

# IX.F.

## CONNECTICUT STATE BOARD OF EDUCATION

Hartford

### TO BE PROPOSED:

June 6, 2018

**RESOLVED**, That the State Board of Education, pursuant to Sections 10-186(b)(2) and 10-233d(b) and 10-15d of the Connecticut General Statutes, and Sections 10-145d-611(h), 612(h), 613(f), 10-4-12(f), and 10-4-22(c)(3) of the Regulations of Connecticut State Agencies, hereby reappoints the following individuals to conduct hearings and render decisions as an impartial hearing board, or otherwise, on matters where they may be appointed to serve in accordance with law, for the period of September 1, 2018 through August 31, 2021:

Ann F. Bird  
Donal C. Collimore  
Janis C. Jerman  
Stanton H. Lesser  
Thomas C. McNeill, Jr.  
Steven R. Rolnick  
Frederic S. Ury

and directs the Commissioner to take the necessary action.

Approved by a vote of \_\_\_ this sixth day of June, Two Thousand Eighteen.

Signed: \_\_\_\_\_

Dr. Dianna R. Wentzell, Secretary  
State Board of Education

## CONNECTICUT STATE BOARD OF EDUCATION

### Hartford

**TO:** State Board of Education  
**FROM:** Dianna R. Wentzell, Commissioner of Education  
**DATE:** June 6, 2018  
**SUBJECT:** State Board of Education Impartial Hearing Officers

#### **Introduction and Background Information**

Hearing officers serving as an impartial hearing board conduct hearings on behalf of the State Board of Education (“State Board”). An impartial hearing board may conduct hearings on: (1) school accommodations appeals; (2) student expulsions from the Connecticut Technical Education and Career System; (3) hearings regarding revocation and denial of certifications, authorizations, and permits issued by the State Board; (4) hearings regarding unit clarification issues under the Teacher Negotiation Act; and (5) petitions for declaratory rulings.

At this time, the State Department of Education (SDE) recommends that the State Board reappoint the following persons to the Impartial Hearing Board Panel (Panel) for the period September 1, 2018, through August 31, 2021: Ms. Ann F. Bird, Mr. Donal C. Collimore, Ms. Janis C. Jerman, Mr. Stanton H. Lesser, Mr. Thomas C. McNeill, Jr., Mr. Steven R. Rolnick, and Mr. Frederic S. Ury. This is the entire Panel of hearing officers. Each of the nominees currently serves as a State Board hearing officer with a term of appointment concluding August 31, 2018. The nominees are independent contractors. They are paid reasonable fees and expenses within available appropriations.

In addition to the re-appointments that are being recommended at this time, SDE’s plans to recommend additional hearing officer appointments in the coming months. To that end, SDE intends to begin the process to recruit additional members for the Panel within the next several weeks with the goal of selecting a diverse group of qualified candidates to recommend to the State Board to be considered for appointment as new members of the hearing officer panel.

#### **Hearings conducted by Panel Members**

A brief overview of the types of hearings conducted by State Board hearing officers is set forth below.

##### **School Accommodations**

The State Board establishes an impartial hearing board of one or more persons to hold public hearings and render decisions on appeals by parents, guardians, emancipated minors, or pupils eighteen years of age or older, from decisions rendered by local or regional boards of education regarding residency, transportation, or other school accommodations issues. See Connecticut

General Statutes Section 10-186(b)(2). The practice has been to appoint one member of the Panel to serve as the impartial hearing board in each case. The statute provides that members of the impartial hearing board may be employees of SDE or qualified independent contractors appointed by the State Board.

### **Student Expulsion Hearings at the Technical High Schools**

The State Board maintains the Connecticut Technical Education and Career System (CTECS). Pursuant to Connecticut General Statutes Section 10-15d, all provisions of the general statutes concerning education apply to the operation of the CTECS except for certain provisions relating to eligibility for state aid. Local or regional boards of education may establish an impartial hearing board of one or more persons to conduct hearings and render decisions in expulsion cases. See Connecticut General Statutes Section 10-233d (b). Therefore, the State Board may also appoint an impartial hearing board to conduct student expulsion hearings within the CTECS. The practice has been to appoint one member of the Panel to serve as the impartial hearing board for each case.

### **Hearings on Revocation or Denial of Certifications, Authorizations, and Permits**

The State Board may issue, revoke or deny certificates, authorizations, and permits for educators. In revocation cases, the State Board's regulations include the opportunity for a hearing if requested by the holder of the certificate, authorization, or permit. The State Board, a subcommittee of the State Board, or an impartial hearing officer may conduct these hearings. Hearings in denial cases may be conducted by the State Board, the SDE, the Commissioner, or one or more duly designated individuals appointed by the State Board. See Regulations of Connecticut State Agencies Sections 10-145d-611 (h), 612 (h), 613 (f), 10-4-12(f). The current practice is to appoint one impartial hearing officer to preside over a hearing and to make a recommended decision. The State Board then makes the final decision.

