



HAWTHORNE PUBLIC SCHOOLS
HAWTHORNE, NEW JERSEY




Tuesday, June 26, 2018 – 6:00 P.M.
Work Session/Regular Meeting
Board of Education Meeting Room

MEMBERS OF THE BOARD


Mike Sciarra, President
Michael Doyle, Vice President

Alex Clavijo
Abigail Goff
Anthony Puluse
Bruce Reicher
Tania Sanford
Victor Terraglia
Louis B. Turco

Richard A. Spirito, Superintendent of Schools
Trude Engle, Business Administrator/Board Secretary



Next Meeting
Regular Meeting
July 10, 2018 at 7:00 P.M.
Board of Education Meeting Room



MEETING CALLED TO ORDER:

Time: _____

PUBLIC PORTION OF MEETING BEGINS:

The New Jersey Open Public Meeting Law was enacted to ensure the rights of the public to have advance notice of and to attend the meetings of public bodies at which any business affecting their interest is discussed or acted upon.

In accordance with the provisions of this act, the Business Administrator/Board Secretary has caused notice of this meeting to be published by having the date, time, and place thereof posted on the bulletin board of the municipal building, communicated to The Hawthorne Press and filed with the Clerk of the Borough of Hawthorne.

(Ask for Roll Call)

ROLL CALL:	PRESENT	ABSENT	Time of arrival after meeting has been called to order.
Alex Clavijo			
Michael Doyle			
Abigail Goff			
Anthony Puluse			
Bruce Reicher			
Tania Sanford			
Victor Terraglia			
Louis B. Turco			
Mike Sciarra			

Also Present: Richard A. Spirito, Superintendent of Schools
 Trude Engle, Business Administrator/Board Secretary
 And approximately _____ members of the public.

FLAG SALUTE:

MEETING REGULATIONS:

During each regular meeting, two opportunities are provided for citizens to ask questions and to make comments. During the first opportunity, early on the agenda, the meeting is open to the public for the purpose of addressing items listed for approval on this agenda only. The second opportunity occurs just prior to adjournment, when citizens may address any subject matter that is pertinent to and/or directly related to the operation of the school district.

Persons wishing to speak must upon being recognized, rise, sign in, state their name, address and subject matter. Comments and questions shall be addressed to the Board President or the presiding officer and shall be limited to five minutes per person. The Board may (or may not) respond to issues raised by members of the public at the time they are raised, but will provide a response if and when appropriate.

The Board asks that members of the public be courteous and mindful of the rights of other individuals when speaking. Please note that the Board will not respond to comments regarding students or board employees in light of the privacy rights held by those individuals. Moreover, the Board discourages comments about such individuals, and will not be responsible for such comments. Members of the public who choose to speak during this public session should carefully consider their comments, since they could be held personally liable for any statements they make.

Finally, please note that in accordance with District Policy No. 0167, the Board will not officially comment or respond to any matter mentioned unless it can confirm that the matter has first been brought to the attention of the appropriate school personnel in an attempt to resolve the issue.

WORK SESSION:

- Preliminary Referendum Discussion

PUBLIC BE HEARD - AGENDA ITEMS ONLY:

CORRESPONDENCE:

REPORTS:

A. Superintendent’s Report - Richard A. Spirito

CURRICULUM AND INSTRUCTION:

Abigail Goff, Chairperson

ACTION ITEMS:

Pursuant to the recommendation of the Superintendent of Schools, the Committee on Curriculum and Instruction recommends the following resolutions:

CI-1. **Approval of Field Trips**

Be it resolved, that the Hawthorne Board of Education approve the following in accordance with Policy 2340:

School	Date	Group	Destination	Transportation	Cost Per Student	Outside Funding
TH	<u>2018-19</u> Daily Mon- Thurs.	Bear Cave Students	Structured Learning Experiences Locations to Vary (i.e. Walgreens, Corrodos Pet Market, Mr. Cupcakes, etc.)	HPS	n/a	
TH	<u>2018</u> 9/21, 10/26, 11/30, 12/4 <u>2019</u> 1/25, 2/22, 3/29, 4/18, 5/17, 6/14	Bear Cave Students	Various Leisure Activities (i.e. bowling, movies, ice skating, mall, etc.)	HPS	TBD	
TH	Every Wed. plus 1/3/19 and 2/21/19	Bear Cave Students	Retro Fitness	HPS	n/a	
TH	Every Mon. plus <u>2018</u> 9/6,10/9 <u>2019</u> 1/2,1/22, 2/20, 5/28	Bear Cave Students	ShopRite	HPS	TBD	

