

## KIMBERLY SCHOOL DISTRICT 414 - APPROVED LABOR AGREEMENT

### Salary Schedule

Staff will move one step on experience after being frozen the last two years 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 \$463.30 (from which \$3.80 is for a \$20,000 life insurance policy) will be paid toward health/dental benefits for all full-time employees.

### Credit Reimbursement

Credit reimbursement will be reinstated at \$100 per employee for the FY12 school year.

## 2011-2012 Certified Salary Schedule and Index (183 Days)

\$25,231 (State Dept reimburses based on \$23,123-1.67% & \$30,000 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

**Stipend Salary Schedule and List  
2011-2012**

\$25,231

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

**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)