

## North Berwick Board of Selectmen Minutes May 16, 2017

### NORTH BERWICK BOARD OF SELECTMEN MINUTES MAY 16, 2017

**Present:** Chairman Hall, Selectman Cowan, Selectman Galemmo, Selectman Johnson, Jr., Selectman Johnson, Sr.

**Also Present:** Dwayne Morin, Steve Connolly, Sue Austin

Chairman Hall opened the meeting at 6:30 pm.

#### 1. Pledge of Allegiance

#### 2. Review and Approve Minutes of May 2, 2017

Selectman Cowan had a couple of clarification changes. On Page 4 in the first paragraph, in the second sentence that currently reads, “He has contracted...”. It should read, “The developer has contracted...”. Also in the 4<sup>th</sup> sentence of the same paragraph, it reads, “Dwayne did tell him that if he gave the town money...”. It should read, “Dwayne did tell him that if the developer gave the town money...”. Selectman Cowan stated that on Page 5 in the 2<sup>nd</sup> paragraph, the word “hearst” should be “hearse”. Also on Page 4 in the last paragraph, the second sentence reads, “Dwayne said that the family is suing “him” because...”. It should read, “Dwayne said that the family is suing “the owner” because...”.

Selectman Cowan motioned to approve the minutes of May 2, 2017 as amended. Selectman Galemmo seconded the motion. VOTE: 5-0

#### 3. Public Input

There was no public comment at this time.

#### 4. Unfinished Business:

##### A. Budget: SAD 60 Budget Review with Superintendent

Steve Connolly stepped forward to review the SAD 60 budget. He stated that the State Legislature still has not come to any decision regarding the LD 390 of the State Budget. The Maine State Superintendent’s Association believe that there will be some additional funds that will be reinstated, however, they don’t how much that will be yet. He stated that they are basing

their budget on the current Governor's proposal. They may not know until probably the end of June as to what any changes will be.

Mr. Connolly stated that the total increase to the expenditure side of the budget is a little under \$708,000 from the 2016/2017 budget to the 2017/2018 budget. He said that 75% of that is based on the lost subsidy from the State primarily in the sharp increase in the Retirement contribution that the local districts have to foot as well as System Administration being cut out totally. He stated that the third thing that is a major factor for the public schools right now is that there is a significant shift going on in the subsidy for the public schools versus charter schools. He gave some examples of this. SAD #35 which is Marshwood is a decrease of 6.24% in State subsidy for next year. RSU #21 in Kennebunk is an 11% loss. RSU #6 in the Standish area is a little over 5% loss. RSU #57 in Massabesic area is over 6% decrease. He stated that we are a little less than 3% decrease. He said that the 10 charter schools are seeing increases of 17%, 77%, 90%, 20%, 21%, 37%, 15%, 15% and 3%. It is a significant shift of public schools back to municipalities.

Mr. Connolly handed out a copy of his Budget Debrief to each of the Selectmen. This is a summary of each of the Articles that are listed in the Annual Report for the budget. He will go through each one.

Article 1 is for Regular Instruction. This shows almost \$119,000 for a total reduction of teaching positions. There is one continuing contract position that will not occur next year. There are 6 probationary positions that will not be refilled and one retirement that causes a changeover. There is a reduction of \$87,000 in the educational technician positions. Four of these positions are regular education in the K-5 grades and three of them are in the Special Education area. Selectman Cowan asked what the potential impact of the reduction of Ed Tech positions would be. Mr. Connolly stated that in Special Education, if a student has an IEP that notes that they have either a one on one for severest cases such as those with high medical needs or if they have classroom assistance, we need to meet those obligations. In Special Education, we are moving from 73 to 70 Ed Tech positions. In Regular Education, we are losing 4 going from 38 to 34. He feels that the Ed Techs work very hard and are a bonus to the school. They are ensuring that, at the youngest grades, all of the Literacy blocks have a 2<sup>nd</sup> person in them. They are reducing some of their response to intervention programming. Instead of having groups of 2-3 students, they will have groups of 4-5. They think that they can still make the necessary changes and it won't impact student learning. Selectman Cowan asked if there was an attempt made to lessen the impact across all grade levels or was the emphasis to place more at the elementary level and less at the higher grade levels. Mr. Connolly stated that it was a combination. They ensured that the K-1 did not see any impact from this. In the 2-5, where they have the Response Team Intervention, is where we will see a little bit more of the impact. At the Middle School, they have a reduction with the Special Education Ed Techs but they are also seeing a change with the caseload that is there. The change in caseload will shift to the High School and there is a little bit less coverage there. They are working on that scenario.

