

Mathews Local

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School District

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July 9, 2026

Via Electronic Delivery with Electronic Proof of Delivery Only

Michael P. Wymer

Re: Pre-Discipline/Pre-Termination Meeting/Conference Findings, Suspension without Pay, and Termination Recommendation

Dear Mr. Wymer:

A pre-discipline/pre-termination meeting/conference was held before me at the Board Office, which is located at 4096 Cadwallader Sonk Road, Cortland, Ohio 44410. You attended this pre-discipline/pre-termination meeting/conference with your legal representative – i.e., Attorney Scott C. Essad – and had the opportunity to respond to the each of the allegations set forth in the July 8, 2026 pre-discipline/pre-termination meeting/conference demand. Having considered your responses to the allegations asserted against you, I hereby issue the following findings:

1. The allegation that you were previously employed by the Mathews Local School District Board of Education (“Board”) under a one-year supplemental contract expiring on June 30, 2026, is **substantiated**.
2. The allegation that you are currently employed by the Board under a one-year supplemental contract expiring on June 30, 2027, is **substantiated**.
3. The allegation that you previously held a three-year pupil activity permit with the Ohio State Board of Education (“State Board”) expiring on June 30, 2025, is **substantiated**.
4. The allegation that you currently hold a three-year pupil activity permit with the State Board expiring on June 30, 2028, is **substantiated**.

5. The allegation that, from June 22, 2026, to June 24, 2026, you improperly participated in the 2026 Pioneer Basketball Team Camp ("Camp") with your Mathews Local School District students in Marietta, Ohio in your official capacity as an employee/official of the Board is **substantiated**.
6. The allegation that, on June 24, 2026, you were arrested for violating R.C. 4511.12 (disobeying traffic control devices) and R.C. 4511.19 (operating a vehicle under the influence of alcohol or drugs) in Marietta, Ohio while in your official capacity as an employee/official of the Board, with other adults under your supervision, and without your students being properly supervised is **substantiated**.
7. The allegation that, on June 25, 2026, criminal charges were filed against you in the cases of *State of Ohio/City of Marietta v. Wymer*, Marietta Mun. Case Nos. TRC2602495A and TRC2602495B, wherein you entered pleas of not guilty on both June 25, 2026, and June 26, 2026, is **substantiated**.
8. The allegation that your actions and inactions, jointly and severally, amount to your failure to behave as a professional is **substantiated**.
9. The allegation that your actions and inactions, jointly and severally, amount to your failure to realize that your actions directly reflect upon the status of your profession is **substantiated**.
10. The allegation that your actions and inactions, jointly and severally, amount to your failure to realize that your actions directly reflect upon the substance of your profession is **substantiated**.
11. The allegation that your actions and inactions, jointly and severally, amount to your failure to serve as a positive role model to students is **substantiated**.
12. The allegation that your actions and inactions, jointly and severally, amount to your failure to serve as a positive role model to adults is **substantiated**.
13. The allegation that your actions and inactions, jointly and severally, amount to your failure to preserve the dignity of your profession is **substantiated**.
14. The allegation that your actions and inactions, jointly and severally, amount to your failure to preserve the integrity of your profession is **substantiated**.
15. The allegation that your actions and inactions, jointly and severally, amount to your failure to practice your profession according to the highest ethical standards is **substantiated**.

