

AGREEMENT 2020

WORKING AGREEMENT FOR ADMINISTRATIVE STAFF

JULY 1, 2026 - JUNE 30, 2029

KENTWOOD PUBLIC SCHOOLS 5820 EASTERN AVENUE SE
KENTWOOD, MICHIGAN 49508

Kentwood Public Schools
5820 Eastern Avenue SE
Kentwood, Michigan 49508

AGREEMENT 2020

CONTENTS

A. Recognition	3
B. Education and Experience	3
C. Fringe Benefits and Leave Privileges	3
D. Severance	5
E. Flexible Benefits Plan	6
F. Vacation	6
G. Outside Work	6
H. Reduction in Force Due to Economic Necessity	7
I. Seniority Layoff and Recall	7
J. Evaluation	8
K. Salary	9
Appendix A –Wage Chart	10
Appendix B – Benefits Chart	13

Kentwood Public Schools
5820 Eastern Avenue SE
Kentwood, Michigan 49508

AGREEMENT 2020

Conditions of Employment July 1, 2026 – June 30, 2029

A. Recognition

All administrative positions presently identified in Section G. will be covered by this policy.

Prior to changes being implemented to this policy, representatives of the Administrative Council will meet with the Superintendent to review changes. In order to comply with Section 164h (1)(d) of PA 108 of 2017, the Board shall adopt policies to comply with this provision and communicate the details of those policies to their administrators.

B. Education and Experience

1. The beginning classification on the administrative salary schedule requires a State of Michigan Administrative Certification as described in the school code.
2. The Board agrees to pay the fee for renewal of the administrative certificate.
3. An administrator may be allowed up to five years of administrative experience on the salary range.
4. Individual contracts may be offered for multiple years in accordance with school code and at the discretion of the Superintendent of Schools.

C. Fringe Benefits and Leave Privileges

1. Administrative employees shall receive leave privileges and fringe benefits at least equal to those provided for the certified bargaining unit employees unless otherwise guaranteed through individual administrator contracts and/or Agreement 2020.
2. Each administrator shall be allowed sick leave with unlimited accumulation except for the provisions of D (Severance) as follows:

<u>Contracted Weeks</u>	<u>Days Per Year</u>
42	14
44	14.5
52	15.5

3. Each administrator shall be allowed four (4) personal leave days per year. All Administrators may also receive one (1) purchased Personal Leave Day (exchanged for 2 sick days) per school year. If the personal leave days are not used by 6/30 they are added back the next school year as sick days.
4. Each administrator shall be entitled to additional remuneration for services performed in the form of a tax sheltered annuity equal to 5% of the administrator's base contract wages (excluding extra work weeks and advanced degree amounts). The remuneration for services performed shall be contributed to a deferred compensation plan under Section 403 (b) of the Internal Revenue Code. Because the administrator does not have the option to receive the tax sheltered annuity contribution in cash, it is intended that the payment to the tax-deferred annuity be treated as a non-elective contribution that does not reduce the amount the administrator may contribute to the tax-deferred annuity on a salary reduction basis.
5. The Board of Education agrees to reduce each administrator's salary by an amount recommended to the Board by the administrators and purchase specific programs through the program of the administrator's choice.
6. The Board's contribution towards the Administrator's health insurance shall not exceed the amounts specified within 2011 PA 152. The Administrators shall contribute the balance of the actual premium cost, less the Board's contribution for such premiums, through a flexible spending account or other tax deferred account.
 - a. See Appendix A
7. Tuition Reimbursement: The maximum payout for tuition reimbursement will be up to 6 credit hours during a calendar year. Any additional classes must be approved by the Superintendent.
8. Additional term life insurance equivalent to two times the annual salary.
9. Each Administrator shall receive a quarterly stipend in the amount of \$600 to cover the costs of additional educational supplies and district-required travel. This stipend will be included with the employee's regular paycheck at the conclusion of each quarter and will be pro-rated for any partial quarter of service.
10. Association dues shall be paid annually, upon request, by the Board for each administrator for one state and one national association.
11. Longevity: The Administrator shall be recognized for longevity as an Administrator in Kentwood Public Schools based on the percentages

below:

1% of base salary - 3-5 years

2% of base salary - 6-8 years

3% of base salary - 9+ year

Longevity payments will be paid in a lump sum on the last pay date of July each year.

