

NORTH COW CREEK SCHOOL DISTRICT
Agenda for Regular Meeting of the Governing Board
Tuesday, October 19, 2021
6:00pm
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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:

Vacant
Lyndse Bullard, Member

Kim Christofferson, President
Nezzera Tackett, Member 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. Approval letter from Shasta County Office of Education regarding approval of the 2021/2022 LCAP.

4. CONFERENCE SECTION

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

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5. CONSENT AGENDA

- | | |
|--|---------|
| A. Approval of Regular Minutes from September 21, 2021 | Motion: |
| B. Approval of Special Board Mtg. Minutes from October 7, 2021 | Second: |
| C. Approval of Monthly Warrants | Vote: |
| D. Williams Quarterly Report (August – October, 2021) | |

6. DISCUSSION/ACTION ITEMS

- | | |
|--|-----------------------------|
| A. Discussion/Approval: Revision of Board Policies (BP/AR4158, 4258, 4358; BP/AR5141.4, BP/AR5141.52, BP5145.12, AR6162.51)
<u>See Supplemental Packet 20210810D</u> | Motion:
Second:
Vote: |
| B. Discussion/Approval: ESSER III Expenditure Plan | Motion:
Second:
Vote: |
| C. Discussion/Approval: Appointment of Board Clerk due to Kim Christofferson assuming the role of President. | Motion:
Second:
Vote: |
| D. Discussion/Approval: Increase of minimum wage for classified hourly rate to \$15.00/hour. | Motion:
Second:
Vote: |
| E. First Read/Discussion: Draft of 2022-2023 school year calendar | |
| F. Discussion/Approval: Approval to surplus four (4) Vizio E65-C3 Smart LED television units and one (1) Sharp LCD Touch Screen Monitor. Bids will be published to staff and families with a minimum bid of \$100 (one bid per unit/family/staff). | Motion:
Second:
Vote: |
| G. Discussion: Process for filling the Superintendent/Principal position | |

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7. NEXT MEETING & BOARD DISCUSSION

- A. Board Discussion of School Affairs
- B. Regular Board Meeting – November 16, 2021 @ 6:00 pm
- C. Future Agenda Items
 - a. Superintendent/Principal Position
 - b. Annual Organization of the Board Notice (Nov)
 - c. Educator Effectiveness Plan (Nov/Dec)
 - d. Annual Organization of the Board (Dec)

8. ADJOURNMENT TO CLOSED SESSION at:

Motion:
Second:
Vote:

9. CLOSED SESSION

- A. Labor Negotiations (GC 54957.6)
- B. Public Employee Appointment/Employment:
Superintendent/Principal

10. ANNOUNCEMENT OF ACTION TAKEN IN CLOSED SESSION:

11. ADJOURNMENT at:

Motion:
Second:
Vote:



SHASTA COUNTY OFFICE OF EDUCATION

To be leaders in educational excellence, offering support to schools and community to ensure Shasta County students receive a quality education preparing them for high school graduation and success in career and college.

Superintendent
Judy Flores

Board of Education
Kathy Barry
Robert Brown
Rhonda Hull
Steve MacFarland
Laura Manuel
Denny Mills
Nick Webb

September 15, 2021

GOVERNING BOARD NORTH COW CREEK SCHOOL DISTRICT

Dear Board Members:

In accordance with Education Code Sections 42127 and 52070, the Shasta County Office of Education has reviewed the adopted budget and Local Control Accountability Plan (LCAP) of the North Cow Creek School District (the District) for fiscal year 2021-22.

Education Code requires the County Office to approve the LCAP or annual update for each school district after determining all of the following:

- The LCAP adheres to the template adopted by the State Board of Education.
- The budget includes expenditures sufficient to implement the specific actions and strategies included in the LCAP.
- The LCAP adheres to the expenditure requirements for funds apportioned on the basis of the number and concentration of unduplicated students, pursuant to Sections 42238.02 and 42238.03.

Education Code requires the County Office to approve, conditionally approve, or disapprove the adopted budget for each school district after doing the following:

- Examine the adopted budget to determine whether it complies with the standards and criteria established pursuant to Section 33127 and identify any technical corrections needed to bring the budget into compliance with those standards and criteria.
- Determine whether the adopted budget will allow the district to meet its financial obligations during the current fiscal year and is consistent with a financial plan that will enable the district to satisfy its multiyear financial commitments.
- Determine whether the adopted budget includes the expenditures necessary to implement the LCAP or annual update to the LCAP.

Based upon our review, the District's 2021-22 LCAP and adopted budget have been approved.

BUDGET SUMMARY

The Adopted Budget estimates an unrestricted surplus in 2021-22 of \$124,018. Additionally, the District estimates unrestricted deficits of \$114,867 and \$37,949 for the subsequent two years.

Although the minimum reserve required will be maintained, the District cannot sustain this level of deficit spending. The earlier that action is taken to correct deficit spending, the greater the impact on the District's multiyear financial outlook. One dollar of ongoing expenditure cuts this year will result in three dollars of savings over the multiyear period.

It is also critical to note that as reserves decrease, further strain is placed on the General Fund cash balance. As cash inflows do not always come in the same timeframe as the District incurs cash outflows, reserves are needed to ensure adequate cash is on hand for employee payroll and vendor payments.

SALARY AND BENEFIT NEGOTIATIONS

Salary and benefit negotiations have not been settled and potential increases have not been included in the budget. To the extent that collective bargaining settlements result in additional ongoing costs, we advise you that such increased costs should be supported by additional ongoing revenues or ongoing reduction of expenditures.

This letter is a reminder that, before the District's Board of Education takes any action on a proposed collective bargaining agreement, the District must meet the public disclosure requirements of Government Code Section 3547.5 and the California Code of Regulations Title V, Section 15449. The document used for this analysis is titled "Assembly Bill (AB) 1200: Public Disclosure of Proposed Collective Bargaining Agreement."

The AB 1200 document, along with a multi-year projection must be sent to the Shasta County Office of Education ten (10) working days prior to Board approval. AB 2756 amended Section 3547.5 of the Government Code to read: The superintendent of the school district and chief business official shall certify in writing that the costs incurred by the school district under the agreement can be met by the district during the term of the agreement. If a school district does not adopt all of the revisions to its budget needed in the current fiscal year to meet the costs of a collective bargaining agreement, the county superintendent shall issue a qualified or negative certification for the district on the next interim report pursuant to Section 42131 of the Education Code.

SUBMISSION OF STUDIES, REPORTS, EVALUATIONS AND/OR AUDITS

Education Code Sections 42127 and 42127.6 require districts to submit to the County Office any studies, reports, evaluations, or audits done of the district that contain evidence that the district is showing fiscal distress. They also require the County Office to incorporate that information into our analysis of budgets, interim reports and the district's overall financial condition.

We request that the District submit to this office any such documents commissioned by the District (e.g., reports done by the Fiscal Crisis and Management Assistance Team), or by the State Superintendent of Public Instruction and/or a state control agency any time they are received by your district.

CONCLUSION

We urge the District to carefully monitor their budget throughout the year. It is important to continue to be well-informed of events and other developments affecting school districts and to be prepared to take appropriate actions to lessen the impact on your district.

As always, we would like to thank your staff for their cooperation and effort during the budget process. If you have any questions or concerns, or if we can be of further assistance, please call our office at 225-0235.

