



The Objectives of this Organization are to:

- Provide its members with duly authorized representation for the purpose of protecting and improving their rights under the Merit System.

- To settle disputes between employee and employer arising from grievances as they apply to the Merit Systems, and

- To provide the communication vehicle between employee and employer.

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March 15, 2022

Mary C. Barlow
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 2022-2023 School Year

Dear Dr. Barlow,

On behalf of the Superintendent of Schools Classified Association (SOSCA), I submit the following initial proposal to re-open the contract negotiations for the 2021-22 year:

Article VI – Employee Compensation Package

Issue to be addressed:

- Cost of Living Adjustment
- Health Benefits Program

Other items to discuss:

- Revised Longevity Increments
- Evaluate positions that qualify for remote work for office employees
- Casual Dress every Friday
- Juneteenth (a Federal Holiday) implemented as an office holiday

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 2022-2023 year.

Sincerely,

Tracye D. Hicks, MBA
SOSCA Negotiations Chair