Nevada Joint Union High School District  
SCHOOL DISTRICT PUBLIC DISCLOSURE OF TENTATIVE NEGOTIATED AGREEMENT  
As Required by Government Code Section 3547.5

Settlement for:  

<table>
<thead>
<tr>
<th>(Click appropriate box)</th>
<th>Cost of 1% COLA</th>
<th>Effective from/to</th>
</tr>
</thead>
<tbody>
<tr>
<td>☑ Certificated</td>
<td>$113,001</td>
<td>July 1, 2013 - June 30, 2015</td>
</tr>
<tr>
<td>☐ Classified</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Others: (list)  

<table>
<thead>
<tr>
<th>Cost of 1% COLA</th>
<th>Effective from/to</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Settlement Summary:

1. Cost of:  

<table>
<thead>
<tr>
<th>Year #1</th>
<th>Year #2</th>
<th>Year #3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Step Movement Statutory Benefits</td>
<td>131,021</td>
<td>144,074</td>
</tr>
<tr>
<td>Salary Schedule Improvements Statutory Benefits</td>
<td>15,722</td>
<td>17,269</td>
</tr>
<tr>
<td>% negotiated</td>
<td>0.00%</td>
<td>3.50%</td>
</tr>
<tr>
<td>Off-schedule payments Statutory Benefits</td>
<td>125,134</td>
<td></td>
</tr>
<tr>
<td>% negotiated</td>
<td>1.25%</td>
<td></td>
</tr>
<tr>
<td>Costs-Other Major Elements Separation Incentive Max. Cost per Employee = $50,000/Total TBD</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Variable Benefits (Health, Life, etc.) Cap □ Yes □ No</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total Costs</td>
<td>$287,994</td>
<td>$568,886</td>
</tr>
<tr>
<td>Total percent increase (Compared to Cost of 1% Salary COLA)</td>
<td>2.55%</td>
<td>4.93%</td>
</tr>
</tbody>
</table>

2. List below the summary of all elements of the settlement for each bargaining unit: i.e. percentage increase, description of Off-schedule payments, additional prep time, additional in-service time, smaller class sizes, additional vacation days, etc. (adjust row height if more space is needed.) See attached Tentative Agreement.  
Settlement includes (1) A 1.25% one-time, off-schedule salary payment to be funded with one-time funds from ending balance. (2) Early retirement incentive through PARS; the cost will be funded from savings from the elimination of vacated positions and one-time funds from Fund 17 Special Reserve ($600,000) and Fund 11 Adult Education ($200,000). (3) 3.5% ongoing salary increase for 2014-2015 to be funded with general fund ongoing revenues from the local control funding formula.

3. Calculation of change in district's LCFF:  
   Funded budget year LCFF per ADA less $7,484  
   Funded prior year LCFF per ADA equals $7,173  
   Amount of budget year increase divided by $311  
   Funded prior year LCFF per ADA equals $7,173  
   District's % increase in LCFF per ADA 4.34%  

Compare percent change in district LCFF per ADA to total percent increase in salary and benefits.
4. The cost of this settlement will be funded in the current and future years assuming use of the following resources. *(adjust row height if more space is needed.)*

One-time fund balance and the elimination of positions vacated through attrition which will be enhanced by the separation incentive. One-time funds in Special Reserve Fund 17 ($600,000) and Adult Education ($200,000) will be designated for payment of the separation.

5. **Attached is a multi-year financial projection which incorporates the proposed salary settlement. List any comments pertinent to the multi-year financial projections: *(adjust row height if more space is needed.)***

Note that the cost of the separation incentive is not included the MYP projections—$800,000 will be designated from other funds for the payment of the incentives: $600,000 from Fund 17 Special Reserve and $200,000 from Fund 11 Adult Education. Also, a minimum of seven certificated bargaining unit members must apply and qualify for the incentive or the separation incentive and the ongoing salary settlement will not be provided and bargaining for 2013-2015 will be reopened. -- See attached Tentative Agreement.

6. **Summarized below is a correlation of revenues and expenditures (excess/deficit) extracted from the attached multi-year financial projection:**

<table>
<thead>
<tr>
<th>Year</th>
<th>Year 1</th>
<th>Year 2</th>
<th>Year 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenues</td>
<td>28,949,896</td>
<td>28,926,303</td>
<td>28,984,921</td>
</tr>
<tr>
<td>Expenditures</td>
<td>30,266,596</td>
<td>28,604,311</td>
<td>28,702,080</td>
</tr>
</tbody>
</table>

Net Increase (Decrease) in Fund Balance: (1,316,700) 321,992 282,941

Comments: *(Adjust row height if more space is needed.)*

7. **Listed below is the current year projected reserve calculation which incorporates to the proposed salary settlement:**

