

AGREEMENT 4230

WORKING AGREEMENT FOR MISCELLANEOUS STAFF

JULY 1, 2026 – JUNE 30, 2029

KENTWOOD PUBLIC SCHOOLS
5820 EASTERN AVENUE SE
KENTWOOD, MICHIGAN 49508

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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.
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. Vacations

1. Employees working a full calendar year (52 weeks) shall accrue paid vacation days according to the following schedule:

Seniority (as of June 30)	Vacation
0 – 5 years	10 days
6 – 10 years	15 days
11 years	16 days
12 years	17 days
13 years	18 days
14 years	19 days
15 years or more	20 days

2. Full-time employees working 42 or more weeks per contract year will receive vacation pay in lieu of time off. Those employees working 42 or more weeks will accrue vacation based on scheduled work weeks for year prorated from 52 week schedule on years of service. Payment will be made in the last regular schedule pay in June. See example below:

An employees with 14 years of service, working 44 weeks will earn vacation time at the rate of .37 days per week, (19 days/52 weeks = .365). Therefore, employee's vacation pay for the last check in June will be 16 days (44 x .365) at regular rate of pay.

3. Probationary employees shall become eligible for vacation pay after satisfactory completion of the probationary period.
4. Vacation days earned during a school year (July 1 – June 30) can be used as they are accrued, if approved in advance by the supervising administrator. If special circumstances dictate, the Executive Director for Human Resources will consider a request for the use of vacation days that have not been accrued. Consideration will be given to the job responsibilities, deadlines, etc., of each employee when determining vacation schedules. Vacation days must be used by June 30th of the contract year they are earned. All 52 week employees will be permitted to "cash-in" up to ten (10) days per contract year by June 1st of the contracted year. Balance of days will rolled into sick bank as of June 30th of the contract year.

C. Holidays

1. Employees shall be paid but not required to work on the holidays detailed below. The holiday pay will be at the employee's regular rate of pay for the number of hours normally scheduled to work.

July 4	1 day before New Year's Day
Labor Day	New Year's Day
Thanksgiving Day	MLK Jr. Day
Friday after Thanksgiving Day	Memorial Day
1 day before Christmas Day	
Christmas Day	

* Three floating holidays for full-year employees (one to be used at Christmas) and one floating holiday for less than full-year employees. These days are to be requested on "Change-of-Status Request" form and approved by supervisor.

2. To qualify for holiday pay an employee must work on the scheduled workday before and the first scheduled workday after the holiday unless on an approved paid leave.
3. Employees not reporting to work the scheduled workday before and after the holiday may be paid upon recommendation of the immediate supervisor to the Human Resource Office for reasons of extenuating circumstances.
4. Employees who are on probation are not eligible to receive holiday pay.
5. Holidays are considered as hours worked.
6. Should the employee's scheduled vacation include one of the aforementioned holidays, an additional day of vacation shall be granted to compensate for the holiday.

D. Leave Benefits

1. The district frontloads sick time as follows and this time is available immediately upon hire:
Full year employees shall be granted 11 sick days per year; non full year employees shall be granted 9 sick days per year.
2. If an employee separates from employment with Kentwood Public Schools prior to the completion of the full school year, or if the employee fails to successfully complete their specified probationary period, and has utilized more frontloaded sick leave hours than they would have otherwise accrued under the statutory framework (one [1] hour for every thirty [30] hours worked), the District is expressly authorized via this agreement to deduct the monetary value of those unearned, utilized hours from the employee's final paycheck.
3. Unused sick leave days shall have unlimited accumulation.
4. Employees may use two personal days (not accumulative) per year.
Any staff member that has accumulated fifty (50) sick days at the end of the previous school year may purchase one (1) additional personal day by using two (2) sick days.
In all cases the personal leave days are chargeable to sick leave.
5. Other leave benefits are determined on the basis of the K.E.S.A. Master Agreement including Worker's Compensation.

