

Kimberly Master Teacher Category

Goal: To Allow Staff Members to Earn Beyond Career Ladder Allocation

Kimberly Master Teacher (KMT) is the step past the highest step on the career ladder. Currently, the highest step is P10. In FY20 the career ladder will be condensed and the highest step will be P5 and the KMT step will be one step beyond. The vision is that when the career ladder is fully implemented (FY20) the state allocation for the steps below the KMT step will be the salary for teachers and the KMT step will be above the state allocation.

- **Must Meet All of the Following Criteria:**
 - **Completion of Career Ladder** In FY20 the career ladder will be condensed to P5 instead of P10, at that point anyone that completes P5 after FY 20 will have met this criteria.)
 - **Employed by KSD for 3 consecutive years.**
 - **Overall rating of Proficient or above on the Danielson Framework (or the equivalent if coming from another state) for the 5 previous consecutive years.**
 - **Either hold a Master's Degree, or a BA plus 48 credits with 20 years teaching experience.**
 - **Completed Phase 1 of KSD Core Teacher Program.**
(Participants will have the option of completing Phase 1 in either one or two years. Contact Sara Crystal for further information.)