

**Prior to becoming a Right to Work state, the Kenosha Education Association had a robust 100 page contract that encompassed their members' rights under that collective bargaining agreement. Many benefits that we currently take for granted such as class size, leave, wages, working conditions, etc. were part of that agreement. Once the state became Right to Work that once robust contract turned into a single sheet of paper as the union was no longer able to negotiate for anything other than wages. Their current contract shown below is an example of the oppression of working class families in a Right to Work environment.**

**INITIAL PROPOSAL OF THE  
KENOSHA UNIFIED SCHOOL DISTRICT  
FOR A  
COLLECTIVE BARGAINING AGREEMENT  
BETWEEN THE  
BOARD OF EDUCATION  
FOR THE  
KENOSHA UNIFIED SCHOOL DISTRICT  
AND THE  
KENOSHA EDUCATION ASSOCIATION  
2016-2017**

**ARTICLE 1 – RECOGNITION**

This Agreement applies to all regular full-time and all regular part-time certificated teaching personnel employed by the Kenosha Unified School District No. 1 (District), but excluding all other employees, supervisors, and administrators

**ARTICLE 2 – DURATION**

This Agreement shall be binding and in full force and effect from July 1, 2016, through June 30, 2017.

**ARTICLE 3 – WAGES**

The parties have agreed to the maximum total base wage increase (a 0.12%) effective July 1, 2016, which shall be distributed across-the-board to the members of the bargaining unit.

**ARTICLE 4 – MISCELLANEOUS**

This Agreement was negotiated pursuant to the Municipal Employment Relations Act (MERA), as revised, and applicable administrative regulations. It is intended to conform to state laws and regulations, including MERA and applicable administrative regulations. In the event that any provision of this Agreement is contrary to law, then such provision shall not be applicable, performed, or enforced, except to the extent permitted by law; however, the remaining provisions shall continue to be in effect. Furthermore, this Agreement is the complete agreement between the parties and supersedes and replaces all previous agreements between the parties.

THIS AGREEMENT WAS ADOPTED by the Board and the Association in separate meetings held by their bodies.

**KENOSHA UNIFIED SCHOOL DISTRICT**

Samantha A. Coleman

11/1/16  
Date

D. Sue Burg

11-1-2016  
Date

A. Peterson

11-1-2016  
Date

**KENOSHA EDUCATION ASSOCIATION**

Anne Knapp

11-1-16  
Date

Jill Jensen

11-30-16  
Date

Chris Ruter

11/30/16  
Date