E. Fringe Benefits

All employees, normally scheduled to work 30 hours or more per week, shall receive full premiums as described in detail as per attached Appendix A;

F. Tuition Reimbursement

1. Tuition Reimbursement for approved courses directly related to the work responsibilities of the employee will be granted under the following conditions:
 - a. The course description will be submitted to the immediate supervisor and the Assistant Superintendent for Human Resources for approval prior to registration.
 - b. Tuition reimbursement will be limited to a maximum of nine (9) semester hours (or their equivalent) per year (January 1 thru December 31).
 - c. To receive reimbursement, the class must be successfully completed with a grade of "C" or better for undergraduate classes and a grade of "C" or better for graduate level classes. The grade transcript and proof of payment will be attached to the Tuition Reimbursement Form.
 - d. The rate of tuition reimbursement will be limited by the amount paid, but in no case will the rate exceed the average rate per semester hour (or equivalent term hour) charged by Western Michigan University, Central Michigan University and Michigan State University. An employee may take approved classes at these universities or at other institutions of higher learning.
 - e. Reimbursement will be for tuition only. The employee will be responsible for all other costs (books, fees, parking, transportation costs, etc.)
 - f. Class attendance, course work, etc., will take place during non-work hours of the employee.

G. 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.

H. Mileage – IRS Rate of reimbursement.

I. Severance Pay

An employee who retires from the district and has worked ten (10) years or more for Kentwood Public Schools shall be compensated for an unused accumulated sick leave at the following rates:

- Rate 1 - applies to employees with 25-99 leave days
- Rate 2 - applies to employees with 100-249 leave days
- Rate 3 - applies to employees with 250 or more leave days

	Rate 1	Rate 2	Rate 3
Full Year Employees	\$25/day	\$30/day	\$35/day
Less than Full Year Employees	\$20/day	\$25/day	\$30/day

1. 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 at the end of their schedule contract year. Once the retirement has been accepted, the administrator may not withdraw their resignation.
2. The employee must terminate their employment with the District between June 1 and August 31 to ensure Plan eligibility.
3. Retirements between September 1 and May 31, due to documented health-related issues or other extenuating circumstances will be given consideration for Plan eligibility.

See Appendix A – Insurance / Benefits Chart

FULL TIME IS CONSIDERED 30 OR MORE HOURS PER WEEK

Policy Adopted: 6/28/76
Policy Amended: 7/10/78; 1/14/80; 9/28/81; 7/25/83; 10/8/84; 7/22/85; 8/25/86; 8/10/87;
11/11/91; 6/9/92; 2/8/93; 12/6/93; 12/12/94; 5/13/96; 6/23/97; 9/21/98;
5/18/00; 6/30/03; 7/1/04, 07/01/06, 2/1/2011, 10/4/2013, 02/01/2014, 05/21/2014

Appendix A

Full Time Miscellaneous (4230) 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 <u>After</u> plan year deductible is met \$10 generic/\$40 brand for 30 day fill.	Co-payment <u>After</u> 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

	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	

Appendix B

Kentwood Public Schools Addendum-Agreement 4230 (unclassified) - 2026/2027 Wage Chart

