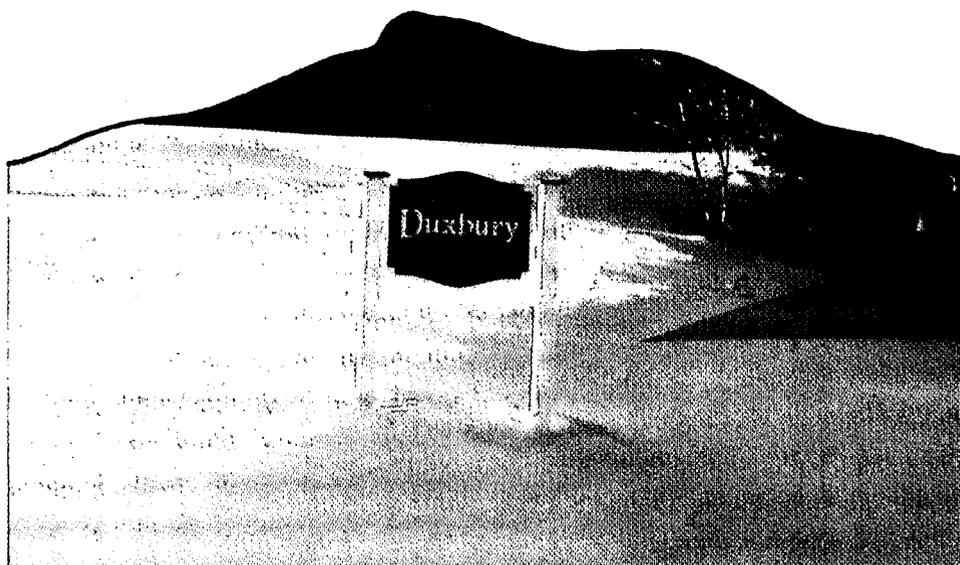


TOWN OF
DUXBURY, VERMONT

ANNUAL REPORT
OF THE
TOWN OFFICERS



**FOR THE YEAR ENDING
DECEMBER 31, 2003**

Please Bring This Book to Town Meeting -Tuesday, March 2, 2004

TOWN OF DUXBURY

3316 CROSSETT HILL ROAD
DUXBURY, VERMONT 05676
802-244-6660
802-244-5442 [FAX]
duxbury@madriver.com
www.duxburyvermont.org

Duxbury Town Clerk and Treasurer:	Ken Scott 244-6261
Duxbury Assistant Town Clerks:	Ed Patterson Stephanie Koonz
Duxbury Assistant Town Treasurer:	Erin Delphia

TOWN OFFICE HOURS:

Monday, 8 AM - 4 PM Wednesday, 10 AM - 6 PM
Tuesday, Thursday & Friday, 7:30 AM - 3:30 PM

TOWN GARAGE

3318 CROSSETT HILL ROAD
802-244-6135

David Quenneville, Road Foreman

CROSSETT BROOK MIDDLE SCHOOL

5672 Vt Rte. 100
Duxbury, VT 05676
244-6100

HARWOOD UNION HIGH SCHOOL

458 VT Rte. 100
South Duxbury, VT 05660
244-5186

THATCHER BROOK PRIMARY SCHOOL

47 Stowe Street
Waterbury, VT 05676
244-7195

Town Meeting lunch (\$6.00 per person) will be catered by Duxbury resident Jeff Larkin's Arvad's Pub and Grill.

Please bring a donation for the Waterbury Food Shelf.

DEDICATION



Barbara A. Morse

March 24, 1915 – December 16, 2003

Serving the Town of Duxbury as:

Treasurer, Auditor, Justice of the Peace, Assistant Town Clerk and,
as Duxbury's 22nd Town Clerk,

Town Clerk 1970-1986

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WARNING FOR ANNUAL MEETING OF THE TOWN OF DUXBURY AS A TOWN AND AS A TOWN SCHOOL DISTRICT

The inhabitants of the Town of Duxbury who are legal voters in said Town and Town School District are hereby notified and warned to meet at the Crossett Brook Middle School in the Town of Duxbury, Vermont, on Tuesday, March 2, 2004 at nine o'clock in the forenoon to act upon the following:

Article VIII, Article 8, Article 9, Article 10 and Article D1 will be voted on by Australian ballot during the hours of 7:00 AM through 7:00 PM at Crossett Brook Middle School.

1. To elect a Moderator to preside at the meetings of the Town and Town School District for the year ensuing.
2. Shall the voters of Duxbury continue to have a three-year term for the position of Town Clerk and if so, to elect a Town Clerk.
3. Shall the voters of Duxbury continue to have a three-year term for the position of Town Treasurer and if so, to elect a Town Treasurer.
4. To act upon the reports of the Town and Town School District officers.
5. To determine what action the Town and Town School District will take with respect to compensating their officers for the official services during the ensuing year.
6. To vote sums of money to pay the debts and current expenses of the Town and Town School District and to pay county taxes with same to be expressed in specific dollar amounts or as a rate of tax on the dollar of the Grand List and, if by specific dollar amounts, to authorize the Selectboard to set the necessary tax rate after the Grand List book has been completed and lodged in the office of the Town Clerk, and to vote a sum of money to increase the principal of the Town's Capital Reserve Fund, and to vote a sum of money to increase the principal of the Town's Tax Stabilization Fund.
7. To elect all other Town and Town School District officers required by law and to fill any other vacancies existing in Town and Town School Districts offices.
8. To determine if the Town will elect a second constable and if so, to elect.
9. To determine if the Town will elect a dog catcher and if so, to elect.
10. To determine what action the Town will take with reference to fixing the date of the tax warrant of real and personal property and to set the dates when taxes on such property shall become due and payable and to see whether the same shall be paid with or without discount and provide with regard to pay-

ment of interest on such taxes not paid when due.

11. To determine if the Town will have its current taxes paid to the Town Treasurer and its delinquent taxes paid to the Collector of Delinquent Taxes.
12. To determine if the Town of Duxbury will allow the use of a mechanical voting machine for elections and, if so, to expend the amount not to exceed \$3,000.00 for the set up of the machine.
13. To determine if the Town and Town School district will authorize the printing of names of delinquent taxpayers in the next annual Town Report and in every annual Town Report thereafter.
14. Shall the voters of the Town of Duxbury authorize the Selectboard to use surplus funds from the 2003 budget, not to exceed \$4,500.00, to be added to the current amount in the 2004 budget for tax mapping purposes.
15. Shall the voters of the Town of Duxbury authorize the Selectboard to take the fund balance in the "Old Duxbury School Escrow Fund" and place it in the Capital Reserve Fund.
16. Shall the voters of the Town of Duxbury authorize the Selectboard, for the future purchase of a pickup truck, to expend the amount not to exceed \$33,000.00 and to use funds from the Capital Reserve and/or bank note or municipal financing to finance the purchase.
17. To determine if the voters of Duxbury will expend the sum not to exceed \$1,000.00 for the Mad River Health Center.

The following Articles shall be voted by Australian ballot:

- VIII. Shall the voters of the Harwood Union High School District appropriate \$9,264,043 necessary for the support of its school for the fiscal year beginning July 1, 2004?
8. To vote by Australian Ballot whether to authorize the Board of Directors to expend a sum not to exceed \$415,000, subject to reduction from available state and/or federal construction grants and appropriations (estimated to be \$100,000) for replacement of the roofs on Thatcher Brook Primary School. The School District's bonded indebtedness for such purposes estimated to be \$315,000.
9. To vote by Australian Ballot whether to authorize the Board of Directors to deposit the June 30, 2003 unreserved General Fund Balance of \$3,170 to the Capitol Improvement Reserve Fund.
10. To vote by Australian Ballot whether to authorize the Board of Directors to expend a sum of \$6,799,741 for the support of the Waterbury-Duxbury School District #45 during the fiscal year which ends June 30, 2005.

D1. To determine if the Town will adopt certain amendments to the present Zoning Ordinance, which proposed amendments are on file for review at the Town Clerk's office. The amendments pertain to Planned Unit Development (PUD) design standards in the State Farm District which were inadvertently left out of the last approved Zoning Ordinance.

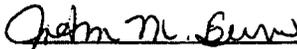
18. To do any other business that may legally come before the Meeting.

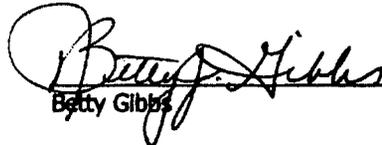
**WARNING FOR ANNUAL MEETING OF THE TOWN OF DUXBURY
AS A TOWN AND AS A TOWN SCHOOL DISTRICT, MARCH 2, 2004**

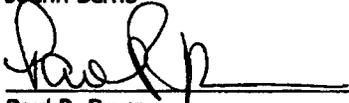
Signed at Duxbury, this 28th day of January, 2004:


Robert Magee, Chair

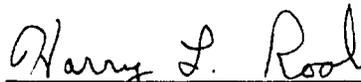
Joann Berno


Joann Berno


Betty Gibbs


Paul R. Brusa

Todd N. Seymour


Harry Rook


Jill Smith

Duxbury Selectboard

Duxbury School District Officers

Received for recording, and recorded this 28th day of January, 2004, and for posting as required by law.

ATTEST: 
Ken Scott, Town Clerk

MINUTES [CONDENSED] OF THE ANNUAL MEETING OF THE TOWN OF DUXBURY

AS A TOWN AND AS A TOWN SCHOOL DISTRICT
MARCH 4, 2003

- #1. To elect a Moderator to preside at the meeting of the Town and Town School District for the year ensuing.
Mark Morse was elected by voice vote.
- #2. To determine if the voters of Duxbury will authorize the salaries of Town Clerk/ Town Treasurer as set forth in Town Report for 2003 proposed budget.
The Town authorized the salaries of Town Clerk/ Town Treasurer by a vote of 75 to 25, 1 blank ballot.
- #3. To act upon the reports of the Town and Town School District officers.
It was noted that signatures do not appear on the Warning.
Correction: Page 16, paragraph 3: The School Tax Rate is not \$1.75 but \$1.67, if the Thatcher Brook School Bond vote passes there will be no tax until 2005, the Total Tax Rate [corrected] is anticipated to be \$2.19.

The reports, with corrections, were approved by voice vote.

- #4. To elect all Town and Town School District officers required by law and to fill any other vacancies existing in Town and Town School Districts offices.
Selectboard: 3-year Term:
Paul Brusa was nominated.
Harry Rook was nominated. Mr. Rook withdrew the nomination.
On a motion made and seconded, the Clerk was instructed to cast one ballot for Mr. Brusa.

Motion passed by voice vote and Mr. Brusa was elected.

1-year Term: Jill Smith was nominated.
Harry Rook was nominated.
The Poll of the Town:
108 ballots cast, 55 needed to elect.
Jill Smith received 76 votes.
Harry Rook received 30 votes.
Paul Brusa received 2 write-in votes.
Jill Smith was elected.

1-year Term: Ralph P. Davis was nominated.
Harry Rook was nominated.
The Poll of the Town:
108 ballots cast, 55 needed to elect.
Harry Rook received 72 votes.
Ralph P. Davis received 36 votes.

Harry Rook was elected.

Lister: 3-year Term
Fred Pratt was nominated.

On a motion made and seconded, the Clerk was instructed to cast one ballot for Mr. Pratt. Motion passed by voice vote and Mr. Pratt was elected. The Moderator raised a point of order, it being that as Mr. Pratt was not present at Town Meeting the Constable must inform Mr. Pratt of his election and report to the Town if Mr. Pratt accepts or rejects his election.

School Director to Waterbury-Duxbury School Union #45: 3-year Term
Suzanne Santarcangelo was nominated and she declined the nomination.
Jeff Larkin was nominated.

On a motion made and seconded, the Clerk was instructed to cast one ballot for Mr. Larkin. Motion passed by voice vote and Mr. Larkin was elected.

Duxbury School District Member: 3-year Term
Betty Gibbs was nominated.

On a motion made and seconded, the Clerk was instructed to cast one ballot for Ms. Gibbs. Motion passed by voice vote and Ms. Gibbs was elected.

Auditor: 3-year Term
Gloria Bedell was nominated.

On a motion made and seconded, the Clerk was instructed to cast one ballot for Mrs. Bedell. Motion passed by voice vote and Mrs. Bedell was elected.

Budget Committee: 5-year Term
Vicky Viens was nominated.

On a motion made and seconded, the Clerk was instructed to cast one ballot for Ms. Viens. Motion passed by voice vote and Ms. Viens was elected.

Cemetery Commission: 3-year Term
Brent Sargent was nominated.

On a motion made and seconded, the Clerk was instructed to cast one ballot for Mr. Sargent. Motion passed by voice vote and Mr. Sargent was elected. The Moderator noted again a point of order, it being that as Mr. Sargent was not present at Town Meeting the Constable must inform Mr. Sargent of his election and report to the Town if Mr. Sargent accepts or rejects his election.

Constable: 1-year Term
Henry Parro was nominated.

On a motion made and seconded, the Clerk was instructed to cast one ballot for Mr. Parro. Motion passed by voice vote and Mr. Parro was elected.

Delinquent Tax Collector: 1-year Term
Maureen Patterson was nominated.

On a motion made and seconded, the Clerk was instructed to cast one ballot for Mrs. Patterson. Motion passed by voice vote and Mrs. Patterson was elected.

Agent to Prosecute & Defend Suits: 1-year Term
Henry Parro was nominated.

On a motion made and seconded, the Clerk was instructed to cast one ballot for Mr. Parro. Motion passed by voice vote and Mr. Parro was elected.

Grand Juror: 1-year Term
Henry Parro was nominated.

On a motion made and seconded, the Clerk was instructed to cast one ballot

for Mr. Parro. Motion passed by voice vote and Mr. Parro was elected.

At this time, the Moderator acknowledged the presence at Town Meeting of Representatives Vincent and Dostis. The Town gave permission for Rep. Vincent and Rep. Dostis to address the Town. Following the Representative's address, the Moderator again clarified the law on electing persons who are not present at the Town Meeting by citing the appropriate Statute in V.S.A 17.

- #5. To determine if the Voters of the Town of Duxbury will sell the former Duxbury Elementary School and property located on Main Street in the Village District. [This Article was tabled, in 2002; to Town Meeting, 2003]

Motion made and seconded: To sell the Old Duxbury Elementary School and property with proceeds from the sale to assist in funding the Town's Capital Reserve Fund.

Motion to amend, seconded: To sell the Old Duxbury Elementary School and Property as is to a for-profit organization with proceeds from the sale to assist in funding the Town's Capital Reserve Fund.

This Amendment was approved by voice vote.

Motion to amend, seconded: To sell the Old Duxbury Elementary School and property to a legitimate tax-paying entity with proceeds from the sale to assist in funding the Town's Capital Reserve Fund.

This Amendment was approved by voice vote.

Motion to amend: To sell the Old Duxbury Elementary School, keeping the Property, except for .25 acre of land the School sits on, to a legitimate tax-paying entity with proceeds from the sale to assist in funding the Town's Capital Reserve Fund.

This motion was withdrawn by the motioneer.

At this time, 12:20 PM, a motion for Recess was approved. The Moderator recessed the Meeting until 1:30 PM. The Moderator called the Meeting to order promptly at 1:30 PM.

Motion made and seconded: To determine if the voters of the Town of Duxbury will sell the former Duxbury Elementary School and property located on Main Street in the Village District, as is, to a legitimate tax-paying entity, with the proceeds to assist in funding the Capital Reserve Budget.

This motion passed on a show of hands.

- #6. To vote sums of money to pay the debts and current expenses of the Town and Town School District and to pay county taxes with same to be expressed in specific dollar amounts or as rate of tax on the dollar of the Grand List and, if by specific dollar amounts, to authorize the Selectmen to set the necessary tax rate after the Grand List Book has been completed and lodged in the office of the Town Clerk, and, to vote a sum of money to increase the principal of the Town's Capital Reserve Fund.

Motion made and seconded:

To approve a budget of \$644,473.00 less anticipated revenue plus \$.09 to increase the principal of the Capital Reserve Fund.

This motion was approved by voice vote.

- #7. To determine if the voters of Duxbury will authorize the Selectboard to purchase a new dump truck not to exceed the amount of \$135,000.00 and use \$60,000.00 from "Capital Equipment Fund" with balance to be done by short term note.

This Article was approved by voice vote.

- #8. To determine if the voters of Duxbury will authorize the Selectboard to enter into an agreement with an architect for a design of a new town garage and expend the sum from the "Capital Building Fund" not to exceed \$5,000.00

This Article was approved by voice vote.

- #9. To determine what action the Town and Town School District will take with respect to compensating their officers for their official services during the ensuing year.

Compensation, as listed in the approved Budget, was approved by voice vote.

- #10. To determine what action the Town will take with reference to fixing the date of the tax warrant on real and personal property and to set the date when taxes on such property shall become due and payable and to see whether the same shall be paid with or without discount and provide with regard to payment of interest on such taxes not paid when due.

