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# Town of Shaftsbury

Municipal Offices at Cole Hall

## Meeting Minutes

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### Town of Shaftsbury Select Board Meeting

**Date of Meeting:** Monday, March 16, 2026, at 6:00 PM, in person at Cole Hall and remotely via Zoom.

1. Call to Order

Town Administrator Paula Iken called the meeting to order at 6:00 PM. Present were selectpersons Mike Cichanowski, Marlene Hall, Zoe Kearl, Naomi Miller and Eamon Mulligan, and Operations Coordinator Jen Holley

2. Nomination of Select Board Officers

Ms. Iken called for nomination of the Select Board Chair. Ms. Hall nominated Zoe Kearl. Mr. Cichanowski seconded. Ms. Iken asked if there was any discussion. Hearing none, the nomination was voted upon and approved 5-0-0. Ms. Kearl then called for a nomination for the Vice-Chair. Mr. Cichanowski nominated Naomi Miller. Ms. Hall seconded. There was no discussion, the nomination was voted upon and approved 5-0-0. Ms. Kearl then announced several changes to the agenda: Item 9, the appointment of liaisons was moved to the next Select Board meeting due to the number of items to be discussed at this meeting; items 13- Minutes, 14- Warrants, 15- Announcements, 16- Public Comments, 17- Treasurer's Report, and 18- DPW report were moved after item 6- discussion of the Apartheid Free Community pledge.

3. Conflict of Interest Statement

There were no conflicts of interest with any item on the agenda.

4. Organizational Meeting

The organizational meeting was completed.

5. Rules of Procedure

Ms. Kearl said that each board member should have a copy of the Rules of Procedure. Prior to discussing these, Ms. Kearl called for a motion to amend the Rules of Procedure, specifically Section 3, Subsection D which lists appointed roles. She noted that the list was not complete and proposed that it be updated to include all of the annual appointments listed out in the Town of Shaftsbury's Town Report for 2026, which includes Animal Control Officer, BCRC Commissioner, Emergency Coordinator, Energy Coordinator, Fire Chief, First Assistant Fire Chief, Second Assistant Chief, Fire Warden, Deputy Fire Warden, Health Officer, Deputy Health Officer, Town Service Officer, and Tree Warden. Ms. Kearl asked for a motion to amend the section. Mr. Cichanowski moved; Ms. Hall seconded. Hearing no discussion, the motion was voted upon and approved 5-0-0.

6. Discussion of the "Apartheid-Free Community" Resolution at Town Meeting

Ms. Kearl opened with noting that there were multiple views on this issue, and asked that participants remain respectful, maintain decorum, and limit speaking to 3 minutes or less. She continued with a procedural background for non-residents, saying if non-residents of the Town of Shaftsbury would like to

speak on this matter, a motion must be called, seconded, and then Shaftsbury residents present vote on whether to allow that person to speak.

Ms. Kearl gave some background on the Apartheid Free Communities Pledge, saying it was first brought to the Select Board at an adequately warned meeting on February 2nd. The presentation was on the agenda as a listed item and was delivered to the board by two members of the community. No action was taken by the board that evening, and the Select Board decided to take two weeks to consider the pledge. The pledge was then placed on the next agenda for the adequately warned special meeting of the Select Board on February 17th. That meeting was special because it was held on a Tuesday because that Monday was a federal holiday. At that meeting several members of the public spoke during public comment requesting that the board to adopt the pledge, and when the pledge was reached on the agenda, the Select Board had a brief discussion. A motion was made to adopt the AFC pledge, it was seconded, and then the board voted 5-0-0 in favor of adoption. Ms. Kearl said that she made a procedural error during the February 17th meeting by not inviting public discussion prior to that vote. Mr. Art Whitman brought this to her attention. She asked if she should reopen the matter and call for a revote. Mr. Whitman said that was not necessary and no other party requested it. Mr. Whitman then commented on the possibility of negative financial ramifications for the town of Shaftsbury if the pledge was adopted. Ms. Kearl continued that the Apartheid Free Communities Pledge was other business at the Shaftsbury Town Meeting on March 2, 2026. There was a motion to affirm the pledge that was tabled and another motion, opened while the first hadn't been closed, was for the Select Board to rescind its adoption of the pledge. This motion passed with a show of hands when a voice vote was not definitive. She noted that votes from the floor are considered non-binding advisory votes. It does not require the Select Board to take any specific action, and the Select Board would like to hear more from the community on this matter.

