



Monday, July 13, 2026
USD #333 USD333 Board of Education Regular Meeting

AGENDA FOR UNIFIED SCHOOL DISTRICT NO. 333
CLOUD COUNTY, KANSAS

6:00 PM

USD #333 Board of Education Administrative Offices, 217 W. 7th St., Concordia, KS 66901

A. OPENING ITEMS

1. Call To Order
2. Pledge of Allegiance
3. Members Present

B. CONSENT ITEMS

1. Adopt Agenda for Meeting
2. Approval of Minutes
3. Accept Gifts and Donations
4. Approval of Encumbrances as listed in the Superintendent's Report
5. Approval of Financial/Treasurer's Report/CapitalOne
6. Vote on Consent Items

C. PUBLIC COMMENTS

Open Forum Guidelines

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D. INFORMATION/UPDATE/COMMUNICATION

1. RHID
2. Negotiated Agreement 2026-2027
3. **Superintendent's Report**
Report July 2026 - Superintendent
4. **Operations Director's Report**
Report July 2026 - Operations Director
5. **LCNCK Director's Report**
Report July 2026 - LCNCK Director

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E. EXECUTIVE SESSION

F. BOARD ACTION ITEMS

1. KASB Policy Updates
2. Handbook Updates
 - a. Cell Phone Policy
ELECTRONIC DEVICES Policy {Updated&BoardApproved}
 - b. Chronic Absenteeism
Attendance Policy {Updated&BoardApproved}
 - c. LCNCK Handbooks

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3. Mileage Reimbursement Rate
4. Salary Updates - Certified, Classified and Administration

G. CERTIFIED and CLASSIFIED PERSONNEL

1. New Hires/Transfers/Resignations/Terminations of **CERTIFIED STAFF** for the **2026-2027** School Year (if needed)
Certified List3 13
2. New Hires/Transfers/Resignations/Terminations of **CLASSIFIED STAFF** for the **2026-2027** School Year (if needed)
Classified List6 15

H. FUTURE AGENDA ITEMS

I. COMMENTS & ANNOUNCEMENTS

J. ADJOURN



Concordia USD 333



Board of Education Meeting Open Forum Guidelines

Guidelines for the Open Forum

1. Any person wishing to address the Board in public forum must sign up on the sign-up sheet. The presiding officer of the public meeting will moderate the open forum anticipating the forum will be limited to thirty minutes.
2. As a courtesy and as a part of the public record, each speaker should identify themselves with name and address. Each speaker will be allowed three (3) minutes to address the Board. The Board may engage the speaker for clarification of the issue. The three minutes time limit may go longer based on Board questions.
3. The Board will not debate past decisions made by the current governing body or any past governing body.
4. The Board seeks only constructive criticisms and suggestions.
5. The Board will only allow one speaker at a time and a proper decorum will be enforced.
6. Speakers should keep their comments short and to the point.
7. Engaging in active debate with the Board or anyone in the audience will not be allowed.
8. All remarks and suggestions must be respectful and courteous, free of name-calling and/or personal attacks.
9. Persons making comments which violate the privacy rights of district employees or students will be asked to stop speaking or cease their remarks immediately. If a patron or parent has a concern with one or more employee(s), the Board will refer that person to the appropriate employee or the Superintendent.
10. No remarks will be allowed that contain vulgarities or inappropriate language.
11. No speakers may have the floor more than one time until all who wish to speak have been given the opportunity. The presiding officer will determine the order of speakers.
12. All comments must be directed to the Board as a whole, not to any specific member or to any person who is not a Board member.

Procedures to address the Board during Open Forum:

1. Print your name on the sign-up sheet and list the topic of your presentation.
2. The sign-up sheet will be given to the Board President at the beginning of the meeting.
3. The Board President will call each person on the sign-up sheet during the public forum agenda.
4. State your name, address, and summarize your concerns/suggestions. Limit your presentation to approximately three minutes. This may go longer based on Board questions.

BCBI Public Participation at Board Meetings (See BCAE and KN) BCBI
Open Forum

The president or presiding officer may ask patrons attending if they would like to speak during the open forum. Rules for the public forum will be available from the clerk prior to the board meeting and at the meeting itself. The board president may impose a limit on the time a visitor may address the board. The board president may ask groups with the same interest to appoint a spokesperson to deliver the group's message. Except to ask clarifying questions, board members shall not interact with speakers at the open forum.

