

NORTH COW CREEK SCHOOL DISTRICT

Agenda for Regular Meeting of the Governing Board

Tuesday, January 21, 2020

7:00pm

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Americans with Disabilities Act Assistance -- Auxiliary aids and services include a wide range of services and devices that promote effective communication for individuals with disabilities. If you require such assistance, please notify this office as soon as possible. We will make every effort to give primary consideration to expressed preferences or provide equally effective means of communication to ensure equal access to North Cow Creek School District programs and events.

Board Members:

Eileen Travis, President
Kevin Butler, Member

Jim Brimble, Member

Kim Christofferson, Clerk
Erika Callegari, Member

Call to Order/Flag Salute

1. APPROVAL OF THE ORDER OF THE AGENDA

Motion:

Second:

Vote:

2. CITIZENS ADDRESSING THE BOARD

Please be aware that the Board cannot take action on any items not on the agenda. Public comment is limited to a maximum of thirty minutes, and each speaker will be limited to 3 minutes.

- A. Items on the agenda
- B. Items on Closed Session agenda
- C. Items not on the agenda:

3. STAFF/COMMUNITY PRESENTATION

- A. North Cow Creek Educator's Association
- B. North Cow Creek Education Foundation

4. CORRESPONDENCE

NONE

5. CONFERENCE SECTION

- A. Superintendent's Report
 - a. Enrollment
 - b. Modernization Project Update
 - c. Parent Magazine Add

6. INFORMATION ITEMS

- A. Calendar of Events

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7. CONSENT ITEMS

- | | |
|---|---------|
| A. Approval of Regular Meeting Minutes from December 17, 2019 | Motion: |
| B. Approval of Monthly Warrants | Second: |
| C. School Accountability Report Card (SARC) | Vote: |

8. DISCUSSION/ACTION ITEMS

- | | |
|--|---------|
| A. Discussion/Action: Accept Financial Statements and Audited Actuals
<i>(See supplemental audit report from Vavrinek, Trine, Day @ Co., LLP: SP200121)</i> | Motion: |
| | Second: |
| | Vote: |
| B. Discussion/Action: Approval of the Updated School Safety Plan
<i>(See supplemental 2019/2020 School Safety Plan: SP200121B)</i> | Motion: |
| | Second: |
| | Vote: |
| C. Discussion/Action: Approval of revised District Secretary salary schedule. | Motion: |
| | Second: |
| | Vote: |
| D. Discussion: Class Configuration for the 20/21 School Year | |

9. NEXT MEETING & BOARD DISCUSSION

- A. Board Discussion of School Affairs
- B. Regular Board Meeting – February 25, 2020 @ 7:00 pm
- C. Future Agenda Items
 - a. Presentation: Friday Activity Period (7/8 grades) & Action Teams

10. ADJOURNMENT TO CLOSED SESSION at:

Motion:
Second:
Approved:

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11. CLOSED SESSION

- A. Superintendent Goal Update/Progress Report
- B. Labor Negotiations (GC 54957.6)

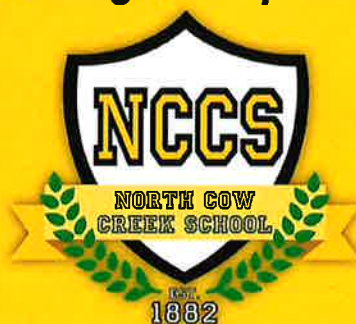
12. ANNOUNCEMENT OF ACTION TAKEN IN CLOSED SESSION:

13. ADJOURNED at:

Motion:
Second:
Approved:

Looking for a small school environment paired with a big history of excellence?

Skilled educators and abundant resources to meet the individualized needs of all students.



One of the top schools in Shasta County.

Schedule a Visit Today:
530.549.4488



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February 2020

February 2020						
Su	Mo	Tu	We	Th	Fr	Sa
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

March 2020						
Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
Jan 26	27	28	29	30	31	Feb 1
2	3	4	5	6	7	8
	12:00pm Minimum Day 1:00pm Active Shooter/Emergency 4:00pm Boys Basketball		Valentine Grams 3:10pm Staff Meeting 4:00pm Boys Basketball @ Black Butte 6:30pm EdFoundation	7:30am Choir Rehearsal	7:30am Choir Rehearsal	
9	10	11	12	13	14	15
	4:00pm Boys Basketball @ NCC (A-4/B-5)		Valentine Grams 3:00pm Tier 1 Behavior Meetings 4:00pm Boys Basketball @ NCC (B-4/A-5)	Ski club 7:30am Choir Rehearsal	Boys Basketball Tournament @ Bella Vista Second Trimester Ends 7:30am Choir Rehearsal	
16	17	18	19	20	21	22
	8:00am No School/President's Week	8:00am No School/President's Week	8:00am No School/President's Week	8:00am No School/President's Week	8:00am No School/President's Week	
23	24	25	26	27	28	29
		Report Cards 7:00pm School Board Meeting	3:00pm Tier 2 Behavior Meetings	Ski Club 7:30am Choir Rehearsal	Report Cards Out 7:30am Choir Rehearsal	

GA.1

6A.2

March 2020

March 2020							April 2020						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7	5	6	7	8	9	10	11
8	9	10	11	12	13	14	12	13	14	15	16	17	18
15	16	17	18	19	20	21	19	20	21	22	23	24	25
22	23	24	25	26	27	28	26	27	28	29	30		
29	30	31											

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
Mar 1	2 12:00pm Minimum Day/Staff Collaboration 1:00pm CPR/First Aide Training (Tentative)	3	4 3:10pm Staff Meeting 6:30pm EdFoundation Meeting	5 7:30am Choir Rehearsal	6 7:30am Choir Rehearsal 8:45am Honor Roll Assembly 12:00pm Honor Roll Celebration	7
8	9	10 3:00pm Talent Show Dress Rehearsal	11 1:30pm Talent Show Assembly 3:00pm Tier 1 Behavior Meetings	12 Ski Club 7:30am Choir Rehearsal 6:30pm Talent Show	13 7:30am Choir Rehearsal	14
15	16 6:00pm School Board Workshop 7:00pm School Board Meeting	17	18 3:10pm Staff Meeting	19 7:30am Choir Rehearsal	20 7:30am Choir Rehearsal	21
22	23	24	25 3:00pm Tier 2 Behavior Meetings	26 Ski Club 7:30am Choir Rehearsal	27 7:30am Choir Rehearsal	28 5:00pm Beaver Bash
29	30 12:00pm Minimum Day/Staff Collaboration	31	Apr 1	2	3	4

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Members Present: Eileen Travis, Jim Brimble, Erika Callegari, Kim Christofferson, Kevin Butler, Kevin Kurtz, Lori Brunelli

Call to Order/Flag Salute: 7:00 p.m.

