

**MEMORANDUM OF UNDERSTANDING**

**between**

**CAESAR RODNEY SUPPORT ASSOCIATION**

**and**

**THE BOARD OF EDUCATION OF THE CAESAR RODNEY SCHOOL DISTRICT**

This Agreement entered into this day of June 9, 2026, by and between the Board of Education of the Caesar Rodney School District (the "Board") and the Caesar Rodney Support Association ("CRSA"), hereinafter collectively "the Parties".

WHEREAS, the Parties entered into a Collective Bargaining Agreement (the "CBA") which, by its terms, governed the time period July 22, 2024 through June 30, 2028.

NOW, the Parties hereby agree as follows:

1. In Article IV Salary and Employee Benefits, remove "SY 2026-2027 = \$1,000" and "SY 2027-2028 = \$1,000" and replace with "SY 2026-2027 = \$1,400, excluding the scale for CH11" and "SY 2027-2028 = \$1,400, excluding the scale for CH11". In addition, increase local portion of CH11 salaries by \$2,000 in SY 2026-2027 and SY 2027-2028.
2. In Appendix A1 (FY 2027) and Appendix A1 (FY 2028) replace with the below scales:

Appendix A1 (FY 2027)

FY 2027 Custodian Local Salary Supplement  
Without Longevity

| EXPER | CUST   | CH5    | CH6    | CH11   | CF     | CFB    | MAIL   |
|-------|--------|--------|--------|--------|--------|--------|--------|
| 0     | 9,950  | 13,993 | 14,369 | 15,528 | 13,341 | 13,712 | 13,341 |
| 1     | 10,089 | 13,993 | 14,369 | 15,528 | 13,341 | 13,712 | 13,341 |
| 2     | 12,831 | 13,993 | 14,369 | 15,528 | 13,341 | 13,712 | 13,341 |
| 3     | 12,931 | 14,093 | 14,469 | 15,628 | 13,441 | 13,812 | 13,441 |
| 4     | 12,931 | 14,093 | 14,469 | 15,628 | 13,441 | 13,812 | 13,441 |
| 5     | 13,453 | 14,479 | 14,852 | 16,011 | 13,824 | 14,198 | 13,824 |
| 6     | 13,453 | 14,479 | 14,852 | 16,011 | 13,824 | 14,198 | 13,824 |
| 7     | 13,453 | 14,479 | 14,852 | 16,011 | 13,824 | 14,198 | 13,824 |
| 8     | 13,453 | 14,479 | 14,852 | 16,011 | 13,824 | 14,198 | 13,824 |
| 9     | 13,453 | 14,479 | 14,852 | 16,011 | 13,824 | 14,198 | 13,824 |
| 10    | 13,890 | 14,913 | 15,287 | 16,446 | 14,258 | 14,632 | 14,258 |
| 11    | 13,890 | 14,913 | 15,287 | 16,446 | 14,258 | 14,632 | 14,258 |
| 12    | 13,890 | 14,913 | 15,287 | 16,446 | 14,258 | 14,632 | 14,258 |
| 13    | 13,890 | 14,913 | 15,287 | 16,446 | 14,258 | 14,632 | 14,258 |
| 14    | 13,890 | 14,913 | 15,287 | 16,446 | 14,258 | 14,632 | 14,258 |
| 15    | 14,323 | 15,348 | 15,718 | 16,882 | 14,695 | 15,068 | 14,695 |
| 16    | 14,323 | 15,348 | 15,718 | 16,882 | 14,695 | 15,068 | 14,695 |
| 17    | 14,323 | 15,348 | 15,718 | 16,882 | 14,695 | 15,068 | 14,695 |
| 18    | 14,323 | 15,348 | 15,718 | 16,882 | 14,695 | 15,068 | 14,695 |
| 19    | 14,323 | 15,348 | 15,718 | 16,882 | 14,695 | 15,068 | 14,695 |
| 20    | 14,757 | 15,780 | 16,155 | 17,313 | 15,128 | 15,504 | 15,128 |
| 21    | 14,757 | 15,780 | 16,155 | 17,313 | 15,128 | 15,504 | 15,128 |
| 22    | 14,757 | 15,780 | 16,155 | 17,313 | 15,128 | 15,504 | 15,128 |
| 23    | 14,757 | 15,780 | 16,155 | 17,313 | 15,128 | 15,504 | 15,128 |
| 24    | 14,757 | 15,780 | 16,155 | 17,313 | 15,128 | 15,504 | 15,128 |
| 25    | 15,190 | 16,215 | 16,589 | 17,747 | 15,563 | 15,934 | 15,563 |

| Longevity       |     |
|-----------------|-----|
| Years 3-9       | 100 |
| Years 10-14     | 150 |
| Years 15-19     | 200 |
| Years 20-24     | 250 |
| Years 25 and up | 300 |

