



**Monday, August 11, 2025**  
**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**

Open Forum Guidelines

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**D. INFORMATION/UPDATE/COMMUNICATION**

**1. Superintendent's Report**

Revenue Neutral Rate Hearing 2025 - **September 8th at 6:00pm**

Budget Hearing Date - **September 8th at 6:05pm**

Enrollment Report

Board of Education Goals 2025-2026

Enrollment Numbers 2025-2026

Organizational Chart

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**2. Operations Director's Report**

Facility Updates

**3. Curriculum Director's Report**

**4. Foundation Report**

**5. LCNCK Director's Report**

6. Budget

**E. EXECUTIVE SESSION**

**F. BOARD ACTION ITEMS**

1. LCNCK Contract - Bylaws

By-Laws FY26

8

2. Salary Updates - Classified, Certified & Administration

NEW Classified Salary Schedule 2025-2026

14

2025-2026 Negotiated Agreement - Signed	15
24-25-PS	16
25-26 PS	17

3. Delegate Assembly at KASB Convention -- **November 14th, 15th, 16th**

G. **CERTIFIED and CLASSIFIED PERSONNEL**

1. New Hires/Transfers/Resignations/Terminations of <b><u>CERTIFIED STAFF</u></b> for the <b>2025-2026</b> School Year (if needed)	
Certified List	18
2. New Hires/Transfers/Resignations/Terminations of <b><u>CLASSIFIED STAFF</u></b> for the <b>2025-2026</b> School Year (if needed)	
Classified List2	22

H. **FUTURE AGENDA ITEMS**

I. **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



TRUST OWNERSHIP CULTURE

**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**

**BRAD BERK**  
President

**MIKE CLEVELAND**  
Vice President

**JOHN CULLEY**

**NANCY OWEN**

**JENNY PARKER**

**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: \_\_\_\_\_

#concordiaproud

TRUST OWNERSHIP CULTURE

AN EQUAL EMPLOYMENT/EDUCATIONAL OPPORTUNITY AGENCY

September 20th, 2024

	K	GR1	GR2	GR3	GR4	GR5	GR6	GR7	GR8	GR9	GR10	GR11	GR12	School total
CES	71	79	69	88	71									378
CMS						82	95							177
CJSHS								92	88	93	106	66	78	523
Grade total	71	79	69	88	71	82	95	92	88	93	106	66	78	
														K-12 Total 1078
	IEP	At-Risk	Not Funded	Total	FTE									
PreK 3 Yr old At-Risk	4	17	3	24	10.5									
PreK 4 Yr old At-Risk	12	30	5	47	21									PreK FTE + 31.5
			Total Headcount	71	31.5									1109.5 (K-12 plus PreK AR/Sped FTE)
	<b>Not Funded</b>			Total										
Community PreK Sped			7	7										
PAT			33	33										
Project Search			1	1										
			Total	41										Total Headcount 1,149 (K-12 + PreK Headcount)

(K-12 plus PreK AR/Sped FTE)

(K-12 + PreK Headcount)

\*Does not include Non-funded counts\*

August, 2025 Preliminary Enrollment

	K	GR1	GR2	GR3	GR4	GR5	GR6	GR7	GR8	GR9	GR10	GR11	GR12	School total
CES	77	74	82	67	89									389
CMS						75	84							159
CJSHS								99	90	87	92	107	74	549
Grade total	77	74	82	67	89	75	84	99	90	87	92	107	74	
														K-12 Total 1097
	IEP	At-Risk	Not Funded	Total	FTE									
PreK 3/4 Yr old At-Risk	8	15	7	30	11.5									
	5	16	9	30	10.5									PreK FTE + 22.0
			Total Headcount	60	22									1119 (K-12 plus PreK AR/Sped FTE)
	<b>Not Funded</b>			Total										
Community PreK Sped			10	10										
PAT			35	35										
Project Search			2	2										
			Total	47										Total Headcount 1,157 (K-12 + PreK Headcount)