BE IT RESOLVED, that the Hawthorne Board of Education approve the following student out of district placements based upon NJ Department of Education Maximum:

	School	SY Tuition	Additional Services	ESY Tuition	Student #	Dates of Term	Discussion
CI-2.	Sage Day School	N/A	N/A	\$3,325.00	Student (file # 260118)	6/25/18 – 7/27/18	18-19 ESY
CI-3.	Windsor Learning Center	\$310.00 per diem for 180 days \$55,800.00	N/A	\$310.00 per diem for 30 days \$9,300.00	Student (file # 260218)	7/9/18 - June 2019	18-19 SY
CI-4.	Lakeview Learning Center	\$456.64 per diem for 180 days \$82,195.20	N/A	\$456.64 per diem for 30 days \$13,299.20	Student (file # 260318)	7/2/18 – June, 2019	18-19 SY
CI-5.	The Forum School	\$358.51 per diem for 180 days \$64,531.80	N/A	\$358.51 per diem for 18 days \$6,453.18	Student (file # 260418)	7/2/18 – June, 2019	18-19 SY
CI-6.	The Phoenix Center	\$364.70 per diem for 180 days \$65,646.00	\$169 per diem for 180 days \$30,420.00	\$364.70 per diem for 21 days \$7,658.70 and \$169.00 per diem for an aide \$3,550.00	Student (file # 260518)	7/2/18 – June, 2019	18-19 SY
CI-7.	PG Chambers School	\$386.36 per diem for 180 days \$69,544.80	N/A	\$386.36 per diem for 30 days \$11,590.80	Student (file # 260618)	7/9/18 - June 2019	18-19 SY
CI-8.	Chancellor Academy	\$375.46 per diem for 183 days \$68,709.18	N/A	N/A	Student (file # 260718)	9/4/18- June, 2019	18-19 SY
CI-9.	Allegro School	\$478.00 per diem for 180 days \$86,040.00	\$140.00 per diem for 180 days \$25,200.00	\$478.00 per diem for 30 days \$14,340.00 And \$140 per diem for 30 days \$4,200.00	Student (file # 260818)	7/9/18 - June 2019	18-19 SY
CI-10.	Bergen County Special Service Autism Continuum	N/A	N/A	\$7,800 per student (3 students)	Students (file #s 260918, 261018 and 261118)	7/2/18- 8/10/18	18-19 ESY
CI-11.	Bleshman Regional Day School	N/A	N/A	\$5,300.00 Per student (2 students)	Students (file #s 261218 and 261318)	7/2/18- 7/27/18	18-19 ESY
CI-12.	Bergen County Special Services	N/A	N/A	\$5,300.00 per student (2 students)	Students (file #s 261418 and 261518)	7/2/18- 7/27/18	18-19 ESY

	School	SY Tuition	Additional Services	ESY Tuition	Student #	Dates of Term	Discussion
CI-13.	Shepard School	\$288.18 per diem for 183 days \$52,736.94	N/A	\$288.18 per diem for 30 days \$8,645.40	Student (file # 261618)	7/2/18 – June, 2019	18-19 SY
CI-14.	Shepard School	N/A	N/A	\$305.80 per diem for 30 days \$9,174.00 And \$125.42 per diem for an aide \$3762.62	Student (file # 261718)	7/2/28- August, 2018	18-19 ESY
CI-15.	Chapel Hill Academy	\$339.00 per diem for 180 days \$61,020.00	N/A	\$339.00 per diem for 30 days \$10,170.00	Student (file # 261818)	7/5/18- June, 2019	18-19 SY
CI-16.	Durand	\$354.18 per diem for 180 days \$63,752.40	\$170.00 per diem for 180 days \$30,600.00	\$354.18 per diem for 35 days \$12,396.30 And \$170.00 per diem for an aide \$5,950.00	Student (file # 261918)	7/2/18- June, 2019	18-19 SY

