

## **Addendum to the Para As Acting Teacher MOU Amendment (July 10, 2024)**

**This Addendum is made on December 4, 2024 to the Memorandum of Understanding (MOU) between the Caesar Rodney School District (CRSD) and the Caesar Rodney Education Association (CREA).**

### **Purpose:**

This Addendum modifies the terms of the original MOU to allow the Annual CRSD Paraprofessional Evaluation Rubric to be modified for Paraprofessionals that are Acting as Teachers.

### **1. Authorization for Modification to the Annual Paraprofessional Evaluation Rubric**

The Parties agree that, in addition to their current duties as outlined in the Annual CRSD Paraprofessional Evaluation rubric, Paraprofessional serving as Acting Teachers, will be evaluated using a modified rubric.

The modified rubric will include changes to Performance Area 2- Working With Students.

- Original rubric language
  - ...the ability to effectively lead small groups, follow lesson plans or staff direction...
- Modified rubric language (The modified rubric is attached)
  - ...the ability to effectively lead whole and small groups, write and implement lesson plans...
- All other language from the original rubric will remain the same

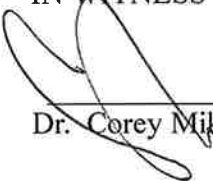
### **2. Scope of Evaluations**

Only Paraprofessionals serving as Acting Teachers will be evaluated using the modified rubric.

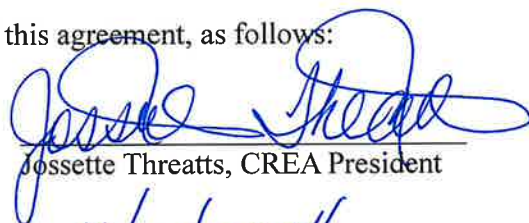
### **3. Duration of the Addendum**

This Addendum will remain in effect for the same duration as the original MOU, unless modified or terminated in writing by mutual consent of the Parties.

IN WITNESS WHEREOF, the parties have executed this agreement, as follows:

  
\_\_\_\_\_  
Dr. Corey Miklus, Superintendent

12/4/24  
\_\_\_\_\_  
DATE

  
\_\_\_\_\_  
Jossette Threatts, CREA President

12/6/2024  
\_\_\_\_\_  
DATE