



Monday, July 24, 2023
USD #333 USD333 Board of Education Special Meeting

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

5:00 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

B. CONSENT ITEMS

1. Adopt Agenda for Meeting

C. INFORMATION UPDATE/COMMUNICATION/PUBLIC COMMENTS

- Board Retreat July 2023
- Non Resident Enroll Policy

2
40

D. Building Tours - CES, CMS, CJSHS

E. CERTIFIED & CLASSIFIED PERSONNEL - if needed

- Certified July Retreat 2023 LIST
- Classified July Retreat 2023 LIST

43
45

F. ADJOURN

Trust- Ownership- Culture

***“Every student
deserves a great
teacher,
not by chance,
but by design.”***

(Fisher, Frey, Hattie, 2016)



Trivia Question



**Without using a search engine,
who is:**

Oscar Zoroaster Phadrig Isaac
Norman Henkel Emmannuel
Ambroise Diggs

Trivia Question



**Without using a search engine,
who is:**

Oscar **Z**oroaster **P**hadrig **I**saac
Norman **H**enkel **E**mmannuel
Ambroise **D**iggs

Oz Pinhead

One minute, you're young and fun.
The next, you're turning down the
car stereo to see better.

All mistakes teach us
something, so there are,
in reality, no mistakes.

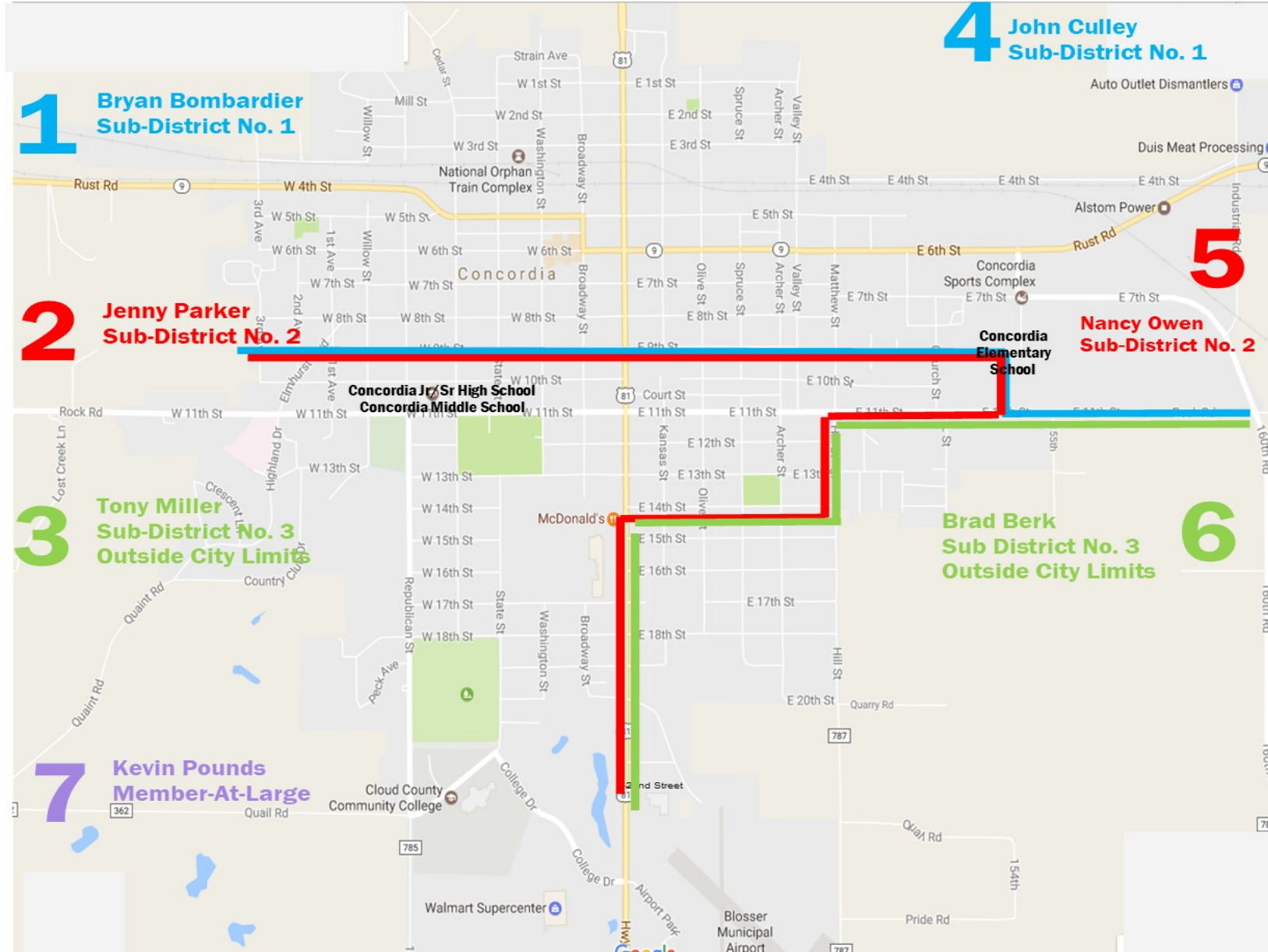
~ Nikki Giovanni



I don't get nearly enough credit in life for all the things I manage not to say.

Getting older is just
one body part after
another saying,
"Ha ha, you think
that's bad?
Watch this."

USD 333 Concordia School Board Districts



No Candidate



3 Year Service
Term Expires 2024

Running
Unopposed



1 Years Service
Term Expires 2024

Jerlynn Johnston



Mike Cleveland

Tony Miller

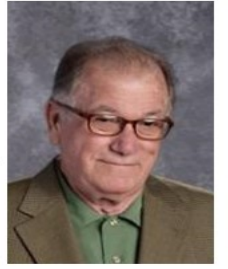
7 Years Service
Term Expires 2024

Amber Lambertz



15 Years Service
Term Expires 2024

Brian Cleveland



6 Years Service
Term Expires 2026



1 Year Service
Term Expires 2026



1 Years Service
Term Expires 2026





Values



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Must Work to Define Student Success

It is unfortunate that our students and their success must come in the crosshairs of politics and taxes.

Define Success- Success is not just enough to get a student through from 8-3PM and it is not for just some students. Success expectation is for every student.

It is not about being broke.

Don't lower the standards to what we can afford. Set the standards and fund the standards to what we expect from our students

What is the F - Word of Education



