

## RECORD OF PROCEEDINGS

### MINUTES OF KEYSTONE BOARD OF EDUCATION

#### REGULAR MEETING HELD NOVEMBER 11, 2025

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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.

Kimberly Sturgill called the meeting to order at 6:02 p.m.

Board Members in Attendance:

Andrew Hoops, Carrie O'Boyle, Kimberly Sturgill

Board Members not in Attendance:

Patricia Wakefield, Devin Stang

Public Persons in Attendance:

Zachary Weagley, Sandra Isabella, Amanda Goran, Kara Griswold, Korin Adkins, Joe Elsleger, Jackie Elsleger, Brandon Peery, Tiffany Peery, Lucia Peery, Loren Peery, Madison Naylor, Kate Cunningham, Ashley Zuckerman, Sarah McCall, Bill Robson

Those present recited the Pledge of Allegiance to the United States of America.

#### APPROVAL OF AGENDA #26-11-01

Moved by Hoops, second by O'Boyle, to approve agenda with addendum as presented.

Ayes: Hoops, O'Boyle, Sturgill

Motion carried.

#### APPROVAL OF PRIOR MEETING MINUTES #26-11-02

Moved by O'Boyle, second by Hoops to dispense with the reading of the minutes of the Work Session Meeting on Tuesday, August 06, 2025, the Special Meeting on Tuesday, September 30, 2025, and the Regular Meeting on Tuesday, October 21, 2025. The minutes were distributed as required by law, and shall be approved as presented.

Ayes: O'Boyle, Hoops, Sturgill

Motion carried.

### SPECIAL RECOGNITION

#### AUDIENCE PARTICIPATION

#### RECOGNITION AND HEARING OF VISITORS:

**Korin Adkins** – Parent of student in district. Expressed concerns to the Board regarding her child's education.

**Jackie Elsleger** – Parent of student in district. Expressed concerns to the Board regarding her child's education.

**Tiffany Peery** – Paraprofessional in district. Expressed concerns regarding student education.

**Madison Naylor** – Elected not to speak.

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**APPROVE TREASURER/CFO FINANCIAL REPORTS  
AND RECOMMENDATIONS #26-11-03**

Moved by Hoops, second by O'Boyle that the foregoing recommendations be approved.

**A. APPROVE FINANCIAL REPORTS**

The Treasurer/CFO recommends approval of the financial reports for October 2025, as presented.

Ayes: Hoops, O'Boyle, Sturgill

Motion carried.

**APPROVE SUPERINTENDENT'S REPORTS AND  
RECOMMENDATIONS #26-11-04**

Moved by O'Boyle, second by Hoops that the foregoing recommendations be approved.

**A. EMPLOYMENT OF PERSONNEL**

**1. ACCEPT CERTIFIED RESIGNATIONS**

The Superintendent recommends accepting the following resignations for the purpose of retirement:

- a. Donna Knight – KMS Teacher and District Gifted Coordinator – effective end of day 05/29/2026
- b. Lynn Gagnon – District Librarian and Media Specialist – effective end of day 05/29/2026

**2. ACCEPT RESIGNATIONS**

The Superintendent recommends accepting the resignations of the following individuals:

- a. Frances Walker – Bus Driver and Substitute Bus Driver– effective end of day 06/03/2026
- b. Brittney Hodkey – KES Paraprofessional – effective end of day 11/07/2025
- c. Tiffany Peery – KHS Paraprofessional – effective end of day 11/25/2025
- d. Kari Dove – Winter Faculty Manager – effective end of day 11/07/2025

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

The Superintendent recommends hiring 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. Kayla Williams – Murray Ridge Paraprofessional, 6.5 hours/day – Step 0 – \$14.28/hr. – effective TBD
- b. Lisa Gaines – Bus Monitor, 5.5 hours/day – Step 0 – \$14.03/hr. – effective 11/17/2025

