



PEDRO E. SEGARRA
MAYOR

June 27, 2011

David MacDonald
President
Hartford Public Schools Board of Education
266 Grandview Terrace
Hartford, CT 06114

Dear President MacDonald:

First, I want to thank you for the time and effort that you have invested as Chairman of the Board of Education, and for your many years of service to the City of Hartford.

I have given serious thought to the conversation we shared last Tuesday afternoon (June 21, 2011), and upon further reflection, I wanted to memorialize the concerns that have been conveyed both in-person and via e-mail regarding the employment contract for the new Superintendent of Schools.

1. Term

As I read the most recent draft, it appears as if the Hartford Public Schools will be employing two individuals as Superintendent from July 1, 2011 thru July 31, 2011. When I was first made aware of this conflict several months ago, I was mindful to point out that the dates needed to be properly aligned so that one contract ended before the other began. I trust that you will continue to work with Corporation Counsel's office to resolve this issue.

2. Salary

As you are aware, I have been consistent in my approval of a salary of \$205,000, but queried the appropriateness of the incentive payment option because it could be construed to be an increase in the base salary. While the original language about incentive pay has been removed, new language has been added that increases the base salary by an equal amount. I believe in properly compensating one's employees – for example, we have recently agreed to the language regarding performance payments – but under present economic conditions, I do not feel it appropriate to award any incentive payment(s).

3. Car Allowance

As we've discussed, I think it is more appropriate to provide the new Superintendent of Schools with a leased City vehicle rather than allotting a \$400.00 lump sum monthly payment, which in any case increases the salary as it is reportable to the Internal Revenue Service as income. I do want to thank you for including a provision prohibiting maintenance, gas and repairs of a non-city vehicle for overall personal and non-business related use.

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4. Out-of-Pocket Expenses

As requested, you have amended the original language to better define and clarify that reimbursements shall only apply to "reasonable business-related expenses" as approved by the Chairman of the Board of Education.

5. Residency

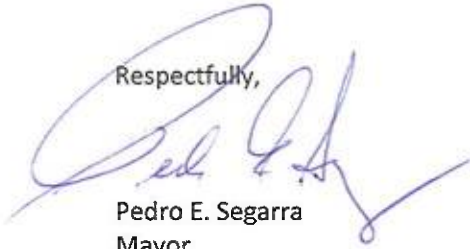
While recognizing the need to and importance of balancing family and personal needs, I believe that the Superintendent of Schools should be a resident of Hartford. As the highest paid City employee, and the person who is directly charged with the great responsibility of educating our youth, it seems fitting that there be a requirement that the Superintendent move to Hartford within a reasonable period of time.

6. Board Ratification

I have also suggested that the final contract should, for transparency and openness, be brought before all members of the Board of Education for ratification.

While you are under no obligation to make the modifications suggested above, I do hope that you will give additional thought and consideration to the perceptions and realities that its present form will generate among parents and the residents of Hartford.

Respectfully,

A handwritten signature in blue ink, appearing to read 'Pedro E. Segarra', is written over the typed name. The signature is fluid and cursive, with a large initial 'P' and 'S'.

Pedro E. Segarra
Mayor