

**Nevada City School of the Arts
Charter Governance Council
Regular Meeting Agenda**

Thursday, September 25, 2025

13032 Bitney Springs Rd, Building 8 (4th Grade Classroom), Nevada City, California

Call Order: 5:00 p.m.

Roll Call:

Public Forum: *Members of the public who wish to comment during the Board meeting will be limited to three (3) minutes. If an interpreter is needed for comments, they will be translated to English and the time limit shall be six (6) minutes. The Board of Directors may limit the total time for public comment to a reasonable time.*

Plaudits:

Action Items

1. Approve Agenda

Consent Agenda

2. Re-Approve Edited June 18, 2025 Meeting Minutes - *See attached*
3. Approve August 5, 2025 Board Intensive Minutes - *See Attached*

Reports

4. Director's FYI Report – Holly Pettitt - *See attached*
5. Principal's Report - Shawna Campbell & Angie Maxson
6. Board and Committee Reports
 - a. Nomination & Recruitment
 - b. Finance - First meeting in October

Discussion Items

7. Discuss Policy Register - C Policies - *See Attached*
8. Discuss Business Manager Position - Board Member Request
9. Discuss Employee Benefits
10. Discuss Compensation Comparison - *See Attached*
11. Discuss 4% Longevity Increase for Staff after Reaching the End of the Salary Schedule
12. Discuss Director Succession - 3 year plan

Action Items

13. Approve Prop 28 Arts and Music in Schools Funding Annual Report - *See attached*
14. Approve 2024-25 Unaudited Actuals & Alternative Form (RavenSprings & NCSA) - *See attached*
15. Approve 2024-25 Final Education Protection Account (EPA) expenses - *See attached*

Discussion

15. Board Equity Work

Adjournment 7:00 p.m.

Access to Board Materials: A copy of the written materials which will be submitted to the School Board may be reviewed by any interested persons on NCSA's website along with this agenda following the posting of the agenda at least 72 hours in advance of this meeting.

Disability Access: Requests for disability-related modifications or accommodations to participate in this public meeting should be made 24 hours prior to the meeting by calling (530) 273-7736. All efforts

will be made for reasonable accommodations. The agenda and public documents can be modified upon request as required by Section 202 of the Americans with Disabilities Act.

**Nevada City School of the Arts
Charter Governance Council
Meeting Minutes**

Wednesday, June 18, 2025

13032 Bitney Springs Rd, Building 8 (Room 815 - Lori's Room) Nevada City, California

Call Order: 5:00 p.m.

Roll Call: LeeAnne Haglund, Lauren Hesterman, Meshawn Simmons, Jaylee McGregor, Elissa Spencer, Jon Lefebber, Abby Oas, and Andrew Todd (5:09 arrival)

Guests: Holly Pettitt, Angie Defeyter, Carabeth Rowley, Joie King, Brian Munn, Bear Thomas, Cindy Jurado, Shawna Campbell, Marina Gage

Public Forum: *Members of the public were invited to address the Governance Council regarding issues for future agendas. Comments were limited to 3 minutes.*

Plaudits: Cindy Jurado for working so hard to get up to speed with the budget and all things business office. Also to the BO staff for their excellent team work.

Action Items

1. Approve Agenda
 - a. Motion: Meshawn Simmons 2nd Jaylee McGregor
Unanimous assent

Consent Agenda

2. Approve May 28, 2025 Public Hearing and Regular Meeting Minutes
 - a. Motion: Jon Lefebvre 2nd: Elissa Spencer
Unanimous assent

Reports

3. Director's FYI Report – Holly Pettitt
4. Board and Committee Reports
 - a. Nomination & Recruitment
 - b. Finance

Action Items move up on the agenda.

5. Vote on new members of the Board
 - a. Joie King: 2 year term, **July 1, 2025 - June 30, 2027**
Motion: Elissa Spencer moved to elect Joie King for a 2 year term, beginning **July 1, 2025**
2nd: Meshawn Simmons
Yes: 7 Nay: 0 Abstain: 0 Absent: 1
 - b. Brian Munn: 2 year term, **July 1, 2025 - June 30, 2027**
Motion: Meshawn Simmons moved to elect Brian Munn for a 2 year term beginning July 1, 2025
2nd: Abby Oas
Yes: 7 Nay: 0 Abstain: 0 Absent: 1
 - c. Bear Thomas: 2 year term, **July 1, 2025 - June 30, 2027**
Motion: Jaylee McGregor moved to elect Bear Thomas for a 2 year term beginning July 1, 2025
2nd: Lauren Hesterman
Yes: 7 Nay: 0 Abstain: 0 Absent: 1

Discussion Items

6. August Intensive Date Discussion
7. Discuss Kocim Pakan Project Partnership Agreement
No longer relevant; No discussion
8. Discuss NCSA & Raven Springs 2024-25 Financial Reports
9. Discuss Vaccination Record Verification - tabled

Action Items

10. Vote on continuing board members
 - a. Leeanne Haglund: 2 year term, July 1, 2025 - June 30, 2027
Motion: Abby Oas moved that Leeanne Haglund continue for a **1 year term** beginning July 1, 2025 and ending June 30, 2026
2nd: Lauren Hesterman
Yes: 8 No: 0 Abstain: 0 Absent: 0
 - b. Meshawn Simmons: 2 year term, July 1, 2025 - June 30, 2027
Yes: 8 No: 0 Abstain: 0 Absent: 0
 - c. Jon Lefebvre: 2 year term, July 1, 2025 - June 30, 2027
Yes: 8 No: 0 Abstain: 0 Absent: 0
 - d. Andrew Todd: 2 year term, July 1, 2025 - June 30, 2027
Yes: 8 No: 0 Abstain: 0 Absent: 0
 - e. Jaylee McGregor: 2 year term, July 1, 2025 - June 30, 2027
Yes: 8 No: 0 Abstain: 0 Absent: 0
11. Vote on Offices
 - a. Board Chair
Nomination: Jon Lefebvre nominated LeeAnne Hagland for Board Chair. The nomination was accepted.
Yes: 8 No: 0 Abstain: 0 Absent: 0
 - b. Vice Chair
Nomination: Elissa Spencer nominated Bear Thomas for Vice Chair. Nomination was accepted.
Yes: 8 No: 0 Abstain: 0 Absent: 0
 - c. Treasurer
Nomination: LeeAnne Hagland nominated Meshawn Simmons for Treasurer. Meshawn accepted the nomination.
Yes: 8 No: 0 Abstain: 0 Absent: 0
 - d. Secretary
Nomination: Abby Oas nominated Jaylee McGregor. Jaylee accepted the nomination.
Yes: 8 No: 0 Abstain: 0 Absent: 0
12. Vote on Committee Chairs
 - a. Finance Committee
Meshawn Simmons moved to dissolve finance committee
2nd: Jon Lefebvre
Unanimous Assent
 - b. Nominations Committee
Elissa Spencer nominated Joie King. Joie accepted the nomination.
Yes: 8 No: 0 Abstain: 0 Absent: 0
13. Approve 2025-26 Projected Education Protection Account (EPA) Funding
Motion: Meshawn Simmons moved to approve the 2025-26 Projected Education Protection Account Funding
2nd: Lauren Hesterman

Unanimous assent

14. Approve Declaration of Need for Fully Qualified Educators

Motion: Lauren Hesterman moved to approve the declaration of Need for Fully Qualified Educators
2nd: Abby Oas

Unanimous assent

15. Approve B - Global Limitations/Global Executive Constraints

Motion: Lauren Hesterman moved to approve B-Global Limitations/Global Executive Constraints Report.
2nd: Elissa Spencer

Unanimous assent

16. Approve NCSA CA Dashboard Local Indicators for 2025-26

Motion: Meshawn Spencer moved to approve the NCSA CA Dashboard Local Indicators for 2025-26
2nd: Jaylee McGregor

Unanimous assent

17. Approve 2024-25 LCAP Annual Update

This is no longer relevant, no action taken..

