



Monday, October 9, 2023
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. Administrator/Building Reports
7. Vote on Consent Items

C. PUBLIC COMMENTS

D. STUDENT/PATRON PARTICIPATION/RECOGNITION

E. INFORMATION/UPDATE/COMMUNICATION

1. Kim Muff, Concordia Education Fund - 1 Year Update - LTG3
KMuff BOE Presentation_2023_10_09 (1) 3
2. Health Insurance Renewal - LTG2
HUTCHINSON_01_USD 333 CONCORDIA 07557_2024_MERIT (1) 11
3. Data Dashboard - STG1
USD 333 Concordia (1) 19
4. Legislative Priorities - LTG2
District Legislative Platform 2022 (4) (1) 20
5. Advocacy Review - LTG2
6. Out of District Procedure - STG2
Non Resident Enroll Policy 22
JBC & JBCC Enrollment of Nonresident Students w_ notes 25
Open Enrollment Policy Adoption 37

F. EXECUTIVE SESSION

G. BOARD ACTION ITEMS

1. 403B Plan - LTG1

H. CERTIFIED and CLASSIFIED PERSONNEL

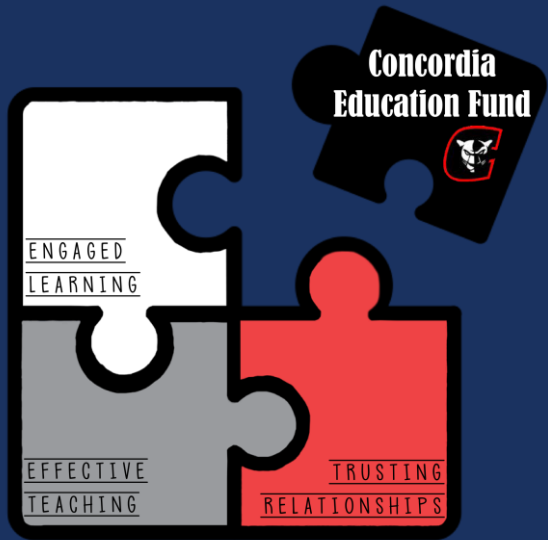
- 1. 1. New Hires/Transfers/Resignations/Terminations of **CERTIFIED STAFF** for 2023-2024 and 2024-2025 School Year (if needed)
 - Certified Oct 2023 LIST 38
 - Certified Oct 2023 LIST2 39

- 2. New Hires/Transfers/Resignations/Terminations of **CLASSIFIED STAFF** for 2023-2024 and 2024-2025 School Year (if needed)
 - Classified Oct 2023 LIST3 41

I. **ADJOURN**

TRUST, OWNERSHIP, CULTURE

USD 333 CONCORDIA EDUCATION FUND



Focusing on Our Future



community
foundation
FOR CLOUD COUNTY

USD 333 CONCORDIA EDUCATION FUND

- Donor Advised Fund – Created October 2022
- With the Community Foundation for Cloud County
- Charitable organization under section 501(c)(3) of the Internal Revenue Code
- Asset management by the Greater Salina Community Foundation
- Provides opportunities to respond to current USD and community partnership needs

PHASE I – IDENTIFIED NEEDS

- Administrators and teachers using grant funds for classroom needs
- USD 333 Leadership and Administrative Team meetings
- Partnerships with city, county, and economic development entities
- Partnerships with community business/industry, agencies and organizations

PHASE 2 – PRIORITIZED ACCORDING TO NEED

- Identify needs from USD academic assessments
- Utilize data from USD 333 accreditation, district profiles, and KSDE reports
- Obtain community data
- Seek input from USD staff (CEF Advisory Team)

CONCORDIA EDUCATION FUND PRIORITY FUNDING AREAS

1. Early Childcare
2. Career & Technical Education (CTE) - formerly called “vocational” programs, and Science, Technology, Engineering, Math (STEM)
3. Naming Opportunities and recognition of Founding Donors on new or renovated facilities

PHASE 3 – GRANT WRITING AND FUNDRAISING OPPORTUNITIES

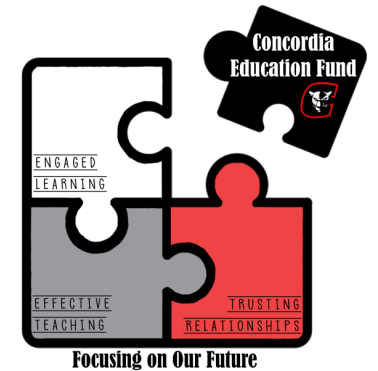
- Compile USD 333 and community data into template for grant applications
- Identify funding agencies to meet our targeted needs
- Marketing and materials to promote the *Concordia USD 333 Education Fund*

UPDATE: GRANTS AND FUNDRAISING

USD 333 Website

Concordia Education Fund Website

- Thank you for your leadership to ensure a culture that supports trust and ownership of our students and their families!



KIMBERLY MUFF
KIM.MUFF@USD333.COM

USD 333 Concordia Education Fund
217 West 7th Street
Concordia, Kansas 66901

1. Group Name: USD 333 CONCORDIA

MPN: 07557

***** HCR Grandfathered: N *****

	Health/RX Contracts				
	EMP	ECH	ESP	FAM	Total
Option A:	151	21	9	28	209
Option B:	4	4	2	10	20
Option C:	7	2	2	3	14
HDHP:	3	0	0	2	5
	165	27	13	43	248

