

Tentative Agreement
Between
The Nicasio School District
And the
Nicasio Teachers Association

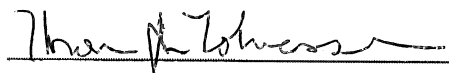
The parties tentatively agree that the bargaining unit members shall receive a three percent (3%) on-schedule salary increase, plus a one-time off-schedule payment of one percent (1%) of salary. The off-schedule payment will be earned and payable on or about August 10, 2015.

In addition, the District agrees to pay the full cost of single coverage for medical, dental, and vision insurance for the 2015-16 school year.

In addition, the Collective Bargaining Agreement shall be amended to reflect a three-year term with automatic reopeners for Article VI, Benefits, Article VII, Salaries, and one additional article of each party's choosing for 2016-17 and 2017-18.

Article XIII, Hours/Work Year, shall be amended at Section 2 to provide for required attendance by bargaining unit members at one Nicasio School Foundation fundraising event, and at Section 5 to provide for three (3) teacher work days and three (3) professional development days organized by the District as part of the one hundred-eighty-six (186) days.

For the NTA:

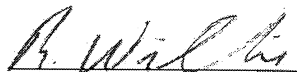
 6/16/15

Signature

Date

Tom Lohwasser

For the Nicasio School District:

 6-16-2015

Signature

Date

Rick Willis