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

Friday, June 16, 2023

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 reflect the 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 manageable caseloads and class sizes to insure we can meet the unique needs of the impacted students we serve.

Article XI Safety Conditions of Employment The association will seek to propose additions to paragraphs to include worksites, programs, classroom setup and personal physical safety conditions.

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 2023-2025 years.

Sincerely,

Miriam Matos-Brown

Miriam Matos-Brown
KCEA Negotiations Chair