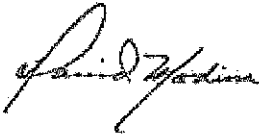


Esperance, Thamar

From: Medina, David [MEDID001@hartfordschools.org]
Sent: Friday, February 04, 2011 9:42 AM
To: Adamowski, Steven
Cc: Gervais, Katherine M.
Attachments: Segarra re School bonuses.pdf

Dr. Adamowski:

I'm getting press calls about what our response is to this letter that the Mayor's office released to the press. Please advise.



David Medina
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Esperance, Thamar

From: Medina, David [MEDID001@hartfordschools.org]
Sent: Friday, February 04, 2011 1:01 PM
To: Adamowski, Steven
Subject: RE: Response to Mayor's letter

Dr. Adamowski:

We don't need to be confrontational with the mayor at this time.

I suggest that we underscore the fact that the bulk of the bonuses are required under our collective bargaining agreements signed several years ago and their connection to student achievement. Moreover, the figures that the mayor is citing **are from last year's budget** and have no bearing on the city's current budget situation. He seems to be unaware of that in his letter. Basically, he's barking up the wrong tree and we should let him know that.

I would also go overboard in citing our educational achievements during the length of the current collective bargaining agreements and the budget cuts and job losses that we've had to endure already during that time. We're doing more with a lot less. He can't argue with our success rate and it would be a shame if our success in improving education were to be put in jeopardy over a an unrelated issue such as this.

Finally, show some sympathy for the position he's facing budgetarily. Stroke him a little.

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From: Adamowski, Steven
Sent: Friday, February 04, 2011 11:48 AM
To: Medina, David; 'Miranda, Ada'

3/14/2011

Cc: Altieri, Paula A.; Cutler Hodgman, Jill

Subject: Response to Mayor's letter

Importance: High

Please give me some feedback on this draft response.

"The letter came as a surprise since there apparently has been no prior discussion between the Board of Education and Mayor on this issue.

In 2006, Hartford's school system was the lowest performing in the State. Everyone was paid the same, regardless of performance. Since then the Board of Education, on my recommendation, has pursued through its collective bargaining agreements and non-union contracts, a researched based compensation policy that seeks to make at least a small portion of pay contingent on performance. Hartford is now the most improved city in the state in student achievement and this is one element of how we are doing business differently. Despite our size and the extent of challenges faced by our staff, our overall level of compensation paid to most positions is below the norm for school districts in Connecticut.

I think it would be helpful for the Board of Education and Mayor to sit down to discuss and clarify any misunderstanding regarding these issues. Ultimately, I know the Board wishes to work in close cooperation with the City on compensation practices that are both economical and reward performance."

Esperance, Thamar

From: Medina, David [MEDID001@hartfordschools.org]
Sent: Friday, February 04, 2011 1:33 PM
To: Adamowski, Steven
Subject: RE: Response to Mayor's letter ONE MORE THING

Dr. Adamowski:

You need to explain to the mayor that we believe in rewarding measureable outcomes and exemplary performance.

Understand that he's just looking to save face. I don't think he's our enemy YET.

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From: Adamowski, Steven
Sent: Friday, February 04, 2011 11:48 AM
To: Medina, David; 'Miranda, Ada'
Cc: Altieri, Paula A.; Cutler Hodgman, Jill
Subject: Response to Mayor's letter
Importance: High

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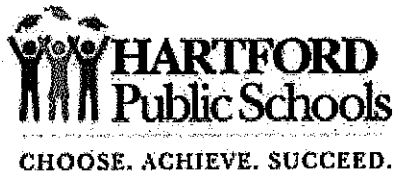
I think it would be helpful for the Board of Education and Mayor to sit down to discuss and clarify any misunderstanding regarding these issues. Ultimately, I know the Board wishes to work in close cooperation with the City on compensation practices that are both economical and reward performance.”

Esperance, Thamar

From: Medina, David [MEDID001@hartfordschools.org]
Sent: Friday, February 04, 2011 4:02 PM
To: Adamowski, Steven
Subject: RE: Revised Statement

Ok. Fine.

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From: Adamowski, Steven
Sent: Friday, February 04, 2011 3:55 PM
To: Medina, David
Subject: RE: Revised Statement

I'm not sending a return letter. You may use this statement when you receive media inquiries and requests for comment.

From: Medina, David
Sent: Friday, February 04, 2011 3:20 PM
To: Adamowski, Steven
Subject: RE: Revised Statement

You have to address it to the mayor in the form of a return letter and then I'll forward the letter to the press.

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From: Adamowski, Steven
Sent: Friday, February 04, 2011 3:17 PM
To: Medina, David
Subject: RE: Revised Statement

Thank you; this is good to go.

From: Medina, David
Sent: Friday, February 04, 2011 3:05 PM
To: Adamowski, Steven
Subject: RE: Revised Statement

Great letter. I made only two very minor changes. See below.

"We share the Mayor's budgetary concerns. Our schools have reduced staff for 2010-11 to prevent deficit spending and will undoubtedly do so again for 2011-12, in light of the City's inability to fully fund its 25 percent share of education revenue.

In 2006, Hartford's school system was the lowest performing in the State. Everyone was paid the same regardless of performance. Since then the Board of Education on my recommendations has pursued through its collective bargaining agreements and non-union contracts, a research-based compensation policy that seeks to make at least a small portion of pay contingent on performance and exemplary outcomes.

Hartford is now the most improved city in the State in terms of student achievement and this is one element of how we are doing business differently. Despite the extent of challenges faced by our staff, our overall level of compensation paid to most positions is below the norm for school districts in Connecticut. Yet we have been the most successful in closing Connecticut's achievement gap. Over the past three years we have accomplished more each year with fewer staff.

Apparently, there has been no prior discussion between the Mayor and Board of Education on this issue. It would be helpful for the Mayor and Board sat down to discuss and improve understanding of this issue. The Board and I wish to work in close cooperation with the Mayor to promote compensation and benefit practices that are both economical and reward performance of employees of both organizations."

3/14/2011

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From: Adamowski, Steven
Sent: Friday, February 04, 2011 2:18 PM
To: Medina, David
Subject: Revised Statement

"We share the Mayor's budgetary concerns. Our schools have reduced staff for 2010-11 to prevent deficit spending and will undoubtedly do so again for 2011-12, in light of the City's inability to fully fund its 25% share of education revenue.

In 2006, Hartford's school system was the lowest performing in the State. Everyone was paid the same regardless of performance. Since then the Board of Education on my recommendations has pursued through its collective bargaining agreements and non-union contracts, a research-based compensation policy that seeks to make at least a small portion of pay contingent on performance and exemplary outcomes.

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