ESTIMATED RESERVES	POTENTIAL REFUND	DIVISIBLE SURPLUS CODE
-\$230,188.93	No	50% Final Refund

2. Experience Period: 08/01/2022 - 07/31/2023
Renewal Period: 01/01/2024 - 12/31/2024

3. Factors	Administration Expense	Estimated IBNR	Annual Trend	Retention	Group Reserve Factor	Desired Loss Ratio	Credibility Factor
A. Blue Cross	2.00%	13.0%	6.9	7.26%	4.0%	88.74	70.0
B. Blue Shield	2.00%	9.0%	3.0	7.26%	4.0%	88.74	70.0
C. Dental							
D. Drug	0.70%	2.0%	11.4	7.26%	4.0%	88.74	70.0

4. Incurred & Paid Claims	***** HEALTH / DRUG *****			***** DENTAL *****		
	Billed Charges	Allowed Charges	Payments	Billed Charges	Allowed Charges	Payments
	\$ 7,149,545.94	\$ 3,131,893.42	\$ 2,761,768.44	\$ 0.00	\$ 0.00	\$ 0.00

5. Premium	Actual	Factor	Adjusted	Actual	Factor	Adjusted
	\$ 2,542,065.26	1.012	\$ 2,571,410.09	\$ 0.00		\$ 0.00

6. Claims Expense (RX reported with Health)	Estimated	Trend Factor	Projected	Estimated	Factor	Projected
	\$ 3,052,769.80	1.108	\$ 3,380,987.37	\$ 0.00		\$ 0.00

7. Projected Loss Ratio (Claims Expense/Premium) 131.48%

8. Current Monthly Premium **\$211,864.40** **\$0.00**
9. Current Monthly Premium Including Mental Hlth Vendor Admin **\$212,191.76** **\$0.00**

10. Credibility Computation				
A. Monthly Premiums to Cover Anticipated Claims Expense			\$278,559.31	\$0.00
B. Credibility Factor			70.00%	
C. Sub-Total (A x B)			\$194,991.52	\$0.00
D. Current Monthly Premiums Trended w/o Retention			\$211,312.56	\$0.00
E. 1.00 Minus Credibility			30.00%	
F. Sub-Total (D x E)			\$63,393.77	\$0.00
G. Needed Monthly Premiums w/o Retention (C+F)			\$258,385.29	\$0.00
H. Needed Monthly Premium with Retention			\$291,171.16	
I. Final Monthly Premium	<u>Rate Adjustment Factor</u>	1.054	\$292,598.62	<u>Rate Adjustment Factor</u> \$0.00

J. Percent of Change **+37.9%**

*Premium above does not include Broker Commission

GUR SUPPLEMENT

Master Policy Number: 07557

Grandfather Status: N

Effective: 01/01/2024

Group Name: USD 333 CONCORDIA

Meets Minimum Value = Y

EARLY FINAL

Rates do not include broker commission

CURRENT RATES

	EMP	ECH	ESP	FAM	Rate Structure Code = 4
Health	558.41	1130.43	1199.38	1771.40	
Drugs	0.00	0.00	0.00	0.00	
Total	558.41	1130.43	1199.38	1771.40	

Option A

RENEWAL RATES

HEALTH - Comprehensive Major Medical - Blue Choice

				Rate Adjustmer Factor	Rate Method	
\$1000/2000 Ded, 80% Coins to \$1000/\$2000, MOOP \$5000/10000, \$25 OVC, Prev Care @ 100%	768.26	1556.73	1651.77	2440.23	1.054	MERIT
Dependents to Age 26	—	—	—	—		
Utilization Management Services	1.40	1.40	1.40	1.40		
Blue Choice	—	—	—	—		
Phys Med/Rehab Benefits Rider	—	—	—	—		
\$250 Emergency Room Copay	—	—	—	—		
Home Social Work Visits/Hospice Subject to Deductible & Coinsurance	—	—	—	—		
OB Benefits Available All Females	—	—	—	—		
Autism Coverage	—	—	—	—		
Telemedicine	—	—	—	—		
Total Health	769.66	1558.13	1653.17	2441.63		

DRUGS

BlueRx Card \$15/\$50/\$75 Copay with Oral Contraceptives	—	—	—	—		
Select Formulary - Maintenance List Included; Mandatory Designated Specialty Pharmacy	—	—	—	—		
Generic Mandatory, doctor can override, no penalty for Brand drugs on NTI list	—	—	—	—		
Dependents to Age 26	—	—	—	—		
BlueRx Mail \$37.50/\$125.00/\$187.50 Copay with Oral Contraceptives	—	—	—	—		
Flex Access	—	—	—	—		
Total Drugs	0.00	0.00	0.00	0.00		

**** Rates contingent upon Kansas Insurance Department approval ****

Grand Total	769.66	1558.13	1653.17	2441.63		
Total Rate Adjustments	211.25	427.70	453.79	670.23		
Percentage Increase/Decrease	+37.8%	+37.8%	+37.8%	+37.8%		

SIGNED BY: _____ DATE SIGNED: _____ EFFECTIVE DATE: _____
 Plan Administrator Representative or Plan Sponsor Representative

SIGNED BY: _____ DATE SIGNED: _____ EFFECTIVE DATE: _____
 BCBSKS Representative

GUR SUPPLEMENT

Master Policy Number: 07557

Grandfather Status: N

Effective: 01/01/2024

Group Name: USD 333 CONCORDIA

Meets Minimum Value = Y

EARLY FINAL

Rates do not include broker commission

CURRENT RATES

	EMP	ECH	ESP	FAM	Rate Structure Code = 4
Health	544.59	1102.44	1169.68	1727.52	
Drugs	0.00	0.00	0.00	0.00	
Total	544.59	1102.44	1169.68	1727.52	

Option B

RENEWAL RATES

HEALTH - Comprehensive Major Medical - Blue Choice

\$1500/3000 Ded, 80% Coins to \$1000/\$2000, MOOP \$5000/10000, \$25 OVC, Prev Care @ 100%

