



**Tuesday, March 10, 2026  
Regular Meeting**

**Board of Education Meeting  
Keystone High School  
Room 124  
580 Opportunity Way  
LaGrange, Ohio 44050**

**REGULAR MEETING - 5:00pm**

The Board receives a full agenda several days prior to the Board meeting. The agenda may deal with curriculum, budget, hiring of personnel, facilities, school transportation, or long-range planning. The agenda usually includes written supporting material that helps with decision-making. If it appears that quick action has been taken on an item, it may be because the topic has been studied for several weeks or that questions have been answered in advance of the meeting.

**1. OPENING OF MEETING**

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<b>Subject</b>	<b>A. Roll Call</b>
Meeting	Mar 10, 2026 - Regular Meeting
Category	1. OPENING OF MEETING
Access	Public
Type	Procedural

Members of the Board of Education

Accavallo  
Hoops  
Robson  
Wakefield  
Sturgill

<b>Subject</b>	<b>B. Pledge of Allegiance</b>
Meeting	Mar 10, 2026 - Regular Meeting
Category	1. OPENING OF MEETING
Access	Public
Type	Procedural

<b>Subject</b>	<b>C. Approval of the Agenda</b>
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Meeting	Mar 10, 2026 - Regular Meeting
Category	1. OPENING OF MEETING
Access	Public
Type	Action
Recommended Action	Motion to approve the Agenda as Presented.

Agenda may be approved:

1. As Presented
2. As Presented with Corrections, or
3. With Addendum As Presented

**Subject D. Approve the Minutes of Prior Meetings**

Meeting	Mar 10, 2026 - Regular Meeting
Category	1. OPENING OF MEETING
Access	Public
Type	Action
Recommended Action	Motion to dispense with the reading of the minutes of the Regular Meeting on Monday, February 16, 2026. The minutes were distributed as required by law and shall be approved as presented.

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## **2. SPECIAL PRESENTATION**

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### **3. AUDIENCE PARTICIPATION**

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**Subject A. Recognition and Hearing of Visitors**

Meeting	Mar 10, 2026 - Regular Meeting
Category	3. AUDIENCE PARTICIPATION
Access	Public
Type	Procedural

In order for the Board to fulfill its obligation to complete the planned agenda in an effective and efficient fashion, a maximum of 30 minutes of public participation is permitted at each meeting. If several people wish to speak, each person is allotted three minutes until the total time of 30 minutes is used. During that period, no person may speak twice until all who desire to speak have had the opportunity to do so. Each person addressing the Board will give his/her name and address.

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### **4. FINANCIAL REPORT BY TREASURER/CFO**

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**Subject A. Financial Reports**

Meeting	Mar 10, 2026 - Regular Meeting
Category	4. FINANCIAL REPORT BY TREASURER/CFO
Access	Public

Type	Action
Recommended Action	Approve the Financial Reports by the Treasurer/CFO for February 2026 as presented.

## **5. SUPERINTENDENT REPORTS AND RECOMMENDATIONS**

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<b>Subject</b>	<b>A. Personnel</b>
Meeting	Mar 10, 2026 - Regular Meeting
Category	5. SUPERINTENDENT REPORTS AND RECOMMENDATIONS
Access	Public
Type	Action
Recommended Action	Approve personnel recommendations as detailed below.

### **1. ACCEPT RETIREMENT RESIGNATIONS**

Accept the following resignation for the purpose of retirement:

- a. Rita Hatfield – KMS Paraprofessional – effective end of day 05/31/2026
- b. Frances McConnell – K-12 Speech/Language Pathologist – effective end of day 07/31/2026
- c. Tina McNulty – KES Teacher – effective end of day 05/31/2026

### **2. ACCEPT RESIGNATIONS**

Accept resignations for the following individuals:

- a. Michelle DiMarco – KES Intervention Specialist – effective end of day 06/30/2026
- b. Allison Stephenson – KES Intervention Specialist – effective end of day 06/30/2026

### **3. EMPLOY 2025-2026 CLASSIFIED STAFF**

Approve employment of the following classified individuals for the position and hourly rate as noted, on an eighteen-month probationary contract, pending all record checks and completion of state and local requirements for the 2025-2026 school year:

