



## KIMBERLY SCHOOL DISTRICT

*Superintendent – Luke Schroeder*

*District Clerk – Cassandra Searby*

*Business Manager – Laurie Wirtz*

*Board of Trustees: Curtis Giles, Rex Ward, Zach Kelsey, Chad Allen, and Leah Meeks*

# KSD OFFER for FY25

1. Proposed Instructional Salary Schedule (Attached)
  - Those applying for Professional or Advanced Professional rung will be offered previous rung contract until the SDE approves P/AP placement.
  - Career Ladders and \$6359
  - KMT assimilated into AP5
2. Proposed Pupil Service Salary Schedule (Attached)
  - Those applying for Professional or Advanced Professional rung will be offered previous rung contract until the SDE approves P/AP placement.
  - Career Ladders and \$6359
  - KMT assimilated into AP5
  - **SPED Teachers will be moved to the Pupil Service Salary Schedule**
3. 185 Day Teacher Contract:
  - Reduction of 5 days due to Flexible Contract Time
4. \$200 for professional development/continuing credits. The balance of the budgeted amount will be available for application by those staff that have exhausted their \$200.
5. 1 Preventative Care Day
6. 10 KEA Days
7. Sub-deduct and unused personal days \$125
8. Teacher hourly pay increased from \$30.75 to \$31.50
9. Revised stipend salary (Attached)
  - Base increased 3%
  - 3.35% average increase
10. Tiered personal days based upon current consecutive years worked in Kimberly School District
  - Years 0 to 2- 3 personal days
  - Years 3 to 7- 4 personal days
  - Years 8-13 – 5 Personal days
  - 14+- 6 Personal days
  - Accumulate 9 personal or two years, whichever is greater.
11. Master/Procedural agreement remain the same except language about Flexible Contract Time and Tiered Personal Days.
12. KSD monthly contribution for those up to date on health screen, increase from \$729.72 to \$781.75, and those that are not, \$482.48. KSD monthly contribution can be utilized for medical, dental, vision, or HSA per the KSD designated plans only. Employees that choose the Blue Cross HSA plan will have contributions front-loaded. See attached spreadsheets.
13. Create committee for the 24-25 school year to analyze class sizes.
14. KSD Board consideration of changing sick leave policy to allow staff members to join after initial hire.