

BOARD FINAL OFFER

(Package Proposal)

September 24, 2026

In response to open issues.

Collective Bargaining Negotiations between
KEA and KPS

Presented

A. Economic Proposal No. 4.

1. One-year contract.
2. Steps and Lanes advancements=1.79% increase (based on current payroll).
3. 2.11% increase on salary schedule only; (total legacy increase is 1.79% + 2.11=3.9%) The 2.11% increase will apply to Schedule Bs ONLY; this increase will not no other any compensation schedule or compensation benefit provision.
4. Retroactivity, provided this proposal is ratified by the KEA by October 15, 2026 and if not ratified by that date, retroactivity position reverts to Board Economic Proposal Economic No. 2.
5. Status quo on the Health Care Insurance benefits and all other Article 22 compensation and benefits.
6. Increases in compensation are not implemented until the successor contract is executed.
7. Proposal may be subject to re-evaluation if there are changed economic conditions, including but not limited to student enrollment.

B. Acceptance of the following Board Proposals:

1. No change to Schedule B language EXCEPT that Board must approve new extracurricular positions and the Board negotiation team will recommend the addition of the key club advisor, only, to schedule B as proposed by the KEA July 17, 2026 proposal.

2. Board proposal Article 12F spring posting July 17, 2026

3. Board proposal article 34 July 20, 2026.

4. Board proposal regarding 27L LOA August 10, 2026

5. Board proposal PEEP LOA August 26, 2026

6. Board counter proposal regarding to KEA August 25, 2026 proposal application of the collective bargaining agreement to Behavioral Specialists.

C. Board rejects any KEA proposals not listed herein except agrees to add pencil sharpeners, delete chalk and chalk boards.

D. All Tentative Agreements

KEA and KPS Collective Bargaining Negotiations

2026

Board Proposal 1.

Schedule B

6/22/2026

Schedule B—Extra Duties Salaries—Annual Rates and Hourly Rates

Section A: Rates

The Following pay scales shall apply to fully certified, qualified teachers and other bargaining unit employees for performing the following extra duties. **Any new Schedule B Extra Duty position must be approved by the Board of Education through a motion or resolution.**

The Board needs to establish a clear basis for adding extracurricular positions and programs which have impacts on the District's budget.

Board will recommend the addition of the Key club advisor to schedule B.

Board Counter Proposal No. 1 to

KEA Proposal regarding Article 12 F—Spring Posting

July 17, 2026

The Board is prepared to accept most of the changes KEA proposed on June 22, 2026 with the addition of a statement to make clear that the transfer process does not pertain to inbuilding transfers.

Spring Posting

On or before the second Friday in May the District shall announce online of any changes as a result of the transfer process in April. ~~and in a May~~ On or before the first Friday in June, the District shall announce online posting of all vacancies resulting from resignations, retirements, terminations, out of unit transfers and the creation of new positions. It is understood that the transfer process does not pertain to in-building principal decisions to transfer teachers among grade levels. Such bulletins shall also be mailed to the KCEA office and to all members on leave of absence at the time of the posting. Bargaining unit members shall have seven (7) workdays from the transmission date of the posting to submit transfer requests for positions announced in said posting. Receipt of application for transfer shall be acknowledged by the District within five (5) workdays. On or before the July 15 of the calendar last student day of the school year, all transfer applications shall be acted upon and affected bargaining unit members notified in writing.

Vacancies created by transfer, which are being filled by currently contracted bargaining unit members, shall not be posted. Bargaining unit member vacancies for which no transfer request is honored may be filled with new hires.

Only those positions which never existed previously, i.e., newly created positions, will be required to be posted the following spring. For the purpose of the transfer/vacancy language, "newly created position" shall be defined as a position which did not exist in the prior school year. Assignments made to vacancies resulting from the granting of a transfer request from the master list need not be posted the following spring.

During each step of the process as outlined in this Section, no assignment of a new bargaining unit member to a specific position in the school system shall be made until all pending transfer requests from displaced staff have been acted upon as stated herein provided, they are qualified and certified for the vacancy.

The District and the Association mutually agree that all procedures regarding staff transfer requests will be posted online and available in each school office.

BOARD PROPOSAL NO. 1

**KPS AND KEA
COLLECTIVE BARGAINING NEGOTIATIONS**

July 20, 2026

The Board proposes the following changes to Article 34-Duration of Agreement:

ARTICLE 34 – DURATION OF AGREEMENT

This AGREEMENT shall become effective upon ratification and shall remain in effect until the August 15, 2027. ~~THIS AGREEMENT supersedes all previous Articles of Agreement between the parties and shall become effective as of the 29th day of October, 2025, and shall remain effective until the 16th of August, 2026.~~ After the expiration date of this collective bargaining agreement until a successor collective bargaining agreement is fully ratified, except for lane changes resulting from advance degrees – masters, masters plus 30 and doctorate, the District shall not pay compensation, wages, and benefits (including but not limited to all insurance benefits and any advancement on the salary schedule) than those in effect on the expiration date of this collective bargaining agreement. The District is authorized to make any necessary payroll deductions to pay the increased costs of maintaining benefits until a successor collective bargaining agreement is ratified and executed. **There shall be no retroactive compensation, except for lane changes mentioned above, prior to ratification.** ~~Any retroactive compensation or benefit levels or amounts will be automatic, upon ratification of a successor agreement.~~

