

\_\_\_\_\_ Moved to adopt the following resolution:

**GALION CITY SCHOOL DISTRICT BOARD OF EDUCATION  
RESOLUTION TO AUTHORIZE THE SUPERINTENDENT TO IMPOSE  
DISCIPLINARY ACTION**

The Board of Education of the Galion City School District (“Board”) met in regular session on January 7, 2025 with the following members present:

Kirsten Geyer  
Christi Eckert

Melissa Miller  
Dennis Long

Mike Mateer

WHEREAS, the Superintendent is tasked with providing that all aspects of District operations comply with State and Federal laws and regulations as well as Board contracts and policies in accordance with Board Policy 1230; and

WHEREAS, in accordance with Board Policy 3139, the Board retains the right and the responsibility to manage the work force which includes, when necessary, the right and responsibility to discipline a staff member. In that event, disciplinary action shall be proportionate to the employee’s offense or misconduct, consistent with appropriate procedural and substantive due process.

WHEREAS, disciplinary action, generally, may involve progressive penalties where appropriate, including verbal warnings, written warnings, and suspensions with or without pay. Disciplinary action may begin at any level, depending upon the gravity of the employee’s offense(s). All matters regarding discharge from employment must be dealt with in accordance with R.C. 3319.16 and/or applicable provisions of a collective bargaining agreement.

NOW THEREFORE, be it resolved that:

1. The Superintendent is hereby authorized to impose disciplinary penalties, including verbal warnings, written warnings and suspensions with and without pay, and may impose such penalties beginning at any level, based upon the gravity of the misconduct demonstrated by an employee in compliance with any provisions of an applicable collective bargaining agreement.
2. The Superintendent shall provide an employee who may be subject to disciplinary action with notice of alleged infractions and an opportunity to be heard to refute the allegations and/or explain his or her actions.
3. All disciplinary action involving termination of employment shall only be imposed in accordance with R.C. 3319.16 and/or applicable provisions of a collective bargaining agreement.

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

Upon a roll call vote, the vote was as follows:

Yeas: \_\_\_\_\_

Nays: \_\_\_\_\_

Adopted this 7<sup>th</sup> day of January, 2025

\_\_\_\_\_  
Galion Superintendent

\_\_\_\_\_  
Galion Board of Education President

\_\_\_\_\_  
Galion Treasurer