

MEET AND CONFER AGREEMENT
for
ADMINISTRATIVE ASSISTANT STAFF
of
CAESAR RODNEY SCHOOL DISTRICT

Authorized by
BOARD OF EDUCATION
CAESAR RODNEY SCHOOL DISTRICT

Approved by Board of Education
Effective July 1, 2024

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INTRODUCTION

This manual was authorized by the Caesar Rodney School District Board of Education following discussions between representatives of the District.

Through the adoption of this Manual, the Board of Education expects the Administrative Assistant Staff will have a greater understanding of:

- their role in the Mission of the District
- the benefits provided to the Administrative Assistant Staff
- the District's appreciation of the services provided by the Administrative Assistant Staff

This manual is only one process the District uses to communicate with the Administrative Assistant Staff. The other primary methods include handbooks, meetings, job descriptions, and dialogue between other employees, supervisors, and administrators.

A Manual such as this cannot address every matter of concern, but it is expected that the items included are important to the Administrative Assistant Staff. The issues addressed in this Manual are specific to and solely intended for the Administrative Assistant Staff.

This Manual is not designed to circumvent any rights or benefits an employee is entitled to by Federal or State law. Should a conflict exist, it is understood that the provisions of an appropriate law supersede the provisions of this manual.

If material included or omitted from the manual raises questions, the Administrative Assistant Staff is expected to bring this matter to the attention of their supervising administrator so clarification can be made and future manuals modified.

DURATION

This manual shall be in effect beginning July 1 of the 2024-2025 school year and continue in effect for subsequent years unless amended by the action of the Board of Education. This agreement shall remain in effect for 3 years. In a fiscal year where a current expense increase takes effect due to the passing of an operating referendum the prior fiscal year, there shall be a salary scale only reopener. The Board of Education will not amend this Manual without first meeting with representatives of the Administrative Assistant Staff.

NON-DISCRIMINATION

Title VII, IX and Section 504 Compliance Notification

It is the policy of the Caesar Rodney School District not to discriminate on the basis of sex, race, national origin, creed, age, marital status or disability in its education program, activities, or employment policies as required by Title VI and VII of the 1964 Civil Rights Act, Title IX of the 1972 Education Amendments, and the Federal Occupational Rehabilitation Act of 1973. Inquiries should be addressed to the Superintendent, Caesar Rodney School District, 7 Front Street, Wyoming, DE 19934.

MEET AND CONFER COMMITTEE

The Administrative Assistant Staff shall form a Meet and Confer Committee. The Superintendent or the Director of Human Resources shall meet with the Meet and Confer Committee as needed to discuss matters of interest to the Administrative Assistant staff.

The Meet & Confer Committee shall be voluntary, and up to two members of the committee shall be eligible to receive an annual stipend. The stipends shall be as follows and will be paid from the Administrative Assistant's "Tuition, Association & Professional Development Budget". Should two people choose to "co-lead" the committee, they shall each receive the stipend for the Vice President.

President	\$250
Vice President	\$150

PERSONAL EXPECTATIONS

Administrative Assistants are often the first person visitors encounter when entering a school or District office. The District is dependent upon the Administrative Assistants establishing the initial contact with visitors in such a way that the taxpayers of the District feel the schools are conducting their business in a manner in which all citizens can be proud.

The District does not believe it is necessary to establish dress regulations for the Administrative Assistant employees, but does expect the Administrative Assistant staff to present themselves for work in a professional manner with clothing appropriate for the assigned task.

In addition, Administrative Assistants should never leave a person without answers to questions they receive. If the employee does not know the answer, the visitor should be informed of that fact and the Administrative Assistant should either direct the person to someone who can respond to the questions, or obtain the name and telephone number of that person so the appropriate District employee can respond to the visitor's needs.

Administrative Assistants are expected to understand the confidentiality of the material they handle and the rights of students and fellow employees of the District with respect to records they are entrusted with. It is inappropriate for any Administrative Assistant employee to share information with **anyone** regarding confidential information they have become aware of in the performance of their job.

WORK YEAR/WORK YEAR

Unless specified at the time of employment, all Administrative Assistant positions are full-time for a twelve-month period. All salaries are stated as a yearly total rather than an hourly rate. The following definitions are provided to clarify issues associated with salary.

Full-time

1. Five days/37.5 hours per week, except for holidays, either legal or established by the District.
2. Seven and one half hour work days exclusive of a 30-minute lunch
3. Deductions for leave without pay: The Epilogue language contained in the FY 2001 Budget Act changed the per diem salary divisor for 12-month public education employees from 261 to 222.
 - Daily rate = annual salary divided by 222
 - Hourly rate = daily rate divided by 7.5
4. Extra Time: At the request of the appropriate Director, extra work hours incurred to meet the demands of the district will be compensated. Time worked between 37.5 and 40 hours per week would be compensated hour for hour, per FLSA requirements. Time worked beyond 40 hours will be compensated at 1.5 times the rate equivalent to the employee's regular hourly compensation. Compensation will be either as time or salary as mutually agreed by the employee and her/his supervisor.
5. Compensatory time may be accrued in the event that the District moves to a summer Alternative Work Schedule (AWS). In the case of an AWS, employees shall be granted the ability to accumulate compensatory time during the school year prior to usage. Time accrued between 37.5 and 40 hours per week accrues hour for hour. Time over 40 hours per week accrues at 1.5 times the hours worked. Accrued time shall not include regular lunch breaks, or any task for which the employee receives compensation.

At no time shall an employee be permitted to work sufficient hours such that the accrued compensatory time would exceed seventy-five (75) hours. Scheduling of all compensatory time must be authorized by the supervising administrator and shall be approved absent extraordinary effect on operations. All compensatory time accrued shall be exhausted prior to the conclusion of the summer AWS.

Part-time

- I. Days and hours will be established upon employment.

2. A 30-minute unpaid duty-free lunch break will be included if the work day is a four-hour or longer shift which starts before 11 a.m. and lasts later than 2 p.m.

Temporary Assignments

Employees temporarily transferred to a position of a higher pay rate for 30 consecutive days shall be paid the salary of the higher paying position, retroactive to day one of the temporary promotion. Employees temporarily transferred to a lower position will not have their salary reduced during that time. The procedure described here is intended to provide for coverage while an employee is on temporary leave of absence.

