

**NORTH COW CREEK SCHOOL DISTRICT**  
**Agenda for Regular Meeting of the Governing Board**  
**Tuesday, October 20, 2020**  
**7:00pm**  
**Page 1 of 3**

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.

Due to the COVID-19 we will have limited seating during the Board meeting. Community members may participate by joining the Board meeting via ZOOM at the link below. The school telephone number will be monitored from 6:50 – 7:05 to assist with any technical support needs of community members trying to ZOOM into the meeting (530-549-4488).

**Join Zoom Meeting**

<https://northcowcreek.zoom.us/j/83237766004?pwd=OWJXVUVrY0NKdWNaazdNQXVqMmE2QT09>

Meeting ID: 832 3776 6004

Passcode: 10601

**Board Members:**

Eileen Travis, President  
Lyndse Bullard, 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 not on the agenda:
- C. Items in closed session:

**3. CORRESPONDENCE**

- A. NONE

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**4. CONFERENCE SECTION**

- A. Superintendent's Report
  - a. Enrollment Update
  - b. Calendar of Events
- B. Business Office Report
  - a. 2020/2021 Budget Update

**5. CONSENT AGENDA**

- A. Approval of Regular Minutes from September.15, 2020
  - B. Approval of Special Board Meeting Minutes from September 18, 2020
  - C. Approval of Monthly Warrants
  - D. Approval of New Hires:
    - a. Marc Tamborini, Custodian
  - E. Quarterly Report on Williams Uniform Complaints, October 2020
  - F. District Sunshine Notification to the NCCEA Groups
- Motion:  
Second:  
Vote:

**6. DISCUSSION/ACTION ITEMS**

- A. First Read: Board Policy Revisions (BP3600, BP/AR5131.2, BP/AR0430, E(1)1312.3, AR4030, BP/AR4119.11, 4219.11, 4319.11, AR5145.3, BP/AR5145.7, AR5145.71, BP/AR6159, BP/AR6159.1, BP/AR6159.2)  
*(see supplemental packet #201020A)*
  - B. Discussion: COVID-19 Update
  - C. Discussion/Approval: Memorandum of Understanding (MOE) between the NCC District and NCCEA regarding issues related to COVID-19.
  - D. First Read: School Calendar for the 2021/2022 School Year.
  - E. Discussion/Approval: Resolution #201020A – Increase to Substitute Pay for Certificated Substitutes and Classified Custodial Substitutes.
  - F. Discussion/Approval: Annual Organization of the Board Meeting to be held on Tuesday, December 15, 2020 at 7:00 pm.
- Motion:  
Second:  
Vote:
- Motion:  
Second:  
Vote:

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**7. NEXT MEETING & BOARD DISCUSSION**

- A. Regular Board Meeting – November 17, 2020 @ 7:00 pm
- B. Future Agenda Items
  - A. 2021/2022 School Calendar (Nov)
  - B. Second Read: Policies (Nov)
  - C. Annual Organization of the Board (Dec)

**8. ADJOURNMENT TO CLOSED SESSION at:**

Motion:  
Second:  
Vote::

**9. CLOSED SESSION**

- A. Superintendent/Principal Goals (GC 54957)

**10. ANNOUNCEMENT OF ACTION TAKEN IN CLOSED SESSION:**

**11. ADJOURNMENT at:**

Motion:  
Second:  
Vote:

4A.b.1

# October 2020

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

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
Sep 27	28	29	30	Oct 1 Group A Attends	2 Group B Attends	3
4	5 Group A Attends	6 Group B attends	7 12:30pm i-Ready Training 6:30pm EdFoundation Meeting	8	9	10
11	12 All Students Return Full-Time	13	14	15	16	17
18	19	20 3:00pm Leadership Team 7:00pm School Board Meeting	21 3:15pm Staff Meeting	22	23 PSAT Testing 8th Grade School Pictures are Due	24
25	26 12:45pm Minimum Day - Parent Conferences	27 12:45pm Minimum Day - Parent Conferences	28 12:45pm Minimum Day - Parent Conferences	29 Jog-a-thon 12:45pm Minimum Day - Parent Conferences	30 Jog-a-thon 12:45pm Minimum Day - Parent Conferences	31

4A.b.2

# November 2020

November 2020

December 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					

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
Nov 1	2 8:00am PD Day - Phil Boyte	3	4 3:15pm Staff Meeting 6:30pm EdFoundation Meeting	5	6	7
8	9	10 3:00pm Leadership Team	11 No School - Veteran's Day	12	13	14
15	16	17 7:00pm School Board Meeting	18 3:15pm Staff Meeting	19	20	21
22	23 No School - Thanksgiving Break	24 No School - Thanksgiving Break	25 No School - Thanksgiving Break	26 No School - Thanksgiving Break	27 No School - Thanksgiving Break	28
29	30	Dec 1	2	3	4	5

**NORTH COW CREEK SCHOOL DISTRICT**  
**Minutes for Regular Meeting of the Governing Board**  
**Tuesday, September 15, 2020**  
**7:00pm**  
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Members Present: Eileen Travis, Jim Brimble, Lyndse Bullard, Kim Christofferson (Absent), Erika Callegari (Absent), Kevin Kurtz, Beth Roberts, Lori Brunelli

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

**1. APPROVAL OF THE ORDER OF THE AGENDA**

Motion: LBullard  
 Second: JBrimble  
 Vote: 3  
 Absent: 2

**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: None
- B. Items not on the agenda: None
- C. Items in closed session: None

**3. CORRESPONDENCE**

- A. Certification of Fiscal Year 2018-19 Audit Report and Appel Rights for Apportionment Significant Findings.
- B. Final Plan Approval – Modernization (Parking Lot)

**4. CONFERENCE SECTION**

- A. Superintendent's Report
  - a. Enrollment Update: 245
  - b. Calendar of Events
- B. Business Office Report
  - a. 2020/2021 Budget Update: Beth Roberts discussed the 20/21 budget and apportionment.

