

School Board recommendation

From: **Goldman, Jane** (jane.goldman@uconn.edu)

Sent: Sun 7/11/10 3:00 PM

To: TownCouncil@mansfieldct.org (TownCouncil@mansfieldct.org); PatersonE@mansfieldct.org (PatersonE@mansfieldct.org); HaddadG@mansfieldct.org (HaddadG@mansfieldct.org); DeniseKeane2009@gmail.com (DeniseKeane2009@gmail.com); PeterKochenburger@yahoo.com (PeterKochenburger@yahoo.com); LindseyM@mansfieldct.org (LindseyM@mansfieldct.org); Morantt@earthlink.net (Morantt@earthlink.net); PaulhusCR@mansfieldct.org (PaulhusCR@mansfieldct.org); bonbill@charter.net (bonbill@charter.net); Schaefer, Carl (carl.schaefer@uconn.edu)

Dear Members of the Mansfield Town Council:

Re: Elementary Schools

I am writing to you to strongly support the recommendation of the Mansfield Board of Education to build two new elementary schools with the sites for the new schools to be determined by further analysis.

In terms of decision making, I would like to point out the connection between your need to make a decision about school size and the current emphasis in the State and in Mansfield on RBA (Results-Based Accountability). As we design projects and write grant applications in Mansfield we are asked to follow the guidelines for RBA. While this focus is on planning, I believe that we also need to look at the other end of the process and as we make decisions use the available data that document best practices in similar situations. In regards to elementary schools, the data on school size clearly document the advantages to both children and to their teachers of enrollment in a school of about 300-400 children as compared to a larger school of about 700 children.

Thus, I believe that the recommendations of the Board are based on solid research regarding optimal school size for elementary school children and strongly encourage you to support the option of building two new elementary schools in Mansfield.

In addition, as a taxpayer in Mansfield I believe that providing a high-quality education for all of our children is one of the most important responsibilities of the Town and I am willing to accept a slight increase in taxes, as needed.

Jane Goldman
360 Wormwood Hill Road
Mansfield Center

July 12, 2010

TO: Mansfield Town Council

FROM: Lida Bilokur

I am disturbed by the following continuing manipulative and deceptive treatment of the Town's seniors by the Town Manager and the Director of Human Services.

1) Seven years ago, the Town Manager and the Director of Human Services hired a Senior Services Coordinator who lacked the minimal qualifications for the job. Although she only had a Bachelor's degree, they put her in a supervisory role over the Licensed Clinical Social Worker in the Wellness Center.

Local health care professionals were astonished by this transgression.

2) For the next six years, the Town Manager and the Director of Human Services ignored seniors' and employees' complaints about the dysfunctional management of the Senior Center. They also ordered the complaining employees to attend a workshop on dealing with difficult people.

3) In 2009, at the recommendation of the Director of Human Services, the Town Manager proposed to cut back the Senior Services Social Worker position from full-time to half-time, thereby forcing her to retire. This cutback was adopted by the Town Council despite the petition that was signed by over 100 seniors who opposed this cutback. This cutback was a great loss to seniors and the Wellness Center.

4) Earlier this year, the Town Manager and the Director of Human Services tried to confiscate essential space in the Senior and Wellness Centers. They didn't even consult the Mansfield Senior Center Association or the Commission on Aging. Kevin Grunwald presented this plan to the Senior Center staff as a "done deal;" workers measured space to be re-modeled in the Senior Center; and the Town Manager lamely explained that "it was a conceptual idea."

5) I am disturbed by the Town Manager's latest manipulative and deceptive treatment of the Town's seniors. He claimed at the last Town Council meeting that the newly hired Senior Services Social Worker only provides case management without "crossing the line" into counseling. That's absurd and impossible. It also doesn't change the fact that "counseling" is still a job duty listed in the job description.

When the Town hired Barbara Lavoie, Matt Hart told the Town Council that Barbara "is aware of our interest in licensure," and "she intends to pursue licensure." By state law, all social workers who provide counseling must be licensed or pursuing licensure as Licensed Clinical Social Worker (LCSW).

I am giving you a copy of a letter from Steve Karp, Executive Director of the Connecticut Chapter of the National Association of Social Workers as well as a copy of the state

statute on clinical social work licensing. You can see that state law requires a clinical social worker to be licensed in order to provide counseling.

Let's drop the duplicitous pretense and contradiction. We all know that the Senior Services Social Worker is supposed to provide counseling. We need a licensed clinical social worker to provide counseling to seniors who are coping with emotionally difficult situations.

Kevin Grunwald, who has a Master's in Social Work, is not qualified to provide the 100 hours of clinical supervision Barbara needs to get licensed because he is not a Licensed Clinical Social Worker.

I hope that the Town Council will assure that the Town Manager and the Director of Human Services cease and desist these manipulative and deceptive maneuvers on seniors.

In my opinion, the Town Manager and the Director of Human Services really do need "adult supervision." The Commission on Aging periodically raises a meek voice, and the Mansfield Senior Center Association is busy providing socializing and recreation opportunities for seniors. That leaves the Town Council members as the responsible adults here. You have been stepping up to the plate, and I am very grateful to you.

2139 Silas Deane Highway
Suite 205
Rocky Hill, CT 06067
(860) 257-8066

Sherry Ostrout, MSW, CMC, President
Stephen A Karp, MSW, Executive Director
naswet@conversent.net

April 8, 2009

Mansfield Town Council
Town of Mansfield
2 South Eagleville Road
Storrs Mansfield, Connecticut 06268

Dear Council Members:

I am responding to an inquiry from a Mansfield resident as to the roles of clinical social workers and the importance of licensure. In Connecticut, social workers who practice clinical social work must be licensed as a Licensed Clinical Social Worker (LCSW) or be in an exempt group (see below). Clinical social work licensure (LCSW) requires a Master degree in Social Work (MSW), 3000 hours of clinical social work experience, 100 hours of supervision by a licensed clinical social worker (LCSW), and a passing score on the nationally recognized Clinical Exam of the Association of Social Work Boards.

