

The GALION CITY SCHOOL DISTRICT BOARD OF EDUCATION, Crawford County, Ohio, met in \_\_\_\_\_ session on the \_\_\_\_th day of March, 2021, with the following members present:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

M \_\_. \_\_\_\_\_ moved the adoption of the following resolution:

#### RESOLUTION

WHEREAS, the Galion City School District Board of Education ("Board") employs Richard Walker ("Walker") as a teaching employee under a limited contract, and the Board also employs Walker under three (3) supplemental contracts effective for the 2020-2021 school year, pursuant to Ohio Revised Code Section 3319.08; and

WHEREAS, Ohio Revised Code Section 3319.16 provides in pertinent part as follows: "[t]he contract of any teacher employed by the board of education of any city, exempted village, local, county, or joint vocational school district may not be terminated except for good and just cause,"; and

WHEREAS, the Superintendent issued Walker official written notice on March 24, 2021, of the Superintendent's intent to recommend to the Board that the Board initiate contract termination proceedings with regards to Walker's teaching and supplemental contracts with the District in accordance with Ohio Revised Code Section 3319.16 for good and just cause on the grounds set forth in the notice, which are as follows:

On March 15, 2021, the District's administrative investigators initiated an internal investigation regarding reports received on or about March 11, 2021, that Walker may have had an inappropriate relationship with a former student of the Galion City School District, which may have started during the time the student was enrolled in the District and which may have continued during the one (1) year time period following the student's graduation from the District. The investigation was completed on March 23, 2021. The results of the investigation confirmed that Walker had an inappropriate emotional and sexual relationship with a former student of the Galion City School District, which started at the time, immediately before, or immediately after the student graduated from the Galion City School District in June of 2019, and which continued for a period of one (1) year following

the former student's graduation from the District. The results from the investigation included Walker's own admission to the inappropriate emotional and sexual relationship. This conduct violates the following Board Policy provisions, as well as applicable provisions of both versions of the Licensure Code of Professional Conduct for Ohio Educators:

Galion City School District Board of Education Policy 3210, Staff Ethics

Galion City School District Board of Education Policy 3213, Student Supervision and Welfare

Galion City School District Board of Education Policy 3362, Anti-Harassment

Licensure Code of Professional Conduct for Ohio Educators, Version 1, Professional Behavior, Professional Relationships with Students

Licensure Code of Professional Conduct for Ohio Educators, Version 2, Professional Behavior, Professional Relationships with Students

Also during the course of the aforementioned investigation, it was reported that Walker engaged in unprofessional conduct involving assigned classes at the

Galion Middle School during the 2020-2021 school year. Specifically, it was reported that Walker requested a fellow teacher of the Galion Middle School to teach and/or otherwise supervise Walker's classes of students on various occasions since November of 2020 and continuing through present, while Walker paced in the Middle School gymnasium. It was further reported that Walker has discussed Walker's mental/psychological conditions/state with Walker's middle school classes of students this school year, and that during those discussions Walker made references to his use of medication. These reports were confirmed to be accurate and were substantiated by the District's administrative investigators. This conduct violates the following Board Policy provisions, as well as applicable provisions of the current version of the Licensure Code of Professional Conduct for Ohio Educators:

Galion City School District Board of Education Policy 3210, Staff Ethics

Licensure Code of Professional Conduct for Ohio Educators, Version 2, Professional Behavior, Accurate Reporting

This conduct also constitutes neglect of Walker's teaching duties and professional responsibilities as a teacher in the District; and

WHEREAS, on March 26, 2021, Walker submitted a written resignation from all employment contracts held with the District, effective immediately; and

WHEREAS, the Board, upon review and full consideration of these matters as presented by the Superintendent determines as follows;

NOW THEREFORE BE IT RESOLVED, that the Galion City School District Board of Education (“Board”) hereby acts to accept Walker’s resignation from all employment contracts with the District, effective immediately, in lieu of initiating contract termination proceedings in regards to Walker’s employment with the District, pursuant to Ohio Revised Code Section 3319.16 on the grounds set forth above, which the Board finds to be good and just cause for termination;

BE IT FURTHER RESOLVED that the Galion City School District Board of Education hereby directs its Treasurer to issue written notice of same forthwith to Richard Walker by certified U.S. mail, return receipt requested;

BE IT FURTHER RESOLVED that the Galion City School District Board of Education hereby authorizes its Superintendent and Treasurer to take all actions necessary in order to faithfully execute this official public action of the Board.

M \_\_. \_\_\_\_\_ seconded the motion.

Upon roll call vote resulted as follows:

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_____	_____
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_____	_____

ADOPTED: March \_\_, 2021.

ATTEST:

\_\_\_\_\_

Treasurer President