**5. CONSENT AGENDA**

- A. Approval of Regular Minutes from August 4, 2020
- B. Approval of Special Board Meeting Minutes from August 7, 2020
- C. Approval of Monthly Warrants
- D. 2020/2021 Consolidated Application
- E. Approval of New Hires:
  - a. Ross Collord, Temporary Position: Mr. Kurtz stated Mr. Collord is doing a great job and has risen to the challenge.

Motion: JBrimble  
 Second: LBullard  
 Vote: 3  
 Absent: 2

**6. DISCUSSION/ACTION ITEMS**

- A. Discussion: COVID-19 Update: Mr. Kurtz discussed Covid-19 changes and case rates. Mr. Kurtz also discussed the choices that different districts were making to reopen and the liability issues. Many school districts will be going back full- time over the next

**NORTH COW CREEK SCHOOL DISTRICT**  
**Minutes for Regular Meeting of the Governing Board**  
**Tuesday, September 15, 2020**  
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couple months. The Shasta County Health Department is pushing for a 3-foot distance in the classroom or help with plexiglass or other measures in place. Many parents expressed concerns regarding their children returning full-time. Many parents feel that their children are falling behind and missing out academically and socially. The parents expressed they would rather go back to 5 days sooner than later. A few staff members are concerned about returning to school 5 days a week with the cold and flu season coming. Kevin Kurtz recommended starting a 5-day school week for K-8 students starting October 12. The Board gave Mr. Kurtz direction to move forward with opening on October 12. If something were to come up to prevent opening on October 12, we would hold a Special Board meeting. The Board also directed Mr. Kurtz to meet with the teachers and compile a list of what they will need to reopen. Mr. Kurtz also recommended to increase our certificated substitute rate to \$135 per day for one year to help get substitutes.

Motion: LBullard  
Second: JBrimble  
Vote: 3  
Absent: 2

- B. Discussion/Approval: Resolution #200915A – Approval of Resolution to move the recognition of Lincoln’s Birthday from February 12, 2021 to February 16, 2021.

Open: 8:30 p.m.  
Closed: 8:30 p.m.

- C. Public Hearing: Sufficiency of Instructional Materials – The public is invited to provide input to the Board regarding the extent to which textbooks and instructional materials were provided to all students.

Motion: JBrimble  
Second: LBullard  
Vote: 3  
Absent: 2

- D. Discussion/Approval: Resolution #200915B -- Approval of Resolution regarding Sufficiency of Instructional Materials.

Open: 8:31 p.m.  
Closed: 8:35 p.m.

- E. Public Hearing: Learning Continuity & Attendance Plan  
*(Supplemental Packet 200915A)*

Motion: LBullard  
Second: JBrimble  
Vote: 3  
Absent: 2

- F. Discussion/Approval: Unaudited Actuals for the 2019/2020 School Year. Beth Roberts discussed the Unaudited Actuals for the 19/20 school year.  
*(Supplemental Packet 200915B)*

Motion: JBrimble  
Second: LBullard  
Vote: 3  
Absent: 2

- G. Discussion/Approval: Resolution #200915C – Adoption of GANN Limit.

**NORTH COW CREEK SCHOOL DISTRICT**  
**Minutes for Regular Meeting of the Governing Board**  
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**7. NEXT MEETING & BOARD DISCUSSION**

- A. Special Board Meeting – September 18, 2020 @ 8:00 am
- B. Regular Board Meeting – October 20, 2020 @ 7:00 pm
- C. Future Agenda Items
  - A. COVID-19 Update/Plans for Instructional Program (Oct)
  - B. Review of Board Policies for Amendments (Oct)
  - C. Annual Organization of the Board (Oct)
  - D. 2021/2022 School Calendar (Nov)
  - E. Superintendent/Principal Goal Update (Nov)
  - F. Certificated Substitute Pay Increase

**8. ADJOURNMENT TO CLOSED SESSION at: 8:48 p.m.**

Motion: LBullard  
Second: JBrimble  
Vote: 3  
Absent: 2

**9. CLOSED SESSION**

- A. Labor Negotiations (GC 54957.6)

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

**11. ADJOURNMENT at: 9:28 p.m.**

Motion: JBrimble  
Second: LBullard  
Vote: 3  
Absent: 2

Respectfully Submitted:

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Lori Brunelli, District Secretary

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Kim Christofferson, Board Clerk



**NORTH COW CREEK SCHOOL DISTRICT**  
**Minutes for Special Meeting of the Governing Board**  
**Friday, September 18, 2020**  
**8:00 am**  
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Members Present: Eileen Travis, Lyndse Bullard, Jim Brimble, Kim Christofferson, Erika Callegari (Absent), Kevin Kurtz, Lori Brunelli

**Call to Order/Flag Salute:** 8:00 a.m.

**1. APPROVAL OF THE ORDER OF THE AGENDA**

Motion: JBrimble  
Second: LBullard  
Vote: 4  
Absent: 1

**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: None
- B. Items not on the agenda: None

**3. DISCUSSION/ACTION ITEMS**

- A. Discussion/Approval: Learning Continuity & Attendance Plan  
*(Supplemental Packet 200915A)*

Motion: KChristofferson  
Second: LBullard  
Vote: 4  
Absent: 1

**4. NEXT MEETING & BOARD DISCUSSION**

- A. Regular Board Meeting – October 20, 2020 @ 7:00 pm
- B. Future Agenda Items
  - A. COVID-19 Update/Plans for Instructional Program (Oct)
  - B. Review of Board Policies for Amendments (Oct)
  - C. Annual Organization of the Board (Oct)
  - D. 2021/2022 School Calendar (Nov)
  - E. Superintendent/Principal Goal Update (Nov)

**5. ADJOURNMENT** at: 8:03 a.m.

Motion: LBullard  
Second: KChristofferson  
Vote: 4  
Absent: 1

Respectfully Submitted:

\_\_\_\_\_  
Lori Brunelli, District Secretary

\_\_\_\_\_  
Kim Christofferson, Board Clerk

## Checks Dated 09/04/2020 through 10/12/2020

Check Number	Check Date	Pay to the Order of	Fund-Object	Comment	Expensed Amount	Check Amount
9010858815	09/10/2020	CALIFORNIA SAFETY CO	01-5630	CODE CHANGE		24.00
9010858816	09/10/2020	CENGAGE LEARNING	01-4310	NAT GEO CURRIC		874.53
9010858817	09/10/2020	HOME DEPOT CREDIT SERVICES	01-4510	HOPPER/TEXTURE		75.05
9010858818	09/10/2020	JW WOOD COMPANY INC	01-4510	PLUMBING		56.91
9010858819	09/10/2020	MISSION LINEN SUPPLY	01-4510	SUPPLIES	87.95	
			01-5530	LAUNDRY	175.09	
9010858820	09/10/2020	OFFICE DEPOT	01-4310	COLLORD/CLSRM	75.48	263.04
				COMP BOOKS/KING	55.21	
				DONNELLEY/CLSRM SUPPLIES	84.93	
				ERASERS	29.50	
				GRABEK/CLSRM SUPPLIES	128.17	
				OSBORNE/CLSRM SUPPLIES	46.32	
				PAPER/STAFF RM	16.09	
				SCISSORS/KING	29.37	
				STAFF ROOM SUPPLIES	500.72	
				STAFF ROOM/OFFICE SUPPLIES	66.89	
				STAFF ROOM/OFFICE SUPPLIES	12.12	
				HARDWARE		1,044.80
9010858821	09/10/2020	PALO CEDRO TRUE VALUE	01-4510			173.55
9010858822	09/10/2020	RAY MORGAN COMPANY	01-5620	COPIER		131.18
9010858823	09/10/2020	REDDINGS SPEECH & LANGUAGE CTR	01-5101	SPEECH		2,310.00
9010858824	09/10/2020	SHI INTERNATIONAL CORP	01-4510	INDOOR DOME/LICENSE/CORD	469.37	
			01-5801	INDOOR DOME/LICENSE/CORD	279.92	
9010858825	09/10/2020	TSA CONSULTING GROUP, INC	01-5801	RETIREMENT/ADMIN PLAN		749.29
9010858826	09/10/2020	Z & H ASSOCIATES INC	01-5630	SUPT REMODEL		15.00
9010859602	09/17/2020	ACCU-PRINT	01-5801	FINGERPRINTS/COLLORD		1,579.33
9010859603	09/17/2020	ANDERSON COTTONWOOD DISP SVS	01-5545	GARBAGE		18.00
9010859604	09/17/2020	CALIF SCHOOL BOARD ASSOC	01-5310	MEMBERSHIP 7/1/20-6/30/21	2,828.00	751.18
			01-5801	GAMUT PLUS 7/1/20-6/30/21	3,330.00	
9010859605	09/17/2020	CALIFORNIA SAFETY CO	01-5620	ALARM 9/1/20-9/30/20		6,158.00
9010859606	09/17/2020	CENGAGE LEARNING	01-4310	HOME STUDY TEACHER EDITIONS		87.50
9010859607	09/17/2020	DEPARTMENT OF JUSTICE	01-5801	FINGERPRINTS/COLLORD		2,855.00
9010859608	09/17/2020	FLAGG, HOLLY A	01-4310	COVID/CLSRM SUPPLIES		32.00
9010859609	09/17/2020	FLASHFORGE USA	01-4410	3-D PRINTER		490.76
9010859610	09/17/2020	HUE & CRY INC	01-5805	ALARM 10/01/20-10/31/20		2,142.86
9010859611	09/17/2020	LOZANO SMITH LLP	01-5810	LEGAL SERVICES	367.50	64.63
				LEGAL SERVICES/COVID 19 MOU	11,256.19	
9010859612	09/17/2020	MISSION LINEN SUPPLY	01-4510	SUPPLIES	231.66	11,623.69

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 09/04/2020 through 10/12/2020

Check Number	Check Date	Pay to the Order of	Fund-Object	Comment	Expensed Amount	Check Amount
9010859612	09/17/2020	MISSION LINEN SUPPLY	01-5530	LAUNDRY	161.05	392.71
9010859613	09/17/2020	OFFICE DEPOT	01-4310	COLLORD/CLSRM	9.96	
				COLLORD/CLSRM SUPPLIES	50.38	
				DRY ERASER	17.31	
				JONES/BINDERS	58.72	
				WILLHITE/SCISSORS	17.16	
				WILLHITE/SHARPENER	24.13	
			01-4515	SANITIZER	160.55	
			01-5920	SANITIZER	80.28	418.49
9010859614	09/17/2020	PALO CEDRO MARKET - SHELL	01-4510	GAS		17.34
9010859615	09/17/2020	SHASTA CO DEPT RESOURCE MGMT	01-5801	FOOD FACILITY PERMIT		204.30
9010859616	09/17/2020	SHASTA COUNTY OFFICE OF ED	01-5805	DOCUMENT TRACKING 20/21		195.00
9010859617	09/17/2020	TERMINIX PROCESSING CENTER	01-5555	PEST CONTROL	135.00	
				RENEWAL 2020-21	630.00	765.00
9010860462	09/24/2020	BELLA VISTA WATER DISTRICT	01-5550	WATER 7/20/20-9/17/20		776.89
9010860463	09/24/2020	EIDE BAILLY LLP	01-5812	AUDIT/FINANCIAL STMTS 6/20		3,420.00
9010860464	09/24/2020	MOUNTAIN VALLEY SPECIAL ED JPA	01-5805	SPEC ED SRVCS 7/1/20-8/31/20		1,674.33
9010860465	09/24/2020	OFFICE DEPOT	01-4310	COLLORD/CLSRM SUPPLIES	65.04	
				INTERVENTION/SPEAKER	20.90	
				LAMINATING FILM	96.00	
				PAPER/STAFF ROOM	192.99	
				STAFF ROOM SUPPLIES	541.03	915.96
9010860466	09/24/2020	PACIFIC GAS ELECTRIC COMPANY	01-5515	MAIN 8/14/20-9/14/20	26.28	
				POLE 8/15/20-9/15/20	24.22	50.50
9010860467	09/24/2020	REFRIGERATION SUPPLIES DISTRIB	01-4510	FILTERS		146.20
9010860468	09/24/2020	SDI INNOVATIONS	01-4310	STUDENT PLANNERS		331.58
9010860469	09/24/2020	SHI INTERNATIONAL CORP	01-5801	ADOBE CREATIVE CLOUD		625.00
9010860470	09/24/2020	SYNCB/AMAZON	01-4310	FACE SHIELD	20.91	
				FACE SHIELD/INTERVENTION	37.48	
				FACE SHIELDS	9.68	
				HDMI ADAPTER	107.22	
				HDMI CABLE	32.16	
				INTERVENTION SUPPLIES	30.58	
				IPAD CHARGER	36.36	
				VINYL	12.32	
				WEIGHTED VEST/SP ED	78.11	
				WRITING AID/PENCIL	29.46	