Mr. Connolly stated that there is an increase of \$68,000 because of the substitute teacher's wages increase due to the minimum wage levels being going up. There is a \$113,000 decrease in the medical benefits because we have less people. The retirement contribution has gone from 3.34%

to 3.97% which is a total change of 18% reduction in state contributions. There is a decrease of about \$39,000 in Contracted Services. Field trips have been eliminated for a reduction of about \$23,000. Mr. Connolly stated that this is a difficult one because a lot of our students from the High School may go to other schools to do different pieces such as French instruction, Book Buddies or for students from some schools to come to the High School to watch a performance. There is an increase of about \$33,000 in textbooks. There is an increase of about \$60,000 in Instructional Supplies. He stated that the FOSS science kits at each of the grade levels are new kits and we have realigned our programming for the Science standards. This is a one-time cost and then we do replacement and fill up after that.

Article 2 is for Special Education. Mr. Connolly stated that they have put in a half time IEP Coordinator in Lebanon. There is an increase of about \$72,000 in teacher salaries due to one new role at the High School and increase in teacher's wages. He stated that there is almost a \$500,000 increase for Educational Technicians. However, they have taken the Local Entitlement, which is the special grant that we get for Special Education in the amount of about \$865,000, and we are pulling out as many of the pieces that we can that have to do with salaries and wages because of the complicated results of MePERS. We have eliminated a Social Worker position that is district wide for K-5 schools. They have reduced the data days for the Psych Providers by 2 or 3 days per person and they are reducing the Psych services in Lebanon to 0.6. The Medical Benefits increase of about \$171,000 looks like a large number because when you bring over the positions from Local Entitlement, you also have to bring over the benefits. There is also about \$38,000 in Other Benefits that is brought over from Local Entitlement. These include the FICA, Workers Compensation and other things like that. They have put into Local Entitlement the Professional Development, Contracted Services and Out of District Private Schools. There is also an increase of about \$11,000 for DocSTAR software. Mr. Connolly stated that in the offices located in this building, there are lot of filing cabinets and totes that hold all of the old files which take up a lot of room. DocSTAR is a program to make all of these files digital. They will have people work during the summer on adding the old files and they will have scanners at the front office so they can do the current items as they come in.

Article 3 is for NHS Career and Technical Education. Mr. Connolly stated that there are 2 programs that are satellites at our school. One is the Early Childhood and the other is the Culinary Arts. He has been talking to the Superintendent in Sanford about the Early Childhood program. Sanford is hoping to take back the Early Childhood program for the 17/18 school year. We can't compete with them if we run our own. We are going to run a Headstart program from one of our Elementary schools. Selectman Galemme asked if the Culinary Arts program was eventually going to end up in Sanford. Mr. Connolly stated that it will move next year. Sanford has made an obligation with the State that they will be the satellite school for these programs.

Article 4 is regarding Other Instruction. Mr. Connolly stated that, according to Maine Labor Law, a person that is hourly cannot receive a stipend. They have an employee that runs a program for the school on an hourly basis and after school, he is the indoor and outdoor track coach. Even though the coaching stipend is not part of his job, because he is employed by the same entity, it needs to be part of his regular wages. They will have to look at what the stipend is and figure out how much the new hourly wage should be while they are coaching. There is an increase of \$10,000 for Transportation costs. Mr. Connolly stated that the base pay this year for

a Step 0 driver is \$16.20 and next year it will go up to \$18.00. We are very short on drivers. We are out of spare drivers. It is very hard to find CDL drivers. Mr. Connolly stated that the company, First Student, offers a starting pay of \$20 but the benefit package is poor. We will offer \$18 and our benefit package is decent.