18. Approve 2025-26 Local Control Accountability Plan (LCAP)

Motion: Elissa Spencer to approve the 2025-26 Local Control Accountability Plan
2nd: Lauren Hesterman

Unanimous assent

19. Approve B2 Financial Planning Monitoring Report

Motion: Jaylee McGregor moved to approve the B2 Financial Planning Report
2nd: Elissa Spencer

Unanimous assent

20. Approve 2025-26 Adopted Budget (NCSA & Raven Springs LLC)

Motion: Meshawn Simmons moved to approve 2025-26 Adopted Budget (NCSA & Raven Springs LLC) in noting a recommended discussion
2nd: Jaylee McGregor

Unanimous assent

21. Approve Proposed Board Meeting Dates for 2025-26 with the change to 2-19 to 2-12

Motion: Jaylee McGregor
2nd: Meshawn Simmons

Unanimous assent

22. Approve Teaching Assignment Board Exceptions (Assessment of Adequacy of Subject-Matter Knowledge) for Katie Moorehead

Motion: Abby Oas
2nd: Elissa Spencer

Unanimous assent

23. Approve Instructional Continuity Plan (ICP)

Motion: Meshawn Simmons
2nd: Jaylee McGregor

Unanimous assent

Closed Session

24. Conference with Real Property Negotiator (GC 54956.8)

Property: 052-050-031

Agency Negotiator: Holly Pettitt

25. Director Evaluation

Adjournment 7:08 p.m.

Submitted by: Abby Oas, Board Secretary

6/18/25

Approved by the NCSA Charter Council

LeeAnne Haglund, Board Chair

Date

Board Secretary

Date

**Nevada City School of the Arts
Charter Governance Council**

CGC Meeting Minutes

Tuesday, August 5, 2025

Lower Campus, Building 8 - Classroom (Spencer)

Call Order: 9:05 a.m.

Roll Call: Bear Thomas, Joie King, LeeAnne Haglund, Meshawn Simmons, Brian Munn, Jon Lefebre

Guests: Holly Pettitt, Chris Maher

Public Forum: *Members of the public are invited to address the Governance Council regarding issues for future agenda. Comments to be limited to 3 minutes.*

Plaudits: To the administrative team at NCSA for their resilience after losing so many employees and their cheer in the face of change.

Action Items

1. Approve Agenda
 - a. Motion: Brian Munn 2nd: Meshawn Simmons
Unanimous assent
2. Approve June 18, 2025 Minutes - See Attached
 - a. Motion: Jon Lefebre 2nd: Brian Munn
Unanimous assent

Discussion

3. Policy Governance Overview - led by Chris Maher (60 minutes)
 - a. Board Responsibilities
 - b. Policy Governance- what it is and how it works
 - c. Ends Policies
 - d. Board Policy Review exercise
 - e. Executive Limitation Policies- How to read, review, and act
4. Board 2025-26 work plan- *what does the short and long term hold for this council?* (30 min)
 - a. Vacant seat
 - b. Board Leadership
 - c. Training Opportunities
 - d. Executive Director Transition

Action Items

5. B-5 Staff Treatment and Compensation Policy monitoring report discussion- Please read the report and bring questions - *See Attached*
 - a. Motion: Brian Munn 2nd: Jon Lefebre
Unanimous assent
6. Accept Resignations of Board Members Elissa Spencer, Abby Oas and Qayyuma Didomenico.
 - a. Motion: Bear Thomas 2nd: Meshawn Simmons
Unanimous Assent
7. Approve 2025-26 Classified Administrative Exempt Salary Schedule - *See attached*
 - a. Motion: Jon Lefebre 2nd: Meshawn Simmons
Unanimous Assent

Break

Discussion Items (90 minutes)

8. Report out from break - no report
9. Facilities Update - School will not proceed with Grow Schools. Will look into working with Civic Builders

10. 2025-26 Budget Activity

Adjournment 12:10 p.m.

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Director FYI Report

September 25, 2025

This report details highlights of the month, operational achievements and items that the Board may like to know and helps to satisfy compliance with our B-6 Communication to the Board policy as well as indicates progress toward our Ends. It is organized by the following:

1. Relevant financial information.
2. School level issues that help the board see the big picture.
3. Public events (activities and gatherings both on and off premises) of a nature that may affect the perception of the School in the community.
4. Internal and external changes like significant modifications to the normal pattern of school business.
5. Progress towards Ends Policies and LCAP

Plaudits

- To the 5th Grade Teaching Team - Ms. J and Ms. Richie, for taking their classes on an amazing trip so early in the year and doing so willingly. To Chanthou and Ms. Q for accompanying the team so they had staff familiar with the students and our school.
- To Shawna and Angie who are doing a great job of "principaling."
- To Val for her incredible attitude and for learning so much so quickly.
- To Jenn G for her excellent supervision of the Instructional Assistants. She is providing great support and training.
- Cindy for really taking on the budgeting - she is tackling a big job and doing it very well.
- Samantha for subbing for 3rd grade and also mentoring the teachers.
- Katie and Lauren for assessing all the students in multitudes.
- To Jessica, Danielle Morey, Dani Y. and Samantha for mentoring the new teachers and doing an amazing job of it!

Financial Information

- Unaudited Actuals are on the agenda
- Working on updating this year's budget.
- One cell tower lease was sold. Working on the 2nd.
- We have some stock investment that is doing very well (Grown from \$50K to \$177K in 2 years). Our advisor at TriCounties has suggested we diversify that stock.

Facilities Update

- The warehouse has been cleaned out and listed for lease. No interest yet. No interest in B1 either. Soon B6 warehouse - DS Welding's space - will also be vacant.

B2

- The AC in the theater part of building two was barely keeping up with the heat. We found that the lines were icing up. The drain has been cleared, and filters have been changed.

B3

- Our new HVAC systems have had their operating temperature adjusted in hopes of finding a setting that makes everyone comfortable. A log is being kept.

B8

- A list of safety issues is being addressed, including railing needs, walkway improvements, and brush removal.

B9

- I am working with PGE to assess exactly why our energy bills are so high in B9.
- The AC is not able to keep up. We think basket filters are the cause of the trouble, but due to the age of the filters and the valves associated with them, we are unsure if a timely repair can be made. An attempt to backflush them when time allows will be made first. However, this will require some plumbing to prevent flooding at Cosmic Shark.
- Roof repairs have been made to the southwest portion of the west wing. A date has been set to repair the south side of the core, above the main doors. Over fall break, so the kitchen operations are not disrupted.
- MUA troubles continue to plague the kitchen. "Heaters" have been replaced; we are working on the breakers. In short, one leg of the three-phase circuit is dropping and tripping the circuit. It appears that the trouble originated from a partially defective breaker. That breaker has been replaced and the system is working.
- Mice continue to be a problem at B9. Summer and Joseph will coordinate with the pest company. The Art Place is purchasing traps, and Joseph will get some for the JPA office and the makers' classroom.
- Working on mitigating water damage in one room due to roof leaking so the JPA can move in there.

Overall

- Fire extinguishers and the kitchen hood have been serviced.
- We had our annual fire sprinkler inspection and passed with two noted problems.
 - Mud divers had plugged a pipe, they have been removed

- B5 The fire alarm's flow sensor activated the bell, but does not report to the alarm panel. Everguard will be called in to correct that.
- The food-grade air compressor quit at the water treatment plant. Ian trouble shot the problem, and it turned out to be a bad start capacitor coupled with a blown fuse.
- Our e-waste was picked up on 9/11/25
- An updated bid for the storage pond has been received. **It is pricey at \$143,000**, but it will go a long way toward meeting the water storage requirements of the fire district, and at the same time, not disrupt water delivery to the property and adjacent properties we serve.

Events

- BTSN was well attended.
- AGC is off to a good start.
- I will be hosting a live zoom event for the school community about the state of the school on October 1st from 5:30-6:30. Please let me know if you have any suggestions for topics I should be discussing.