<table>
<thead>
<tr>
<th>Reserve Calculation</th>
<th>Fund Balance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Expenditures, Transfers Out, Uses</td>
<td>$30,266,596</td>
</tr>
<tr>
<td>State Minimum Economic Uncertainty Reserve %</td>
<td>3%</td>
</tr>
<tr>
<td>State Recommended Economic Uncertainty Reserve Level</td>
<td>907,998</td>
</tr>
<tr>
<td>District Actual Economic Uncertainty Reserve</td>
<td>$1,054,426</td>
</tr>
<tr>
<td>District Percentage Economic Uncertainty Reserve</td>
<td>3%</td>
</tr>
</tbody>
</table>

*It is recommended that a completed copy of this form and a copy of the proposed agreement be included in Board members' packets and that the summary be made available to the public at the board meeting. This information should be listed on the agenda as an action item.*
In order for the Nevada County Superintendent of Schools' staff to be of the greatest assistance to districts, we are requesting this completed form be sent to our office 10 days prior to the board meeting at which the settlement will be adopted.

CERTIFICATION NO. 1: CERTIFICATION OF THE DISTRICT'S ABILITY TO MEET THE COSTS OF COLLECTIVE BARGAINING AGREEMENT

The disclosure document must be signed by the district Superintendent and Chief Business Officer prior to the time of public disclosure.

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Business Officer of Nevada Joint Union High School District hereby certify that the District can meet the costs incurred under the collective bargaining agreement between the District and the NJUHSTA _______ Bargaining Unit, during the term of the agreement from ________ July 1, 2013 to June 30, 2015.

The Budget revisions necessary to meet the costs of the agreement in each year of its term are as follows:
Increase in certificated bargaining unit salary projection and associated statutory benefits by 1.25% in 2013-2014. Multi-year projections and budget planning for 2014-2015 will need to reflect an ongoing increase of 3.5% on certificated salaries and associated statutory benefits. District administration is in the process of reducing positions and meeting legal timelines to do so. The Board will be asked to designate funds in Fund 17 Special Reserve ($3600,000) and Fund 11 Adult Education ($200,000) to finance the separation incentive. The exact amounts to be determined after employee resignations.

☐ N/A (No budget revisions necessary)

[Signature]

Date

CERTIFICATION NO. 2:

The disclosure document must be signed by the district superintendent or designee at the time of public disclosure and by the President or Clerk of the Governing Board at the time of formal board action on the proposed agreement.

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement (as provided in the "Public Disclosure of Proposed Collective Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code Section 3547.5.

[Signature]

Date

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on _______ took action to approve the proposed Agreement with the _______ NJUHSTA Bargaining Unit.

[Signature]

Date

Due to COE within 15 days of Board Approval

Note: If district has Qualified or Negative Interim report must provide to COE at least ten (10) days prior to Board action.

Government Code 3540.2(a)
### Nevada Union High School District - Multi-Year Projections