Breaks

During each four-hour period, employees are entitled to one meal break or one rest period. During a normal 7.5 hour shift, employees are entitled to one 30-minute unpaid duty-free meal break and one 15-minute rest period. Building Administrators are responsible for working with employees to ensure coverage for the Administrative Assistant's lunch break.

1. With the approval of, her/his supervising administrator, an administrative assistant employee may combine their 30 minute lunch with their 15-minute rest period.
2. With the approval of her/his supervising administrator, an administrative assistant employee may schedule an hour lunch by extending her/his work day.
3. With the approval of her/his supervising administrator, a second break may be scheduled if corresponding time is added to the work day.

Scheduling of Workday

The District authorizes building administrators to implement a flex time schedule with the Administrative Assistant staff, as needed, to ensure the efficient and effective operation of the building.

SALARY

Salary: For all employees referenced in this manual, the salary shall be as prescribed by Section 1308(a), Chapter 13, Title 14, Delaware Code plus any supplement from District funds authorized by the Board of Education as listed in this manual.

Upon employment, an employee will be provided a letter of employment which specifies the salary grade of the position for which she/he was hired. A similar letter will be provided to an employee transferred to a new assignment.

Current salary grades are identified as:

Salary Grade 1 [equivalent to the State salary grade for clerk}

- Salary Grade 2 [equivalent to the State salary grade for secretary]
- Salary Grade 3 [equivalent to the State salary grade for financial secretary]
- Salary Grade 4 [equivalent to the State salary grade for administrative secretary]

Salary grade assignments for Administrative Assistant positions are made by the Superintendent. It is the intent of the District to assign salary grades equivalent to the number of positions earned in each salary grade from the state by the District, as specified in Section 1308f, Title 14, Chapter 13 of the Delaware Code.

Salary grades do not describe job responsibilities; they merely identify salaries for positions. Job responsibilities are listed in Job Descriptions that are kept in the HR office. Employees may request a copy at any time.

All salaries quoted in the salary schedule are salaries for full-time, twelve (12) month positions. Any salary for less than full-time (12 months) will be prorated.

The local component of the salary schedule will be increased by the following percentages:

- 2024-2025 = 2%
- 2025-2026 = 1%
- 2026-2027 = 1%

Additionally, the following dollar amounts will be added to the salary schedule after the % increase is calculated for the first year (2019-2020) of this agreement:

- 3 - 9 years of experience = \$100
- 10 - 14 years of experience = \$150
- 15 - 19 years of experience = \$200
- 20 or more years of experience = \$250

For the 24-25 school year, should an employee with over 12 years experience in the district believe they should be eligible for a step increase to reflect the addition of Steps 7-15, they may request a meeting with their supervisor and the Superintendent or their designee.

SALARY SUPPLEMENTS

Merit Steps: In addition to the salary prescribed by Chapter 13, Title 14, Delaware Code for her/his salary grade, and the local salary schedule, each Administrative Assistant support staff member will receive a local supplement based on her/his placement on the accompanying six step Merit Scale.

All beginning Administrative Assistant support staff will initially be placed on Step 1 of the Merit Scale. Movement to the next level of the scale is an indication of outstanding job performance and will only be considered upon two consecutive years of achieving or surpassing 48 evaluation points on the Administrative Assistant evaluation form. A rating of 1 or less in any category, excluding attendance, will be cause for elimination in the current year's step process. Supervising Administrators reserve the right to request that an Administrative Assistant remain at their current step due to job performance. In any instance where an employee is not considered for a step increase,

a meeting will be held with the employee, their supervisor and the superintendent or their designee.

If an administrative assistant support staff member changes positions and moves to a higher salary grade and, at the time of the promotion were currently at Step 2 or above on the Merit Scale, she/he will be placed on the Merit Scale at Step 2 rather than Step 1. However, in no case, will a staff member who is hired into a higher salary grade receive a lower salary because of her/his having to move back to Step 2 from a higher level in a lower salary scale. In such a case, the staff member will receive their current salary until such time as she/he advances to a step level in the new salary grade that is at or above her/his current salary.

Additional Education and Training: The qualifications for the following Salary Supplements are established by the State Board of Education. Current qualifiers are listed in Appendix I. Employees shall receive an additional supplement to their salary, if qualified according to the State Board of Education, Title 14, Chapter 13, Section 1309(b) as follows:

<u>Qualifier</u>	<u>State</u>	<u>Local</u>
Bachelor's Degree, Level III**	\$1,320	\$1,401
Adm. Support Personnel, Level II**	\$ 991	\$1,052
Adm. Support Personnel, Level I**	\$ 662	\$ 702

** As described in Delaware Code Title 14 Education, section 750 Support Personnel Salary Supplements for Additional Training

BENEFITS

1. **Medical and Health Benefits:** The district contributes up to a maximum of \$135 per month to defray the membership costs for those employees eligible * and participating in the individual or family Health Insurance Program sponsored by the State of Delaware.

Vision Plan: The District will provide a group vision plan program for full time employees. There is a buy- in option for part time employees.,

Group Dental Insurance: The District will provide a group dental insurance program for eligible* and participating employees and dependents.

The district will provide the administrative assistant staff the same Medical and Health Benefits as in the teacher's negotiated contract.

*To be an employee eligible for Benefits under #1, an employee must be scheduled to work a minimum of thirty (30) hours per week. If an employee who is not eligible to receive the paid Health/Dental Insurance desires coverage of either plan, they can purchase the plan. In such instances, contact the District Benefits Coordinator for information about the purchase process.

