

N.J.A.C. 6A:23A-3.1(e)10-12, states that a contract may contain language specifying the number of quantitative and qualitative goals and the percentage assigned to each of the merit goal criteria. These merit goal criteria must be approved by the Executive County Superintendent including the data that forms the basis of measuring the achievement of the merit criterion. Goals must be sent to the Executive County Superintendent either 30 days after the approval of the contract or no later than August 1 of each year of the contract that contains merit goals.

INSTRUCTIONS FOR MERIT GOAL SUBMISSION

1. The attached form is to be used for the submission of merit goal(s) for approval by the ECS.
2. Each merit goal is to be submitted on a separate form.
3. The box for Quantitative or Qualitative must be checked along with the percentage assigned and the dollar value.
4. Quantitative Goals may be up to 3.33% of the base salary.
5. Qualitative Goals may be up to 2.5% of the base salary.
6. The maximum number of Quantitative Goals is 3.
7. The maximum number of Qualitative Goals is 2.
8. The data that forms the basis of measuring the achievement of the merit criterion must be attached for review and approval.
9. If the data is not available at the time of submission an explanation of when the data will be available is to be submitted.
10. An approval letter will be sent to the district by the ECS once the goal(s) have been reviewed and approved.
11. Once any of the goals are completed, certification in the form of a board resolution attesting to the completion of the goal(s) along with the appropriate documentation must be sent to the Executive County Superintendent for review and approval prior to any payment to the individual.