

AGREEMENT 4232

WORKING AGREEMENT FOR
FULL TIME BEHAVIOR SPECIALISTS/
STUDENT SUCCESS COACHES

JULY 1, 2026 – JUNE 30, 2029

KENTWOOD PUBLIC SCHOOLS
5820 EASTERN AVENUE SE
KENTWOOD, MICHIGAN 49508

Contents

A. Conditions of Employment	3
B. Fringe Benefits	3
C. Holidays	3
D. Leave Benefits	4
Appendix A: Wage Sheet	5
Appendix B: Insurance Benefits	6

Agreement 4232

Full Time Behavior Specialists/Student Success Coaches

Effective July 1, 2026 – June 30, 2029

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
Martin Luther King Jr. Day
Memorial Day

D. Leave Benefits

** Employees will be allowed paid sick leave in accordance with law – including the Michigan Earned Sick Time Act (“ESTA”). Sick leave may be used for any reason as stated in the ESTA. Any rights and protections as stated in the ESTA will govern over language in this section which would be in conflict with ESTA, but shall not be construed to diminish any rights provided herein.*

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 11 sick days per year.
2. 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.
3. 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.
4. Unused sick leave days shall have unlimited accumulation.
5. Employees may use two personal days (not accumulative) per school year, provided that there are days available in the sick day bank.
6. Employees may use one (1) floating holiday per school year.
7. The district complies with all requirements and criteria of the Family Medical Leave Act (FMLA). All leave of absences run concurrently.

Appendix A

Kentwood Public Schools
 Agreement 4232 - Behavioral Specialists
 2027-2029

<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>
2026-2027	\$ 36,820	\$ 37,550	\$ 38,300	\$ 39,070	\$ 39,860	\$ 40,650
2027-2028	\$ 38,110	\$ 38,870	\$ 39,650	\$ 40,440	\$ 41,260	\$ 42,080
2028-2029	\$ 39,260	\$ 40,040	\$ 40,840	\$ 41,660	\$ 42,500	\$ 43,350

<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>
2026-2027	\$ 38,140	\$ 39,730	\$ 42,120	\$ 44,650	\$ 46,720	\$ 50,150
2027-2028	\$ 39,480	\$ 41,130	\$ 43,600	\$ 46,220	\$ 48,360	\$ 51,910
2028-2029	\$ 40,670	\$ 42,370	\$ 44,910	\$ 47,610	\$ 49,820	\$ 53,470

<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>
2026-2027	\$ 42,010	\$ 43,840	\$ 46,470	\$ 49,270	\$ 52,220	\$ 55,350
2027-2028	\$ 43,490	\$ 45,380	\$ 48,100	\$ 51,000	\$ 54,050	\$ 57,290
2028-2029	\$ 44,800	\$ 46,750	\$ 49,550	\$ 52,530	\$ 55,680	\$ 59,010

Appendix B

FULL TIME BEHAVIOR SPECIALIST (4232) INSURANCE OPTIONS OVERVIEW July 1, 2026 - June 30, 2029

	OPTION I PRIORITY HEALTH HSA	OPTION II DENTAL/VISION/LIFE/LTD
Employee Cost	Full-Time Employee working 30 or more hours per week The Board shall pay \$225.00 towards the monthly medical premium for employees electing Option I Full-time employees who elect Priority Health HSA will pay the difference between the Board contribution and the plan premium	Full-Time Employee working 30 or more hours per week The Board shall pay 100% of the monthly premium for employees electing Option II
Medical	Priority Health HSA (HMO) Deductible: \$3,000 single \$6,000 2-person \$6,000 Full family Coinsurance: 20% after deductible is met	There is no medical coverage with this option
Prescription	Co-payment <u>After</u> plan year deductible is met \$10 generic/\$40 brand for 30 day fill.	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	Full plan details available on the KPS 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 Employee premiums will be adjusted annually to reflect rates given by Priority Health, ADN, NVA & Madison National Life