KALAMAZOO RESA | Transforming Futures

To: Dr. Dedrick Martin, Superintendent

From: Meredith Lewis, Assistant Superintendent for Human Resources

Date: November 17, 2026

Re: Mid-Year Wage Recommendations for 2026-27 School Year

This memo outlines recommended mid-year compensation adjustments for the 2026-27 school year based on market factors for non-bargaining employees.

Pay Schedules:

Apply an additional 1% increase to the 2026-27 pay schedules for all job grades (Certified Staff and Non-Certified Staff). The method and timing for distributing the additional compensation are still being determined in coordination with our payroll system provider.

Cash in Lieu:

Increase cash in lieu payment from $350 per month to $450 per month for eligible employees who do not elect KRESA medical insurance coverage effective January 1, 2027.

Thank you for your consideration.