Trust
Ownership
Culture

Fidelity

FUTURE FOCUSED

2003-----2023-----2043

County	Assessed Value USD	College	Home USD	County2	City	Total Mills
Republic County (Belleville USD 109)	\$ 65,868,786.00	0	56.363	85.729	74.837	216.926
Ottawa County (Minneapolis USD 239)	\$ 47,350,884.00	0	53.279	83.192	43.015	179.486
Clay County (Clay Center USD 379)	\$ 107,589,216.00	0	48.04	60.216	66.867	175.123
Mitchell County (Beloit USD 273)	\$ 78,650,104.00	0	45.43	95.009	60.004	200.443
Marshall County (Marysville USD 364)	\$ 108,515,318.00	0	58.927	49.094	67.28	175.301
Dickinson County (Chapman USD 473)	\$ 91,358,240.00	0	48.481	55.893	44.696	149.07
Dickinson County (Ablilene USD 435)	\$ 89,224,149.00	0	51.889	55.893	51.005	158.787
Pottowattomee (Wamego USD 320)	\$ 102,293,253.00	0	53.205	27.636	43.829	124.67
Johnson County (Blue Valley USD 229)	\$ 3,464,060,070.00	8.731	60.503	18.799	22.679	110.712
Doniphan County (Doniphan West USD 111)	\$ 82,413,932.00	12.995	39.327	38.607	37.716	128.645
Butler County (Eldorado USD 490)	\$ 183,080,814.00	18.007	65.014	34.28	12.77	130.071
Allen County (Iola USD 257)	\$ 54,265,380.00	19.853	68.219	62.834	47.83	198.736
Cowley County (Arkansas City USD 470)	\$ 103,561,523.00	21.072	56.388	47.084	70.005	194.549
Reno County (Hutchinson USD 308)	\$ 54,670,775.00	21.86	67.008	41.599	44.462	174.929
Finney County (Garden City USD 457)	\$ 390,058,187.00	24.598	48.533	48.467	32.263	153.861
Cloud County (Concordia USD 333)	\$ 75,587,620.00	29.256	46.751	67.829	57.308	201.144
Bourbon County (Fort Scott USD 234)	\$ 87,967,850.00	29.322	52.765	64.913	47.701	194.701
Ford County (Dodge City USD 443)	\$ 246,398,004.00	32.492	57.056	46.032	44.549	180.129
Barton County (Great Bend USD 428)	\$ 158,223,013.00	33.05	41.544	46.318	54.242	175.154
Labette County (Parsons USD 503)	\$ 58,399,772.00	35.399	44.441	61.561	56.611	198.012
Seward County (Liberal USD 480)	\$ 175,414,435.00	36.267	51.4	48.044	52.548	188.259
Pratt County (Pratt USD 382)	\$ 100,530,091.00	38.119	50.093	52.127	52.163	192.502
Neosho County (Cahanute USD 413)	\$ 87,205,325.00	38.595	57.006	53.224	41.024	189.849
Thomas County (Colby USD 315)	\$ 103,117,760.00	41.193	42.805	41.445	32.856	158.299
Montgomery (Independence USD 446)	\$ 110,531,454.00	41.706	44.482	52.082	55.249	193.519
McPherson (Coffeyville USD 445)	\$ 133,613,367.00	43.835	44.484	53.888	53.138	193.533