ANNUAL ORGANIZATION MEETING OF THE BOARD

- | | |
|--|---|
| 1. Discussion/Action: Nominations and Election of the Board President
Eileen Travis was elected as Board President. | Motion: KButler
Second: KChristofferson
Vote: 5-0 |
| 2. Discussion/Action: Nominations and Election of the Board Clerk
Kim Christofferson was elected as Board Clerk. | Motion: ETravis
Second: JBrimble
Vote: 5-0 |
| 3. Discussion/Action: Nominations and Election of the Ed Foundation
Board Representative: Erika Callegari was elected as Ed Foundation
Board Representative. | Motion: ETravis
Second: KChristofferson
Vote: 5-0 |
| 4. Discussion/Action: Resolution #191217A: Setting Regular Meeting
Day and Time | Motion: ETravis
Second: JBrimble
Vote: 5-0 |

- | | |
|---|---|
| 1. APPROVAL OF THE ORDER OF THE AGENDA | Motion: ECallegari
Second: JBrimble
Vote: 5-0 |
|---|---|

2. CITIZENS ADDRESSING THE BOARD

Please be aware that the Board cannot take action on any items not on the agenda. Public comment is limited to a maximum of thirty minutes, and each speaker will be limited to 3 minutes.

- A. Items on the agenda (Community members asking to respond to item 8B are requested to hold their comments until that item on the agenda): None
- B. Items on Closed Session agenda: None
- C. Items not on the agenda: None

3. STAFF/COMMUNITY PRESENTATION

- A. North Cow Creek Educator's Association: None
- B. North Cow Creek Education Foundation: The Quarter Craze fundraiser went well and everyone had fun. The date for candy bar sales has been extended to January 10, 2020. The other fundraisers we had were the Family Dance and Christmas store.

4. CORRESPONDENCE

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- A. Annual Certification (EC42141) regarding Worker's Compensation Coverage

5. CONFERENCE SECTION

A. Superintendent's Report

- a. Enrollment: 263
- b. Holiday Programs: The choir concert is Thursday at 6:30 p.m. The TK-3 Christmas performance will be Friday at 9:00 a.m.
- c. Staff Development Day: An IReady representative will be working with the staff on January 6. The culture leadership team will also be working with the staff that day.
- d. California Dashboard & County ELA Comparisons: We are one of seven schools in the county that have grown every year for the last 3 years in language arts.
- e. The California Department of Education gave a verbal approval for our parking lot modernization project.

6. INFORMATION ITEMS

- A. Calendar of Events

7. CONSENT ITEMS

- A. Approval of Regular Meeting Minutes from November 19, 2019 Motion: ECallegari
- B. Approval of Monthly Warrants Second: JBrimble
- Vote: 5-0

8. DISCUSSION/ACTION ITEMS

- A. Second Reading/Action: Review/Revision of Board Policies (BP/AR3515, BP4216, BP/AR4218, BP5131.8, AR5141.26, BP/AR5142, AR6173, BP/AR6173.1) Motion: ECallegari
- Second: JBrimble
- Vote: 5-0

B. Discussion: Update and Procedures for Threat Actions and Assessments

- a. School Update & Review of Incident. Kevin Kurtz reviewed and discussed the school incident and changes that need to be addressed. Kevin Kurtz has had many meetings with parents regarding concerns with communication and procedures. We have implemented a single point of entry and added more time to staff to help at the gate in the morning.
- b. Responses from Outside Organizations: Kurt Walling is the Prevention Services Director at Shasta-Trinity Schools. Mr. Walling discussed anti-bullying programs, and ALICE training for staff, parents and students. He also discussed phone apps that are available for students.

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- c. Review/Discussion of Protocols: Kevin Kurtz discussed the Threat Assessment Protocols and the Threat Assessment Team that will be formed.
 - d. Community Input & Feedback: Patrick Modesitt read a letter to the Board regarding the concerns from the parents. Communication to parents, active shooter drills, prevention of firearms on campus, discipline and taller fences were discussed.
- C. Discussion/Action: Approval of Minimum Wage increase to \$13.00/hour on the affected classified salary schedule
Motion: KChristofferson
Second: ECallegari
Vote: 5-0
- D. Discussion/Action: Resolution #191217B: Accounting of Developer Fees for the 2018/2019 Year in Fund 25
Motion: JBrimble
Second: ECallegari
Vote: 5-0
- E. Discussion/Action: First Interim (Accept Positive Certification that the District is able to meet its Financial Obligations for the 2019/2020 School Year)
Motion: ECallegari
Second: KChristofferson
Vote: 5-0
(See supplemental First Interim Report, SP 191217A)

9. NEXT MEETING & BOARD DISCUSSION

- A. Board Discussion of School: Kevin Butler stated Kurt Wallings is a huge asset to NCCS. Kevin Butler also suggested ALICE training for staff and parents. Erika Callegari suggested asking the teachers for help when a school incident occurs and start implementing the threat assessment team and protocols. Kim Christofferson suggested reviewing the safety plan in February and also having ALICE training with parents. Kim Christofferson also stated she would like the counselor working more in the classrooms. Jim Brimble stated, we don't need a Vice Principal and asked how we will communicate the changes between now and January. Kevin Kurtz said he will have the drills mapped out for staff.
- B. Regular Board Meeting – January 21, 2020 @ 7:00 p.m.
- C. Future Agenda Items
 - a. Presentation: Friday Activity Period (7/8 grades) & Action Teams
 - b. Update on Superintendent/Principal's Goals (Closed Session)
 - c. 18/19 Audit Report
 - d. Threat Assessment Protocol update
 - e. Safe Schools Plan – (February)

10. ADJOURNMENT TO CLOSED SESSION at: 9:51 p.m.

Motion: KChristofferson
Second: ECallegari
Approved: 5-0

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7A.4

11. CLOSED SESSION

A. Labor Negotiations (GC 54957.6)

**12. ANNOUNCEMENT OF ACTION TAKEN IN CLOSED
SESSION: None**

13. ADJOURNED at: 10:13 p.m.

Motion: JBrimble
Second: ECallegari
Approved: 5-0

Respectfully Submitted:

Lori Brunelli, District Secretary

Kim Christofferson, Board Clerk

Hello my Name is Patrick Modesitt,
 My son Connor is in the 7th grade and we have been apart of NCCS for past 8 years. To start I want to apologize as this is my first NCCS board meeting. This has been an eye opening experience and it amazing how fast time flies and again I'm a little embarrassed that this is my 1st Board meeting. Not that I have not been involved in the school . My wife Christine was president and vice president of the Education foundation We are currently the coordinators for Ski/Snowboard club and I have helped out by coaching and volunteering for Ed foundation fundraisers and in the classrooms with teachers. So I'm not entirely absent.