Article 5 is regarding Student and Staff Support. There is a decrease of about \$47,000 in Guidance Counselors. We did not lose any positions but we had a person from Lebanon in a changeover. There is a \$22,000 increase in the Nurses. This is due to personnel changes and having to have summer school coverage. There is an increase of about \$36,500 for the Tech administration and staff. The person that is a Library Ed Tech serves the Library half-time and Technology for the other half. She has been paid completely out of the Library account but it will now be split up. There is a \$58,000 increase in Literacy Coaches. Mr. Connolly stated that the Literacy Coaches are not paid under Article 1 Regular Instruction but are paid under this Article 5 except for the Literacy Coach in Lebanon. This has an error and has now been moved to Article 5. Chairman Hall asked how many Literacy Coaches we had. Mr. Connolly stated that they have 1 at Lebanon Elementary Schools, 1 at Hussey, 1 half-time at North Berwick, 1 for .4 at Knowlton School and 1 full time at Noble Middle School. Mr. Connolly stated that there is an amount of \$39,000 for Equipment Hardware. He stated that the MLTI (Maine Laptop Technology Initiative) network cost had a refresh done across the State this past year. All of the networks are going to be upgraded. The network cost to upgrade is \$150,000 but we get E-rate money back which covers all but \$40,000. There is also a \$224,000 decrease for Chromebooks and \$220,000 increase for non-MLTI lease. These numbers almost offset each other. Mr. Connolly stated that our first Chromebook lease will be finished this year so it won't carry forward to next year. The Chromebook lease for the new tablet devices will begin next year. The same thing happens for the MLTI 7-8 which will decrease at about \$57,000 and the MLTI lease will increase for about \$85,000. Mr. Connolly stated that this is specific to grades 7 and 8 except for the devices. The devices for the teachers are not included in MLTI for grades 7 and 8. The new MLTI lease is \$85,000. This has increased because across the State, all of the Districts are losing \$54 per seat subsidy for 7<sup>th</sup> and 8<sup>th</sup> grade students. It used to be \$154 per student but it is now \$100 per student. The other reason for the increase is because the program was a 4 year package but it is now a 3 year package.

Article 6 is regarding System Admin. Mr. Connolly stated that this has been totally cut out of the Governor's Budget. There is an increase of \$16,756. He stated that there are 2 positions in Administration that the School Board has been working to try and rectify deficits on. One of them is the Business Manager and the other is the Director under the Article 8 Transportation budget. Mr. Connolly stated that the increase in software is for the DocSTAR and also for the Payroll software. The system is called TimeClock Plus and needs to be upgraded.

Article 7 is regarding School Administration. Mr. Connolly stated that there is a \$40,000 decrease in Clerical staff. There is a Noble High School attendance clerk position being eliminated. Also, one of the clerks at North Berwick Elementary School was at 1.6 for secretary and clerk and that is decreasing to 1.0 by eliminating the .6 clerical. Selectman Cowan asked who would be taking over the role of attendance clerk. Mr. Connolly stated that this was problematic. Right now, a teacher can send an alert to an attendance clerk looking for a student and that person would contact the deans and other personnel to look for the student. This will

now be transferred to Administration. This is not ideal because the new evaluation systems are heavy on administrative participation in classrooms. The Medical Benefits increase is due to some people being enrolled as teachers that were in 3 teacher positions and went to 2.5 Assistant Principal positions with one of them in a split role. They also have an increase of 1 Assistant Principal that is from outside the District. Mr. Connolly stated that there is a line that talks about NEASC. This is the New England Association of Schools and Colleges which is our accreditation. It is a 10 year program to accreditation and we are in the self-study year of that which precedes your review year. The cost for the review year for 2017-2018 is about \$15,000. The whole 10 year cost is \$70,000. Next year, they will have to pay for about 15 people to come and do the review. They are usually here for 2-3 days and we have to pay for the hotel room, car rental, meals and any other costs associated with the accreditation review.

Article 8 is regarding Transportation. Mr. Connolly stated a year ago, they didn't anticipate that the mechanics would fall under the same contract as the Director. They were earning more money than the Director is this year. The bus driver increase is due to the substantial wage increase and 2 new positions. The increase of about \$30,000 for Monitors is due to the minimum wage increase and the addition of 2 new positions. The \$48,500 under Mechanics is largely due to the increase in wages and because the person that is the garage helper, who also does the internal mail runs, was previously under the Bus Driver line but is now under the Mechanics/Garage Helper line. There is a \$15,000 increase in Purchased Bus Repair. Mr. Connolly stated that they determined that if they did a 4 large bus and 1 minibus replacement cycle per year for the next 5 years, the fleet would be in great shape. Unfortunately, this year, they can only support 2 large and 1 minibus so they are anticipating more repair costs for the buses. He stated that there will not be any State subsidies for bus replacement cycles for the next 5 to 10 years. There is a cost of about \$39,000 for Other Equipment. They need to replace the shop truck and put a sander in the bed of the truck.

