

## **Sierra County/Sierra-Plumas Joint USD Administrative Regulation**

Emergencies And Disaster Preparedness Plan AR 3516

### **Business and Noninstructional Operations**

#### Components of the Plan

The Superintendent or designee shall ensure that district and school site plans address, at a minimum, the following types of emergencies and disasters:

1. Fire on or off school grounds which endangers students and staff  
(cf. 3516.1 - Fire Drills and Fires)
2. Earthquake or other natural disasters  
(cf. 3516.3 - Earthquake Emergency Procedure System)
3. Environmental hazards  
(cf. 3514 - Environmental Safety)  
(cf. 3514.2 - Integrated Pest Management)
4. Attack or disturbance, or threat of attack or disturbance, by an individual or group  
(cf. 3515 - Campus Security)  
(cf. 3515.2 - Disruptions)  
(cf. 5131.4 - Student Disturbances)
5. Bomb threat or actual detonation  
(cf. 3516.2 - Bomb Threats)
6. Biological, radiological, chemical, and other activities, or heightened warning of such activities
7. Medical emergencies and quarantines, such as a pandemic influenza outbreak  
(cf. 5141.22 - Infectious Diseases)

The Superintendent or designee shall ensure that the district's procedures include strategies and actions for prevention/mitigation, preparedness, response, and recovery, including, but not limited to, the following:

1. Regular inspection of school facilities and equipment and identification of risks  
(cf. 3530 - Risk Management/Insurance)
2. Instruction and practice for students and employees regarding emergency plans, including:
  - a. Training of staff in first aid and cardiopulmonary resuscitation
  - b. Regular practice of emergency procedures by students and staff

(cf. 4131 - Staff Development)  
 (cf. 4231 - Staff Development)  
 (cf. 4331 - Staff Development)

3. Specific determination of roles and responsibilities of staff during a disaster or other emergency, including determination of:

a. The appropriate chain of command at the district and, if communication between the district and site is not possible, at each site

b. Individuals responsible for specific duties

c. Designation of the site administrator for the overall control and supervision of activities at each school during the emergency, including authorization to use his/her discretion in situations which do not permit execution of prearranged plans

d. Identification of at least one person at each site who holds a valid certificate in first aid and cardiopulmonary resuscitation

e. Assignment of responsibility for identification of injured persons and administration of first aid

4. Personal safety and security, including:

a. Identification of areas of responsibility for supervision of students

b. Procedures for evacuation of students and staff, including posting of evacuation routes

c. Procedures for release of students, including a procedure to release students when reference to the emergency card is not feasible

(cf. 5141 - Health Care and Emergencies)  
 (cf. 5142 - Safety)

d. Identification of transportation needs, including a plan which allows bus seating capacity limits to be exceeded when a disaster or hazard requires students to be moved immediately to ensure their safety

(cf. 3543 - Transportation Safety and Emergencies)

e. Provision of a first aid kit to each ~~classroom~~ school and district office.

f. Arrangements for students and staff with special needs

(cf. 4032 - Reasonable Accommodation)  
 (cf. 6159 - Individualized Education Program)

g. Upon notification that a pandemic situation exists, adjustment of attendance policies for students and sick leave policies for staff with known or suspected pandemic influenza or other infectious disease

(cf. 4161.1/4361.1 - Personal Illness/ Injury Leave)  
 (cf. 4261.1 - Personal Illness/Injury Leave)  
 (cf. 5113 - Absences and Excuses)  
 (cf. 6183 - Home and Hospital Instruction)

5. Closure of schools, including an analysis of:

a. The impact on student learning and methods to ensure continuity of instruction

b. How to provide for continuity of operations for essential central office functions, such as payroll and ongoing communication with students and parents/guardians

(cf. 3516.5 - Emergency Schedules)

6. Communication among staff, parents/guardians, the Board of Education, other governmental agencies, and the media during an emergency, including:

a. Identification of spokesperson(s)

(cf. 1112 - Media Relations)

b. Development and testing of communication platforms, such as hotlines, telephone trees, and web sites

(cf. 1113 - District and School Web Sites)

c. Development of methods to ensure that communications are, to the extent practicable, in a language and format that is easy for parents/guardians to understand

d. Distribution of information about district and school site emergency procedures to staff, students, and parents/guardians

7. Cooperation with other state and local agencies, including:

a. Development of guidelines for law enforcement involvement and intervention

b. Collaboration with the local health department, including development of a tracking system to alert the local health department to a substantial increase of student or staff absenteeism as indicative of a potential outbreak of an infectious disease

(cf. 1400 - Relations between Other Governmental Agencies and the Schools)

8. Steps to be taken after the disaster or emergency, including:

a. Inspection of school facilities

b. Provision of mental health services for students and staff, as needed

(cf. 6164.2 - Guidance/Counseling Services)

**REVISED AGENDA FOR THE REGULAR MEETING OF THE  
SIERRA COUNTY BOARD OF EDUCATION**

February 10, 2015

5:00 PM CLOSED SESSION

6:00 pm REGULAR SESSION

Sierra County Office of Education, 109 Beckwith Rd., Room 4, Loyalton, CA 96118

This meeting will be available for videoconferencing at Downieville School, 130 School Street, Downieville CA 95936

*In the case of a technological difficulty at either school site, videoconferencing will not be available.*

*Any individual who requires disability-related accommodations or modifications including auxiliary aids and services in order to participate in the Board meeting should contact the Superintendent or designee in writing.*

*Public inspection of agenda documents that are distributed to the Board less than 72 hours before the meeting, will be made available at the Sierra County Board of Education, 109 Beckwith Road, Room 3, Loyalton, CA, 96118, and posted with the online agenda at <http://www.sierracountyofficeofeducation.org> (Government Code 54957.5)*

- A. CALL TO ORDER  
(Please be advised that this meeting will be recorded.)
- B. ROLL CALL
- C. APPROVAL OF THE AGENDA
- D. PUBLIC COMMENT FOR CLOSED SESSION

At this time, the meeting opens for any public comments regarding the Closed Session items.

E. CLOSED SESSION

The Board of Trustees, Superintendent Dr. Merrill M. Grant and Rose Asquith, Business Manager will move into Closed Session to discuss the following items:

- 1. Government Code §54957.6, Conference with Labor Negotiators  
Agency Negotiator for the Board: Dr. Merrill M. Grant, Superintendent  
Employee Organizations:
  - Represented Employees: Sierra-Plumas Teachers' Association
  - Unrepresented Employees: Classified Employees  
Confidential Employees

F. RETURN TO OPEN SESSION

ADJOURN FOR BREAK

6 pm - RECONVENE

G. FLAG SALUTE

H. REPORT OUT

Sierra County Board of Education  
Regular Meeting Agenda  
February 10, 2015

I. INFORMATION/DISCUSSION ITEMS

1. Sierra County Office of Education and Sierra-Plumas Joint Unified School District Audit Presentation by Clay Singleton of SingletonAuman, PC, Certified Public Accountants
2. Superintendent's Report
  - a. California County Superintendents Educational Services Association (CCSESA)
  - b. Secure Rural Schools
  - c. Community Forum Schedule

Downieville School	Wednesday, March 4, 2015	6:30 pm
Loyalton High	Tuesday, March 17, 2015	6:30 pm
Loyalton Elementary	Wednesday, March 18, 2015	6:30 pm
3. Business Report
  - a. Board Report-Expenditures by Object 07/01/14 to 01/31/15\*\*
4. Staff Reports (5 minutes)
5. SPTA Report (5 minutes)
6. Board Members' Report (5 minutes)
7. Public Comment – This is an opportunity for members of the public to directly address the governing board on any item of interest that is within the subject matter jurisdiction of the governing board whether or not it is listed on the agenda. Five minutes may be allotted to each speaker and a maximum of twenty minutes to each subject matter. (Education Code 35145.5; Bylaw 9322; Government Code 54954.3)
  - a. Current location
  - b. Videoconference location

J. CONSENT CALENDAR

1. Approval of minutes of the Regular Board meeting held January 13, 2015\*\*
2. Approval of bill warrants for month of January 2015\*\*

K. ACTION ITEMS

1. New Business
  - 1415-057 Presentation of Sierra-Plumas Certificated Employees Proposal 2 (revision of the initial proposal) for 2014-2015 **and 2015-2016\*\***(McHenry/Nunes)
  - 1415-058 Presentation of Classified Employees Initial Proposal, Revision, for 2014-2015 **and 2015-2016\*\***
  - 1415-059 Presentation of Confidential Employees Initial Proposal for 2015-2016\*\* (Asquith)