Salaried											
	Weeks	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 11	Step 16	Step 21	Step 26
Class I											
Community Service Coordinator	38	35,920	38,510	41,100	43,710	45,660	46,050	46,580	47,220	47,950	48,670
McKinney Vento Specialist											
Child Life Advocate	41	38,510	41,100	43,710	45,660	46,050	46,580	47,220	47,950	48,180	48,910
Class II											
Auditorium Tech	44										
In-School Suspension Supervisor	38	46,320	47,820	49,320	50,660	52,310	54,750	55,190	55,810	56,540	57,400
Class III											
HR Generalist	52										
Benefits Supervisor											
Accounting Generalist	52										
Pupil Accounting Specialist	52	63,090	65,770	69,020	72,710	77,540	79,990	80,520	81,230	82,110	83,110
Payroll Specialist											
Administrative Assistant to Superintendent and BOE	52										
Manager of Custodial Operations	52										
Manager of Aquatics											
Graduation Coach	52	44,560	46,790	49,120	51,580	54,170	57,150	57,700	58,410	59,290	60,290
Child Nutrition Kitchen Supervisor											
Supervisor SACC	52	55,920	58,620	61,290	63,960	66,660	69,080	69,620	70,330	71,210	72,210
Field Supervisor of Child Nutrition	52										
Facilities Manager	52										
Event Manager											
Employee Benefits / Insurance Coordinator	52	56,520	59,330	62,150	64,990	68,260	70,810	71,350	72,080	72,960	73,950
Communications Coordinator											
Pupil Accounting Coordinator											
Child Nutrition Technology Manager	52										
ARCH Assistant Project Director											
Purchasing & Logistics Coordinator	52										
Safety Coordinator	44	47,830	50,210	52,590	54,980	57,290	59,730	60,180	60,790	61,530	62,370
Engineer / Analyst - Level 1	52	63,760	66,430	69,690	73,360	78,220	80,650	81,180	81,920	82,780	83,780
Technician - Level 1	52	37,060	38,560	40,040	41,510	43,010	44,480	45,960	47,450	48,920	50,420
Technician - Level 2	52	45,230	47,490	49,790	52,250	54,830	57,250	57,800	58,510	59,390	60,390
Support Specialist - Technology	52	57,200	59,400	62,810	65,660	68,370	70,800	71,330	72,070	72,930	73,940
Assessment Data Info System	52										
Student / Business Info System	52	63,760	66,430	69,690	73,360	78,220	80,650	81,180	81,920	82,780	83,780
Help Desk	41	37,560	39,400	41,330	43,370	45,810	46,230	46,780	47,450	48,210	48,940
Class IV											
Budget Control Officer	52										
Accounting Specialist											
Engineer / Analyst - Level 2	52										
Operations Manager											
Transportation Manager	52	70,750	75,440	80,140	84,830	89,500	91,930	92,490	93,200	94,080	95,070
Safety Manager											
Benefits Specialist	52										
Human Resources Specialist											
District Nurse	42	58,000	59,570	61,180	62,840	64,540	66,290	68,080	69,920	71,810	75,900
Student Support Coordinator											
Student Behavioral / Mental Health Coordinator											
Home Intervention Manager	42	63,060	64,940	66,900	68,890	70,960	73,400	73,820	74,410	75,120	75,920
Student Services Liason											
Class V											
Elementary Child Nutrition Supervisor	42										
Transition Coordinator	40	40,340	43,060	45,790	48,200	48,620	49,170	49,840	50,610	51,390	52,160
Parent Advocate	40										
ESL Coordinator K-12	42	43,140	45,560	49,160	52,710	56,690	56,960	57,240	57,530	57,840	58,130
School Culture and Climate Coordinator											
MTSS Coordinator	42	68,520	73,200	77,880	82,580	87,260	89,680	90,060	90,600	91,230	92,240
Online Coordinator - Virtual School											
Program Development											
Instructional Tech Coordinator	42	87,260	89,680	90,060	90,600	91,230	92,240	95,920	99,750	103,740	107,900
Nurse Coordinator											
Human Resources Manager	52	83,080	86,810	90,920	95,110	99,750	103,270	104,300	105,530	106,980	108,580
Fine Arts Coordinator	42	92,110	96,410	100,940	105,450	109,890	112,990	114,200	115,660	117,220	118,980
Coordinator of Student Development	52	97,920	102,510	107,330	112,110	116,850	120,140	121,420	122,960	124,630	126,500

Kentwood Public Schools
Addendum-Agreement 4230 (unclassified) - 2027/2028 Wage Chart