<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>REVENUES:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Revenue Limit</td>
<td>19,494,846</td>
<td>22,610,250</td>
<td>23,624,145</td>
<td>23,599,697</td>
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<tr>
<td>Federal Revenues</td>
<td>1,458,378</td>
<td>1,665,754</td>
<td>1,458,378</td>
<td>1,458,378</td>
</tr>
<tr>
<td>Other State Revenues</td>
<td>4,175,574</td>
<td>1,921,039</td>
<td>1,200,618</td>
<td>1,225,617</td>
</tr>
<tr>
<td>Other Local Revenues</td>
<td>2,480,007</td>
<td>2,634,338</td>
<td>2,524,647</td>
<td>2,582,714</td>
</tr>
<tr>
<td><strong>TOTAL REVENUES:</strong></td>
<td>27,608,803</td>
<td>28,831,381</td>
<td>28,807,788</td>
<td>28,866,406</td>
</tr>
<tr>
<td><strong>EXPENDITURES:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Certificated Salaries</td>
<td>13,084,758</td>
<td>13,097,642</td>
<td>13,097,642</td>
<td>12,844,914</td>
</tr>
<tr>
<td>Step &amp; Column 1.1%</td>
<td></td>
<td></td>
<td>144,074</td>
<td>141,294</td>
</tr>
<tr>
<td>Completion of One-time Certificated Payout</td>
<td></td>
<td>(96,802)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5 FTE Teachers 14/15 Declining Enrollment</td>
<td></td>
<td>(300,000)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2 FTE Teachers 15/16 Declining Enrollment</td>
<td></td>
<td></td>
<td>(120,000)</td>
<td></td>
</tr>
<tr>
<td><strong>Reduction of Additional 4.0 FTE Certificated Salary Settlement 1.25% Off/3.5% On Schedule</strong></td>
<td></td>
<td>(421,540)</td>
<td>(421,540)</td>
<td></td>
</tr>
<tr>
<td>Classified Salaries</td>
<td>4,713,310</td>
<td>4,749,479</td>
<td>4,749,479</td>
<td>4,797,096</td>
</tr>
<tr>
<td>Step Increase 1%</td>
<td>47,617</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Reduction of 4.0 FTE Classified</strong></td>
<td></td>
<td>(235,762)</td>
<td>(235,762)</td>
<td></td>
</tr>
<tr>
<td>Employee Benefits</td>
<td>5,915,719</td>
<td>5,801,181</td>
<td>5,801,181</td>
<td>5,760,159</td>
</tr>
<tr>
<td>Change in Benefits from Position &amp; Salary Changes</td>
<td></td>
<td>(41,022)</td>
<td></td>
<td>13,853</td>
</tr>
<tr>
<td>Retiree Health Benefits Expiration</td>
<td></td>
<td>-</td>
<td></td>
<td>(161,287)</td>
</tr>
<tr>
<td><strong>Statutory Benefits Salary Increases</strong></td>
<td></td>
<td>15,016</td>
<td>42,045</td>
<td>42,045</td>
</tr>
<tr>
<td>Books and Supplies (increase by Calif CPI)</td>
<td>1,256,567</td>
<td>1,980,980</td>
<td>1,317,445</td>
<td>1,400,127</td>
</tr>
<tr>
<td>Other Operating Expenses (increase by Calif CPI)</td>
<td>3,785,111</td>
<td>4,200,787</td>
<td>3,863,661</td>
<td>3,956,789</td>
</tr>
<tr>
<td>Capital Outlay (increase by Calif CPI)</td>
<td>5,000</td>
<td>5,000</td>
<td>5,115</td>
<td>5,243</td>
</tr>
<tr>
<td>Other Outgo</td>
<td>19,167</td>
<td>35,995</td>
<td>19,167</td>
<td>19,167</td>
</tr>
<tr>
<td>Direct Support/Indirect Costs</td>
<td>(42,301)</td>
<td>(48,207)</td>
<td>(42,301)</td>
<td>(42,301)</td>
</tr>
<tr>
<td><strong>TOTAL EXPENDITURES</strong></td>
<td>28,717,331</td>
<td>29,963,007</td>
<td>28,300,374</td>
<td>28,398,143</td>
</tr>
<tr>
<td><strong>EXCESS (DEFICIENCY)</strong></td>
<td>(1,128,526)</td>
<td>(1,131,262)</td>
<td>507,414</td>
<td>468,263</td>
</tr>
<tr>
<td><strong>OTHER FINANCING SOURCES/USES</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Interfund Transfers a) Transfers In</td>
<td>300,062</td>
<td>118,515</td>
<td>118,515</td>
<td>118,515</td>
</tr>
<tr>
<td>b) Transfers Out</td>
<td>(303,590)</td>
<td>(303,589)</td>
<td>(303,937)</td>
<td>(303,937)</td>
</tr>
<tr>
<td>Other Sources/Uses a) &amp; b) Sources / Uses Contributions</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td><strong>TOTAL OTHER FINANCING</strong></td>
<td>(3,528)</td>
<td>(185,074)</td>
<td>(185,422)</td>
<td>(185,422)</td>
</tr>
<tr>
<td><strong>NET INCREASE (DECREASE)</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>IN FUND BALANCE</strong></td>
<td>(1,132,054)</td>
<td>(1,316,700)</td>
<td>321,992</td>
<td>282,841</td>
</tr>
<tr>
<td><strong>BEGINNING FUND BALANCE - JULY 1</strong></td>
<td>4,859,858</td>
<td>4,859,858</td>
<td>3,543,158</td>
<td>3,665,150</td>
</tr>
<tr>
<td><strong>ENDING FUND BALANCE PROJECTED</strong></td>
<td>3,727,804</td>
<td>3,543,158</td>
<td>3,865,150</td>
<td>4,147,991</td>
</tr>
<tr>
<td><strong>Components of Ending Fund Balance</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Revolving Cash</td>
<td>10,000</td>
<td>10,000</td>
<td>10,000</td>
<td>10,000</td>
</tr>
<tr>
<td>Prepaid Expenditures</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>TSA Clearing Fund</td>
<td>77,643</td>
<td>76,973</td>
<td>76,973</td>
<td>76,973</td>
</tr>
<tr>
<td>Legally Restricted</td>
<td>487,818</td>
<td>281,673</td>
<td>281,673</td>
<td>281,673</td>
</tr>
<tr>
<td>Designated for Economic Uncertainties- 3%</td>
<td>1,016,432</td>
<td>1,054,426</td>
<td>1,054,426</td>
<td>1,054,426</td>
</tr>
<tr>
<td>Other Designations:</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accrued Vacation</td>
<td>102,434</td>
<td>106,543</td>
<td>106,543</td>
<td>106,543</td>
</tr>
<tr>
<td>Forest Reserve</td>
<td>9,169</td>
<td>9,169</td>
<td>9,169</td>
<td>9,169</td>
</tr>
<tr>
<td>Medi-Cal Administrative Act</td>
<td>55,924</td>
<td>20,886</td>
<td>20,886</td>
<td>20,886</td>
</tr>
<tr>
<td>Nevada County Sp Ed Services</td>
<td>1,879</td>
<td>1,129</td>
<td>1,129</td>
<td>1,129</td>
</tr>
<tr>
<td>Mandated Costs/One-time Reimbursements</td>
<td>463,145</td>
<td>490,652</td>
<td>490,652</td>
<td>490,652</td>
</tr>
<tr>
<td>Star Testing</td>
<td>7,094</td>
<td>7,094</td>
<td>7,094</td>
<td>7,094</td>
</tr>
<tr>
<td>Energy Grant/Safety Credits</td>
<td>14,582</td>
<td>20,608</td>
<td>20,608</td>
<td>20,608</td>
</tr>
<tr>
<td>Savings for Continued Decline</td>
<td>112,883</td>
<td>-</td>
<td>209,491</td>
<td>209,491</td>
</tr>
<tr>
<td><strong>Sweep of Prior Year Carry over (Next Year's GAP)</strong></td>
<td>1,019,993</td>
<td>1,019,995</td>
<td>1,019,995</td>
<td>1,019,995</td>
</tr>
<tr>
<td>Facility Use Billing</td>
<td>290,774</td>
<td>314,388</td>
<td>314,388</td>
<td>314,388</td>
</tr>
<tr>
<td>Verizon Tower</td>
<td>58,034</td>
<td>60,083</td>
<td>60,083</td>
<td>60,083</td>
</tr>
<tr>
<td><strong>Undesignated Amount</strong></td>
<td>-</td>
<td>69,341</td>
<td>181,842</td>
<td>464,683</td>
</tr>
<tr>
<td><strong>Total Reserves</strong></td>
<td>3,727,804</td>
<td>3,543,158</td>
<td>3,865,150</td>
<td>4,147,991</td>
</tr>
</tbody>
</table>
TENTATIVE AGREEMENT