Longevity is determined as August 1st.

12. Each administrator may opt to have a health examination at least once every 36 months, or sooner as determined by the Superintendent. The Board shall pay full cost of the examination not covered by insurance

The amount of the benefit for each examination for which benefits are provided under this coverage shall be the reasonable and customary charge for the examination, exclusive of any portion of such charge, and of any separate charge, made for medication or treatment prescribed in connection with or as a result of such examination.

Exclusions:

No benefit shall be payable under this coverage for a charge:

- a. for any medical care or treatment received in connection with an injury, disease or pregnancy;
- b. for an examination received by an individual before becoming insured hereunder, or after his insurance hereunder was discontinued;
- c. for any examination furnished by or through any government or any subdivision of agency thereof, or the charge for which is paid or payable or reimbursable by or through any plan or program of any government or any subdivision or agency, thereof;
- d. which would not have been made, in the absence of insurance, or which none of the individuals insured under this policy legally obligated to pay.

D. Severance

1. Upon retirement, as defined by the Office of Retirement Services, an administrator who has worked ten (10) years or more with Kentwood Public Schools, shall be compensated for any unused accumulated sick leave as follows:

Rate 1 – 25-99 leave days to be paid at \$45 per day

Rate 2 – 100-225 leave days to be paid at \$65 per day

Rate 3 – 226+ leave days to be paid at \$90 per day up to 250 days

2. To qualify for severance compensation as described above, an employee must be eligible for retirement as defined by the Office of Retirement Services and the employee must notify Human Resources, in writing, by April 1st, of their intent to retire. Once the retirement has been accepted, the administrator may not withdraw their resignation.
3. The administrator must terminate his employment with the District between June 1 and August 31 to ensure Plan eligibility.
4. Retirements between September 1 and May 31, due to documented health-related issues or other extenuating circumstances will be given consideration for Plan eligibility.
5. At the option of the employee, payment for the above described severance benefits can be made in a lump sum upon severance or received as deferred annual payments over a period of time not exceeding 36 months from date of severance.
6. Upon the death of an administrator, the spouse/beneficiary will be paid at the appropriate rate set forth above (10.a.) for each unused sick leave day accumulated regardless of the administrator's eligibility under the Michigan Public School Employees Retirement Act as years of service.

E. Flexible Benefits Plan

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.

F. Vacation

Full year employees (52 weeks) shall have 20 days of paid vacation per year. School year employees requiring time off during scheduled work weeks must have supervisor approval via a change-of status rescheduling their work year.

G. Outside work

The Administrator may undertake non-school-district-related activities (e.g., consultative work, speaking engagements, teaching, writings, lecturing) with prior notice to the Superintendent. In the event the Superintendent, in his sole discretion, determines that any such activity interferes with the Administrator's satisfactory performance or the time necessary for the

Administrator's satisfactory performance of duties, the Superintendent may require that the Administrator cease some or all of such outside activities.

In the event the Administrator is compensated for such activities for contracted days of work, the Administrator shall utilize paid leave during the performance of such activities.

In no case will the Board be responsible for any expenses related to the performance of outside activities.

H. Reduction in Force Due to Economic Necessity

1. In the event of the economic necessity for a reduction of administrative force the procedures shall be as follows:
 - a. Notification in accordance with PA 451 Section 380-247 as amended 12/79.
 - b. Administrators on one-year contracts shall be considered for non-renewal of contracts at the discretion of the Superintendent of Schools with approval of the Board. First consideration for reassignment and transfer shall be given to any administrator affected by this action.
 - c. Administrators on multiple year contracts shall be considered for renewal contracts at the discretion of the Superintendent of Schools with approval of the Board.

I. Seniority, Layoff and Recall

Seniority shall be defined as the length of time an administrator has been employed at Kentwood Public Schools in an administrative position. In the event of a reduction in administrative force, layoff and recall will be according to the following procedures:

a. Layoff Criteria:

Evaluation; Qualifications; certification if required; seniority as an administrator; seniority in the Kentwood Public Schools.

b. Recall of Personnel:

- 1) The administrator with the most seniority and a minimum of an "Effective" evaluation rating that is on layoff will be recalled first if he/she is qualified and certified for the vacancy. Notice of recall shall be by certified mail.
- 2) Recall list shall be maintained in Human Resource Office.