Arts Based Choice for Education

- We have a few openings in some grades (TK, K, 5th, 6th), but are not planning on filling those spots at this time in order to give us some space to let classes gel and for teachers to get settled with who they have now. Our policy states that we do not have to fill classes to capacity.
- We held an arts integration meeting this week to discuss training the new teachers in arts integration. Currently the arts and music teachers meet with their main lesson teachers and collaborate with them on integration, but we feel they need more direct training to help them integrate into more lessons.
- Our farm to school program is really taking off! 3 grades will be doing repeat farm visits and 8th grade - who had never had a farm experience - was able to go to Bluebird farms. They really enjoyed themselves. They also did an awesome piece on how farming is tied to math.

Academic, Arts & Social Emotional Achievement

- The state has released their top 64 picks for math curriculum. You can view the [Edsource Report](#) which rates all of the different programs. The state will cut the list down a bit in November. As a staff, we will form a committee, look at the programs the state recommends, and choose to pilot 1-2 programs. From there we will make a decision about which program to adopt. Parents will be offered the opportunity to view the curriculum, but not make decisions regarding which program is chosen.
- Current iReady data shows that our students (1st-6th) are doing very well on their BOY assessments - Reading: 83% are on grade level for this time of year and 81% are on grade level in math.

- The 5th grade attended the Mosaic Project this week and last week - here are the first groups' final comments about the camp.

Has the Mosaic Project changed you? If so, how?
I think it sorta has because it's teaching more techniques to use for listening.
Yes definitely. I made a lot of new friends, how to solve conflicts, and the songs.
Yes in a good way I am able to understand everyone and how they are feeling
Yes in a good way thinking about how to calm down
Learned a lot of new things and new tools that will help me in my life
Yes, I can now figure out how to solve and resolve fights. I can not be a peace blocker.
yes because now I've got a diploma
yes opened my mind to the world, empathy and different people
It reminds me that everybody has their own story even if they hurt me.
no
a little bit know how to not be mad at someone
Yes. I've learned a lot of stuff about people and that changed me, and I've made a lot of new friends.
yes a lot more assertive and can see others sides to conflict
Yeah I feel like I'm definitely a more peaceful person.
Yeah. It's made me want to include everyone and celebrate differences.
yes learned empathy

Has the Mosaic Project changed you? If so, how?

yes very much made me more assertive and know how others feel and connect with different people

Safe, Respectful and Equitable Conditions for Learning and Working

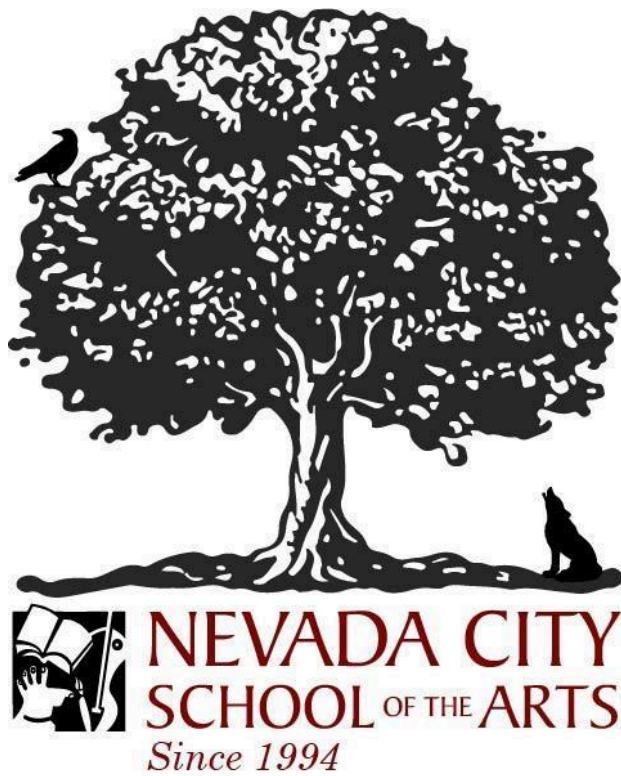
- The year is off to a great start. Teachers report that they are doing well, happy at school, and most students are doing well behaviorally and academically. We have some student concerns, but we are handling them as they come up. We did a lot of work to refine the [Behavior Reflection process](#) to ensure there are a clear set of consequences, students aren't allowed to stay in the room after repeat negative behaviors, and that parents are being contacted for each one.
- We will be beginning our Attendance Recovery program on the 29th. As a side note about attendance - each absence results in a loss of \$70.21 a day. As of 9/14/25 that adds up to \$28K of lost revenue. I am hoping parents will choose to use attendance recovery to help recover that lost funding.
- I asked the teachers what 1-2 things parents could do to help support them. [Here are their responses.](#)

Contributor and Collaborator to the Greater Community

- **Facebook Comments** - I am asking that teachers please make their facebook/instagram pages private.
- **Kocim Pakan Project** - Team met to discuss success so far. The part where we laid the broom down first was more successful than a straight burn. We have plans for great signage explaining the project (4 different spots on campus), plans to have students remove blackberry bushes and scotch broom before burning and then seed the areas with Toyon/Manzanita/Coffeeberry that they have already picked and stored. Also have plans for a big Arbor Day celebration and culturally informed burn.
- **FIG - Family Involvement Group** - is taking off. Sounds like there is a lot of interest in building community among parents and supporting teachers. Some of the parents want to begin a formal PTA. We really don't want a PTA to work at cross purposes of the school - especially with regard to fundraising and community building. Our parents cannot give anymore. Some involved want to seek outside funding. Carabeth has been trying to do this for years with very little success. I'd like it if the group could just focus on building community and supporting teachers.
- **PAG - Parent Advisory Group** - We had 18 parents show up to our PAG meeting last Friday - more than ever before - even during Covid. Many parents are concerned about the teacher turnover and feel like there is something wrong with the school and the leadership. Concerns were:

- Curriculum - they are wanting to see all of the curriculum including the teachers' lesson plans, etc. They asked for learning goals, etc. Not sure why there is suddenly such an interest in our curriculum since academically we do so well. Parents want me to make a brochure of everything we use.
- Dances for 6th - I said no - 6th graders will not be allowed to attend dances.
- PAG and Board Meeting Accessibility - Would like these to be live on Zoom
- How is AGC \$ used - I shared that it goes to the general fund
- Math and Math Scores - This is an adoption year - see above. Parents are concerned about test scores.
- Want a Library and Full Time Librarian
- Ravenwolf Check Out - worried about the process.
- ZeeZees - these snacks are universally not liked - we tried something new and it didn't land.
- Pick Up/Drop Off Flow - always a problem - usually parents not following the rules or not understanding them. One parent said that we could continually refine the process and it may improve it 5% - is it worth the effort?
- Board Meetings - recorded and posted?
- Upper Campus lunch zones - these are here to stay.
- 8th Grade Graduation Projects - parents want a better explanation on how students came up with their ideas so it inspires future students.
- TV at RW - On one Long Friday this year we showed a 20 minute nature special about salamanders because the kids had been catching lizards and were excited about it. Parents were unhappy about it.

I am hoping the appreciation/support part of FIG will begin soon.



POLICY REGISTER C-POLICY REVISION

CONTENTS

Ends	A – Ends
Executive Limitations	B – Global Executive Constraint B1 – Financial Condition B2 – Planning and Budgeting B3 – Asset Protection B4 – Treatment of Parents and Students B5 – Staff Treatment and Compensation B6 – Communication to the Council B7 – Council Logistical Support B8 – School Director Succession
Council Process	C – Global Governance Commitment C1 – Governing Style C2 – The Council’s Job C3 – Agenda Planning C4 – Council Meetings C5 – Council members’ Code of Conduct C6 – Officers’ Roles C7 – Council Committee Principles C8 – Governance Investment
Council- School Director Relationship	D – Global Council-School Director Connection D1 - Unity of Control D2 – Accountability of the School Director D3 – Delegation to the School Director D4 – Monitoring School Director Performance
Appendices	<i>Suggested appendices include:</i> <i>NCSA Charter</i> <i>Council Annual Calendar and Monitoring Schedule</i> <i>Committee Charters</i> <i>Conflict of Interest Disclosure form</i> <i>Monitoring Decision Tree</i> <i>Policy Governance Quick Guide</i>

Policy Type: Ends
Policy Title: A – Global End
Last Revised: **September 28, 2017**

Nevada City School of the Arts exists so that students, families, staff and the greater community have:

- an arts-based choice for elementary education.
- an educational institution that facilitates academic, artistic, and social-emotional achievement.
- a collaborator and contributor to the greater community.
- safe, respectful, and equitable conditions for learning and working.