16. The allegation that your actions and inactions, jointly and severally, amount to your failure to adhere to the Licensure Code of Professional Conduct for Ohio Educators is **substantiated**.
17. The allegation that your actions and inactions, jointly and severally, amount to you assisting others in committing acts of conduct unbecoming as described in the Licensure Code of Professional Conduct for Ohio Educators is **substantiated**.
18. The allegation that your actions and inactions, jointly and severally, amount to you having a physical/mental inability, incapacity, and/or addiction that significantly impacted your ability to carry out your professional responsibilities is **substantiated**.
19. The allegation that your actions and inactions, jointly and severally, amount to you having a physical/mental inability, incapacity, and/or addiction that rendered you incapable of safely maintaining the care, custody, and control of students is **substantiated**.
20. The allegation that your actions and inactions, jointly and severally, amount to you committing violations of local, state, and/or federal laws regardless of whether your conduct resulted in criminal charges, indictments, prosecutions, and/or convictions is **substantiated**.
21. The allegation that your actions and inactions, jointly and severally, amount to your failure to verify that adults attending the Camp were both properly approved and possessed the appropriate credentials prior to attending the Camp is **substantiated**.
22. The allegation that your actions and inactions, jointly and severally, amount to you accepting and/or holding employment that requires you to engage in activities and/or duties outside the scope of your credential type is **substantiated**.
23. The allegation that your actions and inactions, jointly and severally, amount to your failure to maintain professional relationships with your students is **substantiated**.
24. The allegation that your actions and inactions, jointly and severally, amount to your failure to maintain a professional relationship with your students at all times is **substantiated**.
25. The allegation that your actions and inactions, jointly and severally, amount to your failure to nurture the intellectual, physical, emotional, social, and civic potential of your students is **substantiated**.

26. The allegation that your actions and inactions, jointly and severally, amount to your failure to provide a safe environment free from harassment, intimidation, and criminal activity is **substantiated**.
27. The allegation that your actions and inactions, jointly and severally, amount to your failure to create, support, and maintain an appropriate learning environment for your students is **substantiated**.
28. The allegation that your actions and inactions, jointly and severally, amount to your failure to fulfill the roles of trusted confidant, mentor, and advocate for your students' rights while maintaining appropriate professional, emotional, and social boundaries is **substantiated**.
29. The allegation that your actions and inactions, jointly and severally, amount to your failure to serve as a champion against child abuse and neglect is **substantiated**.
30. The allegation that your actions and inactions, jointly and severally, amount to your failure to be cognizant of student behaviors that suggest abuse and/or neglect is **substantiated**.
31. The allegation that your actions and inactions, jointly and severally, amount to committing an act of child neglect is **substantiated**.
32. The allegation that your actions and inactions, jointly and severally, amount to your failure to provide appropriate supervision for your students, within the scope of your official capacity, which risks the health, safety, and welfare of your students and others in the school community is **substantiated**.
33. The allegation that your actions and inactions, jointly and severally, amount to your failure to accurately report information required by the Board and/or local, state, and/or federal laws is **substantiated**.
34. The allegation that your actions and inactions, jointly and severally, amount to your failure to communicate appropriate representation of facts concerning qualifications for professional practice for you and others is **substantiated**.
35. The allegation that your actions and inactions, jointly and severally, amount to your failure to communicate appropriate representation of facts concerning student information is **substantiated**.
36. The allegation that your actions and inactions, jointly and severally, amount to your failure to communicate appropriate representation of facts concerning school board policy is **substantiated**.

37. The allegation that your actions and inactions, jointly and severally, amount to your failure to communicate appropriate representation of facts concerning educational matters is **substantiated**.
38. The allegation that your actions and inactions, jointly and severally, amount to your failure to notify the Superintendent of your conduct that substantially impaired your ability to function professionally is **substantiated**.
39. The allegation that your actions and inactions, jointly and severally, amount to your failure to notify the Superintendent of your conduct that is detrimental to the health, safety, and welfare of your students is **substantiated**.
40. The allegation that your actions and inactions, jointly and severally, amount to you falsifying, intentionally misrepresenting, willfully omitting, and being negligent in reporting information submitted to the Board is **substantiated**.
41. The allegation that your actions and inactions, jointly and severally, amount to you falsifying, intentionally misrepresenting, willfully omitting, and being negligent in reporting professional qualifications and criminal history when applying for employment and/or licensure and when recommending others for employment, promotion, and/or licensure is **substantiated**.
42. The allegation that your actions and inactions, jointly and severally, amount to you knowingly failing to notify the Superintendent upon becoming aware that your ability to function in your position has been substantially impaired is **substantiated**.
43. The allegation that your actions and inactions, jointly and severally, amount to you knowingly failing to notify the Superintendent upon becoming aware of conduct that is detrimental to the health, safety, and welfare of your students is **substantiated**.
44. The allegation that your actions and inactions, jointly and severally, amount to you intentionally failing to make a mandated report of any violation of local, state, and/or federal laws is **substantiated**.
45. The allegation that your actions and inactions, jointly and severally, amount to your directing, instructing, assisting, and/ or requesting others to commit acts described in Principle 3 of the Licensure Code of Professional Conduct for Ohio Educators is **substantiated**.
46. The allegation that your actions and inactions, jointly and severally, amount to your engagement in criminal acts is **substantiated**.

