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**KERN COUNTY
EDUCATION ASSOCIATION**

Association (KCEA)
P. O. Box 472
Bakersfield, Ca. 93302

Friday, April 27, 2018

Mary C. Barlow, Ed.D.
Kern County Superintendent of Schools
1300 17th Street
Bakersfield, California, 93301

Dear Dr. Barlow,

On behalf of the Kern County Education Association, I submit the following proposal to re-open the contract negotiations for the 2018-2019 year:

Article IV Employee Compensation Package:

The Association will continue to seek a competitive compensation package in order to attract and retain the highly-sought personnel who are qualified to address the diverse and unique needs of students served by this office.

Article XIV Grievance Procedures:

The Association will seek to revise language to better fit the needs of our diverse programs.

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 2018-2019 year.

Sincerely,

Sixto P. Urzúa
KCEA Negotiations Chair