



April 20, 2026

TO: Members of the General Public
Superintendent of Schools Classified Association

FROM: Dr. John Mendiburu
Kern County Superintendent of Schools

SUBJECT: **Public School Employer's Initial Reopener Proposal for the Collective Bargaining Agreement between the Kern County Superintendent of Schools and the Superintendent of Schools Classified Association for the 2026-2027 School Year**

The Kern County Superintendent of Schools ("County Superintendent") makes the following Initial Reopener Proposal (Sunshine Proposal) to the Superintendent of Schools Classified Association for the 2026-2027 School year. The County Superintendent's initial successor proposal is as follows:

Article IV (Employee Compensation Package) – The County Superintendent proposes to negotiate a wage and benefit package offering fair compensation consistent with its current and future economic condition. The County Superintendent may propose other changes to this article.

The County Superintendent reserves the right to reopen two (2) additional articles with proper notice.

Appendices - The County Superintendent may propose changes to certain Appendices to be consistent with other articles reopened and renegotiated by the Parties.

The County Superintendent may offer counter-proposals, withdrawal of proposals and/or other changes to proposals that are responsive to discussions that occur during negotiations, or that the Superintendent deems necessary in response to changes in education funding or other education requirements.

All provisions of the present Collective Bargaining Agreement not addressed in the course of negotiations are to remain unchanged.

The County Superintendent and the administration look forward to meeting with the Association to address these issues and to achieve an early and amicable settlement of this round of negotiations.