

ADDENDUM TO KENTWOOD EDUCATION ASSOCIATION
KCEA/MEA/NEA MASTER AGREEMENT
SCHEDULE B 2026-2027
PAY FOR SERVICES BEYOND THE SCHEDULED WORK DAY

Salary Schedule A K-12, BA Step 1
BA Step 1 52,250

BA Step 1		52,250													
				Step 1		Step 2		Step 3		Step 4		Step 5			
ELEMENTARY SCHOOL															
Misc															
	Clubs/Editor Newsletter	0.6%	314	0.6%	314	0.7%	366	0.7%	366	0.7%	366	0.7%	366		
	Gifted/Talented Coordinator	1.4%	732	1.5%	784	1.5%	784	1.6%	836	1.7%	888				
	Intramural Sports (per Hour)											0.061%	31.87		
	Odyssey of the Mind	0.7%	366	0.8%	418	0.8%	418	0.8%	418	0.9%	470				
	Red Cross Director	0.5%	261	0.6%	314	0.6%	314	0.7%	366	0.7%	366				
	Robotics: K-2nd Grade											Stipend	300		
	Robotics: 3rd-5th Grade											Stipend	500		
	Safety Director	3.4%	1,777	3.6%	1,881	3.7%	1,933	3.9%	2,038	4.1%	2,142				
	Science Coordinator	1.4%	732	1.5%	784	1.5%	784	1.6%	836	1.7%	888				
	Student Council	1.6%	836	1.7%	888	1.8%	941	1.9%	993	1.9%	993				
MIDDLE SCHOOL															
Athletics															
	Cheerleading	4.2%	2,195	4.4%	2,299	4.7%	2,456	5.0%	2,613	5.3%	2,769				
	Cross Country	5.2%	2,717	5.4%	2,822	5.7%	2,978	5.9%	3,083	6.2%	3,240				
	Softball	3.6%	1,881	3.8%	1,986	4.0%	2,090	4.3%	2,247	4.5%	2,351				
	Swimming/Diving/Volleyball/Wrestling/Basketball	5.9%	3,083	6.1%	3,187	6.3%	3,292	6.5%	3,396	6.7%	3,501				
	Tennis/Track	5.1%	2,665	5.3%	2,769	5.5%	2,874	5.7%	2,978	6.0%	3,135				
Fine Arts															
	Band	3.4%	1,777	3.6%	1,881	3.8%	1,986	4.0%	2,090	4.3%	2,247				
	Choral	3.3%	1,724	3.5%	1,829	3.8%	1,986	4.1%	2,142	4.3%	2,247				
	Musical Director	3.2%	1,672	3.4%	1,777	3.6%	1,881	3.7%	1,933	3.9%	2,038				
	Musical Assistant-Costumes	0.6%	314	0.7%	366	0.9%	470	1.1%	575	1.2%	627				
	Musical Asst-Choreographer, Accompanist and Sets	0.2%	105	0.2%	105	0.3%	157	0.4%	209	0.5%	261				
	Musical Assistant-Drama	0.3%	157	0.5%	261	0.7%	366	0.8%	418	1.0%	523				
	Orchestra	3.3%	1,724	3.5%	1,829	3.7%	1,933	3.9%	2,038	4.1%	2,142				
Other															
	8th Grade Banquet	0.7%	366	0.7%	366	0.8%	418	0.9%	470	1.0%	523				
	Content Area Coordinator, Gr. 6-9	1.4%	732	1.6%	836	1.8%	941	2.0%	1,045	2.2%	1,150				
	Computer Coordinator	1.2%	627	1.3%	679	1.4%	732	1.5%	784	1.5%	784				
	Editor of Building Newsletter	0.7%	366	0.7%	366	0.8%	418	0.9%	470	1.0%	523				
	Gifted/Talented Coordinator	1.4%	732	1.5%	784	1.5%	784	1.6%	836	1.7%	888				
	Intramurals (per Hour)									0.061%	31.87				
	Odyssey of the Mind	1.1%	575	1.2%	627	1.3%	679	1.4%	732	1.5%	784				
	Other Club	0.9%	470	1.0%	523	1.1%	575	1.1%	575	1.2%	627				
	Robotics											Stipend	1,500		
	Special Olympics	1.9%	993	2.1%	1,097	2.4%	1,254	2.7%	1,411	2.9%	1,515				
	Student Council	3.1%	1,620	3.3%	1,724	3.3%	1,724	3.5%	1,829	3.6%	1,881				
	Yearbook	3.5%	1,829	3.7%	1,933	3.7%	1,933	3.9%	2,038	4.1%	2,142				
