

Announcement of Staff Vacancy - Kenosha, Wisconsin

Position Title	Executive Director
Employer	Kenosha Education Association (KEA)
Date Posted	May 5th, 2026
Closing Date	Posting will remain open until filled. Candidates will be considered as applications are received.
Start Date	Negotiable
Salary/Benefits	\$80,000 Salary + Comprehensive Benefits Package

The Kenosha Education Association (KEA) is seeking a full-time staff member to fulfill union representation and field organizing responsibilities to support our members working within the Kenosha Unified School District. The successful candidate for this position will have union or other progressive organization experience. They will be goal-oriented, justice-minded, self-motivated, persistent, and resourceful.

This position is responsible for organizing internally, training members, developing local union leadership, handling member disciplinary issues, as well as negotiating formally and informally with district leadership.

Position Summary: The KEA Executive Director will work with elected KEA leadership and members of our union at each school and building site. The job requires the ability to collaborate efforts with elected leaders in internal organizational efforts, electoral activities, handbook administration, and grievance management, as well as day-to-day office operations. Member recruitment and building an effective organizational structure for the union at every school are the main focuses of the position.

Job Description

The KEA Executive Director will:

- 1) Adhere to the policies of the KEA Board of Directors, the KEA Association Representatives, the Wisconsin Education Association Council, and the National Education Association.
- 2) Support the membership growth efforts of the Association.
- 3) Provide counsel, advice, and representation to the Association and represent individual members in disciplinary meetings, formal complaints, nonrenewal conferences, and grievance arbitrations.
- 4) Assist the Association in negotiations through annual bargaining sessions and monthly meet & confer with the Kenosha Unified School District.
- 5) Develop and present informational trainings and workshops to the Association and its members.
- 6) Guide the Association in matters of public and community relations.

- 7) Serve as business and office manager for the Association, managing financial responsibilities and day-to-day operations.
- 8) Perform other duties as assigned by the KEA Board of Directors.

Qualifications

The Executive Director will have:

- A strong desire to advocate for public school students and educators through issue-based union-building campaigns;
- The ability to analyze situations and create effective resolution-driven strategies;
- Good organizing skills, initiative, and the ability to motivate and lead workers;
- Knowledge of labor law;
- Skills with formal negotiations, informal bargaining, and grievance processing;
- A strong knowledge of budgeting and financial systems;
- Good interpersonal and intergroup skills necessary to work effectively with union leaders and members, as well as the broader community;
- A willingness to commit the energy and time necessary to meet the extensive demands of the job (including early mornings, evenings, and weekends as needed)
- Effective communication skills (listening, oral, and written);
- Good working knowledge of computer programs including Microsoft Office, Google Workspace, and social media platforms; and
- Reliable transportation to travel to worksites and meetings on short notice.

Deadline for Application

The job posting for the KEA Executive Director will remain open until the position is filled. Candidates will be considered as applications are received.

Salary and Fringe Benefits

The successful applicant will be hired pursuant to a negotiated contract with the KEA. A comprehensive fringe benefit package will be offered.

Expected Starting Date

The starting date for this position is negotiable.

Application Procedure

A complete application must include a one-page cover letter, résumé, and three one-page letters of reference. Each reference must describe their direct knowledge of the work or experience of the candidate. Letters must contain the references' contact information including name, position, e-mail address, and phone number.

Submit completed applications via email to:

Kathy Andrysiak-Montemurro
Kenosha Education Association - President
kathy.andrysiak@gmail.com

KEA is proud to be an Equal Opportunity Employer. We value a diverse and inclusive workforce. We encourage individuals of all backgrounds to apply.