

## MEMORANDUM

TO: Members of the School Board and Superintendent Holmberg  
FROM: Dan Melde  
DATE: January 12, 2026  
RE: Centennial Custodian Contract Settlement

The Centennial Custodians and the Centennial ISD 12 Negotiations Team have reached an agreement on the contract for the 2025-27 contract years for Centennial Custodians in the district. The agreement has been ratified by the members of the unit. The Negotiations Committee recommends approval of this agreement. Highlights of the agreement are as follows:

- Steps both years
- Salary Schedule:
  - Year 1: Increase 2.25%
  - Year 2: Increase 2.25%
- Shift Differential increase to \$.50/hr.
- Head Custodian Pay Differential:
  - Elem= \$3.56
  - Grounds= \$3.56
  - Secondary= \$5.30
  - Back Up Lead= \$1.93
- Health Insurance: Increase 4% 1 and 2.
- Language Changes