Before opening the floor, Ms. Kearl read a statement from the Town Attorney: "The AFC pledge does not bind the town to any fiscal action. It is aspirational and non-binding, and reflects a moral commitment, not a legal commitment. It is intended simply to be an expression of community values and a non-binding commitment to at least contemplate taking action in support of the pledge, for example, shifting investments away from companies associated with the occupation of Palestine." The Town Attorney noted that the pledge would "likely be considered divisive as it takes a definitive stance on a divisive issue". Ms. Kearl also expressed her opinion rejecting the idea that this is not an issue the town should weigh in on, that the opinions of the Select Board of Shaftsbury don't matter, and that people shouldn't be weighing in on international matters. She continued by saying she'd prefer that no action takes place that evening to allow for more consideration, especially for the two new Select Board members, and to bring it forward again on April 6th. The floor was then opened for discussion on the Apartheid Free Communities Pledge.

Carl Corman was the first to speak. He said, regarding the AFC Pledge, "It's not really a resolution. It is a political platform. Nothing was changed in that political platform by the board. It accepted everything in it, which calls for action against Israel, which is mentioned, I believe, 7 times. No other nation. And that feels like it is identifying a community, and residents of Shaftsbury, like it or not. And that question of identifying Israel relates to the safety of people coming out as Jewish people." He continued with statistics on rising anti-Semitic incidents in Vermont and finished by saying that Shaftsbury does not pay federal taxes so "whatever we do with our contracting will not impact whatever the federal government does."

Karen Mellinger spoke next representing Curt Merrow who asked the Select Board to rescind its adoption of the Apartheid Free Community Plan saying "All international abuses are abhorrent, but our town shouldn't single out a single country for its actions. Rather, we should pledge to act locally, to embrace and support our men and residents of different cultures and religions. It is only through person-to-person connections that we can hope to achieve peace and harmony." Ms. Mellinger stated that she agreed with Mr. Merrow's statement and that she did not believe that the Select Board was the place for this issue to be addressed.

Lon McClintock said he was neither for nor against the policy but encouraged the Select Board, whether this policy remained or not, to consider that individual select board members can cast votes consistent with a policy like this, because as individuals they can be guided by individual moral compasses. He continued saying that if the Select Board is going to speak on an international issue it

should engage the town in that debate. He thought that the forum, more than the policy itself, is what was most useful. He noted that a collective movement resulted in the large disinvestment that changed South Africa, but change isn't made by "a small group of individuals holding themselves out as representative of a large group when they haven't engaged the community". He then encouraged the board to use its leadership position to facilitate conversation, regardless of what policy the town does or does not adopt.

Paul Natale then questioned why the Select Board was still discussing the issue instead of rescinding the policy, as voted upon at Town Meeting. Ms. Kearl noted that the vote at Town Meeting was advisory and non-binding and that a motion to affirm the policy had been tabled at Town Meeting due to procedural issues. Mr. Natale replied that the board should rescind the policy first, then bring it back on the table again.

Ron Murphy said that the Town Meeting felt like hostile takeover and that the vote to rescind was not a majority of the town. He said it was very frustrating to him and was grateful that it was being discussed again.

Next to speak was Michael Bidy. He spoke of the confusion at the Town Meeting and that he brought up a resolution at the 2025 Town Meeting, knowing it was a non-binding resolution, that was passed unanimously. The resolution was that the US government should cut off any funding, any military aid to Israel if they're engaged in genocide of Palestinians. He continued that it should be clarified that the vote at Town Meeting was clearly not a majority of the townspeople.

Dan Fodor then asked what is the point of the meeting and were any decisions going to be made, or is this meeting just for information? Ms. Kearl answered that if a vote was called by any member of Select Board to rescind the adoption of the Apartheid Free Community Pledge, we would vote upon it, otherwise there would be no action. Mr. Fodor asked for further clarification on numbers of residents who had been involved in the original debate and Ms. Kearl clarified procedures. Select Board member Marlene Hall called for a motion to rescind the Town of Shaftsbury Select Board's adoption of the Apartheid Free Community Pledge. Ms. Kearl asked for a second. There was no second so discussion continued.

