

April 18, 2016

TO: Members of the General Public  
Kern County Education Association/CTA/NEA

FROM: Christine Lizardi Frazier  
Kern County Superintendent of Schools

SUBJECT: PUBLIC SCHOOL EMPLOYER'S INITIAL PROPOSAL  
FOR A SUCCESSOR COLLECTIVE BARGAINING AGREEMENT  
BETWEEN THE KERN COUNTY SUPERINTENDENT OF SCHOOLS  
AND THE KERN COUNTY EDUCATION ASSOCIATION/CTA/NEA FOR  
THE 2016-2017 SCHOOL YEAR.

The Kern County Superintendent of Schools ("County Superintendent") makes the following Initial Reopener Proposal (Sunshine Proposal) to the Kern County Education Association/CTA/NEA to reopen the negotiation process pursuant to the existing collective bargaining agreement. The County Superintendent's initial proposal is as follows:

**Article IV (Employee Compensation Package)** – The County Superintendent proposes to negotiate a wage and benefit package offering fair compensation consistent with its current and future economic condition and consistent with LCFF. The County Superintendent may propose other changes to this article.

**Article XVI (Conclusion)** – The County Superintendent will be proposing language changes to this Article.

The County Superintendent reserves the right to open additional articles.

**Appendices** - The County Superintendent may propose changes to certain Appendices to be consistent with other articles reopened and renegotiated by the Parties.

The County Superintendent may offer new proposals, counter-proposals, withdrawal of proposals and/or other changes to proposals that are responsive to discussions that occur during negotiations, or that the Superintendent deems necessary in response to changes in education funding or other education requirements.

All provisions of the present Collective Bargaining Agreement not addressed in the course of negotiations are to remain unchanged.

The County Superintendent and the administration look forward to meeting with the Association to address these issues and to achieve an early and amicable settlement of this round of negotiations.