- a. Rachael Anderson – KES Cafeteria Worker – Step 0 – \$14.71 – effective 02/23/2026
- b. Jennifer Niece – KHS Paraprofessional – Step 0 – \$14.28 – effective 02/19/2026

### **4. EMPLOY 2026-2027 CERTIFICATED/LICENSED STAFF**

Approve employment of the following individual on a limited one (1) year contract commencing with the 2026-2027 school year, subject to completion of all state and local requirements, compensation as per appropriate salary schedule (ORC 3319.11):

- a. Christine Smith – KES Intervention Specialist – Step 4, MA – \$56, 831

### **5. APPROVE TRANSFERS**

Approve the following staff transfers as listed:

- a. Erica Domec from Transportation Secretary 7.50 hours/day to KHS Study Hall Monitor 6.75 hours/day, effective 03/02/2026

### **6. APPROVE 2026–2027 JOB SHARE CERTIFIED/LICENSED STAFF**

The Superintendent recommends approving the 2026-2027 job share for the following individuals:

- a. Kimberly Tafa – 4th Grade Teacher – Step 13 MA+30 at 50%
- b. Ashley Trenchard – 4th Grade Teacher – Step 9 MA at 50%

### **7. EMPLOY LONG-TERM SUBSTITUTE**

Approve employment of the following long-term substitute teachers during the second semester of the 2025-2026 school year at a rate of \$130.00 per day (\$65.00 per half day), pending all record checks and completion of state and local requirements. (No other salaries or benefits will apply.)

- a. Tracy Clarico

**8. APPROVE CLASSIFIED CONTINUING CONTRACT**

The Superintendent recommends granting a continuing contract to the following individual as they have successfully completed an eighteen-month probationary period:

- a. Laura Wickes – Bus Driver – effective 03/19/2026

**9. APPROVE EXTENDED TIME**

The Superintendent recommends approval of extended time for the following staff members to participate in team planning on an as needed basis for the 2025-2026 school year, not to exceed 4 hours at their hourly rate:

- a. Jennifer Niece

**10. APPROVE ADMINISTRATIVE CONTRACTS**

Approve renewal of the following administrative contract as indicated, effective July 01, 2026:

- a. Albert Trego – Maintenance Supervisor – 260 Days, Five (5) years – Step 8

**11. APPROVE ADMINISTRATIVE CONTRACTS**

Approve renewal of the following administrative contracts as indicated, effective August 01, 2026:

- a. Gina Gibson – KMS Principal – 220 Days, Five (5) years – Step 5
- b. Brittany Chudakoff – KMS Asst. Principal/Asst. Athletic Director – 210 Days, Three (3) years – Step 2
- c. Kara Griswold – Pupil Services Director – 260 Days, Three (3) years – Step 2
- d. Jacob Alferio – KES Principal – 215 Days, Five (5) years – Step 8

**12. EMPLOY 2025-2026 EXTRA DUTY PERSONNEL**

Approve the following extra duty contracts for the 2025-2026 school year, pending all record checks and completion of state and local requirements, up to maximum salary:

- a. Anna Saxton – Head Varsity Softball – Step 2 - \$5,729.81
- b. Kevin Fox – Assistant MS Track – Step 7- \$3,395.44
- c. Richard Marcucci – Junior Varsity Softball – Step 7 - \$4,880.95
- d. Ryan Poling – Junior Varsity Baseball – Step 1 - \$3,183.23
- e. Shannon Heffernan – Ticket Taker - \$20.00 Per Game
- f. Bert Fitzgerald – Ticket Taker - \$20.00 Per Game
- g. Suzanne Atkinson – Announcer - \$20.00 Per Game

**13. EMPLOY 2026-2027 EXTRA DUTY PERSONNEL**

Approve the following extra duty contracts for the 2026-2027 school year, pending all record checks and completion of state and local requirements, up to maximum salary:

- a. Kate Verhoff – Head Varsity Volleyball – Step 1 - \$5,245.92

**14. EMPLOY CLASSIFIED SUBSTITUTES**

Approve employment of the following individuals as 2025-2026 classified substitutes for the positions and hourly rates noted, pending all record checks and completion of state and local requirements:

- a. Julia Wright
  - 1. Cafeteria – \$14.41/hr.
  - 2. Lunch Monitor – \$13.73/hr.