That being said I have been active in our community and have served on many boards. I have even served with some of your fellow board members. I would like to take this opportunity to thank you all for what you do. I do understand you have a difficult job and I truly appreciate all of your time and hard work to make this school great.

I am here today because of the incident that occurred on DEC 2nd in referencing the graffiti on the boys bathroom stating that the "school would be shot upon DEC 5th" I'm sure all of you were alarmed and concerned as I was/still am concerned.

As you all are aware the school send out a message early Thursday morning about a possible threat. What was most concerning to me was I was hearing from other parent's night before that there was an incident and when I did receive notification from school, I received it in a hasty manner. My son Connor as well as 2/3 of students didn't attend classes that day. HMMMM.. What does this say!!!My wife and I discussed options and we both made a quick decision not to send Connor to school because

We didn't have all the facts.

We were not informed.

We did not feel like proper action was taken by this administration.

The timeline between the discovery and the notifications to LE and parents along with "Sheriffs office will provide a presence at the school at various times through out the day " did nothing to put my mind at ease. So that got me thinking.

Having been apart of many Emergency, Active Shooter training as a 1st responder /Firefighter/Paramedic at schools and public spaces along with an extensive military background in State of California with counter terrorism both within intercontinental US and abroad. I wanted to know what the policy entailed when it comes to threats, and active shooter at NCCS . I spoke to my son Connor to ask if he has ever drilled on such events. He informed me NO. This was a sobering conversation and quite frankly the real reason I'm speaking before you today.

Connor my son who I believe is a bright young man growing into young adulthood. We had a conversation about what to do in the event of active shooter at NCCS. Just saying that in referencing NCCS makes me sad and that the evils of the world are now touching my precious little boy.

I have been trained and educated to deal with such threats but my son Connor has not. This week was a sad week for me as a parent. What attracted us to this great little school was sense of protection from outside world and to always be safe. That being said I still educate my son on dangers of the world but usually on my terms. I still think and believe NCCS is a safe great school and happy to have Connor apart of it

I searched the boards policy on-line and could only find actions on threats under graffiti clause. I went to school and spoke to Mr Kutrz directly. Thank you for taking to time with all my questions. I did find the Emergency plan for NCCS and talked to Connor about it and he was **not** aware still of what to do.

I was in disbelief/shock, denial, pain, angry, depressed and now accepting and became self aware I was navigating through the 7 stages of grief.

As the days continued more information was put out both officially and unofficially with some conflicting information. I wanted to know the facts.

I was informed there was a impromptu meeting Friday morning with Mr Kurtz and lots of information good and bad was going around. This led to more unanswered questions. I was not happy with how this incident was handled. What did I expect what did I want.

My wife informed that there was a meeting being held at Good Times Pizza Tuesday for parents to gather and discuss the incident. I was told I will be attending and to get the facts. Funny how you just do as your told. At the meeting I felt it was a great opportunity for concerned parents to express there feeling and to talk in an open forum and to be heard. We as parents need to be heard and we need feel we are apart of the process with our children. Still a ton if unanswered questions and they continued.

We at the meeting found some talking points that we want to be address

- 1)What steps were taken by School/Principle for Dec 1st incident
- 2)What steps are required by policy
- 3)What steps were missed.
- 4)Need to drill for emergencies at least bi-annually
- 5)Update policy to require principle to notify LE when threat to commit violence has been made
- 6)review Emergency Procedures (Repeated 3 Short Bell Burst) students do not know what this is.

Also there was a lot of misinformation going around:
 Did NCCS even have a Emergency Plan and what was in it?
 Did NCCS have locking doors, blinds?

As I have found that yes we do have all of these State/County required safeguards when it comes to security. And an Emergency Action Plan

So I did some more research I sat down and spoke to Mt Kurtz, he answered most of my questions. I sat down with Mr Martinez Principle at Junction school. I talked with Bella Vista School via principle Mrs Armelino and her staff and had another parent talk to Milville school about their Emergency Plan. What I found is that NCCS is on par with all the other schools for the most part.

Some take aways I did see that all other schools do drill on emergencies other than just fire drills. I believe we NCCS should drill either as staff at a minimum and as a school. If an actual emergency does occur we/students and staff are prepared. I also found that all other schools get LE in from the start. They have all said it better to get them in and then make determination together from there.

Concerns:

No pictures were taken of threat
 LE/Staff/Parents were not notified in timely manner
 Only limited Staff was notified
 Why no drills for intruder/active shooter
 Who does Principle/Superintendent answer to

This needs to addressed by the Board!

I have been working with Mr Kurtz and he is currently creating or created a "Threat Discipline Reporting Protocols" that are addressing our concerns. The (TAT) Threat Assessment Team" I understand he is bringing this up to be approved by the board tonight. I will let him speak on that. He has been open and has asked for input. I feel apart of the solution I feel I am being heard. Thank you

I think that last weeks meeting at Good Times Pizza was a great forum for parents like myself to voice concerns and to be heard. Thank you Katherine Frye! For putting this together

I want to feel I have some control on what is going on when it comes these incidents. I want to feel apart of the process and be part of the solution. I do want to work in a positive manner and to get our objectives accomplished together.

Mr Kurtz and I have spoken about this I still think he should have set up a forum for parents to be heard and get answers to questions. I know you have an open door policy and have always been open. When an incident of this magnitude happens and 2/3 of school stays home a proactive meeting should have been put into motion. I think most of our concerns could have been mitigated.

Another takeaway as I did get to know what great parents we have along with the teachers for our children. The information is here and maybe it takes and incident such as this to get info out that plans are in place but they must be drilled on and enforced by the administration.