Motion made and seconded:

Taxes are due and payable on or before October 10, 2003 without discount and with a charge of 1% interest on such taxes not paid when due.

This motion was approved by voice vote.

- #11. To determine if the Town will have its current taxes paid to the Town Treasurer and its delinquent taxes paid to the Collector of Taxes.

By voice vote, the Town approved the payment of current taxes to the Town Treasurer and delinquent taxes paid to the Collector of Taxes.

- #12. Shall the voters of Duxbury vote to eliminate in its entirety the business personal property tax as described in Title 32, V.S.A., Section 3849.

Motion made and seconded:

To eliminate in its entirety the business personal property tax as described in Title 32, V.S.A., S. 3849 for the year 2003 and, further, to not bring this Article before the Town ever again.

This motion was approved by voice vote.

- #13. To determine if the Town will elect a second constable and if so, shall elect. Maureen Patterson was nominated.

On a motion made and seconded, the Clerk was instructed to cast one ballot for Mrs. Patterson.

Motion passed by voice vote and Mrs. Patterson was elected.

#14. To determine if the Town will elect a dog catcher and if so, shall elect.

Henry Parro was nominated.

On a motion made and seconded, the Clerk was instructed to cast one ballot for Mr. Parro.

Motion passed by voice vote and Mr. Parro was elected.

#15. To determine if the Town and Town School District will authorize the printing of names of delinquent taxpayers in the next Annual Town Report.

By voice vote, The Town authorized the printing of names of delinquent Taxpayers in the Annual Report, 2004.

#16. To determine if the voters of Duxbury will expend the sum not to exceed \$2,000.00 to install Welcome signs on Route 100 in Duxbury.

This Article was approved by voice vote.

#17. To determine if the voters of Duxbury will expend a sum not to exceed \$1,000.00 for the Mad River Health Center.

A motion to pass over this Article failed by show of hands.

This Article was approved by voice vote.

#18. Pursuant to 17 V.S.A., S. 2144b: Shall the Town of Duxbury authorize the Town Clerk to approve additions to the Voter Checklist?

By voice vote, the Town authorized the Town Clerk to approve additions to the Voter Checklist.

The Articles 19-26 will be voted upon by Australian Ballot:

#19. Article I: The Waterbury-Duxbury Union #45 Board of School Directors proposes to incur bonded indebtedness for the purpose of making primary school building and associated site improvements at an estimated total project cost of Eight Million Four Hundred Ninety Three Thousand Five Hundred Seventy five dollars (\$8,493,575). It is estimated that 6.3% of the project will not be eligible for state school construction aid under the Vermont State Board of Education formula for school construction. Therefore, the 6.3% of the project that is estimated to be ineligible under the formula shall be undertaken at 100% school district cost without state participation. The cost of the portion of the project which is ineligible under the formula is \$534,589.

Shall general obligation bonds of the Waterbury-Duxbury Union School District #45 in an amount not to exceed Eight Million Four Hundred Ninety Three Thousand Five Hundred Seventy five dollars (\$8,493,575), subject to reduction from state grants-in-aid (estimated to be \$2,387,696) be issued for the purpose of financing the cost of making these public school improvements including the construction of a school building addition, renovations and associated site work to the Thatcher Brook Primary School, such improvements estimated to cost Eight Million Four Hundred Ninety Three Thousand Five

Hundred Seventy Five dollars (\$8,493,575)?

[A commingled vote. Registered voters in Duxbury = 814]

Voting Yes = 753

Voting No = 956

- #20. Article 8: To vote by Australian Ballot whether to authorize the Board of Directors to expend a sum of \$6,539,589 for the support of the Waterbury-Duxbury School District #45 during the fiscal year which ends June 30, 2004.
[A commingled vote. Registered voters in Duxbury = 814]

Voting Yes = 1,015

Voting No = 723

- #21. Article VIII: Shall the voters of the Harwood Union High School District appropriate \$8,711,446 necessary for the support of its school for the fiscal year beginning July 1, 2003?

[A commingled vote. Registered voters in Duxbury = 814]

Voting Yes = 1,778

Voting No = 1,386

- #22. Article IX: Shall the voters of the Harwood Union High School district authorize the expenditure of \$40,000 to be raised by taxes for repair for the roof over the high school area?

[A commingled vote. Registered voters in Duxbury = 814]

Voting Yes = 2,173

Voting No = 987

- #23. Article X: Shall the voters of the Harwood Union High School District the expenditure of \$21,000 to be raised by taxes for renovations to the Family and Consumer Sciences area?

[A commingled vote. Registered voters in Duxbury = 814]

Voting Yes = 1,305

Voting No = 1,822

- #24. Article XI: Shall the voters of the Harwood Union High School District authorize the appropriation of \$35,000 for Technology Reserve, which sum shall be raised by taxes?

[A commingled vote. Registered voters in Duxbury = 814]

Voting Yes = 1,396

Voting No = 1,732

- #25. Article XII: Shall the voters of the Harwood Union High School District authorize the appropriation of \$10,000 for the Equipment Reserve, which sum shall be raised by taxes?

[A commingled vote. Registered voters in Duxbury = 814]

Voting Yes = 1,430

Voting No = 1,693

- #26. To determine if the Town will adopt certain amendments to its present Zoning Ordinance, which proposed amendments are on file for inspection at the Town Clerk's Office?

342 Ballots cast.

Voting Yes = 162

Voting No = 132 Blank Ballots = 48

- #27. To do any other business that may legally come before the meeting.

A. A concern was voiced that, in planning for a new Town Garage, the area

- around the Garage and Town Office be made more pleasing to the eye.
- B. A question was raised regarding the Town of Duxbury Corporate Account, listed on page 24.
 - C. A round of applause was given for the hard work of the Town Officers.
 - D. A round of applause was given for the hard work of the Town road crew.
 - E. A call was made for a 3-way Stop sign at the intersection of River Road and The Winooski Street Bridge.
 - F. Monica Callan spoke about her plan for an Arts Center on the State Farm property.

At 2:40 PM, the Moderator recessed the Meeting until 7:00 PM at which time the Polls will close and ballots will be counted.

Dated at Duxbury, Vermont, this 6th day of March, 2003.

Town Meeting Minutes [Condensed], for March 4, 2003 approved on March 12, 2003:

Duxbury Selectboard:

_____ /LS	_____ /LS
Robert Magee, Chairman	Joann Berno
_____ /LS	_____ /LS
Paul Brusa	Harry Rook
_____ /LS	
Jill Smith	

Town Meeting Minutes
March 4, 2003

Received for recording and recorded this 12th day of March, 2003, and recorded in the Duxbury Town Records Book, Page 412, on March 12, 2003.

Attest: _____ /LS
Ken Scott, Town Clerk

TOWN OFFICERS - ELECTED

MODERATOR Mark Morse term expires 2004
TOWN CLERK Ken Scott term expires 2004
TOWN TREASURER Ken Scott term expires 2004

SELECTBOARD

Bob Magee term expires 2004
Joann Berno term expires 2005
Paul Brusa term expires 2006
Harry Rook term expires 2004
Jill Smith term expires 2004

LISTERS

Jeff Isham term expires 2005
Fred Pratt term expires 2006
Ted Shedd term expires 2004

WATERBURY-DUXBURY SCHOOL DISTRICT #45

Joann Berno term expires 2004
Betty Gibbs term expires 2006
Todd Seymour term expires 2005
Bob Magee (at-large) term expires 2005

SCHOOL DIRECTOR TO HARWOOD UNION

Joseph Greenwald term expires 2005

AUDITORS

Gloria Bedell term expires 2006
Elaine Isham term expires 2005
Scott Woodard term expires 2004

BUDGET COMMITTEE

Jeff Isham term expires 2007
Cris Cote term expires 2006
Lawrence Dickson term expires 2004
E. Bruce Nelson term expires 2006
Vicky Viens term expires 2005

CEMETERY COMMISSIONERS

Stephanie Koonz term expires 2004
Myra Perry term expires 2005
Brent Sargent (resigned in January, 2004)

1st CONSTABLE & DOG CATCHER

Henry Parro term expires 2004

DELINQUENT TAX COLLECTOR & 2nd CONSTABLE

Maureen Patterson term expires 2004

AGENT TO PROSECUTE & DEFEND SUITS/GRAND JUROR

Henry Parro term expires 2004

DUXBURY PARKING AND ABANDONING PROPERTY ORDINANCE

At the regular meeting of the Selectboard of the Town of Duxbury, Vermont held on the 8th day of October, 2001, upon motion duly made and seconded, the following ordinance pertaining to the parking of motor vehicles and/or abandonment thereof within said Town was unanimously adopted:

Section 1. DEFINITIONS:

- A. The term "motor vehicle" as used in this Ordinance shall mean all vehicles propelled by motor power regardless of where registered or unregistered or parts thereof, except road construction and maintenance equipment owned or leased by the Town of Duxbury, Vermont, other authorized emergency vehicles and vehicles for running only upon rails and tracks.
- B. The term or phrase "other materials, parts of other motor vehicles, objects of any type or description" shall mean any and all other object or thing of whatever description stored, abandoned or left within any legal rights of way with the town of Duxbury, Vermont whether the same be town highways, trails or other town rights of way regardless of the degree of maintenance, if any, done thereon by the Town of Duxbury, Vermont.

Section 2. REGULATIONS, POWERS, TOWING AWAY AND PENALTIES:

- A. No person shall park or cause to be parked or leave unattended any motor vehicle at any time on any town highway, right of way, or street in the Town of Duxbury, Vermont. No person shall leave or abandon any other materials, parts of motor vehicles, or other objects of any type or description within the legal right of way limits of all town highways, streets, road, rights of way and trails, regardless of the degree of maintenance, if any, done thereon by the town of Duxbury, Vermont.
- B. The highway foreman may cause any motor vehicle parked in violation of this ordinance to be towed away, upon notification of the Selectboard Chair or his/her designee, at the sole expense of the owner of said motor vehicle and said owner shall pay the expenses for towing charges and storage fees of said motor vehicle.

Subject to provision of 24 V.S.A., C. 59, this Ordinance shall become effective on December 8, 2001.

TOWN CLERK/TREASURER REPORT

I am extremely pleased to announce that for the third year in a row the Town of Duxbury closed the financial books on January 15, 2004 with a significant surplus in non-tax revenues. A surplus of \$106,191.21 to be exact.

This equals, roughly, a savings for this year of \$.15 on the tax dollar. You will see how this factors in the budget on the last page of the 2004 Budget. It also means that if the Budget is passed, as is, the Town Tax Rate will be \$.42 as opposed to last year's Rate of \$.52.

2004 is an Election year and new Federal Election laws are now in place that change the way election procedures will be handled across the country. One of the new laws requires all polling places (Duxbury has only one polling place) to have a voting machine available for the blind and others with disabilities. Although this law does not require full compliance across the country until Spring, 2006, many towns in Vermont are already in compliance and I believe it is time for Duxbury to consider acting on this matter.

The voting machine is not just for those with a disability. You will still make your mark on a paper ballot but the voting machine scans the ballots and tallies the vote "on the spot". One bonus is not having to stay hours after the polls close to count ballots. You will see the Article regarding this issue.

2003 was a busy year in the Clerk's office. As an example, Land record recording beginning in January started in Book 86 on page 304 and ended in Book 90 on page 350 for an all-time high number, in the history of Duxbury, of Land record pages recorded for a year- 2,234 pages.

2004 is shaping up to be another busy year as Warranty Deeds, Mortgage Deeds, Zoning Permits, Births, Deaths, Burials, Marriages and Civil Union licenses will continue to come through the door while the Office continues planning for and executing three major election events and assisting those who come to the office for records research.

As always, if you have any questions, please call the Town Office. Town Office hours are listed on the inside front cover. I look forward to being of assistance.

Ken Scott, Town Clerk/Treasurer

SELECTBOARD REPORT FOR THE 2004 TOWN MEETING

To start this report, I will begin with the Old Duxbury School. Last Town Meeting was no different than the previous year. There was much discussion about it but in the end the decision of the voters was to sell it. The history of what to do with this building goes back to when Waterbury and Duxbury merged to create U-45 School district. In 1997 the town took over the old school. From that point in that summer there was a committee that was appointed by the Board to come up with ideas on the future of the old school. In 1998 the committee received grants to conduct a feasibility study on structure soundness, maintenance costs, renovation costs and what could be put in the school and not impact the town. The committee hired Keefe and Wesner for the structural analysis and Janson Design for the feasibility study. The outcome was that the building was sound but had Labor and Industry, and ADA, issues. Since 1998 there has been daycares using the building. Currently the Children's Center has been renting the building. In the spring of 2002 a committee was formed to prepare on whether or not to sell the school. In April of 2003 Board member Jill Smith was the liaison of the board to work on the final draft of the bid document. In late fall the Board received four proposals. After several meetings with the potential buyers the Board voted 5-0 to accept resident Doug Boyden as the new owner of the old school. The Board's feeling was that he had the best plan and backing to improve the old school and not impact the town. His intent is to multi-purpose the building such as keeping the daycare and to renovate the upstairs for one-bedroom apartments.

At Town Meeting 2003 the voters authorized the Board to come back to Town Meeting 2004 with a design for a new town garage. The Board's position was to build it near the site of the old garage. But in September our engineer and the State's Agency of Natural Resources engineer found that not one inch would perk at the current site and they also had concerns about any expansion of the Town Office as well. So the next step was the gravel pit site. There is a site at the pit that is out of our gravel area and at the time of testing the state signed off and approved it as well.

There are many parts to get together for this project. Utility costs will be a factor and also the size of the building. Conceptual plans and the cost of this building will be on hand at Town Meeting. We will be working on this project right up to Town meeting. If any problem comes up that we will not have the "total plan" together, the Board will wait and present it at a special meeting.

The Board entered into an agreement with Marcon, Inc. to inventory all culverts and roads in Duxbury. What this means is that they will map by FPS, will put all information on disk and will give recommendations on any drainage and road upgrades. By doing this it will us to be FEMA compliant and will allow us to get grants from the state at better matching fund rates when it comes to future projects such as paving, bridges and upgrading roads. This year we will write for grants

but will not bid out any project until inventory is completed.

The highway crew has completed several projects on the Camels Hump and Scrabble Hill Roads. The long awaited widening of upper Scrabble Hill is complete and the bank stabilization and guardrails at the intersection of Scrabble and Camels Hump is also completed. On the lower section of Scrabble hill there is still a problem with erosion issues. The widening of this and guardrails is on hold until we can resolve this on-going problem. Some signage and guardrails has been done throughout town and more is to be done in this year's projects. There is still an "old list of projects" to be finished from the last couple of years and we are in hopes to have them completed this year. Any new plans will be discussed in our April Select-board meeting.

The Board has been contracting with the Washington County Sheriff's Department to deal with speeders on Rt. 100 and Main Street. We have in plan for this year to have an ordinance so that we can recoup some of the ticket receipts. Our main concern is the Crossett Brook Middle School area where students are crossing and cars entering. If you are traveling this area, please observe the speed limit.

We would like the residents to know that our road person, Scott "Woody" Woodard, has been activated to serve in Iraq. His last day was January 2nd. He has been with the town for two years. Scott could be gone for up to 18 months. We wish him well and a safe return. During his leave we have hired Ron Kerin to fill the position until Scott's return. Ron comes from the Town of Stowe and is an experienced person when it comes to highway equipment and the routine.

To complete this report I have been asked by the Board to express our concern about the Harwood budget. At our January 12th Board meeting our Harwood representative explained the proposed budget for Harwood. The Board once again is questioning the continuation of high increases, teacher to student ratio and the cutting Tech classes. What really disturbed this Board is the \$65,000 addition to the athletic budget, which is \$30,000 for a trainer for sports. We feel this is bad timing once again. Act 68 and increased enrollment will impact our taxes. Why is it that U-45 and the Selectboard have for the past several years controlled their budgets? Why can't Harwood? It seems what our Duxbury representative indicates is he has heard nothing from the public when it comes to input on the Harwood budget. I can tell you he got the message at the January meeting. This board is not telling you how to vote, but just remember when you get your tax bill.

As always, on behalf of the Selectboard, we hope to see you Town Meeting Day, Tuesday, March 2, 2004.

