 32)	Jul 2020	Jul 2020	Jul 2020 Ck#895-897		
Capital Projects Fund (Fund 39)	Jul 2020	Jul 2020	Jul 2020 Ck#1054-1056		
Activity	Jun 2020	Jun 2020			

27 Certification of Unpaid Interim/Change Tax Bills for Calendar Year 2019

Resolved, that the Board of Education of the Muhlenberg School District authorize the Certification of Unpaid Interim/Change Tax Bills for Muhlenberg Township and Laureldale Borough for calendar year 2019 to be submitted to the Berks County Tax Claim Bureau (Exhibit #27).

28 Disposal of Surplus Property

Resolved, that the Board of Education of the Muhlenberg School District authorize the disposal of the following surplus property in accordance with district Policy 706.1, Disposal of Surplus Property as presented (Exhibit #28):

- a. Apple iPads for Disposal/Trade-In - These items are broken or have no usable value.

29 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, 2020 through August 31, 2021 as presented (Exhibit #29).

Education

Comments/Questions/Concerns:

Dr. Macharola asked Mr. Houck to display the three pathways for the opening of schools. Dr. Macharola said Pathway 1 would be full traditional with a virtual option, all staff and students on site, students would have a virtual school option; Pathway 2 is a Hybrid Plan which would have students in school two days in person and three days virtual, students would be split into Group 1 and Group 2; and Pathway 3, would be full virtual learning with all staff onsite and all students offsite. Dr. Macharola asked Mr. Hardy to ask the Board to choose one of those pathways and vote.

Mr. Voit said if it was the will of the Chair, he wanted to make a motion for Pathway #3. Mr. Hardy agreed. Mr. Hoffmaster seconded the motion for Pathway #3.

Mr. Gross said that this was by far the most concerning and troubling issue the school board has faced in the years that he has been on the Board. He said he would like to open the classrooms and offer virtual learning for the students that are just not ready to go back to the classroom. There are many issues to consider before making a decision. Mr. Gross said he is concerned that all students may not have adequate access to the Internet; he was concerned that not all students could learn effectively in a virtual environment; he was concerned about working parents and the problems that this could cause; and he was concerned about students getting behind and not advancing a full grade level. Mr. Gross said with all of these concerns he would vote with the Board to keep the Board working towards one common goal – getting back to normal as soon as possible.

Mr. Hyneman said he would vote for Pathway #3; however, he said he had great emotion for families who have both parents working and have very young students who would be home alone. He said if it is appropriate, but if it not, would Mr. Boland step in, Mr. Hyneman said as a Board member, if he would be permitted to help, he may have a solution and would like to volunteer his input. He said when looking for solutions, he would like to volunteer to be part of the group that is working on solving that problem because he has a great deal of empathy for parents who are going through that.

Mr. Voit thanked Mr. Gross for his comments and he said he embraced them. He said also the same regarding Mr. Hyneman's comments. Mr. Voit said it pains him to have to vote for Pathway #3 because the Board and the community feel that the students need to get back to school. There are some students who will be far behind and there will be parents who will be in a very difficult position. He said through the lack of effort by the Governor, it doesn't leave the District with many options and he believed that for the first marking period, Pathway #3 is the safest way to go, but he assured everyone in the community that come the October meeting, he hoped the Board would be in

a position to vote for Pathway #1 which is a full return to school for the second quarter marking period.

Mr. Hardy said he agreed wholeheartedly. This is a tough decision to make. He said he has grandchildren in school who are going through the same thing. Mr. Hardy said this is not an easy thing and he is concerned about them and the the kids in the District. He said he knows it is a tough decision but, hopefully in October, they can go back to a full traditional opening – that is what the Board is shooting for.

Mr. Lupia said he thinks that everyone is letting this virus take the best of them. He said everyone is frightened – he realizes that, but by the same token everyone must be brave and strong with this decision. Mr. Lupia said if the District is concerned about charter schools taking over and they are accepting students, then the Muhlenberg School District should be accepting students. He said if the Board is concerned about working parents and whether they should stay home, then parents should make the decision about whether or not their children go to school. If the Board is concerned about students with special needs, teachers should be in their classroom because doing it virtually with some of these students is virtually impossible. Mr. Lupia said his parents had to go to school in the middle of a World War and their path to school was filled with great dangers. He said they did not know when they went around the corner, if they would see a soldier with a gun; or if they walked across a field and heard an airplane, they did not know if it was friend or foe. Mr. Lupia said they still sent to school despite the danger. He said he felt the District was letting this virus get the best of it and the District should hit it head on. He said the parents should make the decision for their kids and for that reason; he was going to vote no on Pathway #3.

