



SUPERINTENDENT OF SCHOOLS CLASSIFIED ASSOCIATION

March 25, 2025

**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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Dr. John Mendiburu
Kern County Superintendent of Schools
1300 17th Street
Bakersfield, CA 93301

RE: Superintendent of Schools Classified Association's Proposal for a successful Collective Bargaining Agreement between the Kern County Superintendent of Schools and the Superintendent of Schools Classified Association for the 2025-2026 School Year.

Dear Dr. Mendiburu,

On behalf of the Superintendent of Schools Classified Association (SOSCA), I submit the following proposal for the contract negotiations for the 2025-2026 year:

Article IV – Employee Compensation Package

Issues to be addressed:

- Cost of Living Adjustment (Salary)
- Health Benefits Program
- Review Professional Growth Credit for classified employees

Article VII – Work Hours

Issues to be addressed:

- Evaluate possible flexible work schedules for classified employees
- Additional paid holiday (day after Easter).

Article IX – Vacations

Issues to be addressed:

- Increase of vacation accrual for employees who have served >15 years

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 2025-2026 year.

Sincerely,
Tracye D. Hicks

Tracye D. Hicks, MBA
SOSCA Negotiations Chair