Sincerely,



Jessica Bigby, CPA
Executive Director – District Fiscal Services

cc: Kevin Kurtz, Superintendent

North Cow Creek Elementary

10/11/2021
10:13 AM

2021-2022

Enrollment by Grade and Teacher

Page 1

Teacher	TK		K		1		2		3		4		5		6		7		8		ALL			
	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total			
020 Podesta	4	4	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	4	8	
029 Camahan	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	
009 Flagg	-	-	-	7	10	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	10	17	
020 Podesta	-	-	-	6	3	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	3	9	
029 Camahan	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	
045 King	-	-	-	-	-	-	9	8	17	-	-	-	-	-	-	-	-	-	-	-	9	8	17	
006 Osborne	-	-	-	-	-	-	3	6	9	-	-	-	-	-	-	-	-	-	-	-	3	6	9	
029 Camahan	-	-	-	-	-	-	-	1	1	2	-	-	-	-	-	-	-	-	-	-	1	1	2	
044 Hansen	-	-	-	-	-	-	-	10	7	17	-	-	-	-	-	-	-	-	-	-	10	7	17	
006 Osborne	-	-	-	-	-	-	-	1	7	8	-	-	-	-	-	-	-	-	-	-	1	7	8	
029 Camahan	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-	1	-	1	
027 Jones	-	-	-	-	-	-	-	-	-	-	13	10	23	-	-	-	-	-	-	-	13	10	23	
029 Camahan	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	1	-	1	
016 Lawson	-	-	-	-	-	-	-	-	-	-	-	14	11	25	-	-	-	-	-	-	14	11	25	
029 Camahan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	1	-	1	
015 Willhite	-	-	-	-	-	-	-	-	-	-	-	-	-	21	7	28	-	-	-	-	21	7	28	
047 Collord	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	12	14	26	-	-	12	14	26	
029 Camahan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	2	-	2	-	2	
028 DeWalt	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	16	8	24	-	16	8	24	
029 Camahan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1		
018 Donnelley	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	15	16	31	15	16	31

School Total: 4 4 8 13 14 27 12 15 27 14 10 24 15 11 26 22 7 29 12 14 26 16 16 32 138 114 252

* Class total is calculated including Nonbinary gender students

4A

October 2021

October 2021							November 2021						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
3	4	5	6	7	8	9	1	2	3	4	5	6	7
10	11	12	13	14	15	16	7	8	9	10	11	12	13
17	18	19	20	21	22	23	14	15	16	17	18	19	20
24	25	26	27	28	29	30	21	22	23	24	25	26	27
31							28	29	30				

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
Sep 26	27	28	29	30	Oct 1	2
3	4	5	6	7	8	9
	3:00pm Football Practice 4:00pm Volleyball (A Team) vs. Millville @ 5:00pm Volleyball (B)	2:30pm Cross Country 3:00pm Cross Country 3:00pm Volleyball 3:20pm Leadership	Minimum Day 1:30pm Staff Meeting 4:00pm Volleyball (B) 4:00pm Football Game	3:00pm Volleyball 4:00pm Cross Country 4:00pm Football vs. 4:00pm Volleyball	5:00pm Cross Country (K-3) @ Evergreen School 5:00pm Cross Country (K-3) @ Caldwell Park	
10	11	12	13	14	15	16
	3:30pm Football vs. Millville @ NCC 4:00pm Volleyball (A) 5:00pm Volleyball (B)	3:00pm Cross Country Practice (4-8) 4:00pm Football Playoffs 6:30pm Edfoundation	Minimum Day 1:30pm Middle School 4:00pm Volleyball (B) 5:00pm Cross Country	4:00pm Cross Country (4-8) @ UPrep (Kidg Kingdom) 4:00pm Football Playoffs	4:30pm Girls Basketball Tryouts 5:00pm Cross Country (K-3) @ Grand Oaks	
17	18	19	20	21	22	23
		6:00pm School Board Meeting	Minimum Day 1:30pm Staff Meeting 3:00pm Negotiations			4:00pm Fall Carnival
24	25	26	27	28	29	30
	Fairyale/Disney Day	Throw-Back Day 2:30pm Cross Country Practice (K-3)	Spirit Week Minimum Day Neon Day 3:15pm Lighthouse	Hawaiian Day	Custom Day 6:00pm Middle School Dance (6-8)	
31	Nov 1	2	3	4	5	6

November 2021

November 2021							December 2021						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5	5	6	7	8	9	10	11
7	8	9	10	11	12	13	12	13	14	15	16	17	18
14	15	16	17	18	19	20	19	20	21	22	23	24	25
21	22	23	24	25	26	27	26	27	28	29	30	31	
28	29	30											

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
Oct 31	Nov 1 8:00am Staff Development Day	2 1:00pm Minimum Day - Parent Conferences 3:20pm Leadership Team Meeting	3 Minimum Day 1:00pm Minimum Day - 4:00pm Girls Basketball 5:00pm Girls Basketball 6:30pm Edfoundation	4 1:00pm Minimum Day - Parent Conferences	5 Trimester 1 End 1:00pm Minimum Day - Parent Conferences	6 Beaver Bash 7:00pm Beaver Bash
7	8 4:00pm Girls Basketball (A) @ NCC 5:00pm Girls Basketball (B) @ NCC	9	10 Minimum Day 1:30pm Middle School Collaboration 4:00pm Girls Basketball 5:00pm Girls Basketball	11 8:00am No School - Veteran's Day	12 Honor Roll Recognition	13
14	15 4:00pm Girls Basketball (A) @ Bella Vista 5:00pm Girls Basketball (B) @ Bella Vista	16 6:00pm School Board Meeting	17 Minimum Day 1:30pm Staff Meeting	18	19	20
21	22 8:00am Thanksgiving Break	23 8:00am Thanksgiving Break	24 Minimum Day 8:00am Thanksgiving Break	25 8:00am Thanksgiving Break	26 8:00am Thanksgiving Break	27
28	29 4:00pm Girls Basketball (A) @ Millville 5:00pm Girls Basketball (B) @ Millville	30	Dec 1	2	3	4

NORTH COW CREEK SCHOOL DISTRICT
Minutes for Regular Meeting of the Governing Board
Tuesday, September 21, 2021
6:00pm
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Members Present: Nezzera Tackett, Lyndse Bullard, Kim Christofferson, Erika Callegari, Kevin Kurtz, Beth Roberts, Lori Brunelli

Call to Order/Flag Salute: 6:00 p.m.

1. APPROVAL OF THE ORDER OF THE AGENDA

Motion: ECallegari
 Second: LBullard
 Vote: 4-0

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

3. CORRESPONDENCE

- A. None

4. CONFERENCE SECTION

- A. Superintendent's Report
 - a. Enrollment Update: 252
 - b. Calendar of Events: The Lighthouse Leadership team is meeting tomorrow evening from 1:15-7:15 p.m. Athletics are back in action. We have had great participation in volleyball, football and cross country. The Fall carnival will be held outside on October 23. Movie night was cancelled this month. The Beaver Bash will be November 6 at Mercy Oaks.
- B. Business Office Report

5. CONSENT AGENDA

- A. Approval of Regular Minutes from August 10, 2021
- B. Approval of Monthly Warrants

Motion: ECallegari
 Second: NTackett
 Vote: 4-0

6. DISCUSSION/ACTION ITEMS

- A. First Read: Revision of Board Policies (BP/AR4158, 4258, 4358; BP/AR5141.4, BP/AR5141.52, BP5145.12, AR6162.51) Tabled
See Supplemental Packet 20210810D

