

The GALION CITY SCHOOL DISTRICT BOARD OF EDUCATION, Crawford County, Ohio, met in Special session on the 1st day of November, 2021, with the following members present:

Mr. Long
Mrs. Donaldson
Mrs. Miller
Mr. Garverick
Mr. Mateer

Mr. Mateer moved the adoption of the following resolution:

RESOLUTION

WHEREAS, the Galion City School District Board of Education ("Board") employs Lori Keiser ("Keiser") as a non-teaching employee under a non-teaching employee contract pursuant to Ohio Revised Code Section 3319.081; and

WHEREAS, Keiser's non-teaching position is that of secretary, which is covered under the bargaining unit represented by the OAPSE and Its Local #370 ("OAPSE"); and

WHEREAS, Ohio Revised Code Section 3319.081 provides in pertinent part that the contracts issued to non-teaching employees may be terminated for violation of written rules and regulations as set forth by the board of education or for incompetency, inefficiency, dishonesty, drunkenness, immoral conduct, insubordination, discourteous

treatment of the public, neglect of duty, or any other acts of misfeasance, malfeasance, or nonfeasance; and

WHEREAS, the Superintendent issued Keiser official written notice on October 26, 2021, of the Superintendent's intent to recommend to the Board that the Board initiate contract termination proceedings pursuant to Article 4, Discipline Section, of the Collective Bargaining Agreement between the Board and OAPSE (2019-2022) as well as Ohio Revised Code Section 3319.081, on the grounds set forth in the notice, which are as follows:

1. On October 12, 2021, a pre-disciplinary meeting was held related to an insubordination investigation. During that meeting, Keiser communicated that money found in her desk drawer on or about September 3, 2021, at the Galion High School was her personal money. When information was provided that the money had a post it note attached to it with a student's name on it, Keiser indicated the money was left there by another employee. Video footage of the Galion High School office was reviewed for the date in question and the video footage documents acts of dishonesty, insubordination, and neglect of duty in mishandling District funds including possible acts of theft;
2. During the weeks of September 7, 2021, and September 13, 2021, video footage of the Galion High School office reveals Keiser placing money in her desk drawer, in various envelopes, and on filing cabinets. None of the funds were secured. This conduct constitutes insubordination and neglect of duty.
3. During the weeks of September 27, 2021, and October 4, 2021, video footage of the Galion High School parking lot, building and office reveals Keiser entering the building on multiple occasions during non-work hours, and going to the Galion High School office for unexplained, non-work purposes. On one such occasion, a box was retrieved from the office area, and files, papers and items were removed from drawers behind Keiser's desk and Keiser left the building with the box and took the box to her car. This conduct constitutes dishonesty as Keiser represented that she was in the building working on the dates in the question, but no time sheets were submitted for any work performed on these dates.

4. On October 13, 2021, during a meeting when Keiser was provided with a notice of paid administrative leave pending investigation of these matters, the Principal went to Keiser's desk to obtain Keiser's keys that were left unsecured and found a money bag on the counter, also unsecured. The amount of money in the money bag exceeded two thousand dollars (\$2,000). This conduct constitutes insubordination and neglect of duty.
5. One week later, on October 20, 2021, during the due process hearing held in executive session before the Board, Keiser stated to the Board, on the record, that since the written reprimand was issued to her by Mr. Williams in June of 2019, she had not engaged in mishandling of money. This statement is dishonest; and

WHEREAS, the Superintendent held a pre-disciplinary due process hearing with Keiser and representatives of OAPSE on the morning of October 28, 2021, to review the aforementioned grounds, and at the conclusion of said hearing Keiser indicated verbally her resignation from her position with the District, effective immediately; and

WHEREAS, later in the day on October 28, 2021, Keiser caused to be published within the District a written statement indicating resignation, effective immediately; and

WHEREAS, on October 29, 2021, Keiser issued correspondence to the Superintendent stating as fact that the Superintendent gave Keiser a bad job reference back in the summer of 2021, and this statement is untrue and therefore constitutes dishonesty; and

WHEREAS, on October 29, 2021, representatives of OAPSE confirmed that Keiser's written statement indicating resignation dated October 28, 2021, was in fact Keiser's resignation, 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 Lori Keiser's resignation from employment with the District, effective October 29, 2021, in lieu of initiating contract termination proceedings pursuant to Ohio Revised Code Section 3319.081 on the grounds set forth above, which the Board has determined constitute 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 Lori Keiser 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.

Mr. Long seconded the motion.

Upon roll call vote resulted as follows:

<u>Mr. Long</u>	<u>aye</u>
<u>Mrs. Donaldson</u>	<u>aye</u>
<u>Mrs. Miller</u>	<u>aye</u>
<u>Mr. Garverick</u>	<u>aye</u>

Mr. Mateer

aye

ADOPTED: November 1, 2021.

ATTEST:

Charlene Parkinson

Treasurer

[Signature]

President