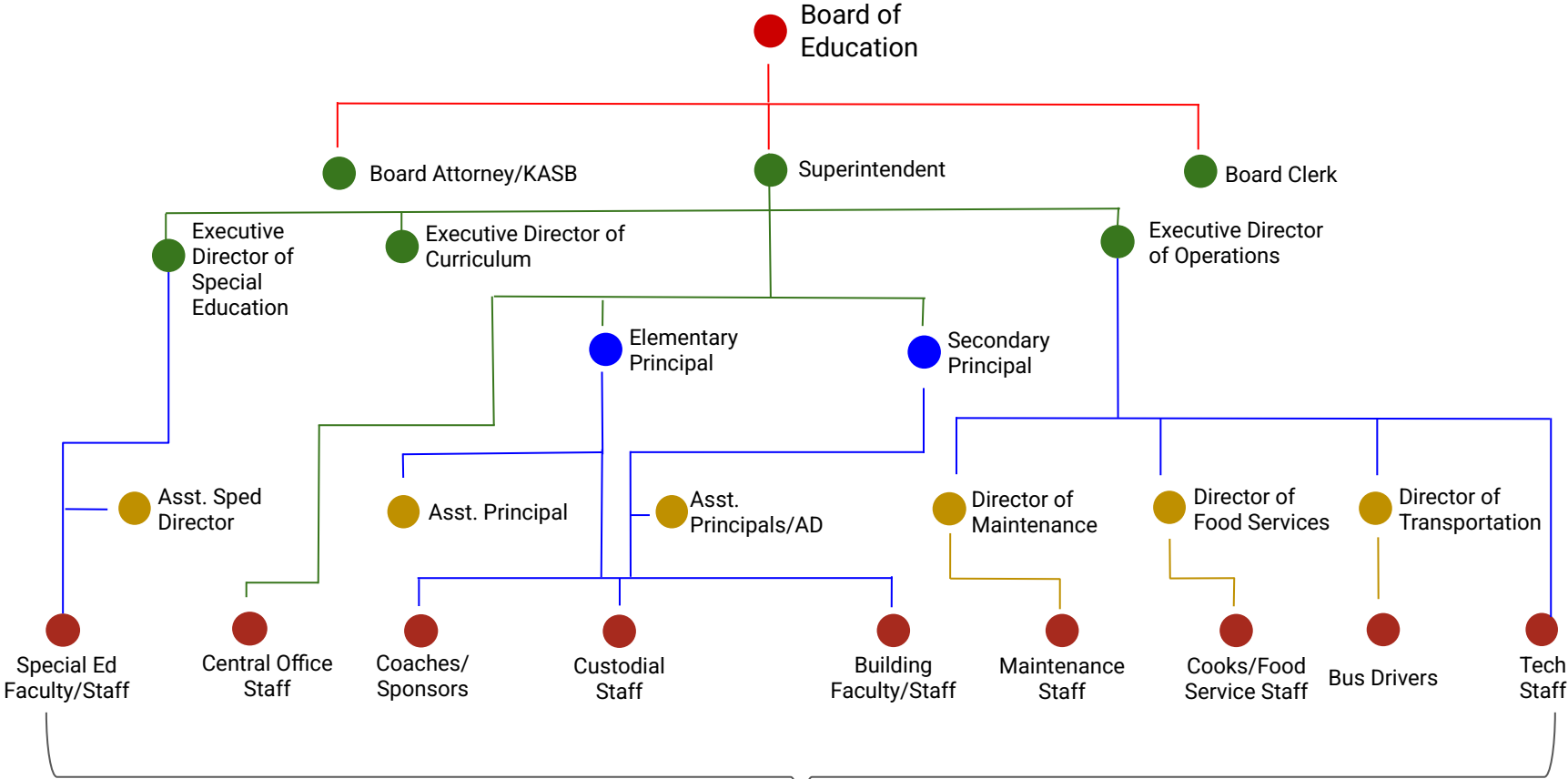
(K-12 plus PreK AR/Sped FTE)

(K-12 + PreK Headcount)

\*Does not include Non-funded counts\*

\*Note the loss in PreK numbers

# USD 333 DISTRICT ORGANIZATIONAL CHART



Students





## BY-LAWS - FY '26



### LEARNING COOPERATIVE of NORTH CENTRAL KANSAS

Concordia, Kansas

#### UNIFIED SCHOOL DISTRICTS

- USD 108 - Washington County
- USD 109 - Republic County
- USD 224 - Clifton-Clyde
- USD 333 - Concordia
- USD 426 - Pike Valley

The By-Law statements listed below are intended as established guidelines to assist the personnel of the cooperative in fulfilling their duties.