The exemptions in the law are for social work interns practicing as part of their graduate studies, new MSW graduates working toward their LCSWs under professional supervision by a licensed clinical social worker (LCSW), certified school social workers working in their capacity as a school social worker, nursing home social workers, and persons practicing under a different license (for example, a clinical psychologist).

A clinical social worker is required to be licensed (LCSW) in order to independently perform the following functions:

- Evaluating and assessing clients' mental health needs and personal well being. This means the licensed clinical social worker is qualified to determine the nature, cause and progression of a mental health problem, the persons and situations involved in the problem, and what is needed to resolve the problem.
- Intervening on mental health needs for the purpose of solving the person's problem(s)
- Providing mental health treatments with individuals, couples, and families who have impairments, including mental, emotional, behavioral, developmental and addictive disorders
- Providing counseling, psychotherapy, behavior modification and mental health consultation.

If a social worker (or any other non-licensed person) is performing any of the functions listed above and does not hold a LCSW or is not in an exempt category, he/she is practicing clinical social work without a license. This means that he/she is practicing clinical social work illegally, in violation of CT General Statutes Sec. 20-195m – 20-195r. In the event of an incident or complaint against an unlicensed clinician, both the employee who is practicing without a license and an employer who knowingly employs unlicensed personnel in violation of the statute are at risk of being held liable.

There are a number of key advantages to an agency having clinical social workers (LCSW) on the staff as follows:

1. A licensed clinical social worker (LCSW) can practice clinical social work independently or within an organizational structure.
2. A licensed clinical social worker (LCSW) can supervise MSW's working toward their license. This helps to attract new MSW graduates as employees.
3. Under Connecticut law, a licensed clinical social worker (LCSW) is legally required to provide confidentiality to their clients of information related to their mental health diagnosis and treatment. The confidentiality law covers both written clinical records and oral or written communications with other people. Confidential information can be shared with other licensed clinicians on a need-to-know basis for providing diagnosis and treatment. These protections under the social work confidentiality law do not exist for employees who are not licensed clinical social workers or who do not work directly under the supervision of a licensed clinical social worker.
4. Consumers have added protection by being treated by a licensed clinical social worker. In the event of an allegation of improper or unethical practice, a client can pursue a complaint through the established complaint process at the Connecticut Department of Public Health.
5. Having staff who are licensed clinicians tells consumers that they are being served by workers who have met rigorous practice standards, including passage of a nationally recognized exam.
6. Licensed clinical social worker (LCSWs) are recognized as health care providers under most major private health insurance plans, Medicare and HUSKY and, therefore, are eligible to collect fees for their service from these third-party payers.

For services with seniors, it is particularly helpful to have a licensed clinical social worker (LCSW) on staff with adequate hours to provide clinical services. The senior population has a higher rate of Depression than other age groups. Licensed clinical social workers (LCSWs) can diagnose and treat Depression. Seniors also experience losses to a greater degree such as death of a loved one and declining health that restricts activities. Counseling from a licensed clinical social worker can help a senior successfully cope with these losses.

Mental health issues in the senior population too often go undiagnosed due to a lack of availability of a qualified licensed mental health provider. Because of these issues, we recommend that community based social service programs serving the seniors include licensed clinical mental health staff of which licensed clinical social workers (LCSW) are especially qualified. Unfortunately, there is a shortage of licensed clinical social workers (LCSWs) who have experience working with seniors and continuing education credits in geriatrics, so the Town of Mansfield is fortunate to have such an employee. I would think the Town would want to maximize the hours this employee dedicates to services with the seniors, particularly because the ranks of seniors are increasing due to the aging of "baby boomers".

It is important to note here that not all social work practice is clinical social work, and therefore, in need of a licensed clinical social worker. Information and referral, casework (not including mental health counseling), administration, and program coordination are all functions often performed by social workers without coming under the definition of clinical social work.

I trust that this letter is of assistance to you in your efforts to understand the importance and legalities of having licensed clinical social work staff.

Sincerely,

Stephen A. Karp, MSW
Executive Director

*Cited in Stephen H. Karp's letter
to the Mansfield Town Council, April 8, 2009*

CONNECTICUT GENERAL STATUTES
CHAPTER 383b
CLINICAL SOCIAL WORKERS

Sec. 20-195m. Definitions. As used in subsection (c) of section 19a-14, section 19a-18, sections 20-195n to 20-195q, inclusive, and this section:

- (1) "Licensed clinical social worker" means a person who has been licensed pursuant to this chapter;
- (2) "Commissioner" means the Commissioner of Public Health;
- (3) "Department" means the Department of Public Health; and
- (4) "Clinical social work" means the application, by persons trained in social work, of established principles of psychosocial development, behavior, psychopathology, unconscious motivation, interpersonal relationships and environmental stress to the evaluation, assessment, diagnosis and treatment of biopsychosocial dysfunction, disability and impairment, including mental, emotional, behavioral, developmental and addictive disorders, of individuals, couples, families or groups. Clinical social work includes, but is not limited to, counseling, psychotherapy, behavior modification and mental health consultation.

Sec. 20-195n. Licensure requirements. (a) No person shall practice clinical social work unless such applicant has obtained a license pursuant to this section. Applicants for licensure as a clinical social worker shall: (1) Hold a doctorate or master's degree from a social work program accredited by the Council on Social Work Education or, if educated outside the United States or its territories, have completed an educational program deemed equivalent by said council; (2) have three thousand hours post-master's social work experience which shall include not less than one hundred hours of work under professional supervision by a licensed clinical or certified independent social worker; and (3) pass the clinical level examination of the American Association of State Social Work Boards or any other examination prescribed by the commissioner. On and after October 1, 1995, any person certified as an independent social worker prior to October 1, 1995, shall be deemed licensed as a clinical social worker pursuant to this section, except a person certified as an independent social worker on and after October 1, 1990, shall not be deemed licensed as a clinical social worker pursuant to this chapter unless such person has satisfied the requirements of subdivision (3) of this section.

