

**AVELLA AREA SCHOOL DISTRICT  
1000 AVELLA ROAD  
AVELLA, PA 15312**

**BOARD OF EDUCATION MINUTES**

**November 12, 2025**

The Regular Board Meeting of the Avella Area School District Board of Education was held in the Avella Jr./Sr. High School Library on Wednesday, November 12, 2025. Mr. Emanuel Paris, Board President, called the meeting to order at 7:04 p.m. An Executive Session was held prior to the meeting regarding personnel, contracts, and legal matters. Dana Davis, Board Secretary, held roll call and the following board members were present:

**BOARD MEMBERS:** Suzanne Colilla, Beth Dunmore, James Gagich, Terry Jacobs, Emanuel Paris, and Tia Shore  
Absent: Phoebe Armstrong, Melissa Dryer, and Scott Willyerd

**ADMINISTRATION:** Cyril Walther, Superintendent  
John Galvin, Business Manager  
Heather Zalar, JSHS Principal – Absent  
Carrie Graff, Elementary Principal  
Donald Snoke, Educational Consultant  
Dana M. Davis, Board Secretary

**OTHERS:** Rachel Lozosky, District Solicitor  
Robert Vernon, of Counsel

**A. GENERAL PROCEDURES**

**Roll Call**

**Pledge of Allegiance**

**Presentations/Recognitions**

1. The following students are recognized as the September Students of the Month:  
Jeremiah McClain – Senior  
Reese Schubenski – 6<sup>th</sup> Grade Student

**REQUEST TO SPEAK AT THE BOARD MEETING**

Bernadette O'Brien – 50 Robin Drive, Hickory PA 15340, regarding safety concerns.

**VISITORS REQUEST TO SPEAK ON AGENDA ITEM – None**

## **GENERAL PROCEDURE ITEMS**

**1. APPROVAL OF MINUTES**

***ATTACHMENT "A"***

Board Members were furnished copies of the October 2025 Regular Board Meeting Minutes.

Moved by Mr. Gagich, seconded by Mr. Jacobs, to approve the October 2025 Regular Board Meeting Minutes.

ROLL CALL: Ms. Colilla, Ms. Dunmore, Mr. Gagich, Mr. Jacobs, Mr. Paris, Ms. Shore, said "aye". Motion carried 6-0.

**2. APPROVAL OF ACCOUNTS PAYABLE**

***ATTACHMENT "B"***

Board Members were furnished copies of the Accounts Payable for the October and November 2025 General Fund.

Moved by Mr. Gagich, seconded by Mr. Jacobs, to approve the Accounts Payable for the October and November 2025 General Fund.

ROLL CALL: Ms. Colilla, Ms. Dunmore, Mr. Gagich, Mr. Jacobs, Mr. Paris, Ms. Shore, said "aye". Motion carried 6-0.

**3. FINANCIAL/BUDGET REPORTS**

***ATTACHMENT "C"***

**4. SOLICITOR'S REPORT**

***ATTACHMENT "D"***

## **B. NEW BUSINESS**

**1. ATHLETIC & ACTIVITIES COMMITTEE**

**2. COMMUNICATIONS COMMITTEE**

**3. CURRICULUM & TECHNOLOGY COMMITTEE**

**a. Western Area Career & Technology Center Update – No report.**

**b. Cyber Services Agreement**

Moved by Ms. Dunmore, seconded by Mr. Jacobs, to approve the Cyber Services Agreement between Avella Area School District and Seneca Valley School District for a term of five (5) years, per Attachment Curriculum and Technology "A".

ROLL CALL: Ms. Colilla, Ms. Dunmore, Mr. Gagich, Mr. Jacobs, Mr. Paris, Ms. Shore, said "aye". Motion carried 6-0.

**c. Elementary After School STEAM Club**

Moved by Ms. Colilla, seconded by Mr. Jacobs, to implement an after-school STEAM club, led by Lynn Clarchick at the Elementary Center beginning November 20, 2025.

ROLL CALL: Ms. Colilla, Ms. Dunmore, Mr. Gagich, Mr. Jacobs, Mr. Paris, Ms. Shore, said "aye". Motion carried 6-0.