Andrea Bacchi, participating on Zoom, brought up the fact that, due to State law, people attending meetings on Zoom cannot vote. That felt discriminatory. Ms. Bacchi is working with a coalition called REV Vermont, REVUPVT, and would like to work with Shaftsbury and REVUPVT to change the law and make it possible for people with disabilities to vote. Ms. Kearl responded by saying that this was not something that the Select Board could help her with because of its limited scope. She recommended that Ms. Bacchi reach out to State representatives, because the issue would need to be addressed at the State level.

Diane Ivey was next to speak. She was concerned with local anti-Semitic activities and noted that the conversation focused on one country and one group of people and that many people equate the state of Israel with Judaism. She questioned why the conversation didn't include other countries. Ms. Stephanie McGowan spoke next and partially answered Ms. Ivey's question, saying she thought that the difference is the amount of economic backing of Israel, that isn't given to other countries like Burkina Faso or Myanmar. Ms. McGowan continued that you're targeting one country because you feel like there's a reason, the reason being the money, and money isn't being put into other conflicts and countries in the same way.

Art Whitman questioned Ms. Kearl about following Roberts Rules at the meeting on February 17<sup>th</sup>, saying "You agreed that you did not follow Robert's Rules, that you didn't ask for discussion before the vote. Is that not right?" Ms. Kearl agreed. Mr. Whitman continued "I think we could say that because you do not follow proper procedure, maybe the vote is null and void." Ms. Kearl disagreed, and Mr. McClintock asked for a point of order, saying Mr. Whitman was not correct and continued that it is not required by Robert's Rules of Order to allow the public to participate in discussion of a motion on the table with the Select Board. The only people required to allow to discuss that with is the other members of the board.

Grace Winslow then spoke about the purpose of the AFC Pledge as a humanitarian push to change the world. She supported a policy of having financial purchases based on humanitarian or human rights and environmental values. She spoke of the people in Gaza and people in Israel fighting their government and said that "We have to figure out how to stop this, and our one tool is our money." Ms.

Kearl then called on Zoom participant Naomi Bindman. Ms. Bindman spoke about the statement that was made both at Town Meeting and at the Select Board meeting that, the Jewish community will be unsafe because of the AFC Pledge. Ms. Bindman stated that she is Jewish and was offended by a person who was not a resident of Shaftsbury, or Vermont saying that he had to speak because people in the community felt unsafe. She asked who they were afraid of, and said their unease doesn't mean that a pledge for the dignity of all people is making them unsafe. She continued with her belief that it's important to acknowledge there are different views, that the board considered the AFC Pledge for good reasons, voted for good reasons, and that she thought it was necessary to find a path where residents can come together to move forward in a productive way.

Gina Jenks introduced herself as a Shaftsbury resident and Town employee and said she understood why people of Jewish heritage felt hurt by the pledge. She then asked how the pledge would be enacted, noting that when she and her husband had a business, she had no idea of where parts were coming from. She then suggested that there could be a vote on the pledge at the same time as the elementary school re-vote. Ms. Kearl then stated that at this meeting there was a request that the Select Board rescind and vote upon that. It was called for, it was not seconded, and so therefore it did not take place.

Corinne Levine was next, noting that the Zoom link to Town Meeting hadn't worked. She asked why non-residents of Shaftsbury were allowed to speak on this issue at Town Meeting. She then asked why the issue couldn't be put on a ballot and voted on and why the Select Board decided for the Town. Ms. Kearl responded that the select board is voted in by the citizens of Shaftsbury, and the board makes these decisions. When a select board meeting takes place, which happens twice a month, many things are voted upon by the board. 3,600 people do not vote upon each decision that the Select Board makes. Ms. Mellinger then talked about procedures during the evening's meeting. Select Board Vice-Chair Naomi Miller then said that one of the reasons she would prefer to have this not voted on today and allowed to simmer in everybody's minds for another 2 weeks was to have people think about creative resolutions and come back to the board with ideas, without further divisive action. She said that the Select Board was listening to residents and would like to allow everyone present to speak before anyone spoke for a second time.