(b) Notwithstanding the provisions of subsection (a) of this section, the commissioner may grant a license by endorsement to an applicant who presents evidence satisfactory to the commissioner that the applicant (1) is licensed or certified as a clinical social worker in good standing in another state or jurisdiction whose requirements for practicing in such capacity are substantially similar to or higher than those of this state, and (2) has successfully completed the clinical level examination of the Association of Social Work Boards, or its successor organization. No license shall be issued under this subsection to any applicant against whom professional disciplinary action is pending or who is the subject of an unresolved complaint.

Sec. 20-195o. Application. Exemption. Renewal. Fees. (a) Application for licensure shall be on forms prescribed and furnished by the commissioner. Each applicant shall furnish evidence satisfactory to the commissioner that he has met the requirements of section 20-195n. The application fee shall be two hundred fifty dollars.

(b) Notwithstanding the provisions of section 20-195n concerning examinations, the commissioner may issue a license without examination, prior to January 1, 1998, to any applicant who offers proof to the satisfaction of the commissioner that he met the requirements of subdivisions (1) and (2) of section 20-195n and was an employee of the federal government with not less than three thousand hours postmaster's social work experience prior to October 1, 1986.

(c) (1) Each person licensed pursuant to this chapter may apply for renewal of such licensure in accordance with the provisions of subsection (e) of section 19a-88. A fee of one hundred fifty dollars shall accompany each renewal application. Each such applicant shall furnish evidence satisfactory to the Commissioner of having participated in continuing education. The commissioner shall adopt regulations in accordance with Chapter 54 to (A) define basic requirements for continuing education programs, (B) delineate qualifying programs, (C) establish a system of control and reporting, and (D) provide for waiver of the continuing education requirement for good cause.

(2) A person licensed pursuant to this chapter who holds a professional educator certificate that is endorsed for school social work and issued by the State Board of Education pursuant to sections 10-144o to 10-149, inclusive, may satisfy the continuing education requirements contained in regulations adopted pursuant to this section by successfully completing

professional development activities pursuant to subsection (1) of section 10-145b, provided the number of continuing education hours completed by such person is equal to the number of hours per registration period required by regulations. For purposes of this subdivision, "registration period" means the one-year period during which a license has been renewed in accordance with section 19a-88 and is current and valid.

Sec. 20-195p. Disciplinary action. Grounds. The commissioner may take any action set forth in section 19a-17 if the license holder fails to conform to the accepted standards of the social work profession, including, but not limited to, the following: Conviction of a felony; fraud or deceit in obtaining or seeking reinstatement of a license to practice clinical social work; fraud or deceit in the practice of social work; negligent, incompetent or wrongful conduct in professional activities; emotional disorder or mental illness; physical illness, including, but not limited to, deterioration through the aging process; abuse or excessive use of drugs, including alcohol, narcotics or chemicals; willful falsification of entries in any hospital, patient or other record pertaining to social work; violation of any provision of this chapter or any regulation adopted hereunder. The Commissioner of Public Health may order a license holder to submit to a reasonable physical or mental examination if his physical or mental capacity to practice safely is the subject of an investigation. Said commissioner may petition the superior court for the judicial district of Hartford-New Britain to enforce such order or any action taken pursuant to said section 19a-17. Notice of any contemplated action under said section 19a-17, of the cause therefore and the date of hearing thereon, shall be given and an opportunity for hearing afforded as provided in the regulations adopted by the commissioner.

Sec. 20-195q. Use of title. Certain activities not prohibited. (a) No persons, except those licensed pursuant to this chapter, shall (1) use the title "licensed clinical social worker" or any initials associated with such titles, or (2) advertise services under the description of a licensed clinical social worker as defined in section 20-195m.

(b) Nothing in this section shall prohibit: (1) A student enrolled in a doctoral or master's degree program accredited by the Council on Social Work Education from performing such work as is incidental to his course of study, provided such person is designated by a title which clearly indicates his status as a student; (2) a person holding a doctoral or master's degree from a program accredited by the Council on Social Work Education from gaining social work experience under professional supervision, provided such activities are necessary to satisfy the work experience required by section 20-195n and such person is designated as "social work intern", "social work trainee" or other title clearly indicating the status appropriate to his level of training; (3) a person licensed or certified in this state in a field other than clinical social work from practicing within the scope of such license or certification; (4) a person enrolled in an educational program or fulfilling other state requirements leading to licensure or certification in a field other than social work from engaging in work in such other field; or (5) a person who is employed or retained as a social work designee, social worker, or social work consultant by a nursing home or rest home licensed under section 19a-490 and who meets the qualifications prescribed by the Department in its regulations from performing the duties required of them in accordance with state and federal laws governing those duties.

Sec. 20-195r. Use of title by certain person employed by the state in the classified service prior to October 1, 1996. Nothing in sections 20-195 to 20-195q, inclusive, shall prevent any person employed by the state prior to October 1, 1996, with a title in the social work series of the classified service from using a title in such series to describe or perform his duties in the course of his employment with the state.

Help Wanted

Help Wanted

**PART-TIME SENIOR SERVICE
SOCIAL WORKER
TOWN OF MANSFIELD**

11/21/09
Great career opportunity! We are searching for a talented and energetic professional to provide social work services through our Senior and Wellness Center. Responsibilities include providing counseling, case management and supportive services to our senior population. This is a 20 hour/week position. The successful candidate will have familiarity with seniors and issues related to aging, excellent communication skills, and a proven ability to work in a multi-disciplinary team environment. A master's degree in social work, psychology or a related field is required, and licensure is preferred. Salary range is \$26.13/hr.-\$33.09/hr., with a pro-rated benefits package.

Please submit resume and official application electronically to www.mansfieldct.org (employment application) and HR@mansfieldct.org (resume) or via hard copy to Town Manager's Office
4 South Eagleville Road, Mansfield, CT 06268
Open until filled. EOE/AA

The Chronicle

Nov. 21-22, 2009

The town manager has taken the time to give his interpretation of the FOI complaints that were lodged against the ethics board and a heard by the foi commission,so I would first like to address those.

