

EMPLOYMENT AGREEMENT

by and between

HARTFORD BOARD OF EDUCATION

and

Steven J. Adamowski, Ph.D.

THIS FIRST AMENDED EMPLOYMENT CONTRACT, as of March 1, 2008, by and between the Hartford Board of Education (hereafter "the Board"), acting by Eddie A. Perez, its chairman, duly authorized and Steven J. Adamowski, Ph.D., as Superintendent of Hartford Public Schools ("The Superintendent"), residing in Hartford, CT.

WHEREAS, the parties entered into an employment contract for Dr. Adamowski to serve as Superintendent of Hartford Public Schools, effective November 26, 2006, to which reference may be had; and

WHEREAS, the parties have agreed to a certain Technical Amended Employment Contract, signed by Dr. Adamowski on March 28, 2008, to which the parties are also committed and to which reference may be had, and

WHEREAS, the parties desire to amend the contract further by this First Amended Employment Contract,

NOW, THEREFORE, the parties agree as follows:

1. **EMPLOYMENT AND TERM.** The Board hereby agrees to employ Dr. Steven J. Adamowski as Superintendent of Schools in accordance with the terms of this contract to perform all of the duties incumbent upon the person holding the position of Superintendent of Schools of the City of Hartford, pursuant to the provisions of Section 10-157 of the Connecticut General Statutes, for a three-year term from March 1, 2008 through February 28, 2011.
2. **ACCEPTANCE AND DUTIES.** The Superintendent hereby accepts said employment and agrees to perform faithfully the duties of Superintendent of Schools of the City of Hartford and to devote his full time and energies to the performance of said duties. The Superintendent also agrees to be governed by and to adhere to the policies of the Board and to the Code of Ethics of the City of Hartford.

The Board encourages the Superintendent to participate in the preparation and mentoring of aspiring school administrators under the auspices of a college or university without loss of pay or benefits hereunder, provided that such can be arranged in a manner not to interfere with the performance of his duties. Such arrangements shall be subject to approval of the Board chair.

3. **BASE SALARY.** The Board will pay the Superintendent as base salary for his services the following amounts:

- A. From November 26, 2007 through February 28, 2008, the amount of Fifty-Two Thousand, Seven Hundred and Eighty Seven Dollars and Fifty Cents (\$52,787.50) payable in accordance with the Board's normal payroll process:

From March 1, 2008 through February 28, 2009, compensation will be Two Hundred and Eleven Thousand, One Hundred and Fifty Dollars (\$211,150);

From March 1, 2009 through February 28, 2010, compensation will be Two Hundred and Seventeen Thousand, Five Hundred Dollars (\$217,500);

From March 1, 2010 through February 28, 2011, compensation will be Two Hundred and Twenty-Five Thousand Dollars (\$225,000).

- B. Ten Thousand Dollars (\$10,000) to a deferred compensation plan of the City of Hartford Board of Education on behalf of the Superintendent in each year of this contract.
- C. Subject to the provisions of Sec. 8. hereof, the Superintendent shall also be eligible for a performance bonus at the conclusion of each School Year of this contract in the amount of up to \$20,000. The amount of such performance bonus shall be based on the achievement of mutually-agreed upon performance criteria, with 60% to 70% weight based on improvement of up to ten critical measures of student achievement set by the Board and 30% to 40% weight based on accomplishment of up to ten mutually agreed upon annual organizational goals for the Hartford Public Schools.
- D. As an incentive for the Superintendent's continued service on behalf of the Board, the Superintendent shall also be paid as part of his salary on January 1 of each year the Superintendent is employed by the Board pursuant to this and any successor contract that the parties enter, beginning January 1, 2009 as follows:

January 1, 2009	\$24,150.00
January 1, 2010	\$25,300.00
January 1, 2011	\$26,450.00

4. LIFE INSURANCE. In lieu of providing group live insurance, the Board shall continue to contribute up to \$4,000.00 toward the cost of a whole life insurance policy for the Superintendent in each year of this contract. The Superintendent shall have the sole right to designate the beneficiary under such policy.

5. HOLIDAYS AND VACATIONS. The Superintendent shall be entitled to all legal holidays as established by the Board in the school calendar. In addition, the Superintendent shall be entitled to twenty-four (24) days of paid vacation during each year of this contract. The scheduling of all vacation of more than ten (10) consecutive work days duration shall be approved by the Board through its Chairperson or his/her designated representative. Such approval shall not be unreasonably withheld. Unused vacation leave shall accrue to a maximum of twenty-four (24) days and such accrued, unused vacation leave shall be payable at the end of service at the final per diem rate.

6. EXPENSE AND AUTOMOBILE REIMBURSEMENT. The Superintendent is authorized within established budgetary limitations to incur reasonable expenses in the discharge of his duties, including but not limited to, expenses for business meetings, business meals, travel and lodging, professional association dues and fees and attendance at professional conferences and meetings, provided that any out-of-state, reimbursable travel shall be approved in advance by the Board, acting through its Chairperson or his/her designee. In addition, the Superintendent shall continue to be provided an automobile allowance in the amount of \$750.00 per month for automobile and related expenses.

