



KALAMAZOO RESA

Operational Supports

Human Resources Department

Board Report

Month: April 2026

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

Update:

Employee Contract Renewal Process

The HR Department is currently preparing for the Employee Contract Renewal Process for non-bargaining employees. This includes updating the 2026-27 work calendars and pay schedules in the PowerSchool system to ensure accurate contract details. HR also collaborates with Administrators to gather employee performance data and any exceptions that may impact contract decisions. The department will be ready to distribute new contracts on Friday, May 29.

27l Employee Compensation

Our recommendation for disbursement of State School Aid Act Section 27l funds is attached for board approval. Approval of this item will allow KRESA to proceed with processing a one-time gross payment of \$100 to each eligible KRESA employee, excluding administrators, on the April 25, 2026 payroll, with KRESA covering all associated employer payroll taxes and MPERS costs. This action ensures timely and equitable distribution of the state-allocated funds in accordance with statutory requirements.

Wellness Program Update

For the upcoming school year, KRESA's wellness program will focus on staff mental health through Building Resilience, a framework inspired by *Onward* by Elena Aguilar. This work includes eight facilitated book study sessions and a custom journaling experience designed to engage staff in reflection and activities that support mental health in the context of educational work. Participation in Building Resilience will be incorporated into the Fostering Community component of our Wellness Incentive Program to encourage participation. In addition, we are pleased to continue our partnership with KVCC, offering three new courses that deepen staff learning around the relationship between mental health, nutrition, and movement.





Culture & Belonging

- The Culture & Belonging Team created a [video](#) to show at new hire orientation to communicate about C&B work at the agency and welcome new staff.
- The Fostering Community component of the Wellness Incentive was implemented for the first time during the 2025-26 school year through February 2026. 179 staff members participated in the following ways:
 - 647 LinkedIn Learning modules successfully completed
 - 104 community events attended
 - 21 workshops attended
 - \$43,700 in total incentives paid out to staff

Union Negotiations

During a March 11, 2026 bargaining session, the KCTEA provided KRESA with a proposal for consideration. The parties met again on April 15, 2026, during which KRESA presented its counterproposal and engaged in a positive and productive discussion with the union. Bargaining remains ongoing, with the next scheduled session set for April 28, 2026.

Action Item:

[2025-26 27l funds.pdf](#)

Fiscal Impact:

N/A

Attachments:

[Culture & Belonging Video - New Hire Orientation](#)