Appendix A1 (FY 2028)

FY 2028 Custodian Local Salary Supplement  
Without Longevity

| EXPER | CUST   | CH5    | CH6    | CH11   | CF     | CFB    | MAIL   |
|-------|--------|--------|--------|--------|--------|--------|--------|
| 0     | 11,350 | 15,393 | 15,769 | 17,528 | 14,741 | 15,112 | 14,741 |
| 1     | 11,489 | 15,393 | 15,769 | 17,528 | 14,741 | 15,112 | 14,741 |
| 2     | 14,231 | 15,393 | 15,769 | 17,528 | 14,741 | 15,112 | 14,741 |
| 3     | 14,331 | 15,493 | 15,869 | 17,628 | 14,841 | 15,212 | 14,841 |
| 4     | 14,331 | 15,493 | 15,869 | 17,628 | 14,841 | 15,212 | 14,841 |
| 5     | 14,853 | 15,879 | 16,252 | 18,011 | 15,224 | 15,598 | 15,224 |
| 6     | 14,853 | 15,879 | 16,252 | 18,011 | 15,224 | 15,598 | 15,224 |
| 7     | 14,853 | 15,879 | 16,252 | 18,011 | 15,224 | 15,598 | 15,224 |
| 8     | 14,853 | 15,879 | 16,252 | 18,011 | 15,224 | 15,598 | 15,224 |
| 9     | 14,853 | 15,879 | 16,252 | 18,011 | 15,224 | 15,598 | 15,224 |
| 10    | 15,290 | 16,313 | 16,687 | 18,446 | 15,658 | 16,032 | 15,658 |
| 11    | 15,290 | 16,313 | 16,687 | 18,446 | 15,658 | 16,032 | 15,658 |
| 12    | 15,290 | 16,313 | 16,687 | 18,446 | 15,658 | 16,032 | 15,658 |
| 13    | 15,290 | 16,313 | 16,687 | 18,446 | 15,658 | 16,032 | 15,658 |
| 14    | 15,290 | 16,313 | 16,687 | 18,446 | 15,658 | 16,032 | 15,658 |
| 15    | 15,723 | 16,748 | 17,118 | 18,882 | 16,095 | 16,468 | 16,095 |
| 16    | 15,723 | 16,748 | 17,118 | 18,882 | 16,095 | 16,468 | 16,095 |
| 17    | 15,723 | 16,748 | 17,118 | 18,882 | 16,095 | 16,468 | 16,095 |
| 18    | 15,723 | 16,748 | 17,118 | 18,882 | 16,095 | 16,468 | 16,095 |
| 19    | 15,723 | 16,748 | 17,118 | 18,882 | 16,095 | 16,468 | 16,095 |
| 20    | 16,157 | 17,180 | 17,555 | 19,313 | 16,528 | 16,904 | 16,528 |
| 21    | 16,157 | 17,180 | 17,555 | 19,313 | 16,528 | 16,904 | 16,528 |
| 22    | 16,157 | 17,180 | 17,555 | 19,313 | 16,528 | 16,904 | 16,528 |
| 23    | 16,157 | 17,180 | 17,555 | 19,313 | 16,528 | 16,904 | 16,528 |
| 24    | 16,157 | 17,180 | 17,555 | 19,313 | 16,528 | 16,904 | 16,528 |
| 25    | 16,590 | 17,615 | 17,989 | 19,747 | 16,963 | 17,334 | 16,963 |

| Longevity       |     |
|-----------------|-----|
| Years 3-9       | 100 |
| Years 10-14     | 150 |
| Years 15-19     | 200 |
| Years 20-24     | 250 |
| Years 25 and up | 300 |

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

BY: \_\_\_\_\_

President-Board of Education  
Caesar Rodney School District

DATE: \_\_\_\_\_

BY: \_\_\_\_\_

Executive Secretary-Board of Education  
Caesar Rodney School District

DATE: \_\_\_\_\_

BY: \_\_\_\_\_

Vice-President-CRSA  
Caesar Rodney Support Association

DATE: \_\_\_\_\_