2. **Flexible Spending:** In addition to the Caesar Rodney School District employee benefits, the District agrees to make the State of Delaware Flexible Benefit Plan available to district employees. All rules and regulations promulgated by the State of Delaware shall apply.
3. **Liability Insurance:** All employees of the District are covered by liability insurance in the amount of \$1,000,000 per person, \$1,000,000 per occurrence, and \$50,000 property damage. Employees must give written notice to the District Office upon becoming aware of any pending claim. Policy covers all employees while in the performance of their assigned duties.
4. **Term Life Insurance:** Employees may purchase term life insurance per State regulations on payroll deductions. See Benefits Coordinator for information and the purchase price.
5. **Worker's Compensation:** All employees are eligible for Workman's Compensation. See the Support Staff Handbook, Section II: Reporting Job Related Injury, Accident, or Illness.
6. **Long-term Disability:** The Board shall provide a group Long Term Disability Income Plan for employees hired prior to January 1, 2006 who did not elect to participate in the Short Term/Long Term Disability Plan sponsored by the State of Delaware.
7. **Unused Sick Leave Upon Retirement:** An employee who is retiring is entitled to receive pay for unused sick leave up to one-half of 90 days as provided by law. The local supplement will be added to the State salary when determining the pay for unused sick leave. The daily rate for sick leave payout will be calculated as follows: Employee's total annual salary /222 = daily rate.
8. **Payroll Checks:** Employees shall be notified, in writing, of any changes in their bi-weekly checks. Said notice will be sent to the employee at their current assigned location (if the employee is not working, notice will be sent to their home address). Employees are paid bi weekly. All employees shall have access to the State's electronic payroll system (ePay) for viewing/printing their pay advices.
9. **Mileage Reimbursement:** Employees required to use their own vehicles in the performance of their duties shall be reimbursed for their mileage, at the rate specified by State law. Reimbursement forms can be obtained from the principal or supervisor.
10. **Membersh.ip Reimbursement:** Administrative Assistants who are members of the Delaware Association of Educational Office Professionals or National Association of Educational Office Professionals will be reimbursed annually for the cost of membership to DAEOP/NAEOP. The total budget for Tuition, Association & Professional Development reimbursement will be \$7,000 annually. Other employees performing on a national committee may request financial support to attend a National meeting.
11. **Tuition Reimbursement:** The Board agrees to pay the full cost of tuition incurred in connection with any training which an administrative assistant is required and/or requested by the administration to take.

A fund in the amount of \$7,000.00 (dollars) will be established annually for the purpose of Tuition, Association & Professional Development reimbursement. The per credit tuition reimbursement amount will be limited to the most current per credit fee charged for undergraduate courses at the University of Delaware. The Administrative Assistant staff will develop a committee, which will appoint a representative or committee to approve disbursement of tuition reimbursement funds. An approval form will be forwarded to the Director of Human Resources for the purpose of tracking the approvals.

- 12. **Professional Development:** Each Administrative Assistant support staff member is encouraged and expected to take advantage of professional development opportunities which will enhance her/his skills and ability to perform assigned tasks. Advancement on the Merit Scale requires each employee to demonstrate such ongoing professional development. Administrative Assistant staff members and their immediate supervisor are to meet annually to come to agreement on the area(s) of professional development that will be considered as meeting the requirement for professional development in the evaluation of the year's performance.

The following list of contact hours for professional development will serve as the minimum amount in the area(s) agreed upon with the staff member's supervisor, needed to be considered for the corresponding rating of professional development on the annual evaluation

Rating	Hours	Points
Exemplary	12 or more hours	8
Highly Effective	10-11 hours	6
Average	8-9 hours	4
Needs Improvement	6-7 hours	2
Unsatisfactory	Less than 6 hours	0

To be considered for contact hours on an evaluation, all requirements of the professional development course must be met or completed. If a rating is provided it must be at the satisfactory or C level or above. All professional development work must be documented by a transcript, certificate, letter or other approved documentation.

A professional development committee, established by the Administrative Assistant staff, will be authorized to:

- Develop, plan, and coordinate District Based professional development activities for the Administrative Assistant staff. Any district based development must be pre-approved by the Superintendent.
- Establish procedures and policies for Administrative Assistant travel to workshops and/or conferences to further their professional development. Such procedures will be consistent with Board policy, State Law, and the State rules and regulations. A limit of \$600.00 (dollars) will be established per administrative assistant each year. Should a administrative assistant who is a member of DAEOP serve in an elected office at the State or National level, the Leadership of the Caesar Rodney Administrative Assistant Meet & Confer group may request additional financial support beyond \$600.00 to cover

the cost of this elected officer.

- The Administrative Assistant professional development committee will review and make recommendations on applications for requests to attend conferences and workshops with final approval by the Director of Human Resources. The total budget for Tuition, Association & Professional Development reimbursement will be \$7,000 annually.

13. **Athletic Pass:** Employees are entitled to a non transferable pass for all Caesar Rodney School District home athletic contests. This pass shall grant admission to an employee and two guests. This does not apply to DIAA Events, Conferences or Theatre Productions.

LEAVE OF ABSENCE

As employees of a governmental unit in the State of Delaware, employees of Caesar Rodney School District are the beneficiary of a number of benefits under Section 1318 of the Delaware Code. These benefits include: sick leave, special leave associated with death in the immediate family, critical illness leave, death of a near relative, special religious holiday leave, personal leave, etc. Employees should reference the District's Support Staff handbook for procedures regarding benefits under Section 1318(f) of the Delaware Code. In the event an employee has a question regarding any of the leaves from Section 1318 of the Delaware Code, the employee should direct questions to the District Human Resource Office.

Under certain conditions, an employee can use the provisions of sick leave for illness or disability stemming from a pregnancy condition. Employees who are pregnant and become **ill** as a result of the pregnancy, are eligible to use sick leave for this illness as they would in any other illness. These employees may use sick leave after delivery or other termination of the pregnancy, and should visit with the Director of Human Resources so they can clearly understand their benefits.

Employees of the District may request leave without pay for a period, up to but not exceeding, one year. Requests for leave without pay for periods of ten (10) days or less should be directed to the employee's supervisor. Requests for leave without pay for periods of eleven (11) or more days should be addressed to the Director of Human Resources.

In the event of unscheduled school closings, offices will remain open and twelve-month employees will be expected to work, unless the Governor declares a State of Emergency. In cases of a State of Emergency, every effort will be made to inform the employee of this emergency status.

During non-State of Emergency closings or the District switching to a virtual day, employees will be granted the opportunity to work remotely, use compensatory time, or use liberal leave with the Superintendent/or designee's approval.

In the event of late school openings due to inclement weather conditions administrative assistants will be granted ½ the time granted to 10-month employees. (Example: if school opens 2 hours late, administrative assistants are to report to work 1 hour later than their normal start time).