Bob Magee, Selectboard Chair

TREASURER'S REPORT

General Fund Account

Balance, January 1, 2003 \$83,378.11

RECEIPTS

State of Vermont	\$57,596.70
Miscellaneous	\$394.51
Dog Licenses	\$955.50
Recording Fees	\$18,924.65
Property Taxes	\$1,440,912.94
Land Use	\$8,533.00
Delinquent Taxes	\$64,123.02
Interest Income	\$1,781.71
Short Term Loan	\$175,000.00
Central VT Railroad Tax	\$426.24
DRB Hearing Fees	\$1,851.00
State of VT Forestry	\$27,973.00
Marriage & Civil Union License Fees	\$2,663.42
Grading & Culverts	\$350.00

TOTAL RECEIPTS \$1,884,863.80

DISBURSEMENTS

Highway Maintenance Orders	\$459,795.97
General Fund Orders	\$132,486.62
School Districts	\$1,122,430.00
To Capital Reserve Fund	\$63,959.00

TOTAL DISBURSEMENTS \$1,778,671.59

Balance, January 1, 2004 \$106,192.21

less rounding figure -1.00

FINAL BALANCE, JANUARY 1, 2004 106,191.21

TREASURER'S REPORT: GRAND LIST & TAXES

2003 GRAND LIST

Education Grand List	\$ 712,116.92	
School District Tax Request	1,122,430.00	
State School Tax Rate	1.18	Total Tax Rate of
Local School Tax Rate	.40	\$2.10
Municipal Grand List	711,639.92	
Town Highway and General Tax Request	305,198.00	
Town Highway and General Tax Rate	.52	

2002 GRAND LIST

Education Grand List	\$ 695,435.46	
School District Tax Request	1,127,925.00	
State School Tax Rate	1.10	Total Tax Rate of
Local School Tax Rate	.52	\$2.125
Municipal Grand List	694,810.68	
Town Highway and General Tax Request	286,840.00	
Town Highway and General Tax Rate	.505	

2001 GRAND LIST

Education Grand List	\$ 681,430.07	
School District Tax Request	1,085,510.00	
State School Tax Rate	1.07	Total Tax Rate of
Local School Tax Rate	.53	\$ 2.30
Municipal Grand List	680,821.07	
Town Highway and General Tax Request	476,575.00	
Town Highway and General Tax Rate	.70	

2000 GRAND LIST

Education Grand List	\$ 673,800.07	
School District Tax Request	1,265,821.00	
State School Tax Rate	1.11	Total Tax Rate of
Local School Tax Rate	.77	\$ 2.49
Municipal Grand List	673,175.07	
Town Highway and General Tax Request	407,180.00	
Town Highway and General Tax Rate	.61	

1999 GRAND LIST

Education Grand List	\$ 626,343.83	
School District Tax Request	1,093,491.00	
State School Tax Rate	1.17	Total Tax Rate of
Local School Tax Rate	.58	\$ 2.33
Municipal Grand List	625,515.83	
Town Highway and General Tax Request	359,625.00	
Town Highway and General Tax Rate	.58	

DELINQUENT TAXES, 2003
AS OF DECEMBER 31, 2003

Kurt & Kym Andrews	\$ 2,095.57
Mark Cassell	88.58
Sue Ann Coffin	1,202.43
James Davis	2,109.56
Darcy R. Dolan	1,766.90
Helena Dunbar	930.07
Peter & Stephanie Edris	610.72
Jennifer Grace	1,045.18
Kris F. & Nancy Grout	1,995.34
Jeffrey & Elaine Isham	777.00
Kirk Lewis	333.33
Nelson & Bonnie Lyford	1,361.30
Montana A. Martin	2,389.93
Diane Miniagi	1,079.25
Debra Morehouse	1,738.93
Robert & Barbara Moulton	2,291.37
Charlene Peirce	2,132.87
John Porter	3,205.13
Lincoln Robtoy	531.47
David Siegel	2,517.48
Brian Touchette	1,025.64
Vee Jay Realty, Inc.	2,983.68
Michael S. Wheaton	1,615.38
Scott Whitaker & Robin Heath	67.60
TOTAL	\$ 35,894.69

2003 DOG LICENSES

# of tags		License fee	Total
46	Neutered Males	@\$5.00	\$ 230.00
50	Spayed Females	@\$5.00	250.00
15	Neutered Males (Late)	@\$7.50	112.50
10	Spayed Females (Late)	@\$7.50	75.00
7	Non-Neutered Males	@\$9.00	63.00
19	Non-Spayed Females	@\$9.00	171.00
1	Non-Spayed Males (Late)	@13.50	13.50
3	Non-Spayed Females (Late)	@13.50	40.50

TOTAL

Total Tags sold = 150 \$955.50

EXPENSES:

Payment to State of Vermont \$ 150.00

NET INCOME

\$ 805.50

Dog Tags for 2004 are available: All dogs 6 months of age or older must be licensed by APRIL 1st of each year to avoid late fee(s).

Rabies vaccinations are required every 24 months for dogs two or more years of age or within the preceding 12 months for dogs less than two years of age. You must have a current rabies certificate and proof of your dog being spayed or neutered.

New and renewed licenses may be obtained at the Town Office during regular business hours. If you wish to renew your license by mail, please enclose a copy of the rabies certification (if needed) and a self-addressed envelope with \$.60 return postage and a check, made payable to "Town of Duxbury", for the appropriate license fee shown above.

BUDGET WORKSHEET FOR 2004

Account	Proposed 2003	Actual 2003	Proposed 2004
100 HIGHWAYS			
110 Roads			
111 Sand & Gravel	25,000.00	19,909.65	25,000.00
112 Blasting	0.00	0.00	5,000.00
113 Salt	6,000.00	2,322.25	4,000.00
114 Chloride	14,000.00	13,320.00	14,000.00
115 Culverts	6,000.00	6,099.30	5,000.00
116 Rails & Signs	8,000.00	6,072.34	7,000.00
117 Subcontracts	6,000.00	5,464.75	5,000.00
118 Mud Season	0.00	0.00	0.00
119 Rentals	5,000.00	434.25	5,000.00
119-1 Road Recon.	10,000.00	8,386.50	10,000.00
199B E-911 System	100.00	0.00	100.00
TOTAL: 100	80,100.00	62,009.04	80,100.00
120 EQUIPMENT			
121 Fuel	15,000.00	15,850.95	15,000.00
122 Lube	2,000.00	812.64	1,500.00
123 Maint. Parts	32,000.00	36,164.57	25,000.00
125 Tires	4,000.00	3,101.00	4,000.00
126 Subcontract	1,500.00	549.00	1,500.00
127 Tools	2,700.00	1,661.38	2,700.00
128 Radios	1,700.00	1,854.40	1,700.00
TOTAL: 120	58,900.00	59,993.94	51,400.00
130 GARAGE			
131 Electricity	1,100.00	968.18	1,100.00
132 Heat	3,300.00	5,222.80	4,500.00
133 Telephone	950.00	1,388.85	1,000.00
134 Maintenance	500.00	1,158.98	750.00
135 Shed Equipmt.	1,000.00	134.86	500.00
136 Water	500.00	455.00	500.00
137 Gravel Pit	1,500.00	0.00	1,500.00
138 Waste Disposal	775.00	783.30	800.00
TOTAL: 130	9,625.00	10,111.97	10,650.00

Account	Proposed 2003	Actual 2003	Proposed 2004
140 ROAD CREW			
141-A Road Foreman	67,728.00	66,977.88	36,296.00
141-B Road Crew			32,528.00
142 Overtime	6,000.00	5,949.07	6,000.00
143 FICA	5,250.00	5,834.50	5,800.00
144 Wkman's Comp	4,000.00	6,352.00	7,300.00
145 Health/Dental	16,000.00	15,006.79	20,660.00
146 Retirement	3,100.00	2,751.03	3,300.00
147 Unemploymt.	425.00	587.91	425.00
148 Temp. Help	4,500.00	2,835.02	3,500.00
149 Uniforms	1,500.00	1,974.94	1,700.00
149A Sem & Misc.	500.00	89.56	500.00
New Truck expense		3,500.26	
TOTAL: 140	109,003.00	111,858.96	118,009.00
GRAND TOTAL: Highway/Garage			
100-140 Series	257,628.00	243,973.91	260,159.00
150 Financial			
151 Insurance	12,500.00	11,655.00	12,500.00
154 Equip. Notes	0.00	0.00	18,335.17
157 Gravel Pit Note	26,050.00	25,218.26	26,218.25
158 S-Term Note	175,000.00	175,000.00	0.00
241 Insurance Bond	4,000.00	949.00	1,100.00
243 Loan Interest	3,100.00	3,000.40	500.00
TOTAL: 150	220,650.00	215,822.66	58,653.42
GRAND TOTAL:			
100-150 Series		459,796.57	318,812.42

Account	Proposed 2003	Actual 2003	Proposed 2004
210 Clerk/Treas.			
211 Town Clerk	15,125.00	15,124.48	27,500.00
212 Town Treas.	15,124.00	15,124.48	4,686.00
213 FICA	2,460.00	2,197.52	2,460.00
215 Seminars	200.00	205.00	300.00
216 Health/Dental	3,875.00	3,558.39	4,600.00
217 Retirement	775.00	1,209.96	1,230.00
218 Admin Asst.	6,000.00	3,645.10	5,000.00
219 FICA	500.00	278.86	400.00
TOTAL: 210	44,059.00	41,343.79	46,176.00
220 B&G/Office			
221 Electricity	800.00	631.03	800.00
222 Heat	600.00	722.60	600.00
222A Water	500.00	455.00	500.00
223 Telephone	1,800.00	1,557.35	1,600.00
224 Maintenance	1,200.00	1,196.92	1,200.00
225 Equip. Repair	250.00	0.00	250.00
225A Equip. Lease	2,750.00	2,788.51	2,750.00
TOTAL: 220	7,900.00	7,351.41	7,700.00
230 Gen. Clerical			
231 Supplies	2,200.00	2,253.77	2,200.00
232 Legal Notices	1,000.00	251.84	500.00
234 Miscellaneous	250.00	262.48	300.00
235 Postage	1,800.00	1,687.00	1,800.00
236 Record/Restore	2,000.00	2,613.49	2,100.00
237 Office Equip.	500.00	100.00	250.00
238 Hard/Software	750.00	617.20	750.00
239 Comp. Support	1,000.00	1,317.00	1,000.00
239A Web Support	50.00	50.00	1,000.00
TOTAL: 230	9,550.00	9,152.78	9,900.00
GRAND TOTAL CLERK/TREAS.	61,509.00	57,847.98	63,776.00

Account	Proposed 2003	Actual 2003	Proposed 2004
310 Town Officers			
311 Selectpersons	3,500.00	3,500.00	3,500.00
312 SBoard Expense	350.00	338.49	350.00
313 Legal Services	21,000.00	2,862.09	10,000.00
314 Plan. Comm.	1,000.00	543.29	1,000.00
315 Dev.Rev.Bd.	250.00	89.98	250.00
315A DRB Assist.	6,000.00	1,154.20	4,000.00
315B Zoning Admin	0.00	0.00	0.00
315C FICA	465.00	181.28	465.00
316 Seminars	450.00	350.00	600.00
321 Listers	5,000.00	4,585.00	5,000.00
322 Listers School	125.00	0.00	125.00
323 Reappraisal	2,500.00	2,500.00	2,500.00
324 Tax Adjustmt	500.00	0.00	500.00
325 Tax Mapping	4,500.00	0.00	4,500.00
331 Auditors	0.00	0.00	0.00
332 Moderator	100.00	100.00	100.00
333 Ballot Clerks	1,200.00	485.54	1,200.00
334 BCA	250.00	40.00	250.00
341 FICA	400.00	229.50	400.00
342 Town Reports	3,100.00	3,135.00	3,725.00
343 Postage (800)	200.00	168.47	220.00
344 Records Audit	1,575.00	1,575.00	1,600.00
347 Town Plan Exp	0.00	0.00	0.00
TOTAL			
300 SERIES	52,465.00	21,837.84	40,285.00

REVIEW OF BUDGET AREAS

100 thru 300:

100 Series	478,278.00	459,796.57	318,812.42
200 Series	61,509.00	57,847.98	63,776.00
300 Series	52,465.00	21,837.84	40,285.00
TOTAL	592,252.00	539,482.39	422,873.42

Account	Proposed 2003	Actual 2003	Proposed 2004
400 Local & Regional Expenses			
Local:			
411 Fire Protection	32,000.00	30,730.00	32,000.00
413 Wtby Library	2,100.00	2,100.00	2,300.00
414 Recreation	500.00	0.00	500.00
415 Cemetery Comm	1,000.00	1,000.00	2,300.00
416 Dog Pound	500.00	232.00	500.00
Regional:			
421 County Tax	10,000.00	8,758.00	8,420.00
422 MRSWA	2,260.00	2,255.75	2,260.00
423 VLCT	1,115.00	1,114.00	1,206.00
427 CVT Reg. Plan.	1,096.00	1,095.65	1,096.00
Town Charitable Giving:			
424 CVT Comm Ac	100.00	100.00	50.00
425 CVT Aging	50.00	50.00	50.00
426 CVT HH & H	1,200.00	1,200.00	1,200.00
429 Amer. Legion	150.00	150.00	150.00
430 VT Green Up	100.00	100.00	100.00
432 Batt'd Women	100.00	100.00	100.00
434 Wtby Sen. Cit.	500.00	500.00	500.00
435 Wtby Fd Shelf	250.00	250.00	400.00
436 Wash. Co. Yth	100.00	100.00	100.00
437 People Health	75.00	75.00	75.00
439 VT Vet Chapel	100.00	100.00	100.00
441 Onion Riv Art	50.00	50.00	50.00
445 NVt RC & DC	50.00	50.00	50.00
444 Children's Room	150.00	150.00	0.00
446 MadRivHealth	1,000.00	1,000.00	0.00
447 Bike Rodeo	75.00	75.00	75.00
TOTAL 400-443	54,621.00	51,335.40	53,582.00
SUMMARY:			
100-300 Series	592,252.00	539,482.39	422,873.42
400 Series	54,621.00	51,335.40	53,582.00
GENERAL FUND			
GRAND TOTAL	646,873.00	590,817.79	476,455.42

ANTICIPATED REVENUE: 2003

	Proposed 2003	Actual 2003	Proposed 2004
State of Vermont	50,000.00	57,596.20	50,000.00
Miscellaneous	200.00	394.51	200.00
Dog Licenses	1,000.00	955.50	1,000.00
Recording/Copy Fee	8,000.00	18,924.65	8,000.00
Property Tax	0.00	1,440,912.94	0.00
Land Use	9,000.00	8,533.00	9,000.00
Delinquent Taxes	0.00	64,123.02	0.00
Advanced Taxes	0.00	0.00	0.00
Interest: Gfund	3,200.00	1,781.21	1,600.00
Cent. VT RR Tax	300.00	426.24	400.00
DRB Hearing Fee	0.00	300.00	0.00
St.of VT Forestry	11,000.00	27,973.00	10,000.00
Marriage/C.U. Fees	400.00	2,663.42	400.00
Grading/Culverts	0.00	350.00	0.00
Gen. Fund Chk Acct	83,375.00	83,378.11	106,191.21
Zoning/DRB Fees	0.00	1,551.00	1,500.00
Short Term Loan	175,000.00	175,000.00	0.00
Restore Records	800.00	0.00	0.00
TOTALS	342,275.00	1,884,862.80	188,337.36
TOTAL 2004 Budget for Town of Duxbury			422,873.42
Less 2004 Anticipated Revenue			-188,337.36
TOTAL REQUIRED from Taxes to balance Budget			234,536.06
\$.01 = \$7,100: Antic. Town Tax Rate, 2004 [cents]			33.03
plus Capital Reserve Fund [projected]			9.00
TOTAL ANTICIPATED TOWN TAX RATE, 2004 [IN CENTS]:			42.03

**Duxbury Town Offices
3316 Crossett Hill
Duxbury, Vermont 05676**

**PRESORT
STANDARD
U.S. POSTAGE
PAID
WATERBURY, VT
PERMIT NO. 21**

ANTICIPATED REVENUE: 2003

	Proposed 2003	Actual 2003	Proposed 2004
State of Vermont	50,000.00	57,596.20	50,000.00
Miscellaneous	200.00	394.51	200.00
Dog Licenses	1,000.00	955.50	1,000.00
Recording/Copy Fee	8,000.00	18,924.65	8,000.00
Property Tax	0.00	1,440,912.94	0.00
Land Use	9,000.00	8,533.00	9,000.00
Delinquent Taxes	0.00	64,123.02	0.00
Advanced Taxes	0.00	0.00	0.00
Interest: Gfund	3,200.00	1,781.21	1,600.00
Cent. VT RR Tax	300.00	426.24	400.00
DRB Hearing Fee	0.00	300.00	0.00
St.of VT Forestry	11,000.00	27,973.00	10,000.00
Marriage/C.U. Fees	400.00	2,663.42	400.00
Grading/Culverts	0.00	350.00	0.00
Gen. Fund Chk Acct	83,375.00	83,378.11	106,191.21
Zoning/DRB Fees	0.00	1,551.00	1,500.00
Short Term Loan	175,000.00	175,000.00	0.00
Restore Records	800.00	0.00	0.00
TOTALS	342,275.00	1,884,862.80	188,337.36
TOTAL 2004 Budget for Town of Duxbury			476,455.42
Less 2004 Anticipated Revenue			-188,337.36
TOTAL REQUIRED from Taxes to balance Budget			288,118.06
\$.01 = \$7,100: Antic. Town Tax Rate, 2004 [cents]			40.58
plus Capital Reserve Fund [projected]			9.00
TOTAL ANTICIPATED TOWN TAX RATE, 2004 [IN CENTS]:			49.58

*Please replace page 28
of your Town Report
with this new page.*

Thanks.