	EMP	ECH	ESP	FAM	Rate Adjustmer Factor	Rate Method
Dependents to Age 26	750.50	1520.74	1613.58	2383.81	1.054	MERIT
Utilization Management Services	1.40	1.40	1.40	1.40		
Blue Choice	---	---	---	---		
Phys Med/Rehab Benefits Rider	---	---	---	---		
\$250 Emergency Room Copay	---	---	---	---		
Home Social Work Visits/Hospice Subject to Deductible & Coinsurance	---	---	---	---		
OB Benefits Available All Females	---	---	---	---		
Autism Coverage	---	---	---	---		
Telemedicine	---	---	---	---		
Total Health	751.90	1522.14	1614.98	2385.21		

DRUGS

BlueRx Card \$15/\$50/\$75 Copay with Oral Contraceptives

Select Formulary - Maintenance List Included; Mandatory Designated Specialty Pharmacy

Generic Mandatory, doctor can override, no penalty for Brand drugs on NTL list

Dependents to Age 26

BlueRx Mail \$37.50/\$125.00/\$187.50 Copay with Oral Contraceptives

Flex Access

Total Drugs	0.00	0.00	0.00	0.00		
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**** Rates contingent upon Kansas Insurance Department approval ****

Grand Total	751.90	1522.14	1614.98	2385.21		
Total Rate Adjustments	207.31	419.70	445.30	657.69		
Percentage Increase/Decrease	+38.1%	+38.1%	+38.1%	+38.1%		

SIGNED BY: _____ DATE SIGNED: _____ EFFECTIVE DATE: _____
Plan Administrator Representative or Plan Sponsor Representative

SIGNED BY: _____ DATE SIGNED: _____ EFFECTIVE DATE: _____
BCBSKS Representative

GUR SUPPLEMENT

Master Policy Number: 07557

Grandfather Status: N

Effective: 01/01/2024

Group Name: USD 333 CONCORDIA

Meets Minimum Value = Y

EARLY FINAL

Rates do not include broker commission

CURRENT RATES

	EMP	ECH	ESP	FAM	Rate Structure Code = 4
Health	522.86	1058.40	1122.95	1658.49	
Drugs	0.00	0.00	0.00	0.00	
Total	522.86	1058.40	1122.95	1658.49	

Option C

RENEWAL RATES

HEALTH - Comprehensive Major Medical - Blue Choice

				Rate Adjustmer Factor	Rate Method	
\$2500/5000 Ded, 80% Coins to \$1000/\$2000, MOOP \$5000/10000, \$25 OVC, Prev Care @ 100%	722.33	1463.65	1553.01	2294.33	1.054	MERIT
Dependents to Age 26	---	---	---	---		
Utilization Management Services	1.40	1.40	1.40	1.40		
Blue Choice	---	---	---	---		
Phys Med/Rehab Benefits Rider	---	---	---	---		
\$250 Emergency Room Copay	---	---	---	---		
Home Social Work Visits/Hospice Subject to Deductible & Coinsurance	---	---	---	---		
OB Benefits Available All Females	---	---	---	---		
Autism Coverage	---	---	---	---		
Telemedicine	---	---	---	---		
Total Health	723.73	1465.05	1554.41	2295.73		

DRUGS

BlueRx Card \$15/\$50/\$75 Copay with Oral Contraceptives	---	---	---	---		
Select Formulary - Maintenance List Included; Mandatory Designated Specialty Pharmacy	---	---	---	---		
Generic Mandatory, doctor can override, no penalty for Brand drugs on NTI list	---	---	---	---		
Dependents to Age 26	---	---	---	---		
BlueRx Mail \$37.50/\$125.00/\$187.50 Copay with Oral Contraceptives	---	---	---	---		
Flex Access	---	---	---	---		
Total Drugs	0.00	0.00	0.00	0.00		

**** Rates contingent upon Kansas Insurance Department approval ****

Grand Total	723.73	1465.05	1554.41	2295.73		
Total Rate Adjustments	200.87	406.65	431.46	637.24		
Percentage Increase/Decrease	+38.4%	+38.4%	+38.4%	+38.4%		

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BCBSKS Representative

GUR SUPPLEMENT

Master Policy Number: 07557

Grandfather Status: N

Effective: 01/01/2024

Group Name: USD 333 CONCORDIA

Meets Minimum Value = Y

EARLY FINAL

Rates do not include broker commission

CURRENT RATES

	EMP	ECH	ESP	FAM	Rate Structure Code = 4
Health	485.73	983.17	1043.13	1540.57	
Total	485.73	983.17	1043.13	1540.57	

HDHP

RENEWAL RATES

Deductibles changed to meet the IRS guidelines for Qualified HDHPs for 2024

HEALTH - Comprehensive Major Medical - Blue Choice

\$3200/6400 Integrated Hlth/Rx Ded, 100% Coins, MOOP \$6350/12700, Prev Care @ 100%

No Deductible Carryover

with Rx Copay to follow Ded \$15/\$50/\$75 Copay with Oral Contraceptives

(except Oral Anticancer Meds not subject to copays)

Select Formulary - Maintenance List Included; Mandatory Designated Specialty Pharmacy

Generic Mandatory, doctor can override, no penalty for Brand drugs on NTI list

Dependents to Age 26

Utilization Management Services

Blue Choice

Phys Med/Rehab Benefits Rider

Home Social Work Visits/Hospice Subject to Deductible & Coinsurance

OB Benefits Available All Females

Autism Coverage

Telemedicine

Total Health

	EMP	ECH	ESP	FAM	Rate Adjustmer Factor	Rate Method
	666.94	1351.42	1433.92	2118.40	1.054	MERIT
	---	---	---	---		
	---	---	---	---		
	---	---	---	---		
	---	---	---	---		
	---	---	---	---		
	1.40	1.40	1.40	1.40		
	---	---	---	---		
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	---	---	---	---		
	---	---	---	---		
	---	---	---	---		
	668.34	1352.82	1435.32	2119.80		

