

**Minutes****Marlboro Select Board Meeting****Thursday, February 12, 2026 - 6:00pm**

**Attendees:** Molly Welch – Chair, Jeff Skramstad – Vice-Chair; Kate Kirkwood – Member (ZOOM); Nick Morgan – Town Administrator/SB Assistant; Andrew Richardson – Road Supervisor; Tim Segar & Donald Sherefkin – Planning Commission; Tim Jones & Don Mills – GMP; Mary Sargent, Jean Boardman, Linda Fuhrman – Residents.

**BEGIN ZOOM RECORDING:**

*(Please note: As these minutes are not intended to be a “transcript” of the meeting, a complete Audio recording of the meeting can be found on the Town’s Soundcloud page here: <https://soundcloud.com/marlboro-select-board>).*

**Call to Order @ 6:00pm****Sign Guidelines of Conduct – Done (February 2026 signing)****Regular Select Board Meeting Agenda**

Identify Any Changes to Agenda: None

**Scheduled Business:**

Unscheduled Open Public Comment: None

Approval of Minutes from January 22, 2026 **(Welch/Skramstad – Passed unanimously)**Approval of Minutes from January 26, 2026 **(Welch/Skramstad – Passed unanimously)**Approval of Minutes from January 30, 2026 **(Welch/Skramstad – Passed unanimously)**

Signature of Pay Orders - Done

Document Signatures & Approvals**Motions to Approve the following Liquor Licenses: (individual)**

- **Vermont Distillers – DLL Application 69615 (Welch/Skramstad – Passed unanimously)**
- **Battleboro Food Coop – DLL Application 69097 (Welch/Skramstad – Passed unanimously)**
- **Battleboro Food Coop – DLL Application 69098 (Welch/Skramstad – Passed unanimously)**
- **Battleboro Food Coop – DLL Application 69099 (Welch/Skramstad – Passed unanimously)**

**Executive Session**

**Motion: Finding that premature knowledge of the topic that we need to discuss now would be deleterious to the public & town, the Select Board deems it necessary to hold an Executive Session. & Motion: That we move into executive session to discuss personnel issues according to Vermont Statute 1 V.S.A. § 313(a)(1)(a) @ 6:15pm. (Welch/Skramstad – Passed unanimously)**

Return to regular session @ 6:34pm **(Welch/Skramstad – Passed unanimously)**

Any Items Arising Out of Executive Session - None

**General Business & Discussions****Planning Commission – Discussions Regarding Marlboro Zoning Administrator:**

- *Nominate “Acting/Interim” Administrator* – Following up on discussions at previous meetings and acting on Select Board’s appointment of Molly Welch as the “Acting/Interim” Zoning Administrator, the Planning Commission officially acknowledged their nomination of Molly Welch for this position.
- *Discussion on Hiring, Training, and monitoring of new Zoning Administrator* - The Board and the Planning Commission member discussed these topics regarding the hiring and ensuring the best results from a new Zoning Administrator:
  - Town Administrator, Nick Morgan, confirmed that the PC had received the Job Description and Ad the Town had used for the previous ZA job search. He advised the PC to make any edits or adjustments they may want and send it back to him. Once in hand, Mr. Morgan advised that he would post it on various sites, including Facebook, Front Porch Forum, the Town’s own website, the VLCT Website, the VT Job Search site, Craig’s List (Kate Kirkwood suggestion), and requested any suggestions from the PC on other locations. Mr. Morgan did note that initially the use of newspaper and online job site postings that in the past had proved to be a waste of money as historically they yielded very poor or even non-existent leads. The PC agreed to review the current listing and get back to Mr. Morgan as soon as possible.

**General Business & Discussions** (continued)**Planning Commission – Discussions Regarding Marlboro Zoning Administrator:** (continued)**Discussion on Hiring, Training, and monitoring of new Zoning Administrator -** (continued)

- Discussion then focused on not only assisting the “action” ZA, Ms. Welch, but how once a permanent ZA is found, how best to assist them in their performance of the position. It was put forward that the VLCT does provide training and has assembled a solid presentation on the duties of a ZA and how best to perform. Further, it was put forward that the Zoning expert at the WRC had already been contacted and is ready, willing, and able to assist. It was also discussed that the Town would be “going after” a Municipal Planning Grant (~\$30,000) that can be used to hire the WRC to assist in the re-write and updating of the Town’s Zoning By-Laws. The PC noted that while this could be a good thing, it is still very important that the PC have control and input into that updating process. Mr. Morgan made note of this and advised that there would not be any movement on enlisting the WRC on this project without the full and complete involvement of the Planning Commission. Regarding monitoring the ZA, it was discussed and the principles were agreed to that the ZA would work closely with both the PC and the DRB, with the PC setting the major guidelines, goals, etc. with overall oversight by the Select Board.
- Regarding the actual hiring/nominating/appointing process, Mr. Morgan advised that once he had posted the job, he would receive in any inquiries and turn them over to the Planning Commission and act as the facilitator in setting up the PC’s initial review and interview of candidates. Granting that there will be several candidates, the PC would narrow down their list which would then be provided to the Select Board which would conduct their own interviews (also taking the opportunity to discuss salary, benefits, etc.). Once all interviews are completed, Mr. Morgan would organize a meeting between the PC and SB to review the candidates and make a decision. Once decided upon, the PC would convey their nomination to the SB, who would in open session officially appoint the new ZA.
- The PC also asked if Ms. Welch would be able to commit to attending the monthly PC meetings and to seek advice and training from available resources. Ms. Welch agreed that she would commit to attending the PC meetings and has already started to move forward with training and information from both the VLCT and the WRC.
- There was also some brief discussion on some general Zoning issues within the town, with the PC providing some information and guidance as Ms. Welch slots into the ZA position.

