



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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SOSCA and Kern County Superintendent of Schools

Tentative Bargaining Agreement Summary

August 4, 2016

Dear KCSOS SOSCA Members:

Your SOSCA Negotiations Team has completed negotiations with KCSOS Administration and is pleased to provide you with a proposal that we believe represents a fair result based on the realities of the County Office of Education funding.

Proposed Changes:

- 1% Salary Increase (on schedule) Retroactive to July 1, 2016.
- All Health and Welfare Benefits will be retained at the current levels.

Other Changes/Issues:

- As a result of the California Minimum wage increases beginning 01/01/17, Steps A and B on Salary Range 30.5 will be adjusted. The new hourly rates will be \$11.00 at Step A and \$11.16 at Step B.
- The following language will be added under Article V11. C.2. (Holidays) : "When a day declared as a local holiday falls on a Friday, Saturday or Sunday, the Superintendent may designate such days consistent with prevailing practices."

In addition, SOSCA and Management agrees to study the longevity issue for employees hired after 1991 to develop a strategy that honors past decisions while also benefiting SOSCA members in the long-term.

We hope to complete our vote on the above proposal on Wednesday, September 14, from 10 a.m. – 4:30 p.m. at the Larry E. Reider Education Center (Room 202). Absentee ballots can be obtained from Daríe Sarad, SOSCA Director of Negotiations, at dawright@kern.org. Employees located at the City Centre, Larry E. Reider Education Center and the Access Center must be scheduled for leave time in order to be eligible for an absentee ballot.

Should the proposal pass, the salary increase will appear on the October end of month pay check.

*More information is available on the SOSCA website at <http://joinsosca.org/>, Facebook or from any SOSCA board member.

The SOSCA Negotiations Team would like to thank you for the valuable input you provide to us and for the amazing work you do every day on behalf of students and KCSOS programs. We would also like to thank KCSOS Administration for a very cordial and professional negotiations process.

Please remember to vote!