

JOHNSON SELECTBOARD MEETING MINUTES
VERMONT STATE UNIVERSITY – JOHNSON
THE ELLSWORTH ROOM, WILLEY LIBRARY
MONDAY, NOVEMBER 6, 2023

Present: Selectboard members: Beth Foy, Duncan Hastings, Eben Patch, Shayne Spence, Mark Woodward

Others: Tom Galinat, Rosemary Audibert, Jason Whitehill, Dean Locke, Lois Frey (remote), Lydia Putvain (remote), Justin Mason, Brian Raulinaitis, David Williams, Scott Meyer

Note: All votes taken are unanimous unless otherwise noted.

1. Call to Order

Beth called the meeting to order at 6:30.

2. Additions or Adjustments to the Agenda

It was agreed to add items related to the Municipal Technical Assistance program and Northern Border grant document signature.

3. Review Invoices and Orders

Beth said she thinks either the coding or the comments may be wrong for some items.

4. Consider Approving Minutes of October 16th and October 23rd

Duncan moved to approve the minutes of October 16 and October 23, 2023, Mark seconded and the motion was passed.

5. Selectboard Issues/Concerns

Duncan said this Wednesday there will be a Zoom meeting requested by the Town of St. George regarding the interlocal contract for assessor services. He plans to attend and can report back.

Beth said the powerhouse bridge is lit. At a prior meeting we said we didn't have any issue with that. It is lit way more than she thought it would be. Tom said Johnson Works donated the new light bulbs. Erik Bailey suggests a fixed tariff of \$100 per year billed annually starting in January 2024 to keep those lights on.

Mark asked if the lights go off during the day. Jason said he thinks they do.

Duncan asked if the \$100 per year is based on an actual approved tariff. Beth said we agreed to it at a prior meeting. Duncan said he would suggest that we pay whatever the approved tariff is. The village, as an electric utility, has to have approved tariffs for every class of customer. Street lights is one class of customer. Beth said she thinks that is for them to figure out, not us. Duncan said if the electric utility classified his residential account as commercial he would make the same comment. We are a customer and have the right to question the billed tariff. Beth said we previously agreed to the amount, though. Shayne said they indicate this is less than the tariff rate. Beth said she questions that based on what we paid last year. Mark said he doesn't care to squabble over \$100. Eben said he is okay with paying \$100 but is also okay with Duncan's proposal to pay the tariff rate.

6. Planned Purchases for Consideration

It was noted that the cost of the service manual for the grader is more than \$1500.

Duncan moved and Shayne seconded to approve purchase of the service manual for the grader.

Mark asked if we could share the manual with another town. Jason said the manual is a large paper book. He said we have bought a service manual for every piece of equipment we have owned in the

past so we can service them in-house and save money by not having to pay the hourly labor rate and travel time for a technician to come and provide the service. Eben said he thought there was a class action suit against Cat and another manufacturer about withholding maintenance information from those who don't pay for it. Mark said the next time we buy a grader we should make sure the manual is included. Beth said that is a good point. After agreeing on terms we should say we want a manual.

The motion was passed. (*Justin Mason arrived at 6:46.*)

7. Clerk & Treasurer's Report / Warrants, Licenses and Action Items

Rosemary said we have received 78% of our state highway money and all of our current use and PILOT money. Duncan noted that total revenue is already 91% of budget. Rosemary said that includes taxes billed but not necessarily received. Rosemary said we got around \$4K from tickets issued by law enforcement.

Duncan asked if the electronic speed limit signs at the edge of the village are maintained by the state. Jason said no, they are maintained by the town. Duncan said the one coming into the village from the east hasn't worked for quite a while. Is there something we can do about it? Jason said he talked to Carl Rogers about it and Carl said they were having a hard time finding anyone to work on it after the flood because everyone was so busy. Duncan said he is in favor of fixing it. He thinks it helps slow traffic down.

Eben asked why we are still getting invoices from Brosseau Fuels. (*Brian Raulinaitis arrived at 6:51.*) Tom said he didn't want to cancel with Brosseau until the board had signed a contract with Fred's. After tonight he will call Brosseau to cancel.

There was discussion about some areas where expenses are more than 25% of budget. Beth said it sounds like we underbudgeted for tax maps and related expenses.