Between The

NEVADA JOINT UNION HIGH SCHOOL DISTRICT

And the

NEVADA JOINT UNION HIGH SCHOOL TEACHERS ASSOCIATION

February 28, 2014

The following is a Tentative Agreement between the Nevada Joint Union High School District ("District") and the Nevada Joint Union High School Teachers Association ("Association") which fully and finally resolves the parties' negotiations regarding their 2013-2014 and 2014-2015 successor contract.

ARTICLE XI: TRANSFERS

Add new Section 11.5.5 as follows and renumber current 11.5.5:

11.5.5 Voluntary Transfers/Reassignments and Post-Layoff Reemployment

11.5.5.1 Vacancies arising after the May 15th deadline for final notices of layoff but no later than seven (7) calendar days before the first day of instruction shall be advertised in the following manner. Vacancy announcements shall be emailed to bargaining unit members and posted at the following high schools: Bear River High School ("BRHS"), Ghidotti Early College High School ("GECHS"), Nevada Union High School ("NUHS"), North Point Academy ("NPA") and Silver Springs High School ("SSHS").

11.5.5.2 Any request to be voluntarily transferred or reassigned to vacancies posted pursuant to 11.5.5.1 above shall be submitted no later than 72 hours after the District entailed the vacancy announcement to bargaining unit members. Employees that had previously requested a voluntary transfer/reassignment through written notification will be contacted to see if they are still interested, and if so they will be considered.

11.5.5.3 To be eligible to request a voluntary transfer/reassignment to a vacancy pursuant to paragraph 1 above, a bargaining unit member must be highly qualified in the subject area of the vacancy.

11.5.5.4 For any unit member who meets the eligibility requirements, the District shall consider the unit member's request for voluntary transfer/reassignment in accordance with the criteria set forth in 11.3.1, except that:

If any laid off unit member on a reemployment list pursuant to Education Code sections 44956 and 44957 is qualified for a vacancy posted pursuant to 11.5.5.1, the District may grant an existing unit member's request for transfer/reassignment to that vacancy, only in those cases where the position being vacated by the unit member seeking to be transferred or reassigned may be filled by a laid off unit member on the statutory reemployment list.
Renumber 11.5.5, Transfers to New Programs/Sites/Schools, to 11.5.6.

ARTICLE XXIII: EMPLOYEE BENEFITS

Revise Section 23.3 as follows:

23.3 Retiree Benefit Coverage

Employees with ten (10) years of continuous District service who retire from the District through STRS or PERS, may purchase the coverage as offered for retirees through the District's health and welfare benefit provider at the employee's own expense and in accordance with all the terms of the provider.

Add new section 23.4 for the 2013-14 school year only as follows:

23.4 Teacher Retirement Incentive

23.4.1 For the 2013-14 school year only, any certificated bargaining unit member who as of June 30, 2014 is at least fifty (50) years of age or older with at least five (5) years of full-time District service, and whose placement on the Certificated Salary Schedule (i.e., Appendix "B") for the 2013-14 school year is at no less than Step 10, may apply to participate in a supplementary retirement plan through the Public Agency Retirement Services ("PARS") as long as by April 30, 2014, the eligible bargaining unit member submits an irrevocable resignation with an effective date no later than June 30, 2014 and completes a PARS enrollment packet, except as stated in 23.4.1.2.