Provides Aerobax for all staff

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 09/04/2020 through 10/12/2020

Check Number	Check Date	Pay to the Order of	Fund-Object	Comment	Expensed Amount	Check Amount
9010860470	09/24/2020	SYNCB/AMAZON	01-4510	BRACKET	8.08	
				MONITOR/OFFICE	289.55	
				MOWER WHEELS	56.69	
				GLOVES	384.00	
			01-4515	HAND SOAP	24.18	
9010861322	10/01/2020	BLACKBOARD INC	01-5801	MASS NOTIFICATION RENEWAL		1,156.78
9010861323	10/01/2020	CALIFORNIA'S VALUED TRUST	01-9550	EMPLOYEE		660.13
9010861324	10/01/2020	LOZANO SMITH LLP	01-5810	TITLE IV COMPLIANCE WEBINAR		24,633.26
9010861325	10/01/2020	GOPHER SPORT	01-4510	PLAYGROUND EQUIPMENT		135.00
9010861858	10/08/2020	CANON FINANCIAL SERVICES	01-5620	COPIER		1,155.95
9010861859	10/08/2020	COOK, GINA	01-4310	PICTURES/RESOURC ROOM		588.26
9010861860	10/08/2020	FRONTIER	01-5910	PHONE 9/25/20-10/24/20		44.22
9010861861	10/08/2020	GARY LYON	01-4310	LUMBER/PLEXI		183.47
9010861862	10/08/2020	HOME DEPOT CREDIT SERVICES	01-4510	MAINTENANCE		48.41
9010861863	10/08/2020	MISSION LINEN SUPPLY	01-4510	SUPPLIES	79.90	163.80
				LAUNDRY	161.05	240.95
9010861864	10/08/2020	OFFICE DEPOT	01-4310	PAPER/STAFF ROOM	62.80	
9010861865	10/08/2020	PALO CEDRO TRUE VALUE	01-4510	BULLETIN BOARD/OFFICE	85.57	148.37
				HARDWARE	6.43	
				HARDWARE	23.46	29.89
9010861866	10/08/2020	REDDINGS SPEECH & LANGUAGE CTR	01-5805	SPEECH		2,625.00
9010861867	10/08/2020	SHASTA UNION HIGH SCH DISTRICT	01-4510	STAFF APPRECIATION LUNCH		238.50
9010861868	10/08/2020	TSA CONSULTING GROUP, INC	01-5801	RETIREMENT PLAN/ADMIN		15.00
9010861869	10/08/2020	US BANK	01-4310	HDM/DONNELLEY	38.60	
				HEADPHONE	414.70	
				HOT SPOT 9/20-10/20	99.30	
				HOVER CAM	391.45	
				STUDENT INCENTIVE	16.46	
			01-4510	FAN MOTOR	83.66	
				HARDWARD	3.00	
				HOT SPOT 9/20-10/20	59.24	
			01-5801	SCHOOL CULTURE/TEAM BUILDING	520.00	
9010861870	10/08/2020	US BANK EQUIPMENT FINANCE	01-5910	PHONE CREDIT	50.00	1,676.41
9010861871	10/08/2020	VERIZON WIRELESS	01-5620	PRINTERS		520.02
			01-5910	SUPT CELL 8/23/20-9/22/20		58.85
Total Number of Checks					55	75,775.87

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 09/04/2020 through 10/12/2020

Check Number	Check Date	Pay to the Order of	Fund-Object	Comment	Expensed Amount	Check Amount
Fund Summary						
<u>Fund</u>	<u>Description</u>			<u>Check Count</u>	<u>Expensed Amount</u>	
01	General			55	75,775.87	
	Total Number of Checks		55		75,775.87	
	Less Unpaid Sales Tax Liability				.00	
	<b>Net (Check Amount)</b>				<b>75,775.87</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.

**Academic School Year 2020-2021**  
**Quarterly Report on Williams Uniform Complaints**  
 [Education Code § 35186]

District: North Cow Creek School District

Form Completed By: Kevin Kurtz Title: Supt/Prin

Quarterly Report Submission Date:  
 (Please check one)

☒

October 2020

☐

April 2021

☐

January 2021

☐

July 2021

Date for information to be reported publicly at governing board meeting: \_\_\_\_\_

Please check the box that applies:

☒

No complaints were filed with any school in the district during the quarter indicated above.

☐

Complaints were filed with schools in the district during the quarter indicated above. The following chart summarizes the nature and resolution of these complaints.

General Subject Area	Total # of Complaints	# Resolved	# Unresolved
Textbooks and Instructional Materials			
Teacher Vacancy or Misassignments			
Facilities Conditions			
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>

Kevin Kurtz

Print Name of District Superintendent

\_\_\_\_\_  
 Signature of District Superintendent

\_\_\_\_\_  
 Date

Submit by the 15th of the month to: Carmen Bahr at cbahr@shastacoe.org



## NORTH COW CREEK ELEMENTARY SCHOOL

### Board of Trustees

Eileen Travis, President  
Erika Callegari, Member  
Jim Brimble, Member  
Kevin Butler, Member  
Kim Christofferson, Clerk

### Superintendent/Principal

Kevin Kurtz



5F

Date: October 12, 2020

To: Rana Osborne, President, North Cow Creek Educator's Association; Teacher's Unit  
Nancy Vaughn, President North Cow Creek Educator's Association; Classified Unit

From: Kevin Kurtz, Superintendent/Principal

Re: Negotiations for the 2021-2022 School Year

Pending Board approval, the District's formal sunshine is as follows:

### Certificated Contract & Classified Contracts

Open negotiations for the 21/22 school year regarding Compensation Article 9 (Certificated) and Article 10 (Classified).

