

# TOWN OF SALISBURY

## ANNUAL REPORT

FISCAL YEAR ENDING JUNE 30, 2020



**Thank you Salisbury !**

**Town Meeting - February 27, 2021; 2 PM by Zoom.**

To Join this informational zoom Town Meeting  
type this link into your browser or  
go to **www.townofsalisbury.org** for a hyperlink.

<https://us02web.zoom.us/j/86886519502?pwd=RkpFUHd3QURZYTRKZkVjY1BQKzUrQT09>

**Australian Ballot Voting**

Tuesday, March 2, 2021 at Town Offices  
7 am to 7 pm

**\*\*\* If you do not wish to keep your Annual Report please recycle it with the Town Clerk. \*\*\***

# **Town Report Dedication**

I am sure we were all grateful when the clock struck midnight on December 31st, 2020. A year that will be written and talked about by all who endured its devastating effects. Similar to the events of World War II and 9/11, 2020 will leave us all with lasting reflection on how good our previous “normal” used to be. Not only did we face a tragic pandemic, we suffered through societal upheaval and a contentious election. These events transformed us and challenged our beliefs and tested our resolve. They solidified our relationships or fractured them. The efforts to repair these lingering human perils will no doubt continue in 2021 and beyond. However, like all great challenges we can only control what we can control. We can make an impact in our own way, on a personal level, a household level, and a local level.

Because we lived through 2020 together, we humbly dedicate this year’s Town Meeting Report to the Residents of Salisbury. Every one of us had to adapt, change and learn throughout this painful year. Our town was resilient. We remained healthy. We had a busy summer on the lake and embraced our summertime residents with grace. We supported our businesses and we supported each other.

We especially want to express our deepest gratitude to our dedicated employees who stepped up in the face of all these challenges and continued the work for our Town of Salisbury.

Most notably Sue Scott, our Town Clerk, and Brenda Burchard, our Town Treasurer. These two dedicated town “gems” helped us through two very difficult elections, a budget challenge, implemented complex COVID-19 protocols, and virtual meetings, while simultaneously finding ways to keep the public business of our town open. Sue and Brenda were fortunately aided through all this by Anna Scheck, our assistant Town Clerk and Anne Fillion, our assistant Town Treasurer. We cannot overstate the amazing roles they played amidst the enormous pressures at work and at home. Each of you performed with tremendous poise and professionalism.

Our town hired a new Road Forman, Willem Jaring, mid-year, and he immediately jumped into action with his assistant, Mike Lackard. They have been hard at work while adapting to our “new normal.” These gentlemen have seamlessly created a unique professional environment and are committed to serving our residents. They both have excellent mechanical skills as well as being adept with all the town equipment. We are fortunate to have them in this most important role.

We always are so grateful for all our town Public Servants specifically our Volunteer FireFighters, Planning Commission, Energy Committee, DRB members, Conservation Committee members, Listers, Zoning Administrator, Delinquent Tax Collector, Librarian, Animal Control Officer, Fire Warden, and Minute Takers, as well as all our town volunteers. We appreciate how adaptive you were this past year. Even in our small town you all play a BIG, important role.

We must also thank our teachers and parents. We are forever grateful for the role you have played for our students and children.

The new year always brings a sense of optimism, of rebirth, and transformation. We can’t help but feel that 2021 will be better. Please help out anyway you can by involving yourself in any role possible for our town. We need a new movement of leaders to help us fill positions in town government! As a community, we have proven we can tackle and overcome many of the most difficult and unforeseen challenges....Together!

We are proud to be your Select board and your neighbors! Thank you!

Paul Vaczy                      Pedie O’ Brien              Pat Dunn              Jonathan Blake              Sheila Conroy

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# **Town Positions to be Filled**

The Town of Salisbury is seeking persons to fill these positions. Participating in the governance of our town can be a rewarding experience and an opportunity to give of oneself.

## **Town Health Officer**

The Town Health Officer is responsible to investigate and mitigate any potential and existing health hazards in the Town of Salisbury. There is training available and paid for by the town. The Town of Salisbury currently pays a stipend of \$500 per year.

## **Energy Committee Chair**

The Energy Committee has yet to meet but is seeking a chairperson to lead a vibrant group in creating a sustainable energy future for our town. There are currently five potential members looking for leadership.

## **Tree Warden**

The Tree Warden is responsible for trees on public property and is the designated person responsible for making determinations about public shade trees. This person is appointed by the Select board.

## **Planning Commission Members**

The Planning Commission meets once monthly and is tasked with creating the Salisbury Town Plan which results in the creation of the Zoning Regulations. Currently there are three members with 2 more needed to complete the board.

## **Development Review Board Clerk**

The Development Review Board is in need of a clerk. Requirements of the position are to warn meetings, post the agenda, take minutes and facilitate in writing the decisions. The position is paid \$15 per hour to complete these tasks.





# Virtual Town Meeting Warning

**TOWN OF SALISBURY  
VIRTUAL PUBLIC INFORMATIONAL HEARING via ZOOM  
NOTICE and AGENDA  
February 27, 2021 at 2:00PM**

The Town of Salisbury Select Board will hold a public informational hearing by electronic means using Zoom on Saturday February 27, 2021 at 2:00PM to discuss the Australian ballot articles on the 2021 Town Meeting Warning.

**To join the Zoom meeting by computer or similar device, click on the link below:**

<https://us02web.zoom.us/j/86886519502?pwd=RkpFUHd3QURZYTRKZkJvY1BQKzUrQT09>  
Or

go to [www.townofsalisbury.org](http://www.townofsalisbury.org) and click on the hyperlink for the meeting which can be found on the home page under the heading *2021 Town Meeting*.

Or

**To participate by phone, dial:**

**1 (646) 558-8656**

And enter the following when instructed to do so:

**Meeting ID: 868 8651 9502**

**Passcode: 061032**

If you wish to make a public comment or ask a question about any of the articles below but do not have the ability to do so remotely during the meeting, please provide your comments and or questions to the Town Clerk by phone (352-4228) or email ([town.clerk@comcast.net](mailto:town.clerk@comcast.net)) **no later than 6:00PM on Thursday February 25, 2021.**

To ensure smooth access, we recommend that you install and test your Zoom software in advance of the meeting. If you have any questions or difficulty setting up Zoom please call the Town Office (352-4228) or email ([town.clerk@comcast.net](mailto:town.clerk@comcast.net)) **no later than 6:00PM on Thursday February 25, 2021** to request assistance.

The Agenda, which includes the Articles to be discussed, may be found on the website [www.townofsalisbury.org](http://www.townofsalisbury.org). These Articles are also listed in the Warning for Town Meeting which can be found on page 6 and 7 of your Town Report.

# Town Meeting Warning

## TOWN OF SALISBURY ANNUAL TOWN MEETING

### March 2, 2021

The legal voters of the Town of Salisbury are hereby warned and notified to **meet at the polls** in the **Salisbury Town Office** on **Tuesday March 2, 2021** between **7:00AM and 7:00PM** to transact the following business.

- Article 1: Shall the Town authorize the Town Treasurer to receive all taxes on or before the date of delinquency?
- Article 2: Shall the Town apply the General Budget surplus from the current year, if any, to the next fiscal year before setting the tax rate?
- Article 3: Shall the voters authorize the sum of **\$285,828.00** to defray the General Expenses of the Town for the fiscal year July 1, 2021 to June 30, 2022?
- Article 4: Shall the voters authorize total Highway expenditures of **\$505,669.00** of which **\$406,594.00** shall be raised by taxes; and **\$99,075.00** by non-tax revenues for the fiscal year July 1, 2021 to June 30, 2022?
- Article 5: Shall the voters appropriate the sum of **\$25,411.75** to the Brandon-Leicester-Salisbury-Goshen-Pittsford (BLSG) Insect Control District for the purpose of mosquito control?
- Article 6: Shall the town establish a reserve fund to be called the Computer Equipment Reserve Fund, to be used for necessary upgrades of computer equipment in accordance with 24 V.S.A. § 2804? Said reserve fund will be financed at the end of each fiscal year with any unspent monies in the general budget which were earmarked for computer equipment purchase.
- Article 7: Shall the town authorize cannabis retailers and integrated licensees in town pursuant to 7 V.S.A. § 863?
- Article 8: Shall the voters of the Town of Salisbury ratify the Town of Ripton's vote of January 12, 2021 to withdraw from the Addison Central School District?
- Article 9: Shall the voters appropriate \$ **89,625.00** to be raised by taxes to the following organizations as shown:
- |      |              |                                                                                                                                 |
|------|--------------|---------------------------------------------------------------------------------------------------------------------------------|
| (1)  | \$ 1,900.00  | Addison Central Teens (ACT)                                                                                                     |
| (2)  | \$ 500.00    | Addison Co. Economic Development Corp. to provide assistance and resources to the community which promote economic development. |
| (3)  | \$ 1,310.00  | Addison County Home Health & Hospice                                                                                            |
| (4)  | \$ 750.00    | Addison County Humane Society (Homeward Bound)                                                                                  |
| (5)  | \$ 1,400.00  | Addison County Parent Child Center                                                                                              |
| (6)  | \$ 300.00    | Addison County Readers, Inc.                                                                                                    |
| (7)  | \$ 350.00    | Addison County Restorative Justice Services, Inc.                                                                               |
| (8)  | \$ 400.00    | Addison County River Watch Collaborative                                                                                        |
| (9)  | \$ 1,100.00  | Age Well                                                                                                                        |
| (10) | \$ 700.00    | Charter House Coalition to provide services to individuals and families who are homeless.                                       |
| (11) | \$ 1,350.00  | Counseling Service of Addison County (CSAC)                                                                                     |
| (12) | \$ 800.00    | Elderly Services Inc.                                                                                                           |
| (13) | \$ 500.00    | End of Life Services (formerly Hospice Volunteer Services)                                                                      |
| (14) | \$ 1,350.00  | HOPE (Helping Overcome Poverty's Effects)                                                                                       |
| (15) | \$ 700.00    | John Graham Emergency Shelter                                                                                                   |
| (16) | \$ 25,000.00 | Lake Dunmore/Fern Lake Association Milfoil Prevention Program                                                                   |
| (17) | \$ 750.00    | Open Door Clinic to provide health services for uninsured and under-insured adults in Addison County.                           |
| (18) | \$ 325.00    | Retired and Senior Volunteer Program (RSVP)                                                                                     |
| (19) | \$ 300.00    | Salisbury Historical Society                                                                                                    |

*Warning continued pg. 7*

*Warning continued*

(20)	\$ 750.00	Salisbury Little League
(21)	\$ 1,500.00	Salisbury Swim Program
(22)	\$ 43,240.00	Salisbury Volunteer Fire Department
(23)	\$ 1,700.00	Tri Valley Transit (formerly Addison County Transit Resources/ACTR)
(24)	\$ 1,000.00	Turning Point Center to provide a safe, friendly, and substance use free environment for people in recovery
(25)	\$ 400.00	Vermont Adult Learning
(26)	\$ 1,250.00	WomenSafe

Article 10: To elect Town Officers for the following:

Collector of Delinquent Taxes	1 year term
First Constable	1 year term
Lister	3 year term
Lister	1 year remaining of an unexpired 3 year term
Moderator	1 year term
Select board	2 year term
Select board	3 year term
Town Clerk	1 year term

#### **SALISBURY SELECT BOARD**

Paul Vaczy



Pedie O'Brien



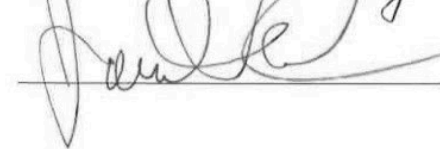
Patrick Dunn



Sheila Conroy



Jonathan Blake



Received for Recording: January 27, 2021 , Town Clerk

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### **NOTICE TO VOTERS**

#### **For Local Elections**

#### **BEFORE ELECTION DAY:**

**CHECKLIST POSTED** at Clerks Office by January 28, 2021. If your name is not on the checklist, then you must register to vote. **SAMPLE BALLOTS** will be posted by February 10, 2020.

**HOW TO REGISTER TO VOTE:** There is no deadline to register to vote. You will be able to register to vote on the day of the election. You can register prior by visiting the town clerk's office or going online to [olvr.sec.state.vt.us](http://olvr.sec.state.vt.us).

**REQUEST EARLY or ABSENTEE BALLOTS:** You or a family member can request early or absentee ballots at any time during the year of the election in person, in writing, by telephone, email, or online at [mvp.sec.state.vt.us](http://mvp.sec.state.vt.us). The latest you can request ballots for the 2021 Town Meeting Election is the close of the Town Clerk's office on Thursday February 25, 2021 at 6:00PM. (Any other person authorized by you who is not a family member must apply in writing or in person for a ballot for you.)

**WAYS TO VOTE YOUR EARLY BALLOT:**

- You may vote in the town clerk's office before the deadline.
- Voter may take his or her ballot(s) out of the clerk's office and return in same manner as if the ballots were received by mail.
- Have ballot mailed to you, and mail or deliver it back to the clerk's office before Election Day or to the polling place before 7:00 p.m. on Election Day.
- If you are sick or disabled before Election Day, ask the town clerk to have two justices of the peace bring a ballot to you at your home. (Ballots can be delivered on any of the eight days preceding the day of the election or on the day of election.)

**ON ELECTION DAY:**

**If your name was dropped from the checklist in error or** has not been added even though you submitted a timely application for addition to the checklist, you can fill out a new registration form.

**If the clerk or Board of Civil Authority does not add your name,** you can appeal the decision to a superior court judge, who will settle the matter on Election Day. Call the Secretary of State's Office at 1-800-439VOTE (439-8683) for more information.

**If you are a first time voter who submitted your application to the checklist individually by mail and did not submit the required document,** you must provide a current and valid photo identification, or a bank statement, utility bill, or government document that contains your name/current address.

**If you have physical disabilities,** are visually impaired or can't read, you may have assistance from any person of your choice. If any voters you know have disabilities let them know they can have assistance from any person of their choice.

**If you know voters who cannot get from the car into the polling place** let them know that ballot(s) may be brought to their car by two election officials.

**If you have any questions or need assistance while voting, ask your town clerk or any election official for help.**

**NO PERSON SHALL:**

- Vote more than once per election, either in the same town or in different towns.
- Mislead the board of civil authority about your own or another person's true residency or other eligibility to vote.
- Hinder or impede a voter going into or from the polling place.
- Socialize in a manner that could disturb other voters in the polling place.
- Offer bribe, threaten or exercise undue influence to dictate or control the vote of another person.

**FOR HELP OR INFORMATION:** Call the Secretary of State's Office at 1-800-439-VOTE (439-8683). (Accessible by TDD)

**If you believe that any of your voting rights have been violated,** you may file an Administrative Complaint with the Secretary of State's Office, 128 State Street, Montpelier, VT 05633.

**If you believe you have witnessed efforts to commit any kind of fraud or corruption in the voting process,** you may report this to your local United States Attorney's Office.

**If you have witnessed actual or attempted acts of discrimination or intimidation in the voting process,** you may report this to the Civil Rights Division of the United States Department of Justice at (800) 253-3931.

**INSTRUCTIONS FOR VOTERS using Australian Ballots**

**CHECK-IN AND RECEIVE BALLOTS:**

Go to the entrance checklist table.

Give name and, if asked, street address to the election official in a loud voice.

Wait until your name is repeated and checked off by the official.

An election official will give you a ballot.

Enter within the guardrail and go to a vacant voting booth.

*Instructions for Voters continued*

**MARK YOUR BALLOT:** For each office listed on the ballot, you will see instructions to “Vote for not more than one, or Vote for not more than two, etc.”

To vote for a candidate, fill in the oval to the right of the name of the candidate you want to vote for.

**WRITE-IN** candidate(s). To vote for someone whose name is not printed on the ballot, use the blank "write-in" lines on the ballot and either write-in the name or paste on sticker, then fill in the oval.

**CHECK OUT:**

Go to the exit checklist table and state your name in an audible voice.

Wait until your name is repeated and checked off by the official.

**CAST YOUR VOTE** by depositing your voted ballot in "Voted Ballots" box.

**LEAVE** the voting area immediately by passing outside the guardrail.



*Rustic Lane  
Photo by Dave Phelps*

## Financial Reports

### Audit

**Telling & Hillman, P.C. completed an audit of the town's finances. This report may be viewed at the town offices during regular business hours.**

Note: Current rules state that a town report may contain a simple statement (as shown) or the whole report (pages 1 - 35).

## Debt Service

Payment		Principal		Interest	Payment	Amount Paid
Date					Due	
<b>2016 Loan from State of Vermont of \$90,000.00 at 2% interest for 2016 Case loader.</b>						
12/31/17		\$ 18,000.00		\$ 1,800.00	\$ 19,800.00	\$ 19,800.00
12/31/18		\$ 18,000.00		\$ 1,440.00	\$ 19,440.00	\$ 19,440.00
12/31/19		\$ 18,000.00		\$ 1,080.00	\$ 19,080.00	\$ 19,080.00
12/31/20		\$ 18,000.00		\$ 720.00	\$ 18,720.00	\$ 18,720.00
12/31/21		\$ 18,000.00		\$ 360.00	\$ 18,360.00	
<b>2017 Bond from Vermont Municipal Bond Bank for \$850,000 at 3.62% interest.</b>						
<b>Repayment includes \$483,972 in interest for a total of \$1,333,972.</b>						
<b>Annually there is one payment on principal and two on interest.</b>						
<b>This is a 30 year bond to cover the cost of the Maple Street Bridge project.</b>						
<b>Final payment is scheduled for November 1, 2047.</b>						
<b>In FY18, no principal payments were made (because the loan was new) and two interest payments were made.</b>						
11/1/17		\$ -		\$ 9,138.13	\$ 9,138.13	\$ 9,138.13
5/1/18		\$ -		\$ 13,822.38	\$ 13,822.38	\$ 13,822.38
11/1/18		\$ 28,333.00		\$ 13,822.38	\$ 42,155.38	\$ 42,155.38
5/1/19		\$ -		\$ 13,570.22	\$ 13,570.22	\$ 13,570.22
11/1/19		\$ 28,333.00		\$ 13,570.22	\$ 41,903.22	\$ 41,903.22
5/1/20		\$ -		\$ 13,298.26	\$ 13,298.26	\$ 13,298.26
11/1/20		\$ 28,334.00		\$ 13,298.22	\$ 41,632.22	\$ 41,632.22
5/1/21		\$ -		\$ 13,007.80	\$ 13,007.80	
11/1/21		\$ 28,333.00		\$ 13,007.80	\$ 41,340.80	
5/1/22		\$ -		\$ 12,701.80	\$ 12,701.80	
<b>2018 Loan from State of Vermont of \$93,000 at 2% interest for 2019 International Truck.</b>						
6/30/19		\$ 18,600.00		\$ 1,860.00	\$ 20,460.00	\$ 20,460.00
6/30/20		\$ 18,600.00		\$ 1,488.00	\$ 20,088.00	\$ 20,088.00
6/30/21		\$ 18,600.00		\$ 1,116.00	\$ 19,716.00	
6/30/22		\$ 18,600.00		\$ 744.00	\$ 19,344.00	
6/30/23		\$ 18,600.00		\$ 372.00	\$ 18,972.00	

## General Fund

	2018-2019	2019-2020	2020-2021	2021-2022	
	ACTUAL	ACTUAL	JULY-DEC.	BUDGET	BUDGET
<b>REVENUE</b>					
Current Taxes	3,170,340.13	3,297,386.45	2,290,157.53		
Overpayment Refunds	(10,823.83)	(7,313.14)	-		
PILT - Dept. of Interior	10,515.00	10,743.00	-		
Current Use	47,075.50	45,852.00	53,653.00		



