

SUMMIT BOARD OF EDUCATION

MISSION STATEMENT

The Summit Board of Education operates with the commitment to excellence and the expectation that each student will strive to excel beyond the NJ Core Curriculum Standards, which set forth a minimum level of achievement for all students at all grade levels. The Summit Public Schools, in partnership with the community, will support and sustain an excellent system of learning that engages all students in compelling work; educates them to their highest intellectual, creative, and individual potential; promotes pride in diversity; and results in responsible and productive citizens of the highest integrity and quality.

MEETING AGENDA

Thursday, February 11, 2021 – 7:00 PM

Summit H.S. Library/Media Center

I. Call to Order and Flag Salute

II. Open Public Meetings Act, Chapter 231, P.L. 1975 Announcement - Board Secretary

In accordance with the requirements of the Open Public Meetings Act, I wish to announce that:

“The New Jersey Open Public Meeting Law was enacted to ensure the right of the public to have advance notice of and to attend the meeting of bodies at which any business affecting their interests is discussed or acted upon. Notices announcing the date, time and place for this Meeting were sent to all concerned individuals, associations and sent to Union County Local Source in accordance with Chapter 231, P.L. 1975.”

III. Roll Call

Board Members	Present	Absent
Ms. Donna Miller, President		
Mr. Chris Bonner, Vice President		
Mr. Yon Cho		
Mr. Michael Colón		
Ms. Vanessa Primack		
Mr. Josh Weinreich		
Dr. Peggy Wong		

Mr. Scott Hough, Superintendent of Schools
Mr. Robert Gardella, Director of Human Resources
Ms. Jennifer McCann, Director of Education
Ms. Kathy Sarno, CPA, Asst. Business Administrator

Mr. Louis J. Pepe, RSBA,SFO,Asst. Superintendent/BS
Ms. Doreen Babis, Director of Special Services
Ms. Tanya Lopez, Asst. Director of Education

March Meetings Special Budget Meeting Thursday, March 4, 2021 - 7:30 PM
Summit H.S. Library/Media Center

Regular Meeting **Thursday, March 11, 2021 - 7:00 PM**
Summit H.S. Library/Media Center

Budget Hearing Meeting **Monday, March 29, 2021 - 6:30 PM**
Location TBD

**SUMMIT BOARD OF EDUCATION MEETING AGENDA
FEBRUARY 11, 2021**

IV. Presentations and Discussions (7:00 - 7:30)

- A. Presentation of the 2019-2020 Audit – Paul J. Lerch ~ Lerch, Vinci & Higgins, LLP - District Auditors
- B. 2021-2022 Draft Budget Presentation - Scott Hough & Louis J. Pepe
- C. Harassment, Intimidation and Bullying/Student Safety Data System Presentation - Scott Hough & Laura Kaplan

V. President’s Announcements (7:30– 7:40)

VI. Superintendent’s Report (7:40 - 7:50)

- A. Approval to affirm the Superintendent’s decision following receipt of reports of Harassment, Intimidation and Bullying:
12/11/2020 - 151
- B. Approval to review the following reports of Harassment, Intimidation and Bullying:
- C. Suspensions - None

Motion by _____, seconded by _____
CB YC MC VP JW PW DM

VII. Committee Reports (7:50 – 8:20)

- A. Education Committee
- B. Operations Committee
- C. Policy Committee
- D. Communications Committee
- E. Negotiations Committee
- F. Liaison Reports

VIII. Public Comment (8:20 – 8:50)

- A. Public Comment on Items on the Agenda
- B. Public Comment on Items not on the Agenda

REMAINDER OF MEETING (8:50 – 9:30)

IX. Approval of Board Minutes

- A. Approval of Minutes of the following meetings:

SUMMIT BOARD OF EDUCATION MEETING AGENDA
FEBRUARY 11, 2021

1. January 14, 2021 Regular Meeting

Motion by _____, seconded by _____
CB YC MC VP JW PW DM

X. School Board Operation

- A. Approval of travel for staff members (none at this time)
- B. Approval to accept the 2019-2020 Audit - Comprehensive Annual Financial Report (attached)
- C. Approval to accept the 2019-2020 Audit – Comprehensive Annual Financial Report – Corrective Action Plan (attached)
- D. Approval to operate an academic summer school during summer 2021
- E. Approval to operate an enrichment summer school (FLASH) during summer 2021
- F. Approval of 2019-2020 Per Pupil costs for Tuition Adjustment Purposes:

Preschool/K	\$11,022
Elementary Grades 1-5	\$14,303
Middle School Grades 6-8	\$13,761
High School Grades 9-12	\$15,206
Learning and/or Lang. Disability	\$16,753
- G. Approval of Services Agreement with JAG-ONE Physical Therapy, 900 Route 9N, Suite 410, Woodbridge, NJ 07095 to provide substitute certified Athletic Trainers on an as-needed basis for the 2020-2021 school year at a rate of \$55/hour
- H. Approval of payment to D.A. Chiera & Son, Inc., 32 Ashwood Avenue, Summit, NJ for snow removal on an emergency basis in the amount of \$9,975 as per N.J.A.C. 5:34-6.1 Emergency Purchases
- I. Approval of Proposal #Q-156101 from ExploreLearning, LLC, 110 Avon Street, Suite 300, Charlottesville, VA 22902 for a three-year site license, including professional development, at a cost of \$37,810.13
Note: to be reimbursed via SEF Grant
- J. Approval of the donation of a Bach Stradivarius Model #37 Trumpet to the district Music Department from the Vorchheimer family, valued at \$1,000

**SUMMIT BOARD OF EDUCATION MEETING AGENDA
FEBRUARY 11, 2021**

- K. Approval of Home Instruction Services Agreement with Center for Children’s Behavioral Health, 356 Horseneck Road, Fairfield, NJ 07004 to provide home instruction services for students attending CCBH from January 10, 2021 to June 30, 2021 at a rate of \$85/hour

- L. Approval of Quote #KD022207 from Ocean Computer Group, Inc., 90 Matawan Road, Suite 105, Matawan, NJ 08847 for computer equipment and licensing at a cost of \$7,435.00 as per as per NASPO ValuePoint Cooperative Purchasing Organization Contracts #89968 & #88796
Note: This contract is being awarded under a National Cooperative Purchasing Agreement and as such will be advertised as to that effect under the authority of N.J.S.A. 52:34-6.2(b)(3)

- M. Approval of Quotes from CodeMonkey Studios, Inc., 2345 Yale Street, Palo Alto, CA 94306 for course curriculum and online support for a six-month subscription at a cost of \$8,300
Note: Sole source provider

Motion by _____, seconded by _____
CB YC MC VP JW PW DM

XI. Personnel

- A. Approval to appoint the following new staff, pending criminal history review, background checks as required by law, and ability to obtain appropriate NJ certification:
 - 1. Marija Landeka, Kindergarten ESL Long-Term Teacher Substitute, Jefferson and Wilson Primary Centers, \$225/day, with two overlap days at \$100/day, effective March 15, 2021, for the 2020-2021 school year
 - 2. Nicole Johnson, School Nurse, Brayton Elementary School, BA-Step-15, \$71,701 (prorated), effective April 1, 2021 (or sooner, pending certification and criminal history review) for the 2020-2021 school year
 - 3. Katie Harter, Grade 5 Teacher, Franklin Elementary School, MA-Step-1, \$61,907 (prorated), effective November 12, 2020 for the 2020-2021 school year (*revised* from the November 12, 2020 Agenda)

- B. Approval to appoint the following substitute teachers, pending criminal history review, background checks as required by law, and the ability to obtain NJ substitute teacher credentials:
 - 1. Nicholas Quintero, \$100/day, effective January 29, 2021

- C. Approval of the following Changes of Assignment:

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FEBRUARY 11, 2021

1. Nardin Gerges, from Inclusion Aide, Wilson Primary Center and Washington Elementary School, to Inclusion Aide, Summit High School, effective February 8, 2021, for the 2020-2021 school year
 2. Michelle Cavanaugh, from Leave-Replacement Grade 4 Teacher Substitute, Washington Elementary School, to Leave-Replacement Grade 1 Teacher Substitute, Washington Elementary School, MA-Step-1, \$61,907 (prorated), effective April 4, 2021 for the 2020-2021 school year
 3. Kylie Fine, from Leave Replacement Teacher Substitute, Washington Elementary School, to Grade 1 Teacher, Washington Elementary School, BA-Step-2, \$57,651 (prorated), effective March 1, 2021 for the 2020-2021 school year
- D. Approval to appoint the following support staff, pending criminal history review and background checks as required by law:
1. Oleh Topylko, Night Custodian, Lincoln-Hubbard Elementary School, Custodian-1-Step-4, \$39,023 (prorated), effective February 22, 2021, for the 2020-2021 school year
- E. Approval to accept the resignation of the following staff:
1. Zampia Courtis, Cafeteria Supervisor, Washington Elementary School, effective February 3, 2021
- F. Approval to accept the resignation for the purpose of retirement of the following staff:
1. Stephen Ertz, Social Studies Teacher, Summit High School, effective July 1, 2021
- G. Approval of maternity leave/family leave for the following staff:
1. Lori Weller, Grade 4 Teacher, Lincoln-Hubbard Elementary School, paid leave effective May 7, 2021 through June 14, 2021, unpaid leave effective August 25, 2021 through November 24, 2021
 2. Melissa Kormeluk, English Teacher, Summit High School, paid leave effective May 7, 2021 through June 14, 2021, unpaid leave effective August 25, 2021 through November 24, 2021
 3. Samantha Barrows, Grade 2 Teacher, Lincoln-Hubbard Elementary School, paid leave effective May 14, 2021 through June 14, 2021, unpaid leave effective August 25, 2021 through November 24, 2021
 4. Christine Watson, Grade 5 Teacher, Franklin Elementary School, paid leave effective November 12, 2020 through January 22, 2021, unpaid leave effective January 25, 2021 through April 28, 2021, unpaid child-care leave effective April 29, 2021 through June 14, 2021 (*revised* from the September 10, 2020 Agenda)
 5. Jon Bareford, Lead Technician, Technology, unpaid leave effective March 15, 2021 through June 4, 2021

SUMMIT BOARD OF EDUCATION MEETING AGENDA
FEBRUARY 11, 2021

- H. Approval of Victoria Evans, Franklin Elementary School Teacher, as a Volunteer for the Summit High School Swim Team
- I. Approval of the Girls Volleyball and Gymnastics Coaches, Summit High School, (list attached)
- J. Be It Resolved, the Summit Board of Education and the Summit Education Association (SEA) agree, in principle, on the attached Memorandum of Agreement, regarding Summit High School Athletics
- K. Approval of Emilio Torres, CPA, as acting Assistant Business Administrator from April 9, 2021 to June 30, 2021 with a monthly stipend of \$1,000
- L. Approval of Victoria McGreal as a leave replacement in the Business Office to process payroll, \$50,000 (prorated), effective April 9, 2021 through June 30, 2021
- M. Approval to rescind the Peer Leadership Co-Curricular stipend for Stefanie Jurista and Lauren Ettinger, Lawton C. Johnson Summit Middle School for the 2020-2021 school year (*revised* from the November 12, 2020 Agenda)
- N. Approval of Stefanie Jurista and Lauren Ettinger, Peer Leadership (virtual), Lawton C. Johnson Summit Middle School, 70 hours at \$48/hour, paid by SEF Grant #F20201
- O. Approval to appoint Patricia Fontan as the Latino Literacy Coordinator for the winter/spring semester, at the curriculum rate of \$48/hour, up to 15 hours
- P. Approval of Frederique Roduit-Bosi, Inclusion Aide, Summit High School to take up to 60 days of Intermittent Unpaid FMLA between January 19, 2021 and June 14, 2021
- Q. Approval to appoint the following teachers as Latino Literacy Instructors at the curriculum rate of \$48/hour, up to 27 hours each:
 - 1. Anna Gomez
 - 2. Megan Caulkin
 - 3. Claudia Gutierrez
 - 4. Stephanie Gonzalves
 - 5. Patricia Fontan
- R. Approval to pay the following School Nurses a stipend of \$1,200/each (prorated), for the 2020-2021 school year for additional work related to contact tracing due to COVID-19, funded by the CARES Act ESSER Grant:
 - 1. Patty Uzzolino
 - 2. Mary Ellen McDonald

