

# DEPARTMENT OF EDUCATION

## OFFICE OF THE SECRETARY

Statutory Authority: 14 Delaware Code, Section 1311 (14 Del.C. §1311)  
14 DE Admin. Code 729

### PROPOSED

#### Educational Impact Analysis Pursuant to 14 Del.C. Section 122(d)

##### 729 School Custodians

#### A. Type of Regulatory Action Required

Amendment to Existing Regulation

#### B. Synopsis of Subject Matter of the Regulation

The Secretary of Education seeks the consent of the State Board of Education to amend 14 DE Admin. Code 729 School Custodians. The amendments include a new definitions section; clarifies the training components related to additional pay stipends; and clarifies that charter schools are allocated custodial units similar to districts.

Persons wishing to present their views regarding this matter may do so in writing by the close of business on or before March 5, 2007 to Susan Haberstroh, Education Associate, Regulation Review, Department of Education, at 401 Federal Street, Suite 2, Dover, Delaware 19901. A copy of this regulation is available from the above address or may be viewed at the Department of Education business office.

#### C. Impact Criteria

1. Will the amended regulation help improve student achievement as measured against state achievement standards? This amended regulation is related to school custodians and does not affect student achievement.

2. Will the amended regulation help ensure that all students receive an equitable education? This amended regulation is related to school custodians and does not affect how students receive an equitable education.

3. Will the amended regulation help to ensure that all students' health and safety are adequately protected? This amended regulation is related to school custodians and helps to ensure all students' health and safety continue to be adequately protected.

4. Will the amended regulation help to ensure that all students' legal rights are respected? This amended regulation is related to school custodians and does not affect students' legal rights.

5. Will the amended regulation preserve the necessary authority and flexibility of decision making at the local board and school level? This amended regulation is related to school custodians and does not change any of the authority and flexibility at the school board or school level.

6. Will the amended regulation place unnecessary reporting or administrative requirements or mandates upon decision makers at the local board and school levels? This amended regulation is related to school custodians and does not change any of the reporting or administrative requirements or mandates upon decision makers at the local board or school levels.

7. Will the decision making authority and accountability for addressing the subject to be regulated be placed in the same entity? This amended regulation is related to school custodians and does not change decision making authority.

8. Will the amended regulation be consistent with and not an impediment to the implementation of other state educational policies, in particular to state educational policies addressing achievement in the core academic subjects of mathematics, science, language arts and social studies? This amended regulation is related to school custodians and is consistent with and not an impediment to other state educational policies.

9. Is there a less burdensome method for addressing the purpose of the regulation? This amended regulation is related to adding definitions and clarifying current training procedures and does not change the method in which school custodians have functioned.

10. What is the cost to the State and to the local school boards of compliance with the regulation? The amendments to this regulation will not affect the cost to the State or local school boards.

## 729 School Custodians

### 1.0 Definitions

“Central Heating Plant” means all the component parts and systems used to heat, air condition and ventilate a school facility to include traditional mechanical systems and computer building automation systems.

“Certificate of Occupancy” means the certificate issued by code enforcement agencies certifying that a building meets all building and safety codes required by the jurisdiction of that agency.

“Chief Custodian” means a Custodian who has completed the 120 class hour Chief Custodian training as prescribed by the Department of Education in 5.1.1 below. Employees who have earned the Chief Custodian certificate shall be paid an additional pay stipend in accordance with 14 Del.C. §1311(b). Employees who have earned the Chief Custodian certificate pursuant to 14 Del.C. §1311(b) are eligible to compete for chief custodial positions when they become vacant and earn pay in accordance with the pay scale identified in 14 Del.C. §1311(a).

“Classroom Equivalent” means areas or spaces in school buildings that are used for student instruction not classified as a classroom, such as but not limited to computer labs and centers, libraries, media centers, multiple intelligence rooms and areas, athletic training rooms.

“Classroom” means an area or space within a school building that is used for student instruction.

“Custodial Unit” means a formula used to determine the number of custodial positions earned by an educational facility

“Custodian” means a school district employee who is paid in accordance with 14 Del.C. §1311(a). The school district employee shall be entitled to an additional pay stipend pursuant to 14 Del.C. §1311(b) upon completion of the 60 hour Custodian certificate training as prescribed in 5.1.3 below.