### **Unit Clarification Issues**

A local or regional board of education or the representative of a teacher or administrator unit may file a unit clarification petition with the Commissioner of Education. A unit clarification petition is the mechanism used to clarify questions concerning the appropriate composition of a bargaining unit if no representation question is pending. See Connecticut General Statutes Section 10-153c (b). The Commissioner renders the final decision, but it may be appropriate to appoint a member of the panel to conduct a hearing and recommend a decision.

### **Petitions for Declaratory Rulings**

Agencies may issue declaratory rulings as to the validity of regulations or the applicability to specified circumstances of a provision of the general statutes, a regulation, or a final decision on a matter within the jurisdiction of the agency under Connecticut General Statutes Section 4-176. In some situations, it may be appropriate for an impartial hearing officer from the panel to conduct a hearing. See Regulations of Connecticut State Agencies Section 10-4-22 (c)(3).

### **Volume of Hearings**

During the 2017-2018 school year, the volume of cases referred to members of the panel has been as follows: nine cases have been referred for school accommodation hearings; two cases have been referred for revocations of educator certificates, both of which settled before the hearing; and 87 expulsion matters have gone forward with hearing officers. The hearing in a third revocation case referred to a member of the panel in a prior year was recently completed and is now before the hearing officer for decision. There have been no unit clarification or declaratory ruling hearings since July 1, 2017.

### **Recommendation and Next Steps**

I recommend that the State Board reappoint the nominees identified above to the panel of hearing officers to conduct hearings and render decisions as an impartial hearing board, or otherwise, in the matters set forth above, or in other matters where they may be appointed to serve in accordance with law, for the period from September 1, 2018, through August 31, 2021.

Resumes of the nominees are attached.

In addition, as noted, SDE will be conducting a recruitment process to select additional candidates to recommend to the State Board for appointment as hearing officers in due course.

Prepared by:

Peter Haberlandt, Director  
Division of Legal and Governmental Affairs

## Ann Frances Bird

Ann F. Bird, Attorney at Law  
512 Kelsey Street  
Middletown, CT 06457

(860) 655-7790  
annfbird@gmail.com

### Professional Experience

State of Connecticut Department of Developmental Services Impartial Hearing Officer	July 2015 to present
State of Connecticut Department of Labor Alternate Member, State Board of Labor Relations	April 2014 to present
State of Connecticut Board of Education Impartial Hearing Panel for Special Education Due Process Hearings	9/1/2011 to present
Impartial Hearing Panel for Student Expulsions, School Accommodations and Teacher Certification	2009 to present
Bird and Apostolidis, Attorneys, Middletown, CT Legal services for towns, school systems, small business and individuals	2008 to 9/1/2011
Hartford Board of Education, Hartford, CT Impartial Hearing Panel for Student Expulsions	2008 to 6/30/2011
City of Hartford Corporation Counsel, Hartford, CT Senior Assistant Corporation Counsel Assistant Corporation Counsel	2006 to 2008 1994 to 2006

All legal services for Hartford Public Schools; Counseling and litigation in all aspects of labor, employment, education, special education and municipal law; Civil trial practice in state and federal courts and administrative agencies; Contract negotiation and drafting.

Pepe & Hazard, Hartford, CT

Partner	1992-1994
Associate	1987-1992

General counseling and strategic planning in all aspects of labor, employment and municipal law; Civil trial practice in state and federal courts and administrative agencies, emphasizing labor and employment, civil rights and commercial disputes.

Sidley & Austin, Los Angeles, CA	1984-1986
Associate	

Parkinson, Wolf, Lazar & Leo, Los Angeles, CA	1982-1984
Associate	

## **Education**

School of Law, University of California at Davis, J.D. 1982  
Executive Editor, U.C. Davis Law Review 1981-1982  
American Jurisprudence Award in Evidence

University of California at Berkeley  
B.A. in English and Economics, 1979  
Magna Cum Laude, Phi Beta Kappa

## **Professional Activities**

C.L.E.W. Woman of the Year 2013  
Member, Connecticut Bar Association  
Chair, Vernon Zoning Board of Appeals 1995-1996; Member 1992-1996  
Editor, Connecticut Labor and Employment Update, 1992-1994  
Co-producer "Sexual Harassment in the Workplace", a video training program and manual for Connecticut employers  
Co-author, How to Avoid Legal Problems In Hiring & Firing In Connecticut  
Neighborhood Legal Services, Inc., Board Member 1994-1996  
Author, "Workers' Compensation And The Overlooked Hidden Disfigurement"  
14 U.C. Davis L. Rev. 651 (1981)

## **Donal C. Collimore**

### *Office*

**520 B Success Avenue**

**Bridgeport, Ct. 06610-2423**

*Telephone (203) 255-4531*

*Facsimile (203) 256-5911*

*E-mail: [dcollimore@donalcollimore.com](mailto:dcollimore@donalcollimore.com)*

### *Residence*

**73 Harborview Place**

**Stratford, Ct. 06615**

*Tel: (203) 377-8539*

*Cell: (203) 218-8376*

## **EDUCATION**

**1955-1959**

A.B., English, College of The Holy Cross, Worcester, Mass.

