

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.
 - a. The remote day is intended for completion of paperwork. Virtual meetings are permitted; virtual therapy sessions are not permitted.
 - b. Related service specialists are expected to meet the service obligations of all students on their caseloads by providing all therapy sessions in person.
 - c. Therapists are expected to provide their schedules to their supervising administrator for approval at the beginning of the school year. Any changes to schedules require administrative approval.
 - d. The remote day must be consistent (i.e., every Tuesday); any changes to the remote day require admin approval.
 - e. Therapists who prefer to take their remote days intermittently should communicate directly with their supervising administrator.

f. If there is a holiday or in-service day that falls in that week, then it is not considered a five-day work week, and no remote day may be taken that week.

g. If the related service specialist takes a sick or personal day, then the week is not considered to be a five-day work week, and no remote day may be taken that week. If the related service specialist takes a sick or personal day after the remote day has been taken that week, the remote day must be forfeited in the following week, as agreed upon by the supervising administrator.

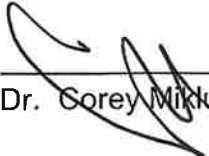
2. Related service specialists have the option of participating in virtual trainings remotely on the following in-service days: Teachers Teaching Teachers (T3) and the State Professional Development Day. The virtual trainings that can be completed remotely are intended for related service specialists to complete their Continuing Education Units (CEU) hours pertaining to their respective disciplines. CEU certificates must be dated the same day of the in-service and should reflect 3.5 hours. A copy of the CEU certificate must be provided to the supervising administrator.

4. The District will maintain continuous postings to hire and fill full-time related service staff.

5. Violation of this MOU will result in the loss of the remote day privilege. Related service specialists should discuss any concerns with their supervising administrator.

This agreement shall be in effect School Year 2026-2027 and shall expire at the end of the 2026-2027 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 Mikus, Superintendent

3/20/26

DATE



Jared Lelito, CREA President

3/23/26

DATE