“Firefighter and Custodian-Firefighter” means a Custodian who has completed the 90 class Firefighter and Custodian-Firefighter certificate training as prescribed by the Department of Education in 5.1.2 below. This training includes but is not limited to the operation of boilers and central heating plant systems. Employees who have earned the Firefighter and Custodian-Firefighter certificate shall be paid an additional pay stipend in accordance with 14 Del.C. §1311(b). Employees with the Firefighter and Custodian-Firefighter certificate pursuant to 14 Del.C. §1311(b) are eligible to compete for Custodian Fireman positions when they become vacant and earn pay in accordance with the pay scale identified in 14 Del.C. §1311(a).

“Maintenance Mechanic” means an employee filling a custodial position with specialized technical skill in a particular trade or trades as determined by the school district in accordance with 4.3 below and paid in accordance with the pay scale identified in 14 Del.C. §1311(a).

“Skilled Crafts Person” means an employee filling a custodial position with specialized technical certification and/or licensure in a particular trade or trades as determined by the school district in accordance with 4.4 below and paid in accordance with the pay scale identified in 14 Del.C. §1311(a).

### 4-0 2.0 Experience

Custodians may be allowed one (1) year's experience for each creditable year of experience in similar employment as determined by the district.

### 2-0 3.0 Allocation of Custodial Units

2-4 3.1 The custodial units allocated to a district may be assigned to various locations at the discretion of the local school board and the chief school officer.

2-2 3.2 Districts and charter schools are allocated one (1) full-time custodial employee position for each twelve (12) custodial units or for a major fraction thereof. The number of units in each school is determined in the following way:

2-2-4 3.2.1 One (1) unit for each classroom or classroom equivalent. Other space that can qualify as part of a classroom unit shall be determined through criteria established by the Department of Education.

2-2-2 3.2.2 One (1) unit for a small auditorium (less than 150 students).

2-2-3 3.2.3 Two (2) units for a large auditorium (more than 150 students).

- ~~2.2.4~~ 3.2.4 One (1) unit for a cafeteria having a seating capacity up to 150. One (1) unit for each 150 capacity or major fraction thereof.
- ~~2.2.5~~ 3.2.5 One (1) unit for a gymnasium.
- ~~2.2.6~~ 3.2.6 One (1) unit for a combined auditorium and gymnasium (less than 150 students).
- ~~2.2.7~~ 3.2.7 Two (2) units for a combined auditorium and gymnasium (more than 150 students).
- ~~2.2.8~~ 3.2.8 One (1) unit for two locker rooms.
- ~~2.2.9~~ 3.2.9 Seven (7) units for a swimming pool.
- ~~2.2.10~~ 3.2.10 Units for a central heating plant are determined from the following table:

No. of Classrooms or equivalent	No. of Units
1 to 6	1/2
7 to 9	3/4
10 to 15	1
16 to 20	1 1/2
21 to 25	2
26 to 30	2 1/2
31 to 35	3
36 to 40	3 1/2
41 to 45	4
46 to 50	4 1/2
51 to 55	5
56 to 60	5 1/2
61 or more	

~~2.2.11~~ 3.2.11 One-half (1/2) unit for each developed acre of the school plant site, not to exceed 48 acres or 24 units on a given site. If two schools are located on the same site of 100 acres or more, the second school shall receive credit for half of the acres for that site.

~~2.3~~ 3.3 Part-time custodians equivalent to one or more full-time custodians may be employed with the provision that proper records will be maintained at the school district for review.

~~2.4~~ 3.4 A full custodial staff for a new school building may be employed two (2) months prior to the pupil occupancy of the building.

3.4.1 In order to maintain, heat and secure new school buildings completed with a certificate of occupancy date further in advance of student occupancy than the two (2) months identified in 3.4 above, the district is eligible to earn the custodial units provided for site maintenance and central heating plant as of the certificate of occupancy date, until eligible to employ the full custodial staff in accordance with 3.4.

~~2.5~~ 3.5 The termination date for custodial units in buildings closed shall be six (6) weeks from the last day classes are held in the building.

~~2.6~~ 3.6 Buildings which are closed and retained under the control of the school district shall lose all custodial units except units provided for site maintenance and heating.

~~2.7~~ 3.7 When the school district signs a lease or in any way loses direct control of the building, through transfer, sale or legislation, the custodial units for site maintenance and heating shall terminate on the effective date of the lease, transfer, sale or legislation.