**Green Mount Power (Tim Jones & Don Mills):**

*Review of Ames Hill 2025 project* – The Board and the GMP representatives discussed last summer’s work on Ames Hill Road, reviewing the issues with communication, both the initial difficulties and the resulting improvement in communication. The Board also noted that there was a lack of clarity on “detour routes”, the GMP noted that they are making plans for this summer’s work to be much clearer with where the work will be occurring on a given day and will work with Marlboro’s Highway Department to ensure residents have sufficient access to roads to get where they are going. Road Supervisor, Andrew Richardson, and GMP noted that there were still an amount of work on Ames Hill Road to finish the work and that the Highway Department and GMP were coordinating that work.

*2026 Plans for Moss Hill, Hamilton, & Lucerne Roads* – GMP came to the Board to review the proposed Grid Resiliency work that is planned for the aforementioned roads during the Summer of 2026 (Mid-May to the end of September). GMP reviewed the maps of the proposed work, noted that they were in touch with Mr. Richardson regarding the work and what the Town requires, and acknowledged the Board’s request for increased communication (through Mr. Richardson and Mr. Morgan) and clear plans for detours when necessary. GMP presented the Board with a “proposal acceptance” letter for their signature. The Board advised that the letter would be signed at a subsequent meeting once Mr. Richardson had the opportunity to review it and add any conditions and expectations to it. In addition the Board asked GMP if they would be willing to attend a public hearing with Marlboro residents (on 4/11/26) to discuss the upcoming work and hear any issues they may have and to work on solutions to ameliorate those issues. Both Mr. Jones and Mr. Mills agreed to attend the meeting and noted that they would look for to it. As part of the effort to improve communication, GMP has provided maps of the work area and the Board tasked Mr. Morgan to get these maps onto the Town website for residents to review.

**Highway Update:**

*Beaver Conflict* – Mr. Richardson brought the topic of Beaver Conflict to the Board, especially concerning Jenkes Road. Mr. Richardson advised that after many attempts to construct and use “Beaver Deceivers”, it has become clear that this method is unsuccessful and an expense that does not yield the desired effect of keeping culverts clear and preventing road flooding and erosion. Mr. Richardson proposed that the Board investigate and coordinate hiring an approved (by VT

**General Business & Discussions** (continued)Highway Update: (continued)Beaver Conflict (continued) -

ANR) “Trapper”, to “cull” the Beaver population in this area. Mr. Richardson noted that this is an approved solution by the State and is the best solution at this time. The Board agreed that this was an avenue to investigate and noted that they would reach out to ANR to get a list of approved “Trappers” and begin the process. At the same, the Board noted that a process to advise all abutting landowners to the area should begin with a letter and followed by an open meeting to hear comments from the residents impacted prior to finalizing any actions. The Board tabled further discussion until a future meeting once information on “Trappers” and a process for interacting with impacted landowners can and will be developed.

*Initial discussion on potential Marlboro Road Declassifications* – Mr. Richardson asked the Board to begin the process of declassifying certain Town roads from class 3 to class 4. The discussion encompassed what the statutory requirements are, what type of cost savings could be achieved due to less maintenance required for class 4 roads, setting standards for which roads need to be declassified and which should not be declassified, what level of maintenance would be continued on declassified roads, and what parameters will be used Town wide to ensure fairness (and codified within the Town’s Road Standards document). The Board recognized that this was basically just the first step and committed to continuing this process in subsequent meeting.

Review of Road Standards Update: The Board reviewed the remainder of the Road Standards Update Document and tasked Mr. Morgan with finalizing the document for a final review by the Board and Mr. Richardson before beginning the process to have the document become the Town’s Standards (Hearing, Adoption, Posting, and Final Implementation according the statute)

Town Administrator Report: Mr. Morgan advised that he had provided the Board (via Email) the proposed legislation from the Windham County Sheriff regarding a potential plan for the Sheriff’s office to implement a “Regional Policing Plan” for Windham County. Mr. Morgan advised the Board to review the document and present any questions to him which we would in turn convey to the Sheriff for clarity.

**Motion to Adjourn @ 8:04p (Welch/Skramstad – Passed unanimously)**