

ADDENDUM TO KENTWOOD EDUCATION ASSOCIATION
KCEA/MEA/NEA MASTER AGREEMENT
SCHEDULE B 2023-2024
PAY FOR SERVICES BEYOND THE SCHEDULED WORK DAY

	Step 1	Step 2	Step 3	Step 4	Step 5
ELEMENTARY SCHOOL					
Misc					
Clubs/Editor Newsletter	269	288	308	325	345
Gifted/Talented Coordinator	652	689	728	767	805
Intramural Sports (per Hour)					28.74
Odyssey of the Mind	342	359	378	398	417
Red Cross Director	248	269	288	308	325
Safety Director	844	880	918	957	996
Science Coordinator	652	689	728	767	805
Student Council	767	805	844	880	918
MIDDLE SCHOOL					
Athletics					
Cheerleading	1,479	1,571	1,668	1,762	1,859
Cross Country	2,110	2,207	2,302	2,396	2,493
Softball	1,724	1,778	1,916	2,012	2,110
Swimming/Diving/Volleyball/Wrestling/Basketball	2,799	2,894	2,991	3,085	3,182
Tennis/Track	2,415	2,511	2,607	2,703	2,844
Fine Arts					
Band	1,532	1,629	1,723	1,820	1,916
Choral	1,244	1,342	1,438	1,532	1,629
Musical Director	1,532	1,609	1,686	1,762	1,840
Musical Assistant-Costumes	269	345	421	498	575
Musical Asst-Choreographer, Accompanist and Sets	77	116	153	191	230
Musical Assistant-Drama	153	230	308	381	460
Orchestra	1,265	1,342	1,418	1,495	1,569
Other					
8th Grade Banquet	308	345	381	421	460
Science/Area Coordinator	308	345	381	421	460
Computer Coordinator	575	614	652	689	728
Editor of Building Newsletter	308	345	381	421	460
Gifted/Talented Coordinator	652	689	728	767	805
Intramurals (per Hour)					28.74
Odyssey of the Mind	536	575	614	652	689
Other Club	421	460	498	536	575
Special Olympics	308	345	381	421	460
Student Council/Yearbook	844	880	918	957	996
Student Paper	652	689	728	767	805

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	Step 1	Step 2	Step 3	Step 4	Step 5
HIGH SCHOOL					
Athletics					
Athletic Trainer	8,046	8,239	8,429	8,620	8,812
Ass't Athletic Director	5,938	6,129	6,322	6,514	6,705
Baseball/Lacrosse	4,790	4,982	5,173	5,363	5,555
JV	3,449	3,640	3,831	4,023	4,215
Freshman	3,065	3,257	3,449	3,640	3,831
Basketball	6,705	6,897	7,087	7,278	7,663
JV	4,023	4,215	4,406	4,790	4,982
Freshman	3,831	4,023	4,215	4,406	4,596
Competitive Cheer	3,934	4,122	4,312	4,501	4,689
JV	2,683	2,777	2,873	2,969	3,065
Freshman	1,820	2,108	2,300	2,490	2,683
Cheerleading	2,873	3,065	3,257	3,449	3,640
JV	2,683	2,777	2,873	2,969	3,065
Freshman	1,820	2,108	2,300	2,490	2,683
Cross Country	3,449	3,640	4,023	4,406	4,596
Diving	4,982	5,173	5,363	5,555	5,748
Dance	1,916	2,108	2,300	2,490	2,683
JV	1,532	1,723	1,916	2,108	2,300
Football-Varsity Head	6,705	6,897	7,087	7,278	7,663
- "A" Assistant (5)	4,596	4,790	4,982	5,173	5,363
- "B" Assistant (4)	3,831	4,023	4,215	4,406	4,596
- 78'ers (4)	1,723	1,916	2,108	2,300	2,490
Golf	3,640	3,831	4,023	4,215	4,406
JV	1,342	1,723	2,108	2,490	2,873
Gymnastic	4,982	5,173	5,363	5,555	5,748
Assistant	2,683	2,873	3,065	3,257	3,395
Ice Hockey-Head	4,982	5,173	5,363	5,555	5,748
Assistant	3,065	3,257	3,449	3,640	3,831
Soccer	4,406	4,596	4,790	4,982	5,173
JV	2,300	2,492	2,683	2,873	3,065
Softball	4,790	4,982	5,173	5,363	5,555
JV	3,448	3,640	3,831	4,023	4,215
Freshman	3,065	3,257	3,449	3,640	3,831
Swimming	4,982	5,173	5,363	5,555	5,748
Assistant	4,904	5,058	5,210	5,363	5,518
Tennis/Bowling	3,831	4,023	4,215	4,406	4,596
JV	2,490	2,683	2,873	3,065	3,257
Track	5,173	5,363	5,555	5,748	5,938
Assitant	3,449	3,640	3,831	4,023	4,215