**1959-1962**

LL.B., University of Connecticut School of Law, Hartford, Ct.- Honors (First in Class);  
Law Review.

## **EMPLOYMENT**

**1962-1971**

Associate & Junior Partner, Collimore, Fitzpatrick, Fray & Daly, Fairfield, Ct.  
General Practice of Law representing Families in Civil & Criminal matters, Real Estate  
and Small Businesses.

**1971 to-present**

Partner in Collimore & Collimore, Fairfield, Ct. with Donal M. Collimore until his  
death in 1991, and Sole Practitioner under same name to present.

Assistant Town Attorney for Town of Fairfield 1983 to1997.

Handled Inland Wetland issues, served as Advisor to Police & Fire Commissions  
and represented Town in Civil claims against Town and Town employees in Superior  
Court, Appellate Court and Supreme Court of Connecticut, and U.S. District Court and  
Second Circuit Court of Appeals.

Responsible for negotiations with Unions for Collective Bargaining Agreements  
through Final and Binding Arbitration for both Town and Board of Education, working  
with Human Resources Directors/ Assistant Superintendents of each.

## **RELATED EXPERIENCE**

**1988 to present**

Attorney Trial Referee for Connecticut Judicial System;

Conduct evidentiary hearings; submit recommended decisions for  
review/approval by Superior Court Judicial System.

**1997 to present**

Impartial Hearing Officer, State Board of Education, State of Connecticut:

Conduct evidentiary hearings and render decisions for expulsion and school  
accommodations issues;

Conduct evidentiary hearings and submit Recommended Decisions for Teacher  
Certification issues.

**Janis C. Jerman**  
New Britain, CT  
(860) 518-5656  
[Janis@JJerman.com](mailto:Janis@JJerman.com)

## EXECUTIVE SUMMARY

Visionary general management and operations executive with substantial experience leading diverse functions including strategic planning, organizational development, governance, compliance, customer service, marketing communications, technology, and human resources. Proven ability to engage in empirical analysis in a variety of industries and settings and develop viable outcomes. Core competencies include:

Strategic Business Planning	Compliance and Regulatory	Process Improvement
Fiscal Accountability	Change Management	Marketing/Communications
Profit & Loss Management	Leadership & Staff Development	Community Relations

## PROFESSIONAL EXPERIENCE

**EMPLOYEE FAMILY PROTECTION, INC., Glastonbury, CT** **2011-Present**  
*National, privately held entrepreneurial benefits communication, education, and enrollment firm for government, union, and private corporations and organizations.*

### ***Chief Compliance & Communications Officer*** (2014-present)

Oversee corporate compliance including management and employee compliance with regulatory agencies, insurance carriers, and vendor contracts. Oversee human resources and application of company policies and procedures. Develop and implement corporate training programs and oversee corporate brand management.

- Created marketing communications department through recruitment, strategic planning, and brand identity.
- Developed compliance training programs including data privacy and security, licensing, and HR.
- Managed website redesigns for company and its for-profit and non-profit affiliates. Developed proposal, vetted technology vendors, managed process, and created content.
- Created monthly newsletter covering compliance, technology, health & wellness, HR and other topics and wrote the majority of the content.
- Led development of ACA Reporting and Tracking solution for clients.
- Coordinated and enforced company's core values, mission, and business plan in all departments.
- Member of senior management team.

### ***Chief Operating Officer*** (2011-2014)

As first COO, led initiatives that improved organizational processes and infrastructure; supported growth strategy; and defined long-term vision. Strategic and operational leader for finance, human resources, enrollment services, case administration, customer service, sales support, training, marketing, and technology.

- Supported transition of leadership of family business from founder to new President.
- Evaluated and set goals and objectives for senior management team.
- Led customized document and case management software development and implementation.
- Increased participation in voluntary benefits and employee satisfaction with benefit package by reconfiguring open enrollment process and developing associated marketing plan and materials.
- Decreased office expenses by negotiating new contracts and consolidating services.
- Developed strategy for telephonic Benefit Service Center and client fulfillment services.

**CONNECTICUT BAR ASSOCIATION, INC., New Britain, CT**  
*Non-profit voluntary membership association for lawyers.*

**2001-2009**

***Associate Executive Director*** (2006-2009)

***Director of Administration & Finance*** (2001-2006)

Chief operating officer for 501(c)(6) organization and 501(c)(3) affiliate accountable for operations, human resources, strategic planning, compliance, contract administration, and corporate outreach. Supervised staff managing finance, IT, facilities, production/fulfillment, business insurances, event planning, and member affinity programs. Directed external affairs including marketing and communications, member service center, publications, Web site, continuing legal education, professional certification, and public outreach.

