

**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.