## General Fund continued

	2018-2019	2019-2020	2020-2021	2021-2022	
Delinquent Taxes	81,242.19	98,303.30	68,633.78		
Interest Late and Delinquent	5,458.27	7,839.00	10,125.35		
Delinquent Fees	6,277.91	9,502.71	5,041.36		
Local Fines	6,606.89	6,261.29	1,519.27		
PILOT - State of Vermont	13,394.16	11,617.40	11,077.40		
Fees	22,182.93	33,530.49	15,385.55		
Interest	553.22	473.01	99.77		
Rent	5,000.00	5,000.00	2,500.00		
Grant	-	-	947.07		
<b>TOTAL REVENUE</b>	<b>3,357,822.37</b>	<b>3,519,195.51</b>	<b>2,459,140.08</b>		
<b>TRANSFERS</b>					
School	2,718,257.89	2,707,554.84	1,504,879.28		
Highway Dept.	391,278.14	389,622.00	190,000.00		
Town Meeting Articles	84,530.00	82,325.00	89,325.00		
Delinquent Tax Collector	6,479.10	7,522.44	5,694.54		
State of Vermont	946.00	1,005.00	250.00		
Miscellaneous	1,458.38	155.91	-		
<b>Total</b>	<b>3,202,949.51</b>	<b>3,188,185.19</b>	<b>1,790,148.82</b>		
<b>DISBURSEMENTS</b>					
<b>Administration</b>					
Administrative Assistant	1,320.00	1,380.00	660.00	1,500	1,500
Clerk Salary	15,500.16	16,500.12	9,384.68	16,500	17,000
Clerk Longevity	1,480.71	1,499.94	1,057.65	2,000	2,000
Clerk Assistant	2,917.50	4,222.50	3,381.50	7,750	8,250
Treasurer Salary	15,500.16	16,500.12	9,384.68	16,500	17,000
Treasurer Longevity	1,480.71	1,499.94	1,057.65	2,000	2,000
Treasurer Assistant	2,202.25	7,001.25	3,700.78	7,750	8,250
Select Board	2,400.00	3,350.00	1,200.00	3,300	3,300
Board of Listers	5,568.00	4,328.00	2,115.25	7,200	9,000
Zoning Administrator	1,990.00	2,748.75	1,301.25	2,500	2,500
DRB Clerk	345.00	783.75	97.50	1,500	1,500
DRB Stipend	-	-	-	500	500
Health Officer	-	500.00	-	500	500
Auditor	-	-	-	0	0
Librarian	-	(18.32)	297.00	0	0
Payroll Expenses	5,738.20	6,057.32	3,371.07	5,325	5,450
<b>Total</b>	<b>56,442.69</b>	<b>66,353.37</b>	<b>37,009.01</b>	<b>74,825</b>	<b>78,750</b>
<b>Town Office</b>					
Advertising/Legal Notice	537.70	936.16	77.50	500	500
Building Maintenance	-	-	-	2,000	1,000
Computer Expense	4,208.00	7,368.88	2,135.05	4,000	4,000
Copier Lease	1,343.35	1,333.75	729.16	1,500	1,500

## General Fund continued

	2018-2019	2019-2020	2020-2021	2021-2022	
Electricity	2,297.14	2,507.09	1,158.15	2,200	3,000
Equipment Purchase	-	-	-	2,900	6,000
Equipment Repair	319.25	282.06	-	250	250
Grounds Maintenance	2,936.25	3,632.50	1,775.00	3,000	3,000
Heat	6,611.46	4,672.64	1,158.30	4,000	4,000
Lister Supplies/Postage	300.06	700.67	55.20	500	500
Lister Telephone	946.51	989.00	527.82	950	950
Office Maintenance	798.50	1,411.00	1,317.87	2,000	2,000
Office Supplies	1,572.92	2,123.64	957.26	3,000	3,000
Postage	1,932.65	2,122.37	1,079.65	2,800	2,800
Telephone	2,392.94	2,512.74	1,321.20	2,400	2,400
Website	1,775.00	1,812.75	-	2,500	2,500
<b>Total</b>	<b>27,971.73</b>	<b>32,405.25</b>	<b>12,292.16</b>	<b>34,500</b>	<b>37,400</b>
<b>Insurance</b>					
Employment Practices	2,349.98	1,889.13	1,514.00	2,000	1550
Public Officials Liability	2,208.05	1,998.18	2,910.00	2,100	2950
Property & Casualty	6,533.76	7,067.00	7,189.00	7,100	7200
Unemployment	326.15	420.55	288.05	400	700
Workers' Compensation	328.68	478.60	555.00	500	600
<b>Total</b>	<b>11,746.62</b>	<b>11,853.46</b>	<b>12,456.05</b>	<b>12,100</b>	<b>13,000</b>
<b>Taxes/Assessments/Dues</b>					
Addison Co. Tax	8,147.76	8,296.10	9,932.20	8,500	11,050
Addison Co. Humane Society	600.00	600.00	-	600	600
Addison Co. Regional Planning	1,447.38	1,475.76	-	1,475	1,475
VLCT Dues	-	2,383.00	2,480.00	2,500	2,500
RFPTF Dry Hydrant Program	100.00	100.00	100.00	100	100
MREMS	-	2,840.00	11,360.00	11,360	11,360
<b>Total</b>	<b>10,295.14</b>	<b>15,694.86</b>	<b>23,872.20</b>	<b>24,535</b>	<b>27,085</b>
<b>Professional Services</b>					
Financial Audit	5,900.00	3,100.00	9,600.00	7,000	7,000
Legal	9,142.72	3,289.00	-	4,500	4,500
<b>Total</b>	<b>15,042.72</b>	<b>6,389.00</b>	<b>9,600.00</b>	<b>11,500</b>	<b>11,500</b>
<b>Town Meeting &amp; Elections</b>					
Ballot Clerks	-	-	-	50	0
Ballot Printing	127.00	268.00	357.00	200	300
Election Official Stipend	250.00	250.00	-	250	250
Town Meeting Expenses	-	417.85	-	0	500
<b>Total</b>	<b>377.00</b>	<b>935.85</b>	<b>357.00</b>	<b>500</b>	<b>1,050</b>
<b>Town Report</b>					
Printing	1,898.00	1,840.00	-	2,000	2,000
Postage	206.23	277.58	-	500	400

## General Fund continued

	2018-2019	2019-2020	2020-2021	2021-2022	
<b>Total</b>	<b>2,104.23</b>	<b>2,117.58</b>	<b>-</b>	<b>2,500</b>	<b>2,400</b>
<b>Town Hall</b>					
Electricity	565.79	581.79	210.15	700	650
Heat	2,872.76	2,494.28	507.42	2,000	2,000
Maintenance	1,792.00	1,620.40	888.00	2,000	2,000
<b>Total</b>	<b>5,230.55</b>	<b>4,696.47</b>	<b>1,605.57</b>	<b>4,700</b>	<b>4,650</b>
<b>Public Safety</b>					
Constable	-	-	-	-	0
Animal Control	600.00	2,200.00	-	2,400	2,000
Fire Warden	400.00	-	-	400	400
Addison Co. Sheriff's Dept.	8,921.07	11,986.41	5,349.54	10,000	10,000
<b>Total</b>	<b>9,921.07</b>	<b>14,186.41</b>	<b>5,349.54</b>	<b>12,800</b>	<b>12,400</b>
<b>Miscellaneous</b>					
BLSG Insect District	17,434.11	25,462.16	26,371.80	-	0
Bridge Bond Principal	28,333.00	28,333.00	28,334.00	28,334	28,333
Building Lot Expenses	-	-	-	-	0
Building Reserve Fund	-	-	-	5,000	5,000
Cemeteries	7,320.00	12,779.95	8,250.00	7,500	11,050
Conservation Commission	500.00	750.00	-	750	750
DTC Supplies	50.00	220.00	55.00	900	500
Education/Seminars	541.57	135.00	146.00	1,000	500
Emergency Management	-	-	-	250	250
Fire Hydrant Heater	183.80	375.36	212.90	300	300
Fire Truck		-	-	-	0
Green Up Program	-	100.00	100.00	100	100
Interest - Line of Credit	676.72	932.44	-	1,000	1,000
Interest - Bridge Bond	4,432.11	26,868.48	13,298.22	26,310	25,710
Planning Commission	96.24	-	-	200	500
Property Tax Programs	3,975.74	4,038.03	2,877.39	7,000	7,000
Street Lights	884.18	958.06	489.50	850	850
Tax Mapping	-	4,037.50	-	1,250	1,250
Town Hall Reserve Fund	1,000.00	1,000.00	-	1,000	1,000
Energy Fund	-	-	-	0	500
Town Library	10,500.00	11,000.00	11,000.00	11,000	12,500
E911	-	-	-	500	500
Miscellaneous	-	145.91	(144.00)	0	0
<b>Total</b>	<b>75,927.47</b>	<b>117,135.89</b>	<b>90,990.81</b>	<b>93,244</b>	<b>97,593</b>
<b>TOTAL DISBURSEMENTS</b>	<b>215,059.22</b>	<b>271,768.14</b>	<b>193,532.34</b>	<b>271,204</b>	<b>285,828</b>

## Highway Fund

	2018-2019	2019-2020	2020-2021	2020-2021	2021-2022
	ACTUAL	ACTUAL	JULY- DEC.	BUDGET	BUDGET
<b>REVENUE</b>					
Taxes (per Budget)	391,278.14	389,622.00	100,000.00		
FEMA Grant	44,820.00	-	3,405.34		
State Aid	98,951.49	101,530.13	25,797.51		
Other	4,571.40	5,551.38	13,912.49		
<b>TOTAL REVENUE</b>	<b>539,621.03</b>	<b>496,703.51</b>	<b>143,115.34</b>		
<b>DISBURSEMENTS</b>					
<b>ADMINISTRATION</b>					
Road Foreman	57,425.00	51,277.50	28,476.25	56,220	60,000
Full Time Employees	52,845.75	80,458.00	20,132.25	35,000	40,000
Part Time Employees	24,734.75	1,759.00	631.50	15,000	10,000
FICA	10,522.56	10,430.67	3,892.79	8,125	8,415
Retirement	2,305.00	2,400.00	1,400.00	1,200	2,600
Health Insurance	14,865.41	13,682.24	4,973.68	12,000	18,000
Health Reimbursement	197.32	(1,449.44)	-	-	350
Seminars	-	-	20.00	100	100
Miscellaneous	-	-	-	-	-
<b>Total Administration</b>	<b>162,895.79</b>	<b>158,557.97</b>	<b>59,526.47</b>	<b>127,645</b>	<b>139,465</b>
<b>GENERAL OPERATION</b>					
Chloride	2,860.00	6,050.00	7,150.00	9,000	12,000
Cold Patch	4,392.25	2,093.00	-	2,200	2,200
Culverts	2,706.20	2,128.20	784.00	1,500	2,500
Culvert State Permit	-	-	-	800	1,350
Gas/Oil/Fuel	19,628.51	15,250.64	5,835.00	20,000	20,000
Grass Replacement Supplies	790.67	165.00	140.77	-	100
Gravel	11,473.20	16,610.66	7,286.90	11,000	12,000
Salt	73,506.33	63,502.67	9,325.75	64,000	62,000
Signs	872.20	535.50	858.50	700	500
Subcontractors	16,363.00	13,978.00	3,658.39	8,000	8,000
Tree Removal	840.00	-	-	3,000	1,200
Winter Sand	34,810.76	40,650.42	14,381.46	25,000	30,000
Rip Rap Stone	1,699.66	64.00	58.80	1,000	500
<b>Total General Operation</b>	<b>169,942.78</b>	<b>161,028.09</b>	<b>49,479.57</b>	<b>146,200</b>	<b>152,350</b>
<b>EQUIPMENT</b>					
Maintenance	5,946.36	10,659.29	7,593.88	10,000	15,000
Repair	25,046.96	23,316.84	4,358.31	8,000	12,000
Tools/Small Equipment	7,268.22	(276.62)	663.07	2,000	2,000

## Highway Fund continued

	2018-2019	2019-2020	2020-2021	2020-2021	2021-2022
<b>Total Equipment</b>	<b>38,261.54</b>	<b>33,699.51</b>	<b>12,615.26</b>	<b>20,000</b>	<b>29,000</b>
<b>PAVING</b>	<b>85,000.00</b>	<b>85,000.00</b>	<b>90,000.00</b>	<b>90,000</b>	<b>90,000</b>
<b>TOWN SHED</b>					
Electricity	2,445.63	1,959.85	856.86	1,700	2,000
Heat	2,641.44	1,858.68	1,990.04	3,000	2,000
Maintenance	2,783.34	464.89	1,052.73	3,000	1,500
Office Expense	871.22	551.44	675.69	500	500
Telephone/Internet	1,662.36	1,561.90	969.05	2,000	1,700
Rubbish Removal	-	330.00	200.00	500	500
Uniforms	889.28	2,140.87	1,577.52	1,800	2,800
<b>Total Town Shed</b>	<b>11,293.27</b>	<b>8,867.63</b>	<b>7,321.89</b>	<b>12,500</b>	<b>11,000</b>
<b>INSURANCE</b>					
Property & Casualty	10,201.61	11,477.44	13,037.00	12,000	13,400
Unemployment	407.47	669.40	346.09	750	750
Workers' Comp	13,806.08	11,529.43	7,056.91	12,000	8,500
<b>Total Insurance</b>	<b>24,415.16</b>	<b>23,676.27</b>	<b>20,440.00</b>	<b>24,750</b>	<b>22,650</b>
<b>PAYMENTS/TRANSFERS</b>					
Bridge Account	-	-	-	2,000	2,000
Equipment Fund	-	-	-	20,000	20,000
Route 53	7,069.64	6,829.64	-	-	-
2015 International Truck	28,688.14	-	-	-	-
2016 Case Loader	18,000.00	18,000.00	18,000.00	18,000	18,000
2019 International Truck	18,600.00	18,600.00	-	18,600	18,600
Temporary Bridge Rental	1,440.00	1,440.00	720.00	1,500	1,500
Interest on Equipment	4,044.02	2,568.00	720.00	1,836	1,104
Sucker Bridge Repair	49,800.00	-	-	-	-
Miscellaneous	3,701.00	766.22	-	-	-
<b>Total Payments/ Transfers</b>	<b>131,342.80</b>	<b>48,203.86</b>	<b>19,440.00</b>	<b>61,936</b>	<b>61,204</b>
<b>TOTAL DISBURSEMENTS</b>	<b>623,151.34</b>	<b>519,033.33</b>	<b>258,823.19</b>	<b>483,031</b>	<b>505,669</b>

## Compensation Report

<u>Employee</u>	<u>Department</u>	<u>Wages</u>
Tom Barker	Highway	53,677.50
Tom Barker	Landfill	268.75
Ruth Bernstein	Library	6,683.50
Jonathan Blake	Select Board	600.00
Brenda Burchard	Town Treasurer	18,000.06
Brenda Burchard	Landfill Bookkeeping	936.00
Brenda Burchard	Assistant Clerk	108.00
Tammy Coburn	Landfill Recycling	662.67
Joe Conant	Animal Control Officer	2,200.00
Sheila Conroy	Select Board	600.00
Allen Cram	Landfill	1,296.00
Allen Cram	Highway	924.00
Kim Cunningham	Lister	2,772.50
Patrick Dunn	Select Board	600.00
Richard Enser	Minute Taker	300.00
Richard Enser	DRB Clerk	97.50
Anne Fillion	Assistant Treasurer	7,001.25
Mindy Goodrich	Delinquent Tax Collector	7,522.44
Jordan Hillman	Highway	42,410.00
Jordan Hillman	Landfill	255.00
Sid Hutchins	Landfill	8,683.00
Sid Hutchins	Highway	779.00
Dan Kuczynski	Lister	1,555.50
Mike Lackard	Highway	38,048.00
Mike Lackard	Landfill	1,788.00
Carol Martin	Office Cleaning	600.00
Pedie O'Brien	Select Board	600.00
Anna Scheck	Assistant Clerk	4,114.50
Anna Scheck	Minute Taker	1,080.00
Sue Scott	Town Clerk	18,000.06
Sue Scott	DRB Clerk	686.25
Gary Smith	Highway	56.00
Travis Truax	Library	1,860.00
Paul Vaczy	Select Board Chair	950.00
Paul Vaczy	Health Officer	500.00
Mark Wilch	Zoning	<u>2,748.75</u>
	<b>TOTAL</b>	<b>228,964.23</b>



## Delinquent Tax Report

As of the last delinquency date of April 2020 (for 2019 tax year):

- the total outstanding delinquent taxes were \$179,865.04. This figure includes unpaid delinquent taxes for the past 5 years.
- \* These totals do not include interest or penalties.

As of January 5<sup>th</sup> 2021- the delinquent taxes are as follows:


- The total uncollected taxes are \$60,488.32. This figure includes unpaid delinquent taxes for the past 5 years.
- The total collected from April 2020 to date is \$119,376.72
- \* These totals do not include interest or penalties.

The next date that taxes are considered delinquent is April 6<sup>th</sup> 2021 for the 2020 tax bill year.

As a reminder: Tax installments for the upcoming 2021 tax bill year will be due in two installments. The first is due on October 5<sup>th</sup> 2021 and the second is due April 5<sup>th</sup> 2022. Keep in mind that these dates could change due to current events.

I have enjoyed working with both delinquent tax payers and the Town of Salisbury with the collection of delinquent taxes. I sincerely thank all town residents who have been working with me and keeping in contact with me to catch up on their delinquent taxes. I greatly encourage all of you who have not been in contact, to please reach out to your delinquent tax collector.

Current delinquent tax reports and pending tax sale property information is available at the town office.

  
Mindy S. Goodrich  
Delinquent Tax Collector

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## Reserve Funds

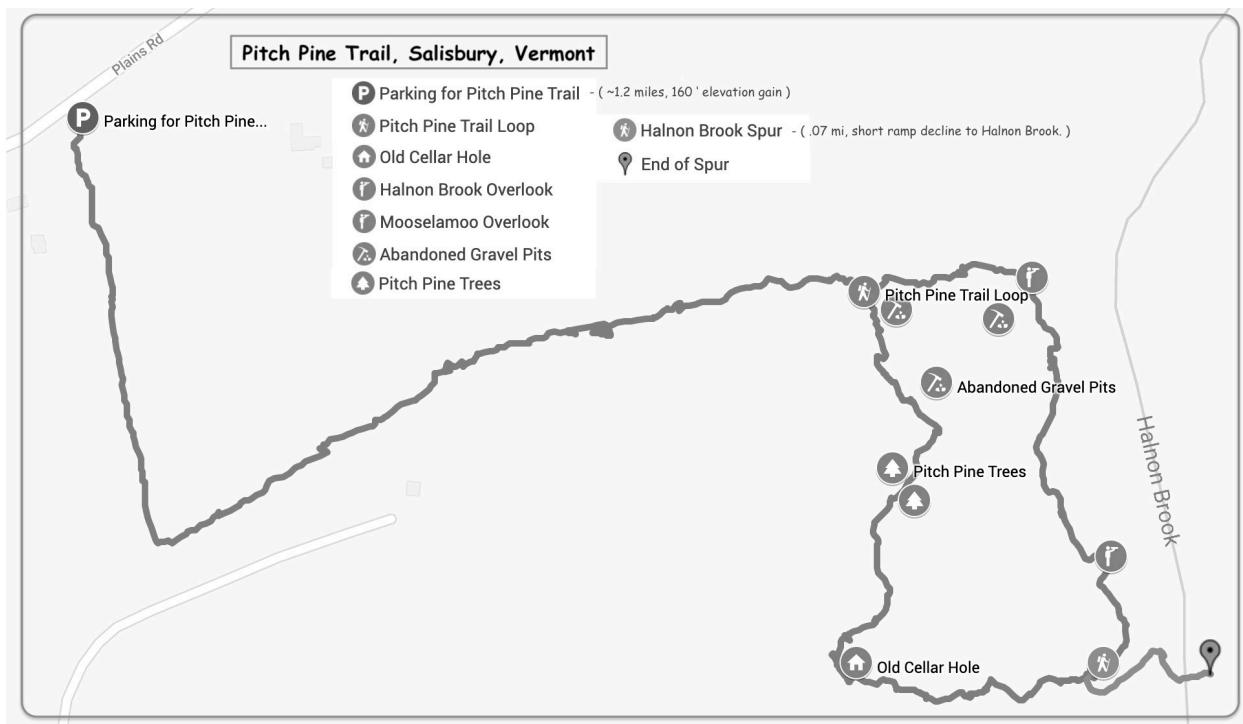
						<b>Income</b>	<b>Expense</b>	<b>Balance</b>
<b>Ann Story Account</b>								
Balance June 30, 2019								329.98
Interest						0.12		
<b>Ending Balance June 30, 2020</b>								<b>330.10</b>
<b>Bridge Account</b>						<b>Income</b>	<b>Expense</b>	<b>Balance</b>
Balance June 30, 2019								23,865.64
Interest						7.20		
<b>Ending Balance June 30, 2020</b>								<b>23,872.84</b>
<b>Buildings and Grounds Fund</b>						<b>Income</b>	<b>Expense</b>	<b>Balance</b>
Balance June 30, 2019								6,855.84
Interest						2.06		
<b>Ending Balance June 30, 2020</b>								<b>6,857.90</b>
<b>Conservation Commission</b>						<b>Income</b>	<b>Expense</b>	<b>Balance</b>
Balance June 30, 2019								6,134.26
Interest						1.89		
FY19 Budget Appropriation						750.00		
Program Expense							560.84	
Dues							50.00	
<b>Ending Balance June 30, 2020</b>								<b>6,275.31</b>

### Reserve Fund continued

Highway Equipment Fund				Income	Expense	Balance
Balance June 30, 2019						27,798.12
Interest				8.41		
Ending Balance June 30, 2020						27,806.53
Paving Fund				Income	Expense	Balance
Balance June 30, 2019						35.58
Interest				0.51		
FY 19 Budget Appropriation				85,000.00		
D & F Excavating					84,720.00	
Ending Balance June 30, 2020						316.09
Reappraisal Fund				Income	Expense	Balance
Balance June 30, 2019						38,085.40
Interest				28.34		
Ending Balance June 30 , 2020						38,113.74
Recreation Fund				Income	Expense	Balance
Balance June 30, 2019						451.18
Interest				0.12		
Ending Balance June 30 , 2020						451.30
Restoration Fund				Income	Expense	Balance
Balance June 30, 2019						3,129.53
Interest				0.82		
Recording Supplies					695.97	
Ending Balance June 30, 2020						2,434.38
Town Hall Restoration Fund				Income	Expense	Balance
Opening Balance 06/01/2019						0.00
Annual Appropriation 2018/2019				1,000.00		
Annual Appropriation 2019/2020				1,000.00		
Checks					21.03	
Materials for Town Hall repairs					544.00	
Ending Balance June 30, 2020						1,434.97
Zoning Account				Income	Expense	Balance
Balance June 30, 2019						13,970.06
Interest				4.58		
Permit Fees				3,457.00		
ZA Mileage and expenses					647.66	
Legal notice/postage					296.79	
Legal fees					572.50	
Ending Balance June 30, 2020						15,914.69
Holman Cemetery				Income	Expense	Balance
Balance June 30, 2019						7,658.15

## Reserve Fund continued

Interest					2.34		
Plot Purchase					600.00		
<b>Ending Balance June30, 2020</b>							<b>8,260.49</b>
<b>Village Cemetery</b>					<b>Income</b>	<b>Expense</b>	<b>Balance</b>
Balance June 30, 2019							4,942.54
Interest					1.50		
<b>Ending Balance June 30, 2020</b>							<b>4,944.04</b>
<b>West Salisbury Cemetery</b>					<b>Income</b>	<b>Expense</b>	<b>Balance</b>
Balance June 30, 2019							5,497.22
Interest					1.70		
Plot Purchases					1,700.00		
<b>Ending Balance June 30, 2020</b>							<b>7,198.92</b>
<b>Grants Account</b>					<b>Income</b>	<b>Expense</b>	<b>Balance</b>
Balance June 30, 2019							19.10
Deposit					0.25		
<b>Ending Balance June 30, 2020</b>							<b>19.35</b>
<b>Howard Trust Fund</b>					<b>Income</b>	<b>Expense</b>	
Market Value June 30,2019							49,532.86
Reinvested Gains					3,105.08		
<b>Market Value June 30, 2020</b>							<b>52,637.94</b>

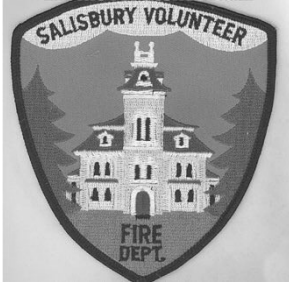


***Pitch Pine Trail on Town Forest property.***  
*Created by the Salisbury Conservation Commission 2020*

## Salisbury Fire Department

### Salisbury, Vermont 05769

#### Est. 1972



The Members of the Salisbury Volunteer Fire Department had another busy year! Our dedicated team spent more than 500 hours training and obtaining certifications! We responded to a total of 67 calls in Salisbury and neighboring towns. Our group of volunteers has grown in the last year and we welcome the much needed help!