- Achieved record profit, increased attendance at annual meeting 25%, and increased sponsorship/exhibitor participation and revenue following comprehensive redesign of staff structure.
- Created first management training program, and diversity and inclusion training and goals.
- Increased engagement by creating orientation, recognition and employee development programs.
- Created budgeting tools and instructions that streamlined the process and educated managers and Board on financial matters including compensation and benefit expenses.
- Developed board orientation manual.
- Worked closely with association's volunteer governing bodies (51-person House of Delegates and 17-person Board of Governors), 100+ committees, and 11,000 volunteers.
- Reduced mortgage payments on substantial loan by renegotiating contract without cost of refinancing.
- Decreased utility costs several hundred dollars per month by negotiating annual fuel contracts.
- Decreased overtime pay \$10,000 in one year by educating managers on applying company policies.

**LAW OFFICE OF JANIS C. JERMAN, Hartford, CT**  
*Private law practice*

**1993-2001**

***Attorney***

- Solo practitioner with successful labor and employment law practice primarily representing employees in discrimination, employment contract, and statutory benefits cases.
- Collaborated on a contract basis with labor lawyers on variety of labor relations matters.

***Mediator, Arbitrator, Impartial Hearing Officer*** (1995-present)

- Mediator, arbitrator, and/or impartial hearing officer for State of Connecticut State Board of Education (special education, expulsion, residency, transportation, school accommodation, and teacher license revocation cases), and private parties.

**SYSTEMATICS, INC. (now Fidelity National Information Services), Little Rock, AR** **1987-1990**  
*International software firm providing in-house data-processing function for financial institutions.*

***Senior Systems Engineer***

- Computer programmer and business consultant. Completed management trainee program in half the scheduled time, allowing earlier work on billable matters.
- Selected by international headquarters to participate in special task force to analyze clients' business processes and utilization of firm's proprietary software.

## EDUCATION

Juris Doctorate, University of Connecticut School of Law  
Bachelors' Degree in Psychology, Purdue University

## LICENSES

Admitted to practice law in Connecticut state courts and U.S. District Court for the District of Connecticut  
Connecticut Life and Health Insurance Licenses

## RECOGNITIONS & COMMUNITY ACTIVITIES

- Community Foundation of Greater New Britain Catalyst Fund and Audit Committee
- United Way of Central and Northeastern Connecticut Impact Team 2018; New Britain & Berlin Advisory Board 2010-11
- New Britain Emergency Medical Services Board of Directors (current chair)
- CW Resources Board of Directors (past chair)
- Mark Carr Scholarship Fund Committee
- Team RWB Hartford Chapter
- 2017 Rotary International Polio Immunization Program, Delhi, India
- 2009 Paul Harris Award from New Britain-Berlin Rotary Club for exemplary performance in personal, professional, and community arenas; 2004 Rotarian of the Year; 2014 Rotary Club Special Recognition
- 2005 Rotary Foundation Group Study Exchange Team Leader to Argentina for one month cultural and vocational exchange
- 2004-06 New Britain Ethics Commission (past chair)
- 2001 New Britain YWCA Women in Leadership Award
- 1998 Hartford Courant Volunteer Recognition Award
- 1994–2001 Commissioner and coach, Hartford Girls Basketball League – Mayor Mike's Companies for Kids
- Raised six guide dog puppies for national Guide Dog Foundations

STANTON H. LESSER  
RESUME

85 SPLIT ROCK ROAD, SOUTHPORT  
259-2979  
336-1811

BORN JULY 6, 1951

BS IN ELECTRICAL ENGINEERING FROM TUFTS UNIVERSITY, 1973; JD FROM  
WESTERN NEW ENGLAND SCHOOL OF LAW, 1976

ADMITTED TO BARS OF CONNECTICUT AND U.S. DISTRICT COURT  
PRACTICES LAW WITH LESSER & LIEBERTHAL, P.C., 1 ELIOT PLACE, FAIRFIELD, CT  
PRACTICE IN CONNECTICUT SUPERIOR COURT, APPELLATE COURT AND SUPREME  
COURT; U.S. DISTRICT COURT

AREAS OF PRACTICE: CIVIL AND CRIMINAL LITIGATION; COMMERCIAL AND  
RESIDENTIAL REAL ESTATE; BUSINESS ACQUISITION AND SALES