Article 9 is regarding Facilities and Maintenance. Mr. Connolly stated that he included in the packet he passed out the Capital Improvement Plan List and the Routine Maintenance List. He stated that they are seeing a market increase in the community use of our schools over the last 3 years. This is a great problem to have but it does cost more money to maintain the facilities. He said that there are several major projects that need to be completed. There is a substantial amount of tarring and some roofing that needs to be done. Mr. Connolly stated that the good thing is that under the Fund Balance, schools are only allowed to carry 3%. He stated that, this year, they have a surplus of \$1.2 million. They are taking \$200,000 of that to offset the current budget. They are also going to apply \$761,000 for CIP from Fund Balance. Mr. Connolly stated that they are working with Efficiency Maine and they are receiving \$75,000 in rebates for retrofitting of the lighting at the High School.

Article 10 is regarding Debt Service. Mr. Connolly stated that this is for what is left to pay on the High School. He said that the principal payment that the State subsidizes is \$1,670,000 and the local payment is \$13,908. He believes that they only have 2 more years to pay on this.

Article 11 is regarding All Other, including School Nutrition. Mr. Connolly stated that they have 168 pieces of large equipment for School Nutrition. The oldest piece that they replaced this year was a 1968 dishwasher at a cost of \$22,000. As these pieces start to break down, they need to be

prepared to replace them. They put in \$25,000 for equipment replacement and they have \$25,000 in contingency so this would allow them to replace 2 pieces. He stated that the District Contribution has decreased by \$12,300. This year it was \$153,300 and next year it will be about \$141,000. This includes an increase of \$0.25 per meal.

Mr. Connolly stated that the Local Share on the total budget of \$39,500,000 for North Berwick is 0.25%, Berwick is 0.34% and Lebanon is -0.59%. The approximate dollar impact on a \$200,000 property would be \$118 for North Berwick, \$56 for Berwick and \$79 for Lebanon.

Mr. Connolly stated that Adult Educations costs went down. They are \$859 for Berwick, \$1,637 for Lebanon and \$646 for North Berwick. He stated that Adult Education is going to have a tough time over the next couple of years. The College Transitions program and High School Equivalency Tests are transitioning to the community colleges.

Mr. Connolly stated that if the Legislature reinstates funds after the Budget Validation Referendum, LD 1885 allows Boards to apply those funds without going back to the voters. He has a list of some recommended items that could be done if they reinstate any funds. The list that he has is for a total of \$529,954. He definitely would replace the \$200,000 Fund Balance. At the Middle School, they have reduced the SRO position to 0.5 for a total of \$38,004. Mr. Connolly stated that the School Board said that they would definitely like to see this back to a full time position. He stated that if the Field Trips go back in than the Excel Project SEARCH tuition would go back in as well. Another item is the Community Engagement Center Director for \$29,000. This is Rebecca Manning's position and it is a great connection for us. He stated that she has been doing a great job right now at the Noble Middle School for the June 7<sup>th</sup> Pride Day with community engagement. She also does a great job with the Drop Off Prevention work at the High School. The list also includes the NHS Attendance Clerk and an additional teacher at Mary Hurd School, which would allow them to add an additional 11 seats to the program. They would also add a Lebanon Kindergarten teacher. Right now the kindergarten enrollment is at 68 students. If it increases by August, they will need to figure out what to do so there are not too many students per teacher. Also, in North Berwick they have 2 kindergartens and they checked the trends. They have 39 enrollees at this point which would be 19 in one class and 20 in the other. That would be way too much to have that many 5 year olds for one teacher. Another item that he would like to see added is in regards to Tom Ledue. He has been doing some grant writing across the district this year. He has brought in about \$233,000 worth of grants and about \$125,000 of rebates. Mr. Connolly has spoken to other Superintendents in the area about sharing this role and the cost for next year. This would be a cost of about \$25,000.

### **C. Memorial Day: Local Parade and Southern Maine Veterans Cemetery Ceremony**

Dwayne stated that the Memorial Day Parade is at 9:00 and they will meet at the Town Hall at around 8:45. Also they have been invited to the Southern Maine Veterans Cemetery Ceremony in Springvale at 1:00.