We would like to recognize Captain Reid Lumbra for going above and beyond in the line of duty. On July 25, 2020 the Salisbury Fire Department was dispatched to a multi car crash with confirmed entrapment on US Route 7. Captain Lumbra arrived on scene quickly to find a female trapped in one vehicle. The car was about to be fully consumed by fire. His quick thinking and bravery allowed him to free the patient and remove her before the car was completely consumed. This was an act of heroism and we are grateful for his fast action.

2020 was a challenge with new safety protocols and in person training restrictions. Our members adjusted well to these new requirements and we were able to continue to provide safe and effective service to the Town of Salisbury.

We are grateful for the support of this great community!  
 Ryan Emilio Fire Chief

### Salisbury Volunteer Fire Department Budget

Property/Liability Insurance and Maintenance	\$11,500
Workers Compensation	\$1,800
Loan payments and liabilities	\$5,000
Utilities	\$6,300
Truck and Equipment Fuel	\$2,000
Equipment maintenance and repairs	\$4,600
Misc. Purchases and expenses	\$1,000
Communication equipment	\$2,500
Training cost	\$300
Personal Protective Equipment (Gear)	\$4,000
State and local membership dues!	\$560
SCBA (air!pack) replacement 1 per year!	\$3,180
<b>Total Town Contribution:</b>	<b>\$43,240.00</b>

*Bobcat  
 Photo by  
 Kris  
 Andrews*



*Barred Owl  
 Photo by  
 Dave Phelps*

## Salisbury Free Public Library Financial Report

7-1-2019 TO 6-30-2020

Beginning Balance July 1, 2019	33,332.60	
National Bank of Middlebury	16,761.28	
Vermont Federal Credit Union CD	16,571.32	
TOTAL on Deposit 6-30-19		33,332.60
Receipts		
Town Support	11,000.00	
Fundraising	2,722.03	
Donations	490.00	
CD interest	342.74	
Designated donations	230.00	
TOTAL		14,784.77
TOTAL CASH AVAILABLE FOR USE		48,117.37
Expenses		
Salaries inc. FICA taxes	9,277.57	
Media: Collection (books, movie DVDs)	2,193.12	
Telephone	527.90	
Supplies	498.53	
Fundraising Expense	326.81	
Media: Online (GMLC fees*)	292.16	
Designated expense	230.00	
Technology	195.00	
Programs	186.37	
Postage ^	149.93	
P. O. Box	92.00	
Professional fees (Vermont Library Association)	50.00	
Bank Charge	5.00	
TOTAL		14,024.39
Ending Balance June 30, 2020	34,092.98	
National Bank of Middlebury	17,158.92	
Vermont Federal Credit Union CD	16,909.06	
Petty Cash	25.00	
TOTAL on Deposit 6-30-20		34,092.98

\* Green Mountain Library Consortium offers thousands of down-loadable audio and e-books –  
FREE from your library!

^ for Inter-Library loans

Respectfully submitted,  
Alison Metcalfe  
Treasurer

## Statement of Taxes

STATEMENT OF TAXES Fiscal Year 2020			
<b>Taxes needed for 07/01/19 to 06/30/20</b>			
<b>General Fund</b>		238,815.00	
<b>Highway Fund</b>		488,478.00	
<b>Town Meeting Articles</b>		82,325.00	
<b>Maple Street Bridge Bond Principal &amp; Interest</b>		55,203.00	
<b>BLSGP Insect Control District Legal Costs</b>		5,500.00	
<b>LESS:</b>			
<b>Current Use</b>		47,055.00	
<b>State Money</b>		99,072.00	
<b>PILOT</b>		10,000.00	
<b>PILT</b>		12,700.00	
<b>General Checking</b>		-16,250.00	
<b>Highway Checking</b>		0.00	
<b>Anticipated Income</b>		32,530.00	
<b>Total to be Raised</b>		685,214.00	
<b>Actual Taxes Collected</b>			
<b>Municipal Grand List</b>	1,943,653.00 X 0.3261	633,825.60	
<b>Bridge Bond</b>	1,943,653.00 X 0.0284	55,199.69	
<b>Homestead Education</b>	824,106.39 X 1.6440	1,354,830.87	
<b>Non-Resident Education</b>	1,114,338.61 X 1.6329	1,819,603.64	
<b>HS-122 Penalty</b>		3,926.82	
<b>HS-122 Education changes</b>		-703.22	
<b>HS-122 Municipal changes</b>		1,860.27	
<b>BCA, Lister &amp; State changes</b>		-2,041.06	
<b>Total Deposits</b>		3,846,463.82	
<b>Overpayments Refunded</b>		-7,313.14	
<b>Delinquent Taxes unpaid</b>		27,351.93	
<b>Balance</b>		0.00	

*Ice Patterns, Lake Dunmore  
photo by Dave Phelps*





# Board and Commission Reports

## Conservation Commission Report 2020

The Salisbury Conservation Commission's Mission statement as adopted on June 10, 2004 is to promote community responsibility for the stewardship and sustainable use of the natural and cultural resources of Salisbury for present and future generations. These are some of the activities the commission has undertaken this past year.

### Protection of Natural Resources

Brenda Burchard monitored Salisbury's bald eagle nest site. Two young eagles were successfully raised and fledged. This was the fourth year of successful nesting in Salisbury. Bald eagle sightings are now common with the success of this nest site as well as numerous others throughout Vermont.

### Education and Community Building

While a public Salamander Soiree event on Morgan Road was not held this spring due to Covid-19 concerns, Jim Andrews, Chris Turner, Brian Carter, Kate Kelly and others did gather amphibian crossing data from several evenings' observations. Amphibians were first reported March 10th and many hundreds of nine different species were reported between that date and April 13th. The Morgan Road Amphibian Crossing site is quite famous in Vermont for the abundance and diversity of species that cross there in the spring and fall.

Several educational events were held:

- A program on wildlife tracks and tree identification was held in cooperation with the Salisbury Library. Over 25 people attended the event at the Farwell Forest just east of the village.
- UVM professor Jon Erickson presented an excellent talk on sustainability. The event was very well attended with over 60 people in the Salisbury Congregational Church gathering just before Covid 19 restrictions kicked in.
- Wildlife cameras, made available through loans from the Salisbury Library, are providing town residents with evidence of their wildlife neighbors' comings and goings.

### Recreational Access

Work on improved access to the Salisbury Town Forest land began last winter with trail clearing and marking of the Pitch Pine Trail between Plains Road and Halnon Brook on the western portion of the Town Forest. A map of the trail was completed and \$564 obtained from the Association of Vermont Conservation Commission's (AVCC) Tiny Grant program to build a trail head kiosk. The trail has been well received by many folks who are looking for safe local outdoor activities .

### Funding Community Involvement and Meetings

- Commission members have worked on local initiatives such as the Otter Creek Wetland Reclassification (OCWR), Brandon Leicester Salisbury Goshen (BLSG) insect control district informational work with the Salisbury Select Board, and attendance at the AVCC annual meeting. The reclassification effort is winding down after affected landowners expressed strong disapproval. The BLSG effort was successful in getting their annual budget request before a town wide vote. AVCC meetings are useful for meeting with other Commission members and seeing what other Commissions around the state are doing.
- The Turner Conservation Fund established last year, is receiving additional donations from interested residents. These donations will be matched by the Turners up to \$5000.
- The Conservation Commission relies on grants, donations and a modest town budget allocation to fund various activities. We normally meet at the Town Hall at 8 pm on the third Wednesday of the month. Lately, we are conducting Zoom meetings and we encourage anyone interested in joining us to contact Heidi Willis (redsprings@myfairpoint.net) or other commission members.

Respectfully submitted,

Heidi Willis, Chair, Kip Andres, Jim Andrews, Barrie Bailey, Crispin Butler, Barb Karle,  
John Metcalfe, Sue Staats and Preston Turner

## Development Review Board Report

The Development Review Board (DRB) is a five-member body that meets on the third Wednesday of the month when there is business to act on. The role of the DRB is to hear and review applications for development under the applicable regulations. Salisbury's Unified Development Regulations, which contain a map showing zoning districts throughout town, can be found by going to the town website [www.townofsalisbury.org](http://www.townofsalisbury.org) clicking on the *Documents* tab and scrolling down to *Unified Zoning*.

The DRB was fairly busy in FY 20, conducting a total of six hearings, on eight applications for the following:

Change of Use	1
Conditional Use	5
Boundary Line Adjustment	1
Waiver	1

In addition, Town Attorney Jim Carroll provided an excellent training to the full Board regarding Land Use Planning and Regulation. The Board also held a public meeting to hear two initial subdivision proposals which provided a basis for offering feedback on those proposals.

The Board would like to thank outgoing member Joseph Conant for his service and welcomes new members Ken Tichacek and Gretchen Cotell. Currently, all of the Board's five seats are filled. Anyone wishing to know more about the DRB or who may be interested in serving as an alternate member should contact Jeff McDonough, DBR Chair.

Respectfully submitted for the DRB: Jeff McDonough (Chair), Rose Gale (Vice Chair), Dave Anderson, Ken Tichacek and Gretchen Cotell.

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## Highway Report

First, I would like to thank the Town of Salisbury for hiring me to be your Road Foreman. I really appreciate the way you have welcomed me and supported me in this new position. I am most grateful for Mike Lackard for helping me make a seamless transition to this position. He is a very skilled and hard worker and dedicated to his job.

Every day there is something to do on our roads. We are never without current or pending projects. Our paving project this past year was Maple Street. In the Spring we hope to pave West Salisbury Road, starting at Route 7 up to just past Morgan Road.

We have also been doing berm removal on most dirt roads. This process will allow water to shed off the road so it can flow into the ditch more effectively and preserve the surface longer.

With the hot dry weather we had last summer it was rather difficult to grade the dirt roads. We knew this was a problem. However when we apply a dust control product, it works best to have some rain in the forecast. Hopefully, next summer the weather will cooperate better.

Our summer plans are to replace culverts on Creek Road and on Route 53.

Please call us if we can help in any way!

Thank you!

Respectfully submitted,  
Willem Jaring,  
Road Foreman



*Salisbury road crew Willem Jaring and Mike Lackard*

## **Lister's Report**

Town of Salisbury Board of Listers  
802-352-9390

25 School House Road, P.O. Box 66 Salisbury, VT 05769  
salisburylisters25@gmail.com

2020 has been a challenging year for everyone. The Global Pandemic has left us isolated and anxious, doom-scrolling, unable to visit family and friends, shut down team sporting events, caused job loss, closed businesses, unable to travel and go away on vacation and so many other complications.

We hope that you and yours have remained safe and healthy. Governor Scott has done a brilliant job keeping Vermont as one of the safest states in the nation. We should applaud all Vermont citizens who have done their part in keeping Vermont safe and healthy by acknowledging the science critical to beating this virus by wearing masks, and social distancing. We should also give thanks to all the frontline and essential workers who are out in the public daily to care for the sick and dying and keeping essential services available like groceries, gas etc. We would not be surviving this pandemic if not for them. Thank you one and all for putting your personal safety at risk daily to keep the state running and healthy.

Guide lines came out from the State of Vermont on how to modify our lister work for 2020 and 2021. We will not be entering any homes. We will take outside measurement when allowed. Most of our work will be done in our vehicles and by phone. If you have a new home or completed building permit please contact us by phone or email to update us on your progress. . Your cooperation is greatly appreciated.

Our equalization study has returned from the state. 2020's CLA was 93.29%. Our 2021 Current Level of Appraisal (CLA) is 87.88%. This number represents how close our sales are to our 2012 reappraisal values. This drop in the CLA likely represents the sharp increase in sale prices on the Lake.

2020's COD was 12.41%. Our 2021 Coefficient of Dispersion (COD) is 12.73%. This number represents fairness when comparing the variety of properties in our town and should be a number between 0 and 20.

We continue to look for people interest in becoming a Lister in Salisbury. The third Lister seat has been empty for several years now. If you have any questions please contact us.

If you would like to contact us for any reason our hours are Tuesdays from 9-1 at 352-9390. We have a new email address for the Listers office: [salisburylisters25@gmail.com](mailto:salisburylisters25@gmail.com)

Respectfully submitted  
The Board of Listers  
Kim Cunningham and Dan Kuczynski

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## **Planning Commission Report**

The town's enhanced energy plan was approved by the Addison County Regional Planning Commission, confirming that it meets state goals, regional targets, and legal requirements. As a result, the Public Utility Commission will give "substantial deference" to the town's position when determining permit conditions for energy generation facilities.

The state goal is to meet 90% of our energy needs through renewable generation by 2050. The state plan calls for achieving this through a combination of new generation and reduced energy use. To comply, the town plan envisions increased solar generation, but also substantial changes that we should make as individuals, such as switching from oil heat to electric heat pumps, weatherizing our homes, improving the efficiency of wood heat, or choosing electric cars.

In 2021, the planning commission will focus on revising the town plan. We have been awarded a grant so that we can enlist the regional planning commission to guide us through the process. This is an especially good time for new members to join the commission, as the town plan revision is really a new beginning—and there will be assistance. If you have an interest in thinking about the future of the town, please contact Town Clerk, Sue Scott.

Respectfully submitted,  
Ariell Slater, Morgan Cate, John Hughes, Barrie Bailey, Deb Brighton

## Select Board Report

There has been a change in the Salisbury Highway Department. The hiring of Willem Jaring as Road Foreman has been a very positive move. Willem is responsive to the needs of the roads in Salisbury and he and Mike Lackard are working very well together. The visibility of progress being made on our roads has increased substantially. The Select board would also like to thank Jordan Hillman for his help during the transition and his willingness to help with possible winter needs. There was also a volunteer effort to create a new start by refurbishing the Highway Dept. Office. The task was initiated by our Road Commissioner, Pat Dunn and orchestrated by his wife, Jill.

Willem, along with help from Jonathan Blake, has facilitated the sale of the John Deere bulldozer used at the landfill as well as the wheeled excavator which had not been used in years. The bulldozer was sold on June 30, 2020 for \$42,500 and the funds were placed in the landfill account. The excavator was sold in November, 2020 for \$11,500 and these funds were added to the Highway Equipment Fund.

The Select board would like to acknowledge the work of all the various Committees and Commissions during the past year. The formation of an Energy Committee to spearhead movement to mitigate climate change is headed by Barrie Bailey. The pandemic has curtailed the work of the Listers to update property values but hopefully 2021 will allow current numbers to be reflected in property taxes.

The Planning Commission which has been led by Deb Brighton for many years has new members. Deb was instrumental in securing a grant to be used to train the new members with the applicable knowledge needed to plan for the future of Salisbury.

The Development Review Board is seeking one member and a clerk. Sue Scott has been performing the clerk duties but it is time for a community member to fulfill this role. The clerk position is a paid position currently at \$15 per hour.

The Conservation Commission has spent this past year creating the Pitch Pine Trail. With the help of members and volunteers, the trail has been opened and use continues to expand. A kiosk with information has also been installed at the entrance, built with funds from a grant from the Association of Vermont Conservation Commissions.

Currently the Town Health Officer is being served by the Select board Chair. The Board is seeking anyone interested in assuming this position. The Health Officer position receives a stipend of \$500 per year.

This year two cold climate heat pumps were installed in the Town Office. Generous rebates from the manufacturer and Efficiency Vermont as well as donated electrical labor by Chris Griggs, Eastview Electric enabled this install to move forward. With the ability to both provide heat and air conditioning with increased efficiency, the goal is to reduce the use of oil.

Recently the Select board has hired Carly Lehrer as the new Animal Control Officer. She comes with a good bit of experience and a strong willingness to take this position. The Town of Salisbury is working with Leicester to support Carly for both towns. Special Thanks to John Rouse for temporarily filling this position during an absence.

This year, spurred by the Covid pandemic, the Addison County Regional Planning Commission facilitated the formation of the new Communications Union District. The purpose of this commission is to procure funds and install high speed broadband throughout Addison County. This will be a multi-year task but substantial funding has already facilitated a scoping study. There will be no taxpayer money used in the funding of this effort. Currently Amey Ryan is the Town of Salisbury's representative with Paul Vaczy as the alternate. We are seeking a person with fund raising or tech experience to take the alternate position.

The Select board working with Mindy Goodrich, our Delinquent Tax Collector, has retained an attorney to assist in the management of the procurement of past due taxes. Salisbury has been remiss in years past pursuing delinquent taxes and will look to annually continue this process. Our plan is to facilitate tax sales in 2021 for the properties in arrears.

Working with Mike Winslow at Addison County Regional Planning, a grant was received to retain Dubois & King to assess the intersection of Upper Plains and Rte. 53. The conclusion of the study recommended elimination of some vegetation to increase line of sight. After meeting with affected homeowners, this work will proceed in the early part of 2021.

The Select board would like to thank outgoing members Pedie O'Brien and Sheila Conroy for their service to the board. Sheila has completed a two year term on the board and has been helpful with her input, especially regarding Lake Dunmore issues. Pedie has worn many hats in Salisbury town government. Her long standing relationship with the Landfill continues with her appointment as Salisbury's representative to the Addison County Solid Waste District. Her various times on the Select

*Select Board Report continued*

board have concluded with the past five year commitment. We would like to thank you both for your service to the Town of Salisbury.

To conclude, there are open positions available for citizens to participate in various areas of town government. Giving of one's time and expertise to further the mission of the Town of Salisbury can be a rewarding experience. I encourage becoming a member of a town organization and hope we all can give back to our community.

Respectfully submitted by,

Paul Vaczy-Chair, Pat Dunn, Padi O'Brien, Jonathon Blake, Sheila Conroy



## Officer Reports

### Health Officer's Report

The Town of Salisbury's Health Officer is at this time being served by the Select board Chair, Paul Vaczy. The Town is seeking an individual to undertake this position as it is currently being held on an interim basis.

The Town Health Officer (THO) is appointed by the Vermont Commissioner of Health upon recommendation of the Select board. The duties are outlined in 18 V.S.A. §602a and deal primarily with investigating any complaint of a public health hazard, enforcing the provisions of Title 18 and the rules and permits issued by the Vermont Department of Health. The THO shall prepare reports on all investigations and incidents on the forms as provided by the Vermont Department of Health. This position is regulatory in nature. No medical background is needed or required. The Town Health Officer Manual will be provided. The THO receives an annual stipend and mileage reimbursement.

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### Town Clerk's Report



There is no doubt that this has been a challenging year for everyone. It was, as well, for the town office staff. Keeping up with the latest orders/restrictions from the governor, bouncing between all zoom/partial zoom meetings, factoring in the Open Meeting law, access to public records and running elections ensured that we were kept very busy this past year. Through it all, we were fortunate to remain open with thanks to so many who heeded our request to do their town business remotely.