23.4.1.1 Any eligible bargaining unit member who qualifies for participation in the supplemental retirement plan shall receive seventy-five percent (75%) (up to a fifty thousand dollar ($50,000 maximum)) of his/her annual salary as determined by his/her current step and column placement on the Certificated Salary Schedule Appendix "B") and excluding any Master's Degree stipend extra-curricular pay (i.e., Appendix "C") or any other additional compensation paid to the unit member of any kind whatsoever.

23.4.1.2 If participation in the supplementary retirement plan by eligible bargaining unit members does not meet the District's fiscal and personnel objectives, i.e., a minimum of seven (7) resignations from eligible unit members, the District may withdraw the supplementary retirement plan and any affected unit member's letter of resignation shall be deemed automatically rescinded and all enrollment packets shall be shredded.

23.4.2 The District and the Association agree that the foregoing retirement incentive is effective for the 2013-2014 school year only and shall not constitute or be construed as a past practice or precedent.

ARTICLE XXVII: SALARIES

For the 2013-2014 school year, each bargaining unit member who is employed by the District on the date this Agreement is ratified by both parties shall receive a one-time only, off the salary schedule, lump sum payment of one and one-quarter percent (1.25%) of the unit member's annual salary as determined by his/her step and column placement on the 2012-2013 Certificated Salary Schedule (i.e., Appendix "B") and excluding any Master's Degree stipend extra-curricular pay (i.e., Appendix "C") or any other additional compensation paid to the unit member of any kind whatsoever. The one-time only, off the salary schedule, lump sum payment of one and one-quarter percent (1.25%) as set forth herein shall be subject to all normal deductions
and withholdings and shall be paid as soon as practicable.

Consistent with the requirements of Section 23.4 above on the PARS supplementary retirement plan, if and only if a minimum of seven (7) eligible bargaining unit members irrevocably resign from the District by April 30, 2014 in order to terminate their employment with the District effective no later than June 30, 2014, the Certificated Salary Schedule (i.e., Appendix "B") and the Athletics Coaching Salary Schedule (i.e., Appendix "C") shall be increased by three and one-half percent (3.5%) effective as of July 1, 2014.

If participation in the supplementary retirement plan by eligible bargaining unit members does not meet the District’s fiscal and personnel objectives because a minimum of seven (7) eligible bargaining unit members do not irrevocably resign by April 30, 2014 in order to terminate from District employment by no later than June 30, 2014, then the three and one-half percent (3.5%) increase to the Certificated Salary Schedule (i.e., Appendix "B") and the Athletics Coaching Salary Schedule (i.e., Appendix "C") as set forth above shall be automatically rescinded and the parties will resume negotiations on Article XXVII, Salaries.

ARTICLE XXV: SCHOOL CALENDAR

25.1 The calendar for the 2014-2015 school year is attached hereto.

ARTICLE XXX: TERM OF AGREEMENT

30.1 This agreement shall remain in effect for the 2013-2014 and the 2014-2015 school years with no reopeners except as noted below. The parties agree to begin successor contract negotiations by February 19, 2015.

Notwithstanding the above, the District and the Association agree as follows:

- To meet and consult on the District’s Local Control Accountability Plan (LCAP) consistent with the requirements of Assembly Bill 97.
- To negotiate the impacts, if any, on working conditions and compensation resulting from the implementation of the strategies defined in LCAP.
- To negotiate the impacts, if any, on working conditions and compensation resulting from the implementation of the goals defined in the District’s Strategic Plan.
- To negotiate the impacts, if any, on working conditions and compensation resulting from the implementation of any change in District’s system of providing home-to-school transportation for its students.

EXCEPT AS STATED ABOVE, ALL OTHER TERMS AND CONDITIONS AS SET FORTH IN THE PARTIES' 2012-2013 COLLECTIVE BARGAINING AGREEMENT SHALL REMAIN STATUS QUO.

Dated: March 7, 2014

Allison Cassel, President
Nevada Joint Union High School Teachers Assn

Dated: March 7, 2014

Louise Johnson, Ed. D., Superintendent
Nevada Joint Union High School District
Nevada Joint Union High School District  
Nevada Union, Bear River, Silver Springs, North Point, Ghidotti & NU Tech High Schools  
2014-2015 School Year

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<tr>
<th>July 2014</th>
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**School Breaks and Holidays**

- August 12, 2014: Professional Development Day
- August 13, 2014: First Day of School (Student Minimum Day)
- September 1, 2014: Labor Day Holiday
- September 22-23, 2014: Professional Development Day
- October 13-17, 2014: October Break
- November 10-11, 2014: Veterans Day Holiday Break
- November 26, 2014: Student Minimum Day
- November 27-28, 2014: November Break (Thanksgiving Holidays)
- January 19, 2015: King Holiday
- January 26-27, 2015: Professional Development Day
- February 13 and 16, 2015: Presidents Holidays
- March 30-April 6, 2015: Spring Break
- April 6, 2015: Snow Make up Day
- May 22, 2015: Snow Make up Day
- May 25, 2015: Memorial Day Holiday
- June 5, 2015: Last Day of School

**Key to Symbols:**
- PD - Professional Development
- H - Holiday
- S - Snow Day Make-up
- B - School Break
- M - Student Minimum Day

NJUHSTA Approved: February 26, 2014
SIDE LETTER OF AGREEMENT
Between the
NEVADA JOINT UNION HIGH SCHOOL DISTRICT
And the
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION, No. 165
February 28, 2014

The Nevada Joint Union High School District ("District") and the California School Employees Association, No. 165 ("CSEA" or "Association") hereby enter into this Side Letter of Agreement regarding the Appendix D, "Health and Welfare Benefit Plan," as set forth in the parties’ 2012-2015 Collective Bargaining Agreement ("CBA").