~~2.8~~ 3.8 It is the school district's responsibility to notify the Department of Education when the function of a building is changed. When the notification is received, a re-evaluation of the custodial units will be completed by the Department of Education. The Department will notify the district by letter of the results of the re-evaluation.

~~2.9~~ 3.9 The Department of Education shall calculate and approve all custodial unit allocation requests submitted by the local school districts and charter schools.

### **3-0 4.0 Classification**

#### **3-1 4.1 Custodian Fireman**

**3-1.1 4.1.1** When there is only one (1) custodian in a district, the custodian may be classified as a custodian fireman.

**3-1.2 4.1.2** There shall be only one custodian fireman employed in each building.

#### **3-2 4.2 Chief Custodian**

**3-2.1 4.2.1** A custodian may be classified as a Chief Custodian when at least two other full time custodians or the equivalent are employed in the school building or other district facility. There shall only be one Chief Custodian per building.

**3-3 4.3 Maintenance Mechanic:** Each school district may classify up to ten (10) percent of the total number of custodial personnel as maintenance mechanics. Qualifications shall be as defined by the employing ~~board~~ school district.

#### **3-4 4.4 Skilled Craftsperson**

**3-4.1 4.4.1** Each district may classify an incumbent in one or more of its Maintenance Mechanic positions as a Skilled Craftsperson for purposes of this section if the incumbent:

**3-4.1.1 4.4.4.1** Has received a certificate as a union journeyman or equivalent in any of the following fields: Boiler Maker, Carpenter, Electrician, HVAC Mechanic, Mill Wright, Heavy Machinery Operator, Pipe Fitter, Plumber, Roofer, or Sheet Metal Worker; or

**3-4.1.1.1 4.4.4.2** Possesses a current state license in any of the fields listed in paragraph ~~3-4.1.1~~ above; or

**3-4.1.1.2 4.4.4.3** Is an Automobile Mechanic who possesses two or more National Institute for Automotive Service Excellence (ASE) Certifications in the Automotive, Truck or School Bus categories; or

**3-4.1.1.3 4.4.4.4** Is a Boiler Maker who possesses either an AWS or ASME Welding Certification; or

**3-4.1.1.4 4.4.4.6** Is a Computer Technician who possesses an A Plus Certification from CompTIA (Computing Technology Industry Association); or

**3-4.1.1.5 4.4.4.6** Is an HVAC Mechanic who possesses two or more certifications from manufacturers of digital control systems in use by the district, or possesses a certification from a manufacturer of centrifugal chillers used within the district; or

**3-4.1.1.6 4.4.4.7** Possesses two or more Hazardous Material Certifications from the State of Delaware, OSHA, or the United States Environmental Protection Agency; or

**3-4.1.1.7 4.4.4.8** Is a Pipe Fitter who possesses an AWS or ASME Welding Certification; or

**3-4.1.1.8 4.4.4.9** Is a Roofer who possesses Training Certifications from two or more manufacturers of Roofing Systems in use by the District; or

**3-4.1.1.9 4.4.4.1** Is a Burner Mechanic who possesses a certification from a manufacturer of oil or gas burners used within the District.

**3-4.5** Building and Grounds Supervisor: Each district with ninety five (95) or more custodial units may employ a school buildings and grounds supervisor according to the salary schedule. This position is included in the total number of custodial personnel allowed.

### **4-0 5.0 Certificates Granted by the Department of Education for Additional Hours of Special Training**

**4-1 5.1** The Department of Education shall specify the special training needed in order for an individual to receive a certificate(s) for the additional pay stipends as outlined in 14 Del.C. §1311(b). The following hourly requirements shall be met in order for the Department of Education to grant the custodial certificates listed in ~~4-1-1 5.1.1~~ through ~~4-1-3 5.1.3~~. The certificate guarantees additional pay as specified in 14 Del.C. §1311(b) but only the local school district can change a custodian's classification for purposes of 14 Del.C. §1311(a).

**4-1.1 5.1.1** Chief Custodian Certificate (120 class hours)

**5.1.2** ~~Fireman and Custodian~~ Firefighter and Custodian-Firefighter Certificate (90 class hours)

**5.1.3** Custodian Certificate (60 ~~class~~ on-the-job hours)

**2 DE Reg. 778 (11/1/98)**

**4 DE Reg. 225 (7/1/00)**

**6 DE Reg. 1349 (4/1/03)**

**11 DE Reg. 980 (02/01/08) (Prop.)**