

**Piscataquis County Soil and Water Conservation District Board of Supervisors.
Meeting Minutes**

November 13, 2025 at 4pm.

Attendance:

Staff: Kacey Weber

Supervisors: Kent Black, Carolyn Ziegra, Jim Ferrante

Assoc. Supervisors: Sam Brown, Arthur Wilkins, Alani Worden, Mike Pouch
via Zoom

Guests: none

The Meeting was conducted at the Thompson Free Library in Dover-Foxcroft.

Establish a Quorum: Vice Chair Jim Ferrante opened the meeting at 4:11pm.

Consent Agenda - Motion and second to approve the consent agenda. Unanimous to approve. This includes the previous minutes, grant reports, October dashboard and staff reports. A motion was made and unanimous to approve.

Finance Report - *See attached dashboards.*

A motion made and unanimous to approve.

NRCS report: n/a

Education Coordinator / Executive Director Report Highlights -

Kacey reported, *reports attached.*

- Effective October 29, Education Coordinator resigned, Kacey has taken on duties and increased weekly hours to 40 per week
- No school programs needed to be cancelled (amazing!)
- County budget committee recommends to County Commissioners to cut all funding for all agencies. Kacey is implementing an assertive but non-aggressive approach to counter this recommendation across her connections to the District and reaching out for letters of support.
 - Currently in good shape with grant funding, but is not an insignificant portion of the Admin budget.
 - Kacey is planning on attending the County Commissioners meeting on November 17th, Board members are welcome to join if they are interested.
 - Letters of support are a great tool for future pushes to resume funding.
- Government shutdown costs listed in ED report; government shutdown does have costs that aren't necessarily budgeted for! (\$1340.96)
 - Positive outcome is that the District now owns 2 laptops
- Budget planning in progress for FY26, to be reviewed and voted on at December meeting.
 - Kacey feeling ok about balancing ED and EC roles currently (kudos!)
- Reimbursement incoming from London & Sons for road work

- December announcement for Tree Farmer of the Year; if we win that will add 4 events to 2026 calendar.

Board Development: n/a

New Business:

- Supervisor election update:
 - Arthur Wilkins has been elected as a Supervisor to the District starting January 1 2026 for a term of three (3) years
- December meeting date poll update:
 - Sunday December 14, 2025, 2:30-4:30 meeting, 4:30-6:30 holiday party
 - Includes budget discussion + vote & restructuring of District staff conversation
 - TBD rain date of December 13
- November Meeting Board Votes:
 - 1) Proposal from ED to increase full-time employee health insurance stipend 20% to offset estimated increase. CoverME.org and Kimball Insurance are recommending that businesses account for a 20-30% increase in 2026. **Stipend will go from \$6550/year to \$7860.** Employees can use this money for health insurance premium costs and Health Savings Accounts (as long as they are covered by a High Deductible Health Plan). **ED and Project Manager health insurance stipends are covered 100% by TNC Subaward (Project Manager role(s) and Private award agreements (Executive Director). TNC has no issue with this increase.**
 - **Current Board-approved uses for stipend:**
 - Pay health insurance premiums
 - Pay for high-deductible health plan/HSA
 - If employee has access to high-deductible health plan already, they may use for HSA
 - Employee may max out HSA and surplus does not come from TNC grant, nothing is lost
 - **A motion was made and seconded to increase health stipend for staff by 20%. Unanimous to approve.**
 - 2) Renewing our Certificate of Deposit (CD). Our 9 month CD at Bangor Savings Bank will mature on 11/26/25 at \$12,835.92. It started as \$12,000, which was a portion of our 2024 surplus. The recommendation to the Board from the ED is to roll the \$12,835.92 into a new 9-12 month CD. ED will shop around for the best rates. A separate vote will take place at the December meeting on what to do with the 2025 surplus.
 - ED submitted for discussion to look into new CD account location,
 - ED would like to put mature CD account into new account with best available rates.
 - Kent would like to know if opening multiple CDs would benefit us in the situation that we need the funds prior to the maturation of CD accounts to address any potential losses
 - Financial advisor recommended staggering CD dates with the Board funds if we wanted to open a second;

PCSWCD Meeting Attendance Record

2025 Attendance	1/16	2/13	3/13	4/10	5/8	6/12	7/10	8	9/11	10/9	11/13	12/14
Dustin Small, EC	(hired)				Re-sig ned							