Suzy Yucht began by saying she appreciated the discussion and thought all were learning a lot about how they feel about their community. She continued with some of her personal experience of anti-Semitism and said, "you can talk about the separation of Israeli policies and Jews, and I can too as a Jew, but a lot of people can't." Ms. Yucht said she respected and appreciated everything that the Select Board does to make Shaftsbury a better town and that there are many organizations and ways for people to get involved instead of the AFC Pledge. She said the pledge was painful for those people that don't want it to be a part of Shaftsbury. Jeff Yucht spoke next, saying that it's important for the board to make statements, and that board members have the right to make statements internationally, but the Select Board is not the environment. He hoped that the AFC Pledge would be rescinded. Ms. Kearl responded that this was not the first time the Select Board had voted to support a resolution, previously condemning Russia for its invasion of Ukraine. The difference was that there were no financial components. Mr. Corman then commented that the board took the entire platform of the AFC Pledge and said, we will follow that platform, which says there is a commitment to following their mission, which is to boycott, divest, and sanction Israel.

Michael Albus then asked if it was the intention of the Select Board, when they voted on the pledge, that it include the boycott? Ms. Miller replied that the board was not focused on the boycott and was reading the entire document carefully. The board saw that it did not bind the Town to something specific but suggested that one thing that could be done was to encourage community conversation on the issue. Ms. Miller continued that Select Board members have a fiduciary duty and sign an oath to put the financial interests of the town first, and that supersedes any non-binding resolution. ?? then asked the board to clarify the financial component of the pledge. Ms. Kearl answered that there is a non-binding request in the pledge that the town consider sources when making purchases and investments. She clarified that it would not include boycotting businesses.

Diane Ivey asked if the AFC Pledge was saying that Jews and Israel are equal. She continued that it made her feel as if the Select Board wasn't supporting her as a Jew in Shaftsbury. She knew that wasn't the intent, but since she had a strong reaction, she felt the need to express that to the community. Ms.

Miller, noting that she was the only Jewish member of the Select Board, answered she had a strong reaction when she heard about Israeli's military killing. She understood the pledge as saying we shouldn't be a party to that killing, not about Israel, but about Israel's military actions in Gaza.

Mr. Corman then spoke again about the details of the pledge, what Mr. Jorgenson had read at the Select Board meeting, and that the pledge was voted on, not brought before the Town Meeting. Ms. Miller answered that the Select Board read the rest of the document while Mr. Jorgenson was speaking, the document posted on the Town website was what the Select Board voted to affirm. She continued that Mr. Jorgenson chose to talk about a specific piece of the pledge, but the Select Board considered the entire document, which talks about community engagement. Naomi Bindman then spoke again, saying that the Select Board had adopted the AFC Pledge, not the contents of the AFC brochure. There is no reference to boycott or disinvestment in the pledge. Ms. Kearl confirmed that the Select Board received the entire platform, but only adopted the pledge.

Jeff Leek asked why other countries such as China haven't been targeted. Ms. Kearl said that it's because nobody came to the board and said, please don't support China. She then reiterated that the Select Board did not make a binding commitment to divest from Israel. She said that Mr. Leek could bring forward a motion and the board would consider it in the same way that it considered the motion for the AFC Pledge, which was brought before the board by two community members. She continued that the board was asked, board members thought about it, and they came to adopt this pledge. Ms. Kearl said she accepted, understood, and respected that it has become incredibly divisive and heard where community members were coming from. She did not want to call for a vote on the pledge at the February 2<sup>nd</sup> Select Board meeting because she thought that a good option might be for Shaftsbury to create a human rights statement that it considered to be inclusive.

Stella Brownstein spoke next, saying that she thought it would be helpful for the Select Board to acknowledge that there are many people in this community who feel threatened, insulted, afraid, and that emotions are high around this issue, and that the board could reconsider it. In lieu of the pledge, create a discussion group, an informational, educational group of human rights as opposed to adopting only one thing. She suggested that the board sanction a bigger conversation about what we as a community can do to stand together for human rights.