Governance



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- The **school board's** primary responsibilities are to:
- Set the vision and goals for the **district**.
- Adopt policies that give the **district** direction to set priorities and achieve its goals.
- Hire and evaluate the superintendent.
- Adopt and oversee the annual budget.

Agreed upon processes.....

- During Meetings
- Between Meetings
- As needed basis
- With individual board members
- Regarding complaints/concerns
- With administrators and staff
- “one knows all know”

Legislation

HB 2080: Virtual students take **state assessments online.**

HB 2322: Emotional Disturbance now **Emotional Disability**

- **Dyslexia** can be a **Learning Disability**

SB 123: **District pays for CTE Credential Assessment**

- If student requests
- No additional State funding

Legislation

HB 2292: Teacher Apprenticeship Program

- Pilot scheduled for August start
- Tuition & Fees = \$2750/Year for 4 Years

SB 66: Enacting the Interstate Teacher Mobility Compact

- Expedited pathway to licensure from out of state
- Has been adopted by 10 states

Legislation

SB 180:

Distinctions between the sexes be considered substantially related to government objectives of **protecting health, safety, and privacy** of individuals in the following areas:

- Athletics
- Locker Rooms
- Restrooms
- Other areas where safety or privacy require separate accommodations

HB 2238:

Fairness in Women's Sports Act

- **No males by birth in female sports**

Legislation: **HB 2138**

- Separate overnight accommodations by gender at birth
 - Defines school-sanctioned travel
 - Provides for private cause of action

- Appeal of school closing decision to State Board
 - 5% of district's voters may request to appeal within 45 days
 - State Board has 45 days to issue determination
 - Local Board holds public hearing and issues final determination

- KSHSAA Broadcast Fees

General Fund:

Base Aid for Student Excellence (BASE)

School Year	BASE	% Increase
2018-19	\$4,165	4.0%
2019-20	\$4,436	6.5%
2020-21	\$4,569	3.0%
2021-22	\$4,706	3.0%
2022-23	\$4,846	3.0%
2023-24	\$5,088	5.0%
2024-25 Est	\$5,388	5.9%

Legislation: **House Sub for SB 113**

- **Increase COLA** – Qualification drops from 125% to 115%:
 - **Cap increases from 5% to 7% and annually increases by 3-year CPI**
- **Extends HDAR** (High Density At-Risk) **weighting** to Sunset on July 1, 2027
 - *Entire formula sunsets on 7/1/2027*
- **FY 2023 State Aid** payments on time