SPECIAL FUNDS & ESCROW ACCOUNTS

CAPITAL RESERVE FUND

Fund Balance, January 1, 2003 (re-audited)	\$228,356.64
Interest earned in 2003:	2,101.16
Deposit, as voted, Town Meeting, 2003:	63,959.00
Proceeds of Long-Term Debt	51,892.00
Disbursements: Purchase of Truck	-111,892.00
Fund Balance, January 1, 2004	\$246,997.87

REAPPRAISAL ACCOUNT

Fund Balance, January 1, 2003 (re-audited)	\$ 14,484.01
Deposit, as voted, Town Meeting, 2002:	2,500.00
Deposit, State of Vermont	4,760.00
Deposit, as voted, Town Meeting, 2003:	2,500.00
Fund Balance, January 1, 2004	\$ 21,744.01

HIGHWAY PAVEMENT ESCROW

Fund Balance, January 1, 2003:	\$ 5,786.80
Interest earned, 2003	351.98
Deposits	\$ 65,516.51
Disbursements:	\$ -65,516.51
Fund Balance, January 1, 2004	\$ 6,138.78

HIGHWAY EQUIPMENT ESCROW

Fund Balance, January 1, 2003:	\$ 2,564.16
Interest earned, 2003:	31.98
Fund Balance, January 1, 2004:	\$ 2,596.17

TAX STABILIZATION FUND

Fund Balance, January 1, 2003:	\$ 18,155.43
Deposit: August, 2003	19,968.91
Fund Balance, January 1, 2004	\$ 58,093.25

This Fund is held in a two-year Certificate of Deposit, maturing in May of 2005, drawing 2.1% interest. Interest accrues but is not posted to the account until such time as a withdrawal is made or the account is closed, neither of which has occurred.

WINOOSKI STREET BRIDGE RESERVE FUND

Total Value, January 1, 2003:	\$ 9,696.44
Interest and/or Dividends, 2003:	2,759.60
Total Value, January 1, 2004:	12,456.04

In 2003 the Winooski Street Bridge was washed to remove salt, sand and other collected debris from the deck, drains, railings and the understructure. The Town of Waterbury Highway Department did this work. No contributions were made to the Fund by the Town of Duxbury in the year 2003. This Fund continues to draw interest and dividends. Routine maintenance expenses will be paid from the Fund by agreement between the Selectboards of Duxbury and Waterbury.

TOWN OF DUXBURY CORPORATE ACCOUNT

[held through EdwardJones]

Total Value, January 1, 2003:	\$ 17,573.20
Interest and/or Dividends	2,395.71
Total Value, August 1, 2003	\$ 19,968.91

By action of the Selectboard, with the Treasurer's recommendation, this account was closed in August, 2003 and funds transferred to the Tax Stabilization Fund.

OLD DUXBURY SCHOOL ESCROW ACCOUNT

Opening Balance, January 1, 2003:	\$ 22,670.96
Income 2003:	21,850.00
Expense 2003:	
[2-1-227-0] Heat	2,993.37
[2-1-228-0] Electricity	2,044.95
[2-1-229-0] Water	975.00
[2-1-229-1] Labor	149.95
[2-1-226-0] Other	9,517.00
Total Expenses:	15,680.27
	-15,680.27
Fund Balance TOTAL, January 1, 2004:	\$ 28,840.69

TOWN OF DUXBURY CAPITAL RESERVE BUDGET

	Fund Total 1/1/2003	2003 contribution	2003 expenditures	Fund Total 1/1/2004	Proposed 2004 contribution [\$.09]	Proposed Fund Total 2004
Equipment *	\$101,200.00	\$80,351.00	\$-111,892.00	\$69,659.00	\$28,400.00	\$98,059.00
Bridges	\$53,013.00	\$14,200.00		\$67,213.00	\$14,200.00	\$81,413.00
Pavement	\$280.56	\$7,100.00		\$7,380.56		\$7,380.56
Town Garage	\$62,413.64	\$14,200.00	-\$5,000.00	\$71,613.64	\$14,200.00	\$85,813.64
Town Office	\$15,000.00	\$0.00		\$15,000.00	\$7,100.00	\$22,100.00
Interest	\$9,030.51	\$7,101.16		\$16,131.67		\$16,131.87
FUND TOTAL	\$240,937.71	\$122,952.16	-\$116,892.00	\$246,997.87	\$63,900.00	\$310,897.87

* Equipment Contribution and Expenditures show a contribution (shortterm Note) of \$51,892. which amount is part of the expense, for the new dump truck, of \$111,892. \$51,892 Note plus \$60,000 from the Fund equals \$111,892.00.

Money from this Fund may not be expensed without the prior approval of the voters of Duxbury

Dump Truck scheduled for replacement 2003.
Grader scheduled for replacement in 2008.

LONG-TERM DEBT

The Town of Duxbury, Vermont had the following long-term debt outstanding as of December 31, 2003:

BONDS PAYABLE:

Land Acquisition Bond Payable to the Vermont Municipal Bond Bank
Interest at 4.493%, Variable Annual Principal Repayments
Matures December 1, 2009 \$ 95,000.00

The annual amounts to amortize all long-term debt outstanding as of December 31, 2003 are as follows:

Year Ending 12/31	Principal	Interest	TOTAL
2004	37,297.34	5,411.83	42,709.17
2005	32,297.34	4,197.88	36,495.22
2006	32,297.32	3,180.97	35,478.29
2007	15,000.00	2,149.00	17,149.00
2008	15,000.00	1,448.00	16,448.00
2009	15,000.00	731.00	15,731.00
TOTAL	\$146,892.00	\$17,118.68	\$164,010.68

The following are the changes in the long-term debt of the Town of Duxbury, Vermont for the year ended December 31, 2003:

Long-Term Debt Outstanding, January 1, 2003:	\$115,000.00
Additions of New Debt	51,892.00
Retirements and Repayments	(20,000.00)
Long-Term Debt Outstanding, December 31, 2003:	\$146,892.00

TOWN OF DUXBURY DOGS ORDINANCE

- Section 1. A person who owns, harbors or keeps a dog more than six months old, shall annually on or before April 1st cause it to be registered, numbered, described and licensed on a form approved by the Town Clerk's office.
- Section 2. All dogs licensed in the Town of Duxbury must wear a collar with a valid licensed tag attached, tag being issued by the Town Clerk.
- Section 3. No person shall permit a dog which is owned, maintained or kept, to be at large, in any public place or buildings in the Town of Duxbury, unless the dog is securely leashed or otherwise is under complete control and management.
- Section 4. No person shall permit a dog owned, maintained or kept, to be a nuisance. A nuisance may be defined as constant barking that generates multiple complaints, chasing cars, damaging property, public or private, other than that of the owner or keeper; or defecating on property other than that of the owner or keeper.
- Section 5. Any person who is negligent of this Ordinance and whose dog causes damage or injury to another person, property or other animal, other than that of the owner or keeper, shall be responsible for any damages that occur.
- Section 6. Any person who violates any of the provisions of this Ordinance may be issued a Vermont Municipal Complaint ticket, and each individual offense, fined in accordance to the following schedule:
- | | |
|----------------|----------|
| First Offense | \$ 10.00 |
| Second Offense | 25.00 |
| Third Offense | 100.00 |
| Fourth Offense | 200.00 |
| Fifth Offense | 500.00 |
- Section 7. Subject to provision of 24 V.S.A. 1973, this Ordinance shall become effective on June 8, 2000.

HEALTH OFFICER REPORT

In my final report as Health Officer, I am submitting a summary of calls and investigations since March 2003.

- June, 2003: Investigated a complaint regarding possible water/sewage and structural issues at a rented mobile home.
- July: Took call concerning potential sewage and junk issues at a camp.
- August: Investigated a complaint of regarding possible water/sewage issues near a dwelling.
- August: Took call concerning boy bitten by dog.
- October: Took call concerning girl bitten by cat.
- January, 2004: Investigated complaint of possible water and mouse problem at rental cottage.

Due to competing commitments, I did not attend any training sessions this past year. The *Health Officer Handbook* is waiting to be passed along to my successor, and I wait to help the new Health Officer in any way that I can.

As in years past, I am thankful to Jill Smith and Henry Parro for their call-backs and assistance.

Respectfully submitted,

Marcia LaFountain

ZONING ADMINISTRATOR REPORT FOR 2003

The year 2003 was a busy year for permits. 78 permits were processed for the year. Here is a break down of the applications:

NEW HOMES	10
GARAGES	12
DECKS, PORCHES & SHEDS	12
SIGNS	3
NEW CAMPS	1
ADDITIONS TO HOMES	16
BRIDGES (Yes, Bridges)	2
CHANGE OF USE:	
SEASONAL	0
YEAR ROUND	6
OTHER	16

Once again this year I want to thank all of the citizens of Duxbury for the cooperation that I receive from all of you. Enforcement isn't the easiest part of the job – but is a must!!

The junk cars are being cleaned up very nicely. Thank you for getting rid of them!! We still have more to go and I will be working that in 2004.

If you have concerns about violations, let me know and I'll make the effort to correct them. Remember it takes time to correct problems.

Al Quesnel
Duxbury Zoning Administrator

2003 CEMETERY COMMISSION REPORT

The Duxbury Cemetery Commission meets the fourth Thursday, October through May, and the fourth Wednesday, June through September. Meetings begin at 5:00 PM at the Town Office.

We would like to thank the members of the Vermont Offender Work Program for their years of diligent work mowing, clipping and raking the Town Office grounds and the Phillips and Scrabble Hill Cemeteries. The VOWP is being relocated outside of Washing County and we will need to employ a new maintenance staff.

2003 was an active year for the Commission:

1. The Phillips Cemetery survey was completed. Mylar copies of the maps will be on display at town meeting.
2. The Duxbury Cemetery Rules and Regulations were revised and completed and will be posted on the Town of Duxbury's website:
www.duxburyvermont.org
3. Six lots were sold in Phillips Cemetery.
4. Restoration of the Crossett Hill Cemetery began. Greg Trulson is organizing this effort and we are grateful for his enthusiasm and leadership.

CROSSETT HILL CEMETERY RESTORATION PROJECT

One of the duties of the Duxbury Cemetery Commission is to work at restoring at least one cemetery per year. 2003 was the year to focus on the Crossett Hill Cemetery.

The Crossett Hill cemetery is a civil war cemetery that has been abandoned and forgotten for many years but, in 2003, volunteers from Duxbury, Waterbury, Waterbury Center, Barre, and Burlington came out to help clean up and restore this cemetery. Duxbury should be proud of the strong force of volunteers who showed up to help in this effort. Below are some random statistics of what was accomplished in this restoration effort.

4 days of cleanup [June 7 & 21, September 13 & 27] were scheduled with many volunteers using rakes, chain saws, ATVs, and their bare hands to help remove and burn brush, dead trees, limbs, and many pine needles.

Funding to help offset the costs of tasks that could not be done by volunteers was sought, and the following donations were made.

- \$500 grant from the Old Vermont Cemetery Association (Pending)
- \$500 donation from the Barre Granite Association
- \$100 donation from the Waterbury Rotary Club
- \$50 donation from the Waterbury VFW

- \$50 donation from John Mears (descendent of the Crossett family)
- \$290 donation anonymous
- Charles Dindo from Dindo Drafting in Barre has volunteered his time to compose/prepare lettering on a drawing that would be ready for blasting if a memorial is erected at the cemetery with names of the deceased.

Articles about the Crossett Hill Cemetery clean up effort were written in several newspapers and magazines:

Exit 10 (June 12, 2003), The Valley Reporter (June 19, 2003), The Sunday Times Argus (October 12, 2003), The Sunday Rutland Herald (October, 12, 2003), and Barre Life magazine (Summer issue 2003)

Kate Kenny, an archeologist civil war historian, and a consultant for the University of Vermont has volunteered her time to map out the cemetery, and to research the families, and veterans buried in Crossett Hill cemetery. Her report is expected to be available by Town Meeting Day 2004.

There are believed to be about 23 grave sites, however only 15 different stones still remain in the cemetery. Some of the stones are believed to have been stolen over the years. Rubbings have been done on the 15 different stones. 6 GAR (Grand Army of the Republic) emblems have also been found in the cemetery. Efforts are currently underway to design and erect a memorial at the Crossett Hill Cemetery of all the names believed to be in the cemetery, with the GAR emblems embedded in cement for preservation. We are currently working with the Barre Granite Association to help make this memorial.

2004 will also be an active year as we anticipate:

1. Phillips Cemetery: Moving entrance gate for safer access to the Cemetery for vault trucks.
2. Scrabble Hill Cemetery: Replacing gate and assessing fence fixing and/or replacement. We will also be organizing volunteer clean up work days.
3. Crossett Hill Cemetery: Continue with restoration project.
4. An increase in general maintenance costs.

CEMETERY COMMISSION FINANCIAL REPORT

Balance, January 1, 2003	\$ 3,512.14
Receipts	
2003 Appropriation	\$ 1,000.00
Donations	990.00
Plot sales	612.50
TOTAL RECEIPTS	\$ 2,502.50
Expenses	\$ -1,822.93
BALANCE, January 1, 2004	\$ 4,191.71

PHILLIPS CEMETERY PERPETUAL CARE ACCOUNT

BALANCE, January 1, 2003	\$ 2,417.47
Interest earned, 2003	9.77
DEPOSITS:	100.00
DISBURSEMENTS:	- 0 -
BALANCE, January 1, 2004	\$ 2,527.24

Respectfully submitted, Stephanie Koonz, Chair
Myra Perry, Secretary, Brent Sargent, Treasurer

POLICY FOR SOCIAL SERVICE AGENCIES

The Duxbury Selectboard will review all appropriation requests for inclusion in The Town Budget presented in each year's Town report.

Deadline for submission of funding requests for the year following will be December 1st.

The Selectboard requires the following minimum criteria be included in a Request for funding in order for the request to be considered for review:

1. The type of service(s) provided by the agency to the residents of Duxbury.
2. The number of individual Duxbury residents participating in or receiving the agency's service(s) during the past twelve-month period.
3. Verification of not-for-profit status [501 C 3].

These criteria must be addressed by all requestors regardless of the requesting organization's past history of funding, or lack thereof, by the Town of Duxbury.

Approved by vote of the Duxbury Selectboard on September 9, 2002.

Please send requests to: Town of Duxbury
Attn: J. Smith/Funding
3316 Crossett Hill Road
Duxbury, VT 05676

WATERBURY-DUXBURY SCHOOL DISTRICT ANNUAL REPORT

2004-05 Budget

The budget being presented to voters in our two towns represents a 4.17% increase over this year's approved budget. Of the 4.17% increase, 1.9% is the net change in salaries and benefits for all employees; 1.4% is the net change in costs needed to provide for special education services to eligible students. The remainder of the 4.17% is for various other smaller items.

This budget is a result of extensive review of all accounts and a commitment to maintain the current educational quality while accounting for enrollment declines. The School Board adopted the final budget figure of \$6,799,741 (a 4.17% increase) and is recommending it for voter approval.

Total enrollment at the primary school has declined by 5%, even though preschool enrollment has increased from 42 students to 55 students. This declining enrollment in grades 1st through 4th prompted the reduction of one classroom teacher within that group of teachers. Therefore, for the 2004-05 school year, there will be eight first and second grade classroom teachers instead of the current nine. Two other reductions in next year's budget are the elimination of a .50 Reading Specialist position and a reduction of the Literacy Coordinator from .50 FTE to .40 FTE. Given the recent decline in enrollment and continuous professional development in literacy over the past five years, the impact on students with these two reductions would be minimal.

A new education funding law called Act 68 replaces Act 60 beginning with this budget and places a set tax rate on non-residential property at \$1.59. This rate will be consistent from community to community and can only be adjusted by the General Assembly. The homestead tax rate was set at \$1.10 but will be adjusted proportionally to the amount of spending a school district decides to spend above the \$6,800 per student block grant amount. The difficulty in setting the actual tax rate at this point for both towns is that property owners have until April 15 to declare their property as either non-residential or residential. Until then, calculations have estimated the Homestead Tax Rate for Waterbury to be \$1.541, or a 15.08% decrease from last year's rate. Duxbury's rate will be \$1.247 or a 24.81% decrease. Calculating the exact residential property tax rate will be completed after April 15th. This situation is not unique to our two towns. Voters across the state are dealing with the same issue of voting on school spending budgets using estimated tax rates.

