

Newport-Mesa Unified School District

LETTER OF AWARD

February 28, 2017

TO WHOM IT MAY CONCERN:

WHEREAS: The Third Addendum to Superintendent Frederick Navarro's Employment Agreement with the Board of Education authorizes that the Superintendent is eligible for a merit/performance salary supplement based upon his performance in accordance with the Board's priorities as measured by annual Superintendent Performance Evaluation instrument for the prior year; and

WHEREAS: The Board of Education has completed the annual Performance Evaluation pertaining to the 2015-16 academic year and determined that the summary performance level for that period was that of Exceptional Performance; and

WHEREAS: The Third Addendum specifies that a summary evaluation of Exceptional Performance creates an eligibility for 100% of the Eligible Award Amount; and

WHEREAS: The Eligible Award Amount authorized for 2015-16 by the Third Addendum is \$26,500 representing 50% of the 2015 Internal Revenue Service limitation amount for a Tax Sheltered Annuity (TSA); and

WHEREAS: The Board of Education in open session on February 28, 2017 authorized the payment of \$26,500 to the Tax TSA of the Superintendent's choice and directs the District Acting Chief Business Official to effect payment to the TSA designated by the Superintendent no later than thirty (30) days from receipt of both this Letter of Award and the Superintendent's application for a TSA.

President, Board of Education

Clerk