

Attachment I

Kimberly School District

Proposed Instructional Salary Schedule 2015-2016

| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|------------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Resident A | \$32,700.00 | \$33,200.00 | \$33,200.00 | | | | | | | |
| Professional A-Pro | | | \$33,200.00 | | | | | | | |
| Professional w/BA + 24 - Add \$400 | NA | NA | \$33,600.00 | | | | | | | |
| Professional w/MA - Add \$700 | NA | NA | \$33,900.00 | | | | | | | |
| Professional B | | \$34,945.00 | \$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 | | | | | | | |
| Professional C | \$37,183.00 | \$38,578.00 | \$40,023.00 | \$41,524.00 | \$43,080.00 | \$44,696.00 | \$46,372.00 | \$48,110.00 | \$49,914.00 | \$51,785.00 |
| Professional w/BA + 24 - Add \$400 | \$37,583.00 | \$38,978.00 | \$40,423.00 | \$41,924.00 | \$43,480.00 | \$45,096.00 | \$46,772.00 | \$48,510.00 | \$50,314.00 | \$52,185.00 |
| Professional w/MA - Add \$700 | \$37,883.00 | \$39,278.00 | \$40,723.00 | \$42,224.00 | \$43,780.00 | \$45,396.00 | \$47,072.00 | \$48,810.00 | \$50,614.00 | \$52,485.00 |

Educators with 0-2 years experience are considered Resident

Educators with 3 or more years experience are considered Professional

**Per Legislation, only Professional Educators are able to receive the Education Allocation.
The Education Allocation is \$400 for BA + 24 credits, or \$700 for a Master's Degree

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

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

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

| | | | | | | | | | | |
|------------------------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P10 |
| Professional Allocation | \$35,498 | \$36,885 | \$38,311 | \$39,775 | \$41,282 | \$42,089 | \$43,668 | \$43,305 | \$47,004 | \$47,603 |
| Education Allocation 24+ credits | \$400 | \$400 | \$400 | \$400 | \$400 | \$400 | \$400 | \$400 | \$400 | \$400 |
| Education Allocation Masters | \$700 | \$700 | \$700 | \$700 | \$700 | \$700 | \$700 | \$700 | \$700 | \$700 |
| FY16 Salary | | | | | | | | | | |
| Salary + Ed Allocation 24+ credits | \$37,183 | \$38,578 | \$40,023 | \$41,524 | \$43,080 | \$44,696 | \$46,372 | \$48,110 | \$49,914 | \$51,785 |
| Salary + Ed Allocation Masters | \$37,583 | \$38,978 | \$40,423 | \$41,924 | \$43,480 | \$45,096 | \$46,772 | \$48,510 | \$50,314 | \$52,185 |
| | \$37,883 | \$39,278 | \$40,723 | \$42,224 | \$43,780 | \$45,396 | \$47,072 | \$48,810 | \$50,614 | \$52,585 |

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**Kimberly School District
Proposed Instructional & Pupil Service Salary/Allocation Schedule 2016-2017**