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- | | |
|--|---|
| B. 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. | Open: 6:09 p.m.
Closed: 6:10 p.m. |
| C. Discussion/Approval: Resolution #210921A -- Approval of Resolution regarding Sufficiency of Instructional Materials. | Motion: LBullard
Second: ECallegari
Vote: 4-0 |
| D. Public Discussion: ESSER III Expenditure Plan | |
| E. Discussion/Approval: Unaudited Actuals for the 2020/2021 School Year.
<u>See Supplemental Packet 210921B</u> | Motion: NTackett
Second: ECallegari
Vote: 4-0 |
| F. Discussion/Approval: Resolution #210921C – Adoption of GANN Limit. | Motion: ECallegari
Second: NTackett
Vote: 4-0 |
| G. Discussion/Approval: Approve the 2020/2021 EPA Expenditures. | Motion: ECallegari
Second: LBullard
Vote: 4-0 |
| H. Discussion/Approval: Resolution #210921D Joint Powers Authority Membership – School Project for Utility Rate Reduction | Motion: NTackett
Second: LBullard
Vote: 4-0 |
| I. Discussion/Approval: Appointment of new Board President due to the resignation of Jim Brimble. Discussion on process to seek and select a replacement for Mr. Brimble. Due to the resignation of Jim Brimble on September 1, Kim Christofferson is now the Board President. | |

7. NEXT MEETING & BOARD DISCUSSION

- A. Regular Board Meeting – October 19, 2021 @ 6:00 pm
- B. Future Agenda Items
 - A. Annual Organization of the Board Notices (Oct)
 - B. Approval of ESSER III Expenditure Plan (Oct)
 - C. Superintendent's Goals (Oct)

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- D. Minimum Wage Adjustment (October)
- E. Board Clerk
- F. Recognition of Jim Brimble

8. ADJOURNMENT TO CLOSED SESSION at: 6:49 p.m.

Motion: ECallegari
Second: LBullard
Vote: 4-0

9. CLOSED SESSION

- A. Labor Negotiations (GC 54957.6)

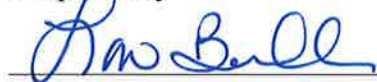
10. ANNOUNCEMENT OF ACTION TAKEN IN CLOSED SESSION:

None

11. ADJOURNMENT at: 7:46 p.m.

Motion: ECallegari
Second: NTackett
Vote: 4-0

Respectfully Submitted:



Lori Brunelli, District Secretary

Kevin Kurtz, Superintendent/Principal

NORTH COW CREEK SCHOOL DISTRICT
Minutes for Special Meeting of the Governing Board
Wednesday, October 6, 2021
4:00pm
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Members Present: Kim Christofferson, Lyndse Bullard (absent), Nezzera Tackett, Erika Callegari, Kevin Kurtz, Beth Roberts

Call to Order/Flag Salute: 4:01 p.m.

1. APPROVAL OF THE ORDER OF THE AGENDA

Motion: ECallegari
 Second: NTackett
 Vote: 3-0
 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 not on the agenda:

B. Items in closed session: Holly Flagg presented a letter from the Educators Association to the Board.

3. ADJOURNMENT TO CLOSED SESSION at: 4:04 p.m.

Motion: ECallegari
 Second: NTackett
 Vote: 3-0
 Absent: 1

4. CLOSED SESSION

A. Public Employee Appointment/Employment:
 Superintendent/Principal

5. ANNOUNCEMENT OF ACTION TAKEN IN CLOSED SESSION:

Open: 5:08 p.m.

Superintendent/Principal's letter of resignation was received effective November 30, 2021. Board expressed the desire for the Superintendent/Principal to continue through December 31, 2021 if an interim replacement has not been identified.

The Board expressed the desire to identify an interim replacement who would assume the Superintendent/Principal position through the end of the 2021/2022 school year. Current administration will assist in this process. The process for selecting a permanent position will be developed with the assistance of the Shasta County Office of Education and is anticipated to be started early in the 2022 calendar year.

The Board expressed their appreciation for the letter submitted by the North Cow Creek Educator's Association. This letter expressed

NORTH COW CREEK SCHOOL DISTRICT
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appreciation to the current administration and a desire to be a part of the selection process for the new Superintendent/Principal.

6. ADJOURNMENT at: 5:14 p.m.

Motion: ECallegari
Second: NTackett
Vote: 3-0
Absent: 1

Respectfully Submitted:



Lori Brunelli, District Secretary

Kevin Kurtz, Superintendent/Principal

October 6th, 2021

Dear North Cow Creek Board of Trustees,

On behalf of the faculty and staff here at North Cow Creek I want to take this opportunity to formally congratulate Kevin Kurtz on his new venture in Tehama County, and to thank him for his energy and his expertise in service to this community these past years. We hope that his memories of his time with us will be fond ones, and that in the future he will think of Cow Creek as a place that will always welcome him home.

One facet of Kevin's leadership has been his willingness to listen and try to synthesize the input of teachers, classified staff, board members, administration, and parents, all working together to find our one voice. I believe if we look back over the long tradition at this school, we will find that those are the times when we have been at our absolute best, when we have all joined forces, putting aside individual interests and working together for the common good. Now, as we approach another time of transition, I propose that this is another one of those times. As the board faces the daunting task of selecting a new principal/superintendent, we the staff, parents, and members of the community wait with the trepidation one feels when bringing in a new member of the family.

Because that is what we are here: a family. Some of us have been teaching here longer than many of our parents have been parents. We have invested our hearts, our professional lives, and our personal determination into this school and the warm tradition of excellence it represents. So as you go through this process of selection, we ask you to consider tapping into the rich wellspring of expertise, commitment, and love for this school we offer as a resource. Use us, include us, call on us to be involved anywhere and everywhere we can do the most good, so that we might arrive together in discovering a candidate who will respect and collaborate with us toward building a better school. We, like you, hope for a principal/superintendent who will communicate a vision and listen to the input of all, who will be a presence of positive yet firm discipline on campus, and who will seek out and trust the advice of we who are blessed to be part of this body of professionals.

It's a tall order, and we commend Kevin for his successes. We know that no one administrator will make everyone happy, but we have faith in the notion that the more people have meaningful input in a decision, the less likely they are to complain about it later. We look forward to the years ahead continuing to work together with this board and our new administrator, whoever they may be. We simply and respectfully ask that you consider involving the staff in the selection process.

