

# Operational Supports

## Human Resources Department

Board Report

**Month:** February 2026

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

**Update:**

### Union Negotiations

KRESA implemented its final proposal to the full extent allowed by law, including moving all bargaining unit members to the current 2025-26 pay schedule and providing full retroactive pay in the January 30 payroll. We are preparing to defend the ULP charges against the agency at a February 19 hearing.

### Culture & Belonging

The Director of Culture and Belonging facilitated professional learning sessions focused on application of trained practices including:

- Technology, Transportation, and Facilities (65 staff) 90-min session on supporting high-quality customer service (session 4 of 5 in the series)
- Business Office, Communications & Community Engagement, and Human Resources (38 staff) 90-min session on supporting high-quality customer service (session 1 of 3 in the series)
- KRESA Transition Services (55 staff) 75-min session on engaging difficult conversations and conflict in positive ways
- Autism Supports and Interventions (17 staff) 1-hour session focused on the 10 Dimensions of Belonging for staff and students (session 4 of 6 in the series)

The Director is supporting various departments with implementing mid-year and/or quarterly “pulse surveys” as part of Continuous Improvement goal monitoring related to Culture & Belonging.

Additionally, members of the Culture & Belonging Team collaborated with departments to implement meaningful MLK Day observances and plan for Black History Month activities. In particular, Education for the Arts has partnered with the C&B Team to launch a community art project for Black History Month. [Click the link](#) for more information.





KALAMAZOO RESA

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**Action Item:**

N/A

**Fiscal Impact:**

N/A

**Attachments:**

N/A