Legislation: **House Sub for SB 113**

- **School Safety Grants:** continues at \$5 million
 - Communication equipment added
- **Parents As Teachers (PAT):** adds \$1 million
 - Helps meet increasing costs
- **CTE Transportation** continues at \$1.5 million
- **Mentor Teacher:** continues at \$1.3 million

Legislation: **House Sub for SB 113**

- **If district accepts students from a closed school**

- Low Enrollment Weighting **Factor** = Higher of:
 - Prior Year Factor (freezes for 3 years); or
 - Current Year Factor

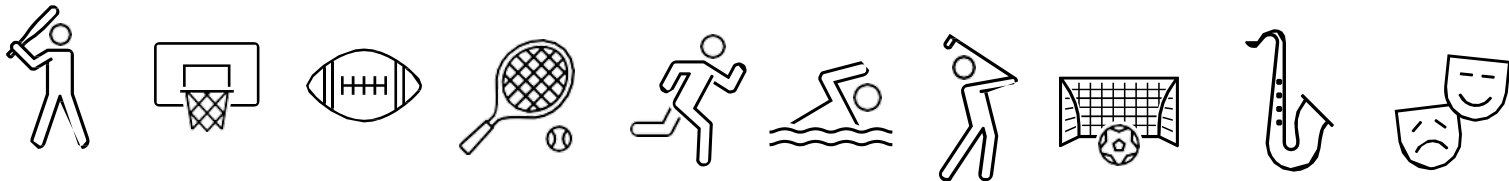
- **Special Education State Aid:** adds \$7.5 million

- **Creates Special Education Task Force**

Policies: **House Sub for SB 113**

- **Non-public students may participate in public school KSHSAA activities.**

- Resident of district
- Pay same fees as public-school students
- May require same course enrollment
- Parent certifies academic eligibility



Policies: **House Sub for SB 113**

- **Legislature has first right of refusal on sale of district *buildings*:**

- District submits written notice of intent
 - Reasons, legal description, copy of resolution
- Legislature has 45 days to adopt resolution
- State agency has 180 days to complete acquisition
- LCC may extend for 60 days

Special Education: Funding

STATE AID:	FY 2024	FEDERAL AID:	FY 2024
Special Education	\$528.0 M	Fed no ESSER	\$105.0 M
Statutory Excess Cost	92%	Pay up to	40%
Actual	69%	Actual	13%

FY24 Categorical Aid Est. **\$30,800**

Special Education: Funding

Special Education
Excess Costs

FY2023 = 76%

FY2024 = 69%

Shortfall

\$107.0 Million*

\$175.0 Million

* Addition of \$2.5 million state aid

*Who makes up the
difference?*



Open Enrollment Begins 2024-25

Important Deadlines:

- 1/1/2024** Board Policy adopted (KASB)
- May 1** Determine capacity
- June 1** Publish open seats on district website and accept applications
- On or before
July 15 Fill open seats
- Priorities to siblings (foster children)

House Sub for SB 113 Amendments:

- ✓ Nonresident children of staff may enroll as residents
- ✓ Homeless students may be considered residents
- ✓ Military children have priority before the lottery

Open Transportation

Begins NOW



- No longer a **2.5-mile** restriction.
- **No longer restricted** in Wyandotte, Johnson, Shawnee, and Sedgwick counties.
- Do **not** need **permission** from neighboring district.
- Must **notify** neighboring district.
- **Nonresidents are not counted** in transportation weighting.

Revenue Neutral Rate

K.S.A. 72-2988

Important Dates:

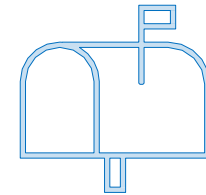
June 15:

County Clerk notifies district of **RNR**

July 20:

District notifies County Clerk of **tax rate** for new fiscal year and **hearing date**

County Clerk notifies individual taxpayers of new tax levy.



Revenue Neutral Rate

K.S.A. 72-2988

Publish 'Notice of Hearing' for RNR and Budget

- Newspaper and District Website

August 20 – September 20:

Hold Hearings to exceed RNR and adopt Budget

- Specific *Motion* to EXCEED the RNR with Roll Call vote.