Patron-Requested Agenda Items

Any patron may request addition of a specific agenda item and shall notify the superintendent {seven} days prior to the meeting and state the reason(s) for the request. The superintendent shall determine whether the request can be solved by staff without the patron's appearance before the board. If not, the superintendent shall consult with the board president, and the patron's request may be placed on the next regular board meeting agenda.

Handling Complaints

The superintendent may refer complaints to the board only if a satisfactory adjustment cannot be made by a principal, the superintendent, or other appropriate staff members.

Approved: KASB Recommendation – 1/01; 4/07



**QUENTIN
BREESE**

Superintendent

**KELLY
STRUEBING**
Director of
Operations

Chad Eshbaugh
CJSHS Principal

Skyler Hittle
CJSHS AD/Asst.
Principal

Curtis Noon
CMS Principal

Ashley Blain
CES Principal

**Krystal
Breese**
Curriculum &
Assessment

**BOARD OF
EDUCATION**

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Vice President

**JOHN
CULLEY**

**NANCY
OWEN**

**JENNY
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**AMBER
LAMBERTZ**

**LINDSAY
METCALF**

REQUEST TO ADD AN AGENDA ITEM

This form must be completed and returned to the Clerk of the Board or the Superintendent at least **7 days** prior to the meeting at which you wish to speak.

Your request will be reviewed, and one of two recommendations will be made:

1. Referral of your request to the appropriate administrator.
2. Decision by the Board of Education to add as an agenda item.
 - Presentation shall not exceed **5 minutes**.
 - Subjects, other than policy issues, will generally be referred to the administration.
 - Comments shall be limited to issues and not refer to individual staff or students.
 - Presentation must be in good taste befitting the occasion and dignity of the board meeting.
 - Typed copy or outline of your presentation should be included with this requested form.

Permission to appear before the board at a regular meeting is subject to the above guidelines.

Name: _____

Address: _____ Phone: _____

Individual or Organization you represent: _____

Organization's Address: _____

Signature: _____ Date: _____

District Official's Signature: _____

Date Received: _____ Time Received: _____

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TRUST

OWNERSHIP

CULTURE

AN EQUAL EMPLOYMENT/EDUCATIONAL OPPORTUNITY AGENCY



TRUST OWNERSHIP CULTURE

Unified School District No. 333

Administrative Offices

217 West 7th Street Concordia, Kansas 66901-2803
Phone: (785) 243-3518 Fax: (785) 243-8883
www.usd333.com

Thomas
DeBauche
Superintendent

Kelly
Struebing
Executive Director
of Operations

Brian
Myers
Executive Director
of Curriculum

Andrea
Rairden
CJSHS Principal

Skyler
Hittle
CJSHS Assistant
Principal

Thomas
Flax
CJSHS Athletic
Director

Katie
Jackson
CMS Principal

Curtis
Noon
CES Principal

Mistie
Knox
CES Assistant
Principal

BOARD OF EDUCATION

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Cleveland
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Lindsay
Metcalf
Vice President

Nancy
Owen

Amber
Lambertz

Jenny
Parker

Garett
Hood

Cheryl
Holmes

Date: July 8th, 2026

Report By: Tom DeBauche

Budget Process

June/July

- Property & Casualty and Workers Compensation Renewal
- End of Year Transfers
- KSDE Budget Workshop
- Release of Budget Software
- RNR Process
- Finalize Negotiations

August/September

- Building Needs Assessment and State Assessment Review requirements with BOE.
- Budget review and approval of Legal Publications for RNR and Budget Hearings.
- Publish RNR and Budget Hearing Notices
- RNR and Budget Public Hearings. Adoption of RNR resolution (Roll call vote), adoption of budget- BOE Meeting

Strategic Plan

-Update on the process

Staffing

We have had a few resignations in the last few weeks. We are working on filling them and are confident in doing so.

Chronic Absenteeism

In finishing the year, we have noticed some discrepancies between Ion and PowerSchool. There are a lot of details involved in this, but the short of it is that PS counts all students, even if they enrolled for a day and then left, whereas Ion counts only currently enrolled students. When working on our Chronic Absenteeism goal, we will use ION data as it counts students currently enrolled.

