

Jen,

I have talked with Janelle and given this a lot of thought and we have agreed to reduce her stipend to \$13,000 for the year. This is below Skipper's request by \$1,000 and balances out the hourly wage to around \$25/hr at 10hrs per week.

She and I have talked about goals, meetings and trainings to keep track of all this. Jennelle will concentrate on the plans and classes this year to finish all the good work we've started to make them complete as well as round out her requirements.

I will work up a 'calendar' of our year's activities and training schedule in February and also finish a job description for myself.

With all this, we can present it to the selectmen in February and follow up in March or April to discuss the creation or need of a full time or hourly position.

Thank you for giving me time to talk with them yesterday!

Best,

Russ