Board Initiatives

• Unified Contract Agreement

The Unified Teachers' Contract was settled last spring after nearly two years of negotiations. The contract spans 5 years, July 1, 2002 through June 30, 2007, and covers all teachers and other professional staff from Waterbury-Duxbury, Moretown, and Warren school districts. The final agreement was a huge undertaking by the three School Boards from those towns. This is the first unified contract in Washington West Supervisory Union (WWSU) history and provides consistency in contract language, compensation and benefits for teachers, and ease of implementation for WWSU Central Office staff. Waitsfield and Fayston are also considering joining

once their negotiated agreements come up for renewal.

- **Facilities Maintenance and Renovations**

Given the second defeat of a bond vote to renovate Thatcher Brook, the School Board approved the release of money that was in the Building Reserve Account to address a fraction of the facility needs of both buildings. This, coupled with the annual maintenance money, allowed paving to be done on the driveway at Crossett Brook and repair and pave the worst section of the parking lot at Thatcher Brook. These two projects were greatly helped out by Waterbury Town Manager, Bill Shepeluk along with Bruce Humphries and the Waterbury town road crew. Students entering Thatcher Brook last fall were greeted by 10 newly painted classrooms, painted hallways in the south building and a brightly painted cafeteria. The cafeteria design, some volunteer labor and paint, were provided by the Parent Teacher Link (PTL) group. Although these improvements have helped there are still many issues too costly to address through these small reserve funds.

To address the larger, more severe renovation needs at Thatcher Brook, the School Board is taking two important actions. First, there is a special article on the ballot requesting a maximum of \$415,000 to replace the roofing materials on all four buildings, repair structural deterioration of the roofs, and repair and paint all of the soffits. The 25+ years in age of the current roofing materials is causing many leaks, especially in the center building and gymnasium. State construction aid of approximately \$100,000 will be requested leaving an estimated bond indebtedness of \$315,000. Second, is the involvement in a community planning with other Waterbury officials (e.g., select board, trustees, library commissioners, etc) to develop and prioritize the infrastructure needs of the Waterbury area. Along with this list, the collaborative group will be working on a long-term financing plan to fund these needs. This plan will be presented to the entire community at some point in the near future.

- **Washington West Supervisory Union Central Office**

There have been changes in personnel at the Central Office that serves all the school districts that make up WWSU. Last spring, Bill Riegel announced his retirement after 30+ years in education. Mr. Riegel was replaced by Dr. Bob Gerardi, who is filling in as interim superintendent for the remainder of this school year. The Executive Committee for the supervisory union has organized a search process and committee to hire a permanent superintendent by this summer. A report detailing other WWSU changes and news can be found elsewhere in the town report.

- **Leadership Grant**

The completion last spring of a leadership development process resulted in clearer operational understandings of the roles and responsibilities of the three groups responsible for what happens in the Waterbury-Duxbury School District. The Waterbury-Duxbury School Board, Educational Leader Team or WWSU Central Office staff are assigned primary or secondary responsibility to ensure that the various expectations are accomplished. This clearer identification of roles and responsibilities has led to more efficient accomplishment of tasks and has also proven invaluable for the transition of the three new Central Office staff members hired this school year.

- **Sidewalk Resolution**

There has been premature deterioration of a section of sidewalk in front of Crossett

Brook Middle School. There has been an ongoing disagreement between the architects and the contractor as to the cause for the sidewalk problems and who was responsible for the deficiencies. After numerous and lengthy deliberations, the disagreement ended up in court. This past December a summary judgment was issued in favor of the architect (and the school district) and is now in the penalty phase. The hope is to have the sidewalk repaired this summer.

School Initiatives

- **Middle School Review**

Crossett Brook Middle School conducted a self-study with a team from the New England League of Middle Schools to provide an outside evaluation showing where the middle school stands compared to regional standards. A report with its recommendations will be reviewed by the School Board in February with recommendations for improvement, if any, decided upon in March.

- **No Child Left behind Act**

The new federal mandate "No Child Left Behind" is beginning to take shape following two years of work by the Vermont Department of Education to determine how this law will impact on a small state with many small school districts. The assessment and accountability section of the law has been the most difficult to implement. Testing in reading and mathematics in grades 3 through 8 has been revised for this fall and will continue annually.

The law requires all students to be tested with the scores divided into subgroups such as students eligible for Free and Reduced Lunches, students receiving English as a Second Language (ESL) services, by gender, etc. Schools who do not meet specified accountability levels in any one or more grade, group or subgroup, will be classified as a "failing school". When base-line results were reported by the Department of Education this past fall, neither Thatcher Brook nor Crossett Brook had student scores low enough in any of these subgroups to classify either school as a failing school. This classification will be difficult to maintain and presents a real challenge to our Educational Leaders and instructional staff to change and adapt instructional practices in order to meet the ever increasing accountability levels while still addressing the diversity of other needs of our students.

- **Early Childhood Education**

The emphasis on higher standards has led the school district to make changes which will allow more children, especially 4 year olds, to begin their education at an earlier age. There are now two community preschool partnerships, which provide preschool curricula to children who do not attend Thatcher Brook Preschool. Because of the current situation of lower enrollments, the school-based preschool has temporarily moved out of the basement this year into a larger, first floor classroom. With the larger space, and by utilizing current staff, the preschool program was able to increase its enrollment from an average of 42 children per year to 55 students. In addition, children now attend preschool for 10 hours per week instead of the previous 6 hours. These changes enable all of our 4 year old children, whose parents want them in preschool, to access one of three preschool options.

Another important change has been the nearly daily assistance of a Headstart teacher in our preschool program. Support from Headstart has existed for eligible families in their homes for many years. However, this year, increased support during students' school time is helping our students become better prepared for kindergarten

and beyond.

Recognitions

We wish to recognize some outstanding people in our school district for their hard work and good service on behalf of all children from Duxbury and Waterbury:

- As previously mentioned, Bill Riegel retired after a long and distinguished career in education. He began his career as a mathematics teacher in the Windsor area. He was principal of Waterbury Elementary School for 20 + years. In 1995, he became superintendent of the WWSU. Mr. Riegel was principal of Waterbury Elementary School when it won a national award as one of the top 50 elementary schools in the nation! He also has worked diligently over the past 7 years to have the WWSU function as a true supervisory union. During his tenure as superintendent, curricula was rewritten to integrate the new state standards and he was the driving force behind the successful first steps toward a unified teachers' contract for all of the schools in the supervisory union.
- Also retiring this year is Linda Combes, the school secretary at Crossett Brook Middle School. Linda has been at Crossett Brook since it opened in 1996. Prior to her current position, she was a secretary for Waterbury Elementary School from 1983 to 1995.
- Pam Menz, a first/second grade teacher at Thatcher Brook Primary School recently received her National Board Certification. This very prestigious certification is awarded to those few teachers nationally who have met all the rigorous criteria to be considered a Master Teacher. Mrs. Pam Menz joins Mrs. Adrienne Magida as the second nationally certified teacher at Thatcher Brook Primary School.

Annual Meeting – School Report Card Night

This year's Annual Meeting will be held at Crossett Brook Middle School on Tuesday, February 24th, at 7:00 p.m. The annual meeting is a time for the general public from both Duxbury and Waterbury to ask questions about the school budget, school reports, and about each school and their individual programs. This meeting gives voters an opportunity to address issues or concerns with School Board members and the school administrators. This year we will also focus on the assessment results of our schools – areas were we are strong and areas where we need improvement. We encourage you and other community members to attend this important informational meeting at Crossett Brook Middle School.

Respectfully submitted,

Board Meeting Attendance Rate 3/13-03 – 1/23/04

Susan Flynn	23 of 25
Jeff Larkin	23 of 25
Bob Magee	2 of 25
Dale Smeltzer	24 of 25
Theresa Wood, Chairperson	22 of 25

WATERBURY-DUXBURY SCHOOL DISTRICT STAFF LIST 2003-04

NAME	POSITION	CB/TB
Alderman, Sharon	IA	CBMS
Aldrich, Linda	Teacher	TBPS
Aldrich, Mary	Teacher	TBPS
Altman, Trisha	FACS Teacher	CBMS
Anderson, Brian	Teacher	CBMS
Atwood, Lisa	P.E. Teacher	CBMS
Austin, Mary	Math Coordinator	TBPS
Badeau, Gale	Food Services	CBMS
Bahner, Jason	IA	TBPS
Baitz, Carol	PE Teacher	TBPS
Barberi, Andrea	Special Educator	CBMS
Barillaro, Ellen	Admin. Assistant	CBMS
Barrett, Colleen	Teacher	CBMS
Barrett, Sara	Teacher	TBPS
Bataille, Jeanne	SLP	CBMS
Bell, Michael	Director, Maintenance	CBMS
Berdan, Lindsay	Teacher	CBMS
Bergeron, Lynn	Teacher	TBPS
Bergman, Alison	Art Teacher	CBMS
Bishop, Roy	Teacher	CBMS
Blue, Stacey	Teacher	CBMS
Booth, Deanna	H/S Coordinator	TBPS
Boyce, Everett	Custodian	CBMS
Burbank, Sonja	Teacher	TBPS
Burdick, Jennifer	IA	CBMS
Burton, Corky	Nurse	CBMS
Byrd, Sharon	Teacher	TBPS
Cahalan, Christie	SLP	TBPS
Carlson, Kristen	Teacher	CBMS
Carroll, Patricia	Consulting Teacher	CBMS
Casari, Pattie	Teacher	TBPS
Casey, Mikki	Learning Specialist	TBPS
Clancy, Matthew	Music Teacher	CBMS
Clark, Alyssa	IA	CBMS
Clegg-Brown, Diana	IA	TBPS
Combes, Linda	Secretary	CBMS
Commo, Sheila	Secretary	TBPS
Constant, Donna	IA	CBMS
Cook, Donna	Teacher	CBMS
Costello, Chris	Teacher	TBPS
Crickard, Wanda	IA	TBPS
Daigle, Nancy	Librarian	TBPS
Dalsimer, Amy	PreSchool Teacher	TBPS

Deforge, Lisa	Teacher	CBMS
Devine, Gwen	Teacher	TBPS
Diem, Jessica	Consulting Teacher	TBPS
Donegan, Anne	Literacy Teacher	TBPS
Doolen, Bob	Custodian	CBMS
Doolen, Cynthia	Custodian	CBMS
Drake, Amanda	Teacher	CBMS
Dufresne, Becky	IA	CBMS
Edwards, Nerissa	Guidance Counselor	TBPS
Eley, Eric	Teacher	CBMS
Feld, Trish	Librarian	CBMS
Finnegan, Lisa	Teacher	CBMS
Fiske, Martha	Teacher	TBPS
Gabaree, Jim	Asst. Director, Maintenance	TBPS
Gardner, Amy	IA	CBMS
Gratton, Daniel	P.E. Teacher	CBMS
Gresham, Brad (LOA)	Director, Maintenance	TBPS
Grow, Roger	Music Teacher	CBMS
Hall, Eric	Technology Coordinator	CB/TB
Hammett, Anet	Teacher	TBPS
Hanson-Leisenring, Pam	Consulting Teacher	CBMS
Harvey, Eileen	Music Teacher	TBPS
Hemmingson, Jen	Teacher	CBMS
Houston, Alexandra	Teacher	CBMS
Hutchinson, Anne	Teacher	TBPS
Izor, Anne	IA	CBMS
Jarvis, Margaret	Literacy Teacher	CBMS
Joyner, Kellie	Student Support Specialist	TBPS
Krause, Deborah	Special Educator	CBMS
Labbe, Louise	IA	CBMS
Lamdin, Andy	IA	TBPS
LaPointe, Barbara	Teacher	TBPS
Lavery, Beth	Food Services	CB/TB
Lombard, Douglas	Teacher	CBMS
Luce, Tara	IA	TBPS
Mack, Vern	Custodian	TBPS
MacLean, Chris	IA	TBPS
Magida, Adrienne	Teacher	TBPS
Mandigo, Tina	Teacher	TBPS
Martin, Leanne	Food Services	CBMS
Mason, Camille	Food Services	CBMS
McCabe, Kay	IA	TBPS
Menz, Pam	Teacher	TBPS
Merrifield, Sally	IA	CBMS
Miller, Jen	Library Assistant	CBMS
Monley, Mary Kay	Art Teacher	TBPS
Moore, Wendy	Teacher	CBMS
Morgan, Carmen	Food Service	TBPS

Morse, Kimberly	Guidance Counselor	CBMS
Morse, Lori	Teacher	CBMS
Morse, Margaret	Teacher	TBPS
Moskowitz, Gayle	Literacy Coordinator	TBPS
Mulhern, Judy	SLP	TBPS
Nelken, Miranda (LOA)	Art Teacher	TBPS
O'Donnell, Kathy	Teacher	TBPS
Page, Kenneth	Educational Leader	CBMS
Palermo, Terri	School Nurse	TBPS
Patterson, Susan	IA	TBPS
Perrault, Nancy	School Nurse	TBPS
Perry, Gaila	IA	TBPS
Poitras, Dawn	SAP Teacher	CBMS
Prall, Nancy	IA	TBPS
Pratt, Brenda	Custodian	TBPS
Premore, Sue	Administrative Assistant	TBPS
Quenneville, Kim	Planning Room	CBMS
Ramsdell, Kara	Teacher	TBPS
Raymond, Francena	Teacher	CBMS
Rogers, Debra	Food Services	TBPS
Rooney, Sue	Consulting Teacher	TBPS
Sargent, Melinda	IA	TBPS
Sayers, Allen	Custodian	TBPS
Schneider, Donald	Educational Leader	TBPS
Siner, Filomena	Learning Center	CBMS
Stroud, Ashley	Speech Asst.	TBPS
Swahn, Shelley	SLP	TBPS
Thompson, Tammy	IA	CBMS
Thurston, Thomas	Teacher	TBPS
Tomasi-Gay, Barbara	Asst. Educational Leader	TBPS
Unger, Betsy	Teacher	CBMS
Ververis, Brenda	Consulting Teacher	TBPS
Walker, Stan	IA	TBPS
Welch, Gayla	IA	TBPS
White, Holly	IA	CBMS
Williams, Amy	IA	TBPS
Woods, Michael	Asst. Ed. Leader	CBMS
Zajdman, Susan	H/S Coordinator	CBMS
IA	Instructional Assistant	
FACS Teacher	Family & Consumer Science	
PE Teacher	Physical Education	
S/L Pathologist	Speech & Language	
H/S Coordinator	Home School	
ESL Teacher	English as a Second Language	
LOA	Leave of Absence	
SAP	Student Assistance Program	

WATERBURY-DUXBURY SCHOOL DISTRICT PROPOSED FISCAL YEAR 2005 OPERATIONAL PLAN

	FY 2004 Budget	FY 2005 TB	CB	Budget	Difference
<u>1100 Regular Education</u>					
Salaries	2,145,687	1,133,001	1,009,229	2,142,230	(3,457)
Benefits & Staff Development	590,772	275,635	306,228	581,863	(8,909)
Supplies, Materials & Equipment	138,343	63,779	77,882	141,661	3,318
Contracted Services	<u>10,800</u>	<u>8,300</u>	<u>11,000</u>	<u>19,300</u>	<u>8,500</u>
TOTAL REGULAR EDUCATION	2,885,602	1,480,715	1,404,339	2,885,054	(548)
<u>1200 Special Education</u>					
Salaries	537,356	266,375	302,961	569,336	31,980
Benefits & Staff Development	149,627	85,081	81,549	166,630	17,003
Supplies, Materials & Equipment	18,450	15,955	4,798	20,753	2,303
Contracted Services	<u>139,132</u>	<u>67,592</u>	<u>141,460</u>	<u>209,052</u>	<u>69,920</u>
TOTAL SPECIAL EDUCATION	844,565	435,003	530,768	965,771	121,206
<u>1250 Compensatory Education</u>					
Salaries	139,317	86,881	59,195	146,076	6,759
Benefits & Staff Development	36,963	30,801	16,693	47,494	10,531
Supplies, Materials & Equipment	<u>2,200</u>	<u>1,950</u>	<u>0</u>	<u>1,950</u>	<u>(250)</u>
TOTAL COMP. EDUCATION	178,480	119,632	75,888	195,520	17,040
<u>1400 Co-Curricular</u>					
Salaries	19,280	20,180	20,180	900	
Benefits & Staff Development	1,687	1,687	1,687	0	
Supplies, Materials & Equipment	6,978	7,327	7,327	349	
Contracted Services	<u>6,388</u>	<u>6,388</u>	<u>6,388</u>	<u>0</u>	
TOTAL CO-CURRICULAR	34,333	35,582	35,582	1,249	
<u>2120 Guidance</u>					
Salaries	63,374	44,591	36,991	81,582	18,208
Benefits & Staff Development	24,815	16,103	12,446	28,549	3,734
Supplies, Materials & Equipment	930	350	580	930	0
Contracted Services	<u>41,000</u>	<u>22,000</u>	<u>21,000</u>	<u>43,000</u>	<u>2,000</u>
TOTAL GUIDANCE	130,119	83,044	71,017	154,061	23,942
<u>2130 Health</u>					
Salaries	89,218	40,248	53,932	94,180	4,962
Benefits & Staff Development	32,056	15,783	14,297	30,080	(1,976)
Supplies, Materials & Equipment	3,410	1,000	2,310	3,310	(100)
Contracted Services	<u>0</u>	<u>500</u>	<u>1,000</u>	<u>1,500</u>	<u>1,500</u>
TOTAL HEALTH	124,684	57,531	71,539	129,070	4,386
<u>2150 Speech</u>					
Salaries	131,970	96,366	44,591	140,957	8,987
Benefits & Staff Development	39,314	27,222	16,103	43,325	4,011
Supplies, Materials & Equipment	<u>0</u>	<u>1,500</u>	<u>0</u>	<u>1,500</u>	<u>1,500</u>
TOTAL SPEECH	171,284	125,088	60,694	185,782	14,498