Mr. Voit asked should the Board choose Pathway #1, would they have the support of the unions. Dr. Macharola said, no. He said of course he would have to ask them; but he highly doubted it. Dr. Macharola said the District would not be able to safe distance and would not be able to meet the matrix that was submitted by the Governor's Office and the Department of Health. He said if the District goes with Pathway #1, he would have to ask the Board to hold all of the administrators harmless and the two commissioned officers for any potential issues that would come out of that. Dr. Macharola said the District cannot safe distance and cannot implement Pathway #1 effectively under the guidelines that the District has now. Mr. Voit thanked Dr. Macharola and said he wholeheartedly agreed with Mr. Lupia, but without the support of the very people who will be in the classroom and without the support of the Governor, this is something the District should hold-off on until the second quarter, and he would vote yes to Pathway #3.

Mr. Lupia said that the District was just letting the virus take over. Mr. Nelson said this is not letting the virus take over – this is something that no one has ever seen before; 160,000 people in the U.S. have died from this. He said this is not something that anyone wants to do and the District is not running scared from it – it is a problem; and, until there is a vaccine, we will continue to have this problem.

Mr. Hoffmaster said there are nine Board members and they do not want to see anyone go to school and get sick or pass away. He said it is tough to make a decision but the Board will do the right thing for the kids. The Board would not want them to go to school and get sick or take something home to someone in their family. Mr. Hoffmaster said Mr. Nelson was right – this is something no one has ever seen before. This is a tough decision, but kids should not go to school. He said the District will try to get help for the special need students, but they cannot go to school and get sick. The District cannot afford to have kids or staff get sick.

Mr. Hardy said he agreed. The Board needed to look out for everyone's safety and well-being. He said it is a decision no one wanted to make.

Resolution No. 30

Moved by Mr. Voit and Mr. Hoffmaster, that the Board of Education of the Muhlenberg School District approve **Education Resolution No. 30** in its entirety.

Yeas: Mr. Madara, Mrs. Mengle, Mr. Nelson, Mr. Voit, Mr. Gross, Mr. Hardy, Mr. Hoffmaster, Mr. Hyneman, Mr. Lupia. The motion **carried** unanimously.

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

Resolved, that the Board of Education of the Muhlenberg School District approve the Muhlenberg School District Phased Reopening Health and Safety Plan for the 2020-2021 School Year as presented, which will be submitted to the Pennsylvania Department of Education; and, furthermore, to approve Pathway #3 to start the 2020-2021 school year through November 5, 2020 (Exhibit #30).

Resolution No. 31

Moved by Mr. Hyneman and Mrs. Mengle, that the Board of Education of the Muhlenberg School District approve **Education Resolution No. 31** in its entirety.

Yeas: Mr. Madara, Mrs. Mengle, Mr. Nelson, Mr. Voit, Mr. Gross, Mr. Hardy, Mr. Hoffmaster, Mr. Hyneman, Mr. Lupia. The motion **carried** unanimously.

31 Revised 2020-2021 School Year Calendar

Resolved, that the Board of Education of the Muhlenberg School District approve the revised calendar for the 2020-2021 school year as presented (Exhibit #31).

Resolution Nos. 32 - 35

Moved by Mr. Nelson and Mr. Hoffmaster, that the Board of Education of the Muhlenberg School District approve **Education Resolution Nos. 32 through 35** in their entirety.

Yeas: Mr. Lupia, Mr. Madara, Mrs. Mengle, Mr. Nelson, Mr. Voit, Mr. Gross, Mr. Hardy, Mr. Hoffmaster, Mr. Hyneman. The motion **carried** unanimously.

32 COVID-19 Emergency Declaration

Resolved, that the Board of Education of the Muhlenberg School District approve the COVID-19 Emergency Declaration as presented (Exhibit #32).

33 Approval of the Muhlenberg School District Emergency Instructional Time Template for the 2020-2021 School Year

Resolved, that the Board of Education of the Muhlenberg School District the Muhlenberg School District Emergency Instructional Time Template along with the academic schedule for the 2020-2021 school year as presented (Exhibit #33).

34 Student to Begin the 2020-2021 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 2020-2021 school year as a non-resident student (Exhibit #34):

- a. Student 20-21NR1, Grade 1, MEC

35 Service Access and Management (SAM), Inc. Linkage Letter

Resolved, that the Board of Education of the Muhlenberg School District approve the linkage letter with Service Access and Management (SAM), Inc. to provide supports/services from July 1, 2020 through June 30, 2021 as presented (Exhibit #35).