**D. Tax Acquired Property: Malcolm Hilton**

Dwayne stated that Mr. Hilton was supposed to be here tonight to discuss his tax situation. Mr. Hilton had agreed, with this Board, to enter into a payment arrangement to pay \$500.00 per month starting on May 5<sup>th</sup>. He has made no payment or come down to the office to sign the agreement. Mr. Hilton told Dwayne that he would come to the meeting tonight because he was going to pay it all in full by the end of this month. Dwayne told him that he would have to come before the Board and speak to them about it. Mr. Hilton has not held up his end of the bargain in terms of the agreement. Selectman Cowan asked if Dwayne had had any communication with Mr. Hilton. Dwayne said that he spoke to Mr. Hilton on Monday and told him that he would need to come before the Board tonight. Dwayne said that right now, the Town has foreclosed on his property. He told the Selectmen what their options were now. They can decide to do nothing. They can sell the property. If they sell the property, they need to give Mr. Hilton 30 days to redeem it. They can also enter into a payment agreement with him, but they have already tried that and he did not follow through.

Selectman Johnson, Jr. asked what the process was. Dwayne stated that they need to give Mr. Hilton Right of Redemption. If the Board decides that they want to sell it, then they have to give Mr. Hilton a notice stating that he has 30 days to pay off his taxes. If he doesn't pay off his taxes, then we would put it out to public bid. We go out to public bid based on the value that the Board establishes and this is usually another 15 day time frame. Whoever is successful on bidding on the property is responsible for the eviction process and will need to deal with the mortgage company.

Selectmen Cowan said that she would be comfortable with offering him one last chance to take care of it and meet with us. Selectman Galemmo stated that he wouldn't even have to meet with them. He could just come in and sign the agreement and start paying or at the next meeting, the Board will vote to sell it. He doesn't feel that he needs to come in and discuss this any further. Selectman Johnson, Sr. stated that since Mr. Hilton told Dwayne that he would pay it off at the end of this month, if he doesn't do so, they can vote to sell it at the June 6<sup>th</sup> meeting.

Selectman Galemmo motioned to have Dwayne tell Mr. Hilton that if he has not signed the agreement and started making payments, then the Board will proceed with selling the property. Selectman Johnson, Jr. seconded the motion. VOTE: 5-0

**E. North Berwick Police Benevolent Association: Approve Labor Agreement**

Dwayne stated that, back in January, they negotiated a contract with the Police Benevolent Association and they have signed the agreement. The Board now has to accept and sign the agreement.

Selectman Galemmo motioned to accept and sign the police agreement. Selectman Cowan seconded the motion. VOTE: 5-0

**Reminders: Next Board of Selectmen's Meeting – June 6, 2017 – 6:30 pm Municipal Building**

**5. New Business:**

**A. Budget Committee:** Resignation of Pam Brezak, Appointment to Fill Term

Dwayne stated that he received a letter from Pam Brezak stating that she wants to resign from the Budget Committee. Her family situation has changed and she will be living in Arizona for the winter. The Board needs to appoint someone to fill the position for the current year and then next year we would vote in someone on a 2 year term to keep the cycle going. Chairman Hall asked Dwayne if he still had a list of the people that were on the Ballot running for Budget Committee. The other people that had run for the Budget Committee were Ronald Merrell with 43 votes, David Southard with 37 votes and Rob Versocki with 37 votes. Selectman Cowan stated that it should probably go to the next person that had the highest number of votes.

Selectman Galemмо motioned to accept the resignation of Pam Brezak. Selectman Johnson, Jr. seconded the motion. VOTE: 5-0

Dwayne stated that he will check with Mr. Merrell to see if he is still interested in becoming a member before the Board votes. If he is not interested, the Board can choose one of the others. Dwayne stated that since the other 2 were a tie, he would recommend that they have them both come in and meet with the Board prior to the Board making a decision.

**B. MSAD 60:** Sign School Warrants and Appoint Ballot Clerks

Dwayne stated that School Budget Warrant needs to be signed. He said that accepting the School Budget Warrant does not mean that you are in favor of the budget. You are simply saying that it will go to a vote.