**B. NEW BUSINESS**

**3. CURRICULUM & TECHNOLOGY COMMITTEE, *continued***

**d. ~~Hickory Telephone Company IRU Agreement – Aerial Fiber Lease~~**

The following motion was struck from the board meeting per legal counsel's recommended revisions to the language of the agreement:

*Motion to approve the Indefeasible Right of Use (IRU) Agreement between Hickory Telephone Company and Avella Area School District for a term of ten (10) years, for Aerial Fiber Lines to from School to ticket booth, concession stand, press box, and tennis courts, per Attachment Curriculum & Technology 'B'.*

**e. ~~Hickory Telephone Company IRU Agreement – Dark Fiber Lease, Buried~~**

The following motion was struck from the board meeting per legal counsel's recommended revisions to the language of the agreement:

*Motion to approve the Indefeasible Right of Use (IRU) Agreement between Hickory Telephone Company and Avella Area School District m of ten (10) years, for Dark Fiber Buried Lines from feeder pole, to greenhouse to sewage building, per Attachment Curriculum & Technology "C".*

**4. FACILITIES & TRANSPORTATION COMMITTEE**

**a. GG&C's Bus/Van Driver List**

Moved by Mr. Jacobs, seconded by Ms. Dunmore, to approve the following to GG&C's Bus/Van Driver List for the 2025-2026 school year, (GG&C is responsible for updating bus/van driver documentation on list with CAO before driving.)

- Cody Fuller
- Andrew Popich
- William Mitchell

ROLL CALL: Ms. Colilla, Ms. Dunmore, Mr. Gagich, Mr. Jacobs, Mr. Paris, Ms. Shore, said "aye". Motion carried 6-0.

**5. FINANCE COMMITTEE**

**a. AIU – Joint Purchasing Resolution**

Moved by Ms. Colilla, second by Ms. Dunmore, to approve the Joint Purchasing Resolution between the Allegheny Intermediate Unit and the Avella Area School District for the 2026-2027 school year, per Attachment Finance "A".

ROLL CALL: Ms. Colilla, Ms. Dunmore, Mr. Gagich, Mr. Jacobs, Mr. Paris, Ms. Shore, said "aye". Motion carried 6-0.

**b. Substitute Employee Compensation Rate**

Moved by Ms. Colilla, seconded by Ms. Dunmore, to approve increasing the Substitute Employee compensation rate to \$130/day (the current rate is \$110/day), effective December 1, 2025.

ROLL CALL: Ms. Colilla, Ms. Dunmore, Mr. Gagich, Mr. Jacobs, Mr. Paris, Ms. Shore, said "aye". Motion carried 6-0.

**B. NEW BUSINESS**

**5. FINANCE COMMITTEE, *continued***

**~~c. Resolution to End State Budget Impasse~~**

The following motion was struck from the agenda because the State Budget was passed on November 12, 2025, prior to the start of the meeting.

*Motion to approve the Resolution by the Board of Directors of Avella School District urging the Pennsylvania General Assembly to end the State Budget Impasse, per Attachment Finance "B".*

**d. Elementary Principal Salary Adjustment/Stipend**

Moved by Mr. Jacobs, seconded by Ms. Colilla, to approve a one-time salary increase in the amount of \$3,000 and a one-time stipend in the amount of \$10,000 for the Elementary Principal, effective immediately, in recognition of her increased efforts in school oversight.

ROLL CALL: Ms. Colilla, Ms. Dunmore, Mr. Gagich, Mr. Jacobs, Mr. Paris, Ms. Shore, said "aye". Motion carried 6-0.

**e. Superintendent School Oversight Stipend**

Moved by Mr. Jacobs, seconded by Ms. Colilla to approve a one-time stipend in the amount of \$10,000 for the Superintendent effective immediately, in recognition of his increased efforts in school oversight.

ROLL CALL: Ms. Colilla, Ms. Dunmore, Mr. Gagich, Mr. Jacobs, Mr. Paris, Ms. Shore, said "aye". Motion carried 6-0.

**f. Children's Activity Fund – Gifted Program**

Moved by Mr. Jacobs, seconded by Ms. Colilla, to approve the Gifted Program to establish a Student Activity Account under the Children's Activity Fund, per Attachment Finance "C".

ROLL CALL: Ms. Colilla, Ms. Dunmore, Mr. Gagich, Mr. Jacobs, Mr. Paris, Ms. Shore, said "aye". Motion carried 6-0.

**6. NEGOTIATIONS COMMITTEE**

**g. Memorandum of Understanding – Debate Team Sponsor**

Moved by Mr. Paris, seconded by Ms. Shore, to approve the Memorandum of Understanding between the Avella Area School District and the Avella Area Education Association, PSEA/NEA, regarding a Debate Team Sponsor, per Attachment Negotiations, "A".