	Student Paper	1.4%	732	1.5%	784	1.5%	784	1.6%	836	1.7%	888				
HIGH SCHOOL															
Athletics															
	Athletic Trainer	17.0%	8,883	17.4%	9,092	17.8%	9,301	18.2%	9,510	18.6%	9,719				
	Ass't Athletic Director	12.5%	6,531	12.9%	6,740	13.4%	7,002	13.8%	7,211	14.2%	7,420				
	Baseball/Lacrosse														
	Varsity	10.1%	5,277	10.5%	5,486	10.9%	5,695	11.3%	5,904	11.7%	6,113				
	JV	7.3%	3,814	7.7%	4,023	8.1%	4,232	8.5%	4,441	8.9%	4,650				
	Freshman	6.5%	3,396	6.9%	3,605	7.3%	3,814	7.7%	4,023	8.1%	4,232				
	Basketball														
	Varsity	14.2%	7,420	14.6%	7,629	15.0%	7,838	15.4%	8,047	16.2%	8,465				
	JV	8.5%	4,441	8.9%	4,650	9.3%	4,859	10.1%	5,277	10.5%	5,486				
	Freshman	8.1%	4,232	8.5%	4,441	8.9%	4,650	9.3%	4,859	9.7%	5,068				
	Competitive Cheer														
	Varsity	9.2%	4,807	9.7%	5,068	10.1%	5,277	10.6%	5,539	11.1%	5,800				
	JV	5.7%	2,978	5.9%	3,083	6.1%	3,187	6.3%	3,292	6.5%	3,396				
	Freshman	3.8%	1,986	4.5%	2,351	4.9%	2,560	5.3%	2,769	5.7%	2,978				
	Cheerleading														
	Varsity	6.1%	3,187	6.5%	3,396	6.9%	3,605	7.3%	3,814	7.7%	4,023				
	JV	5.7%	2,978	5.9%	3,083	6.1%	3,187	6.3%	3,292	6.5%	3,396				
	Freshman	3.8%	1,986	4.5%	2,351	4.9%	2,560	5.3%	2,769	5.7%	2,978				
	Cross Country	7.3%	3,814	7.7%	4,023	8.5%	4,441	9.3%	4,859	9.7%	5,068				
	Diving	10.5%	5,486	10.9%	5,695	11.3%	5,904	11.7%	6,113	12.1%	6,322				
	Dance														
	Varsity	4.0%	2,090	4.5%	2,351	4.9%	2,560	5.3%	2,769	5.7%	2,978				
	JV	3.2%	1,672	3.6%	1,881	4.0%	2,090	4.5%	2,351	4.9%	2,560				
	Football														
	Varsity Head	14.2%	7,420	14.6%	7,629	15.0%	7,838	15.4%	8,047	16.2%	8,465				
	"A" Assistant (5)	9.7%	5,068	10.1%	5,277	10.5%	5,486	10.9%	5,695	11.3%	5,904				
	"B"Assistant (4)	8.1%	4,232	8.5%	4,441	8.9%	4,650	9.3%	4,859	9.7%	5,068				
	78'ers (4)	3.6%	1,881	4.0%	2,090	4.5%	2,351	4.9%	2,560	5.3%	2,769				
	Golf														
	Varsity	7.7%	4,023	8.1%	4,232	8.5%	4,441	8.9%	4,650	9.3%	4,859				
	JV	2.7%	1,411	3.8%	1,986	5.1%	2,665	6.2%	3,240	7.4%	3,867				

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	Step 1		Step 2		Step 3		Step 4		Step 5	
Gymnastic										
Head	10.5%	5,486	10.9%	5,695	11.3%	5,904	11.7%	6,113	12.1%	6,322
Assistant	5.7%	2,978	6.1%	3,187	6.5%	3,396	6.9%	3,605	7.2%	3,762
Ice Hockey										
Head	11.2%	5,852	11.6%	6,061	12.1%	6,322	12.5%	6,531	12.9%	6,740
Assistant	6.5%	3,396	6.9%	3,605	7.3%	3,814	7.7%	4,023	8.1%	4,232
Soccer										
Varsity	10.0%	5,225	10.4%	5,434	10.9%	5,695	11.3%	5,904	11.8%	6,166
JV	6.2%	3,213	6.7%	3,506	7.3%	3,799	7.8%	4,086	8.4%	4,379
Softball										
Varsity	10.1%	5,277	10.5%	5,486	10.9%	5,695	11.3%	5,904	11.7%	6,113
JV	7.3%	3,814	7.7%	4,023	8.1%	4,232	8.5%	4,441	8.9%	4,650
Freshman	6.5%	3,396	6.9%	3,605	7.3%	3,814	7.7%	4,023	8.1%	4,232
Swimming										