Letter of Agreement # _____

Between the

KALAMAZOO EDUCATION ASSOCIATION

And the

KALAMAZOO PUBLIC SCHOOLS

~~Board~~ Board Counter August 10, 2026

the first day
of the month that
the District receives the
27th fu

This letter relates to the 2026-27 and any subsequent years State Educational Budget funding 27th categorical amount known as "Educator Compensation", or equivalent. KPS and KEA/MEA/NEA agree to the following:

1. The State Aide Financial Report for KPS will define the exact amount that KPS will receive in categorical 27th funding from the State of Michigan to be dispersed to educators within the district.
2. We propose to include all KEA bargaining unit employees who are currently employed, including those on leave of absences.
3. KEA recognizes that other employee groups have the right to receive a portion of this funding as educators, according to the statute.
4. The district will report the number and classification of all employees intended to receive this funding and share that data in advance with KEA for review. Once reviewed by KEA, KPS will equally divide the money between all declared groups including KEA bargaining unit members.
5. This extra compensation will not be subject to MPSERS withholding. If in the future, the State determines that this funding is again subject to MPSERS withholding, the parties agree to meet in advance to determine those specific MPSERS rates for the KEA.
6. This amount shall be paid to each eligible employee through employee election options in Exhibit 1. Each Employee will submit an election option to KPS Payroll by the mutually agreed upon deadline. Any employee not submitting an election option by the deadline will receive this payment through regular payroll, subject to normal payroll taxes. KPS will share a list of individuals electing the 403b option with MEA Financial Services representative to allow for the set-up of individual accounts. Employees assume all liability for IRS maximums.
7. This distribution shall occur ~~no later than 30 days after the election option submission deadline in paragraph 6 above.~~ the second full payroll after

~~Exhibit 1: 27th Educator Compensation Payment Election Form~~

the District
receives the
27th funds.

KPS and the KEA bargained that each KEA bargaining unit employee shall receive the gross sum of _____ to be paid in one of three options below. Each employee must return this election form back to _____ by 4:00pm _____. Failure to return this form by this deadline will result in being defaulted into option 1 below. Payment shall be made by the March 12, 2026 pay date.

- ☐ Option 1: Payment directly through payroll and subject to required deductions
- ☐ Option 2: Payment into the employees current Health Savings Account (subject to IRS maximum contributions for the calendar year)
- ☐ Option 3: Payment into the employees qualifying 403(b) or 457 account (subject to IRS maximum contributions for the calendar year)

Printed Employee Name _____

Date _____

Signed Employee Name _____

BOARD PROPOSAL No. 2

August 26, 2026

Presented

Letter of Agreement

Between the

KALAMAZOO EDUCATION ASSOCIATION

And the

KALAMAZOO PUBLIC SCHOOLS

Re: KEA PEEP Paraprofessional Evening Training

The KEA Union and KPS agree, PEEP teachers and Paraprofessionals will attend the KRESA data two-hour meetings on the following dates and times:

- Thursday, November 12, 2026 – 6:30 - 8:30 p.m. in exchange for release from staff meeting on November 9, 2026, and release from 3 hours of PD on December 9, 2026.
- Thursday, ~~March~~ ^{February} 18, 2027 – 6:30 - 8:30 p.m. in exchange for 3 hours of PD at the District March 18, 2027 PD.
- Thursday, May 14, 2027 – District PD from 8:00 to 12:00 am and release from District PD from 1:00 to 3:00 pm to attend two hours of PEEP PD at KRESA.

On This Letter of Agreement sets no precedent nor constitutes a practice. It remains in effect for only the 2026-2027 school year. This LOA also requires KSP acceptance.

Kalamazoo Education Association

Date

Kalamazoo Public Schools

Date

Board Counter Proposal to KEA August 25, 2026
Behavioral Specialists Proposal
KPS and KEA collective Bargaining Negotiations
September 24, 2026.

The Board has reviewed in detail the collective bargaining agreement provisions that the Board is willing to apply to the Behavioral Specialists. The Board counters to the KEA August 25, 2026 proposal as follows:

see attached
A. General

Article 1—Board agrees

Article 2-- Board agrees

Article 3—Board Agrees

Article 8—Working Conditions, **Board disagrees**

Article 15—Board agrees

Article 17—Board agrees

Article 18—Board agrees

Article 19—Board agrees

Article 19—Board agrees

Article 20—Board agrees

Article 21—Sabbatical Leaves—**Board disagrees**

Article 25--Maintenance of Standards—**Board disagrees,**

Article 28—Board agrees

Article 34—Board agrees

B. Specific Provisions

Article 6—©, (H) and (I)—**Board disagrees**

Article 10 (B), (C), (E), (G), (K), and (M)-- **Board disagrees**

Article 22 (A through D), (G-through J), (L), (M), (O through Q), (S), (U), (V), (Y)-- **Board disagrees.**

Appendix 100(A), (C), (D), (E)-- Board agrees

Appendix 2—LOA # 2, 4, 5, 8 and 20—Board Agrees.

Appendix—BSA salary Schedule—**Board disagrees**

: BSA Rider

The following KEA Common Provisions apply to all Behavior Specialists:

Article 1, 2, 3, 8, 15, 16, 17, 18, 19, 20, 21, 25, 28, 34 – All

Article 6 – (C), (H), and (I)

Article 9 – (A), (B), (C), (D), and (E)

Article 10 – (B), (C), (E), (G), (K), and (M)

Article 22 – (A thru D), (G thru J), (L), (M), (O thru Q), (S), (U), (V), (Y)

Appendix 1 – (A), (C), (D), (E)

Appendix 2 – LOA#2, 5, 8, 20

Appendix 3 – BSA Salary Schedule