	FY 2004 Budget	FY 2005 TB	CB	Budget	Difference
<u>2220 Educational Media</u>					
Salaries	123,934	68,563	74,856	143,419	19,485
Benefits & Staff Development	36,936	15,329	23,597	38,926	1,990
Supplies, Materials & Equipment	<u>76,056</u>	<u>28,449</u>	<u>43,715</u>	<u>72,164</u>	<u>(3,892)</u>
TOTAL EDUCATIONAL MEDIA	236,926	112,341	142,168	254,509	17,583
<u>2300 School Board Expense</u>	31,110	13,484	12,936	26,420	(4,690)
<u>2320 Washington West Assessment</u>	241,168	128,925	128,925	257,850	16,682
<u>2400 Administration</u>					
Salaries	332,557	166,837	172,814	339,651	7,094
Benefits & Staff Development	77,128	33,085	56,818	89,903	12,775
Supplies, Materials & Equipment	<u>16,720</u>	<u>7,900</u>	<u>11,080</u>	<u>18,980</u>	<u>2,260</u>
TOTAL ADMINISTRATION	426,405	207,822	240,712	448,534	22,129
<u>2600 Maintenance</u>					
Salaries	218,321	110,604	111,955	222,559	4,238
Benefits & Staff Development	92,085	52,190	43,911	96,101	4,016
Supplies, Materials & Equipment	<u>311,742</u>	<u>136,615</u>	<u>185,353</u>	<u>321,968</u>	<u>10,226</u>
TOTAL MAINTENANCE	622,148	299,409	341,219	640,628	18,480
<u>2700 Transportation</u>					
Contracted Transportation	232,760	128,011	118,223	246,234	13,474
Contracted Special Ed Transportation	<u>2,055</u>	<u>4,000</u>	<u>16,000</u>	<u>20,000</u>	<u>17,945</u>
TOTAL TRANSPORTATION	234,815	132,011	134,223	266,234	31,419
<u>2720 Field Trips</u>	3,500	3,500	0	3,500	0
<u>5100 Debt Service</u>					
Principal	205,000	22,550	182,450	205,000	0
Interest	<u>157,244</u>	<u>16,085</u>	<u>130,141</u>	<u>146,226</u>	<u>(11,018)</u>
TOTAL DEBT SERVICE	362,244	38,635	312,591	351,226	(11,018)
Total School Dist. Pre K-8 Budget	6,527,383	3,237,140	3,562,601	6,799,741	272,358
Less: Anticipated Revenues	<u>263,017</u>	<u>315,739</u>	<u>52,722</u>		
Total To be Assessed to Towns	6,264,366	3,237,140	3,562,601	6,484,002	219,636
<i>Based on Equalized Education Grand List - \$3,902,010 Waterbury and \$815,940 Duxbury</i>					
DUXBURY ASSESSMENT	17.8558%	1,118,553	17.2944%	1,121,369	2,817
WATERBURY ASSESSMENT	82.1442%	5,145,813	82.7056%	5,362,633	216,819
TOTAL ASSESSMENT	6,264,366	6,484,002	219,636		

WATERBURY-DUXBURY SCHOOL DISTRICT PROPOSED FISCAL YEAR 2005 OPERATIONAL PLAN

	FY 2004 Budget	FY 2005 TB	CB	Budget	Difference
Waterbury-Duxbury					
Assessment (Prek-8)	5,145,813	5,362,633	216,819		
Contracted Pre-School Expense	11,754	31,828	20,074		
Harwood Union Assessment (9-12)**	2,718,728	2,884,293	165,565		
Harwood Union Settlement Agreement	(35,542)	0	35,542		
Vocational Tuition	<u>22,950</u>	<u>81,866</u>	<u>58,916</u>		
Subtotal	7,863,703	8,360,620	496,916		
Less:					
State & Categorical Special Ed Grants	862,447	931,802	69,355		
Prior Year Fund Balance	20,764	24,289	3,525		
Plus:					
Block grant paid to tech centers in prior years	44,447	0	(44,447)		
Local Education Spending (Act 68 definition)	7,024,939	0	0	7,404,529	379,589
Equalized Pupils	830.43	817.78	(12.65)		
Education Spending per Equalized Pupil	\$8,459	\$9,054	\$595		
District Spending Adjustment (Education Spending per Equalized Pupil / \$6,800)	133.153%				
Equalized Homestead Tax Rate (assumes passage of H.540 - \$0.05 decrease)	\$1.050				
Anticipated homestead tax rate, equalized (133.153% x \$1.05)	\$1.398				
Common Level of Appraisal (CLA)	98.26%	90.72%			
Anticipated homestead tax rate (equalized rate / CLA) (assumes passage of H.540)	\$1.541				
Statewide Education Tax	\$1.12				
Local Share Tax Rate - Based on yield of 45.2%	<u>\$0.69</u>				
Education Tax Rate**	\$1.81				

** Does not include Any Special Articles

Annual Report of School and Student Data for the 2003-2004 School Year

WATERBURY-DUXBURY SCHOOLS General Information

Average Class Size	<u>2001-02</u>	<u>2002-03</u>	<u>2003-04</u>
Kindergarten	13	11	13
Grades 1—4	17.5	16	17
Grades 5 - 8	21.9	22.8	21.6

Total Enrollment	<u>2001-02</u>	<u>2002-03</u>	<u>2003-04</u>
Pre-K - gr. 4	450	424	415
Gr. 5 - gr. 8	350	366	346

Special Services	% of total enrollment		
	<u>2001-02</u>	<u>2002-03</u>	<u>2003-04</u>
Students with Individualized Educational Plans			
TBPS	8.7%	9.3%	12.8%
CBMS	14.6%	14.2%	10.7%

Staff (by total FTE)*	<u>2001-02</u>	<u>2002-03</u>	<u>2003-04</u>
Professional Teachers	67.75	67.15	67.92
Instructional Assistants	27.67	28.36	29.25
Administrator	4.0	4.0	4.0
Support Staff	18.7	19.86	18.72

Data as of October 1st of each year

* full-time school year FTE redefined at 35 hrs/wk

Professional Teachers Salary	<u>2001-02</u>	<u>2002-03</u>	<u>2003-04</u>
Waterbury-Duxbury Average	\$36,523	\$34,519	\$38,287
Vermont Average	\$39,166	\$41,462	N/A

Length of School Year

Student Days 180

Teacher Days 190

Length of School Day

Kindergarten 2.75 hours

Grades 1—8 6.5 hours

**INFORMATION ABOUT THE HEALTH & SOCIAL WELL-BEING
OF CHILDREN IN
WATERBURY-DUXBURY**

Source: VT Dept Education School Report

Waterbury-Duxbury Schools W-D Vermont

For the 2003-04 school year Students eligible for

Free or Reduced Lunch (TB)

18% (CB) 18.5%

26.4%

Attendance Rate Data from 2002-03 school year 96.2%(TB) 96.3%(CB) N/A

Other Washington West Communities

Students eligible for **Free or Reduced Lunch**

Fayston	Waitsfield	Moretown	Warren
14%	18%	19%	24%

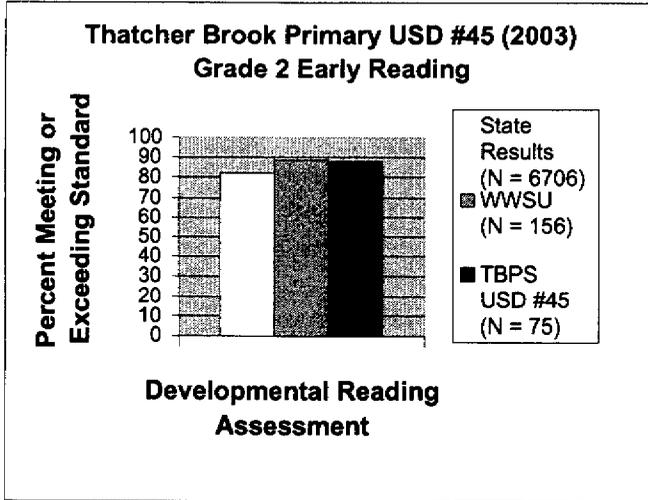
Assessment of Student Performance

The results reported below are one way to look at state performance data. For more information on student data, go to the state website <http://data.ed.state.vt.us/apg/public.html>. There, you are given the opportunity to review data as disaggregated by gender, free and reduced lunch, etc.

Vermont Developmental Reading Assessment (DRA)

The DRA is an individually administered standards-based reading assessment given at the end of grade 2. It involves students reading and retelling selected short books. Teachers administer the assessment using uniform procedures, scoring the accuracy of students' oral reading, as well as their comprehension. Teachers determine the highest range of text difficulty at which students read with both acceptable accuracy and comprehension.

The graph below compares the results of the DRA with second grade students from Thatcher Brook, WWSU, and the State. It shows the percentage of students who met or exceeded the performance standards for 2003.



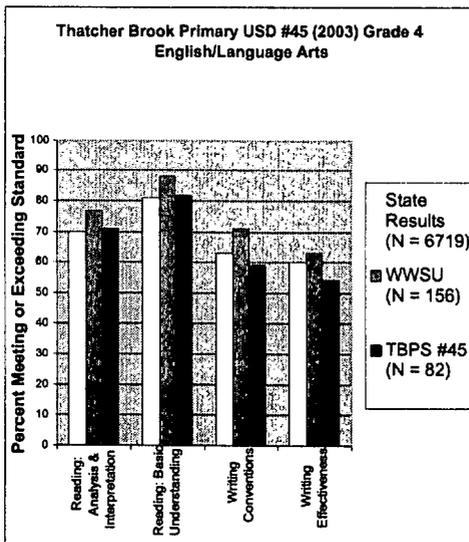
New Standards Reference Exams (NSRE)

English, Language Arts and Math

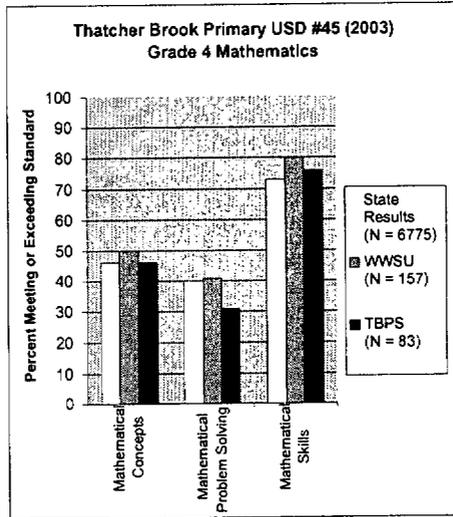
How well can 4th and 8th graders meet the national standards in Mathematics? The NSRE provides a partial answer. As a standards-based test, it includes both multiple-choice questions, and questions in which a student is required to provide the solutions to problems. It is administered in three separate 50-minute sittings to 4th, 8th and 10th graders assessing their accumulated knowledge and understanding of mathematical skills, concepts, and the ability to solve problems. Although the test is given to 4th and 8th graders, the results indicate the overall effectiveness of the K-8 math program.

Similarly, the English Language Arts NSRE seeks to determine how well 4th and 8th graders can meet very high academic standards in reading and language arts. Administered to 4th, 8th and 10th graders statewide, it assesses their ability to comprehend and analyze different kinds of texts, using multiple-choice questions and open-ended responses. It also measures *writing effectiveness* based on two writing assignments, and knowledge and use of conventional grammar, usage and punctuation, based on multiple-choice editing questions and a scoring of their written response.

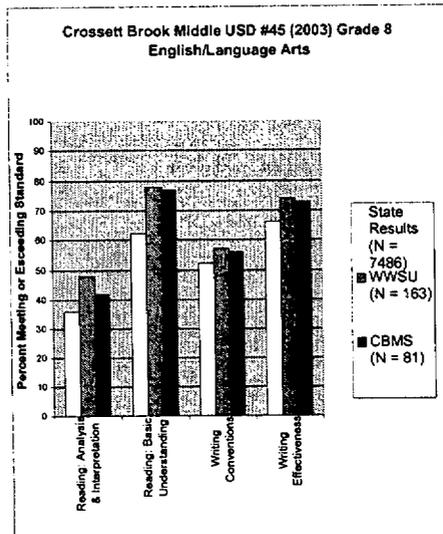
The graph below compares the results of the NSRE — English Language Arts with fourth grade students from Thatcher Brook, WWSU, and the State. It shows the percentage of students who met or exceeded the performance standards for English Language Arts in 2003.



The graph below compares the results of the NSRE — Mathematics with fourth grade students from Thatcher Brook, WWSU, and the State. It shows the percentage of students who met or exceeded the performance standards for mathematics in 2003.



The graph below compares the results of the NSRE — English Language Arts with students from Crossett Brook, WWSU, and the State. It shows the percentage of eighth grade students who met or exceeded the performance standards for English Language Arts in 2003.



The graph below compares the results of the NSRE — Mathematics with students from Crossett Brook, WWSU, and the State. It shows the percentage of eighth grade students who met or exceeded the performance standards for mathematics in 2003.

Waterbury-Duxbury Action Plan

A school-based team is initially meeting to update last year's action plan. Teachers and administrators are evaluating the progress made on the goals set forth during 2002-2003 school year. Our team will be analyzing data to identify trends and make recommendations for action steps to improve our scores; we will continue to review mandates of the new Federal Education Act, No Child Left Behind. We are pleased to report Thatcher Brook Primary School and Crossett Brook Middle School made adequate yearly progress according to criteria set forth by this new legislation. Our school team will suggest recommendations to the Action Planning Team comprised of teachers, administrators, board members and parents. This group will develop a new Action Plan to guide our work in continuously improving all of our students' performance levels.

**WARNING
ANNUAL MEETING OF
HARWOOD UNION HIGH SCHOOL DISTRICT NO. 19
February 25, 2004**

The legal voters of Union High School District No. 19 (Harwood Union High School), consisting of the Town School Districts of Duxbury, Fayston, Moretown, Waitsfield, Warren, and Waterbury, are hereby notified and warned to meet at the Harwood Union High School auditorium on Wednesday, February 25, 2004, at 7:00 p.m. in the evening to act upon the following business to wit:

- ARTICLE I:** To elect the officers of the District: a Moderator, a Clerk, and a Treasurer, each to serve for one year; and an Auditor to serve for three years.
- ARTICLE II:** To hear and act upon the reports of the District officers.
- ARTICLE III:** To set salaries and expenses, if any, that shall be paid to the officers of the District.
- ARTICLE IV:** To have presented by the Board of the Union School District their estimate of expenses for the ensuing year. This is a public informational hearing regarding the budget. (See Articles VIII).
- ARTICLE V:** To authorize the Board of School Directors to borrow money by the issuance of short term notes to pay debts and expenses, of the District, for the fiscal year ending June 30, 2005, in anticipation of and pending receipt of revenues.
- ARTICLE VI:** To authorize the Board of School Directors to employ a public accountant to audit the financial affairs of the School District and prepare the Annual Financial Report.
- ARTICLE VII:** To transact any other business within the scope of the Warning for this meeting.

The meeting will then be recessed to March 2, 2004, (Town Meeting Day), for the purpose of voting by Australian ballot at the usual polling places in the member districts on the following business, said ballots being brought to the Harwood Union High School cafeteria, following the closing of polls in the members districts, where they will be commingled and counted.

ARTICLE VIII: Shall the voters of the Harwood Union High School District appropriate \$9,264,043 necessary for the support of its school for the fiscal year beginning July 1, 2004? (Australian ballot)

Dated this 21st day of January, 2004, at Duxbury, Vermont.

Scott Mackey
Scott Mackey, Clerk, Harwood Union Board of School Directors

Received and recorded this 22nd day of January, 2004.

