

MUHLENBERG SCHOOL DISTRICT
Regular Board Meeting Minutes
November 12, 2025
Lecture Hall, Muhlenberg High School
www.muhsdk12.org

Call to Order

The Regular Board Meeting of the Board of Education of the Muhlenberg School District was called to order on Wednesday, November 12, 2025 at 7:06 PM by Board President, Mr. Garrett Hyneman.

Members Present

President – Mr. Garrett E. Hyneman
Vice President – Mrs. Kristyna Eagle
Treasurer - Mr. Miguel Vasquez
Secretary – Mrs. Cindy L. Mengle
Assistant Secretary – Mr. Otto W. Voit, III
Member – Mr. Andrew L. Eaton, Sr. (via zoom)
Member – Mr. Ronald J. Haas, Sr.
Member – Mr. S. Wayne Hardy
Member – Ms. Janet Howard
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
Assistant Superintendent - Dr. Gangi Cucciuffo
Business Manager - Mr. Shane M. Mathias, CPA
Director of Physical Plant – Mr. Ken Patterson
Director of Special Education - Dr. Nicole Huntbach
Supervisor of Special Education - Ms. Jacyln Bellanca
Supervisor of Related Services - Mr. Byron Grosselfinger
Director of Curriculum & Instruction K-6 - Dr. Cathay Shappell
Director of Curriculum & Instruction 7-12 - Mr. Kyle Crater
Supervisor of Alternative Education & Transportation - Mr. Steve Baylor
Athletic Director - Dr. Timothy Moyer
Community & Family Outreach Coord. & Distr. Interpreter – Ms. Elizabeth Laviena
High School Principal - Mr. Haniff Skeete
High School Assistant Principal - Mr. Aaron Kopetsky
High School Assistant Principal - Ms. Nicole McGowan
High School Assistant Principal - Ms. Cristina Lillis
Junior High Principal - Mr. Chris Becker
Junior High Assistant Principal - Dr. Joseph Scoboria
Junior High Assistant Principal - Mr. Josh Rankin

Junior High Assistant Principal - Ms. Michele Weaver
C.E. Cole Intermediate Principal - Dr. Janet Heilman
C.E. Cole Intermediate Assistant Principal - Dr. Tara Nelson
C.E. Cole Intermediate Assistant Principal - Mr. William Dramby
Elementary Principal - Ms. Ginny Hornberger
Elementary Assistant Principal - Mr. Daniel Kramer
Elementary Assistant Principal - Ms. Julie Kehr
Social Worker - Ms. Lauren Heydt
Social Worker - Ms. Emily Carmichael
Social Worker - Amanda Foulds

Visitors

Diane Benson	Sue Roeckle
Enrique Castro	Robert Mengle
Robi Kramer	Richard Hoffmaster
Don Main	Austin Harmes

Educational Presentations

There were none.

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 Report

- A. Berks County Intermediate Unit – Mr. Andrew L. Eaton, Sr.

There is no report at this time.

- B. Reading-Muhlenberg CTC – Mrs. Cindy L. Mengle

There was a meeting on Monday night. They are meeting with companies in the county regarding logistics and supply chain because one of their proposals in the future is to add the program to the CTC. At the staff meeting last Tuesday they mentioned about a food drive and by Friday they had over 250 bags of food to hand out to the students to those that needed it. There were students that did not need it and it goes to show how thoughtful the students are and is very touching to see this; and the fact that the staff pulled that all together in a couple of days was good to see. There is no meeting next month, the annual organization meeting is in January.

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

There is no report at this time.

D. PSBA Liaison – Mrs. Kristyna Eagle

There is no report at this time.

E. Muhlenberg Community Library – Ms. Janet Howard

There is no report at this time.

F. Educational Programs – Dr. Alan S. Futrick

This is National School Psychologist Week, the District has three outstanding psychologists that work in the school district and are very blessed to work with the students and staff; some of them even coach extra curricular activities. There are a couple showcases on the district's visible learning highlights, the district's third graders having the opportunity to swim at the high school to use the pool and teaching that life lesson of swimming. The district also showcased the new science program at the high school. School spirit wise, the district had Homecoming week, the powder puff football game where the junior class girls play the senior class girls, it is very well attended the kids really get into it; the seniors won. The first graders took a field trip to Nolde Forest which was a nice experience for them to see nature. The District celebrated Hispanic Heritage month. The district had several classes at the junior high school that participated in this where the kids brought food that their parents either prepared or bought, it was a nice experience of culture for the district's students. The kindergarten students had an opportunity to have the Muhlenberg Township Fire Department come in, work with the students and help teach them about fire prevention during that week. The district had the annual Veterans Day Breakfast the other day which was very well attended, a lot of district staff and school board members were there. The district had the Safe Trick or Treat night and he wanted to thank Mr. Haas and Mrs. Haas to make sure this night continued this year and he appreciated this; it was very well attended. The kids enjoyed it, the high school kids that came down really enjoyed it and being a part of it, and it was just a great opportunity to be an outreach for kids. He thanked everyone involved. The Berks County Migrant Program is recognizing the Muhlenberg School District for being a great partner with them. Ms. Lavienna has a certificate that they are presenting to the school district in recognition of the District's support; this says a lot about what the District stands for, what the community says that people are recognizing not only what the district is doing for for the students but for the community and he thanked Ms. Lavienna for leading that group and taking that initiative, this is a great award for the District to have.

