

# AGREEMENT 4233

## WORKING AGREEMENT FOR TEMPORARY / GRANT FUNDED / OTHER STAFF

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JULY 1, 2023 – JUNE 30, 2026

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KENTWOOD PUBLIC SCHOOLS  
5820 EASTERN AVENUE SE  
KENTWOOD, MICHIGAN 49508

Kentwood Public Schools  
5820 Eastern Avenue SE  
Kentwood, Michigan 49508

Agreement 4233

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**Included in this Agreement:**

Safety / Security Staff

Aquatic Center Staff

Ice Arena Staff

Interventionists

Arch Activity Leaders

A. Conditions of Employment

Probationary Period – If at any time prior to the conclusion of the probationary period the employee’s work performance is deemed unacceptable, the employee is subject to immediate dismissal. The probationary period for all new employees shall be 60 work days.

New employees hired prior to February 1 of each school year shall receive a salary increase on the succeeding July 1<sup>st</sup> except for those employees who are on a fixed salary schedule.

New employees hired after February 1 of each school year shall remain on the same salary/step until July 1<sup>st</sup> of the next calendar year following employment.

B. Fringe Benefits – See Appendix A

All employees, normally scheduled to work 30 hours or more per week, shall receive access to an insurance plan as described in detail as per attached Appendix A.

This insurance plan shall be made available to the employee on the first of the month after having successfully completed the 60-day probationary period.

C. Flexible Benefits Plan – See Appendix A

The Board shall establish and maintain a cafeteria plan under Section 125 of the Internal Revenue Code. The cafeteria plan shall permit an employee who elects not to receive Board provided health insurance coverage to receive, in lieu of health insurance coverage, additional compensation in an amount described in this agreement. The additional compensation shall be subject to all required tax withholdings. The Board may revise the cafeteria plan, as necessary, to comply with the requirements of the Internal Revenue Code.

## FULL TIME IS CONSIDERED 30 OR MORE HOURS PER WEEK

### D. Paid Medical Leave

In compliance with the Paid Medical Leave Act (PMLA, March 29, 2019), **Effective July 1, 2019, 4233 employees** will receive 40 hours of paid leave time annually provided the employee meets the eligibility criteria **AND** has successfully completed the probationary period of 60 work days. This amount will be pro-rated for those employees hired after the start of the school year. Leave balances do not carry over from one year to the next.

PMLA Criteria is as follows:

- Regularly worked a minimum of 25 hours per week the previous school year (July 1 - June 30)
- Works a minimum of 25 weeks during the school year (July 1 - June 30)

### E. Leave of Absence

The District complies with all requirements and criteria of the Family Medical Leave Act (FMLA)

# Kentwood Public Schools

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## 2023-2024 Wage Sheet

Kentwood Ice Arena	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Support Staff Supervisor	\$ 12.68	\$ 12.70	\$ 13.98	\$ 14.66	\$ 15.25	\$ 15.94
Night Supervisor	\$ 18.36					

KPS Safety and Security Staff	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Support Staff	\$ 14.78	\$ 15.35	\$ 15.92	\$ 16.49	\$ 16.82	\$ 17.15

EKHS Aquatic Center	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Head Lifeguard	\$ 13.64	\$ 14.21	\$ 14.78	\$ 15.35	\$ 15.92	\$ 16.49
Pool Manager	\$ 17.05					
Instructor w/ certification	\$ 17.05					
Instructor w/o certification	\$ 13.64					
Pool Manager - Outside rental	\$ 22.74					

KPS 21st Century - Arch	Step 1
Activity Leaders	\$ 15.60

KPS Interventionists	Step 1		
3/4/5 days per week 5 or 7 hours per day	\$ 20.15	sub in classroom full day	\$141.05

# Kentwood Public Schools

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## 2024-2025 Wage Sheet

Kentwood Ice Arena	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Support Staff Supervisor	\$ 13.12	\$ 13.14	\$ 14.47	\$ 15.17	\$ 15.78	\$ 16.50
Night Supervisor	\$ 19.00					

KPS Safety and Security Staff	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Support Staff	\$ 15.30	\$ 15.89	\$ 16.48	\$ 17.07	\$ 17.41	\$ 17.75

EKHS Aquatic Center	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Head Lifeguard	\$ 14.12	\$ 14.71	\$ 15.30	\$ 15.89	\$ 16.48	\$ 17.07
Pool Manager	\$ 17.65					
Instructor w/ certification	\$ 17.65					
Instructor w/o certification	\$ 14.12					
Pool Manager - Outside rental	\$ 23.54					

