

#### 4.4 **Resolution to Approve the Superintendent's Merit Goals for 2020-2021**

Whereas, NJAC 6A:23A-3.1 permits a Board of Education to include in its contract with the Superintendent of Schools, quantitative and qualitative criteria and associated merit salary bonuses in recognition of their achievement during the school year, and

Whereas, the Montgomery Township Board of Education has now developed a set of annual goals for the 2020-2021 school year that will be included in its contract with the Superintendent, now, therefore, be it

Resolved, that the Montgomery Township Board of Education establishes the following qualitative criteria and merit salary bonuses for their achievement which were endorsed by the Executive County Superintendent of Schools:

Qualitative Goal 1: To ensure students' learning and the mental health needs of both students and staff, after the COVID health-related closure, are explicitly identified and addressed. To ensure that any future reliance on distance learning is approached with an eye towards how to improve upon what was launched during the emergency closure of 2019-2020.

Qualitative Goal 2: Strategy Plan for Resource Optimization

- To develop a detailed strategy for districtwide resource optimization, including personnel, academic and support programs, special education, health and safety, and extracurricular activities.
- To develop actionable plans for areas of savings and reduction.
- To identify additional sources of funding.