Questions/Comments/Concerns

Mr. Haas spoke about the district's JROTC program and how great the program is, and to come to the Veteran's breakfast to see for themselves; and this program can never leave this district. Dr. Futrick also commented that Dr. Macharola's legacy is bringing the AFJRTOC program to this school district; the district has 123 kids that are in the program now, which is unheard of. He talked about part of the high school renovations that the district is making, upgrading the space for the high school students to be part of that program; he thanked Dr. Macharola again. Mr. Voit and Mr. Hyneman spoke about a positive interaction with a cadet from the JRTOC from the Veteran's breakfast and also the positive impact of the JROTC program.

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

There is no report at this time.

Superintendent's Comments - Dr. Joseph E. Macharola

Over the past few months he has had the pleasure to watch and hear the board meetings. There were a lot of statements made and had community members come up and speak and there were a couple of times he wished he could have maybe crawled through the TV. He thinks Dr. Futrick did an incredible job and the district is in phenomenal hands with Dr. Futrick and Dr. Cucciuffo as his assistant. He wanted to bring up a few things with the district's board here sitting and especially Mr. Mengle, Ms. Roeckle, and Mr. Castro; these are all positive things but they are going to have to make some decisions here. First and foremost, there were a lot of questions about safety in the district's schools and he remembers Mr. Mengle had come in a couple of years ago questioning safety. He will tell everyone, there isn't a single night as a superintendent that he didn't have comfort, and he means that. There isn't a single night that he laid his head down comfortably. One of the things his doctor asks him all the time is does he sleep, the answer is no he does not. He doesn't sleep because the very reason and the very thing that Mr. Mengle mentioned when he came in here is what he has had over 40 years of his career, but mostly the last 18 as a superintendent. That is someone coming in with a gun, or somebody with a knife, the staff being harmed, the children being harmed. He has spent his entire career defending the health, education, welfare, and safety of children and everyone that works for the district. That is what this school board has committed the superintendent to do and he would not give a damn, give two cents to somebody who doesn't understand that. The other night at the CTC meeting, his dear brother and colleague Dr. Mumin in Reading, he said something to the board, and he did tee up on it, and it was– it is a lonely seat. Mr. Voit knows that he told him that he's never been sitting in this chair, he's sat in other chairs – it's a lonely seat. Dr. Futrick will find that out, he will find it a lonely seat. When he listens to the community and the members coming up he will not embarrass anybody, but there are a lot of people that come up here and said some things here that there is a history and of course the district has to take the high road here and the district does take the high road. First thing, the district is going to have to buy metal detectors, and if not metal detectors, weapon detectors and there will have to be a plan to be developed in the district about how to use them because the district can't start school at 4 in the morning. Anyone that understands due process, the district has an attorney here that will tell the first two words out of a professor's mouth teaching law, whether it is school law, corporate

law, industrial law, it comes down to due process. The district has police officers sitting in here that will be sitting on the board, the first thing he is going to tell anyone when he handcuffs somebody he knows due process. That's the first thing. The minute a student is run through a metal detector and it goes off, due process sets in. Meaning anyone just doesn't take that student that goes to the side, there has to be a process set up. The student has to be checked for the weapon, then they have to go through the purse, then if they go through the purse and find a pack of cigarettes and find a drug, now the question is what kind of drug, wait of second was the district looking for the drugs or did they actually set off the metal detector. The district is going to have to have multiple police officers and multiple administrators running them because they will go off all the time unless they are set down so low it doesn't matter, then why have them. There has to be a system set up here in this district to handle this. What he is saying to Dr. Futrick and Dr. Cucciuffo and the board is, the district must look at a plan forward with weapon detectors or metal detectors in way to get those up and operating; doesn't have to be every single day, they can be moved around to buildings, just don't tell anybody when it is going to happen for the safety of the district's children, and there is a reason. Last year there were shootings in the community, they were in this community and they were all evolving around drugs and weapons. There are drug problems in every school whether it is rural, suburban or urban; and this is an urban district. This district has issues with drugs. The district has parents that come in for meetings on drugs, so if the parents are on drugs, you know the kids have access to drugs. If anyone thinks that is not true, all anyone has to do is speak to the district's administrators, because sometimes it takes a couple of hours just to get somebody to come down just to have a conversation with them, a lot of things that everyone does not realize. Safety is a major concern, metal detectors, weapon detectors and there is a price tag to that. Why he is sharing this, there will be a need to raise taxes to do this. Nobody wants to see the taxes go up, but they will have to do that and look for grant money. The main reason is drugs, weapons, knives, and guns. Next item, the board is approving tonight for the high school, to Mr. Main, everyone at Fidevia, the junior high cannot be a substandard junior high school. If the addition to the high school is only 33 million dollars, anything less than a brand new junior high school is cheating the community, cheating the students, and the money is wasted. If this board does anything less than a threestory junior high school in Laureldale, \$30 million dollars is wasted, the district wasted money; the district has to go the full route. The district has to build the \$60 million dollar new junior high school; there is no fixing that. There is no fixing that, he is going on record. It'll be the biggest colossal blunder ever made if the district does not tear down that building and build a new one. It is unsafe, there are half floors, there are dead ends, there are hallways that go into a cul de sac; it's unsafe. If anyone sits there and lets that happen in an unsafe building and something happens, they will be responsible for it. That building needs to go and they need to put the money in. The band needs new uniforms, the district bought new uniforms about nine years ago, they are shot. The district needs to step up the game and put Muhlenberg into a band uniforms that does not look like a drum and bugle core band uniform, that band uniform needs to look like a championship, a band of distinguished element band uniforms and the district will be happy to work on that. This needs to happen and looking at \$150,000 to do that the right way, but if the district is going to invest, the district needs to invest in all of the programs. Staffing