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	Step 1	Step 2	Step 3	Step 4	Step 5
Volleyball	4,982	5,173	5,363	5,555	5,748
JV	3,257	3,449	3,640	3,831	4,023
Freshman	3,065	3,257	3,449	3,640	3,831
Water Polo	3,449	3,640	3,831	4,023	4,215
J.V.	3,065	3,257	3,449	3,640	3,831
Wrestling	5,173	5,363	5,555	5,748	5,938
JV	3,640	3,831	4,023	4,215	4,406
Freshman	3,065	3,257	3,449	3,640	3,831
Instrumental Music					
9th Grade Band	738	825	912	997	1,085
Advanced String Ensemble	760	844	933	1,020	1,085
Advanced Woodwind Ensemble	760	844	933	1,020	1,085
Concert Band	1,388	1,476	1,562	1,650	1,736
Concert Orchestra	738	825	912	997	1,085
Jazz Band	760	844	933	1,020	1,085
*Marching Band Assistant (2)	1,388	1,476	1,562	1,650	1,736
*Marching Band Color Guard (1)	1,845	1,953	2,062	2,170	2,279
*Marching Band Director	1,726	3,040	3,147	3,255	3,363
Pep Band (per appearance)	51.20	57.15	60.72	64.29	67.86
Symphonic Band/Orchestra	1,562	1,650	1,736	1,823	1,910
* includes summer camp					
Vocal Music					
9th Grade Choir Director	305	391	476	563	650
Concert Choir Director	261	346	431	517	605
Honors Choir Director	869	956	1,041	1,127	1,214
Madrigal Singer Director	1,433	1,520	1,606	1,693	1,776
Mans Chorus Director	343	352	361	368	379
Varsity Voices Director	1,845	1,953	2,062	2,170	2,279
Women Chorus Director	738	825	912	997	1,085
Drama					
Ass't Accompanist	695	781	869	956	1,041
Ass't Choreographer	869	956	1,041	1,129	1,216
Ass't Costumes	379	387	395	402	412
Ass't Makeup	177	186	196	205	212
Ass't Orchestra	1,303	1,388	1,476	1,562	1,650
Ass't Production	1,216	1,303	1,388	1,476	1,562
Ass't Sets	1,216	1,303	1,388	1,476	1,562
Ass't Vocal	1,303	1,388	1,476	1,562	1,650
Drama Club	261	349	432	521	607
HS Fall Play	1,694	1,778	1,866	1,953	2,041

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HS Musical Director	2,170	2,279	2,388	2,495	2,606
HS One Act Play	521	607	695	781	869
Other					
Area Coordinator	1,225	1,264	1,302	1,341	1,377
Bookstore	3,219	3,257	3,295	3,331	3,370
Class Sponsor-Senior	1,569	1,608	1,646	1,684	1,722
Class Sponsor-Junior	1,265	1,303	1,342	1,379	1,418
Class Sponsor-Soph	614	652	689	728	766
Class Sponsor-Fresh	614	652	689	728	766
Computer Svcs Coord.	1,225	1,264	1,302	1,341	1,377
Debate	2,721	2,757	2,796	2,833	2,872
Debate Assistant	1,379	1,418	1,455	1,494	1,531
**Department Head	1,150	1,187	1,225	1,264	1,302
Forensics	2,145	2,184	2,221	2,260	2,298
Gifted/Talented Coordinator	652	689	728	766	804
***Insights Newsletter	116	135	153	174	191
National Honor Society	1,265	1,302	1,342	1,379	1,418
Other Clubs	421	460	498	536	575
Radio Station Director	421	460	498	536	575
Shakespeare Club	536	575	612	649	688
Student Council	2,108	2,145	2,184	2,221	2,260
Student Paper	1,342	1,379	1,418	1,455	1,494
Weight Training Supervisor					35.91
Yearbook	1,609	1,647	1,686	1,723	1,762
** plus \$125 per employee					
*** per edition					
District Wide					
Curriculum Council	614	652	689	728	767
Driver Education-Director	1,150	1,187	1,225	1,265	1,303
Driver Education - per Hour	23.00	24.90	26.83	28.73	30.65
Fine Arts Festival Coordinator	308	345	381	421	460
K-12 Gifted/Talented Coord.	1,840	1,916	1,992	2,069	2,145
Teacher Hourly Rate					35.88
Committee Chair					578
Building Representative/Curriculum Council				Teacher hourly	
Multicultural Rep					420