Policy Type: Executive Limitations
Policy Title: B – Global Executive Constraint
Last Revised: **November 22, 2016**

The School Director must not cause or allow any practice, activity, decision, or organizational circumstance that is unlawful; imprudent; in violation of commonly accepted business, educational and professional ethics and practices; or in violation of the NCSA charter.

Policy Type: Executive Limitations
Policy Title: B1 – Financial Condition and Activities
Last revised: **October 25, 2023**

With respect to the actual, ongoing financial conditions and activities, the School Director must not cause or allow the development of fiscal jeopardy or material deviation from budgeted expenditures or net surplus.

The School Director must not:

1. Allow liquidity (the ability to meet cash needs in a timely and efficient fashion) to be insufficient.
2. Fail to maintain an unrestricted reserve fund within the range of 3-7% of the general fund budget.
3. Allow solvency (the relationship of debt to equity) to be insufficient.
4. Default on any loan terms that are part of the School's financial obligations.
5. Allow late payment of contracts, payroll, loans or other financial obligations.
6. Incur debt other than trade payables or other reasonable and customary liabilities incurred in the ordinary course of doing business.
7. Allow tax payments or other government-ordered payments or filings to be overdue or inaccurately filed.
8. Use restricted funds for any purpose other than that required by the restriction.
9. Allow financial record keeping systems to be inadequate or out of conformity with Generally Accepted Accounting Principles (GAAP).
10. Fail to regularly and timely
 - a. Disclose & educate the board on the current budget (including providing regular and timely budget to actual reports).
 - b. Provide the Board with actual financials as compared to previously budgeted amounts for any concluded fiscal year.

Policy Type: Executive Limitations
Policy Title: B2 –Planning and Financial Budgeting
Last revised: **October 25, 2023**

The School Director must not operate without annual and multi-year budgets and plans that address intentional and improved Ends accomplishment along with avoidance of fiscal jeopardy.

The School Director must not:

1. Create plans or budgets that
 - a. Risk incurring those situations or conditions described as unacceptable in the Council policy “Financial Condition and Activities.”
 - b. Omit credible projection of revenues and expenses, separation of capital and operational items, cash flow, and disclosure of planning assumptions.
 - c. Fail to inform the Board and stakeholders through NCSA’s Annual Report the impact of the proposed budget on the programs and staffing.
 - d. Undertake capital building projects without assurance of available funding or financing.

Policy Type: Executive Limitations
Policy Title: B3 – Asset Protection
Last revised: **November 22, 2016**

The School Director must not allow assets to be unprotected, unreasonably risked, or inadequately maintained.

The School Director must not:

1. Allow equipment and facilities to be inadequately insured, or otherwise unable to be replaced if damaged or destroyed.
2. Allow for inadequate coverage or allowances for any losses incurred due to business interruption.
3. Allow unnecessary exposure to liability or lack of insurance protection from claims of liability.
4. Allow deposits or investments to be unreasonably risked.
5. Allow inadequate security of premises and property.
6. Allow data, intellectual property, or files to be unprotected from loss, theft or significant damage.
 - a. Allow improper usage of students' and parents' personal information.
7. Allow purchasing that is uncontrolled or subject to conflicts of interest.
8. Allow lack of due diligence in contracts.
9. Allow damage to the School's public image.

Policy Type: Executive Limitations
Policy Title: B4 – Treatment of Parents and Students
Last Revised: **November 22, 2016**

The School Director must not be unresponsive to the needs of parents and students.

The School Director must not:

1. Provide inadequate information about what parents and students may or may not expect from NCSA.
2. Operate without a system for soliciting and considering parents' and students' opinions, complaints and suggestions.
3. Allow unsafe or unsecure facilities.

Policy Type: Executive Limitations
Policy Title: B5 - Staff Treatment and Compensation
Last revised: **November 22, 2016**

The School Director must not treat staff in any way that is unfair, unsafe, or unclear.

The School Director must not:

1. Operate without written personnel policies that:
 - a. Clarify rules for staff.
 - b. Provide for fair and thorough handling of conflicts in a way that does not include the Council as a participant in the conflict resolution process.
 - c. Are accessible to all staff.
 - d. Inform staff that employment is neither permanent nor guaranteed.
2. Cause or allow personnel policies to be inconsistently applied.
3. Provide for inadequate documentation, security and retention of personnel records and all personnel related decisions.
4. Establish compensation and benefits that are internally or externally inequitable.
5. Change the School Director's own compensation and benefits, except as his or her benefits are consistent with a package for all other employees.

Policy Type: Executive Limitations
Policy Title: B6 – Communication to the Council
Last Revised: **November 22, 2016**

The School Director must not cause or allow the Council to be uninformed or unsupported in its work.

The School Director must not

1. Submit monitoring reports that are untimely or inaccurate, or that lack operational definitions and verifiable data directly related to each section of the policy.
2. Report in an untimely manner any actual or anticipated noncompliance with any Council policy, along with a plan for reaching compliance and a proposed schedule regarding follow-up reporting.
3. Allow the Council to be unaware of relevant legal actions, media coverage, trends, public events of the School, or internal and external changes.
4. Withhold his/her opinion if the School Director believes the Council is not in compliance with its own policies on Council Process and Council-School Director Delegation, particularly in the case of Council behavior that is detrimental to the work relationship between the Council and the School Director.
5. Deal with the Council in a way that favors or privileges certain Council members over others except when responding to officers or committees duly charged by the Council.
6. Fail to supply for the Council's consent agenda all decisions delegated to the School Director yet required by law, regulation, or contract to be Council-approved.

Policy Type: Executive Limitations
Policy Title: B7 –Council Logistical Support
Last Revised: **November 22, 2016**

The School Director must not allow the Council to have inadequate logistical support.

The School Director must not:

1. Provide the Council with insufficient staff administration to support Council activities and communication.
2. Allow the Council to be without a workable mechanism for official Council, officer or committee communications.
3. Allow Council members to be without an updated copy of the Policy Register and the NCSA Charter.
4. Provide inadequate information and notice to parents and students concerning Council actions, meetings, activities and events.

Policy Type: Executive Limitations
Policy Title: B8 – Emergency School Director Succession
Last revised: **November 22, 2016**

To protect the school from sudden loss of School Director services, the School Director must not have less than one other staff person sufficiently familiar with Council and School Director issues and processes to enable her/him to take over with reasonable proficiency as an interim successor.

Policy Type: Council Process
Policy Title: C – Global Governance Commitment
Last Revised: **November 22, 2016**

Acting on behalf of our stakeholders (students and parents, staff, the greater community and our sponsoring agency) the Charter Governance Council ensures the success of the School by working together effectively, empowering and holding accountable professional management, and providing strategic leadership for our school.

List stakeholders: students and parents, staff, greater community and our sponsoring agency.

Policy Type: Council Process
Policy Title: C1 – Governing Style
Last Revised: **November 22, 2016**

We will work well together as a team, providing strategic leadership for NCSA, and ensuring properly empowered and accountable management of the school's operations.

1. We will be a strategic leader by focusing our vision outward and toward the future.
2. We will ensure effective systems of delegating authority to a professional School Director, holding the use of that power accountable, and clearly distinguishing between Council and School Director responsibilities.
 - a. Observe the 10 Policy Governance principles (Ownership, Position of Board, Board Holism, Board Means Policies, Clarity and Coherence of Delegation, Ends Policies, Executive Limitations Policies, Policy Sizes, Any Reasonable Interpretation, Monitoring)
3. We will maintain team discipline, authority and responsibility.
4. We will obey all relevant laws and the NCSA Charter.