**SUMMIT BOARD OF EDUCATION MEETING AGENDA
FEBRUARY 11, 2021**

3. Kristen Akian
4. Beverly Verdi
5. Beatriz Mendez
6. Margaret Kane

- S. Approval of the following Summit High School Science Teachers to teach an extra class from September 1, 2020 through June 11, 2021: (*amended* from the September 10, 2020 Agenda)
1. Simone Baskerville - \$12,233
 2. Tina Lee - \$11,264
 3. Jeremy Morman - \$17,492
 4. Sunita Viswanath - \$12,938
- T. Approval to pay the following Lincoln-Hubbard Elementary School staff for Winter After-School Sessions, paid through the PTO:
1. Erin O'Connor - Knitting (2 courses) - \$1,050
 2. Nicole Higgins - Little Engineers (2 courses) - \$1,050
 3. Ashley Yospin - Relaxation Through Art - \$525
- U. Approval of the following staff members from Lawton C. Johnson Summit Middle School, for the S-Cubed program at \$48/hour, up to 75 hours:
1. Tonyamarie Ramsay
 2. Jenna Colineri
 3. Meghan Kazcka
 4. Emily Hitchen

Motion by _____, seconded by _____
CB YC MC VP JW PW DM

XII. Policies

First Reading

None

Second Reading

0164.6 Bylaw - Remote Public Board Meetings During a Declared Emergency (M) New
2431 - Athletic Competition (M) Revised
5330.05 - Seizure Action Plan (M) New

Motion by _____, seconded by _____
CB YC MC VP JW PW DM

**SUMMIT BOARD OF EDUCATION MEETING AGENDA
FEBRUARY 11, 2021**

XIII. Finance

Upon the recommendation of the Business Administrator to the Superintendent:

A. Approval of the February Bills List as listed below:

1. Regular Bills	Fund 10	\$ 845,822.41
2. Special Revenue	Fund 20	\$ 258,960.37
3. Capital Projects	Fund 30	\$ - 0 -
4. Enterprise Fund	Fund 60	\$ - 0 -
Sub Total All Funds		\$1,104,782.78
5. Food Service	Fund 61	\$ 84,296.99
Total All Bills		\$1,189,079.77

B. Approval of the monthly payroll for January 2021 - \$4,913,574.54

C. Approval of budget adjustments and line item transfers for December 2020

D. Approval of Secretary and Treasurer's Report for December 2020

E. Monthly Budgetary Line Item Status Certification:

Resolved, that the Board Secretary for the Summit Board of Education certifies that pursuant to NJAC 6A:23A-16.10 (c) 3, as of December 2020 that no line item account has encumbrances and expenditures, which in total exceed the line item appropriation in violation of NJAC 6A:23A-16.10(a); and

Further Be It Resolved, that the Summit Board of Education certifies that pursuant to NJAC 6A:23A-16.10(c) 4 that after review of the board secretary's and treasurer's monthly financial reports and the advice of district officials, we have no reason to doubt that no major account or fund has been over-expended in violation of NJAC 6A:23A-16.10 (b).

Motion by _____, seconded by _____
CB YC MC VP JW PW DM

XIV. Closed Session

The Summit Board of Education may hold an Executive Session to discuss appropriate matters. Closed session minutes will be reviewed periodically to determine the appropriateness of their release. There may or may not be action taken as a result of this session.

1. Personnel - Mid-year Review of Non-Tenured

SUMMIT BOARD OF EDUCATION MEETING AGENDA
FEBRUARY 11, 2021

2. Legal - Personnel Matter

Motion by _____, seconded by _____, and carried to move to Executive Session at _____ PM.

Roll Call

CB YC MC VP JW PW DM

Motion by _____, seconded by _____, and carried to reconvene to public session at _____ PM.

Roll Call

CB YC MC VP JW PW DM

XV. Adjourn

Motion by _____, seconded by _____, and carried to adjourn the meeting at _____ PM.