While we had a back up plan should the virus ramp up close to home, we all remained healthy. This was in large part due to the diligence of the town officials and office staff as well as to residents, researchers, poll workers and others in their willingness to follow the governor's orders and town office protocols.

Conducting elections, which keeps us busy enough in a normal election year, brought a slew of new challenges this year. Almost daily changes to process (on both the State and town level) kept us on our toes. Concerns over the number of ballot counters needed to handle the voter turnout in November, prompted the BCA's vote to obtain a vote tabulator. With the tabulator keeping count throughout the day, we were able to get our results to the Secretary of State's office in a reasonable amount of time.

While mail in voting went very smoothly, there were daily challenges in keeping the checklist up to date and dealing with a volume of undeliverable postcards and ballots. At this point, I would like to add a plea to keep your voter information up to date. Updates can easily be made by going to your *My*

*Voter Page.* In addition to updating information, you can make/follow your absentee ballot requests, check polling hours/location, view current sample ballots etc.

Throughout the many changes over the course of this year, it became apparent that Salisbury could use a way to email town residents directly when important changes need to be communicated quickly. Towards this goal, we are asking any Salisbury resident/property owner who would like to participate, to send us your name, email address and current phone number. In the event that we have questions, having a phone number will allow us to clear them up quickly.

Just a reminder, dog licenses are now available. All dogs, 6 months or older, are required by State law to be licensed with the town. The deadline for licensing is April 1 but no need to wait! As the pandemic continues, we ask that you register your dog(s) without coming into the office if possible. Registration must be accompanied by a current rabies vaccination certificate (if there is not one already on file), the fee (\$9.00 for altered dogs and \$13 for unaltered dogs) and a current phone number in case we have questions. You can mail in your registration or drop it through the mail slot in the front door. Once processed, we will mail a copy of the license and tag to you.

A couple more notes regarding dogs, at this time, there is no information about whether a Rabies Clinics will be offered this year. Keep an eye on the town website for further information. Also, a dog census is in the works for this spring so that an accurate count of the number of dogs in town can be made.

Once again, it has been my privilege to serve Salisbury residents. My heart felt thanks to everyone who had a hand in the smooth operation of the town this past year. My special thanks to the town office staff for their diligence in and contributions to keeping the town office open and functioning smoothly.

Respectfully submitted,  
Susan Scott, Town Clerk

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## **Treasurer's Report For Fiscal Year 2020**



Fiscal year 2020 was certainly the most challenging year to date in my tenure as treasurer. Let me state up front that all of the Town's money is safe and all of our obligations have been met. That being said, when the professional auditors performed the fiscal year 2019 and fiscal year 2020 audits, deficits in our fund balances (which are different than our actual cash accounts) were identified.

The primary source of the General Fund deficit was delinquent taxes which have accumulated over several years. Each year we must pay the school district all monies owed, whether or not we have collected them. This means the General Fund monies must be used to make up any shortfalls. The issue is being addressed by the Delinquent Tax Collector and the Select Board with impressive results. Delinquencies will be more aggressively pursued in the future.

On the Highway Fund side, the deficit resulted from unpredictable expenditures, especially in relation to winter road maintenance. Since the Select Board has historically budgeted conservatively, a large number of winter storms, more ice than expected, or other unforeseen events strained the budget. With a change in highway department management, the expenses are being more closely monitored, and adjustments are being made on an ongoing basis to the extent possible.

State law requires deficits be made up in the next tax year. A town cannot operate in a deficit situation. Therefore, you will have noticed that your 2020-2021 tax bill contains a line for deficit elimination. We fully expect this to be a one time charge.

As life becomes more unpredictable, the Town may want to consider budgeting a little more generously on some items, especially those over which we have little control. Budgets are put together six to eighteen months in advance, adding another layer of uncertainty. Another way of addressing the uncertainty may be to not return all the surplus to the taxpayers in the form of reduced tax rates in the following year. Holding some in readiness for unexpected events may be prudent.

COVID-19 has obviously created many challenges, and concerns about tax revenues were very much on my mind and that of the Select Board. I am pleased to report tax revenues through the end of December 2020 (half way through fiscal year 2021) are comparable to a non-COVID year. We hope, for everyone's sake, this will continue to be the case. The Town was able to get a state LGER grant to offset un-budgeted expenses related to COVID, for example installing the plexiglass shields at the office and additional cleaning supplies.

While the year has been challenging on many fronts, seeing everyone working together to address the challenges and keep each other safe has been inspiring. I'm proud and thankful to be a part



of the Salisbury community. As always, a special thank you to my colleagues in the Town office, and especially to my assistant, Anne Filion, who has kept us all supplied with masks!

Respectfully submitted, Brenda Burchard, Town Treasurer

*Treasurer Assistant,  
Anne Filion*



## **Zoning Administrator Report 2020**

There were 44 zoning applications received last year. The town was billed for services by the zoning administrator for a total of \$3499.78 which was offset by fees collected totaling \$3525.00.

The following is a breakdown of the permit requests for 2019:

New dwellings	2
Replacement dwellings	4
Seasonal conversions	0
Major additions* (larger than 200 sq. ft.)	8
Large accessory outbuildings* (larger than 200 sq. ft.)	8
Fences (tall enough to require a permit)	0
Signs	1
Conditional use (requiring approval by DRB)	2
Certificates of Compliance	6**
Notices of violation	0

\*Additions to existing buildings and one outbuilding measuring 200 sq. ft. or less do not require a permit although they must meet setback and other requirements of the district in which they are located. Additional outbuildings also require a permit.

\*\*Some Certificates of Compliance are from permits issued in previous years.

Please remember that the Zoning Regulations (with few exceptions) require a permit "...before commencing any land development; change of use of a structure; construction or alteration of a structure; or subdivision."

Additionally, all new structures must comply with property boundary setbacks and other district requirements, regardless of whether that structure requires a permit. Should you have any questions, contact the zoning administrator for advice.

Respectfully submitted,

Mark Wilch, Zoning Administrator

802 598-8902

salisburyza@gmail.com

## **Other Reports**

### **Addison County Regional Planning Commission**

Phone: 802.388.3141. Fax: 802.388.0038.

14 Seminary Street, Middlebury, VT 05753

[www.acrpc.org](http://www.acrpc.org)

#### **Annual Report –Year End June 30, 2020**

The Addison County Regional Planning Commission (ACRPC) provided the following technical assistance and planning to the Region during its 2020 fiscal year:

#### **Regional and Municipal Planning and Mapping**

- Assisted member municipalities creating, adopting and regionally approving their municipal plans.
- Assisted member municipalities creating and adopting local regulations implementing their municipal plan.
- Provided data and mapping products to support on-going municipal planning activities.
- Provided technical assistance to municipal officials concerning municipal government.
- Represented the Region in Act 250 and Section 248 hearings.
- Assisted municipalities in applying for Village Center Designation.
- Worked with Ferrisburgh and Shoreham on their 2020 municipal planning grants to create housing
- Continued work on the update of the Population and Housing section of the regional plan.

#### **Educational Meetings and Grants**

- Hosted educational workshops, Zoning Administrators Roundtables and monthly public meetings on a wide variety of planning topics, including water quality, housing and planning essentials.
- Wrote or provided information and support to communities and organizations to secure grant funding.

#### **Emergency Planning**

- Worked with Addison County's Emergency Planning Committee (LEPC 8) and Vermont Emergency Management staff to assist with municipal emergency planning and training.

#### *ACRPC Report continued*

- Hosted Local Emergency Management Plan training for town Emergency Managers and hosted a Tier II workshop for municipalities and businesses required to report hazardous chemicals.
- Worked with Vermont Emergency Management to exercise local and statewide disaster plans.
- Assisted in development of a hazard mitigation plan for the Town of Lincoln, and completion of FEMA requirements and acceptance for the Town of Ripton.
- Assisted communities in completing Local Emergency Management Plans to maintain ERAF status.
- Provided COVID-19 updates and information to Town Officials and Emergency Managers
- Assisted in developing a Mutual Aid agreement for Public Works Departments

#### **Energy Planning:**

- Assisted Bristol, Pantton New Haven and Shoreham in completing their enhanced energy plans and strengthening policies supporting renewable energy.
- Worked with five municipalities; Monkton, Pantton, Salisbury, Vergennes and Weybridge through the process of regional approval of their Enhanced Energy Plans.
- Worked with Efficiency Vermont and municipalities to implement enhanced energy plans.
- Hosted 4 roundtables of municipal energy committees and coordinators

#### **Transportation Planning**

- Supported the Addison County Transportation Advisory Committee's regional priorities and studies.
- Supported Tri-Valley Transit/ACTR by providing leadership and technical support.
- Worked with municipalities to produce road erosion inventories for local roads.
- Assisted Towns with bike and pedestrian, structures, and stormwater grants.
- Served as a Municipal Project Manager for sidewalk construction projects in Middlebury and Weybridge.
- Sponsored town transportation planning studies, and supported municipal capital budget development.
- Hosted regional Walk/bike council and began planning for a future Bike/Ped Summit in Middlebury.

#### **Natural Resources Planning**

- Actively support the efforts of the Addison County River Watch Collaborative.
- Worked with municipalities to support conservation commissions.
- Participated on the Lake Champlain Basin Program technical advisory committee.
- Provided educational outreach supporting the Otter Creek Tactical Basin Plan update.
- Assisted in stormwater planning projects and Ecosystem Restoration Program grants.

Addison	Bridport	Bristol	Cornwall	Ferrisburgh	Goshen	Leicester
Lincoln	Middlebury	Monkton	New Haven	Orwell	Panton	Ripton
Salisbury	Shoreham	Starksboro	Vergennes	Waltham	Weybridge	Whiting



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## **Addison County Solid Waste Management District**

**District Office and Transfer Station:**      **Telephone:** (802) 388-2333      **Fax:** (802) 388-0271

**Website:** [www.AddisonCountyRecycles.org](http://www.AddisonCountyRecycles.org)      **E-mail:** [acswmd@acswmd.org](mailto:acswmd@acswmd.org)

**Transfer Station Hours:** M-F, 7 AM–3 PM & Sat, 8 AM–1 PM

**Office Hours:** M-F, 8 AM–4 PM      **HazWaste Center Hours:** M-F, 8 AM–2 PM & Sat, 8 AM–1 PM

The Addison County Solid Waste Management District is a union municipal district formed in 1988 to cooperatively and comprehensively address the solid waste management interests of its 21 member municipalities: Addison, Bridport, Bristol, Cornwall, Ferrisburgh, Goshen, Leicester, Lincoln, Middlebury, Monkton, New Haven, Orwell, Pantton, Ripton, Salisbury, Shoreham, Starksboro, Vergennes, Waltham, Weybridge and Whiting. The District is governed by a Board of Supervisors (Board) comprised of one representative and one alternate appointed by each of the member municipalities. The Board regularly meets virtually (due to the ongoing pandemic) on the 3<sup>d</sup> Thursday of the month at 7PM, and the Executive Board meets monthly 8 days prior to the Board meeting. All meetings are open to the public.

#### **District Mission**

To seek environmentally sound & cost effective solutions for: (1) Promoting **waste reduction**; (2) Promoting **pollution prevention**; (3) Maximizing **diversion** of waste through reuse, recycling and composting; and (4) Providing for **disposal** of remaining wastes.

The District Office, Transfer Station and HazWaste Center are co-located at 1223 Rt. 7 South in Middlebury. The Transfer Station accepts large loads of waste and single stream recyclables for transfer to out-of-District facilities. District residents and businesses may drop off a variety of other materials for reuse, recycling and composting. A complete list of acceptable items and prices is posted on the District's website. The office is closed to visitors due to the pandemic, but staff can be reached via phone, e-mail, text, and mail.

## 2020 Highlights

- **COVID-19.** The year 2020 has been a difficult year, requiring the flexibility to adapt to the pandemic that disrupted all of the lives of our community residents and businesses. The District staff have been working diligently, despite the risk, toward maintaining the solid waste management and collection system during these challenging times. Deemed an “essential business” by the Dept. of Homeland Security, and state and local emergency declarations, the District has been following the guidance on how to protect our staff and customers while providing essential services. On March 30<sup>th</sup> – May 18<sup>th</sup>, the District Transfer Station was forced to limit residents to food scraps only. The ***Reuse It or Lose It!*** Centers were closed until further notice. Thankfully, the Transfer Station was able to continue servicing businesses and commercial haulers without interruption.
- **Waste Diversion.** The VT Universal Recycling Law instituted a landfill ban of food scraps as of 7/1/2020. All generators had to begin diverting food scraps, either through backyard composting, through a commercial hauler, or at a waste facility. The District has been busy working with its residents, haulers, schools, institutions, and businesses to comply with the new mandate. As a result, the District has collected an average of 14,500 lbs. per week, a 200% increase since the ban took effect.
- **Recycling.** The decline in market prices for most recyclables continued in 2020. The District has been able to absorb the recycling losses, estimated to reach \$35,000+ this year. However, the District’s commitment to recycling remains steadfast. VT Act No. 69 mandates took effect on 7/1/2020. Single-use expanded polystyrene food service products are banned, along with single-use plastic carryout bags. Expanded polystyrene food service products are not allowed to be sold in VT. Plastic straws are available upon request only, and plastic stirrers are banned. A study committee was formed to further examine ways to manage packaging and printed materials.
- **Product Stewardship.** The District has continued to be a strong advocate for Extended Producer Responsibility (EPR) laws as a method of controlling costs and keeping unwanted and banned items out of the landfill. EPR laws help distribute the cost of recycling and safe management of these products among industry, government, and consumers. The District continues to serve as a Collector under Vermont’s EPR programs for electronics, mercury-containing lamps, primary cell batteries, and architectural paints.
- **Illegal Burning/Disposal.** The District contracted with the Addison County Sheriff’s Department in 2020 to enforce its Illegal Burning & Disposal Ordinance. The District served again as County Coordinator for Green-Up Day, assisting the many area volunteers who organized collection of roadside litter, and providing bags and gloves. Green-up Day collection totals were lower this year, with an event delay and a drop in participation rates due to the pandemic. The District subsidized the disposal of 6.09 tons of roadside trash, 10.81 tons of tires, and various other abandoned items, for a total economic benefit to its member towns of \$2,293.

## ACSWMD 2021 Annual Budget

The District adopted a 2021 Annual Budget of \$3,818,063, an 8.35% increase. The Transfer Station tip fees will increase to \$130/ton (\$8 minimum fee) for MSW and C&D. The rate for Single Stream Recyclables will increase to \$125/ton. Residential food scraps will be \$1 per 5 gallons or less. Business Food Scraps will increase to \$15 per 32-gal unit and \$20 per 49-gal unit. Leaf & Yard Waste greater than 3 cu.yds. will increase to \$20. Rates on some other items will have nominal increases. The prices of green food scrap buckets, Soil Savers, kitchen collectors and blue recycling bins will also increase. **There will be no assessments to member municipalities in 2021.** For a copy of the full 2020 Annual Report and Adopted 2021 Annual Budget and Rate Sheet, please give us a call, or visit the District website at [www.AddisonCountyRecycles.org](http://www.AddisonCountyRecycles.org).

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## Cemetery Report

It has been a quiet year for the Cemetery Committee, perhaps a measure of how much we miss Martha Sullivan's energy and commitment to the town. The cemeteries were well maintained this summer by the town and Steady Property Maintenance. Work was done in the Holman Cemetery realigning a stone which was improperly placed. Revised guidelines for the use of the cemeteries have been placed in the posting boxes at each cemetery and are available at the Town Clerk's office. In the coming year attention needs to be paid to an unsightly patch of some locust regrowth and damage to stones at the Village Cemetery. Special thanks to Henry Haskell for maintaining the Phineas Rice grave on the Lower Plains Road, to Duke Whitney for his tireless work in assisting the committee in a multitude of ways, to the town volunteers who placed flags at the stones of veterans for Veteran's Day, and to the Select board and the community for supporting the general upkeep of the cemeteries.

Respectfully submitted by,  
Barbara Andres, John Beattie, John Nuceder, Henry Haskell, Katherine Schloff, Duke Whitney

# **Brandon-Leicester-Salisbury-Goshen-Pittsford Insect Control District**

P.O Box 188, Brandon, VT 05733

## **Operations Report for the BLSG Insect Control District 2020**

Covid 19 had impacted and delayed the District's preparations for the season. The State of Vermont's Agency of Agriculture had deemed that larva sampling was unessential work on April 14th following Governor Scott's "Stay Home, Stay Safe" Executive Order. The district received permission to sample high priority areas on April 30th. District employees completed the Departments of Health and Labor COVID-19 online training to comply the State of Vermont's executive department addendum 11 to executive order 01-20 [Work Smart & Stay Safe — Restart VT: Phase II]

Our biggest concern is the uncertainty of State funding due to the Coronavirus. Larvicide applications, which are primarily funded by the Vermont Agency of Agriculture. The District received an initial \$17,500 from the Vermont Agency of Agriculture. We had expected to receive additional state funds but at this point, it is uncertain.

It was a dry spring and summer. This resulted in mosquito officials dealing with minimal breeding cycles. By studying these population levels, we can determine the level of nuisance mosquitoes, genus, species, and their breeding locations. We do this by using light traps near established mosquito breeding habitats. As conditions change, the BLSG uses this information to decide and establish the next step within BLSG's Integrated Pest Management (IPM) plan. Whenever possible, we use larvicides rather than adulticides. Safety to humans and wildlife is paramount and this flexibility minimizes the environmental impact and increases the safety of an already safe program.

The BLSG is dedicated to constantly improving the quality of our efforts through training, program development, and continuing education. As a result, our staff is able to target areas of high density mosquito breeding. This year marked the lowest use of larvicides and adulticides applied by the District. Rutland County received 0.9 lbs *Bacillus thuringiensis* subspecies *israelensis* (bti) and *Bacillus Sphaericus* (bs) while Addison County did not require any larvicide applications.

Adulticide applications included Addison County receiving 44.5 gal of permethrin while Rutland County received 59.2 gal of permethrin and 11 gallons of Fyfanon to combat adult mosquito populations.

BLSG uses a series of factors to determine where and when to spray. This includes surveillance, species of mosquito, number of mosquitoes collected from mosquito traps, landing rates, weather and citizen service requests in any given area. The District received 148 calls from residents reporting and requesting mosquito control: 26 calls from Brandon, 37 from Leicester, 15 from Salisbury, 0 from Goshen, 20 from Pittsford, 26 from Proctor and 24 misc. This number is down from last year's 467 calls. This is an indicator of the success of the program coupled with how dry the season was. The efficiency and public acceptance of the program is seen in the Town of Proctor wanting to negotiate a contract with the District.

The Brandon, Leicester, Salisbury, Goshen and Pittsford (BLSG) mosquito control district thanks the citizens for their support. Joint multi- town efforts are economical and efficient for all and it has certainly paid-off. We appreciate the communication and cooperation with property owners, residents, town officials and the Vermont Agency of Agriculture. Everyone plays a role in reducing and controlling mosquito populations. For additional information visit our web page at [blsgmosquito.com](http://blsgmosquito.com).

Sincerely,  
Will Mathis,  
Operations Director

# Emergency Management Report



During this time of year besides a serious concern about Covid-19, winter weather rises to the top of the list. The blocking of roads and loss of electricity, particularly during the winter months is of serious concern. It is paramount that all are prepared for these kinds of conditions and use extreme caution when using alternative energy sources, particularly generators. I ask all to keep a copy of the Family Emergency Preparedness Workbook on hand. It is available at the Salisbury Town Office and it can be found at <https://vem.vermont.gov/sites/demhs/files/pdfs/preparedness/Family-Preparedness-Workbook.pdf>. This is a valuable resource for various types of common emergencies, particularly those we are susceptible to here in Vermont.

2020 has been extremely eventful, not for natural disasters but rather, the COVID-19 Pandemic that has hit worldwide. I have lost numerous friends and coworkers as a result of this insidious virus. All must follow the publicized guidance: wear a mask, wash hand thoroughly and frequently, avoid gatherings, and maintain social distancing. I have answered numerous calls, providing appropriate information regarding the same. Middlebury American Legion Post 27 has signed a Memorandum of Understanding with the Vermont Department of Health (VDOH) allowing for their use of the facilities as a Point of Distribution (POD) during disasters and emergencies. It has been utilized for both Covid-19 testing and distribution of food. The VDOH is readying to utilize the space for vaccinations. Announcements from VDOH will be forthcoming regarding this. Tom Hanley, Chief of Police and Emergency Management Director in Middlebury, has been publishing insightful and informative information via email newsletter weekly regarding Covid-19 and the current requirements and situation. I urge all to request to have your email address added to the list by sending an email to [kramsay@townofmiddlebury.org](mailto:kramsay@townofmiddlebury.org).

The Town of Salisbury has an up to date and approved Emergency Management Plan as well as a FEMA and Vermont VEM approved All Hazard Mitigation Plan. Additionally Salisbury has adopted the most recent VTrans Road and Bridge Standards and has adopted a flood hazard by-law in accordance with state and National Flood Insurance Program (NFIP) standards. Having all these this important documents in place enables the Town of Salisbury to receive the optimal amount of reimbursement for economic losses as a result of a declared disaster. Salisbury has received the maximum amount from FEMA for various events in the last few years from the Emergency Relief and Assistance Fund (ERAF).