**** Rates contingent upon Kansas Insurance Department approval ****

Grand Total

Total Rate Adjustments

Percentage Increase/Decrease

668.34	1352.82	1435.32	2119.80
182.61	369.65	392.19	579.23
+37.6%	+37.6%	+37.6%	+37.6%

SIGNED BY: _____ DATE SIGNED: _____ EFFECTIVE DATE: _____
Plan Administrator Representative or Plan Sponsor Representative

SIGNED BY: _____ DATE SIGNED: _____ EFFECTIVE DATE: _____
BCBSKS Representative

KEY: 2023-08-01 21 AR01 RF-N

DS-N AEA-Y TR-N

MASTER POLICY SUMMARY			PAYMENTS	ALLOWED CHARGES	BILLED CHARGES
Type Service Summary					
D		DRUGS	1,048,436.58	1,115,702.16	2,466,195.54
F		AMB SURG CTR	2,163.38	3,674.48	7,459.60
G		ANESTHESIA	38,517.76	43,105.20	72,680.00
H		DX RAD PC ONLY	21,591.33	27,620.43	41,820.91
K		DX LAB TC ONLY	910.24	2,195.02	4,755.32
L		DX LAB PC ONLY	8,280.85	10,868.57	23,257.50
M		MATERNITY	23,371.69	24,996.92	28,278.00
T		DX RAD TC ONLY	3,726.62	5,117.51	9,120.90
W		HME RENTAL	48.00	60.00	60.00
X		HME PURCH NEW	5,444.95	7,758.98	12,809.30
Y		RAD THER PC ONLY	3,867.69	4,007.26	9,328.00
1		MEDICAL CARE	303,576.88	371,367.58	479,823.68
2		SURGERY	89,435.93	116,526.11	242,157.17
3		CONSULTATION	2,360.97	2,785.97	5,635.25
4		DX RAD PC/TC	12,958.10	16,238.73	22,435.15
5		DX LB PC/TC	33,042.73	42,181.34	97,730.13
6		RAD THER PC/TC	18,362.79	18,896.04	34,275.00
7		DENTAL	1,309.61	7,160.19	9,661.00
8		ASST SURGERY	2,786.82	3,020.01	4,854.00
9		MISC MED CARE	36,486.29	46,244.13	76,828.83
1C		IP FAC MED	103,313.61	104,523.69	290,452.15
2C		IP FAC SURG	244,816.03	248,407.21	613,355.24
3C		IP FAC MAT	41,741.77	49,726.84	107,202.23
4C		OP FAC MED	483,746.17	585,990.37	1,510,365.49
5C		OP FAC SURG	204,532.90	239,547.24	911,517.32
6C		OP FAC ACC	26,938.75	34,171.44	67,488.23
			2,761,768.44	3,131,893.42	7,149,545.94
MPN Totals					
HLT	IN	COMPREHENSIVE MAJOR MEDICAL	1,105,089.23	1,262,366.79	3,500,380.66
HLT	PR	COMPREHENSIVE MAJOR MEDICAL	828,904.20	975,782.61	1,835,288.75
PDG	PR	DRUGS-BLUERX CARD	827,775.01	893,744.02	1,813,876.53
			2,761,768.44	3,131,893.42	7,149,545.94

Claims in Excess of \$25,000.00

MPN: 07557 Mstr Group: USD 333 CONCORDIA

01/01/2024 Renewal

(Incurred & Paid Claims 08/01/2022 - 07/31/2023)

<i>Insured</i>	<i>*Insured Status</i>	<i>Payment</i>	<i>Allowed Charges</i>	<i>Billed Charges</i>
1	Active	\$25,764.52	\$27,561.15	\$75,333.10
2	Termed	\$26,231.87	\$29,505.52	\$47,263.24
3	Termed	\$28,114.93	\$28,140.19	\$44,758.63
4	Termed	\$31,010.64	\$34,463.25	\$43,585.83
5	Active	\$33,325.62	\$36,446.59	\$158,904.43
6	Active	\$34,000.51	\$37,019.21	\$78,586.40
7	Termed	\$41,444.11	\$45,426.73	\$181,430.39
8	Active	\$47,356.86	\$47,606.67	\$61,070.60
9	Termed	\$48,691.48	\$50,474.22	\$78,487.21
10	Active	\$50,321.55	\$55,321.55	\$136,944.65
11	Active	\$60,385.98	\$64,173.63	\$179,723.79
12	Active	\$61,465.09	\$62,534.00	\$82,121.20
13	Termed	\$82,217.86	\$86,081.35	\$124,535.69
14	Active	\$84,120.43	\$86,305.79	\$113,687.59
15	Active	\$89,948.45	\$90,696.30	\$114,204.78
16	Active	\$93,312.70	\$97,571.76	\$164,801.03
17	Active	\$98,162.76	\$99,901.43	\$421,474.50
18	Active	\$100,961.03	\$104,269.97	\$138,694.92
19	Termed	\$152,928.87	\$157,498.16	\$259,229.09
20	Active	\$230,536.40	\$234,814.84	\$528,605.80
21	Active	\$369,213.83	\$372,447.90	\$1,147,535.32

* *Insured Status as of upcoming Group Renewal Date*

Total	<u>\$1,789,515.49</u>	<u>\$1,848,260.21</u>	<u>\$4,180,978.19</u>
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** Insured Status as of upcoming Group Renewal Date*

CLASSIFIED: CORPORATE



900 S.W. Jackson Street, Suite 102
Topeka, Kansas 66612-1212
(785) 296-3201
www.ksde.org

October 6, 2023

Quentin Breese
Concordia USD 333
217 W. 7th
Concordia, KS 66901-2803

Dear Quentin,

The Kansas State Department of Education (KSDE) and the Kansas State Board of Education extend congratulations to Concordia USD 333 for achieving recognition in the 2023 Kansans Can Star Recognition Program. We recognize the exceptional work your district is doing to reach the state's vision for education - Kansas leads the world in the success of each student.