Policy Type: Council Process
Policy Title: C2 – Council Responsibilities
Last Revised: **November 22, 2016**

The Council's job is defined by its unique role in the organization between our stakeholders and the School Director.

In order to do our job well, we will:

1. Strive to understand the views and needs of the stakeholders so that we can make good decisions on their behalf.
2. Hire, set compensation for, delegate responsibility to, and hold accountable a School Director.
 - a. Use a strategic process to establish the value of School Director compensation, and complete this process in a timely manner.
3. Assign responsibility in a way that honors our commitment to empowerment and clear distinction of roles.
4. Rigorously monitor operational performance in the areas of Ends and Executive Limitations
5. Regularly evaluate our own Council performance in the areas of Council Process and Council-School Director Relationship.
6. Perpetuate the Council's leadership capacity using ongoing education and training, a robust recruitment, qualification and appointment process and fair elections.
7. Perform other duties as required by the NCSA Charter or because of limitations on School Director authority.

Policy Type: Council Process
Policy Title: C3 – Agenda Planning
Last Revised: **November 22, 2016**

We will follow a strategic multi-year workplan and annual agenda that focuses our attention upward and outward.

1. We will create, and modify as necessary, an annual calendar that includes tasks and events related to our multi-year work plan, Council training schedule, monitoring schedule, and the School Director evaluation and compensation decisions as outlined in our Council-School Director Relationship policies.
2. Council meeting agendas will be determined by the Council president, in conjunction with the School Director, and may be modified at the meeting by a majority vote of the Council.

Policy Type: Council Process
Policy Title: C4 – Council Meetings
Last Revised: **November 22, 2016**

Council meetings are for the task of getting the Council's job done.

1. We will use Council meeting time only for work that is the whole Council's responsibility. We will avoid committee issues, operational matters, personal concerns and other topics that are not the highest and best use of our time.
2. Meetings will be open to the public and in compliance with the Brown Act* except when closed session is officially called.
 - a. We may occasionally use closed session to deal with confidential matters, as long as the purpose of the session is stated., Announcement of the executive session should be on the published agenda.
3. We will seek consensus through discussion. We will then finalize and document decisions through the use of motions, seconds and majority vote.

Policy Type: Council Process
Policy Title: C5 – Council members' Code of Conduct
Last Revised: **November 22, 2016**

We each commit ourselves to ethical, professional and lawful conduct.

1. Every Council member is responsible at all times for acting in good faith, in a manner which she/he reasonably believes to be in the best interests of the School, and with such care as an ordinarily prudent person in a like position would use under similar circumstances.
2. Council members must demonstrate unconflicted loyalty to the interests of the School's stakeholders. This accountability supersedes any conflicting loyalty such as that to advocacy or interest groups, membership on other boards or staffs, and the Council member's personal interests.
 - a. There will be no self-dealing or any conduct of private business or personal services between any Council member and the School except as procedurally controlled to assure openness, competitive opportunity and equal access to "inside" information.
 - b. Prior to a new Council member's first Council meeting, he/she will complete the "Conflict of Interest Disclosure" form, and will verbally report to the whole Council the potential conflicts. Any subsequent potential conflicts will be reported to the whole Council immediately.
 - c. When the Council is to decide on an issue about which a Council member has an unavoidable conflict of interest, that Council member shall recused themselves from the conversation and the vote.
 - d. A Council member who applies for employment at the school must first resign from the Council.
3. Council members may not attempt to exercise individual authority over the organization.
 - a. When interacting with the School Director or employees, Council members must carefully and openly recognize their lack of authority.
 - b. When interacting with the public, the press, or other entities, Council members must recognize the same limitation and the inability of any Council member to speak for the Council except to repeat explicitly stated Council decisions.
4. Council members will respect the confidentiality of closed sessions and must continue to honor confidentiality after leaving Council service.
5. Council members will prepare for attend, and participate fully in all Council meetings and trainings.
6. Council members will support the legitimacy and authority of the Council's decision on any matter, irrespective of the Council member's personal position on the issue.

7. Every Council member will sign the Code of Conduct Agreement annually. Any Council member who does not follow the code of conduct policy can be removed from the Council by a 2/3 majority vote of the remaining Council.

Policy Type: Council Process
Policy Title: C6 – Officers’ Roles
Last Revised: **November 22, 2016**

We will elect officers in order to help us accomplish our job.

1. No officer has any authority to supervise or direct the School Director.
2. Officers may delegate their authority but remain accountable for its use.
3. The president ensures the Council functions well and in accord with our policy agreements.
 - a. The president is authorized to make decisions that are consistent with Council Process and Council-School Director Relationship policies in order to facilitate the Council’s functioning.
 - b. The president will chair and set the agenda for Council meetings.
 - c. The president plans for leadership (officer) perpetuation.
 - d. The president may represent the Council to outside parties.
4. The vice-president will perform the duties of the president in her/his absence.
5. The treasurer is responsible for supporting the board in all finance-related board work.
 - a. The treasurer will lead the Council’s process for creating and monitoring the Council’s (not the school’s) budget.
 - b. The treasurer will facilitate the Council’s understanding of the school’s financial condition.
 - c. In addition (*insert whatever the bylaws/charter require and the Council has not chosen to delegate to the School Director*).
6. The secretary will make sure the Council’s documents are accurate, up to date, and appropriately maintained.
 - a. The secretary will write the draft and final versions of any new policy or committee charter.
 - b. In addition, the secretary will (*insert whatever the NCSA Charter require and the Council has not chosen to delegate to the School Director*).

Policy Type: Council Process
Policy Title: C7 – Council Committee Principles
Last Revised: **November 22, 2016**

We will use Council committees only to help us accomplish our job.

1. Committees will reinforce and support Council holism.
 - a. In particular, committees help the whole Council move forward when they research alternatives and bring back options and information.
2. Council committees may not speak or act for the Council except when formally given such authority for specific and time-limited purposes.
3. The Council will establish, regularly review and control committee responsibilities in written committee charters.
 - a. We will carefully state committee expectations and authority to make sure they do not conflict with authority delegated to the School Director.

Policy Type: Council Process
Policy Title: C8 – Governance Investment
Last Revised: **November 22, 2016**

We will invest in the Council's capacity to do our job well.

1. We will make sure that Council skills, methods and supports are sufficient.
2. We will incur Council costs prudently, though not at the expense of endangering the development and maintenance of superior capability.
 - a. We will use training and retraining liberally to orient new Council members and Council candidates, as well as to maintain and increase existing Council members' skills and understanding.
 - b. We will arrange outside monitoring assistance as necessary so that the Council can exercise confident control over organizational performance.
 - c. We will use outreach mechanisms as needed to ensure our ability to listen to stakeholder viewpoints and values.
 - d. We will use professional and administrative support.
3. We will delegate development of the Council's annual budget in a timely way so as to not interfere with the development of the School's annual budget. This work will be completed no later than March. Delegate this!

Policy Type: Council-School Director Relationship
Policy Title: D – Global Council-School Director Connection
Last Revised: **November 22, 2016**

The Council's sole official connection to the operations of the school will be through the School Director.

Policy Type: Council-School Director Relationship

Policy Title: D1 – Unity of Control

Last Revised: **November 22, 2016**

Only officially passed motions of the Council are binding on the School Director.

1. Decisions or instructions of individual Council members, officers, or committees are not binding on the School Director except in rare instances when the Council has specifically authorized this power.
2. In the case of Council members or committees requesting information or assistance without Council authorization, the School Director can refuse any requests that, in the School Director's opinion, may disrupt operations or that require too much staff time or resources.

Policy Type: Council-School Director Relationship
Policy Title: D2 – Accountability of the School Director
Last Revised: **November 22, 2016**

The School Director is the Council's only link to operational achievement and conduct.

1. The Council will view School Director performance as identical to organizational performance so that organizational accomplishment of Ends and organizational operation within Executive Limitations will be viewed as successful School Director performance.
2. The Council will not instruct or evaluate any employee other than the School Director.

