

AGREEMENT

between the

TRENTON BOARD OF EDUCATION

and the

TRENTON CUSTODIAN MAINTENANCE ASSOCIATION

TCMA/MEA

July 1, 2026 - June 30, 2028

TABLE OF CONTENTS

	Preamble	Page 2
Article 1	Recognition	Page 3
Article 2	Membership	Page 4
Article 3	Negotiations Procedures	Page 5
Article 4	Training	Page 6
Article 5	Management Rights	Page 7
Article 6	Employee Rights	Page 8
Article 7	Vacancies, Promotions, and Transfers	Page 10
Article 8	Lay-off and Recall	Page 12
Article 9	School Closure / Dismissal	Page 13
Article 10	Grievance Procedure	Page 15
Article 11	Employee Evaluation	Page 18
Article 12	Union Rights	Page 19
Article 13	Protection of Employees	Page 20
Article 14	Work Conditions	Page 21
Article 15	Paid Time Off	Page 23
Article 16	UnPaid Leaves of Absence	Page 28
Article 17	Seniority	Page 31
Article 18	403(b)	Page 32
Article 19	Miscellaneous Provisions	Page 33
Article 20	No Strike Clause	Page 36
Article 21	Professional Compensation	Page 37
Article 22	Employee Benefits	Page 40
	Duration of Agreement	Page 42

AGREEMENT

THIS AGREEMENT entered into this 1st day of July 2026, by and between the Board of Education of the Trenton Public Schools, Wayne County, Michigan, hereinafter called the “Employer” and the Trenton Custodian Maintenance Association/MEA, hereinafter called the “TCMA/MEA” or “Union”.

PREAMBLE

WHEREAS, the Union recognizes that the Employer, under law, has the final responsibility for establishing policies for the District: and

WHEREAS, the Employer recognizes the work of custodial and maintenance staff is important; and

WHEREAS, the laws of the State of Michigan authorize public employees and public employers to enter into collective negotiations agreements concerning rates of pay, wages, hours of employment, and other conditions of employment of such public employees; and

WHEREAS, following extensive professional negotiations between representatives of the parties, certain understandings were reached between representatives of the Employer and of the Union concerning such matters; and

WHEREAS, the Employer and the Union desire to incorporate such understanding into a written collective negotiations agreement in the belief that such action is in the best interest of the residents of the Trenton Public Schools System, the students attending the school therein, and the employees represented by the Union.

NOW, THEREFORE, in consideration of the following mutual covenants, the Union and the Employer hereby agree as follows:

ARTICLE 1

RECOGNITION

The Employer hereby recognizes the Trenton Custodian Maintenance Association, TCMA/MEA, as the exclusive bargaining representative, as defined in Section II of ACT 379, Public Acts of 1965, with respect to wages, hours and other conditions of employment for the term of this Agreement of all employees of the TCMA/MEA included in the bargaining unit, specifically listed below:

- Custodian A High School
- Custodian A Middle School
- Custodian A Elementary School
- Custodian B
- Custodian - Swing Shift
- Groundskeeper

For TCMA classification purposes, the following shall apply:

- Custodian A (all positions)
- Custodian B (all B positions and Swing Shift)
- Groundskeeper

The persons holding the following positions shall be specifically excluded from the bargaining unit:

- Substitute Custodians
- Facilities Supervisor
- Head Groundskeeper
- Temporary Positions (including but not limited to HVAC technician)

ARTICLE 2
MEMBERSHIP and PAYROLL DEDUCTION

- A. Any bargaining unit employee may become a member of the Union.
- B. Any bargaining unit employee may elect to not be a member of the Union.
- C. Individuals, regardless of whether or not they elect to become members of the Union, shall not be disciplined, discharged, or otherwise discriminated against by Administration.
- D. The Employer agrees to provide payroll services both for direct deposit and deductions related to 403(b) plans, medical plans and Flexible Spending Accounts. Each employee of the bargaining unit will elect direct deposit for payment of his/her wages and all new employees will be required to select direct deposit at the time of hire. Direct deposit must be for the employee's entire net pay, and must be transmitted to a checking and/or savings account in a banking institution that is able to receive wire transfers.

ARTICLE 3
NEGOTIATIONS PROCEDURES

- A. In the year of termination of this Agreement, either party may submit a letter indicating a desire to arrange a meeting for purposes of discussing negotiations. Such a meeting shall be arranged for a mutually satisfactory time and place and shall be held no later than sixty (60) days in advance of the termination date of the Agreement.
- B. In any negotiation, neither party shall have any control over the selection of the negotiating or bargaining representatives of the other party and each party may select its representatives from within or outside the School District. It is recognized that no final agreement between the parties may be executed without ratification by the Board of Education and by the membership of the Union, but the parties mutually pledge that representatives selected by each shall be clothed with all necessary power and authority to make proposals, consider proposals, and make concessions in the course of negotiations or bargaining, subject only to such ultimate ratification.

ARTICLE 4
TRAINING

- A. When, at the Employer's discretion, additional training would be needed by an employee in the execution of his/her job duties, the Employer shall pay for such training. Examples of training referenced here are equipment use, maintenance of equipment, First Aid and CPR. In addition, the Employer may provide employees with instruction or instructional materials for such purposes. In the event that the employee is requested or approved to attend training outside of his/her normally scheduled work hours, the employee shall be paid at his/her regularly scheduled rate of pay, or overtime rate, if applicable.
- B. The Administration will comply with laws that require the Employer to pay for training and/or testing. In complying with such laws, the Employer reserves the right to select the method by which training and/or testing is delivered. The Employer's obligation to pay for such training and/or testing shall be limited to one (1) occurrence, unless contrary to law, or otherwise approved by the Employer.

ARTICLE 5
MANAGEMENT RIGHTS

- A. The Employer, on its own behalf and on behalf of the electors of the District, hereby retains and reserves unto itself, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and Constitution of the State of Michigan, and/or the United States.
- B. The exercise of the powers, rights, authority, duties and responsibilities by the Employer, and the adoption of such rules, regulations and policies as it may deem necessary shall be limited only by the specific and expressed terms of this Agreement.
- C. The Union recognizes the right of the Employer to hire, promote, transfer, suspend or otherwise discipline or discharge any employee, subject to the right of the employee concerned to file a grievance in the manner and to the extent herein provided.