and teachers, again this is all predicated on things that he heard and comments that were made. The district's classrooms are through the ceiling. The district did everything it could, this board did everything it could to keep taxes. Everyone knows what happened this year with taxes and how that turned into an ugly mess. But they are going to pay the piper now, just a reminder of what happened in Harrisburg when they kicked the can down the road with the retirement system. It is a disaster. They kicked the can down on funding of schools. It's a disaster. The Corbin administration cut 100 million, two years in a row, everyone is still struggling out of that. This is all blunt force truth statements that he is making here. The average is 31 to 35 students, the district has some classrooms at 35, 31 right. Oregon University, Penn State University, all major universities that do educational research from a behavioral standpoint and a cognitive standpoint will tell everyone optimum learning is 13 to 1, the district is not even close to that. The next level is 17 to 1, the district is not even in the ballpark. Then it's 22 to 1, the district is 10 students over for a teacher. He remembers Mr. Castro saying to him when the district passed the last budget regarding the accountant, it was like "oh, oh, oh." The district cut six teaching positions, he had to get an accountant in here so he could shift administrators around and have administrators working with new teachers that don't have the experience and that are not getting what they need to get coming out of teacher preparation programs to work with those teachers that have 30 kids. But nobody took the time, he got criticized for that and not at the helm of the ship to know what needs to work. It was the smartest move the district could do so the district could make up for not hiring those six teachers. That is not the first time the district cut teachers here. So when somebody comes in here and starts to criticize the district's teachers and the scores, there is a reason for that. As long as there are 31 kids in there, there is a need to put money out and start hiring teachers. He is recommending to Dr. Futrick, and this is going to be totally Dr. Futrick's deal and he does not like doing this, there is a half of million dollars the district has back. This district used the ESSER dollars wisely, and there isn't a district in the state of Pennsylvania that can match Muhlenberg when it comes to the summer program and the district made some adjustments; it's a mixture of academics, but the programs the district offers the kids are phenomenal and live in a world today that school is not nine months out of the year, the program has to continue. Dr. Futrick has the problem, he has the problem, but it was a problem given to them but when the board says this is what they have to deal with then they have to run with it. But it is a huge problem now. He's asking to take the half of million dollars that the district has back for the summer program and hire teachers, the district is going to have to do it. The district has gone up another 50 kids this year, that is two classrooms. The district is going to hit 5,000 here. The district did not add teachers to keep up with the enrollment so that the district could keep a balanced budget, the district didn't keep the Aa2 bond rating out of nowhere. He asked Senator Schwank and Representative Rusnock to help the district. He is asking for the half million dollars, he wants to keep the summer program to continue, but the district needs to hire the new teachers now. He sees what is happening, the classrooms are exploding. The district has to do everything it needs to do. Because those same people that come in here and criticize the district don't know what they are talking about, because they are the same people in here that said, "Don't raise my taxes." The board, to help the community, said the district was not going to hire anybody, but had to hire that accountant so he could at

least get help in the classrooms for the people that really are unaccustomed to working with urban kids. But this is not the first time the district has cut teachers. This is the real thing the district has to deal with. The board already understands the need for the Air Force Junior ROTC program, it is an incredible program. Please continue to support the program. There was a comment made about the A.N.D.I. program by a community member. Americanism, Nationalism, and Democratic Initiatives; there were just service members up here that are veterans that everyone is applauding. There is a lot to this with the air force program. He swore into the Navy on March 14th, 1984; he is so proud of this country, but everyone knows that there is a huge problem working with the district's kids and understanding the value of freedom. The word was not indoctrination, if anyone out there listening and here, the District is going to indoctrinate everyone on being free and being an American. It is all age appropriate K-12, they are activities, the students sing "God Bless America" and the "Battle Hymn of the Republic." All age appropriate, and yes they do have to do a project to graduate. The District has an America class here, but he was really confused and distraught that someone would try to make that program look like the District was doing something wrong and that is not it at all. God help us if everyone is out there thinking this District and Board is doing something wrong and there is anything wrong with the District doing what the District is about America and being proud about being an American, and teaching the kids that everyone has to make our country what it can be and that is good for the greater good and good for everyone. This he found really to be an issue. SNAP, the District had a lot of parents concerned about feeding. This District will always feed the kids. Earlier he just had the Director of Food Services come up because the district does not collect applications anymore, everything is direct certified. Here is something he is concerned about, the District is a CEP district and this is community eligibility provision. All of the children eat free breakfast and free lunch. He cannot tell everyone how many parents reached out to him when he wasn't here over food and food insecurity. Everyone knows the war that went on in this district to get food here free for the kids. They will continue to be fed, but he wants to caution everyone. The district's direct certified rate continues to drop, the district's poverty rate is not dropping in Muhlenberg. This district is the second highest poverty rate in Berks County and well over 75% poverty, but the direct rate is dropping every year because they don't have to fill out the applications and it's direct certified. As long as they are not filling it out, his worry that it's going to continue to drop and the district is not going to get free food for the kids. The money that the district gets from the government is going to help the district basically build a cafeteria in that middle school at no cost to the taxpayer. That is something that the district has to keep an eye on; if the district does not go from 68% direct certified down to 55%. When everyone does not have to fill out the paperwork that could be an issue. There was a comment made that the district was using chromebooks and other modes of technology. This is not criticizing this is to help, the District is working with the three pound bag; there's an old saying "you can't pack five pounds of poop in a three pound bag. It goes all over the place." When the district chose to pick chromebooks because they cost \$300, \$400 a unit and the kids take those units with them. They sat there as an administrative team and the board and they chose what the district could afford. They were easily fixed, they met the budget, they worked well. He would be all for a Macbook (with the Excel, etc), but be ready for \$2.5 million dollars if everyone wants that. What bothered him the most was there were two

