KALAMAZOO RESA

Operational Supports

Human Resources Department

Board Report

Month: November 2026

Administrator(s): Meredith Lewis/ Diane Owen-Rogers

2027 Benefits Open Enrollment

The Human Resources Department successfully wrapping up the 2027 Open Enrollment period, held from Nov 5-18. Our team hosted open office hours to offer personalized support and address individual employee questions. The department will continue to assist employees with any benefits questions as the new plan year approaches.

Mid-Year Wage Recommendation

The Human Resources Department is recommending mid-year compensation adjustments for non-bargaining employees for the 2026-27 school year, based on market factors. The proposal includes an additional 1% increase to the 2026-27 pay schedules for all job grades (Certified and Non-Certified Staff). The method and timing for distributing the additional compensation are still being determined in coordination with our payroll system provider. It also recommends increasing the cash in lieu payment from $350 to $450 per month, effective January 1, 2027, for eligible employees who do not elect KRESA medical insurance coverage.

Transforming Your Future Career Progression Sessions

As part of the Culture & Belonging Roadmap priority of Career Progression, the Human Resources Department hosted three Transforming Your Future Informational Sessions on November 6, 9, and 10, with a total attendance of 123 employees. The sessions provided information on options and resources for staff considering a degree, certificate, endorsement, credential, or other professional learning opportunity. Attendees also heard from KRESA colleagues about their own career progression experiences.

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Union Negotiations

KCTEA has indicated that it wishes to move from mediation to fact finding. KRESA offered to continue attending mediation sessions to resolve some of the outstanding issues; however, KCTEA declined that offer. KRESA is now preparing for the fact-finding pre-conference scheduled for later this month.

Action Item:

2026-27 Mid Year WageRec.pdf

Fiscal Impact:
Revised budget

Attachments:
N/A