



**Town Council Members Present**

Zane Teeters, Jr. – *Mayor*  
Cheryl Marinelli – Vice-*Mayor*  
Kay MacQueen Councilwoman  
Susan Richert, Councilwoman  
Kim Hanawalt, Councilwoman

**Town Staff Present**

Kelly Edwards, Deputy Town Clerk  
Wally Hoagland, Police Chief  
David Langley, Attorney

**Town of Astatula – December 17, 2025 | 6:00 PM**

The Special Council Meeting was called to order at 6:00 PM by Mayor Teeters. Invocation and the Pledge of Allegiance were led by Pastor Lee. Roll call confirmed a quorum was present and the meeting was properly notified.

Because the meeting was called by Councilwoman MacQueen, she presided over the proceedings.

**Public Comment**

Two residents addressed the council expressing concerns regarding the treatment of town employees, alleged hostile work environment issues, and the handling of the Town Clerk’s termination. Speakers emphasized the lack of signed disciplinary documentation, high employee turnover, and requested due diligence and transparency from council leadership.

**Agenda Item: Termination of Town Clerk**

Council discussed the termination of Town Clerk Ann Quant, which had been executed by Mayor Teeters.

Councilwoman MacQueen presented findings from her independent review, including interviews with staff, a discussion of payroll processing issues, and concerns regarding a lack of training and workplace conduct. She requested that Ms. Quant be allowed to address the council.

By motion and vote 4/0, the council approved allowing Ms. Quant to speak.

**Statement and Questioning of Ann Quant**

Ms. Quant addressed the council, denying misconduct and stating she received no formal training, no written reprimands, and faced repeated verbal confrontations. She explained the payroll errors as unintentional, stated payroll deadlines were met, and asserted that approval procedures were consistent with prior practice. She denied abandoning her position and stated she left the office temporarily due to a hostile interaction.

Council members questioned Ms. Quant regarding payroll procedures, supervision, workplace interactions, and her desire to remain employed. Ms. Quant expressed willingness to continue serving the town if conditions improved.

**Council Discussion**

Council members debated the credibility of claims, the role of management, employee turnover history, and whether termination was appropriate. Discussion highlighted differing views on leadership conduct, employee accountability, and the need for training and workplace standards.

**Motion was made to reverse the termination of Town Clerk Ann Quandt.**

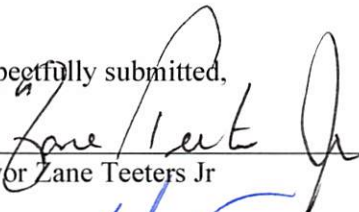
By Roll Call

Councilwoman MacQueen – Yes  
Councilwoman Richert – Yes  
Councilwoman Hanawalt – No  
Vice Mayor Marinelli – No  
Mayor Teeters – No

The record reflects the motion failed 3/2.

Meeting adjourned at 8:05PM.

Respectfully submitted,

  
\_\_\_\_\_  
Mayor Zane Teeters Jr

ATTEST:

  
\_\_\_\_\_  
Charles Jacien Town Clerk