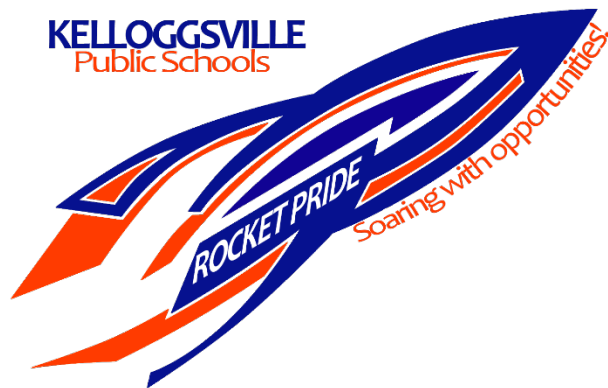


Kelloggsville Public Schools



Master Agreement **Between** **The Kelloggsville Board of Education** **&** **Kelloggsville Educational Support Staff (KESS)**

July 01, 2024 – June 30, 2027

KELLOGGSVILLE PUBLIC SCHOOLS

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PO Box 610
Southfield, MI 48037
248-901-3705

KELLOGGSVILLE PUBLIC SCHOOLS Dental Benefits Plan
Custodial

Group # 42109

The Plan-at-a-Glance

PPO Networks: ADN Dental Network, DenteMax

Maximum Benefits

September 1st through August 31st

Annual Maximum	\$1,000 per eligible individual for covered class I, II and III services
Lifetime Maximum	\$1,500 per eligible individual for covered class IV services
TMJ Services	Applies to annual maximum, up to lifetime maximum of \$1000

Class I Preventive Services – 50%

*****Incentive Plan Increases 10% per year to 100%**

Routine Oral Examinations	Twice per plan year
Prophylaxis (Cleaning), Periodontal Maintenance	Twice per plan year
Topical Application of Fluoride	Twice per plan year to age 18
Bitewing X-Rays	Twice per plan year
Full-Mouth Series or Panoramic X-Rays	Once per 36 months
All Other X-Rays	

Class II Restorative Services – 50%

*****Incentive Plan Increases 10% per year to 100%**

Composite and Amalgam fillings**	
Space Maintainers	Up to age 14
Inlays, Onlays and Crowns	
Root Canal Therapy	
Periodontal Root Planing	
Periodontal Surgery	
Oral Surgery and Extractions	Medical plan primary for certain procedures
General Anesthesia or IV Sedation	With covered oral surgery
Occlusal Guards	For Bruxism Only
TMJ Appliances and Services	

Class III Major Services – 50%

Annual deductible applies

Complete and Partial Removable Dentures
Fixed Partial Dentures (Bridges)
Denture Repair and Adjustment
Denture Reline or Rebase
Addition of Teeth to Partial Dentures

Class IV Orthodontic Services – 50%

Limited and Interceptive Treatment	Removable and Fixed Appliance Therapy, up to age 19
Comprehensive Treatment	Fixed Appliance Therapy, up to age 19

Not Covered

Sealants Implants and Related Restorations Cosmetic Treatment

Deductible – \$25 Individual Lifetime Class I & II, \$25 Individual/\$50 Family Annual Class III

Missing Tooth Clause – None

12 Month Billing Limitation

**Composite and resins are not covered for posterior teeth, alternate benefit applies

Waiting Periods – None

**Prosthetics are considered on delivery date

COB – Standard

***Annual Routine Exam or Prophylaxis required for increase or retention of higher benefit level

****Note – Quotes of benefits do not constitute a guarantee of payment. Eligibility is determined at time of service. Covered benefits may have limitations or exclusions affecting plan payment. Refer to plan document for additional coverage details and limitations. Predetermination is strongly encouraged for all non-emergency dental treatment exceeding \$250.00 in charges. The treatment plan should be submitted to ADN prior to beginning any treatment.**

KELLOGGSVILLE PUBLIC SCHOOLS
VISION PLAN SPECIFICATIONS
KEA/KESSA/Secretarial + Clerical/Administrative

The BOE will provide vision insurance for qualifying members, as per the following specifications:

1. Plan Year: **September 01, 2024 through August 31, 2027**
2. **Steps for Employee Reimbursement:**
 - A. The employee will obtain vision services from provider of their choice and pay at the point of service.
 - B. The employee will submit a **detailed paid receipt with a reimbursement form** to the central office.
 - C. The employer will remit an amount to the employee as per the listed **maximum rates after the \$25.00 individual/\$50.00 family deductible has been met.**
 - D. Total reimbursement; The Board will allocate **\$800** for vision insurance for qualifying employees. The employee and family members will not exceed the **\$800** allocation per year.
3. You will receive reimbursement for **one pair of glasses or contacts per person per plan year.**

LISTED BELOW ARE THE SCHEDULED RATES FOR MAXIMUM REIMBURSEMENT:

ONE:		ONE TYPE OF LENS:	
EXAM (Optometrist)	\$ 100.00	Regular Lens	\$155.00
(Ophthalmologist)	\$ 100.00	Bifocals	\$155.00
		Trifocals-Progressive	\$195.00
ONE:		High Index	\$195.00
CONTACTS: Standard/Cosmetic			
	\$200.00		

ITEMS NOT COVERED

Non-Glare Coatings are not covered
Polycarbonates are not covered
Warranties are not covered
Refractions are not covered

ONE:
FRAMES \$180.00

In addition to the cost of the lens

POLAROID:

Single Lenses	\$100.00
Bifocal	\$145.00
Trifocal-Progressive	\$170.00

PHOTOCHROMICS: (sun or gradient tints/color coated)

Single Lenses	\$ 80.00
Bifocal	\$120.00
Trifocal-Progressive	\$170.00

Oversize/Rimless/Blended Bifocal:

Included in lens allowance shown above-employees pay the balance

Vision Plan Reimbursements:

The plan allows the employee and dependents to receive reimbursement for **one eye exam and either one pair of glasses or contacts per plan year up to the total reimbursement per qualifying employee.** You must pay for the invoice at the point of service before reimbursement can be made and submit a detailed paid receipt with a reimbursement form to the Central Office.

**** For your convenience, we have subscribed with RxOptical's Vision Advantage Program for added savings, if you choose. Use the RXOptical card if interested.**

LONG-TERM DISABILITY & LIFE INSURANCE

A. L.T.D. Plan Specifications

1. There will be ninety (90) day modified file waiting period.
2. The maximum benefit shall be 66 2/3% of your regular contractual salary subject to subject to a maximum schedule amount of \$2,500.
3. The combined limit can be 70%.
4. There will be a pre-existing condition waiver.
5. There will be a social security freeze.
6. There will be a primary social security offset.
7. There will be no exclusion on Mental & Nervous (two year limitation).
8. There will be a primary employee retirement offset.
9. Up to one year of health insurance premiums will be paid by the Board provided the employee does not have other coverage initiated by the disability.

B. Life Insurance

1. \$25,000 benefit for qualifying employees.

KESS
Salary Schedule A

6/6/2024				
Step	Position	2024-25	2025-26	2026-27
1	Maintenance - Full-Time	\$20.00	\$20.00	\$20.00
2	Hired Prior to 06/30/2021	\$20.75	\$20.75	\$20.75
3		\$22.00	\$22.00	\$22.00
4		\$22.25	\$22.25	\$22.25
5		\$22.50	\$22.50	\$22.50
6		\$22.75	\$22.75	\$22.75
7		\$23.00	\$23.00	\$23.00
8		\$23.50	\$23.75	\$24.00
9		\$24.00	\$24.25	\$24.50
10		\$24.50	\$24.75	\$25.00
11		\$28.05	\$25.00	\$25.50
12			\$28.90	\$26.00
13				\$29.80

1	Maintenance - Part-Time	\$19.75	\$19.95	\$20.05
2		\$20.00	\$20.20	\$20.30
3		\$20.25	\$20.45	\$20.55
4		\$20.50	\$20.70	\$20.80
5		\$20.75	\$20.95	\$21.05
6		\$21.00	\$21.20	\$21.30
7		\$21.25	\$21.45	\$21.55