8. Public Works Supervisor/Highway Foreman Report

Jason said the public works crew removed all flood-damaged wooden structures from the skatepark. They installed a handicapped-accessible picnic table at the Beard park and put in walking paths at the arboretum. The sand pile is completed. All trucks are ready for winter except that the tandems don't have plow wings on them yet.

9. Errors and Omissions Certificate: Shed at Skatepark

Tom said during the damage assessment of the skatepark it became evident that the shed was not on our insurance policy. The insurer made an exception and allowed us to add it in. Justin put a value of \$2100 on it and the grand list value needs to be adjusted to add that amount. It was noted that the skatepark is a tax exempt property. **Shayne moved to approve the errors and omissions certificate adjusting for the value of the skatepark shed and the motion was seconded and passed.**

10. Review Invoices and Orders

Duncan said the board approved paying the \$4200 Mumley Engineering invoice at the last meeting. He asked if Tom figured out how to get reimbursed for that. Tom said not yet. He has been talking to Vermont Electric Coop because they are getting the same bills. He will have a meeting with them to discuss the process for billing and reimbursement. Beth asked if we will need to bill VEC. Tom said he thinks we just pay and get reimbursement from the grant. Beth asked about the turnaround time for reimbursement. Tom said we don't know. (*David Williams arrived at 7:00.*) The board discussed the desirability of submitting for reimbursement every time we get a bill.

11. Agreement with Dale Percy Inc.

The board reviewed the proposed agreement with Dale Percy Inc. for the purchase and sale of gravel material. Tom said there is one change from the agreement that was included in the packet because he

misunderstood one item discussed. The agreement is that we will purchase an amount of sand and gravel equal in cost to the credit we get for selling gravel, not that we will purchase the same weight we sell.

Duncan said this doesn't change our normal agreement with Bert Nadeau. We will still be tracking the number of yards removed and paying Bert. Tom agreed.

Tom said this agreement will save us a lot on stone. We will break even on sand.

Beth noted that there is nothing in the agreement about when it expires. Duncan said he thinks there is not enough gravel left in our pit to warrant that. Jason said he thinks we will have sold all we can under this agreement before July. Duncan said he had asked if there was enough left in the budget for gravel and sand to cover the cost and the answer was yes. (*Scott Meyer arrived at 7:12.*)

Eben asked if any other companies were contacted to see if they were interested in buying our gravel or if this was a one company conversation. Jason said it was not a one company conversation but location was a big decider because we have to truck the gravel. Trucking it to Manosh in Eden would be more expensive.

Duncan moved to approve the Agreement for the Purchase and Sale of Gravel Material between the Town of Johnson and Dale Percy Inc and to authorize Beth to sign it, Shayne seconded and the motion was passed.

12. Dilapidated Building Ordinance and Follow Up on Stearns St. Property

Dean said he gave the person overseeing the burnt-out property on 100C a deadline of June 19. On June 13 he saw that a skid-steer had been brought in and some work had started. Work continued for about a week and there was a small improvement. Then the flood came and Dean did not follow up. He has tried to reach out by phone and email several times with no response. The last communication he had was 2 weeks before the deadline. He doesn't have a physical address for the person he has been speaking with, just a phone number and email address. According to the ordinance the property owner should start accumulating fines. It would be up to the board's discretion when fines should start. The original deadline was June 19. He believes the ordinance calls for a daily fine. Beth reviewed what the ordinance says about fines. Each day is a separate offense.

Dean said he would need the property owner's permission to enter the property to reinspect it. Would it be acceptable for him to do a visual inspection from the public roadway? He thinks it would be good to have another dated record. Beth said the ordinance says that he can inspect the property after giving written notice of intent to do so. She said we have a mailing address we use to send tax bills for the property. We should send any notices to that address by certified mail. But things have not changed enough to warrant a second inspection. She recommends sending a notice that we will hold a hearing.

David Williams said the interested party is the owner, not the owner's son, who Dean has been communicating with. Any notice has to go to the owner. Beth agreed.

Eben asked if the deadline of June 19 was coordinated with the property owner. Dean said no, with his son. He has never spoken with the property owner. Eben said if we corresponded with someone who is not the property owner and set a deadline, that is not binding. He suggested setting another deadline of November 19 and sending a notice to the property owner.

Dean said he was steered towards speaking with the son because he was local and the father had health conditions and was not in Vermont. Dean believes he is still not in Vermont. Eben said if the property owner wants the son to handle this he can provide some legal document giving him that authority.