people sitting here that were basically saying the District isn't good. He heard it. He wanted to go back to those scores. He stated, "You pay what you get." If the district wants to go to those Excels (macbooks), \$2.5 to \$3 million dollars every year additional. The district did what the district had to do and the kids are doing well. This is something to think about and he wanted to make sure this was very clear. All of these numbers that are out there and he heard the statement that the district was down at bottom with Reading. Once again he cannot tell everyone how many times he has written to Mr. Meekel at the Reading Eagle to let him tell the rest of the story that is true. It is no different than looking at the PIRLS. The PIRLS are international studies on reading and math. So the very people that come in here sit, he wants them to know that the United States is well down at the bottom half of PIRLS. The United States is not even competitive with other countries, not competitive with Finland, not competitive with Sweden, not competitive with Japan in reading and math. Let's look at it from that standpoint, using this as an example. Does this mean that the United States education system is bad, no it doesn't. The United States is a melting pot and has people that come from all over the world and they come to the United States; the District is no different here in Muhlenberg. So let's take a look here at the children that have moved into the school district so everyone can get the facts straight once again. He hopes Mr. Meekel takes him up on this so that they can print this for everybody. Every single child that has come into this district is predominantly basic and below basic. That means that they are lacking skills wherever they came from before they came here. They are English Language Learners or the majority meaning 90%, nine out of ten children, moving into this district are special education children which means the district has to provide specialized services for these children who also might have disabilities that are not necessarily learning disabilities but physiologically disabilities and also English Language levels as well. The District has to remediate the children, set up programs that meet the needs of the children moving into the district. Now if looking at the children predominately again, about 80% of the kids that start in Muhlenberg at Kindergarten go through are proficient and distinguished; they do very well. The District's job in Muhlenberg is to accept every single child wherever they come from, whatever the religious denomination is, whatever the background is, wherever mom and dad came from, wherever grandparents came from, whatever the economic status is, the District brings in everybody here and the District will educate. If it means the District is number 16 because of it, so be it. It doesn't mean the district has poor teachers, it doesn't mean the district has poor administrators and it doesn't mean the district's school board doesn't care about the kids. He is sick and tired of it, he has had twelve years of that garbage and he heard it again here. That is insulting and he takes offense to it. This district is a damn good school district and doing right by the kids. He is asking to be given the chance to tell the real story. The U.S. News and World Report flag that stands out there, the district earned that. Muhlenberg wasn't that 30 years ago, weren't that 40 years ago, the District is that now. What happened after that year is they changed the algorithms on how the districts get recognized as a U.S. News and World Report school district. Why not take a look at some of the school districts that got that award, then look at Muhlenberg. When he came here 23% of the kids went to the CTC, 33% now go; and if the district did not have the kids going to the CTC the district wouldn't have room at the high school for the kids. Why the need to add on also the additional kids coming in. U.S. News and World Report decided not to use

the kids that the district sends to the CTC. So the children that do very well at the CTC are no longer part of the algorithm and they penalize the District because the district sends more kids to the CTC and they don't get their academics right here. This is the dumbest thing he ever heard and boggles his mind. The District wants the kids to go to the CTC because they are getting hands-on learning and job task efficiencies that this world needs. This country desperately needs people that can work with their hands, that is why the district is sending the kids there, but they decide to punish the district. Go look at more of the affluent areas that they are saying are doing so well, that is why. Their kids are not over at the CTC, this District's are. They also take those kids out of the senior AP exams. He is going to ask the board to pay for those kids taking the exams. Let's end this. The district can put money out for things that he knows that are not ever wasted, but he wants the school board and district to pay for every single child's AP exam. The District has the second highest poverty rate, the District has kids that have to eat free breakfast and free lunch, there is a reason. They cannot afford the test. For that same person that sat in here and criticized the school district, that is also a reason why those other schools are up there. They pay for the test or the parents have no problem paying for the test. He will tell everyone after that meeting, several parents reached out to him personally, students reached out to him, wanting to take the AP exam and asking for help. He is hoping to get the school board to help pay for the exams, if it's \$5,000-\$10,000 so be it. Why get criticized, they are not taking the exam because they can't afford it. Everyone can agree or disagree with him, but it's all for the children. Every single decision he has made here is for the kids, every single one, every one.

Questions/Comments/Concerns

Dr. Futrick spoke about the classrooms exploding, and also discussed the other problem is the district doesn't even have a place to put those teachers at the junior high and the high school. That is why there is a need for the building projects. Mr. Haas asked where the teachers would be going currently. Dr. Futrick responded in the hallways or wherever the district could put them. Mr. Haas spoke about the past having to renovate a closet for a staff member to use for space. Mr. Hyneman spoke about the entire fourth grade already being in temporary housing, and already being too small and out of room. Ms. Howard commented that those modular units are being rented also and the district does not own them.