- 3) Failure to accept the position within twenty (20) work days after receipt of certified letter offering employment shall result in removal from seniority recall list. If a recall letter is undeliverable by the U.S. Post Office, the Board will not be obligated to hold the position available for more than fifteen (15) work days. Every attempt will be made to contact the laid-off administrator at the address and phone number he/she has made available to the Human Resource Office.
- c. A concerted attempt shall be made to provide administrators holding valid teaching certificates seniority for teaching positions from date of first employment in Kentwood Public Schools.
- d. In the event an administrator is laid-off and does not qualify under section D.1. (severance) and is not reassigned to either an administrative or teaching position, shall receive a separation benefit as follows:
 - i. Based on 85% of current salary the administrator shall receive 50% of his/her daily rate times the number of accumulated sick leave days with a maximum of \$5,000.
 - ii. Said administrator who refuses reassignment to either an administrative or teaching position is not eligible for this benefit.

J. Evaluation

Starting July 1, 2024, administrator evaluations will be conducted in full compliance with state law, including the requirements outlined in RSC Section 1249b. The evaluation system will involve input from administrators where applicable. Evaluations will be based on a combination of student growth data, which will constitute 20% of the evaluation, and other objective performance criteria set forth in an evaluation tool approved by Michigan Department of Education. Administrators will receive annual or biannual evaluations (to be determined by the district) with timely, written feedback, and improvement plans will be created for those rated developing or needing support consistent with Michigan law. The district will provide necessary training for both administrators and evaluators and ensure transparency by posting evaluation information on its website.

K. Salary

1. Compensation for additional weeks worked shall be paid on a pro rate basis of the administrator's normal daily rate.
2. A maximum of 52 weeks of work per fiscal year shall be allowed through mutual agreement between the Superintendent of Schools and said administrators.
3. Compensation for advanced degrees shall be as follows:
 - a. MA+30 - \$1,000
 - b. Specialist / Doctorate - \$1,500

L. Termination

The Board is entitled to terminate the Administrator's employment at any time during the term of this Agreement for a material breach of this Agreement or for any reason that is not arbitrary or capricious.

- The foregoing standard for termination of this Agreement during its term shall not apply to nonrenewal of this Agreement at the expiration of its term, which decision is discretionary with the Board and shall be governed by Section 1229 of the Revised School Code, MCL 380.1229.
- If the Board undertakes to terminate the Administrator during the term of this Agreement, he/she shall be entitled to a hearing before the Board, in open or closed session at the discretion of the Administrator, which shall be scheduled no sooner than ten (10) calendar days after providing written notice of the charges to the Administrator. This timeline may be waived if mutually agreed by the parties.
- Legal counsel may represent the Administrator at this hearing, but at his/her expense.
- If the Board terminates the Administrator's employment during the term of this Agreement, this Agreement shall automatically terminate, and the Board shall have no further contractual obligation to the Administrator.