Sincerely,

North Cow Creek Educators' Association

Checks Dated 09/10/2021 through 10/11/2021

Check Number	Check Date	Pay to the Order of	Fund-Object	Comment	Expensed Amount	Check Amount
9010895036	09/16/2021	ACCU-PRINT	01-5801	FINGERPRINTS		72.00
9010895037	09/16/2021	ANDERSON COTTONWOOD DISP SVS	01-5545	GARBAGE		1,088.53
9010895038	09/16/2021	CALIFORNIA SAFETY CO	01-5620	ALARM 9/1/21-9/30/21		97.50
9010895039	09/16/2021	COLUMBIA SCHOOL DISTRICT	01-5805	PEACEFUL PLAYGROUND		690.00
9010895040	09/16/2021	DEPARTMENT OF JUSTICE	01-5801	FINGERPRINTS		160.00
9010895041	09/16/2021	FAGEN FRIEDMAN & FULLFROST LLP	01-5810	LEGAL SERVICES		34.00
9010895042	09/16/2021	FRONTIER	01-5920	ETHERNET		1,786.43
9010895043	09/16/2021	INDEPENDENT EDUCATIONAL PROG	01-5805	AUG2021NPS/B.A.		4,221.10
9010895044	09/16/2021	MENDES SUPPLY	01-4515	MOP RINSE		79.15
9010895045	09/16/2021	MOUNTAIN VALLEY SPECIAL ED JPA	01-5805	SP ED SRVCS 7/1-8/31/21		2,304.52
9010895046	09/16/2021	RAY MORGAN COMPANY	01-5801	COPIER		162.07
9010895047	09/16/2021	SHASTA COUNTY DEPT OF RESOURCE MGT	01-5801	PERMIT FOOD FACILITY		204.30
9010895048	09/16/2021	SHI INTERNATIONAL CORP	01-5801	CREATIVE CLOUD	670.31	
9010895049	09/16/2021	TERMINIX PROCESSING CENTER	01-5555	RENEWAL 10/1/21-10/31/22	Unpaid Sales Tax	625.00
9010895050	09/16/2021	TWO WAY RADIO GEAR, INC.	01-4510	HANDHELD RADIOS	45.31-	630.00
9010895051	09/16/2021	WORLD TELECOM SURVEILLANCE INC	01-5630	REPULLED FIBER	707.31	659.50
9010895903	09/23/2021	HUE & CRY INC	01-5805	ALARM 10/1/21-10/31/21	Unpaid Sales Tax	998.34
9010895904	09/23/2021	INDEPENDENT EDUCATIONAL PROG	01-5805	GROUP COUNSELING/B.A		64.63
9010895905	09/23/2021	JW PEPPER	01-4310	MUSIC		206.60
9010895906	09/23/2021	MISSION LINEN SUPPLY	01-5805	MLG/IEP SCHOOL B.A.		385.93
9010895907	09/23/2021	OFFICE DEPOT	01-4515	SUPPLIES	53.63	109.76
9010895908	09/23/2021	BELLA VISTA WATER DISTRICT	01-5530	LAUNDRY	180.94	234.57
9010896819	09/30/2021	CALIFORNIA'S VALUED TRUST	01-4310	PAPER	186.55	
9010896820	09/30/2021	FRANKLIN COVEY CLIENT SALES	01-5550	STAFF RM SUPPLIES	32.04	218.59
9010896821	09/30/2021	JW WOOD COMPANY INC	01-9550	WATER 7/20/21-9/19/21		1,076.47
9010896822	09/30/2021	MARC TAMBORINI	01-5805	EMPLOYEE		27,172.64
9010896823	09/30/2021	OFFICE DEPOT	01-4510	LEADERSHIP TRAINING/MATERIALS		3,636.55
9010896824	09/30/2021	PACIFIC GAS ELECTRIC COMPANY	01-8699	PLUMBING		161.09
9010896825	09/30/2021	SYNCB/AMAZON	01-4310	REISSUE LOST PAYROLL CHECK		2,348.79
9010896826	09/30/2021		01-5515	COLLORD/CLSRM	56.13	
				MAIN 8/17/21-9/15/21		
				POLE 8/18/21-9/16/21	24.64	
				CABINET/ILAB	24.30	
				CHARGERS CHROMBOOKS	261.68	
				COMPOSITION NOTEBOOKS	61.11	
					48.25	

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.

Checks Dated 09/10/2021 through 10/11/2021

Check Number	Check Date	Pay to the Order of	Fund-Object	Comment	Expensed Amount	Check Amount
9010896826	09/30/2021	SYNCB/AMAZON	01-4310	LEADER IN ME	25.50	
				LEADER IN ME BOOK/LAWSON	10.67	
				PODESTA/WOBBLE CHAIRS	227.32	
				SCIENCE SUPPLIES	208.99	
				SP ED SUPPLIES	16.08	
				STACKING STOOLS	129.02	
				STAFF RM SUPPLIES	102.94	
				PICNIC TABLES	11,465.00	
			01-4410	ADMIN/ADAPTER	34.28	
			01-4510	AMERICAN FLAG	76.14	
				BANDAGES	38.88	
				DRAIN CARTRIDGES	30.65	
				DRAIN CLEANER	32.12	
				FACE MASKS	167.22	
				MUSIC	70.76	
				MUSIC SUPPLIES	258.04	
				SQUIRREL TRAP	59.36	
				STEP STOOL/MUSIC	17.13	
				VOLLEYBALL NET	321.63	13,662.77
9010897521	10/07/2021	CANON FINANCIAL SERVICES	01-5620	COPY MACHINES		975.18
9010897522	10/07/2021	FAGEN FRIEDMAN & FULFROST LLP	01-5810	LEGAL SRVC		578.00
9010897523	10/07/2021	FRANKLIN COVEY CLIENT SALES	01-5805	LEADERSHIP TRAINING/MATERIALS		3,325.00
9010897524	10/07/2021	FRONTIER	01-5525	PHONE 9/25/21-10/24/21		190.84
9010897525	10/07/2021	INDEPENDENT EDUCATIONAL PROG	01-5805	SEPT2021NPS/B.A.		5,214.30
9010897526	10/07/2021	MISSION LINEN SUPPLY	01-4515	SUPPLIES	296.01	
			01-5530	180.94	180.94	
9010897527	10/07/2021	PEARSON EDUCATION	01-4310	SP ED TEST KITS		476.95
9010897528	10/07/2021	STRANGE & SON FENCING	01-6220	FENCE/SOLAR PANELS		2,399.10
9010897529	10/07/2021	TROXELL COMMUNICATIONS	01-4410	TOUCHSCREEN TV/S		13,004.65
9010897530	10/07/2021	TSA CONSULTING GROUP, INC	01-5801	RETIREMENT ADMIN SRVC		23,374.33
9010897531	10/07/2021	US BANK	01-4310	CPM 3 YR EBOOK	15.00	
				MUSIC	160.16	
				STARFALL SOFTWARE PRIMARY	1,150.74	
				CROSS COUNTRY TRACK	270.00	
			01-4510	STEEL STAKES	50.00	
				CUSTODIAL GLOVES	31.98	
			01-4515	PHONE CREDIT	471.90	
			01-5910		50.00	2,184.78

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

Checks Dated 09/10/2021 through 10/11/2021

Check Number	Check Date	Pay to the Order of	Fund-Object	Comment	Expensed Amount	Check Amount
9010897532	10/07/2021	US BANK EQUIPMENT FINANCE	01-5620	COPIERS		398.58
9010897533	10/07/2021	VERIZON WIRELESS	01-5805	SUPT CELL 8/23/21-9/22/21		53.33
Total Number of Checks					43	115,385.94

Fund Summary

Fund	Description	Check Count	Expensed Amount
01	General	43	115,479.06
Total Number of Checks		43	115,479.06
Less Unpaid Sales Tax Liability			93.12
Net (Check Amount)			115,385.94

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.

Academic School Year 2021-2022
Quarterly Report on Williams Uniform Complaints
 [Education Code § 35186]

District: North Cow Creek
 Form Completed By: Kevin Kurtz Title: Superintendent/Principal

Quarterly Report Submission Date:
 (Please check one)

☒

October 2021

☐

April 2022

☐

January 2022

☐

July 2022

Date for information to be reported publicly at governing board meeting: 10/19/2021

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			
TOTALS	0	0	0

Kevin Kurtz

Print Name of District Superintendent

Signature of District Superintendent

08/19/2021

Date



ESSER III Expenditure Plan

Local Educational Agency (LEA) Name	Contact Name and Title	Email and Phone
North Cow Creek School District	Kevin Kurtz Superintendent	kkurtz@northcowcreek.org (530) 549-4488

School districts, county offices of education, or charter schools, collectively known as LEAs, that receive Elementary and Secondary School Emergency Relief (ESSER) funds under the American Rescue Plan Act, referred to as ESSER III funds, are required to develop a plan for how they will use their ESSER III funds. In the plan, an LEA must explain how it intends to use its ESSER III funds to address students' academic, social, emotional, and mental health needs, as well as any opportunity gaps that existed before, and were worsened by, the COVID-19 pandemic. An LEA may also use its ESSER III funds in other ways, as detailed in the Fiscal Requirements section of the Instructions. In developing the plan, the LEA has flexibility to include community input and/or actions included in other planning documents, such as the Local Control and Accountability Plan (LCAP), provided that the input and actions are relevant to the LEA's Plan to support students.