Deadlines:

September 20:

Submit budget to KSDE

October 1:

Certify mill levy to County Clerk

Revenue Neutral Rate

K.S.A. 72-2988

County Clerk Advice:

Publish the notice and hold the RNR hearing even though you don't think you will exceed the RNR rate.

Prevent this from happening:



If ***actual valuation*** is lower than ***estimated***, your tax levy will be ***reduced***.

Budget Dates

COUNTY CLERK DATES:

By July 20:

Notify County Clerk of new tax rate

By October 1:

Certify mill levy to County Clerk

At least 10 Days Prior to Hearing

Publish 'Notice of Hearing' for Budget and RNR

HOLD BUDGET HEARING:

- **By August 25**

Hold Non RNR Hearing and Adoption of Budget

- Certify Budget to County Clerk and KSDE **by August 25**

- **Between Aug 20 – Sept 20** (*if exceeding RNR*)

Hold RNR Hearing and Adoption of Budget

- Send budget to KSDE by **September 20**.
- Certify Budget to County Clerk **by October 1**.

USD 333 Board of Education Core Beliefs:

1. I will prepare for, attend, and actively participate in board meetings and encourage and respect the free expression of opinion by my fellow board members in an open, honest and respectful manner, honoring the differences of opinion or perspective.
2. I will respectfully listen to those who communicate with the board, seeking to understand their views, as I represent all school district constituents honestly and equally and refuse to surrender my responsibilities to special interest or partisan political groups.
3. I will strive to keep my board focused on its primary work of clarifying the district purpose, direction and goals, and monitoring district performance.
4. I will strive for a positive working relationship with the superintendent, respecting the superintendent's authority to advise the board, implement board policy, and administer the district.

403B

A Retirement Plan Portfolio will be established for each employee in USD #333 at his or her request. This portfolio will contain two (2) accounts: an Employer Paid Deferred Benefit Account 403(b) and an Employee Paid Deferred Benefit Account 403(b).

The Board of Education will match monthly contributions made into the Employee Paid Account up to \$25.00.

This employer match will be on a dollar for dollar basis up to the stated limit and will vest immediately. This match will be subject to all federal, state, and local laws and Plan Administrator requirements

1. The minimum contribution for a teacher would be \$25 per month. The district will match \$1:\$1 up to \$25.00 per month for each teacher choosing to participate in the benefit.
2. The district's matching benefit will end once the employee reaches 65 years of age, the employer is KPERS retired, or is no longer employed by the district.
3. Applicable IRS code will apply to all distributions.
4. If any provision of this plan is determined to be in violation of Federal and/or State laws or regulations, and the plan could not be brought into compliance by practical and reasonable means, then the entire plan shall immediately terminate and shall be of no further force or effect unless re-adopted by the Board. In any event, the employee may access all employee contributions and the earnings thereon as well as employer contributions per the vesting schedule described above.
5. The match plan will become available January 1, 2024.
6. If an employee has an existing 403(b) account with another plan provider, the employee will not be able to continue to invest into that account through payroll deduction.
7. Employees may redirect investments in the Employer Paid Account, after the initial enrollment. The employee is responsible for the results of these decisions.

403B Continued

8. Employer paid contributions and growth thereon will be considered taxable income upon distribution from the plan. Further, a penalty for early withdrawal may apply for distributions made prior to the age allowed by State and Federal laws and regulations. Qualified Rollover options may allow a terminated staff member to defer taxation until a later date.
9. This plan in no way limits additional voluntary contributions into separate qualified retirement accounts with qualified providers up to the amount(s) allowed by State and Federal laws and regulation.
10. Enrollment Windows January 1st -10th. September 1st-10th
11. Individual account fees are based on the investment choices and paid through that account and an annual fee will be deducted through that account

Needs Assessment

Needs Assessment Data

[CHS Needs Assessment](#)

[CES Needs Assessment](#)

Board Goals 2022-2023

Long Term Goals

1. Recruit, develop, and retain high quality effective staff.
2. Provide quality education in a stable financial environment.
3. Establish a Concordia Education Foundation 501(c)(3) to enrich educational opportunities