The District and CSEA agree that for the 2013-2014 school year only, any classified bargaining unit member who satisfies each and every condition set forth below may seek to participate in the Health and Welfare Benefit Plan as set forth in Appendix D:

1. The unit member must reach fifty-five (55) years of age during the 2014 calendar year and by no later than December 31, 2014.

2. The unit member must have 15 years of PERS defined classified service in the classified bargaining unit of NJUHSD and be eligible to retire through PERS.

3. The unit member must notify the District in writing by April 15, 2014 that he/she resigning from District employment effective no later than June 30, 2014.

4. The unit member’s employment with the District must terminate by not later than June 30, 2014.

5. The unit member must pay the full cost required to continue to receive the District’s health and welfare coverage beginning July 1, 2014 and continuing through the last day of the month in which he/she turns 55 years of age when plan participation may commence.

6. The unit member is one of no more than a total of twelve (12) retirees eligible for plan participation in 2013-2014. If, by operation of seniority, or otherwise, the unit member is not among the twelve (12) retirees, the unit member will forfeit his/her right to plan participation, but may continue benefits pursuant to contract Article XII, Section 12.5.

The District and CSEA agree that this Side Letter is limited to the 2013-2014 school year only and shall not establish a past practice or be construed as precedential in any manner.

Date: March 5, 2014

Kevin Atkins, CSEA President

Date: 3/31/14

Louise Johnson, Ed. D., Superintendent
BOARD RESOLUTION #25 – 13/14

NEVADA JOINT UNION HIGH SCHOOL DISTRICT
NEVADA COUNTY, CALIFORNIA

WHEREAS it is determined to be in the best fiscal interest of the District and its employees to provide a retirement incentive offer to eligible Certificated Non-Management and Administrative employees who wish to voluntarily exercise their option to separate from District Service;

WHEREAS there is no cash option available to employees in lieu of this retirement incentive offer;

WHEREAS Public Agency Retirement Services (PARS) has made available to the District a Supplementary Retirement Plan, a retirement incentive program supplementing STRS and PERS, and qualifying under the relevant sections of Section 403(b) of the Internal Revenue Code;

WHEREAS the District, pursuant to applicable policy and/or a collective bargaining agreement, desires to adopt the Supplementary Retirement Plan and to fund the incentive through nonelective employer, post-employment contributions to the PARS designated 403(b) provider.

NOW THEREFORE, BE IT RESOLVED THAT:

1. The Governing Board of Trustees of the District hereby adopts the PARS Supplementary Retirement Plan, as part of the District Retirement Program, effective March 24, 2014; and

2. The retirement incentive must meet the District’s fiscal and operational objectives in order for the plan to go into effect. If these goals are not reached, the District may withdraw the retirement incentive. If the District withdraws the retirement incentive, resignations may be rescinded; and

3. The Board of Trustees of the District hereby appoints the Assistant Superintendent of Business Services, or his/her successor or his/her designee as the District’s Plan Administrator; and

4. The District’s PARS Plan Administrator is hereby authorized to execute the contracts, custodial agreement facilitating the payment of contributions to the 403(b) arrangement, and other legal documents related to a trust or the plan on behalf of the District and to take whatever additional actions are necessary to maintain the District’s participation in the plan and to maintain compliance of any relevant regulations issued.

AYES: NOES: ABSENT: ABSTAIN:

STATE OF CALIFORNIA
COUNTY OF NEVADA

Louise B. Johnson, the Secretary of the Board of Trustees of the Nevada Joint Union High School District of Nevada County, California, hereby certifies that the above foregoing resolution was duly and regularly adopted by said District at a regular meeting thereof held on the March 26, 2014, and passed by a __________ vote of said Board.

IN WITNESS WHEREOF I have hereunto set my hand and seal this March 26, 2014.

________________________________________
Secretary of the Board
With regard to the PARS Supplementary Retirement Plan for the 2013-2014 school year, the District proposes the following:

1.0 Eligibility

1.1 Those Administrative employees who:

   a) Are employed by the District as of March 26, 2014 (date of Board of Trustees adoption);

   b) Is at least 50 years of age as of June 30, 2014;

   c) Have 5 years of full-time District service as of June 30, 2014; and

   d) Have resigned from District employment (after completing the 2013-2014 school year) on or before June 30, 2014.