First of all I, as a complainant was unable to prepare for all the falsehoods that were stated at this hearing and If calling a few people untruthful brings on lawsuits for slander so be it , as I have e mails, documents and witnesses for any claims I am making. I decided to accept the findings of the hearing officer as we felt we had hopefully gotten our point across and two out of the three complaints were found as violations. One of the findings brought myself in as a respondent, it was stated and also mentioned in the town managers interptation to you, that I had voted to add the Item to the October 15th agenda, I did not, all the others were in favor and there was no other vote taken, it was then recorded by the secretary that all were in favor, it was also stated to the hearing officer that I as Chair of the ethics board set the agendas, and refused to add a discussion of secretary to the agenda , discussion of secretary had not come up prior to that meeting and the secretary, was setting the agendas and sending them out. I have several emails to back this statement. Some of these e-mails contain confidential information about a complaint that was received so I am unable to just hand them, over. That leads me off to another point, These e-mails, contained the names of the respondents of a complaint that was lodged, As some of you know early on in my tenure as chair of the ethics board I was requesting to Have Mr Hennick of the foic come and give his presentation, I had already attended his seminar and felt that this board and all town board

members would benefit from this. I had set a seminar up with Mr Hennick for the Ethics board but it would not be allowed by town management. .This is a quote from a town management email to me " From my discussions with Mr. Hennick, he does not claim to be an ethics expert, nor would his FOI presentation extend to issues of importance to the Ethics Board"

Had this training seminar been allowed to happen as I was requesting, members would have been aware that e-mails by public agencies are subject to foi and communications to a quorum excluding meeting agendas and schedules constitutes a public meeting, that additions cannot be made to special meetings etc.

Further in the town managers interpretation, and the findings of the foic it says that the complaint of an unnoticed meeting following the october 29th meeting had no merit. This is another example of a few of these people being untruthful, discussions of board issues happened, and it was not as the chair stated" discussion of the need to comply in the future with the FOI act, regarding the posting of agendas and minutes,, as there had never been a problem with either of these issues, and if it had been "small talk" it would not have been necessary for the chair to emphatically state "folks folks we got to stop this".

It was also stated by several respondents and their witness that the chair "refused to set a 2009 meeting schedule" That is an outright lie, discussion was had during our meetings at the end of 08 and early 09 about scheduling meetings, we, the board as a whole decided that as we were working on revising the code and scheduling was a conflict with several board members, sabbaticals, working at the prison etc, and after consultation with the town clerk and secretary it was determined we could continue holding special meetings, AT NO TIME DID I,, AS CHAIR REFUSE TO SET A REGULAR MEETING SCHEDULE! All who had stated that are outright liars.

Further untruths were told about the executive session of the sept 17th meeting, it was stated that it was to discuss a dissenting opinion from the chairman, regarding the findings in a complaint, and an email criticizing the recording secretary. First of all the email was a simple statement asking that the secretary refrain from presenting things to members of the board as evidence unless they were requested. She had emailed to all board members a legal opinion from the town attorney from a few years prior, I was and still am under the assumption that legal and ethical can be two different balls of wax and some things that might be unethical might not be illegal.

Therefore that legal opinion was only to influence the boards decision before hearing evidence on the complaint. I had addressed the issue with the town manager. And I will give you his response if your interested.

Also in that sept 17th meeting there was an action taken, the secretary stated to the board that I had "LAWSUITS" against the town, the board requested that the secretary give them all documentation that she had regarding these "lawsuits". The board then made an official FOI request with the town clerk and at the next meeting these documents were distributed to the board. There are no minutes to show that the board voted to request these documents. This was all done in that executive session. When these documents were presented at the next meeting I was there and had asked that this be discussed in executive session and was rebuffed that these were public documents and would be discussed publically. Meeting minutes show this. They continued the discussion of these documents, the issue was not the documents but my "performance" I call your attention to section 1-200 (6) of the general statutes. executive sessions means a meeting of a public agency at which the public is excluded for one or more of the following purposes. (a) discussion

concerning the appointment, employment, performance, evaluation, health or dismissal of a public officer or employee, provided that such individual may require that discussion be held at an open meeting.... I am of the belief that when discussing my "performance" on the board, it was required, especially when I had requested so, that it be done in executive session. The purpose of this executive session as stated by these individuals was discussion of the ethics complaint, not to discuss the appeals of citations I had. And that's what they were appeals, not as stated by the secretary to the board as LAWSUITS.

Before this gets any longer I will now get onto the next foi topic.

In the town managers report to you regarding foi complaints he informs you that complaint 2010-242 regarding the w-2 forms, the hearing was held on 7/06 and I did not attend. I had not received any notification of the hearing and have filed an appeal to reopen the case. If the appeal is denied I have been advised to submit the w-2 request again, let the town refuse and file another complaint. What the Town Manager has not given you is the reason for the request and what it entails. The request was for certain individual town employees that have town issued vehicles for

personal use. I had asked for the w-2s to see what it is costing the taxpayer for the personal use of these vehicles. The personal use is a taxable benefit that must be claimed on the individuals taxes, personal use would include to and from home, lunch and personal errands, bank, personal appointments etc. there seems to be no other documents available that would show the cost to the taxpayer for this type of use. I had, through the FOI mediator, offered to withdraw my complaint if the town management could produce some other document that could show these costs, I had also stated I was not interested in any other information on the w-2s and it could all be redacted. According to the foi Mediator that to was refused. Accordingly this particular case is not resolved yet.

Then I have also filed another case and it is docketed. This revolves around a meeting that was held in this hallway with three members of the ethics board and a council member, where ethics board matters were discussed with a quorum of the board of ethics. I had tried to resolve this issue at the last board of ethics meeting prior to filing the complaint, but was not successful. If you are interested I believe mr hossack has a copy of the tape of that meeting.