Salaried											
	Weeks	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 11	Step 16	Step 21	Step 26
Class I											
Community Service Coordinator	38	37,180	39,860	42,540	45,240	47,260	47,670	48,220	48,880	49,630	50,380
McKinney Vento Specialist											
Child Life Advocate	41	39,860	42,540	45,240	47,260	47,670	48,220	48,880	49,630	49,870	50,630
Class II											
Auditorium Tech	44										
In-School Suspension Supervisor	38	47,950	49,500	51,050	52,440	54,150	56,670	57,130	57,770	58,520	59,410
Class III											
HR Generalist	52										
Benefits Supervisor											
Accounting Generalist	52										
Pupil Accounting Specialist											
Payroll Specialist	52	65,300	68,080	71,440	75,260	80,260	82,790	83,340	84,080	84,990	86,020
Administrative Assistant to Superintendent and BOE	52										
Manager of Custodial Operations											
Manager of Aquatics	52										
Graduation Coach	52	46,120	48,430	50,840	53,390	56,070	59,160	59,720	60,460	61,370	62,410
Child Nutrition Kitchen Supervisor											
Supervisor SACC	52	57,880	60,680	63,440	66,200	69,000	71,500	72,060	72,800	73,710	74,740
Field Supervisor of Child Nutrition	52										
Facilities Manager	52										
Event Manager											
Employee Benefits / Insurance Coordinator											
Communications Coordinator	52	58,500	61,410	64,330	67,270	70,650	73,290	73,850	74,610	75,520	76,540
Pupil Accounting Coordinator											
Child Nutrition Technology Manager											
ARCH Assistant Project Director	52										
Purchasing & Logistics Coordinator	52										
Safety Coordinator	44	49,510	51,970	54,440	56,910	59,300	61,830	62,290	62,920	63,690	64,560
Engineer / Analyst - Level 1	52	66,000	68,760	72,130	75,930	80,960	83,480	84,030	84,790	85,680	86,720
Technician - Level 1	52	38,360	39,910	41,450	42,970	44,520	46,040	47,570	49,120	50,640	52,190
Technician - Level 2	52	46,820	49,160	51,540	54,080	56,750	59,260	59,830	60,560	61,470	62,510
Support Specialist - Technology	52	59,210	61,480	65,010	67,960	70,770	73,280	73,830	74,600	75,490	76,530
Assessment Data Info System	52										
Student / Business Info System	52	66,000	68,760	72,130	75,930	80,960	83,480	84,030	84,790	85,680	86,720
Help Desk	41	38,880	40,780	42,780	44,890	47,420	47,850	48,420	49,120	49,900	50,660
Class IV											
Budget Control Officer	52										
Accounting Specialist											
Engineer / Analyst - Level 2	52										
Operations Manager											
Transportation Manager	52	73,230	78,090	82,950	87,800	92,640	95,150	95,730	96,470	97,380	98,400
Safety Manager											
Benefits Specialist											
Human Resources Specialist	52										
District Nurse	42	60,030	61,660	63,330	65,040	66,800	68,620	70,470	72,370	74,330	78,560
Student Behavioral / Mental Health Coordinator											
Home Intervention Manager	42	65,270	67,220	69,250	71,310	73,450	75,970	76,410	77,020	77,750	78,580
Student Services Liason											
Class V											
Elementary Child Nutrition Supervisor	42										
Transition Coordinator	40	41,760	44,570	47,400	49,890	50,330	50,900	51,590	52,390	53,190	53,990
Parent Advocate	40										
ESL Coordinator K-12	42	44,650	47,160	50,890	54,560	58,680	58,960	59,250	59,550	59,870	60,170
School Culture and Climate Coordinator											
MTSS Coordinator	42	70,920	75,770	80,610	85,480	90,320	92,820	93,220	93,780	94,430	95,470
Online Coordinator - Virtual School											
Program Development											
Instructional Tech Coordinator	42	90,320	92,820	93,220	93,780	94,430	95,470	99,280	103,250	107,380	111,680
Nurse Coordinator											
Human Resources Manager	52	85,990	89,850	94,110	98,440	103,250	106,890	107,960	109,230	110,730	112,390
Fine Arts Coordinator	42	95,340	99,790	104,480	109,150	113,740	116,950	118,200	119,710	121,330	123,150
Coordinator of Student Development	52	101,350	106,100	111,090	116,040	120,940	124,350	125,670	127,270	129,000	130,930

Kentwood Public Schools
Addendum-Agreement 4230 (unclassified) - 2028/2029 Wage Chart