Roll Call

CB YC MC VP JW PW DM

SUMMIT PUBLIC SCHOOLS
SYNOPSIS OF AUDIT
FOR THE YEAR ENDED
JUNE 30, 2020

**SUMMIT PUBLIC SCHOOLS
BALANCE SHEET
GOVERNMENTAL FUNDS
JUNE 30, 2020**

	<u>General Fund</u>	<u>Special Revenue Fund</u>	<u>Capital Projects Fund</u>	<u>Total Governmental Funds</u>
ASSETS				
Cash and Cash Equivalents	\$ 10,677,082		\$ 121,786	\$ 10,798,868
Receivables, Net				
Intergovernmental	124,026	\$ 366,071		490,097
Other	88,249	397,210		485,459
Due from Other Funds	225,570			225,570
Restricted Assets				
Cash with Fiscal Agents	<u>176,483</u>	<u>-</u>	<u>-</u>	<u>176,483</u>
 Total Assets	 <u>\$ 11,291,410</u>	 <u>\$ 763,281</u>	 <u>\$ 121,786</u>	 <u>\$ 12,176,477</u>
 LIABILITIES AND FUND BALANCES				
Liabilities:				
Accounts Payable and Other Liabilities	\$ 380,653	\$ 121,658		\$ 502,311
Accrued Liability for Insurance Claims	1,036,080			1,036,080
Claims and Judgments Payable	18,853			18,853
Payable to Governments		56,137		56,137
Due to Other Funds		118,177	\$ 107,393	225,570
Unearned Revenue	<u>7,411</u>	<u>467,309</u>	<u>-</u>	<u>474,720</u>
 Total Liabilities	 <u>1,442,997</u>	 <u>763,281</u>	 <u>107,393</u>	 <u>2,313,671</u>
 Fund Balances:				
Restricted:				
Capital Reserve	745,230			745,230
Capital Reserve, Designated for Subsequent Year's Expenditures	1,400,000			1,400,000
Maintenance Reserve	700,058			700,058
Maintenance Reserve, Designated for Subsequent Year's Expenditures	229,712			229,712
Emergency Reserve	151			151
Emergency Reserve, Designated for Subsequent Year's Expenditures	20,000			20,000
Excess Surplus	1,513,171			1,513,171
Excess Surplus, Designated for Subsequent Year's Expenditures	2,746,791			2,746,791
Capital Lease Obligations	63,574			63,574
Capital Projects			14,393	14,393
Committed:				
Year End Encumbrances	606,676			606,676
Assigned:				
Year End Encumbrances	840,516			840,516
Designated for Subsequent Year's Expenditures	113,027			113,027
Unassigned:				
General Fund	<u>869,507</u>	<u>-</u>	<u>-</u>	<u>869,507</u>
 Total Fund Balances	 <u>9,848,413</u>	 <u>-</u>	 <u>14,393</u>	 <u>9,862,806</u>
 Total Liabilities and Fund Balances	 <u>\$ 11,291,410</u>	 <u>\$ 763,281</u>	 <u>\$ 121,786</u>	 <u>\$ 12,176,477</u>

SUMMIT PUBLIC SCHOOLS
STATEMENT OF REVENUES, EXPENDITURES, AND CHANGES IN FUND BALANCES
GOVERNMENTAL FUNDS
FOR THE FISCAL YEAR ENDED JUNE 30, 2020