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**6. OTHER BUSINESS**

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<b>Subject</b>	<b>A. Donations</b>
Meeting	Mar 10, 2026 - Regular Meeting
Category	6. OTHER BUSINESS
Access	Public

Type Action  
Recommended Action Accept the following donations as.

1. Alexsondra Hurt – \$20.00 for the KMS Drama Club
2. KES PTA – \$11,952.47 for KES playground resurfacing
3. KES PTA – \$467.94 for KES Principals Fund toward 3<sup>rd</sup> grade Sumdog
4. Lindsay and Dale Yost, Dale Yost Construction Company – \$500.00 to KHS ROX for the County-Wide ROX Event

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**Subject** **B. Agreements**  
Meeting Mar 10, 2026 - Regular Meeting  
Category 6. OTHER BUSINESS  
Access Public  
Type Action  
Recommended Action Approve the following agreements as presented.

**1. FCCLA STATE LEADERSHIP CONFERENCE**  
Approve the Ohio State FCCLA Conference Plan from April 15, 2026 to April 17, 2026 as presented.

**2. LORAIN COUNTY BOARD OF DEVELOPMENTAL DISABILITIES**  
Approve the Agreement for Educational Services Between the Lorain County Board of Developmental Disabilities and Keystone Local School District as presented.

**3. HEALTH PARTNERS OF WESTERN OHIO**  
Approve the Memorandum of Agreement for vision services between Health Partners of Western Ohio and Keystone Local Schools as presented.

**4. LORAIN COUNTY COMMUNITY COLLEGE**  
Approve the 2026-2027 College Credit Plus and MyUniversity Guarantee Memorandum of Understanding between Lorain County Community College and Keystone Local Schools as presented.

**5. ABA OUTREACH SERVICES**  
Approve the 2026-2027 Behavioral Services Agreement between ABA Outreach Services and Keystone Local School District as presented.

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## 7. Other Business

**Subject** **A. Resolution for Reduced Employment Contract**  
Meeting Mar 10, 2026 - Regular Meeting  
Category 7. Other Business

Access	Public
Type	Action
Recommended Action	Approve the resolution as listed.

**RESOLUTION FOR REDUCED EMPLOYMENT CONTRACT**

The Superintendent recommends approving the following resolution:

**WHEREAS**, the Keystone Local School District Board of Education (“Board of Education” or “Board”) is authorized to implement a reduction in force of certified personnel pursuant to Section 3319.17 of the Ohio Revised Code and Article 33 of the Professional Negotiations Agreement between Keystone Local School District Board of Education and the Keystone Local Education Association, and

**WHEREAS**, the Superintendent has recommended to the Board a reduction in force (“RIF”) due to a decline in student enrollment, following the conditions outlined in the Professional Negotiations Agreement and state law.

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Education that:

- (1)** The Board of Education hereby suspends the employment contract of Jennifer Galletti, a teaching employee, effective June 30, 2026 pursuant to Section 3319.17 of the Ohio Revised Code and Article 33 of the Professional Negotiations Agreement between the Board of Education and the Keystone Local Education Association due to a decline in student enrollment.
- (2)** The Board directs the Superintendent to establish a recall list in accordance with Section 3319.17 of the Ohio Revised Code and Article 33 of the Professional Negotiations Agreement between the Board of Education and the Keystone Local Education Association.
- (3)** The Board directs the Treasurer to send notice to the affected teaching employee notifying her that the Board of Education has taken action to reduce her contract of employment effective June 30, 2026 due to a decline in student enrollment and of any recall rights, which she may have.
- (4)** It is found and determined that all formal actions of this Board concerning and relating to the adoption of this Resolution were done in an open meeting of this Board and that all deliberations of this Board that resulted in such formal action were in meetings open to the public, or otherwise in compliance with all legal requirements.