Short Term Goals

1. Develop and Refine the “USD 333 Data Dashboard” to drive instruction and professional development.
2. Launch a strategic and positive Master Facility bond campaign.
3. Build community engagement through a comprehensive communication plan including:
 - a. Monthly Blade Empire Notes from the Superintendent
 - b. Monthly Social Media Newsletters from the Superintendent
 - c. USD 333 Community Education Retreat
 - d. State of the District Update each February in Open BOE Meeting
4. Commit to Kindergarten Readiness through progressive Daycare and Early Childhood initiatives

2022-2023 USD 333 BOARD OF EDUCATION GOALS



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TRUST OWNERSHIP CULTURE

THE MISSION OF USD 333 IS TO CREATE AND TO MAINTAIN AN ENVIRONMENT THAT ENSURES ENGAGED LEARNING, EFFECTIVE TEACHING, AND TRUSTING RELATIONSHIPS, SO THAT ALL MEMBERS OF THE SCHOOL COMMUNITY REACH THEIR HIGHEST LEVEL OF ACADEMIC ACHIEVEMENT.

Board Goals 2023-2024

Long Term Goals

Short Term Goals

2022-2023 USD 333 BOARD OF EDUCATION GOALS



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Quotes I strive to live by.....

- Its good to be smart but smarter to be good
- People don't care how much you know if they know how much you care
- We may live in a sad world but the sad world does not have to live in us.
- People with humility don't think less of themselves, they just think of themselves less.
- **“When the power of love overcomes the love of power, the world will know peace”**
- **Fair isn't everybody getting the same thing.....fair is everybody getting what they need in order to be successful.**
- **If a child can't learn the way we teach, maybe we should teach the way they learn**
- **“It's not about having time, It's about making time”**

*Engaged Learning
Effective Teaching
Trusting Relationships*

Trust-Ownership- Culture

USD 333

Concordia Public Schools

#Concordiaproud



www.usd333.com

Non-Resident Enrollment: Policy / Procedure Considerations 7.20.23

* KASB Policy JBCC: black font

* Procedure / language examples and consideration: red font

Capacity

The superintendent or designee shall develop recommendations on capacity and classroom student-to-teacher ratios in each grade level in each school serving kindergarten students and students in grades one through eight. Such recommendations may be based on, but not be limited to, the following factors:

- Present classroom student-teacher ratios in each grade level in each school;
- projected enrollment shifts based on the resident student population, which may include a percentage adjustment for anticipated growth or decline based on documented enrollment trends; and
- maximum capacity of the classroom and associated learning, activity, and common area spaces.

Annual District Capacity Report (template in development)

Grades K-8

1. Establish district class size “goals”. See example below.
 - a. KG - 1st 15-18
 - b. 2nd - 3rd 18-21
 - c. 4th - 5th 20-23
 - d. 6th - 8th 22-25
 - e. Or something like “grade level + 20”
 - f. Link statistics and research as needed
2. Calculate or declare capacity of each classroom and other “learning spaces” including gym, library, auditorium, STEM lab, etc. (Link to web calculator)
3. Create a spreadsheet of current enrollment by grade/section
4. Calculate the average change in grade-level enrollment during the last 3,5,10 years.
5. Collect district-wide housing projections and compare it to historical data.
6. Evaluate district/county birth rate and compare to historical data
7. Consider “bubbles” in grade cohorts, housing plats, birth rate, physical capacity of learning spaces, and class size “goals” to create Capacity Recommendations.
8. Consider language related to staffing/budget requirements and limited ability to expand/add physical space

The superintendent or designee shall develop recommendations on capacity and student-to-teacher ratios for each school building or program serving students in grades nine through twelve. Such recommendations may be based on, but not be limited to, the following factors:

- Present building or program student-teacher ratios;
- projected enrollment shifts based on the resident student population, which may include a percentage adjustment for anticipated growth or decline based on documented enrollment trends;
- anticipated demand for particular courses or programming; and
- maximum capacity of the classroom and associated learning, activity, and common area spaces.