| | RP1 | RP2 | RP3 | | | | | | | | | | | | | | | | | | |
|--|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-------------------------|--|--|--|--|--|--|--|--|--|--|
| Resident/Professional Allocation | \$33,400 | \$34,250 | \$35,117 | | | | | | | | | | | | | | | | | | |
| Education Allocation 24+ credits | NA | NA | \$800 | | | | | | | | | | | | | | | | | | |
| Education Allocation Masters | NA | NA | \$1,400 | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | |
| FY17 Salary | \$33,400 | \$34,250 | \$35,117 | | | | | | | | | | | | | | | | | | |
| Salary + Ed Allocation 24+ credits | NA | NA | \$35,917 | | | | | | | | | | | | | | | | | | |
| Salary + Ed Allocation Masters | NA | NA | \$36,517 | | | | | | | | | | | | | | | | | | |
| % increase in base salary from FY16 | NA | 5% | 2%-5% | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | |
| Professional Allocation | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P10 | Kimberly Master Teacher | | | | | | | | | | |
| | \$37,249 | \$38,758 | \$39,546 | \$41,113 | \$41,961 | \$43,591 | \$44,503 | \$46,201 | \$47,183 | \$48,202 | \$48,202 | | | | | | | | | | |
| Education Allocation 24+ credits | \$800 | \$800 | \$800 | \$800 | \$800 | \$800 | \$800 | \$800 | \$800 | \$800 | \$800 | | | | | | | | | | |
| Education Allocation Masters | \$1,400 | \$1,400 | \$1,400 | \$1,400 | \$1,400 | \$1,400 | \$1,400 | \$1,400 | \$1,400 | \$1,400 | \$1,400 | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | |
| FY17 Salary | \$37,249 | \$38,758 | \$39,546 | \$41,113 | \$42,354 | \$43,942 | \$45,590 | \$47,299 | \$49,000 | \$50,000 | \$52,432 | | | | | | | | | | |
| Salary + Ed Allocation 24+ credits | \$38,049 | \$39,558 | \$40,346 | \$41,913 | \$43,154 | \$44,742 | \$46,390 | \$48,099 | \$49,800 | \$50,800 | \$53,232 | | | | | | | | | | |
| Salary + Ed Allocation Masters | \$38,649 | \$40,158 | \$40,946 | \$42,513 | \$43,754 | \$45,342 | \$46,990 | \$48,699 | \$50,400 | \$51,400 | \$53,832 | | | | | | | | | | |
| % increase in base salary from FY16 | 4% | 4% | 2% | 3% | 2% | 2% | 2% | 2% | 2% | 2% | 1.2% | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | |
| New for FY17: Occupation Specialist Certificate Allocation = \$3000 x FTE (CTE only) | | | | | | | | | | | | | | | | | | | | | |
| **Per Legislation, only Professional Educators are able to receive the Education Allocation. | | | | | | | | | | | | | | | | | | | | | |

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

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

| | RP1 | RP2 | RP3 | | | | | | | | Kimberly Master Teacher | |
|---|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------------------------|--|
| | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P10 | | |
| FY17 Salary | \$33,400 | \$34,250 | \$35,117 | | | | | | | | | |
| Salary +Ed Allocation 24+ credits \$800 | NA | NA | \$35,917 | | | | | | | | | |
| Salary + Ed Allocation Masters \$1400 | NA | NA | \$36,517 | | | | | | | | | |
| | | | | | | | | | | | | |
| FY17 Salary | \$37,249 | \$38,758 | \$39,546 | \$41,113 | \$42,354 | \$43,942 | \$45,590 | \$47,299 | \$49,000 | \$50,000 | \$52,432 | |
| Salary +Ed Allocation 24+ credits \$800 | \$38,049 | \$39,558 | \$40,346 | \$41,913 | \$43,154 | \$44,742 | \$46,390 | \$48,099 | \$49,800 | \$50,800 | \$53,232 | |
| Salary + Ed Allocation Masters \$1400 | \$38,649 | \$40,158 | \$40,946 | \$42,513 | \$43,754 | \$45,342 | \$46,990 | \$48,699 | \$50,400 | \$51,400 | \$53,832 | |

New for FY17: Occupation Specialist Certificate Allocation = \$3000 x FTE (CTE only)