Appendix A

Kentwood Public Schools

Agreement 2020

2026-2027 Wage Chart

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Level 1									
High School Principal	52	\$ 142,559	\$ 145,454	\$ 148,432	\$ 151,463	\$ 155,246	\$ 159,123	\$ 163,104	\$ 167,180
Executive Director of Technology	52								
Director of Innovation and Data Analysis	52								
Director of Special Education	52	\$ 114,073	\$ 118,545	\$ 122,997	\$ 127,459	\$ 134,408	\$ 139,121	\$ 143,991	\$ 147,596
Director of Early Childhood	52								
Director of Communications	52								
Level 2									
Middle School Principal	44	\$ 97,154	\$ 102,943	\$ 108,743	\$ 114,543	\$ 120,322	\$ 125,839	\$ 131,524	\$ 134,816
8th Grade Principal	44								
Level 3									
Principal - Elementary School	42								
Principal - Crossroads Alt HS	42	\$ 91,313	\$ 96,632	\$ 101,951	\$ 107,238	\$ 112,557	\$ 118,075	\$ 123,749	\$ 126,853
Principal - Assistant HS	42								
Director of Athletics	42								
Level 4									
Asst Middle School Principal	42	\$ 89,536	\$ 94,761	\$ 99,735	\$ 105,211	\$ 110,436	\$ 115,954	\$ 121,628	\$ 124,669
Director of English Language	42								
Dean of Academic Affairs	42	\$ 83,005	\$ 88,094	\$ 92,149	\$ 98,680	\$ 103,915	\$ 109,422	\$ 115,097	\$ 117,981
Asst Elementary School Principal	42	\$ 81,239	\$ 86,338	\$ 90,383	\$ 96,924	\$ 101,345	\$ 107,667	\$ 113,373	\$ 116,215
Dean of Early Childhood	42								
Level 5									
Director of Facilities and Operations	52								
Director of Child Nutrition	52								
Director of Safety	52	\$ 96,976	\$ 102,640	\$ 108,283	\$ 111,157	\$ 113,926	\$ 119,507	\$ 125,233	\$ 128,358
Director of New Teacher Development	52								
Director of Technology	52								
Director of Fiscal Services	52								
Student Services Supervisor	42	\$ 84,018	\$ 88,920	\$ 93,810	\$ 98,711	\$ 103,602	\$ 109,119	\$ 114,783	\$ 117,657
Asst Director of Special Ed	42								
Level 6									
Director of Transportation	52	\$ 85,178	\$ 89,682	\$ 94,197	\$ 98,722	\$ 103,226	\$ 108,743	\$ 114,407	\$ 117,270
Level 7									
Project Director	52	\$ 69,566	\$ 73,872	\$ 78,166	\$ 82,472	\$ 84,154	\$ 86,767	\$ 92,441	\$ 94,761
Longevity:									
3-5 years - 1%									
6-8 years - 2%									
9+ years - 3%									

Appendix A

Kentwood Public Schools

Agreement 2020

2027-2028 Wage Chart

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Level 1									
High School Principal	52	\$ 147,549	\$ 150,545	\$ 153,628	\$ 156,765	\$ 160,680	\$ 164,693	\$ 168,813	\$ 173,032
Executive Director of Technology	52								
Director of Innovation and Data Analysis	52								
Director of Special Education	52	\$ 118,066	\$ 122,695	\$ 127,302	\$ 131,921	\$ 139,113	\$ 143,991	\$ 149,031	\$ 152,762
Director of Early Childhood	52								
Director of Communications	52								
Level 2									
Middle School Principal	44	\$ 100,555	\$ 106,547	\$ 112,550	\$ 118,553	\$ 124,534	\$ 130,244	\$ 136,128	\$ 139,535
9th Grade Principal	44								
Level 3									
Principal - Elementary School	42								
Principal - Crossroads Alt HS	42	\$ 94,509	\$ 100,015	\$ 105,520	\$ 110,992	\$ 116,497	\$ 122,208	\$ 128,081	\$ 131,293
Principal - Assistant HS	42								
Director of Athletics	42								
Level 4									
Asst Middle School Principal	42	\$ 92,670	\$ 98,078	\$ 103,226	\$ 108,894	\$ 114,302	\$ 120,013	\$ 125,885	\$ 129,033
Director of English Language	42								
Dean of Academic Affairs	42	\$ 85,911	\$ 91,178	\$ 95,375	\$ 102,134	\$ 107,553	\$ 113,252	\$ 119,126	\$ 122,111
Asst Elementary School Principal	42	\$ 84,083	\$ 89,360	\$ 93,547	\$ 100,317	\$ 104,893	\$ 111,436	\$ 117,342	\$ 120,283
Dean of Early Childhood									
Level 5									
Director of Facilities and Operations	52								
Director of Child Nutrition	52								
Director of Safety	52	\$ 100,371	\$ 106,233	\$ 112,073	\$ 115,048	\$ 117,914	\$ 123,690	\$ 129,617	\$ 132,851
Director of New Teacher Development	52								
Director of Technology	52								
Director of Fiscal Services	52								
MTSS Supervisor	42	\$ 86,959	\$ 92,033	\$ 97,094	\$ 102,166	\$ 107,229	\$ 112,939	\$ 118,801	\$ 121,775
Asst Director of Special Ed	42								
Level 6									
Director of Transportation	52	\$ 88,160	\$ 92,821	\$ 97,494	\$ 102,178	\$ 106,839	\$ 112,550	\$ 118,412	\$ 121,375
Level 7									
Project Director	52	\$ 72,001	\$ 76,458	\$ 80,902	\$ 85,359	\$ 87,100	\$ 89,804	\$ 95,677	\$ 98,078
Longevity:									
3-5 years - 1%									
6-8 years - 2%									
9+ years - 3%									