The district looks forward to working together to address the needs of our staff, the district, and to address any budget challenges that we are confronted with.

## **Board Supplemental Packet 201020A**

### **Board Policies**

(BP3600, BP/AR5131.2, BP/AR0430, ~~E(1)1312.3~~, E(2)1312.3,  
AR4030, BP/AR4119.11, 4219.11, 4319.11, AR5145.3,  
BP/AR5145.7, AR5145.71, BP/AR6159, BP/AR6159.1, BP/AR6159.2)



**MEMORANDUM OF UNDERSTANDING BETWEEN**  
**NORTH COW CREEK SCHOOL DISTRICT**  
**AND**  
**NORTH COW CREEK EDUCATION ASSOCIATION**

**2020-2021**  
**(September 25, 2020)**

The North Cow Creek School District ("District") and the North Cow Creek Education Association ("Association"), jointly known as the Parties ("Parties") enter into this Memorandum of Understanding ("MOU") regarding the issues related to the coronavirus COVID-19 and the physical opening of schools and the provision of distance learning during the 2020-2021 school year.

As of the date of this MOU, the Parties recognize that the COVID-19 pandemic necessitates significant modifications to the operation of schools to minimize the health risks associated with COVID-19 infection for all students, staff, and their families while also providing equitable access to education for students. The mutual goal is to do no harm to students and staff while providing the best possible learning opportunities for students. This agreement only applies to the temporary effects due to COVID-19 in 2020-2021 and shall not be precedent setting for future contract negotiations.

The Parties acknowledge that staff and students may need to self-quarantine, become quarantined, and/or the District may need to close a learning cohort or close school(s) on an emergency basis to slow the spread of infection and illness arising from COVID-19 during the 2020-2021 school year.

Unless otherwise noted below, the provisions of this MOU shall supersede any provisions of the Collective Bargaining Agreement between the Parties that are in conflict for the duration of this MOU, or until modified by mutual agreement of the District and the Association. The Parties affirm the obligation to comply with all provisions of the Collective Bargaining Agreement ("CBA") not in conflict with this MOU. Further, the Parties affirm that all provisions of the Educational Employment Relations Act ("EERA") *California Government Codes 3540 et seq.* apply and remain in effect.

The Parties agree to the following:

1. **Terms of Collective Bargaining Agreement.** Unless otherwise noted below, all terms of the current Collective Bargaining Agreement ("CBA") shall remain unchanged and in full force and effect.
2. **Definitions.** The following definitions are agreed upon by both Parties:
  - A. "Classroom" – is any academic, learning, assessment, or instructional space used by students, certificated, classified, parents, administrators, or other adults on a school campus. This applies to both indoor and outdoor learning spaces, and includes music, I Lab, makers space, stem, study halls, after school care.
  - B. "Common Equipment" – is any school equipment or structures that are designed to be used or shared by more than one individual. This includes, but is not limited to, technology, books, computers, recess/playground equipment, physical education equipment, pens, pencils, etc.
  - C. "Common Space" – is any indoor or outdoor space on a school campus designed or commonly used by more than one group of individuals. This includes, but is not limited to, school offices, nurse stations, playgrounds, blacktops, quads or outdoor gathering spaces, hallways, bathrooms, etc.
3. **Flexibility to Open/Close Schools and to Change the Student Instruction Delivery Model.** The District reserves the right to make the decision to open, close or reopen District schools or classrooms, including the decision to change instruction model. Unit members will be notified by email, electronic communication, or phone about any school closures or transition between plans, including any decisions to extend school closures once they commence.

#### 4. Safety Conditions.

- A. Adherence to Public Health Guidance. During the term of this MOU, the District shall adhere to applicable and mandatory Public Health Guidance, including guidance related to use of face coverings, sanitization, and disinfection. Applicable and mandatory Public Health Guidance includes, but is not limited to, guidance issued by the California Department of Public Health ("CDPH") and the Shasta County Public Health Department ("Public Health Guidelines").
- B. District Guidelines. Unit members shall follow District guidelines (based on Public Health Guidelines) for health and safety procedures in the workplace.
  - i. All certificated bargaining unit members not assigned as a classroom teacher and other staff working in these positions (including but not limited to counselors, speech-language pathologist, psychologist, social workers, and nurses) shall follow the safety requirements detailed in this MOU.
- C. Safety Training. Consistent with federal, state, and local public health officer guidelines, all unit members shall be trained on COVID-19 related safety measures that they are expected to follow and enforce.
- D. Daily Cleaning. The District shall ensure that all classroom spaces, restrooms, indoor common spaces, and workspaces are cleaned daily using disinfectants, ~~as available~~, recommended by federal, state, and/or local health officials or organizations. Checklists will be developed and utilized to insure all areas are being cleaned as required.
- E. Air Ventilation
  - i. All staff in locations with functioning windows shall be encouraged to keep windows open depending on weather, temperature, or air quality conditions.
  - ii. The District shall ensure all HVAC systems are operating as expected and on the mode which delivers the most fresh air. HVAC filters shall be changed monthly.
- F. Face Coverings. Face coverings are to be worn properly at all times by all staff, all students in grades 3-8, all administrators, and any visitors indoors on a school campus.
  - i. Students in grades TK-2 are highly encouraged to wear masks while indoors on the school campus.
  - ii. Masks shall not be required for students or staff if there is a medical or behavioral contraindication verified in writing from a medical professional or behavioral specialist. [shields?]
  - iii. Face coverings are not required to be worn by staff and administration if they are alone within a confined area, such as their work space or classroom.
  - iv. N95 masks, when available, shall be provided to staff who are required to interact closely with students within the health room or within a classroom setting to provide one-on-one support where other safety devices, such as Plexiglas or social distancing, cannot be maintained.
  - v. The district will provide staff and students a face covering should they need one.