The town managers report goes on to give you data

regarding time spent processing foi requests and revenue collected, If town staff is spending 15 hours a week processing foi requests I would suggest someone streamline the process. Many requests should not require but minutes. I have stated to you before, I walked into a neighboring town hall, requested a copy of the town managers contract, it was copied and handed to me in minutes, Mansfield has made a costly production out of this kind of thing, not surprising

July 12, 2010
To: Town Council
From: Betty Wassmundt

I want to discuss the proposed ordinance appointing the Town Manager as the authority for administration and fiduciary oversight of town finances.

I urge you to give careful thought to this and to discuss it. The Charter says "Council shall provide...etc." Please don't abdicate your duties and responsibility to the public who elected you. The public has only you to rely upon.

You have turned this proposed ordinance over to town management to develop. Well, you didn't really do that; you just did nothing and that is what happened. Management says that the Charter already assigns these duties to the Town Manager and the Finance Director so they propose the Town Manager as the authority. That's nice & neat for management and keeps everything "in-house" but provides **no oversight** from the public's point of view.

The Charter Commission clearly provided for the duties of the Town Manager and for the duties of the Finance Director in the Charter. Since this same Commission equally clearly provided that "The Council shall provide by ordinance the procedure for administration and fiduciary oversight of the Town finances.", it is self-evident that the Charter Commission **did not intend** this authority be given to either the Town Manager or to the Finance Director. This authority should be given to an independent person or committee accountable to the Council.

Remember, we, the public, have only you to look out for our interest. Since I've spent a good bit of time reviewing town spending, I'm convinced of the need for independent oversight. Please do the job you applied for when you ran for election. Do **not** pass this ordinance; don't even hold a public hearing on it.

I know that you all have a lot of work to do as a council member. I have got to think that if you once took charge and acted as a body, in the interest of the electorate, that your job would become much easier. Thank you.

Memo

To: Town Council
From: Matt Hart, Town Manager *M.H.*
CC: Town Employees
Date: July 12, 2010
Re: Town Manager's Report

Below please find a report regarding various items of interest to the Town Council, staff and the community:

Council Requests for Information/Council Business

- *UConn Guest Policy* – Per the request of Council, UConn's guest policy has been included in the packet as an attachment to the Community/Campus Relations business item.
- *Quality of Life Violations* – Council requested a breakdown between owner-occupied and rental properties included in the previously-distributed tabulation of quality of life violations. This information is also included as an attachment under the Community/Campus Relations business item.
- *Employee Compensatory Time Accrual* – In the recent past, citizens have expressed concern regarding the amount of compensatory time that a few key town employees accrue by working additional hours to coordinate and oversee special town events, such as *Celebrate Mansfield Weekend* and the *Tour de Mansfield* bike ride. We are fortunate to have many volunteers from the community who perform the bulk of the work to coordinate and put on these special events. However, some events are sponsored directly by the town and we need the assistance of our employees in order to ensure the events are successful. Management does monitor this issue and in our opinion the benefits to the community far outweigh the costs associated with the employee compensatory time earned to coordinate these special events.
- *Special Town Council Meeting, School Building Project* – I have distributed copies of the agenda for Council's upcoming work session on the proposed school building project. We will meet here in the Council Chambers at 6:30 PM this Thursday, July 15, 2010. Cherie and I will have additional information available, particularly some new cost projections that incorporate different revenue forecasts.

Departmental/Division News

- *Emergency Management*
 - Forecasters predict higher than average heat and humidity over the next several days for our area. Residents who may be sensitive to the heat are urged to take advantage of air conditioning, avoid strenuous activity, stay hydrated by drinking plenty of water, and to avoid hot foods and cooking during a heat alert. Taking lukewarm showers or baths and wearing light-colored, loose clothing also help beat the heat. The following Town facilities are air conditioned and will be open to any residents who are seeking relief from the heat: Mansfield Senior Center: 8:30-4:30 (M-F); Mansfield Public Library: M,F- 9-5; T,W, Th- 9-8; Sat.- 10-5; Mansfield Community Center: 5:30-10:00 (M-Sat.); Sunday- 8-9
 - On June 30, 2010, the State of Connecticut announced the opening of the registration website for CT Alert (www.ctalert.gov), the nation's first statewide emergency notification system (ENS) enabling Mansfield and Connecticut officials to communicate critical information to hundreds of thousands of Connecticut residents and businesses before, during and after emergencies. Please see item number 15 in your packet for more information.

Major Projects and Initiatives

- *Storrs Center Project* – Today Congressman Joseph "Joe" Courtney and Federal Transit Administration Administrator Peter Rogoff announced a \$4.9 million transportation grant for the Storrs Center project. This grant will support the construction of an intermodal hub as part of the intermodal transportation center, the design and construction of the Village Street that runs through the core of the project, as well as the walkway and streetscape enhancements, signals, lighting and signage, along Village Street. I would like to congratulate and acknowledge the efforts of staff members who prepared the grant submission, most notably Cynthia van Zelm, Lon Hultgren and Gregory Padick. With this grant, the Storrs Center project is the recipient of over \$23 million in state and federal funding – this is a tremendous accomplishment for Cynthia, the Mansfield Downtown Partnership and our community.

Member Organizations

- *Mansfield Downtown Partnership* - Storrs Center announced that a tenth letter of intent agreement has been signed with *Insomnia Cookies*. *Insomnia Cookies* is a unique business that offers fresh-baked cookies for late-night delivery. *Insomnia Cookies* has nineteen locations on or near college campuses; the Storrs location will be the company's twentieth store.
- *Windham Chamber of Commerce* - The Chamber will be hosting a gubernatorial candidate forum on Thursday, July 29 at 7:30 am at the Nathan Hale Inn & Conference Center in Storrs. Candidates running for governor will be asked questions about their policies and viewpoints. This is a great opportunity for citizens and businesses in the Eastern part of CT to voice their opinions about how the state should be run and to make informed decisions about who is best to serve as our next governor. Candidates include: Dan Malloy, Tom Foley, Oz Greibel and Michael Fedele. Cost is \$10 per person; a continental breakfast will be served for guests. The event is open to the public but you must register at www.WindhamChamber.com or by calling the Chamber at 860.423.6389. There is limited seating so please register early.