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Back to School

August 3rd and 4th- NTA- all new teachers to our district will participate along with their mentors.

August 5th, 6th, and 10th- building/curriculum inservice.

August 7th- District Kickoff

August 11th- Workday/Meet & Greet

August 12th- First Day of School

- **CHS Roof:** The original scope of work is expected to be completed this week (week of July 6). The additional roof and gutter project is scheduled for completion next week.
- **CHS Men's Restroom:** Kansas Concrete and Coring has removed the restroom partitions. New partitions have been ordered and are expected to arrive before the start of school (estimated cost: \$6,600). We are also exploring the possibility of installing an epoxy floor in the restroom. In addition, the restroom is receiving a fresh coat of paint.
- **CES Desks:** The desks have been ordered and are currently expected to be delivered by the end of August. They will not be available for the start of the school year.
- **District:** Summer cleaning is on schedule, and all buildings are progressing well in preparation for the start of the school year.
- **CES Roof:** We are evaluating the parapet wall expansion joints on the CES roof. The existing flexible membrane is cracked and weathered. I will be obtaining a quote to determine the cost of replacing the expansion joint membrane and addressing this maintenance need.

In Progress:

- Concrete Gutter System at CHS – Work to be completed by Meridian
- Working with Kim on grant opportunities to assist with playground equipment
- District Hardship Route
- CHS Chromebooks (7–12) – Inventory and setup

Upcoming Projects:

- CES Roof/internal drains Summer ~ 27'
- Looking at replacement mats for high jump and pole vault
- **Additional Notes:**

LCNCK / USD 333 Board Brief

July 2026

Hiring Update for the 2026–2027 School Year

LCNCK continues to actively recruit qualified staff to fill remaining vacancies across the cooperative. Recruitment remains a priority to ensure students receive high-quality special education services at the beginning of the 2026–2027 school year.

Current Paraeducator Vacancies

- **USD 108:** 1 Paraeducator
- **USD 109:** 2 Paraeducators
- **USD 224:** 2 Paraeducators
- **USD 426:** 3 Paraeducators
- **USD 333:** 4 Paraeducators

Current Teacher Vacancies

- **USD 109:** 1 Middle School Special Education Teacher
- **USD 333:** 1 High School Special Education Teacher

LCNCK continues to advertise positions through multiple recruitment avenues, including educational job boards, university partnerships, and professional networks. Interviews are being conducted as qualified applicants become available, and district administrators continue to work collaboratively with the cooperative to fill these critical positions.

Beginning-of-Year Staff Training

LCNCK will provide beginning-of-year professional development for all special education staff prior to the start of the school year.

August 3

- Training for **all classified and certified special education staff**
- Focus areas include:
 - Behavior supports and intervention strategies
 - Specially Designed Instruction (SDI)

- Consistent implementation of services across cooperative districts

August 4

- Training for **certified special education staff**
- Focus areas include:
 - IEP writing and compliance
 - Documentation requirements and legal updates
 - Best practices for supervising, collaborating with, and supporting paraeducators

These training sessions are designed to ensure staff begin the school year with consistent expectations, strong instructional practices, and the knowledge necessary to provide high-quality special education services while maintaining compliance with state and federal requirements.

ELECTRONIC DEVICES

To support a focused learning environment and comply with Kansas law, all personal electronic devices (e.g., cell phones, smartwatches, earbuds, headphones, etc.) must be inaccessible to students throughout the school day, including during school-sponsored field trips and transportation to and from those trips. If students are leaving for an extracurricular activity before the end of the school day, their device will be made available to them.

"Inaccessible" means the device is unavailable during the school day.

Student Personal Electronic Communication Devices Definitions

For the purposes of this legislation, terms mean the following:

- "Personal electronic communication device" is defined as any wireless electronic communication device that:
 - provides for voice, text or video communication between two or more parties, including, but not limited to, a mobile or cellular phone, tablet, computer, watch, wireless headphones or earbuds, text messaging device, or personal digital assistant; and
 - is not owned or issued to students by the school district.

Families and students have two options to meet this expectation:

- Option 1: Do not bring any electronic devices to school.
- Option 2: Parents/families will be asked to pay a fee for the storage system, including replacement fees in the event of damage or loss. Students must place it in a school-provided secure storage system at the start of the school day, one per person, sharing will not be allowed. Devices will be accessible at the end of the school day or upon dismissal and unlocked by 333 staff. Staff will be able to unlock the storage system in the event of a district-wide crisis or emergency.

