

## Waterford Selectboard Working Meeting Minutes

Monday, March 23, 2026 @ 6:00 PM

Davies Library

In Attendance: Tim Yarrow, Wade Cochran, Shawn Hallisey, Kathy Hodgdon, Will Jones  
Attendance list attached.

Chair Tim Yarrow called the meeting to order at 6:00 PM.

### Modifications to Agenda

- Add Personnel Policy Discussion
- Add Road Plowing Discussion

### Approval of Meeting Minutes

- Shawn Hallisey moved to approve the minutes as amended of the March 09, 2026 meeting. Kathy Hodgdon seconded the motion. Motion passed 5-0.

### Town Meeting Synopsis

- Town Clerk Deb Benoit prepared the Town Meeting Synopsis and shared it with the Selectboard for approval.
- Town Moderator Maurice Chaloux did not have any changes to recommend.
- Shawn Hallisey moved to approve the Town Meeting Synopsis. Wade Cochran seconded the motion. Motion passed 5-0.

### Auditor Appointment

- The vacant auditor position was posted on the town Facebook account, Front Porch Forum, and the bulletin board in the Town Clerk's office. No responses have been received.
- Shawn Hallisey moved to advertise the auditor position in the Caledonian Record for one day. Will Jones seconded the motion. Motion failed.
- Kathy Hodgdon previously served as a town auditor. She noted that the work had been done by two auditors successfully in the past, so it is not urgently time sensitive to fill the third position. She recommended reposting the advertisements and personally contacting people who may be interested.
- The Board generally agreed with Kathy's opinion and will proceed with reposting the advertisements and contacting potential interested parties.

### Certification of Compliance of Town Roads, Bridge Standards, and Network Inventory

- The certification of compliance of town roads, bridge standards, and network inventory is required yearly. It was completed around June or July of last year. Tim Yarrow recommended the Board begin preparing for this year's certificate of compliance.
- Road Foreman Jim Hayes gave a brief explanation of his experience with this certification. He agreed to send the Board the data and details to review.
- Jim is applying for a couple grants associated with the certificate of compliance.
- The Board agreed to attend a tour of the targeted areas with Jim once the weather permits.

### Town Garage Mold Inspection/Testing, and Town Garage Project

- Chair Tim Yarrow accompanied Isaac from Top Cleaning and Restoration during the visual mold inspection of the Town Garage. The mold does not appear to have spread, but it can't be known for certain until sheetrock is torn down.
- Tim authorized the collection of two samples for lab analysis at an additional cost of \$80. The samples were taken from the problem areas on the wall. Information about the results of the inspection and samples should be received soon.
- Air tests were conducted in 2023. All tests came back showing no significant mold in the air. This suggests that the problem areas on the wall may not be mold, but potentially a different issue.
- Top Cleaning and Restoration sent a proposal for remediation at the price of around \$25,000. Their proposal includes ripping out all of the sheet rock and insulation to treat the mold. The Town would be responsible for reinsulating and sheetrocking.
- Shawn Hallisey asked why Tim was able to authorize the extra expenditure without a vote from the Board.
- Assistant Treasurer Marcel Lapierre referenced the Procurement Policy which allows purchases of up to \$5,000 by individuals designated as procurement agents. The Treasurer is responsible for keeping track of these expenditures and alerting the Board if inappropriate purchases are made. Selectboard members are not currently designated as procurement agents.
- Will Jones read from a relevant section of the Procurement Policy. The Board agreed this situation qualifies under the exigency exemption, meaning Tim acted in compliance with the Procurement Policy.
- Marcel expects to receive a proposal from Black River Design this week. The proposal will include a cost estimate of conducting a feasibility study on the Town Garage project.
- Shawn received a proposal from EH Danson and sent it to the Board for review. They estimate a feasibility study would cost around \$10,000-\$12,000.
- The Board scheduled a site visit of the Town Garage for March 30, 2026 at 5:00pm led by Jim.
- Will Jones moved to approve the \$80 lab testing expense for mold in the Town Garage. Shawn Hallisey seconded the motion. Motion passed 4-0-1.

