

MEMORANDUM OF UNDERSTANDING
between
CAESAR RODNEY EDUCATION ASSOCIATION
and
CAESAR RODNEY SCHOOL DISTRICT

WHEREAS, the Caesar Rodney Education Association (“CREA”) and the Caesar Rodney School District (“District”) entered into the discussion regarding staffing challenges for related service specialists (school psychologists, speech-language pathologists, physical therapists, and occupational therapists); and

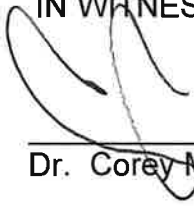
WHEREAS, there is a shortage of in-person related service specialists (school psychologists, speech-language pathologists, physical therapists, and occupational therapists) applying for district positions to cover district related service needs and the District wishes to maximize recruitment and retention efforts in order to provide related services to students;

NOW, THEREFORE, CREA and the District do hereby agree to the following:

1. Full-time, related service specialists will have the option of working four days in person and one day remotely in a five-day work week. If there is a holiday that falls in that week, then it is not considered a five-day work week. If the related service specialist takes a sick or personal day, then the week is not considered to be a five-day work week. Related service specialists are expected to meet the service obligations of all students on their caseloads by providing all therapy sessions in person.
2. Related service specialists have the option of participating in virtual trainings remotely on the following in-service days: Teachers Teaching Teachers (T3) and the State Professional Development Day. The virtual trainings that can be completed remotely are intended for related service specialists to complete their Continuing Education Units (CEU) hours pertaining to their respective disciplines.
3. Related service specialists have the option of working regular workday hours during parent conferences unless there is a request by a parent or teacher for the related service specialist to attend the conference.
4. The District will maintain continuous postings to hire and fill full-time related service staff.

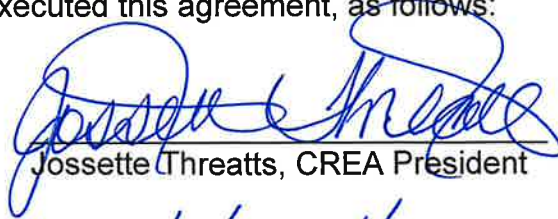
This agreement shall be in effect School Year 2024-2025 and 2025-2026 and shall expire at the end of the 2025-2026 School Year; at such time CREA and the District may consider an extension of this agreement.

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