Mr. Voit thanked Dr. Macharola for laying out a vision. He talked about for anyone coming on the board, anybody who has been on the board their decisions are always difficult. He advised in these areas of what a board member does that the board establishes the budget and the board hires the superintendent and sets policy, that's it. He explained the board does not run the school district, that's why the board hires a superintendent and have been grateful for the next superintendent Dr. Futrick. He talked about the 26 years he has been here, he has never voted on anything because it would end up in a test score. He talked about for 26 years he fought against test scores because of what they measured, they never measured the right things. He spoke about PVAAS, the test that measures the students' growth from year to year; that's the sign of a good teacher, how much has that student improved from year to year from where

they started to where they ended the year. Mr. Voit spoke about the newspaper measuring it a certain way. He spoke about standing at graduation every single year. watching those kids walking across that stage, everyone would see and know that the district is doing the right things. He talked about the district should never set a policy in the future that will influence a test score unless it affects the PVAAS; that's the test that matters. Mr. VOit spoke about the huge injustice to kids about having to go to college to succeed, it's not true and never has been. He spoke about the trades being the right thing for a lot of kids. He spoke about the district understanding the importance of knowing students to be a productive member of society, there being no stigma going to college or the trades. Mr Voit spoke about living in America, standing on the wall, the veterans here to defend the freedom and the life everyone wants to have and to be safe here in America. He talked about the District having classes that teach history the way history was so that everyone can learn from the mistakes. He spoke about Dr. Macharola's vision of the future is spot on.

Mr. Eaton spoke about nobody needing an Apple or Mac device in the kids' hands, what was said that the students need to have the same opportunities if they plan to go to college as every other kid around the country that is learning off of those programs. He talked about right now the district is not giving them proficiency, the district is not giving them the opportunity to be proficient when they go off to college or they make that choice to go to college because they are not learning off of those systems. He talked about the district can say the district doesn't have the money to provide them a Windows tablet or a Windows computer, however the district is also failing them by not offering them the opportunity to get grants or going out int the community and getting sponsors and not doing these things, that's why the district is talking about doing these things. He advised nobody ever said about the kids not getting a good education, he saying the district needs to do better and need to be out in the community trying to find money for these kids and set up a program where the district can actually operate the kind of equipment that is going to get them a better education if they decide to go to secondary schools.

Dr. Macharola and Mr. Voit advised this will be all part of the decisions that will be part of the board making decisions for Muhlenberg as part of the board. Dr. Macharola also spoke about the preliminary expansion at the CTC with new additions for new programs and enrollment.

Mr. Hyneman spoke about free college in Western Europe and the opportunities compared to the education system here.

Mrs. Eagle spoke about AP testing and none of the district's kids being denied taking an AP test because they can't afford it.; ensuring the kids are filling out the free and reduced lunch form, that form enables them to get the waiver fees for some of these tests.

Personnel/Human Resources

Personnel/Human Resources 8.01 - 8.14

Moved by Mrs. Eagle and Mr. Voit that the Board of Education of the Muhlenberg School District approve **Personnel/Human Resources No. 8.01 through 8.14 (Personnel/Human Resources 8.05 pulled for separate vote by Mr. Vasquez)** in their entirety.

Yeas: Mrs. Eagle, Mr. Eaton, Mr. Haas, Mr. Hardy, Ms. Howard, Mr. Hyneman, Mrs. Mengle, Mr. Vasquez, Mr. Voit. The motion **carried** unanimously.

8.01 Professional Appointments

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

- a. Mr. Joseph Kieffer, Special Education Teacher (E. Bieber), Muhlenberg Junior High School, effective October 13, 2025, at a salary of \$54,970 (B, 16 Steps from the Top), prorated for days worked, given 3.5 years to attain PDE certification in Special Education.
- b. Mr. Robert Flowers III, Alternative Education Teacher (J. Messner), Muhlenberg High School, pending release from current employer, at a salary of \$91,022 (M, Top), prorated for days worked.
- c. Ms. Linda Leonetti, Special Education Teacher (unfilled vacancy), Muhlenberg Junior High School, pending release from current employer, at a salary of \$75,449 (M+30, 14 Steps from the Top), prorated for days worked.
- d. Ms. Jaclyn Barbera, Long-Term Substitute (G. Zukowski), Muhlenberg Elementary Center, effective November 11, 2025 though the end of the 2025-2026 school year, at a salary of \$54,970 (B, 16 Steps from the Top), prorated for days worked.
- e. Ms. Jennifer Moran, Special Education Teacher (K. Fry), Muhlenberg Elementary Center, pending release from current employer, at a salary of \$93,710 (M + 9, Top), prorated for days worked.

8.02 Classified Appointments

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

- a. Ms. Nicole Stoudt, Class A Secretary (A. Sherk), C.E. Cole Intermediate, effective October 27, 2025, at a salary of \$55,167, prorated for days worked.
- b. Ms. Jessica Martin, Special Education Paraprofessional (unfilled vacancy), Muhlenberg Elementary Center, effective October 27, 2025, at a pay rate of \$21.46 per hour.
- c. Ms. Jennifer Eberhart, Special Education Paraprofessional (M. Breiner), C.E. Cole Intermediate, alteration of assignment, effective October 27, 2025, at a pay rate of \$21.46 per hour.

