



**SUPERINTENDENT OF SCHOOLS CLASSIFIED ASSOCIATION**

June 15, 2016

Christine Lizardi Frazier, Ed.D.  
Kern County Superintendent of Schools  
1300 17th Street  
Bakersfield, CA 93301

RE: Superintendent of Schools Classified Association's Initial Proposal for a successor Collective Bargaining Agreement between the Kern County Superintendent of Schools and the Superintendent of Schools Classified Association for the 2016-2017 School Year

Dear Dr. Frazier,

On behalf of the Superintendent of Schools Classified Association (SOSCA), I submit the following initial proposal to re-open the contract negotiations for the 2016-17 year:

**Article VI – Employee Compensation Package**

Issue to be addressed:

- Cost of Living Adjustment
- Health Benefits Program
- Longevity Service Stipends

SOSCA reserves the right to re-open additional articles during the course of negotiations with proper notice. The SOSCA negotiations committee is looking forward to the opportunity to work with your representatives in order to achieve a satisfactory bargaining agreement for the 2016-17 year.

Sincerely,

A handwritten signature in black ink that reads 'Darie Sarad'.

Darie Sarad  
SOSCA Negotiations Chair