#### 1. **Duties of Member Districts**

##### **A. Sponsoring District**

The following responsibilities will be assumed by the sponsoring district:

1. Maintain all fiscal records of the cooperative.
2. Approve and process all purchase orders; approve and pay bills for expenditures.
3. Apply for and receive all funds from the State Department of Education, assessments from the cooperative districts and from any service contract from non-member districts, and from any other local, state, or federal agency.
4. Operate within the confines of the approved budget.
5. Prepare a monthly financial report for each regular Board of Directors meeting.
6. Prepare the financial records of the cooperative to be audited annually as provided in Kansas Statutes.
7. Bill each cooperative district for its share of the cooperative budget.
8. List personnel vacancies in appropriate college and university placement offices; receive and process applications, arrange for interviews and provide services necessarily assumed in personnel recruitment.
9. Enter into contracts with personnel employed in the cooperative.
10. Maintain personnel files on all employees, including evaluations.

## B. Cooperating Districts

The following responsibilities will be assumed by the cooperating districts:

1. Provide fiscal payment to the sponsoring district as specified by agreement.
2. The superintendent shall participate in all meetings as provided in the agreement or as called by the chairperson. The superintendent may provide an administrative designee to those meetings s/he is unable to attend.
3. Gain local board approval and inform same of the cooperative progress and directions.
4. Provide appropriate district facilities for personnel and equipment assigned by the cooperative.
5. Assist in the interview and selection of LCNCK personnel.
6. Be responsible for the necessary transportation of special education students, both within their districts and to appropriate attendance centers within the cooperative.
7. Adhere to all policies and procedures necessary to provide appropriate services to exceptional children.

## C. Duties of the Officers

The duties of the officers of the Board of Directors are as follows:

1. Chairperson - shall be elected from the Board of Directors. S/he shall call and preside over all meetings as specified in the agreement and existing policy.
2. Vice-chairperson - shall be elected from the Board of Directors, and in the absence of the chairperson, perform the duties so designated.
3. The Board of Directors shall advise on Cooperative matters, although the Board does not have any of the powers of a board of education of a unified school district. The board shall recommend certain policies and procedures, priorities, and budgeting items which are to be acted upon later by the board of education of the Sponsoring District.
  - a. **Membership:** Membership of the Board of Directors shall consist of the superintendents of the participating school districts.
  - b. **Duties:** Duties of the Board shall include the following:
    - c. To recommend basic policies.
    - d. To recommend to the Sponsoring District a Director, and other professionals and personnel.

## D. The Director

- a. **General Responsibilities:** The administration of the Cooperative shall be vested in a Director. The Director shall administer the affairs of the Cooperative with the advice and counsel of the Board of Directors.
- b. **Functions and Duties:** The duties of the Director shall include the following:
  1. Direct employment of LCNCK personnel
  2. Prepare and manage the budget of LCNCK
  3. Prepare and submit required reports of the State, Federal, and Local Governing Agencies in scope of LCNCK operation.
  4. Act as a consultant and advisor to each participating district insofar as special services are concerned
  5. Act as executive officer of the Board of Directors of the Cooperative and prepare such records and reports as required by the Board of Directors and the Board of Education of the Sponsoring District.

6. Exert line authority and supervision of all LCNCK personnel not assigned to a particular school district.
7. Recommend to the Board of Directors and the Board of Education of the Sponsoring District, programs, budgetary matters, and other concerns allied with the education of exceptional children.
8. Perform other duties as directed by the Board of Directors and the Board of Education of the Sponsoring District.

#### **E. Meetings**

1. Regular meetings of the Board of Directors shall be held monthly. These dates will be set annually at the June meeting. Any monthly changes in these dates may be approved by a majority of the Board of Directors at least three days prior to the regular meeting.
2. Special meetings - any two members desiring a special meeting shall contact the chairperson who shall call a meeting by properly notifying each member of the Board of Directors at least two (2) days prior to the proposed meeting.

#### **F. Evaluation of Staff**

Staff personnel will be evaluated in accordance with the law and based upon the implementation of the policies of the sponsoring district.

#### **G. Personnel Restrictions**

Whenever LCNCK personnel perform private evaluations or engage in either private professional practice or any other activity associated to the employment while utilizing a school facility in any LCNCK district, prior approval must be received from the LCNCK Director of Special Education.

#### **H. Non-Member Student Participation**

Students residing in non-member districts will be accepted subject to approval of each district's attendance policy.

#### **I. Eligibility for VI-B**

Eligibility for VI-B flow through funds will be determined by the director of the cooperative. The director will count and verify the compliance of all eligible disabled students who have current Individual Educational Programs for each district. A composite count will then be made for the cooperative and be submitted in the application for Title VI-B funds.