- d. Mr. Brendan Roberson, Technical Support Specialist (J. Seyler), Blue Center, effective October 29, 2025, at a salary of \$61,264, prorated for days worked.
- e. Ms. Ana Echevarria, Cafeteria Worker (J. Eberhart), Muhlenberg Elementary Center, alteration of assignment, effective November 13, 2025, at a pay rate of \$21.04 per hour.
- f. Mr. Isaac Reyes, Second Shift Custodian (C. Fox), C.E. Cole Intermediate, effective November 17, 2025, at a salary of \$55,335, prorated for days worked.

8.03 Acceptance of Resignations

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

- a. Ms. Marsha Breiner, Special Education Paraprofessional, Muhlenberg Elementary Center, effective October 13, 2025.
- b. Mr. Daniel Fair, Elementary Teacher, C.E. Cole Intermediate, resignation for the purpose of retirement, effective June 5, 2026.
- c. Ms. Jennifer Eberhart, Cafeteria Worker, Muhlenberg Elementary Center, effective October 24, 2025.
- d. Ms. Xiomara Toledo, Elementary Teacher, C.E. Cole Intermediate, effective June 5, 2026.
- e. Ms. Gwen Hill, Long-Term Substitute, Muhlenberg Elementary Center, effective November 12, 2025.

8.04 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 2025-2026 school year:

- a. Ms. Alisha Neiman, mentor for Ms. Jaclyn Barbera, Long-Term Substitute Teacher, for thirty (30) hours.
- b. Ms. Lisa Bowersox, mentor for Ms. Linda Leonetti, Special Education Teacher, for sixty (60) hours.
- c. Ms. Katie Dieffenbach, mentor for Mr. Joseph Kieffer, Special Education Teacher, for sixty (60) hours.
- d. Ms. Kathleen Kapuscinski, mentor for Ms. Marcella Sweigart, Elementary Teacher, for twenty (20) hours.

8.05 Pulled for separate vote.

8.06 Co-Curricular Appointments

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

- a. Robert Doyne, MHS Co-Ed Water Polo Volunteer Coach, effective October 7, 2025.
- b. Mr. Gary Estela, MJHS Wrestling Head Coach, effective October 30, 2025, at a salary of \$3,698 (year 1).
- c. Mr. Isaac Reyes, MHS Football Volunteer Coach, effective October 30, 2025.
- d. Mr. Joseph Zona, MJHS Musical Stage Co-Manager, effective October 30, 2025, at a salary of \$500 (year 1), prorated for days worked.
- e. Mr. Chris Evans, MJHS Musical Stage Co-Manager, effective October 30, 2025, at a salary of \$500 (year 1), prorated for days worked.
- f. Ms. Katie DiStefano, MJHS Artistic Director, effective October 30, 2025, at a salary of \$750 (year 1), prorated for days worked.

8.07 MESPA Mentor Stipend

Resolved, that the Board of Education of the Muhlenberg School District in accordance with the MESPA Collective Bargaining Agreement, Article XVI, Wages, Section 8, approve a mentor stipend to the following support staff who assisted in the induction of a new employee into the school district and new employee remains employed for one (1) continuous year after hire date, at a stipend of \$500.00:

- a. Ms. Justine Burkart, mentor for Ms. Judy Griesemer, Cafeteria Worker, Muhlenberg High School
- b. Ms. Jillian Ayers, mentor for Ms. Cindy Wanamaker, Special Education Paraprofessional, Muhlenberg Elementary Center

8.08 Request for Leave of Absence/FMLA Leave

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

- a. Employee No. 3080, Special Education Paraprofessional, FMLA/Leave of Absence, effective December 12, 2025 through on or about February 9, 2026.
- b. Employee No. 3502, Special Education Paraprofessional, Leave of Absence, effective December 19, 2025 through on or about February 17, 2026.

8.09 Homebound Instruction Assignment

Resolved, that the Board of Education of the Muhlenberg School District approve the following homebound instruction assignment at the professional rate of \$30.00 per hour for the 2025-2026 school year:

8.10 Professional Salary Adjustment for the 2025-2026 School Year

Resolved, that the Board of Education of the Muhlenberg School District approve the Professional Salary Adjustment for the 2025-2026 school year as presented.

8.11 2025 Winter Coaching Assignments

Resolved, that the Board of Education of the Muhlenberg School District approve the 2025 winter coaching assignments as presented.

8.12 Award Professional Employee Contract for Tenured Teacher

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 teacher who have performed on a satisfactory basis for three years:

- a. Ms. Elizabeth McCarty, Muhlenberg Elementary Center

8.13 Payment for Unused and Awarded Vacation Days – Superintendent

Be it Resolved by the Muhlenberg School District Board of Education that it hereby authorizes payment to the Superintendent of Schools for all unused and accrued vacation days at the Superintendent’s 2025 per diem rate at his retirement on December 31, 2025.

8.14 Substitute Pay Rate

Resolved, that the Board of Education of the Muhlenberg School District approve the following substitute pay rate for the 2025-2026 school year:

- a. Special Education Teachers - \$200 per day

Personnel/Human Resources 8.05

Moved by Mrs. Eagle and Mr. Hardy that the Board of Education of the Muhlenberg School District approve **Personnel/Human Resources 8.05** in its entirety.