### Town Investment Fund

- Tim Yarrow extended his thanks to Town Treasurer Heather Gonyaw for her work to get the process started for establishing the investment fund.
- Meetings are being scheduled to interview investment advisors from five banks.
- Shawn Hallisey asked if the town needs to vote on the matter. Tim explained that a town vote is not required, but he intends to gauge public opinion and use it to inform their decisions.
- Town Treasurer Heather Gonyaw confirmed the investment fund would be filled with money that is currently in a reserve account, but not all funds in the reserve account are available for the investment fund.
- The Board considered changing the article of allocating budget surplus to propose allocating surplus funds to the investment fund. Heather noted that there will be no surplus this year, so it is a question better discussed in the future when it becomes relevant.
- The Treasurer's Office will have control of the investment fund, but the Selectboard will need to authorize any action taken.

### Follow-up/Status of Past Board Decisions: Video Cameras – Slate Ledge Rd; Town T-Shirts; Dupree Speed Limit Request – Suitor Road

- Will Jones shared an update on the status of Slate Ledge Rd and the video cameras that were approved for installation. The video cameras were not installed. A beaver constructed a dam resulting in about two feet of water flooding the road, making it impassable to most vehicles. The dam and resulting flooding occurred between the Route 18 access and the area used as a dumping pit/party spot, so it is acting as a natural deterrent for unsavory activities.
- The Board considered how to respond to the situation. There are strict rules regarding trapping of beavers and removal of dams. Road Foreman Jim Hayes recommended a crew he's worked with in the past that are certified by the State.
- The Board also considered erecting a sign on both sides of the flooded area that warns 'pass at your own risk.' It would cost about \$300 per sign. A few examples were shared of other places in Waterford that utilize such signage.
- Shawn Hallisey moved to allow the beaver to remain and install signs that read 'pass at your own risk' on either side of the area, costing no more than \$600. Wade Cochran seconded the motion. Motion passed 5-0.
- Jim asked to review the Town Plan for clarity on class four roads. He suggested adopting a standard policy to be followed for all class four roads. There is currently no standard policy; individual class four roads are treated differently.
- Town Clerk Deb Benoit announced that the t-shirts will arrive this week.
- The Board received a request from Mr. Dupuis to install a 35 mph speed limit sign on Suitor Rd. Jim agreed it is an appropriate area to install a speed limit sign.

- Will Jones moved to install a 35 mph speed limit sign at the beginning of Sutor Road. Kathy Hodgdon seconded the motion. Motion passed 5-0.
- Town Treasurer Heather Gonyaw confirmed there are appropriate funds in the Highway Department under the Signage line item.

#### Personnel Policy

- Will Jones spoke with Sue Hayes before Town Meeting to learn what progress she had made with the Personnel Policy. He continued working on it from there.
- Will used the Grievances and Disciplinary Actions and Appeals section from the policy adopted by the Town of Dover as a template when adding the section to the draft Personnel Policy for Waterford.
- He read aloud the changes made since the Board previously discussed the policy. Additional changes were suggested by Board members.
- Wade Cochran offered to send the Board a draft of language used for regulations regarding employees requesting vacation/leave.
- No action was taken. It will be discussed again at the next Regular Meeting on April 13, 2026.

