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**Kern County Education
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PO BOX 472
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John G. Mendiburu Ed. D,
Kern County Superintendent of Schools
1300 17th Street Bakersfield
Ca. 93301

Friday, May1, 2025

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 2025-2026 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.

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

The KCEA Negotiations Committee looks forward to working with your representatives to achieve a satisfactory Collective Bargaining Agreement for the 2025-2026 year.

Sincerely,
Miriam Matos-Brown

Miriam Matos-Brown

KCEA Negotiations Chair