Shira Sternberg spoke on Zoom, thanked the Select Board, and gave some background on her interest in Israel, Palestine, and groups that are working to find a solution there. She said she would like to work on a statement of inclusion with people. She continued that she felt it's not for the Select Board to discuss a specific issue like Israel-Palestine- it needs to be a broader thing or have a Town discussion around specifics.

Bill Fisk noted that a Declaration of Inclusion was adopted by Shaftsbury on February 6, 2023. It is on the Town website. Ms. Kearl said that was one reason she voted for the AFC Pledge, to not be in opposition to the existing policy.

Cinda Morse talked about the importance of Town Meeting in the past- everyone went and that's where Town business was done. She said that's where residents would discuss this kind of issue that affects the Town and community. She continued that she would not describe the pledge issue as divisive rather an opportunity for the community to discuss something that she'd never heard come up in town before, and for the community to develop a greater appreciation for the diversity that exists in the community, and a tolerance for very different points of view. Ms. Morse said, "Many things can be true at the same time, and that's sometimes really hard to live with, but it's a fact." She thanked the Select Board for creating the opportunity for discussion.

### 13. Minutes

Ms. Kearl called for a motion to approve minutes from the February 17, 2026, meeting with amendment in #15 from executive session to adjournment. Mr. Cichanowski moved. Ms. Miller seconded. Minutes were approved 3-0-2.

Ms. Kearl called for a motion to approve minutes from the February 23, 2026, meeting. Ms. Miller noted that there was not, and never will be, a quorum for those minutes. It is not legally required, so the board moved on.

### 14. Warrants

Ms. Kearl called for a motion to approve Check Warrant 26020 for \$105,052.60. Mr. Cichanowski moved. Ms. Miller seconded.

Items over \$1000.00, interspersed with random lower amounts:

AFLAC Invoice 205633 \$1,557.08. Employee supplemental insurance.

BCRC \$4,000.00 Invoice 3151. First payment of the town plan fee.

Bennington County Sheriff's Department \$7,620.00 Sheriff Services for February.

GA Bove Fuels \$2,133.66, \$2,141.90, and \$2,261.46 DPW and Fire Department- fuel and equipment.

Brett Mould Construction \$17,888.00 New building construction & finishing. From ARPA funds.

Casella Waste Systems \$10,255.05 Transfer station.

Crosby Getty \$200.00 Cleaning Cole Hall and DPW garage

Eastern Salt Company \$2,775.64 Salt.

Green Mountain Power \$1,028.04 Shaftsbury Village blinking light

HL Gage Sales \$7,523.91 DPW truck number 3, parts and maintenance.

Hulett Electric and Father \$3,176.40 New building electrical work. From ARPA funds

LHS Associates Incorporated, \$1,566.20 Town Clerk supplies- ballots.

NMREC \$7,750 February fee, appraisal.

North Country Overhead Doors \$2,435.00 DPW- maintenance on one of their overhead doors.

Peckham Industries \$1,487.20. Gravel.

Regina Jenks, \$135.58 Reimbursement for mileage for February.

REPRO \$1,094.34 Printing of the town report.

Suburban Propane \$529.46. New building, propane.

Sycamore Landscaping, \$1,600.00 Cemetery and offices, plowing and mowing.

Wholesale Distributors, \$4,435.00 DPW for plow parts and maintenance.

Check warrant 26020 was approved 5-0-0.

Ms. Kearl explained the check warrant details to new board members then called for a motion to approve Check Warrant 26021 for \$67,924.67. Ms. Miller moved. Mr. Mulligan seconded.

Items over \$1000.00, interspersed with random lower amounts:

GA Bove Fuel \$1,347.59 and \$1,201.35 DPW- gas, fuel, and diesel.

Casella Waste Systems \$8,176.97 Transfer station.

Eastern Salt Company Incorporated \$5,371.21 DPW- Salts for the roads.

Hometown Heating and Cooling, LLC \$2,820.00 New building, electrical work for HVAC. From ARPA

Hulett Electric and Father \$3,812.63 New building- electrical work. From ARPA

M&T Bank \$1,970.58 Town credit card- web subscriptions, like Zoom, town cell phones etc.