Sierra County Board of Education  
Regular Meeting Agenda  
February 10, 2015

- 1415-060 Presentation of Classified Management Employees Initial Proposal for 2015-2016\*\*
- 1415-061 Presentation of Administration Initial Proposal for 2015-2016\*\*
- 1415-062 Employer Response to Sierra-Plumas Certificated Employees Proposal 2 for 2014-2015\*(Grant)
- 1415-063 Employer Response to Classified Employees Initial Proposal, Revision, for 2014-2015\*(Grant)
- 1415-064 Approval of School Safety Plan, Version 6.0, 2015\*\* (Grant/Tomatis)
- 1415-065 Approval of the 2015-2016 School Calendar, (Draft 2)\*\* (Grant)
- 1415-066 Approval of Appointment of Sheriff Tim Standley, Sierra County Sheriff's Department or designee, and Lisa Botzler, Sierra County CPS, as Members of the Student Attendance Review Board(Grant)
- 1415-067 Approval of Administrative Regulation 3516, Emergency and Disaster Preparedness Plan, revision\*\*

L. ADVANCED PLANNING

1. Next Regular Board Meeting will be held on March 10, 2015, at Downieville School, Downieville, California. Closed Session will be held as needed at 5 pm and the Regular Board Meeting at 6:00 pm.
2. Suggested Agenda Items
  - a. \_\_\_\_\_

M. ADJOURNMENT

  
\_\_\_\_\_  
Dr. Merrill M. Grant, Superintendent

- \*\*\* prior month handout
- \*\* enclosed
- \* handout

Balances through January						Fiscal Year 2014/15
Object	Description	Adopted Budget	Revised Budget	Encumbered	Expenditure	Account Balance
<b>Fund 01 - Gen Fund</b>						
1100	Teachers Salaries	154,765.00	155,965.00	77,162.40	77,803.36	999.24
1120	Certificated Substitutes	5,152.00			1,120.00	1,120.00-
1200	Certificated Pupil Support Ser	63,202.00	62,811.00	31,395.55	31,415.55	.10-
1300	Certificated Supervisor Admini	105,804.00	105,805.00	44,085.10	61,719.14	.76
<b>Total for Object 1000</b>		<b>328,923.00</b>	<b>324,581.00</b>	<b>152,643.05</b>	<b>172,058.05</b>	<b>120.10-</b>
2100	Instructional Aides' Salaries	98,489.00	64,769.00	33,931.77	34,809.46	3,972.23-
2200	Classified Support Salaries	5,478.00	9,496.00	4,693.56	5,072.05	269.61-
2300	Classified Supervisors' Admini	96,742.00	96,490.00	39,933.00	56,116.20	440.80
2400	Clerical Technical Office Staf	123,875.00	123,875.00	52,551.51	71,445.58	122.09-
2900	Other Classified Salaries	6,912.00	10,800.00		3,296.25	7,503.75
<b>Total for Object 2000</b>		<b>331,496.00</b>	<b>305,430.00</b>	<b>131,109.84</b>	<b>170,739.54</b>	<b>3,580.62</b>
3101	STRS Certificated Positions	31,145.00	28,823.00	13,554.70	15,201.30	67.00
3102	STRS Classified Positions	368.00	344.00	172.00	172.00	.00
3201	PERS Certificated Positions				76.51	76.51-
3202	PERS Classified Positions	49,655.00	48,397.00	20,916.20	27,928.49	447.69-
3301	OASDI Certificated Positions				44.64	44.64-
3302	OASDI Classified Positions	19,518.00	17,229.00	7,651.52	10,035.34	457.86-
3311	Medicare Certificated Position	4,990.00	4,546.00	2,139.45	2,404.83	1.72
3312	Medicare Classified Positions	4,622.00	4,087.00	1,817.51	2,378.11	108.62-
3401	Health & Welfare Benefits Cert	84,284.00	84,340.00	38,393.10	41,045.86	4,901.04
3402	Health & Welfare Benefits Clas	82,198.00	82,212.00	33,720.70	44,440.90	4,050.40
3501	SUI Certificated	178.00	164.00	76.35	86.09	1.56
3502	SUI Classified	163.00	147.00	65.50	83.55	2.05-
3601	Workers' Compensation Certific	11,419.00	10,511.00	4,946.70	5,560.36	3.94
3602	Workers' Compensation Classifi	10,595.00	9,452.00	4,202.27	5,498.26	248.53-
3901	Golden Handshake	26,768.00	26,768.00			26,768.00
<b>Total for Object 3000</b>		<b>325,903.00</b>	<b>317,020.00</b>	<b>127,656.00</b>	<b>154,956.24</b>	<b>34,407.76</b>
4200	Library and Reference Material				3,204.33	3,204.33-
4300	Materials and Supplies	17,590.00	21,851.00	13,842.90	9,119.11	1,111.01-
4320	Custodial Supplies	1,300.00	1,300.00		424.93	875.07
4330	Office Supplies	2,000.00	2,000.00		233.10	1,766.90
4350	Vehicle Upkeep	6,500.00	6,500.00	831.49	1,103.44	4,565.07
4400	Noncapitalized Equipment	7,198.00	7,198.00	4,643.06	1,389.56	1,165.38
<b>Total for Object 4000</b>		<b>34,588.00</b>	<b>38,849.00</b>	<b>19,317.45</b>	<b>15,474.47</b>	<b>4,057.08</b>
5100	Subagreements for Services	35,724.00	56,198.00	35,401.01	3,750.84	17,046.15

Balances through January						Fiscal Year 2014/15
Object	Description	Adopted Budget	Revised Budget	Encumbered	Expenditure	Account Balance
<b>Fund 01 - Gen Fund (continued)</b>						
5200	Travel and Conference	16,342.00	16,452.00	4,148.83	10,376.34	1,926.83
5300	Dues and Membership	17,970.00	15,870.00		10,241.00	5,629.00
5400	Insurance	10,450.00	9,300.00		9,218.00	82.00
5500	Operation Housekeeping Service	9,200.00	9,200.00	1,361.47	1,922.32	5,916.21
5600	Rentals, Leases, Repairs, Nonc	2,600.00	2,600.00	195.82	353.89	2,050.29
5800	Professional Consulting	8,400.00	8,400.00	3,800.00	4,600.00	.00
5801	Legal Services	32,500.00	44,426.00	1,000.00	315.00	43,111.00
5803	Legal Publications	500.00	500.00	200.00		300.00
5805	Personnel Expense	593.00	593.00	270.00		323.00
5806	Negotiations	2,000.00	2,000.00			2,000.00
5808	Other Services & Fees	1,500.00	1,500.00	838.72	560.42	100.86
5810	Contracted Services	293,628.00	402,604.00	134,750.42	146,943.77	120,909.81
5899	SPJUSD to Reimburse			2,517.30	994.37	3,511.67-
5900	Communications	2,100.00	2,100.00		410.63	1,689.37
	<b>Total for Object 5000</b>	<b>433,507.00</b>	<b>571,743.00</b>	<b>184,483.57</b>	<b>189,686.58</b>	<b>197,572.85</b>
6200	Building and Improvement of Bu	30,032.00	30,032.00			30,032.00
6400	Equipment	6,300.00	13,100.00		13,089.11	10.89
	<b>Total for Object 6000</b>	<b>36,332.00</b>	<b>43,132.00</b>	<b>.00</b>	<b>13,089.11</b>	<b>30,042.89</b>
7110	County Tuition Inter Dist Agre				43,902.44-	43,902.44
7141	Tuition, excess cost etc betwe		50,778.00			50,778.00
7281	All Other Transfers to Distric		150,000.00		150,000.00	.00
7310	Direct Support/Indirect Costs					.00
	<b>Total for Object 7000</b>	<b>.00</b>	<b>200,778.00</b>	<b>.00</b>	<b>106,097.56</b>	<b>94,680.44</b>
	<b>Total for Fund 01 and Expense accounts</b>	<b>1,490,749.00</b>	<b>1,801,533.00</b>	<b>615,209.91</b>	<b>822,101.55</b>	<b>364,221.54</b>
<b>Fund 16 - FOREST RES</b>						
7211	Transfers of Pass-through Rev	340,100.00				.00
7619	Other Authorized Interfund Tra	60,017.00				.00
	<b>Total for Fund 16, Expense accounts and Object 7000</b>	<b>400,117.00</b>	<b>.00</b>	<b>.00</b>	<b>.00</b>	<b>.00</b>
	<b>Total for Org 001 - Sierra County Office of Education</b>	<b>1,890,866.00</b>	<b>1,801,533.00</b>	<b>615,209.91</b>	<b>822,101.55</b>	<b>364,221.54</b>



MINUTES OF THE REGULAR MEEETING OF THE  
SIERRA COUNTY BOARD OF EDUCATION  
January 13, 2015  
Downieville School, Downieville, California  
5 pm for Closed Session

A. CALL TO ORDER

President ALLEN WRIGHT called the meeting to order at 5:02 pm.

