

MUHLENBERG SCHOOL DISTRICT
Regular Board Meeting Minutes
January 14, 2026
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, January 14, 2026 at 8:17 PM by Board President, Mrs. Cindy L. Mengle.

Members Present

President – Mrs. Cindy L. Mengle
Vice President – Mrs. Kristyna Eagle
Treasurer - Mr. Ronald J. Haas, Sr.
Secretary – Mr. Enrique Castro, Jr.
Assistant Secretary – Ms. Susan Roeckle
Member – Mr. Andrew L. Eaton, Sr. (via zoom)
Member – Mr. Garrett Hyneman
Member – Mr. Robert Mengle
Solicitor – Mr. Brian F. Boland, Esq.
Recording Secretary – Mrs. Tara L. Flowers

Members Absent

Member – Mr. S. Wayne Hardy

Administration Present

Superintendent - Dr. Alan S. Futrick
Assistant Superintendent - Dr. Gangi E. Cucciuffo
Business Manager - Mr. Shane M. Mathias, CPA
Director of Physical Plant – Mr. Ken Patterson
Director of Pupil Services - Mr. Michael Mish
Director of Special Education - Dr. Nicole Huntbach
Supervisor of Special Education - Ms. Jacyn Bellanca
Supervisor of Related Services - Mr. Byron Grosselfinger
Director of Curriculum & Instruction K-6 - Dr. Cathy Shappell
Director of Curriculum & Instruction 7-12 - Mr. Kyle Crater
Director of Technology & Communications - Dr. Juliana Ciccarelli
Community & Family Outreach Coord. & Distr. Interpreter – Ms. Elizabeth Laviena
Director of Food Services & Nutrition - Mr. Carey Kline

Director of Human Resources - Dr. Jessica Heffner
Athletic Director - Dr. Timothy Moyer
High School Principal - Mr. Haniff Skeete
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 - Lauren Heydt
Social Worker - Liliana Cuesta
Social Worker - Amanda Foulds
Social Worker - Emily Carmichael

Visitors

Linda Roebuck Diane Benson
Sean Wyland Robi Kramer

Educational Presentations

A. Second Reading of Policies - Dr. Alan S. Futrick

100 Programs

Policy No. 102, Academic Standards
Policy No. 105.2, Exemption from Instruction

200 Pupils

Policy No. 204, Attendance

Policy No. 218.1, Weapons
Policy No. 221, Dress and Grooming

300 Employees

Policy No. 325, Dress and Grooming

600 Finances

Policy No. 610, Purchases Subject to Bid/Quotation

Policy No. 611, Purchases Budgeted

Policy No. 626, Attachment

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.

He was waiting for information back regarding the bus routes.

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

The reorganization meeting on Monday night, it is Reading's turn this year for chairperson, she is the vice chair. Mr Hass was nominated as the Treasurer. They discussed the new construction, they are looking at the supply chain logistics class and also the vet tech which they are really excited to have this program, especially after hearing Mr. Evans this evening. There could be approximately 400 additional students going to these two programs which is really great. Next month they hope to vote on this so they can start the construction and they will be bringing the cost to the board at that time for board's approval.

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

There was a meeting on December 18th at the reorganization meeting. They approved the 2026 operating capital budget for the Berks EIT; they did have the election of their

officers. They did allow a new law firm to handle their delinquent privilege tax program. The current person doing that is retiring.

D. PSBA Liaison – Mrs. Kristyna Eagle

There is no report at this time.

E. Muhlenberg Community Library – Ms. Susan M. Roeckle

The library will have the reorganization meeting next Monday and she plans to attend.

F. Educational Programs – Dr. Gangi E. Cucciuffo

He was able to go around with the building principals and assistant principals in December, do some walkthroughs with the teachers; roughly on average about five per building. This is not the only time he is going to visit teachers and administrators, he is trying to get into every building at least once a week, hopefully twice a week. Today he started meeting with the district teachers, putting a list out starting with the junior high where he sat in the conference room and had them sign up and come down. It wasn't that they talked anything about education. One of the main things he is a very big believer in, and he knows Dr. Futrick is as well, is relationships are the cornerstone of any successful organization. That was really his "MO" was really get to talk to teachers about who they are, what they are, their families, what's important to them, why they work here, and why they work at Muhlenberg. The underlying common theme so far in the one building he has been in is that they love this community. They love these students. They love each other. They love their administrators. Just talking about it gives him chills because what a great place and he knew this before he started here and it really hits home. In two weeks he will be at the elementary center, two weeks later he will be at COLE and will finish up at the high school. This is really something that he wants the staff to know they all care, that the district has a great bunch of people working here. He wanted to say thank you to the staff, especially the administrative team "all hands on deck" who managed the incident on Sharp Ave and Kutztown Road yesterday making sure the students got to school safe and didn't feel any of the stress or anxiety to deal with that, they made sure the students got home safely, they got on the buses.

