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**Kern County Education
Association (KCEA)**

PO BOX 472

Bakersfield, CA 93302



John G. Mendiburu Ed. D,
Kern County Superintendent of Schools
1300 17th Street Bakersfield
Ca. 93301

Monday, May 20, 2024

Dear Dr. John Mendiburu,

On behalf of the Kern County Education Association, I submit the following proposal to re-open the contract negotiations for the 2024-2025 year.

Article IV Employee Compensation Package:

The Association will continue to work to seek a competitive compensation/benefits package and review the salary schedules to attract and retain the highly sought personnel who are qualified to address the diverse and unique needs of the students we serve.

Article VII Class Size and Caseloads:

The Association will discuss clarifying language in various paragraphs in this article.

Article XII Professional Conditions

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

Article VI Leaves of Absence

The Association will discuss clarifying language in bereavement leave.

The Association wants an update on the changes, new systems, and improvements in the KCSOS safety plan.

The KCEA Negotiations Committee looks forward to working with your representatives to achieve a satisfactory Collective Bargaining Agreement for the 2024-2025 year.

Sincerely,
Miriam Matos-Brown

Miriam Matos-Brown

KCEA Negotiations Chair