ARTICLE 6
EMPLOYEE'S RIGHTS

- A. An employee shall be entitled to all rights s/he may have under the Michigan General School Laws, the Michigan Public Employment Relations Act, the laws of the State of Michigan and the United States, the Constitutions of Michigan and the United States and other applicable rules and regulations.
- B. Employees shall have the right to rely on the Employer's maintaining reasonable programs for the prevention of and correction of hazardous conditions that may occur in the schools in order to protect the health, welfare, and safety of employees.
- C. The employee shall be entitled to full rights of citizenship. Employees shall be protected by the Employer in the exercise of said rights to be free from and without fear of discrimination or discipline in their professional employment with the Employer. The Employer agrees to continue its policies of encouraging respect for the private and personal life of employees. The ability to exercise the rights above does not apply to employees who publicly defame, slander and/or otherwise degenerate the reputation of the Trenton Public Schools through public forums, online, or through social media.
- D. The Employer and the Union agree that there shall be no reprisals of any kind as a result of the negotiations of this Agreement and the activities connected therewith.
- E. The provisions of this Agreement shall be applied without regard to race, creed, religion, color, national origin, age, sex, marital status, sexual orientation, or disability.
- F. The Employer shall be required to provide the TCMA President with new and/or changing information pertaining to all employee qualifications and position requirements.
- G. The Employer shall make available in each work site:
- Lounge/break/work room for employees
 - Separate lavatory facilities for staff and students
 - A locker to which the employee may bring a lock to secure his/her personal belongings while at work
- H. Discipline and Discharge

The Employer shall have the right to warn, reprimand or discipline employees in a fair process. Prior to issuing disciplinary action, an investigatory meeting shall be held. An

employee shall at all times be entitled to request a union representative to be present. The Employer shall utilize progressive discipline steps, including but not limited to:

- Verbal Reprimand
- Written Reprimand
- Suspension without Pay
- Termination

Depending on the severity or egregiousness of the offense, the Employer may issue discipline at a higher level.

When an employee is being reprimanded, warned or disciplined, the request for a representative may not be denied or discouraged by the administrator. At no time shall an administrator conduct a meeting with an employee, the results of which shall be a letter of reprimand, warning, or disciplinary action which will be filed in said employee's personnel file without first informing said employee of the nature of the meeting and allowing said employee the right to request a union representative to be present at the meeting.

Whenever a reprimand, warning or disciplinary action is reduced to writing by the Employer, the findings and decisions of the Employer shall be filed in the employee's personnel file, and a copy thereof given to the employee. The employee may reply in writing within five (5) work days from receipt of the Employer's decision with said reply to be filed in the employee's personnel file.

Use of past record: In imposing any discipline and/or discharge, the Employer will not consider any prior infractions which have occurred more than three (3) years prior, with the exception of instances involving an employee who has been placed on a Last Chance Agreement.

ARTICLE 7
VACANCIES, PROMOTIONS AND TRANSFERS

- A. Whenever a new job or vacancy covered by this Agreement, as determined by the Board of Education, occurs in the District, the Board shall publicize the same by posting such job or vacancy through Frontline Education (formerly AppliTrack) for seven (7) calendar days. A copy of the job posting shall be emailed to all staff. Circumstances may warrant transfers or appointments in certain situations, as determined by the Superintendent or his/her designee. The Employer shall inform the Union of its intent and solicit input from the Union prior to executing a transfer and/or appointment. The Employer shall inform the employee of the reason for the transfer and, if requested by the employee, the Employer will hold a meeting to discuss the matter with the employee and the Union.

Said posting shall contain the following information: Type of work, location of work, starting date, rate of pay, hours to be worked, classification, and minimum requirements as reflected in the job description.

- B. Non-probationary employees may apply for a posted vacancy by completing an online application through Frontline Education. Only applicants who have completed and submitted an application through Frontline Education will be considered for the vacancy, including internal candidates.

In filling such vacancies, the most qualified applicant will be placed in the position. In determining qualifications, the factors of ability, initiative, skill, training, experience, seniority and work record will be considered. The Employer reserves the right to consider applicants who are not part of the bargaining unit. An employee applying for a vacancy shall be notified of his/her standing in acquiring said position within fifteen (15) working days after the closing of the vacancy. If an internal candidate is denied a position for which s/he applied, s/he may request the rationale for such decision.

Whenever an employee transfers to a different position, or new classification, the employee shall remain in that capacity for a period of sixty (60) calendar days before being eligible to transfer to another school or classification. The foregoing sentence does not apply to an employee placed in a new position as a result of being recalled from layoff. The sixty (60) calendar day requirement may be waived, at the Employer's discretion, for an employee if there are no other qualified internal and/or external candidates for a posted position.

- C. The TCMA President will be given “read only” access to an electronic document showing all Trenton Public Schools custodial and maintenance staff covered by this Agreement. This document will contain, but is not limited to: the name of the custodian/maintenance employee, their work site, and hours worked per day.

ARTICLE 8
LAYOFF and RECALL

A. Layoff Procedure

When there is a decrease in the working force, probationary employees will be laid-off before regular employees on a District-wide TCMA seniority basis, provided the non-probationary employees possess the necessary qualifications to perform the available work. An employee who refuses a position under this procedure shall be considered a voluntary resignation.

Non-probationary employees will be laid-off according to District-wide TCMA seniority, provided the greater seniority employees possess the necessary qualifications to perform the available work. However, the Employer shall not be required to promote an employee at time of lay-offs unless s/he has previously and satisfactorily performed the higher-rated job and/or possesses the necessary qualifications to perform the available work.

Employees to be laid-off for an indefinite period of time will have at least ten (10) working days notice of lay-off. The Union President will be notified with a list from the Employer of the employees being laid-off on the same date the notices are issued to the employees.

A laid off bargaining unit member shall, upon application at his/her option, be included in the substitute list.

B. Recall Procedure

When the working force is increased after a lay-off, employees will be recalled according to District-wide TCMA seniority, provided the greater seniority employees possess the necessary qualifications to perform the available work.

Seniority of an employee who is re-employed from the TCMA seniority list shall be restored to the status as of the date s/he left the service of the Employer.

Notice of recall shall be sent to the employee at his/her last known address by certified mail. It shall be the responsibility of each employee to notify the Employer of any change of address. If an employee fails to report for work within ten (10) working days from the date of mailing of notice of recall s/he shall be considered a voluntary resignation.

ARTICLE 9
SCHOOL CLOSURE/DISMISSAL

A. School Closing

1. School closures due to inclement weather will not result in any schedule changes for the employees covered by this Agreement.
2. All staff will be expected to report to work in accordance with their normal schedules. Day custodians shall assist with building preparations for clean up, including but not limited to, snow removal, salting, etc. Afternoon custodians shall report at their designated start times.