Duncan said there are two mechanisms in the ordinance for assessing penalties. There is a question in his mind about whether we go with civil penalties or Municipal Ordinance Bureau type penalties. Dean is not an official issuing authority for the Municipal Ordinance Bureau. He does not think civil penalties are the best route.

Beth said all communication needs to be written (though Dean can have verbal conversations first) and needs to be mailed to the owner at the address on record with the town clerk.

Dean said the board needs to sign a form for the Municipal Ordinance Bureau designating Dean as an issuing official. He then gets a ticket book and a number. Dean said that was supposed to have been done a while ago. He has been trying to find out if it was done. Beth said we should just redo it rather than spending time on determining what was done. Rosemary said he should use the same number he was given if he was given a number. Duncan said he doesn't think he has been issued a number. He said we should also have the other animal control officers listed as issuing officials and get them ID numbers.

Beth said Tom and Dean should work with the Municipal Ordinance Bureau. In the meantime, we should notify the property owner of the deadline.

Dean said he is wondering if we will want to use the dilapidated building ordinance to deal with flooded properties. Beth said we have some other properties that have long been on a dilapidated buildings list. She would prefer to address those first unless there is a good reason. Eben agreed.

Scott Meyer said there is one flooded house that has not been gutted and is a health issue. It may be bought out by FEMA. That process includes demolition. If we let FEMA know there are buildings that haven't been cleaned they may fast track those.

Duncan said he would normally agree with Beth but his only caveat is that if one of those flooded houses presents a health hazard to the general public that should be addressed. Beth agreed. (*David Williams left at 7:43.*)

13. Buyout Update and Discussion

Beth said we received a guidebook from FEMA that was helpful in defining the buyout process but less helpful in giving guidance around considerations for buyouts from a municipality perspective. Vermont Emergency Management reached out to people on the buyout list and the majority responded and said they were happy for us to discuss their property specifically during an open meeting. She will email to Scott and the selectboard the list of properties whose owners gave approval for the information to be shared.

Mark asked if the application deadline for buyouts has passed. Beth said no; she thinks property owners have a year or more to apply.

Beth said she has talked to Ron about adopting a process for evaluating potential buyouts. Her understanding is that the state is willing to be the interface between property owners and FEMA for

these buyouts. Tom said his understanding is that the town will have no involvement until we get to the point of a purchase and sales agreement.

Mark said he feels we need a policy to determine which buyouts to approve or we should just approve all of them. Beth agreed that we have to establish guidelines. There is some helpful information in the FEMA guidelines. For instance, they suggest we should consider the history of flooding and whether that property helps mitigate flood events. Mark said he thinks we could consider whether it is a historic building. Duncan suggesting considering whether the property provides access to the river. Mark suggested Ron could find existing guidelines for us to use. Tom said he is hearing some good reasons why the town would accept a buyout. What would be an example of why the town would not accept a buyout? Mark said one possibility that came to his mind would be if the property were a historic building critical to the nature of the village. Duncan asked if we will decide on an individual basis. Beth said yes. The individual property owner and the town need to agree on the individual property. Beth said another possible consideration is whether there are structures on the property within the flood zone. Duncan said we know the FEMA floodplain maps are badly out of date and inaccurate. Beth said she understands the maps are not FEMA's only criteria and that even if FEMA cannot approve a buyout the state may consider it.

Mark said we have no zoning and if we do not approve a buyout anything can be put on the property in the future. Scott said if it is within the 100-year floodplain there are heavy rules owners have to abide by in order to develop.

Eben said every property that is accepted will affect the village too because they will no longer collect village taxes on the property and the ten cents on the grand list will drop. But it is solely up to the town to approve buyouts. Beth said we should involve the village in the conversations.

Eben said he doesn't want to pay Ron to develop a policy. That was not part of our initial charge to him.

Scott said as a former trustee he feels the trustees would be interested in buildings being knocked down because of the loss of tax income and because power, water and sewer lines have to be dealt with for those properties. It would be nice if the village were notified of buyouts by the selectboard. Beth said the list of properties whose owners have given permission should be shared with them.

Mark said he thought Ron could find a policy, not create one. There must be guidelines already out there.

Tom said Ron had just messaged him that Vermont Emergency Management will be a subapplicant on behalf of towns and can take on the bulk of the administrative responsibility. The town will be responsible for communicating with the property owner about things like scheduling the appraisal or closing. Beth said we were told those are reimbursable expenses and the state can take on the expense if we need them to.