	<u>General</u> <u>Fund</u>	<u>Special</u> <u>Revenue</u> <u>Fund</u>	<u>Capital</u> <u>Projects</u> <u>Fund</u>	<u>Total</u> <u>Governmental</u> <u>Funds</u>
REVENUES				
Local Sources:				
Local Tax Levy	\$ 65,668,859			\$ 65,668,859
Tuition	290,943			290,943
Miscellaneous	507,664	\$ 789,873	-	1,297,537
Total - Local Sources	<u>66,467,466</u>	<u>789,873</u>	<u>-</u>	<u>67,257,339</u>
State Sources	15,088,564	294,149		15,382,713
Federal Sources	58,304	1,242,392	-	1,300,696
Total Revenues	<u>81,614,334</u>	<u>2,326,414</u>	<u>-</u>	<u>83,940,748</u>
EXPENDITURES				
Current:				
Regular Instruction	35,711,748	524,563		36,236,311
Special Education Instruction	12,799,589	478,988		13,278,577
Other Instruction	2,151,583	352,568		2,504,151
School Sponsored Activities and Athletics	1,829,051			1,829,051
Support Services				
Student & Instruction Related Services	10,125,435	544,398		10,669,833
General Administrative Services	1,737,757			1,737,757
School Administrative Services	4,260,819			4,260,819
Plant Operations and Maintenance	6,539,790			6,539,790
Pupil Transportation	861,653	4,082		865,735
Central Services	1,579,868			1,579,868
Debt Service				
Principal	123,467			123,467
Interest and Other Charges	23,089			23,089
Capital Outlay	1,355,232	421,815	\$ 803,643	2,580,690
Total Expenditures	<u>79,099,081</u>	<u>2,326,414</u>	<u>803,643</u>	<u>82,229,138</u>
Excess (Deficiency) of Revenues Over (Under) Expenditures	<u>2,515,253</u>	<u>-</u>	<u>(803,643)</u>	<u>1,711,610</u>
OTHER FINANCING SOURCES				
Lease Purchase Proceeds	810,000	-	-	810,000
Total Other Financing Sources	<u>810,000</u>	<u>-</u>	<u>-</u>	<u>810,000</u>
Net Change in Fund Balances	3,325,253	-	(803,643)	2,521,610
Fund Balance , Beginning of Year	6,523,160	-	818,036	7,341,196
Fund Balance, End of Year	<u>\$ 9,848,413</u>	<u>\$ -</u>	<u>\$ 14,393</u>	<u>\$ 9,862,806</u>

SUMMIT PUBLIC SCHOOLS

RECOMMENDATIONS

I. **Administration Practices and Procedures**

There are none.

II. **Financial Planning, Accounting and Reporting**

It is recommended that retroactive pension withholdings and the related report of pension contributions be promptly remitted to the State of New Jersey Division of Pensions.

III. **School Purchasing Program**

There are none.

IV. **Food Service Fund**

There are none.

V. **Flash Program**

There are none.

VI. **Student Body Activities**

There are none.

VII. **Application for State School Aid**

There are none.

VIII. **Pupil Transportation**

There are none.

IX. **Facilities and Capital Assets**

There are none.

X. **Miscellaneous**

There are none.

XI. **Status of Prior Year Audit Findings/Recommendations**

In accordance with government auditing standards, our procedures included a review of the prior year recommendations; corrective action has been taken on the prior year recommendations.

CORRECTIVE ACTION PLAN
2019-2020

NAME OF SCHOOL Summit City School District COUNTY Union

TYPE OF AUDIT Comprehensive Annual Financial Report FY 2020

DATE OF BOARD MEETING February 11, 2021

CONTACT PERSON Mr. Louis J. Pepe, RSBA

TELEPHONE NUMBER (908) 273-3025

RECOMMENDATION NUMBER	CORRECTION ACTION APPROVED BY THE BOARD	METHOD OF IMPLEMENTATION	PERSON RESPONSIBLE FOR IMPLEMENTATION	COMPLETION DATE OF IMPLEMENTATION
2020-1 Financial Planning, Accounting and Reporting [Pension]	Process retroactive pension withholdings and related report of pension contributions promptly by remitting to the State of NJ Division of Pensions	Staff Accountant will ensure timely processing of any retroactive pension payments	Mr. Emilio Torres, CPA Ms. Kathy L. Sarno, CPA	1-Oct-20



CHIEF SCHOOL ADMINISTRATOR

1/29/21

DATE



BOARD SECRETARY/SCHOOL BUSINESS ADMINISTRATOR

1/29/21

DATE

c: County Superintendent

SUMMIT HIGH SCHOOL - SESSION 3 COACHES

POSITION	NAME	IN-HOUSE	ADJUNCT	FULL CERT.	STEP	COMMENTS	SALARY
Girls Volleyball							
Head Varsity	Antonio Martins	X		X	3	Returning	\$10,084.00
Junior Varsity	John Ross	X		X	3	Returning	\$8,153.00
Freshman	Claudia Gutierrez	X		X	1B	Returning	\$7,354.00
Gymnastics							
Head Varsity	Tracy Claus		X	Sub Exp. 1/2/23	3	Returning	\$10,084.00
Assistant	Francie Day Degen		X	Sub Exp. 1/2/23	3	Returning	\$8,152.00

**MEMORANDUM OF AGREEMENT
BETWEEN
SUMMIT BOARD OF EDUCATION (“Board”)
AND
SUMMIT EDUCATION ASSOCIATION (“Association”)**

THIS AGREEMENT is made this _____ day of _____, 2021, between the SUMMIT BOARD OF EDUCATION (“Board”) and the SUMMIT EDUCATION ASSOCIATION (“Association”).

