



**Select Board Record of Meeting**  
**December 30, 2025**  
**Windsor Town Office**

Note: This record of meetings may not be considered an official public record until such time as they are read and accepted by the Select Board Members.

**Members Attending:** Ray Bates, William Appel, Jr., Thomas McNaughton, Allison Whynot.

**Public Attending:** Nancy Fish, Matthew Taylor, Carol Chavarie

**Employees Attending:** Tim Coston, Moira Teekema, Haleigh Moran, Greg Feltis

**Special Guest:** Katrina Smith – Maine State Representative, District 62  
District 1 County Commissioner Patsy G. Crockett and District 13 State Senator Cameron Reny could not attend.

**CALL TO ORDER: 6:00 pm** Thomas McNaughton

**Public Comment:** None

**Special Discussion:** Katrina Smith

- Tom McNaughton brought forth discussion about the school budgets for the State of Maine. The Windsor Elementary School, RSU #12, consumes 80% of our annual revenue. Towns can go bankrupt from trying to pay for the schools and county taxes. Ten years ago the cost per student was approx. \$8,500.00 and today it is approx. \$14,000.00 for Windsor Elementary. Are there better ways to fund the schools and programs than solely through residential taxes? The largest population in Maine are seniors on extremely fixed incomes. How can they afford their taxes due to the increase from last year's appraisals and the ever increasing tax burden from the county along with the school increase? Legislative Branch is the only body within the Maine State Government that can find a solution.
- Katrina Smith stated that the bottom line is that we are upside down in our investment of the regional schools. We are still bottom of the barrel for education. Budgets are too huge for schools and educational administration.  
There are bills on the table for overtime for teachers, which is strange because the union negotiates with the Board of Education for salaries. Plus how do you quantify overtime for teachers when they already work so hard and so much. This would apply additional tax burden to the towns.  
Towns cannot say no to these increases as costs will still accrue and other towns would end up adding these costs to their school budgets due to regionalization. There are a lot of cuts that need to be made. If we were able to take drastic action then maybe that would open up opportunities for small towns to go out on their own under some new umbrella that would allow for a superintendent and some independent working for each school as well. But to cut down on administration, which we have some of the highest

administration costs as well. Schools are just not centralized in places that should be and centralized in places that could be spread out to suit the needs of communities.

- Tom McNaughton offered a suggestion. If they won't fix this internally, they need an independent body to audit and review costs and expenditures. The school system is a business and should be handled as such.
- Katrina Smith mentions new federal law that has been put into place that is not supported by the State of Maine, therefore we are missing out on additional educational and youth program funding. There was to be about \$1,800.00 per family that should have been coming to families to pay for educational costs which can be paid directly to schools or the family, but because the governor has not signed onto that part of federal law which allows for these payments, that money will not be given to Maine families. There are programs and grants we are missing out on in terms of funding.  
The federal lawsuit for the "Boys in Girls Sports" federal law not adhered to by Maine just finished its findings in November and is just now getting into the court system. There is no definitive date or outcome of this suit.  
The system and legislature needs a large revamp that would allow for municipalities to have more control over property taxes as well. Property tax stabilization and what it has done to small towns has not been really reviewed, but the legislature has tried to exempt seniors and veterans from certain taxes to relieve their burden with fixed incomes as low as \$12,000.00 annually.
- Tom McNaughton asked about what would be done for senior veterans in those cases since many in Maine fall under that bracket as well. Would they be exempt on both fronts? What relief is going to be provided.
- Katrina Smith did mention that we need to take care of those tax burdens as well as the money that should be coming into the state for that form of relief has not really been discussed further than the suggestion of tax relief for these groups.  
There has been discussion of some relief coming in the form of outside funding for jail operations on the county level. \$4,000,000.00 this year and an additional \$4,000,000.00 next year from the state to help stabilize the costs of county jails is still in discussion. The increased cost for county jails and the mental health system is a staggering burden since they are not sending inmates for mental health and programs to the state prison, or getting the inmates there on time for these mental health services. Many people go to jail because mental health services are not available in the state. Some would rather go to jail and begin detox and mental health services to help remove themselves from situations since the state has decreased its funding and support of independent programs for the public. The counties are taking these people on. By the time these inmates get to the state prison they are already detoxed and the worst part of their therapy is over since they sat in county jail for 8 or 9 months to a year before the state takes them on. This in turn moves the burden entirely to the counties and removes it from the state level.
- William Appel Jr. did state that his understanding is that these mental health and detox programs at the county jails are working. With the county providing these new programs people are getting the services they need while incarcerated. Where is the cost burden?
- Katrina Smith did state that County Sheriff Mason, whom she's spoken with, feels they should not have this burden as it is entirely up to the county jail system to provide for these inmates, since there are not enough facilities to take on the increased number of cases they are receiving. Kennebec County Jail is incredibly undersized to take on this burden. It should be up to the state prison system.

