BOARD FINAL OFFER No.3

(Package Proposal)

November 18, 2026

In response to open issues.

Collective Bargaining Negotiations between

KEA and KPS

The Board offers this Board package Proposal Final Offer No.3. The Board's economic position remains unchanged. The Board incorporated the KEA proposal to limit Board approval for Schedule B positions to schedules B1 and B2, and because of the state aid update regarding 27l funding, the Board modified the proposed letter of agreement for 27l money, and the binding arbitration provision in Article 17 will be reinstated, but prospectively only.

A. Economic Proposal No. 5.

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 for economic and non-economic provisions, except the binding arbitration provision in Article 17 shall apply prospectively only from the date that the Board ratifies a successor contract..
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 for schedules B1 and B2, 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—**Principals retain right to transfer within the building, and Article 12 B (Involuntary Transfers) does not apply to these transfers—see attached.**

3. Board proposal article 34 July 20, 2026.

4. Board proposal regarding 27L LOA as attached.

5. Board proposal PEEP LOA August 26, 2026—The Board withdraws its proposed LOA for KRESA PD. Instead, the District will offer PEEP instructors who voluntarily attend the

11;12 and February 18, 2027, evening PD sessions three hours of flex PD hours for each session. The first PD 3 hours will be taken on December 9, 2026, and the second date will be taken on March 18, 2027. The District reserves the right to re-evaluate and adjust its economic position if it loses the grant and/or suffers a reduction of any grant money.

6. Board counter proposal regarding 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, to the KEA's working conditions provision, but not headphones, chalk and chalk boards.

D. All Tentative Agreements

KEA and KPS Collective Bargaining Negotiations

November 18, 2026

Part of Boar package Final OFFER No. 3

Schedule B

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 Schedules B1 and B2 Extra Duty position must be approved by the Board of Education through a motion or resolution.**

The Board will recommend the addition of the key club advisor to the appropriate Schedule B schedule.

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

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, and Article 12 Section B below does not apply to these transfers.** 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.~~

BOARD FINAL PROPOSAL No. 3

November 18, 2026

Letter of Agreement

Between the

KALAMAZOO EDUCATION ASSOCIATION

And the

KALAMAZOO PUBLIC SCHOOLS

Re: 27L Stipend

The parties agree as follows for the 2026-2027 school year only regarding the 27L categorical grant known as educator compensation:

1. The 27L money will be based on the state aid financial report. The parties understand that the State will distribute the funds across the standard 11-payment schedule from October 2026 through August 2027, and the funding will be paid over the fiscal year based on each month's pupil counts, meaning that each month's amount will change as pupil counts change across all districts.

2. All KEA bargaining unit employees who are actively employed on the date the money is distributed, including those on approved leave of absence, will participate in receiving the 27L stipend.

3. The KEA recognizes other employee groups have the right to receive a portion of the funding as educators according to the statute.

4. The District will report on the number and classification of all employees intended to receive this funding and share data with the KEA in advance for review.

5. The District will divide the money between all declared groups including KEA bargaining unit members. Minimally, KEA bargaining unit members will receive an equal amount paid to any other District full-time educators such as administrators.

7. The 27L stipend will not be subject to MPSERS withholding. The 27OL stipend will be a one-time, off schedule stipend payment.

8. The 27L money will be paid to employees on the last payroll in May 2027.

9. This Letter of Agreement expires with the 2026-2027 school year.

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:

A. General

Article 1—Board agrees

Article 2-- Board agrees

Article 3—Board Agres

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**