47. The allegation that your actions and inactions, jointly and severally, amount to you engaging in a criminal offense that is not identified as an absolute bar offense and/or offense requiring rehabilitation regardless of whether the offense involves students, minors, the school district, and school personnel is **substantiated**.
48. The allegation that your actions and inactions, jointly and severally, amount to your use, possession, and/or unlawful distribution of alcohol/drugs is **substantiated**.
49. The allegation that your actions and inactions, jointly and severally, amount to your use of alcohol/drugs during a school activity involving students, minors, and underage persons is **substantiated**.
50. The allegation that your actions and inactions, jointly and severally, amount to your failure to serve as a positive role model who is entrusted with protecting the health, safety, and welfare of your students at school events is **substantiated**.
51. The allegation that your actions and inactions, jointly and severally, amount to your use of alcohol/ drugs that caused the impairment of your professional judgment that may potentially harm others is **substantiated**.
52. The allegation that your actions and inactions, jointly and severally, amount to you being under the influence of, possessing, using, and/or consuming alcohol/drugs is **substantiated**.
53. The allegation that your actions and inactions, jointly and severally, amount to you being at school activities involving students, minors, and underage persons while under the influence, possessing, or consuming alcohol/drugs is **substantiated**.
54. The allegation that your actions and inactions, jointly and severally, amount to your financial mismanagement for personal gain is **substantiated**.
55. The allegation that your actions and inactions, jointly and severally, amount to your improper compensation for personal gain is **substantiated**.
56. The allegation that your actions and inactions, jointly and severally, amount to your failure to ensure that all school funds and accounts are managed in a responsible and transparent manner is **substantiated**.
57. The allegation that your actions and inactions, jointly and severally, amount to your failure to ensure that school property, public funds, and/or fees paid by students and/or the community are not used for personal gain is **substantiated**.

58. The allegation that your actions and inactions, jointly and severally, amount to your failure to make decisions based upon gifts, gratuities, favors, and/or the socioeconomic status of parents, family members, community members, and/or businesses is **substantiated**.
59. The allegation that your actions and inactions, jointly and severally, amount to your failure to maintain a high level of honesty, accuracy, and accountability to ensure that institutional privileges are not used for personal gain is **substantiated**.
60. The allegation that your actions and inactions, jointly and severally, amount to your failure to maintain integrity with students, colleagues, parents, families, the community, and/or businesses when accepting gifts, gratuities, and/or favors is **substantiated**.
61. The allegation that your actions and inactions, jointly and severally, amount to your failure to ensure that decisions made about your students and/or school policy are not negatively influenced by the socioeconomic status of parents, family members, community members, and/or businesses is **substantiated**.
62. The allegation that your actions and inactions, jointly and severally, amount to your use of school property and/or public funds for personal use not in accordance with local, state, and/or federal laws is **substantiated**.
63. The allegation that your actions and inactions, jointly and severally, amount to you soliciting students and/or parents of students to purchase equipment, supplies, and/or services and/or to participate in activities that financially benefit you without notifying the Superintendent and/or not in accordance with local board policy is **substantiated**.
64. The allegation that your actions and inactions, jointly and severally, amount to you accepting gifts from vendors and/or potential vendors for personal use and/or gain exceeding \$25 in value is **substantiated**.
65. The allegation that your actions and inactions, jointly and severally, amount to you coaching and/or promoting athletic camps, off-season leagues, and the like in the Mathews Local School District for profit without notifying the Superintendent and/or not in accordance with local board policy is **substantiated**.
66. The allegation that your actions and inactions, jointly and severally, amount to you failing to transparently and responsibly account for and manage any and all school-related funds in accordance with local board policies and local, state, and/or federal laws, including rules, opinions, and bulletins promulgated by the Ohio Auditor of State and/or the Ohio Ethics Commission is **substantiated**.
67. The allegation that your actions and inactions, jointly and severally, amount to you failing to account for funds related to school activities collected from

students, parents, family members, community members, staff, and/or peers in accordance with local board policy is **substantiated**.