B. ROLL CALL

PRESENT: Mr. Tim Driscoll, President  
Ms. Sharon Dryden, Vice President  
Ms. Patty Hall, Clerk  
Mr. Mike Moore, Member  
Mr. Allen Wright, Member

ABSENT: None

VACANT: None

C. APPROVAL OF THE AGENDA

MOORE/HALL

5/0

D. PUBLIC COMMENT FOR CLOSED SESSION

At this time, the meeting opened for any public comments regarding the Closed Session items.

E. CLOSED SESSION

MOORE/HALL

5/0

The Board of Trustees, Superintendent Dr. Merrill M. Grant and Rose Asquith, business manager, moved into Closed Session to discuss the following items:

1. Government Code §54957.6, Conference with Labor Negotiators  
Agency Negotiator for the Board: Dr. Merrill M. Grant, Superintendent  
Employee Organizations: Represented Employees, Sierra-Plumas Teachers' Association

F. RETURN TO OPEN SESSION

G. ADJOURN FOR BREAK

H. 6 pm - RECONVENE

I. FLAG SALUTE

J. REPORT OUT

Negotiations were discussed. No action was taken.

K. INFORMATION/DISCUSSION ITEMS

1. SUPERINTENDENT'S REPORT

- a. Community Forum Information –three forums (Downieville, LES and LHS) will be scheduled for Local Control Accountability Plan and other community input in late February and early March.
- b. CCSESA-Quarterly meeting to be held in the last week of January which will include budget information, LCAP and assessments.
- c. Sheriff Standley introduced himself and expressed a desire to work closely with the school district teachers and administration.
- d. Governor's State Budget- workshops are scheduled to receive instruction to best determine local budgets

2. BUSINESS REPORT

Ms. Asquith presented the Board Report-Expenditures by Object 07/01/14 to 12/31/14. There were no comments or questions.

3. STAFF REPORT – No staff report

4. SPTA REPORT – Joanne Nunes, S-PTA Co-President and Loyaltan High School teacher, read a comment from the Loyaltan site on the standards to which the teachers hold themselves accountable.

5. BOARD MEMBER'S REPORT

There was no Board's Member Report.

6. PUBLIC COMMENT

President DRISCOLL opened the meeting for public comment at 6:12 pm.  
There was no comment from the Downieville location.  
There was no comment from the teleconferenced location.  
President DRISCOLL closed the meeting for public comment at 6:12 pm.

L. CONSENT CALENDAR

The following items were included in the consent calendar:

1. Approval of minutes of the Regular Board meeting held December 9, 2014;
2. Approval of bill warrants for month of December 2014;
3. Approval of Quarterly Report on Williams Uniform Complaints for quarter ending December 2014. It is required per Education Code 35186 section (d) that a school district shall report summarized data on the nature and resolution of all complaints on a quarterly basis to the county superintendent of schools and the governing board of the school district. No complaints regarding textbooks and instructional materials, teacher vacancy or misassignment or conditions of facilities were filed with Sierra County Office of Education during the quarter ending December 2014.
4. Annual Review and Approval per Education Code 35160.5 of Administrative Regulation and Board Policy 6145, Extra Curricular and Co-curricular Activities

WRIGHT/HALL

5/0

M. ACTION ITEMS

1. NEW BUSINESS

- 1415-052 Presentation of Sierra-Plumas Classified Employees' Association's Initial Proposal for the 2014-2015 school year  
MOORE read the Classified Employees' Association's Initial Proposal (handout)
- 1415-053 Acceptance of the Financial Audit for fiscal year 2013-2014  
MOORE/HALL  
5/0
- BOARD POLICIES AND ADMINISTRATIVE REGULATIONS (President) MOORE motioned to approve Items 1415-054 through 056, inclusive/HALL seconded.  
5/0
- 1415-054 Approval of Administrative Regulation 6146.2, Certificate of Proficiency/High School Equivalency, revision
- 1415-055 Approval of Board Policy 6163.1, Library Media Centers, revision
- 1415-056 Approval of Board Policy and Administrative Regulation 6172, Gifted and Talented Student Program, revision

N. ADVANCED PLANNING

Next Regular Board Meeting will be held on February 10, 2015, at Sierra County Office of Education, 109 Beckwith Rd., Room 4, Loyalton, CA 96118, beginning with Closed Session, as needed, at 5 pm and the Regular Board Meeting at 6 pm.

Suggested Agenda Items

Negotiations  
Audit Presentation

O. ADJOURNMENT

Adjourned at 6:23 pm.  
WRIGHT/HALL  
5/0

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Patty Hall, Clerk

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Dr. Merrill M. Grant, Superintendent  
Secretary of the Board of Education

**Checks Dated 01/01/2015 through 01/31/2015**

Check Number	Check Date	Pay to the Order of	Fund Object	Expensed Amount	Check Amount
00014090	01/09/2015	CDE CASHIER'S OFFICE	01-9590		13,875.00
00014091	01/09/2015	MERRILL GRANT	01-5200		95.00
00014092	01/09/2015	LIBERTY UTILITIES CPEC	01-5500		195.14
00014093	01/09/2015	BARBARA MCKURTIS	01-5810		5,009.76
00014094	01/09/2015	PITNEY BOWES, INC.	01-5600	73.93	
			01-5899	221.78	295.71
00014095	01/09/2015	SUMMITVIEW ACADEMY	01-5100	674.45	
			01-5810	6,858.07	7,532.52
00014096	01/09/2015	Town and Country Resort	01-5200		430.44
00014097	01/09/2015	TRI COUNTY SCHOOLS GROUP	INSURANCE 01-9535	3,431.00	
			76-9576	13,578.10	17,009.10
00014098	01/09/2015	U.S. BANK	01-4300	268.78	
			01-5200	330.00	
			01-5899	160.00	
			Unpaid Sales Tax	4.15-	754.63
00014099	01/09/2015	VOYAGER	01-4350	97.08	
			01-5200	48.81	
			01-5899	19.12	165.01
00014100	01/09/2015	WASHOE COUNTY SCHOOL DISTRICT	01-9500		99,540.00
00014101	01/09/2015	ALLEN WRIGHT	01-5200		21.00
00014102	01/27/2015	ROSE ASQUITH	01-5200	106.08	
			01-5899	106.08	212.16
00014103	01/27/2015	OFFICE DEPOT	01-4300		165.14
00014104	01/27/2015	SIERRA COUNTY OFFICE OF EDUCATION	01-5808		157.32
00014105	01/27/2015	SIERRA VALLEY HOME CENTER	01-4300		940.16
00014106	01/27/2015	SUMMITVIEW ACADEMY	01-5100	49.35	
			01-5810	501.81	551.16
00014107	01/27/2015	ALLEN WRIGHT	01-5200		7.19
<b>Total Number of Checks</b>				<b>18</b>	<b>146,956.44</b>

**Fund Summary**

Fund	Description	Check Count	Expensed Amount
01	County School Service Fund	18	133,382.49
76	Payroll Clearing	1	13,578.10
Total Number of Checks		<b>18</b>	146,960.59
Less Unpaid Sales Tax Liability			4.15-
<b>Net (Check Amount)</b>			<b>146,956.44</b>

The preceding Checks have been issued in accordance with the District's Policy and authorization of the Board of Trustees. It is recommended that the preceding Checks be approved.

## SIERRA-PLUMAS TEACHERS ASSOCIATION

January 22, 2015

TO: Sierra-Plumas Joint Unified School District

FR: Sierra-Plumas Teachers Association

RE: Negotiations—Contract Sunshine Proposal 2

As requested by Superintendent Merrill Grant at an SPJUSD/SPTA meeting January 21, 2015, SPTA is revising its proposal so as to clarify its requests for the following changes to the certificated contract:

### **2014-2015 Contract Proposals**

#### **1. Salary Schedule Extension for Longevity (Article 12):**

Extend the salary schedule (Article 12) through 25 years, over a two-year period, as proposed in the following: Attachment A, retroactively for the current 2014-2015 year, and in Attachment B for the 2015-2016 school year.

**Rationale:** A salary schedule extension will create equity with confidential employees' salary schedule, which has a 25-year increase (Attachments D), will reward teachers with longevity, valuable experience, and dedication to SPJUSD and its students and schools; and will help teachers seek out additional educational opportunities. When the salary schedule was created, there were many opportunities for teachers to get units on the schedule through the district; however, those opportunities no longer exist and are now much more costly to obtain with travel and out-of-state tuition. (Attachment C shows Tahoe-Truckee's schedule.)

