September 22, 2025

Mayor Jennifer Lyle called the meeting to order on Monday, September 22, 2025 with all members present.

Whitehair asked that approval of the minutes be tabled until after visitors have spoken, seconded by Shegog. Minutes tabled.

Visitors: Joe Lawrie, Chris Kerby, Steve Ball, Trent Johnson, Chris Huebner, Marsha Wagner

Joe Lawrie presented council with the water asset management plan summary. Lawrie stated that the Village has been recommended to create external policies for service line inspections and a clear delineation of responsibilities between the system and the customer for maintenance and replacement of service lines. Lawrie discussed future planning for costs and expenses and revenue needed to keep the water utility sufficient.

Chris Kerby discussed the 2026 temporary appropriations budget. He stated that the current budget for 2026 is being developed and went over all sections of the budget. He stated that by paying off both police cruisers in 2026 the Village could be relieved of that debt and perhaps able to purchase a police cruiser outright in 2027. Whitehair asked what recommendation Kerby had for vehicle purchases? Kerby stated that he would like to see the Village hold off on any new vehicle purchases and for the Village to sell any vehicles or equipment that are currently not being used, with minimum bids to ensure a fair price. Kerby stated that he would like to develop a three-year budget, which would help the Village to better see the financial picture into the future.

The mayor asked for a motion to approve the minutes. Stan Taylor made a motion to approve the minutes as presented, Shegog seconded. Whitehair asked the mayor if she would like to address the fact that in the September 8, 2025 minutes it states that she answered no to a question from council asking if she had asked an employee to secure funding for a private entity. He stated that council members received an email from an employee on September 11 that stated clearly that the mayor had again asked that employee to look into funding for a private entity. He stated that following that email on September 11 four council members requested that the mayor submit her resignation. Council received the mayor's response to their request for her resignation on September 22, in which she stated that she would not resign.

Lyle stated that she continues to be blindsided and attacked at council meetings. She stated that she was leaving and asked Robert Dickson to take over the meeting. Lyle left the meeting at 7:45 pm.

Council president Robert Dickson took over the meeting. He asked if anyone would like to say anything.

Jim Whitehair read the email that he sent to Mayor Lyle asking for her resignation on September 11. He stated, "This makes it appear that you were more than dishonest in your response to council when asked if you were attempting to utilize village staff to secure funding for a private entity. In other words, you lied. I knew that you had lied Monday evening at the Council meeting but was attempting to avoid bringing employees into the conversation at that time. I should be shocked but, by now, this is your stand and mode of operation. The Village employees and public deserve so much better. Not only have you shown a pattern of deceitfulness and dishonesty, you are also inept, unqualified to govern, and unable to provide Village employees a safe space in which to work. For the good of our community and for the sake of our employees, I

demand your resignation immediately, and I hope that the rest of Council will follow. This community cannot survive another two years with you as Mayor."

Levi Shegog read the email that he sent to Mayor Lyle on September 11 asking for her resignation. He stated, "Your actions have demonstrated a consistent pattern of dishonesty, inadequate leadership, and disregard for both Village staff and the public you serve. The recent incident involving the utilization of Village staff for a private entity further underscores your unfitness for this office. In the best interest of our employees and the future of this community, I strongly and unequivocally request your immediate resignation. Our Village cannot endure continued leadership of this nature."

Stan Taylor read the email that he sent to Mayor Lyle on September 11 asking for her resignation. He stated, "I am writing in response to the issue regarding Teddington Square. In my opinion, the village should not seek funding for a private business. I don't know if this was a past practice in the village, but it is one we should not consider. How do we choose which business to help or not? We are starting down a slippery slope with no end in sight. Regarding the last council meeting, the council members knew in advance what you said to Dalton. I can't understand why you were untruthful. This is just another example of not being upfront with us and working behind our backs, such as the grant application to encourage the sale of New Concord Elementary to a private entity. It takes a team to run any organization. We certainly do not act as a team. I, for one, do not take your words as being truthful until I can verify the information. For the good of our community and our employees, I am asking for your resignation as mayor. This community cannot survive another two years with you as Mayor."

Dickson stated that following the vote of no confidence in the mayor that occurred at the September 8 council meeting he has received calls from community members and also from Village staff sharing concerns. He then read the email that he sent to Mayor Lyle on September 11. He stated, "It should be clear by the vote Monday night and the emails today, that you have lost the trust and support of council as well as the village employees and residents of our village. I have spoken with employees, received messages and phone calls from residents and council, and we are all concerned that you are no longer the appropriate choice to remain as mayor, willing to work with council or to treat your staff with respect (micromanaging, proof reading and censoring all emails, harassment, attempting to limit communication with village council...). The local media has also contacted me requesting an interview to clarify actions taken Monday as well as other concerns and questions. You were given the opportunity Monday to move forward in a positive Way, and have chosen not to do so... It appears you have a decision to make about how to move forward now that you have lost the support and respect of council, village employees and residents of New Concord and you have no one to blame but yourself. Also, I do not recommend we get involved with funding for obvious reasons already mentioned. This has not been something we have done in the past and opens doors for future problems. We were also warned that although it may not be illegal, there are ethical concerns....that's enough for me."

Dickson stated that the mayor did send an email to council members on September 22 stating that she would not be resigning. He stated that he did not know if legally he was allowed to read her email aloud.

Shegog stated that Village employees have discussed issues that they have with the mayor but have not seen any change in her actions.

Shegog also stated that the council members sent the mayor a unanimous letter asking the mayor to complete a workplace harassment training session over one year ago.

Whitehair stated that in October of 2023 the Village Administrator was fired and one week later the fiscal officer was fired. He stated that council did not have any information from the mayor on what was happening at Village Hall until the first week of December. In the spring of 2024 council was informed that the mayor was in discussion with the school district and a private business without their knowledge for the sale of the elementary school building, which ultimately fell through. Council had a unanimous vote of no confidence in the mayor in February 2025, with two members abstaining from the vote. Council had outside mediation with the mayor, which resulted in council asking the mayor to provide a weekly update of her activities as mayor. To date, council members have received one update on March 28, 2025. Council had another unanimous vote of no confidence in the mayor on September 8, 2025 with one member abstaining and one member absent. Four council members sent letters to the mayor asking for her resignation on September 11, 2025.

Stan Taylor stated that the council has exhausted their ability to do anything further, with the next step being to explore the possibility of a recall vote. Dickson stated that council will be reaching out to Scott Eickelberger, Village Solicitor, for advice on next steps.

Council approved minutes as presented.

ANNOUNCEMENTS:

- John Glenn High School Homecoming – Friday, September 26th – Parade – 5pm – Football Game – 7pm
- JGHS Music Concert – Village Park – Sunday, September 28th – 6pm
- Wellness Fair – Muskingum University – Wednesday, October 1st – 9am-1pm

COUNCIL MEETING SCHEDULE:

- Safety Committee Meeting – Monday, October 6th – 5:30pm – Village Hall – Only Held if Items are on the Agenda
- Policy Committee Meeting – Tuesday, October 7th 3pm – Village Hall – Only Held if Items are on the Agenda
- Finance Committee Meeting – Thursday, October 9th – 9am – Village Hall
- Village Council Meeting – Tuesday, October 14th – 6:30pm – Village Hall
- Infrastructure Committee Meeting – Monday, October 27th – 5:30pm – Village Hall

ADJOURNMENT: Motion by Stan Taylor, seconded by Yolanda Taylor to adjourn meeting. Meeting adjourned at 8:05 PM.

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Mayor Fiscal Officer