- CI-17. Approval of contractual agreement with Preferred Home Health Care & Nursing Services, Inc., Brick, New Jersey, to provide a nurse for Hawthorne resident student (file #262018) commencing July 1, 2018 through June 30, 2019 at a rate of \$49.00 per hour for an LPN or \$57.00 per hour for an RN.
- CI-18. Approval of a contractual agreement with Bergen County Special Services for Chapters 192/193 services. This service is funded by grants to the nonpublic schools (Hawthorne Christian Academy). The term of this agreement shall be in effect from July 1, 2018, through June 30, 2019.
- CI-19. Approval of contractual agreement with Bergen County Special Services School District, Educational Enterprises Division for Behavior Services for Hawthorne resident student (file # 261118)requiring this service during the 2018/2019 school year at a rate not to exceed \$850.00.
- CI-20. Approval of contractual agreement with Preferred Home Health Care & Nursing Services, Inc., Brick, New Jersey, to provide a nurse for Hawthorne resident student (file # 262118) commencing July 1, 2018 through June 30, 2019 at a rate of \$49.00 per hour for an LPN or \$57.00 per hour for an RN.
- CI-21. Approval of the Mentoring Plan for the 2018-2019 School Year.
- CI-22. Approval of the Bilingual Waiver for the 2018-2019 School Year.

PERSONNEL:**Abigail Goff**

The following resolutions are pursuant to the recommendation of the Superintendent of Schools.

ACTION ITEMS:

- P-27. Approval for the Superintendent to make employment offers to candidates during July and August prior to the board meeting, in order to secure staff for September 2018.

Appointments, Retirements, Terminations, Resignations, Rescissions:

Item #	Name	Action	Position	Degree /Step	Salary	School	Effective Date	Notice Date or Term. Date	Reason/ Account
P-28.	Jessica Biondi	Resign	Teacher of English	n/a	n/a	HHS	6/30/18	Last Day on Payroll 6/30/18	Resignation
P-29.	Kaitlynn Fiorilla	Resign	Teacher of the Handicapped	n/a	n/a	HHS	6/30/28	Last Day on Payroll 6/30/18	Resignation
P-30.	Daniel Dykstra	Extra Duty	Summer Curriculum – Research and Writing	n/a	\$34 per hour maximum 10 hours	LMS	n/a	n/a	To Replace Jessica Biondi
P-31.	Damani Hamlet Laura Sciortino	Extra Duty	Summer Curriculum – Research and Writing	n/a	\$34 per hour maximum 10 hours Not to exceed \$340 for both staff	LMS	n/a	n/a	To Replace Jessica Biondi
P-32.	Carlin Guzman; Eric Killeen; Norma Pauzhi	Hire	Sub Custodians	n/a	\$13.00 per hour No Benefits	District	Upon completion of criminal history check	6/30/19	Hire
P-33.	Jennifer Roncinske	Extra Duty	Chaperone	n/a	\$32.92 per hour	LMS	6/13/18	n/a	Chaperone for student (file # 262218) for the 8 th Grade Dance on 6/13/18
P-34.	Karina Torres-Rivas	Extra Duty	Spanish Translations	n/a	\$34.00 per Hour	District	6/1/18	6/30/18	Spanish Translation for mailings through June 2018
P-35.	Barbara Mulvey	Extra Duty	1:1 Para	n/a	\$20.35 per hour	LMS	8/13/18	8/17/18	Leadership Camp for student (file # 262318)
P-36.	Marc Tracy	Extra Duty	1:1 Para	n/a	\$20.35 per hour	LMS	8/13/18	8/17/18	Leadership Camp for student (file # 262418)
P-37.	Sara Knepper	Extra Duty	1:1 PT Para	n/a	\$16.52 per hour	LMS	8/13/18	8/17/18	Leadership Camp for student (file # 262518)