Policy Type: Council-School Director Relationship
Policy Title: D3 – Delegation to the School Director
Last Revised: **November 22, 2016**

The Council delegates authority to the School Director through written Ends and Executive Limitations policies.

1. As long as the School Director uses any reasonable interpretation of the Council's Ends and Executive Limitations policies, the School Director is authorized to establish all further policies, practices and plans for the school.
2. The Council will respect and accept the School Director's choices as long as those choices are based on reasonable interpretations of Council policies.
3. If the Council changes an Ends or Executive Limitations policy, the change only applies in the future.

Policy Type: Council-School Director Relationship
Policy Title: D4 – Evaluating the School Director
Last Revised: **November 22, 2016**

The Council will systematically and rigorously monitor and evaluate the School Director's job performance compared to expectations set forth in Council policies.

1. The Council's policy monitoring process is the foundation of our annual evaluation of the School Director.
 - a. In [June] of each year the Council will review a summary of the monitoring reports received during the previous 12 months. Based on that review, the Council will present an evaluation letter to the School Director. That letter will constitute our full evaluation, and it will be delivered no later than [June 30].
2. The Council will acquire monitoring information by one or more of three methods: (a) by internal report, in which the School Director discloses policy interpretations and compliance information to the Council; (b) by external report, in which an external, disinterested third party selected by the Council assesses compliance with Council policies; or (c) by direct Council inspection, in which a designated director or committee assesses compliance with the policy.
3. The Council's standard for compliance will be any reasonable School Director interpretation (as described by operational definitions and metrics) of the Council policy being monitored. The Council is the final arbiter of reasonableness but we will always judge with a "reasonable person" test rather than with interpretations favored by individual directors or by the Council as a whole.
4. The Council will accept that the School Director is compliant with a policy if he/she presents a reasonable interpretation and adequate data that demonstrate accomplishment of that interpretation.
5. The Council will monitor all policies that instruct the School Director. The Council can monitor any policy at any time by any method listed above but will ordinarily follow the schedule outlined in the Council Annual Calendar.

APPENDICES

Student Enrollment 23/24		1661	749	1499	174	707	767	615	325	417	473														
Teacher Contract Days		186	186	186	186	186	185	186	185	185.8	186														
Hours per day		7.5	7.5	7.5	7	7.5	8	7	8	7.5															
		GVSD	NCSd	PRSD		Clear Creek			UHSD			Forest	PVUESD			Yuba River	2024/25 Average			NCSA 24/25 Schedule					
				Column B	Column C	Column D	Column A	Column B	Column C	Column II	Column III	Column IV		plus 30	plus 45	plus 60	Avg. not calc.	Column II	Column III	Column IV	Class II	Class III	V		
Step 1		\$ 59,662.00	\$ 61,301.00	\$ 55,692.00	\$ 57,920.00	\$ 60,237.00	\$ 60,372.00	\$ 60,730.00	\$ 61,085.00	\$ 57,095.00	\$ 58,238.00	\$ 59,402.00	\$ 59,408.37	\$ 56,272.00	\$ 57,961.00	\$ 59,700.00	\$ 58,220.00	\$ 58,502.80	\$ 59,180.05	\$ 59,876.92	\$ 52,301.00	\$ 53,870.00	\$ 58,826.00		
Step 5		\$ 65,016.00	\$ 66,877.00	\$ 65,152.00	\$ 67,758.00	\$ 70,468.00	\$ 63,031.00	\$ 65,135.00	\$ 67,840.00	\$ 65,519.00	\$ 66,829.00	\$ 68,166.00	\$ 66,747.93	\$ 63,336.00	\$ 65,237.00	\$ 67,195.00	\$ 61,807.00	\$ 64,685.74	\$ 65,675.87	\$ 66,764.62	\$ 57,731.00	\$ 59,463.00	\$ 64,933.00		
Step 10		\$ 81,387.00	\$ 83,791.00	\$ 79,267.00	\$ 82,438.00	\$ 85,736.00	\$ 70,228.00	\$ 75,344.00	\$ 78,964.00	\$ 77,816.00	\$ 79,373.00	\$ 80,959.00	\$ 79,658.38	\$ 73,427.00	\$ 75,630.00	\$ 77,899.00	\$ 66,912.00	\$ 76,560.80	\$ 78,066.67	\$ 79,413.30	\$ 65,317.00	\$ 67,277.00	\$ 73,466.00		
Step 15		\$ 94,727.00	\$ 102,301.00		\$ -	\$ 100,299.00	\$ 78,382.00	\$ 85,236.00	\$ 89,756.00	\$ 77,816.00	\$ 91,081.00	\$ 96,154.00	\$ 95,142.78	\$ 77,899.00	\$ 85,124.00	\$ 90,309.00	\$ 73,876.00	\$ 85,734.83	\$ 78,435.97	\$ 92,820.60	\$ 73,900.00	\$ 76,117.00	\$ 83,120.00		
Step 20	18	\$ 102,157.00	\$ 104,229.00	\$ 82,438.00	\$ 89,165.00	\$ 104,311.00	\$ 80,791.00	\$ 88,066.00	\$ 97,169.00	\$ 80,541.00	\$ 94,269.00	\$ 99,519.00	\$ 97,635.30	\$ 77,899.00	\$ 85,124.00	\$ 104,696.00	\$ 81,565.00	\$ 88,406.91	\$ 92,776.29	\$ 98,910.16	\$ 79,971.00	\$ 82,370.00	\$ 90,821.00		
Step 25			\$ 106,161.00																		\$ -	\$ -	\$ -		
Top Step																	\$ 87,950.00			\$ 98,475.83		Class V	\$ 91,855.00		
TK-3 Prep Time 4/5 Min/Wk 6th 7/8			90/week 90 1 period/day 1 period/day	None		None (PE 2x/wk, Fridays early release)			200 min/week 200 min/week 200 min/week 200 min/week			1 hr/class 1 hr/class 1 hr/class 1 hr/class					Pd 8 hrs/dy prep time is embedded in contract				NCSA 25/26 Proposed Schedule				
																					Class II	Class III	V		
																					\$ 57,201.00	\$ 58,917.00	\$ 64,338.00		
																					\$ 61,917.00	\$ 63,774.00	\$ 69,641.00		
Classroom Aide	K-4th - 1/2 days	TK-2nd - 3 hrs/wk 3-4 - 4.25 hrs/wk	3 hours/day TK/K & Para		Roaming by need			Para's ONLY								K - 3rd 1/2 days						\$ 68,361.00	\$ 70,412.00	\$ 76,890.00	
																						\$ 75,476.00	\$ 77,740.00	\$ 86,557.00	
																						\$ 80,881.00	\$ 83,307.00	\$ 95,492.00	
Class Sizes		TK-4th - 24 5th-8th - 27	K-3 - 26 4th-8th - 30					TK-3rd - 24 4th-8th - 26-28								K - 22 1st-4th - 30 5th-7th - 29 8th - 29									
Benefits Package EE EE+\$P EE+Ch EE+Far		\$7,500	\$8,899	\$11,235.60 \$13,227.60 \$12,855.60 \$13,335.60		\$9,000.00			\$10,362			\$ 8,000.00 \$ 8,760.00 \$ 8,760.00 \$ 14,000.00		\$8,500 \$9,460 \$8,900 \$12,040			\$9,000								

*Step comparison is hard to measure for schools that also have Class Columns too. Each individual needs to compare their education and experience level for placement at other schools compared to NCSA. This would give a true analysis for average pay per individual employee.