I urge all Salisbury residents to sign-up for Vermont Alert at the link shown at the bottom of the page. This is the primary source to warn all of impending events or emergency occurrences to include amber alerts, extreme weather warnings, etc. You can tailor your personal preferences for the type(s) of alerts you wished to be notified of.

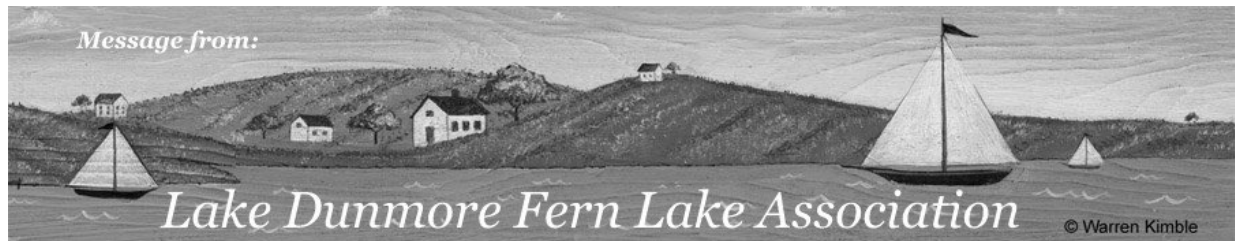


I have remained active with Vermont Emergency Management as well as with the Local Emergency Management Program (LEMP) for Addison County. I urge all to support our Salisbury Volunteer Fire Department and our Salisbury Highway Department for the invaluable role they play in Emergency Management.

*Tom Scanlon, Salisbury Emergency Management Director (15 January 2021)*

## QUICK REFERENCE LINKS:

<b>VERMONT ALERT</b> <a href="https://vem.vermont.gov/vtalert">https://vem.vermont.gov/vtalert</a>	<b>VERMONT HIGHWAYS:</b> <a href="http://newengland511.org/">http://newengland511.org/</a>
<b>WEATHER:</b> <a href="https://www.weather.gov/btv/ehwo">https://www.weather.gov/btv/ehwo</a> <a href="https://www.weather.gov/btv/">https://www.weather.gov/btv/</a> <a href="https://www.nhc.noaa.gov/">https://www.nhc.noaa.gov/</a>	<b>RIVER FLOW INFORMATION:</b> <a href="https://waterdata.usgs.gov/vt/nwis/rt">https://waterdata.usgs.gov/vt/nwis/rt</a>



P. O. Box 14, Salisbury, Vermont 05769

**The Association's mission** is "to protect and enhance the natural vitality of Lake Dunmore and Fern Lake while preserving the recreational and lifestyle interest of the Lake's community. In so doing, the Association protects the Lake's value as a public recreational facility and respects the interests of property owners and the public." Membership in the Association is open to anyone who supports the mission and goals of the Association.

**Invasive species control** is by far the largest program operated by the Association. The uncontrolled spread of Eurasian milfoil can limit or make impossible boating, fishing and swimming. The shallow areas of Lake Dunmore (the shoreline and approximately half the surface area) and nearly all of Fern Lake are particularly at risk. In close coordination with the State Department of Environmental Conservation, the Association uses three programs to control "Aquatic Invasive Species" (of which milfoil is the greatest threat):

- Up to 4 boats with suctioning harvesting equipment to hand pick milfoil infestations.
- Herbicide treatment of large, dense and/or difficult to access milfoil growths.
- Seven day a week coverage of the Magoon Access area to inspect boats and trailers for travelling invasive species.

In June, 2020 the State authorized a treatment of approximately 40 acres of Lake Dunmore with an herbicide targeted at milfoil known as Procella-Cor. The treatment was very effect and without apparent side effects. No herbicide treatment is planned for 2021.

**The milfoil control program costs and funding** for 2020 were \$225,374. These costs were met as follows:

LDFLA In-Kind Personnel & Services	\$ 11,965
State Grant	\$ 28,472
Town Support – Leicester	\$ 25,000
Town Support – Salisbury	\$ 25,000
LDFLA Dues & Annual Donations	\$ 55,966
LDFLA Endowment Fund Contribution	\$ 57,876
LDFLA Miscellaneous Income & Interest/Dividends	<u>\$ 21,095</u>
	<b>\$225,374</b>

**Water Shed Study & Action Plan**, currently, a major problem facing our lakes, as well as many others in Vermont, is the troubling water quality issue related to increasing phosphorus concentrations. The LDFLA recently entered into a contract with Fitzgerald Environmental Associates (FEA) to perform a year long study to create a Watershed Action Plan to cover both Dunmore and Fern Lakes. The plan should be done by September, 2021 and the membership and towns will be kept informed throughout the process.

**The benefits to the Town of Salisbury** are twofold: First, the preservation of a wonderful, natural recreation area available to the public. Second, the preservation of property values around the lakes which are an important and substantial portion of the Town's Grand List.

Respectfully submitted,  
Jeffrey Schumann, President

## Green Up Day 2020

As we all have had to make many adjustments to our lives due to COVID-19, so did Green Up Day. Normally the first Saturday in May, the decision was made to postpone it to May 30, 2020. Generally, I plan on a week's time to collect trash from Salisbury's roadsides but this year we only had the one day. Perhaps this will become the norm! Residents and students still participated as best as possible. A total of 93 green up bags (.036 tons) were filled, 17 tires collected and 18 large items hauled away from roadsides. Now that our landfill is closed, arrangements were made with the Salisbury Road Commissioner to provide a town truck at the Town Shed. This was so Green Up items could be kept separate from regular trash collection. This designated truck was then weighed in and out at the Addison County Solid Waste District facility in Middlebury. While we count bags ACSWD records tonnages. All this information is then forwarded to Green Up Headquarters in Montpelier.

Hopefully next year we will begin to return to some normalcy. Our next Green Up Day is scheduled for May 1st unless otherwise notified. Early Bird emails will go out in mid-April to reserve a route. To add you name to my list just email me at [geojewel@yahoo.com](mailto:geojewel@yahoo.com). Otherwise, I will be stationed at the Kampersville Store on May 1st from 8 am to 10 am to hand out bags, gloves and the remaining routes.

Respectfully submitted by,  
Christine Turner,  
Green Up Coordinator for Salisbury



Now a word from the director of Green Up headquartered in Montpelier.

Green Up Vermont celebrated its 50th Anniversary of Green Up Day on May 30, 2020. Although 99% of all events were cancelled due to Covid-19, Green Up Day was successfully executed with social distancing by 14,000+ volunteers, cleaning up over 241 tons of litter, and 9,000 tires statewide. It is imperative for all of us to keep building awareness and stewardship for a clean Vermont environment. Green Up Vermont is a private nonprofit organization that relies on your town's support to execute the tradition

of cleaning up our roads and waterways, while promoting civic pride and engagement.

Support from municipalities is essential to our program. Funds help pay for administration, supplies (including 65,000 Green Up trash bags), promotional outreach, and educational resources including activity books, poster and writing contests, and a \$1,000 scholarship.

Early awareness initiatives for Green Up Day tripled the number of submissions to our annual poster art and writing contests and produced 184 applicants for our first scholarship. We were able to offer "Greener" bags made with 70% post-consumer waste; add a Green Scuba team to clean in Lake Champlain; and had over 100 editorial stories in the news as well as a national mention in the *Washington Post*.


Donations can be made to Green Up Vermont on Line 23 of the Vermont State Income Tax Form or anytime online at [www.greenupvermont.org](http://www.greenupvermont.org).

Visit our website and follow us on Facebook (@greenupvermont) and Instagram (greenupvermont).  
**Green Up Day, May 1, 2021**

**Thank you!**

### Your Contribution Matters

Use your tax refund or tax payment to support these Vermont organizations. Enter the amount of your gift on Form IN-111, Vermont Income Tax Return, Line 29. You may contribute to more than one organization.

 <p><b>VERMONT</b> Vermont Veterans Fund</p> <p>Item 29a on Form IN-111</p> <p>Give to our nearly 50,000 honorably discharged veterans. The fund helps veterans who are homeless, need long-term care, or need transportation. It also helps veterans apply for benefits and supports recognition programs.</p> <p><a href="http://www.veterans.vermont.gov">www.veterans.vermont.gov</a> (802) 828-3379</p>	 <p><b>Green Up Vermont</b></p> <p>Item 29b on Form IN-111</p> <p>Keep Vermont green and clean! Your gift supports Green Up Day, a unique Vermont tradition that brings together families, neighbors, and communities to remove litter and restore the natural beauty of our state every spring.</p> <p><a href="http://www.greenupvermont.org">www.greenupvermont.org</a> (802) 229-4586</p>
 <p><b>VERMONT</b> Nongame Wildlife Fund</p> <p>Item 29c on Form IN-111</p> <p>Together we saved the loon. Let's not stop now! Other animals like bats and bald eagles are still at risk. Your donation helps protect Vermont's endangered wildlife for future generations to enjoy. Every \$1 you give means an extra \$2 helping Vermont's wildlife.</p> <p><a href="http://www.vtfishandwildlife.com">www.vtfishandwildlife.com</a> (802) 828-1000</p>	 <p><b>VERMONT CHILDREN'S TRUST</b> FOUNDATION Vermont Children's Trust Fund</p> <p>Item 29d on Form IN-111</p> <p>Connected kids are safe, successful kids. Support prevention programs for children in your community, including after-school care, mentoring, teen leadership, literacy, arts programs, substance abuse prevention, and more.</p> <p><a href="http://www.vtchildrenstrust.org">www.vtchildrenstrust.org</a> (888) 475-5437</p>

Your gifts are deductible on next year's federal tax return as a charitable contribution.

## Landfill and Transfer Station Report 2020

In March of 2019, the Town voted to join the Addison County Solid Waste Management District (ACSWMD) that is the main Transfer Station for our waste and recycling. On September 1, 2019, the landfill trash area closed. This means our Salisbury trash could no longer be buried in our trash pit.

The Salisbury Transfer Station opened September 1, 2019. R & L Rubbish agreed to take over the duties of collecting trash and recycling metal, electronics, food scraps, leaf and yard waste and allow people to add and take away useful items that would be stored in the SHED.

By April of 2020, the Landfill trash area was capped according to the Salisbury and State Management Rules. In June of 2020, Kevin Bagley mowed the entire surface to prevent the spread of weeds. This was no easy feat and somewhat dangerous in some areas due to the fact that four wheelers were leaving ruts prior to the settling of the cap. An Ordinance with fines was passed by the Select board to prevent this destruction. The Select board also decided that from now on the Landfill cap will be mowed twice a year, once in the spring and once in the fall. Thanks Kevin.

Covid hit us in March of 2020. Many changes had to be made for safety. Anyone coming to the Transfer Station was asked to please wear masks, stay in their vehicles until their turn and not leave their vehicles. The masked attendants will take trash and recycling on their own and collect money from a reasonable distance as required.

From that point on, no one could bring or take "goodies" from the SHED as we had promised. But better days are coming (hopefully) so that we can go back to that practice and visit with our neighbors and friends.

The Landfill pit area will continue to be monitored for the next 30 years. After three years of settling, it is possible to put it into a solar field to help power the Town Highway Shed. This has been discussed but it is too early to make any final decisions. The Financial Report will look different this year and should clarify the remaining assets and how they will be used.

You have been receiving a monthly report with all the latest news from ACSWMD as well as their telephone number. If you have questions do not hesitate to call. They are very helpful.

Respectfully submitted, Pedie O, Brien

### Landfill Details

REVENUE		EXPENSES	
Punch Card Sales	7,170.00	Wages/Payroll Exp.	14,050.20
Trash by Bag	1,655.00	Insurance	1,482.28
Trash by Yard	2,880.00	Worker's Comp.	0.00
Demolition	387.00	Engineering	15,968.10
Furniture	145.00	Soil Testing	6,486.79
Metal	890.80	Audit	2,100.00
Electronics	440.24	Legal Expenses	3,880.00
Interest	4.11	Hazardous Waste	10.10
Total	13,572.15	Recycling Cost	2,345.80
		Supplies	86.46
		Subcontractor	490.00
		Repairs	2,276.60
		Franchise Tax	837.56
		Utilities	400.51
		Fuel/Oil/Grease	0.00
		Licenses/Permits	2,822.50
		Miscellaneous	34.89
			53,271.79
		NET LOSS	-39,699.64
CLOSURE COSTS			



## LANDFILL DETAILS continued

Revenue				
Sale of Recycling Trailer		1,500.00		
Total Revenue		1,500.00		
Expenses				
Punch Card Refunds		3,945.00		
Closing & Capping Pit		399,120.93		
Total Expenses		403,065.93		
Net Cost of Closure		401,565.93		
Note: Landfill was operational from 07/01/2019 to 08/31/2019.				
Note: Closing and Capping of Pit was paid from investment funds held for that purpose by the Town.				
Note: Additional expenses will be reported in FY2020-2021.				

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## Little League Report

Salisbury's Little League team plays with Middlebury now. Games are still played on the Village Field located near the town offices. Funds for the program will support the maintenance of this ball field.

Respectfully Submitted by,  
Toby Rheame, Salisbury Town Little League

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## Maple Broadband

### Salisbury Joins the County-Wide Broadband Initiative

The effort to expand the availability of affordable, reliable, high-speed internet service across Addison County is well under way. To date, 16 towns, including ours, have joined Maple Broadband, the non-profit municipal collaborative that is focused on bringing high-speed, reliable, affordable internet access - along with prompt, user-friendly customer service and support - to all households and businesses in Addison County. A combination of user fees; state, federal and private charitable grants; and loans – but no taxpayer dollars - will fund the effort. So far, the select boards that have voted to join this organization, (called a Communications Union District), are: Bristol, Cornwall, Ferrisburgh, Leicester, Lincoln, Middlebury, Monkton, New Haven, Orwell, Panton, Ripton, Salisbury, Shoreham, Starksboro, Waltham and Weybridge.

Since its formation this summer, and with help from the Addison County Regional Planning Commission, Maple Broadband (MB) has already secured grants totaling \$160,000, and is working to apply for additional grant funds as well. It has hired consultants to conduct a feasibility study, which has now been completed. Establishing a public/private partnership with an existing internet provider and developing a business plan will be the next steps. That should be completed this winter. Raising the necessary funds, through grants and loans, and building the pole-to-pole-to-house fiber infrastructure across our county, including our more rural areas, will take time. MB aims to be providing service to its first Addison County customers beginning as early as Spring, 2022.

Steve Huffaker, chair of the Maple Broadband Executive Committee, and a resident of Ferrisburgh, described the mission of the organization this way, "Access to true high-speed internet service (100 Mb/s download and 100 Mb/s upload) is key to community development in our region. Many people in the county who have internet service today are getting speeds well below what the Vermont Department of Public Service deems adequate (25Mb/s download / 3Mb/s upload). Some others don't have internet service at all. Broadly available high-speed internet will enable Addison County residents to have equitable access to information. It will attract new businesses and jobs. It will attract new families, looking to settle in a place where adults and students can work from home, even after this pandemic is behind us. It will enable residents to take advantage of telemedicine services. It will enhance the ability of public officials to communicate with each other and with the communities they serve."

More information about Maple Broadband, including updates and pre-subscription surveys will be available in the coming months on the MB website. In the meantime, if you have questions, please contact **Salisbury's** representative on the Maple Broadband Board:

**Amey Ryan, (amey@ipjrealestate.com or 802-989-8156)**

## **Salisbury Historical Society**

The Salisbury Historical Society requests \$300 in appropriation from the Town of Salisbury for the 2021 tax year. This is a lesser amount than the town has approved in the past several years since we had no expenses this past year for presentations.

Due to the Covid-19 restrictions we have had to cancel all of our presentations for the summer of 2020. We hope to schedule several for next summer. Also, the Town Hall project is still in the works and we plan on setting up displays there, sometime in the future. We have also lost an income stream from bottle and can returns because of the town landfill closure.

Your continued support is greatly appreciated. Thank you.

Respectfully Submitted, Margaret Eagan

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## **Salisbury Free Public Library Report**

Contrary to complete closure, the Year of the Corona Virus brought out the resourcefulness and versatility of our Librarian, Ruth Bernstein. She kept in close contact with the State Library's frequently-changing list of Best Practices and made sure that they were followed here, setting up a station for hand sanitizing and masks, and reminding patrons about social distancing when the Library could be open.

There was great disappointment when we realized we'd have to postpone the annual Halloween Pizza Party and Holiday Supper with Santa for a year, but Ruth once again came up with clever alternatives which helped greatly to fill the gaps.

Although we gave up person-to-person meetings in favor of Zoom for Trustee and Book Club meetings, lots was, and still is, going on.

Throughout these strange times it has been a joy to adapt and find new ways to serve the community. From summer reading and holiday activity kits to free books available at all times outside the library, to a ZOOM Holiday Program; from material delivery to a drastic increase in online offerings, our new online catalogue, and so much more. We have placed an emphasis on responding to community needs and requests and continuing to evolve.

The library continues to offer Step-Side Pick-up and Delivery. We are glad to be able to serve our patrons, including many new cardholders, in this way! Just call (802-352-4198), email ([salisburypubliclibrary@gmail.com](mailto:salisburypubliclibrary@gmail.com)), or message on facebook (@SalisburyLibrary) to order materials prepared for pickup or delivery. You may request specific materials or general types and quantities.

You can also peruse our offerings online at <http://opac.libraryworld.com/opac/signin>, Library name: SFPL, no password. You can even request items directly from this online catalog. And if we don't have an item you desire, we can almost always get it! You can also see our newest additions to the library on our website at <https://salisburypubliclibrary.wordpress.com/home/new-books/>.

The Library is now also offering Kanopy movie streaming service. Get free access to thousands of movies with your library card. Enjoy critically-acclaimed movies, inspiring documentaries, award-winning foreign films and more. To access, go to this link: <https://salisburypublib.kanopy.com/> and sign in using your full library card number (starting with 25769). We have also grown our free ebooks and audiobooks offerings and they have increased dramatically in usage. They can be accessed at <https://gmlc.overdrive.com/> or through downloading the Libby App (<https://libbyapp.com/welcome>). Email or message if you need a new library card or to be given your full library card number or for any other technical assistance.

The state has provided us with a Wood Moisture Meter, which is now available for checkout, joining our growing collection of "Non-Traditional Items" available for lending. We also have 10 snowshoes, 2 wildlife cameras, park and historical site passes, and many games and puzzles.

A reminder: the library is FREE to residents of Leicester, Ripton, Goshen, and, of course,

We thank the Town for supporting the Library through thick and thin and look forward to the time when it's once again safe to gather and socialize in our Library with no worries about social distancing.

Respectfully submitted by, Barbara Andres and Ruth Bernstein for the Trustees

Library Trustees: Barbara Andres; Marcy Birmingham, Mary Burchard; Peggy Cox;  
Alison Metcalfe; Mary Beth Tichacek; Gay Truax

## Town Hall Renovation Committee Report 2020

Volunteer work continued this year on the upgrading of the Community Room on the upper floor of the Town Hall. The painting of the refurbished walls and woodwork in colors drawn from those on the historic stage curtain has been completed. Picture moldings have been installed, and a flexible hanging system was acquired at a greatly reduced cost through Front Porch Forum. Between the movable display panels and hangers, the room is now suitable for mounting such things as art shows or historic exhibits without the need to put nails and picture hooks in the walls. Folding tables and stacking chairs make it adaptable for meetings and events. The work to date has totaled 122 volunteer hours. Once we get past the Covid ban on public gatherings, the space is ready to welcome a variety of uses by townsfolk and organizations.

The Town Hall Committee: Glenn Andres (chair), Barbara Andres (secretary), Margaret and Jim Eagan, Mary Burchard, Deb Brighton, Kathy Dick, Becky Haydock

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**State of Vermont  
Department of Health**  
Middlebury Office of Local Health  
156 So. Village Green, Suite 102  
Middlebury, VT 05753

[phone] 802-388-4644  
[toll free] 888-253-8804  
**HealthVermont.gov**

### Vermont Department of Health Local Report Middlebury District, 2021

At the Vermont Department of Health our twelve Local Health District Offices around the state provide health services and promote wellness for all Vermonters. More info on your local health office can be found here: <https://www.healthvermont.gov/local>

#### COVID-19

2020 has been a challenging year for Vermonters. However, the Vermont Department of Health has been recognized as a national leader in managing the virus. This is what the Health Department has done in your community:

- COVID-19 Testing:
  - Since May 2020, the Health Department has provided no-cost Covid-19 testing. Through November 17, 2020, the Vermont Department of Health has held 509 testing clinics, testing 40,796 Vermonters. This important work helps to identify the spread of Covid-19 and is just one of the many ways your Health Department is promoting and protecting the health of Vermonters.
  - Statewide, 224,284 people have been tested as of November 30, 2020.
- COVID-19 Cases:
  - As of November 25, 2020, Vermont had the fewest cases of COVID-19 and the lowest rate of cases per 100,000 population of all 50 states.
  - Statewide, as of November 30, 2020, there have been 4,172 cases of COVID-19.
- Even more up-to-date information can be found on the Health Department's website: <https://www.healthvermont.gov/currentactivity>

#### Additional Programs

In addition to the COVID-19 response, the Health Department has programs such as influenza vaccinations and WIC.