Item #	Name	Action	Position	Degree /Step	Salary	School	Effective Date	Notice Date or Term. Date	Reason/ Account
P-38.	Jennifer Roncinske	Extra Duty	Multi-sensory Instruction	n/a	\$36.73 per hour for 2 hours per week for 3 weeks beginning 7/9, 7/16, and 7/23/18		7/9/18	7/27/18	Multi-sensory Instruction for students (file # 262618 & 262718)
P-39.	Frank Picciotto	Extra Duty	Part Time Para	n/a	\$16.52 per hour	Camp Acorn	8/6/18	8/24/18	Camp Acorn for student (file # 262818)
P-40.	Stella Dimatos	Extra Duty	Occupational Therapist	n/a	\$54.06 per hour not to exceed 12 hours per week	District	Mon.-Thurs Weeks beginning 6/25, 7/9, 7/16, and 7/23	7/26/18	Adjustment in Summer Contract
P-41.	Andrea Napolitano	Adjust	STEM Teacher	MS/3	\$55,765* Subject to adjustment at conclusion of negotiations	LMS	9/1/18	6/30/19	Adjustment in contract from BS to MS
P-42.	Megan Harris	Adjust	Leave Replacement Social Studies	MA/1	\$55,465* Subject to adjustment at conclusion of negotiations	HHS	9/1/18	6/30/19 or upon return of regular teacher	Adjustment in contract from BA to MA
P-43.	Claire Norlander	Resign	Part Time Para	n/a	n/a	JS	6/18/18	Last Day on Payroll 6/15/18	Resignation
P-44.	Mary Vargas	Adjust	Teacher of the Handicapped	n/a	n/a	RS	12/21/18	First Day Back 12/21/18	Adjustment in Return Date from Maternity Leave from 1/2/19 to 12/21/18
P-45.	Stavroula Kontogiannis	Decline Contract	Teacher of Math	n/a	n/a	HHS	n/a	n/a	Declined contract for the 2018-2019 SY. Never worked in district.
P-46.	Stephan DeFrances	Hire	Teacher of English	BA/1	\$52,365* Subject to adjustment at conclusion of negotiations	HHS	9/1/18	6/30/19	To Fill a Vacancy Created by the Resignation of Jessica Biondi
P-47.	Melissa LoCascio	Hire	Teacher of Art	MA/1	\$55,465* Subject to adjustment at conclusion of negotiations	LMS	9/1/18	6/30/19	To Fill a Vacancy (Lindsay Truncale)
P-48.	Jaclyn Mainiero	Hire	Teacher of Language Arts	BA/3	\$52,665* Subject to adjustment at conclusion of negotiations	LMS	9/1/18	6/30/19	To Fill a Vacancy Created by the Resignation of Alyson Nilo

Item #	Name	Action	Position	Degree /Step	Salary	School	Effective Date	Notice Date or Term. Date	Reason/ Account
P-49.	Daniel Dykstra	Adjust	0.4 ELA/0.6 BSI Teacher	n/a	n/a	LMS	9/1/18	6/30/19	Adjustment in Assignment from 1.0 BSI Teacher to 0.4 ELA/0.6 BSI Teacher at LMS

** All appointments are subject to the satisfactory completion of the criminal history records check required by law and subject to verification of job qualifications and prior experience if necessary. In the event the criminal history checks are not completed, these applications are subject to the approval of the County Superintendent for emergent hiring procedures.*

P-50. Approval of the negotiated contract between the Hawthorne Board of Education and Gertrude Engle, School Business Administrator/Board Secretary for the 2018-2019 school year, effective July 1, 2018 at an annual salary of \$137,639.00, which reflects a 2.5% increase. This contract is on file in the Board of Education office.

P-51. Appointment of the following persons to serve in the positions listed below, in the Kindergarten Early Start Program, Monday through Thursday from August 13, 2018, through August 23, 2018 for 2 ½ hours per day (9:00 a.m. to 11:30 a.m.) at the salaries specified below.

Employee	Position	Rate
Rachel Shea	Paraprofessional	\$20.35/hour
Samantha Ingunza	Part Time Para	\$16.52/hour

P-52. **Approval of Summer Contracts – Extended Year Special Education Program**
 Appointment of staff for the 2018 summer program as listed in reports entitled “Appointment of Summer Staff in the Extended School Year Special Education Program – Summer 2018” dated June 26, 2018, as submitted by the Superintendent of Schools under separate cover, and in accordance with the contract on file in the Board Office. The program runs Monday - Thursday the weeks of June 25th, July 9th, July 16th and July 23th, not to exceed 3.5 hours per day, at hourly rates to be determined at the conclusion of negotiations. Please note, the program will not run the week of July 2, 2018. These contracts are based on pending enrollments.

P-53. Appointment of the persons listed in the reports entitled “Extra-Duty Assignments – School Year 2018-2019” and “Extra-Duty Coaching Assignments – School Year 2018-2019” dated June 26, 2018, as submitted by the Superintendent of Schools under separate cover.

P-54. Approval of the following persons to serve as substitute teachers in the Hawthorne Public School District for the 2018-2019 school year, subject to satisfactory completion of the criminal history records check required by law and subject to verification of job qualifications and prior experience if necessary, with the provision that they remain on call to serve as daily substitute teachers as the need may arise for which they will be compensated \$95.00 per full day, no benefits. Substitutes working a half day schedule shall receive \$47.50, no benefits. In the event the criminal history checks are not completed, these applications are subject to the approval of the County Superintendent for emergent hiring procedures. The employment of these individuals are subject to the determination of the administration as to when they are needed.

