

**From:** Ted Walker <twalker@etnatownship.com>  
**Sent:** Wednesday, May 21, 2025 10:38 AM  
**To:** Ted Walker <twalker@etnatownship.com>; Bill Spurgeon <bspurgeon@etnatownship.com>; Rozland McKee <rmckee@etnatownship.com>; Gary Burkholder <gburkholder@etnatownship.com>  
**Subject:** RE: Work conditions

Bill,

In the previous email, I failed to state that all of the Bullying is coming from Etna Township Trustee, Mark Evans.

Respectfully,

Ted Walker

**From:** Ted Walker <[twalker@etnatownship.com](mailto:twalker@etnatownship.com)>  
**Sent:** Wednesday, May 21, 2025 10:26 AM  
**To:** Bill Spurgeon <[bspurgeon@etnatownship.com](mailto:bspurgeon@etnatownship.com)>; Rozland McKee <[rmckee@etnatownship.com](mailto:rmckee@etnatownship.com)>; Ted Walker <[twalker@etnatownship.com](mailto:twalker@etnatownship.com)>; Gary Burkholder <[gburkholder@etnatownship.com](mailto:gburkholder@etnatownship.com)>  
**Subject:** RE: Work conditions

Bill,

Last night's Trustee Meeting was an escalation of the attacks on me. I have facts and the truth to back me. However, I'm not permitted to defend myself because of the way the Trustee meeting is conducted.

The Etna Township Employee Handbook states in Section 14.4.7 (B) Bullying is unwelcomed conduct that is often an act of aggression that embarrasses, intimidates, humiliates or offends another. Examples of bullying behavior include, but are not limited to:

2. Criticism delivered by yelling, screaming, public humiliation or the use of profane language.
4. Insults or derogatory comments.
10. Cyber bullying – the use of social media sites to bully others.

Section 14.4.7 States “This policy extends to include all Township personnel, Township elected officials, suppliers, subcontractors, residents, visitors and volunteers entering or conducting business on the Township’s property or on the Township’s behalf.

I am requesting that the Etna Township Administration take immediate action to stop this type of behavior in our workplace.

Respectfully,

Ted Walker

**From:** Bill Spurgeon <[bspurgeon@etnatownship.com](mailto:bspurgeon@etnatownship.com)>  
**Sent:** Wednesday, May 21, 2025 9:37 AM  
**To:** Rozland McKee <[rmckee@etnatownship.com](mailto:rmckee@etnatownship.com)>; Ted Walker <[twalker@etnatownship.com](mailto:twalker@etnatownship.com)>; Gary Burkholder <[gburkholder@etnatownship.com](mailto:gburkholder@etnatownship.com)>  
**Subject:** RE: Work conditions

Ted,

I regret you are being exposed to this unsavory behavior and concur with our Vice - President, the employer has a duty to act.

Please let me know if there’s anything I can do in the interim.

Thank you,

Bill

**From:** Rozland McKee <[rmckee@etnatownship.com](mailto:rmckee@etnatownship.com)>  
**Sent:** Tuesday, May 20, 2025 8:59 PM  
**To:** Ted Walker <[twalker@etnatownship.com](mailto:twalker@etnatownship.com)>; Gary Burkholder <[gburkholder@etnatownship.com](mailto:gburkholder@etnatownship.com)>  
**Cc:** Bill Spurgeon <[bspurgeon@etnatownship.com](mailto:bspurgeon@etnatownship.com)>  
**Subject:** RE: Work conditions

Ted,

As one elected member of the Board of Trustees, I will recommend that the Board acts.

I believe the entire Board has a duty to act in accordance with our Employee Handbook.

Thank you.

Rozland

**Rozland McKee-Flax**

Vice President - Board of Trustees

[rmckee@etnatownship.com](mailto:rmckee@etnatownship.com)

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**From:** Ted Walker <[twalker@etnatownship.com](mailto:twalker@etnatownship.com)>

**Sent:** Tuesday, May 20, 2025 12:26 PM

**To:** Gary Burkholder <[gburkholder@etnatownship.com](mailto:gburkholder@etnatownship.com)>; Rozland McKee <[rmckee@etnatownship.com](mailto:rmckee@etnatownship.com)>

**Cc:** Bill Spurgeon <[bspurgeon@etnatownship.com](mailto:bspurgeon@etnatownship.com)>

**Subject:** Work conditions

Trustees Burkholder and McKee,

I'm writing to you concerning the amount of badgering and harassment that I'm encountering from Trustee Mark Evans. It's unwarranted and should be stopped immediately.

Respectfully,

Ted Walker