Head	12.2%	6,375	12.7%	6,636	13.2%	6,897	13.7%	7,158	14.1%	7,367
Assistant	10.4%	5,434	10.7%	5,591	11.0%	5,748	11.3%	5,904	11.7%	6,113
Tennis/Bowling										
Varsity	8.1%	4,232	8.5%	4,441	8.9%	4,650	9.3%	4,859	9.7%	5,068
JV	5.3%	2,769	5.7%	2,978	6.1%	3,187	6.5%	3,396	6.9%	3,605
Track										
Head	10.9%	5,695	11.3%	5,904	11.7%	6,113	12.1%	6,322	12.5%	6,531
Assistant	7.3%	3,814	7.7%	4,023	8.1%	4,232	8.5%	4,441	8.9%	4,650
Volleyball										
Varsity	11.8%	6,166	12.2%	6,375	12.7%	6,636	13.2%	6,897	13.8%	7,211
JV	7.8%	4,076	8.3%	4,337	8.7%	4,546	9.2%	4,807	9.7%	5,068
Freshman	6.5%	3,396	6.9%	3,605	7.3%	3,814	7.7%	4,023	8.1%	4,232
Water Polo										
Varsity	9.0%	4,493	9.5%	4,757	10.0%	5,021	10.6%	5,285	11.1%	5,550
JV	6.5%	3,396	6.9%	3,605	7.3%	3,814	7.7%	4,023	8.1%	4,232
Wrestling										
Varsity	12.5%	6,531	12.9%	6,740	13.4%	7,002	13.9%	7,263	14.4%	7,524
JV	7.7%	4,023	8.1%	4,232	8.5%	4,441	8.9%	4,650	9.3%	4,859
Freshman	6.5%	3,396	6.9%	3,605	7.3%	3,814	7.7%	4,023	8.1%	4,232
Instrumental Music										
9th Grade Band	1.6%	836	1.7%	888	1.9%	993	2.1%	1,097	2.3%	1,202
Advanced String Ensemble	1.6%	836	1.8%	941	2.0%	1,045	2.2%	1,150	2.3%	1,202
Advanced Woodwind Ensemble	1.6%	836	1.8%	941	2.0%	1,045	2.2%	1,150	2.3%	1,202
Concert Band	2.9%	1,515	3.1%	1,620	3.3%	1,724	3.5%	1,829	3.7%	1,933
Concert Orchestra	1.6%	836	1.7%	888	1.9%	993	2.1%	1,097	2.3%	1,202
Jazz Band	3.8%	1,913	4.3%	2,152	4.8%	2,407	5.3%	2,654	5.7%	2,832
*Marching Band Assistant (2)	2.9%	1,515	3.1%	1,620	3.3%	1,724	3.5%	1,829	3.7%	1,933
*Marching Band Color Guard (1)	3.9%	2,038	4.1%	2,142	4.4%	2,299	4.6%	2,404	4.8%	2,508
*Marching Band Director	6.7%	3,343	6.9%	3,453	7.2%	3,579	7.4%	3,707	7.7%	3,835
Pep Band (per appearance)	0.108%	56.43	0.121%	63.22	0.128%	66.88	0.136%	71.06	0.143%	74.72
Symphonic Band/Orchestra	3.3%	1,724	3.5%	1,829	3.7%	1,933	3.9%	2,038	4.0%	2,090
* includes summer camp										
Vocal Music										
9th Grade Choir Director	0.6%	314	0.8%	418	1.0%	523	1.2%	627	1.4%	732
Concert Choir Director	0.6%	314	0.7%	366	0.9%	470	1.1%	575	1.3%	679
Honors Choir Director	1.8%	941	2.0%	1,045	2.2%	1,150	2.4%	1,254	2.6%	1,359
Madrigal Singer Director	3.0%	1,568	3.2%	1,672	3.4%	1,777	3.6%	1,881	3.8%	1,986
Mans Chorus Director	0.7%	366	0.7%	366	0.8%	418	0.8%	418	0.8%	418
Varsity Voices Director	3.9%	2,038	4.1%	2,142	4.4%	2,299	4.6%	2,404	4.8%	2,508
Women Chorus Director	1.6%	836	1.7%	888	1.9%	993	2.1%	1,097	2.3%	1,202
Drama										
Ass't Accompanist	1.5%	784	1.7%	888	1.8%	941	2.0%	1,045	2.2%	1,150
Ass't Choreographer	1.8%	941	2.0%	1,045	2.2%	1,150	2.4%	1,254	2.6%	1,359
Ass't Costumes	0.8%	418	0.8%	418	0.8%	418	0.9%	470	0.9%	470
Ass't Makeup	0.4%	209	0.4%	209	0.4%	209	0.4%	209	0.5%	261
Ass't Orchestra	2.8%	1,463	2.9%	1,515	3.1%	1,620	3.3%	1,724	3.5%	1,829
Ass't Production	2.6%	1,359	2.8%	1,463	2.9%	1,515	3.1%	1,620	3.3%	1,724
