



April 15, 2016

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**KCEA OFFICE**

Kern County Land  
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1712 19<sup>th</sup> St., Ste. #113  
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Christine Lizardi Frazier, Ed.D.  
Kern County Superintendent of Schools  
1300 17<sup>th</sup> Street  
Bakersfield, California 93301

Dear Dr. Frazier,

On behalf of the Kern County Education Association, I submit the following proposal to re-open the contract negotiations for the 2016-17 year:

Article IV: Employee Compensation Package

Issues to be addressed:  
Salary schedules  
Employee Benefits Program

Article VII: Leaves of Absence

Issue to be addressed:  
Family Medical Leave Act

Article VIII: Class Size and Caseloads

Issues to be addressed:  
Special Education Targets  
Court, Community and Charter School Targets  
Class Size and Adult/Student Ratio- Child Development  
Review Process-Target Class Size or Caseload  
Excess Target Class Size/Caseload Compensation

Article IX: Work Hours

Issues to be addressed:  
Workday

Article X: Assignments

Issue to be addressed:  
Voluntary and Involuntary Transfers and Reassignments

Article XII: Safety Conditions of Employment

Issue to be discussed:  
Unsafe working conditions (Paragraphs A., B., C.)

XVIII: Professional Conditions

Issue to be discussed:  
Classroom Supply Augmentation

The KCEA negotiation committee is looking forward to the opportunity to work with your representatives in order to achieve a satisfactory collective bargaining agreement for the 2016-17 year.

Sincerely,

Jennifer Faulk  
KCEA Negotiations Chair