Yeas: Mr. Voit, Mrs. Eagle, Mr. Eaton, Mr. Haas, Mr. Hardy, Ms. Howard, Mr. Hyneman, Mrs. Mengle. **Abstain:** Mr. Vasquez. The motion **carried**.

8.05 Completion

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

- a. Mr. Joshua Beltran Del Rio, Technology Support Specialist, Blue

- Center, completion of forty-five (45) day probation as of October 16, 2025 and recommended for permanent employment as of October 17, 2025.
- b. Mr. Austin Chapman, Special Education Paraprofessional, Muhlenberg High School, completion of forty-five (45) day probation as of October 24, 2025 and recommended for permanent employment as of October 27, 2025.
 - c. Ms. Marissa Faller, Special Education Paraprofessional, Muhlenberg High School, completion of forty-five (45) day probation as of October 24, 2025 and recommended for permanent employment as of October 27, 2025.
 - d. Ms. Alexis McCullough, Special Education Paraprofessional, Muhlenberg Elementary Center, completion of forty-five (45) day probation as of October 24, 2025 and recommended for permanent employment as of October 27, 2025.
 - e. Ms. Aida Rodriguez, Special Education Paraprofessional, Muhlenberg Elementary Center, completion of forty-five (45) day probation as of October 24, 2025 and recommended for permanent employment as of October 27, 2025.
 - f. Ms. Janah Jennings, Special Education Paraprofessional, Muhlenberg Elementary Center, completion of forty-five (45) day probation as of October 27, 2025 and recommended for permanent employment as of October 28, 2025.
 - g. Ms. Naomi Skeete, Special Education Paraprofessional, Muhlenberg Elementary Center, completion of forty-five (45) day probation as of October 27, 2025 and recommended for permanent employment as of October 28, 2025.
 - h. Ms. Alexis Stoudt, Special Education Paraprofessional, Muhlenberg Elementary Center, completion of forty-five (45) day probation as of October 27, 2025 and recommended for permanent employment as of October 28, 2025.
 - i. Ms. Aliyah Buzydlowski, Special Education Paraprofessional, Muhlenberg Elementary Center, completion of forty-five (45) day probation as of October 28, 2025 and recommended for permanent employment as of October 29, 2025.
 - j. Ms. Alexandria Zeller, Cafeteria Worker, Muhlenberg Junior High School, completion of forty-five (45) day probation as of October 20, 2025 and recommended for permanent employment as of October 21, 2025.
 - k. Ms. Monica Brock, Cafeteria Worker, Muhlenberg Junior High School, completion of forty-five (45) day probation as of October 28, 2025 and recommended for permanent employment as of October 29, 2025.
 - l. Ms. Avery Simmon, Special Education Paraprofessional, Muhlenberg High School, completion of forty-five (45) day probation as of November 4, 2025 and recommended for permanent employment as of November 5, 2025.

Management

Management 9.01

Moved by Mrs. Eagle and Mr. Vasquez that the Board of Education of the Muhlenberg School District approve **Management 9.01** in its entirety.

Yeas: Mr. Vasquez, Mr. Voit, Mrs. Eagle, Mr. Eaton, Mr. Haas, Mr. Hardy, Ms. Howard, Mr. Hyneman, Mrs. Mengle. The motion **carried** unanimously.

9.01 Amend Act 93 Agreement I and Act 93 Agreement II

Be it Resolved by the Board of School Directors that the Act 93 Agreement I and Act 93 Agreement II as amended are hereby approved as presented.

Physical Plant and Transportation

Physical Plant and Transportation 10.01 - 10.03

Moved by Mr. Voit and Mrs. Eagle that the Board of Education of the Muhlenberg School District approve **Physical Plant and Transportation 10.01 through 10.03** in their entirety.

Yeas: Mrs. Mengle, Mr. Vasquez, Mr. Voit, Mrs. Eagle, Mr. Eaton, Mr. Haas, Mr. Hardy, Ms. Howard, Mr. Hyneman. The motion **carried** unanimously.

10.01 Replacement of Junior High Domestic Hot Water Heater

Resolved, that the Board of Education of the Muhlenberg School District approve the replacement of the junior high domestic hot water heater per the Performed Based Energy Savings Agreement with McClure Company at a cost of \$91,992 (funded by Grant and Capital Project Funds) as presented.

10.02 Change Order Request (Credit)

Resolved, that the Board of Education of the Muhlenberg School District approve the change order request for the cafeteria roof at the new 5/6 building as presented.

10.03 Approval of Bids and Awarding Contracts for Muhlenberg High School

Resolved, that the Board of Education of the Muhlenberg School District approve the apparent low bids for the following prime construction contracts for the Renovations and Additions to the Muhlenberg High School: General Construction – ECI Construction; Mechanical Construction – North Bay Mechanical; Electrical Construction – Phillips Brothers; Plumbing Construction and Fire Protection – Vision Mechanical, Inc. – for contracts totaling \$33,708,365.00 based on their base bids and

incorporation of Alternate Bid No(s) 04-02, 05-01, 08-02, 09-03, 32-01;
 subject to review by the district's solicitor.

Budget and Finance

Budget and Finance 11.01 - 11.02

Moved by Mr. Voit and Mr. Vasquez that the Board of Education of the Muhlenberg School District approve **Budget and Finance 11.01 through 11.02** in its entirety.