On an Act of God Day where the entire District is closed due to inclement weather, TCMA employees who report to work and complete a full eight (8) hour shift shall receive a fifty dollar (\$50) stipend. The stipend shall be paid on the payroll which covers the date of the District closure. Employees who had a previously scheduled sick, personal business or vacation day are not eligible to receive the stipend payment. The stipend payment shall be reportable compensation to ORS. The stipend shall be issued up to the maximum number of days allowable by the State per school year.

3. If the daily work schedule has been completed, then staff should look to a prepared list of duties and responsibilities from the Facilities Supervisor.
4. In regard to athletic events and practice times, the District will honor all after school events. This applies to all buildings and after school activities. It is important to note that extreme conditions may warrant special cancellations, as determined by the Superintendent.
5. Saturday practice times and events will be determined by a committee of the Facilities Supervisor, Athletic Director and Superintendent.
6. In the event the Superintendent determines that the employees covered by this Agreement will not be required to report to work and/or permits the employees to leave prior to the end of the regular work shift due to inclement weather, the affected employees shall suffer no loss of pay for the day(s)/hour(s) not worked.

B. School Cancellation After Opening

1. If school is canceled after employees have reported for work or after students have reported, employees may be dismissed at the discretion of the Superintendent, or his/her designee, with no loss of pay.

ARTICLE 10

GRIEVANCE PROCEDURE

A. Definition

A grievance is a claim based upon an employee's or group of employees' belief that there has been a violation, misinterpretation or misapplication of the expressed provisions of this Agreement. The grievance procedure shall not apply to any matter which is prescribed by law, State or Federal regulations, or over which the Board is without power to act. No Board prerogative shall be made the subject of a grievance. A grievance may be initiated by the Union representing an employee, or group of employees, whose name(s) will be listed in any written grievance filed. Any individual employee, at any time, may present a grievance and have a grievance adjusted without intervention of the Union if the adjustment is not inconsistent with the terms of this Agreement, and if the Union has been given an opportunity to be present at such adjustment. As used in this Article, Union includes an Employee.

B. Informal Conference

When an employee(s) becomes aware of a grievance, said employee(s) shall meet with the Facilities Supervisor and/or the Chief Human Resources and Operations Officer, whichever is appropriate, in an informal conference within ten (10) work days after the occurrence or knowledge of the occurrence. An employee may be accompanied by a Union representative at the informal conference. The Facilities Supervisor or the Chief Human Resources and Operations Officer, whichever is appropriate, will attempt to adjust the grievance and inform the grievant(s) within ten (10) work days after the informal conference. If an informal conference fails to resolve the problem, the grievant(s) may proceed to Step I.

If an employee does not proceed to Step I within twenty (20) work days after the informal conference, the grievance shall be considered as waived.

C. Step I

The grievance shall be reduced to writing, signed, and presented in person to the Chief Human Resources and Operations Officer. The grievance shall be dated, state the facts of the grievance, identifying all provisions of the Agreement allegedly violated, and indicate the relief requested. An employee may be accompanied and/or represented by a Union representative, if the employee so desires, to present the formal grievance. The Chief Human Resources and Operations Officer will attempt to resolve the grievance and will submit an answer, in writing, to the aggrieved within ten (10) work days with a copy

thereof to the Facilities Supervisor and the TCMA President. If the Chief Human Resources and Operations Officer fails to resolve the grievance, the grievant(s) may proceed to Step II. If the grievant does not proceed to Step II within ten (10) work days after receipt of the Chief Human Resources and Operations Officer's written response, the grievance shall be considered as waived.

D. Step II

The grievant shall submit the grievance in writing to the Office of the Superintendent. The Superintendent will attempt to resolve the grievance and will submit his/her answer, in writing, within fifteen (15) work days with a copy thereof to the Chief Human Resources and Operations Officer and the TCMA President.

E. Step III

In the event the aggrieved is not satisfied with the decision of the Employer, the grievance may be submitted to arbitration by the Union delivering written notice to arbitrate to the Employer and the American Arbitration Association within twenty (20) work days after the aggrieved's receipt of the decision of the Employer. The arbitrator shall be selected and the arbitration shall be conducted under the rules of the American Arbitration Association. The fees and expenses of the arbitrator shall be shared equally by the Employer and the Union.

The arbitrator shall not invade the province of the courts to render opinions on the legality of any provisions of the Agreement, but rather, the arbitrator shall confine his decision to the sole question of whether or not there has been a violation of this Agreement. S/he shall give no opinion with respect to any matter left by this Agreement or by law to the discretion of the Board. The arbitrator may not make an award, which in effect grants the grievant and/or the Union that which it was unable to secure during collective negotiations. The Arbitrator's decision on any issue properly before him/her shall be final and binding on the Employer and the Union and any employee involved.

F. Whenever a grievance submitted to arbitration has as a proposed remedy retroactive pay and/or assignment, the Employer and the Union shall mutually attempt to select an arbitrator who shall conduct the hearing within ninety (90) days from the date of submission of the grievance to the arbitrator. All claims for back wages shall be limited to the amount of wages that the employee would otherwise have earned, less any compensation that may have been received from any source during the period of the back pay. No decision in any one case shall require a retroactive wage adjustment in any other case, unless other cases were filed and pending on the representative case.

- G. At any step of the grievance, time limits may be extended by mutual agreement of the Employer and the Employee/Union, in writing. If mutually agreed upon, the new time will prevail. If the Employer does not respond to a grievance within the time specified, and no written extension has been mutually agreed upon between the parties, the grievance may be carried to the next step within the prescribed time as if the decision had been rendered on time.
- H. An employee may be accompanied and/or represented by a Union representative at any stage of the grievance procedure.
- I. An employee may withdraw any grievance filed by themselves at any time during the procedure.
- J. The Employer and the Union will encourage its members not to participate in coercion or reprisals against any persons relative to the grievance procedure.
- K. Forms for submitting grievances will be provided by the Union. Forms for reply will be provided by the Employer.
- L. All documents, communications and records dealing with a grievance shall be filed separately from the personnel files of the aggrieved or any of the participants as otherwise indicated herein to the contrary.
- M. All meetings and/or hearings pertaining to a grievance shall be conducted during the regular working hours of the grievant(s) without loss of pay for the grievant(s), provided, however, that there shall be no compensation for the grievant(s) and his/her union representative beyond the regular work day of the grievant(s) and his/her union representative. If the grievance is at Step III, and the arbitration hearing is conducted during the regular working hours of the grievant(s) then the grievant(s) and his/her union representative shall be compensated at the regular daily rate for the time necessary to attend the hearing, provided, however, that there shall be no compensation for the grievant(s) and his/her union representative beyond the regular work day of the grievant(s) and his/her union representative.