<b>Subject</b>	<b>B. Accept Resignation – Zachary Weagley</b>
Meeting	Mar 10, 2026 - Regular Meeting
Category	7. Other Business
Access	Public
Type	Action
Recommended Action	The Board to accept the resignation of Superintendent Zachary Weagley, effective end of day July 31, 2026.

**Subject** **C. Approve Treasurer's Contract**

Meeting Mar 10, 2026 - Regular Meeting

Category 7. Other Business

Access Public

Type Action

Recommended Action The Board recommends employment of Sandra Isabella as Treasurer/CFO for a period of 5 years commencing on the 1st day of August 2026.

**Subject** **D. Work Session Meeting**

Meeting Mar 10, 2026 - Regular Meeting

Category 7. Other Business

Access Public

Type Action

Recommended Action Approve Work Session Meetings on an as needed basis.  
If needed, the next Work Session Meeting will be on \_\_\_\_\_.

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## **8. ITEMS PRESENTED FOR INFORMATION AND DISCUSSION. MAY OR MAY NOT RESULT IN ACTION BY THE BOARD OF EDUCATION.**

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**Subject** **A. Future BOE Meetings @ 6 P.M.**

Meeting Mar 10, 2026 - Regular Meeting

Category 8. ITEMS PRESENTED FOR INFORMATION AND DISCUSSION. MAY OR MAY NOT RESULT IN ACTION BY THE BOARD OF EDUCATION.

Access Public

Type Information

1. Monday, April 13, 2026 Regular Meeting KHS – Room 124  
2. Tuesday, May 12, 2026 Regular Meeting KHS – Room 124  
3. Tuesday, June 09, 2026 Regular Meeting KHS – Room 124

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## **9. EXECUTIVE SESSION**

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**Subject** **A. Enter into Executive Session**

Meeting Mar 10, 2026 - Regular Meeting

Category 9. EXECUTIVE SESSION

Access Public

Type	Action
Recommended Action	Motion to Adjourn to Executive Session under ORC 102.03 and ORC 121.22 for the purpose indicated below: (With Action to follow or No Action to follow)

Boards of Education in Ohio may enter into Executive Session under Ohio Statutes 102.03 and ORC 121.22 for the purpose of:

1. the appointment, employment, dismissal, discipline, promotion, demotion or compensation of an employee or official, or the investigation of charges or complaints against such an employee, official or student, unless an such individual requests a public hearing (the Board will not hold an executive session for the discipline of one of its members for conduct related to the performance of his/her official duties or for his/her removal from office);
2. the purchase of property for public purposes or for the sale of property at competitive bidding, if premature disclosure of information would give an unfair advantage to a person whose personal, private interest is adverse to the general public interest;
3. specialized details of security arrangements where disclosure of the matters discussed might reveal information that could be used for the purpose of committing, or avoiding prosecution for, a violation of the law;
4. matters required to be kept confidential by Federal law or State statutes;
5. preparing for, conducting or reviewing negotiations with public employees concerning their compensation or other terms and conditions of their employment;
6. in-person conferences with an attorney for the Board concerning disputes involving the Board that are the subject of pending or imminent court action or
7. consideration of confidential information related to the marketing plans, specific business strategy, production techniques, trade secrets or personal financial statements of an applicant for economic development assistance, or negotiations with other political subdivisions respecting requests for economic development assistance, provided that:
  - A. the information is directly related to a request for economic development assistance that is to be provided or administered under provisions of State law authorized in Ohio Revised Code Section 121.22(G)(8)(1), or involves public infrastructure improvements or the extension of utility services that are directly related to an economic development project and
  - B. a unanimous quorum of the Board has determined by a roll-call vote the executive session is necessary to protect the interests of the applicant or possible investment or expenditure of public funds to be made in connection with the economic development project.

*With action to follow or with no action to follow.*

## **10. ADJOURNMENT**

<b>Subject</b>	<b>A. Adjourn the Meeting</b>
Meeting	Mar 10, 2026 - Regular Meeting
Category	10. ADJOURNMENT
Access	Public
Type	Action
Recommended Action	Motion to adjourn the meeting.