



Human Resources Department

Board Report

Month: July 2026

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

Employment Contracts and Employee Handbook

The HR Department successfully completed the annual contract renewal process for the 2026-27 school year, with all employee contracts distributed, signed, and finalized prior to the start of the new fiscal year. In addition, HR finalized and communicated an updated Employee Handbook that aligns with KRESA's new Thrun Board Policies, providing employees with clear guidance regarding current policies, procedures, and expectations.

Culture & Belonging

The Director of Culture and Belonging met with all KRESA administrators in 27 individual or small group meetings to review departmental HumanEx culture survey data and plan for 2026-27 culture work aligned with continuous improvement processes. Members of the Culture & Belonging (C&B) Team were invited to engage in meetings aligned to their Center of Excellence to provide additional support to the work. Plans are moving forward for C&B professional learning and activities across the agency for the 2026-27 school year.

Union Negotiations

KRESA and KCTEA participated in mediation sessions with a state-appointed mediator on June 11 and July 15. The parties have not yet reached any agreements during mediation and an additional mediation session is scheduled for August 10.

On June 29, 2026, the union filed an additional unfair labor practice (ULP) charge related to KRESA's decision to implement the District's final contract proposal dated October 27, 2025, including the 2026-27 wage increases and step advancements for KCTEA bargaining unit members, after the parties had agreed that we had reached an impasse in contract negotiations. Consistent with our longstanding position, KRESA intends to honor the 2026-27 wage increase and step advancements for KCTEA members despite the potential legal risk to the organization. KRESA is actively managing this matter in consultation with legal counsel and will continue to keep the Board informed of significant developments.





KALAMAZOO RESA

Operational Supports

Action Item:

N/A

Fiscal Impact:

N/A

Attachments:

N/A