Most importantly we are here talking about a incident that didn't occur. We are not on ABC tonight news talking about how could this happen to our quiet little school. We are in a good place and I want this to be a positive process to allow parents/students/staff and administration better together.

I thank you all for your time and your hard work.

Checks Dated 12/06/2019 through 01/16/2020

Check Number	Check Date	Pay to the Order of	Fund-Object	Comment	Expensed Amount	Check Amount
9010835323	12/12/2019	CALIFORNIA SAFETY CO	01-5620	ALARM 12/1/19-12/31/19		87.50
9010835324	12/12/2019	CASBO <i>Kevin + Lori</i>	01-5210	FALL CONFERENCE	90.00	
				FALL CONFERENCE/LB	90.00	
9010835325	12/12/2019	CHESNUT, KELLI E	01-4310	GD STUDENT STORE		180.00
9010835326	12/12/2019	COOK, GINA	01-4310	ELECTIVES/ACTION TEAMS		17.16
9010835327	12/12/2019	CRESSWELL PHYSICAL THERAPY	01-5805	OT		57.40
9010835328	12/12/2019	HOME DEPOT CREDIT SERVICES	01-4515	CUSTODIAL SUPPLIES		275.00
9010835329	12/12/2019	KURTZ, KEVIN	01-4310	REPLACEMENT CHECK		176.48
9010835330	12/12/2019	MENDES SUPPLY	01-4510	SUPPLIES		43.04
9010835331	12/12/2019	PALO CEDRO TRUE VALUE	01-4510	HARDWARE		143.07
9010835332	12/12/2019	REDDINGS SPEECH & LANGUAGE CTR	01-5805	SPEECH		54.46
9010835333	12/12/2019	TERMINIX PROCESSING CENTER	01-5555	PEST CONTROL		2,670.00
9010835334	12/12/2019	VERIZON WIRELESS	01-5910	SUPT CELL		128.00
9010836781	12/19/2019	BELLA VISTA ELEM SCHOOL DIST	01-5805	LEAGUE TOURNEY OFFICIALS		62.90
9010836782	12/19/2019	BRUNELLI, LORI	01-5211	MILEAGE		82.22
9010836783	12/19/2019	COOK, GINA	01-4310	ACTION TEAMS/COOKING ELECTIVES		98.02
9010836784	12/19/2019	CRESSWELL PHYSICAL THERAPY	01-5805	OT		102.38
9010836785	12/19/2019	DE GIORGIO, GIOVANNA G	01-4310	CHARACTER TRAIT SUPPLIES		187.50
9010836786	12/19/2019	FOOTHILL HIGH SCHOOL	01-5801	A & B BOYS BB TOURNEY		24.87
9010836787	12/19/2019	HUE & CRY INC	01-5805	ALARM 1/1/20-1/31/20		160.00
9010836788	12/19/2019	JACK SCHREDER AND ASSOCIATES	01-5801	SCHOOL FACILITIES PROJECT		64.63
9010836789	12/19/2019	MISSION LINEN SUPPLY	01-4510	SUPPLIES	182.33	371.25
				LAUNDRY	168.21	
9010836790	12/19/2019	NORTH VALLEY DISTRIBUTING	01-5530	CONDUIT		350.54
9010836791	12/19/2019	PACE ENGINEERING, INC	01-4310	PARKING LOT		26.83
9010836792	12/19/2019	PERIPOLE INC	01-5801	RECORDERS		12,325.00
9010836793	12/19/2019	SHASTA UNION HIGH SCH DISTRICT	01-4310			126.35
9010836794	12/19/2019	TSA CONSULTING GROUP, INC	01-5805	QTR 2 TECH SUPPORT 19/20		4,250.00
9010837301	01/06/2020	CALIFORNIA'S VALUED TRUST	01-5801	RETIREMENT PLAN SRVC		15.00
			76-9550	JAN 2020 HEALTH/DENTAL/VISION - EMPLOYEE	24,215.10	
			76-9563	JAN 2020 DENTAL - TRUSTEE	126.19	
9010837493	01/08/2020	CANON FINANCIAL SERVICES	01-5620	COPIER		24,341.29
9010837494	01/08/2020	CDW GOVERNMENT	01-5801	LICENSE		975.18
9010837495	01/08/2020	CRESSWELL PHYSICAL THERAPY	01-5805	OT		95.00
9010837496	01/08/2020	CURRICULUM ASSOCIATES INC	01-5210	STAFF DEV.		712.50
9010837497	01/08/2020	FOOTHILL FIRE PROTECTION INC.	01-5630	ANNUAL FIRE EXT SRVC		1,500.00
9010837498	01/08/2020	FRONTIER	01-5910	PHONE 12/25/19-1/24/20		643.87
9010837499	01/08/2020	JW WOOD COMPANY INC	01-4510	PLUMBING		182.28
						53.94

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.

ESCAPE ONLINE

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Checks Dated 12/06/2019 through 01/16/2020