ARTICLE 11
EMPLOYEE EVALUATION

- A. New employees will be placed on a ninety (90) work days probationary period. During this ninety (90) work day period, the new employee will be evaluated as to his/her progress on the job. It is understood that employees are subject to a probationary period of ninety (90) work days of regular employment; during which time the Employer shall have the sole right to discharge, discipline, transfer, demote or layoff said employees at-will, without regard to the provisions of this Agreement, and no grievance shall arise therefrom. If the employee proves to be successful, as determined by the Employer's evaluation after ninety (90) work days, s/he will be added to the seniority list. His/her seniority date shall be from the date of hire as a probationary employee. A work day means a day the employee is scheduled to work.

The Union shall represent probationary employees for the purpose of collective bargaining in respect to rates of pay, wages, hours of employment, and conditions of employment as set forth in this Agreement, except discharged and disciplined employees for other than Union activity.

- B. An annual written evaluation of the employee's work performance, utilizing a mutually agreed upon evaluation tool, will be provided by the Facilities Supervisor, with input from Building Administrators, prior to June 30. The evaluation process shall provide an opportunity for the Facilities Supervisor and the employee to exchange views and offer constructive suggestions for improving procedures in delivering quality educational services. If an evaluation is not completed by June 30, the employee is presumed to be performing satisfactorily.
- C. It is agreed that any written evaluation of an employee's performance shall be discussed with the employee and signed by the employee. The employee then has the option, within ten (10) work days, to submit a rebuttal. This response shall be attached to the formal evaluation; however, the results of the evaluation are not eligible for arbitration.

ARTICLE 12
UNION RIGHTS

- A. The Employer agrees to furnish to the Union, upon request, all available public information concerning the financial resources of the District and other public information, including but not limited to, preliminary budgets and directory of employees.
- B. A copy of the agenda of each regular or special meeting of the Board of Education shall be posted on the District's website prior to said meeting.
- C. The Union and its members may use the school buildings and facilities for meetings in accordance with Employer policies.
- D. The Union may use the employees' school mail boxes and electronic mail for communications. The Union shall have use of the internal delivery system of the Employer without cost.
- E. The Union shall have the right to post notices of activities and matters of Union concern at designated bulletin boards in each building or facility to which employees may be assigned.
- F. The Union may use Employer owned photocopiers at reasonable times when such equipment is not otherwise in use. The Union shall pay for the reasonable cost of all materials and supplies incidental to such use. Requests from the Union to use other equipment shall be considered on an individual basis by the Employer.
- G. A bank of four (4) days or thirty-two (32) hours for each school year will be provided by the Employer for representatives designated by the Union to receive release time without loss of pay or fringe benefits to perform union business. The term "union business" shall not be construed to include participation in any demonstrations involving contractual disputes in any school district or for contract management of grievances or negotiations with the Employer. To access this leave, the TCMA President will provide prior written notice to the Chief Human Resources and Operations Officer and to the Facilities Supervisor.

ARTICLE 13
PROTECTION OF EMPLOYEES

- A. The Board recognizes its responsibility to give all reasonable support and assistance to employees. It shall be the responsibility of the employee to report unusual and serious discipline matters to the proper administrators. It shall be the responsibility of the administrative staff to provide the necessary support to an employee.
- B. Any case of assault upon an employee, his/her person or property during a working situation shall be promptly reported. The administrative staff will render assistance to the employee, upon request, by notifying necessary law enforcement officials, a designated member of the employee's family, medical assistance and Superintendent. The Superintendent may render such additional assistance, as he/she may deem proper under the conditions consistent with Board policy.
- C. Time lost by an employee in court appearances or official conferences with his/her attorney for the purpose of taking depositions in connection with any assault upon the employee by a parent or student resulting from the working situation shall not be charged against the Employee.
- D. The employee shall have at his/her option the right to seek redress from the assailant.
- E. The Board further agrees that in those cases of loss or damage of personal property of an employee through no acts of carelessness or negligence of said employee and occasioned by an act initiated by a student during the work day, the District shall reimburse the employee for the loss or damage as follows:
 - The employee's initial written notification of damage must be submitted to the Building Administrator/Supervisor and Chief Financial Officer within five (5) work days of the occurrence.
 - The District shall reimburse the employee up to \$750 per occurrence for damage to personal property that has a value of at least \$10.
 - The employee may submit a request for reimbursement for property damaged by a student. The request shall be submitted to the Chief Financial Officer within ninety (90) calendar days of the date the damage occurred and shall include a receipt and documentation of the repair/replacement.
 - Items brought in by the employee for public use are not eligible for reimbursement.

ARTICLE 14
WORK CONDITIONS

A. Work Day

The work shift shall be no more than eight (8) hours each day with a one-half (1/2) hour unpaid duty-free lunch period and two (2) paid fifteen minute relief breaks. Employees working five (5) or more hours but less than eight (8) hours each day may be entitled to a one-half (1/2) hour unpaid duty-free lunch period and one (1) paid fifteen minute relief break. Employees working more than three (3) but less than five (5) consecutive hours shall be entitled to one (1) paid fifteen minute relief break. Relief breaks shall be taken at appropriate times mutually agreed upon by the employee and supervisor/administrator.

The regular work week, not inclusive of weekend/holiday care and overtime, for all positions covered by this Agreement shall be Monday through Friday, with the exception of the Custodian-Swing Shift position. The Custodian-Swing Shift regular work week shall be Tuesday through Saturday.

The Groundskeeper shall be subject to substitute assignments in the School District and the rate of pay shall be in compliance with Article 21.

Scheduled work hours Monday through Friday during the summer recess period may be adjusted by the Superintendent and are not constrained by the first two paragraphs of Section A. The summer work schedule shall be communicated in writing to the TCMA employees no later than May 1 of each year.

B. Call-Ins

A minimum of two (2) hours shall be credited to an employee requested to work an unscheduled call-in, even if less time is worked by the employee. This provision does not apply to additional time worked prior to or following the employee's regular work schedule.

C. In-Service

Employees may be offered in-service training opportunities at the discretion of the Employer.

D. Short-Term Vacancies / Extra Help

The Facilities Supervisor shall make reasonable efforts to give priority in filling short-term vacancies of higher pay or additional hours to regular employees based on qualification and within the building.