1	Utility - Full-Time	\$21.25	\$21.45	\$21.55
2		\$21.65	\$21.90	\$22.10
3		\$21.90	\$22.30	\$22.55
4		\$22.15	\$22.55	\$22.95
5		\$22.40	\$22.80	\$23.25
6		\$22.65	\$23.10	\$23.50
7		\$22.90	\$23.35	\$23.80
8		\$23.20	\$23.60	\$24.05
9		\$23.45	\$23.90	\$24.30
10		\$23.70	\$24.15	\$24.60

1	Utility - Part-Time	\$15.50	\$15.50	\$15.50
2	& Summer/Seasonal	\$15.75	\$15.75	\$15.75
3		\$16.00	\$16.00	\$16.00
4		\$16.25	\$16.25	\$16.25
5		\$16.50	\$16.50	\$16.50
6		\$16.75	\$16.75	\$16.75
7		\$17.00	\$17.25	\$17.50

1	Custodian - Full-Time	\$20.05	\$20.15	\$22.20
2	Hired After 07/1/2015	\$20.40	\$20.65	\$20.75
3		\$20.65	\$21.20	\$21.30
4		\$20.90	\$21.30	\$21.85
5		\$21.20	\$21.55	\$21.95
6		\$21.40	\$21.85	\$22.20
7		\$21.70	\$22.05	\$22.50
8		\$21.95	\$22.35	\$22.70
9		\$22.05	\$22.60	\$23.00
10		\$22.45	\$22.85	\$23.30
11		\$22.70	\$23.15	\$23.55
12				\$23.85

KESS
Salary Schedule A

Step	Position	2024-25	2025-26	2026-27
1	Custodian - Part-Time	\$15.55	\$15.65	\$15.70
2	Hired Prior to 06/30/2021	\$15.75	\$16.00	\$16.10
3		\$16.00	\$16.25	\$16.50
4		\$16.25	\$16.50	\$16.75
5		\$16.55	\$16.75	\$17.00
6		\$16.80	\$17.05	\$17.25
7		\$17.05	\$17.30	\$17.55
8		\$17.30	\$17.55	\$17.80
9		\$17.55	\$17.80	\$18.10
10		\$17.80	\$18.10	\$18.35
11			\$18.35	\$18.60
12				\$18.90

1	Janitor - Full-Time	\$17.25	\$17.50	\$17.75
2		\$17.50	\$17.75	\$18.00
3		\$17.75	\$18.00	\$18.25
4		\$18.00	\$18.25	\$18.50
5		\$18.25	\$18.50	\$18.75
6		\$18.50	\$18.75	\$19.00
7		\$18.75	\$19.00	\$19.25
8		\$19.00	\$19.25	\$19.50
9		\$19.25	\$19.50	\$19.75
10		\$19.50	\$19.75	\$20.00
11			\$20.00	\$20.25
12				\$20.50

1	Janitor - Part-Time	\$15.35	\$15.45	\$15.50
2		\$15.55	\$15.80	\$15.90
3		\$15.80	\$16.05	\$16.30
4		\$16.05	\$16.30	\$16.55
5		\$16.35	\$16.55	\$16.80
6		\$16.60	\$16.85	\$17.05
7		\$16.85	\$17.10	\$17.35
8		\$17.10	\$17.35	\$17.60
9		\$17.35	\$17.60	\$17.90
10		\$17.60	\$17.90	\$18.15

1	Bus Driver	\$21.95	\$22.05	\$22.10
2		\$22.25	\$22.60	\$22.70
3		\$22.50	\$22.95	\$23.30
4		\$22.75	\$23.20	\$23.65
5		\$23.00	\$23.45	\$23.90
6		\$23.30	\$23.70	\$24.15
7		\$23.55	\$24.00	\$24.40
8		\$23.80	\$24.25	\$24.75
9		\$24.15	\$24.50	\$25.00
10		\$24.50	\$24.90	\$25.25
11			\$25.25	\$25.65
12				\$26.00

KESS
Salary Schedule A

Step	Position	2024-25	2025-26	2026-27
1	Bus Driver Extra Trips	\$19.20	\$19.30	\$19.35
2		\$19.25	\$19.80	\$19.90
3		\$19.50	\$19.85	\$20.40
4		\$19.80	\$20.10	\$20.45
5		\$20.05	\$20.40	\$20.70
6		\$20.30	\$20.65	\$21.00
7		\$20.55	\$20.90	\$21.25
8		\$20.80	\$21.15	\$21.50
9		\$21.30	\$21.40	\$21.80
10		\$21.75	\$21.95	\$22.05