KPS 21st Century - Arch	Step 1
Activity Leaders	\$ 16.15

KPS Interventionists	Step 1
3/4/5 days per week	\$ 20.86
5 or 7 hours per day	sub in classroom full day \$146.02

Kentwood Public Schools  
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2025-2026 Wage Sheet

Kentwood Ice Arena	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Support Staff Supervisor	\$ 13.51	\$ 13.53	\$ 14.90	\$ 15.63	\$ 16.25	\$ 17.00
Night Supervisor	\$ 19.57					

KPS Safety and Security Staff	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Support Staff	\$ 15.76	\$ 16.37	\$ 16.97	\$ 17.58	\$ 17.93	\$ 18.28

EKHS Aquatic Center	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Head Lifeguard	\$ 14.54	\$ 15.15	\$ 15.76	\$ 16.37	\$ 16.97	\$ 17.58
Pool Manager	\$ 18.18					
Instructor w/ certification	\$ 18.18					
Instructor w/o certification	\$ 14.54					
Pool Manager - Outside rental	\$ 24.25					

KPS 21st Century - Arch	Step 1
Activity Leaders	\$ 16.63

KPS Interventionists	Step 1		
3/4/5 days per week 5 or 7 hours per day	\$ 21.49	sub in classroom full day	\$150.43

FULL TIME SAFETY/SECURITY, ACQUATIC CENTER & ICE ARENA STAFF (4233)  
 INSURANCE OPTIONS OVERVIEW  
 July 1, 2023 - June 30, 2026

	<b>OPTION I</b>  <b>PRIORITY HEALTH HSA</b>
Employee Cost	<p><b>Full-Time Employee</b> working 30 or more hours per week</p> <p>The Board shall pay \$225.00 towards the monthly medical premium for employees electing Option I</p> <p>Full-time employees who elect <b>Priority Health HSA</b> will pay the difference between the Board contribution and the plan premium</p>
Medical	<p><b>Priority Health HSA (HMO)</b>          Deductible: \$3,000 single                            \$6,000 2-person                            \$6,000 Full family</p> <p>Coinsurance: 20% after deductible is met</p>
Prescription	<p>Co-payment  <b>After</b> plan year deductible is met \$10 generic/\$40 brand for 30 day fill.</p>
Dental	<p>There is no dental coverage with this option</p>
Vision	<p>There is no vision coverage with this option</p>
Footnotes	<p>Full plan details available on the <a href="#">KPS Website</a></p> <p>Employee premiums will be adjusted annually to reflect rates given by Priority Health, ADN, NVA &amp; Madison National Life</p>



## FULL TIME ACTIVITY LEADER INSURANCE OPTIONS OVERVIEW

July 1, 2023 - June 30, 2026



	OPTION I  PRIORITY HEALTH HSA	OPTION II  DENTAL/VISION/LIFE/LTD
Employee Cost	<p><b>Full-Time Employee</b> working 30 or more hours per week</p> <p>The Board shall pay \$225.00 towards the monthly medical premium for employees electing Option I</p> <p>Full-time employees who elect <b>Priority Health HSA</b> will pay the difference between the Board contribution and the plan premium</p>	<p><b>Full-Time Employee</b> working 30 or more hours per week</p> <p>The Board shall pay 50% of the monthly premium for employees electing Option II</p> <p>Full-time employees who elect <b>Option II</b> will pay 50% of the plan premium</p>
Medical	<p><b>Priority Health HSA (HMO)</b> Deductible: \$3,000 single \$6,000 2-person \$6,000 Full family</p> <p>Coinsurance: 20% after deductible is met</p>	There is no medical coverage with this option
Prescription	<p>Co-payment <b>After</b> plan year deductible is met \$10 generic/\$40 brand for 30 day fill.</p>	There is no prescription coverage with this option
Dental	There is no dental coverage with this option	<b>ADN Administrators, Inc.</b> Plan year January - December
Vision	There is no vision coverage with this option	<b>NVA (National Vision Administrators)</b> Plan year is January - December.
Footnotes	<p>Full plan details available on the <a href="#">KPS Website</a></p> <p>Employee premiums will be adjusted annually to reflect rates given by Priority Health, ADN, NVA &amp; Madison National Life</p>	<p>Full plan details available on the <a href="#">KPS Website</a></p> <p>Employee premiums will be adjusted annually to reflect rates given by Priority Health, ADN, NVA &amp; Madison National Life</p>