#### **2. Positional Compensation (Stipends, Article 12.5)**

##### **a. LHS TIC**

Increase in compensation for the Loylton High School Teacher in Charge (TIC) position from \$2,000 per year to \$4,000 per year for the 2014-15 contract because of additional responsibilities created with the transfer of middle school students to the site starting with the 2013-2014 school year.

**Rationale:** The middle school TIC position was eliminated when LMS students moved to the high school campus during 2013-2014. However, this decision more than doubled the workload of the high school TIC position, as detailed in a memorandum in Attachment E. The increase is requested for the current contract year, because additional responsibilities have been added for the last two contract years. SPTA understands that administrative changes may be made for 2015-2016, but the extra workload is current.

##### **b. Cheer Coach**

Increase the Cheer Coach stipend to Tier 4 for the 2014-15 contract, which would be \$2,000/season, as are other varsity coaching positions with daily practice and equivalent traveling responsibilities.

**Rationale:** The cheer coach practices with the cheer squad on a daily basis, works at all games, and travels with teams to away games. Often the demands for this coach can be

even greater than those for another coach, because there can be multiple games in an evening of basketball, for which the cheer coach must supervise her students. Cheerleading is a sport, just as the others are. (Current stipends are in Attachment F.)

**b. Downieville Athletic Director:**

Increase the Downieville School Athletic Director stipend for the 2014-15 contract from Tier 2 (\$1,000/year) to \$500 per team with a ceiling cap of \$2,000 per year, so as to create more equitable compensation. (NOTE: This year Downieville will have three to four athletic teams for the combined middle school and high school athletics' programs.)

**Rationale:** The Athletic Director position at LHS was increased significantly this year. The changes would make the Downieville Athletic Director position comparable in terms of numbers and responsibilities.

## **2015-2016 Contract Proposals**

### **1. Salary Schedule Cost of Living Adjustment (Article 12):**

Provide a Cost of Living Adjustment (COLA) of 10% to the overall 2015-2016 salary schedule (Article 12). See Attachment G.

**Rationale:**

- SPJUSD salaries and benefits currently are 45.78% of the budget; it would take about a 10% increase to get to the state's 55% recommended compensation/budget ratio.
- While the state recommends a 4% reserve, 2014-15 school district reserves are projected at 45.52% and have averaged 50.66% for the last five years. An additional 10% increase would equal about \$150,000 or 6.18% of the reserves (2.85% of the total revenue).
- The district's own SARC report (Attachment H) shows that our average teacher pay is \$15,742 below the state average for teachers.
- The state's chart in Attachment I shows that compensation has pretty much flat-lined in the last 10 years, and SPJUSD educators are significantly behind the cost of living.
- Surrounding districts are paying their certificated employees considerably more; senior teachers in Plumas Unified are earning as much as \$8,500 more than senior teachers in SPJUSD (see Attachments labeled J).

### **2. Extra Duty Sessions (Article 12.2C):**

For the 2015-2016 contract, increase extra duty sessions from \$20 for an eight-hour session to \$20 per hour, capped at no more than \$200 per day.

**Rationale:**

- Currently teachers are supervising students beyond their contracted daily schedule and can be paid \$20 extra for up to an eight-hour period. However, that could provide as little as \$2.50 per hour—even for teachers bearing the responsibility for travel, meals, housing, and supervision of students on long and even overnight field trips.
- The \$200 cap is suggested, because the district currently pays teachers \$200 for a buy-back day for approved professional development.

A

SIERRA COUNTY OFFICE OF EDUCATION  
SIERRA-PLUMAS JOINT UNIFIED SCHOOL DISTRICT  
2014 - 2015

Steps	Class I	Class II	Class III	Class IV	Class V	Class VI
1	\$ 34,346	\$ 34,346	\$ 39,955	\$ 40,954	\$ 41,978	\$ 43,027
2	\$ 34,346	\$ 34,346	\$ 40,954	\$ 41,978	\$ 43,027	\$ 44,104
3	\$ 34,346	\$ 34,346	\$ 41,978	\$ 43,027	\$ 44,104	\$ 45,206
4	\$ 35,205	\$ 35,205	\$ 43,027	\$ 44,104	\$ 45,206	\$ 46,336
5	\$ 36,085	\$ 36,085	\$ 44,104	\$ 45,206	\$ 46,336	\$ 47,494
6	\$ 36,987	\$ 36,987	\$ 45,206	\$ 46,336	\$ 47,494	\$ 48,682
7	37,912	\$ 37,912	\$ 46,336	\$ 47,494	\$ 48,682	\$ 49,898
8	↑	\$ 38,860	\$ 47,494	\$ 48,682	\$ 49,898	\$ 51,146
9	(x1,025)	39,831	\$ 48,682	\$ 49,898	\$ 51,146	\$ 52,425
10			\$ 49,898	\$ 51,146	\$ 52,425	\$ 53,735
11			51,146	\$ 52,425	\$ 53,735	\$ 55,078
12				\$ 53,735	\$ 55,078	\$ 56,456
13				55,078	56,455	\$ 57,867
14				56,455	57,867	\$ 59,314
15					59,314	\$ 60,797
16						\$ 62,316
17						\$ 63,874
18						\$ 65,471
19						\$ 67,108
20						\$ 68,785
21						\$ 70,506
					22	72,269
					23	74,075

Key to Classifications

- Class I Bachelor's Degree
- Class II Bachelor's Degree plus 15 semester units
- Class III Bachelor's Degree plus 30 semester units, or Preliminary or Clear Credential
- Class IV Bachelor's Degree plus 45 semester units and regular credential
- Class V Bachelor's Degree plus 60 semester units and regular credential or 45 semester units and regular credential with Master's Degree
- Class VI Bachelor's Degree plus 75 semester units and regular credential, or Master's Degree and 60 semester units and regular credential

Vocational Credentials: Those unit members teaching under the authority of a Vocational Education Credential shall be placed on the salary schedule as follows:

With a Preliminary Designated Subject Vocational teaching credential, placement shall be in Class I or II only

With a Clear Designation Subject Vocational teaching credential, placement shall be:

- Class III Clear Designated Subjects Credential
- Class IV Bachelor's Degree plus 45 semester units and Clear Designated Subjects Credential
- Class V Bachelor's Degree plus 60 semester units and Clear Designated Subjects Credential or 45 semester units and credential with Master's Degree
- Class VI Bachelor's Degree plus 75 semester units and Clear Designated Subjects Credential or Master's Degree and 60 semester units and credential

B

SIERRA COUNTY OFFICE OF EDUCATION  
SIERRA-PLUMAS JOINT UNIFIED SCHOOL DISTRICT  
2014 - 2015

Steps	Class I	Class II	Class III	Class IV	Class V	Class VI
1	\$ 34,346	\$ 34,346	\$ 39,955	\$ 40,954	\$ 41,978	\$ 43,027
2	\$ 34,346	\$ 34,346	\$ 40,954	\$ 41,978	\$ 43,027	\$ 44,104
3	\$ 34,346	\$ 34,346	\$ 41,978	\$ 43,027	\$ 44,104	\$ 45,206
4	\$ 35,205	\$ 35,205	\$ 43,027	\$ 44,104	\$ 45,206	\$ 46,336
5	\$ 36,085	\$ 36,085	\$ 44,104	\$ 45,206	\$ 46,336	\$ 47,494
6	\$ 36,987	\$ 36,987	\$ 45,206	\$ 46,336	\$ 47,494	\$ 48,682
7	37,912	\$ 37,912	\$ 46,336	\$ 47,494	\$ 48,682	\$ 49,898
8		\$ 38,860	\$ 47,494	\$ 48,682	\$ 49,898	\$ 51,146
9		39,831	\$ 48,682	\$ 49,898	\$ 51,146	\$ 52,425
10			\$ 49,898	\$ 51,146	\$ 52,425	\$ 53,735
11			51,146	\$ 52,425	\$ 53,735	\$ 55,078
12				\$ 53,735	\$ 55,078	\$ 56,456
13				55,078	56,455	\$ 57,867
14				56,455	57,867	\$ 59,314
15				57,867	59,314	\$ 60,797
16					60,796	\$ 62,316
17					62,316	\$ 63,874
18						\$ 65,471
19						\$ 67,108
20						\$ 68,785
21						\$ 70,506

22	72,269
23	74,015
24	75,927
25	77,825

Key to Classifications

- Class I Bachelor's Degree
- Class II Bachelor's Degree plus 15 semester units
- Class III Bachelor's Degree plus 30 semester units, or Preliminary or Clear Credential
- Class IV Bachelor's Degree plus 45 semester units and regular credential
- Class V Bachelor's Degree plus 60 semester units and regular credential or 45 semester units and regular credential with Master's Degree
- Class VI Bachelor's Degree plus 75 semester units and regular credential, or Master's Degree and 60 semester units and regular credential

