

**LETTER of AGREEMENT**  
**between**  
**FERNDALE SCHOOL DISTRICT**  
**and**  
**SEIU LOCAL 925**

**Day Custodian/Swing Custodian Pay Rate**

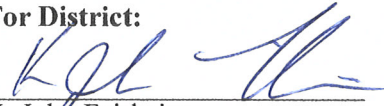
The Ferndale School District (herein District) and the Service Employees International Union, Local 925 (herein SEIU925) are parties to a Collective Bargaining Agreement (herein CBA) in which the parties have bargained the wages, benefits, and working conditions for all bargaining unit employees.

The District and the Union agree the pay rate for the temporary night custodian, currently working a swing shift (10:00-6:30) will continue to be paid at the night custodian rate (below).

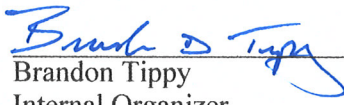
Job Title	Year 1	Year 2-4	Year 5-9	Year 10-14	Year 15-20	Year 21-24	Year 25+
Night Custodian	\$24.88	\$25.44	\$26.01	\$27.18	\$28.40	\$29.68	\$31.01

This AGREEMENT shall be in full force and effect upon the date of signature of both parties.

**For District:**

  
\_\_\_\_\_  
K. John Fairbairn  
Executive Director of Human Resources

**For SEIU925:**

 2-14-2023  
\_\_\_\_\_  
Brandon Tippy  
Internal Organizer