For more information please see the Instructions.

Other LEA Plans Referenced in this Plan

Plan Title	Where the Plan May Be Accessed
Local Control Accountability Plan 2021-2024	The plan can be accessed on our school district website: http://northcowcreek.org/

Plan Title	Where the Plan May Be Accessed
Expanded Learning Opportunity Plan	The plan can be accessed on our school district website: http://northcowcreek.org/

Summary of Planned ESSER III Expenditures

Below is a summary of the ESSER III funds received by the LEA and how the LEA intends to expend these funds in support of students.

Total ESSER III funds received by the LEA

208,861

Plan Section	Total Planned ESSER III
Strategies for Continuous and Safe In-Person Learning	80,057
Addressing Lost Instructional Time (a minimum of 20 percent of the LEAs ESSER III funds)	128,804
Use of Any Remaining Funds	0

Total ESSER III funds included in this plan

208,861

Community Engagement

An LEA's decisions about how to use its ESSER III funds will directly impact the students, families, and the local community. The following is a description of how the LEA meaningfully consulted with its community members in determining the prevention and mitigation strategies, strategies to address the academic impact of lost instructional time, and any other strategies or activities to be implemented by the LEA. In developing the plan, the LEA has flexibility to include input received from community members during the development of other LEA Plans, such as the LCAP, provided that the input is relevant to the development of the LEA's ESSER III Expenditure Plan.

For specific requirements, including a list of the community members that an LEA is required to consult with, please see the Community Engagement section of the Instructions.

A description of the efforts made by the LEA to meaningfully consult with its required community members and the opportunities provided by the LEA for public input in the development of the plan.

In order to solicit feedback to identify actions/services for the ESSER III Expenditure Plan, we engaged our local school community stakeholders using the following strategies: student, staff and family surveys, in-person, staff meetings, and the Local Control and Accountability Plan (LCAP) and/or the Expanded Learning Opportunities (ELO) Grant Plan feedback meetings. We believe that our community engagement provided us with significant insight in supporting our students and staff in-order to keep them thriving and learning. The suggestions provided us with various COVID 19 prevention and mitigation strategies that impacted teaching, learning and day-to-day school experiences. This plan culminates the ideas brought forward by our various stakeholder groups.

The following community members were consulted in the development of the plans:

- * Students (4th-8th grade)
- * Underserved student populations (foster youth, English learners, students with disabilities, homeless youth, low-income)
- * Families, including families that speak languages other than English;
- * School and district administrators, including the SELPA Director and JPA Special Ed Director;
- * Teachers, principals, support staff, other educators, and classified/certificated groups.
- * Community members

NOTE: The Local Control and Accountability Plan (LCAP) can be found at <http://northcowcreek.org/>

Stakeholders identified and prioritized the specific needs faced by students, staff members and the district during the pandemic and beyond. The actions and services identified within the ESSER III Plan will directly impact students, families, and our local community. The plan will provide the much needed additional support to all of our students but especially our underserved student populations.

A description of how the development of the plan was influenced by community input.

Community input was vital to the development of the plan as it provided us with different perspectives and identified the needs of our students and staff to safely and effectively return to in-person instruction. We also drew from our experience from the 2020-2021 school year as we provided in-person instruction for a majority of the school year. This allowed us the opportunity to figure out what worked and what did not work for cohort teaching, parent communication, technology, attendance flexibility, staff and student accommodations, grading policies, interventions, Special Education supports, social emotional supports, social distancing and masking protocols, district policies and procedures, staff assignments/flexibility, health and wellness checks, learning models, meal flexibility, cleaning protocols, furniture/facilities needs, and allowed us to look closely at our different school systems in place. Finally, we were able to identify areas of staffing needed for the upcoming school year. This meaningful collaboration/consultation conducted outside of the development of the LCAP, influenced the development of the goals and budget as listed below:

- * Prevention and mitigation strategies to continuously and safely operate schools for in-person learning;

- * Strategies to address the academic impact of lost instructional time through implementation of evidence-based interventions (e.g. enrichment, tutoring, flexible groupings, interventions, After School program, before school care, engagement strategies, professional development for support staff and teachers)
- * Staff needs-extra support staff
- * Social emotional supports-(e.g. counseling, recess, screeners, extra-curricular activities and engagement activities)
- * After school extra-curricular activities
- * Progress monitoring to ensure interventions address the academic, social, emotional, and mental health needs for all students, especially those students disproportionately impacted by COVID-19.

Actions and Expenditures to Address Student Needs

The following is the LEA's plan for using its ESSER III funds to meet students' academic, social, emotional, and mental health needs, as well as how the LEA will address the opportunity gaps that existed before, and were exacerbated by, the COVID-19 pandemic. In developing the plan, the LEA has the flexibility to include actions described in existing plans, including the LCAP and/or Expanded Learning Opportunity (ELO) Grant Plan, to the extent that the action(s) address the requirements of the ESSER III Expenditure Plan.

For specific requirements, please refer to the Actions and Expenditures to Address Student Needs section of the Instructions.

Strategies for Continuous and Safe In-Person Learning

A description of how the LEA will use funds to continuously and safely operate schools for in-person learning in a way that reduces or prevents the spread of the COVID-19 virus.

Total ESSER III funds being used to implement strategies for continuous and safe in-person learning

80,057

Plan Alignment (if applicable)	Action Title	Action Description	Planned ESSER III Funded Expenditures
LCAP, Goal 1 and 2	Leader in Me Curriculum	Curriculum and supplies to support charter education	13751.02
LCAP, Goal 1	ATE Teacher Induction Program	Provide coaching and support for new teachers. Enhance training of new certificated staff to better meet the learning needs of students.	18000

Plan Alignment (if applicable)	Action Title	Action Description	Planned ESSER III Funded Expenditures
LCAP, Goal 2, Expanded Learning Opportunity	Paraprofessional Training	Paraprofessional training	2000
LCAP, Goal 1	Science Curriculum	Science Curriculum to promote student engagement and increase science knowledge with students. Provide updated curriculum that meets state standards and supports distance learning, as needed.	23003.98
LCAP, Goal 1 and 2	Leader in Me Professional Development	Character education development for students. Addressing the social emotional needs of students through comprehensive leadership programs.	23302

Addressing the Impact of Lost Instructional Time

A description of how the LEA will use funds to address the academic impact of lost instructional time.

Total ESSER III funds being used to address the academic impact of lost instructional time

128,804

Plan Alignment (if applicable)	Action Title	Action Description	Planned ESSER III Funded Expenditures
LCAP, Goal 1, Expanded Learning Opportunity	Home Study Teacher	Provide Home Study options for students whose parents have concerns about their children being on the school campus.	14506
LCAP, Goal 1, Expanded Learning Opportunity	Paraprofessional extra hours	Paraprofessional extra hours to support learning loss. Supporting student learning and closing learning gaps/discrepancies as a result of missed days of school due to illness, COVID, or other family concerns. a. Additional paraprofessional time to better support interventions b. Providing additional opportunities for after school tutoring.	78000

Plan Alignment (if applicable)	Action Title	Action Description	Planned ESSER III Funded Expenditures
LCAP, Goal 1, Expanded Learning Opportunity	Tutoring	Tutoring to support at-risk students	12000
LCAP, Goal 1, Expanded Learning Opportunity	Additional Certificated Teacher	Additional certificated teacher to support students in grades 6-8 through intervention and high interest learning (exploratories)	24298

Use of Any Remaining Funds

A description of the how the LEA will use any remaining ESSER III funds, as applicable.