#### Road Commissioner

- Tim Yarrow read aloud a letter he prepared. It was addressed to the Ethics Liaison and Selectboard. The letter requested Will Jones recuse himself from all matters concerning Jim Hayes due to a conflict of interest, citing state law 24 V.S.A. § 1992. The letter went on to list the reasons why Tim believes Will has a conflict of interest concerning Jim.
- Tim agreed to send a copy of the letter to the Ethics Liaison and all Board members.
- Shawn Hallisey recommended seeking an unbiased party to investigate the situation. The State Ethics Commission was intended to handle such matters, but they have been fully defunded and are no longer functioning. The Board will consider hiring HR for dealing with issues in the future.
- Will acknowledged there was an appearance of a conflict of interest, but rejected the allegations made against him and agreed to submit a written non recusal statement within the allotted five business days.
- Jim Hayes raised the possibility that Kathy Hodgdon and Tim Yarrow have a conflict of interest with him. He went on to list some examples of why he believes there may be a conflict of interest with each of them.
- Tim and Kathy both rejected the allegations of having a conflict of interest. They both agreed to submit a written non recusal statement within the allotted five business days.
- The Board discussed these issues at length with some input from Jim.
- Kathy Hodgdon moved to keep the Road Commissioner position held by all five Selectboard members. Wade Cochran seconded the motion. Motion passed 4-1.

## Road Plowing

- Tim Yarrow recapped the email and phone call he received Saturday morning about the condition of the roads. A few citizens were concerned about a delay in plowing. Tim asked why they waited to plow until Saturday morning instead of Friday night.
- Road Foreman Jim Hayes explained a few issues that affected the outcome. The condition of the dirt roads made it too risky to use a plow for fear of causing significant damage. Problem areas should be plowed as little as possible, so they waited until Saturday morning to begin. There were reports of lingering snowfall Friday night, and Jim did not want to plow twice and risk further damage to the roads. They opted to sand the problem areas instead.
- Their plowing route was thrown off schedule Saturday morning when an employee arrived late without warning. Jim chose to prioritize the hill areas to keep the risk of injury as low as possible.
- The Board generally agreed that communication between Jim and themselves needs to increase so they understand the context needed to handle issues as they arise.
- Tim Yarrow acknowledged Jim's long experience as a road operator and commended the work he does on the roads.
- Wade Cochran gave his thanks to the Road Crew for their hard work managing road conditions. All Board members voiced their agreement.
- Will Jones thanked Mr. Gilbert for his hard work.

## Agenda Items for Next Meeting

- Personnel Policy
- Investment Fund
- Bid Opening for Daniels Farm Rd Culvert
- Town Garage Feasibility
- Evaluate the Positions of Town Constable and 2nd Town Constable
- Certificate of Compliance
- Dog Report

## Executive Session 1 V.S.A. § 313(a)(1)(B) - Personnel

- Will Jones moved to enter Executive Session. Kathy Hodgdon seconded the motion. Motion passed 5-0. The group entered Executive Session at 8:56pm.
- Shawn Gilbert and Jim Hayes were invited to join.
- Will Jones moved to exit Executive Session. Wade Cochran seconded the motion. Motion passed 5-0. The Group exited Executive Session at 10:33pm.
- Will Jones moved to terminate the employment of Rick Villeneuve. Kathy Hodgdon seconded the motion. Motion passed 5-0.
- Kathy Hodgdon moved to appoint Priscilla Foster as an alternate Planning Commission member. Will Jones seconded the motion. Motion passed 5-0.



TO: Waterford Ethics Liaison, Wade Cochran  
FROM: Timothy B. Yarrow  
SUBJECT: 12 V.S.A. Sec 1992(b)  
Response to Alleged Conflict of Interest  
DATE: March 26, 2026

Public Document

Dear Ethics Liaison to the Waterford Select Board:

Pursuant to 12 V.S.A. Sec. 1992(b) I hereby respond to the 03/23/26 open meeting claim by Road Foreman, Jim Hayes, that I have a personal bias against him. I am proceeding with this claim as an assertion that I have a conflict of interest against Mr. Hayes.