#### **J. Identification Procedures**

The LCNCK special education screening identification, evaluation, placement, and programming procedures, shall be applied according to current state and federal laws and regulations.

**K. Description of Services:**

The Cooperative shall provide special education and related services for all exceptional children in the Cooperative service area and those services shall meet standards and criteria set by the law and the State Board of Education.

**L. Number of Children Served:**

The number of children served in each district shall be reported as of December 1 of each school year by categorical area, age group and educational environment, or as otherwise required by law.

**M. Due Process - Hearing Procedures**

Costs incurred for due process and hearing procedures shall be the combined responsibility of the cooperative and the local district in which the child resides.

**N. Confidentiality**

Confidentiality procedures shall be applied according to current state and federal regulations.

**O. Changes to the Agreement**

**Section 1:**

Mutual Agreement: Mutual consent means the unanimous agreement of all districts participating in the agreement.

**Section 2:**

Termination and/or Revision: This agreement is subject to K.S.A. 72-968, as amended. Should a member district wish to withdraw from the Cooperative, that district must proceed pursuant to that statute and present a petition for withdrawal to the Cooperative Director and to the Superintendent of Schools, USO 333. The agreement may be changed or modified by mutual consent (i.e. unanimous agreement) of all the participating districts. The change shall become effective only after the change is approved by the State Board of Education.

**Section 3:**

Disposal of Property: In the event of a partial termination of this agreement by withdrawal of any participating school district from membership in the Cooperative, the school district shall be reimbursed only for any funds due that school district after the payment of all of that district's outstanding obligations to the Cooperative. Supplies, materials, and equipment maintained by the Cooperative shall remain the property of the Cooperative, and no distribution shall be made to the withdrawing participating school district.

If the decision is made **not** to renew this agreement and to completely dissolve the Cooperative, any monies remaining after the obligations of the Cooperative have been met shall be divided among the participating school districts in proportion that they contributed to the Cooperative during this final year of operation. Supplies, materials, and equipment shall remain the property of the Sponsoring District.

**P. Affirmative Action Policy**

The Learning Cooperative of North Central Kansas, sponsored by Concordia Unified School District 333 believes in the principal and practice of equal educational and employment opportunities. Therefore, no person shall, on the grounds of race, creed, color, religion, national origin, ancestry, sex, age, or any other statutorily prohibited basis be excluded from participating in, be denied the benefits of, or be subjected to discrimination under any program conducted by the Cooperative.

**Q. Participant Signatures**

These Articles of Agreement are entered into with the intent of participating district as signatories hereto to organize and operate the Learning Cooperative of North Central Kansas within the framework of the policies set forth in these Articles and as determined by the availability of funds, resources, and demand for the program.

IN WITNESS WHEREOF, the parties have hereunto, on behalf of their respective District, set their hands:

Washington County, USD 108

By: \_\_\_\_\_  
Board President

Date: \_\_\_\_\_

Republic County, USD 109

By: \_\_\_\_\_  
Board President

Date: \_\_\_\_\_

Clifton-Clyde, USD 224

By: \_\_\_\_\_  
Board President

Date: \_\_\_\_\_

Concordia, USD 333

By: \_\_\_\_\_  
Board President

Date: \_\_\_\_\_

Pike Valley, USD 426

By: \_\_\_\_\_  
Board President

Date: \_\_\_\_\_



**USD #333 Concordia Classified Salary Schedule 2024-2025**

	2024-2025 Salary Schedule																			
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	
RANGE 1	11.53	11.76	11.99	12.23	12.48	12.73	12.98	13.24	13.51	13.78	14.05	14.33	14.62	14.91	15.21	15.52	15.83	16.14	16.47	
RANGE 2	11.87	12.11	12.35	12.60	12.85	13.11	13.37	13.64	13.91	14.19	14.47	14.76	15.06	15.36	15.67	15.98	16.30	16.63	16.96	
RANGE 3	12.23	12.47	12.72	12.98	13.24	13.50	13.77	14.05	14.33	14.62	14.91	15.21	15.51	15.82	16.14	16.46	16.79	17.13	17.47	
RANGE 4	12.60	12.85	13.11	13.37	13.64	13.91	14.19	14.47	14.76	15.05	15.36	15.66	15.98	16.30	16.62	16.95	17.29	17.64	17.99	
RANGE 5	12.98	13.23	13.50	13.77	14.04	14.33	14.61	14.90	15.20	15.51	15.82	16.13	16.46	16.78	17.12	17.46	17.81	18.17	18.53	
RANGE 6	13.36	13.63	13.90	14.18	14.47	14.76	15.05	15.35	15.66	15.97	16.29	16.62	16.95	17.29	17.63	17.99	18.35	18.71	19.09	
RANGE 7	13.77	14.04	14.32	14.61	14.90	15.20	15.50	15.81	16.13	16.45	16.78	17.12	17.46	17.81	18.16	18.53	18.90	19.27	19.66	
RANGE 8	14.18	14.46	14.75	15.05	15.35	15.65	15.97	16.29	16.61	16.94	17.28	17.63	17.98	18.34	18.71	19.08	19.46	19.85	20.25	
RANGE 9	14.60	14.90	15.19	15.50	15.81	16.12	16.45	16.77	17.11	17.45	17.80	18.16	18.52	18.89	19.27	19.65	20.05	20.45	20.86	
RANGE 10	15.04	15.34	15.65	15.96	16.28	16.61	16.94	17.28	17.62	17.98	18.34	18.70	19.08	19.46	19.85	20.24	20.65	21.06	21.48	
RANGE 11	15.49	15.80	16.12	16.44	16.77	17.11	17.45	17.80	18.15	18.52	18.89	19.26	19.65	20.04	20.44	20.85	21.27	21.69	22.13	
RANGE 12	15.96	16.28	16.60	16.93	17.27	17.62	17.97	18.33	18.70	19.07	19.45	19.84	20.24	20.64	21.06	21.48	21.91	22.34	22.79	
RANGE 13	16.44	16.77	17.10	17.44	17.79	18.15	18.51	18.88	19.26	19.64	20.04	20.44	20.85	21.26	21.69	22.12	22.56	23.01	23.48	
RANGE 14	16.93	17.27	17.61	17.97	18.33	18.69	19.07	19.45	19.84	20.23	20.64	21.05	21.47	21.90	22.34	22.78	23.24	23.71	24.18	
RANGE 15	17.44	17.79	18.14	18.50	18.87	19.25	19.64	20.03	20.43	20.84	21.26	21.68	22.11	22.56	23.01	23.47	23.94	24.42	24.90	
RANGE 16	17.96	18.32	18.69	19.06	19.44	19.83	20.23	20.63	21.04	21.46	21.89	22.33	22.78	23.23	23.70	24.17	24.66	25.15	25.65	
RANGE 17	18.50	18.87	19.25	19.63	20.02	20.42	20.83	21.25	21.67	22.11	22.55	23.00	23.46	23.93	24.41	24.90	25.40	25.90	26.42	
RANGE 18	19.05	19.44	19.82	20.22	20.62	21.04	21.46	21.89	22.33	22.77	23.23	23.69	24.17	24.65	25.14	25.64	26.16	26.68	27.21	
RANGE 19	19.63	20.02	20.42	20.83	21.24	21.67	22.10	22.54	22.99	23.45	23.92	24.40	24.89	25.39	25.90	26.41	26.94	27.48	28.03	