Maple Grove Lawn and Snow \$56.60 DPW- plow and sander parts.

MVP Healthcare \$17,707.20 Employee health insurance.

National Business Furniture \$2,700.23. Town clerk's desk for new building.

Peckham Industries \$4,361.40, \$5,112.10, and \$3,288.91 DPW- sand, sand, gravel

Reynolds and Sons \$1,419.60 Fire Department flow testing

United Construction and Forestry, \$1,163.41 DPW- John Deere service.

Check warrant 26021 was approved 5-0-0.

Ms. Kearl called for a motion to approve Check Warrant Report PR18 for \$22,883.99. Mr. Chichanowski moved. Ms. Miller seconded. PR18 was approved 5-0-0.

Ms. Kearl called for a motion to approve Check Warrant Report PR19 for \$23,538.37. Mr. Chichanowski moved. Ms. Hall seconded. PR19 was approved 5-0-0.

Ms. Kearl called for a motion to approve Check Warrant Report PRW08 for \$28,918.98 for health insurance. Ms. Hall moved. Mr. Mulligan seconded. Ms. Kearl noted for the public that the Town pays \$12,417.13, the rest comes out of employee paychecks. PRW08 was approved 5-0-0.

## 15. Announcements

Ms. Hall reminded that dog licenses and renewals are due by April 1<sup>st</sup>. There will be a rabies clinic and dog licenses available at Second Chance Animal Shelter.

Ms. Kearl made an announcement with regarding the vicious dog hearing, which is in appeal. The Town of Shaftsbury received a notice from Vermont Superior Court Civil Division regarding case number 26-CV-01063 Melissa Brown v. Town of Shaftsbury: There will be a hearing, a status conference, on April

16<sup>th</sup>, 2026, at 9am. Duration will be 30 minutes. Somebody from the town, probably Ms. Iken, will be in attendance.

#### 16. Public Comments

Corinne Levine again raised the issue of excessive chlorine levels in her water. She brought a sample which board members smelled. Ms. Levine said that because she is paying for water she cannot drink or use on living things and has had no resolution of the problem, she has hired a lawyer. She has been to Shaftsbury Water Board meetings and will go to the North Bennington Water Board meeting next. Ms. Kearl explained that the Town was also a customer of the North Bennington Water system. She noted that the Chair had changed and gave Ms. Levine his name. The issue remains unresolved.

Andrea Bacchi asked to speak on Zoom. She said that there was an inappropriate video, for the third time at a Shaftsbury meeting. She doesn't feel safe coming to meetings on Zoom and wondered if the Town webmaster could put something in place to prevent this. Ms. Bacchi noted that she worked for tech, and there are ways to make it stop. Ms. Kearl asked what things Ms. Bacchi had put in place, but Ms. Bacchi perceived this as an argument and left the conversation.

#### 17. Treasurer's Report

Town Treasurer Melanie Dexter started her presentation with the cash flow. The biggest receipt was \$25,568.11 from delinquent taxes, then \$1,164.47 from delinquent water bills. After approved disbursements the cash balance is \$1,105,856.86. She then went through the numbers by actual cash and amounts in funds. She noted that the Water Department number is "scary" at -\$172,444.00. The Fire Department has \$378,903.00 set aside for a new truck purchase, next year. There is also \$188,562.00 set aside under Lister for reappraisal fees. Ms. Dexter offered a "tutorial" on the financials to new Select Board member Mr. Mulligan. A community member asked the board what they planned to do about the water department deficit. The board answered that a specialist, Ashley Luft, has been brought in to put a presentation together on where the Town is with water, how it got there, and some solutions. There was further discussion on water. It was reiterated that the Town has a comprehensive plan by an expert being worked on. There should be an update on when that date might be at the next Water Board meeting, which will be warned.

#### 18. DPW Report

There was no DPW report. Ms. Kearl called for a motion to move Item 8 ahead of Item 7. This was moved, seconded, and approved 5-0-0.

