

Bargaining Update

Board of Education
November 2025

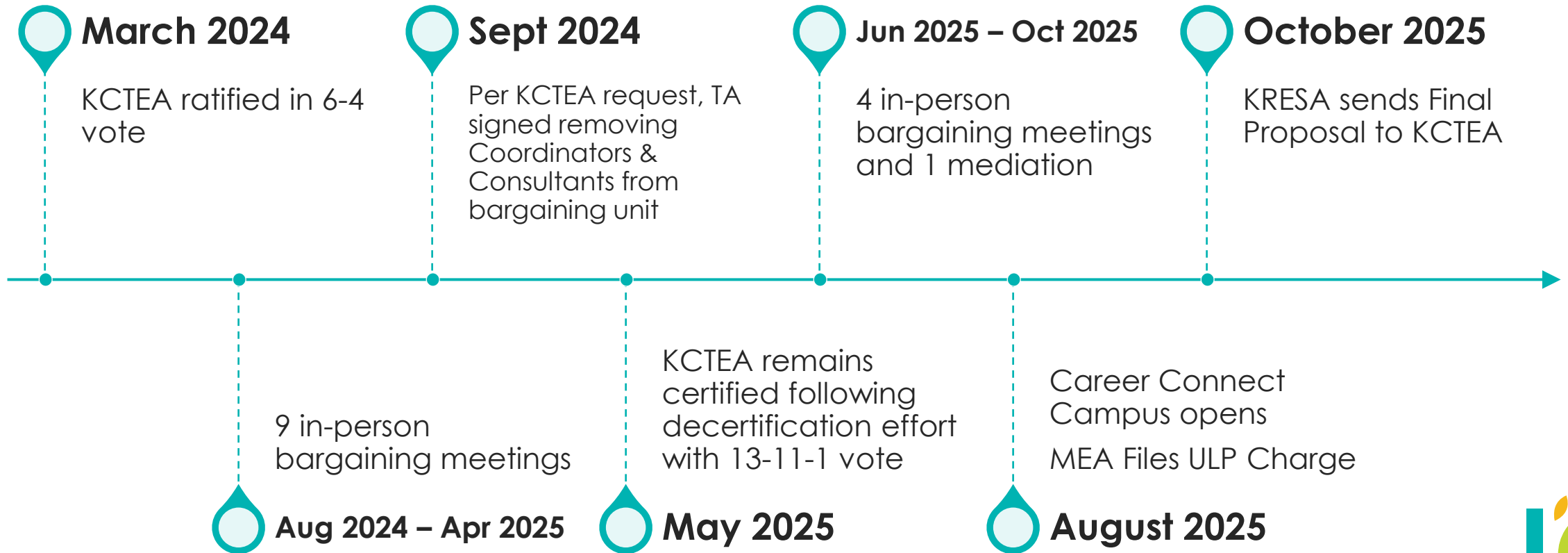


KRESA
Transforming Futures

Agenda

- Bargaining Timeline
- Summary of Final Proposal
- Anticipated Next Steps

Bargaining Timeline





Key Elements of Final Proposal

- 4-year contract
- Salary steps and general increases for 2024-25 and 2025-26 plus retroactivity → equivalent to ~20% increase for many bargaining unit members
- Regular 7.5-hour workday of 7:20am-3:20pm (including 30-min duty free lunch period)
- Maintain 4 instructional hours per day with 3.5 non-instructional hours (for prep, meetings & collaboration)
- Assurance that bargaining unit members will not be treated with a standard less than that of other KRESA employees



Grievance Process

- Final proposal clarifies employment protections, including adherence to the Michigan Teachers' Tenure Act for tenured teachers and at-will employment for all other employees
- Outlines process and timelines for resolving contract-related disputes
- Includes a final step in the grievance process allowing the union to file a breach of contract action in the appropriate Michigan court, thus providing a neutral forum for dispute resolution and directly addresses feedback shared by the union during negotiations





Anticipated Next Steps

Final proposal sent to MEA's KCTEA representative on October 27th and KRESA is currently awaiting a response