Check Number	Check Date	Pay to the Order of	Fund-Object	Comment	Expensed Amount	Check Amount
9010837500	01/08/2020	LOY J MATTISON	01-5805	ERATE PROJECT		531.25
9010837501	01/08/2020	MENDES SUPPLY	01-4515	SUPPLIES		211.16
9010837502	01/08/2020	MISSION LINEN SUPPLY	01-5530	LAUNDRY		172.89
9010837503	01/08/2020	OFFICE DEPOT	01-4310	INTERVENTION SUPPLIES	61.17	
				STAFF RM/OFFICE	112.33	
9010837504	01/08/2020	OSBORNE, RANA C	01-4510	STAFF RM/OFFICE	36.49	209.99
9010837505	01/08/2020	PACIFIC GAS ELECTRIC COMPANY	01-4310	OSBORNE CLSRM SUPPLIES		49.49
9010837506	01/08/2020	PAINT MARTS	01-5515	POLE 11/16/19-12/16/19		24.00
9010837507	01/08/2020	RAY MORGAN COMPANY	01-4510	PAINT		57.97
9010837508	01/08/2020	REDDINGS SPEECH & LANGUAGE CTR	01-5620	OVERAGE		18.97
9010837509	01/08/2020	REFRIGERATION SUPPLIES DISTRIB	01-5805	SPEECH		2,910.00
9010837510	01/08/2020	SHASTA COUNTY OFFICE OF ED	01-4510	THERMOSTAT		205.99
9010837511	01/08/2020	SYNCB/AMAZON	01-5805	19/20 PSYC SRCV JUL-DEC 2019		6,742.05
			01-4310	CLSRM TONER CARTRIDGES	102.72	
				HDMI ADAPTER	25.26	
			01-4510	GOPHER TRAPS	51.47	
				LANTERNS/PGE SHUT OFF	428.80	
			01-4515	BRUSH ROLLER	56.82	
				MINERAL OIL	8.34	673.41
9010837512	01/08/2020	TEHAMA COUNTY DEPT OF ED	01-5210	NEW TEACHER INDUCTION/JONES		4,200.00
9010837513	01/08/2020	TROXELL COMMUNICATIONS	01-4410	FREIGHT		53.63
9010837514	01/03/2020	TSA CONSULTING GROUP, INC	01-5801	RETIREMENT PLAN SRVC		15.00
9010837515	01/08/2020	US BANK	01-4310	MUSIC EQUIP	366.68	
			01-4510	ADMIN/PHONE ACCESSORIES	40.00	
				LEADING LEARNING/LUNCHES	54.53	
				STAFF APPRECIATION	108.68	
			01-5801	NOTARY	15.00	
				PHONE CREDIT	50.00	634.89
9010837516	01/08/2020	VERIZON WIRELESS	01-5910	SUPT CELL 11/23/19-12/22/19		62.84
Total Number of Checks					51	67,357.19

Fund Summary

Fund	Description	Check Count	Expensed Amount
01	General	50	43,015.90
76	Payroll/Clearing	1	24,341.29

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.

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Checks Dated 12/06/2019 through 01/16/2020

Check Number	Check Date	Pay to the Order of	Fund-Object	Comment	Expensed Amount	Check Amount
		Total Number of Checks	51			67,357.19
		Less Unpaid Sales Tax Liability				.00
		Net (Check Amount)				67,357.19

7B.3

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.

North Cow Creek School District

School Accountability Report Card

Reported Using Data from the 2018-19 School Year

Published During 2019-20

By February 1 of each year, every school in California is required by state law to publish a School Accountability Report Card (SARC). The SARC contains information about the condition and performance of each California public school. Under the Local Control Funding Formula (LCFF) all local educational agencies (LEAs) are required to prepare a Local Control and Accountability Plan (LCAP), which describes how they intend to meet annual school-specific goals for all pupils, with specific activities to address state and local priorities. Additionally, data reported in an LCAP is to be consistent with data reported in the SARC.

- For more information about SARC requirements, see the California Department of Education (CDE) SARC web page at <https://www.cde.ca.gov/ta/ac/sa/>.
- For more information about the LCFF or LCAP, see the CDE LCFF web page at <https://www.cde.ca.gov/fg/aa/lc/>.
- For additional information about the school, parents/guardians and community members should contact the school principal or the district office.

DataQuest

DataQuest is an online data tool located on the CDE DataQuest web page at <https://dq.cde.ca.gov/dataquest/> that contains additional information about this school and comparisons of the school to the district and the county. Specifically, DataQuest is a dynamic system that provides reports for accountability (e.g., test data, enrollment, high school graduates, dropouts, course enrollments, staffing, and data regarding English learners).

Internet Access

Internet access is available at public libraries and other locations that are publicly accessible (e.g., the California State Library). Access to the Internet at libraries and public locations is generally provided on a first-come, first-served basis. Other use restrictions may include the hours of operation, the length of time that a workstation may be used (depending on availability), the types of software programs available on a workstation, and the ability to print documents.

About This School

School Contact Information (School Year 2019-20)

Entity	Contact Information
School Name	North Cow Creek School District
Street	10619 Swede Creek Rd.
City, State, Zip	Palo Cedro, CA 96073
Phone Number	(530) 549-4488
Principal	Kevin Kurtz
Email Address	kkurtz@northcowcreek.org
Website	www.northcowcreek.org
County-District-School (CDS) Code	45700786050421

Entity	Contact Information
District Name	North Cow Creek School District
Phone Number	(530) 549-4488
Superintendent	Kevin Kurtz
Email Address	kkurtz@northcowcreek.org
Website	www.northcowcreek.org

School Description and Mission Statement (School Year 2019-20)

North Cow Creek School (NCCS) is a small, rural school of approximately 260 students in grades K-8, which was first established in 1882. Located in Palo Cedro, 9 miles east of Redding in beautiful Northern California, the campus includes a gymnasium, STEM/Innovation lab, full playground and athletic fields as well as classrooms.

NCCS has a strong focus on academics, as demonstrated by its consistently high Academic scores.

The school program is enhanced by sports, field trips, a middle school activity period, student participation in and classroom music and choir. Students receive technology education through multiple weekly visits to the Innovation Lab (I-Lab). Students in grades 1 - 8 are each assigned a chromebook for use within the classroom. Technology resources are enhanced through a 1 gigabyte fiber line.

North Cow Creek School also offers a district-run after-school and before-school day-care program. The school has been recognized as a California Distinguished School, a Governor's Fitness Challenge award winner, and has received the California Superintendent's Challenge Award i.

The vision of the staff at NCC is to build a community empowering life-long learners who pursue a promising future for themselves and our world.

As such, we strive to develop in all students the skills to maximize their academic potential, social abilities and personal fitness so that students will demonstrate continuous progress using a variety of instructional approaches measured by both formal and informal assessments throughout the year. Students who need assistance receive the benefits of available resources to reach their individual potential in all curricular areas.

Student Enrollment by Grade Level (School Year 2018-19)

Grade Level	Number of Students
Kindergarten	35
Grade 1	30
Grade 2	30
Grade 3	29
Grade 4	24
Grade 5	24
Grade 6	28
Grade 7	31
Grade 8	22
Total Enrollment	253

Student Enrollment by Group (School Year 2018-19)

Student Group	Percent of Total Enrollment
Black or African American	0.4
American Indian or Alaska Native	4
Asian	1.6
Hispanic or Latino	7.9
White	76.3
Two or More Races	9.5
Socioeconomically Disadvantaged	29.2
Students with Disabilities	4.7
Homeless	2.4

A. Conditions of Learning**State Priority: Basic**

The SARC provides the following information relevant to the State priority: Basic (Priority 1):

- Degree to which teachers are appropriately assigned and fully credentialed in the subject area and for the pupils they are teaching;
- Pupils have access to standards-aligned instructional materials; and
- School facilities are maintained in good repair

Teacher Credentials

Teachers	School 2017-18	School 2018-19	School 2019-20	District 2019-20
With Full Credential	13	13	13	13
Without Full Credential	0	0	0	0
Teaching Outside Subject Area of Competence (with full credential)	0	0	0	0

Teacher Misassignments and Vacant Teacher Positions

Indicator	2017-18	2018-19	2019-20
Misassignments of Teachers of English Learners	0	0	0
Total Teacher Misassignments*	0	0	0
Vacant Teacher Positions	0	0	0

Note: "Misassignments" refers to the number of positions filled by teachers who lack legal authorization to teach that grade level, subject area, student group, etc.