ARTICLE 15
PAID TIME OFF
(SICK, PERSONAL BUSINESS, VACATION, HOLIDAY AND BEREAVEMENT DAYS)

Employees shall be provided paid time off in the following ways:

- 3 personal business days per year
- 10 sick days per year (may accumulate a maximum of sixty (60) days)
- 10 days of vacation (Year 1 through Year 5)
- 15 days of vacation (Year 6 through Year 10)
- 20 days of vacation (Year 11+)
- 14 days holiday pay

Sick, personal business and vacation days shall be pro-rated for any employee working less than full-time and/or less than twelve (12) months (July 1 through June 30).

All absences (sick, personal business and vacation days) must be taken in either quarter, half or full day increments. All absences must be entered through the current electronic absence management system utilized by the Employer.

The Employer will make every reasonable effort to call in a substitute to work to replace any employee absent from work when it is deemed necessary by the Employer.

Personal Business days may not be used to extend non-work periods, unless pre-approved by the Superintendent or his/her designee.

Employees are not entitled to pay for unused paid leave days upon separation of employment for any reason from Trenton Public Schools.

A. Sick Days

1. Sick leave is defined as a time of employee absence during the employee's regular work schedule because of personal illness or disability during which time the employee is granted income protection by the Board of Education. Sick leave shall not be used for recreational activities, extending vacation or participating in any form of work stoppage.
2. Sick days must be communicated at least two (2) hours prior to the request/scheduled work time.
3. Employees with more than three (3) consecutive days of absences due to illness may be required to provide the Employer proof of physician's care and a fitness for duty release prior to returning to work.

4. If an employee's illness causes consecutive work days of unexcused absences, it will be counted as one (1) instance for the purpose of "progressive discipline" noted below, provided that, upon his/her return to work, the employee presents medical documentation acceptable to the Employer, which substantiates the illness and the employee's need to have been absent from work for the days in question.
5. Income protection granted because of illness will cease upon the commencement of child care leave or leave of absence.
6. An employee is granted income protection under the provisions of the sick leave policy if s/he is in quarantine.
7. An annual audit will be made of employee absences and administrative review will occur with those employees who have established a pattern of continuous and/or excessive absences.
8. Any disability of an employee that qualifies for indemnity under the Workers' Compensation Act shall be compensated with the combined funds of Workers' Compensation and sick days, not to exceed the regular daily rate. The compensation from the Employer shall not exceed the number of the employee's accumulated sick days.

B. Personal Business Days

1. It is agreed that personal business days are provided for personal business obligations which cannot be met outside the regular work day. It is further agreed that a personal business day shall not be used for recreational activities, holidays or vacation days. Employees shall not be eligible for personal business days prior to or after holidays, school recess periods, or vacation days, unless the employee shows the necessity for such leave in writing and receives approval from the Superintendent, or his/her designee.
2. Requests for personal business days must be submitted to and approved by the Facilities Supervisor at least 48 hours prior to the date of the requested use of a personal business day. Emergency situations resulting in less than 48 hour advance notice, may be reviewed and approved on a case by case basis by the Superintendent or his/her designee.
3. Unused personal business days may carry over into sick days.

C. Vacation Days

1. Vacation days do not carry over from year to year. Any vacation days not used between July 1 and June 30 of a given year, will be forfeited. Employees are not entitled to additional pay for unused vacation days.
2. Requests for vacation day(s) must be submitted to and approved by the Facilities Supervisor at least one (1) week in advance of the requested vacation date(s), but shall not be submitted for approval more than twelve (12) months in advance of the start date of the vacation request.
3. Vacations will be granted at such times during the year as are suitable, considering the employee and the efficient operation of the department/building concerned. In the event it is necessary to limit the number of employees who have requested the same vacation day(s), preference will be given to the employee who submitted the vacation request first.

D. Holidays

1. All employees covered by this Agreement shall be paid for days worked according to the approved school calendar. In addition, the employees will be paid his/her standard hours for fourteen (14) holidays as follows:
 - New Year's Day
 - MLK, Jr. Day
 - Good Friday
 - Easter Monday*
 - Memorial Day
 - Fourth of July
 - One day during Fourth of July Week (TBD upon mutual agreement)
 - Friday before Labor Day
 - Labor Day
 - Thanksgiving Day
 - The Day After Thanksgiving
 - Christmas Eve
 - Christmas Day
 - The Day After Christmas
 - New Year's Eve

*Unless there is a conflict with the calendar set forth by Wayne RESA.

Additional paid days may be provided at the discretion of the Superintendent.

2. All employees scheduled to work during the pay period in which a holiday falls, will be paid for the above holidays when they occur during the normal school year. Holiday pay shall not be granted to employees not working their regular shift on the scheduled work day before and the scheduled work day after the holiday, unless pre-approved by the Superintendent or his/her designee, excluding approved vacation days. In the event of an emergency, the holiday pay may still be granted after the absence occurs if an acceptable reason is provided and approved by the Superintendent or his/her designee.
3. Holidays which fall on a Saturday shall be observed on Friday and holidays which fall on a Sunday shall be observed on Monday, unless mutually agreed upon and not in conflict with the District calendar.

E. Bereavement Days

1. All employees, in the case of death in the immediate family (parent, spouse, sister, brother, child, grandparent, grandchild, mother-in-law, father-in-law, son-in-law, or daughter-in-law, including step family as identified above) qualify for up to five (5) consecutive days of paid absence when the need for bereavement leave coincides with a regular work day(s).
2. In the case of death of an "extended family member" (aunt, uncle, niece, nephew, or cousin), all full-time employees may qualify for up to one (1) day of paid absence when the funeral coincides with a regular work day. For absences related to an "extended family member", the employee will be required to submit documentation from the funeral home indicating the employee's attendance at the funeral home/funeral service on the day of the absence with the times noted.

Any employee whose absences from work exceed the combined number of days set forth above shall receive progressive disciplinary action as follows:

First instance of exceeding the combined number of days:	Verbal Warning
Second instance of exceeding the combined number of days:	Written Warning, Written Reprimand, Possible Suspension without Pay
Third instance of exceeding the combined number of days:	Termination

ARTICLE 16

UNPAID LEAVES OF ABSENCE

Unless otherwise required by law, a leave of absence is an authorized absence from work without pay.

To be eligible for a leave of absence, an employee must have completed one (1) year of service with the Employer. Employees on an unpaid leave of absence may not engage in supplemental employment. An unpaid leave of absence will normally not exceed twelve (12) work weeks. The Employer may, in its discretion, grant additional leave such that the total amount of leave does not exceed one (1) year.