Total ESSER III funds being used to implement additional actions

0

Plan Alignment (if applicable)	Action Title	Action Description	Planned ESSER III Funded Expenditures

Ensuring Interventions are Addressing Student Needs

The LEA is required to ensure its interventions will respond to the academic, social, emotional, and mental health needs of all students, and particularly those students most impacted by the COVID-19 pandemic. The following is the LEA's plan for ensuring that the actions and expenditures in the plan are addressing the identified academic, social, emotional, and mental health needs of its students, and particularly those students most impacted by the COVID-19 pandemic.

Action Title(s)	How Progress will be Monitored	Frequency of Progress Monitoring
Academic Interventions	<p>Students will be provided with in-school interventions, tutoring, small group support, and flexible groupings.</p> <p>Using local assessments and teacher/support staff observations, students will be monitored at our regular scheduled professional learning community meetings. Students will be identified and targeted for additional support based on the results of the observations, assessment data and parent feedback.</p>	<p>Regularly scheduled professional learning community meetings. Review data at each meeting to identify areas of need.</p>
Social Emotional Interventions	<p>Using teacher/counseling/support staff observations, students will be monitored at our regular scheduled professional learning community meetings. Students will be identified and targeted for additional support based on the results of the observations, attendance data, behavior data and parent feedback.</p>	<p>Staff will work weekly with the targeted students as well as us the Leader in Me curriculum with their entire class. Students will be monitoring daily by their teachers and support staff to support their overall well-bding.</p>
Special Education Support	<p>Using local academic assessments and teacher/counseling/support staff observations, students will be monitored at our regular scheduled professional learning community meetings. Students will be identified and targeted for additional support based on the results of the observations, academic data, IEP goals, attendance data, behavior data and parent feedback.</p>	<p>Regularly scheduled professional learning community meetings, Student Success Team meetings and IEP meetings</p>
Chronic Absenteeism	<p>Using attendance data, we will focus our efforts on connecting with the families of our chronically absent students to ensure they have the resources and eliminate the barriers that are keeping their student(s) from attending school. Coordinator will set goals with identified students and complete weekly check-ins with the student and their family.</p>	<p>Monitored weekly by our Chronic Absenteeism Coordinator in coordination with the attendance clerk, counselor and school administrator.</p>

6B.6

Action Title(s)	How Progress will be Monitored	Frequency of Progress Monitoring
Independent Study and/or Quarantine Plan	<p>Using local health data and identified outbreaks, we will plan for, coordinate, and implement activities during long-term closures, including providing meals to eligible students, providing technology for online learning to all students, providing guidance for carrying out requirements under IDEA, and ensuring other educational services can continue to be provided consistent with all Federal, State, and local requirements.</p> <p>We will provide an Independent Study program for parents that are uncomfortable sending their children to school during the pandemic.</p>	Daily check-ins by identified school staff.

ESSER III Expenditure Plan Instructions

Introduction

School districts, county offices of education (COEs), or charter schools, collectively known as local educational agencies (LEAs), that receive Elementary and Secondary School Emergency Relief (ESSER) funds under the American Rescue Plan (ARP) Act, referred to as ESSER III funds, are required to develop a plan for how they will use ESSER III funds to, at a minimum, address students' academic, social, emotional, and mental health needs, as well as the opportunity gaps that existed before, and were exacerbated by, the COVID-19 pandemic.

The plan must be adopted by the local governing board or body of the LEA at a public meeting on or before October 29, 2021 and must be submitted for review and approval within five days of adoption. A school district must submit its ESSER III Expenditure Plan to its COE for review and approval; a COE must submit its plan to the California Department of Education for review and approval. A charter school must submit its plan to its chartering authority for review and to the COE of the county in which the charter school operates for review and approval.

In addition, consistent with the requirements of the ARP, Volume 86, *Federal Register*, page 21201, April 22, 2021, the ESSER III Expenditure Plan must be:

- Written in an understandable and uniform format;
- Written in a language that parents can understand, to the extent practicable;
 - If it is not practicable to provide written translations to a parent with limited English proficiency, the plan must be orally translated for parents
- Provided in an alternative format to a parent who is an individual with a disability as defined by the Americans with Disabilities Act, upon request; and
- Be made publicly available on the LEA's website.

For additional information regarding ESSER III funding please see the ARP Act Funding web page at <https://www.cde.ca.gov/fg/cr/arpact.asp>.

For technical assistance related to the completion of the ESSER III Expenditure Plan, please contact EDReliefFunds@cde.ca.gov.

Fiscal Requirements

- The LEA must use at least 20 percent (20%) of its ESSER III apportionment for expenditures related to addressing the academic impact of lost instructional time through the implementation of evidence-based interventions, such as summer learning or summer enrichment, extended day, comprehensive afterschool programs, or extended school year programs.
 - For purposes of this requirement, "evidence-based interventions" include practices or programs that have **evidence** to show that they are effective at producing results and improving outcomes when implemented. This kind of evidence has generally been produced through formal studies and research. There are four tiers, or levels, of evidence:

- **Tier 1 – Strong Evidence:** the effectiveness of the practices or programs is supported by one or more well-designed and well-implemented randomized control experimental studies.
- **Tier 2 – Moderate Evidence:** the effectiveness of the practices or programs is supported by one or more well-designed and well-implemented quasi-experimental studies.
- **Tier 3 – Promising Evidence:** the effectiveness of the practices or programs is supported by one or more well-designed and well-implemented correlational studies (with statistical controls for selection bias).
- **Tier 4 – Demonstrates a Rationale:** practices that have a well-defined logic model or theory of action, are supported by research, and have some effort underway by a State Educational Agency, LEA, or outside research organization to determine their effectiveness.
- **For additional information please see the Evidence-Based Interventions Under the ESSA web page at <https://www.cde.ca.gov/rel/es/evidence.asp>.**
- The LEA must use the remaining ESSER III funds consistent with section 2001(e)(2) of the ARP Act, including for:
 - Any activity authorized by the Elementary and Secondary Education Act (ESEA) of 1965;
 - Any activity authorized by the Individuals with Disabilities Education Act (IDEA);
 - Any activity authorized by the Adult Education and Family Literacy Act;
 - Any activity authorized by the Carl D. Perkins Career and Technical Education Act of 2006;
 - Coordination of preparedness and response efforts of LEAs with State, local, Tribal, and territorial public health departments, and other relevant agencies, to improve coordinated responses among such entities to prevent, prepare for, and respond to COVID-19;
 - Activities to address the unique needs of low-income students, students with disabilities, English learners, racial and ethnic minorities, homeless students, and foster youth, including how outreach and service delivery will meet the needs of each population;
 - Developing and implementing procedures and systems to improve the preparedness and response efforts of LEAs;
 - Training and professional development for staff of the LEA on sanitation and minimizing the spread of infectious diseases;
 - Purchasing supplies to sanitize and clean the facilities of an LEA, including buildings operated by such agency;
 - Planning for, coordinating, and implementing activities during long-term closures, including providing meals to eligible students, providing technology for online learning to all students, providing guidance for carrying out requirements under IDEA, and ensuring other educational services can continue to be provided consistent with all Federal, State, and local requirements;
 - Purchasing education technology (including hardware, software, and connectivity) for students who are served by the LEA that aids in regular and substantive educational interaction between students and their classroom instructors, including low-income students and children with disabilities, which may include assistive technology or adaptive equipment;
 - Providing mental health services and supports, including through the implementation of evidence-based full-service community schools;
 - Planning and implementing activities related to summer learning and supplemental after school programs, including providing classroom instruction or online learning during the summer months and addressing the needs of underserved students;

- Addressing learning loss among students, including underserved students, by:
 - Administering and using high-quality assessments that are valid and reliable, to accurately assess students' academic progress and assist educators in meeting students' academic needs, including through differentiated instruction,
 - Implementing evidence-based activities to meet the comprehensive needs of students,
 - Providing information and assistance to parents and families of how they can effectively support students, including in a distance learning environment, and
 - Tracking student attendance and improving student engagement in distance education;

Note: A definition of “underserved students” is provided in the Community Engagement section of the instructions.