The school is not responsible for lost, stolen, or damaged personal electronic devices.

Disciplinary Consequences:

- 1st Offense: Device confiscated + parent/guardian must pick up the device.
- 2nd Offense: Device confiscated + parent/guardian must pick up the device + Full day ISS
- 3rd Offense: Device confiscated + student/parent meeting; further consequences will apply per the discipline handbook
 - (i.e., 2 days In-School Suspension; Student no longer in good standing - can't participate in or attend activities).
 - The device will also be turned into the office daily for the remainder of the school year.

When asked at any point to turn over or securely store a device, refusal to comply will result in suspension. If deception is used, including the use of a decoy phone, the incident will automatically be treated as a third offense and the corresponding disciplinary guidelines will be applied.

Exceptions:

Students with documented medical/health needs may be granted exceptions through an IEP or Section 504 Plan. Any approved use will be clearly defined, appropriately monitored, and require proper authorization. A licensed physician could also document it as medically necessary with no reasonable alternative. Exceptions will be granted only when the district-provided technology device does not adequately meet the student's health-related needs.

Attendance Policy

Throughout our strategic planning sessions and community engagement events, a common skill that was shared with us that stakeholders wish to see in our graduates, attendance habits ranks highly on the list. Excessive absences serve as a road block to achieving success, including creating missing work, lowering test scores, and making graduation difficult to achieve. The primary responsibility for good attendance rests with the students and parents. Proactive communication between school and home will help grow good choices on the part of our students.

Students are either “**Present**” or **Absent**.” The specific reason for the student absence will be noted in Power-School. (**Present**: College Visit, School Sponsored Activity. **Absent**: Illness, Doctor Appointment, Parent Request.)

Absences for school-sponsored events and activities **WILL NOT** be counted as absences when the student is under the direct supervision of a school staff member (field trips, athletic events, music events, etc.).

In case of an absence from school, it is the responsibility of the parent or guardian to telephone the school office by 8:30 a.m. on the same day of the absence. This will verify the absence. If you do not call and there is no contact, the student will be considered truant. To ensure students are in school at least 90% of the time, the following is the USD 333 attendance policy:

Students are allowed up to 15 days of absences for the entire school year. Any absence beyond 15 will result in days being made up at the beginning of summer break. Students missing over 20 days of school will be considered truant. If days are not made up by the designated date, the student will be considered truant and not in good standing, which could result in repeating a class or grade.

Parents/guardians will be notified via mailed letter when/if a student reaches 7 absences before the conclusion of the first semester or 10 absences before the conclusion of the second semester. Parents/guardians will be notified via phone call or face-to-face meeting if a student reaches 12 absences before the conclusion of the first semester or 14 absences before the conclusion of the second semester.

Extenuating circumstances happen; we will evaluate those on a case by case basis.

Staff Changes for 2026-2027

(Hi-lited are needing approval. All others have been approved at previous meeting)

KPERS Retirees:

Retirement Date:

Membership Date:

Gene Rundus	09/01/2026	08/19/1994
Daniel Hyman	06/01/2026	09/15/2002
Donna Trost	07/01/2026	08/30/1994

Resignations:

Torie Baxa – LCNCK Interrelated Teacher at USD#109

Sydney Cantrell – Science Teacher at Concordia Jr. Sr. High School

Tessa Yungeberg – 6th Grade Teacher at Concordia Middle School

Jennifer Joonas – Interrelated Teacher at Concordia Elementary School

Shawn Hood – Art Teacher at Concordia Elementary School

Rachel Franz – LCNCK Instructional Coach

Ann Metcalfe – Music Teacher at CES

Chad Eshbaugh – Principal at CJSHS

Zachary Morris – ELA/Speech and Debate Teacher at CJSHS

Samantha Viereck – Interrelated Teacher at CES

Magen Briley – Interrelated at USD#224

Rebecca Gibson – Interrelated Teacher at USD#109

Leslie Girard - .38 Art Teacher at CJSHS

Autumn Zimmerman – Social Studies Teacher at CJSHS

Terminations:

New Hires:

Nathan Brown – 7-12th Grade Math/Science Teacher (Repl. M. Roe)