Appendix A

Kentwood Public Schools

Agreement 2020

2028-2029 Wage Chart

			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Level 1										
High School Principal	52		\$ 151,976	\$ 155,062	\$ 158,237	\$ 161,468	\$ 165,501	\$ 169,634	\$ 173,878	\$ 178,223
Executive Director of Technology	52									
Director of Innovation and Data Analysis	52									
Director of Special Education	52	\$ 121,608	\$ 126,376	\$ 131,122	\$ 135,879	\$ 143,287	\$ 148,311	\$ 153,502	\$ 157,345	
Director of Early Childhood	52									
Director of Communications	52									
Level 2										
Middle School Principal	44	\$ 103,572	\$ 109,744	\$ 115,927	\$ 122,110	\$ 128,271	\$ 134,152	\$ 140,212	\$ 143,722	
9th Grade Principal	44									
Level 3										
Principal - Elementary School	42									
Principal - Crossroads Alt HS	42	\$ 97,345	\$ 103,016	\$ 108,686	\$ 114,322	\$ 119,992	\$ 125,875	\$ 131,924	\$ 135,232	
Principal - Assistant HS	42									
Director of Athletics	42									
Level 4										
Asst Middle School Principal	42	\$ 95,451	\$ 101,021	\$ 106,323	\$ 112,161	\$ 117,732	\$ 123,614	\$ 129,662	\$ 132,904	
Director of English Language	42									
Dean of Academic Affairs	42	\$ 88,489	\$ 93,914	\$ 98,237	\$ 105,199	\$ 110,780	\$ 116,650	\$ 122,700	\$ 125,775	
Asst Elementary School Principal	42	\$ 86,606	\$ 92,041	\$ 96,354	\$ 103,327	\$ 108,040	\$ 114,780	\$ 120,863	\$ 123,892	
Dean of Early Childhood										
Level 5										
Director of Facilities and Operations	52									
Director of Child Nutrition	52									
Director of Safety	52	\$ 103,383	\$ 109,420	\$ 115,436	\$ 118,500	\$ 121,452	\$ 127,401	\$ 133,506	\$ 136,837	
Director of New Teacher Development	52									
Director of Technology	52									
Director of Fiscal Services	52									
MTSS Supervisor	42	\$ 89,568	\$ 94,794	\$ 100,007	\$ 105,231	\$ 110,446	\$ 116,328	\$ 122,366	\$ 125,429	
Asst Director of Special Ed	42									
Level 6										
Director of Transportation	52	\$ 90,805	\$ 95,606	\$ 100,419	\$ 105,244	\$ 110,045	\$ 115,927	\$ 121,965	\$ 125,017	
Level 7										
Project Director	52	\$ 74,162	\$ 78,752	\$ 83,330	\$ 87,920	\$ 89,713	\$ 92,499	\$ 98,548	\$ 101,021	
Longevity:										
3-5 years - 1%										
6-8 years - 2%										
9+ years - 3%										