- School facility repairs and improvements to enable operation of schools to reduce risks of virus transmission and exposure to environmental health hazards, and to support student health needs;
- Inspection, testing, maintenance, repair, replacement, and upgrade projects to improve the indoor air quality in school facilities, including mechanical and nonmechanical heating, ventilation, and air conditioning systems, filtering, purification and other air cleaning, fans, control systems, and window and door replacement;
- Developing strategies and implementing public health protocols including, to the greatest extent practicable, policies in line with guidance from the Centers for Disease Control and Prevention (CDC) for the reopening and operation of school facilities to effectively maintain the health and safety of students, educators, and other staff;
- Other activities that are necessary to maintain the operation of and continuity of services in LEAs and continuing to employ existing staff of the LEA.

Other LEA Plans Referenced in this Plan

In developing the plan, the LEA has flexibility to include community input and/or actions included in other planning documents, such as the Local Control and Accountability Plan (LCAP) and/or the Expanded Learning Opportunities (ELO) Grant Plan, provided that the input and/or actions address the requirements of the ESSER III Expenditure Plan.

An LEA that chooses to utilize community input and/or actions from other planning documents must provide the name of the plan(s) referenced by the LEA and a description of where the plan(s) may be accessed by the public (such as a link to a web page or the street address of where the plan(s) are available) in the table. The LEA may add or delete rows from the table as necessary.

An LEA that chooses not to utilize community input and/or actions from other planning documents may provide a response of “Not Applicable” in the table.

Summary of Expenditures

The Summary of Expenditures table provides an overview of the ESSER III funding received by the LEA and how the LEA plans to use its ESSER III funds to support the strategies and interventions being implemented by the LEA.

Instructions

For the 'Total ESSER III funds received by the LEA,' provide the total amount of ESSER III funds received by the LEA.

In the Total Planned ESSER III Expenditures column of the table, provide the amount of ESSER III funds being used to implement the actions identified in the applicable plan sections.

For the 'Total ESSER III funds included in this plan,' provide the total amount of ESSER III funds being used to implement actions in the plan.

Community Engagement

Purpose and Requirements

An LEA's decisions about how to use its ESSER III funds will directly impact the students, families, and the local community, and thus the LEA's plan must be tailored to the specific needs faced by students and schools. These community members will have significant insight into what prevention and mitigation strategies should be pursued to keep students and staff safe, as well as how the various COVID-19 prevention and mitigation strategies impact teaching, learning, and day-to-day school experiences.

An LEA must engage in meaningful consultation with the following community members, as applicable to the LEA:

- Students;
- Families, including families that speak languages other than English;
- School and district administrators, including special education administrators;
- Teachers, principals, school leaders, other educators, school staff, and local bargaining units, as applicable.

"Meaningful consultation" with the community includes considering the perspectives and insights of each of the required community members in identifying the unique needs of the LEA, especially related to the effects of the COVID-19 pandemic. Comprehensive strategic planning will utilize these perspectives and insights to determine the most effective strategies and interventions to address these needs through the programs and services the LEA implements with its ESSER III funds.

Additionally, an LEA must engage in meaningful consultation with the following groups to the extent that they are present or served in the LEA:

- Tribes;
- Civil rights organizations, including disability rights organizations (e.g. the American Association of People with Disabilities, the American Civil Liberties Union, National Association for the Advancement of Colored People, etc.); and
- Individuals or advocates representing the interests of children with disabilities, English learners, homeless students, foster youth, migratory students, children who are incarcerated, and other underserved students.
 - For purposes of this requirement "underserved students" include:
 - Students who are low-income;

- Students who are English learners;
- Students of color;
- Students who are foster youth;
- Homeless students;
- Students with disabilities; and
- Migratory students.

LEAs are also encouraged to engage with community partners, expanded learning providers, and other community organizations in developing the plan.

Information and resources that support effective community engagement may be found under *Resources* on the following web page of the CDE's website: <https://www.cde.ca.gov/re/lc>.

Instructions

In responding to the following prompts, the LEA may reference or include input provided by community members during the development of existing plans, including the LCAP and/or the ELO Grant Plan, to the extent that the input is applicable to the requirements of the ESSER III Expenditure Plan. Descriptions provided should include sufficient detail yet be sufficiently succinct to promote a broad understanding among the LEA's local community.

A description of the efforts made by the LEA to meaningfully consult with its required community members and the opportunities provided by the LEA for public input in the development of the plan.

A sufficient response to this prompt will describe how the LEA sought to meaningfully consult with its required community members in the development of the plan, how the LEA promoted the opportunities for community engagement, and the opportunities that the LEA provided for input from the public at large into the development of the plan.

As noted above, a description of "meaningful consultation" with the community will include an explanation of how the LEA has considered the perspectives and insights of each of the required community members in identifying the unique needs of the LEA, especially related to the effects of the COVID-19 pandemic.

A description of the how the development of the plan was influenced by community input.

A sufficient response to this prompt will provide clear, specific information about how input from community members and the public at large was considered in the development of the LEA's plan for its use of ESSER III funds. This response must describe aspects of the ESSER III Expenditure Plan that were influenced by or developed in response to input from community members.

- For the purposes of this prompt, "aspects" may include:
 - Prevention and mitigation strategies to continuously and safely operate schools for in-person learning;

- o Strategies to address the academic impact of lost instructional time through implementation of evidence-based interventions (e.g. summer learning or summer enrichment, extended day, comprehensive afterschool programs, or extended school year programs);
- o Any other strategies or activities implemented with the LEA's ESSER III fund apportionment consistent with section 2001(e)(2) of the ARP Act; and
- o Progress monitoring to ensure interventions address the academic, social, emotional, and mental health needs for all students, especially those students disproportionately impacted by COVID-19

For additional information and guidance, please see the U.S. Department of Education's Roadmap to Reopening Safely and Meeting All Students' Needs Document, available here: <https://www2.ed.gov/documents/coronavirus/reopening-2.pdf>.

Planned Actions and Expenditures

Purpose and Requirements

As noted in the Introduction, an LEA receiving ESSER III funds is required to develop a plan to use its ESSER III funds to, at a minimum, address students' academic, social, emotional, and mental health needs, as well as the opportunity gaps that existed before, and were exacerbated by, the COVID-19 pandemic.

Instructions

An LEA has the flexibility to include actions described in existing plans, including the LCAP and/or ELO Grant Plan, to the extent that the action(s) address the requirements of the ESSER III Expenditure Plan. When including action(s) from other plans, the LEA must describe how the action(s) included in the ESSER III Expenditure Plan supplement the work described in the plan being referenced. The LEA must specify the amount of ESSER III funds that it intends to use to implement the action(s); these ESSER III funds must be in addition to any funding for those action(s) already included in the plan(s) referenced by the LEA. Descriptions of actions provided should include sufficient detail yet be sufficiently succinct to promote a broad understanding among the LEA's local community.

Strategies for Continuous and Safe In-Person Learning

Provide the total amount of funds being used to implement actions related to Continuous and Safe In-Person Learning, then complete the table as follows:

- If the action(s) are included in another plan, identify the plan and provide the applicable goal and/or action number from the plan. If the action(s) are not included in another plan, write "N/A".
- Provide a short title for the action(s).
- Provide a description of the action(s) the LEA will implement using ESSER III funds for prevention and mitigation strategies that are, to the greatest extent practicable, in line with the most recent CDC guidance, in order to continuously and safely operate schools for in-person learning.