VACATIONS

Vacation computation will be made at the rate of 1.75 days per months, or a total of 21 days per year for employees with one (1) to five (5) years of district administrative assistant experience and employees with more than five (5) years administrative assistant experience will earn vacation at the rate of 2.17 days per month, or a total of 26 days per year. Vacation leave will be front-loaded at the start of each fiscal year and will be adjusted in the event of retirement, resignation or termination. The maximum amount of annual leave which any employee shall be permitted to carry forward into the next fiscal year shall be 42 days. Where, prior to the end of a fiscal year, an employee has accumulated more than 42 days of annual leave, such annual leave shall be adjusted to 42 days at the end of such fiscal year. All vacation days must be requested in advance of their use.

The school district will be closed during the winter break, The superintendent or his/her designee may authorize the opening of school during this time period if situations warrant and designate workdays.

HOLIDAYS

The following is a list of current holidays that employees will not be scheduled for work:

Martin Luther King Jr. Day
Presidents' Day
Good Friday
Memorial Day
Juneteenth
Fourth of July
Labor Day
Election Day*
Veteran's Day**
Thanksgiving Break
Winter Break

* During off-years of the General Election, employees will be eligible to earn one (1) additional vacation day provided the employee does not use more than a total of three (3) sick leave and/ or personal days in the preceding fiscal year.

**Per State Code, in the event that Veteran's Day is on a Saturday it will be observed on Friday. If Veteran's Day is on a Sunday it will be observed on Monday.

If the Governor declares an additional holiday/holidays for state employees, the district administrative assistant employees will be granted that day/days. If this is not possible during the school year, they will be given an additional vacation day or days.

JOB DESCRIPTION

A Job Description is presented to all employees upon employment or transfer to a new job assignment Job Descriptions are not all inclusive, but are developed to provide the employee an

understanding of the primary job responsibilities, needed skills or training required to function effectively in the assignment and the person who will be the employee's supervisor. A copy of the job description will be provided to each employee annually and/or made available upon request to HR.

PROBATIONARY PERIOD

An employee new to the District shall be on probation for a period of six (6) months to begin from the date of hire and end the last day of the sixth month. During the probationary period, the new employee shall receive thorough instruction and training on the job. The new employee will receive an informal evaluation at the end of the third month and a formal evaluation at the end of the sixth month (end of probationary period). If at any time during the probationary period it is determined by the new employee's supervisor that the employee is incapable of successfully performing the job, he/she shall be immediately terminated. Any employee retained by the District after completion of the probationary period shall automatically obtain regular employee status and shall have seniority retroactive to the date of hire by the District.

EVALUATION

Each Administrative Assistant employee is to receive a minimum of one (1) written evaluation per school year. If an employee's work performance is not identified as unsatisfactory, or if an evaluation is not completed, the employee should interpret their status as an employee in good standing. Lack of written evaluation on administrators behalf will not negatively affect an administrative assistant's chances for step increase.

Should an employee find their job performance evaluated as unsatisfactory, the employee will receive written suggestions regarding how to gain satisfactory status. Except for unusual circumstances, an employee would not be terminated for an initial unsatisfactory evaluation.

At the conclusion of an employee evaluation, the employee will have the opportunity to attach written comments with respect to the content of the evaluator's comments and recommendation.

Comments directed toward an employee judgmental or negative in fashion shall be communicated to the employee in a private setting or in the presence of a third party affected by the employee's work.

At the timing of this agreement, it is the intent of the District and the Meet and Confer Committee to rejuvenate the current evaluation and rubric.

PROMOTION OPPORTUNITIES

Promotion opportunities are considered to be those opportunities for an individual to advance a salary grade. Promotion opportunities may be within the school/district office where the employee is assigned or may necessitate a movement to another office. Vacancy notices, posted in the appropriate places, should be reviewed for promotional opportunities. When a promotional opportunity is posted, employees with an interest in the promotional opportunity shall notify the Director of Human Resources. All eligible employees will be interviewed before the assignment is filled. It is the practice of the District to promote employees within the District unless it is considered in the best interest of the District to bring an employee from outside the District to the position. All job postings will be emailed districtwide.

EMPLOYEE COMPLAINT

The District's position regarding employee complaints is that they need to be resolved as quickly and fairly as possible. The District further believes that face to face informal discussion between the parties involved in a situation is the best way to resolve a difference; however, it is understood that there are times when assistance is needed to fairly resolve an issue.

When assistance is deemed needed by employees, a review of the District procedure for Staff Complaints and Grievances should be made. This procedure is printed in Section II of the Support Staff handbook. Should the employee feel a need for advice on how to use this process, the Director of Human Resources should be contacted for advice and counsel on how to use the process.

If the employee's problem is associated with the Director of Human Resources, the employee may seek the advice and counsel of the Superintendent. If an Administrative Assistant employee is of the opinion that formal procedures have not appropriately remedied the concern, it is expected the employee will follow the procedure detailed in the "Procedures: Staff Complaints and Grievances," as published in the Support Staff Handbook to resolve the concern.

REVIEW OF PERSONNEL FILE

An employee shall, upon request, be permitted to review the contents of his/her personnel file, except for confidential documents (i.e. references) as determined by the Director of Personnel or his/her designee and removed by that person in the presence of the employee. The Director of Human Resources will arrange a review of an administrative assistant's file within five (5) working days. In the event the Director is unable to schedule the review within five (5) days, the Superintendent shall appoint an appropriate designee to complete the review.

At least once every two (2) years an administrative assistant shall have the right to indicate those documents and/or other materials in his/her file which he/she believes to be obsolete or otherwise inappropriate to retain. Said documents shall be reviewed by the Superintendent or his designee and if, in fact, they are obsolete or otherwise inappropriate to retain, they shall be destroyed. If the Superintendent does not feel the documents to be obsolete or otherwise inappropriate, an explanation will be given to the employee in writing as to the reason they will not be destroyed.

REDUCTION IN FORCE

In the event the District determines that it is appropriate to reduce the number of employees who are included in this group, seniority will be considered in identifying the person to be reduced.