The Kansans Can Star Recognition Program recognizes district success in the outcome measures Kansans told us they value, and it is clear that Concordia and other Kansas districts like yours are moving us closer to achieving the state's vision.

KSDE and the State Board are pleased to present Concordia the following recognition for 2023:

Social-Emotional Growth	Bronze
Kindergarten Readiness	Bronze
Individual Plan of Study	Bronze
Civic Engagement	Copper
Graduation	Bronze
Postsecondary Effectiveness	Bronze
Commissioner's Award	Commissioner's Award

To download your district's certificate and banner files, please log in to your district's Star Recognition account at <https://apps.ksde.org/authentication/login.aspx>. If you applied for a qualitative measure, you will be able to access reviewer comments here as well.

Please share this exciting news with your staff members and pass along our sincerest thanks for the hard work they are doing to ensure each Kansas student is successful.

Sincerely,

Dr. Randy Watson
Kansas Commissioner of Education

Melanie Haas
Chair, Kansas State Board of Education

Kansas leads the world in the success of each student.

WE BELIEVE:

EVERY STUDENT DESERVES A MEANINGFUL EDUCATION

The mission of Concordia Public Schools is to create and maintain an environment that ensures:

- All students must have access to resources that maximize their potential for post-secondary success.
- Education is not an outcome, but a process. Students, parents, community and the district have a shared responsibility in the educational process.
- The district must provide a safe, nurturing learning environment to educate the student not only academically, but also physically, socially, and emotionally.
- We must continue to develop and retain and recruit committed and effective staff for our educational system.
- Effective partnerships with Cloud County Community College is crucial in our effectiveness as an educational pipeline in this community.

ENGAGED LEARNING EFFECTIVE TEACHING TRUSTING RELATIONSHIPS

10
CTE
PATHWAYS

1,132
STUDENTS

278
STAFF

100+
YEARS OF
ACCREDITATION

336
SQUARE MILES

2022
KANSAS
Star Award

USD #333
CONCORDIA PUBLIC SCHOOLS

Our Schools

Grades 7-12
Concordia Jr/Sr High School

Grades 5-6
Concordia Middle School

Grades PK-4
Concordia Elementary

#concordiaproud



District Legislative Platform 2023

USD 333
Concordia
Public Schools

Trust. Ownership. Culture.

EVERY STUDENT DESERVES A MEANINGFUL EDUCATION

The mission of Concordia Public Schools is to create and maintain an environment that ensures:

ENGAGED LEARNING EFFECTIVE TEACHING TRUSTING RELATIONSHIPS

Sustaining this mission requires effective teaching and leadership, strong parent and community partnerships, and adequate resources.

Therefore, USD333 Concordia Public Schools Board of Education 2023 legislative priorities include:

A funding formula that supports the needs of each student in Kansas public schools.

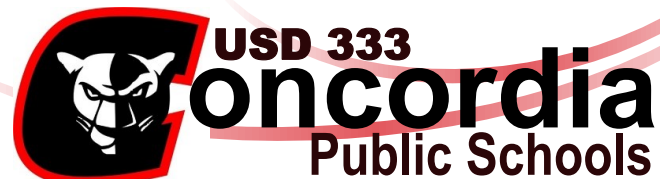
We will always promote the provision of equal opportunities for each student to be college and career ready. This includes:

- Constitutional funding. We support continued adequate, equitable, stable, and reliable funding of public education as supported by the Kansas Constitution, including inflationary adjustments.
- Returning the Bond & Interest State Aid calculation to the original formula to lessen the tax burden on Rural Kansans.
- Early childhood education. We support increased funding for universal pre-school programs.



Noteworthy

- Establishment of Concordia Public Schools Education Foundation
- Career & Community Coordination
- Panther Achievement Workshop (PAWS) Speaker Series featuring alumni
- USD 333 CTE Housing Project
- District initiated daycare started in 2021.
- Expanded 3-year-old preschool program



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

Enrollment

JBC

(See IIBGB, JBCA, JBCB, JBCC, and JQKA)

Resident Students

A “resident student” is any child who has attained the age of eligibility for school attendance and lives with a parent or a person acting as a parent who is a resident of the district. Children who are “homeless” as defined by Kansas law and who are located in the district will be admitted as resident students. For purposes of this policy, “parent” means the natural parents, adoptive parents, step-parents, and foster parents. For purposes of this policy, “person acting as a parent” means a guardian or conservator, a person liable by law to care for or support the child, a person who has actual care and control of the child and provides a major portion of support, or a person who has actual care and control of the child with written consent of a person who has legal custody of the child.

Non-resident Students **Continued Enrollment**

Details concerning the enrollment and continued enrollment process for nonresident students may be found in board policy JBCC.

Enrollment Restriction

Unless approved in advance by the board, no student, regardless of residency, who has been suspended or expelled from another school district will be admitted to the district until the period of such suspension or expulsion has expired.

Enrollment Procedures

The superintendent shall establish orderly procedures for enrolling all students, including pre-enrollment, changes in enrollment, normal enrollment times, and communication to parents and to the public.

Part-Time Students

The board allows any child to enroll part-time in the school district to allow the student to attend any courses, programs, or services offered by the school district if the child:

- Is also enrolled in a nonaccredited private elementary or secondary school or in any other private, denominational, or parochial school as required by law;
- requests to enroll part-time in the school district; and
- meets the age of eligibility requirements for school attendance.

District administrators shall make a good faith attempt to accommodate scheduling requests of students enrolling in the school district in these situations but shall not be required to make adjustments to accommodate every such request.