Comments/Questions/Concerns:

Mr. Nelson asked Dr. Macharola how he would communicate to staff and parents that the Board approved Pathway #3. Dr. Macharola said administration discussed what the next step would be after a decision was made. Dr. Futrick will be meeting with administrators and coaches to discuss professional development. He said he would get the message out by sending a ConnectEd message or a video no later than Friday. Dr. Macharola said administration must make sure they have all of their "t's" crossed and "i's" dotted. The ball will start rolling with the principals getting a message out to all of the staff and teachers.

Mr. Nelson said this has been a hot topic everywhere so the sooner the better. Dr. Macharola said he agreed and would get a message out after the meeting even though it was late; and by Friday, he would send something else out with more information. The Board agreed.

Student Activities

There was none.

Minutes

Resolution No. 36

36 Approval of Minutes

Moved by Mr. Hyneman and Lupia, that the minutes of the Committee of the Whole Meeting of July 8, 2020 and the Regular Meeting of July 8, 2020 be approved as submitted.

Yeas: Mr. Gross, Mr. Hardy, Mr. Hoffmaster, Mr. Lupia, Mr. Hyneman, Mr. Madara, Mrs. Mengle, Mr. Nelson, Mr. Voit. The motion **carried** unanimously.

Old Business

There was none.

New Business

Resolution No. 37

Moved by Mr. Hoffmaster and Mr. Nelson, that the Board of Education of the Muhlenberg School District approve **Resolution No. 37** in its entirety.

Comments/Questions/Concerns:

Prior to the vote Mr. Voit requested that Dr. Macharola re-read the resolution. Mr. Voit stated he wanted to be sure he understood what he would be voting for or what he would be voting against. Dr. Macharola read Resolution No. 37 at this time.

When Dr. Macharola was finished reading the resolution, Mr. Voit asked who wrote the resolution. Dr. Macharola replied all eighteen superintendents participated with the IU to write the resolution. Mr. Voit said there was one sentence in the resolution that he would like Dr. Macharola to re-read which mentioned systemic racism as he wanted to make a motion to amend it. Dr. Macharola read, "Collectively, we share concern over how systemic racism and social injustices are impacting our Berks County schools and the community. As education leaders, we are obligated to have productive conversations around these inequities and the work that needs to be done to address them. Furthermore, we are committed to..." Mr. Voit asked if that was all that was the paragraph that referred to systemic racism and equities. Dr. Macharola replied, no, it goes the whole way through the resolution and if the Board would want, this resolution could be taken off the agenda. He said everyone could take a hard look at it and if the Board would want to approve it next month that would be fine and if not, this District would be the one district that did not approve it. Mr. Voit said he was only one vote. Mr. Hoffmaster stated that the Board should vote on it because it would not look good if the Muhlenberg School District is the only district that does not.

Mr. Nelson said there is already a motion and a second on the floor for the statement as it is written. Mr. Hoffmaster agreed and said the Board must vote on it.

Mr. Voit said he was making a motion to amend the resolution to eliminate the sentence referencing systemic racism in public schools because at Muhlenberg there is No Place for Hate and the District does not have systemic racism in this school district. He said he was not going to vote yes to say there is. Mr. Voit said he wanted to make a motion to amend the resolution to take out that sentence. Mr. Gross seconded the motion.

Mr. Boland said would the Board members, Mr. Hoffmaster and Mr. Nelson, who moved the resolution by signifying a first and a second agree to the amendment of the motion to remove the reference to systemic racism in Berks County schools.

Mr. Hoffmaster replied, no. Mr. Nelson said he did not agree.

Mr. Voit made a motion to table the resolution until next meeting. Mr. Hoffmaster said that he could not do that. Mr. Voit said he could. Mr. Hyneman said there is a motion to vote on the resolution. Mr. Voit said he made a motion to table it. Mr. Hyneman said his motion came after the motion to vote on the resolution.

Mr. Boland said a motion to table would take precedent for the motion on the table at the moment. The first motion would be whether or not to table the resolution and if that fails, the Board would vote on this underlying motion. He said Mr. Voit has made a motion to table Resolution No. 37 so, there would be a roll call vote to the motion to table. Mr. Boland said if the Board votes yes, the motion to vote on Resolution No. 37 would be tabled; if the Board votes no, then the Board would go back and vote on the resolution.

Mr. Gross seconded the motion to table Resolution No. 37.

Moved by Mr. Voit and Mr. Gross, that Resolution No. 37 be tabled.