For this purpose seniority will be considered the length of current continuous employment with the District in an administrative assistant position.

When it is determined by the district which employee position is to be reduced, the least senior employee of that salary grade will be notified they are scheduled for reduction unless the least senior employee had required skills which are needed for their job. In such an instance, the next least senior employee would be identified for reduction.

When notified that they are scheduled for reduction, an employee could "bump" the least senior employee in their current salary grade or the next lower salary grade if the employee has the skills, knowledge or capacity needed to function in the position obtained via the "bump". For the purpose of "bumping," if staff reduction should be scheduled, the following is the order of salary grades from highest to lowest: Pay Grade 4, Pay Grade 3, Pay Grade 2, and Pay Grade 1. The salary shall be based on the lesser of their current salary or the current incumbent's salary

Employees reduced via this procedure shall have recall employment rights to any position of the salary grade they were reduced from one (1) calendar year following the reduction. Recall is also dependent upon the employee having the skills, knowledge or capacity for the recall position.

Employees must notify the District if they desire to use the "bump" process within five (5) days of being notified their job is being reduced to qualify for "bumping." Employees do not forfeit recall rights if they opt not to "bump" another employee.

Employees on "recall status" are entitled to use the Complaint Procedures if they have a complaint regarding their failure to gain re-employment via the recall process.

TERMINATION

Unless an employee is informed upon initial employment that employment is for a specific period of time, employment is a continuing process for both the ten (10) and twelve (12) month employees. Employment will terminate by one of the following causes:

1. Expiration of pre-set period of employment
2. Retirement
3. Resignation
4. Reduction in force (RIF)
5. Death
6. Termination by the action of the Board of Education

Should an employee be recommended for termination, the employee may request a hearing before the Board of Education before the recommendation for termination is acted on. If an employee is to

be recommended for termination, the employee will receive a written notification of such recommended action from the Superintendent of Schools. If the employee desires a hearing before the Board of Education, prior to the Board acting on the recommendation of the Superintendent, the employee must provide the Superintendent a written request for the hearing within five (5) days of receipt of the written notice regarding the recommendation for termination. At such a hearing, an employee would have the right to have a representative of their choice with them at the hearing.

The District has high expectations for its employees and identifies those expectations in the Support Staff handbook under Standards of Conduct. A termination would be based on an employee's serious disregard for the standards of conduct and an employee would receive written notice of unsatisfactory conduct before termination was considered, unless the behavior was of such gross nature that remediation of the behavior was inappropriate.

SAFETY AND PROTECTIVE EQUIPMENT

No employee is expected to use equipment that is not maintained in a safe condition. All employees should immediately report any defective equipment to their supervisor.

The District will provide appropriate protective equipment or material for the handling of equipment or materials which could be injurious to the individual. Employees are expected to use appropriate safety measures and protective equipment whenever such equipment or material is used.

Administrative Assistants that cover for the building nurse during break time, lunch, or when a nurse is absent, shall be covered by the District's hepatitis inoculation program which entitles them to be reimbursed for costs of a hepatitis inoculation, above what is covered by insurance.

CAESAR RODNEY SOIOL DISTRICT
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1	D	23,436	0	6,642	JOD71	21,436	0	1.m	J.D671	24,182	0	8,446	J U Z I	24,882	0	8,751	3 3 , W	25,738	0	9,055	J4,7H
2	1	24,062	0	6,642	J0,104	24,062	0	7,235	31,297	25,465	0	8,446	31,911	25,465	0	8,751	34,116	26,326	0	9,055	35,381
3	2	24,640	0	6,642	n,182	24,640	0	7,215	31,178	26,046	0	1,446	34,492	26,046	0	1,751	M,7t7	26,916	0	9,055	15,971
4	I	25,216	n	7,148	JZ,441	25,216	100	7,764	31,GID	26,621	100	8,985	J5.7U	26,628	100	9,297	36,025	27,808	100	9,608	J7,2II
S	e	25,793	n	7,148	D.011	25,793	100	7,764	D,i51	27,212	100	8,985	J8,291	27,210	100	9,217	la.a,,	28,164	100	9,608	37,172
●	S	26,370	n	7,148	J3,59S	26,370	100	7,764	34,BI	27,821	100	8,985	J8,100I	27,821	100	9,297	J7,J11	28,819	100	9,608	J1,S11
7	6	26,946	n	7,148	34,171	26,946	100	7,764	J U I O	28,179	100	8,985	37,584	28,479	100	9,297	37,876	29,499	100	9,608	39,217
●	7	27,521	n	7,148	34,74'	27,521	100	7,764	35,315	29,136	100	8,985	il8,22L	19,136	100	9,297	31,531	30,162	100	9,608	111,1170
5	i	28,168	77	7,148	35,393	28,168	100	7,764	36,90U	29,793	100	8,985	38,878	29,793	100	9,297	39,190	30,830	100	9,6118	40,538
D	9	28,819	n	7,148	J5D44	28,819	100	7,764	JUIJ	30,449	100	8,985	19,514	30,449	100	9,297	D1146	31,495	100	9,608	41,20I
11	D	29,469	116	7,615	17,00	29,4611	150	8,257	17,171	31,110	150	9,491	40,781	31,110	150	9,798	41,08I	32,161	150	10,104	42,415
12	U	30,120	116	7,615	17,851	30,120	150	8,257	38,52I	31,767	150	9,491	41,408	31,767	150	9,798	41,715	32,826	150	10,104	43,08D
13	12	Jtl,770	116	7,615	38,501	30,770	150	8,257	39,177	32,422	150	9,491	4 U U	12,422	150	9,798	4U70	33,494	150	10,104	43,741
14	U	31,422	116	7,615	J1,153	31,422	150	8,257	J9,1J9	33,081	150	9,491	42,711	11,081	150	9,798	4J,02J	34,158	150	10,104	44,412
15	14	32,074	116	7,615	'9,805	32,074	150	8,257	olQ,481	33,740	150	9,491	43,381	13,700	150	9,798	41,&II	3,t,823	150	10,104	45,077
U	15	32,726	158	8,090	40,971	32,726	200	8,743	4 U H	34,394	200	9,913	44,577	34,394	200	10,292	44,111	35,493	200	10,601	
17	U	33,374	155	8,090	41,619	33,374	200	8,743	G,317	35,050	200	9,983	45,233	35,050	200	10,292	45,542	36,158	200	10,601	46,959
19	17	34,026	155	8,090	CZ,111	34,026	200	8,743	4U111	35,710	200	9,983	45,all	35,710	200	10,292	41,ZOZ	36,123	200	10,601	47,124
U	19	34,678	155	8,090	Q,921	34,676	200	8,743	G,519	36,364	200	9,983	46,547	36,364	200	10,292	46,158	37,490	200	10,601	48,291
20	U	35,110	158	8,090	43,573	35,328	200	8,743	44,271	37,026	200	9,983	47,301	37,026	200	10,292	47,511	38,156	200	10,601	49,157
21	20	35,9n	193	8,921	45,091	35,9n	250	9,595	45,822	37,682	250	11,1131	48,76J	37,682	250	11,140	49,74'	38,821	250	11,448	50,519
ZZ	21	36,643	193	8,921	45,757	36,643	250	9,595	46,44a	38,354	250	10,831	49,05	38,354	250	11,140	50,774'	39,502	250	11,448	51,2011
Z	21	37,324	193	8,921	46,431	37,324	250	9,595	47,189	39,039	250	10,831	50,120	39,039	250	11,140	50,774'	40,196	250	11,441	51,194
J4	D	38,020	193	8,921	47,134	38,020	250	9,895	47,815	39,738	250	10,831	50,819	39,738	250	11,140	51,121	40,908	250	11,448	52,118
D	24	38,728	193	8,1121	47,142	38,728	250	9,595	4U7J	40,453	250	10,831	51,514	40,453	250	11,140	51,84J	41,638	250	11,448	g,J13
z	25	38,728	193	9,365	48,216	38,n.B	250	10,038	49,016	40,453	250	11,280	51,913	40,453	250	11,585	52,111	41,635	250	11,890	ans