2. The district will accept nonresident enrollment applications between June 1, 2023 and June 30, 2024 and will conduct a nonresident student enrollment lottery between July 1, 2024 and July 15, 2024. Nonresident students selected for enrollment through the lottery process will be placed in the school and/or classroom as determined by school administration.
3. Districts that participate in a special education cooperative must collaborate and communicate about capacity and develop a process for identifying and communicating vacancy related to special student placement.

Student Not in Good Standing

Regardless of capacity to accept nonresident students at a nonresident student's grade level or in the student's designated school or program, an individual student may be denied continued enrollment for not being in good standing. Nonresident students admitted to the district shall be evaluated each spring by district administration to determine standing for continued enrollment.

Students may be denied continued enrollment for the next school year based on the results of these evaluations. However, if the student has a disability, the student's ability to meet these expectations shall be considered prior to denying continued enrollment in the district. Similarly, administration shall consider the adverse impact of homelessness on a student's attendance and any resulting suspensions or expulsions before making a determination on the continued enrollment of a student who is homeless. As part of this reflection, administration shall consider the obstacles a homeless student faces to arrive at school on time or each day due to housing instability, lack of transportation, or lack of other basic resources that can hinder consistent attendance.

A student meeting one or more of the following criteria shall automatically be deemed not in good standing and may be denied continued enrollment based solely thereon.

- The nonresident student failed to maintain a 90% attendance rate in the last school year, excluding excused absences under board policy JBD and/or any relevant student handbook language;
- the nonresident student or the student's parent or person acting as a parent provided false or fraudulent information in the application process;
- the nonresident student is not a resident of Kansas;
- the student is currently under a period of suspension or expulsion from any Kansas school district, and such suspension or expulsion will not expire until after the next school year has begun.
- the student has had three or more out of school suspensions in the current school year, excluding suspensions a manifestation determination determined to be a manifestation of the student's disability or a failure on the part of school staff to implement an individualized education program, Section 504 plan, or behavior intervention plan; or
- the student has been given a long-term suspension or expulsion by the district in the current school year.

Parents shall be informed of any administrative decision not to continue enrollment of a nonresident student no later than _____.

Consider modifications of JBCC and/or including additional language:

- The student's attendance record remains uninterrupted (the student has neither enrolled in another district for even one day nor unenrolled from the district)
- Adjust the minimum threshold for unexcused absences based on current rates of attendance.
- Adjust the minimum threshold for out of school suspensions based on current student suspension data.

Request for Nonresident Enrollment Form

District USD XXX

(Please complete one form for each child.)

Name of Student: _____

Date of Birth: ____ / ____ / ____ Gender: M / F Grade (next year) _____

Name of Parent or Guardian: _____

Current Address: _____

Cell / Home Phone: _____ Work Phone: _____

Current school district: _____ Current School: _____

List previous schools attended beginning with the most recent:

USD #	School	Grades Attended
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

List all current siblings residing in the same household:

Name	Age
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

Continued on Page 2

Staff Changes for 2023-2024

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

<u>KPERS Retirees:</u>	<u>Retirement Date:</u>	<u>Membership Date:</u>
Angela Gabel-McConkey	June 1 st , 2023	08/17/1992
Pamela Moon	August 1 st , 2023	08/08/2016

Resignations:

Rebekah Helget – Director of Special Education

Chandra Lambert – 2nd Grade Teacher at CES

Morgan McCabe – Concordia Jr. Sr. High School Vocal Music Instructor

Rowe Hinkle – Concordia Jr. Sr. High School Social Studies Teacher

Michelle Haskins – LCNCK Interrelated Teacher at Republic Co. East Elementary

Brandt Hutchinson – Concordia Middle School Counselor

Kale Katt – Principal at Concordia Jr. Sr. High School

David Goodwin – Interrelated Teacher at Concordia Jr. Sr. High School

Christina Lesslie – 5th Grade Teacher at Concordia Middle School

Penny Massing – Interrelated Teacher at Belleville East Elementary School

Cyndi Atwell – Concordia Jr. Sr. High School Counselor/Driver's Education Instructor

Jaelynn Whitley – Interrelated Teacher at Concordia Elementary School

Terminations:

New Hires:

Adrianna Romo – Interrelated Teacher at Concordia Elementary School (Repl. R. Franz)

Gabriel Sharp – Interrelated Teacher at Washington Co. High School (Repl. S. Scott)

Michalea Wetter – Early Childhood Special Education Teacher Itinerant (Repl. A. Colby)

Bailey Blackwood - Early Childhood Special Education Teacher Itinerant (Repl. A.Gabel-McConkey)

Cindy Quinn – Director of Special Education (Repl. R. Helget)

Kelly Knedler – Vocal Music Instructor at Concordia Jr. Sr. High School (Repl. M. McCabe)

Megan Pearson – 6th Grade Teacher at Concordia Middle School (Repl. K. Jackson)

Taunya Kreie – Interrelated Teacher at Belleville East Elementary (Repl. P. Massing)

Amber Colby - Interrelated Teacher at Belleville East Elementary (Repl. S. Haskins)

Kim Kindscher – Special Education Preschool Teacher at Concordia Elementary School (Repl. J. Kindel)

Transfers:

Carla Crutcher – Fall Semester Instructional Coach/Psychology Support/Spring Semester Psychology Practicum

Stacey Scott – X-fer from Interrelated Teacher at Washington Co. to Interrelated Teacher at Clifton Clyde Middle School

Rachel Franz – X-fer from Interrelated Teacher at Concordia Elementary to Instruction Coach (Repl. C. Crutcher)

Mariah Blazek – X-fer from 1st Grade Teacher to 2nd Grade Teacher at Concordia Elementary

Katie Jackson – X-fer from 6th Grade Teacher to Counselor at Concordia Middle School (Repl. B. Hutchinson)

Erin Herman – X-fer from Preschool to Kindergarten Teacher at Concordia Elementary Teacher (Adding 5th Section)

Bethany Richard – X-fer from 4th Grade Teacher to 5th Grade Teacher at Concordia Middle School (Repl. C. Lesslie)

Chad Eshbaugh – X-fer from Assistant Principal/Director of Athletics to Principal at Concordia Jr. Sr. High School (Repl. K. Katt)

Skyler Hittle – X-fer from Social Studies Teacher to Assistant Principal/Director of Athletics (Repl. C. Eshbaugh)

Jackie Kindel – X-fer from Special Education Preschool Teacher to Regular Ed Pre-K & 3 Year old Preschool at Concordia Elementary School (Repl. E. Herman)

Amy Applebee – X-fer from Full-Time Substitute to Social Studies Teacher at Concordia Jr. Sr. High School (Repl. R. Hinkle)

Kevin Muff – X-fer from Dean of Student Improvement to Social Studies Teacher at Concordia Jr. Sr. High School (Repl. S. Hittle)

Shannon Abram – X-fer from 6th Grade Teacher to School Counselor at Concordia Jr. Sr. High School (Repl. C. Atwell)

NAME**POSITION**

Updated 7/24/2023

LCNCK New Hires

Cherney, Megan Finance Clerk/Para Facilitator (repl. V. Walker)

LCNCK Resignations

Eshbaugh, Mykah Substitute Teacher/Para

Splichal, Sally Substitute Teacher/Para

Hyman, Loretta Substitute Teacher/Para

LCNCK Terminations**LCNCK Deceased****LCNCK Transfers**

Gennette, Jana X-fer from SPED Para at CES to Substitute Para

Smith, Taylor X-fer from CES SPED Para to CMS REG ED Para

USD #333 New Hires**USD #333 Transfers**

Whiteley, Kayla X-fer from Sub Transportation to Food Service Van Driver/Server (Repl. T. Bombardier)

Smith, Taylor X-fer from CES SPED Para to CMS REG ED Para

Gennette, Jana X-fer from SPED Para at CES to Substitute Para

USD #333 Resignations

Eshbaugh, Mykah Substitute Teacher/Para

Splichal, Sally Substitute Teacher/Para

Hyman, Loretta Substitute Teacher/Para

Hake, John Assistant HS Football Coach

USD #333 Terminations**USD #333 Deceased**