- Ray Bates mentioned that part of that program for the county jails requires someone sit with the inmate until they have consumed whatever medication they were court ordered to take. This all costs additional money. Greg Feltis did state that in transport to Augusta hospital you are also losing guards to sit with people who are headed for incarceration. So you are losing a guard from the jail and tax dollars are paying for security at the hospital.
- William Appel Jr. questioned whether or not this adds to their incarceration time or is this just a benefit of their incarceration? Is there a goal for exit or are they just utilizing services while you're being held there for other charges.
- Katrina Smith did state that there is no requirement for detox or therapy/medication to get out of the jail system. This does not guarantee exit. Since they have not been sentenced at this stage they still will have to serve the time for their sentencing separate from the county jail services. The county has to provide these programs for the safety of staff and inmates.

Not many of these cases get brought to the state level as services are provided before they get to the prison.

Our state funding issues are directly tied to not complying with federal law which trickles down to the county and municipalities paying for services.

LD1971 Immigration enforcement is being discussed, where local and state officers are prohibited with working alongside immigration enforcement agents thus bringing the Department of Justice down on the state for non-compliance. This directly affects our funding as well. Current law suits being dealt with could possibly be dragged out by the state. The hope is that within 6 months there will be some resolution for the education system, however the immigration laws may take up to a year or so to see resolved. The entire commercial unit for the state police department is covered by federal funds. None of the services provided by the state that provided for by federal funds still need to be paid though the funding is withheld, which places the entire burden on us, as well.

Unfortunately there is the belief that the suits the state is bringing against the federal government for not permitting the state to have funds, even if we do not comply with federal laws, will be won by Maine. However, going against the federal government will be to the detriment of Maine's taxpayers. No matter who may be president at the time these suits are resolved, the result will not be a winning strategy. It would be a winning strategy if we were to come together to discuss ways to make sure this doesn't happen, but these conversations are not happening within the legislature.

The grant money from the federal government will really benefit not just the children of the state but also the taxpayers.

- Ray Bates brought up the point that among school administrations we have far too many districts with superintendents and administrative people in this state that we don't need. We could consolidate and reorganize. By having one area superintendent and working directly with the principals of each school instead of the in-between of assistant superintendents and other administration would cut costs dramatically.
- William Appel Jr. pointed out county increases are affecting local municipalities as we are receiving less money for programs.  
There is a question of the measurement for value versus cost. Residents would be better served and more comfortable with a tax increase if the residents saw more benefits from the schools in terms of services and facility usage. Residents and students are not benefiting from these increases.  
What will revenue sharing do to the proposed budget increase and where are we at with assistance to the town to cover this increase? Tax bill increase is a big concern as the Select Board heads into budget

season. Especially with the county tax increase.

It costs the Town of Windsor \$335,000.00 per month for Windsor School.

Katrina Smith will be looking into revenue sharing as there should be a revenue share increase to the town from the state. The Town of Windsor relies on this. There is a huge struggle for small towns to cover these increases.

- There is also a concern that a third of the state, about 450,000 residents are on MaineCare which started with COVID, allowing people to receive MaineCare where they would not have been able to qualify before. The state of Maine was on par with the state of New Hampshire for numbers on services. However, once the pandemic was over, New Hampshire instituted rules for Medicaid qualifications, including going back to work. The state of New Hampshire went from about 450,000 residents on Medicaid down to about 150,000. Maine did not follow this and continued to allow greater numbers to qualify for MaineCare. The state of Maine has not complied with the federal laws that allow for funding for MaineCare and will not institute those same work related requirements to qualify individuals. This is a big problem. Money from taxpayers pockets have been going towards companies that are fraudulently receiving funds for healthcare. Healthcare will not improve unless these things can be put under control. Hospitals that would charge insurance companies \$3,000.00 for a CAT scan will only charge MaineCare recipients, since they have no money, \$1,000.00 for the same service, putting the remaining burden of costs on the private side. This increases the costs for those buying health insurance from the state.
- Nancy Fish asked is discussion being had about getting rid of the insured value factor for private schools. That is also a huge amount of money. These private schools are already raising their tuition enough to cover construction. That would be an easy reduction since they all receive an extra 10% for this program; Lincoln, Erskine Academy, and other private institutions. Erskine Academy is usually on par with Cony High School, however, over the last couple of years they have exponentially increased their cost per student. There are also cases of principals and administration retiring, receiving pension, and returning to work, double dipping into the system, which also increases tax burden. Katrina Smith will look into both questions to find out if a discussion is being had or a resolution is in the works. The education system has gone awry and we have lost control.

