

MEMORANDUM OF UNDERSTANDING

between

CAESAR RODNEY EDUCATION ASSOCIATION

and

CAESAR RODNEY SCHOOL DISTRICT

This Agreement entered into this day of June 9, 2025, by and between the Board of Education of the Caesar Rodney School District (the "Board") and the Caesar Rodney Education Association ("CREA"), hereinafter collectively "the Parties."

WHEREAS, the Parties entered into a Collective Bargaining Agreement (the "CBA") which, by its terms, governed the time period July 1, 2024 through June 30, 2027.

NOW, the Parties hereby agree as follows:

1. In Article IX Salaries Section G, remove "and middle schools" and distribute the funds as follows:
 - a. Elementary schools and John S. Charlton will receive 54 points of flexible EPER positions (6 points per school to be dispersed at the discretion of the building principal).
 - b. Middle schools will receive 48 points of flexible EPER positions (12 points per school to be dispersed at the discretion of the building principal).
 - c. Caesar Rodney High School will receive 20 points of flexible EPER positions to be dispersed at the discretion of the building principal.
 - d. Each flexible EPER positions is for a one year term and the focus is at the discretion of the building principal.
2. In Article IX Salaries Section H, add "At the high school and middle school level, the four core areas must be represented on the School Leadership Team. Elementary schools will receive six district funded School Leadership Team positions. Middle schools, John S. Charlton and Caesar Rodney High School will receive eight district funded School Leadership Team positions. Dover Air Base Middle shall receive equal number of School Leadership Team positions as an elementary school."
3. In Appendix B1, at the high school level, reduce the points in Groups 1-3 by 4 points, reduce the points in Group 4 by 2 points and reduce the points in Groups

5-14 by 2 points. Also, stretch the longevity supplement from 5+ years to 10+ years with a 1% base increase from years 6-10. The base will be capped at a maximum of 12%.

- a. 0-2 years-Base Salary
- b. 3-4 years-Base + 5%
- c. 5 years-Base +6%
- d. 6 years-Base +7%
- e. 7 years-Base +8%
- f. 8 years-Base +9%
- g. 9 years-Base +10%
- h. 10+ years-Base +12%

By adjusting the longevity supplement, this will allow the following positions to be added:

- a. Assist JV Wrestling
- b. Assist JV Boys Lacrosse
- c. Assist JV Girls Lacrosse
- d. Assist V Cross Country
- e. Freshman Girls Volleyball
- f. Assist Winter Track
- g. Assist V Golf

Longevity/years of experience will be based upon the length of time coaching a specific sport, and not solely on the position held for an individual sport.

4. In Appendix B1, the following job description will be modified to the specific sport and followed for all athletic coaching positions.

Job Title: (Insert Sport) EPER Coaching Contract

- a. Conduct/design regular practice sessions in accordance with start/end date per DIAA regulations which will encompass regular and post season.
- b. Effective communication with student-athletes, parents, other coaches and staff members.
- c. Must be Concussion/Sudden Cardiac/CPR Certified per DIAA regulations.
- d. Applicable to Head Coach only. Collect and inventory uniforms/equipment issued to student-athletes.

- e. Foster a positive, supportive, and disciplined environment that encourages personal and team growth.
 - f. As required, attend coaches' trainings to include but not limited to DIAA, district-wide coaches' meetings, etc.
 - g. The responsibility of a Coach exists beyond the season with regards to image, branding, communication, and supporting student-athletes within the regulations of the DIAA.
 - h. EPER payments will be standardized to 2 payments which 1 will occur mid-season and the final will occur after an end of season check out has occurred.
 - i. Final EPER payment may be held if an end of season check out has not occurred with the Athletic Director and Building Principal.
5. In Appendix B1, the following job description will be modified to the specific activity and followed for all activity positions.

The School Club Sponsor serves as the faculty advisor for a student clubs, providing supervision, guidance, and support to ensure the club operates in accordance with school policies and promotes a positive, inclusive environment. The sponsor helps facilitate meetings, oversees club activities, and supports student leadership in achieving the club's goals. It is expected that at minimum there are three meetings or events per year.

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

BY: Jessica Manell

President-Board of Education
Caesar Rodney School District

DATE: 6/10/25

BY: [Signature]

Executive Secretary-Board of Education
Caesar Rodney School District

DATE: 6/10/25

BY: 

President-CREA
Caesar Rodney Education Association

DATE: 6/10/2025