Mr. Hayes advanced vague opinions without referencing any evidence of personal bias, except: 1) The way I publicly speak to him, and; 2) He knowingly waived his executive session confidentiality rights in order to publicly disclose a question which was approximately this: 'I don't mean to offend or to humiliate you by asking this question, but do you know how to read and write?' Mr. Hayes appears to equate this with personal animus or dislike of him, suggesting he believes I lack an ability to be fair, objective, reasonable, and even-handed when it comes to day-to-day interactions with, collaboration with, and discipline of him in the performance of his Foreman duties, and that I should therefore recuse myself.

I hereby deny such allegations and presumed recusal thesis, for the following reasons:

I've graduated law school and practiced law for 27 years. I have a total of approximately 37 years total accumulated Board experience, including as Chair. I've worked for, with, and against thousands of individual people, including hundreds of judges, some of whom were more "likeable" than others. In all this time, often under stressful circumstances, I've been required to maintain an even-handed, neutral, objective, and professional orientation. Even in instances when a judge denied my motions to end representation of a difficult client, I was still able to successfully represent such client to the conclusion of the legal matter. It is within this context that Road Foreman Hayes fits into my world experience.

I am not biased against Jim Hayes. I am concerned about aspects of his work performance. I can be objective and fair in matters related to interaction, collaboration, evaluation, and discipline regarding Mr. Hayes work' as Road Foreman; this includes my view of his work duties, work expectations, performance evaluations, and discipline. Good cause exists for me to continue acting on behalf of the Town in matters related to the Road Foreman because no actual or apparent conflict of interest exists, and the Foreman's claim is amorphous or intangible. If an unforeseen situation arises in which there is an actual conflict of interest, or I feel I can no longer remain objective and fair, I will (and must) recuse myself from all matters involving Mr. Hayes. (See, signature at end of this document.)

**Greater Context:** I have known Mr. Hayes since March 2025 when I joined the Select Board. I

recognized that Mr. Hayes is gruff and direct. I also liked him from the start, and have steadily stated such to Mr. Hayes to this day. I have also steadily acknowledged on the record that Mr. Hayes is an experienced and effective road equipment operator.

When I joined the Board I also recognized that the Foreman was the center of tension and friction in relations with the Board and Town Office. Being new to the Board I assumed a fresh voice may be useful to attempt repair of the Foreman-Board-Town Office relations and interactions. As such I helped the Board craft and implement a gentler, less-confrontational approach with the Foreman when the fourth road-crew employee quit in the past 15 months, citing a hostile work environment created by Mr. Hayes.

To further repair relations between the Board-Town and the Foreman I volunteered to research and attempt resolution of Mr. Hayes retirement dispute which had festered for approximately twelve years. This I brought to a successful and satisfactory resolution in December 2025 after an investment of tens of hours of my time and effort, and no small amount of my advocacy with the Board on behalf of Mr. Hayes.

Despite a fifth road crew member resigning during the summer 2025 (citing a hostile work environment created by Mr. Hayes), road crew members numbers six and seven threatening to resign by mid-winter 2026 (for the same hostile work environment reasons), and increasingly apparent Foreman deficiencies in job performance and interpersonal skill, I have always advocated a VLCT-supported, even-handed, policy-based, and human-relations standard-driven process to correct and constructively discipline the Foreman to improve his job performance. The Town of Waterford Personnel Policy seeks to achieve and maintain a friendly and collaborative work environment among Town employees, and this has been foremost in my approach with the Foreman. Past disagreements among some Board Members prevented meaningful disciplinary progress on this subject.

As to the question Mr. Hayes specifically cites, whether he can read and write, the question was intended to determine whether a structural deficiency exists that may impede Mr. Hayes' ability to be effective, efficient, and productive in all the associated administrative tasks that arise with the job description of "Road Foreman". I note that Mr. Hayes has never answered the question. More, Mr. Hayes has never explained why he relies heavily upon his family members to accomplish written tasks for him, which Mr. Hayes has readily disclosed at various times. In the context of concerns in the performance of road foreman job duties, I believe it is fair to the people of Waterford to consider whether the employee they pay to be Road Foreman actually has the capability to fully perform as a Road Foreman.