Appendix B

Administrators (2020) Insurance Options July 1, 2026 - June 30, 2029			
	Option I Priority Health HMO	Option II Priority Health HSA 100	Option III Priority Health HSA 80/20
Employee Cost	Full-Time Employee working 30 or more hours per week Full-time employees who elect Priority Health HMO will pay the difference between the PA152 Cap amount and the plan premium	Full-Time Employee working 30 or more hours per week Full-time employees who elect Priority Health HSA 100 will pay the difference between the PA152 Cap amount and the plan premium	Full-Time Employee working 30 or more hours per week Full-time employees who elect Priority Health HSA 80/20 will pay the difference between the PA152 Cap amount and the plan premium
Cash In Lieu	N/A	N/A	N/A
Medical	Office Visit Copay: \$5.00 Deductible: None No Co-Insurance All Services Must be In-Network	Deductible: Single: \$2000 2 Person: \$4000 Family: \$4000 100% Coverage once deductible is met. KPS will fund deductible 100%. Amounts will be prorated for mid-year elections.	Deductible: Single: \$2000 2 Person: \$4000 Family: \$4000 20% Co-Insurance once deductible is met. KPS will fund deductible 100%. Amounts will be prorated for mid-year elections.
Prescription	Co-payment \$10 generic/\$20 brand – for 30 day fill \$10 generic/\$20 brand – 90 day mail.	Co-payment After plan year deductible is met \$10 generic/\$40 brand for 30 day fill.	Co-payment After plan year deductible is met \$10 generic/\$40 brand for 30 day fill.
Dental	ADN Administrators, Inc. Plan year January - December	ADN Administrators, Inc. Plan year January - December	ADN Administrators, Inc. Plan year January - December
Vision	NVA (National Vision Administrators) Plan year is January - December.	NVA (National Vision Administrators) Plan year is January - December.	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	\$50,000 Life - \$50,000 AD&D
Long Term Disability	66.67% of monthly salary to a maximum of \$5000 per month	66.67% of monthly salary to a maximum of \$5000 per month	66.67% of monthly salary to a maximum of \$5000 per month
Footnotes			
	Full plan details available on the KPS Website PA152 District paid Cap amounts change on an annual basis and will be updated annually in the insurance calculations. Updated plans will be posted to the website. Employee premiums will be adjusted annually to reflect rates given by Priority Health, ADN, NVA & Madison National Life	Full plan details available on the KPS Website PA152 District paid Cap amounts change on an annual basis and will be updated annually in the insurance calculations. Updated plans will be posted to the website. Employee premiums will be adjusted annually to reflect rates given by Priority Health, ADN, NVA & Madison National Life	Full plan details available on the KPS Website PA152 District paid Cap amounts change on an annual basis and will be updated annually in the insurance calculations. Updated plans will be posted to the website. Employee premiums will be adjusted annually to reflect rates given by Priority Health, ADN, NVA & Madison National Life

Appendix B

	Option IV Priority Health EPO	Option V Dental, Vision, CILO	Option VI Waiver
Employee Cost	Full-Time Employee working 30 or more hours per week Full-time employees who elect Priority Health EPO will pay the difference between the PA152 Cap amount and the plan premium	Full-Time Employee working 30 or more hours per week	Full-Time Employee working 30 or more hours per week
Cash In Lieu	N/A	Full Time - \$130.00 per month	Full Time - \$500.00 per month
Medical	Deductible: Single: \$500 2 Person: \$1000 Family: \$1000 10% Co-Insurance once deductible is met.	There is no medical coverage with this option	There is no medical coverage with this option
Prescription	3-Tier Rx Co-payment \$10 / 20% / 20%	There is no prescription coverage with this option	There is no prescription coverage with this option
Dental	ADN Administrators, Inc. Plan year January - December	ADN Administrators, Inc. Plan year January - December	There is no dental coverage with this option
Vision	NVA (National Vision Administrators) Plan year is January - December.	NVA (National Vision Administrators) Plan year is January - December.	There is no vision coverage with this option
Life Insurance	\$50,000 Life - \$50,000 AD&D	\$45,000 Life - \$45,000 AD&D	\$45,000 Life - \$45,000 AD&D
Long Term Disability	66.67% of monthly salary to a maximum of \$5000 per month	66.67% of monthly salary to a maximum of \$5000 per month	66.67% of monthly salary to a maximum of \$5000 per month
Footnotes			
	Full plan details available on the KPS Website PA152 District paid Cap amounts change on an annual basis and will be updated annually in the insurance calculations. Updated plans will be posted to the website. Employee premiums will be adjusted annually to reflect rates given by Priority Health, ADN, NVA & Madison National Life	Full plan details available on the KPS Website PA152 District paid Cap amounts change on an annual basis and will be updated annually in the insurance calculations. Updated plans will be posted to the website. Employee premiums will be adjusted annually to reflect rates given by ADN, NVA & Madison National Life	