**4. 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. September Golden – Bus Driver – effective 11/20/2025

**5. 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. Tiffany Peery
- b. Amy Sullivan
- c. Shannon Kokinda

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6. **APPROVE PROFESSIONAL DEVELOPMENT STIPEND**  
The Superintendent recommends approval for the following staff member to participate in monthly Advanced Quantitative Reasoning network meetings, held from 4:00-5:00pm for the ODEW state approved course. The individual shall be paid the 2025-2026 hourly tutor rate to be paid from Title IIA funds.
- a. Anna Saxton
7. **EMPLOY CLASSIFIED SUBSTITUTES**  
The Superintendent recommends employment of the following 2025-2026 classified substitutes for the positions and hourly rates noted, pending all record checks and completion of state and local requirements:
- Bus Driver - \$18.31/hr.**
- a. Bert Fitzgerald – effective 10/31/2025
- Cafeteria - \$14.41/hr.**
- a. Karen Asbury
- Cleaning - \$13.26/hr.**
- a. Linda Archer – effective 10/27/2025
- Monitor - \$13.73/hr.**
- a. Ashlynn Myers – Key Care, Lunch
- Paraprofessional – \$13.98/hr.**
- a. Ashlynn Myers
8. **APPROVE PROFESSIONAL DEVELOPMENT STIPENDS**  
The Superintendent recommends approval for the following individuals to complete Safety Training on November 3, 2025 for up to one full day per time sheet, at the daily sub rate of \$130.00, to be paid from Title IIA funds.
- a. Denise O'Dell
  - b. Jason Dike
  - c. Brittany Cline
  - d. Loren Woodruff St. Peter
9. **EMPLOY 2025-2026 EXTRA DUTY PERSONNEL**  
The Superintendent recommends employment of the following individuals on 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. John McCardle – Assistant Varsity Wrestling (50%) – Step 2 – \$1,697.72
  - b. Michael Griswold – Head Middle School Wrestling – Step 7 – \$4,880.95
  - c. Jason Grahn – Junior Varsity Wrestling – Step 1 – \$3,183.23
  - d. Kristin Burden – Ticket Taker – \$20.00 Per Game
10. **AMEND 2025-2026 EXTRA DUTY PERSONNEL**  
The Superintendent recommends amending the following individual on extra duty contract for the 2025-2026 school year, pending all record checks and completion of state and local requirements, up to maximum salary:
- a. Todd Strebel – Assistant Varsity Football – from Step 1 – \$3,819.87 to Step 7 – \$6,366.45
11. **APPROVE VOLUNTEERS**  
The Superintendent recommends approving the following individuals as a volunteer for the 2025-2026 school year for the position indicated, pending all record checks and completion of state and local requirements:
- a. Chad Whitacre – Boys' Basketball
  - b. Roger Lee – Bowling

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- c. Michael Schade – Wrestling
- d. Andrew Hoch – Wrestling
- e. Bert Fitzgerald – Winter Faculty Manager

Ayes: O’Boyle, Hoops, Sturgill  
Motion carried.

**APPROVE OTHER BUSINESS AND SUPERINTENDENT’S  
RECOMMENDATIONS #26-11-05**

Moved by O’Boyle, second by Hoops that the foregoing recommendations be approved.

**A. TAX BUDGET HEARING**

Motion to hold the Tax Budget Hearing for the 2026 fiscal year on Monday, January 12, 2026 at 6:00 p.m. in KHS Room 110.

**B. SET 2026 ORGANIZATIONAL MEETING**

Motion to set the 2026 Organizational Meeting for Monday, January 12, 2026 immediately following the Tax Budget Hearing in KHS Room 110.  
(This meeting must be held during the first 15 days of January.)

**C. SET JANUARY 2026 REGULAR MEETING**

Motion to set the January 2026 Regular Meeting for Monday, January 12, 2026 immediately following the 2026 Organizational Meeting in KHS Room 110.

**D. APPROVE AGREEMENT WITH LORAIN COUNTY EDUCATIONAL SERVICE CENTER**

The Superintendent recommends approving the Lorain County Educational Service Center Services Agreement to provide Literacy Consult as presented.

**E. APPROVE LEARNWELL ACADEMIC SERVICE AGREEMENT**

The Superintendent recommends approving the Academic Service Agreement with LearnWell as presented.

**F. APPROVE LEARNWELL ACADEMIC SERVICE AGREEMENT**

The Superintendent recommends approving the Academic Service Agreement with LearnWell as presented.

**G. APPROVE JOB DESCRIPTIONS**

The Superintendent recommends approving the following new job description as presented.

- a. Mock Trial Advisor

**H. APPROVE AGREEMENT WITH THE EDUCATIONAL SERVICE CENTER OF LORAIN COUNTY**

The Superintendent recommends approving the Service Agreement with the Educational Service Center of Lorain County to provide Literacy Professional Development as presented.

**I. APPROVE 2025-2026 STUDENT WELLNESS AND SUCCESS FUNDS AND DISADVANTAGED PUPIL IMPACT AID PLAN**

The Superintendent recommends approving the 2025–2026 Student Wellness and Success Funds and Disadvantaged Pupil Impact Aid Plan as presented.

**J. APPROVE WORK SESSION MEETINGS**

The Superintendent recommends approving work session meetings on an as needed basis during the 2025-2026 school year. If needed, the next Work Session Meeting will be on \_\_\_\_\_.

Ayes: O’Boyle, Hoops, Sturgill  
Motion carried.

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**APPROVE OTHER BUSINESS #26-11-06**

Moved by Hoops, second by O'Boyle that the foregoing recommendations be approved.

**A. APPROVE VOLUNTEER**

The Board recommends approving the following individual as a volunteer for the 2025-2026 school year for the position indicated, pending all record checks and completion of state and local requirements:

- a. Zachary Weagley – 7<sup>th</sup> Grade Boys' Basketball

Ayes: Hoops, O'Boyle, Sturgill

Motion carried.

**Future BOE Meetings @ 6:00 P.M.**

1. Monday, December 15, 2025 – Regular Meeting – KHS Room 124

**EXECUTIVE SESSION #26-11-07**

Moved by Sturgill, second by O'Boyle to adjourn to Executive Session under ORC 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);

**With no action to follow.**

Ayes: Hoops, O'Boyle, Sturgill

Motion carried.

Executive Session 6:40 p.m. Return to Open Session 7:13 p.m.

**ADJOURNMENT #26-11-08**

Moved by Hoops, second by O'Boyle to adjourn the Regular Meeting at 7:14 p.m.

Ayes: Hoops, O'Boyle, Sturgill

Motion carried.

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Devin Stang, President

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Sandra Isabella, Treasurer/CFO