Special Events

- *Mansfield Public Library*
 - On Tuesday July 13 at 7:00 PM, Eric Girardi will perform his show "Bending Gravity" at the Mansfield Public Library. Eric is a world-ranked yo-yo player, a juggler, a stiltwalker and more. He states that his objective is to "provide a one-of-a-kind breathtaking performance of object manipulation set to music." Eric also enjoys talking to kids about the importance of hard work, practice and finding something you love to do. His show is recommended for ages 5 and up.
 - On Tuesday July 20 at 2:00 PM, Kahana Hula will present their show "Make a Hawaiian Splash." This is an interactive program for all ages featuring music, stories and dance from beautiful Hawaii. Audience members will participate in sing-alongs, practice rhythmic skills and learn some Hawaiian hula. Because space is limited for this program, you must sign up in advance. Please call us at 860 423-2501 or drop in to the Library to reserve a free ticket.
- *Tour de Mansfield*: – The sixth annual Tour de Mansfield: Village to Village will be held this Saturday (rain date July 24). The 5, 20 and 40-mile rides will start and end at the Mansfield Community Center; the event will conclude with a barbecue. See www.mansfieldct.gov for more information.

Upcoming Meetings*

- Youth Service Bureau Advisory Board, July 13, 2010, 11:30 AM, Conference Room B, Audrey P. Beck Municipal Building
- Historic District Commission, July 13, 2010, 8:00 PM, Conference Room B, Audrey P. Beck Municipal Building
- Public Safety Committee, July 14, 2010, 3:00 PM, Council Chambers, Audrey P. Beck Municipal Building
- Zoning Board of Appeals, July 14, 2010, 7:00 PM, Council Chambers, Audrey P. Beck Municipal Building
- Special Town Council Meeting, July 15, 2010, 6:30 PM, Council Chambers, Audrey P. Beck Municipal Building
- Planning and Zoning Commission, July 19, 2010, 2010, 7:00 PM, Council Chambers, Audrey P. Beck Municipal Building
- Committee on Committees, July 19, 2010, 7:00 PM, Conference Room B, Audrey P. Beck Municipal Building
- Conservation Commission, July 21, 2010, 7:30 PM, Conference Room B, Audrey P. Beck Municipal Building
- Personnel Committee, July 26, 2010, 6:00 PM, Conference Room B, Audrey P. Beck Municipal Building
- Town Council, July 26, 2010, 7:30 PM, Council Chambers, Audrey P. Beck Municipal Building

**Meeting dates/times are subject to change. Please view the Town Calendar or contact the Town Clerk's Office at 429-3302 for a complete and up-to-date listing of committee meetings.*

 Attachments can contain viruses that may harm your computer. Attachments may not display correctly.

Elizabeth Paterson

From: Bill Caneira [wcaneira8614@charter.net] **Sent:** Sun 7/11/2010 11:44 AM
To: Town Council; Elizabeth Paterson; Gregory Haddad; Denise Keane; Peter Kochenburger; Meredith Lindsey; Toni Moran; Christopher R. Paulhus; Bonnie Ryan; Carl Schaefer
Cc:
Subject:
Attachments:  [comments-againstopionD-071210.doc\(63KB\)](#)

Hello,

I would once again like to express my opposition to School Building Project Option D in writing. I wrote this letter in response to comments made at your last (6/28) session, and reflecting over the past few months of meetings on the SBP.

Thank you again for your support and patience.

Bill Caneira
38 Candide Lane

Elizabeth Paterson

From: Anna Cranmer [annacranmer@hotmail.com] **Sent:** Sun 7/11/2010 11:05 PM
To: Town Council; Elizabeth Paterson; Gregory Haddad; Denise Keane; Peter Kochenburger; Meredith Lindsey; Toni Moran; Christopher R. Paulhus; Bonnie Ryan; Carl Schaefer
Cc:
Subject: Please do not build a mega-school
Attachments:

Mansfield currently has a wonderful school system, and all of my neighbors with school-aged children have moved to this town because of it. Please do not eliminate the neighborhood school system for elementary school in Mansfield. The single school that has been proposed is far too big for an elementary school, even by large school standards, and will not provide the optimal learning environment for our children. Mansfield will no longer be as desirable a place to live and our property values will decline.

I realize that there are many budget constraints and have heard the arguments for the single school. I am unconvinced, however, that building the new mega-school, and relying heavily on state funding which may or may not come through, is the right decision at this time. While our current schools may be older, they are thriving because of the dedicated staff and motivated students, who are not lost in a sea of 750 students.

Thank you for your consideration.

Sincerely,

Anna Cranmer
33 Adeline Place
Mansfield Center, CT 06250

The New Busy is not the old busy. Search, chat and e-mail from your inbox. [Get started.](#)

School Building Project

From: **John Rickards** (j.k.rickards@sbcglobal.net)

Sent: Sun 7/11/10 12:00 PM

To: TownCouncil@mansfieldct.org; PatersonE@mansfieldct.org; HaddadG@mansfieldct.org; DeniseKeane2009@gmail.com; PeterKochenburger@yahoo.com; LindseyM@mansfieldct.org; Morantt@earthlink.net; PaulhusCR@mansfieldct.org; bonbill@charter.net; Carl.Schaefer@uconn.edu

Hi Everyone,

I am writing to express our strong opposition to the School Building Project. We concur with the views of Jeff Smith and Rudy Favretti as expressed at the June 28, 2010 meeting.

According to Jeff, the results of a 2006 report indicated that the current schools are in sufficiently good condition for use for the next ten years. That would give the Town and the State time to hopefully heal from the current economic recession or depression. At the minimum, it would give us time to see better what kind of economic situation lies ahead of us.

