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**Kern County Education  
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Mary C, Barlow, Ed. D.  
Kern County Superintendent of Schools  
1300 17<sup>th</sup> Street  
Bakersfield Ca. 93301

Wednesday, June 8, 2022

Dear Dr. Barlow,

On behalf of the Kern County Education Association, I submit the following proposal to open the 2022-2025 years contract negotiations.

**Article IV Employee Compensation**

The Association will continue to work to seek a competitive compensation package that reflects our current cost of living. Also continue to make specific adjustments to salary schedules that are out of alignment with those in our community in order to attract and retain the highly sought personnel who are qualified to address the diverse and unique needs of the students served by this office.

**Article VII Class size and Caseloads**

The Association will propose changes to various paragraphs in this article to reflect the increasing intense needs of the students we serve.

**Article VIII Work Hours**

The Association will propose to various paragraphs in this article.

**Article IX Assignments**

The Association will propose changes to various paragraphs in this article.

**Article XII Professional Working Conditions-**

The Association will propose a change to this article.

**Appendix B Extra Duty Pay Schedule**

The Association will propose changes to paragraphs in this article.

**Appendix C Basic Hospital and Medical plans for Retirees**

The Association would like to update current language.

The KCEA Negotiations Committee is looking forward to the opportunity to work with your representatives in order to achieve a satisfactory Collective Bargaining Agreement for the 2022-2025 years.

Sincerely,

*Miriam Matos-Brown*

Miriam Matos-Brown  
KCEA Negotiations Chair

