

Kimberly School District #414
REGULAR BOARD MEETING FY26

THURSDAY, NOVEMBER 20, 2025

12B-2 STAFF HOLIDAY BONUS, KBOA CERTIFICATES

It has become a tradition for the District to provide KSD staff members with Kimberly Business Owners Association (KBOA) gift certificates as a “Christmas Bonus.” These certificates are purchased at 90% of their face value, a practice that is greatly appreciated by our local businesses and warmly received by staff members. Historically, certificate amounts have ranged from \$25 to \$100, with the Board providing \$75 to each staff member last year.

This expense is not included in the current budget and would need to come from the Board’s Return on Investment account. Given the current financial forecast, it is recommended that the District reduce the gift certificate amount from \$75 to \$50 for this year. Providing \$75 certificates again would cost approximately \$19,500, while \$50 certificates would cost around \$13,000. This adjustment maintains the tradition while being mindful of our budgetary outlook.