RANGE 20	20.21	20.62	21.03	21.45	21.88	22.32	22.77	23.22	23.68	24.16	24.64	25.13	25.64	26.15	26.67	27.21	27.75	28.31	28.87	
	2025-2026 Salary Schedule																			
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	
RANGE 1	12.22	12.46	12.71	12.97	13.23	13.49	13.76	14.04	14.32	14.60	14.90	15.19	15.50	15.81	16.12	16.45	16.78	17.11	17.45	17.80
RANGE 2	12.59	12.84	13.10	13.36	13.62	13.90	14.17	14.46	14.75	15.04	15.34	15.65	15.96	16.28	16.61	16.94	17.28	17.62	17.98	18.34
RANGE 3	12.96	13.22	13.49	13.76	14.03	14.31	14.60	14.89	15.19	15.49	15.80	16.12	16.44	16.77	17.11	17.45	17.80	18.15	18.52	18.89
RANGE 4	13.35	13.62	13.89	14.17	14.45	14.74	15.04	15.34	15.65	15.96	16.28	16.60	16.93	17.27	17.62	17.97	18.33	18.70	19.07	19.45
RANGE 5	13.75	14.03	14.31	14.60	14.89	15.19	15.49	15.80	16.11	16.44	16.77	17.10	17.44	17.79	18.15	18.51	18.88	19.26	19.64	20.04
RANGE 6	14.17	14.45	14.74	15.03	15.33	15.64	15.95	16.27	16.60	16.93	17.27	17.61	17.97	18.33	18.69	19.07	19.45	19.84	20.23	20.64
RANGE 7	14.59	14.88	15.18	15.48	15.79	16.11	16.43	16.76	17.10	17.44	17.79	18.14	18.51	18.88	19.25	19.64	20.03	20.43	20.84	21.26
RANGE 8	15.03	15.33	15.64	15.95	16.27	16.59	16.93	17.26	17.61	17.96	18.32	18.69	19.06	19.44	19.83	20.23	20.63	21.04	21.47	21.89
RANGE 9	15.48	15.79	16.11	16.43	16.76	17.09	17.43	17.78	18.14	18.50	18.87	19.25	19.63	20.02	20.43	20.83	21.25	21.68	22.11	22.55
RANGE 10	15.94	16.26	16.59	16.92	17.26	17.60	17.96	18.32	18.68	19.05	19.44	19.82	20.22	20.63	21.04	21.46	21.89	22.33	22.77	23.23
RANGE 11	16.42	16.75	17.09	17.43	17.78	18.13	18.49	18.86	19.24	19.63	20.02	20.42	20.83	21.24	21.67	22.10	22.54	23.00	23.46	23.92
RANGE 12	16.92	17.25	17.60	17.95	18.31	18.68	19.05	19.43	19.82	20.22	20.62	21.03	21.45	21.88	22.32	22.77	23.22	23.69	24.16	24.64
RANGE 13	17.42	17.77	18.13	18.49	18.86	19.24	19.62	20.01	20.41	20.82	21.24	21.66	22.10	22.54	22.99	23.45	23.92	24.40	24.88	25.38
RANGE 14	17.95	18.30	18.67	19.04	19.42	19.81	20.21	20.61	21.03	21.45	21.88	22.31	22.76	23.21	23.68	24.15	24.64	25.13	25.63	26.14
RANGE 15	18.48	18.85	19.23	19.62	20.01	20.41	20.82	21.23	21.66	22.09	22.53	22.98	23.44	23.91	24.39	24.88	25.37	25.88	26.40	26.93
RANGE 16	19.04	19.42	19.81	20.20	20.61	21.02	21.44	21.87	22.31	22.75	23.21	23.67	24.15	24.63	25.12	25.62	26.14	26.66	27.19	27.74
RANGE 17	19.61	20.00	20.40	20.81	21.23	21.65	22.08	22.53	22.98	23.44	23.90	24.38	24.87	25.37	25.87	26.39	26.92	27.46	28.01	28.57
RANGE 18	20.20	20.60	21.01	21.43	21.86	22.30	22.75	23.20	23.66	24.14	24.62	25.11	25.62	26.13	26.65	27.18	27.73	28.28	28.85	29.42
RANGE 19	20.80	21.22	21.64	22.08	22.52	22.97	23.43	23.90	24.37	24.86	25.36	25.87	26.38	26.91	27.45	28.00	28.56	29.13	29.71	30.31
RANGE 20	21.43	21.86	22.29	22.74	23.19	23.66	24.13	24.61	25.11	25.61	26.12	26.64	27.18	27.72	28.27	28.84	29.42	30.00	30.60	31.22