Katrina Smith has stated that just because there are projects we can fund one year, we may not be able to fund the next year. There needs to be a reduction and cutting in spending to accommodate the normalcy of business after COVID. Grant money had one year for a program needs to close the program down without additional funding, those these programs are continued at an incredible cost to the state taxpayer since the federal funds and grants are not there.

- William Appel Jr. also brought up a concern for regionalization/consolidation of shared emergency services and mutual aid. Delta could be increasing their rates to \$70.00 per capita this coming year. Last year was \$35.00 per capita, which started 2 years ago at \$25.00 per capita from nothing. There is an exponential increase in the rate of inflation for emergency transport services from them. There is a need to stabilize these costs and is that being brought to the table for discussion. Regionalization and consolidation of services could assist with these costs. Greg Feltis did mention that Delta is currently at \$3,000,000.00 in debt where last year they were at \$10,000,000.00 in debt. They have reduced the locations they service however have kept their business model and staffing the same as with previously servicing additional towns.
- Katrina Smith will be getting back to Ray Bates as well as Haleigh Moran about the Blue Ribbon Commission and concerns about Delta. At this time Windsor does not have a seat on the council for

negotiations for Delta.

She will also get back to us with whatever answers and discussions she will be able to provide for previous questions and concerns.

- Ray Bates stated the only control the town has over the budget is staffing and administration. Both of which they will not cut. Funds still have to be raised to cover maintenance and repair to buildings and equipment. Since the county and state budgets as well as the RSUs are out of control the town is struggling to work within the funds remaining without increasing taxes. The current budget will be discussed in the next three Select Board meetings.

**Meeting Minutes:**

- Meeting Minutes were reviewed for December 16, 2025. **William Appel Jr. made a motion to approve meeting minutes, seconded by Ray Bates and approved 4-0-0.**

**Departments:**

**Transfer Station:** Tim Coston – Nothing to report at this time.

**Code Enforcement:** Greg Feltis

- They are continuing to try to track down the owner of the Pelton Road property. They have not been able to serve papers. Greg Feltis is asking what the next steps will be if we are not able to serve papers. Under the rules of Code Enforcement they have to give 30 days before condemning the property. As Greg Feltis is also the Health Officer for the town, he does have the ability to condemn the property immediately, moving the town into litigation for the property. The Health Code violations are a recent discovery, however the property has been deemed unbuildable and has failed multiple soil tests previously. Owner has attempted to sell the property as well without disclosure of issues with the property.  
Taxes have been paid on the property.  
Greg Feltis is asking that the Select Board contact our attorney at MMA to provide further guidance before further action is taken if we cannot reach the property owner.

**Public Works:** Haleigh Moran for Keith Hall.

- Last year Public Works was at 79 hours for storm clearing. Currently they are at 86 hours.
- Also they have had to order more salt than last year. They have ordered 7 loads so far this year, versus 3 loads for last year.

**Animal Control Officer:** Joshua Barnes – no report.

- Haleigh Moran will reach out to Joshua Barnes once more for the monthly report. ACO has been paid this month.

**Cemetery Sexton:** Joyce Perry – nothing to report at this time.

Assessors Agent Nicole Stenburg has been in communication with Haleigh Moran about the previous decision about abdication of Board of Assessors by the Select Board. Nicole Stenburg will be requested to attend the next meeting January 13, 2025.

**RSU #12:** Haleigh Moran

- No budget updates from the School Board.