G. Hand Washing. The Parties recognize that frequent hand washing for a minimum of 20 seconds minimizes the spread of COVID-19. The Parties also recognize that hand washing with soap and water is preferred over the use of hand sanitizer. The District shall provide the following to encourage hand washing:

- i. Every room with a sink shall be stocked with soap, and paper towels.
- ii. Hand sanitizer, meeting the Public Health Department criteria, will be available for classrooms, non-classroom work spaces and common areas.
- iii. Portable hand sanitizer stations shall be strategically placed around campus.
- iv. All hand washing/hand sanitizing supplies noted above or otherwise provided shall be checked and restocked as needed and prior to the beginning of each day that staff or students are on campus.

H. Staff symptom screening. Unit members are encouraged to self-screen each day before coming to work at the school site. Self-screening includes: ensuring temperature is below 100.4 degrees Fahrenheit, checking for symptoms outlined by public health officials, and staying home if they have symptoms consistent with COVID-19 or if they have had close contact with a person diagnosed with COVID-19. All unit members are responsible for personally assessing their own health at least daily while performing duties on the school site.

- i. When unit members enter worksites, the District may engage in symptom screenings consistent with Public Health Guidelines, which includes visual wellness checks and temperature checks with no-touch thermometers and questioning regarding COVID-19 symptoms and whether unit members have anyone in their home with COVID-19 symptoms or a positive test.
- ii. Staff and students with any symptoms consistent with COVID-19 or who have had close contact with a person with COVID-19 shall be sent home or sent to an isolation room on site pending travel home or to a medical facility.
- iii. Upon notification that an employee or student has been infected with COVID-19, the District shall promptly contact with the Shasta County Public Health Department and shall cooperate in contact tracing efforts.

I. COVID-19 Exposure. The District will follow guidance from the California Department of Public Health and Shasta County Department of Public Health if a staff member, administrator, student or parent associated with a class cohort tests positive for COVID-19.

J. Quarantined Class Cohort. If a class cohort is placed under quarantine, the cohort's regular instructor shall continue to provide instruction to the cohort through distance learning while the class cohort is under quarantine unless the regular instructor is on medical leave. If the cohort's regular instructor is not medically able to provide instruction, a substitute shall be provided.

## 5. Physical Distancing.

A. Classrooms/Instructional Space. All efforts shall be made to provide 6 feet of physical distancing between certificated teacher workspace and student work areas, and between all employee workspaces.

- i. No unit member shall be directed to violate the six (6) feet of physical distancing requirement except to prevent imminent bodily or physical harm from occurring.

- ii. In situations in a classroom where optimum physical distancing of 6 feet is not practicable according to the district, as mutually agreed to by the unit member and the site administrator, alternative and effective safety devices shall be used such as plexiglass barriers and face shields with neck drapes. Time spent in proximity of less than six (6) feet between individuals shall be minimized to the extent possible.
- B. Students. Students should remain in their same workspace as much as practicable.
  - i. The District will minimize class size loads during the pandemic by minimizing the approval of interdistrict agreements.
  - ii. Each student's belongings shall be separated and stored in individually labeled storage containers, cabinets, cubbies, or other areas.
  - iii. The District, working with unit members, shall provide each classroom with sufficient supplies in order to minimize the sharing of high-touch materials. If equipment must be shared between students, the equipment shall be disinfected between use.
- C. Lunch. Close physical interactions will be minimized between during students' lunch period(s).
  - i. For the duration of this MOU, a duty-free lunch period of at-least thirty-five (35) minutes each Workday will be provided to certificated unit members.
  - ii. If the District requires students to stay in class for lunch due to the school site facility's inability to maintain physical distancing requirements during lunch, the District shall compensate certificated unit members who are required to remain with students for this period of time at the unit member's pro rata per diem hourly rate of pay.
- D. Ingress/Egress Points. School sites shall identify a single access point to be used for student and parent ingress before school and multiple access points for student and parent egress after school.
- E. Recess. Recess shall be designed to maintain cohort stability. Where possible, recess times will be staggered to minimize the number of different people with whom staff and students interact. The district will follow the current CBA for providing breaks and lunch periods with the exception of 6.C.i.
- F. Specialist/Elective Education. Specialists and elective teachers shall not interact in-person with more than six class cohorts in a day.
- G. Meetings and Gatherings. In-person meetings shall be minimized during the pandemic and attendees shall have the option to attend in-person meetings virtually if physical distancing guidelines cannot be followed.
  - i. Back-To-School Night shall be held virtually.
  - ii. Open House, and in-person Promotion/Graduation meetings or Ceremonies may be held virtually or otherwise modified for the 2020-2021 school year.
- H. Classroom Visitors. School staff shall limit the number of non-staff visitors to classrooms in order to maintain the stability of cohorts.

## 6. Leaves of Absence.

- A. Covid-19 Exposure, Symptoms, or Positive Test. If a unit member is exposed to COVID-19 and is self-quarantining or awaiting results and/or tests positive for COVID-19, the unit member shall be permitted to use

any and all permitted leaves under the CBA, as well as under state and federal law for which the unit member is eligible including the Families First Coronavirus Response Act (FFCRA).