68. The allegation that your actions and inactions, jointly and severally, amount to you co-mingling public and/or school-related funds with personal funds and/or checking accounts is **substantiated**.
69. The allegation that your actions and inactions, jointly and severally, amount to your failure to fulfill all the terms and obligations detailed in your employment contract with the Board for the duration of the contract is **substantiated**.
70. The allegation that your actions and inactions, jointly and severally, amount to your failure to know and understand the rights and responsibilities as outlined in your employment contract is **substantiated**.
71. The allegation that your actions and inactions, jointly and severally, amount to your failure to adhere to the terms and conditions of your employment agreement by fulfilling the responsibilities and duties required of your position is **substantiated**.
72. The allegation that your actions and inactions, jointly and severally, amount to your use of school technology to run, manage, and/or promote your personal business venture(s) is **substantiated**.
73. The allegation that your actions and inactions, jointly and severally, amount to conflicts of interest is **substantiated**.
74. The allegation that your actions and inactions, jointly and severally, amount to your violation of staff ethics is **substantiated**.
75. The allegation that your actions and inactions, jointly and severally, amount to your improper use of personal property is **substantiated**.
76. The allegation that your actions and inactions, jointly and severally, amount to your failure to comply with the mission of the Mathews Local School District is **substantiated**.
77. The allegation that your actions and inactions, jointly and severally, amount to your failure to comply with the philosophy of the Mathews Local School District is **substantiated**.
78. The allegation that your actions and inactions, jointly and severally, amount to your failure to properly engage with parents and family is **substantiated**.

79. The allegation that your actions and inactions, jointly and severally, amount to your failure to follow district-sponsored trip/club/activity policies and procedures is **substantiated**.
80. The allegation that your actions and inactions, jointly and severally, amount to your failure to follow interscholastic athletics policies and procedures is **substantiated**.
81. The allegation that your actions and inactions, jointly and severally, amount to your failure to comply with the personnel policy goals of the Mathews Local School District is **substantiated**.
82. The allegation that your actions and inactions, jointly and severally, amount to your improper transportation of your students is **substantiated**.
83. The allegation that your actions and inactions, jointly and severally, amount to violations of Licensure Code of Professional Conduct for Ohio Educators including, but not limited to, Principles 1, 1(a), 1(b), 1(c), 1(d), 1(j), 1(k), 2, 2(b), 2(h), 3, 3(a), 3(b), 3(e), 3(f), 3(g), 4, 4(d), 4(e), 6, 6(a), 6(c), 7, 7(a), 7(b), 7(c), 7(e), 7(f), 7(g), 7(h), 8, 8(b), 9, and 9(i), which can be viewed at <https://sboe.ohio.gov/professional-conduct/code-of-conduct/code-of-conduct> is **substantiated**.
84. The allegation that your actions and inactions, jointly and severally, amount to violations of written rules and regulations as set forth by the Board including, but not limited to, Board Policies 1121/3121/4121, 1130/3113/4113, 1200/3210/4200/4210, 1214/3214/4214, 1231/3231, 1481/3281/4281, 1613/3213/4213, 1663/3122.01/4122.01, 1663.01/3663.01/4162, 1663.02, 1664/3170/4170, 2105, 2110, 2111, 2340, 2430, 2431, 3100, 3120.08, 3124.09, 4120.08, 6152, 6320, 6550, 6605, 6610, 6660, 7230, 8120, 8141, 8142, 8400, 8410, 8462, 8600, 8600.04, 8630, 8640, 8650, 8660, 8710, 8750, 8760, 8770, 8900, 9210, 9211, 9250, 9500, 9700, and 9700.01, which can be viewed at <https://go.boarddocs.com/oh/math/Board.nsf/Public?open&id=policies#> is **substantiated**.
85. The allegation that your actions and inactions, jointly and severally, amount to incompetency is **substantiated**.
86. The allegation that your actions and inactions, jointly and severally, amount to inefficiency is **substantiated**.
87. The allegation that your actions and inactions, jointly and severally, amount to dishonesty is **substantiated**.