TRUST OWNERSHIP CULTURE

QUENTIN BREESE  
Superintendent

KELLY STRUEBING  
Director of Operations

Chad Eshbaugh  
CJSHS Principal

Skyler Hittle  
CJSHS AD/Asst. Principal

Curtis Noon  
CMS Principal

Derek Holmes  
CES Principal

Krystal Breese  
Curriculum & Assessment

BOARD OF EDUCATION

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June 2, 2025

**Tentative Agreement**

**Article II – Salary Schedule**

a. USD 333 Board of Education agrees to honor steps and provide \$3,000 amount to the Base Salary to reach Base Salary of \$47,250. This is a 7.82% increase with step.  
b. Supplemental Salary Base will remain at 38,700 steps will be honored. This will allow allocation flexibility for additional coaches and sponsors in needed areas. The Board is willing to consider proposals from coaches regarding Supplemental Base Salary.

**Article XXXIII – Reimbursement for College Credit**

USD 333 instructional staff may receive tuition, books, and fees reimbursement of certification, undergraduate, or graduate credit hours in areas of district needs pending prior administrative approval through a written request.

**Article XI - Fringe Benefits**

Employee rates change at the following levels

**Current**

Employee 8%  
Employee + Spouse: 48%  
Employee + Children: 48%  
Family: 53%

**Proposed**

Employee 7%  
Employee + Spouse: 50%  
Employee + Children: 50%  
Family: 55%

**Current Adopted Language from June 2024**

Effective January 1, 2024, USD 333 will match dollar for dollar for the stated amount of \$75 per payroll for all certified and classified employees that are enrolled in the ESSDACK 403(b) Plan that Concordia USD 333 utilizes. All employees will be vested immediately.

We will not prohibit people based on age OR their status with KPERs.

**Proposed Language for Next Year**

Effective September 1, 2025, USD 333 will match dollar for dollar for the stated amount of \$100 per payroll for all certified and classified employees that are enrolled in the ESSDACK 403(b) Plan that Concordia USD 333 utilizes.

All employees will be vested immediately.

We will not prohibit people based on age OR their status with KPERs.

#concordiaproud

TRUST OWNERSHIP CULTURE

AN EQUAL EMPLOYMENT/EDUCATIONAL OPPORTUNITY AGENCY

USD 333  
Salary Schedule  
2024-2025

Step	BS	BS+15	BS+30	MS	MS+15	MS+30	MS+60
0	44250	45356	46463	47790	48896	50003	52215
1	44675	45796	46923	48265	49396	50528	52765
2	45100	46236	47383	48740	49896	51053	53315
3	45525	46676	47843	49215	50396	51578	53865
4	45950	47116	48303	49690	50896	52103	54415
5	46375	47556	48763	50165	51396	52628	54965
6	46800	47996	49223	50640	51896	53153	55515
7	47225	48436	49683	51115	52396	53678	56065
8	47650	48876	50143	51590	52896	54203	56615
9	48075	49316	50603	52065	53396	54728	57165
10	48500	49756	51063	52540	53896	55253	57715
11	48925	50196	51523	53015	54396	55778	58265
12	49350	50636	51983	53490	54896	56303	58815
13	49775	51076	52443	53965	55396	56828	59365
14	50200	51516	52903	54440	55896	57353	59915
15	50625	51956	53363	54915	56396	57878	60465
16		52396	53823	55390	56896	58403	61015
17			54283	55865	57396	58928	61565
18			54743	56340	57896	59453	62115
19				56815	58396	59978	62665
20				57290	58896	60503	63215
21				57765	59396	61028	63765
22				58240	59896	61553	64315
23				58715	60396	62078	64865
24				59190	60896	62603	65415
25				59665	61396	63128	65965
26				60140	61896	63653	66515
27				60615	62396	64178	67065
28				61090	62896	64703	67615
29				61565	63396	65228	68165

Teachers frozen on the MS+60 are to receive an additional step for each year past the 29th step.

USD 333  
Salary Schedule  
2025-2026

Step	BS	BS+15	BS+30	MS	MS+15	MS+30	MS+60
0	47250	48431	49613	51030	52211	53393	55755
1	47675	48871	50073	51505	52711	53918	56305
2	48100	49311	50533	51980	53211	54443	56855
3	48525	49751	50993	52455	53711	54968	57405
4	48950	50191	51453	52930	54211	55493	57955
5	49375	50631	51913	53405	54711	56018	58505
6	49800	51071	52373	53880	55211	56543	59055
7	50225	51511	52833	54355	55711	57068	59605
8	50650	51951	53293	54830	56211	57593	60155
9	51075	52391	53753	55305	56711	58118	60705
10	51500	52831	54213	55780	57211	58643	61255
11	51925	53271	54673	56255	57711	59168	61805
12	52350	53711	55133	56730	58211	59693	62355
13	52775	54151	55593	57205	58711	60218	62905
14	53200	54591	56053	57680	59211	60743	63455
15	53625	55031	56513	58155	59711	61268	64005
16		55471	56973	58630	60211	61793	64555
17			57433	59105	60711	62318	65105
18			57893	59580	61211	62843	65655
19				60055	61711	63368	66205
20				60530	62211	63893	66755
21				61005	62711	64418	67305
22				61480	63211	64943	67855
23				61955	63711	65468	68405
24				62430	64211	65993	68955
25				62905	64711	66518	69505
26				63380	65211	67043	70055
27				63855	65711	67568	70605
28				64330	66211	68093	71155
29				64805	66711	68618	71705

Teachers frozen on the MS+60 are to receive an additional step for each year past the 29th step.