*Total Teacher Misassignments includes the number of Misassignments of Teachers of English Learners.

Quality, Currency, Availability of Textbooks and Instructional Materials (School Year 2019-20)

Year and month in which data were collected: August, 2018

Subject	Textbooks and Other Instructional Materials/year of Adoption	From Most Recent Adoption?	Percent Students Lacking Own Assigned Copy
Reading/Language Arts	National Geographic Reach (K - 5) -- Adopted: 2017; StudySync (6-8) -- Adopted: 2018	Yes	0
Mathematics	Everyday Mathematics (TK-6); College Preparatory Mathematics (7-8) -- Adopted: 2008/2009	Yes	0
Science	Delta Full Option Science (K-5); Glencoe Earth Science (6); Glenco Life Science (7); Glenco Physical Science (8) -- Adopted 2007	Yes	0
History-Social Science	Scott Foresman (1-5); Harcourt (4-8) -- Adopted 2006	Yes	0
Health	Positive Prevention PLUS (8)	Yes	0

School Facility Conditions and Planned Improvements (Most Recent Year)

This inspection determines the school facility's good repair status using ratings of good condition, fair condition or poor condition. The overall summary of facility conditions uses ratings of exemplary, good, fair or poor. At the time of this school facility inspection, no deficiencies were found.

School Facility Good Repair Status (Most Recent Year)

Using the **most recently collected** FIT data (or equivalent), provide the following:

- Determination of repair status for systems listed
- Description of any needed maintenance to ensure good repair
- The year and month in which the data were collected
- The overall rating

Year and month of the most recent FIT report: December, 2019

System Inspected	Rating	Repair Needed and Action Taken or Planned
Systems: Gas Leaks, Mechanical/HVAC, Sewer	Good	
Interior: Interior Surfaces	Good	
Cleanliness: Overall Cleanliness, Pest/ Vermin Infestation	Good	
Electrical: Electrical	Good	
Restrooms/Fountains: Restrooms, Sinks/ Fountains	Good	

System Inspected	Rating	Repair Needed and Action Taken or Planned
Safety: Fire Safety, Hazardous Materials	Good	
Structural: Structural Damage, Roofs	Good	
External: Playground/School Grounds, Windows/Doors/Gates/Fences	Good	
Overall Rating	Exemplary	

B. Pupil Outcomes

State Priority: Pupil Achievement

The SARC provides the following information relevant to the State priority: Pupil Achievement (Priority 4):

- **Statewide assessments** (i.e., California Assessment of Student Performance and Progress [CAASPP] System, which includes the Smarter Balanced Summative Assessments for students in the general education population and the California Alternate Assessments [CAAs] for English language arts/literacy [ELA] and mathematics given in grades three through eight and grade eleven. Only eligible students may participate in the administration of the CAAs. CAAs items are aligned with alternate achievement standards, which are linked with the Common Core State Standards [CCSS] for students with the most significant cognitive disabilities); and
- The percentage of students who have successfully completed courses that satisfy the requirements for entrance to the University of California and the California State University, or career technical education sequences or programs of study.

CAASPP Test Results in ELA and Mathematics for All Students

Grades Three through Eight and Grade Eleven

Percentage of Students Meeting or Exceeding the State Standard

Subject	School 2017-18	School 2018-19	District 2017-18	District 2018-19	State 2017-18	State 2018-19
English Language Arts/Literacy (grades 3-8 and 11)	57	58	57	58	50	50
Mathematics (grades 3-8 and 11)	54	48	54	48	38	39

Note: Percentages are not calculated when the number of students tested is ten or less, either because the number of students in this category is too small for statistical accuracy or to protect student privacy.

Note: ELA and mathematics test results include the Smarter Balanced Summative Assessment and the CAA. The "Percent Met or Exceeded" is calculated by taking the total number of students who met or exceeded the standard on the Smarter Balanced Summative Assessment plus the total number of students who met the standard (i.e., achieved Level 3-Alternate) on the CAAs divided by the total number of students who participated in both assessments.

CAASPP Test Results in ELA by Student Group

Grades Three through Eight and Grade Eleven (School Year 2018-19)

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Not Tested	Percent Met or Exceeded
All Students	169	167	98.82	1.18	58.08
Male	107	106	99.07	0.93	52.83

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Not Tested	Percent Met or Exceeded
Female	62	61	98.39	1.61	67.21
Black or African American	--	--	--	--	--
American Indian or Alaska Native	--	--	--	--	--
Asian	--	--	--	--	--
Filipino					
Hispanic or Latino	16	14	87.50	12.50	50.00
Native Hawaiian or Pacific Islander					
White	128	128	100.00	0.00	62.50
Two or More Races	15	15	100.00	0.00	46.67
Socioeconomically Disadvantaged	63	61	96.83	3.17	40.98
English Learners					
Students with Disabilities	--	--	--	--	--
Students Receiving Migrant Education Services					
Foster Youth					
Homeless	--	--	--	--	--

Note: ELA test results include the Smarter Balanced Summative Assessment and the CAA. The "Percent Met or Exceeded" is calculated by taking the total number of students who met or exceeded the standard on the Smarter Balanced Summative Assessment plus the total number of students who met the standard (i.e., achieved Level 3-Alternate) on the CAAs divided by the total number of students who participated in both assessments.

Note: Double dashes (--) appear in the table when the number of students is ten or less, either because the number of students in this category is too small for statistical accuracy or to protect student privacy.

Note: The number of students tested includes all students who participated in the test whether they received a score or not; however, the number of students tested is not the number that was used to calculate the achievement level percentages. The achievement level percentages are calculated using only students who received scores.