FY :2025 s. cntary Stop sUpplement
 in addition to the total IQOI salary sed on MC111 Step

	Chart	Secn	Flnndoll	Fl11,md fl1	Admin
Strp I	1,591	5,835	7,S	8,483	9,018
Steo 2	2,111	6,365	8,783	9,416	10,079
S1	2,652	6,896	9,588	10,1AA	U,139
Sl, .,p	3,183	7,426	11,134	U, VZ	12,200
SS	3,713	7,1157	11,139	12,200	13,261
s os	4,244	8,487	11,936	U, 129	14,322
SU, p?	4,771	9,017	11,732	14,058	15,383
S, a	5,304	9,547	U5211	14,986	16,444
Step9	5,834	10,077	14,124	15,915	17,508
ISU,010	6,364	10,607	15,120	16,843	18,566
Sf II	6,894	11,137	15,916	17,772	19,627
Sb,1)12	7,424	U, 667	16,712	17,700	20,688
St- B	7,954	12,197	JJ,508	19,629	21,749
SteD14	8,484	12,727	18,304	20,557	22,810
Step 15	9,024	13,257	19,200	21,485	23,871

CAESAR ROONEY SCHOOL DISTRICT
 FFJOHCmi,joedSacna,vW..... le

STIP	YIIS D P	Loeal			STATE	SecNfary			Loeal			Financial I			Local II			Loclll			
		\$'All	LOCAL	TOTAL		LOCAL	TOTAL	\$'All	LOCAL	TOTAL	STATE	Lona	LOCAL	TOTAL	Jl'all	Lona	LOCAL	TOTM			
1	0	U,436	0	6,708	JO,JA4	23,436	0	1,311	0,70	24,182	0	8,530	D,4U	24,1112	0	8,751	D,1D	ZS,735	0	9,146	J4,811
1	1	24,062	0	6,708	30,770	24,062	0	7,3ffl	J1,769	25,465	0	8,530	JJ,995	ZS,465	0	8,751	34,216	26,326	0	9,146	SS,4h
2	2	24,640	0	6,708	11,341	24,640	0	7,3(fl	J1,941	26,046	0	8,530	94,571	26,1146	0	8,751	14,717	26,916	0	9,146	31,6Q
4	2	25,216	100	7,219	U,IM	ZS,216	100	7,842	D,151	26,6211	100	9,075	35,803	2,628	100	9,297	WZS	27,808	100	9,704	37,309
S	4	Z,5,793	100	7,219	U,IM	Z,5,7113	100	7,1142	u,n s	27,212	100	9,075	38,317	27,212	100	9,297		21,164	100	9,104	37,9611
I	5	26,370	100	7,219	JJ,619	26,370	100	7,842	54,11Z	27,8,21	100	9,075	9,9,9	17,821	100	9,297	11,211	21,829	100	9,104	J8,6J3
/	6	26,946	100	7,219	34,265	26,946	100	7,842		28,471J	100	9,075	37,654	28,479	100	9,297	37,815	29,499	100	9,704	39,30J
8	/	27,8Z1	100	7,219	J4,14D	27,521	100	7,142	3,5,48	29,136	100	9,075	31,7U	29,136	100	9,297	3,5U	30,162	100	9,704	19,9&6
9	a	28,168	100	7,219	35,481	28,168	100	7,842	J8,110	29,7113	100	9,0,8	31,981	29,7113	100	9,297	39,1t0	30,830	100	9,704	40,IM
10	10	28,819	100	7,219	J8,138	28,819	100	7,842	J6,1&1	30,449	100	9,075	19,R4	30,449	100	9,297	39,846	31,495	100	9,704	41,299
10	10	29,469	150	7,691	17,J10	29,469	150	8,340	JL,1511	31,110	150	9,586	40,1,U	31,110	150	9,791	41,1151	"-161	150	10,205	4U16
U	U	30,00	150	7,691	JU,11	30,120	150	8,340	JU,11	31,767	150	9,586	41,3313	31,767	150	9,791	41,715	32,826	150	10,205	Q,181
IJ	Z	31,412	150	7,691	JU,11	30,770	150	8,340	33,11	32,422	150	9,586	42,151	32,422	150	9,791	42,370	33,...	150	10,205	Q,849
14	J	31,412	150	7,691	J9,Z8	31,422	150	8,340	39,912	33,081	150	9,586	2,817	33,081	150	9,798	43,1129	34,158	150	10,205	...,SU
15	14	32,074	150	7,691	39,915	32,074	150	8,340	40,584	33,740	150	9,586	43,416	33,740	150	9,798	Q,81	34,823	150	10,205	45,178
16	15	32,ns	200	a, in	41,0,7	31,,n&	200	8,830	41,75&	34,394	200	10,DL3	44,&11	34,394	200	10,292	44,1a	35,493	200	10,707	46,400
17	11	33,374	200	8,171	41,745	33,374	200	8,830	CZ,-	35,050	200	10,1183	45,W	35,050	200	10,292	45,542	36,158	200	10,707	47,DIS
11	17	34,026	200	8,171	42,D7	34,026	200	8,830	43,115&	35,710	200	10,1183	45,9H	35,710	200	10,292	4&201	36,823	200	10,707	47,7J11
S9	11	34,576	200	8,171	41,047	34,676	200	8,830	e111&	36,364	200	10,1183	411,647	36,364	200	10,292	46,156	37,490	200	10,707	48,197
JO	19	35,328	200	8,171	43,699	35,328	200	11,810	44,358	37,026	200	10,683	47,J09	37,026	200	10,292	47,518	38,156	200	10,707	49,1163
11	JO	35,977	200	9,010	45,Z17	35,gn	200	9,691	45,1111	37,682	280	10,939	41U71	37,682	250	11,140	48,an	38,821	250	11,562	511,1D
2Z	Z1	36,643	250	9,010	45,9113	36,643	250	9,691	4&514	38,354	250	10,939	49,543	38,354	250	11,140	49,744	39,502	250	11,562	51,314
21	22	37,324	250	9,010	45,884	37,324	250	9,691	47,215	39,039	250	10,939	50,DI	311,039	250	11,140	50,429	40,196	250	11,562	52,008
24	D	38,020	250	9,010	47,Z111	38,020	250	9,691	47,M1	39,738	250	10,939	50,n,	39,738	250	11,140	51,121	40,908	250	11,562	50Z11
ZS	24	31,721	250	9,010	47,...	38,728	250	9,691	48M9	40,453	250	10,939	51,642	40,453	250	11,140	51,849	41,635	250	11,862	59,447
21	ZS	11,ra	250	9,459	41,4J7	31,ra	250	10,138	C9111	40,453	250	11,393	52,096	40,453	250	11,585	SUS1	41,635	250	U,009	SJ,194