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	Step 1	Step 2	Step 3	Step 4	Step 5
ELEMENTARY SCHOOL					
Misc					
Clubs/Editor Newsletter	274	294	314	331	352
Gifted/Talented Coordinator	665	703	743	782	821
Intramural Sports (per Hour)					29.31
Odyssey of the Mind	348	367	386	406	426
Red Cross Director	253	274	294	314	331
Safety Director	861	897	937	976	1,016
Science Coordinator	665	703	743	782	821
Student Council	782	821	861	897	937
MIDDLE SCHOOL					
Athletics					
Cheerleading	1,508	1,602	1,701	1,797	1,896
Cross Country	2,152	2,251	2,348	2,444	2,542
Softball	1,759	1,814	1,954	2,053	2,152
Swimming/Diving/Volleyball/Wrestling/Basketball	2,855	2,952	3,050	3,147	3,246
Tennis/Track	2,463	2,562	2,659	2,757	2,900
Fine Arts					
Band	1,563	1,661	1,758	1,856	1,954
Choral	1,269	1,369	1,466	1,563	1,661
Musical Director	1,563	1,641	1,719	1,797	1,877
Musical Assistant-Costumes	274	352	430	508	586
Musical Asst-Choreographer, Accompanist and Sets	78	118	156	195	235
Musical Assistant-Drama	156	235	314	389	469
Orchestra	1,291	1,369	1,446	1,525	1,600
Other					
8th Grade Banquet	314	352	389	430	469
Science/Area Coordinator	314	352	389	430	469
Computer Coordinator	586	626	665	703	743
Editor of Building Newsletter	314	352	389	430	469
Gifted/Talented Coordinator	665	703	743	782	821
Intramurals (per Hour)					29.31
Odyssey of the Mind	547	586	626	665	703
Other Club	430	469	508	547	586
Special Olympics	314	352	389	430	469
Student Council/Yearbook	861	897	937	976	1,016
Student Paper	665	703	743	782	821

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HIGH SCHOOL					
Athletics					
Athletic Trainer	8,207	8,403	8,597	8,792	8,989
Ass't Athletic Director	6,057	6,252	6,448	6,644	6,839
Baseball/Lacrosse	4,885	5,082	5,277	5,471	5,666
JV	3,518	3,713	3,908	4,103	4,299
Freshman	3,127	3,322	3,518	3,713	3,908
Basketball	6,839	7,035	7,229	7,424	7,816
JV	4,103	4,299	4,494	4,885	5,082
Freshman	3,908	4,103	4,299	4,494	4,688
Competitive Cheer	4,013	4,205	4,398	4,591	4,783
JV	2,736	2,833	2,930	3,028	3,127
Freshman	1,856	2,150	2,346	2,540	2,736
Cheerleading	2,930	3,127	3,322	3,518	3,713
JV	2,736	2,833	2,930	3,028	3,127
Freshman	1,856	2,150	2,346	2,540	2,736
Cross Country	3,518	3,713	4,103	4,494	4,688
Diving	5,082	5,277	5,471	5,666	5,863
Dance	1,954	2,150	2,346	2,540	2,736
JV	1,563	1,758	1,954	2,150	2,346
Football-Varsity Head	6,839	7,035	7,229	7,424	7,816
- "A" Assistant (5)	4,688	4,885	5,082	5,277	5,471
- "B" Assistant (4)	3,908	4,103	4,299	4,494	4,688
- 78'ers (4)	1,758	1,954	2,150	2,346	2,540
Golf	3,713	3,908	4,103	4,299	4,494
JV	1,369	1,758	2,150	2,540	2,930
Gymnastic	5,082	5,277	5,471	5,666	5,863
Assistant	2,736	2,930	3,127	3,322	3,463
Ice Hockey-Head	5,082	5,277	5,471	5,666	5,863
Assistant	3,127	3,322	3,518	3,713	3,908
Soccer	4,494	4,688	4,885	5,082	5,277
JV	2,346	2,541	2,736	2,930	3,127
Softball	4,885	5,082	5,277	5,471	5,666
JV	3,517	3,713	3,908	4,103	4,299
Freshman	3,127	3,322	3,518	3,713	3,908
Swimming	5,082	5,277	5,471	5,666	5,863
Assistant	5,002	5,159	5,314	5,471	5,628
Tennis/Bowling	3,908	4,103	4,299	4,494	4,688
JV	2,540	2,736	2,930	3,127	3,322
Track	5,277	5,471	5,666	5,863	6,057
Assitant	3,518	3,713	3,908	4,103	4,299