Proposition 28: Arts and Music in Schools Funding

Annual Report

Fiscal Year 2024-25

Name: Nevada City School of the Arts
CDS Code: 2910298-0114330
Charter School Number: 869
Allocation Year: 2024-25, 2023-24

1. Narrative description of the Prop 28 arts education program(s) funded. (2500 character limit).

NCSA's Plan: To create a spending plan for integrating Proposition 28 (Prop 28) Arts and Music grant funding from the California Department of Education (CDE) into Nevada City School of the Arts (NCSA) charter schools art and music program, we currently allocate resources strategically to maximize impact while aligning with the goals of the grant. The CDE has allocated \$65,134 to NCSA for the 2024/25 school year. Spending plan includes: Personnel Expenses: Salaries: NCSA will allocate all of the grant funding to cover the salary of our existing full-time music teacher. We utilize our general fund to pay for the benefits of the full-time music teacher and the full-time art teacher, in addition to two other part-time art teachers. We provide an extensive art and music program utilizing other sources of funding like the one-time Arts & Music Discretionary grant, unrestricted lottery funding, fundraising and general state funding for a comprehensive arts education.

2. Number of full-time equivalent teachers (certificated).	1.0
3. Number of full-time equivalent personnel (classified).	0.0
4. Number of full-time equivalent teaching aides.	0.0
5. Number of students served.	300
6. Number of school sites providing arts education.	1
Date of Approval by Governing Board/Body	5/22/2024 12:00:00 AM

Annual Report Data URL
<https://ncsota.org/ncsa-policies/>

Submission Date 5/28/2025 3:25:43 PM

RAVEN SPRINGS, LLC
2024-25 Unaudited Actuals
Statements of Revenues, Expenditures and Changes in Equity

	2020-21 Audited Actuals	2021-22 Audited Actuals	2022-23 Audited Actuals	2023-24 Audited Actuals	2024-25 Unaudited Actuals	Change From Prior Year
REVENUES						
All Other Local Revenue 8600-8899	831,923	840,430	859,319	868,928	965,742	96,814
Other Revenues/Income 8900-8999	5,207	(5,103)	158	1,828	5,179	3,351
TOTAL REVENUES	\$ 837,130	\$ 835,327	\$ 859,478	\$ 870,756	\$ 970,921	\$ 100,165
EXPENDITURES						
Classified salaries and wages	0	0	0	0	0	0
Health benefits and statutory employer costs	0	0	0	0	0	0
Supplies	7,571	12,997	27,277	28,284	13,604	(14,680)
Services	420,473	574,302	442,379	620,567	567,196	(53,371)
Property Taxes/Debt Service	105,075	133,759	148,594	109,728	159,543	49,815
TOTAL OPERATING EXPENDITURES	\$ 533,119	\$ 721,058	\$ 618,250	\$ 758,579	\$ 740,343	\$ (18,236)
Xfter Surplus to NCSA	309,589	0	0	0	100,000	100,000
OPERATING REVENUES LESS EXPENDITURES	(5,579)	\$114,269	\$ 241,228	\$ 112,177	\$ 130,578	\$ 18,401
DEPRECIATION EXPENSE	\$326,908	\$330,584	\$370,222	\$392,806	\$392,806	0
OTHER SOURCES - In Kind Contribution Revenue	\$0	\$16,000	\$0	\$0	\$0	0
NET CHANGE IN FUND BALANCE	(332,487)	(200,315)	\$ (128,994)	\$ (280,629)	\$ (262,228)	\$ 18,401
COMPONENTS OF ENDING FUND BALANCE						
Required reserve - 5% of expenditures	26,656	36,306	31,864	37,929	37,017	(912)
Designated - Construction Projects 7% of Expenditures	0	0	0	53,101	0	(53,101)
Undesignated Fund Balance	3,051,643	2,858,461	2,558,343	2,475,595	2,267,379	(208,216)
Ending Fund Balance	\$3,078,299	\$2,894,766	\$2,590,207	\$2,410,170	\$2,304,396	(262,228)
FUND BALANCE, BEGINNING OF YEAR	(31,500)	\$3,078,299	\$2,877,184	\$2,767,397	\$2,566,624	(200,773)
In-Kind Contribution from NCSA (Assets)	\$ 3,442,286	\$0	\$0	\$0	\$0	\$0
Audit Adjustments	\$ -	(\$800)	\$0	\$79,856	\$0	\$0
Net change (from above)	(332,487)	(200,315)	\$ (128,994)	\$ (280,629)	\$ (262,228)	\$ 78,135
FUND BALANCE, END OF YEAR	\$3,078,299	\$2,877,184	\$2,748,190	\$2,566,624	\$2,304,396	(262,638)

Comparison to Prior Budgets		
Total Budget	Prior Budget	Change from Prior Budget

Revenues

Rental & Lease Revenue	965,742	954,275	\$ 11,467
Interest & Other Local Revenue	5,179	-	\$ 5,179
Construction Loan Transfer	0	-	\$ -
Total Revenues	970,921	954,275	16,646

Expenditures

Facilities Supplies

Maintenance Supplies	13,056	17,300	(4,244)
Equipment/Furniture Supplies	0	0	0
Tech supplies - Office	548	100	448
Total Books and Supplies	13,604	17,400	(3,796)

Services

Payment to NCSA for Facilities Services	183,888	183,888	0
General Liability/Auto/Property Insurance	94,823	126,439	(31,616)
Utilities & Internet/Phone	205,331	200,770	4,561
Rentals, Leases, Repairs	53,749	101,598	(47,849)
Other Services & Operating Expenses	29,405	31,387	(1,982)
Property Taxes	25,429	25,429	0
Debt Service - Interest (long-term Loan)	134,114	128,280	5,834
Total Services	726,739	797,791	(71,052)

Capital Expenditures

Transfer to NCSA Surplus	100,000	100,000	0
Total Expenditures	100,000	100,000	0
Total Expenditures	840,343	915,191	(74,848)

Net FY Operating Surplus (Deficit)

130,578	39,084	91,494
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Accumulated Depreciation

Depreciation expenses for capitalized items	392,806	385,148	7,658
Total Depreciation Expense	392,806	385,148	7,658

Net Total Operating Surplus (Deficit) W/ D

(262,228)	(346,064)	83,836
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Facilities Reserve for Improvements

\$130,577.91

RAVEN SPRINGS, LLC
2024-25 2nd Interim Budget
Multi-Year Projection

RAVEN SPRINGS, LLC
Multi Year Budget Projections- Three Years Ended June 30, 2027

	Prior Budget	Current Year 1	Year 2	Year 3	Year 4
	2024-25	2024-25	2025-26	2026-27	2027-28
Revenue					
Leases & Rental Revenue	954,275	965,742	3% 1,659,865	3% 990,689	3% 1,020,410
Interest & Other Local Revenue (prop tax & misc)	-	5,179	\$ -	\$ -	\$ -
Local - Other (Construction Loan)	-	-	\$ -	\$ -	\$ -
Total Revenue	954,275	970,921	1,659,865	990,689	1,020,410
Program Costs					
Supplies	17,400	13,604	2.0% 15,900	2.0% 16,218	2.0% 16,542
Services	644,082	567,196	2.0% 995,990	2.0% 671,639	2.0% 685,072
Property Taxes	25,429	25,429	0.0% 25,429	0.0% 25,429	0.0% 25,429
Debt Service (Interest)	128,280	134,114	128,280	121,280	114,280
Total Program Costs	815,191	740,343	1,165,599	834,566	841,323
Total Expenses	815,191	740,343	\$ 1,165,599	834,566	\$ 841,323
Xfer Surplus to NCSA	\$100,000	\$100,000	\$ 300,000	\$ 150,000	\$ 150,000
Annual Operating Surplus (Deficit)	39,084	130,578	194,266	6,123	29,087
Depreciation for Land & Building Values Other Sources	\$ 392,010	\$392,806	\$ 392,010	\$ 366,393	\$ 339,523
FINAL Net Income/(Loss)	\$ (352,926)	(\$262,228)	(\$197,744)	(\$360,270)	(\$310,436)
Beginning Fund Balance	\$ 2,566,625	\$ 2,566,625	\$ 2,304,396	\$ 2,106,653	\$ 1,746,383
In-kind Contribution from NCSA	\$ -	\$ -	\$ -	\$ -	\$ -
Adjustments (PY Fund Balance Corrections)					
Annual operating surplus (deficit) from above	(352,926)	(262,228)	(197,744)	(360,270)	(310,436)
Debt Service Ratio	0.80	1.29	1.49	0.59	0.66
Ending Fund Balance	\$ 2,213,698	2,304,396	\$ 2,106,653	\$ 1,746,383	\$ 1,435,947