- FluVaccinations: Protecting people from influenza is particularly important in 2020, as the flu may complicate recovery from COVID-19. (Data is as of November 17, 2020)
  - Approximately 213,000\* Vermonters have been vaccinated against the flu this season \*(Due to technology outages, flu vaccinations given are underreported by approximately 25%-33%.)
- WIC: The Women, Infants, and Children Nutrition Education and Food Supplementation Program remains in full effect, though much of the work that was done in person is now being done remotely through TeleWIC. (Data is as of October 20, 2020)
  - 11,308 infants, children, and pregnant, postpartum, and breastfeeding people were served by WIC in Vermont, either in traditional format or TeleWIC

Learn more about what we do on the web at [www.healthvermont.gov](http://www.healthvermont.gov)  
Join us on [www.facebook.com/healthvermont](https://www.facebook.com/healthvermont)  
Follow us on [www.twitter.com/healthvermont](https://www.twitter.com/healthvermont)

## VT Spay Neuter Incentive Program (VSNIP)

802-672-5302

PO Box 104, Bridgewater, VT 05034

<https://dcf.vermont.gov/benefits/vsnip>

The VT Spay Neuter Incentive Program (VSNIP), under VT Economic Services, helps income challenged care-providers of cats & dogs neutered for \$27.00. The balance is paid ONLY by a \$4.00 fee added to the licensing of dogs, and put into a designated account.

VSNIP is now at "0" funding due to dogs not being registered at least by six months of age. Required by law, a rabies vaccination enables your dog to be licensed. While some town offices may not be open to the public, dogs *can* be licensed. Call, provide the rabies certificate, include a check for that amount, and a SASE. **Rabies IS in Vermont and IS deadly.** Tractor Supply Stores are now holding monthly rabies clinics again! Call for their schedule.

**Licensing a dog:** **1)** identifies your dog if lost, **2)** provides proof that your dog is protected from rabies in the event your dog is bitten by a rabid animal {but would still need immediate medical attention}, **3)** bites another animal/person, which could result in the quarantine of your dog or possibly euthanasia to test for rabies if your current vaccination isn't proven, **4)** helps support VSNIP to address the over-population of cats and dogs in VT, and **5)** **§3590. List of dogs and wolf-hybrids not licensed states, in part** ... "the municipal clerk shall notify the owners or keepers of all dogs and wolf-hybrids named on the list that have not already been licensed or inoculated, and after May 30 shall furnish to the legislative body a list of dogs and wolf-hybrids not licensed or inoculated as required by law. **Owners shall also be notified that unlicensed or un-inoculated dogs or wolf-hybrids may be destroyed.**" (No one want this, so vaccinate & register – for the protection of your animals and people!

For an application for VSNIP, send a SASE to: VSNIP, PO Box 104, Bridgewater, VT 05034. Indicate if this is for a cat/dog or both. 802-672-5302

VT Volunteer Services for Animals Humane Society has held a "DRIVE UP & POKE! RABIES CLINIC" for several years now. This type of clinic allows us to maintain a safe distance from people while vaccinating dogs and cats. All people stay in cars, masks are required. Pre-registration is encouraged. If you would like the paperwork we've developed to share with whomever usually does rabies clinics in your area, we'd be happy to share.

Thanks!

Sue Skaskiw, VVSA Director/ VSNIP Administrator: 802-672-5302.

## Vital Statistics

2020

### MARRIAGES

Diane Marie DeLaBruere  
&  
Harvey Russell Bagley Jr.

Brett Joseph Dunham  
&  
Sara Lynn Fleming

Katie Lynn Prouty  
&  
Paul Vincent Cowin

### BIRTHS

Max Norbert Quesnel  
Lindi & Lorenzo Quesnel

Willa Josephine Dragon  
Erica Alger & Corey Dragon

Maybel Josephene Lowry  
Kylee & Brett Lowry

Maddison Freya West  
Allison Raymond & Mason West

Walker Grayson Cowin  
Katie Prouty & Paul Cowin

Avery Ann Goodrich  
Erin & Chase Goodrich

Everleigh Mae Bowdish  
Christian & Austin Bowdish

### DEATHS

Louise D. Ellwood  
Scott R. Reed  
Douglas W. Goodrich  
Dean K. Whitney  
Wayne L. Burlett  
Lorraine M. Kenyon  
James R. Lafountain  
Barbara J. Chamberlain  
Anna E. Mitchell  
Jon O. Coutant  
Zita E. Riley  
Carol B. Ferland  
Terry L. Quesnel  
Karen A. Taylor  
Walter Mosurick Jr.  
Norman R. Lizotte  
Michael J. Lepore-Capek  
Joyce E. Huff

# 2020 Town Meeting Minutes

February 29, 2020

The legal voters of the Town of Salisbury are hereby warned and notified to meet at the **SALISBURY COMMUNITY SCHOOL** on **SATURDAY FEBRUARY 29, 2020 at 2:00 PM** to transact the following business:

Moderator Wayne Smith opened the annual town meeting at approximately 2:30 PM following informational presentations by our legislative representatives, Peter Conlon, Christopher Bray and Ruth Hardy, as well as Salisbury's Addison Central School District (ACSD) Director, Jennifer Nuceder.

**Article 1: To act upon the report of the Town Officers as submitted by the Select Board.**

A motion to adopt was made by Ben Fuller and seconded by Jack Beasley. With no further discussion, Article 1 was adopted by unanimous voice vote.

**Article 2: Shall the Town authorize the Town Treasurer to receive all taxes on or before the date of delinquency?**

A motion to adopt was made by Jack Beasley and seconded by Barrie Bailey. With no further discussion, Article 2 was adopted by unanimous voice vote.

**Article 3: Shall the Town apply the General Budget surplus from the current year, if any, to the next fiscal year before setting the tax rate?**

A motion to adopt was made by Ben Fuller and seconded by Gerry Gossens. A question was asked about the possibility of a surplus this year. With no further discussion, Article 3 was adopted by unanimous voice vote.

**Article 4: Discussion of Articles to be voted on by Australian ballot on March 3, 2020.**

Discussion begins with Article 6, Election of Officers

**Article 5: To transact any other business which is proper to come before said meeting.**

Discussion on Article 5 will follow Article 14.

The Town Meeting shall recess until **8:00 AM, TUESDAY MARCH 3, 2020** to elect the following Officers and vote on the following Articles by Australian ballot. The polls will be open in the **TOWN OFFICE from 8:00 AM until 7:00 PM.**

**Article 6: To elect Town Officers for the following:**

Auditor	1 year remaining of an unexpired 3 year term
Auditor	2 years remaining of an unexpired 3 year term
Auditor	3 year term
Collector of Delinquent Taxes	1 year term
First Constable	1 year term
Grand Juror	1 year term
Lister	3 year term
Lister	2 years remaining of an unexpired 3 year term
Moderator	1 year term
Select Board	2 year term
Select Board	3 year term
Town Agent	1 year term
Town Clerk	1 year term

**Article 7: Shall the voters authorize the sum of \$271,204.00 to defray the General Expenses of the Town for the fiscal year July 1, 2020 to June 30, 2021?**

Select Board Chair, Paul Vaczy noted a couple large line item increases such as the increased funding requested by Middlebury Regional EMS and the increased cost of the NEMRC software needed for grand list, tax collecting and other functions of town government due to required improvements for cyber security. Additionally, he noted that these increases were offset by the elimination of the one-time cost of acquiring the used fire truck for the Salisbury Volunteer Fire Department (SVFD).

Moderator Smith called for discussion. Seeing none, he moved on to Article 8

**Article 8: Shall the voters authorize total Highway expenditures of \$483,031.00 of which \$383,956.00 shall be raised by taxes; and \$99,075.00 by non-tax revenues for the fiscal year July 1, 2020 to June 30, 2021?**

Paul Vaczy spoke to the highway budget as well stating that the highway department is fully staffed. He noted that Tom Barker will be retiring at the end of this fiscal year. It is hoped that Jordan Hillman will take over as Road Foreman. Mike Lackard, who has been working part time, completed his CDL and will begin working full time for the town.

*Town Mtg Minutes continued pg. 42*

In addition, grants were received for the work on Leland Road ledge removal and culvert replacements. Addison County Regional Planning Commission (ACRPC) held a very informative meeting on the issue of planning for road paving in a way to eliminate the band aid approach that many towns use now. The meeting was attended by the Road Foreman and some Select Board members.

Regarding the replacement of the Cornwall/Salisbury bridge, the state is looking at a Spring scoping meeting with public meetings to be held in October. Construction looks to be in 2025.

Seeing no more discussion, Moderator Smith moved on to Article 9.

**Article 9: Shall the voters authorize the elimination of the office of Town Auditor, with future audits to be provided by a public accountant licensed in this State in accordance with 17 V.S.A. §2651b(a)?**

Several questions were raised and points made during the discussion of this article. Basically, the decision to add this article was prompted by the difficulty in finding residents to run for these positions. The town does have annual professional audits done. This article would only eliminate the town auditor positions. It was noted that these positions were eliminated once before for the reasons stated above.

Seeing no more discussion, Moderator Smith moved on to Article 10.

**Article 10: Shall the voters authorize the Select Board to establish a reserve fund named the Energy Fund and fund it annually with at least \$500.00? This fund will be used for all grants, gifts or any monies designated for use on town energy projects.**

Barrie Bailey spoke to the thought behind this article. She noted that the Planning Commission recently completed, and the Select Board adopted, Salisbury's Enhanced Energy Plan (EEP). The plan is required by the State in order for the town to have input into decisions made by the Public Utilities Commission (PUC) regarding the siting of energy projects. Part of the EEP is to look at energy projects that can be done at a town level. This fund will provide some resources/help the town leverage funding for such projects

Seeing no more discussion, Moderator Smith moved on to Article 11.

**Article 11: Shall the voters appropriate the sum of \$26,371.80 to the Brandon-Leicester-Salisbury-Goshen-Pittsford (BLSG) Insect Control District for the purpose of mosquito control?**

Paul Vaczy explained that until 2010, the question of BLSG funding was an article separate from the budget. It was decided to return to that practice. Again this year, the discussion was lengthy with points made and questions asked on both sides of the issue.

The separation of the funding request from the budget prompted questions regarding the ramifications of a "no" vote to Article 11. BLSG representative reported that there are some members of the BLSG board who felt Salisbury should be removed from the District and others who felt there was room for discussion should the town vote 'no' to funding.

Additional questions centered on the possibility of Salisbury's funding being used exclusively for larviciding. Others asked if there were other options for insect control treatment, such as private, incensed treaters, that could be used if Salisbury leaves the Insect Control District. These are questions that can't be answered with certainty at this time.

Seeing no more discussion, Moderator Smith moved on to Articles 12 and 13 noting that they are advisory articles and as such are non-binding.

**Article 12 and Article 13 are Advisory and Non-Binding Articles**

**Article 12: Do the voters support amending Article 8 of the Charter Articles of Agreement of the Addison County School District as follows: "Directors shall be elected by the voters of all forming towns of the district" shall be amended to read, *Each director shall be elected by the voters of the District town in which the director lives.***

Deb Brighton began by explaining that the ACSD Board has the authority to act on Articles 12 and 13. If they receive 'yes' votes they will be presented to the board for discussion purposes. ACSD directors are voted on by the entire district. This article asks for a change so that each town elects their own representative.

Jen Nuceder, Salisbury's ACSD Director, explained that when the Board received this petition, it sought a legal opinion from the school attorney. It was recommended to the Board that they not consider the change because doing so would violate state statute. Board membership is based on population and in essence, adopting the above would create a board that was unwieldy in numbers in addition to violating state statute.

Ellie Bishop presented another opinion noting that while there would be issues involved were the article to be adopted, it is not illegal and the issues could be worked out.

Seeing no more discussion, Moderator Smith moved on to Article 13, another advisory, non-binding article.

**Article 13: Do the voters support amending Article 14 of the Charter Articles of Agreement of the Addison County School District by adding the following sentence? *No District elementary school shall be closed unless a majority of the registered voters at a duly warned special meeting of the town in which the school is located vote to close the school.***

Deb Brighton began the conversation by stating that this article is a legal option that the board could consider. Again, she noted that the Board has the authority to make this change, not the voters.

Ellie Bishop added her feeling that the voters should have the right to vote on school closures. She understood that it would be harder for board members to do their jobs but at the same time noted that the small towns should be allowed a say in any potential school closures.

Jen Nuceder explained that it was recommended to the Board not to adopt this article. She agreed that adoption would make the board's job extremely difficult. The facilities master planning project is the vehicle for input and collaboration and Jen noted that the Board encourages and would welcome input from more residents of the district. She stated that the ACSD Board has responsibility for all of the seven towns and is doing their best with the collective budget towns voted for the collective schools.

Seeing no more discussion, Moderator Smith moved on to Article 14.

**Article 14: Shall the voters appropriate \$89,325.00 to be raised by taxes to the following organizations as shown:**

- (1) \$ 1,900.00 Addison Central Teens (ACT)

Ellie Bishop spoke in support of ACT, noting they have a wonderful after school offerings.

- (2) \$ 1,310.00 Addison County Home Health & Hospice No one spoke

- (3) \$ 750.00 Addison County Humane Society (Homeward Bound) No one spoke

- (4) \$ 1,400.00 Addison County Parent Child Center No one spoke

- (5) \$ 300.00 Addison County Readers, Inc.

Jen Nuceder spoke in support noting that this program provides free books for children, age birth to five delivered to each child's home.

- (6) \$ 350.00 Addison County Restorative Justice Services, Inc.

Deb Brighton spoke in support noting that this program is changing lives of the people who use it.

- (7) \$ 400.00 Addison County River Watch Collaborative

Heidi Willis spoke in support noting that River Watch has been monitoring area streams and rivers for over 30 years. Training for new volunteers is March 21.

- (8) \$ 1,700.00 Addison County Transit Resources (ACTR)

Jack Beasley spoke in support saying that lately, he has used their services extensively and it is a worthwhile organization.

- (9) \$ 1,100.00 Age Well (formerly Champlain Valley Agency on Aging) No one spoke

- (10) \$ 700.00 Charter House Coalition to provide services to individuals and families who are homeless.

John Metcalfe spoke in support stating that he volunteers there and is impressed with the organization.

- (11) \$ 1,350.00 Counseling Service of Addison County (CSAC)

Ellie Bishop spoke in support noting that CSAC does valuable work in the community.

- (12) \$ 800.00 Elderly Services Inc. No one spoke

- (13) \$ 1,350.00 HOPE

Deb Brighton spoke in support noting that HOPE is a creative organization working hard on anti-poverty issues within the community.

- (14) \$ 500.00 Hospice Volunteer Services

Heidi Willis spoke in support noting that this organization was recently folded into End of Life Services.

- (15) \$ 700.00 John Graham Emergency Shelter No one spoke

- (16) \$ 25,000.00 Lake Dunmore/Fern Lake Association Milfoil Prevention Program

Kathy Dick spoke in support referring folks to page 31 of the town report for an explanation of the increase funding request.

- (17) \$ 750.00 Open Door Clinic to provide health services for uninsured and underinsured adults in Addison County.

Jody Brakeley spoke in support noting that the organization operates using 160 volunteers to provide medical and dental care to over 900 individuals, 30 of whom were from Salisbury.

- (18) \$ 325.00 Retired and Senior Volunteer Program (RSVP) No one spoke

- (19) \$ 500.00 Salisbury Historical Society No one spoke

- (20) \$ 750.00 Salisbury Little League No one spoke

(21) \$ 1,500.00 Salisbury Swim Program No one spoke

(22) \$ 43,240.00 Salisbury Volunteer Fire Department

Ben Fuller spoke in support noting that 59 calls were answered this year, 500 hours of training offered, a new well and septic system installed at the fire station using private donations and a set of "new to us" air packs was acquired also through a private donation. There are 22 members currently serving and there is no increase in their budget request for the coming year.

(23) \$ 1,000.00 Turning Point Center to provide a safe, friendly and substance use free environment for people in recovery. No one spoke

(24) \$ 400.00 Vermont Adult Learning No one spoke

(25) \$ 1,250.00 WomenSafe

Heidi Willis spoke, on behalf of Carol Rule, in support of the important work they do in the community. This past year WomenSafe provided advocacy services to at least 8 residents, 35 presentations to 98 students and 14 adults at the Salisbury Community School and 12 workshops to 292 students and 4 adults at the Middlebury Middle School (MUMS).

With no further discussion, Moderator Smith returned to:

**Article 5: To transact any other business which is proper to come before said meeting.**

Several comments/suggestions were made regarding food scrap composting, recycling and the information and resources available at the Addison County Solid Waste Management District (ACSWMD) display table.

Ken Tichacek asked folks to make a commitment to get two residents who were not at town meeting today, to attend next year.

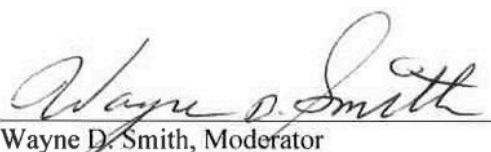
Paul Vaczy noted that Tom Barker, Salisbury's Road Foreman for the past 17 years, will be retiring at the end of the fiscal year. He has dedicated a lot of years taking care of our roads. Paul is looking for ideas to honor Tom with a tribute for his years of service.


At approximately 4:15 PM, with no further discussion, Jack Beasley moved to recess Salisbury's annual meeting until Tuesday March 3, 2020 at 8:00PM to vote on the articles by Australian ballot. The motion was seconded by Deb Hurlburt and was adopted by unanimous voice vote

Respectfully submitted,

Approved:

  
Susan Scott, Town Clerk

  
Wayne D. Smith, Moderator

Received for Recording: December 31, 2020 , Town Clerk

## **Summaries of Service Organizations**

### **Addison Central Teens (ACT)**

802-349-1790 77 Mary Hogan Drive, PO Box 1115, Middlebury [www.addisonteens.com](http://www.addisonteens.com)

Addison Central Teens (**ACT**) teen center provides a safe and welcoming place for teens to socialize after school and throughout the year. The teens who attend the center make up a very diverse group. **ACT** hosts a variety of activities, including youth leadership development & training, summer camps, community service projects, wellness and exercise programs, field trips, mentoring and tutoring, camping and travel, fund-raising and entrepreneurial opportunities. At **ACT** the teens create and direct much of the activities and programming, and are pivotal in the running of the center.

**NUMBER OF Salisbury RESIDENTS THAT REC'D YOUR SERVICE 8 ESTIMATED**



## Addison County Home Health and Hospice

802-388-7259

www.achhh.org

Addison County Home Health and Hospice (ACHHH) is a community-focused non-profit home health care and hospice care agency that has been providing care for Addison County residents for more than fifty years. We provide an array of services that help our neighbors receive care in their own homes where they are most comfortable and where they often experience the best quality of life. Our services are offered to all Addison County residents who need them, regardless of their ability to pay. To ensure the future of these vital programs, we turn to our community for support.

Our clinicians provide skilled nursing; medical social work; rehabilitative therapies including occupational, speech and physical therapy; hospice and palliative care; maternal-child health care; IV therapy; Tele-monitoring; Chronic Care Management and care of complicated wounds. Our Personal Care Attendants and Homemakers help patients with activities of daily living such as bathing, dressing and cooking.

ACHHH serves many patients who are coping with chronic illnesses such as congestive heart failure, COPD and diabetes. Some patients face life limiting illnesses including cancer, ALS and Alzheimer's disease. ACHHH strives to help patients and families enjoy the best quality of life possible, in all life stages. We serve patients from birth to end-of-life,

During the past year we have adjusted our practices because of the Covid-19 pandemic. We have incurred substantial unplanned expenses for Personal Protective Equipment (PPE) which keeps our employees, patients and the entire community safe, our revenues dropped in the early days of the pandemic when patients were hesitant to have our employees in their homes, and during all this, not one of our clinicians or aides said "I will not go" into a home where a patient or family member had Covid 19. They suited up in the appropriate equipment designed to keep them safe and they did exactly what they have done for more than fifty years-treated their patients with skill and kindness, in this regard, it has been business as usual at ACHHH.

**Total number of Salisbury residents served: 68 individuals/2403 visits**

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## Addison County Humane Society aka Homeward Bound

802-388-1100

236 Boardman Street, Middlebury

www.homewardboundanimals.org

We serve an average of 900 animals per year, including those who enter the shelter and those who receive services in the community. Our community services are designed to combat pet overpopulation, provide support to low-income pet owners, and enhance the human-animal bond through education and outreach.

Our annual budget to operate the animal shelter and provide these programs is \$714,000. We receive no funding from federal, state or local government and no unrestricted funding from national humane organizations. With a staff of 14, we rely heavily on volunteers to enhance the lives of the animals while they are here and to help us have wide-spread impact in the community; on average we have 80 active volunteers annually.