Beth said people should send her any suggestions on guidelines for buyout considerations and she can compile them.

14. Fuel Contracts

Eben moved and Mark seconded to authorize the town administrator to sign the fixed price over rack contract with Fred's Energy for ULSD as well as the fixed price contract with Fred's Energy for #2 fuel oil.

Eben said when we talked about this last year we wanted both to be rack plus pricing. Duncan asked if they were supposed to both be fixed price over rack. Eben said he is willing to try it this year as presented.

The motion was passed.

15. Draft Budget Update

Tom said he met with all the committees. They are reducing their budgets by 5% for this year and budgeting zero increase for next year.

Eben said he would like to have a conversation with Roger Marcoux about setting up a contract for patrol similar to the NEMS contract. Duncan asked, we would own the equipment? Eben said if we did there would be a tangible asset for the taxpayers and we could get another service in faster if we needed to. Since we are paying for the equipment anyway he can't see why we can't structure it that way. Duncan asked, so we would own the uniforms, patrol cars, etc? Eben said we would if they stopped providing service. Then the contract towns would own the assets.

Eben said he thinks if Tom meets with just one selectboard member to discuss the budget, the others will all still have questions and different opinions so it might not save time. Tom said he broke out a part of the budget that it is up to the selectboard and town administrator to develop and he is planning to ask board members to identify priorities for him to research in the next 2 weeks. At the next meeting hopefully we can put that section of the budget to bed. Then at the next meeting we can work on another section. Most of the committee budgets are done and ready for review. Duncan said he thinks if Tom asks board members about priorities he will get 5 different priorities. He is not sure asking board members individually will streamline the process.

Beth said the board now has 4 sections of the budget in draft form. She thinks board members should all look at them, compile questions and send them to Tom. She suggested that Tom keep sending out sections as they are completed.

Jason said he is all for a very accurate budget. He wants to be a big part of developing the highway budget. Level funding it while costs are going up means we will be losing ground. Beth said she feels not every line has to stay the same but Jason should consider whether there are some things it wouldn't hurt to get rid of for a year. Jason said he would like to put together a more realistic budget that shows what we usually spend for each line item.

Mark said his concern is that we are talking about the number, not our needs and goals and how we fund them. Tom said we can fund the budget by raising the grand list, raising taxes or finding efficiency within. Duncan said the amount to be raised by taxes is the bottom line for him. He doesn't believe in level funding for level funding's sake. If we have a level funded budget that doesn't necessarily mean the tax rate will be the same. His goal for the budget would relate to the impact to individual taxpayers. Eben said we could quadruple expenses if we brought in grants to cover them. Duncan asked if we previously decided on a zero increase for next year. Beth said she thinks we said we would shoot for it but we were not sure if it would be possible. Eben said a zero percent increase to some can mean the grand list goes up enough to compensate for increased expenses.

16. Discuss Wages for Budgeting and Set Clerk/Treasurer and Asst Clerk/Treasurer Wage

Eben said he thinks this item is more appropriate for the upcoming joint selectboard-trustee meeting.

17. Northern Borders Update

Eben moved to authorize Beth to sign all necessary paperwork that has been received to date for the Northern Border Regional Commission grant, Shayne seconded and the motion was passed.

Beth said if the Mumley contract does not cover all the engineering services we will need then we will need to put out another RFP and Mumley cannot be part of the RFP creation, though they can bid. Eben and Duncan said the existing contract will not cover all the services we need, such as developing bid specs.

Duncan said he thought we were told that the engineer who developed the site plans could not provide final engineering services. We should get an answer on that.

18. RFP Emergency Protective Measures Award

The board reviewed the bids that were received and opened on November 2. There was one for construction and one for insulation. We did not receive any responses to the request for qualified contractors.

Eben moved to accept the \$17,650 bid for construction from Brian Raulinaitis of Valley Repair and Renovation and the \$6,950 bid for insulation from New England Foam and Coating, Inc., Shayne seconded and the motion was passed.

19. Assessor Update

Justin Mason said everything is going well. He likes being an assessor. He has been piecing together multiple different jobs. He is board clerk for Hyde Park and St. George as well as assessor for Johnson, Hyde Park, St. George and Berkshire. Berkshire is not part of the interlocal agreement. Right now on average he is working about 40 hours a week among all the jobs. He is thinking he has two different long-term options. One would be working as an assessor for an additional town, making 32 hours a week of assessor work. If he did that he would stop serving as board clerk for one town. The other would be to adjust the interlocal agreement to have it include his non-assessor work. Right now he is focused on health insurance and benefits. He had previously sent a list of requests to the board.