Vocational Credentials: Those unit members teaching under the authority of a Vocational Education Credential shall be placed on the salary schedule as follows:

With a Preliminary Designated Subject Vocational teaching credential, placement shall be in Class I or II only

With a Clear Designation Subject Vocational teaching credential, placement shall be:

- Class III Clear Designated Subjects Credential
- Class IV Bachelor's Degree plus 45 semester units and Clear Designated Subjects Credential
- Class V Bachelor's Degree plus 60 semester units and Clear Designated Subjects Credential or 45 semester units and credential with Master's Degree
- Class VI Bachelor's Degree plus 75 semester units and Clear Designated Subjects Credential or Master's Degree and 60 semester units and credential



TAHOE TRUCKEE UNIFIED SCHOOL DISTRICT  
2014-15 TEACHERS SALARY SCHEDULE  
Board Approved 03/05/2014

Effective 07/01/2014

\*Days = 188

COLUMN / STEP	III BA + 30	IV BA + 45	V BA + 60	VI BA + 75	VII BA + 90
1	48,980	48,980	48,980	49,615	51,598
2	48,980	48,980	49,615	51,598	53,661
3	48,980	49,615	51,598	53,661	55,810
4	49,615	51,598	53,661	55,810	58,041
5	51,598	53,661	55,810	58,041	60,365
6	53,661	55,810	58,041	60,365	62,777
7	55,810	58,041	60,365	62,777	65,291
8	58,041	60,365	62,777	65,291	67,900
9	60,365	62,777	65,291	67,900	70,617
10	60,365	65,291	67,900	70,617	73,440
11	60,365	65,291	70,617	73,440	76,379
12	60,365	65,291	70,617	76,379	79,432
13	60,365	65,291	70,617	76,379	79,432
14	60,365	65,291	70,617	76,379	79,432
15	60,365	67,900	73,440	79,432	82,611
16	60,365	67,900	73,440	79,432	82,611
17	60,365	67,900	73,440	79,432	82,611
18	60,365	67,900	76,379	82,611	85,914
19	60,365	67,900	76,379	82,611	85,914
20	60,365	67,900	76,379	82,611	85,914
21	60,365	67,900	76,379	85,914	89,356
22	60,365	67,900	76,379	85,914	89,356
23	60,365	67,900	76,379	85,914	89,356
24	60,365	67,900	76,379	89,356	92,928
25	60,365	67,900	76,379	89,356	96,648

This Salary schedule is based on a 185 day year plus 3 days of mandatory Common Core staff development in 2014-15 only.

**Extra Pay Schedule:**

Masters/Doctorate Degree	\$1,000
* Clear Special Education Credential when the individual is assigned to RSP/SDC	\$500
* BCLAD Certificate	\$500
* Speech and Language Pathologist Credential	\$500

If an individual also holds both a Master and Doctorate Degree, the stipend is limited to \$1,500.

**OTHER:**

Health and Welfare Cap as of 07-01-04 per month **\$708.34**

Counselors and Nurses shall be placed on the Salary Schedule at the step and column as prescribed by Article 13.9; their salary will be compensated for each extra day at their daily rate.

SIERRA-PLUMAS JOINT UNIFIED SCHOOL DISTRICT  
 Salary Schedule for Confidential Employees  
 2013 - 2014

POSITION	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I 15 years	Step J 20 years	Step K 25 years
School Secretary	13,31	14,04	14,77	15,52	16,23	17,01	17,81	18,66	19,60	20,58	21,61
Accounting Technician	22,569	23,819	25,050	26,320	27,532	28,841	30,209	31,655	33,236	34,898	36,643
Administrative Assistant	2,526	2,665	2,803	2,945	3,085	3,230	3,385	3,546	3,724	3,910	4,105
	30,309	31,981	33,639	35,342	37,015	38,764	40,621	42,555	44,683	46,917	49,263
	2,583	2,712	2,848	2,991	3,140	3,297	3,462	3,635	3,817	4,008	4,208
	31,000	32,550	34,177	35,886	37,680	39,564	41,543	43,620	45,801	48,091	50,495

ADOPTED JANUARY 14, 2014

D

**SIERRA COUNTY OFFICE OF EDUCATION  
SALARY SCHEDULE FOR CONFIDENTIAL EMPLOYEES  
2013 - 2014**

	A	B	C	D	E	F	G	H	I	J	K
									15 Years	20 Years	25 Years
Personnel Technician	3,312	3,478	3,652	3,834	4,025	4,227	4,439	4,660	4,893	5,138	5,395
	39,748	41,739	43,826	46,011	48,306	50,725	53,269	55,924	58,720	61,655	64,738
Business Manager	6,182	6,491	6,816	7,156	7,514	7,890	8,285	8,700	9,135	9,591	10,071
	74,187	77,892	81,791	85,869	90,169	94,676	99,418	104,395	109,615	115,096	120,861
Accounting Technician III	2,967	3,115	3,271	3,434	3,606	3,786	3,976	4,175	4,383	4,602	4,833
	35,601	37,381	39,250	41,213	43,273	45,437	47,709	50,094	52,599	55,229	57,990

ADOPTED JANUARY 14, 2014

D

E

Sept. 4, 2014

TO: Merrill Grant, Pat Doyle  
FR: Janet McHenry  
RE: Teacher in Charge duties/stipend

I thought it might be helpful to list the various duties that have been expected of me as teacher in charge at Loyaltan High School.

- Assume responsibility for discipline in the absence of the principal, including days of district meetings for admin, SARB and DAC.
- Assume responsibility for discipline when principal is on campus but unavailable—such as all testing days for CAHSEE, AP tests, state testing.
- Run staff meetings when the principal cannot attend on regularly scheduled days—sometimes creating an agenda—and then writing up the follow-through summary relating to discussion of those items.
- Supervising students outdoors after school until buses leave when the principal is absent.
- Taking discipline-problem students in my classroom even when the principal is on campus.
- Calling parents, probation, and the sheriff's office for serious discipline issues when the principal is absent.
- Calling CPS for abuse-related issues.
- Conducting interviews of students involved in discipline problems and witnesses.
- Recording in writing the results of interviews of students and the follow-through that I conducted.
- Completing suspension paperwork.

It is my feeling that the stipend for the teacher in charge position at Loyaltan High School needs to be significantly increased because of the following:

- The high level of responsibility placed on the person in that position. In many circumstances situations are volatile, students are abusive, and parents are uncooperative and even unavailable.
- Other than the principal, there is no other administrative person on-site who is responsible on a daily basis for discipline and other issues that arise at LHS.
- The workload has increased significantly since the 7<sup>th</sup> and 8<sup>th</sup> grade students moved to the LHS campus. While the middle school teacher in charge position was eliminated, saving the district \$2,000, my level of involvement in discipline more than tripled last year. This cost me time out of my classroom on a regular basis and made my at-home workload heavier.
- The district created a tiered system of stipend payment for athletic director for LHS and Downieville School. A similar tiered system should be created for teacher in charge. Last year's TIC at Downieville reported that she functioned as TIC only three times all of last school year, whereas I typically have two to three TIC days WEEKLY.