CAASPP Test Results in Mathematics by Student Group Grades Three through Eight and Grade Eleven (School Year 2018-19)

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Not Tested	Percent Met or Exceeded
All Students	169	168	99.41	0.59	48.21
Male	107	107	100.00	0.00	49.53
Female	62	61	98.39	1.61	45.90
Black or African American	--	--	--	--	--
American Indian or Alaska Native	--	--	--	--	--
Asian	--	--	--	--	--
Filipino					

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Not Tested	Percent Met or Exceeded
Hispanic or Latino	16	15	93.75	6.25	40.00
Native Hawaiian or Pacific Islander					
White	128	128	100.00	0.00	50.00
Two or More Races	15	15	100.00	0.00	53.33
Socioeconomically Disadvantaged	63	62	98.41	1.59	30.65
English Learners					
Students with Disabilities	--	--	--	--	--
Students Receiving Migrant Education Services					
Foster Youth					
Homeless	--	--	--	--	--

Note: Mathematics test results include the Smarter Balanced Summative Assessment and the CAA. The "Percent Met or Exceeded" is calculated by taking the total number of students who met or exceeded the standard on the Smarter Balanced Summative Assessment plus the total number of students who met the standard (i.e., achieved Level 3-Alternate) on the CAAs divided by the total number of students who participated in both assessments.

Note: Double dashes (--) appear in the table when the number of students is ten or less, either because the number of students in this category is too small for statistical accuracy or to protect student privacy.

Note: The number of students tested includes all students who participated in the test whether they received a score or not; however, the number of students tested is not the number that was used to calculate the achievement level percentages. The achievement level percentages are calculated using only students who received scores.

CAASPP Test Results in Science for All Students

Grades Five, Eight, and Ten

Percentage of Students Meeting or Exceeding the State Standard

Subject	School 2017-18	School 2018-19	District 2017-18	District 2018-19	State 2017-18	State 2018-19
Science (grades 5, 8 and high school)	N/A	N/A	N/A	N/A	N/A	N/A

Note: Cells with N/A values do not require data.

Note: This is a placeholder for the California Science Test (CAST) which was administered operationally during the 2018-19 school year. However, these data are not available for inclusion in the 2018-19 SARC posting due February 1, 2020. These data will be included in the 2019-20 SARC posting due February 1, 2021.

State Priority: Other Pupil Outcomes

The SARC provides the following information relevant to the State priority: Other Pupil Outcomes (Priority 8):

- Pupil outcomes in the subject areas of physical education.

California Physical Fitness Test Results (School Year 2018-19)

Grade Level	Percentage of Students Meeting Four of Six Fitness Standards	Percentage of Students Meeting Five of Six Fitness Standards	Percentage of Students Meeting Six of Six Fitness Standards
5	This information has not yet been made available by the California Department of Education		

Note: Percentages are not calculated and double dashes (--) appear in the table when the number of students tested is ten or less, either because the number of students in this category is too small for statistical accuracy or to protect student privacy.

C. Engagement

State Priority: Parental Involvement

The SARC provides the following information relevant to the State priority: Parental Involvement (Priority 3):

- Efforts the school district makes to seek parent input in making decisions for the school district and each school site.

Opportunities for Parental Involvement (School Year 2019-20)

North Cow Creek School is proud to have a high level of parent involvement in its various programs. There are formal opportunities for all parents to visit classrooms on Back-to-School Night and during open house, as well as during parent-teacher conferences. Parents of students in grades 4-8 have online access to student grades through the Aeries portal and are encouraged to consult with teachers by phone, email or in person. Parents are a part of the Student Study Teams convened to strategize on ways to improve student performance. Additionally, a variety of other volunteer opportunities for parental involvement exist, including but not limited to assisting in classrooms, acting as classroom art parents, chaperoning field trips, and participating with the Education Foundation.

Parents are involved in shaping school policy through various committees and at school board meetings. North Cow Creek School also has a very involved Education Foundation and Athletic Booster Club, and other parent volunteers help with extracurricular programs such as skiing, fundraising, field trips, career day exposure, and classroom and school-wide events.

State Priority: School Climate

The SARC provides the following information relevant to the State priority: School Climate (Priority 6):

- Pupil suspension rates;
- Pupil expulsion rates; and
- Other local measures on the sense of safety.

Suspensions and Expulsions

Rate	School 2016-17	School 2017-18	School 2018-19	District 2016-17	District 2017-18	District 2018-19	State 2016-17	State 2017-18	State 2018-19
Suspensions	0.4	0.0	3.6	0.4	0.0	3.6	3.6	3.5	3.5
Expulsions	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.1

School Safety Plan (School Year 2019-20)

North Cow Creek School has a school safety plan approved by the School Site Council (SSC) and Board of Trustees. Regularly scheduled drills are held throughout the school year to make certain all staff and students are familiar with and ready to carry out all emergency procedures, should it be necessary to do so. The school safety plan is reviewed and updated by February of each school year. This plan is available in the school office for review by the community. The North Cow Creek Crisis and Response Plan has been completed in collaboration with the Shasta County sheriff's department. All staff receive annual training on Child Abuse Reporting and safety within the work place. The Safety Plan was last approved in March, 2018.

North Cow Creek School administration follows California Education Code, board policies and administrative regulations, and processes are communicated to parents in case of suspension and/or expulsion. All students are assured their due process rights and are only suspended or expelled based upon California Education Code Section 48900, et al.

D. Other SARC Information

The information in this section is required to be in the SARC but is not included in the state priorities for LCFF.

Average Class Size and Class Size Distribution (Elementary)

Grade Level	2016-17 Average Class Size	2016-17 # of Classes* Size 1-20	2016-17 # of Classes* Size 21-32	2016-17 # of Classes* Size 33+	2017-18 Average Class Size	2017-18 # of Classes* Size 1-20	2017-18 # of Classes* Size 21-32	2017-18 # of Classes* Size 33+	2018-19 Average Class Size	2018-19 # of Classes* Size 1-20	2018-19 # of Classes* Size 21-32	2018-19 # of Classes* Size 33+
K	18	2			19	2			18	2		
1	30		1		20	1			21		1	
2	25		1		20	1	1		20	1	1	
3	26		1		23		1		29		1	
4	26		6		24		7		25		8	
5	32		6		28		7		24		8	
6	42		6	2	37		7	1	28		8	
Other**												

*Number of classes indicates how many classes fall into each size category (a range of total students per class).