One of the requests was for a computer. Eben said he is surprised the computer has not already been replaced. That is reimbursable by FEMA. He would like Ron to follow up with office staff and see why. It should be replaced. Justin said he would prefer a desktop. Rosemary said there is a desktop available in the office. Tom said there are also 2 monitors that are not being used.

Duncan said Johnson and Hyde Park were supposed to provide a laptop or tablet for use in the field. Beth said she thinks we discussed Johnson covering employment and Hyde Park providing the field device. Justin said he doesn't currently have any device for field work. Whether he would like to have one depends on whether it would do exactly what he wants in the field. If he has to enter the data again in another system when he gets back it would not be helpful. Duncan said Justin should let the board know if he thinks a device for field work is necessary.

Justin had also asked for a car magnet and business cards. The board agreed he should order them. Duncan said he thinks a lanyard to identify him would be good. Beth said we should put his picture, name and title on the website.

Justin also requested a revised letter of hire. Duncan said the board already approved one. Justin said he has not seen it. He asked if it addresses the wage increase and benefits. Beth said it addresses the wages. We don't have anything budgeted for assessor benefits for the current fiscal year. We had been looking at adding them in the next fiscal year.

Duncan said he met with Justin and Ron. Ron was going to submit a letter to other Lamoille County towns to see if there is interest in assessor services. Tom said he was also going to reach out to LCPC. Duncan said Justin has some concerns about LCPC acting as administrator. We also asked Tom to check the impact on our budget of Berkshire joining. Tom said he gave that information to Beth.

Beth said she thinks the board needs to discuss Justin's other requests in executive session at the next board meeting and then follow up with him.

Justin said his next child is due in January and he plans to close on a property in December so a decision at the next meeting would be really appreciated. It is a long time until the next fiscal year.

Duncan said everything he has heard about Justin's work has been very positive. As an individual board member he wants to keep him employed.

20. Other Business

Scott said when the paths were being put in at the arboretum some sod was removed and stockpiled in a corner of the property out of the floodplain. Under the floodplain regulations, if fill is brought in a hydrologist needs to do a study. He and Tom decided that removing the same amount as what is brought in makes more sense. Tom said just piling it in the corner of the field may not send the best message. Maybe it should go somewhere else. (*Justin left at 9:25.*)

21. Johnson Rail Trail Committee Resignations

Eben moved to accept the resignations of Yva Rose and Allison Kratzat from the Johnson Rail Trail Committee and send them each a thank you letter, Duncan seconded and the motion was passed.

Shayne said the Rail Trail Committee talked about having Randall look into a VOREC grant to do scoping for a bike lane on Railroad Street. The next step would be for Randall to come to us with a proposal on that. Beth said a committee can't assign work to our employees but if they asked him about it and he is going to look into it, that is fine. Shayne said there was communication between Randall and the committee about various grant opportunities and he said this is one he can potentially work on.

22. Kennel Update

Dean said local animal control officers have been trying to come up with kenneling options. No one has found a local business that is willing to expand to provide kenneling for towns. Hyde Park has given approval for their ACO to spend up to \$7500 for a mobile office unit that will have kennels put inside it and be set up behind their town office to solve their problem for the short term. There has been discussion about towns trying to get together to come up with a long term solution such as purchasing a pre-fab kennel. The Chittenden County Humane Society has talked about possibly offering a contract to us. They would charge around \$100 per dog for us to bring a stray dog to them. Hyde Park is going to have 3 kennels and they might extend the option to other towns to use the space for a fee. They have not figured out who will take care of the dogs. He believes they will be relying on the ACO who brings a dog in to take care of it.

Beth said the Chittenden County Humane Society option sounds really appealing. Dean said they are looking into whether it is feasible to extend into our area. Mark said we would be paying someone to take the dog there. Beth said she understands, but at this point would gladly pay.