Brian Evans-Mongeon
Brian Evans-Mongeon, Clerk, Union High School District No. 19

2003-04 REPORT FROM THE WASHINGTON WEST CENTRAL OFFICE

PO Box 1450, Waitsfield, Vermont

802-496-2272

CENTRAL OFFICE STAFF

Dr. Robert Gerardi, *Interim Supt. of Schools*

Dr. Edith Beatty, *Director of Curriculum & Assessment*

Marilyn Spaulding, *Accounts Payable*

Donarae Cook, *Special Education Director*

Angela Young, *Special Ed. Secretary/Medicaid Clerk*

John Pike, *Business Manager*

Diane Story, *Financial Assistant*

Laura Titus, *Administrative Assistant*

Jeanette Hunter, *Payroll/Benefits*

The Washington West Office welcomed several new staff members this year. Dr. Robert Gerardi was hired as Interim Superintendent of Schools, starting on September 15, 2003. John Pike began his duties as Business Manager on September 1, 2003, and Dr. Edith Beatty was employed as Director of Curriculum and Assessment effective January 2, 2004.

Angela Young was Secretary to the Special Education Director and former Assistant Superintendent for Instruction. This year she continues as Secretary to the Special Education Director and has assumed the duties of the Medicaid Clerk.

EARLY CHILDHOOD INITIATIVE

We have established partnerships with four community preschool/childcare providers; namely, The Children's Space, Waitsfield Children's Center, Spring Hill School, and The Learning Ladder. Staff from the supervisory union schools and community partners has worked together to develop curricula aligned with the Vermont Standards.

CURRICULUM

Over the last couple of years, eleven standards-based curricula have been developed, adopted, and are being implemented in Washington West Supervisory Union. The three remaining disciplines to be developed are technology education, physical education, and early childhood education. With the employment of our new Director of Curriculum and Assessment, we will see the development of these curricula in the near future.

ASSESSMENT

Assessment activities included participation in the state testing programs in English/language arts, math and science. Several schools also participated in the National Assessment of Educational Progress (NAEP). This past spring all supervisory union schools participated in this national program in compliance with the requirements of the No Child Left Behind (NCLB) Act. Schools continue to use portfolio assessment at the local level as well as norm-referenced assessment at grades 3, 5, 6, and 7. As district school personnel implement and review the various curricula, work will continue on strengthening local assessments specific to each curricular area. Work also will continue on standards-based reporting as mandated in NCLB. Upon installation of a district-wide student data management system, development of an electronic database and reporting system will begin.

PROFESSIONAL DEVELOPMENT

This is the second year of the district-wide system of professional development based on the concept of professional learning communities (PLC). Thirty teachers and administrators participated in a daylong facilitators' training program in the summer of 2003, and

one attended a five-day training sponsored by the National School Reform faculty.

There are twenty-seven professional learning communities active in the Washington West Supervisory Union. The groups are diverse, varying in both composition and topics, but all affording an opportunity for teachers to work together on common interests that will advance their professional learning. This year the goals and objectives of the PLC groups also needed to show an impact on student learning.

In order to determine the changes and directions needed for year three, information will be gathered from facilitators throughout the year, as well as an end of the year program evaluation. Opportunities for further facilitator training will also be provided.

SPECIAL SERVICES

Every school within the Washington West Supervisory Union (WWSU) has an array of educational opportunities available to support children with unique learning challenges. Classroom teachers are able to differentiate instruction within their classrooms, making the curriculum accessible to all students, given their strengths and challenges. Our goal is to provide accommodations and services to children within their regular education classrooms to the extent possible. Title I support is available for students in regular education who need more attention in language arts and math. Students who have English as their second language receive support within the regular education continuum of services as well.

Students with disabilities are provided more intensive accommodations and remedial services under the Individuals with Disabilities Act (IDEA-B) and Section 504 of the Rehabilitation Act of 1973. We are mandated to locate, evaluate, and serve students with disabilities and provide them with a Free Appropriate Public Education (FAPE) in the Least Restrictive Environment (LRE).

Currently, WWSU serves 320 students in special education from age 3 through age 21. This represents 14% of our total average daily membership.

Special education is funded by federal and state block grants and through a state reimbursement formula. All other support services are provided through local budgets, Title I grant, and Medicaid reimbursement revenue generated by special education.

BUSINESS MANAGER REPORT

FY '04 saw a changing of the guard with the hiring of a new Business Manager. Thanks go out to Michelle Baker, the previous Business Manager, for her hard work and dedication to Washington West Supervisory Union.

The FY '05 budgeting process takes us into the era of Act 68, and questions still remain at the time this goes to press as to how the actual tax rates will turn out. One of the primary differences in Act 68 relates to splitting the Education Grand List into a Homestead and a Non-Residential Education Grand List. Another major change in Act 68 is closing the "loophole" of local education funds. Two towns in our supervisory union will be impacted by this change. Provisions have also been included in Act 68 to "penalize" towns whose per pupil spending exceeds 135% of the state average. (This threshold amount is estimated to be \$10,800 by the state.) This excess spending provision will be ratcheted down to 130% in FY '06 and to 125% in FY '07 and thereafter. There are no towns in our supervisory union that are currently impacted by this specific provision, but we need to look to the future to manage costs at a level that will not place any excess burden on the taxpayers within our supervisory union.

FY 2005 BUDGET

The Washington West budget for FY '05 continues the present level of services. Based on competitive salaries and benefits for Superintendent positions regionally, our budget incorporates a salary and benefit package relating to the hiring of a long-term Superintendent. Overall, the budget reflects an expenditure increase for Washington West of 6.12%.

ALL BOARDS RETREAT

On Saturday, November 1, 2003, the Washington West Supervisory Union conducted an all-day all boards retreat at the Best Western Hotel in Waterbury. Winton Goodrich of the VT School Boards Association facilitated this meeting. After reviewing the challenges facing school districts today, the members focused on what the Washington West Supervisory Union should stop doing or start doing to prepare our students to become contributing members of society. After much discussion, some boards members indicated a willingness to serve on one of two committees - (1) a committee to improve our existing governance structure, and (2) a committee to look further at a single K-12 Board for the supervisory union.

NOTE OF OUR APPRECIATION

All board members, building administrators, certified teachers, instructional assistants, and support staff make a tremendous commitment to provide students with a quality education. To their credit, all indicators are that a quality education is being offered successfully in all of our schools.

Your continued efforts are encouraged and appreciated. Kudos for a job well done this past school year.

CENTRAL VERMONT REGIONAL PLANNING COMMISSION

The Central Vermont Regional Planning Commission (CVRPC) is a consortium of 23 towns and cities in Washington County and western Orange County. CVRPC provides a forum in which municipalities work together to address regional issues and opportunities. It also offers its member communities professional assistance with local planning efforts through its experienced and knowledgeable staff.

This past year, the Commission focused on quality of life issues that are addressed in the Regional Plan and worked on the update of the Regional Transportation Plan that also serves as the transportation element of the Regional Plan. With the completion of the revisions to these Plans, both documents were adopted by the Commission. In addition, the Commission's Transportation Advisory Committee annually evaluates the regional inter-modal transportation needs and problems and makes recommendations to the State Transportation Agency on projects that should be included in the Agency's five-year capital program. The Commission is also involved in the review of regionally significant Act 250 development projects and the local designation of village and growth centers. The Commission continues to work on the development of regional and local pre-disaster mitigation plans, approved 8 town plans during the year, and was awarded an EPA Brownfields grant to identify and assess potential brownfields sites.

CVRPC assisted the Town with the administration of the Mad River Solid Waste Alliance, review of Act 250 projects, provided review and comments on the draft Town Plan, developed Town Plan and natural resources maps, and initiated the development of a pre-disaster mitigation plan.

CVRPC continues to work with local officials to provide GIS mapping, including planning maps for a variety of projects and municipal plans, bicycle path suitability maps, and maps of the region's natural resources. CVRPC provides model by-laws, such as the telecommunication facilities bylaws that can be used as a stand-alone ordinance or as an amendment to existing zoning bylaws. CVRPC continues to maintain its web-based planning tools that can guide officials in updating town plans and zoning ordinances and finding additional resources related to planning.

Thank you for your continued support. We look forward to another year of serving our member communities and the Central Vermont Region.

Susan M. Sinclair, Executive Director
Gunner McCain, Commissioner

VERMONT LEAGUE OF CITIES AND TOWNS

The Vermont League of Cities and Towns' mission is to serve and strengthen Vermont local government. Most government services used by Vermonters on a daily basis are those provided by its cities and towns. These include highways, police, fire, recreation, sewer and water. Vermont municipal officials are responsible for raising and expending nearly one-half of the non-federal taxes raised in the state. In large part, volunteer elected and appointed municipal officials lead these governments. VLCT provides the following services to its member cities and towns, to strengthen the ability of these officials to provide quality services at affordable levels of taxation:

- Advocacy representation before the State Legislature, administration and judiciary, ensuring that municipalities have the resources and authority to serve their citizens. VLCT is a leader in the education finance debate and in securing revenues for town highway and bridge maintenance programs.

- Training, technical assistance and publications to strengthen the ability of municipal officials to serve their communities. In the past year, we have responded to almost 50,000 telephone calls, 21,200 of them from local officials on the toll-free telephone line available to them. Our Municipal Assistance Center and Group Services staffs provided over 750 workshops and small group training sessions attended by over 4,000 municipal officials and answered over 2,300 legal questions posed by municipal officials. VLCT distributed over 575 copies of local government publications and distributed over 3,200 hard copies or electronic mail versions of VLCT's Weekly Legislative Report to municipal officials each week during the legislative session.

- Purchasing opportunities to provide needed services at the lowest cost. These include an array of municipal insurance programs, among many others. Examples of how this saves local taxpayers dollars are the securing of municipal employee health insurance and liability coverage for town operations. The VLCT Health Trust represents the most affordable option available to provide health insurance to municipal employees. The value of VLCT PACIF to all our members was made painfully clear last year when the major re-insurer for the largest private sector option available for municipal property and casualty insurance was declared insolvent by the State of Pennsylvania, threatening the payment of claims made under those policies.

All 246 Vermont cities and towns are members of VLCT, along with 140 other municipal entities including villages and fire districts. Membership dues are \$.72 per capita plus a \$250 service fee per year. VLCT maintains its offices in Montpelier and employs 42 staff members. It has an annual operating budget of approximately \$3.0 million.

Individuals interested in finding out more about Vermont League of Cities and Towns, including reviewing its audited financial statements can visit its Web site at www.vlct.org.



**David Quenneville and Scott Woodard
Duxbury Road Foreman and Crew**

Third Place

**VT League of Cities & Towns Snowplow Contest
September, 2003**

Photograph by Sally, VT Local Roads, St. Michael's College

LEGISLATIVE REPORT—VAL VINCENT

The most important event of last year was the smooth transfer of power from Gov. Howard Dean to Gov. Jim Douglas. Democracy is a wonderful method for governing ourselves.

In January, the pace of the legislature was slow because the new Secretaries and Commissioners had to learn their subject areas before they could testify before committees.

The second most important event was the revisions to Act 60 called Act 68. The new education finance reform bill changes and supposedly simplifies how Vermont schools are funded and slightly reduces reliance on the property tax. The law takes effect in the 2004-2005 school year and the student block grant increase to approximately \$6,800.

Act 60's most controversial financing component, the sharing pool, will be eliminated. Instead towns will send their collected property tax to the Education Fund for redistribution based on increased spending above the block grant. The new law uses Act 60 as the base and keeps intact many of the fiscal structures such as the pupil weighting calculations, formula for income sensitivity, block granting formula and most importantly statewide sharing of property taxes to insure equitable tax raising ability from town to town.

There are two major finance mechanism changes. Towns grand list will be split to create two different tax rates, one rate for residential property, and the second for non-residential properties including business property. It is extremely important you fill out the form, Declaration of Vermont Homestead HS-131. You can file online at www.vt.gov/DoTheForm. Declaring your homestead means you will pay a residence tax rate (\$1.10) instead of a business (\$1.59) tax rate. Don't forget to mail your HS-131 form into the Tax Department by April 15th.

A new redistribution formula sends Education Fund dollars back to towns based on residential tax rates increasing by one percent for each additional one percentage of spending per pupil above the block grant of \$6,800.

The major new revenue source providing property tax relief comes from an increase in the sales tax from five to six cents. This is one element of the bill that might cause economic hardship to businesses along the Connecticut River.

I'm glad we have transitioned passed Act 60. I have learned the cost of public education is something we will discuss and debate forever. Vermont has the most equitable formula to redistribute resources for public education from town to town than any other state in the country. The years of struggle have been worth the effort. Other aspects of the new law and analysis of its tax implications can be found at: www.leg.state.us/misc/issues.htm

The other initiative I was most interested in last year was the restructuring of the

Agency of Human Services. I was appointed to a legislative committee to oversee that process. I have been impressed at the effort the Agency has put into gathering input from clients, program providers, health care professionals and family members. Soon a report will be released suggesting areas most in need of change. If you are interested in this effort you can go on line at: www.ahs.state.vt.us and click on restructuring.

Other bills of interest are:

Act. 42 The position of Commissioner of Agriculture was elevated to Secretary Of Agriculture

Act. 44 An electronic signature is given legal effect

Act. 15 Creates a new crime of Home Improvement Fraud

Act: 39 Increases the amount of an educational assistance grant for a member of the Vermont National guard from \$2,500. to the in-state tuition amount for Vermont State Colleges

Act: 23 Establishes reciprocal fishing license agreements

Act: 33 Establishes the Amber Alert Program

On a personal note I must tell you I badly broke a bone in my foot on May 15th. I missed the last two weeks of the legislative session. I felt bad that I couldn't do as I usually do. Then I accepted my fate and enjoyed the rest a broken foot demands.

If there is anything I can do for you, just call, write or email me. Thank you for the opportunity to serve you in the legislature.

P.O. Box 131
Waterbury, Vt. 05676
Email: vjvincent@aol.com

Ph: 244-6313
Fax: 244-1893

ROBERT DOSTIS - TOWN REPORT 2004

Serving the residents of Waterbury, Huntington, Duxbury, and Buel's Gore in the Vermont Legislature is an honored privilege. And while the primary objective of this report is to highlight accomplishments from the 2003 Legislative Session, I also want to thank you for allowing me to work on your behalf throughout the year. It is immensely rewarding to help constituents—individuals, families, and community groups—research issues and resolve problems.

The 2003 Session was productive, reflecting priorities many townspeople have expressed, with the passage of new laws (known as Acts).

- Act M-8, a bill co-sponsored by Rep. Val Vincent and me, allows a change in Waterbury's Charter to consolidate the Water and Sewer Commissions.
- Act 1, the first bill to be passed in the 2003 Session (co-sponsored by Rep. Vincent and me at the request of a constituent) changed the date that Buel's Gore could hold its Annual Meeting.
- Act 22, a bill I sponsored, addresses the nutritional well being of school age children through federally funded school meals programs. We are fortunate that all the schools in our district's towns offer School Breakfast and Lunch; children in *every* Vermont town deserve the benefit of these critical nutrition programs.
- Act 68 is the new School Funding Formula that also helps to reduce the reliance on property taxes for paying for education.
- Act 69 is a comprehensive renewable energy bill. I helped move this bill through the Legislature. With support from Governor Douglas and key legislators from both parties, the bill passed both the House and Senate on the last day of the Session.
- Act 67, known as the "Jobs Bill", contains an economic stimulus package and an increase in minimum wage to \$6.75 in July 2003 and to \$7.00 in 2004. The Commerce Committee, on which I serve, worked on this bill for many months.
- Act 56 is a capitol bill that includes funding to support community facilities targeted to youth. Under the auspices of this bill, Waterbury received \$50,000 to build the community ice rink.
- Act 66 is the FY2004 State of Vermont budget. With less than 1% growth, this balanced budget shows fiscal restraint while meeting important infrastructure and social needs of the state, and fills our General and Health Access Trust funds. The budget includes:
 1. increased funding for PILOT (more PILOT means lower local taxes)
 2. new policies that support Vermont farmers
 3. increased funding for youth and child care facilities and programs (with \$25,000 going to the ice center in Waterbury)
 4. continued funding to work on lowering the costs of prescription drugs
 5. enhanced public safety through funds to: fill 19 State trooper vacancies; support the violent crimes unit; open the Springfield prison on time; and, restore VOSHA

Other highlights from this past year in Montpelier included the joint resolution honoring Harwood Union High School's music program at the Statehouse. Students, teachers, and school administrators were present as the resolution was read before the entire House of Representatives and a prolonged standing ovation acknowledged their achievements. This past year, I was also proud to support Noah Brautigam of Huntington, and Skye MacLean of Waterbury in their successful bids to serve as Pages in Montpelier. On the home front, it was good to connect with you at town meetings, events, and over coffee—hearing your concerns, answering questions, and getting to know each other better.

Economic prosperity and job creation are concerns shared by all Vermonters. In my second term as your State Representative, I was again appointed to serve on the Commerce Committee, with purview over economic and community development, banking and insurance, utility and energy, and many other commerce-related topics. For the 2004 Session, I have been asked to Vice-Chair the Commerce Committee, a challenge I welcome.