From the start I have stated that the duty and loyalty of each Select Board member is solely directed to the overall best interests of the residents and tax-payers of the Town of Waterford. Board members have a fiduciary duty to ensure the Town receives fair value from its employees paid with tax-payer moneys. This Board Member would be remiss by failing to address the issues that impede the efficient deployment of tax-payer capital in the Town's conduct of its business and work. Such leads to diminished public trust and corroded town finances.

Alternatively, if Mr. Hayes' "conflict" thesis is correct, how could the Select Board apply standards and discipline to any town employee's work and performance? That Mr. Hayes feels such orientation indicates an alleged conflict of interest on my part I deny, and now leave in the hands of the public to evaluate, analyze, and judge me, and this matter, for themselves.

I support my above contentions herein by referencing the attached Addendums #1 and #2 (currently "confidential"), written in February 2026 and November 2025 respectively. If the above Addendums become publicly disclosed, I urge the public to consider them to inform their own conclusions. I also cite "Selectboard Working Meeting 03/23/26" located at <https://www.youtube.com/watch?v=9tMBOWQMSnQ>, last accessed on 03/24/26 starting at 2:01:25, etc.) as a representative example of the way I speak and interact with Road Foreman Hayes.

In conclusion, I believe no objective or apparent circumstances exist in which to recuse myself from any matter involving Jim Hayes. I intend to continue performing my work and duties on behalf of the Town as I have defined my duty in public service to the Town and its people. As I've done dozens of times in the past, I'm fully prepared to recuse myself in this instance from matters involving Mr. Hayes if I can no longer be fair and objective with Mr. Hayes, or an unforeseen actual conflict of interest should develop with Mr. Hayes.

Most Respectfully Submitted,



Chair, Waterford Select Board

28  
March 25, 2026

Ethics Liaison  
Town of Waterford  
PO Box 56  
Waterford, VT 05848

I am writing in response to Jim Hayes accusation at the March 23, 2006 meeting stating he felt I have a conflict of interest with him regarding 24 V.S.A. 1992 Conflict of Interest. I am submitting my written non-recusal statement to the legislative body. I am addressing item (2) (A) (i) and (ii)

Before I was elected to the Selectboard by the taxpayers of the Town of Waterford to represent them in the best interest, I will admit that I have written to the previous boards and made statements regarding Mr. Jim Hayes, performance, leadership skills, and harassment of employees. They were made to protect the Town, and I was speaking as a citizen. I have absolutely nothing personal against Mr. Hayes as he believes. I believe that I can be non-bias in the decisions I make regarding Mr. Hayes as I now have a different role in Town, representing the citizens of the Town of Waterford not me personally. The citizens of Waterford elected me to represent them in the best interest of the Town, and they knew my position when they voted for me.

I have reread the Statue and do not feel that I have a conflict of interest. I have determined there is good cause for me to proceed as the conflict is amorphous, intangible, or speculative. I believe as an elected official I can proceed to be objective, fair and have the public's best interest in any future decisions I must make regarding the pay, performance evaluation, or the employment of Mr. Hayes. If I should ever feel I cannot put my personal feelings aside or feel that I have a conflict of interest, I will recuse myself from any of those decisions. Many of my 50 years of working career have been in the Human Resources field, so I am aware of conflict-of-interest issues. I believe I can be fair and just in my decisions going forward.

I believe that the Leadership class Mr. Hayes has recently signed up for will help with many of the things I have been critical of. I look forward to working with this Board and Mr. Hayes going forward and putting the past behind us.

