



John G. Mendiburu Ed.D,
Kern County Superintendent of Schools
1300 17th Street
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Thursday, April 30, 2026

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Kern County Education

Association (KCEA)

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Great Public Schools for Every Child

Dear Dr. John Mendiburu,

On behalf of the Kern County Education Association, I submit the following sunshine proposal to re-open the contract negotiations for the 2026-2027 school 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 additional clarifying language to various paragraphs in this article promoting safe practices in the KCSOS Workplace.

In addition, we ask the Superintendent to increase the office maximum contribution to the health benefit package to cover the increase that will become effective on October 1st. Having an MOU will allow our negotiations team to have the summer off to spend with family.

The KCEA Negotiations Team looks forward to working with your representatives to achieve a satisfactory Collective Bargaining Agreement for the 2026-2027 year.

Sincerely,

Miriam Matos-Brown

Miriam Matos-Brown
KCEA Bargaining Chair