### **Consideration of Warrants #28 and #29:**

- **Ray Bates made a motion to approve Warrants #28 and #29, seconded by William Appel Jr., and approved 4-0-0.**

### **Town Manager Items**

- Spectrum has been approved to proceed instead of Consolidated Communications for internet and phone service to the Transfer Station.
- New security system for Town Office will begin install Wednesday, January 7, 2026.
- Amelia Jones to be appointed new Town Clerk, Registrar of Voters, and Licensing Agent. **Ray Bates made a motion to accept Amelia Jones' appointment, seconded by William Appel Jr., and approved 4-0-0.**
- Keith Hall to be appointed Road Commissioner. **Ray Bates made a motion to accept Keith Hall as Road Commissioner, seconded by William Appel Jr., and approved 3-0-1. Allison Whynot abstained.**
- Kelly McGlothlin has been appointed as Treasurer.
- Nancy Fish brought up a question of salary for Amelia Jones being increased, will Kelly McGlothlin be reduced in pay as she is no longer the Town Clerk.  
Tom McNaughton stated that Kelly McGlothlin will remain at current pay as she has been appointed Treasurer which is within the current salary range for position.
- Nancy Fish, for Planning Board business, stated that the cost for advertisement of Public Hearings is increasing and will these costs now be included the developer's costs. Tom McNaughton did state that the costs for the required Public Hearing notices in newspapers is covered under the Administration: Advertising Budget line item. No additional cost will be applied to the Planning Board budget or the developer. Discussion of looking into digital advertising to reduce the January 1, 2026 additional cost implementation.

### **Town of Windsor Inclement Weather Policy**

- Minor changes to ordinance have been reviewed. Some additional leniency applied to Town Manager and Select Board members for closings. **Ray Bates made a motion to approve the Inclement Weather Policy as written, seconded by Allison Whynot, and approved 4-0-0.**

### **Salvaging/Scavenging Policy**

- Board of Labor advising annual review. **Allison Whynot made a motion to accept the current Salvaging/Scavenging Ordinance, seconded by Ray Bates, and approved 4-0-0.**

### **Emergency Preparedness Policy for Public Works and Transfer Station**

- Annual review by Greg Feltis, Assistant Code Enforcement Officer. **Allison Whynot made a motion to accept the current reviewed policy, seconded by Ray Bates, and approved 4-0-0.**

### **Emergency Preparedness Policy for Town Office**

- Annual review by Greg Feltis, Assistant Code Enforcement Officer. **Allison Whynot made a motion to accept the current reviewed policy, seconded by Ray Bates, and approved 4-0-0.**

### **Firearms and Weapon Policy for Employees**

- Carry concealed is allowed, open carry is not. Clarification made by Greg Feltis, Assistant Code Enforcement Officer. **William Appel Jr. made a motion to accept the current policy, seconded by Ray Bates, and approved 4-0-0.**

Board of Labor review for Transfer Station will be held on January 8, 2026 at 10am in Augusta. Greg Feltis has provided a building presentation for review by the Board of Labor. Greg Feltis – Assistant Code Enforcement Officer, Haleigh Moran – Town Manager, Tim Coston – Transfer Station, Ray Bates – Select Board Member, will attend. Notification and presentation also provided to Chelsea and China as per sharing of information with surrounding towns requirement.

#### **Transfer Station – New Hours, Salaries and Smoking Policy Review**

- A review of current staffing and budgetary concerns will be discussed in executive session.
- A discussion of reducing hours, removing Mondays as it has the lowest attendance. Town went to adding Monday since they had to make Saturday a shorter day to allow for lunches not being able to be taken by employees due to staffing. Monday added 6 hours and Saturday went down to 6 hours respectively. Looking to keep Saturday open with current schedule and closing Mondays to reduce hours. Tim Coston voiced concerns that they will lose employees due to the reduction in hours. He has also brought up concerns of current staffing to be discussed in executive session.

**Thomas McNaughton made a motion to go into executive session pursuant to 1 M.R.S.A. §405(6)(A) to discuss personnel matters to include Select Board Members Ray Bates, William Appel, Jr., Thomas McNaughton, and Town Manager Haleigh Moran, seconded by Rat Bates and approved 4-0-0 at 7:42 p.m.**

**MEETING ADJOURNED: William Appel, Jr. made a motion to exit executive session, seconded by Ray Bates, and approved 4-0-0. Meeting adjourned 8:21 p.m.**

#### **UPCOMING MEETINGS:**

- **NOTICE: Public Hearing – Subdivision requested by Jason Tyler – Off Route 17 January 5, 2026 6:30 pm**—Planning Board Meeting to follow Public Hearing at 7 pm
- **Select Board Meeting January 13, 2026 at 6:00 pm** – Budget discussion after session.
- **Special Select Board Meeting January 20, 2026 at 6:00 pm** – Budget
- **Select Board Meeting January 27, 2026 at 6:00pm** – Budget discussion after session.

Respectfully Submitted,

**Moirra Teekema**  
Selectboard Secretary