1	Transport Van Driver	\$19.00	\$19.50	\$20.00
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1	Substitute Bus Driver	\$22.00	\$22.25	\$22.50
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1	Food Service Lead #1 High School	\$17.25	\$17.45	\$17.55
2		\$17.50	\$17.80	\$18.00
3		\$17.80	\$18.05	\$18.35
4		\$18.15	\$18.35	\$18.60
5		\$18.45	\$18.70	\$18.90
6		\$18.75	\$19.00	\$19.30
7		\$19.05	\$19.30	\$19.60
8		\$19.35	\$19.60	\$19.90
9		\$19.70	\$19.95	\$20.20
10		\$20.00	\$20.30	\$20.55
11		\$20.30	\$20.60	\$20.90
12			\$20.90	\$21.20
13				\$21.50

1	Food Service Lead #2 Central/Middle School	\$16.60	\$16.75	\$16.85
2		\$16.95	\$17.10	\$17.25
3		\$17.25	\$17.45	\$17.60
4		\$17.55	\$17.80	\$18.00
5		\$17.90	\$18.10	\$18.35
6		\$18.20	\$18.45	\$18.65
7		\$18.50	\$18.75	\$19.00
8		\$18.80	\$19.05	\$19.30
9		\$19.10	\$19.30	\$19.60
10		\$19.40	\$19.70	\$19.90
11		\$19.70	\$20.00	\$20.25
12			\$20.30	\$20.60
13				\$20.90

1	Food Service Lead #3 Non-Production Buildings	\$16.00	\$16.20	\$16.60
2		\$16.25	\$16.50	\$16.70
3		\$16.50	\$16.75	\$17.00
4		\$16.75	\$17.00	\$17.25
5		\$17.00	\$17.25	\$17.50
6		\$17.25	\$17.50	\$17.80
7		\$17.50	\$17.75	\$18.05
8		\$17.75	\$18.05	\$18.30
9		\$18.00	\$18.30	\$18.60
10		\$18.25	\$18.55	\$18.85

KESS
Salary Schedule A

Step	Position	2024-25	2025-26	2026-27
1	Food Service Production	\$15.75	\$15.95	\$16.05
2		\$16.00	\$16.20	\$16.45
3		\$16.20	\$16.50	\$16.70
4		\$16.45	\$16.70	\$17.00
5		\$16.60	\$16.95	\$17.20
6		\$16.85	\$17.10	\$17.45
7		\$17.05	\$17.35	\$17.60
8		\$17.35	\$17.55	\$17.85
9		\$17.95	\$18.10	\$18.15
10		\$18.30	\$18.35	\$18.65

1	Food Service Utility	\$15.00	\$15.20	\$15.35
2		\$15.25	\$15.45	\$15.60
3		\$15.50	\$15.70	\$15.90
4		\$15.75	\$16.00	\$16.20
5		\$16.00	\$16.25	\$16.50
6		\$16.25	\$16.50	\$16.75
7		\$16.50	\$16.75	\$17.00
8		\$16.60	\$17.00	\$17.25
9		\$16.75	\$17.10	\$17.50
10		\$17.30	\$17.75	\$18.30
11		\$17.80	\$17.85	\$18.50
12			\$18.35	\$18.60
13				\$18.90

1	Substitute Food Service	\$15.00	\$15.00	\$15.00
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1	Food Service Transport	\$19.00	\$19.50	\$20.00
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Longevity

Years Completed in the District				
Years	2024-25	2025-26	2026-27	
7 to 9 Year	\$0.20	\$0.20	\$0.20	
10 to 14 Years	\$0.25	\$0.25	\$0.25	
15 to 19 Years	\$0.30	\$0.30	\$0.30	
20 to 24 Years	\$0.35	\$0.35	\$0.35	
25 to 29 Years	\$0.40	\$0.40	\$0.40	
30+ Years	\$0.45	\$0.45	\$0.45	