FY Z.D16Seam,yStep SUPplan1111

	In addition to the total loaf based on Ment Step				
	Contl	Secnwy	Finncoll	Finondalll	Admin
Steol	1,591	5,835	7,957	8,418	9,018
Steil 2	2,122	6,365	8,753	9,416	10,019
Step 3	2,652	6,896	9,548	11,13,M	U 11 9
Steil,4	3,113	7,426	10,344	U 2 7 Z	12,200
Steil5	3,713	7,957	U,1311	12,200	13,261
Steil6	4,244	8,487	11,936	13,129	14,322
Steil7	4,774	9,017	12,732	14,058	15,383
Steil8	5,304	9,547	13,521	14,916	16,44"
Steil9	5,834	10,077	14,324	15,915	17,505
SteilD	6,364	10,607	15,1111	1&.843	U1,566
Steil>11	6,894	11,137	15,916	11,n2	19,627
SteilU	7,424	U,667	16,n1	18,700	20,6D
Steil13	7,954	12,197	17,518	19,129	21,749
Steil14	8,484	U,727	18,304	20,557	22,810
Step 15	9,014	13,257	19,100	21,486	23,1111


CAESAR RODNEY SCHOOL DISTRICT
PI21170nllfaedSW\$tyS:lfa,yScflNuk

STEP	TID	Local			Clerit			Local			Socrtary			Local			Finondal I			Local			Finandl I			Local			Admin		
		STATE	L	LOCAL	TOTAL	STATE	L	LOCAL	TOTAL	STATE	L	LOCAL	TOTAL	STATE	L	LOCAL	TOTAL	STATE	L	LOCAL	TOTAL	STATE	L	LOCAL	TOTAL	STATE	L	LOCAL	TOTAL		
1	O	23,436	0	6,775	30,211	23,436	0	7,310	30,746	24,882	0	8,615	33,497	24,882	0	8,751	33,633	15,735	0	9,237	24,972	15,735	0	9,237	24,972	15,735	0	9,237	34,209		
Z	I	24,061	0	6,775	30,836	24,061	0	7,140	31,201	25,115	0	8,815	33,980	25,465	0	8,751	34,216	26,326	0	9,237	35,563	26,326	0	9,237	35,563	26,326	0	9,237	45,800		
J	Z	24,640	0	6,775	31,415	24,640	0	7,380	32,020	26,046	0	8,615	34,661	26,046	0	8,751	35,412	26,916	0	9,237	45,153	26,916	0	9,237	45,153	26,916	0	9,237	55,390		
4	J	25,116	100	7,210	32,326	25,116	100	7,920	40,246	26,623	100	9,166	49,413	26,623	100	9,297	58,710	27,503	100	9,801	68,511	27,503	100	9,801	68,511	27,503	100	9,801	78,312		
5	4	25,193	100	7,291	32,484	25,193	100	7,920	40,404	27,211	100	9,166	49,571	27,211	100	9,297	58,868	28,164	100	9,801	68,670	28,164	100	9,801	68,670	28,164	100	9,801	78,470		
6	5	26,370	100	7,291	33,661	26,370	100	7,920	44,581	27,821	100	9,166	53,747	27,821	100	9,297	63,044	28,829	100	9,801	72,845	28,829	100	9,801	72,845	28,829	100	9,801	82,646		
7	6	26,946	100	7,291	34,237	26,946	100	7,920	42,157	28,479	100	9,166	51,323	28,479	100	9,297	60,620	29,499	100	9,801	70,421	29,499	100	9,801	70,421	29,499	100	9,801	80,220		
8	7	27,521	100	7,291	34,812	27,521	100	7,920	42,732	29,136	100	9,166	51,908	29,136	100	9,297	61,205	30,162	100	9,801	71,007	30,162	100	9,801	71,007	30,162	100	9,801	80,805		
9	8	28,168	100	7,291	35,459	28,168	100	7,920	43,379	29,793	100	9,166	52,555	29,793	100	9,297	61,852	30,830	100	9,801	71,654	30,830	100	9,801	71,654	30,830	100	9,801	81,452		
10	I	28,819	100	7,291	36,110	28,819	100	7,120	43,230	30,449	100	9,166	52,406	30,449	100	11,287	63,693	31,495	100	9,801	72,494	31,495	100	9,801	72,494	31,495	100	9,801	82,103		
11	JO	29,469	150	7,715	37,184	29,469	150	8,423	45,607	31,110	150	9,512	55,119	31,110	150	9,798	64,917	32,161	150	10,317	74,234	32,161	150	10,317	74,234	32,161	150	10,317	84,551		
12	U	30,100	150	7,715	37,815	30,120	150	8,423	46,238	31,767	150	9,682	55,929	31,767	150	9,798	65,725	32,816	150	10,317	74,885	32,816	150	10,317	74,885	32,816	150	10,317	85,202		
13	U	30,740	150	7,715	38,455	30,770	150	8,423	46,879	32,422	150	9,682	56,570	32,422	150	9,798	66,531	33,465	150	10,317	75,536	33,465	150	10,317	75,536	33,465	150	10,317	85,853		