Selectman Galemмо motioned for the Board to sign the School Budget Warrants. Selectman Cowan seconded the motion. VOTE: 5-0

Dwayne said that they need to appoint some Ballot Clerks for the Town Meeting. They are recommending Susan Caler, Susan Linscott and Kathleen Pease.

Selectman Cowan motioned to approve Susan Caler, Susan Linscott and Kathleen Pease to be Ballot Clerks for the June 13<sup>th</sup> State Bond Referendum and School Budget Referendum. Selectman Galemмо seconded the motion. VOTE: 5-0

**C. Animal Control:** Appoint Assistant Animal Control Officer

Dwayne stated that for the past month, our Animal Control Officer, Mary Kinney, has suffered some serious medical conditions which has not allowed her to perform her duties. She needs to take an extended leave of absence. We share Mary with the Town of Lebanon and she works half for us and half for them. In Lebanon, she has an assistant and Dwayne reached out to her to see if she would be interested in helping us while Mary is out. Her name is Carol Harris and she has agreed to help out. Her first official day of duty was today.

Selectman Galemmo motioned to appoint Carol Harris to the position of Animal Control Officer. Selectman Johnson, Sr. seconded the motion. VOTE: 5-0

**D. Speed Signs:** Grant Award to Town for a Dynamic Speed Feedback Sign

Dwayne stated that 2 years ago, they applied for a speed sign grant but they weren't able to get it. They applied again this year and this time they were successful in getting it. We will be getting a \$3,600 sign that actually tracks speed. It doesn't just flash your speed to show how fast you are going. It has a computer program and it actually registers information. It will tell us how many cars a day and the speed that people are going. There are some conditions that we have to meet, such as we are not allowed to leave the sign in any one location for longer than 3 weeks at a time. It is not like the other signs that are on a trailer. These are actually attached to a pole. We also have to share the information that we receive with other law enforcement agencies. Selectman Cowan asked if the sign had the ability to take photographs. Dwayne said that it did not have that capability. In order to get this, they have to go to training. Stephen Peasley will be going to the training on June 7th or June 8<sup>th</sup>. When he is done with the training, they will give him the sign.

**E. Holiday:** July 3 Office Schedule

Dwayne stated that the ladies in the office were wondering about the status of work on July 3<sup>rd</sup>. It is on a Monday and is a day of work. They would like the day off if possible. They do have off on Tuesday, July 4<sup>th</sup>. The Board discussed it and decided to not take any action.

**F. Selectmen Schedule:** July Schedule

Dwayne stated that they needed to review the meeting schedule for July. The first Tuesday of the month is July 4<sup>th</sup> so we will not be meeting. Dwayne said that it looks like he will be gone from July 10<sup>th</sup> to July 24<sup>th</sup> or possibly July 25<sup>th</sup>. He was wondering about having the meeting on Wednesday, July 5<sup>th</sup> or Thursday, July 6<sup>th</sup> and for the week that he comes back from his trip, they could have the meeting on Wednesday, July 26<sup>th</sup>. The Board decided to have the meeting on Wednesday, July 5<sup>th</sup>. Dwayne said that he should know the exact date that he is coming back from his trip soon so they can decide on the second meeting date then.

**4. Appreciation:** Certificate of Appreciation for Fundraising for Fire Victims

The people that are supposed to get the certificates did not show up. Selectman Cowan said that she would stop by and tell them to come to the next meeting on June 6, 2017.

**6. Other Business:**

There was no other business at this time.

**7. Review and Approve Warrants and Correspondence:**

Warrant:	May 9, 2017	- \$ 23,869.11
Warrant:	May 16, 2017	- \$ 505,501.93

Selectman Glemmo motioned to approve the Warrant of May 9, 2017 for the amount of \$23,869.11 and the Warrant of May 16, 2017 for the amount of \$505,501.93. Selectman Johnson, Sr. seconded the motion. VOTE: 5-0

**8. Adjournment:**

Selectman Cowan motioned to adjourn the meeting at 8:43 pm. Selectman Johnson, Sr. seconded the motion. VOTE: 5-0

Respectively Submitted,  
Susan Niehoff, Stenographer

Original to Town Clerk

Chairman: Jonathan Hall

Selectman: Wendy Cowan

Selectman: Michael Johnson, Jr.

Selectman: Charles Glemmo

Selectman: Michael Johnson, Sr.