Yeas: Mr. Hyneman, Mrs. Mengle, Mr. Vasquez, Mr. Voit, Mrs. Eagle, Mr. Eaton, Mr. Haas, Mr. Hardy, Ms. Howard. The motion **carried** unanimously.

11.01 Approval of Financial Reports

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

Fund	Treasurer's Report	Financial Report	Bills Paid Month	Investments	Budget Transfers
General	Sept 2025	Sept 2025	Oct 2025 Ck#59448-59665 V#28458-28488	Oct 2025	
Cafeteria	Sept 2025	Sept 2025	Oct 2025 Ck#8756-8794 V#3196-3202	Oct 2025	
Capital Reserve (Fund 32)	Oct 2025	Oct 2025	Oct 2025 Ck#988-989		
Capital Reserve (Fund 39)	Oct 2025	Oct 2025	Oct 2025 Ck#1094-1103		
Activity	Sept 2025	Sept 2025			

11.02 Act 1 Index for 2026-2027 School Year

Resolved, that the Board of Education of the Muhlenberg School District, as in accordance with Act 1 of 2006:

- A. Hereby certifies that it will not raise the rate of any tax for the support of the district for the 2026-2027 fiscal year by more than its index as calculated by the Pennsylvania Department of Education - Act 1 Index for 2026-2027 is 3.5% adjusted to 5.0%, at a maximum of 1.9203 mills.

Education

Education 12.01 – 12.02

Moved by Mr. Vasquez and Mrs. Eagle, that the Board of Education of the Muhlenberg School District approve **Education 12.01 through 12.02** in their entirety.

Yeas: Ms. Howard, Mr. Hyneman, Mrs. Mengle, Mr. Vasquez, Mr. Voit, Mrs. Eagle, Mr. Eaton, Mr. Haas, Mr. Hardy. The motion **carried** unanimously.

12.01 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, Acknowledgement of Compliance with Procedural Safeguards and Consent to Expulsion for the following student:

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

12.02 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. Berks County Community Foundation, awarded a grant of \$1,000 for the Berks Initiative for School Attendance (BISA) Improvement Fund for students at Muhlenberg Elementary Center in the Muhlenberg School District.

Minutes

13.01 Approval of Minutes

Review minutes of the Committee of the Whole Meeting of October 8, 2025 and the Regular Board Meeting of October 8, 2025.

Moved by Mrs. Eagle and Mr. Voit minutes of the Committee of the Whole Meeting of October 8, 2025 and the Regular Board Meeting of October 8, 2025.

Yeas: Mr. Hardy, Mr. Howard, Mr. Hyneman, Mrs. Mengle, Mr. Vasquez, Mr. Voit, Mrs. Eagle, Mr. Eaton, Mr. Haas. The motion **carried** unanimously.

Old Business

There was none.

New Business

New Business 15.01

Moved by Mrs. Eagle and Mr. Hardy that the Board of Education of the Muhlenberg School District approve **New Business 15.01** in its entirety.

Yeas: Mr. Haas, Mr. Hardy, Ms. Howard, Mr. Hyneman, Mrs. Mengle, Mr. Vasquez, Mr. Voit, Mrs. Eagle, Mr. Eaton. The motion **carried** unanimously.

15.01 Memoriam of Ms. Shirley Ann (Rapp) Napoletano

Resolved, that we remember the passing of Ms. Shirley Ann (Rapp) Napoletano who served in the Muhlenberg School District for twenty-seven (27) years (1969-1996) as a teacher. We honor her memory for her dedicated service to the school district and community.

Be it further resolved that we convey through this resolution our deepest sympathy to her family, and that this resolution be made part of the permanent record in the minutes of the Muhlenberg School District.

Questions/Comments/Concerns

Mr. Voit commented teaching 1969 to 1996 thinking of those generations and the history and legacy that she has at Muhlenberg, her spirit is represented in Muhlenberg's culture; may she rest in peace.

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.

Richard Hoffmaster-resident

Dr. Futrick is doing a great job, he's a great leader, Halloween Safe Trick or Treat was a success and would like to collaborate with the township, the need for the expansion

of the CTC (vo-tech), thanked Mr. Voit for being on the Board, thanked Dr. Macharola for his leadership with the school district

MSD/RMCTC Board Visitor of the Month

Schedule 2025-2026

November	Mrs. Kristyna Eagle
December	Mr. Miguel Vasquez
January	Mrs. Cindy L. Mengle
February	Mr. S. Wayne Hardy
March	Mr. Garrett Hyneman
April	Mr. Andrew L. Eaton, Sr.
May	Mr. Ronald J. Haas, Sr.

Review of Board Meetings and Calendar of Events

November 10	6:30 PM	RMCTC Board Meeting
November 12	6:30 PM	COW & Regular Board Meeting
December 3	6:30 PM	Annual Organization Meeting; COW; Regular Board Meeting

19.01 Adjourn Meeting

Moved by Mrs. Eagle and Mr. Hardy that there being no further business to come before the Board, the meeting be adjourned. Meeting adjourned at 8:24 PM.

Yeas: Mr. Eaton, Mr. Haas, Mr. Hardy, Ms. Howard, Mr. Hyneman, Mrs. Mengle, Mr. Vasquez, Mr. Voit, Mrs. Eagle. The motion **carried** unanimously.

Attest:


Cindy L. Mengle
Secretary