Sincerely,

  
Kathleen Hodgdon, Waterford Selectboard member

In this document, I will respond to each of Mr. Yarrow's allegations in the order they are arranged in his letter to the Ethics Liaison of the Waterford Selectboard:

1. The Road Foreman's daughter, Devin Hayes, was a member of my high school graduating class at St. Johnsbury Academy (Class of 2015). I did not know her before this time. We had two classes together: one freshman year and one senior. We almost never saw or spoke to one another outside of class time and have not spoken to one another since graduating. The claim that we were "friends" is false and an outright lie.
2. I have not been socially friendly with the Road Foreman and his family. I never met Jim Hayes or his wife Kristina until I was introduced to them following a Selectboard meeting in the late fall/early winter of 2024, shortly before I ran for and was elected to the Board in March of 2025. This claim is false.
3. I have never disclosed any pre-existing relationship between myself and the Road Foreman's family because there never has been one.
4. As the meeting minutes of the April 14, 2025 meeting reflect, myself, Ron Gray, and Tim Yarrow all put forward our names as candidates for Road Commissioner. I never sought the position before this meeting, so the claim that I did so before this date is false. In seeking the role, I advocated for myself and the skills I possess that I believed made me a good fit for the role. I am allowed to advocate for myself as part of my basic First Amendment rights. At least one other Selectboard Member shared my belief, as they moved to appoint me for the role. The Road Foreman's advocacy for me in the role is his own opinion. The claim that this somehow means I have a conflict of interest is ridiculous.
5. The Town does not "plow a portion of the driveway" of the house I live in. The driveway in question lies at the point of Lawrence Rd. where it transitions from Class III into Class IV. As the town has a general policy against maintaining Class IV roads, the Town Highway Department pulls their trucks into my driveway before backing out to continue back down the Class III portion of Lawrence Rd. whenever performing any kind of winter or summer maintenance. When plowing, they have to leave the plow down while turning into my driveway, because lifting it would result in them leaving snow and road debris in the middle of the road, blocking access to the Class IV portion, which has two year-round residences on it and connects into the neighboring Town of Concord. This maneuver deposits snow and road material onto a portion of my property, but does not plow my driveway. This is an arrangement the town has had with previous owners of the property dating back to long before Jim Hayes was the Road Foreman or employed by the Town of Waterford, long before my family moved to Waterford and long before I was born. Were the highway department not to turn their vehicles around in my or any other resident's driveway, they would have to drive their vehicles in reverse over a quarter of a mile to the nearest intersection with another public highway. This would mean that they would then have to drive against the flow of traffic in order to maintain the other side of

the road, which presents a clear danger to oncoming traffic. This does not impact my decision making as regards the Road Foreman or any other member of the highway department, for that matter.

6. To describe the Highway Department turning their vehicles around in my driveway as a “benefit” does not convey the true nature of the situation and is specious in nature. This maneuver deposits a significant amount of road material onto my lawn, which I have to remove by hand every spring before I can mow the grass, as its presence would cause significant damage to my mower should I run over it. The act of pushing the snow across a corner of my driveway and onto my lawn also causes significant damage to the lawn itself, tearing large patches of turf off to the point where the subsoil is visible. This takes considerable effort to remediate every year and means that I effectively cannot grow grass or any other vegetation on that portion of my lawn. As I stated in my response to number 5, this in no way impacts my decision-making regarding any job action involving a member of the Highway Department, including the Road Foreman. Any benefit received is coincidental and offset by the detriments and hardships undertaken during spring cleanup and the summer months.
7. See number 5.
8. Any member of the Selectboard can advance a plan to stop this maneuver as well, as the Selectboard as a unit is the supervisor of the Road Foreman. No one has done so, even though members of the board have had knowledge of this for many months. As stated in my response to number 5, no feasible solution exists to my knowledge other than the current arrangement. If the Board wishes to take up the specific issue of the road crew turning around in my driveway, I will recuse myself, but no such business has been brought before the board to date.
9. Only one example of “unilateral actions” is being raised here, that of me asking the Road Foreman to attend a Selectboard Meeting to discuss specific issues before the board. I asked the Foreman to attend because there were potential questions about the issues at hand that he would be better-suited to answer based on his knowledge and expertise than any member of the Board, myself included. This was part of my purview as a Road Commissioner to serve as a liaison between the Selectboard and the Road Foreman.
10. The Board has never taken or attempted to take disciplinary action against the Road Foreman for anything related to Accident Reports. There is therefore nothing for me to allegedly shield him against. Performance reviews are subject to the personal and professional opinions of individual Selectmen on the performance of the employees in question. During the last round of annual performance reviews, in which the Selectboard reviewed the performances of the three employees under its supervision, I gave higher marks on performance to all three employees across the board than any other member of the Board. This is not unique to my evaluation of the Road Foreman and therefore does not show favoritism in any way. The claim has no merit.