Roll Call (To Table Resolution No. 37):

Mr. Voit – Yes	Mr. Lupia - No
Mr. Gross – Yes	Mr. Madara - Yes
Mr. Hardy – Yes	Mrs. Mengle – No
Mr. Hoffmaster – No	Mr. Nelson – No
Mr. Hyneman – No	

The motion **did not** carry.

Mr. Boland stated the underlying motion (Resolution No. 37) is back on the table to pass this resolution by a roll call vote.

Comments/Questions/Concerns:

Mr. Voit stated since the motion is coming to the floor, and he accepted that because he had to, but for the record, he agreed with that entire statement; but just because eighteen school districts and everyone else is playing their political correctness game, he would vote no because he did not believe there was systemic racism in the Muhlenberg School District. He said he would not agree to something – the administration, the teachers and the students work hard every single day to eliminate racism and Muhlenberg is No Place for Hate and is No Place for Racism. Mr. Voit said he would vote no.

37 Anti-Racism and Equity Statement

Resolved, that the Board of Education of the Muhlenberg School District approve the Berks County Anti-Racism and Equity Statement as presented (Exhibit #36).

Roll Call

Mr. Gross – No	Mr. Madara - No
Mr. Hardy – No	Mrs. Mengle - Yes
Mr. Hoffmaster – Yes	Mr. Nelson - Yes
Mr. Hyneman – Yes	Mr. Voit - No
Mr. Lupia - Yes	

The motion **carried**.

Hearing of Visitors

Presentation is limited to approximately two minutes per person. Should any citizen require more than the two minutes allocated, please contact the Superintendent prior to the meeting. He will coordinate such requests for the Board. Citizens addressing the Board should be aware that the meeting is being taped. *There were none.*

MSD/RMCTC Board Visitor of the Month

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

Review of Board Meetings and Calendar of Events

August 12	6:30 PM	Committee of the Whole and Regular Board Mtg
August 31		First Student Day
September 2	7:00 PM	Committee of the Whole Mtg
September 9	7:00 PM	Regular Board Mtg
October 7	7:00 PM	Committee of the Whole Mtg
October 14	7:00 PM	Regular Board Mtg
November 4	7:00 PM	Committee of the Whole Mtg
November 11	7:00 PM	Regular Board Mtg
December 2	6:30 PM	Annual Reorganization Meeting; Committee of the Whole Mtg; Regular Board Meeting

Comments/Questions/Concerns:

Mrs. Mengle said now that the District is going virtual, what will that mean for the custodial and maintenance staff as far as staffing since there will not be students and not all of the staff in the buildings. She asked if the custodial staff and cafeteria staff will be cut back because they will not be needed in the buildings as much – how will that be handled.

Dr. Macharola replied the maintenance and custodial staff are working all of the time right now because the District must make sure the buildings are clean and that the campus is taken care of. He said they have been working since the onset of COVID-19 and they will continue to work in the capacity that they are. They have been very busy as the District has projects that they are taking care of. No one is sitting around. Dr. Macharola said the cafeteria will be on a rotation or a skeleton crew so that they are able to provide the meals for staff. Mr. Kline will get a menu out the day before to get a count of what will be needed the next day. After a few days, Mr. Kline will be able to get an idea of the staffing needs. The custodial and maintenance staff will continue working as there are still things going on that will need their attention.

Mr. Hoffmaster said he wanted to thank the administration and the administrative team for the tough job they had getting the plan ready for the Board to vote on. He said what the Board just did for three hours talking about the start of school will not be on the front page of the paper, but what will be, is the statement on racism. That is what will make the Board look bad; although it is just one small thing – the Board is against discrimination.

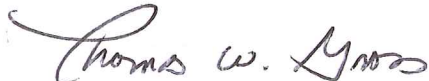
Mr. Voit said he agreed with Mr. Hoffmaster's sentiments and thanked the administration, the teachers, the custodians, the secretaries and the support staff who have and will continue to work hard on behalf of the students. The resolution will speak for itself. Muhlenberg does not have systemic racism. He said he did not care if it was a headline, but it should be about the kids and the great things that are happening at Muhlenberg – that Muhlenberg does not believe in racism or hate. The District practices it every single day at Muhlenberg. Mr. Voit complimented the entire staff on a job well done.

38 Adjourn Meeting

Moved by Mr. Lupia and Mr. Hyneman, that there being no further business to come before the Board, the meeting be adjourned. Meeting adjourned at 10:36 PM.

Yeas: Mr. Voit, Mr. Gross, Mr. Hardy, Mr. Hoffmaster, Mr. Hyneman, Mr. Lupia, Mr. Madara, Mrs. Mengle, Mr. Nelson. The motion **carried** unanimously.

Attest:



Thomas W. Gross
Secretary