

Human Resources Department

Board Report

Month: September 2025

Administrator: Meredith Lewis/ Diane Owen-Rogers

Update:

Benefit Open Enrollment

KRESA met with our benefits broker in August to review our annual renewal and evaluate plan options. We are preparing to bring forward our recommendation for the 2026 benefit coverage to the Board in October. In the meantime, the HR team is finalizing preparations for a smooth and successful open enrollment process, which will be rolled out to all employees in November.

Union Negotiations

KRESA continues to engage in the bargaining process with the KCTEA. On August 13, 2025, we met with the MEA and a state-appointed mediator; however, we were unable to reach an agreement. Since that time, the KCTEA has filed an Unfair Labor Practice (ULP) against KRESA, focused on issues related to both compensation and our decision to share our most recent proposal directly with bargaining unit members. Our legal counsel has confirmed we are within our rights to communicate with employees in this way. Importantly, all of KRESA's proposals have included the equivalent salary increases provided to the rest of our employees.

On September 5, 2025, KRESA reached out to the KCTEA union representative to ask for his thoughts on next steps and to invite the union to meet and continue negotiations. We are currently awaiting a response from the union.

Action Item:

N/A





KALAMAZOO RESA

Operational Supports

Fiscal Impact:

N/A

Attachments:

N/A