2.0 Participation Requirements

2.1 The plan must have sufficient participation in the Administrative employee group to meet the District’s fiscal and operational objectives by the enrollment deadline of April 30, 2014, in order for the incentive to go into effect for this employee group. Participating employees shall submit all required enrollment materials and District Letter of Resignation to PARS on or before this deadline. As of the enrollment deadline, resignations of participants are irrevocable and may not be rescinded unless the District withdraws the PARS incentive pursuant to Paragraph 2.2 below.

2.2 If a level of participation acceptable to the District has not been reached as of the enrollment deadline, the District may withdraw the incentive, provided it notifies enrolled Administrative employees of the withdrawal on or before May 14, 2014. If the District withdraws the incentive, resignations will be automatically rescinded.

2.3 Participation in the retirement incentive requires:

   a. Submission of required PARS enrollment materials and District Letter of Resignation to PARS on or before April 30, 2014;

   b. Resignation from District employment (after completing the 2013-2014 school year) on or before June 30, 2014.

2.4 Participating employees shall not return to the District under a permanent contract without forfeiting their PARS benefit.
2.5 Participating employees shall not be eligible for any other District sponsored retirement incentive programs.

3.0 Incentive Payments

3.1 Regarding the basic incentive under this plan:

   a) The District shall make non-elective employer contributions to the participant’s 403(b) annuity contract held at Pacific Life Insurance Company (“Pacific Life”).

   b) The sum of the contributions shall equal 75% of Final Pay (not to exceed $50,000), according to the following schedule.

<table>
<thead>
<tr>
<th>Contribution Date</th>
<th>Percent of Final Pay</th>
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<tbody>
<tr>
<td>July 10, 2014</td>
<td>20% of total contributions</td>
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<td>July 10, 2017</td>
<td>20% of total contributions</td>
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<td>July 10, 2018</td>
<td>20% of total contributions</td>
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<tr>
<td><strong>Total Contributions</strong></td>
<td><strong>100% of total contributions</strong></td>
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(75% of Final Pay – subject to a $50,000 maximum over the 5 years)

   a) For purposes of this plan, Final Pay shall be defined as the 2013-2014 current step and column placement of the Certificated/Classified Management Salary Schedule and Certificated Psychologist Salary Schedule (including longevity increments but excluding any Master’s Degree stipend, extra-curricular pay, or any other additional compensation paid to the employee of any kind whatsoever) multiplied by the participant’s current FTE (full-time equivalence).

3.2 Alternative monthly forms of payment of equivalent present value to the basic benefit, which shall be paid in the form of a lifetime annuity, shall be offered. They shall include:

   a) Joint-and-survivor payments; and

   b) Lifetime with a ten (10) year guarantee; and

   c) Fixed term monthly payments from five (5) to fifteen (15) years. These payments are guaranteed to the participant for the full term selected.
3.3 The amount of monthly cash payment shall be fixed upon annuity purchase date and shall not be subject to increase thereafter.

3.4 The choice of form of payment (and the choice of payment beneficiary if choosing a joint and survivor form of payment) shall become final upon April 30, 2014 and shall not be subject to change thereafter.

3.5 Participants shall not have a cash option to the employer paid 403(b) contributions.

3.6 All contributions into the participant’s 403(b) account must be made in accordance with applicable IRS Rules and Regulations.

3.7 District PARS benefits are scheduled to commence on August 1, 2014.

4.0 Contract Administrator

4.1 The Contract Administrator for the Retirement Incentive shall be Public Agency Retirement Services (PARS).

4.2 The administrative fee for the plan shall be five and one-half percent (5.50%) of all premiums made by the District on behalf of participants in the plan, subject to a $5,000 minimum per year for five years (minimum fee includes the previous enrolled Classified Non-Management, Classified Management and Confidential plan.)

4.3 In the event that the plan is cancelled due to lack of participation pursuant to Section 2.3 above, PARS shall receive a one-time cancellation fee of $3,500. This cancellation fee will be waived if the Classified Non-Management, Classified Management and Confidential plan is approved and implemented.
### Projected Timeline:

1. **Board adopts Resolution to approve Plan**
   - March 26, 2014

2. **Enrollment Window Opens**
   - March 27, 2014

3. **Enrollment Packets Distributed to Eligible Employees**
   **(at Employee Orientation Meeting)**
   - March 31, 2014

4. **Employee Orientation Meeting**
   - March 31, 2014 – 3:30pm
   **Location TBD**

5. **Employee Workshop**
   - April 28, 2014 – 3:30-4:30pm
   **Location TBD**

6. **Enrollment Window Closes**
   - April 30, 2014

7. **Board approves/cancels Plan based on actual Plan enrollment**
   - No later than May 14, 2014

8. **Employees Resign from District employment**
   **(after completing the 2013-2014 Contract Year)**
   - No later than June 30, 2014

9. **PARS Benefits Commence**
   - August 1, 2014
With regard to the PARS Supplementary Retirement Plan for the 2013-2014 school year, the District proposes the following:

1.0 Eligibility

1.1 Those Certificated Non-Management employees who:

   a) Are employed by the District as of March 26, 2014 (date of Board of Trustees adoption);

   b) Is at least 50 years of age as of June 30, 2014;

   c) Have 5 years of full-time District service as of June 30, 2014;

   d) Is at no less than Step 10 on the Certificated Salary Schedule for the 2013-2014 school year; and

   e) Have resigned from District employment (after completing the 2013-2014 school year) on or before June 30, 2014.