There is great uncertainty and instability now. The State is in terrible financial straits, one of the worst in the country, and we here in Mansfield should be sensitive to this rather than simply arguing that the State can give us money now for this Project. It seems preposterous to us that we are even considering demolishing viable schools and placing the materials in the dump and then building one or two new schools in their place in these economic times. Teachers are being laid off all over the country and jobless rates are excessively high. Everyone is cutting back and we are about to spend, spend and more spend.

As Rudy Favretti says, we should have a fix it attitude rather than a throw it away attitude. This is kind of modeling is better for our children to see in our community, the kind of modeling they may well have to follow in the future throughout this country. We have never opposed or voted down any budget item for the schools in our 30 years in Mansfield. But, in this case, we say **NO TO THE SCHOOL BUILDING PROJECT, WHETHER IT BE ONE OR TWO SCHOOLS. DO NOTHING PLEASE.**

Sincerely,

John and Karin Rickards
51 Storrs Heights Rd.

Town Council Members,

07/08/2010

As a Storrs/Mansfield Parent of two children, ages 3 1/2 and 18 months, I am highly concerned with where our idea of an ideal elementary school is going. If the ideal school is the one that is the most cost effective, then why do we choose to live in a city where taxes are high to produce schools where education is supposed to be superior?

Three years ago, we purchased our home in the Goodwin Elementary school district because we wanted our children to attend a small town school with excellent education and low class numbers. Research has shown again and again that small schools give children a better education and a secure environment for both students and staff.

If we start putting "lower cost" before the importance of our children's education, families are not going to move here for the schools! Mansfield needs to listen to the parents of the children who will be attending the elementary school! If we do not put quality of education and overall well being of our children first, I believe that our school rankings will drop, graduation rates will be lower and the children, staff and families will not be nearly as satisfied. The research has very profound findings as to why smaller schools are better.

I understand that something has to change as the current schools do need renovation but I cannot support one large school for all the elementary age children in the area. As much as I hate to lose Goodwin School, I would be more supportive of two smaller schools if it would be more cost effective than some of the other choices. I know you are all doing your best to find a compromise for a more cost effective choice that will maintain a quality education for our children and we thank you.

Sincerely,

Chandra Lownes, Concerned Parent and resident of Storrs/Mansfield

Significant research findings:

The Significance of Elementary School Size Literature Review

http://www.rda.aps.edu/RDA/Documents/Publications/05_06/ES_School_Size.pdf

Student Attitudes

Student attitudes toward school in general and toward particular subjects are better in small schools compared to large ones.

Student Behavior

Small schools have lower incidences of negative social behavior than do large schools.

Teacher Attitudes

Compared to large schools, smaller schools cultivate better teacher and administrator attitudes toward their work and increase staff collaboration.

A survey of elementary school teachers in Chicago found that communications between teachers and administrators were better in small schools.

New Rules Project Designing rules as if Community Matters: Small Schools vs. Big Schools

<http://www.newrules.org/equity/rules/small-schools-vs-big-schools>

State and local policymakers often prefer large schools, because they are less expensive to operate on an annual per pupil basis. In many states, education funding formulas provide a flat rate per pupil and make no adjustment for the higher costs of running a small school. This favors larger schools and pressures smaller ones to close. Such policies are short-sighted. Small schools may require higher levels of annual per pupil funding, but they are far more cost-effective. Small schools have higher graduation rates and, on a per graduate basis, they cost about the same or less than large schools. Vermont is one of a few states that recognize the effectiveness of small schools and provide additional financial support to maintain them.

Small Schools Why They Matter<http://prorev.com/schoolsmall.htm>

JOE NATHAN PIONEER PRESS, MN - Conventional wisdom holds that small schools are more expensive and that districts automatically save money by closing them. But a new report says bigger isn't necessarily better or cheaper. The report, "Dollars and Sense," summarizes recent research on school construction and concludes small schools - elementaries with 300 or fewer students, middle schools with 500 or fewer and high schools with no more than 600 students - are not prohibitively expensive and that putting tax dollars into those building makes sense. It looks at studies that show when students from similar backgrounds are compared, those in smaller schools are safer, have higher graduation rates and test scores and are more likely to participate in extracurricular activities. They're also likely to have involved parents and more satisfied teachers. The report includes research compiled by Paul Abramson, a columnist for the national magazine *School Planning and Management*, that found costs per student and per square foot were lower for the smaller high schools and smaller middle schools than they were for the larger ones. Smaller elementary construction costs were slightly greater per student than those for larger elementary schools. . . "Dollars and Sense" cites two rural Nebraska districts that thought consolidation would save money. But after adding more than 25,000 miles to the cost of transporting students, buying new band uniforms and athletic equipment, purchasing new textbooks so all students would use the same materials, buying out several teachers whom the new district felt it would not need, increasing pay of remaining teachers and combining the two districts' curricula, the districts spent \$230,000 more than they had been spending. As the report notes, "So much for saving money."

Small Schools and The Issue of Scale: Executive Summary by [Pat Wasley](http://www.newhorizons.org/trans/wasley.htm)
<http://www.newhorizons.org/trans/wasley.htm>

Student attachment, persistence, and performance are stronger in small schools. Students in these schools have better attendance rates, significantly lower dropout rates, and higher grade point averages than do students in larger schools. They also fail fewer courses and demonstrate increased persistence in progress toward graduation. In small elementary schools, fewer students are retained in the same grade than their larger host schools.

Improvement in standardized test scores are apparent. Reading scores have increased in small schools. In the best of the small schools, teachers are targeting reading as an area for their own skill-building. In other small schools, the average standardized test scores are holding steady, which is an improvement given that more students are taking the test.

Violence occurs less frequently in small schools. Small schools provide a remedy for much of the isolation and alienation, often associated with incidents of teen violence, which is found in very large schools. Students in small schools are known by teachers and peers. This increased sense of identity and community has led to fewer incidences of violence. Students feel safer because the values of democratic citizenship are fostered and conflict management is exercised.

The conditions in small schools are more conducive to learning. In small schools, the intimate environment encourages learning. Teachers know their students well and have high expectations for them. Students employ critical thinking in their courses and teachers use a broader range of strategies to engage students.