Extensions of a leave of absence or a second leave of absence may be granted upon the recommendation of the Superintendent of Schools to the Board of Education.

During a leave of absence, an employee shall retain his/her seniority, but shall not accumulate additional seniority during the leave.

Leaves of absence shall only be granted to those employees who intend to return to the service of the Trenton Board of Education at the termination of the leave.

To the extent permitted by local, state, or federal law, employees who are granted a leave of absence pursuant to any of the leave policies outlined in this Agreement are prohibited from performing work for another employer, or from self-employment, during the period of leave. Failure to abide by this policy may result in discipline, up to and including termination of employment.

An employee returning from an unpaid personal and/or medical leave of absence shall be reinstated to the first open comparable position in the same classification s/he held when the leave began.

A. The following types of Unpaid Leaves of Absence are recognized:

1. Personal Leaves

Unless otherwise required by law, leaves of absence for personal reasons are available on such terms and conditions as are recommended to the Board of Education by the Superintendent.

Requests for personal leaves of absence must be in writing and submitted to the Superintendent, or his/her designee, not less than sixty (60) days before the date the leave is to begin.

Unless otherwise required by law, the Board of Education will not continue to provide employee benefits to an employee on a personal leave of absence.

An employee desiring to return from leave of absence should provide a thirty-day written notice to the Office of the Superintendent.

2. Medical Leaves

In accordance with the Family and Medical Leave Act of 1993 (FMLA), the Employer will grant up to twelve (12) weeks of leave (or in the case of leave to care for a family member who has suffered a serious injury or illness in connection with the applicable military service, 26 weeks) to eligible employees for qualifying reasons under the FMLA. FMLA leave is an unpaid leave, however, employees will be required to use any available sick and/or personal business days in his/her paid time off bank while on an FMLA leave. Requests for Family and Medical Leave Act (FMLA) leaves of absence must be in writing and submitted to the Chief Human Resources and Operations Officer not less than thirty (30) days before the date the leave is to begin. If such notice is not practicable, the notice is to be provided as soon as practicable.

A medical leave of absence may be granted to employees who are ineligible for FMLA leave. If an employee is eligible for FMLA leave, the employee must exhaust his/her FMLA leave before requesting a medical leave without pay. Additionally, an employee shall be required to exhaust all accrued paid time off prior to requesting an unpaid medical leave of absence.

To request an unpaid medical leave of absence, an employee must contact the Chief Human Resources and Operations Officer and provide documentation from a physician stating the need and anticipated duration of the requested medical leave. Such leaves shall be at the sole discretion of the Superintendent, or his/her designee, and may only be granted upon written approval. The Employer reserves the right to require the employee to obtain the opinion of a second health care provider selected by the Employer. The Employer will bear the cost and shall be the recipient of the opinion of the second health care provider.

An employee returning from an unpaid medical leave of absence must provide the Employer with written notice at least thirty (30) days prior to the employee's scheduled return date. Additionally, prior to the employee's return, s/he must submit a physician's certification confirming his/her fitness to return to work. Failure to notify the Employer will be treated as a voluntary resignation.

Unless otherwise required by law, the Employer will not continue to provide employee benefits to an employee on a medical leave of absence.

3. Military Leaves

Leaves for active military service or reserve training will be granted in accordance with the applicable law.

4. Judicial Leave

If an employee is summoned to jury duty on a day(s) for which the employee was otherwise scheduled to work, the employee will be paid the difference between the employee's regular daily pay and the pay received for the performance of the jury obligation up to a maximum of thirty (30) calendar days per year. The employee must submit a copy of the check received for serving on a jury to the Business Office in order to be eligible for District pay. If an employee's jury service exceeds thirty (30) calendar days per year during which an employee was otherwise scheduled to work, the employee shall be granted time off without pay for the remainder of his/her jury service.

Any monies paid by the Federal, State or County governments for meals and travel expenses incurred by the employee in performance of the jury obligation are to be retained by the employee and are not a factor in determining the pay difference.

Any employee who is subpoenaed to appear in court as a witness on a day for which the employee was otherwise scheduled to work shall be granted time off without pay for the duration of their testimony.

An employee involved in personal litigation must use personal business time, if available, for such testimony.

ARTICLE 17

SENIORITY

A. Definition and Scope

For the purpose of this Agreement, seniority shall be defined as the total length of service from the date of employment in the TCMA bargaining unit. Seniority shall be from the TCMA date of hire, provided the probationary period has been successfully completed.

If two or more employees have the same seniority date, they shall be ranked by the last four digits of their respective social security numbers; the one with the higher number being given higher seniority rank.

B. Loss of Seniority

An employee shall lose seniority upon separation of employment for any reason, or if s/he fails to report for three (3) consecutive working days without notice to the Employer.

An employee shall lose seniority if the employee fails to return within the proper recall period from lay-off, as defined by the layoff and recall procedures outlined in this Agreement.

An employee shall lose seniority if the employee fails to return from any leave.

C. Seniority List

The seniority list, established on the date of mutual ratification of this Agreement, shall list the names, classification, and TCMA seniority.

The Employer shall keep the seniority list up-to-date at all times and will provide a copy to the TCMA President.

Approved personal leaves of absence shall not be considered as interrupting seniority.

ARTICLE 18
403(b)

Both the Board and the Association recognize the importance of each employee pursuing an active retirement savings program. To that end, the Board agrees to make available a 403(b) plan with all of the administrative services necessary to participate. The parties recognize that the legal requirements surrounding 403(b) plans continue to evolve and it is the intent of the parties to comply with all legal requirements at all times. The parties further agree to continue utilizing “The Standard” as the investment provider.

ARTICLE 19
MISCELLANEOUS PROVISIONS

- A. If any provisions of this Agreement shall be found contrary to law, then such provisions shall not be deemed valid except to the extent permitted by law, but all other provisions shall continue in full force and effect.
- B. Each employee shall have the right by appointment to examine the contents of his/her own personnel file. Privileged information such as confidential credentials, reports and related personal references normally sought at the time of employment are specifically exempted from examination. The examination shall be made in the presence of the administrator responsible for the safekeeping of these files, which the parties acknowledge are the property of the Employer and not to be removed from the office of the administrator. In this examination, the employee may be accompanied by a representative delegated by the Union, provided the employee gives his/her consent to the third party's presence to the administrator. The material examined may be copied by the employee. If the employee requests electronic copies of the material, s/he shall pay a reasonable cost as determined by the Business Office.
- C. A copy of the employee's duties are on file in the Chief Human Resources and Operations Officer's Office.
- D. Five (5) copies of this Agreement shall be printed at the expense of the Employer and presented to the Union. An electronic version of this Agreement will be maintained for viewing on the District's website under the "Transparency Reporting" section. Finally, the Employer will provide the TCMA President with an editable electronic version (in Microsoft Word).
- E. Dress Code

Employees are expected to dress appropriately for their work responsibilities. All employees must comply with the District's dress code. This dress code requires that, at all times, all employees wear navy blue or black slacks/pants (jeans are acceptable). A rubber soled flat shoe can be worn as long as they are not high heels, pumps, sandals, or open toed shoes. Socks are required at all times. Good personal hygiene and a clean and neat appearance are also required.

