



KALAMAZOO RESA

Operational Supports

Human Resources Department

Board Report

Month: December 2025

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

Update:

Union Negotiations

On October 27, KRESA presented its final proposal to the KCTEA representative, which includes the addition of a neutral forum for dispute resolution, a four-year contract term, wage increases with retroactive pay, and a ratification bonus. On December 1, KCTEA responded with a counterproposal reverting largely to its pre-April 2025 positions with some modifications and requested a bargaining meeting. Additionally, the MEA amended its Unfair Labor Practice (ULP) charge against KRESA to include new allegations, and the scheduled MERC hearing has been postponed until January 2025, at which time KRESA will defend against these claims.

Action Item:

N/A

Fiscal Impact:

N/A

Attachments:

N/A

