

AGREEMENT 4232

WORKING AGREEMENT FOR FULL TIME BEHAVIOR SPECIALISTS/ STUDENT SUCCESS COACHES

JULY 1, 2023 – JUNE 30, 2026

KENTWOOD PUBLIC SCHOOLS
5820 EASTERN AVENUE SE
KENTWOOD, MICHIGAN 49508

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Agreement 4232

Full Time Behavior Specialists/Student Success Coaches

Effective July 1, 2023 – June 30, 2026

Included in this Agreement:

Behavior Specialists
Student Success Coaches

A. Conditions of Employment

1. 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.
2. New employees hired prior to February 1 of each school year shall receive a salary increase on the succeeding July 1st except for those employees who are on a fixed salary schedule.
3. New employees hired after February 1 of each school year shall remain on the same salary/step until July 1st of the next calendar year following employment.

B. Fringe Benefits – See Appendix A

1. All employees, normally scheduled to work 30 hours or more per week, shall receive access to an insurance plan as described in detail on the attached Appendix A.
2. Full-time employees will be entitled to life insurance – \$50,000 term life w/AD&D
3. Full-time employees will be entitled to Long-term disability benefits – 66 2/3% of monthly salary to a maximum of \$5,000 per month after 60 calendar day waiting period.

FULL TIME IS CONSIDERED 30 OR MORE HOURS PER WEEK

C. Holidays

Labor Day
Thanksgiving Day
Friday after Thanksgiving Day
Christmas Eve Day
Christmas Day

New Year’s Eve Day
New Year’s Day
Memorial Day

D. Leave Benefits

1. Days away from your position must be added into the Employee Access Center (EAC) Attendance system a minimum of two (2) weeks prior to the leave.
2. Upon completion of the probationary period, each employee shall be granted up to 11 days sick leave per school year.
3. Unused sick leave days shall have unlimited accumulation.
4. Employees may use two personal days (not accumulative) per school year, provided that there are days available in the sick day bank.
5. Employees may use one (1) floating holiday per school year.
6. The district complies with all requirements and criteria of the Family Medical Leave Act (FMLA).

Kentwood Public Schools

Agreement 4232 - Behavioral Specialists 2023-2026

<u>Associates Degree or No Degree</u>						
	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>
2023-2024	\$ 33,040	\$ 33,700	\$ 34,370	\$ 35,060	\$ 35,760	\$ 36,470
2024-2025	\$ 34,200	\$ 34,880	\$ 35,580	\$ 36,290	\$ 37,020	\$ 37,750
2025-2026	\$ 35,230	\$ 35,930	\$ 36,650	\$ 37,380	\$ 38,140	\$ 38,890

<u>Bachelors Degree</u>						
	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>
2023-2024	\$ 34,220	\$ 35,650	\$ 37,790	\$ 40,060	\$ 41,920	\$ 45,010
2024-2025	\$ 35,420	\$ 36,900	\$ 39,120	\$ 41,470	\$ 43,390	\$ 46,590
2025-2026	\$ 36,490	\$ 38,010	\$ 40,300	\$ 42,720	\$ 44,700	\$ 47,990

<u>Masters Degree or higher</u>						
	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>
2023-2024	\$ 37,700	\$ 39,340	\$ 41,700	\$ 44,210	\$ 46,860	\$ 49,670
2024-2025	\$ 39,020	\$ 40,720	\$ 43,160	\$ 45,760	\$ 48,510	\$ 51,410
2025-2026	\$ 40,200	\$ 41,950	\$ 44,460	\$ 47,140	\$ 49,970	\$ 52,960

FULL TIME BEHAVIOR SPECIALIST (4232) INSURANCE OPTIONS OVERVIEW

July 1, 2023 - June 30, 2026



	OPTION I	OPTION II
	PRIORITY HEALTH HSA	DENTAL/VISION/LIFE/LTD
Employee Cost	<p>Full-Time Employee 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 Priority Health HSA will pay the difference between the Board contribution and the plan premium</p>	<p>Full-Time Employee 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 Option II will pay 50% of the plan premium</p>
Medical	<p>Priority Health HSA (HMO)</p> <p>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</p> <p>After 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	ADN Administrators, Inc. Plan year January - December
Vision	There is no vision coverage with this option	NVA (National Vision Administrators) Plan year is January - December.
Life Insurance	\$50,000 life - \$50,000 AD&D	\$50,000 life - \$50,000 AD&D
Long Term Disability	66 2/3% of monthly salary to a maximum of \$5,000 per month.	66 2/3% of monthly salary to a maximum of \$5,000 per month.
Footnotes	<p>Full plan details available on the KPS Website</p> <p>Employee premiums will be adjusted annually to reflect rates given by Priority Health, ADN, NVA & Madison National Life</p>	<p>Full plan details available on the KPS Website</p> <p>Employee premiums will be adjusted annually to reflect rates given by Priority Health, ADN, NVA & Madison National Life</p>