2.0 Participation Requirements

2.1 The plan must have sufficient participation in the Certificated Non-Management employee group to meet the District's fiscal and operational objectives by the enrollment deadline of April 30, 2014, in order for the incentive to go into effect for this employee group. Participating employees shall submit all required enrollment materials and District Letter of Resignation to PARS on or before this deadline. As of the enrollment deadline, resignations of participants are irrevocable and may not be rescinded unless the District withdraws the PARS incentive pursuant to Paragraph 2.2 below.

2.2 If a level of participation acceptable to the District has not been reached as of the enrollment deadline, the District may withdraw the incentive, provided it notifies enrolled Certificated Non-Management employees of the withdrawal on or before May 14, 2014. If the District withdraws the incentive, resignations will be automatically rescinded.

2.3 Participation in the retirement incentive requires:

   a. Submission of required PARS enrollment materials and District Letter of Resignation to PARS on or before April 30, 2014;
b. Resignation from District employment (after completing the 2013-2014 school year) on or before June 30, 2014.

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3.2 Alternative monthly forms of payment of equivalent present value to the basic benefit, which shall be paid in the form of a lifetime annuity, shall be offered. They shall include:

a) Joint-and-survivor payments; and

b) Lifetime with a ten (10) year guarantee; and
3.3 The amount of monthly cash payment shall be fixed upon annuity purchase date and shall not be subject to increase thereafter.

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4.0 Contract Administrator

4.1 The Contract Administrator for the Retirement Incentive shall be Public Agency Retirement Services (PARS).

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4.3 In the event that the plan is cancelled due to lack of participation pursuant to Section 2.3 above, PARS shall receive a one-time cancellation fee of $3,500. This cancellation fee will be waived if the Classified Non-Management, Classified Management and Confidential plan is approved and implemented.
## 2013-2014 PARS Supplementary Retirement Plan
Nevada Joint Union High School District  
Certificated Non-Management
March 19, 2014 – Version 3

### Projected Timeline:

1. **Board adopts Resolution to approve Plan**  
   March 26, 2014
2. **Enrollment Window Opens**  
   March 27, 2014
3. **Enrollment Packets Distributed to Eligible Employees**  
   (at Employee Orientation Meeting)  
   March 31, 2014
4. **Employee Orientation Meeting**  
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   Location TBD
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7. **Board approves/cancels Plan based on actual Plan enrollment**  
   No later than May 14, 2014
8. **Employees Resign from District employment**  
   (after completing the 2013-2014 Contract Year)  
   No later than June 30, 2014
9. **PARS Benefits Commence**  
   August 1, 2014
February 19, 2014

Anita Bagwell
Director of Adult Education
12338 McCartney Road
Grass Valley, CA 95949

Re: Sunshine Bargaining Proposal

Dear Anita,

I am writing on behalf of the Placer/Nevada Teachers Union, AFT Local 2267. As you know, it has been some time since we have met with the District in a collective bargaining setting. Please accept this note as the Federation's initial Sunshine Bargaining Proposal. We are interested in meeting with you to discuss Article XIV Salary and Article XVIII Term. We are also interested in hearing any development you can share on the Regional Consortia process and your participation therein:

Article XIV Salary

The Federation has an interest in increasing the existing hourly salary schedule.

Article XVIII

The Federation has an interest in extending the term of our existing CBA for three years with limited re-openers for the intervening years.

Sincerely,

Lisa Stine, President
Placer Nevada Teachers Union
3/20/14

Dr. Louise Johnson  
Superintendent  
Nevada Union High School District  
11761 Ridge Road  
Grass Valley, Ca. 95945  


Dear Superintendent:

Pursuant to Government Code Section 3547, the California School Employees Association, and its Nevada Union Chapter 165 (CSEA) hereby present its reopeners Initial Proposal for 2014-2015 year as (attached or follows):

- Article 10 Pay and Allowances- CSEA intends to negotiate a fair and equitable increase to the salary schedule.

- Article 12 Health and Welfare Activities- CSEA intends to negotiate a fair and equitable increase to health and welfare benefits.

In order to comply with public notice requirements, please present CSEA’s Initial Proposal at the next scheduled School Board Meeting. After completion of public notice requirements by CSEA and the District, CSEA is prepared to meet and begin negotiations.

If there are any questions regarding this notice, please feel free to contact me at (530-205-7534).

Sincerely,

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

[Signature]

Kevin Atkins  
CSEA #165 President

/pm  
  Labor Rep.  
c: Field Director  
    Area A Director  
    Regional Representative #  
    Chapter President #  
    Contract Review File #

ID: CSEA Public Notice Letter to District