The Employer shall provide the TCMA bargaining unit with an annual clothing allowance in the total amount of two thousand five hundred dollars (\$2,500), not to exceed one hundred twenty-five dollars (\$125) per employee per school year. Each July, the Facilities

Supervisor shall coordinate the process for employees to purchase shirts from a District-approved vendor.

The clothing allowance shall not be paid as cash compensation and shall be used solely for the purchase of approved shirts from a District-approved vendor. Any unused portion of either the total TCMA allocation and/or an individual employee's annual allowance shall not carry over to the following year and shall have no cash value.

F. Equipment

Employees are responsible for the daily cleaning and safe keeping of the equipment, materials and duty stations that are assigned to them. Except as otherwise outlined in this Agreement, employees are prohibited from using District owned equipment, tools, vehicles, or other property for personal purposes.

G. Use of District Owned Vehicles

Only authorized employees shall operate District owned vehicles.

Employees using District owned vehicles are charged with full responsibility for maintenance of such vehicles at the Employer's expense. All employees are expected to adhere to local and state traffic laws and regulations. The use of seat belts during operation of District owned vehicles is mandatory. All vehicles must be locked when not in use.

Employees must immediately report any driving violation received while using a District owned vehicle to the Facilities Supervisor. Additionally, all accidents involving District owned vehicles must be immediately reported to the appropriate law enforcement agency and to the Facilities Supervisor.

Employees are prohibited from using a District owned vehicle as their personal vehicle. In addition, the following activities are prohibited with regard to employee use of a District-owned vehicle:

1. Employees may not smoke in District owned vehicles.
2. Employees may not operate a District owned vehicle while under the influence of alcohol, marijuana, or illegal drugs.
3. Employees may not possess or store alcohol, marijuana, or illegal drugs in a District owned vehicle.

4. Employees who lack a valid operator's license may not operate a District owned vehicle.

The Employer may perform regular checks of driving records on all employees who are authorized to drive District owned vehicles and may consider reassigning current employees with unacceptable records to non-driving positions.

ARTICLE 20
NO STRIKE CLAUSE

- A. The Association specifically agrees to bind its members to recognizing the intent and letter of Act 379 of the Public Acts of 1965 which specifically prohibits any strike by public employees.
- B. As provided in the Michigan Public Employment Relations Act, the Employer shall not lock out any employee.

ARTICLE 21
PROFESSIONAL COMPENSATION

Salary Schedule

- A. The salary schedule herein presented shall be effective for the period July 1, 2026 through June 30, 2027.

2026-2027					
HOURLY SALARY SCHEDULE					
TCMA					
Effective Date: July 1, 2026 (3% Increase)					
HOURLY SALARY RATES	Minimum	One (1) Year	Two (2) Years	Three (3) Years	Four (4) Years
Custodian A (High School)	\$24.85	\$25.32	\$25.76	\$26.19	\$27.52
Custodian A (Middle School)	\$24.85	\$25.32	\$25.76	\$26.19	\$26.84
Custodian A	\$24.85	\$25.32	\$25.76	\$26.19	
Custodian B - Afternoon Shift	\$22.77	\$23.24	\$23.70	\$24.18	
Custodian B - Mid-Shift	\$22.62	\$23.09	\$23.55	\$24.03	
Custodian - Swing Shift	\$23.22	\$23.69	\$24.16	\$24.62	
Groundsman	\$22.47	\$22.94	\$23.40	\$23.88	
*Updated to reflect 3% increase for 2026-2027					

For the 2026-2027 school year, the TCMA salary schedule shall be determined as follows:

- Steps shall be granted for the 2026-2027 school year. In order to be eligible to advance a step, an employee must have been hired and began working prior to January 1.
- The 2026-2027 salary schedule has been increased by 2% over the 2025-2026 salary schedule.
- If the audited fund balance percent of expenses for general and enhancement funds combined at the end of June 30, 2026 is: (increases applied to the 2025-2026 salary schedule)
 - 16% or higher - an additional 2% wage increase will be applied (total 4% increase)
 - 14 -15.99% - an additional 1% wage increase will be applied (total 3% increase)

For the 2027-2028 school year, the TCMA salary schedule shall be negotiated during a wage re-opener.

- B. Any regular employee designated by the Facilities Supervisor to substitute in a higher position within the bargaining unit, specifically a Custodian B to substitute for a Custodian A, shall receive the established hourly rate of pay for the actual hours worked in the higher position. For the purpose of this paragraph, a higher position is defined to

be a position with a greater hourly rate of pay and/or a position with greater regularly scheduled hours per day.

In the absence of a Custodian A, a Custodian B may be designated by the Facilities Supervisor to substitute in that position and, if designated, will receive Custodian A pay.

- C. Employees of the bargaining unit, required by the Employer to attend a workshop or institute shall not lose their regular daily rate. If employees of the bargaining unit are required to attend outside of their normal work day, they shall be paid at their regular daily rate, or overtime wages, if applicable.
- D. An allowance for weekend and holiday care of the building shall be made for personnel holding the position of Custodian A in the amount of three (3) hours of straight time per week payable bi-annually in the first regular pay after January 1 and July 1.
- E. The allowance stated in Paragraph E does not affect the normal forty (40) hour week nor entitle the employee to overtime pay for the weekend and holiday care.
- F. Employees required in the course of their work to drive personal automobiles from one school building to another shall be reimbursed for approved business mileage at the current IRS rate.

This employee compensation is not eligible for retroactive adjustments. An approved mileage reimbursement form must be received by the Business Office within thirty (30) days from the end of the month in which the mileage was accrued. The same allowance shall be given for use of personal cars for business of the Employer. The Employer shall provide excess liability insurance protection for employees when their personal automobiles are used as provided in this section.