HAS SERVED AS IMPARTIAL HEARING OFFICER FOR STATE BOARD OF EDUCATION  
FOR MORE THAN 25 YEARS

SERVED ON RTM, TOWN OF FAIRFIELD 1977-1981

SERVED ON BOARD OF FINANCE, TOWN OF FAIRFIELD 1983-1994

SELECTMAN, TOWN OF FAIRFIELD JULY, 1994-NOVEMBER, 1995

MEMBER OF TOWN OF FAIRFIELD ARTS COUNCIL, 1995- 1997

FORMER MEMBER, FAIRFIELD HOUSING AUTHORITY

FORMER MEMBER, ECONOMIC DEVELOPMENT COMMISSION, TOWN OF FAIRFIELD

FORMER MEMBER, PARKING AUTHORITY, TOWN OF FAIRFIELD

CHAIRMAN, CONSERVATION COMMISSION, TOWN OF FAIRFIELD 2007-2012

CURRENT TOWN ATTORNEY FOR THE TOWN OF FAIRFIELD

MARRIED, WIFE JILL, ONE SON, EVAN

LICENSED PILOT

**THOMAS CARLYLE McNEILL, JR.**

McNeill & Associates, LLC  
PO Box 518  
83 Wright Drive  
Avon, Connecticut 06001-0518

P: 860-242-8870 F: 860-242-8707 C: 860-305-8383

Email: Tom.McNeill@McNeill-LawCenter.com

<u>EMPLOYMENT</u>	<u>TITLE</u>	<u>INSTITUTION</u>
1991-current	Principal Principal	McNeill & Associates, LLC Acorn Action, LLC
1987 & 1991	Partner	McNeill & Eaglin
1982 to November 1987	Counsel (officer)	Aetna Life & Casualty Real Estate Investments
1978 to 1982	Attorney	Aetna Life & Casualty Real Estate Investments
1977 to 1978	Law Clerk	IL Fair Employment Practices Commission

CLIENT MANAGEMENT

Client and Transaction Management  
Client and Transaction Negotiations

Equity Acquisition - Northeast and Southeast  
Property Management and Development-USA  
Facilities Management  
Oil and Gas - USA  
Real Estate Finance - Northeast

Agricultural Management, Originations and Equities - USA  
Problem Loans - USA  
Liaison to Government Relations

Commercial Portfolio Management - USA  
Real Estate Finance - Southeast and Southwest  
Liaison to Government Relations  
Agricultural Lending - USA

Government Relations  
Real Estate Finance - West and Midwest  
Casualty Property Insurance

**COMMERCIAL AND AGRICULTURAL TRANSACTIONS**

- \* Sales, Acquisitions, Financial Guarantees, Leases
- \* Mortgage Financings - Construction, Fixed and Variable Interest Rate, Participating, Tax-Exempt, Sale Leaseback and Leasehold, Reverse Mortgages
- \* Foreclosures, Bankruptcies, Deeds-in-lieu, Workouts

<b><u>EDUCATION</u></b>	<b><u>DEGREE</u></b>	<b><u>INSTITUTION</u></b>
1978	Juris Doctor	Northwestern University Chicago, Illinois
1975	Bachelor of Arts	Middlebury College Middlebury, Vermont

**CONTINUING EDUCATION**

Bankruptcy	Commercial Leases	Real Estate Transactions
Syndications	Creditors' Rights	Hotel Management Agreements
Title Insurance	Letters of Credit	Planning for Aged & Disabled
Fair Housing	Foreclosures	Labor Negotiations

**PROFESSIONAL AFFILIATIONS**

State Department of Disability Services Hearing Officer  
State Department of Education, Hearing Officer  
American Arbitration Association - Panel of Commercial Arbitrators  
American Bar Association - Real Property, Probate and Trust Section  
American Corporate Counsel Association - Real Property and Probate  
Connecticut Bar Association - Business Law, Real Estate, Minorities in Profession  
Committees  
Connecticut Commission on Human Rights - Hearing Examiner and Mediator to 1995  
Dispute Resolution, Inc.  
George W. Crawford Law Association - President, 1980-1982,  
Board of Directors  
CT-Licensed Real Estate Broker

**BUSINESS AFFILIATIONS**

Chamber of Commerce - Hartford  
Construction Institute  
Greater Hartford Board of Realtors  
Connecticut Association of Realtors  
National Association of Realtors  
Board of Presbyterian Investment and Loan Program

**COMMUNITY AFFILIATIONS**

Presbytery of Southern New England-Permanent Judicial Commission  
First Presbyterian Church- Investment Committee Chairperson  
Elder & Treasurer to 1996  
Middletown Management Study Attorney, 1980-1981  
WVIT-TV 30, Minority Affairs Board - Moderator, 1982-1984  
First Presbyterian Church - Moderator of Deacons, 1984 PNC, 1990  
Permanent Judicial Council 2000.  
Middlebury College - Alumni Recruiter, 1979-1987  
Northwestern University- Alumni Recruiter 1987 to present  
Hartford Hospital-Corporator  
Architectural Conservancy-Board of Directors  
Protection and Advocacy- Chair, Community Affairs Board 1990-1994  
Inland Wetland Commission 1993-1995  
Justice of the Peace 1994-1996  
Board of Education Avon, CT 1995-2007  
Sigma Pi Phi Fraternity-Beta Iota Boule

## RESUME

STEVEN R. ROLNICK  
15 Eaton Woods Road  
Hamden, CT 06518  
Phone: H-203-248-9571  
C-203-804-5521

**Education:** Columbia University School of Law, J.D. 1971. Member, Board of Editors, Columbia Journal of Law and Social Problems. Clark University, A.B. 1968. Major in Government.