We operate the following community programs:

- Humane Education: We host tours and pay visits to area school children providing education on proper pet care, dog bite safety, the importance of spaying and neutering, and encouraging kindness and responsibility. We host an annual full-day humane education full day summer camp for elementary school aged children.
- Pets in Crisis: We work with local social service agencies to address the animal-related needs of victims of domestic violence and natural disasters. We offer short-term housing for animals so their humans can focus on recovery without anxiety about their beloved pets.
- Humane Investigations: We support law enforcement in cases of animal neglect or cruelty and provide resources and support for animal victims.
- Microchipping: We offer microchipping throughout the year to provide pet owners with a low-cost way to safeguard their pets should they ever become lost.
- Lost & Found Referral: We facilitate the reunion of pets and their people through our low-cost micro-chipping and our lost and found-referral service.
- Trap-Neuter-Return (TNR): We operate a seasonal TNR program from April through November to help address the overpopulation of stray, feral, and loosely owned cats in Addison County.
- Pet CORE (Community Outreach, Resources, Education): We operate a safety-net program for income-eligible pet owners through the Homeward Bound HUB, located at the shelter. Services

*Homeward Bound continued*

available through the HUB include parasite preventatives, supplemental food, facilitated access to affordable spay/neuter services, and basic wellness veterinary care.

**Incoming Animals from Salisbury**

Stray animals brought to HB - 10

Animals Surrendered by their owner - 15

**Outgoing Animals to Salisbury**

Adopted out to residents of Salisbury - 11

Stray animals returned to owner - 3

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**Addison County Parent/Child Center**

802-388-3171      P.O. Box 646, Middlebury.      [www.addisoncountypcc.org](http://www.addisoncountypcc.org)

The mission of the Parent/Child Center is to provide support and education to families and assure that our community is one in which all young children get off to the right start, with the opportunity to grow up healthy, happy, and productive. The Center provides parenting education classes and workshops (on site and in neighboring communities), community playgroups, home visits, pregnancy prevention programs, job training, academic classes, transportation, and childcare.

**NUMBER OF TOWN OF SALISBURY RESIDENTS THAT REC'D YOUR SERVICE 48 ESTIMATED**

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**Addison County Readers**

*What goes into a mind comes out in a life*

<http://addisoncountyreaders.org>

Addison County Readers, Inc. is again requesting \$300.00 from the Town of Salisbury to help fund the Dolly Parton's Imagination Library. Preschoolers who participate in the Imagination Library receive a free children's book that is mailed to their home each month. ACR pays for the cost of these books and their mailing, approximately \$30.000 per child per year, through funds raised from local organizations and businesses, through grants and individual donations, and by the generous contributions of towns in Addison County.

Any Addison County child, birth to five years of age, can register for the Imagination Library, regardless of family income, and receive a free monthly book. Currently over 1,100 county children are enrolled in the program.

According to the 2010 US Census, the Town of Salisbury had 54 children under the age of 5 who could benefit from this valuable literacy initiative. In November 2020, 34 Salisbury preschoolers were enrolled in the Imagination Library and receiving free, monthly books.

Addison County Readers, Inc. is a not-for-profit, entirely volunteer organization that supports early literacy in County children. It is affiliated with United Way of Addison County.

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**Addison County Regional Economic Development Corp**

(802) 388-7953      1590 US Route 7S • Suite 8, Middlebury      <https://addisoncountyedc.org/>

The Addison County Economic Development Corporation (ACEDC) is Salisbury's economic development resource, serving the community for over 25 years. Like regional planning commissions, Vermont's economic development corporations are established by statute to serve the communities in their region.

We offer expertise and resources to businesses throughout Addison County. We not only serve businesses located in your community, we serve the businesses in neighboring communities where your citizens work or may own a business. Our mission is to create an entrepreneurial and innovative environment, nurturing businesses to launch, grow, and thrive. We do this through direct assistance and through our networks of partners and collaborators locally and at the state and federal levels. Some of the most important work we do is connecting people to the resources they need.

This function took on special importance this year as ACEDC ensured that Addison County businesses were aware of COVID relief funds, understood which program best met their circumstances, assisted with applications, and, in some cases, administered the relief programs. During these difficult times, ACEDC has stayed in touch with over 280 very small and small businesses in addition to our members, borrowers and regular clients.

ACEDC also provides services to municipalities to advance economic and community development. These services include information and application assistance for state and federal grant programs and convening action groups to address issues such as housing, workforce development and childcare. In addition, we are constantly working with the entrepreneurs of Addison County in our efforts to increase the number and quality of available jobs.

We are requesting funding for ACEDC in the amount of \$500 for FY 2022. If you have questions, need additional information, or would like our assistance with economic or community development projects in Salisbury, please do not hesitate to contact me at [fkennedy@addisoncountyedc.org](mailto:fkennedy@addisoncountyedc.org) or (802) 388-7953.

Thank you for your consideration of this request.

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## **Addison County Restorative Justice Services**

802-388-3888

282 Boardman St., Middlebury, VT 05753

<http://www.acrjs.org>

ACRJS provides community restorative justice responses focusing on the "balanced approach" in meeting the needs of the victim, the community and the program participant. The goal is to help the program participant develop empathy and accept responsibility while providing compensation of loss for the victims and compensation of resources for the community. Anyone given the opportunity to participate in our programs is supported to take responsibility for their actions, connect with the community in a positive way and learn from their experience so as not to reoffend and cause harm to yet another person.

We have expanded our programs beyond Court Diversion and the Youth Substance abuse safety program to include the Driving with License Suspended Program, Safe Driving Program, Reparative Restorative panels, Reentry Navigation and Circles of Support and Accountability for those reentering the community from incarceration, Pretrial Monitoring and Tamarack for those community members who have committed a crime and have a mental illness or substance use problem.

The following is a breakdown of the number of individuals from the Town of Salisbury who were provided services through our agency in FY 2019/2020.

Court Diversion Adult:

Youth Substance Abuse Safety Program: 2

Reentry Navigation: 1

Driving With License Suspended: 1

Tamarack: 2

Reparative Pretrial:

Court Diversion Youth:

Reparative Restorative Panels: 3

Cosa: 0

Pretrial Services: 4

Safe Driving: 4

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## **Addison County River Watch Collaborative**

802-434-3236

<http://acrpc.org/acrwc>

*In Honor of Fearless Clean Water Advocate Pete Diminico (1949-2020)*

*The mission of the Addison County River Watch Collaborative (ACRWC) is to monitor and assess the condition and uses of our local rivers, to raise public awareness of the values and functions of our watersheds, and to support stewardship that improves water quality.*

In a normal year, ACRWC volunteers collect water samples from 6 watersheds in the county: Middlebury River, Otter Creek, New Haven River, Little Otter Creek, Lemon Fair, and Lewis Creek. In 2020, during COVID-19 restrictions, our water quality sampling routine was greatly curtailed. However, our two part-time staff members and a few volunteers monitored several recreation sites for *E.coli*, sent the samples to the Endyne Lab, and posted results on Front Porch Forum as well as physically at some of the site's informational kiosks. The *E.coli* monitoring was supported through town appropriations (9 Addison County towns participate) and individuals' donations. Sites monitored in 2020 were: on the New Haven River - Garland Bridge, Bartlett's Falls, Sycamore Park and DeMers Park; on the Middlebury River - East Middlebury Gorge and Shard Villa Rd. bridge, and; on Lewis Creek - Tyler Bridge. Provisional results of our 2020 *E.coli* testing can be found at our website (see below). In 2021, we hope to resume a full suite of sampling, including *E.coli*, phosphorus, chloride and nitrogen.

Otherwise in 2020, River Watch undertook various projects involving website improvements, developing partnerships with landowners, exploring data related to riparian area improvements, and creating new, vivid reports on water quality testing results. Partners in these projects included: Addison

County Regional Planning Commission, Champlain Valley Farmer Coalition, the Vermont Department of Environmental Conservation, Watersheds United Vermont, Lake Champlain Basin Program, Otter Creek Natural Resources Conservation District, and the Vermont Agency of Agriculture, Food and Markets.

In 2021, ACRWC is optimistic that we will be able to provide our usual suite of services: monitoring water quality at approximately 30 sampling stations; conveying quality-assured, quality-controlled data in cooperation with the Vermont Agricultural and Environmental Lab ("VAEL"); following up on citizen observations/complaints regarding possible sources of pollution; producing technical reports on results on all 6 rivers and some tributaries, and; providing a website with information, both technical and general, about our local watersheds: [www.acrpc.org/acrwc](http://www.acrpc.org/acrwc).

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## **Age Well**

875 Roosevelt Hwy, Ste. 210, Colchester, VT 05446  
802-865-0360      [www.agewellvt.org](http://www.agewellvt.org)      helpline: 1-800-642-5119

Mission: To provide the support and guidance that inspires our community to embrace aging with confidence.

Last year, Age Well served 9,012 individuals, services included: 22,755 calls to the Helpline; 23,732 hours of Care & Service Coordination; 278,403 Meals on Wheels delivered and 23,198 Congregate Meals served; 2,585 hours of Options Counseling. And 1,118 Volunteers donated over 44,000 hours.

### **Impact:**

- 1 YEAR of Meals on Wheels equals roughly the same cost as a one day in a hospital;
- 94% of clients say that the assistance provide to them has helped them remain at home during the pandemic;
- 92% say Age Well's services helps to maintain social distancing during COVID-19.

Since 1974 Age Well has been part of Vermont's Area Agencies on Aging, coordinating services and care. Helping individuals age well, reduce barriers by providing access to healthy meals, in-home care & community resources designed to meet the diverse needs of our clients, their families and caregivers.

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## **Charter House Coalition**

(802) 989-8621      [www.charterhousecoalition.org](http://www.charterhousecoalition.org)

Charter House Coalition was founded in 2005 as a county wide volunteer based outreach to provide free meals, emergency housing, and personal support for adults and children throughout Addison County. In 2019 over 1200 volunteers prepared and served over 40,000 free meals and provided shelter to over 120 children and adults from across our region. In 2020, the effects of the pandemic have almost doubled the need for free meals, shelter, and support services for bringing stability to families. About 480 people from across Addison County benefit from these programs every year.

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## **Counseling Services of Addison County**

(802) 388-6751      86 Main St., Middlebury, VT 05753      [www.csac-vt.org](http://www.csac-vt.org)

CSAC responded to "Stay Safe, Stay Home" by pivoting to a tele-health model within three days, allowing safe service continuity for some of our most frail residents. We continued to deliver essential in-person services and around-the-clock, residential home staffing. We quickly established on-site clinical and case management support for populations in emergency housing. And a dedicated COVID-19 crisis line augmented CSAC's 24/7 emergency support for:

- individuals living with developmental disabilities and their families;
- people with severe and persistent mental illness;
- people dealing with substance abuse problems;
- elderly people suffering from depression, anxiety and other mental health issues;
- the entire community, through educational programs and special events.

CSAC requests \$1,350 in town funds. This request has not increased since 2006. CSAC's FY20 financial information is attached. Almost all state and third-party payor funds are designated and won't meet the

needs of the people we serve. Despite more needs, we will not receive increased funds from the Legislature this year. However, CSAC is committed to being available to residents regardless of their ability to pay. Salisbury's residents received 71,051 service hours in FY20.

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## **Elderly Services**

Project Independence Adult Day Care - Member Agency, United Way of Addison County  
ESI College - Eldercare Counseling - Family Caregiver Support  
802-288-3983                      [www.elderlyservices.org](http://www.elderlyservices.org)

In early 2020, Elderly Services was bustling, open 6 days a week with 80-90 Project Independence members attending each day. Our winter term of ESI College Lifelong Learning brought 114 older students in for classes several times a week. Many volunteers and students added to the lively atmosphere. Over the years, Salisbury residents have been members of Project Independence, ESI College, and received our geriatric social work assistance. In 2020, six (6) Salisbury residents were regularly attending Project Independence, and one was regularly involved in ESI College Lifelong Learning.

On March 18, all in-person services had to halt. Our elderly members are most vulnerable to the threats of the COVID-19 virus. Elderly Services has developed our remote services model and offers the residents of Salisbury the following pandemic-era services:

- Adult Day Center without Walls:
  - Telehealth and telephone check-ins; Online entertainment four times daily
- Online ESI College Lifelong Learning classes
- Counseling and advice for elders and families
- Education and respite referrals for caregivers
- Geriatric needs evaluation and planning

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## **End Of Life Services**

[www.endoflifevt.org](http://www.endoflifevt.org)    P.O. Box 772, 63 Maple St., Middlebury    802-388-4111

End of Life Services (EOLS), home of Hospice Volunteers, ARCH, Wellspring Singers and Bereavement is a non-profit agency providing hospice programs and bereavement support to Addison County residents for 37 years.

Services provided in 2019 through March 15, 2020, before sudden Covid-19 restrictions, continued just as robust as EOLS and all residents of Addison County have become accustomed to (9-13% increases). 100% of requests were provided without charge to patients, their families, or caregivers. We are proud of EOLS volunteers who provide this unrelenting crucial support to the most vulnerable among us.

With the pandemic, we had to switch overnight to online services and rethink the way we were able to provide services. People are still dying, still grieving, still isolating. We have been able to carry out our mission through FaceTime, Chromebooks and Zoom to connect safely with our community. Wellspring singers continue to sing virtually or outside windows. We continue to accompany the bereaved. We continue to support ARCH rooms at Porter.

We continue to care for our community while creating a sanctuary of wellbeing - for our staff, our volunteers, our partners.

End of Life Services provided the following hospice services, bereavement programs and educational opportunities to the town residents during the past year, at no cost to individuals:

- Provided 7 hospice or palliative patients with 11 volunteers Total hospice visits: 49  
Total hours of respite or care: 141  
Total mileage: 770
- Provide 4 people with bereavement support  
Total sessions: 32  
Total hours of grief support: 67
- Provided 17 Public Education/Awareness, Inservice Events

We currently manage a force of over 100 trained hospice, 15 bereavement volunteers and 35 Wellspring singers.

## H.O.P.E Helping Overcome Poverty's Effects

John V. Craven Community Services Center  
282 Boardman Street, Suite 1A Middlebury, Vermont 05753  
Phone: (802) 388-3608 Fax: (802) 388-0756 [www.hope-vt.org](http://www.hope-vt.org)  
HOPE is a United Way Member Agency

HOPE seeks to assist individuals and families in identifying and obtaining the resources that will help them meet their own basic needs. HOPE provides significant goods and services to people in need, including food, clothing, housing and heating fuel, medical items, job-related needs and more. We work to assist people in accessing information and developing new skills in order to become more empowered and have healthier and more stable lives.

HOPE operates one of the largest food shelves in the state, serving over 700 people each month. Last year, we assisted 115 people with medical needs, helped 163 households end or avoid homelessness, helped 114 people with job related needs, provided 401 vouchers for essential clothing and household goods from our resale store, and much more.

During the year ended December 31, 2018, HOPE provided assistance to 109 Salisbury residents. During the first three quarters of 2019, 44 new Salisbury residents came to us for assistance.

HOPE respectfully requests that the voters of the Town of Salisbury allocate the sum of \$1,350 to help defray the costs of providing assistance to town residents in the coming year. Thank you for your consideration.

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### John Graham Shelter

802-877-2677 69 Main Street, Vergennes, VT [www.johngrahamshelter.org](http://www.johngrahamshelter.org)

This year the John Graham Shelter, located on Main Street in Vergennes, marks 40 years of service to Addison County's homeless families and individuals. We are writing to ask for your continued support at Town Meeting 2021 in the form of a \$700 allocation. Mindful of the impact on property taxes, we have not increased our request for many years.

In 2020, with generous help from Addison County municipalities the John Graham Shelter:

- Provided more food, shelter, services and hope to more than 300 people, many of whom were children;
- Provided rapid rehousing to families at our own buildings in Vergennes, Middlebury and Bristol and at many scattered sites;
- Helped dozens of households find permanent housing and employment;
- Provided counseling, case management and support services that help people take the next step in their lives.

During the pandemic your support also helped us to:

- Deliver 3 meals a day to hundreds of people at four motels and numerous scattered sites;
- ***Newly renovate our shelter spaces and apartments for Covid-19-related safety;***
- ***Develop three new zero energy modular homes that will come online this December.***

This crisis is not over. We are on the front lines each day helping vulnerable families find permanent housing, as infection rates climb and winter approaches. John Graham needs your support now more than ever before in our 40 years of operation.

With your help, we will be able to provide housing to the people of Addison County one household at a time during these difficult times.

Elizabeth Ready For the Residents, Board and Staff of the John Graham Shelter  
PS: Please visit our website at [www.johngrahamshelter.org](http://www.johngrahamshelter.org) for more information.

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### Open Door Clinic

802-388-0137 100 Porter Drive, Middlebury, VT [www.opendoormidd.org](http://www.opendoormidd.org)

The Open Door Clinic (ODC) is requesting an allocation of \$750.00 from the Town of Salisbury for the fiscal year 2021-2022 to be included in the Town Warning for the 2021 Annual Town Meeting. The allocation will be used to provide free health care to the uninsured and under-insured residents of Salisbury and Addison County in general. We are grateful for your past and generous support of our clinic and hope that you will renew your commitment to the ODC once again next year.

*Open Door Clinic continued*

- **Our Mission:** The Open Door Clinic provides access to quality health care services, free of charge, to those who are uninsured or under-insured and who meet financial eligibility guidelines; services are provided in a compassionate, respectful and culturally sensitive manner until a permanent healthcare provider can be established.
- **YTD Report:** Between 1/1/20-12/7/20, the clinic has provided 1,272 medical and dental visits to 927 distinct patients, including 339 new patients! As compared to this time last year, we are down by 4% in distinct patients served and 14% in medical and dental visits provided, which is quite impressive – and speaks volumes to our committed staff and volunteers – relative to the comprehensive care we’ve still been able to provide during the pandemic. We have served 28 Salisbury residents through 32 medical visits, ten consults and three interactions/visits with our insurance navigator since January 2020.
- **Volunteer Based:** As a free clinic, we cannot charge for any of our services and rely solely on the expertise and efforts of 150 volunteers to care for our patients. Our volunteers include our medical director, dental director, nurse practitioners and physicians, nurses, EMTs, PTs, nutritionists, pharmacists, medical interpreters, and general volunteers. We provide chronic and acute care and refer our patients to a variety of specialists when needed.
- **Help with Health Insurance:** So far this year, our incredibly knowledgeable insurance navigator has helped more than 326 individuals learn about health insurance plans and enroll in Vermont Health Connect. She is the only navigator remaining in Addison County, is available to meet with any member of our community and her services are also free!
- **Outreach and Services:** In mid-September, we launched our fall outreach program and have thus far visited 34 farms, administered 338 flu shots and 10 Tdaps! Through a unique Covid grant opportunity, we purchased a 10’ x 20’ tent and propane heater so that we could continue to provide all of our services outside come sun, rain, or snow!

In non Covid-19 times, we hold 7-10 health and dental clinics per month in Middlebury and Vergennes. We are continuing to schedule in-person clinics, dental appointments with our UNE externs, and are weaving-in some tele-health visits as they work very effectively for some of our patients. As safety continues to be our preeminent goal, we’re seeing fewer patients per clinic and calling upon fewer volunteers to minimize risk for all concerned.

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## RSVP

### Green Mountain Foster Grandparent Program / Senior Corps

802-388-7044

79 Court St #7, Middlebury, VT

[www.volunteersinvt.org](http://www.volunteersinvt.org)

RSVP is a volunteer management program which offers individuals the opportunity to share their experience, skills, and time by volunteering for local non-profit organizations. RSVP considers volunteering to be a key solution in responding to Addison County's most pressing challenges. Needs are met in critical areas such as human services, elder care, health and education.

RSVP also oversees several free community outreach programs that benefit local residents. These include Bone Builders health and osteoporosis prevention classes offered twice per week at many locations in Addison County; the Green Mountain Foster Grandparent Program which places volunteers in our schools; the Warm Hearts Hands initiative which distributes handmade items to local schools, hospitals, nursing homes, social service agencies; the RSVP/AARP Tax Program which provides income tax return services to low income residents; and the Peaceful Packs Program which provides essential items to children/families in crisis. These programs strengthen communities through service and volunteering and allow Addison County residents to stay healthy, engaged and financially stable.

Services Provided to Salisbury Residents:

In FY'20, Salisbury residents took advantage of RSVP programs such as our free income tax return preparation services, and our free osteoporosis prevention classes. Overall, 316 Addison County residents benefited from attending the Bone Builders classes and 398 community members received income tax services. During the winter months, over 1,400 blankets and warm clothing items were given to Addison County community members in need. In Salisbury, these were distributed through the Salisbury Central School. In response to COVID-19, volunteers distributed over 400 hand sewn masks to Addison County community members, provided essential items to families in crisis and offered wellness calls to isolated seniors.

In addition, any Salisbury resident who received assistance from a local service organization benefited from the work RSVP volunteers do throughout the area. Examples include community members at risk of hunger who received free nutritious meals at meal sites where our members volunteer, or residents who received free transportation services from volunteers who drive for Meals on Wheels and ACTR. Through RSVP, Salisbury residents volunteered over 450 hours to support the community.