DeFrances, Alexander		Schumody, Robert	
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P-55. Acceptance of the following student to complete their student field experience in education in the Hawthorne Public School District during the 2018-2019 school year. This placement is subject to the satisfactory completion of the criminal history records

CLAIMS:

Mike Sciarra

In accordance with N.J.A.C. 6A:23-2:11(b), (c) 3, and (c) 4;

CL-59. Approval of June 2018 Second Bill List.

It is recommended that the Board approve the bill list for the month of June 2018.

Board of Education Roll Call Vote

	<u>Mr. Clavijo</u>	<u>Mr. Doyle</u>	<u>Mrs. Goff</u>	<u>Mr. Puluse</u>	<u>Mr. Reicher</u>	<u>Mrs. Sanford</u>	<u>Mr. Terraglia</u>	<u>Mr. Turco</u>	<u>Mr. Sciarra</u>
Motion									
Aye									
Nay									
Abstain									
Absent									

BUILDINGS AND GROUNDS:

Michael Doyle, Chairperson

ACTION ITEMS:

Pursuant to the recommendation of the Superintendent of Schools, the Committee on Buildings and Grounds recommends the following resolutions:

- BG-60. Approval to accept the recommendation of the Superintendent to approve the renewal applications for temporary instructional space for the 2018-2019 school year for 503 Lafayette Avenue, Hawthorne, New Jersey (Transition House/Bear Cave).
- BG-61. Approval of 2018-2019 contract for Participation in Cooperative Transportation with Gloucester County Special Services School District for the 2018-2019 school year.
- BG-62. Approval of applications for use of school property, subject to non-interference with school activities and the execution of the appropriate releases, including receipt of a Certificate of Insurance.

HAWTHORNE HIGH SCHOOL:

Facilities	Date and Times	Applicant
School	Sunday, October 7, 2018 9:30 a.m.	<u>Hawthorne High School Class of 1978</u> 40 th Reunion Tour

Board of Education Roll Call Vote

	<u>Mr. Clavijo</u>	<u>Mr. Doyle</u>	<u>Mrs. Goff</u>	<u>Mr. Puluse</u>	<u>Mr. Reicher</u>	<u>Mrs. Sanford</u>	<u>Mr. Terraglia</u>	<u>Mr. Turco</u>	<u>Mr. Sciarra</u>
Motion									
Aye									
Nay									
Abstain									
Absent									

POLICY:

Abigail Goff, Chairperson

ACTION ITEMS:

Pursuant to the recommendation of the Superintendent of Schools, the Committee on Policy recommends the following resolutions:

PO-63. Second Reading and Adoption of the following Bylaws:

Bylaw 0164	-	Conduct of Board Meetings
Bylaw 0167	-	Public Participation in Board Meetings

Board of Education Roll Call Vote

	<u>Mr. Clavijo</u>	<u>Mr. Doyle</u>	<u>Mrs. Goff</u>	<u>Mr. Puluse</u>	<u>Mr. Reicher</u>	<u>Mrs. Sanford</u>	<u>Mr. Terraglia</u>	<u>Mr. Turco</u>	<u>Mr. Sciarra</u>
Motion									
Aye									
Nay									
Abstain									
Absent									

COMMITTEE AND LIAISON REPORTS:

COMMITTEE

CHAIRPERSON

Buildings & Grounds.....	Michael Doyle
Board of Recreation Liaison.....	Michael Doyle
Finance & Administration	Alex Clavijo
Council Liaison	Victor Terraglia
Curriculum & Instruction	Abigail Goff
Policy.....	Abigail Goff
HEF/SEPAC/PTOs.....	Anthony Puluse
Legislative	Tania Sanford
PCSBA	Louis B. Turco

OLD BUSINESS:

NEW BUSINESS:

PUBLIC BE HEARD:

PRIVATE SESSION:

Be it resolved that the Hawthorne Board of Education convenes an Executive Session to discuss exempt matters pertaining to:

- 1) A matter rendered confidential by federal or state law
- 2) A matter in which release of information would impair the right to receive government funds
- 3) Material the disclosure of which constitutes an unwarranted invasion of individual privacy
- 4) A collective bargaining agreement and/or negotiations related to it
- 5) A matter involving the purchase, lease or acquisition of real property with public funds
- 6) Protection of public safety and property and/or investigations of possible violations or violations of law
- 7) Pending or anticipated litigation or contract negotiation and/or matters of attorney-client privilege
- 8) Specific prospective or current employees unless all who could be adversely affected request an open session
- 9) Deliberation after a public hearing that could result in a civil penalty or other loss

Be it further resolved that it is anticipated that executive session will be for 45 minutes in duration and that public action may/may not be taken:

ADDENDUM

PERSONNEL:

Abigail Goff

The following resolutions are pursuant to the recommendation of the Superintendent of Schools.