WHEREAS, the Summit Board of Education (“Board”) is a public entity charged with the provision of educational services of students from the City of Summit; and

WHEREAS, as part of its normal operations, the Board pays stipends to employees serving as athletic coaches; and

WHEREAS, employees normally performing such duties would be entitled to full payment of a stipend in accordance with the Collective Bargaining Agreement (“CBA”); and

WHEREAS, on March 16, 2020, Governor Philip Murphy issued Executive Order No. 104 in light of the global pandemic related to COVID-19; and

WHEREAS, Executive Order No. 104 required the closure of all public schools across the State of New Jersey; and

WHEREAS, in light of the mandatory school closures, the Board suspended all school activities, including athletics; and

WHEREAS, the Board is currently engaged in preparations for the 2020-2021 school year; and

WHEREAS, such preparations include the review and approval athletic coaches for the Session 3 season;

WHEREAS, as of the date of this Agreement, minimal guidance has been provided from the Department of Education regarding whether Executive Order No. 104 shall continue in full force and effect at the start of the 2020-2021 school year; and

WHEREAS, the Board must prepare for all circumstances regarding the start of the 2020-2021 school year, including the potential continued closure of school, any restriction and/or limitation upon athletics, or lack of / reduction in funding; and

WHEREAS, the Board seeks to conditionally appoint its Session 3 athletic coaches for the 2020-2021 school year; and

WHEREAS, all appointments and payments of stipends are conditional upon the full operation of school and the corresponding Session 3 athletic season; and

WHEREAS, in the event of a modified schedule or season, such appointments shall be valid, but the corresponding stipend shall be prorated based upon the portion of the season/schedule performed; and

WHEREAS, in consideration of the lack of guidance provided by the Department of Education the Board and Association have met to negotiate modifications to stipend amounts; and

WHEREAS, the terms set forth below contain the full agreement between the parties; and

NOW, THEREFORE, the Board and Association, in consideration of mutual covenants and promises contained herein, the legal sufficiency of which is hereby acknowledged, agree as follows:

1. Subject to the Board's discretion to operate an athletic program based on Paragraph 4, all Session 3 athletic activity coaches shall be paid 10% of the corresponding stipend set forth by the CBA. This payment shall be made regardless of whether the Session 3 athletic season is later cancelled by the State, Board of Health, Department of Education, or other agency. All payments in accordance with this Paragraph shall be made either in one (1) lump sum payment at the end of the season or two (2) payments occurring at the beginning and end of the season. Session 3 athletic activities are defined as follows:
 - a. Girls Volleyball
 - b. Gymnastics
2. If the State and the local Board of Health permit the Board to operate its athletic activities, such activities shall be permitted to commence. The remaining 90% of the corresponding stipend shall be pro-rated by the total number of weeks of the sports season. A "sports season" shall be defined as eleven (11) weeks, representing the period of March 1 through May 16. Such prorated amounts shall be paid for all weeks that the athletic activity is permitted to take place.
3. In the event that the Session 3 sports season is cancelled by the State or local Board of Health due the COVID-19 health crisis, Session 3 athletic programs shall not be permitted to operate virtually, and all compensation to coaches of such athletic and extracurricular activities shall be limited to the amounts listed in Paragraph 1 above.
4. The operation of all athletic and non-athletic activities shall be within the sole discretion of the Board. In the event that the State permits the operation of athletic and non-athletic activities but the Board receives a reduction in State-aid resulting in the requiring of budget cuts, the Board shall retain the authority to cease operations of all athletic and non-athletic activities and all compensation to coaches of such athletic and extracurricular activities shall be limited to the amounts listed in Paragraph 1 above.
5. This Agreement concerns Session 3 athletic activities and shall be in full force in effect from the period of July 1, 2020 until June 30, 2021. In the event that the public health emergency and/or pandemic is no longer in effect and any funding eliminated from the Board's budget is restored, all coaches and advisors shall be paid in accordance with the CBA. In the event