**B. Families First Coronavirus Relief Act ("FFCRA").** Parties recognize that the FFCRA is scheduled to expire on December 31, 2020. Prior to expiration, a unit member shall use up to 10 days of available federal paid sick Leave under the FFCRA if:

- i. The member (1) is unable to work due to government issued quarantine or isolation order related to COVID-19, (2) has been advised to self-quarantine by a healthcare provider related to COVID-19 and is unable to work, (3) is experiencing symptoms of COVID-19 and is seeking diagnosis; or
- ii. If the member is unable to work due to the need to care for:
  1. A minor child due to a COVID-19 related school closure,
  2. An individual subject to government issued quarantine or isolation order related to COVID-19,
  3. An individual who has been advised to self-quarantine by a healthcare provider related to COVID-19, or
  4. An individual who is experiencing symptoms of COVID-19 and is seeking diagnosis.
- iii. The District may request verification of the above criteria for an employee's request for paid leave under the FFCRA.
- iv. The District will pay a unit member's full salary during the 10 days of paid sick leave available under the FFCRA.
- v. Additional COVID-19 Leave. For the 2020-21 school year, an additional 10 days of paid leave per unit member shall be granted by the District if the unit member contracted COVID-19 during the course of their employment, exhausted their extended sick leave days under the FFCRA, and provides acceptable verification from a health care provider that the unit member (1) is unable to work due to government issued quarantine or isolation order related to COVID-19, (2) has been advised to self-quarantine by a healthcare provider related to COVID-19 and is unable to work, or (3) is experiencing symptoms of COVID-19 and is seeking diagnosis.
  1. If the FFCRA expires on December 31, 2020 and the unit member has not used the additional 10 day paid leave, then the additional 10 days of paid leave shall continue to be available to the unit member between January 1 to June 30, 2021 if the unit member contracted COVID-19 during the course of their employment and provides the acceptable verification described in this section if requested by the District.
  2. Unless contact tracing performed by the Shasta County Department of Public Health proves otherwise, the District shall presume that a unit member who is taking leave and who has provided acceptable verification described in this section, contracted COVID-19 during the course of their employment.

**C. Interactive Process and Reasonable accommodation.** Unit members who may be at high-risk to serious illness due to COVID-19 during the pandemic and who provide the appropriate medical documentation will be entitled to reasonable accommodation as required by state and/or federal law.

- i. Unit members who may be at high-risk for COVID-19 and not able to be accommodated by the District to work remotely, will be permitted to use any and all leaves to which they are entitled under state, federal law and the CBA.

- ii. All unit members who do receive an alternative assignment have the right to return to their previous assignment.
- D. Unpaid Leave. The notice requirements for an unpaid leave of absence have been relaxed for unit members wishing to request or extend an unpaid leave of absence for the 2020-21 school year.
- 7. **Distance Learning**. The parties recognize that SB 98, as well as additional guidance from the Governor and CDE, have added additional requirements to ensure the provision of rigorous distance learning while schools are physically closed. This interaction may take the form of internet or telephonic communication, or by other means permissible under Public Health Guidelines.
  - A. Resources. The District shall provide appropriate resources for bargaining unit members required to engage with students in a virtual setting either as part of in-person learning, distance learning, or a hybrid model.
  - B. Transfer/Reassignments. The District shall maintain the right to assign and/or reassign employees to distance learning positions during the 2020-2021 school year without triggering the provisions of the collective bargaining agreement governing transfers/reassignments.
    - i. Change in instructional model as a result of COVID-19 will not be considered a transfer or assignment for unit members.
    - ii. Preference for available Independent Study and Distance Learning positions will be given to unit members who have provided medical documentation and notified the District that they are considered "at-risk" and are interested in the available position.
    - iii. At the end of the 2020-21 school year, all bargaining unit members that were transferred shall return to their original position/subject matter/grade level with the exception of normal movement based on enrollments as defined in the collective bargaining agreement.
- 8. **Other Transfers/Reassignment**. The Parties understand that temporary reassignments for classified unit members may be required during the school year. The District reserves its rights and authority to temporarily reassign classified unit members as necessary in order to best meet the needs of the District as a result of COVID-19 and its effects on District operations.
- 9. **Evaluations**.
  - A. Permanent Certificated. During the 2020-2021 school year, permanent certificated unit members shall not be evaluated pursuant to CBA evaluation procedures.
  - B. Probationary Certificated. Probationary certificated unit members will be evaluated during the 2020-2021 school year pursuant to the terms of the CBA. For instruction provided through a distance learning model, probationary certificated unit members must provide evaluators access to virtual learning settings and relevant electronic communications so that the evaluator can conduct a comprehensive evaluation.
  - C. Classified Unit. All classified unit members will be evaluated pursuant to the terms of the CBA.
- 10. **Extra Duty Assignments**. Any and all extra-duty assignments shall be cancelled unless such duties can reasonably be performed in compliance with CDPH guidelines or virtually. Unit members will not be paid for extra duty assignments not performed or required. Unit members who partially perform extra-duty assignments shall receive prorated compensation for their performance.

- 11. Classroom Preparation Days.** If the instructional model changes to full distance learning during the school year, bargaining unit members shall be provided two (2) classroom preparation days prior to the start of the return of students to full in-seat instruction.
- A. These days shall be non-student days with no school site meetings or trainings for the purpose of unit members preparing their classroom spaces for the in-person and/or distance learning.
  - B. Bargaining unit members shall earn two days of compensatory time off for the above classroom preparation days.
  - C. The District reserves the right to revise the current 2020-2021 school year calendar to accommodate any additional classroom preparation days as a result of any changes to the learning model during the school year.
- 12. Pay and Benefits.** Bargaining unit members shall continue to receive their full compensation and benefits regardless of the instruction model under which the unit member is providing instructional services.
- 13. Substitute Coverage.** If no substitute is available to provide substitute teaching coverage, the cohort may be instructed by an administrator until such time a substitute teacher becomes available. Classified employees may assist an administrator who is substitute teaching but shall not substitute teach a cohort unless they are substitute qualified.
- 14. Acceptable Use Policy.** District employees using district-provided technology – whether hardware or software – including district networks, emails, and applications, are included within the parameters of the district’s Acceptable Use Notification (“AUN”). The District does not expect unit members to use their personal telephone numbers or e-mail addresses to contact students or their parents in the execution of their official employment duties. The District has provided an application for certificated unit members to use on their cell phones in the event they need to engage in school-related communications via telephone or e-mail while offsite.
- 15. COVID-19 Committee.** The Parties agree to form a committee regarding the COVID-19 pandemic. The committee will consist of two District representatives, two certificated unit member and two classified unit member. The committee will meet following the issuance of new CDPH guidance, new COVID-19 related legislation, and as needed to provide feedback on the current instruction model or COVID-19 health and safety concerns.
- 16. General Provisions.**
- i. Not Precedent Setting. The Parties agree that this MOU is not precedent setting, does not constitute a past practice, and does not constitute a waiver of the District’s right to refuse to negotiate matters that are not mandatory subjects of bargaining.
  - ii. Compliance with Law. The Parties recognize that the COVID-19 epidemic is evolving and so is governmental response. The Parties will comply with existing and further state or federal legislation or applicable orders and directives as they affect the terms and conditions of employment of bargaining unit employees.
  - iii. Inconsistencies with the Law. If any term or provision of this MOU is inconsistent with any applicable law or any order issued by any federal, state, or local officer or agency having jurisdiction over the District, or if the inconsistency could result in a loss of state or federal funding, the terms of the applicable law/order shall prevail and the inconsistent term of this MOU shall be disregarded, but all other agreed upon provisions of the MOU will remain in place. In this instance,