Part-time students, other than those specified previously in this policy may enroll with the administration's permission if they complete all paperwork in a timely fashion and are in attendance no later than September 1. Such part-time students may be admitted only to the extent that staff, facilities, equipment, and supplies are available, and the students follow the district's student conduct policies and rules.

- Non-public students may participate in public school KSHSAA activities.
 - Resident of district
 - Pay same fees as public-school students
 - Will require same course enrollment passing 4 core classes through USD 333 in order to meet consistent extra-curricular expectations, of both public students and on-public students.

School requires passing core curricular courses, for extra-curricular activity participation. Parent certifies academic eligibility once core-curricular USD 333 requirements have been met on a semester by semester basis.

Identification of Students

All students enrolling in the district for the first time shall provide required proof of identity. Students enrolling in kindergarten or first grade shall provide a certified copy of their birth certificate, a certified copy of the court order placing the child in the custody of the Secretary of the Department for Children and Families, or other documentation which the board determines to be satisfactory. Students enrolling in grades 2-12 shall provide a certified transcript, similar pupil records or data, or other documentary evidence the board deems satisfactory.

The above requirements are not to serve as barriers to immediate enrollment of students designated as homeless or foster children as required by The Every Student Succeeds Act (ESSA) and the McKinney-Vento Act as amended by ESSA. The district shall work with the Department for Children and Families, the school last attended, or other relevant agencies to obtain necessary enrollment documentation.

If proper proof of identity is not provided within 30 days of enrolling, the superintendent shall notify local law enforcement officials as required by law and shall not notify any person claiming custody of the child.

Enrollment Information

The enrollment documentation shall include a student's permanent record card with a student's legal name as it appears on the birth certificate or as changed by a court order and the name, address, and telephone number of the lawful custodian. The records shall also provide proper proof of identity.

Assignment to a School Building, Grade Level, or Classes

Unless otherwise provided herein, the superintendent shall assign students to the appropriate building. Any student desiring to attend a school outside the attendance area in which the student resides may do so only with the prior written permission of the superintendent.

If required by law, students placed in foster care or students who are homeless may be educated in their "school of origin" instead of the building corresponding to the assigned attendance area. (For definition of "school of origin", see regulations for JBCA and JBCB.)

Assignment to a particular grade level or particular classes shall be determined by the building principal based on the educational abilities of the student. If the parents disagree, the principal's decision may be appealed to the superintendent. If the parents are still dissatisfied with the assignment, they may appeal in writing to the board.

Transferring Credit

In {middle school/junior high} and high school, full faith and credit shall be given to units earned in other accredited schools at the time the student enrolls in the district, unless the principal determines there is valid reason for not doing so. For online credit approval procedures after enrollment, see board policy IIBGB.

Transfers from Non-Accredited Schools

Students transferring from non-accredited schools will be placed by the principal. Initial placement will be made by the principal after consultation with parents or guardians and guidance personnel. Final placement shall be made by the principal based on the student's documented past educational experiences and performance on tests administered to determine grade level placement.

(See JBC, JBCA, JBCB, and JQKA)

Kansas law requires the board to allow nonresident students to enroll in and attend the schools of the district if the board's capacity determination finds there are open seats for such students. In order to determine the district's capacity to accept nonresident students at each grade level in each district school, the board has adopted this policy.

Details concerning the open enrollment and continued enrollment processes for nonresident students may be found in this policy, while general processes on enrollment documentation, assignment to buildings and classes, etc., may be found in board policy JBC.

Definitions

For the purposes of this policy, the following definitions apply.

"Homeless child" means a child who lacks a fixed, regular and adequate nighttime residence and whose primary nighttime residence is:

- A. A supervised publicly or privately-operated shelter designed to provide temporary living accommodations, including welfare hotels, congregate shelters and transitional housing for the mentally ill;
- B. an institution that provides a temporary residence for individuals intended to be institutionalized; or
- C. a public or private place not designed for, or ordinarily used as, a regular sleeping accommodation for humans.

"Nonresident student" means a student who is enrolled and in attendance at or seeking to enroll and attend a school located in a district where such student is not a resident.

"Parent" means and includes natural parents, adoptive parents, stepparents, and foster parents.

"Person acting as parent" means:

- A. A guardian or conservator; or
- B. a person, other than a parent, who:
 - i. Is liable by law to maintain, care for or support the child;
 - ii. has actual care and control of the child and is contributing the major portion of the cost of support of the child;
 - iii. has actual care and control of the child with the written consent of a person who has legal custody of the child; or
 - iv. has been granted custody of the child by a court of competent jurisdiction.

"Receiving school district" means a school district of nonresidence of a student who attends school in such school district.

"Sibling" means a brother or sister of the whole or half blood, adoptive brother or sister, a stepbrother or stepsister or a foster brother or foster sister.

Determining Capacity for Nonresident Enrollment

The superintendent or designee has the responsibility for studying capacity in each school of the school district and at each grade level within each school and for making recommendations to the board regarding the district's capacity to accept nonresident students. To make recommendations to the board to assist with determining capacity, the superintendent or the superintendent's designee(s) shall do the following.

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.

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.

On or before May 1 of each year, the superintendent shall present the recommendations concerning capacity and student-to-teacher ratios to the board for adoption or modification, and the board

shall determine, for each grade level in each school building of the school district for the next succeeding school year, the following:

- Capacity based on the study conducted by the superintendent or the superintendent's designee;
- the number of students expected to attend school in the school district; and
- the number of open seats available to nonresidents at each grade, building, or program level.

On or before June 1 of each year, the district shall publish the number of open seats available to nonresident students in each grade level for each school building of the district for the next succeeding school year on the school district's website.

From June 1 through June 30, district administration shall accept applications from nonresident students.

