



## **KIMBERLY SCHOOL DISTRICT**

*Superintendent – Luke Schroeder*

*District Clerk – Cassandra Searby*

*Business Manager – Laurie Wirtz*

*Board of Trustees: Myron Nield, Ryan Melvin, Curtis Giles, Zach Kelsey and Chad Allen*

# **KSD OFFER for FY22**

1. Proposed Instructional Salary Schedule (Attached)
  - Those applying for Advanced Professional rung will be offered professional rung contract until the SDE approves AP placement.
2. Proposed Pupil Service Salary Schedule (Attached)
  - Those applying for Advanced Professional rung will be offered professional rung contract until the SDE approves AP placement.
3. 190 Day Teacher Contract:
  - July 20-21 PD can be traded for October 7 and 8
4. \$200 for professional development/continuing credits
5. 1 Preventative Care Day (Continue with use it or lose it)
6. 10 KEA Days
7. Sub deduct and unused personal days will remain at \$95
8. Teacher hourly pay increased from \$26.31 to \$26.56
9. Stipend salary (Attached)
  - 4% increase and two years' experience due to being frozen at FY20
10. 3 personal and two sub-deduct per year; accumulate up to 6 personal days.
11. Master/Procedural agreement remain the same except:
  - Extended contract days for continuing contract staff will be placed on standard contract
  - Eliminate FFCRA
  - Add public office leave
  - Revise language regarding salary being frozen when allocation is frozen
  - Match AP language to current law
12. KSD monthly contribution for those up to date on health screen, increase from \$538.63 to \$552.62, and those that aren't, \$482.48. Employees can use their \$552.62 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.
13. Insurance Reserve Account: \$15,000 placed in a restricted fund to offset high insurance premium increases. This fund will be accessed in the event insurance increases are greater than 3.5%. Amount of the fund accessed will be determined in negotiations.