88. The allegation that your actions and inactions, jointly and severally, amount to insubordination is **substantiated**.
89. The allegation that your actions and inactions, jointly and severally, amount to discourteous treatment of the public is **substantiated**.
90. The allegation that your actions and inactions, jointly and severally, amount to neglect of duty is **substantiated**.
91. The allegation that your actions and inactions, jointly and severally, amount to misfeasance, which is generally defined as the unintentional act of engaging in an action and/or duty but failing to perform the duty correctly is **substantiated**.
92. The allegation that your actions and inactions, jointly and severally, amount to malfeasance, which is generally defined as intentional conduct that is wrongful and/or unlawful is **substantiated**.
93. The allegation that your actions and inactions, jointly and severally, amount to nonfeasance, which is generally defined as the omission to perform a required duty and/or the failure to act when a duty to act existed is **substantiated**.
94. The allegation that your actions and inactions, jointly and severally, amount to just cause for discipline up to and including termination is **substantiated**.

Based upon the above substantiated allegations, please be advised that I intend to recommend that the Board terminate all your employment with the Board, by a majority vote of the Board, for violation of written rules and regulations as set forth by the Board, incompetency, inefficiency, dishonesty, insubordination, discourteous treatment of the public, neglect of duty, misfeasance, malfeasance, and nonfeasance pursuant to R.C. 3313.53, R.C. 3319.081(C), and applicable laws.

Based upon the above substantiated allegations, please be further advised that you are hereby suspended without pay effective immediately and until such time as the Board acts upon your recommended termination pursuant to R.C. 3313.53, R.C. 3319.081(C), and applicable laws. During this suspension without pay, you are to have no communication with any student, parent, employee, and/or official of the Board other than me at any point during this suspension without pay unless specifically directed otherwise by me including, but not limited to, the athletic director, board members, boosters, and the like. Nor are you to access and/or be on any property of the Board at any time during this suspension without pay unless specifically directed otherwise by me including, but not limited to, the booster golf outing and the like.

Please be advised that the following is a draft of the recommendations that I intend to make to the Board:

SUSPENSION AND TERMINATION ACTION: The Mathews Local School District Board of Education ("Board"), by a majority vote of the Board, hereby affirms the suspension of Michael P. Wymer ("Wymer") without pay for the period commencing July 9, 2026, and ending on the date of the instant action pursuant to R.C. 3313.53, R.C. 3319.081(C), and applicable laws. The Board, by a majority vote of the Board, hereby further terminates all employment with Wymer for violation of written rules and regulations as set forth by the Board, incompetency, inefficiency, dishonesty, insubordination, discourteous treatment of the public, neglect of duty, misfeasance, malfeasance, and nonfeasance pursuant to R.C. 3313.53, R.C. 3319.081(C), and applicable laws. The Board further directs the Administration to serve the instant action upon Wymer by certified mail, regular mail with a certificate of mailing, or other form of delivery with proof of delivery, including electronic delivery with electronic proof of delivery.

Please be advised that your request for a meeting with the Board is denied.

Please be further advised that, to the extent you decide to submit your irrevocable, written resignation from all employment with the Board, the same must be received by me **no later than noon on July 13, 2026.**

Sincerely,


Russell McQuaide
Superintendent

cc: Attorney Scott C. Essad (via scott@scottessad.com only)
Athletic Director (via email only)
Mathews Junior/Senior High School Principal (via email only)
Treasurer (via email only)
Board Counsel (via email only)
Personnel File