



KIMBERLY SCHOOL DISTRICT

Superintendent – Luke Schroeder

District Clerk – Cassandra Searby

Business Manager – Laurie Wirtz

Board of Trustees: Myron Nield, Rex Ward, Curtis Giles, Zach Kelsey, and Chad Allen

KSD OFFER for FY24

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.
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.
3. In the event the February 15, 2024, support units are greater than 95.5, the additional instructional and pupil service staff revenue generated for salary-based apportionment shall be distributed to the bargaining unit. KSD agrees to reopen negotiations for the sole purpose of determining how the additional salary-based apportionment shall be distributed to the salary schedule. It is understood that the compensation reopener is retroactive to September 1, 2023.
4. 190 Day Teacher Contract:
 - Flexible Start/End Date August 15/16 and May 28/29
 - Substitute summer/dyslexia training for November 20, 21
5. \$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.
6. 1 Preventative Care Day
7. 10 KEA Days
8. Sub-deduct and unused personal days \$125
9. Teacher hourly pay increased from \$26.80 to \$30.75
10. Revised stipend salary (Attached)
 - 4.2% average increase
11. 3 personal and two sub-deduct per year; accumulate up to 9 personal days.
12. Master/Procedural agreement remain the same.
13. KSD monthly contribution for those up to date on health screen, increase from \$686.63 to \$729.72, 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.
14. Insurance Reserve Account: Estimated current balance is \$265,000. This amount will be used as a one-time expenditure to help support the staff positions that are not being funded by the state

Non-negotiable Items of interest:

1. Revised classified salary schedule average increase is 15.7%