**Bar Membership:** Connecticut Bar Association. Member of the House of Delegates, 1987-1990; Chair-Committee on Alternate Dispute Resolution, 1989-1990, current member of Executive Committee; Former Member of the Executive Committee of the Planning and Zoning Section. Bar Admission: Connecticut, 1971; U.S. District Court (D. Conn), 1971; U.S. Court of Appeals, Second Circuit, 1990.

### **Arbitration and Mediation Activities:**

Court-Annexed Arbitrator and Factfinder in the Connecticut Superior Courts for twenty years during which I conducted mediations and arbitrations of civil cases.

Former Hearing officer for the Connecticut Commission on Human Rights and Opportunities  
Arbitrator for the American Arbitration Association and ADR Center, Inc. having heard both commercial and employment cases.

Member or the panel of arbitrators for the Financial Industry Regulation Authority.

Public arbitrator on the interest arbitration panel under the Teacher Negotiation Act.

Hearing Officer for the Connecticut Department of Education, the Connecticut Office of Early Childhood and local boards of education.

**Currently:** Counsel to the Law Firm of Shapiro and Epstein, Hamden, CT. My concentration has been general civil practice, including litigation, real estate, wills and probate and administrative law. I have represented many parties in litigation of all types, such as civil court and jury trials, administrative appeals, domestic relations and landlord tenant matters. My litigation experience has included civil and criminal cases, trials and appearances in the Connecticut Appellate Court and Supreme Court, U.S. Second Circuit Court of Appeals and Bankruptcy Court. I have also represented the Town of Hamden in private practice in cases involving municipal taxation, condemnation, assessment appeals and land use issues.

Concurrently with my law practice I have also held the following positions:

**Assistant Town Attorney, Hamden, 1979-1981, 1987-1990.**

**Town Attorney, Hamden, 1990-1991, with the following responsibilities.**

a. Representation of Planning and Zoning Commission, Conservation Commission (Wetlands Agency) and Zoning Board of Appeals. In connection with this work I participated in

many administrative appeals involving land use decisions and am familiar with both the substance and procedure of administrative law as well as land use statutes and cases regarding the above administrative bodies. I initiated zoning and land use enforcement actions as well as advised on enforcement procedures. I also attended meetings of the various land use agencies, as needed, to advise them on hearing procedures and give legal guidance on issues that could be addressed at the hearing.

b. Advising the Legislative Council. In this capacity, I drafted many ordinances and resolutions and was required to give advice and opinions to the legislative body concerning the legality of proposed, or existing ordinances and resolutions.

c. Representation of the Board of Education. I represented the Board of Education in administrative matters before such agencies as the Commission on Human Rights and Opportunities and the Freedom of Information Commission. I also advised the Board on general legal matters such as construction and contract disputes and personnel issues.

d. Representation of Tax Assessor and Tax Collector. During the course of my tenure in the Town Attorney's Office, the Town conducted a revaluation, which required me to advise the assessor on legal issues related to the valuation, the contract with the revaluation company and various legal issues relating to revaluation. I also advised the assessor on general assessment matters, relating to valuation and exemption issues and represented the Assessor's position in assessment appeals.

e. General Municipal Representation. I advised and represented the Town in the many different facets of operating a municipal government, from specific matters relating to the operation of government, to contract and worker's compensation issues that can arise in the business of any large enterprise.

**Clerk, Government Administration and Policy Committee, 1975 Legislative Session.** In this position I advised the committee on legislation and participated in the drafting of the 1975 Condominium Act and Freedom of Information Act.

**Prior Employment:**

1987-2015-Partner-Law Firm of Rolnick and Reger

1986-1987-Partner-Law Firm of Rolnick, Berns and Reger

1978-1986-Partner-Law Firm of Rolnick and Berns

1974-1978-Self Employed Attorney

1973-1974, Staff Attorney, Connecticut Education Association. In this position, I acted as the legal advisor to the Executive Director of the Association, represented teachers in administrative hearings and grievance arbitrations and assisted in labor negotiations.

1971-1973, Associate Attorney, Brenner Susman and Duffy, New Haven.