*RSVP continued*

Although the delivery of services was impacted by COVID-19, RSVP volunteers provided 40,000 hours to local social service agencies, health care organizations, schools and other non- profits. This equates to \$1,088,000 in donated labor to our community.

The monies we are requesting this year will be used to help defray the financial impact of COVID-19 on our organization. With your help, RSVP will continue to respond to the increasing needs of the community.

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### **Tri-Valley Transit (TVT)**

#### **Formerly ACTR, Services**

802-388-2287

297 Creek Rd., Middlebury, VT 05753

[www.trivalleytransit.org](http://www.trivalleytransit.org)

Thank you for the Town of Salisbury's generous support last year. During the past four years, your support helped us provide an annual average of 3,440 free trips for Salisbury residents either by volunteer drivers or on wheelchair accessible vehicles, including TVT-owned vehicles operated by Elderly Services, Inc. Salisbury residents also have direct access to the Shuttle Bus System via the Rutland Connector. Tri-Valley Transit's Dial-A-Ride and Shuttle Bus Systems provided a total of 226,281 rides for the year. All our transportation programs enable community members to maintain their independence, gain and keep employment and access critical healthcare and quality-of-life services.

The COVID-19 crisis has emphasized the incredible importance of our work. Public transportation has been on the frontlines of providing essential service to many of the most vulnerable members of our communities. Healthcare staff get to work; dialysis, cancer and methadone patients get to treatment, and at-risk residents get food delivered. Services have been revamped to protect riders, the general public, and our staff. At first, we focused on trips to riders with no other means of transportation but whose trips were essential; and then we safely increased capacity to meet growing demand by:

- installing physical barriers between seats and directing riders to use window seats,
- waiving fares to reduce contact,
- ensuring all buses are frequently sanitized and hand sanitizer is available,
- requiring face-masks, even prior to the statewide mandate, and
- implementing screening techniques to ensure riders are not COVID risks.

The state and local grants through which we provide these services require us to raise 20% "local match" dollars. TVT's requests from towns account for approximately 5% of the 20% requirement. TVT seeks the other 15% from other sources including businesses, institutions, individuals, and grants.

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### **Turning Point Center of Addison County**

802-388-4249 54 Creek Rd., Middlebury, VT [www.turningpointaddisonvt.org](http://www.turningpointaddisonvt.org)

The Turning Point Center of Addison County, serving 22 towns, is a peer-run recovery center, offering a safe and substance-free environment to support individuals and their families seeking recovery from substance use disorder and/or other addictions. Our mission is to provide peer-based recovery support to all; we seek to enhance the spiritual, mental, physical and social growth of people in our community affected by substance use disorder and other addiction. In 2019 there were over 10,000 guest sign-ins at the center where we are always adding new classes, workshops and events.

The Turning Point Center is invested in reducing incarceration, recidivism and other social expenses that are caused by ongoing addiction. Perhaps most importantly it is an investment in the future and quality of life for all Addison County Residents. The need for more funding support from our local community has continued to grow over this past year. In response to Covid-19, the center had to quickly shift how we provide vital services to people seeking relief from addiction in this time of uncertainty and isolation. Peer-recovery support continues to be an invaluable resource to enhance a growing range of programs in the substance use treatment services, the criminal justice system and mental health services. To meet this demand, increased resources are needed to upgrade technology, purchase equipment to ensure the safety of our staff and service users and provide necessary training to staff members.

During the pandemic, the physical use of the Center is closed, but the staff are available 5 days a week from 8 a.m. to 8 p.m. The center staff is available and ready to offer peer support, recovery coaching, recovery meetings, 12-step meetings, and one-on-one support. A listing of all available services is available at [www.turningpointaddisonvt.org](http://www.turningpointaddisonvt.org) or by calling 802-388-4249.



## Vermont Adult Learning

802 388-4392

282 Boardman St., Middlebury, VT 05753

[www.vtadultlearning.org](http://www.vtadultlearning.org)

Vermont Adult Learning (VAL) offers a variety of learning opportunities to help adults achieve their educational goals and enhance their quality of life. We work with each student to develop an individualized learning plan that includes a transition to further education or employment. We offer GED testing, programs for completing a high school diploma, basic skills instruction in reading, writing, and math and classes for English Language Learners (ELL). Instruction is also available to students who need skill preparation for college or employment purposes.

In addition, we are contracted by the Vermont Department of Children and Families to place and support Reach-Up participants in unsubsidized work experiences. Our programs are free and confidential.

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## WomenSafe, Inc.

802-388-9180

[www.womensafe.net](http://www.womensafe.net)

24-hr Hotline: 802-388-4205 or 800-388-4205

WomenSafe serves people across the gender spectrum who experience sexual violence, domestic violence, dating violence and stalking. During the fiscal year ending June 30, 2020 we provided:

- Advocacy services to at least 17\* residents of Salisbury including the parents/caregivers of at least 28 children who were exposed to the violence.
- 35 prevention programming presentations to 85 students and 15 adults at Salisbury Community School.
- 33 prevention programming presentations to 206 students and 32 staff members at MUMS and MUHS serving Salisbury students.

\*Often victims choose not to give us any identifying information out of fear for their safety and that of their children. Therefore, our statistics for those served in any given town are understated. Your contribution would be used to support the services that we provide to our service users, such as our hotline, supervised visitation program, education and outreach, and transitional housing support with victims of domestic and sexual violence.

Advocacy services are Free and Confidential

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## School Information

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### SALISBURY COMMUNITY SCHOOL PRINCIPAL'S REPORT



Although this year has definitely been “out of the box” of what we are used to, Salisbury Community School has remained steadfast in its commitment to its children and families, continuing many of our traditions with modifications to keep everyone safe during this COVID 19 year. We are deeply grateful for Nurse Gina and the nursing staff at ACSD who have worked tirelessly to maintain safety guidelines that allow us to have in-person learning.

We began the school year in a hybrid model and welcomed Heidi Schmidt as our Speech Language Pathologist, and Sheri Sullivan as our new Cook. Both have brought great energy and enthusiasm to our school. Mid October we moved fully to in-person school instruction.

We received **International Baccalaureate** authorization this fall, and although we have not had a chance to properly celebrate this accomplishment, teachers continue to collaborate and provide added resources to our students. Using a common platform that can be accessed both remotely and in person (Toddle), teachers across the district continue to work together to build an inquiry based curriculum for all our students. The safety guidelines have also encouraged us to spend more time outdoors. Students in G3-6 built their own outdoor learning spaces, including a personalized desk/bench. Outdoor tents have also extended our time outdoors. These opportunities to explore our grounds and spend time in nature has enriched our learning experiences. The Forest Classroom is one way in which our students learn to care for their environment. Students’ voices are heard throughout the school and these reflect deep caring, creativity and kindness. Fifth and sixth graders run virtual “all school meetings” and make videos of books for younger students to enjoy.

*SCS Principal's report continued pg. 54*

We continue to look individually at student progress and create plans that best meet student needs through short term interventions. Evidence based strategies are used to help create the most growth in each student and close any gaps that might exist in literacy or math. This year, these interventions are happening in the classroom. Although this year, we were not able to maintain the robust volunteer program we are used to, the *Friends of Salisbury Community School* and the *Community Partnership*, have helped keep our community strong by organizing and providing food, clothing and creative ways to maintain joyful traditions like our holiday store. We are deeply grateful for everyone's commitment to our school's well-being.

As we look forward to next year, we face the move of sixth grade to MUMS. This will result in a reduction of one teacher. Our small combined group will be a grade 2-3 class. We will have a straight 4th grade and a straight 5th grade. ACS D is not having any preschool/kindergarten combinations next year, so we will also be having straight kindergarten and first grade classes. There will be two preschool programs for 3 and 4 year-old children in ACS D with limited openings, so we are working on preschool options for our Salisbury families. We will also have one less paraprofessional next year. This will be by attrition. I feel truly fortunate to have such a committed and talented staff as we strive to make Salisbury Community School a kind and supportive environment that welcomes all and is sincerely committed to bringing the best education to our students.

Fernanda Canales,  
Principal



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## SALISBURY COMMUNITY SCHOOL

### FY22 Budget Summary

Account	FY21 Budget	FY22 Proposed Budget	% Difference
Direct Instruction	853,088	763,830	-10.46%
Pre-K Program	74,019	0	-100.00%
Guidance	56,308	69,942	24.21%
Health	17,886	29,658	65.82%
Occupational Therapy	800	800	0.00%
Physical Therapy	400	400	0.00%
Library Media	58,030	61,083	5.26%
Administration	185,738	192,991	3.90%
Transportation-Field Trips	1,500	1,500	0.00%
Fund Transfers to Food Service	4,500	4,500	0.00%
<b>Total Budget</b>	<b>1,252,269</b>	<b>1,124,704</b>	<b>-10.19%</b>

Notes:

Direct Instruction - Reduction of 1.0 FTE due to 6th grade move; behavior support costs moved to Guidance

PreK Program - Not offered in FY22

Guidance - No FTE change, behavioral supports moved here from Direct Instruction

## Addison Central School District

### FY22 Tax Calculation

Our total Local Education Spending amount of \$32,770,107 is the first and only figure used in calculating our tax rate that we have control over. The other components in the formula are supplied by the Tax Department or Agency of Education.

*\*\*All figures are subject to changes by the State Legislature\*\**

Projected Property Yield:	\$11,385
Projected Income Yield:	\$13,572
Projected Non-residential rate:	\$ 1.64
Projected Spending Threshold:	\$18,789
ACSD Equalized pupils:	1,730.52

#### **ACSD Tax Rate Calculation**

Local Education Spending	\$32,770,107
Divided by Equalized Pupils	$\div 1,730.52$
Education Spending/Equalized Pupil	\$18,936.57

Education Spending / Equalized Pupil	\$18,936.57
Divided by the Property Tax Yield	$\div \$11,385$
Equalized District tax rate	\$1.66

Equalized District tax rate	\$1.66	
Less the consolidation incentive	- \$0.02*	*incentive decreases \$.02 each year*
Estimated District tax rate	\$1.64	(pre CLA adjustment)

**.03 decrease from current year**

The estimated District tax rate is divided by each Town's Common Level of Appraisal (CLA) as set by the VT Department of Taxes to determine each Town's estimated tax rate.

<b><u>Town</u></b>	<b><u>ACSD Tax Rate</u></b>	<b><u>CLA (FY22)</u></b>	<b><u>Estimated Town Tax Rate</u></b>	<b><u>Change</u></b>
Bridport	\$1.64	92.13%	\$1.78	+0.04
Cornwall	\$1.64	93.59%	\$1.76	+0.03
Middlebury	\$1.64	100.00%	\$1.64	+0.02
Ripton	\$1.64	89.78%	\$1.83	-0.04
Salisbury	\$1.64	87.88%	\$1.87	+0.07
Shoreham	\$1.64	98.30%	\$1.67	-0.04
Weybridge	\$1.64	96.62%	\$1.70	-0.04

## Addison Central School District

### Year to Year Budget Summary

<b>Expenditures</b>		<b>FY21 Revised Budget</b>	<b>FY22 Proposed</b>	<b>% Change</b>
<b>General Fund</b>	Student Instruction/Support, Regular Education	22,269,766	22,853,852	2.62%
	Student Instruction/Support, Special Education	5,519,553	5,118,343	-7.27%
	Universal Pre-K	496,080	523,328	5.49%
	Technical/Career Center Education	1,246,668	1,189,696	-4.57%
	Transportation	925,509	1,064,286	14.99%
	Facilities	3,264,353	3,279,782	0.47%
	Technology	1,116,957	1,138,035	1.89%
	Board and District Administration	1,949,298	2,001,456	2.68%
	Professional Development/Curriculum	627,476	603,976	-3.75%
	Debt Service	333,405	176,413	-47.09%
<b>Other Funds</b>	Consolidated Federal Program	1,395,768	1,519,600	8.87%
	Special Education Federal Grant Expenditures	580,337	625,694	7.82%
	Medicaid/MAC	183,907	198,315	7.83%
	Special Funds	60,165	60,165	0.00%
	<b>Total Expenditures</b>	<b>39,969,243</b>	<b>40,352,941</b>	<b>0.96%</b>
<b>Separately Warned Articles</b>	Special Article - Ed Reserve Fund	1,282,303	0	
	Special Article - Capital Reserve Fund	0	623,744	
<b>Revenues</b>	General Fund	4,784,896	5,179,060	8.24%
	Federal Grant Funds	1,976,105	2,145,294	8.56%
	Other Funds	183,907	198,315	7.83%
	Special Funds	60,165	60,165	0.00%
	<b>Total Revenues</b>	<b>7,005,073</b>	<b>7,582,833</b>	<b>8.25%</b>
	Prior Year Fund Balance	1,282,303	1,173,744	
<b>Total Local Education Spending</b>	Education Spending	32,964,170	32,770,107	-0.59%
	Equalized Pupils	1,746.74	1,730.52	-0.93%
	Education Spending/Equalized Pupil	18,871.82	18,936.57	0.34%

## **ADDISON CENTRAL SCHOOL DISTRICT**

### **REPORT OF THE BOARD CHAIR**

As our district continues to focus on meeting the needs of all students, our 2021–2022 school budget reflects the ongoing challenges we face with decreasing enrollment and increasing costs. Our work to stabilize our financial foundation remains critical, as it affords us the opportunity to meet our challenges head-on and provide the necessary services and resources to our entire learning community.

The ACSD 2021–2022 budget sees a decrease in education spending of 0.59% from the prior year. This brings our estimated per pupil spending to \$18,936.57, representing a 0.34% increase over the prior year. For the first time, the ACSD Board has decided to use reserve funds to bring our budget under the spending threshold. Included in general fund revenues is \$550,000 of unassigned reserve funds. Without use of these funds, ACSD's education spending per equalized pupil threshold would have been \$19,254.39, which exceeds the spending threshold by \$309 per pupil after exemptions. Unfortunately, such an overage would cause significant additional tax burdens on our community. While this use of fund balance provides a short-term solution, use of reserve funds in this capacity provides one-time revenue to address ongoing costs. We will need to remain focused on bringing our costs in line with available funding.

The ACSD Board is committed to providing an outstanding education to all students. We are also committed to doing so in a fiscally responsible manner. Our socio-economic diversity, our commitment to responsible leadership and our commitment to our community fuels both intentions. The Facilities Master Planning process of the past four years demonstrates the complexity of our challenges, but also the opportunity for sustainable solutions. The Board wants to thank our community members who have shared their perspectives, frustrations, and ideas. Civil discourse is at the root of our democracy and more important now, than ever. Please know, your inputs continue to inform our decisions as we move ahead, and we look forward to working together as we finalize the plan.

Our education system is the root of our strength as a state and as a local community. We encourage you to voice your concerns not only locally, but at the state level as well. No one institution can solve the challenges we face. Health care costs, increasing tax burdens, declining populations are foundational issues that must be addressed at national and state levels. Your voice matters, and we are committed to working together to be part of the solution.

This past year, we have once again demonstrated our strength. Efforts from our community partners who have helped us deal with the unfathomable challenges caused by the pandemic, our educators, service providers and support staff who have had to re-engineer classroom instruction and find new ways to support the development of our children, and our families and friends who have had to deal with profound pressures and uncertainty, each done so with determination and purpose. For this, and so much more, the Board thanks you for your commitment to education and for providing hope as we move forward.

Mary Cullinane, Board Chair  
Addison Central School District

### **REPORT OF THE SUPERINTENDENT**

The conditions within which we have built the FY22 budget have been unprecedented, both regarding the impact of the pandemic and the fiscal challenges we face as a community. This is our first unified budget that exceeds the excess spending threshold, and much of our work on this FY22 budget has been focused on stabilizing resources and looking at ways to meet the challenges ahead as we expect our yearly staffing and health care costs to outpace increases in the threshold. The objective with this budget has been to maintain vital services and provide time to consider how we face the fiscal challenges in FY23 and beyond. We expect much work at the state and federal levels focused on recovery and education funding over the next year to address fiscal challenges brought on by the pandemic.

This budget represents the culmination of work that began many years ago, with our initial study of creating a 6-8th grade middle school. Over the last 18 months, MUMS teams and staff have been looking at all facets of this change, including how to maintain key aspects of what makes MUMS such a strong experience for students. Throughout this process, we have remained firm in our belief that we will see consistent student enrollment numbers after a steady decline over the last 10 years. We are excited to welcome our 6th grade students to a three-year experience at MUMS that will provide them with access to all of the great opportunities of the middle school experience.

We couldn't have gotten through this year without the support of our community. Meeting the challenges of this budget - and the challenges we'll face in the future - will continue to require the commitment to our students and their success that we've always carried in supporting our schools and each other. Thank you for being an active part of the ACSD community.

Sincerely,  
Peter Burrows,  
Superintendent  
Addison Central School District

# Town Government List

## ELECTED OFFICIALS

<b>Moderator</b>	
Wayne Smith	March 2021
<b>Town Clerk</b>	
Susan Scott	March 2021
<b>Select Board</b>	
Paul Vaczy	March 2022
Pedie O'Brien	March 2021
Patrick Dunn	March 2022
Sheila Conroy	March 2021
Jonathan Blake	March 2023
<b>Delinquent Tax Collector</b>	
Mindy Goodrich	March 2021
<b>Listers</b>	
Kim Cunningham	March 2023
Dan Kuczynski	March 2021
Vacant	March 2022
<b>First Constable</b>	
Jeff McDonough	March 2021
<b>Town Agent</b>	
Margaret Eagan	March 2021
<b>Grand Juror</b>	
Tom Scanlon	March 2021
<b>Justices of the Peace</b>	
Jonathan Blake	Feb 2023
Sheila Conroy	Feb 2023
Tom Scanlon	Feb 2023
Kathryn Schloff	Feb 2023
Ken Tichacek	Feb 2023
Jeff McDonough	Feb 2023
Vacant	

## CURRENTLY SERVING APPOINTED OFFICIALS

<b>Treasurer</b>	
Brenda Burchard	July 2021
<b>Road Foreman</b>	
Willem Jaring	July 2021
<b>Zoning Administrator</b>	
Mark Wilch	Jan 2023
<b>Fire Warden</b>	
John Nuceder	June 2024
<b>Animal Control Officer</b>	
Carly Lehrer	
<b>Town Health Officer</b>	
Vacant	
<b>Tree Warden</b>	
Ron Hardt	March 2021
<b>Energy Coordinator</b>	
Barrie Bailey	March 2021
<b>Emergency Management Director</b>	
Tom Scanlon	March 2021
<b>Addison Co. Regional Planning Commission</b>	
Tom Scanlon	July 2021
Barrie Bailey	July 2021

## Currently Serving Appointed Officials continued

<b>BLSG Insect Control District</b>	
Paul Vaczy	
Jeff Schumann	
<b>Addison Co. Solid Waste Mgt. District</b>	
Pedie O'Brien	April 2021
Jonathan Blake (Alt)	April 2021
<b>E911 Coordinator</b>	
Susan Scott	
<b>Conservation Commission</b>	
Barb Karle	April 2021
Sue Staats	April 2021
Preston Turner	April 2021
Jim Andrews	April 2022
Heidi Willis	April 2022
Kip Andres	April 2022
Crispin Butler	April 2023
Barrie Bailey	April 2023
John Metcalfe	April 2023
<b>Cemetery Committee</b>	
John Nuceder	
Barb Andres	
John Beattie	
Henry Haskell	
Kathryn Schloff	
Duke Whitney	
<b>Planning Commission</b>	
Deb Brighton	April 2023
Ariell Slater	April 2023
John Hughes	April 2021
Morgan Cate	April 2022
Barrie Bailey - liaison for Energy Committee	
Vacant	
<b>Development Review Board</b>	
Dave Anderson	October 2023
Rose Gale	October 2021
Jeff McDonough	April 2022
Ken Tichacek	October 2022
Gretchen Cotell	March 2023
Vacant, DRB Clerk	
<b>Library Trustees</b>	
Peggy Cox	
Mary Beth Tichacek	
Barbara Andres	
Mary Burchard	
Gay Truax	
Alison Metcalfe	
Marcie Birmingham	
<b>Town Hall Renovation Committee</b>	
Glenn Andres	
Barbara Andres	
Mary Burchard	
Deb Brighton	
Kathy Dick	
Jim Eagan	
Margaret Eagan	
Becky Haydock	

Notes:

**Town of Salisbury**  
25 Schoolhouse Rd.  
PO Box 66  
Salisbury, VT 05769

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BULK RATE  
U.S. POSTAGE  
SALISBURY, VT  
05769  
PERMIT NO. 2

## CURRENT RESIDENT SALISBURY, VT 05769



### **Town Meeting - February 27, 2021; 2 PM by Zoom.**

To join this informational zoom Town Meeting,  
type this link

<https://us02web.zoom.us/j/86886519502?pwd=RkpFUHd3QURZYTRKZkVjY1BQKzUrQT09>  
into your browser or  
go to **www.townofsalisbury.org** for a hyperlink.

### **Australian Ballot Voting**

Tuesday, March 2, 2021  
7 AM to 7 PM  
Town Offices

\*\*\* If you do not wish to keep this report please recycle with the Town Clerk.\*\*\*

