



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 FY26

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.
 - 5% increase to Base, average increase: 7.43%
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.
 - 5% increase to Base, average increase: 7.43%
3. 185 Day Teacher Contract:
 - Continue with Flexible Contract Time
 - 5 days paid Holidays
 - 173 days “on campus”
 - 7 PD/Workdays are flex days
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 \$31.50 to \$33.06
9. Revised stipend salary (Attached)
 - Base increased 5%
 - 5.05% 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 to 12 – 5 Personal days
 - 13+- 6 Personal days
 - Accumulate 9 personal or two years accumulated, whichever is greater.
11. Master/Procedural agreement remain the same.
12. KSD monthly contribution for those up to date on health screen, decrease from \$781.75 to \$775.90, 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. Available Health Plans: PPO \$2000, PPO \$3000, and HSA \$3300. See attached spreadsheets