**Educational Activities and Publications:**

I have served as an instructor teaching legal courses at Quinnipiac University, the University of New Haven, Southern Connecticut State University and Western Connecticut State University, presented seminars and prepared seminar materials on legal issues for attorneys, municipal officials and boards and commission members. I have written articles for trade papers on legal issues and was the author of an article in the March 1975 edition of the Connecticut Bar Journal entitled, "The Duty of Fair Representation Under the Connecticut Teacher Negotiation Act."

**Arbitration Information**

I will serve as a single arbitrator or as a member of a panel. My geographical area of service is any location between Boston and New York, inclusive. I also have access to an office conference room for use as a hearing location. Contact me directly for information on fees and other terms of service.

# URY & MOSKOW

A Limited Liability Company  
Attorneys and Counselors at Law

FREDERIC S. URY  
NEAL L. MOSKOW  
DEBORAH M. GARSKOF  
BETTY ANN ROGERS  
ANTONY LABELLA  
STEPHANIE DELLOLIO  
EDWARD PARR

883 Black Rock Turnpike  
Fairfield, Connecticut 06825

Telephone (203) 610-6393

Facsimile (203) 610-6399  
[www.urymoskow.com](http://www.urymoskow.com)

1-888-LAW-4335

Washington, D.C. Office  
1250 Connecticut Avenue, NW, Suite 200  
Washington, D.C. 20037

Telephone (888) LAW-4335

Facsimile (202) 318-3255

Writer's Email: [Fred@urymoskow.com](mailto:Fred@urymoskow.com)

## RESUME FOR FREDERIC S. URY

Frederic S. Ury is a founding member of the firm Ury & Moskow, L.L.C. in Fairfield, Connecticut. The firm was founded in 1995. He is a Board Certified Civil Trial Lawyer and past President of the Connecticut Bar Association (2004-2005). Mr. Ury has been practicing law for 41 years. He is an AV rated attorney by Martindale Hubble and has been listed as one of the Super Lawyers in General Litigation in New England and in Connecticut for the past 10 years. He has been listed in Best Lawyers from 2014 to present. He was admitted to the Connecticut Bar and U.S. District Court for the District of Connecticut in 1977, the New York Bar in 1989, and the United States Supreme Court in 1982.

Mr. Ury is a trial lawyer in criminal and civil matters. Mr. Ury also represents other attorneys accused of ethical violations. (See [urymoskow.com](http://urymoskow.com) for more information about the law firm.)

Mr. Ury earned his Juris Doctorate from Suffolk University Law School in Boston, Massachusetts in 1977 and his B.S. degree with highest distinction from Babson College in 1974.

A frequent lecturer, Mr. Ury speaks on such diverse topics as civil procedure and ethics, as well as the Future of the Legal Profession throughout the United States. For the past thirteen years he has presented an annual seminar to attorneys in Connecticut on Civil Procedure. He has presented seminars and demonstrations on trial techniques at a number of trial advocacy seminars produced by the National Institute of Trial Advocacy and the Connecticut Bar Association.

In addition to speaking engagements Mr. Ury has written about the future of the legal profession in a number of publications. He is also the Co-Author of a Treatise entitled Connecticut Torts: the Law and Practice published by LexisNexis in 2015.

Mr. Ury has successfully brought as well as defended hundreds of cases to conclusion in Connecticut's Superior, Appellate, and Supreme Courts. Representative appellate cases include: Paige v. Town Plan and Zoning Commission of Town of Fairfield, 235 Conn. 448, 668 A.2d 340 (1995); Paige v. Town Plan and Zoning Commission of Town of Fairfield, 231 Conn. 934, 649 A.2d 256 (1994); Manndorff v. Dax, 13 Conn.App. 282, 535 A.2d 1324 (1988); Marion Road Association v. Harlow, 1 Conn.App. 329, 472 A.2d 785 (1984); National Loan Investors, LP v. Heritage Square Associates, 54 Conn.App. 67, 733 A.2d 876 (1999); Carrol v. Allstate Insurance Company, 262 Conn. 433, 815 A.2d 119 (2003).

In addition to his service as President of the Connecticut Bar Association in 2004-2005, Mr. Ury is an active member of numerous professional associations, including the Connecticut Bar Association's Litigation Section, where he served as vice-chair (1992-1993) and chair of the Section (1993-1996). He has served as chair and co-chair of the Continuing Education Committee, and was founding Editor-in-Chief of the Litigation Section's newsletter, *Sidebar*. From 2005-2010, he was co-chair of the Attorney Trustee Defalcation Committee which was established by the Connecticut Bar Association to deal with the increasing problem of attorney defalcations. He was the 2013 recipient of John Eldridge Shields Distinguished Professional Service Award which was awarded by the Connecticut Bar Association at their annual meeting. In 2015 he received the Career Service award from the Greater Bridgeport Bar Association.

He is also a member of the American Association for Justice, American Bar Association, Connecticut Trial Lawyers Association, Fairfield County Bar Association, New York Bar Association, and the Bridgeport Bar Association.