As your Representative, and Vice-Chair of the Commerce Committee I will continue to work to improve the economic and business climate in Vermont. I will advocate for the type of fiscal constraint and responsibility demonstrated these past 12 years in Vermont—maintaining a balanced budget while continuing to address the needs of our citizens and towns. I will work to ensure any fiscal belt-tightening required does not fall disproportionately on those Vermonters who can least afford it—Vermonters seeking work; Vermonters working full or part time but who are still unable to afford health care; retired Vermonters on fixed incomes who rely on prescription drugs; disabled Vermonters. I will also advocate that the discipline required to prepare a balanced budget does not shift costs onto our already stretched local community budgets or increase the demands on property taxes.

As I work on the Legislative agenda of the coming year, I trust you will continue sharing with me your concerns and your recommendations for change. I welcome the opportunity to hear from you via phone, email or in person—whether individually or by attending a community gathering.

Sincerely,

Rep. Robert Dostis
1087 Shaw Mansion Road
Waterbury Ctr. VT 05677
802-244-8734
rdostis@adelphia.net
www.robertdostis.com



VITAL RECORDS FOR DUXBURY, 2003

BIRTHS

Logan David Marshall January 3, 2003	David G. & Wendy H. Marshall
Connor Jason Dalley February 7, 2003	Jason & Sharon Dalley
Aliza Cathryn Jernigan April 3, 2003	Lindsay B. & Christopher G. Jernigan
Rene Francois Latulippe April 23, 2003	Francois & Anne Marie Latulippe
Cassandra Lynn James June 1, 2003	Steven & Sherrie (Ravelin) James
Sara Tuor June 3, 2003	Claudia T. & Ben Curtis
Ashley Elizabeth Proteau July 21, 2003	Brian & Leslie Proteau
Siena Maria Mazer July 29, 2003	Joshua Mazer & Maria C. Olsen
Izabella Grace Hubble September 21, 2003	James & Noelle Hubble
Hunter Odell King October 6, 2003	Bernard & Denise King
Hale Johnston Boyden November 11, 2003	Doug & Katherine Boyden
Yzabellah Lheiland Stridsberg November 11, 2003	Joseph G. & Holly M. Stridsberg

DEATHS

Frank James Hart
July 10, 2003

Frank E. & Lucille (O'Connor) Hart

Sibyl Hazel Hoadley
August 25, 2003

Harry & Carrie (Kidder) Debuque

Kevin A. Wells
August 6, 2003

Clayton & Sandra (Richardson) Wells

Barbara A. Morse
December 16, 2003

Frank & Jessie (Morse) Callahan

MARRIAGES

Bethany Ann Beede
Charles Edward Davis
February 7, 2003

Daniel & Linda (Wright) Beede
Ralph C. & Marsha (Jennings) Davis

Kristen M. Smith
Adam P. Fiske
April 5, 2003

John W. & Garlinde (Lowe) Smith
Peter H. & Agnes (Duttle) Fiske

Maria Christina Olson
Joshua Parsons Mazer
April 19, 2003

Eric & Brigit (Kelly) Olson
William & Susan (Parsons) Mazer

Kristin Diane Loughrey
Gregory Austin Beshore
May 10, 2003

Thomas L. & Diane (Sommers) Loughrey
D. Fred & Marjorie (Mantz) Beshore

Marlo Sue Cohen
Peter Graham Willmert
May 24, 2003

Martin A. & Geraldine (Chaikind) Cohen
Walter E. & Joan (Hendriksen) Willmert

Carole Ann Wind
Jeffrey William Mitchell, Jr.
June 21, 2003

Henry P. & Margaret M. (Fagan) Wind
Jeffrey W. & Bernadette (Cuthbert) Mitchell

Cynthia J. Nicol
Louis C. Griffin, Jr.
July 8, 2003

Ben L. & Eleanor (Miskin) Fithian
Louis C. & Rosalie (Dupont) Griffin

Jennifer L. Grace
Clayton R. Burdick
July 12, 2003

Melinda Carol Anderman
Vincent George Franke
July 12, 2003

Erin Elizabeth Grace
Robert Donielle Sylvia
July 26, 2003

Buffy L. Nelson
Matthew S. Placey
August 9, 2003

Amanda Foote
Joshua Ethan Nelson
August 23, 2003

Tammy Rae Greenway
Craig Gary Reynolds
September 6, 2003

Nancy Michelle Smith
William Joseph Driscoll IV
September 6, 2003

Jo Ellen Routhier
Malcolm Neal Towne
September 20, 2003

Michelle Marie Lamson
Keith Eric Marino
September 27, 2003

Shannette Genevieve LeBlanc
Craig Raymond Streeter
September 27, 2003

Linda Ann Chadwick
Richard Stanley Smith
November 7, 2003

Claudia Tuor
Ben Aldrich Curtis
November 7, 2003

Michael J. & Jane (Eldridge) Grace
Keith C. & Corraine (King) Burdick

Robert P. & Jane (Kiser) Anderman
Josef & Aileen (McFee) Franke

Michael J. & Jane (Eldredge) Grace
Paula Jean Sylvia

Carlos & Patricia (Goodell) Nelson
Raymond & Pamela (Farnham) Placey

David & Jane (Kacenski) Foote
Bruce & Jennie (Savage) Nelson

Michael & Madeleine (Doyon) Greenway
Gary & Marilyn (Taylor) Reynolds

Terry & Susan (Minbiole) Smith
William J. & Sandra (Zickler) Driscoll

Norman & Betty (Parker) Bowman
Cleo G. & Mariana (Beaton) Towne

Albert & Shirley (Fuller) Lamson
Francis & Jane (Barschdorf) Marino

Arthur & Paula (Johnston) LeBlanc
Shirley Monguer

Kenneth & Janet (Martin) Chadwick
Walter & Paulene (Guyette) Smith

Marcel & Rita (Mueller) Tuor
Robert & Shirley (Partridge) Curtis

Damian Christopher Smart
Elsje Renee Michelle Connally
November 19, 2003

Fred & Kathy (Harrington) Smart
Patrick & April (Adams) Connally

CIVIL UNIONS

Desmond D. Anthony
George David Johns
January 1, 2003

Desmond C. & Jeanette (Anthony) Gonzalez
George & Rita (Hallahan) Johns

Ruben Bailey
Joseph Leland Peterson
February 14, 2003

Luis & Otilia Rodriguez
Jan S. & Billie (Leggett) Peterson

John Erroll Salterberg
David Robert Verrinder
February 16, 2003

Roger & Billie (Arnett) Salterberg
Robert & Caryl (Behrend) Verrinder

Michele Casale
Joni E. Smalley
March 9, 2003

Samuel J. & Clara (Valley) Casale
Kenneth & Cathy (Curtis) Smalley

Julie Christine Riggs
Holly Kathleen Rock
March 17, 2003

Sidney & Mary Ann (Hauger) Riggs
Earl & Norma (Shaulis) Lenhart

Aislyn Kelly Johnson
Jill Marie Warren
March 31, 2003

William & Elizabeth (Chouinard) Johnson
Kenneth & Deanna (Thompson) Warren

Jessee Alan Flanagan
Edward Earl Gray
April 2, 2002

M. Alan & MaryAnn (Eye) Flanagan
David E. & Elaine (Spence) Gray

Jeffrey R. Willcox
James P. Carollo
April 11, 2003

James E. & Eileen (Connyngham) Willcox
Paul & Francis (Mannino) Carollo

Suzan Rani Perry
Heidi Ann Porter
April 13, 2003

Harold & Alita Perry
Kenneth & Monika (Rose) Lashway

John Bert Groote
William Harold Moody
May 9, 2003

Lubertus & Lena (Vogt) Groote
William H. & Rose Mary (Heider) Moody

M. J. Strouf
Ruth M. Townsdin
May 9, 2003

Beth Ann Koehler
Peggy Alice Van Gorder
May 11, 2003

Donna Maria Ceresa
Marisol Gonzalez
May 10, 2003

Mona Lisa Romano
Denise Lopez
May 10, 2003

Jane A. Bernstein
Lana K. Wagner
May 17, 2003

Yolanda Morejon
Miriam Marin
May 25, 2003

Nathalie Pierre
Kysha Etienne Pierre
May 27, 2003

Christopher Alan Novak
Robert John Lani
May 31, 2003

Arthur Edward Ames
Raymond Paul Perron
May 31, 2003

Kurt Allan Davis
Mark Paul Lehman
June 7, 2003

Beverly Ruth Bishop
Jill H. Losee
June 7, 2003

Hilary Kathryn Ayd
Lillie Ruvinsky
June 15, 2003

John H. & Helen (Yates) Strouf
Kenneth & Harriett (Lawrence) Townsdin

Robert & Martha (Danielson) Koehler
Henry & Wendy (Dawson) Van Gorder

Louis & Anna (DeAngelis) Ceresa
Leonardo & Maria (Gonzalez) Mendez

Nicholas & Ramona (Silva) Romano
Jose & Loretta (Rapelye) Lopez

Eldon & Judith (Greenspun) Bernstein
Billy & Marcella (Kimberlin) Wagner

Juan & Magdalena (Galmes) Morejon
Arturo & Magdalena (Ugarte) Marin

Francois & Claire (Richemond) Pierre
Johnson & Genette (Castel) Etienne

Joseph S. & Sandra (McCabe) Novak
Robert & Patricia (Amity) Lani

Arthur A. & Geraldine (Merrill) Ames
Ronald & Monique (Breton) Perron

Euel & Beverly (Amundson) Davis
Paul & Shirley (Upperman) Lehman

Joseph & Esther (Singer) Thompson
Henry & Dorothy (Goold) Losee

Stanley & Judith (Cathcart) Ayd
Lee & Betty Ann (Lee) Ruvinsky

Laura A. Aviles
Toni M. Perrone
June 16, 2003

David Michael Fenske
Kevin Patrick Robinson
June 16, 2003

Linda L. Dresser
Lynda Angela Rockford
June 24, 2003

Jo Lee Clark
Frances Ann Woodward
June 29, 2003

Doris L. Hale
Janet L. Tissue
June 30, 2003

Amanda Jean Kravetz
Kimberly Ruth Merrill
June 30, 2003

Kathryn Ann Janes
Dawn Marie Weber
July 5, 2003

Deborah Jean Braun
Megan F. Huber
July 10, 2003

Robert Christopher Lusch
Douglas Howard Adams
July 12, 2003

Misti Anecia Cobb
Pamela Ann Overstreet
July 15, 2003

Lana Jean Huntley
Donna Marie Emery
July 21, 2003

Karen Lee Leonard
Karen Elizabeth Lamy Mangine
August 1, 2003

Richard & Karen (Pease) Aviles
Vito & Rosemarry (Metzen) Perrone

Lawrence & Marion (Joley) Fenske
LeRoy & Jane (Sharp) Robinson

David L. & Patricia (Lowe) Dresser
William & Corinne (Miller) Rockford

Jerald & Janis (Carlson) Clark
Warren & Milrea (Lindsey) Woodward

Leon & Rowena (Sheffer) Hale
Dwayne & Anne (Marusa) Tissue

Joseph & Christine (Niemi) Kravetz
Malcolm & Carole (Mulligan) Merrill

John D. & Sharon (Bass) Butsch
William L. & Renate (Gabler) Weber

David & Priscilla (Baker) Braun
David & Sherry (Fisher) Huber

Charles & Carole (Eckhart) Lusch
George H. & Joan (Wilfert) Adams

Michael A. & LouElla (Cowan) Cupit
Donald H. & Angela (Walker) Overstreet

Joseph & Angela (DeMarco) Huntley
Alfred & Joyce (Noelte) Emery

Bruce & Annamay (Dionne) Leonard
George & Barbara (Brouker) Lamy

Stephen Clarke Adams
H Bruce E. Blonder
August 1, 2003

Jacqueline Ann Haley
Jessica Ann Zimmerman
August 8, 2003

Robert S. Foust
John O. Lee
August 14, 2003

Dawn Michele Bridges
Leigh Anne Jones
August 16, 2003

Izabella Grace Dzierzanowski
Cheryl Louise Lemansky
August 23, 2003

Dawn Sherry
Donna Marino
August 23, 2003

Kenneth E. Edwards
Frank E. Green
August 25, 2003

Heather Lauren Floyd
Heidi Nicole Furr
August 27, 2003

Jeffrey Burr Evans
David Russell Parnell, Jr.
August 28, 2003

Mary Beth Belden
Elizabeth A. LeBlanc
August 28, 2003

Mary Kathryn Bowles
Kimberly Ann Reis
September 9, 2003

Jamesetta Page
Dorothy R. Woods
September 9, 2003

Walter & Phyllis (Clarke) Adams
Bernard & Jeanne (Stein) Blonder

John & Patricia (McCracken) Haley
Joseph & Margaret (Hill) Zimmerman

Wilson & Elizabeth (Schmertz) Foust
Alf & Lorraine (Coon) Lee

Thomas & LeAnn (Robbins) Bridges
O. C. & Virginia (Newsome) Jones

Myron & Grace (Ryzner) Dzierzanowski
Joseph & Sue (Pfannmuller) Lemansky

George & Barbara (Hyams) Tiniakos
Dominick & Maria (Montalbano) Marino

Albert & Gladys (Baggs) Edwards
Francis & Ruth (Wolford) Green

Robert & Linda (Marks) Floyd
Phillip & Virginia (Sigler) Furr

James & Pamela (Burr) Evans
David & Barbara (Johnson) Parnell

James & Mary (Nelson) Belden
Joseph & Marjorie (Rexford) LeBlanc

Billy R. & Kathryn (Christian) Bowles
Wilbur & Janet (Ashcraft) Reis

James & Cecilia (Aujah) Page
Walter & Rebecca (Battles) Woods

Arla G. Hile
Susanne J. Spano
September 24, 2003

Tricia A. May
Katherine Mary Tidwell
September 27, 2003

Lionel M. Jacques
W. Alan Ludwig
October 7, 2003

Julie Ann Orr
Jimmie Carol Cain
October 1, 2003

Rebecca Lee Marlow
Brandi Nicole Creech
October 4, 2003

Kelly L. Hedglin
Bonnie J. Bish
October 4, 2003

Susan Lynn Sadler
Catherine Alice Pare
October 4, 2003

Diane Marie Johnston
Marilyn Kimberly Tucker
October 14, 2003

Leslie L. Schnepf
Magdalena K. Johnson
October 24, 2003

Pamela Sue Forney
Cheryl R. McFarland
October 27, 2003

Sylvia Toni Darlyn Davis
Laura Ann Miles
November 3, 2003

Crystal Slone
Amy Huntley
November 23, 2003

Charles & Patricia (Crocov) Hile
Stanley & Darlene (Wimer) Spano

William & Patricia (Labarr) May
Vernon & Joanna (Edwards) Tidwell

P. V. & Elvira (Madrid) Jacques
Wilbur & Ruby (Fankhauser) Ludwig

James & Jane (Ballard) Orr
Jimmy & Betty (Beaird) Cain

Jeffrey & Carol (O'Brien) Marlow
Keith & Deanna (Pitts) Creech

Wayne & Suzanne (Murtaugh) Hedglin
James & Mary (Veit) Bish

Spencer & Gwen (Merefield) Sadler
Henri & Leah (Parenteau) Pare

Harold & Alice (Cummings) Johnston
Franklin & Marilyn (Goodman) Tucker

Ken & Bev (Stratton) Schnepf
Zbigniew & Agnieszka (Swist) Guziolek

Kenneth & Beverly (Heaton) Forney
Richard & Ileene (Harmon) Mossburg

Lafayette & Toni (Lewis) Davis
Paul & Debbie (Holt) Miles

Charles & Freda (Charles) Slone
Donald & Jean (Beers) Huntley

Cindy Lee Campbell
Frances Irene Howard
December 13, 2003

Tracy Marie Spangler
Amy Lynn Pastorak
December 14, 2003

Jennifer Knopf Baudoin
Patricia Ann Parker
December 23, 2003

Ann Theresa Snyder
Shauna Lynn Madewell
December 24, 2003

Alisha Michelle Rutledge
Stephanie E. Evans
December 30, 2003

Herschel & Margaret (Sherlin) Campbell
Charles & Edna (Charles) Crump

Michael & Sherri (Jordan) Spangler
Karl & Mary (Reis) Pastorak

Richard & Bernadette (Schanken) Knopf
Harold & Betty (Johnson) Parker

Terry & Diane (Davis) Snyder
Scott & Cynthia (Willis) Madewell

Larry & Leola (Greene) Rutledge
William & Karen (Yates) Evans

NOTES

Duxbury Town Offices
3316 Crossett Hill
Duxbury, Vermont 05676

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Duxbury, Vermont 05676
802-244-6660

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109 State Street
Montpelier, VT 05609-0601