Questions/Comments/Concerns

Dr. Futrick took time to thank Dr. Cucciuffo for his leadership the day of the incident, he jumped right in directed all of the administrators and spoke about the behind the scenes. He talked about the championship level response from the district administrators to handle something completely

out of the district's control. SROS and Police Officers were able to go out and direct traffic and control everything. He spoke about how every one of the district's administrators did a tremendous job making sure the buildings open on time, no delays and with minimal student tardies.

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

There is no report at this time.

Superintendent's Comments - Dr. Alan S. Futrick

The district has some special community service events that took place the past month. MEC students did such a wonderful job raising money for the Children's Hospital of Philadelphia. When they started their campaign they wanted to raise \$500, they well exceeded that goal and raised \$4,400 which is an incredible effort of the kids, parents certainly helping out. Junior high school students went to Helping Harvest. He is so proud of those kids being there helping out in community services. Couple of recognitions, Spelling Bee two winners Winston Adams and Aniyah Chateau. The kids are on the stage in front of their peers, with pressure in front of a thousand students, but it is a neat thing to have these kids competing and is something special. The high school students that go to the CTC in the district participated in the skills that's called the USA competition. Muhlenberg "mopped" up with some first place winners at the state level. The district is very proud of the students in baking and pastry arts, Jennifer Mora-Orozco, in Automotive Service Technology, Steven Rodriguez, in Carpentry, Brandon Diego, in Nurse Assisting, Natalie Franco-Duran, Collision Repair Technology, Joseph Rivera, in Technical Drafting, Allany Adame-Espinoza, and Technical Computer Applications Yalixa Martinez-Diaz. terrific job to those students. The cheerleaders also participated at the state level, they did so well there they now qualified for nationals and are looking to raise money to go to nationals in Orlando next month. The district's unified sports team, during the winter they play bocce. They have had two bocce matches thus far, the district hosted both of them which has been great and the kids have been very excited to be a part of the unified sports team. Part of the high school renovations is the district is updating the natatorium as it is fifty years old. The district already began having the third graders begin swimming, this year the district continued third graders but decided to add in the autistic support and life skills students. There were so many volunteers to get in the pool with these kids and thanked the staff for helping. Muhlenberg only has one public swimming pool. For the staff to volunteer and get in the water with these kids says a lot about the administrative team and teachers how dedicated they are. Thank you everyone for making their day and it is something the district is going to try and expand moving forward is to get as many of those life skills, autistic skills classrooms into the pool.

Personnel/Human Resources

Personnel/Human Resources 8.01 - 8.07

Moved by Mrs. Eagle and Mr. Hyneman that the Board of Education of the Muhlenberg School District approve **Personnel/Human Resources No. 8.01 through 8.07** in their entirety.

Yeas: Mr. Castro, Mrs. Eagle, Mr. Haas, Mr. Eaton, Mr. Haas, Mr. Hyneman, Mrs. Mengle, Mr. Mengle, Ms. Roeckle. 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. Elyssa Hession, Special Education Teacher (A. Hirneisen), Muhlenberg Elementary Center, effective December 19, 2025, at a salary of \$60,991 (B + 24, 16 Steps from the Top), prorated for days worked.
- b. Mr. Kyle Jurgensen, Long-Term Substitute Teacher (X. Toledo), C.E. Cole Intermediate, effective December 22, 2025 through on or about April 10, 2026, at a salary of \$60,991 (B + 24, 16 Steps from the 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. Oliva Mota, Custodian Substitute, effective January 15, 2026, at a pay rate of \$14.00 per hour.
- b. Ms. Stephanie Carroll, Cafeteria Substitute, effective January 15, 2026, at a pay rate of \$14.00 per hour.
- c. Ms. Felicia Velez, Cafeteria Assistant (A. Echevarria), Muhlenberg Elementary Center, alteration of assignment, adjustment pay rate to \$17.96 per hour.

8.03 Acceptance of Resignations

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

- a. Ms. Allysa Hirneisen, Special Education Teacher, Muhlenberg Elementary Center, effective December 15, 2025.