Positional Compensation

Peer Assistance Review (PAR)	Tier 4
Beginning Teacher Support and Assessment (BTSA) per teacher	Tier 4
Textbook Adoption Lead Teacher	
Year 1	Tier 1
Year 2	Tier 3
Year 3	Tier 1
WASC Lead	
Self-Study Visitation Year	Tier 4
Mid-term visitation year	Tier 2
Maintenance Years	Tier 1
Site Technology Coordinator	Tier 3
Loyalton Junior/Senior High 7-12	
Downieville K-12	
Teacher-In-Charge (per semester)	Tier 2
Loyalton Junior/Senior High 7-12	
Downieville K-12	
Loyalton Elementary	
Lead Teacher	per month \$1,000
Athletic Director	
Loyalton High	\$4,000
Downieville	Tier 2
Loyalton Grades 6,7,8	Tier 2
Varsity Football	Tier 4
Assistant Varsity Football	Tier 3
Varsity Basketball (Boys or Girls)	Tier 4
J.V. Basketball (Boys or Girls)	Tier 4
Boys Baseball	Tier 4
Girls Softball	Tier 4
Varsity Volleyball	Tier 4
J.V. Volleyball	Tier 3
Soccer	Tier 4
Cross Country	Tier 1
7 <sup>th</sup> /8 <sup>th</sup> Gr. Coed Basketball (Boys/ Girls)	Tier 3
7 <sup>th</sup> Grade Basketball Boys	Tier 1
7 <sup>th</sup> Grade Basketball Girls	Tier 1
8 <sup>th</sup> Grade Basketball Boys	Tier 1
8 <sup>th</sup> Grade Basketball Girls	Tier 1
Track	Tier 4
Tennis	Tier 3
Golf	Tier 3
Cheerleading Advisor (per season)	Tier 2
Physical Fitness Testing Coordinator	Tier 1
Response to Intervention Coordinator	
Loyalton Junior High 7-8	Tier 1
Loyalton Senior High	Tier 1
Downieville K-12	Tier 1
Loyalton Elementary K-6	Tier 2

## HISTORY ON CONSUMER PRICE INDEX AND SPJUSD COLA INCREASES\*

- Between 2002 and 2006-07: 19.8% increase on Consumer Price Index
  - 5% added to schedule for 2006-07
  - 5% added to schedule for 2007-08
  - From 2007 negotiations to April 2013 negotiations: 13.1% increase
  - 4.5% added to schedule for 2013-14
  - 2.0% added to schedule for 2014-15
  - From April 2013 to November 2014: 2.7% increase
  - **November 2014: Behind Cost of Living 19.1%**
- 
- CPI figures from the U.S. Bureau of Labor and Statistics Consumer Price Index

**Expenditures Per Pupil and School Site Teacher Salaries (Fiscal Year 2012-13)**

The fields that are highlighted yellow are populated for you with data provided by CDE. Percent differences are calculated by this form. The remaining data was copied over from last year's SARC and should be reviewed/updated by the school/LEA.

The most recent data available from CDE is for fiscal year 2012-13. For comparison purposes, data for the same fiscal year is requested from the school.

Level	Expenditures Per Pupil			Average Teacher Salary
	Total	Supplemental/ Restricted Sources	Basic/ Unrestricted Sources	
School Site	\$17,195	\$1,444	\$15,751	\$52,227
District	---	---	\$11,764	\$53,275
Percent Difference: School Site and District	---	---	33.9	-0.5
State	---	---	\$8,776	\$69,017
Percent Difference: School Site and State	---	---	184.5	-10.9

\* Supplemental/Restricted expenditures come from money whose use is controlled by law or by a donor. Money that is designated for specific purposes by the district or governing board is not considered restricted.

\*\* Basic/Unrestricted expenditures are from money whose use, except for general guidelines, is not controlled by law or by a donor.

**Types of Services Funded (Fiscal Year 2013-14)**

Please review and update/enter the information below as needed. This section should include specific information about the types of programs and services available at the school that support and assists students. For example, this narrative may include information about supplemental educational services related to the school's federal Program Improvement (PI) status.

According to the goals in our Single Plan for Student Achievement, budgeted funds were used to support students in the following programs and positions: Noon Lunch Supervisor, Intervention Aides, EIA/EL Aide to assist English Learners with core classes, Library Aide, AVID, GATE, FFA, athletics, and advanced placement and on-line classes. In addition, funding was provided for the purchase of technology to assist in our educational goals. Smartboards were installed in classrooms and mobile computer lab was maintained and made available to classes for use on a sign-up basis. Funding is also provided for professional development to keep teachers and administrators up to date in methods and curriculum.

**Professional Development**

Please review and update/enter the information below as needed. This section should include the number of days provided for professional development and continuous professional growth in the most recent three year period. Questions that may also be answered include:

- What are the primary/major areas of focus for staff development and specifically how were they selected? For example, were student achievement data used to determine the need for professional development in reading instruction?
- What are the methods by which professional development is delivered (e.g., after school workshops, conference attendance, individual mentoring, etc.)?
- How are teachers supported during implementation (e.g., through in-class coaching, teacher-principal meetings, student performance data reporting, etc.)?

Teachers take some time each year to improve their teaching skills and to extend their knowledge of the subjects they teach. Here you will see the amount of time each year we set aside for continuing education and professional development. Loyalton High School has been focusing on school-wide literacy improvement for the past six years. During the past few years, we have spent time at Professional Learning Communities (PLCs) and faculty meetings on school-wide literacy systems such as note taking strategies, writing across the curriculum, academic vocabulary development, and reading. During this school year, our PLCs centered on the Common Core State Standards and teaching techniques that support the new standards and the inclusion of more technology in all classrooms. In addition, the district has promoted the use of technology by purchasing smart boards, computers, and other technology for classrooms and offering multiple in-service programs on their use and the development of classroom activities to support new standards. The PLCs continue to encourage teacher collaboration for the improvement of subject area teaching,

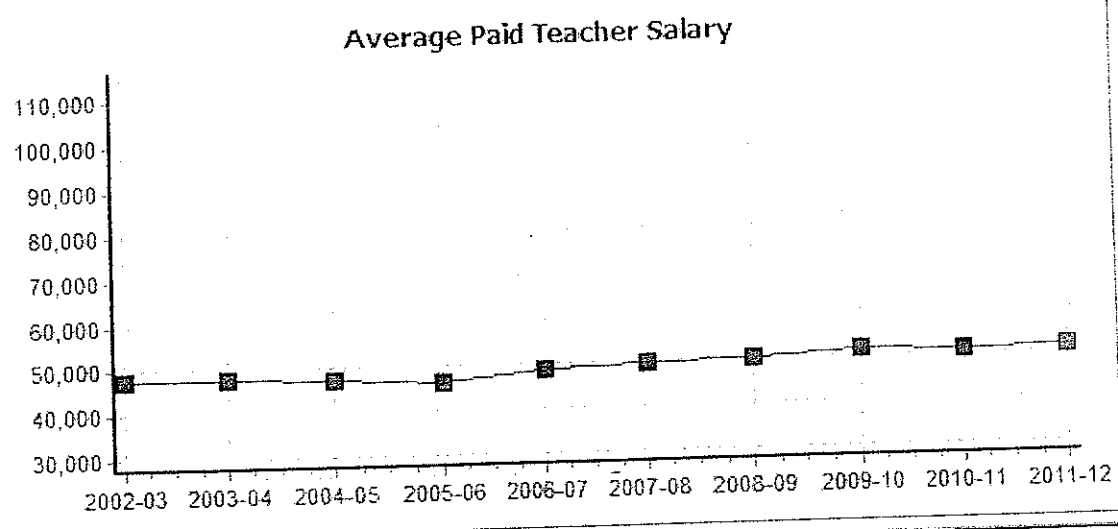
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# Annual Teacher Salary Trends

## Sierra-Plumas Joint Unified (CDS Code 70177)

Annual Teacher Salary Trend options:



2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12
\$47,728	\$47,828 (+0.2%)	\$47,427 (-0.8%)	\$46,552 (-1.8%)	\$48,574 (+4.3%)	\$49,608 (+2.1%)	\$50,194 (+1.2%)	\$51,620 (+2.8%)	\$51,031 (-1.1%)	\$51,837 (+1.6%)



**PLUMAS UNIFIED SCHOOL DISTRICT CERTIFICATED SALARY SCHEDULE**  
**2014-2015 W / 5%**

STEP	RANGE E		RANGE D		RANGE C*		RANGE B*		RANGE A*		RANGE AA*	
	BA	PER DIEM RATE	BA + 15 SEMESTER UNITS	PER DIEM RATE	VALID CA CREDENTIAL	PER DIEM RATE	VALID CA CREDENTIAL	BA + 45 SEMESTER UNITS	PER DIEM RATE	VALID CA CREDENTIAL + MA or BA + 60 SEM UNITS	PER DIEM RATE	VALID CA CREDENTIAL + Ph. D or Ed. D or MA + 15 Sem units or BA + 75 Sem Units
0	\$35,356	\$192.15	\$35,955	\$195.41	\$40,937	\$222.48	\$42,103	\$228.82	\$43,302	\$235.34	\$44,538	\$242.05
1	\$36,398	\$197.82	\$37,016	\$201.17	\$42,103	\$228.82	\$43,302	\$235.34	\$44,538	\$242.05	\$45,806	\$248.95
2	\$37,472	\$203.65	\$38,108	\$207.11	\$43,302	\$235.34	\$44,538	\$242.05	\$45,806	\$248.95	\$47,114	\$256.05
3	\$38,579	\$209.67	\$39,231	\$213.21	\$44,538	\$242.05	\$45,806	\$248.95	\$47,114	\$256.05	\$48,455	\$263.34
4	\$39,716	\$215.85	\$40,390	\$219.51	\$45,806	\$248.95	\$47,114	\$256.05	\$48,455	\$263.34	\$49,836	\$270.85
5	\$40,888	\$222.22	\$41,581	\$225.98	\$47,114	\$256.05	\$48,455	\$263.34	\$49,836	\$270.85	\$51,257	\$278.57
6	\$42,093	\$228.77	\$42,807	\$232.65	\$48,455	\$263.34	\$49,836	\$270.85	\$51,257	\$278.57	\$52,717	\$286.51
7	\$43,337	\$235.53	\$44,071	\$239.52	\$49,836	\$270.85	\$51,257	\$286.51	\$52,717	\$286.51	\$54,219	\$294.67
8			\$45,371	\$246.58	\$51,257	\$286.51	\$52,717	\$294.67	\$55,766	\$303.08	\$57,355	\$311.71
9					\$52,717	\$286.51	\$54,219	\$294.67	\$57,355	\$311.71	\$58,990	\$320.60
10							\$55,766	\$303.08	\$58,990	\$320.60	\$60,671	\$329.73
11									\$60,671	\$329.73	\$62,402	\$339.14
12												

