

**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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May 22, 2023

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

RE: Superintendent of Schools Classified Association's Amended Proposal for a successful Collective Bargaining Agreement between the Kern County Superintendent of Schools and the Superintendent of Schools Classified Association for the 2023-2024 School Year.

Dear Dr. Barlow,

On behalf of the Superintendent of Schools Classified Association (SOSCA), I submit the following amended proposal for the contract negotiations for the 2023-2024 year:

**Article VI – Employee Compensation Package**

**Issues to be addressed:**

- Cost of Living Adjustment
- Health Benefits Program
- Salary Schedule

**Other items to discuss:**

- Increase of vacation carryover from 80 hours to 120 hours
- Increase of bereavement days to 5 days within 300 miles and 7 days outside of 300 miles
- Stipend for Instructional Aides at Level 1 locations (i.e. Aurora, Dai-Break)

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 2023-2024 year.

Sincerely,  
Tracye D. Hicks

Tracye D. Hicks, MBA  
SOSCA Negotiations Chair