ROLL CALL: Ms. Colilla, Ms. Dunmore, Mr. Gagich, Mr. Jacobs, Mr. Paris, Ms. Shore, said "aye". Motion carried 6-0.

**B. NEW BUSINESS**

**7. PERSONNEL & POLICY COMMITTEE**

**a. Status of Resigned/Newly Hired Teacher**

- Geanna Samol, Elementary Special Education Teacher's first day is 10/21/25.
- Zackery Franks, Secondary Mathematics Teacher's last day is 12/05/25.

**b. Jenn Markle, Resignation**

Moved by Mr. Gagich, seconded by Mr. Jacobs, to ratify the resignation of Jennifer Markle as a Part-Time Aide in the Elementary Life Skills Classroom, effective October 31, 2025.

ROLL CALL: Ms. Colilla, Ms. Dunmore, Mr. Gagich, Mr. Jacobs, Mr. Paris, Ms. Shore, said "aye". Motion carried 6-0.

**c. Part-Time Special Education Aide – Posting**

Moved by Mr. Gagich, seconded by Mr. Jacobs, to ratify the posting (advertisement if necessary) for a Part-Time Special Education Aide (4 hour/180 day).

ROLL CALL: Ms. Colilla, Ms. Dunmore, Mr. Gagich, Mr. Jacobs, Mr. Paris, Ms. Shore, said "aye". Motion carried 6-0.

**d. JSHS Science Teacher – Posting**

Moved by Mr. Gagich, seconded by Mr. Jacobs, to approve a posting for a JSHS Science Teacher due to the retirement of Evelyn Breitigan at the end of the first semester of the 2025-2026 school year.

ROLL CALL: Ms. Colilla, Ms. Dunmore, Mr. Gagich, Mr. Jacobs, Mr. Paris, Ms. Shore, said "aye". Motion carried 6-0.

**e. STEAM Club Special Education Teacher – Posting**

Moved by Mr. Gagich, seconded by Mr. Jacobs, to approve a posting for a Special Education Teacher to support students on Thursdays, after school from 3:15-4:30, in addition to collaborating with Lynn Clarchick on lessons and activities.

ROLL CALL: Ms. Colilla, Ms. Dunmore, Mr. Gagich, Mr. Jacobs, Mr. Paris, Ms. Shore, said "aye". Motion carried 6-0.

**f. STEAM Club Paraprofessional Support – Posting**

Moved by Mr. Gagich, seconded by Mr. Jacobs, to approve a posting for a Special Education Paraprofessional to support students one day a week, on Thursdays after school from 3:15-4:30.

ROLL CALL: Ms. Colilla, Ms. Dunmore, Mr. Gagich, Mr. Jacobs, Mr. Paris, Ms. Shore, said "aye". Motion carried 6-0.

**g. Diane Margaria – Substitute Teacher**

Moved by Mr. Gagich, seconded by Mr. Jacobs, to ratify Diane Margaria to the Substitute Teacher List for the 2025-2026 school year.

ROLL CALL: Ms. Colilla, Ms. Dunmore, Mr. Gagich, Mr. Jacobs, Mr. Paris, Ms. Shore, said "aye". Motion carried 6-0.

**B. NEW BUSINESS**

**7. PERSONNEL & POLICY COMMITTEE, *continued***

**h. School Volunteer List**

Moved by Mr. Gagich, seconded by Mr. Jacobs, to ratify/approve the following to the School Volunteer List for the 2025-2026 school year.

- Courtney Caldwell
- Ashley Cummins
- Desiree Dayak
- Amanda Gailey
- Brenda Griffith
- Michelle Hammond
- Nancy Kern
- Alyssa Lohr
- Raymond Ruffalo
- Toni Snoke
- Shannon Tasz
- Renee Warholak
- Elizabeth Wells
- Robert West

ROLL CALL: Ms. Colilla, Ms. Dunmore, Mr. Gagich, Mr. Jacobs, Mr. Paris, Ms. Shore, said “aye”. Motion carried 6-0.

**8. SAFETY COMMITTEE**

**h. A Safety Committee Meeting is scheduled for December 04, 2025 at 9:00 am.**

**C. ADJOURNMENT**

With no further business before the Board, moved by Mr. Jacobs, seconded by Ms. Shore, to adjourn the meeting 7:30 p.m.

ROLL CALL: Ms. Colilla, Ms. Dunmore, Mr. Gagich, Mr. Jacobs, Mr. Paris, Ms. Shore, said “aye”. Motion carried 6-0.

Respectfully submitted,

---

Dana M. Davis  
Board Secretary