

J. Russ

KPS AND KEA  
COLLECTIVE BARGAINING NEGOTIATIONS

TA MWG

June 28, 2021

6/28/2021

TENTATIVE AGREEMENT

- A. Two-year agreement ending August 17, 2023. PARTIES AGREE <sup>AM</sup><sub>AM</sub>
- B. Economic Proposal—See attached. PARTIES AGREE TO THE KEA COUNTER RECEIVED 6/28/2021 11:33 am WITH THE CLARIFICATION THAT IF THE ADULT EDUCATION TEACHERS ALREADY RECEIVED THE 1.88% increase, their increase for the first year will be 2%.
- C. Calendar—Unless otherwise agreed, for both years the District will publish a calendar that is consistent with the Calendar Rules. The district will share the 2022-2023 calendar in March 2022 contract review. PARTIES AGREE
- D. The Board agrees to a Letter of Agreement regarding safety Protocols as proposed on page 2 of the KEA June 18, 2021 package proposal—incorporates a reference to Emergency MIOSHA rules. See attached. PARTIES AGREE
- E. KEA withdraws proposals associated with articles 7, 8 and 6, and 8 unless the Board's June 24, 2021 regarding Article 6 PARTIES AGREE is acceptable—"Teachers will be expected to be in person for meetings unless the District *in its discretion* designates otherwise."
- F. The Board agrees with the KEA MOU regarding the proposed KVLP and KFLEx virtual remote programs in light of the clarification in Article 7 M regarding teachers of record and mentor teachers.
- G. Both parties withdraw their proposals regarding KILP. PARTIES AGREE

6/28/2021 12:11:48 PM

*J Russ* <sup>AM</sup>  
AM  
+A MWG  
6/28/2021

**KEA-KPS Economic Tentative Agreement**

June 28, 2021

All employees eligible for Advancement to Next Level August 17, 2021 and August 17, 2022 (1.96%)

Add \$572 to all salaries August 17, 2021. (.878%)

Add \$1,355.44 to all salaries August 17, 2022 (2.00%)

Eliminate C<sub>2</sub> Advance employees to D and Eliminate D<sub>2</sub> Advance employees to E August 17, 2021. (1.122%)

1.00% off-schedule payment based on each salary in December 2021 and December 2022 **lump sum for bargaining unit employees who had ½ of days paid or more from first teacher work day to November 30 and did not resign or retire prior to December 1.**

Year One lump sum amount range is: \$405.72 to \$805.72 Year Two lump sum amount range is: \$419.27 to \$819.27.

Adult Education Hourly increase of 3.88% 8/17/2021 and 2.00% 8/17/2022. 1% off schedule both years. If a 1.88% raise effective prior to July 1, 2021 can be verified the effective raise July 1, 2021 will be 2%.

All Schedule B Compensation Increase of 2.00% 8/17/2021 and 2.00% 8/17/2022

Non-Salary Compensation Increases August 17, 2021 and August 17, 2022:

National Board Certification Compensation increase by 2.00% (Article 22 Section O)

Increase tuition reimbursement by 2.00% (Article 22 Section R)

Enrollment bonuses per past practice based on projected enrollment per initial budget approval:

	If Fall 2021 K-12 Enrollment is	The Aggregate Increase is:	The Salary Increase is
1	12,640 to 12,705	0.20%	\$135.49
2	12,706 to 12,771	0.40%	\$270.99
3	12,772 to 12,837	0.55%	\$372.61
4	12,838 to 12,903	0.70%	\$474.24
5	12,904 to 12,969	0.85%	\$575.86
6	12,970 to 13,035	1.00%	\$677.48

Signature: *Amanda Miller*  
Amanda Miller (Jun 28, 2021 12:34 EDT)

Email: president@kalamazooea.org

**Memorandum of Understanding**  
**Between**  
**KALAMAZOO EDUCATION ASSOCIATION**  
**And**  
**KALAMAZOO PUBLIC SCHOOLS**

The parties memorialize the following regarding the Kalamazoo Public Schools virtual learning option for the 2021-2022 school year and 2022-2023:

A. Each party reserves its legal position regarding whether the Kalamazoo Public Schools' virtual learning option qualifies as a prohibited subject of bargaining under section 15(3) of the Public Employment Relations Act ("PERA"), MCL 423.215(3) and section 15(11)(a) of PERA, MCL 423.215(11)(a).

B. The District intends to fill all teaching vacancies, whether teachers of record or *teacher mentors of students*, with the KEA collective bargaining unit members in accordance with the Master Agreement. The District will first ask for volunteers.

C. The District asserts that class size in this pilot program is a prohibited topic (See A Above). The District states that class size will be determined by the needs of the program. This memorandum does not indicate that the Association consents to deviation from the Master Agreement in terms of class size.

D. All teachers and staff shall work from their assigned building. They will report to a fulltime administrator for the virtual programs, and there will be a staff member assigned from the technology department.

E. The scheduled hours at the designated virtual school site are from 8:49 am to 4:00 pm. *For elementary and 8:55 am to 4:00 pm for secondary. Duty free lunch of 30 minutes shall be provided for each teacher.* Teachers may request flexible hours and receive prior written approval from the virtual administrator, but the District will not be responsible for providing computer technology equipment for home use.

Board Package # 2

PACKAGE PROPOSAL

KEA to KPS Economic, Virtual Instruction and Safety

June 18, 2021

KPS AND KEA  
COLLECTIVE BARGAINING NEGOTIATIONS  
BOARD Counter Proposal

June 15, 2021

LETTER OF AGREEMENT # \_\_\_\_\_  
Between the  
KALAMAZOO PUBLIC SCHOOLS  
And the  
KALAMAZOO EDUCATION ASSOCIATION

Re: School Safety Protocols for In-person School Operations for 2021-2022 School Year

The parties agree as follows with respect to safety protocols for in-person instruction for the 2021-2022 school year:

1. The Board is committed to offering in-person instruction for the District's pupils for the 2021-2022 school year. In connection with the pandemic, the Board will follow all legal requirements contained in orders issued by the Michigan Department of Health and Human Services ("MDHHS") and the Emergency Rules of the Michigan Occupational Health and Safety Administration ("MIOSHA".) The Board reserves the right in its sole discretion to implement stricter safety protocols than the MDHHS requirements.
2. This Letter of Agreement will expire June 30, 2022.

For the Association:

For the District:

\_\_\_\_\_  
Amanda Miller  
President

\_\_\_\_\_  
Sheila Dorsey-Smith  
Assistant Superintendent of Human Resources

Date: \_\_\_\_\_

Date: \_\_\_\_\_