

KIMBERLY SCHOOL DISTRICT 414 - APPROVED LABOR AGREEMENT

Salary Schedule

Staff will move one step on experience and will be allowed lane changes. Staff on the Stipend Salary Schedule will also move one year with experience. (See attached salary schedules.)

Health Benefits

A district contribution of \$459.50 will be paid toward health/dental benefits for all full-time employees. A \$20,000 life insurance policy will be paid for all employees who qualify for benefits.

Credit Reimbursement

Credit reimbursement of \$200 per full-time employee will be available for the FY13 school year.

**KIMBERLY SCHOOL DISTRICT #414
2012-2013 Certified Salary Schedule and Index**

183 Days

\$25,231 (State Dept reimburses based on \$23,123-1.67% & \$30,500 beginning)

Years Exp	BA	BA+12	BA+24	MA BA+36	MA+12 BA+48	MA+24 BA+60	MA+36 ES/DR
0	\$30,580 1.0000	\$30,580 1.0375	\$30,580 1.0764	\$30,580 1.1168	\$30,580 1.1587	\$30,580 1.2022	\$30,580 1.2473
1	\$30,580 1.0000	\$30,580 1.0375	\$30,580 1.0764	\$30,580 1.1168	\$30,580 1.1587	\$30,580 1.2022	\$30,580 1.2473
2	\$30,580 1.0000	\$30,580 1.0375	\$30,580 1.0764	\$30,580 1.1168	\$30,580 1.1587	\$30,580 1.2022	\$30,580 1.2473
3	\$30,580 1.0375	\$30,580 1.0764	\$30,580 1.1168	\$30,580 1.1587	\$30,580 1.2022	\$30,580 1.2473	\$31,448 1.2941
4	\$30,580 1.0764	\$30,580 1.1168	\$30,580 1.1587	\$30,580 1.2022	\$30,580 1.2473	\$31,448 1.2941	\$32,627 1.3426
5	\$30,580 1.1168	\$30,580 1.1587	\$30,580 1.2022	\$30,580 1.2473	\$31,448 1.2941	\$32,627 1.3426	\$33,849 1.3929
6	\$30,580 1.1587	\$30,580 1.2022	\$30,580 1.2473	\$31,448 1.2941	\$32,627 1.3426	\$33,849 1.3929	\$35,118 1.4451
7	\$30,580 1.2022	\$30,580 1.2473	\$31,448 1.2941	\$32,627 1.3426	\$33,849 1.3929	\$35,118 1.4451	\$36,435 1.4993
8	\$30,580 1.2473	\$31,448 1.2941	\$32,627 1.3426	\$33,849 1.3929	\$35,118 1.4451	\$36,435 1.4993	\$37,801 1.5555
9	\$31,448 1.2941	\$32,627 1.3426	\$33,849 1.3929	\$35,118 1.4451	\$36,435 1.4993	\$37,801 1.5555	\$39,218 1.6138
10	\$32,627 1.3426	\$33,849 1.3929	\$35,118 1.4451	\$36,435 1.4993	\$37,801 1.5555	\$39,218 1.6138	\$40,688 1.6743
11	\$33,849 1.3929	\$35,118 1.4451	\$36,435 1.4993	\$37,801 1.5555	\$39,218 1.6138	\$40,688 1.6743	\$42,214 1.7371
12	\$33,849 1.3929	\$36,435 1.4993	\$37,801 1.5555	\$39,218 1.6138	\$40,688 1.6743	\$42,214 1.7371	\$43,796 1.8022
13	\$33,849 1.3929	\$36,435 1.4993	\$37,801 1.5555	\$39,218 1.6138	\$42,214 1.7371	\$43,796 1.8022	\$45,439 1.8698
14	\$33,849 1.3929	\$36,435 1.4993	\$37,801 1.5555	\$39,218 1.6138	\$42,214 1.7371	\$45,439 1.8698	\$47,142 1.9399
15+	\$33,849 1.3929	\$36,435 1.4993	\$37,801 1.5555	\$39,218 1.6138	\$42,214 1.7371	\$45,439 1.8698	\$48,909 2.0126

**Kimberly School District Stipend Salary Schedule and List
2012-2013**

\$25,231

Years	0-1	2-3	4-5	6-7	8-9	10-11	12+
Index	1.00	1.05	1.10	1.15	1.20	1.25	1.30
0.02	\$505	\$530	\$555	\$580	\$606	\$631	\$656
0.03	\$757	\$795	\$833	\$870	\$908	\$946	\$984
0.04	\$1,009	\$1,060	\$1,110	\$1,161	\$1,211	\$1,262	\$1,312
0.05	\$1,262	\$1,325	\$1,388	\$1,451	\$1,514	\$1,577	\$1,640
0.06	\$1,514	\$1,590	\$1,665	\$1,741	\$1,817	\$1,892	\$1,968
0.07	\$1,766	\$1,854	\$1,943	\$2,031	\$2,119	\$2,208	\$2,296
0.08	\$2,018	\$2,119	\$2,220	\$2,321	\$2,422	\$2,523	\$2,624
0.09	\$2,271	\$2,384	\$2,498	\$2,611	\$2,725	\$2,838	\$2,952
0.10	\$2,523	\$2,649	\$2,775	\$2,902	\$3,028	\$3,154	\$3,280
0.11	\$2,775	\$2,914	\$3,053	\$3,192	\$3,330	\$3,469	\$3,608

0.02

Gifted/Talented Coach
Journalism
Speech
Student Council (All)

0.03

Bowling
ES Choir
ES Hand Bells
ES Wrestling
HS Quiz Bowl
Key Club
MS Cross Country
MS Yearbook
Skills USA

0.04

Bus. Prof. of America
MS Track
Nat'l Honors Society

0.05

HS Yearbook
MS Basketball
MS Cheerleading
MS Volleyball
MS Wrestling

0.06

Baseball (JV)
MS Football
Pep Band
Softball (JV)
Volleyball (Freshman)

0.07

Baseball (Varsity Asst.)
Basketball (Freshman)
Debate
Football (JV)
Softball (Varsity Asst.)
Track (Varsity Asst.)
Volleyball (JV)

0.08

Basketball (JV)
Cross Country (Varsity)
FFA
Football (Varsity Asst.)
Wrestling (Varsity Asst.)

0.09

Golf (Varsity)

0.10

Baseball (Varsity)
HS Cheerleading
Softball (Varsity)
Track (Varsity)
Volleyball (Varsity)

0.11

Basketball (Varsity)
Football (Varsity)
Wrestling (Varsity)