184 DAY WORK YEAR

LONGEVITY STEPS

1	\$62,491	\$339.63	\$64,274	\$349.32
2	\$64,365	\$349.81	\$66,200	\$359.78
3	\$66,297	\$360.31	\$68,187	\$370.58
4	\$68,286	\$371.12	\$70,233	\$381.70
5	\$70,334	\$382.25	\$72,340	\$393.15
6	\$72,445	\$393.72	\$74,511	\$404.95
7	\$74,618	\$405.53	\$76,747	\$417.10
8	\$76,856	\$417.70	\$79,048	\$429.61

Board approved: 5/8/14

Effective: 07/01/2013 - 06/30/2015

\*COLUMNS C - AA WILL REQUIRE A VALID CA CREDENTIAL (NOT INCLUDING EMERGENCY, INTERN, OR WAIVER PERMIT)

- 1.01 09/10
- 1.06 06/07
- 1.04 05/06
- 1.05 13/14 retro

+ 2 Days 14/15 start with increase

CO DIS UN TRI COUNTY FISCAL YR DISTRICT NAME CAREER EARN CAREER EARN CAREER EARN CAREER EARN CAREER EARN CAREER EARN

NO	CT	NO	TY	NO	5	10	15	20	25	30
201112	01	751	Alameda	Sunol Glen Unified	\$187,982	\$415,103	\$681,943	\$991,285	\$1,319,180	\$1,647,075
201112	02	613	Alpine	Alpine County Unified (X)	\$212,436	\$462,325	\$751,130	\$1,079,482	\$1,432,620	\$1,802,990
201112	04	614	Butte	Biggs Unified	\$219,773	\$484,554	\$799,813	\$1,138,741	\$1,487,998	\$1,849,232
201112	06	616	Colusa	Maxwell Unified	\$202,861	\$446,886	\$735,655	\$1,048,245	\$1,373,386	\$1,710,032
201112	10	622	Fresno	Laton Joint Unified	\$210,092	\$470,953	\$778,974	\$1,117,753	\$1,469,628	\$1,832,819
201112	11	765	Glenn	Hamilton Unified						
201112	11	626	Glenn	Princeton Joint Unified						
201112	11	626	Glenn	Stony Creek Joint Unified	\$188,315	\$427,198	\$713,462	\$1,013,252	\$1,319,932	\$1,626,612
201112	12	753	Humboldt	Ferndale Unified	\$212,277	\$475,539	\$789,287	\$1,137,209	\$1,490,719	\$1,844,229
201112	12	629	Humboldt	Klamath-Trinity Joint Unified	\$201,287	\$431,400	\$700,816	\$1,000,940	\$1,309,623	\$1,625,478
201112	12	630	Humboldt	Southern Humboldt Joint Unified	\$231,548	\$510,852	\$830,005	\$1,181,933	\$1,545,773	\$1,911,863
201112	13	632	Imperial	San Pasquat Valley Unified	\$213,530	\$485,424	\$804,742	\$1,142,491	\$1,505,942	\$1,879,677
201112	14	632	Inyo	Big Pine Unified (X)	\$240,582	\$542,378	\$895,242	\$1,262,601	\$1,638,529	\$2,023,023
201112	14	632	Inyo	Lone Pine Unified (X)	\$214,354	\$482,533	\$803,304	\$1,148,857	\$1,512,289	\$1,883,394
201112	15	751	Kern	El Tejon Unified (C)						
201112	15	636	Kern	Mariocopa Unified (C)	\$178,577	\$384,041	\$638,387	\$915,243	\$1,201,921	\$1,498,766
201112	18	640	Lassen	Big Valley Joint Unified	\$152,835	\$367,019	\$630,653	\$920,649	\$1,226,998	\$1,535,723
201112	18	750	Lassen	Fort Sage Unified (C)	\$186,663	\$422,057	\$692,494	\$976,869	\$1,273,514	\$1,583,448
201112	18	642	Lassen	Westwood Unified (C)	\$216,499	\$479,650	\$785,583	\$1,118,486	\$1,461,561	\$1,804,636
201112	20	756	Madera	Chawanakee Unified (C)	\$250,429	\$561,079	\$928,554	\$1,346,232	\$1,795,032	\$2,243,832
201112	21	733	Marin	Shoreline Unified (X)	\$201,149	\$427,215	\$681,260	\$973,360	\$1,294,107	\$1,627,042
201112	23	655	Mendocino	Anderson Valley Unified	\$217,777	\$473,698	\$760,368	\$1,085,186	\$1,442,506	\$1,813,621
201112	23	739	Mendocino	Laytonville Unified	\$195,445	\$426,512	\$689,202	\$984,533	\$1,290,068	\$1,595,603
201112	23	752	Mendocino	Leggett Valley Unified	\$212,399	\$470,774	\$787,552	\$1,071,777	\$1,414,113	\$1,786,988
201112	23	655	Mendocino	Mendocino Unified (X)	\$182,328	\$392,454	\$630,996	\$902,892	\$1,189,122	\$1,487,592
201112	23	738	Mendocino	Potter Valley Community Unified	\$211,223	\$448,403	\$739,109	\$1,068,670	\$1,408,580	\$1,758,510
201112	23	656	Mendocino	Round Valley Unified (C)	\$189,033	\$421,055	\$691,621	\$981,632	\$1,287,571	\$1,609,443
201112	25	753	Modoc	Modoc Joint Unified	\$181,608	\$396,201	\$647,267	\$915,035	\$1,188,110	\$1,461,185
201112	25	658	Modoc	Surprise Valley Joint Unified	\$275,066	\$593,137	\$955,344	\$1,338,292	\$1,742,317	\$2,155,132
201112	25	735	Modoc	Tulelake Basin Joint Unified (B)	\$217,961	\$487,789	\$804,995	\$1,147,446	\$1,510,012	\$1,889,182
201112	26	736	Mono	Eastern Sierra Unified (X)	\$302,356	\$683,704	\$1,125,453	\$1,590,432	\$2,076,318	\$2,569,173
201112	28	662	Napa	Calistoga Joint Unified (X)	\$238,918	\$540,830	\$904,554	\$1,291,912	\$1,688,360	\$2,092,080
201112	40	688	San Luis Obispo	San Luis Obispo Shandon Joint Unified	\$209,578	\$471,872	\$779,525	\$1,115,142	\$1,459,542	\$1,809,462
201112	41	689	San Mateo	La Honda-Pescadero Unified (X)	\$204,437	\$466,175	\$782,465	\$1,158,882	\$1,552,842	\$1,946,802
201112	42	750	Santa Barbara	Cuyama Joint Unified	\$188,740	\$418,319	\$702,416	\$1,028,937	\$1,370,929	\$1,723,755
201112	47	736	Siskiyou	Butte Valley Unified	\$212,790	\$474,925	\$779,375	\$1,103,250	\$1,438,863	\$1,777,413
201112	49	707	Sonoma	Geyserville Unified (X)	\$188,805	\$426,803	\$712,424	\$1,022,507	\$1,349,550	\$1,684,425
201112	52	715	Tehama	Los Molinos Unified	\$185,679	\$433,469	\$722,448	\$1,020,372	\$1,327,234	\$1,638,362
201112	53	750	Trinity	Mountain Valley Unified	\$204,509	\$467,323	\$778,782	\$1,105,341	\$1,440,062	\$1,783,153
201112	53	738	Trinity	Southern Trinity Joint Unified						
201112	53	765	Trinity	Trinity Alps Unified						
201112	54	718	Tulare	Alpaugh Unified (C)	\$217,441	\$469,257	\$765,805	\$1,095,087	\$1,440,474	\$1,798,930
201112	55	751	Tuolumne	Big Oak Flat-Groveland Unified	209,653.6	465,916.4	766,775.8	1,095,701.4	1,439,873.6	1,792,180.6
201112	46	701	Sierra	Sierra-Plumas Joint Unified	\$198,067	\$428,937	\$697,996	\$1,005,300	\$1,336,035	\$1,666,770



