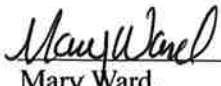


TENTATIVE AGREEMENT

15.6 Day Custodian Pay Adjustments

Day Custodian pay range adjustments caused by decreases or increases in the official student enrollment, if needed, shall be made once each year prior to the first pay period in November. Adjustments that increase a custodian's pay will be made if the custodian's school's student enrollment varies by more than twenty percent (20%) during the year and the variance causes a change in the day custodian pay category, as defined in the day custodian's job description. For a newly opened school the initial category shall be based upon the official enrollment projection for that school, to be adjusted as set forth above. Pay adjustments shall not be retroactive. Pay adjustments that decrease an incumbent custodian's pay will not be made until the beginning of the next fiscal year.


Ivory McDaniel-Ilgenfritz. Date
District Chief Spokesperson


Mary Ward. Date
ESSA Spokesperson