AGREEMENT 4232

WORKING AGREEMENT FOR
FULL TIME BEHAVIOR MANAGEMENT SPECIALISTS

JULY 1, 2018 – JUNE 30, 2021

KENTWOOD PUBLIC SCHOOLS
5820 EASTERN AVENUE SE
KENTWOOD, MICHIGAN 49508

Kentwood Public Schools
5820 Eastern Avenue SE
Kentwood, Michigan 49508

Agreement 4232

Full Time Behavior Management Specialists Effective July 1, 2018 – June 30, 2021

Included in this Agreement:

Behavior Management Specialists

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 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

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.

Full-time employees will be entitled to life insurance – $50,000 term life w/AD&D

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

Days away from your position must be added into the Employee Self Service (EAS) Attendance system a minimum of two (2) weeks prior to the leave.

1. Upon completion of the probationary period, each employee shall be granted up to 11 days sick leave per school year.

2. Unused sick leave days shall have unlimited accumulation.

3. Employees may use two personal days (not accumulative) per school year, provided that there are days available in the sick day bank.

4. Employees may use one (1) floating holiday per school year.

	OPTION I **MEDICAL COVERAGE ONLY** **PRIORITY HEALTH-HSA**
Employee Cost	Full-time employees (30 or more hours per week) The Board shall pay $225.00 towards the monthly medical premium for employees electing option I medical only coverage.
Medical	**Priority Health HSA (HMO)** Deductible: $3,000 single $6,000 2-person $6,000 Full family Co-Insurance: 20%
Prescription	Co-payment **After** plan year deductible is met $10 generic/$40 brand for 30 day fill.
	OR
	OPTION II **DENTAL AND VISION** **COVERAGE ONLY**
	Full-time employees (30 or more hours per week) The Board shall pay 50% of the monthly premium for employees electing Option II dental and vision only coverage.
Dental	**ADN Administrators, Inc. (Plan year January –December)** $1,000 maximum benefit for each insured person per year for basic and major services ● Basic dental services paid at 100% ● Major dental services paid at 90% $1,500 maximum benefit for each insurance person per lifetime for orthodontics ● Orthodontic dental services paid at 50%.
Vision	**NVA (National Vision Administrators (Plan year is January – December.)** ● Vision exam – 100% in network ($50.00 maximum benefit) ● Lenses-standard glass or plastic covered ● Frames – $200 allowance ● Contact lenses: Up to $115 In lieu of glasses including contact fitting fees. ● Benefits are limited to one exam and either one pair of glasses (lenses & frames) or maximum allowance of contract lenses once per plan year.