Mr. Ury has held a number of positions with the National Conference of Bar Presidents. (NCBP) In 2005 he began a three year term on the Executive Council of the NCBP. He has been on the Programming committee of the NCBP since 2004. He was Secretary, Treasurer and President elect of the organization during the years 2009-2011 and President in 2011-2012.

Mr. Ury has been active in the American Bar Association. He was a member of the American Bar Association's House of Delegates from 2004-2009. In 2009, he was one of 13 people appointed by ABA President Carolyn Lamm to sit on the Ethics 20/20 Commission, which was charged with reviewing the Model Code of Professional Responsibility and making appropriate changes to bring the Code up to date. He was co-chair of the Technology sub-committee of the Commission. In August 2012, he was appointed by President Laurel Bellows to be Chair of the Standing Committee on Professionalism for the ABA. He held the position of Chair for 3 years. During his term the Standing Committee published a book in August 2013 on Professionalism called The Essential Qualities of the Professional Attorney. The Standing Committee also published another book in May 2015 called The Relevant Lawyer: Reimagining the Future of the Legal Profession. Mr. Ury wrote the first Chapter of the book. In August of 2014 he was appointed to the ABA Commission on the Future of Legal Services by President William Hubbard. He served on that Commission for three years. In 2014 he was also appointed by President Hubbard to the Standing Committee on Discipline for a three year term which ends in August of 2018.

In 2007 he was elected to the Board of Directors of the Connecticut Bar Foundation and has been a Member of the James Cooper Fellows since 2005. He was Chair of the Nominating Committee for the James Cooper Fellows from 2010-2012.

From 2009-2012, he was on the Editorial Board of the Connecticut Law Tribune and continues to be a frequent contributor to the newspaper.

Mr. Ury has been a court-appointed fact finder/arbitrator for the State of Connecticut Judicial Branch over 15 years. He is also on the panel of neutral arbitrators for the Alternative Dispute Center in New Britain and is a State Department of Education Hearing Officer as well as a hearing officer for the State Department of Developmental Services. As a hearing officer for the Connecticut Department of Education he hears cases concerning residential accommodations, transportation, teacher decertification and expulsions for the State Technical High Schools. As a hearing officer for DDS he hears cases involving whether workers should be put on a registry for abuse and neglect as well as hearings concerning eligibility for services for persons with an

intellectual disability. In addition, he has performed many mediations and arbitrations for members of the private bar.

Mr. Ury was appointed by the Chief Justice of the Supreme Court, Chase T. Rogers, in 2007 to serve as one of two attorneys on the Steering Committee of the State of Connecticut Judicial Branch's Public Service and Trust Commission. The Commission was charged with developing a long range plan for the Judicial Branch. In 2008 he was appointed along with Judge Douglas Mintz to be co-chair of the Uniformity of Court Rules Committee, which was a sub-committee of the Public Service and Trust Commission. From 2006-2010, he was a Committee Member of the State of Connecticut Judicial Branch's Identity Theft Committee. He was a member of the Civil Justice Commission from 2004 until 2016. In 2010 he was appointed by the Connecticut Judicial Branch as a member of the Bar Examining Committee for the State of Connecticut. Since 2016 he has been Co-Chair of the Minimum Continuing Legal Education Commission for the Judicial Branch.

Over the years, Mr. Ury has also been active in the local community. He served on the Community Council of Westport-Weston from 1982-1984; was a member of the Board of Directors for United Way of Westport-Weston from 1985-1995; was a member of the Board of Trustees for Babson College from 1975-1981 and Corporation Member from 1975-1985; was President of the Congregation for Humanistic Judaism from 1997-2000; and was Co-Chair of the Long Range Planning Committee for the Congregation from 2007-2008. Since 2009 he has been a Trustee of the Westport-Weston Foundation and the Hurlburt Trust and is presently Chairman of the Westport-Weston Foundation. Both trusts give money to families in need in Westport and Weston Connecticut for scholarships to college, and camperships.

Mr. Ury has also devoted much personal and professional time to pro bono and philanthropic activities. For the past eleven years he has been a court appointed special public defender for the Connecticut Superior Court in Stamford and Bridgeport. In the wake of the September 11th terrorist attacks, Mr. Ury and the firm donated hundreds of hours of free legal representation to World Trade Center victims and their families in hearings before the Victims' Compensation Board. As a result, he and the firm helped recover millions of dollars for the 9/11 victims families.

Resume for Frederic S. Ury  
January 17, 2018  
Page 5 of 5

Mr. Ury is an avid bicyclist and marathon runner and is a founding member of Charity Treks, Inc., a not for profit charity organized in 2002 dedicated to raising funds for research into finding a vaccine for AIDS. (See [www.charitytreks.org](http://www.charitytreks.org) for more information.)