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	Step 1	Step 2	Step 3	Step 4	Step 5
Volleyball	5,082	5,277	5,471	5,666	5,863
JV	3,322	3,518	3,713	3,908	4,103
Freshman	3,127	3,322	3,518	3,713	3,908
Water Polo	3,518	3,713	3,908	4,103	4,299
J.V.	3,127	3,322	3,518	3,713	3,908
Wrestling	5,277	5,471	5,666	5,863	6,057
JV	3,713	3,908	4,103	4,299	4,494
Freshman	3,127	3,322	3,518	3,713	3,908
Instrumental Music					
9th Grade Band	753	842	930	1,016	1,106
Advanced String Ensemble	775	861	952	1,041	1,106
Advanced Woodwind Ensemble	775	861	952	1,041	1,106
Concert Band	1,416	1,506	1,593	1,683	1,771
Concert Orchestra	753	842	930	1,016	1,106
Jazz Band	775	861	952	1,041	1,106
*Marching Band Assistant (2)	1,416	1,506	1,593	1,683	1,771
*Marching Band Color Guard (1)	1,882	1,992	2,103	2,214	2,324
*Marching Band Director	1,761	3,100	3,210	3,320	3,431
Pep Band (per appearance)	52.22	58.29	61.93	65.58	69.22
Symphonic Band/Orchestra	1,593	1,683	1,771	1,859	1,948
* includes summer camp					
Vocal Music					
9th Grade Choir Director	311	398	486	574	663
Concert Choir Director	266	353	440	527	617
Honors Choir Director	887	975	1,061	1,150	1,239
Madrigal Singer Director	1,462	1,551	1,638	1,727	1,812
Mans Chorus Director	350	359	368	375	386
Varsity Voices Director	1,882	1,992	2,103	2,214	2,324
Women Chorus Director	753	842	930	1,016	1,106
Drama					
Ass't Accompanist	709	797	887	975	1,061
Ass't Choreographer	887	975	1,061	1,151	1,240
Ass't Costumes	386	395	403	410	420
Ass't Makeup	181	189	200	209	216
Ass't Orchestra	1,329	1,416	1,506	1,593	1,683
Ass't Production	1,240	1,329	1,416	1,506	1,593
Ass't Sets	1,240	1,329	1,416	1,506	1,593
Ass't Vocal	1,329	1,416	1,506	1,593	1,683
Drama Club	266	356	441	532	619
HS Fall Play	1,728	1,813	1,903	1,992	2,081

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HS Musical Director	2,214	2,324	2,436	2,545	2,658
HS One Act Play	532	619	709	797	887
Other					
Area Coordinator	1,250	1,289	1,328	1,368	1,404
Bookstore	3,283	3,322	3,361	3,398	3,437
Class Sponsor-Senior	1,600	1,640	1,679	1,718	1,757
Class Sponsor-Junior	1,291	1,329	1,369	1,406	1,446
Class Sponsor-Soph	626	665	703	743	781
Class Sponsor-Fresh	626	665	703	743	781
Computer Svcs Coord.	1,250	1,289	1,328	1,368	1,404
Debate	2,775	2,813	2,852	2,890	2,929
Debate Assistant	1,406	1,446	1,485	1,524	1,562
**Department Head	1,173	1,211	1,250	1,289	1,328
Forensics	2,188	2,227	2,266	2,306	2,344
Gifted/Talented Coordinator	665	703	743	781	820
***Insights Newsletter	118	137	156	178	195
National Honor Society	1,291	1,328	1,369	1,406	1,446
Other Clubs	430	469	508	547	586
Radio Station Director	430	469	508	547	586
Shakespeare Club	547	586	624	662	702
Student Council	2,150	2,188	2,227	2,266	2,306
Student Paper	1,369	1,406	1,446	1,485	1,524
Weight Training Supervisor					36.63
Yearbook	1,641	1,680	1,719	1,758	1,797
** plus \$125 per employee					
*** per edition					
District Wide					
Curriculum Council	626	665	703	743	782
Driver Education-Director	1,173	1,211	1,250	1,291	1,329
Driver Education - per Hour	23.46	25.40	27.36	29.30	31.27
Fine Arts Festival Coordinator	314	352	389	430	469
K-12 Gifted/Talented Coord.	1,877	1,954	2,032	2,110	2,188
Teacher Hourly Rate					36.60
Committee Chair					590
Building Representative/Curriculum Council				Teacher hourly	
Multicultural Rep					429