SIERRA-PLUMAS CLASSIFIED EMPLOYEES' ASSOCIATION (S-PCEA)

2014-2015 INITIAL BARGAINING AGREEMENT PROPOSAL (Revised)

To

Sierra County Superintendent of Schools and  
Sierra-Plumas Joint Unified School District Governing Board

The Sierra-Plumas Classified Employees' Association proposes the following:

**1. Article 19, Wages**

- a. An extension of the 2014-2015 Classified Salary Schedule through twenty-five (25) years,
- b. Effective July 1, 2014, Classified Employees who work concurrently for both Sierra-Plumas JUSD and Sierra County Office of Education in the same position, will receive an equivalent pay rate.  
For example, Employee A works five years in a part-time position for S-PJUSD at \$15.00 per hour and is hired to work part-time in the same job position for SCOE; Employee A's hourly wage as a new hire for SCOE is set at \$15.00 per hour, or his/her S-PJUSD equivalent wage,
- c. Applicable to new hires effective July 1, 2014, grant up to four (4) years credit to Step E (instead of 2 years credit to Step C) on the Classified Salary Schedule for related experience within the past ten (10) years.

For the Classified Employees:

  
\_\_\_\_\_ 2/03/2015

Mike Hale, Representative  
Sierra-Plumas and Sierra County Classified Employees Association (S-PCEA)

Presented February 10, 2015

SIERRA COUNTY SUPERINTENDENT OF SCHOOLS,  
SIERRA COUNTY OFFICE OF EDUCATION AND  
SIERRA-PLUMAS JOINT UNIFIED SCHOOL DISTRICT

Confidential Employees

2015-2016 INITIAL BARGAINING AGREEMENT PROPOSAL

Presented February 10, 2015

The Sierra County Office of Education and the Sierra-Plumas Joint Unified School District Confidential Employees propose the following for 2015-2016 salary and benefits:

1. Article 19, Wages

- a. *Article 19.1.1 "Confidential Employees shall be paid in accordance with the current Salary Schedule(s)"*

Confidential Employees propose an increase to the 2015-2016 Confidential Salary Schedule(s) of ten percent (10%), effective July 1, 2015.

2. Article 12, Benefits

- a. *Article 12.1, "The Employer shall provide all eligible Confidential Employees as specified in this article and the eligible dependents with medical coverage, family dental, family vision and life insurance coverage."*


Confidential Employees propose that the Employees move from the Tri-County Schools Insurance "Composite Rate" structure to the "Tiered Rate" structure effective July 1, 2015.

If any Confidential Employees do not benefit from the transition to a Tiered Rate structure, the Employer shall compensate Employee(s) a reasonable contribution to align the equity for all Employees in the group for the 2015-2016 contract year. The Confidential Employees shall withdraw this section of the 2015-2016 proposal if the change does not benefit all Employees in the group.

Nothing shall preclude the parties from meeting and negotiating by mutual consent.

Confidential Employees  
Sierra County Office of Education  
Sierra-Plumas Joint Unified School District

Dated: 2/4/2015

  
\_\_\_\_\_  
Rose Asquith  
Confidential Representative

doc: Confidential/2015\_16 Negotiations/ Initial Proposal

**SIERRA COUNTY SUPERINTENDENT OF SCHOOLS,  
SIERRA COUNTY BOARD OF EDUCATION AND  
SIERRA-PLUMAS JOINT UNIFIED SCHOOL DISTRICT**

**Classified Management Employees  
2015-2016 INITIAL BARGAINING AGREEMENT PROPOSAL  
Presented February 10, 2015**

The Sierra County Office of Education and the Sierra-Plumas Joint Unified School District Classified Management Employees propose the following for 2015-2016 salary and benefits:

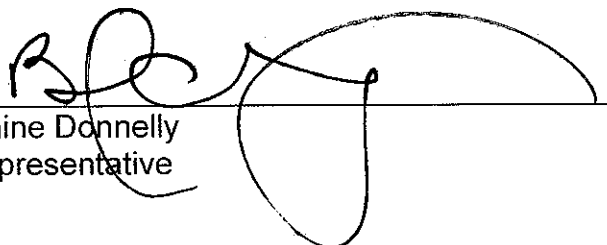
**1. Article 19, Wages**

- a. Classified Management Employees propose an increase to the 2015-2016 Classified Management Salary Schedule of ten percent (10%), effective July 1, 2015,
- b. An extension of the Classified Management Salary Schedule through twenty-five (25) years, effective July 1, 2015.

Nothing shall preclude the parties from meeting and negotiating by mutual consent.

Classified Management Employees  
Sierra County Office of Education  
Sierra-Plumas Joint Unified School District

Dated: 2/4/2015

  
Blaine Donnelly  
Representative

doc: Negotiations 2015\_16/Class Mgmt Initial Proposal

**SIERRA-PLUMAS JOINT UNIFIED SCHOOL DISTRICT  
2015 – 2016 Proposed School Calendar – Draft #2**

Month	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Special Days	Teacher Days	School Days
AUG	9	10	11	12	13	14	15		8	
	16	17	18	19	20	21	22	20-21 Staff Development		
	23	24	25	26	27	28	29	24 First Day of School		
	30	31								
SEP			1	2	3	4	5		21	19
	6	7	8	9	10	11	12	7 Labor Day Holiday		
	13	14	15	16	17	18	19	18 End of 1 <sup>st</sup> Month		
	20	21	22	23	24	25	26	25 Min. Day – PLC		
	27	28	29	30						
OCT					1	2	3		22	20
	4	5	6	7	8	9	10	9 Min. Day – PLC		
	11	12	13	14	15	16	17	16 End of 2 <sup>nd</sup> Month		
	18	19	20	21	22	23	24			
	25	26	27	28	29	30	31	29-30 Min. Day – End of 1 <sup>st</sup> Quarter		
NOV	1	2	3	4	5	6	7		18	19
	8	9	10	11	12	13	14	11 Veteran's Day Holiday   13 Min Day – PLC/End of 1 <sup>st</sup> Trimester		
	15	16	17	18	19	20	21			
	22	23	24	25	26	27	28	25 Min. Day   26-27 Thanksgiving Holiday		
	29	30								
DEC			1	2	3	4	5		14	18
	6	7	8	9	10	11	12	11 End of 4 <sup>th</sup> Month		
	13	14	15	16	17	18	19	18 Min. Day		
	20	21	22	23	24	25	26	21-1 Winter Break		
	27	28	29	30	31	1	2			
JAN	3	4	5	6	7	8	9		19	19
	10	11	12	13	14	15	16	15 Min. Day – End of 2 <sup>nd</sup> Quarter		
	17	18	19	20	21	22	23	18 Martin Luther King Holiday   22 End of 5 <sup>th</sup> Month		
	24	25	26	27	28	29	30	29 Min. Day – PLC		
FEB	31	1	2	3	4	5	6		19	18
	7	8	9	10	11	12	13	8 Lincoln's Birthday Holiday		
	14	15	16	17	18	19	20	15 President's Day Holiday   19 End of 6 <sup>th</sup> Month		
	21	22	23	24	25	26	27	26 Min. Day – PLC/End of 2 <sup>nd</sup> Trimester		
	28	29								
MAR			1	2	3	4	5		18	20
	6	7	8	9	10	11	12			
	13	14	15	16	17	18	19	18 Min. Day – PLC   18 End of 7 <sup>th</sup> Month/3 <sup>rd</sup> Quarter		
	20	21	22	23	24	25	26	25 Snow Day		
	27	28	29	30	31			28-1 Spring Break		
APR						1	2		20	14
	3	4	5	6	7	8	9			
	10	11	12	13	14	15	16	15 Min. Day – PLC   15 End of 8 <sup>th</sup> Month		
	17	18	19	20	21	22	23			
	24	25	26	27	28	29	30			
MAY	1	2	3	4	5	6	7		20	20
	8	9	10	11	12	13	14	13 Min. Day – PLC   13 End of 9 <sup>th</sup> Month		
	15	16	17	18	19	20	21			
	22	23	24	25	26	27	28	27 Snow Day		
	29	30	31					30 Memorial Day Holiday		
JUN				1	2	3	4	3 Last Day of School/End of 3 <sup>rd</sup> Trimester	3	13
	5	6	7	8	9	10	11			
<b>Total Required Days</b>									<b>182</b>	<b>180</b>