7. SICK LEAVE ALLOWANCE; PERSONAL LEAVE; MEDICAL INSURANCE DISABILITY.
 - A. The Superintendent shall be entitled to paid sick leave at the rate of twenty-four (24) days per year, cumulative to no more than one hundred and twenty (120) days. In the event that the Superintendent becomes disabled, sick leave shall be extended through the qualifying period until disability insurance benefits commence under the terms of disability insurance referenced in 7.C. below. Unused sick leave shall be payable at the end of service at twenty-five percent (25%) of the final per diem rate.

 - B. The Board shall provide the following medical and dental insurance plans to the Superintendent (and family): The Health Plan and

Prescription Drug Program provided for Certified Administrators employed by the Board, as these plans may change from time to time, and the Dental Plan made available to Certified Administrators employed by the Board as it may change from time to time. The Superintendent shall contribute ten percent (10%) of the cost of premiums for such coverage, except for Dental Rider B, for which the Superintendent shall contribute ten percent (10%) of the cost of the individual premium and fifty percent (50%) of the cost of the family premium.

- C. The Board shall provide the Superintendent a group long-term disability policy offered to non-union Board employees to compensate the Superintendent for loss of salary after the qualifying period provided by the policy.
- D. The Board shall provide the Superintendent any other benefit(s) or change(s) in benefit level(s) that it may provide to Certified Administrators employed by the Board during the term of this agreement.

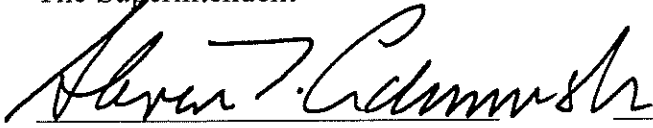
8. TERMINATION OF CONTRACT. This contract may be terminated at any time upon mutual consent of the parties, the Superintendent's death, or permanent disability as determined by competent medical evidence, or by termination as provided herein:

- A. The Superintendent may resign his employment under this contract at anytime, provided that he gives the Board prior written notice of no less than ninety (90) days.
- B. The Board may terminate this contract and the Superintendent's employment at any time without cause provided that it provides written notification thereof to the Superintendent and pays to the Superintendent a severance benefit equal to the Superintendent's annual salary for the remaining term of his employment contract and maintains the benefits provided herein for the remainder of the contract term.
- C. Alternately, the Board may terminate the contract during its term for one or more of the following reasons:
 - 1. Inefficiency or incompetence;
 - 2. Insubordination against reasonable rules of the Board;
 - 3. Moral misconduct; or
 - 4. Other due and sufficient cause.

In the event of a termination under his provision, the process for such termination set forth in the Connecticut Teacher Tenure Act, C.G.S. Section 10-151 shall apply.

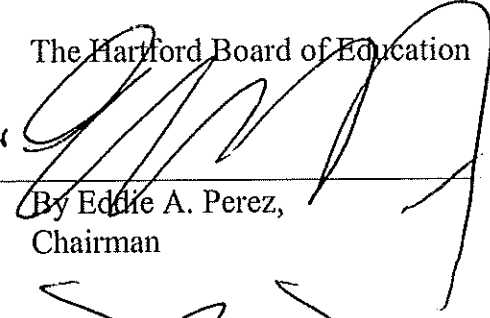
9. AUTHORITY OF SUPERINTENDENT. The Superintendent shall have the powers and duties of the Chief Executive Officer of the District including those conferred upon him pursuant to the General Statutes of the State of Connecticut, and the policies of the Board.
10. ENTIRE AGREEMENT. The provisions of this contract supersede all of the provisions of all prior written and oral agreements. The parties agree that this contract represents the entire agreement between the parties in respect to the employment of the Superintendent.
11. AMENDMENT. This contract may be amended and/or modified at any time by mutual agreement; provided, however, that any modification and/or amendment must be in writing and be executed by both parties hereto.
12. GOVERNING LAW. This contract shall be governed by the appropriate laws and regulations of the State of Connecticut and the City of Hartford.
13. STATE CERTIFICATION. The Superintendent shall maintain certification in the State of Connecticut appropriate for his office.
14. EFFECTIVE DATE. This contract shall become effective on the date it is finally executed by both Dr. Adamowski, for himself, and by Chairman Perez, for the Hartford Board of Education.

The Superintendent

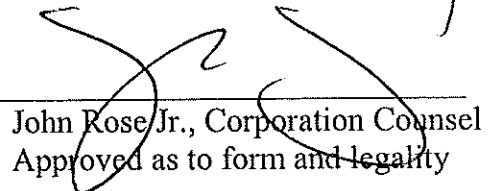


By Steven J. Adamowski, Ph.D.

The Hartford Board of Education



By Eddie A. Perez,
Chairman



John Rose Jr., Corporation Counsel
Approved as to form and legality