

**Resolution to approve Dr. Richard D. Tomko, Superintendent of Schools,
Qualitative and Quantitative Merit Goals for the 2017-18 school year**

Be it resolved by the Belleville Public Schools District to approve the following Superintendent's Quantitative and Qualitative Merit Goals for Dr. Richard D. Tomko for the 2017-18 school year:

Qualitative Goal #1

Challenge Statement: Improve effective communications between the superintendent, schools, and community

Merit Goal: To promote positive school culture and climate, the superintendent will work to decrease Level 2 and Level 3 grievances and arbitrations in consideration of district employee associations by an average 10% based on reported data for the 2015-2016 and 2016-2017 school years. If Achieved will represent a maximum of 2.0% of the base salary (non-pensionable).

Qualitative Goal #2:

Challenge Statement: To support district fiscal responsibility and infrastructure efficacy

Merit Goal: To lead the appropriate 12-month transition of re-districting in the Belleville Public Schools District, make the academic environment more efficient, and ensure fiscal responsibility with regard to budgetary considerations including, but not limited to staffing needs, school supplies, facilities, etc. If Achieved will represent a maximum of 2.0% of the base salary (non-pensionable).

Quantitative Goal #1:

Challenge Statement: Improve climate, culture, and school safety

Merit Goal: To decrease overall discipline referrals leading to suspensions (district-wide) by an average 25% based on reported data for the 2015-2016 and 2016-2017 school years. If Achieved will represent a maximum of 2.0% of the base salary (non-pensionable).

Quantitative Goal #2:

Challenge Statement: Improve academic excellence and student achievement

Merit Goal: To enhance academic achievement in elementary school English Language Arts, the percentage of students in grades 3-5 meeting standards will increase by an average of 8% in 2018 from baseline percentage data from the 2015-2016 and 2016-2017 school years as demonstrated on the Partnership for Assessment of Readiness or College and Careers (PARCC) Assessments. If Achieved will represent a maximum of 2.0% of the base salary (non-pensionable) pursuant to the following sliding scale:

Percentage Point Increase in Score	Merit Pay (% of base)
8.0% +	2.0%
7.0% – 7.9%	1.75%
6.0% – 6.9%	1.50%

5.0% – 5.9%	1.25%
4.0% – 4.9%	1.0%
3.0% – 3.9%	.75%
2.0% – 2.9%	.50%
< 2%	0%

Quantitative Goal #3:

Challenge Statement: Improve academic excellence and student achievement

Merit Goal: To enhance academic achievement in high school Mathematics (Algebra I and II), the percentage of students meeting standards will increase by an average of 5% in 2018 from baseline percentage data from the 2015-2016 and 2016-2017 school years as demonstrated on the Partnership for Assessment of Readiness or College and Careers (PARCC) Assessments. If Achieved will represent a maximum of 2.0% of the base salary (non-pensionable) pursuant to the following sliding scale:

Percentage Point Increase in Score	Merit Pay (% of base)
5.0% +	2.0%
4.5% – 4.9%	1.75%
4.0% – 4.49%	1.50%
3.5% – 3.9%	1.25%
3.0% – 3.49%	1.0%
2.5% - 2.9%	.75%
2.0% - 2.49%	.50%
< 2.0%	0%