11. My role as a Road Commissioner was defined by the board as serving as a liaison between the Road Foreman and the Town Office, and the Road Foreman and the Selectboard in general. All of my meetings with the Road Foreman at his place of employment were me performing my duties in this role as defined by the Board. At no point was the door to his office closed during any of our meetings. These meetings were all for purposes of discussing issues he felt needed to be addressed by the Selectboard, some of which ultimately ended up requiring Board attention, some of which remain to be brought before the Board, some of which did not ultimately require Board attention and/or approval and rested within his authorities as the Town's Road Agent to handle. Me using my discretion to determine which issues were relevant was part of my role as a Road Commissioner. I also made myself available to both non-ranking members of the Highway Department if they had concerns they felt needed clarification or Board attention. Both men reached out to me on several occasions up to the present day, with one recently departing member of the department going so far as to commend my professionalism and the respect I showed him before and during his short tenure as a town employee. This statement was made in front of current Selectman Shawn Hallisey, who can attest to its veracity. The claim that members of the road crew believe that I am in the "back pocket" of the Road Foreman is therefore inconsistent with the facts and false.
12. The "huddle" that took place was me explaining to the Foreman that a perceived mathematical mistake he brought to the board's attention moments before on a then-recent paystub was actually not a mistake. I went out into the audience to explain this to him while members of the board were discussing agenda items for an upcoming meeting I would not be participating in. While I have already publicly acknowledged that my actions were rude and disrespectful to the other members of the Board, they are in no way a violation of Open Meeting Law, nor indicative of a conflict of interest.
13. The claim that the Road Foreman lied to me about not plowing his usual route on River Rd. in retaliation against a town employee is not factual and therefore the accusation is specious and outright untrue.
14. I have never used 24 VSA 1992 to allege the appearance of a conflict of interest in a vindictive manner. The stated claims about the intentions behind my use of this statute to bring a conflict or appearance thereof to the Board's attention are completely speculative and patently false.
15. No such allegations have ever been brought to my attention. If these allegations were brought to another Selectman's attention, I was never apprised of them. This claim is false and speculative.
16. This claim is convoluted and a complete misrepresentation of the facts. I raised an objection during this meeting on 3/23/26 to Mr. Yarrow's conduct in a mediation session, specifically his directly asking the Road Foreman the following: "Jim, do you know how to read and write?". It is my personal opinion that such remarks are incredibly offensive

and unacceptable to say to a grown person in any context in the 21st century. I further stated my belief that such conduct was offensive to any individual of a blue-collar background who graduated from an accredited high school. These were my personal opinions and beliefs that I expressed, as protected by the First Amendment of the Constitution of the United States. They are absolutely irrelevant to any conflict of interest claim. Furthermore, the fact that Mr. Yarrow continues to come up with allegations against me is a sign that he is personally motivated to silence my views that are dissenting from his.

The vast majority of Mr. Yarrow's claims lack basis in fact, are speculative at best, and are rooted in mere gossip at worst, which means they do not meet the standard of the appearance of a conflict of interest under 24 VSA 1992. As such, I will not be recusing myself on matters pertaining to the Road Foreman or the Highway Department for reasons outlined in this document, except for the specific hypothetical matter detailed in my response to Allegation No. 8.

-William Stewart Jones  
William Jones

3/30/2026