



May 13, 2026

TO: Members of the General Public  
Kern County Education Association/CTA/NEA

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 KERN COUNTY EDUCATION ASSOCIATION/CTA/NEA FOR THE 2026-2027 SCHOOL YEAR**

The Kern County Superintendent of Schools ("County Superintendent") makes the following Initial Reopener Proposal (Sunshine Proposal) to the Kern County Education Association/CTA/NEA to reopen the negotiation process pursuant to the existing collective bargaining agreement. The County Superintendent's initial 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 conditions. The County Superintendent may propose other changes to this article.

**Article V (Evaluation of Certificated Personnel):** The County Superintendent proposes to discuss clarifying language in various paragraphs in this article.

**Article VII (Class Size and Caseloads):** The County Superintendent proposes to discuss clarifying language in various paragraphs in this article. The County Superintendent reserves the right to reopen two (2) additional articles with proper notice.

The County Superintendent may reopen additional articles and/or appendices with proper notice, offer new proposals, counterproposals, 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.