

AGREEMENT 4233

WORKING AGREEMENT FOR
TEMPORARY / GRANT FUNDED / OTHER 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 4233

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Included in this Agreement:

Safety / Security Staff

Aquatic Center Staff

Ice Arena Staff

Interventionists

Arch Activity Leaders

A. Conditions of Employment

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.

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.

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 B

All employees, normally scheduled to work 30 hours or more per week, shall receive access to an insurance plan as described in detail as per attached Appendix A.

This insurance plan shall be made available to the employee on the first of the month after having successfully completed the 60-day probationary period.

C. Flexible Benefits Plan – See Appendix B

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.

FULL TIME IS CONSIDERED 30 OR MORE HOURS PER WEEK

D. Sick Leave

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.

Appendix A

Kentwood Public Schools

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2026-2027 Wage Sheet

Kentwood Ice Arena	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Support Staff Supervisor	\$ 14.12	\$ 14.14	\$ 15.57	\$ 16.33	\$ 16.98	\$ 17.77
Night Supervisor	\$ 20.45					

KPS Safety and Security Staff	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Support Staff	\$ 16.47	\$ 17.11	\$ 17.73	\$ 18.37	\$ 18.74	\$ 19.10

EKHS Aquatic Center	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Head Lifeguard	\$ 15.19	\$ 15.83	\$ 16.47	\$ 17.11	\$ 17.73	\$ 18.37
Pool Manager	\$ 19.00					
Instructor w/Certification	\$ 19.00					
Instructor w/o Certification	\$ 15.19					
Pool Manager - Outside rental	\$ 25.34					

KPS 21st Century - ARCH	Step 1
Activity Leaders	\$ 16.63
<i>*Wage Reviews and Adjustments to Activity Leader wages are reviewed annually during this three (3) year agreement. Any wage increases are contingent upon, and determined by, an increase in funding from the federal grant. If the federal grant allocation does not increase, wages will remain unchanged. Approved increases, if applicable, will take effect on the first working day of the school year.</i>	

KPS Interventionists	Step 1
3/4/5 days per week	\$ 22.46
5 or 7 hours per day	Sub in classroom full day \$157.22

Appendix B

FULL TIME SAFETY/SECURITY, ACQUATIC CENTER & ICE ARENA STAFF (4233) INSURANCE OPTIONS OVERVIEW July 1, 2026 - June 30, 2029

	OPTION I PRIORITY HEALTH HSA
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
Medical	Priority Health HSA (HMO) Deductible: \$3,000 single \$6,000 2-person \$6,000 Full family Coinsurance: 20% after deductible is met
Prescription	Co-payment After plan year deductible is met \$10 generic/\$40 brand for 30 day fill.
Dental	There is no dental coverage with this option
Vision	There is no vision coverage with this option
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