

Kimberly School District

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		Propos	Proposed Instructional Salary Schedule 2015	uctional :	Salary S	chedule i	2015-2016	91			
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		1	2	ω	4	5	6	7	8	9	10
Resident	A +A	\$32,700.00	\$33,200.00								
Professional A-Pro	A-Pro			\$33,200.00							
Professional w/BA + 24 - Add \$400		Z _A	Z A	\$33,600.00							
Professional w/MA - Add \$700		Z X	Z A	\$33,900.00							
Professional	.		\$34.545.CO	\$35 839 00							
Professional w/BA + 24 - Add \$400	-		\$34,945.00	\$36,239.00							
Professional w/MA - Add \$700			\$35,245.00	\$36,539.00							
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Professional w/BA + 24 - Add \$400		\$37.583.00	\$38.978.00	\$40,423,00	\$41,924,00	\$43,480,00	\$45,096,00	\$45,096,00 \$46,772,00	- 1		\$52,185,00
Professional w/MA - Add \$700	₩.	\$37,883.00	\$39,278.00 \$40,723.00 \$42,224.00 \$43,780.00	\$40,723.00	\$42,224.00	\$43,780.00	\$45,396.00	\$45,396.00 \$47,072.00	\$48,810.00	\$50,614.00	\$52,485.00
Educators with 0-2 years experience are considered Resident	e considere	d Resident		**Pe	er Legislation,	only Professi	onal Educator	**Per Legislation, only Professional Educators are able to receive the Education Allocation.	ceive the Edu	cation Allocati	on.
Educators with 3 or more years experience are considered Professional	nce are con:	sidered Pro	fessional	-1	he Education	Allocation is \$	400 for BA +	The Education Allocation is \$400 for BA + 24 credits, or \$700 for a Master's Degree	\$700 for a Ma	ıster's Degree	

Proposed Instructional & Pupil Service Salary/Allocation Schedule 2015-2016 Kimberly School District

Salary + Ed Allocation Masters	Salary +Ed Allocation 24+ credits	FY16 Salary	Education Allocation Masters	Education Allocation 24+ credits	Resident/Professional Allocation	
NA	NA	\$32,700	ZA	Z _A	\$32,700	RP1
N _A	NA	\$33,200	ZA	ZA	\$33,200	RP2
\$33,900	\$33,600	\$33,200	\$700	\$400	\$33,822	RP3

\$36,539.00	\$35,245.00
\$36,239.00	\$34,945.00
\$35,839.00	\$34,545.00
RP3	RP3

\$36,885 \$38,311 \$39,775 \$41,282 \$42,089 \$43,668 \$43,305 \$47,004 \$400 \$400 \$400 \$400 \$400 \$400 \$400 \$400 \$400 \$400 \$400 \$400 \$400 \$400 \$400 \$700	Professional Allocation Allocation 24+ creation Allocation Mast Education Allocation FY16 Salry +Ed Allocation 24+ creationy + Ed Allocation Mast		\$36,885 \$400 \$700 \$38,578 \$38,978 \$39,278	\$38,311 \$400 \$700 \$40,023 \$40,423 \$40,723	\$39,775 \$400 \$700 \$700 \$41,524 \$41,924 \$42,224	\$41,282 \$400 \$700 \$43,080 \$43,480 \$43,780	\$42,089 \$400 \$700 \$700 \$44,696 \$45,096 \$45,396	\$43,668 \$400 \$700 \$46,372 \$46,772 \$47,072	\$43,305 \$400 \$700 \$700 \$48,110 \$48,510	\$47,004 \$400 \$700 \$700 \$49,914 \$50,314 \$50,614	
		- 22	Ρ2	23	Ρ4	ß	P6	Р7	28	9	
\$37,183 \$38,578 \$40,023 \$41,524 \$43,080 \$44,696 \$46,372 \$48,110 \$49,914	FY16 Sal		\$38,578	\$40,023	\$41,524	\$43,080	\$44,696	\$46,372	\$48,110	\$49,914	\$51,785
\$37,583 \$38,978 \$40,423 \$41,924 \$43,480 \$45,096 \$46,772 \$48,510 \$50,314	ry +Ed Allocation 24+ crea		\$38,978	\$40,423	\$41,924	\$43,480	\$45,096	\$46,772	\$48,510	\$50,314	\$52,185
	alary + Ed Allocation Mast		\$39,278	\$40,723	\$42,224	\$43,780	\$45,396	\$47,072	\$48,810	\$50,614	\$52,585
\$37,883 \$39,278 \$40,723 \$42,224 \$43,780 \$45,396 \$47,072 \$48,810 \$50,614											