- b. Ms. Jennifer Moran, Special Education Teacher, Muhlenberg Elementary Center, rescind acceptance effective December 23, 2025.
- c. Mr. William Snelling, Music Teacher, Muhlenberg High School, resignation for the purpose of retirement, effective June 5, 2026.
- d. Mr. Christopher Ramirez, Custodian, Muhlenberg High School, effective January 7, 2026.

8.04 Completion of Probation

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

- a. Ms. Victoria Keiper, Special Education Paraprofessional, C.E. Cole Intermediate, completion of forty-five (45) day probation as of October 29, 2025 and recommended for permanent employment as of October 30, 2025.
- b. Ms. Haley Gardner, Special Education Paraprofessional, C.E. Cole Intermediate, completion of forty-five (45) day probation as of October 24, 2025 and recommended for permanent employment as of October 27, 2025.
- c. Ms. Jennifer Eberhart, Special Education Paraprofessional, C.E. Cole Intermediate, completion of forty-five (45) day probation as of December 16, 2025 and recommended for permanent employment as of December 17, 2025.

8.05 Co-Curricular Appointments

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

- a. Mr. Dan Clemison, MHS Boys Lacrosse Head Coach, effective December 1, 2025, at a salary of \$4,350 (year 1).
- b. Mr. Robert Gehr, MJHS Wrestling Assistant Coach, effective December 1, 2025, at a salary of \$2,773 (year 1).
- c. Mr. Jermaine Thaxton, MJHS Girls Basketball Assistant Coach, effective December 1, 2025, at a salary of \$3,263 (year 1).
- d. Mr. Jonte Simmons, MHS Boys Basketball Volunteer Coach, effective December 1, 2025.
- e. Mr. Luis Valentin, MHS Boys Basketball Volunteer Coach, effective December 1, 2025.
- f. Ms. Davon Talley, MJHS Boys Basketball Volunteer Coach, effective December 1, 2025.

8.06 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. 3013, Teacher, FMLA/Leave of Absence, effective January 12, 2026 through on or about March 9, 2026.
- b. Employee No. 2119, Special Education Paraprofessional, FMLA, effective January 16, 2026 through on or about April 10, 2026.
- c. Employee No. 2927, Teacher, FMLA/Leave of Absence, effective May 9, 2026 through on or about first day of the 2026-2027 school year.
- d. Employee No. 2481, Custodian, FMLA, effective January 22, 2026 through on or about March 23, 2026.

8.07 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:

- a. Ms. Amanda Kemmerer, Homebound Instruction for student #36419, Muhlenberg High School, for up to 5 hours per week.

Management

There are no items.

Physical Plant and Transportation

Physical Plant and Transportation 10.01 - 10.02

Moved by Mr. Mengle and Mrs. Eagle that the Board of Education of the Muhlenberg School District approve **Physical Plant and Transportation No. 10.01 and 10.02** in their entirety.

Yeas: Ms. Roeckle, Mr. Castro, Mrs. Eagle, Mr. Eaton, Mr. Haas, Mr. Haas, Mr. Hyneman, Mrs. Mengle, Mr. Mengle. The motion **carried** unanimously.

10.01 Phase 2 Multi Purpose Field Installation Close-Out Change Order

Resolved, that the Board of Education of the Muhlenberg School District approve the the final change order associated with the multi purpose turf field complex at a net cost of \$121,788.46 as presented.

10.02 Phase 2 Sanitary Sewer Line Relocation Close-Out Change Order

Resolved, that the Board of Education of the Muhlenberg School District approve the the final change order associated with the sanitary sewer line relocation at a net cost of \$1,001,885.71 as presented.

Budget and Finance

Budget and Finance 11.01 - 11.03

Moved by Mr. Mengle and Mr. Hyneman that the Board of Education of the Muhlenberg School District approve **Budget and Finance 11.01 through 11.03** in their entirety.

Yeas: Mr. Mengle, Ms. Roeckle, Mr. Castro, Mrs. Eagle, Mr. Eaton, Mr. Haas, Mr. Hyneman, Mrs. Mengle,. 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	Nov 2025	Nov 2025	Dec 2025 Ck#59819-59968 V#28509-28526	Dec 2025	
Cafeteria	Nov 2025	Nov 2025	Dec 2025 Ck#8828-8852 V#3207-3209	Dec 2025	
Capital Reserve (Fund 32)	Dec 2025	Dec 2025			
Capital Reserve (Fund 39)	Dec 2025	Dec 2025	Dec 2025 Ck#1112-1127		

Activity	Nov 2025	Nov 2025			
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11.02 Disposal of Surplus Property

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

- a. HP ProBooks 440 – The amount of residual value of laptops is quoted at \$25,620 to be bought back by Hewlett-Packard Financial Services (Technology and Communications Fund)

11.03 Approval of 2026 Mileage Rate

Resolved, that the Board of Education of the Muhlenberg School District approve the 2026 standard mileage reimbursement rate for the use of a personal vehicle for business purposes of 72.5¢ per mile in accordance with the Internal Revenue Service guidelines as of January 1, 2026.