Overtime Pay

- A. Whenever the need for overtime and/or extra hours occur for personnel, it will be paid at the rate of 1.5 times an employee's regular hourly rate for any hours worked in excess of 40 hours in a week (the work week begins at 12:00 a.m. on Sunday and continues through 11:59 p.m. on Saturday). Hours paid but not worked for the purposes of holiday, bereavement and sick time will be counted toward the 40 hours required before the overtime rate begins. Paid time off for purposes of vacation and personal business will not count toward the 40 hours.

If the overtime hours are worked on a Sunday, the hours will be paid at 2 times an employee's regular hourly rate, with the exception of the Groundskeeper position, which will be paid at 1.5 times the employee's regular hourly rate. If an employee is given the

choice to perform overtime work on either Saturday or Sunday and the employee elects to perform the work on Sunday, the employee's pay shall be paid at the rate of 1.5 times his/her regular hourly rate.

If the overtime hours are worked on a holiday, the hours will be paid at 2 times an employee's regular hourly rate, plus the regular holiday pay.

- B. It shall be the policy of the Employer to make available equal opportunity for all overtime among all eligible employees. Whenever possible, the overtime shall remain with the eligible employees assigned to that building or the Groundsman.
- C. Whenever any overtime and/or extra hours opportunities are refused by the employee, such refusal shall be given to the Facilities Supervisor and the Custodian A. Such a refused offer of overtime and/or extra hours opportunities shall be credited to the employee as if said employee had worked the period of time requested.
- D. Whenever any overtime and/or extra hours opportunities are refused by all the eligible TCMA employees, the employee, from the building with the overtime/extra hours opportunity, with the least amount of extra hours of overtime for that current school year shall work. In the event there are multiple employees who share the least amount of overtime hours, the employee with the lowest seniority shall work.
- E. Whenever an event or activity, which requires custodial support as determined by the District, is scheduled in a building and is outside the regular hours of the employees of the Custodian A or Custodian B classification assigned to that building, the building shall be attended to by an employee of the Custodian A ,Custodian B or Groundsman classification.
- F. Advance notice will be given for overtime work when the Employer is aware of scheduled events.

ARTICLE 22
EMPLOYEE BENEFITS

A. Medical Benefit Plan

For the 2026-2027 (July 1, 2026 - June 30, 2027) insurance year, the Employer agrees to offer only the WMHIP Priority Health 250 PHTN2 medical/prescription insurance plan.

The employee's contribution toward this insurance program shall be as follows:

- For employees enrolling in the WMHIP Priority Health 250 PHTN2 insurance plan, the employee contribution toward the cost of this health insurance program shall be 20% of the cost of such insurance.

For insurance year 2027-2028 (July 1, 2027 - June 30, 2028):

- Once 2027 plan year insurance rates have been released, a committee comprised of no more than three (3) TCMA employees and three (3) representatives of the Employer will be established to review and analyze multiple plans offered by both the current provider (WMHIP/Priority Health), as well as MESSA.
- If the parties mutually agree, a new plan(s) will be offered. If no agreement is reached, the current plan will be the default.

Payroll deductions are authorized for employees' contributions. Employees shall have the opportunity to pay their premium contribution through a Premium Conversion Plan (pre-tax).

The provisions of Paragraph A shall take effect for any new employee upon the acceptance of his/her application forms by the company providing the benefit on the first calendar day of employment.

An employee may opt to receive \$200 monthly in lieu of the Medical Benefit Plan described in this paragraph.

B. Life Insurance

The Employer will provide group term life insurance in the amount of \$25,000 for full-time employees. The Employer will provide term life insurance protection in the amount of \$12,500 to employees retiring after 15 years of service on or after July 1, 1998. For these retirees, term life insurance protection will cease on their 65th birthday.

C. Dental Insurance

The Employer agrees to pay into a Dental Insurance Plan the full cost of the premium for the employee and his/her immediate family. The plan to be equivalent to the Delta Plan, Class I and II at a 70/30 co-insurance with 50/50 co-insurance for orthodontic benefits, subject to further specific language on the plans.

D. Vision Insurance

The Employer agrees to pay into a Vision Insurance Plan the full cost of the premium for the employee and his/her immediate family. The plan to be equal to the M.E.S.S.A. Full Family Vision Care Plan VSP-3

E. STD/LTD Insurance

The Board of Education agrees to provide an accident and sickness disability benefit for all full-time employees of the bargaining unit.

For full-time employees, the Employer provides group short term disability insurance. Following the elimination period, the eligible full-time employee shall be entitled to income protection at the rate of 70% of the employee's base pay daily rate for the approved benefit duration period.

For full-time employees, the Employer provides group long term disability insurance. Following the elimination period, the eligible full-time employee shall be entitled to income protection at the rate of 60% of the employee's base pay daily rate for the approved benefit duration period.

Changes in the amount of daily benefit for an insured person due to a change in the base pay daily rate of pay shall become effective automatically on the first day of the month coincident with or next following such change in the daily rate of pay.

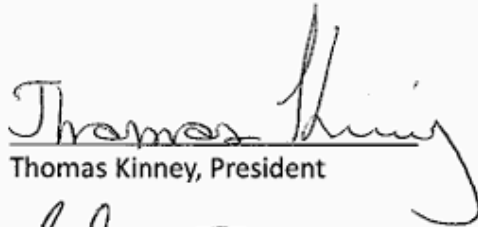
DURATION of AGREEMENT

This Agreement incorporates the entire understanding of the parties on all issues which were or could have been the subject of negotiation. During the term of this Agreement neither party will be required to negotiate with respect to any such matter whether or not covered by this Agreement and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

This Agreement shall remain in effect from July 1, 2026 and shall continue into effect through June 30, 2028.

IN WITNESS THEREOF, the parties hereto have executed this Agreement by their duly authorized representatives the day and year first above written.

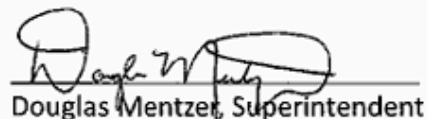
TRENTON BOARD OF EDUCATION



Thomas Kinney, President



Jill Simmons, Chief Human Resources & Operations Officer

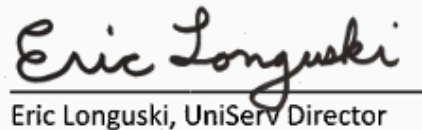


Douglas Mentzer, Superintendent

TRENTON CUSTODIAN MAINTENANCE ASSOCIATION/MEA/NEA



Anna Alcantar, President



Eric Longuski, UniServ Director