14	U	31,422	150	7,768	39,190	31,422	150	8,423	47,612	33,081	150	9,682	57,291	33,081	150	9,798	67,332	34,110	150	10,317	76,287	34,110	150	10,317	76,287	34,110	150	10,317	86,504		
15	14	32,074	150	7,764	39,838	32,074	150	8,423	48,255	33,740	150	9,512	58,033	33,740	150	9,791	68,073	34,749	150	10,317	77,038	34,749	150	10,317	77,038	34,749	150	10,317	87,155		
16	15	32,715	200	8,253	40,968	32,715	200	8,911	49,879	34,394	200	10,184	59,063	34,394	200	10,212	68,875	35,793	200	10,814	78,692	35,793	200	10,814	78,692	35,793	200	10,814	87,806		
17	15	33,426	200	8,253	41,679	33,374	200	8,911	50,590	35,050	200	10,184	59,774	35,050	200	10,292	69,586	36,158	200	10,814	79,403	36,158	200	10,814	79,403	36,158	200	10,814	88,457		
18	17	34,026	200	8,253	42,281	34,026	200	8,918	51,193	35,710	200	10,184	60,485	35,710	200	10,292	70,297	36,823	200	10,814	80,114	36,823	200	10,814	80,114	36,823	200	10,814	89,108		
19	U	34,676	200	8,253	42,931	34,676	200	8,911	51,796	36,364	200	10,184	61,196	36,364	200	10,292	71,008	37,490	200	10,814	80,765	37,490	200	10,814	80,765	37,490	200	10,814	89,759		
20	19	35,328	200	8,253	43,584	35,328	200	8,911	52,449	37,026	200	10,184	61,907	37,026	200	10,292	71,719	38,156	200	10,814	81,416	38,156	200	10,814	81,416	38,156	200	10,814	90,410		
21	U	35,977	250	9,100	45,077	35,977	250	9,781	54,758	37,682	250	11,048	62,806	37,682	250	11,140	72,436	38,821	250	11,618	82,067	38,821	250	11,618	82,067	38,821	250	11,618	91,061		
22	Z	36,643	250	9,100	45,743	36,643	250	9,788	55,531	38,354	250	11,048	63,558	38,354	250	11,140	73,188	39,502	250	11,618	82,718	39,502	250	11,618	82,718	39,502	250	11,618	91,712		
23	Z	37,324	250	9,100	46,424	37,324	250	9,788	56,212	39,039	250	11,048	64,309	39,039	250	11,140	73,939	40,196	250	11,618	83,369	40,196	250	11,618	83,369	40,196	250	11,618	92,363		
24	23	38,020	250	9,100	47,120	38,020	250	9,788	56,908	39,738	250	11,048	65,060	39,738	250	11,140	74,690	40,908	250	11,618	84,020	40,908	250	11,618	84,020	40,908	250	11,618	93,014		
25	M	38,721	250	9,100	47,821	38,721	250	9,788	57,609	40,443	250	11,048	65,811	40,443	250	11,140	75,441	41,635	250	11,618	84,671	41,635	250	11,618	84,671	41,635	250	11,618	93,665		
26	25	38,728	250	9,554	48,282	38,728	250	10,119	58,401	40,453	250	11,501	66,902	40,453	250	11,585	76,027	41,635	250	11,618	84,671	41,635	250	11,618	84,671	41,635	250	11,618	93,672		


... Sacrtary Slap Supplent
In addition to lha lolll local Alarv bawd on Mlri1 Slllp

	Clerit	Slap	Finandall	Finandlllll	Admin
Step 1	1,591	5,135	7,957	1,488	9,018
Step 2	2,122	6,365	8,753	9,416	10,079
Step 3	2,652	6,196	9,548	10,344	11,139
Step 4	3,113	7,426	10,344	11,272	12,200
Step 5	3,713	7,957	11,039	12,200	13,261
Step 6	4,244	11,47	11,936	13,129	14,322
Step 7	4,774	9,017	12,833	14,058	15,383
Step 8	5,304	9,547	13,730	14,986	16,444
Step 9	5,834	10,077	14,627	15,914	17,505
Step 10	6,364	10,607	15,524	16,843	18,566
Step 11	6,894	11,137	16,431	17,771	19,627
Step 12	7,424	11,667	17,328	18,700	20,688
Step 13	7,954	12,197	18,225	19,629	21,749
Step 14	8,414	12,727	19,122	20,557	22,810
Step 15	9,014	13,257	19,919	21,486	23,871

The Caesar Rodney School District

By: 
President - Board of Education
Caesar Rodney School District

Date: June 18, 2024

By: 
Executive Secretary - Board of Education
Caesar Rodney School District

Date: 6/18/24

The Caesar Rodney Administrative Assistant Meet & Confer

By: 
President
Caesar Rodney Administrative Assistant Meet & Confer

Date: 6.18.2024