Kimberly School District

Proposed Instructional & Pupil Service Salary/Allocation Schedule 2016-2017

	ion.	**Per Legislation, only Professional Educators are able to receive the Education Allocation.	receive the E	ors are able to	sional Educati	on, only Profes	*Per Legislatio	*	
T						TE only)	\$3000 × FTE (C	ate Allocation =	New for FY17: Occupation Specialist Certificate Allocation = \$3000 x FTE (CTE only)
	2%	2%	2%	2%	3%	2%	4%	4%	% increase in base salary from FY16
	\$48,699	\$46,990	\$45,342	\$43,754	\$42,513	\$40,946	\$40,158	\$38,649	Salary + Ed Allocation Masters
	\$48,099	\$46,390	\$44,742	\$43,154	\$41,913	\$40,346	\$39,558	\$38,049	Salary +Ed Allocation 24+ credits
0.0	\$47,299	\$45,590	\$43,942	\$42,354	\$41,113	\$39,546	\$38,758	\$37,249	FY17 Salary
	\$1,400	\$1,400	\$1,400	\$1,400	\$1,400	\$1,400	\$1,400	\$1,400	Education Allocation Masters
	\$800	\$800	\$800	\$800	\$800	\$800	\$800	\$800	Education Allocation 24+ credits
	\$46,201	\$44,503	\$43,591	\$41,961	\$41,113	\$39,546	\$38,758	\$37,249	Professional Allocation
	P8	Р7	P6	P5	Р4	Р3	P2	Ρ1	
						2%-5%	5%	Z	% increase in base salary from FY16
		×				\$36,517	Z _A	Z	Salary + Ed Allocation Masters
						\$35,917	NA	NA	Salary +Ed Allocation 24+ credits
- 0		3				\$35,117	\$34,250	\$33,400	FY17 Salary
	1.25%	KMT % increase							
ا'خ ا	Base Salary Frozen @ \$50,000					\$1,400	X	Z	Education Allocation Masters
انجا	Base Salary Frozen @ \$49,000					\$800	ZA	X	Education Allocation 24+ credits
	2.00%	%increase				\$35,117	\$34,250	\$33,400	Resident/Professional Allocation
Ö	straight career ladder allocation					RP3	RP2	RP1	

Kimberly Master Teacher \$48,202 \$800 \$1,400

\$52,432 \$53,232 \$53,832 \$1.2%

	straight career ladder allocation
%increase	2.00%
	Base Salary Frozen @ \$49,000
Medical Company	Base Salary Frozen @ \$50,000
KMT % increase	1.25%

Kimberly School District
Ratified Instructional & Pupil Service Salary Schedule 2016-2017

**Pe1	New for FY17: Occupation Specialist Certificate Allocation = $\$3000 \times FTE$ (CTE only)	Salary + Ed Allocation Masters \$1400	Salary +Ed Allocation 24+ credits \$800	FY17 Salary		Salary + Ed Allocation Masters \$1400	Salary +Ed Allocation 24+ credits \$800	FY17 Salary	
r l poislati	tificate Allo	\$38,649	\$38,049	\$37,249	P1	Z	Z	\$33,400	R2
**Per I egislation anly Professional Educators are able to receive the Education Allocation	ocation = \$30	\$40,158	\$39,558	\$38,758	P2	Z	NA	\$34,250	RP2
fossional F)00 × FTE (<i>C</i>	\$40,946	\$40,346	\$39,546	P3	\$36,517	\$35,917	\$35,117	RP3
discretors of	TE only)	\$42,513	\$41,913	\$41,113	P4		- 1.	1	_
- 0+ 0 40 0.		\$43,754	\$43,154	\$42,354	PS				
roceivo the		\$45,342	\$44,742	\$43,942	P6				
The state of the s		\$46,990	\$46,390	\$45,590	P7				
Allocation		\$48,699	\$48,099	\$47,299	P8				
		\$50,400	\$49,800	\$49,000	P9				
		\$51,400	\$50,800	\$50,000	P10				
		\$53,832	\$53,232	\$52,432	Kimberly Master Teacher				

