

Starksboro Selectboard Meeting  
Minutes of November 1, 2022  
Unapproved

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Board members present: Koran Cousino, Eric Cota, John Painter, Carin McCarthy  
Unable to attend: Nancy Boss  
Others present: Rebecca Elder, Amy McCormick, Robert Turner

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Chair Koran Cousino called to the meeting to order at 6:05 p.m. at the town clerk's office and via Zoom.

### Additions/Changes to the Agenda

Cota field feedback to Lewis Creek Assn. re: concept design for drainage improvements

### Visitor's business

None

### Personnel policy

The board continued review of the language in specific sections:

- Sec. 10: update per current state law allowing cannabis use; does not affect DOT tested employees
- Sec. 32: Remove the first paragraph. Second paragraph refers to reduction and downsizing, not termination. Keep paragraphs 3,4, and 5. Is the supervisor termination and hearing required or recommended?
- Vermont is an "at will" State. The town policy trumps the "at will" status so your policy needs to reflect the process the board wants to put in place. To what extent does the current language lead to challenging termination situations and make it difficult for the board to understand what it should do? John noted that it is important for employees to feel protected by the policy regardless of who is sitting at the table (i.e. Selectboard members). There should be an assurance of fair and equitable treatment through the process. Is there any reason not to simply the language and refer to the State policy? Ensure clear language. Koran will follow up with the town attorneys for their guidance.

IT section and benefits language to be reviewed at next meeting.

### Warrants

**Motion:** Nancy Boss made a motion to approve the warrants for bills, orders, and payroll as presented. Eric Cota seconded. **Vote:** Motion approved unanimously.

### Planning Commissioner Appointment

One application was received from Lexy Thompson who currently serves on the DRB. She has been attending PC meetings and is willing to serve until March.

**Motion:** Nancy Boss made a motion to appoint Alexsys Thompson as Planning Commissioner to fill the vacancy until the town election in 2023. Carin McCarthy second. **Vote:** Motion approved unanimously.

### Town Clerk and Administrative Updates

#### Cannabis and local zoning:

Rebecca gave an update on the discussion she had with Dan Nugent about handling DRB applications. Nancy said she will continue her research in a couple of weeks. Rebecca has not heard further from applicant on Ireland Road. Applications will be considered as small business or cottage industry

applications and the level of review will be determined based on zoning district and access to road, etc. It will also depend on the classification tier for the registered business. Thus far the town has received notification of at least 4 tier one licenses and 1 tier two. No applications have been approved or processed by the zoning office to date. The Planning Commission will be considering language to add to the bylaws to help guide local zoning decisions in the future.

#### Application review:

- No zoning administrator applications have been received. The ad will be run for an additional week and then discussion about next steps to fill the position
- One town administrator application was received which John will share with board members. Ad is running for two weeks and check in at next meeting.
- Treasurer/Finance position: run ad in the next edition of Addison Independent and post online.

#### Selectboard Roundtable

- Merger vote: Questions and discussion on Front Porch Forum about funding of flyer that was sent by the MAUSD. Carin noted that if voters want to vote that ballot will not be mailed with the regular State election ballot. The local ballot must be requested. Amy will continue to post information to ensure town residents know how to cast a local ballot. Note will be put on website.
- Firewood disposal behind preschool area: Nick Bissonnette said he can no longer help the town due to the current appeal situation. Carin will get a quote for removal.
- Furnace is needed at the fire station. Three quotes are needed and the replacement should be done before the heating season.
- Discussion of info received from engineering assessment of Cota field area and parking re: drainage improvement. Maps from recent site meeting were review and responses to questions from Kate Kelley were drafted. Eric will follow up by end of week. Rebecca to send Eric notes.

#### Review of Minutes

**Motion:** Nancy Boss made a motion to approve the minutes of 10/4/22 as presented. John Painter seconded. **Vote:** Motion approved unanimously.

#### Mail Review

Resignation of Jon Fenner from the DRB was received during the meeting. An appointment for the vacancy will be made at the next meeting.

#### Executive Session

**Motion:** Eric Cota made a motion to go into executive session at 8:20 p.m. per 1 VSA S.313(a)1 regarding confidential attorney-client communication made for the purpose of providing professional legal services to the body. John Painter second. Rebecca Elder was invited into the session.

**Vote:** Motion approved unanimously.

**Motion:** Eric Cota made a motion to exit executive session at 8:30 p.m. Carin McCarthy second.

**Vote:** Motion approved unanimously.

No action was taken as a result of the executive session.

Motion to adjourn: made a motion to adjourn at 8:35 p.m. seconded.

Vote: Motion approved unanimously.

Respectfully submitted,  
Rebecca Elder, Selectboard Assistant