If the number of applications for a grade level in a school building is less than the number of available seats for that grade level in the school building, the nonresident students shall be accepted for enrollment and attendance at the school district, except as provided below for nonresident students regarding continued enrollment.

If the number of applications for a grade level in a school building is greater than the number of available seats for the grade level in the school building, district administration shall randomly select nonresident students using a confidential lottery process. This process shall be completed on or before July 15 of each year.

The district shall provide to the parent or person acting as a parent of a nonresident student who was not accepted for or denied enrollment at such school district the reason for the nonacceptance or denial and an explanation of the nonresident student selection process.

Priority in Filling Open Seats

Subject to having capacity to enroll nonresident students, the district shall give priority in enrollment to the following nonresident students, who shall receive open seats without necessity of being selected through the open-seat lottery:

- Any sibling of a nonresident student who was accepted to enroll in and attend school in the district, with priority given when the nonresident student is first accepted and, if necessary, at any other time the district considers transfer applications;
- any nonresident student who is a military student as defined in K.S.A. 72-5139, with priority given when the student is first accepted and, if necessary, at any other time the district considers transfer applications;
- any child who is in the custody of the Department for Children and Families and who is living in the home of a nonresident student who transfers to the district;

- any nonresident student who has a parent or person acting as parent employed by the district shall be permitted to enroll in and attend school in the district as if the student is a resident of the district while the parent or person acting as a parent remains employed by the district;
- any nonresident students residing outside of the state of Kansas but attending school in the district during the 2023-2024 school year shall be treated as if resident students and not required to apply for nonresident status, although continued enrollment may be evaluated each year under the factors outlined below; or
- any child who is experiencing homelessness shall be permitted to enroll in and attend the school district of origin or the school district of residence.

If one of these exceptions no longer applies to the student, the student's enrollment status would be subject to review under the terms for continued enrollment under this policy.

Prohibitions Regarding Open Enrollment Provisions of this Policy

The district shall not:

- Charge tuition or fees to any nonresident student who transfers to the district pursuant to this policy, except fees that are otherwise charged to every student enrolled in and attending school in the district; or
- accept or deny a nonresident student transfer based on ethnicity; national origin; gender; income level; disabling condition; proficiency in the English language; or measure of achievement, aptitude, or athletic ability.

Except for a child in the custody of the Department for Children and Families or a child who is experiencing homelessness, a nonresident student shall not transfer more than once per school year to one or more receiving school districts pursuant to the provisions of this policy or authorizing Kansas law.

Transportation of Nonresident Students

The district, by virtue of being a receiving school district of a nonresident student, shall not be required to provide transportation to nonresident students unless otherwise required to do so by state and/or federal law, as a related service through a student's individualized education program, or as an accommodation pursuant to the student's Section 504 plan. If space is available on district transportation vehicles, the district may assign nonresident students an in-district bus stop to and from which transportation may be provided by the district for nonresident students. The district shall ensure that transportation for nonresident homeless students is provided comparably to that of housed students.

KSHSAA Eligibility

Nothing in this policy or state law shall exempt a nonresident student who transfers into the district from the requirements of the Kansas State High School Activities Association (“KSHSAA”) regarding eligibility to participate in KSHSAA activities.

Information Share with the Kansas State Department of Education

The superintendent shall submit or have submitted to the Kansas State Department of Education this policy, the number of nonresident student transfers approved and denied in each grade level and whether the denials were based on capacity or in accordance with the policy’s terms, as required.

Nonresident Student Continued Enrollment

A nonresident student who has been accepted for enrollment and attendance at a district school shall be permitted to continue enrollment and attendance in the district until such student graduates from high school, reaches the age of 21 (if the student is a student with an exceptionality, not solely eligible for gifted services under an individualized education program), or receives a G.E.D., unless such student is no longer deemed by district administration to be in good standing.

Except as otherwise specified herein, nonresident students who have previously been accepted for enrollment by the school district will be allowed to continue enrolling in the district as specified above. The district will not require parents to resubmit a new application each school year and will advance the previous application of an enrolled student amending only the grade placement of the student unless the district provides notification to the parent, person acting as a parent, or student that enrollment is not going to be continued for the upcoming school year for reasons specified as follows.

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 1 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 August 1.

Consider modifications of JBCC to fit district/community expectations of a student in good-standing. Examples of alternative language may include but are not limited to:

ATTENDANCE:

- The student's attendance record remains uninterrupted (the student has neither enrolled in another district for even one day nor unenrolled from the district)
- The nonresident student failed to maintain a (95%) attendance rate in the last school year, excluding excused absences under board policy JBD and/or any relevant student handbook language; OR
- The nonresident student exceeded (10) absences in the last school year, excluding excused absences under board policy JBD and/or any relevant student handbook language; OR
- The nonresident student qualifies as truant per KSA 72-3120.

BEHAVIOR:

- the student has had (1) or more out of school suspensions in the current school year; OR
- the student has had (2) or more total days of in-school or out of school suspension in the current school year.

- the student has been suspended out of school for acts considered to be violent or threats of violence as determined by (policy JDD or student handbook) or the superintendent in the current school year.

ACADEMICS:

- The student is regarded to be in good academic standing and is making acceptable progress toward promotion, graduation, and/or IEP goals.