** "Other" category is for multi-grade level classes.

Ratio of Academic Counselors to Pupils (School Year 2018-19)

Title	Ratio
Academic Counselors*	.0

*One Full Time Equivalent (FTE) equals one staff member working full time; one FTE could also represent two staff members who each work 50 percent of full time.

Student Support Services Staff (School Year 2018-19)

Title	Number of FTE* Assigned to School
Counselor (Academic, Social/Behavioral or Career Development)	
Library Media Teacher (Librarian)	
Library Media Services Staff (Paraprofessional)	
Psychologist	
Social Worker	
Speech/Language/Hearing Specialist	
Resource Specialist (non-teaching)	1.0

*One Full Time Equivalent (FTE) equals one staff member working full time; one FTE could also represent two staff members who each work 50 percent of full time.

Expenditures Per Pupil and School Site Teacher Salaries (Fiscal Year 2017-18)

Level	Total Expenditures Per Pupil	Expenditures Per Pupil (Restricted)	Expenditures Per Pupil (Unrestricted)	Average Teacher Salary
School Site	\$9,014	\$1,972	\$7,042	\$69,624
District	N/A	N/A	\$8,087	\$67,312
Percent Difference - School Site and District	N/A	N/A	-13.8	3.4
State	N/A	N/A	\$7,506	\$64,941
Percent Difference - School Site and State	N/A	N/A	-6.4	7.0

Note: Cells with N/A values do not require data.

The California Department of Education issued guidance to LEAs on August 1, 2018, regarding how to calculate school-level per-pupil expenditures that will be reported on 2018-19 report cards.

Types of Services Funded (Fiscal Year 2018-19)

General funds are principally utilized to provide a qualified staff, curriculum, and facility that supports the academic and behavioral growth of all students. In addition to the core curriculum, funds are utilized to provide an athletic program for students in grades 4 - 8, STEM activities for all grade levels, technology resources that enhance the delivery of instruction as well as providing students access to relevant and real-life resources.

Supplemental funds are principally directed towards unduplicated students, including low income, foster and homeless youth, depending on grade level, are monitored, using a research based assessment, in letter naming and sounds, non-sense words, reading fluency, and comprehension, math facts and math for a minimum of two times in each school year and that students falling in the intervention areas for each assessment will be provided with appropriate services to achieve at grade level or to make progress toward closing the achievement gap. The primary assessment utilized is iReady. Curriculum-based assessments are also utilized along with state assessment data. Additional services are provided through targeted intervention within the Learning Center by a .4FTE intervention teacher, access to the online iReady program for students in grades TK-8, and the SIPPS program. A district curriculum administrator/training works with grade level teachers as we strengthen small group Tier I interventions within the classroom provided by the classroom teacher and paraprofessional assistance. Providing direct intervention services by an intervention teacher insures the most effective level of service to unduplicated students in that students will receive targeted instruction through the learning center and the classroom teacher receives support through collaboration and resources provided by the intervention teacher.

Teacher and Administrative Salaries (Fiscal Year 2017-18)

Category	District Amount	State Average For Districts In Same Category
Beginning Teacher Salary	\$43,091	\$45,252
Mid-Range Teacher Salary	\$64,022	\$65,210
Highest Teacher Salary	\$80,275	\$84,472
Average Principal Salary (Elementary)	\$0	\$107,614
Average Principal Salary (Middle)	\$0	\$112,242
Average Principal Salary (High)	\$0	\$
Superintendent Salary	\$107,444	\$124,686

Category	District Amount	State Average For Districts In Same Category
Percent of Budget for Teacher Salaries	33%	31%
Percent of Budget for Administrative Salaries	4%	7%

For detailed information on salaries, see the CDE Certificated Salaries & Benefits web page at <https://www.cde.ca.gov/ds/fd/cs/>.

Professional Development (Most Recent Three Years)

Measure	2017-18	2018-19	2019-20
Number of school days dedicated to Staff Development and Continuous Improvement	3	3	3

Professional development has focused on the following priorities:

1. Effective implementation of the ELA and Math adopted curriculum
2. Support in trauma-informed instructional practices and providing equitable access to the curriculum for all students.
3. Targeted interventions (ELA and Math) through the Response to Intervention model through small group instruction within the classroom and through the Learning Center.
4. A focus on enhancing school culture through team building activities, PBIS (Positive Behavior and Intervention Supports), and Peaceful Playground implementations.

Professional Development is delivered through school workshops, conferences, individual support by a district curriculum administrator, online courses, and targeted print resources. Staff are supported in the implementation of key learning through peer support, administrative observation, and participation in county-level workshops.

**Board Supplemental Information
200121**

18/19 Audit Report

**Board Supplemental Information
200121B**

2019/2020 School Safety Plan

PROPOSED

**North Cow Creek Elementary School District
2019/2020 Confidential Classified Salary Schedule
PROPOSED - ADD'L 1% TO PREVIOUS 2.5% INCREASE - Effective 7/1/19**

	District Secretary
1	17.09
2	18.15
3	19.28
4	20.47
5	21.74
6	23.09
7	24.52
8	26.04
9	27.66
10-14	29.37
15-19	29.96
20+	30.86

Vacation pay, Hoiday pay and professional growth credits given per the NCC
Classified Unit contract.

Board Approved:

PROPOSED

**North Cow Creek Elementary School District
2020/2021 Confidential Classified Salary Schedule
PROPOSED - 3.75% Increase Effective 7/1/20**

	District Secretary
1	17.73
2	18.83
3	20.00
4	21.24
5	22.56
6	23.96
7	25.44
8	27.02
9	28.69
10-14	30.47
15-19	31.08
20+	32.01

Vacation pay, Hoiday pay and professional growth credits given per the NCC
Classified Unit contract.

Board Approved:

8D.1

Class Configuration for 20/21

		TK	K	1	2	3	4	5	6	7	8	
Podesta	0											
Flagg	0											
Bowman	22			22								
Osborne	18			8	10							
DeGiorgio	17				10	7						
Jones	22					22						
Lawson	29						29					
Willhite	29							29				
Grabek	29								29			
Gillespie	29									29		
Donnelley	31										31	
Totals		0	0	30	20	29	29	29	29	29	31	226
		6	30	30	20	29	29	29	29	29	31	