Salaried											
	Weeks	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 11	Step 16	Step 21	Step 26
Class I											
Community Service Coordinator	38	38,300	41,060	43,820	46,600	48,680	49,110	49,670	50,350	51,120	51,900
McKinney Vento Specialist											
Child Life Advocate	41	41,060	43,820	46,600	48,680	49,110	49,670	50,350	51,120	51,370	52,150
Class II											
Auditorium Tech	44	49,390	50,990	52,590	54,020	55,780	58,380	58,850	59,510	60,280	61,200
In-School Suspension Supervisor	38										
Class III											
HR Generalist	52	67,260	70,130	73,590	77,520	82,670	85,280	85,850	86,610	87,540	88,610
Benefits Supervisor											
Accounting Generalist	52										
Pupil Accounting Specialist	52										
Payroll Specialist											
Administrative Assistant to Superintendent and BOE	52										
Manager of Custodial Operations	52										
Manager of Aquatics											
Graduation Coach	52	47,510	49,890	52,370	55,000	57,760	60,940	61,520	62,280	63,220	64,290
Child Nutrition Kitchen Supervisor											
Supervisor SACC	52	59,620	62,510	65,350	68,190	71,070	73,650	74,230	74,990	75,930	76,990
Field Supervisor of Child Nutrition	52										
Facilities Manager	52	60,260	63,260	66,260	69,290	72,770	75,490	76,070	76,850	77,790	78,840
Event Manager											
Employee Benefits / Insurance Coordinator											
Communications Coordinator	52										
Pupil Accounting Coordinator											
Child Nutrition Technology Manager	52										
ARCH Assistant Project Director											
Purchasing & Logistics Coordinator	52										
Safety Coordinator	44	51,000	53,530	56,080	58,620	61,080	63,690	64,160	64,810	65,610	66,500
Engineer / Analyst - Level 1	52	67,980	70,830	74,300	78,210	83,390	85,990	86,560	87,340	88,260	89,330
Technician - Level 1	52	39,520	41,110	42,700	44,260	45,860	47,430	49,000	50,600	52,160	53,760
Technician - Level 2	52	48,230	50,640	53,090	55,710	58,460	61,040	61,630	62,380	63,320	64,390
Support Specialist - Technology	52	60,990	63,330	66,970	70,000	72,900	75,480	76,050	76,840	77,760	78,830
Assessment Data Info System	52	67,980	70,830	74,300	78,210	83,390	85,990	86,560	87,340	88,260	89,330
Student / Business Info System	52										
Help Desk	41	40,050	42,010	44,070	46,240	48,650	49,290	49,880	50,600	51,400	52,180
Class IV											
Budget Control Officer	52	75,430	80,440	85,440	90,440	95,420	98,010	98,610	99,370	100,310	101,360
Accounting Specialist											
Engineer / Analyst - Level 2	52										
Operations Manager											
Transportation Manager	52										
Safety Manager											
Benefits Specialist	52										
Human Resources Specialist											
District Nurse	42	61,840	63,510	65,230	67,000	68,810	70,680	72,590	74,550	76,560	80,920
Student Behavioral / Mental Health Coordinator											
Home Intervention Manager	42	67,230	69,240	71,330	73,450	75,660	78,250	78,710	79,340	80,090	80,940
Student Services Liason											
Class V											
Elementary Child Nutrition Supervisor	42	43,020	45,910	48,830	51,390	51,840	52,430	53,140	53,970	54,790	55,610
Transition Coordinator	40										
Parent Advocate	40										
ESL Coordinator K-12	42	45,990	48,580	52,420	56,200	60,450	60,730	61,030	61,340	61,670	61,980
School Culture and Climate Coordinator		73,050	78,050	83,030	88,050	93,030	95,610	96,020	96,600	97,270	98,340
MTSS Coordinator	42										
Online Coordinator - Virtual School											
Program Development		93,030	95,610	96,020	96,600	97,270	98,340	102,260	106,350	110,610	115,040
Instructional Tech Coordinator	42										
Nurse Coordinator											
Human Resources Manager	52	88,570	92,550	96,940	101,400	106,350	110,100	111,200	112,510	114,060	115,770
Fine Arts Coordinator	42	98,210	102,790	107,620	112,430	117,160	120,460	121,750	123,310	124,970	126,850
Coordinator of Student Development	52	104,400	109,290	114,430	119,530	124,570	128,090	129,450	131,090	132,870	134,860

Kentwood Public Schools
Agreement 4230 (unclassified) - 2026/2027 Wage Chart

Hourly											
	Weeks	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 11	Step 16	Step 21	Step 26
Class I											
Community Ed/Ice Arena Night Supervisor	varies	21.00	22.10	23.26	24.47	25.79	26.71	26.99	27.34	27.74	28.24
Part-Time Substitute Call-in Clerk	42										
Class II											
Athletic Dept Support	varies	17.38	17.88	18.54	18.87	19.30	19.76	20.07	20.47	20.81	21.13
General Clerk	varies										
Dispatcher - EKHS - Security Office	varies										
Receptionist - Administration	52										
Switchboard(EKHS)	38										
Safety/Security	38										
Class III											
Piano Accompanist	38	17.38	18.15	19.10	20.03	20.31	20.66	21.07	21.55	21.96	22.27
Employment Training Specialist	42										
Special Education Pupil Accounting Clerk	42										
Class IV											
Accounting Clerk	52	18.81	19.83	20.84	21.95	22.88	23.16	23.49	23.91	24.39	24.78
Secretary to EKHS Principal	52										
Secretary to Crossroads Principal	varies										
Technology Office Manager / Technology Office Coordinator	52										
General Secretary	52										
Director/Coordinator's Secretary	varies										
Building Manager - EKHS	44										
Class V											
Accounting Clerk II	52	21.78	22.92	24.14	25.39	26.75	27.69	27.99	28.33	28.75	29.25
Pupil Accounting Clerk	52										
Payroll Clerk	52										
Transportation Routing Clerk	52										
Program Development Coordinator	52										
Human Resource Clerk	52										
Class VI											
Secretary to Assist Supt/ Executive Directors	52	22.92	24.13	25.37	26.69	28.10	29.05	29.34	29.69	30.12	30.60
Secretary to the Instruction Office	52										