2024-25 Education Protection Account
Program by Resource Report
Expenditures by Function - Detail

Nevada City School of the Arts

Final Expenditures through: June 30, 2025

For Resource 1400 Education Protection Account

Description	Function Codes	Amount
AMOUNT AVAILABLE FOR THIS FISCAL YEAR		
Adjusted Beginning Fund Balance	9791-9795	0.00
Revenue Limit Sources	8010-8099	1,566,690.00
Federal Revenue	8100-8299	0.00
Other State Revenue	8300-8599	0.00
Other Local Revenue	8600-8799	0.00
All Other Financing Sources and Contributions	8900-8999	0.00
Deferred Revenue	9650	0.00
TOTAL AVAILABLE		1,566,690.00
EXPENDITURES AND OTHER FINANCING USES		
(Function 1000-7999)		
Instruction	1000-1999	1,566,690.00
Instruction-Related Services		
Instructional Supervision and Administration	2100-2150	0.00
AU of a Multidistrict SELPA	2200	0.00
Instructional Library, Media, and Technology	2420	0.00
Other Instructional Resources	2490-2495	0.00
School Administration	2700	0.00
Pupil Services		
Guidance and Counseling Services	3110	0.00
Psychological Services	3120	0.00
Attendance and Social Work Services	3130	0.00
Health Services	3140	0.00
Speech Pathology and Audiology Services	3150	0.00
Pupil Testing Services	3160	0.00
Pupil Transportation	3600	0.00
Food Services	3700	0.00
Other Pupil Services	3900	0.00
Ancillary Services	4000-4999	0.00
Community Services	5000-5999	0.00
Enterprise	6000-6999	0.00
General Administration	7000-7999	0.00
Plant Services	8000-8999	0.00
Other Outgo	9000-9999	0.00
TOTAL EXPENDITURES AND OTHER FINANCING USES		1,566,690.00
BALANCE (Total Available minus Total Expenditures and Other Financing Uses)		0.00

Upper Campus Behavior Reflection Process

1. Behavior Reflection #1 =

- Meet with Ms. Campbell
- Family contact
- 1 Thursday restorative lunch with Ms. Andrea

2. Behavior Reflection #2 =

- Meet with Ms. Campbell, warning about 3 behavior reflections and associated consequences
- Family Contact
- 1 Thursday restorative lunch with Ms. Andrea

3. Behavior Reflection #3 =

- Immediately sent to B9 with Ms. Pettitt for 1 hour (timing may fluctuate based on situation and needs)
- Ms. Pettitt makes family contact explaining the process leading to Behavior Contract and next consequences
- 1 Thursday restorative lunch with Ms. Andrea

4. Behavior Reflection #4 =

- Student will go to B9 with Ms. Pettitt for In House Suspension for one day
 - Student is placed on a behavior contract (violation of that contract is a loss of the “next big thing” for their grade)
 - Family contact to set up meeting and sign behavior contract
-
- Any behavior that results in an immediate suspension could also mean that a student loses the “next big thing.”

Lower Campus Behavior Reflection Process

1. Behavior Reflection #1 =

- Meet with adult issuing the BR (Jenn G., instructional assistants, or Ms. DeFeyter)
- Family contact

2. Behavior Reflection #2 =

- Meet with Ms. DeFeyter, warning about 3 behavior reflections and associated consequences
- Family Contact

3. Behavior Reflection #3 =

- Immediately sent to B9 with Ms. Pettitt for 1 hour (timing may fluctuate based on situation and needs)
- Meeting with family, Ms. DeFeyter and Ms. Campbell

4. Behavior Reflection #4 =

- Possible In House Suspension depending on circumstances
- Student is placed on a behavior contract, family meeting with Ms. DeFeyter and Ms. Pettitt
 - Violation of that contract would result in a loss of any one of these privileges:
 - Choice time
 - Swap meet
 - Marble party
 - Field trip (the one closest)
 - PE
 - Specials (art, music, movement), if appropriate
 - Ravenwolf

September 18, 2025

I sent an email to the teachers asking this question - As teachers, what are the 1 or 2 most important things parents can do to support you here at NCSA?

Here are their responses:

I love the idea of community building. I love doing things outside of school hours once per season... I've always had to plan them myself, but having a class parent who helps support this would be great! Also, rides to school are essential and I have several students who may need some help with that.

WATER BOTTLES! Please make sure your kids have an adequate water bottle EVERY day at school.

NOTES explaining why your child CANNOT participate fully in PE class, make sure its valid and necessary, being tired is not an excuse.

STAY ACTIVE with your kids at home, even if this just means walking the dog, playing catch, stretching, etc. to model a healthy lifestyle.

For my class:

It would be wonderful to have a class parent dedicated to community building. This person could help organize a community building event such as a class/grade level potluck at the park, reach out to families who may need support with rides to school and help rally parent volunteers for field trips and other classroom needs.

I loved the effort put into staff appreciation day last year. It would be wonderful to have more appreciation days such as aide appreciation, office appreciation etc. We all work so hard and it feels good to have parents appreciate and acknowledge all that we do.

Responding to messages sent home individually and checking in with their students regularly about where they are academically. Whether it's through checking grades or going through their returned work or even checking in with me. I'm sure we've all had many conversations with parents where they have no idea their child is falling behind or failing.

#1- Drive on Field Trips and get permission slips turned in on time

#2- Talk to their students about what they are learning, ask questions, check in, show that you are interested, be positive and constructive, and communicate that school is valuable.

#3- Trust and appreciate that we are doing our very best every single day for every single student. We care about all of them and our school community.

1. Ask students questions about what they're learning.
2. Read with your students!!!

Whenever I reach out to parents—whether with a concern, a success, or a general comment—please know that I have already tried multiple strategies in class first. My goal is always to respect the child's opportunity to demonstrate maturity and self-awareness, while also keeping in mind the needs of our whole class of 20+ students. At times, that means I have to balance individual needs with what is best for the group.

I deeply value our partnership in supporting their children. One of the most helpful things you can do is regularly talk with their child about their school day—ask them about their choices, experiences, and how things are going. Many challenges can be worked through at home before they grow into bigger issues at school, and your involvement makes a significant difference.

Please respond to any specific emails regarding your child. For example, letting you know about behaviors, missing assignments, or requesting a meeting. Even just a "got it" would let me know that you read it.

Participating when we ask. This includes providing supplies or driving on field trips if possible.

1. Participating when we ask - driving for field trips is a great example
2. Attendance - reduced class absences and requested independent studies. There is no true make-up for being in class with the teacher, participating in the planned lesson along with peers.

I'll add onto this list asking parents to check missing work with their students online. This gives their student accountability and support, which they really need.

Open your child's backpack. Look at the folder I sent home. Do the practice or admire the work your child completed at school with me, and ask them about it. They are working hard.

Model reading for your child. Read to and with them. Praise their effort.

The community picnic and AMOT that we used to do were so great for parents, but not always great for staff. A parent group organizing social events would be great.

Dance. Every. Day. Be silly and playful. Sing songs together. Especially on the car ride to school. Then send them to us when their synapses are fired up and electrified. It's just as important as the full bellies needed to learn.

Also, I don't know the intent of FIG since it's new to me but did you all know female fig wasps shimmy their way into the opening of a FIG to pollinate the inverted flower so we can have the robust fruit with their signature crunch?

Parents can use this as an analogy in how they function. Shimmy your way into the fig (our school) and pollinate it with your good juju. Wasps typically die after doing this and that's so sad but what remains is this delicious fruit.

I think they should throw an annual staff appreciation talent show where parents perform their special tricks and talents.

PRACTICE MULTIPLICATION FACTS DAILY!!!!

Extra adults in class when I'm sewing with K or 2nd is super helpful.