

COMMITTEE OF THE WHOLE

#2CW

RESOLUTION NO.

AUTHORIZE PAYMENT OF SUPERINTENDENT MERIT PAY

WHEREAS, the Board submitted merit pay criteria for the 2017-2018 school year for Dr. Lydia Furnari to the Interim County Superintendent of Schools for approval on June 29, 2018; and

WHEREAS, the Interim Executive County Superintendent of Schools approved the merit pay attainment and payment for Dr. Lydia Furnari on June 29, 2018;

THEREFORE, BE IT RESOLVED, that the Board hereby certifies that the following goals that were submitted and approved by the Interim Executive County Superintendent of Schools has been satisfactorily completed by Dr. Lydia Furnari and are approved for payment:

Quantitative Goal 1 3.33% \$4,828.25

The Superintendent will enhance and expand upon opportunities for two-way communication and parent education through the provision of a series of at least three (3) events such as workshops, family nights, and instructional opportunities on topics concerning digital citizenship, the safe use of social media, and student health and wellness, as well as holding four (4) coffee chats, one at each school, and two (2) community forums, one in the fall and one in the spring. Survey data will provide potential topics for these chats and forums. All of these events will be held by May 31, 2018.

Quantitative Goal 2 3.33% \$4,828.25

The Superintendent will engage a team of teachers and administrators in the review of current District practices and in researching innovative practices that support the District's Strategic Plan. The Superintendent will further engage this group in visits to at least three (3) school districts, as well as meetings with educators outside of the Franklin Lakes Public Schools, in order to gain insight about the implementation of several identified innovative practices. This may include visits that are part of the Tri-State Consortium process. From this work, a list of innovative strategies will be created. On or before June 30, 2018, at least three (3) of the identified strategies will be presented to the Board of Education for implementation in the 2018-2019 school year.

Quantitative Goal 3 3.33% \$4,828.25

The Superintendent will ensure that 100% of the Administrative Team receive training on the implementation of effective leadership practices as outlined by Douglas Reeves in his book From Leading to Succeeding: The Seven Elements of Effective Leadership in Education; *purpose, trust, focus, leverage, feedback, change and sustainability*, and will ensure the application of those principles to the teacher evaluation process, as evidenced by more connection and clarity of information included in the use of the McREL Teacher Evaluation tool and other District evaluation rubrics, by April 2018.

Qualitative Goal 1 2.50% \$3,625.00

The Superintendent will ensure the District's purposeful transition to newly revised Crisis Management procedures including "live" implementation of Share 911 at all District schools, through training provided by the District's Security Coordinator in collaboration with the Franklin Lakes Police Department, and the District Administrative Team. Procedures include best practices identified among suggestions made by the NJDOE Office of School Preparedness and Emergency Planning as a result of site visits conducted in District. Transition to these revised procedures will be gradually implemented from September 2017 through May 2018.

THEREFORE, BE IT FURTHER RESOLVED, that Dr. Lydia Furnari is entitled to, and shall receive, a merit pay bonus of \$18,109.75 which is equal to 12.49% of her base salary of \$145,000, and

THEREFORE, BE IT RESOLVED, that the Board shall submit the within resolution to the Interim Executive County Superintendent of Schools authorizing payment for goal completion to Dr. Lydia Furnari.

Motion by _____
Passed_____ Failed_____

Seconded by_____

DATED: July 10, 2018

Attachment