- Specify the amount of ESSER III funds the LEA plans to expend to implement the action(s); these ESSER III funds must be in addition to any funding for those action(s) already included in the plan(s) referenced by the LEA.

Addressing the Impact of Lost Instructional Time

As a reminder, the LEA must use not less than 20 percent of its ESSER III funds to address the academic impact of lost instructional time. Provide the total amount of funds being used to implement actions related to addressing the impact of lost instructional time, then complete the table as follows:

- If the action(s) are included in another plan, identify the plan and provide the applicable goal and/or action number from the plan. If the action(s) are not included in another plan, write "N/A".
- Provide a short title for the action(s).
- Provide a description of the action(s) the LEA will implement using ESSER III funds to address the academic impact of lost instructional time through the implementation of evidence-based interventions, such as summer learning or summer enrichment, extended day, comprehensive afterschool programs, or extended school year programs.
- Specify the amount of ESSER III funds the LEA plans to expend to implement the action(s); these ESSER III funds must be in addition to any funding for those action(s) already included in the plan(s) referenced by the LEA.

Use of Any Remaining Funds

After completing the Strategies for Continuous and Safe In-Person Learning and the Addressing the Impact of Lost Instructional Time portions of the plan, the LEA may use any remaining ESSER III funds to implement additional actions to address students' academic, social, emotional, and mental health needs, as well as to address opportunity gaps, consistent with the allowable uses identified above in the Fiscal Requirements section of the Instructions. LEAs choosing to use ESSER III funds in this manner must provide the total amount of funds being used to implement actions with any remaining ESSER III funds, then complete the table as follows:

- If the action(s) are included in another plan, identify the plan and provide the applicable goal and/or action number from the plan. If the action(s) are not included in another plan, write "N/A".
- Provide a short title for the action(s).
- Provide a description of any additional action(s) the LEA will implement to address students' academic, social, emotional, and mental health needs, as well as to address opportunity gaps, consistent with the allowable uses identified above in the Fiscal Requirements section of the Instructions. If an LEA has allocated its entire apportionment of ESSER III funds to strategies for continuous and safe in-person learning and/or to addressing the impact of lost instructional time, the LEA may indicate that it is not implementing additional actions.
- Specify the amount of ESSER III funds the LEA plans to expend to implement the action(s); these ESSER III funds must be in addition to any funding for those action(s) already included in the plan(s) referenced by the LEA. If the LEA it is not implementing additional actions the LEA must indicate "\$0".

Ensuring Interventions are Addressing Student Needs

The LEA is required to ensure its interventions will respond to the academic, social, emotional, and mental health needs of all students, and particularly those students most impacted by the COVID-19 pandemic, including students from low-income families, students of color, English learners, children with disabilities, students experiencing homelessness, children in foster care, and migratory students.

The LEA may group actions together based on how the LEA plans to monitor the actions' progress. For example, if an LEA plans to monitor the progress of two actions in the same way and with the same frequency, the LEA may list both actions within the same row of the table. Each action included in the ESSER III Expenditure Plan must be addressed within the table, either individually or as part of a group of actions.

Complete the table as follows:

- Provide the action title(s) of the actions being measured.
- Provide a description of how the LEA will monitor progress of the action(s) to ensure that they are addressing the needs of students.
- Specify how frequently progress will be monitored (e.g. daily, weekly, monthly, every 6 weeks, etc.).

California Department of Education
June 2021

**North Cow Creek Elementary School District
2020/2021 Classified Salary Schedule
Effective July 1, 2021**

	A Para Food Service Child Care Asst		B Custodial		C Child Care Supervisor Inst. Tech	D Custodial / Maintenance Lead	E Tech Coordinator	F SpEd Para		G Attendance Secretary
		7/1/21		7/1/21					7/1/21	
1	12.56	15.00	14.30	15.00	15.03	16.81	18.54	13.74	15.00	15.44
2	13.33	15.00	15.16		15.94	17.65	19.66	14.57	15.00	16.37
3	14.12	15.00	16.07		16.89	18.53	20.84	15.44		17.35
4	14.96	15.00	17.03		17.90	19.45	22.09	16.37		18.39
5	15.71		17.89		18.80	20.23	23.19	17.19		19.31
6	16.50		18.78		19.74	21.04	24.35	18.05		20.28
7	17.32		19.72		20.73	21.88	25.57	18.95		21.29
8	18.19		20.71		21.76	22.76	26.85	19.90		22.35
9	19.10		21.74		22.85	23.67	28.19	20.89		23.47
10 - 14	19.67		22.61		23.77	24.38	29.32	21.73		24.41
15 - 19	20.06		23.06		24.24	24.87	29.90	22.16		24.90
20 +	20.67		23.75		24.97	25.61	30.80	22.83		25.65

For each professional growth increment, an employee will be paid an additional \$100 per year. Payment will be part of their annual wage and be included in their monthly check.

Board Approved:

North Cow Creek School 2022- 2023 School Calendar

12

July 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

1st Semester Ends:	November 4
2nd Semester Ends:	February 17
3rd Semester Ends:	June 8
Back to School	August 31
Open House	May 3
Shaded = Student Attendance Days (180)	

August 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

September 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	

15

October 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					

20

November 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

December 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

January 2023						
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

February 2023						
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				

22

March 2023						
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	

23

April 2023						
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						

6

May 2023						
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			

22

June 2023						
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	

6

HOLIDAYS/RECESSES

Labor Day	Sep 5
Veteran's Day Holiday	Nov 11
<i>(by law must be Nov 11 if a weekday)</i>	
Thanksgiving Break	Nov 21-25
Winter Break	Dec 22-Jan 9
Martin Luther King Day	Jan 16
Presiden'ts Week	Feb 20-24
Spring Break	Apr 10-14
Memorial Day	May 29
Thanksgiving - November 24	
Easter - April 9	

CERTIFICATED DATES

School Starts:	August 16
School Ends:	June 8
District Work Days	Aug 11, 12, Jun 9
Staff Development Days	Aug 15, Oct 31 Jan 9
Minimum Days	Wednesdays
Snow Day Makeup:	June 9
<i>(If snow day makeup is used, then June 9 work day will be moved to June 12)</i>	

Shasta Union High School District 2022-23 School Calendar

13

July 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						

1st Quarter Ends: October 14 44
 1st Semester Ends: December 21 42
 3rd Quarter Ends: March 24 48
 2nd Semester Ends: June 7 46

Shaded = Student Attendance Days 180

August 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			

September 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	

October 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					

November 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			

December 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

January 2023						
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				

February 2023						
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				

March 2023						
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	

April 2023						
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						

May 2023						
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			

June 2023						
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	

HOLIDAYS/RECESSES

Labor Day Sep 5
 Veteran's Day Holiday Nov 11
(by law must be Nov 11 if a weekday)
 Thanksgiving Break Nov 21-25
 Winter Break Dec 22-Jan 9
 Martin Luther King Day Jan 16
 Washington Day observed Feb 20
 Lincoln Day observed Feb 21
 President's Week Feb 20 - 24
 Spring Break Apr 10 - 17
 Memorial Day May 29

Thanksgiving - November 24
 Easter - April 9

CERTIFICATED DATES

School Starts: August 11
 School Ends: June 7

District Work Days ○ Aug 12
 Jun 8

Staff Development Days △ Aug 8
 Jan 10

Snow Day Makeup: June 8

*(If snow day makeup is used, then June 8
 work day will be moved to June 9)*