Duncan said if we pick up a stray we have to post a notice and attempt to get hold of the owner. Dean said we have to attempt to notify the owner for 7 days and then the dog becomes the property of the town. After that we have to keep the dog for 10 days and then we can place it in a shelter or elsewhere or euthanize it or we can continue to keep it until we can place it. NCAL is being very strict on what dogs they take and Justice for Dogs, which was created to take dogs NCAL will not take, also used to use Lamoille Kennels to board their animals so now they don't have kennel space either. Duncan said he personally doesn't want the taxpayers to pay for us to keep dogs. He thinks after the minimum period of time we need to keep them we should either rehouse them or humanely destroy them.

Dean said it is state law that each town is supposed to have a designated kennel. Duncan asked what we do now if we have a stray. Dean said so far when he has gotten calls he has been able to have the caller investigate where the dog might belong and they have found the owner. If he responded to the call he would have to take possession of the dog and if he does that we don't have a place for the dog to go.

Shayne asked how much a pre-fab kennel facility might cost. Dean said the Hyde Park ACO presented to the Hyde Park selectboard a pre-fab kennel option with a total of 6 kennels and a heat pump system. He thinks the cost was around \$75K.

Dean said he has had some good conversations with people who are exploring the idea of kenneling dogs for the town and have been asking questions so they can understand the potential. Beth said it would be great if we could get a network of fosters working through a rescue.

Duncan asked if we have a dog in our possession now. Dean said yes; we have had it since early September. It has been taken care of by ACO Crystal Earle because we had no other place to take it. He has brought up that she should be reimbursed for taking care of it. The dog has been assessed by 3 programs and has failed due to its animal-to-animal interactions. Duncan said he agrees that Crystal should be compensated for boarding a dog in our care. He is troubled by the fact it has been 2 months. He doesn't think we should be footing the bill for that long. If the dog is failing all the placement requirements it seems to him that euthanasia is probably the step we should be thinking about. Dean said Crystal has expressed that she would adopt the dog while continuing to try to place it in order to prevent that from occurring.

Beth asked if there is a next step for this dog other than Crystal adopting it. Dean said they will just continue to try to place her. Some interested individuals have stepped forward but he feels the dog should go to a rescue or program. Beth said if someone is willing to take ownership of the dog she feels it should be theirs. She agrees that the town can't house a dog forever. Dean asked if we should have some kind of official document for someone to sign to adopt a dog. Duncan said yes. Dean said he has drafted something and he can send it to the board for review. Shayne asked if Tom could look into any state laws about adoption we need to worry about. Beth asked Tom to work with Dean to figure out the next steps for an adoption agreement. Tom said he thinks VLCT might have something available. He asked if the board wants to set a timeline for adoption. Beth said 7 days.

Dean said we need to come up with an answer for what we are going to do for the next dog. Shayne asked how far 6 kennel spaces would go toward meeting the demands of the affected towns. Dean said that probably could meet a majority of the need.

23. Debris Management Plan

Tom said the plan worked on by the intern was emailed out. He suggested that board members read it. (Dean left at 9:55.)

24. Municipal Technical Assistance Program

Tom said the state is offering free technical assistance. It could be used for EDA and Northern Border grant work to help Randall.

Eben moved to participate in the Municipal Technical Assistance program, Shayne seconded, and the motion was passed with Duncan abstaining because he doesn't know enough about the program.

Tom said towns that are pre-approved can receive municipal technical assistance. We were pre-approved.

25. Animal Control Officer Organization

Duncan said he asked Dean if he would be the primary animal control officer and he said he would. He thinks we should officially designate someone as the primary animal control officer. Beth said effectively he already is. But the ordinance gives equal powers to all animal control officers with no distinction among them. Eben suggested that ordinance would be a good one to review.

26. Executive Session for Real Estate Negotiations

Shayne moved to enter executive session to discuss real estate negotiations under 1 V.S.A. Section 313(a)(2), Duncan seconded and the motion was passed at 10:00. The board came out of executive session at 10:09.

27. Executive Session for Attorney-Client Communications

Duncan moved to find that premature public disclosure of the information to be discussed would put the town at a substantial disadvantage, Shayne seconded and the motion was passed.

Duncan moved to enter executive session to discuss attorney-client communications under 1 V.S.A. Section 313(a)(1)(F), Shayne seconded and the motion was passed at 10:10. The board came out of executive session at 10:21.

28. Executive Session for Personnel Evaluations

Eben moved to enter executive session to discuss personnel evaluations under 1 V.S.A. Section 313(a)(3), Duncan seconded and the motion was passed at 10:22. The board came out of executive session at 10:27.

29. Adjourn

The meeting was adjourned at 10:27.