Education

Education 12.01 – 12.03

Moved by Mrs. Eagle and Mr. Mengle, that the Board of Education of the Muhlenberg School District approve **Education 12.01 through 12.04** in their entirety.

Yeas: Mrs. Mengle, Mr. Mengle, Ms. Roeckle, Mr. Castro, Mrs. Eagle, Mr. Eaton, Mr. Haas, Mr. Hyneman. The motion **carried** unanimously.

12.01 Conference Requests

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

- a. Ms. Samantha Armstrong, to attend the Pete&C Conference in Hershey, PA on February 2, 2026 to February 3, 2026 at a cost not to exceed \$179.20 (Technology and Communications Department funds).

- b. Ms. Stacy Heckman, to attend the Pete&C Conference in Hershey, PA on February 2, 2026 to February 3, 2026 at a cost not to exceed \$543.60 (Technology and Communications Department funds).
- c. Mr. Ken Patterson, to attend the Pennsylvania Association of School Business Officials Annual Conference in Pittsburgh, PA on March 24, 2026 to March 27, 2026 at a cost not to exceed \$1,063.76 (Buildings and Grounds Budget).

12.02 Certificate of Support Students

Resolved, that the Board of Education of the Muhlenberg School District approve the enrollment of Certificate of Support Students, PA School Code 1302, for the 2025-2026 School Year as listed.

12.03 Student to Complete the 2025-2026 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 complete the 2025-2026 school year as non-resident student:

- a. Student #33505, Senior, MHS

Minutes

13.01 Approval of Minutes

Review minutes of Annual Organization Meeting of December 3, 2025, Committee of the Whole Meeting of December 3, 2025 and the Regular Board Meeting of December 3, 2025.

Moved by Mr. Castro and Mr. Hyneman December 3, 2025, Committee of the Whole Meeting of December 3, 2025 and the Regular Board Meeting of December 3, 2025.

Yeas: Mr. Hyneman, Mrs. Mengle, Mr. Mengle, Ms. Roeckle, Mr. Castro, Mrs. Eagle, Mr. Haas. The motion **carried** unanimously.

Old Business

There was none.

New Business

There was none.

Hearing of Visitors

Presentation is limited to approximately two minutes per person. Should any citizen require more than the two minutes allocated, please contact the Superintendent prior to the meeting. He will coordinate such requests for the Board. Citizens addressing the Board should be aware that the meeting is being taped.

There were none.

MSD/RMCTC Board Visitor of the Month

Schedule 2025-2026

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

January 12	6:30 PM	Reading-Muhlenberg CTC Re-Organization Meeting
January 14	6:30 PM	Committee of the Whole and Regular Board Meeting
February 4	7:00 PM	Committee of the Whole Meeting
February 9	6:30 PM	RMCTC Board Meeting
February 11	7:00 PM	Regular Board Meeting
March 4	7:00 PM	Committee of the Whole Meeting
March 9	6:30 PM	RMCTC Board Meeting

March 11	7:00 PM	Regular Board Meeting
April 1	7:00 PM	Committee of the Whole Meeting
April 8	7:00 PM	Regular Board Meeting
April 13	6:30 PM	RMCTC Board Meeting
May 6	7:00 PM	Committee of the Whole Meeting
May 11	6:30 PM	RMCTC Board Meeting
May 13	7:00 PM	Regular Board Meeting
June 8	6:30 PM	RMCTC Board Meeting
June 10	6:30 PM	Committee of the Whole and Regular Board Meeting

19.01 Adjourn Meeting

Moved by Mrs. Eagle and Mr. Castro that there being no further business to come before the Board, the meeting be adjourned. Meeting adjourned at 8:33 PM.

Yeas: Mr. Hyneman, Mrs. Mengle, Mr. Mengle, Ms. Roeckle, Mr. Castro, Mrs. Eagle, Mr. eaton, Mr. Haas. The motion **carried** unanimously.

Attest:



Enrique Castro, Jr.
Secretary