Parents and community members are more satisfied with small schools. Small schools have greater involvement by parents, community members, and business leaders than larger schools. This increased involvement leads to increased satisfaction among parents and community members and a more productive working relationship with school staff.

The environment for teaching professional is better in small schools. Teachers in small schools are more likely to report a strong professional community and great job satisfaction. Teachers engage in more professional development, build coherent educational programs for students across grades and disciplines, create more focused learning environment for students and moderate their teaching strategies to fit students' needs. Teachers in small schools also are more likely to report that they feel creative, reinvigorated and recommitted to teaching, an important gain in light of the current national teacher shortage.

I oppose the one school plan

From: **Louanne Cooley** (larcooley@sbcglobal.net)

Sent: Sat 7/10/10 1:28 PM

To: TownCouncil@mansfieldct.org; PatersonE@mansfieldct.org; HaddadG@mansfieldct.org;
DeniseKeane2009@gmail.com; PeterKochenburger@yahoo.com; LindseyM@mansfieldct.org;
Morantt@earthlink.net; PaulhusCR@mansfieldct.org; bonbill@charter.net; Carl.Schaefer@uconn.edu

Dear council members,

We strongly oppose the one school plan. Neighborhood schools, where each child is known by the staff and teachers are a crucial key to the high success of Mansfield children. Please vote to keep our schools.

Louanne Cooley

FOI Requests for Calendar Year 2009

Prepared 7/12/10 Person or Entity Requesting	# of Requests	% of Total	Notes
Citizen A	63	44.7%	
Citizen B	34	24.1%	
Citizen C	12	8.5%	
Citizen D	11	7.8%	Citizen D's requests were around a particular item and were made over a 3 week period
Citizen Requests (other)	11	7.8%	
Corporate, Lawyers, & Unions	10	7.1%	
GRAND TOTAL	141	100.0%	

Note: Does not include repeated reviews of the same document by a different requester

Workload Averages for Calendar Year 2009

	# of Requests	Avg. per calendar mo. (12 mos/yr)	Avg. per calendar wk. (52 wks/yr)
Citizen A	63	5.3	1.2
Citizen B	34	2.8	0.7
Citizen C	12	1.0	0.2
Citizen D	11	0.9	0.2
Citizen Requests (other)	11	0.9	0.2
Corporate, Lawyers, & Unions	10	0.8	0.2
GRAND TOTAL	141	11.8	2.7

FOI Requests for Fiscal Year 2009/2010

Person or Entity Requesting	# of Requests	% of Total	Notes
Citizen A	53	43.1%	
Citizen B	26	21.1%	
Citizen C	9	7.3%	
Citizen Requests (other)	19	15.5%	
Corporate, Lawyers, & Unions	16	13.0%	
GRAND TOTAL	123	100.0%	

Note: Does not include repeated reviews of the same document by a different requester

FOI Requests for Fiscal Year 2009/2010

	# of Requests	Avg. per calendar mo. (12 mos/yr)	Avg. per calendar wk. (52 wks/yr)
Citizen A	53	4.4	1.0
Citizen B	26	2.2	0.5
Citizen C	9	0.8	0.2
Citizen Requests (other)	19	1.6	0.4
Corporate, Lawyers, & Unions	16	1.3	0.3
GRAND TOTAL	123	10.3	2.4

Cost of Processing FOI Requests "Normal Weeks"

Hours per week range 5-15 hrs/wk
 Average hourly rate \$31.19
 Benefits Assumption at 30% of pay

	Min	Max
Average hourly rate range/wk	\$155.96	\$467.89
Average hourly rate range/yr	\$8,110.14	\$24,330.43
Pay plus benefits cost per year	\$10,543.19	\$31,629.56

*Note: Does not include time preparing/defending against FOI complaints
 Note: Does not include time of Town Attorney*

I would also like to comment on the Town managers' report regarding Freedom of Information Act Requests, Cases and updates.

My experience with Freedom of Information requests is well documented. I must say that I have always been presented with the information in a most courteous and professional way by members of the town clerks office.

In most cases I have been given the information requested in a timely manner. There have been several cases though that have not been timely. Last summer I requested email communications between town staff and the Ethics board. Four months later I had still not received the information. I was told by the FOI Commission that I should have filed a complaint within thirty days of my original request. So I made the same request again and was provided some emails within a week. What I received was 4 emails. These covered a four month span of communication between town staff and members of the Ethics board. Simply ridiculous but I let it go.

Although I have attended many Ethics board meetings, the only case I can really talk about is Docket#FIC 2009-627.[p114] This concerned the meeting of September 17th, which I attended. I also testified at the FOI hearing as to the events of that meeting. I told the truth, and nothing but the truth. Some others who testified at that hearing cannot make that same statement. I can attest to the fact that a couple of witnesses did lie under oath.

Suffice to say, members of our ethics board have lied under oath, have lied to the personnel committee, and lied during meetings. If the council so chooses, I will be happy to present the evidence of this in a less public setting.

Also the fact that the secretary brought up the "lawsuit" remark, is a violation of Section 25-7 (b) of the Mansfield Ethics Ordinance which states that members of the public may initiate complaints and the board may as well. The secretary is there only to record the proceedings. Section 25-7 (c) states that complaints must be in writing. Both of these sections were violated. The action taken in this un-noticed executive session was to begin the effective evisceration of the then current chairman.

I am appalled to think this kind of backroom crap can occur in the 21st century let alone occurring in our town. I am calling for the Ethics board, as it now exists, to resign in it's entirety. In lieu of that happening I call on the town council to dissolve the current board, recharge the Ethics board per the current Ethics Ordinance, give the new members sufficient training in ethics, and allow them to revise our current ordinance independent of staff influences. Show our residents that the council truly supports open and transparent government.

Please let's get this behind us and get on with the most important business of Mansfield, how to survive the impending financial typhoon headed to our town.

Ric Hossack
7.12.10