**Per Legislation, only Professional Educators are able to receive the Education Allocation.

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

| | R1 | R2 | R3 | | | | | | | | | | | | | | | | | |
|--|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-------------------------|--|--|--|--|--|--|--|--|--|
| Residency Allocation | \$34,600 | \$35,500 | \$36,411 | | | | | | | | | | | | | | | | | |
| Education Allocation 24+ credits | NA | NA | \$1,200 | | | | | | | | | | | | | | | | | |
| Education Allocation Masters | NA | NA | \$2,100 | | | | | | | | | | | | | | | | | |
| FY17 Salary | \$34,600 | \$35,500 | \$36,411 | | | | | | | | | | | | | | | | | |
| Salary + Ed Allocation 24+ credits | NA | NA | \$1,200 | | | | | | | | | | | | | | | | | |
| Salary + Ed Allocation Masters | NA | NA | \$2,100 | | | | | | | | | | | | | | | | | |
| % increase in base salary from FY17 | NA | 4% | 4% | | | | | | | | | | | | | | | | | |
| Professional Allocation | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P10 | Kimberly Master Teacher | | | | | | | | | |
| Education Allocation 24+ credits | \$38,999 | \$40,630 | \$41,155 | \$42,825 | \$43,391 | \$45,102 | \$45,711 | \$47,467 | \$48,122 | \$48,802 | \$48,802 | | | | | | | | | |
| Education Allocation Masters | \$1,200 | \$1,200 | \$1,200 | \$1,200 | \$1,200 | \$1,200 | \$1,200 | \$1,200 | \$1,200 | \$1,200 | \$1,200 | | | | | | | | | |
| | \$2,100 | \$2,100 | \$2,100 | \$2,100 | \$2,100 | \$2,100 | \$2,100 | \$2,100 | \$2,100 | \$2,100 | \$2,100 | | | | | | | | | |
| FY17 Salary | \$38,999 | \$40,630 | \$41,155 | \$42,825 | \$43,391 | \$45,102 | \$46,625 | \$48,416 | \$49,000 | \$50,000 | \$53,481 | | | | | | | | | |
| Salary + Ed Allocation 24+ credits | \$1,200 | \$1,200 | \$1,200 | \$1,200 | \$1,200 | \$1,200 | \$1,200 | \$1,200 | \$1,200 | \$1,200 | \$1,200 | | | | | | | | | |
| Salary + Ed Allocation Masters | \$2,100 | \$2,100 | \$2,100 | \$2,100 | \$2,100 | \$2,100 | \$2,100 | \$2,100 | \$2,100 | \$2,100 | \$2,100 | | | | | | | | | |
| % increase in base salary from FY17 | 4% | 5% | 4% | 4% | 2% | 3% | 2% | 2% | 0% | 0% | 3% | | | | | | | | | |
| Occupation Specialist Certificate Allocation = \$3000 x FTE (CTE only) | | | | | | | | | | | | | | | | | | | | |
| **Per Legislation, only Professional Educators are able to receive the Education Allocation. | | | | | | | | | | | | | | | | | | | | |

| | |
|-----------------------------------|-------|
| straight career ladder allocation | |
| % increase | 2.00% |
| Base Salary Frozen @ \$49,000 | |
| Base Salary Frozen @ \$50,000 | |
| KMT % increase | 2.00% |

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

| | R1 | R2 | R3 | | | | | | | | | | |
|---|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------------------------|--|--|
| FY17 Salary | \$34,600 | \$35,500 | \$36,411 | | | | | | | | | | |
| Salary + Ed Allocation 24+ credits \$1200 | NA | NA | \$37,611 | | | | | | | | | | |
| Salary + Ed Allocation Masters \$2100 | NA | NA | \$38,511 | | | | | | | | | | |
| | P1 | | | | | | | | | | | | |
| | | P2 | | | | | | | | | | | |
| | | | P3 | | | | | | | | | | |
| | | | | P4 | | | | | | | | | |
| | | | | | P5 | | | | | | | | |
| | | | | | | P6 | | | | | | | |
| | | | | | | | P7 | | | | | | |
| | | | | | | | | P8 | | | | | |
| | | | | | | | | | P9 | | | | |
| | | | | | | | | | | P10 | | | |
| | | | | | | | | | | | Kimberly Master Teacher | | |
| FY17 Salary | \$38,999 | \$40,630 | \$41,155 | \$42,825 | \$43,391 | \$45,102 | \$46,625 | \$48,416 | \$49,000 | \$50,000 | \$53,481 | | |
| Salary + Ed Allocation 24+ credits \$1200 | \$40,199 | \$41,830 | \$42,355 | \$44,025 | \$44,591 | \$46,302 | \$47,825 | \$49,616 | \$50,200 | \$51,200 | \$54,681 | | |
| Salary + Ed Allocation Masters \$2100 | \$41,099 | \$42,730 | \$43,255 | \$44,925 | \$45,491 | \$47,202 | \$48,725 | \$50,516 | \$51,100 | \$52,100 | \$55,581 | | |

Occupation Specialist Certificate Allocation = \$3000 x FTE (CTE only)

****Per Legislation, only Professional Educators are able to receive the Education Allocation.**

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