Ass't Sets	2.6%	1,359	2.8%	1,463	2.9%	1,515	3.1%	1,620	3.3%	1,724
Ass't Vocal	2.8%	1,463	2.9%	1,515	3.1%	1,620	3.3%	1,724	3.5%	1,829
Drama Club	0.6%	314	0.7%	366	0.9%	470	1.1%	575	1.3%	679
HS Fall Play	5.9%	3,083	6.3%	3,292	6.4%	3,344	6.8%	3,553	7.1%	3,710
HS Musical Director	6.5%	3,396	6.8%	3,553	7.1%	3,710	7.5%	3,919	7.8%	4,076
HS One Act Play	1.1%	575	1.3%	679	1.5%	784	1.7%	888	1.8%	941
Other										
Americal Political Thought (We the People)									Stipend	5,000
AP Coordinator									Stipend	10,000
Area Coordinator	2.6%	1,359	2.7%	1,411	2.8%	1,463	2.8%	1,463	2.9%	1,515
Bookstore	6.8%	3,553	6.9%	3,605	7.0%	3,658	7.0%	3,658	7.1%	3,710
Class Sponsor-Senior	3.3%	1,724	3.4%	1,777	3.5%	1,829	3.6%	1,881	3.6%	1,881
Class Sponsor-Junior	2.7%	1,411	2.8%	1,463	2.8%	1,463	2.9%	1,515	3.0%	1,568
Class Sponsor-Soph	1.3%	679	1.4%	732	1.5%	784	1.5%	784	1.6%	836

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Class Sponsor-Fresh	1.3%	679	1.4%	732	1.5%	784	1.5%	784	1.6%	836
Computer Svcs Coord.	2.6%	1,359	2.7%	1,411	2.8%	1,463	2.8%	1,463	2.9%	1,515
Debate	5.7%	2,978	5.8%	3,031	5.9%	3,083	6.0%	3,135	6.1%	3,187
Debate Assistant	2.9%	1,515	3.0%	1,568	3.1%	1,620	3.2%	1,672	3.2%	1,672
**Department Head	3.3%	1,724	3.5%	1,829	3.6%	1,881	3.8%	1,986	3.9%	2,038
E-Sports									Stipend	10,000
Forensics	4.5%	2,351	4.6%	2,404	4.7%	2,456	4.8%	2,508	4.9%	2,560
Gifted/Talented Coordinator	1.4%	732	1.5%	784	1.5%	784	1.6%	836	1.7%	888
***Insights Newsletter	2.5%	1,250	3.0%	1,495	3.5%	1,740	4.0%	2,016	4.5%	2,231
National Honor Society	2.7%	1,411	2.8%	1,463	2.8%	1,463	2.9%	1,515	3.0%	1,568
Other Clubs	2.7%	1,348	3.0%	1,485	3.2%	1,618	3.5%	1,751	3.8%	1,888
Radio Station Director	0.9%	470	1.0%	523	1.1%	575	1.1%	575	1.2%	627
Robotics										
JV									Stipend	5,000
Varsity									Stipend	6,000
Shakespeare Club	1.1%	575	1.2%	627	1.3%	679	1.4%	732	1.5%	784
Student Council	4.5%	2,351	4.5%	2,351	4.6%	2,404	4.7%	2,456	4.8%	2,508
Student Paper	2.8%	1,463	2.9%	1,515	3.0%	1,568	3.1%	1,620	3.2%	1,672
Weight Training Supervisor									0.076%	39.71
Yearbook	4.9%	2,472	5.1%	2,532	5.2%	2,593	5.3%	2,653	5.4%	2,714
** plus \$125 per employee										
*** per edition										
DISTRICT WIDE										
Curriculum Council	1.3%	679	1.4%	732	1.5%	784	1.54%	805	1.6%	836
Driver Education-Director	2.4%	1,254	2.5%	1,306	2.6%	1,359	2.67%	1,395	2.8%	1,463
Driver Education - per Hour	0.049%	25.60	0.053%	27.69	0.057%	29.78	0.061%	31.87	0.065%	33.96
Fine Arts Festival Coordinator	0.7%	366	0.7%	366	0.8%	418	0.89%	465	1.0%	523
K-12 Gifted/Talented Coord.	3.9%	2,038	4.0%	2,090	4.2%	2,195	4.37%	2,283	4.5%	2,351
Robotics Coordinator									Stipend	20,000
Teacher Hourly Rate									0.078%	40.76
Committee Chair									1.2%	627
Building Representative/Curriculum Council									0.078%	40.76
Multicultural Rep									0.9%	470