Hypothetical Instructional & Pupil Service Salary/Allocation Schedule 2017-2018 Kimberly School District

						X FIE (CIE ONLY	cation = \$5000	Occupation Specialist Certificate Allocation = \$3000 x F IE (C IE only)
2% 0%	2%	3%	2%	4%	4%	5%	4%	% increase in base salary from FY17
\$2,100 \$2,100	\$2,100	\$2,100	\$2,100	\$2,100	\$2,100	\$2,100	\$2,100	Salary + Ed Allocation Masters
\$1,200 \$1,200	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200	Salary +Ed Allocation 24+ credits
\$48,416 \$49,000	\$46,625	\$45,102	\$43,391	\$42,825	\$41,155	\$40,630	\$38,999	FY17 Salary
	4 - 1 - 2	4 - 1						
\$2 100 \$2 100	\$2 100	\$2,100	\$2,100	\$2,100	\$2,100	\$2,100	\$2,100	Education Allocation Masters
\$1,200 \$1,200	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200	Education Allocation 24+ credits
\$47,467 \$48,122	\$45,711	\$45,102	\$43,391	\$42,825	\$41,155	\$40,630	\$38,999	Professional Allocation
P8 P9	Р7	P6	P5	P4	Р3	P2	P1	
					4%	4%	Z	% increase in base salary from FY17
					\$2,100	N _A	NA A	Salary + Ed Allocation Masters
					\$1,200	NA	NA	Salary +Ed Allocation 24+ credits
					\$36,411	\$35,500	\$34,600	FY17 Salary
2.00%	KMT % increase			•				
Base Salary Frozen @ \$50,000	Walter Frank				\$2,100	ZA	Z.	Education Allocation Masters
Base Salary Frozen @ \$49,000					\$1,200	Z A	Z	Education Allocation 24+ credits
2.00%	%increase				\$36,411	\$35,500	\$34,600	Residency Allocation
straight career ladder allocation					RS	R2	2	

\$48,802 \$1,200 \$2,100

\$48,802 \$1,200

\$2,100

\$50,000 \$1,200 \$2,100 0%

\$53,481 \$1,200 \$2,100 3%

Hypothetical Instructional & Pupil Service Salary Schedule 2017-2018 Kimberly School District

**Per Legislation, only Professional Educators are able to receive the Education Allocation.	Occupation Specialist Certificate Allocation = $\$3000 imes FTE$ (CTE only)	Salary + Ed Allocation Masters \$2100 \$41,099	Salary +Ed Allocation 24+ credits \$1200 \$40,199	FY17 Salary \$38,999	Р1	Salary + Ed Allocation Masters \$2100 NA	Salary +Ed Allocation 24+ credits \$1200 NA	FY17 Salary \$34,600	R1
lation only Pro	rion = \$3000 × F	9 \$42,730	\$41,830	\$40,630	P2	NA NA	Z	35,500	R2
ofessional F	TE (CTE only	\$43,255	\$42,355	\$41,155	P3	\$38,511	\$37,611	\$36,411	RG
directors or	J	\$44,925	\$44,025	\$42,825	P4			1	1
o oblo to o		\$45,491	\$44,591	\$43,391	P5				
ocaiva +ha		\$47,202	\$46,302	\$45,102	Р6			C-	
Th		\$48,725	\$47,825	\$46,625	Ρ7				
A III		\$50,516	\$49,616	\$48,416	P8				
		\$51,100	\$50,200	\$49,000	P9				
		\$52,100	\$51,200	\$50,000	P10				
		\$55,581	\$54,681	\$53,481	Kimberly Master Teacher				

Kimberly Master Teacher Category

Goal: To Allow Staff Members to Earn Beyond Career Ladder Allocation

- Must Meet All of the Following Criteria:
 - Completion of Career Ladder. (Those that are P8 or P9 in FY16).
 - Employed by KSD for 8 consecutive years. (A Kimberly School Board of Trustees approved leave of absence will be considered consecutive and will not count as part of the 8 years. Example, employee is employed for four years, takes a one year leave of absence and then employed for four years after leave would meet this criteria.)
 - Overall rating of Proficient or above the 5 previous consecutive years.
 - Hold a Master's Degree.
 - Completed Tier 1 of KSD Core Teacher Program.
- * Professional 10 Level in FY16 are automatically a KMT