Sharon Huband – Interrelated Teacher at USD#109 (New Position)

Cristy Pruser - .6 FTE Instructional Coach (Repl. R. Franz)

Anna Ridgway – Teacher at CES

Rebecka Cauley – 6th Grade Teacher at CMS (repl. T. Yungeberg)

Sidney Smith – Art Teacher at CES (Repl. S. Hood)

Conan Shinn – English Language Arts/At Risk Teacher (Repl. Z. Morris/G. Rundus))

Abigail Grable – Elementary Music Teacher (Repl. A. Metcalf)

Regina Wallace – 3rd Grade Teacher (Repl. K. Nease)

Carson Baker – Physical Education/At-Risk Teacher (Repl. T. Flax/G. Rundus)

Hunter Wellbrock - Physical Education/At-Risk Teacher (Repl. T. Flax/G. Rundus)

Jodi McManus – Interrelated Teacher at USD#224 (Repl. M. Briley)

Travis Zirkle – Interrelated Teacher at USD#109 (Repl. R. Gibson)

Kevin Muff - .75 FTE Social Studies Teacher at CJSHS (Repl. A. Zimmerman)

Transfers:

Stacey Scott – X-fer from Project Search to Gifted (Repl. S. Shouse- temp.)

Amy Florea – X-fer from Interrelated at CJSHS to Project Search (Repl. S. Scott)

Michael Roe – X-fer from Math to 8th Grade Science Teacher (Repl. S. Cantrell)

Andrea Rairden – X-fer from Asst. Principal to Principal at CJSHS (Repl. C. Eshbaugh)

Skyler Hittle – X-fer from Athletic Director to Asst. Principal at CJSHS (Repl. A. Rairden)

Megan Pearson – X-fer from 3rd Grade/ESL Teacher to MTSS/ESL at CES (Repl. J. Mettlen)

Jayln Mettlen – X-fer from MTSS to 3rd Grade Teacher (Repl. M. Pearson)

Katie Nease – X-fer from 3rd Grade to Instructional Coach (New Position)

Thomas Flax – X-fer from P.E. Teacher at CJSHS to Athletic Director at CJSHS (Repl. S. Hittle)

Anna Ridgway – X-fer from CES Teacher to Interrelated Teacher at CES (Repl. S. Viereck)

NAME**POSITION**

Updated 7/13/2026

LCNCK New Hires

Kristina Kindel	Substitute Teacher/Para
Stacey Dyke	Para Educator at RCHS (Repl. C. Schou)
Sindy Hunt	Para Educator at CES (Repl. A. Grable)
Ann-Michelle Wingo	Para Educator at USD#224 (Repl. S. Wurtz)
Patricia Maxwell	Para Educator at CMS (Repl. A. Garman)
William Maxwell	Para Educator at CJSHS (Repl. A. Stiles)
Amber Gentry	Para Educator at CES (Repl. T. Blocker)
Ryan Olsen	Para Educator at PVHS (Repl. T. Reeves)
Jennifer Joonas	Substitute Teacher/Para

LCNCK Resignations

Marissa Montague	Substitute Teacher/Para
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LCNCK Terminations**LCNCK Deceased****LCNCK Transfers****USD #333 New Hires**

Carson Baker	Asst HS Baseball Coach (New Position)
Hunter Wellbrock	Asst JH Track Coach (Repl. M. Pearson)
Brentin Hake	Asst HS Football Coach (Repl. D. Hake)
Kristina Kindel	Substitute Teacher/Para
Olivia Borsdorf	At Risk Para at CMS (Repl. A. Wildeman)
Hannah Yoder	PreK Para at CES (Repl. J. Palmer)
Abbie Garman	CAP Co-Director (Repl. L. Girard)
David Strait	Jr. High Asst. Football Coach

USD #333 Transfers**USD #333 Resignations**

Josie Koch	CMS/CJSHS School Nurse
Marissa Montague	Substitute Teacher/Para
Autumn Zimmerman	Theater Director
Autumn Zimmerman	Scholars Bowl
Autumn Zimmerman	JH Asst Track Coach
Autumn Zimmerman	Forensics
Autumn Zimmerman	Debate
Leslie Girard	CAP Co-Director
Josh Brown	JH Asst Football Coach
David Strait	Asst HS Basketball Coach

USD #333 Terminations