



KIMBERLY SCHOOL DISTRICT

Superintendent – Luke Schroeder

District Clerk – Cassandra Searby

Business Manager – Laurie Wirtz

Board of Trustees: Myron Nield, Dane Higdem, Curtis Giles, Ryan Melvin and Chad Allen

KSD OFFER for FY21

1. Proposed Instructional Salary Schedule (Attached)
 - Frozen except for \$40,000 minimum R1, R2, R3
2. Proposed Pupil Service Salary Schedule (Attached)
 - Frozen except for \$44,000 minimum R1, R2, R3
3. 190 Day Teacher Contract, PD and time to prepare for Remote Learning:
 - July 22-23 PD with IDLA traded for October 1-2
 - Two “flex” workdays between July 23 and August 5 traded for November 23-24
 - August 5 PD/workday traded for June 4, 2020
4. \$300 for professional development is eliminated for FY21
5. 1 Preventative Care Day
6. 10 KEA Days
7. Sub deduct and unused personal days will remain at \$95
8. Teacher hourly pay increased from \$25.32 to \$26.31
9. Stipend salary schedule is frozen (Attached)
10. 3 personal and two sub-deduct per year; accumulate up to 6 personal days.
11. Develop a working group with KEA to work on the following in the Master/Procedural agreement and presented at the July 27, 2020 School Board Meeting:
 - Bereavement leave as it relates to sick leave
 - Re-examine and clarify maternity leave
 - FFRCA for Covid leave (See attachment)
 - Advanced Proficient rung definition
 - All other items in Master/Procedural agreement remain the same
12. KSD monthly contribution for those up to date on health screen, increase from \$525.30 to \$538.63, and those that aren't, \$482.48. Employees can use their \$538.63 or \$482.48 for any medical, dental, vision, or section 125 plans. If employees choose the Blue Cross HSA plan, contributions will be front-loaded. See attached spreadsheets.