Kentwood Public Schools
Agreement 4230 (unclassified) - 2027/2028 Wage Chart

Class I											
Community Ed/Ice Arena Night Supervisor	varies	21.74	22.87	24.07	25.33	26.69	27.64	27.93	28.30	28.71	29.23
Part-Time Substitute Call-in Clerk	42										
Class II											
Athletic Dept Support	varies	17.99	18.51	19.19	19.53	19.98	20.45	20.77	21.19	21.54	21.87
General Clerk	varies										
Dispatcher - EKHS - Security Office	varies										
Receptionist - Administration	52										
Switchboard(EKHS)	38										
Safety/Security	38										
Class III											
Piano Accompanist	38	17.99	18.79	19.77	20.73	21.02	21.38	21.81	22.30	22.73	23.05
Employment Training Specialist	42										
Special Education Pupil Accounting Clerk	42										
Class IV											
Accounting Clerk	52	19.47	20.52	21.57	22.72	23.68	23.97	24.31	24.75	25.24	25.65
Secretary to EKHS Principal	52										
Secretary to Crossroads Principal	varies										
Technology Office Manager / Technology Office Coordinator	52										
General Secretary	52										
Director/Coordinator's Secretary	varies										
Building Manager - EKHS	44										
Class V											
Accounting Clerk II	52	22.54	23.72	24.98	26.28	27.69	28.66	28.97	29.32	29.76	30.27
Pupil Accounting Clerk	52										
Payroll Clerk	52										
Transportation Routing Clerk	52										
Program Development Coordinator	52										
Human Resource Clerk	52										
Class VI											
Secretary to Assist Supt/ Executive Directors	52	23.72	24.97	26.26	27.62	29.08	30.07	30.37	30.73	31.17	31.67
Secretary to the Instruction Office	52										

Kentwood Public Schools
Agreement 4230 (unclassified) - 2028/2029 Wage Chart

Class I											
Community Ed/Ice Arena Night Supervisor	varies	22.39	23.56	24.79	26.09	27.49	28.47	28.77	29.15	29.57	30.11
Part-Time Substitute Call-in Clerk	42										
Class II											
Athletic Dept Support	varies	18.53	19.07	19.77	20.12	20.58	21.06	21.39	21.83	22.19	22.53
General Clerk	varies										
Dispatcher - EKHS - Security Office	varies										
Receptionist - Administration	52										
Switchboard (EKHS)	38										
Safety/Security	38										
Class III											
Piano Accompanist	38	18.53	19.35	20.36	21.35	21.65	22.02	22.46	22.97	23.41	23.74
Employment Training Specialist	42										
Special Education Pupil Accounting Clerk	42										
Class IV											
Accounting Clerk	52	20.05	21.14	22.22	23.40	24.39	24.69	25.04	25.49	26.00	26.42
Secretary to EKHS Principal	52										
Secretary to Crossroads Principal	varies										
Technology Office Manager / Technology Office Coordinator	52										
General Secretary	52										
Director/Coordinator's Secretary	varies										
Building Manager - EKHS	44										
Class V											
Accounting Clerk II	52	23.22	24.43	25.73	27.07	28.52	29.52	29.84	30.20	30.65	31.18
Pupil Accounting Clerk	52										
Payroll Clerk	52										
Transportation Routing Clerk	52										
Program Development Coordinator	52										
Human Resource Clerk	52										
Class VI											
Secretary to Assist Supt/ Executive Directors	52	24.43	25.72	27.05	28.45	29.95	30.97	31.28	31.65	32.11	32.62
Secretary to the Instruction Office	52										