
MEMORANDUM OF UNDERSTANDING

**Between the Caesar Rodney School District (CRSD)
and the Caesar Rodney Education Association (CREA)**

Subject: Employment Status of Alternative Routes to Certification (ARTC) Teachers

Date: November 5, 2025

I. Purpose

This Memorandum of Understanding (MOU) is entered into by and between the Caesar Rodney School District (hereinafter "District" or "CRSD") and the Caesar Rodney Education Association (hereinafter "Association" or "CREA") for the purpose of establishing a mutual agreement regarding the employment status of teachers hired through the State of Delaware's Alternative Routes to Certification (ARTC) program.

II. Background

Under the current Collective Bargaining Agreement (CBA) between CRSD and CREA, teachers hired after the start of the school year may be designated as *temporary employees* for the remainder of that school year. However, due to the nature of the ARTC program and the District's need to attract and retain qualified educators throughout the academic year, both parties recognize the benefit of providing ARTC teachers with permanent employment status upon hire, regardless of the date of hire.

III. Agreement

1. Permanent Employment Status

Notwithstanding any language in the current Collective Bargaining Agreement to the contrary, teachers hired through the ARTC program shall be afforded *permanent employee* status upon hire, regardless of the time of year in which they are employed.

2. Eligibility

This provision applies only to individuals hired through the Delaware Department of

Education's approved Alternative Routes to Certification (ARTC) program and who meet all other hiring criteria established by the District.

3. Collective Bargaining Agreement Supersession

The parties agree that this MOU shall supersede any conflicting provisions of the current Collective Bargaining Agreement related to temporary or probationary employment status for the purposes described herein.

4. No Precedent Established

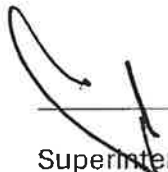
This MOU shall not be construed as establishing a precedent or past practice for any other positions, employee groups, or hiring circumstances outside of the ARTC context.

5. Duration and Review

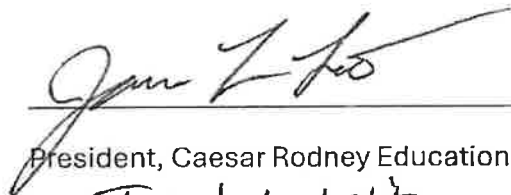
This MOU shall be in effect for the duration of School Year 25-26 and expire on June 30, 2026.

Caesar Rodney School District

Caesar Rodney Education Association



Superintendent of Schools of Designee
Association



President, Caesar Rodney Education
Tared L. Lelito

Date: 11/7/25

Date: 11/7/25