** NOTE: Denial of continued enrollment for nonresident students due to poor academic performance should be used with caution. The district should consider reasons for the poor performance if minimum attendance and/or behavior thresholds are not reached.*

USD 333 Capacity Procedure

Annual District Capacity Grades K-8

1. Class Size Goals PreK-8th

- | | |
|-------------------------------------|-------|
| a. PreK | 13 |
| b. KG-1 st | 15-18 |
| c. 2 nd -3 rd | 18-23 |
| d. 4 th -5 th | 21-24 |
| e. 6 th -8 th | 21-25 |

2. Class Size Goals 9th-12th

- | | |
|-------------------------|----------|
| a. Core Subjects | |
| i. ELA- | 22-26 |
| ii. Science | 20-24 |
| iii. Math | 20-24 |
| iv. Social Studies | 24-28 |
| b. CTE Subjects | |
| i. Welding | 16-20 |
| ii. Auto/Small Engines | 16-20 |
| iii. Woods | 16-20 |
| iv. Agriculture | 20-24 |
| v. Others | 20-24 |
| c. Large Group Courses | |
| i. Vocal | No Max |
| ii. Instrumental Music | Audition |
| iii. Physical Education | No Max |
| iv. Drama/Theater | 20-24 |
| v. Others | 20-24 |

1. The Capacity Recommendation for the 24-25 School year is as follows

a. USD 333 will have the capacity in the grades listed below:

i.	K	10
ii.	1 st	10
iii.	2 nd	10
iv.	3 rd	10
v.	4 th	10
vi.	5 th	5
vii.	6 th	5
viii.	7 th	12
ix.	8 th	12
x.	High School	30

PUBLIC NOTICE OF HEARING REGARDING ENROLLMENT OF NONRESIDENT STUDENTS' POLICY

PUBLIC NOTICE

Notice is hereby given pursuant to K.S.A. 72-3126, of a public hearing to be held on the _____ day of (____month____), 2023, at (____time____ p.m, at (____location____) regarding the Unified School District No.____, (____county____) County, Kansas proposed policy to determine the number of nonresident students that the school district has the capacity to accept in each grade level for each school of the school district pursuant to K.S.A. 72-3123, and amendments thereto, including clearly specifying the reasons that the board may use to deny continued enrollment of a nonresident student who is not in good standing.

A representative of the board shall present the board's proposal for the policy, and the board shall hear testimony regarding the proposed policy.

[NOTE:This notice must be published in a newspaper of general circulation in the school district once a week for two consecutive weeks on the same day of each week and shall be posted on the school district's website. K.S.A. 72-3126]

Open Enrollment Policy Adoption

Policy Development Process

Decisions to make:

- Who will develop the policy and who will contribute (Superintendent, Building Admin, BOE members, other)
- Establish district timeline for draft development/revision, BOE review/feedback, and Admin input
- Will current policy be modified or will JBCC be used as the framework?

Process Recommendations

- Establish a First Draft (current policy or [JBCC](#))
- Do not change the statutory dates
- Consider Student Not in Good Standing policy components:
 - Behavior: Suspensions (frequency and/or severity)
 - Attendance: Unexcused absences
 - Academic Progress: (not identified in statute or JBCC, proceed with caution)

Collect feedback on First Draft
(BOE, Administrators, other)

Revise as needed and present to the BOE in open session
(See BOE Policy Adoption Timeline)

BOE Policy Adoption Timeline

September BOE Meeting

- Discuss open enrollment legislation and timeline
- Review current policy/practice and discuss options
- Collect feedback and questions

October BOE Meeting

- Review and discuss current draft policy
- Collect feedback and questions
- Set policy hearing date/time - discuss process

- Publish [hearing notice](#) two consecutive weeks & on district website
- Add policy adoption action item to November BOE agenda

November BOE Meeting

- Conduct Hearing
 - Review and discuss proposed policy
 - Allow time for public testimony
 - Close hearing
- If ready to adopt, BOE will vote or pass resolution during regular meeting
- If not ready to adopt, add the action item to the December BOE agenda

December BOE Meeting

- Only if needed
- BOE will vote or pass resolution during regular meeting
- *No 2nd hearing needed

Staff Changes for 2024-2025

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

KPERS Retirees:

Retirement Date:

Membership Date:

Derek Holmes

09/01/2024

09/01/1993

Tracey Holmes

07/01/2024

09/16/2004

Resignations:

Terminations:

New Hires:

Transfers:

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
Estella Callaway	October 1 st , 2023	08/16/2004

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

Brandi Mudd – LCNCK Interrelated Teacher at Republic Co.

Terminations:

New Hires:

Aдриanna 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)

Kimberly Peterson – Full-Time Substitute Teacher at CJSHS (Repl. A. Applebee)

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 10/9/2023

LCNCK New Hires

Paula Brownell	Para Educator @ USD#224
Mistie Knox	Substitute Para/Teacher
Jaelynn Whitley	Substitute Para/Teacher (Pending Licensure)
Alisha Griffith	Project Search Skills Trainer
Amanda Zielinski	Substitute Para (Pending Paperwork)

LCNCK Resignations

Jaycee Blazek	Para Substitute
Gabrielle Carr	Para Educator at BEE
Tiffany Hansen	Substitute Teacher/Para
Dawn Garnas	LCNCK Management Information Systems Office Manager

LCNCK Terminations**LCNCK Deceased****LCNCK Transfers****USD #333 New Hires**

Ryan Niehues	Substitute Teacher
Mistie Knox	Substitute Para/Teacher
Jaelynn Whitley	Substitute Para/Teacher (Pending Licensure)
Michaela Wetter	Substitute Teacher (CES only 1st Semester)
Brock Hartshorn	Driver's Education Instructor
Amanda Zielinski	Substitute Para (Pending Paperwork)
Jack Reed	Custodian at CJSHS
John Hake	Jr. High Boys Wrestling Coach

USD #333 Transfers

Kayla Whiteley	X-fer from Full-Time to Part-Time Food Service/Sub Para
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USD #333 Resignations

Jaycee Blazek	Para Substitute
Tiffany Hansen	Substitute Teacher/Para
Cynthia Atwell	Jr. High Volleyball Coach
Sofia Gallup	Jr. High Track Coach
Andrea Jones	CAP Director and CES Para Educator

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