the Parties shall consult about the changes to this MOU as soon as possible and, in advance, if practical.

- iv. Term. The Parties agree that this MOU shall expire on June 30, 2021 unless extended, modified, or terminated early by mutual written agreement.
1. Due to the evolving nature of the pandemic, provisions of this MOU may conflict with CDPH guidance, Shasta County Department of Public Health orders, or COVID-19 related legislation. Any conflicting provision shall become inoperative and most recent guidance or legislation shall govern until the Parties agree to revised terms.
  2. Parties agree to negotiate safety and/or any impacts and effects related to the COVID-19 pandemic as requested by either Party.
- v. Authorization to Execute Agreement. The undersigned Parties represent that they have read and understand the terms of this MOU and are authorized to execute this MOU on behalf of their principals. Copies of signatures shall have the same force and effect as original signatures. Facsimile and electronic signatures shall be deemed original signatures.

NORTH COW CREEK SCHOOL DISTRICT

\_\_\_\_\_

Dated: September 29, 2020

NORTH COW CREEK EDUCATION ASSOCIATION

\_\_\_\_\_

Dated: September 30, 2020



# North Cow Creek School

## 2021- 2022 School Calendar

Draft: 8/27/20

1st Semester Ends: November 5 (

2nd Semester Ends: February 18

3rd Semester Ends: June 9

Shaded = Student Attendance Days (180)

July 2021						
Su	M	Tu	W	Th	F	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

21

August 2021						
Su	M	Tu	W	Th	F	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				

11

September 2021						
Su	M	Tu	W	Th	F	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		

14

October 2021						
Su	M	Tu	W	Th	F	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						

15

November 2021						
Su	M	Tu	W	Th	F	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				

15

December 2021						
Su	M	Tu	W	Th	F	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	

16

January 2022						
Su	M	Tu	W	Th	F	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					

14

February 2022						
Su	M	Tu	W	Th	F	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					

15

March 2022						
Su	M	Tu	W	Th	F	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		

15

April 2022						
Su	M	Tu	W	Th	F	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

16

May 2022						
Su	M	Tu	W	Th	F	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				

21

June 2022						
Su	M	Tu	W	Th	F	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		

7

### HOLIDAYS/RECESSES

Labor Day ..... Sep 6

Veteran's Day Holiday. .... Nov 11

(by law must be Nov 11 if a weekday)

Thanksgiving Break ..... Nov 22-26

Winter Break ..... Dec 23-Jan 10

Martin Luther King Day ..... Jan 17

Presiden'ts Week ..... Feb 21-25

Spring Break ..... Apr 11-15

Memorial Day ..... May 30

Thanksgiving - November 24

Easter - April 15

### CERTIFICATED DATES

School Starts: August 17

School Ends: June 3 9

District Work Days ○ Aug 12, 13, Jun 10  
Jun 4

Staff Development Days △ Aug 16, Nov 1  
Jan 10

Minimum Days ▮ Aug 20, Sep 2, 29, Oct 29, Nov 2-5  
Dec 22, Feb 2, Mar 16, May 4, Jun 8-9

Snow Day Makeup: June 10

(If snow day makeup is used, then June 104  
work day will be moved to June 13)

**NORTH COW CREEK ELEMENTARY SCHOOL DISTRICT  
INCREASE OF CERTIFICATE SUBSTITUTE PAY  
FOR THE 20/21 SCHOOL YEAR DUE TO COVID  
RESOLUTION 201020A**

WHEREAS, the NCC District is experiencing a shortage of certificated and classified custodian substitutes; and,

WHEREAS, this shortage is due to the effects of the COVID pandemic; and,

WHEREAS, the current effects of the COVID pandemic create a heightened need for substitute coverage within the regular classroom and the custodial position.

NOW, THEREFORE, IT IS HEREBY RESOLVED that for the 2020/21 school year, the regular certificated substitute rate will be increased to \$135 per day; and,

NOW, THEREFORE, IT IS HEREBY RESOLVED that for the 2020/21 school year, the long term certificated substitute rate will be increased to \$145 per day; and,

NOW, THEREFORE, IT IS HEREBY RESOLVED that for the 2020/21 school year, the hourly substitute rate for the custodial position shall be \$16.07.

FURTHER, this increase is only for the 2020/2021 school year; and,

FURTHER, the regular certificated substitute rate will return to the rate of \$120; and,

FURTHER, the long term certificated substitute rate will return to the rate of \$140 per day on July 1, 2021.

FURTHER, the classified substitute rate for custodian will return to the current rate specified in Step 1 on July 1, 2021.

FURTHER, the increased rates shall be effective as of August 12, 2020.

ADOPTED by the Governing Board of the North Cow Creek Elementary School district on October 20, 2020 by the following vote:

AYES:

NOES:

ABSENT:

\_\_\_\_\_  
Board President

\_\_\_\_\_  
Board Clerk

Date Signed \_\_\_\_\_