

Memorandum of Agreement Between the Somerset Hills Education Association (SHEA) and the
Somerset Hills Board of Education
August 17, 2020

General Provisions

SHEA and the Board of Education recognize that the current public health emergency presents practical difficulties with respect to District operations, including concerns related to co-curricular activities and athletics. The parties desire to address these issues in this sidebar agreement.

The Board of Education will approve sports, Marching Band, and extracurricular activities on an as-needed basis throughout the school year, depending on safety and other concerns. All staff need to ensure that they are board approved before doing any type of work associated with a sport or activity. During the public health emergency, stipends will only be paid if they have been Board approved and in accordance with the terms of this memorandum.

Athletic and Marching Band Stipends for BHIS

Fall athletic and Marching Band stipends will be paid over five pay periods, rather than twice per season. Fall athletic and Marching Band stipends will be paid twice monthly starting September 15, 2020 through November 15, 2020 after board approval. Winter athletic stipends will be paid twice monthly from November through January. Spring athletic stipends will be paid twice monthly from February through April. If an athletic program or Marching Band is terminated for any reason, the coaching/Marching Band staff will be paid for one additional pay period beyond the date of termination in order to close out the season with the athletes and collect all supplies and equipment. No additional payment will be made for that season.

Athletic coaches need to adequately prepare for the season and communicate with their athletes. Therefore, in the event that a season is canceled completely for any reason, coaches will be compensated for the first pay period of their season cycle to recognize the administrative planning and out of season activities that are part of coaching obligations and need to take place before an athletic program can commence.

In the event that the fall BHS athletic season for Women's Soccer, Men's Soccer, Women's Field Hockey, Women's Tennis, and Cross Country extends until September 30, 2020, then the coaches shall complete their coaching obligation with virtual training programs and validate Physical Education Option II requirements for athletes on their roster. Under this scenario, high school coaches would then receive their full BOE-approved stipend. The corresponding date for Football, Marching Band, and Fall Cheerleading would be October 15, 2020. Corresponding dates for the Winter and Spring seasons would be January 15 and April 15, respectively.

Athletic Stipends for BMS

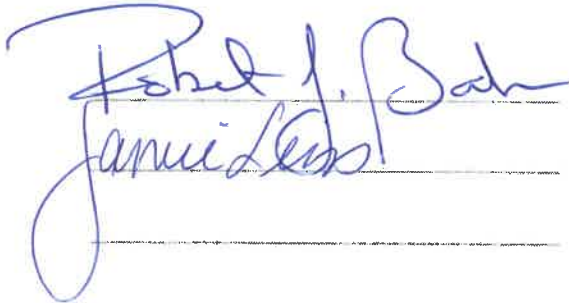
Athletic stipends will be paid over four (4) pay periods from the start of the season. If an athletic program is terminated, the coaching staff will be paid for one additional pay period beyond the date of termination in order to close out the season with the athletes and collect all supplies and equipment. No additional payment will be made for that season.

Co-curricular Activities for All Schools

In the event of the limiting or closing of the physical school structure, all non-athletic co-curricular programs may continue as virtual programs. The program director will submit a plan for how their program will be run virtually to their building principal for approval. Once the building principal and superintendent approve the virtual plan, the board will approve the related stipend and the program will run for its entirety. It is expressly understood that stipends will only be paid in accordance with the terms of this memorandum for duties performed. In the case of athletics and Marching Band, payment of full stipends is not guaranteed.

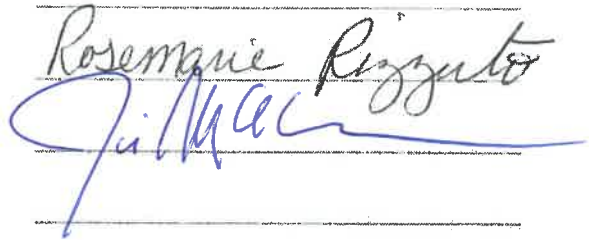
It is expressly understood that this memorandum shall sunset on June 30, 2021 and revert back to the 2018-2021 agreement. This memorandum consists of 2 pages and is subject to Board and SHEA Executive Board approval.

For the Board:



Robert J. Boh
Janice Lewis

For SHEA:



Rosemarie Rizzuto
Jim Mac