

MINUTES OF KEYSTONE BOARD OF EDUCATION

Regular Meeting (Tuesday, March 10, 2026)

Generated by Emily Dempster on Sunday, March 29, 2026

Meeting called to order at 5:00 PM

1. OPENING OF MEETING

Procedural: A. Roll Call

Members present

Kimberly Sturgill, Andrew Hoops, Patricia Wakefield, Amanda Accavallo, William Robson

Public Persons Present

Zachary Weagley, Sandra Isabella, Amanda Goran, Kara Griswold, Albert Trego, Derrick Shaw, Loren Allison, Gina Gibson, Brittany Chudakoff, Kate Cunningham, Nicole Cassell

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

| #26-03-01

Action: C. Approval of the Agenda

Motion to approve the Agenda as Presented.

Motion by William Robson, second by Andrew Hoops.

Final Resolution: Motion Carried

Yes: Kimberly Sturgill, Andrew Hoops, Patricia Wakefield, Amanda Accavallo, William Robson

| #26-03-02

Action: D. Approve the Minutes of Prior Meetings

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.

Motion by William Robson, second by Andrew Hoops.

Final Resolution: Motion Carried

Yes: Kimberly Sturgill, Andrew Hoops, Patricia Wakefield, Amanda Accavallo, William Robson

2. SPECIAL PRESENTATION

3. AUDIENCE PARTICIPATION

Procedural: A. Recognition and Hearing of Visitors

NONE

4. FINANCIAL REPORT BY TREASURER/CFO | #26-03-03

Action: A. Financial Reports

Motion to approve the Financial Reports by the Treasurer/CFO for February 2026 as presented.

Motion by Andrew Hoops, second by Amanda Accavallo.

Final Resolution: Motion Carried

Yes: Kimberly Sturgill, Andrew Hoops, Patricia Wakefield, Amanda Accavallo, William Robson

5. SUPERINTENDENT REPORTS AND RECOMMENDATIONS | #26-03-04

Action: A. Personnel

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.

Motion by Amanda Accavallo, second by Patricia Wakefield.

Final Resolution: Motion Carried

Yes: Kimberly Sturgill, Andrew Hoops, Patricia Wakefield, Amanda Accavallo, William Robson

6. OTHER BUSINESS | #26-03-05

Action: A. Donations

Accept the following donations.

- 1. Alexsandra 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 3rd grade Sumdog
- 4. Lindsay and Dale Yost, Dale Yost Construction Company – \$500.00 to KHS ROX for the County-Wide ROX Event

Motion by William Robson, second by Amanda Accavallo.

Final Resolution: Motion Carried

Yes: Kimberly Sturgill, Andrew Hoops, Patricia Wakefield, Amanda Accavallo, William Robson

| #26-03-06

Action: B. Agreements

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.

Motion by Andrew Hoops, second by William Robson.

Final Resolution: Motion Carried

Yes: Kimberly Sturgill, Andrew Hoops, Patricia Wakefield, Amanda Accavallo, William Robson

7. Other Business | #26-03-07

Action: A. Resolution for Reduced Employment Contract

Approve the resolution as listed.

RESOLUTION FOR REDUCED EMPLOYMENT CONTRACT

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.

Motion by William Robson, second by Amanda Accavallo.

Final Resolution: Motion Carried

Yes: Kimberly Sturgill, Andrew Hoops, Patricia Wakefield, Amanda Accavallo, William Robson

| #26-03-08

Action: B. Accept Resignation – Zachary Weagley

The Board to accept the resignation of Superintendent Zachary Weagley, effective end of day July 31, 2026.

Motion by Andrew Hoops, second by William Robson.

Final Resolution: Motion Carried

Yes: Kimberly Sturgill, Andrew Hoops, Patricia Wakefield, Amanda Accavallo, William Robson

| #26-03-09

Action: C. Approve Treasurer’s Contract

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

Motion by William Robson, second by Andrew Hoops.

Final Resolution: Motion Carried

Yes: Kimberly Sturgill, Andrew Hoops, Patricia Wakefield, Amanda Accavallo, William Robson

Action: D. Work Session Meeting

Approve Work Session Meetings on an as needed basis.

NONE

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

Information: A. Future BOE Meetings @ 6 P.M.

- 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

9. EXECUTIVE SESSION | #26-03-10

Action: A. Enter into Executive Session

Motion to Adjourn to Executive Session under ORC 102.03 and ORC 121.22 for the purpose indicated below:

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 Action to Follow

Motion by Andrew Hoops, second by Amanda Accavallo.

Final Resolution: Motion Carried

Yes: Kimberly Sturgill, Andrew Hoops, Patricia Wakefield, Amanda Accavallo, William Robson

Executive Session at 5:45pm | Return to Open Session 6:17

| #26-03-11

Recommended Action: B. Approve use of Finding Leaders to conduct a Superintendent search for the Board of Education.

Motion by Patricia Wakefield, Second by Amanda Accavallo

Final Resolution: Motion Carried

Yes: Kimberly Sturgill, Andrew Hoops, Patricia Wakefield, Amanda Accavallo, William Robson

10. ADJOURNMENT | #26-03-12

Action: A. Adjourn the Meeting

Motion to adjourn the meeting.

Motion by Andrew Hoops, second by Amanda Accavallo.

Final Resolution: Motion Carried

Yes: Kimberly Sturgill, Andrew Hoops, Patricia Wakefield, Amanda Accavallo, William Robson

Meeting adjourned at 6:20pm

Kimberly Sturgill, President

Sandra Isabella, Treasurer/CFO