

Inclement Weather Make Up Day MOU

This Memorandum of Understanding (MOU) is made on November 5, 2025 between the Caesar Rodney School District (CRSD) and the Caesar Rodney Education Association (CREA).

The District will provide a system of tracking participation in approved professional development activities and/or identified events or programs, excluding those compensated through EPER pay, as approved by administration. Prior to an event taking place, the approval for use as time, for inclement weather make-up, will be communicated to all staff involved. To receive credit for time earned, staff members are expected to be involved in the approved program or event. At the end of the school year, such participation will be used in lieu of time missed on the inclement weather day not to exceed 7.5 hours inclusive of duty-free lunch or 1 day. The day for which accumulated time may be used will be determined by the Superintendent or designee and shall apply to all employees who have earned such time. No individual scheduling of those days will occur.

Any teacher not wishing to participate in tracking these events will be required to make up the inclement weather day.

Earned days are not transferable from staff to staff or year to year.

This MOU is for School Year 25-26 and will expire on June 30, 2026.



Dr. Corey Mikus, Superintendent

11/13/25

DATE



Jared Lelito, CREA President

11/13/25

DATE