#### 7. Discussion of Temporary Sign at New Town Offices Building

Discussion of the sign at the new Town Office building ensued. Ms. Kearl commented that Resource Center would be more accurate than Community Center. Ms. Hall added that this sign is temporary and that the words "Town Offices" should be as large as possible so that people can see it and know where the offices have moved to. There was further discussion of the community center and resource center. Shira Sternberg asked on Zoom why there wasn't a permanent sign being put up. Ms. Miller answered that the Town hasn't designed or contracted out for a new sign yet but needs to have something affordable in place right away, as soon as the Town offices move into the space. It was decided to just have Shaftsbury Town Offices on the temporary sign.

#### 8. Tax Sale Information: Holly Bahan, DTC

Town Delinquent Tax Collector (DTC) Holly Bahan began by saying that the decision to hold a tax sale is at the sole discretion of the DTC, but in the past the Select Board has approved the town to pay the initial \$50 per-parcel fee due to the town attorney. This covers the demand letter that starts a tax sale process. All other charges incurred are added to the balance collected at tax sales. She continued that the Town attorney informed her that the North Bennington DTC was initiating a tax sale on a resident that is taxed and has delinquencies on an adjoining property billed by North Bennington and Shaftsbury. It's recommended that the sale combines both delinquencies, so all outstanding tax liens are satisfied. Due to the timing and urgency of when she was notified, she agreed to personally pay for the initial

demand letter. She wanted to make the Select Board aware that the Town has one property starting the tax sale process with the North Bennington event and that she will be coordinating with the delinquent water bill collector, Tiffany Mays, to create a list for Shaftsbury tax sales to occur. She will submit a detailed request of demand letters that will be going to tax sale. Ms. Bahan said she had not been billed yet and, if she was billed, she'd pass the bill to the Town Administrator.

9. Liaison Assignments- rescheduled for next Select Board meeting

10. Appointment of Town Officers

Ms. Kearl called for a motion to appoint as the Town of Shaftsbury's Animal Control Officer, Bob Perry. There is currently a vacancy for the Bennington County Regional Commissioner spot- please contact Paul Eichen. For Emergency Coordinator, Paul Danzero; for Energy Coordinator, Ben Hewlett; for Fire Chief, Joe Vadigan; for 1st Assistant Fire Chief, Mike Taylor; for 2nd Assistant Fire Chief, Ed Shewell; for Fire Warden, Eric Bushee; for Deputy Fire Warden, Ed Shewell; for Health Officer, Jackie Myers; for Deputy Health Officer, we also have a vacancy- please come forward to Paul Eichen if you would like to take up that role; Town Service Officer, Jackie Myers; and Tree Warden, Dave Mance III. Ms. moved. Mr. Mulligan seconded. Ms. Miller questioned the Energy Coordinator position, which hasn't been active and there is a Town Energy Committee. This will be dealt with later by approaching Mr. Hewlett. The motion to appoint the above passed 5-0-0.

11. Adoption of Select Board Meeting Dates

Ms. Kearl called for a motion for the Shaftsbury Select Board to adopt its regular meeting dates as the 1<sup>st</sup> and 3<sup>rd</sup> Monday of each month of the year, except in the instance of a federal holiday taking place on a Monday, in which case the Select Board will meet on Tuesday of that same week. Ms. Hall moved. Mr. Cichanowski seconded. The motion passed 5-0-0.

12. Appointment of a Secretary

Ms. Miller nominated Sarah Costin. Ms. Hall seconded. The nomination passed 5-0-0.

13. Action Items

There was a very long discussion, initiated by Karen Mellinger, of whether a committee was needed to form a human rights statement, whether it should come before the Town Meeting next year, and other issues unrelated to the Select Boards discussion of Action Items. This was outside of the time allotted for in Item 6: Discussion of the "Apartheid-Free Community" Resolution at Town Meeting and Item 16: Public Comments.

Action item: At the April 6<sup>th</sup> Select Board meeting there will be an initial draft of the Town of Shaftsbury Human Rights Resolution/Declaration. Ms. Iken suggested finding the commonality between people. Ms. Kearl asked that each board member draft some language keeping in mind what they heard from people in the room when they had something in common.

14. Adjournment

Ms. Miller moved to adjourn. Ms. Hall seconded. The motion passed 5-0-0. The meeting was adjourned at approximately 9:15 PM.