ACTION ITEMS:

Appointments, Retirements, Terminations, Resignations, Rescissions:

Item #	Name	Action	Position	Degree /Step	Salary	School	Effective Date	Notice Date or Term. Date	Reason/ Account
P-64.	Briana Cruz	Hire	Teacher of Mathematics	BA/1	\$52,365* Subject to adjustment at conclusion of negotiations	HHS	9/1/18	6/30/19	To Fill a Vacancy
P-65.	Kerri Casey	Extra Duty	ABA Home Therapy	n/a	\$44.34 per hour	District	6/25/18	8/31/18	ABA Home Therapy

** All appointments are subject to the satisfactory completion of the criminal history records check required by law and subject to verification of job qualifications and prior experience if necessary. In the event the criminal history checks are not completed, these applications are subject to the approval of the County Superintendent for emergent hiring procedures.*

P-66. Appointment of the following persons to serve in the summer 2018 meeting hours for Eligibility and IEP meetings:

Employee	Hours	Hourly Rate
Kerri Casey	2	\$43.15*
Elizabeth Farkas	2	\$60.59*
Susan Hahn	2	\$44.19*
Erin McKeon	2	\$40.94*

*Hourly rates may be adjusted at the conclusion of negotiations.

FINANCE AND ADMINISTRATION:

Alex Clavijo, Chairperson

ACTION ITEMS:

Pursuant to the recommendation of the Superintendent of Schools, the Committee on Finance and Administration recommends the following resolutions:

F-67. Approval of change order for contract with ATT Sports, Inc., in the amount of \$5,190.00 for a total project amount of \$471,690.00.

ADDENDUM II

FINANCE AND ADMINISTRATION:

Alex Clavijo, Chairperson

ACTION ITEMS:

Pursuant to the recommendation of the Superintendent of Schools, the Committee on Finance and Administration recommends the following resolutions:

A-68. **APPROVAL OF SUPERINTENDENT’S MERIT ACTION PLANS: 2017-2018**

It is recommended that the Board approve the merit action plans for the Superintendent as follows:

WHEREAS, on or about September 19, 2017, the Hawthorne Board of Education (hereinafter referred to as the “Board”) approved action plans for the Superintendent for the 2017-2018 school year consisting of (3) quantitative merit criteria and (2) qualitative merit criteria and submitted same to the Interim Executive County Superintendent for approval in accordance with N.J.A.C. 6A:23A-3.1(3)10-11 (hereinafter referred to as “Merit Bonus Goals”); and

WHEREAS, on or a about September 29, 2017, the Interim Executive County Superintendent approved said Merit Bonus Goals, thereby authorizing the Board to evaluate and award merit bonus increases to the Superintendent upon achievement of each objective; and

WHEREAS, the Board has evaluated the Superintendent’s performance and determined that he achieved the objective of implementing programs on mindfulness and wellness in all three elementary schools and Lincoln Middle School during the 2017-2018 school year, which will become an integral part of the school culture and will be supported by our guidance staff at all levels. This program was successfully implement thereby entitling the Superintendent to a qualitative merit bonus of 2.5% of his annual salary in the amount of \$4,367.00; and

WHEREAS, the Board has evaluated the Superintendent’s performance and determined that he achieved the objective of conducting an evaluation of our current transportation program in the district, including analysis of the cost effectiveness of our internal busing as well as outsourced bus routes. This evaluation was successfully completed thereby entitling the Superintendent to a qualitative merit bonus of 2.5% of his annual salary in the amount of \$4,367.00; and

WHEREAS, the Board has evaluated the Superintendent’s performance and determined that he achieved the objective of partnering with the Hawthorne Police Department to provide programs to educate students and parents about the important topic of Electronic Cigarettes/Vaping. The superintendent coordinated a district wide parent night as well as school assemblies for students at Hawthorne High School and Lincoln Middle School thereby entitling him to a quantitative merit bonus of 3.33% of his annual salary in the amount of \$5,817.00; and