## Staff Changes for 2025-2026

**(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>
Tricia Koester	07/01/2025	08/15/1994
Kevin Muff	06/01/2025	08/13/1993
Mary Kay Thompson	06/01/2025	01/02/2007
Margaret Timme	08/1/2025	10/02/2006
Gail Whitley	09/01/2025	01/22/2002
Carol Taylor	06/01/2025	08/18/2004

### Resignations:

Amber Colby – LCNCK Interrelated Teacher at USD#109

Tawni Retter – CJSHS Librarian

Jenny Acree – 7-12<sup>th</sup> Grade English Language Arts/Digital Media Teacher

Mercedes Maple - USD#333 Preschool Teacher at CES (New Position)

Kayla Garst – 7-12<sup>th</sup> Grade Physical Education Teacher

Katherine Jones – LCNCK Speech Language Pathologist

Shannon Abram – School Counselor at CJSHS

Quentin Breese – Superintendent

Kansas Alexander – 5<sup>th</sup> Grade Teacher at CMS

Lisa McFadden – Project Search Coordinator

Danielle Mahin – 7-12<sup>th</sup> Grade English Language Arts Teacher

Adrianna Romo – 3<sup>rd</sup>-4<sup>th</sup> Grade Interrelated Teacher at Concordia Elementary School

Kelly Knedler – 7-12<sup>th</sup> Grade Vocal Music Teacher

Brock Hartshorn – LCNCK Interrelated Teacher at CJSHS

Elizabeth Bott – 5<sup>th</sup> Grade Teacher at CMS

Krystal Breese – CES Assistant Principal/Director of Curriculum and Assessments

Ashley Blain – LCNCK Interrelated Teacher at USD#224

### Terminations:

### New Hires:

Tessa Yungeberg – 5<sup>th</sup> Grade Teacher at CMS

Brandi Calahan – Director of Special Education (Repl. S. Joonas- Interim)

Mercedes Maple – USD#333 Preschool Teacher at CES (New Position)

Kora Rundus – 1<sup>st</sup> Grade Teacher at CES (Repl. K. Thompson)

Karalee Pounds – CMS Teacher (Repl. M. Pearson)

Leah Renyer – Mathematics Teacher @ CJSHS (Repl. A. Koops)

Rebecca Willoughby – Spanish Teacher @CJSHS (Repl. M. Timme)

Ciara Kearn – LCNCK Speech Language Pathologist (New Position)

Andrea Young – Assistant Principal at CJSHS (Repl. K. Muff)

Angela Peterson –Teacher at CMS (Repl. K. Alexander)

Cassidy Stenson – LCNCK Interrelated Teacher at CMS (New Position)

Mirra Flesher – 2<sup>nd</sup> Grade Teacher at CES (New Position)

Chrissy Henderson – 7-12<sup>th</sup> Grade English Language Arts Teacher (Repl. J. Acree)

Thomas Flax – 7-12<sup>th</sup> Grade Physical Education Teacher (Repl. K. Garst)

Mackenzie Bowers – 7-12<sup>th</sup> Grade Vocal Music Teacher (Repl. K. Knedler)

Tasha Pfizenmaier – Interrelated Teacher at USD#224 (New Position)

Liam Cunningham – 7-12<sup>th</sup> Grade English Language Arts Teacher (Repl. D. Mahin)

Allan Jackson – 7-12<sup>th</sup> Grade Vocation Ag Teacher (New Position)

Amanda Strnad – Interrelated Teacher at USD#109 East Elementary (Repl. A. Colby)

Paula Roegge – Interrelated Teacher at USD#224 Middle School (Repl. S. Scott)

Thomas DeBauche – Superintendent (Repl. Q. Breese)

Samantha Viereck – LCNCK Interrelated Teacher at CES (Repl. A. Romo)

Mistie Knox – Assistant Principal of Concordia Elementary School (Repl. K. Breese)

Amber Farha – Full Time 2<sup>nd</sup> Grade Substitute Teacher at CES (Repl. K. Will)

Jeffery Benyshek – 5<sup>th</sup> Grade Teacher at CMS (Repl. J. Benyshek)

Jayln Mettlen – CES Title Teacher (Repl. M. Pearson)

Sarah Santos – CMS School Counselor (Repl. K. Jackson)

Brain Myers – Curriculum Director (New Position)

Crystal Lowell – Full Time Substitute Teacher at CES/CMS

**Transfers:**

Hannah Koester – MTSS Math Teacher (New Position)

Joy Traugher – MTSS Reading Teacher (New Position)

Megan Pearson CES Title Teacher (Repl. J. Traugher)

Krystal Richard – X-fer from CES Librarian to CJSHS Librarian/MTSS (Repl. T. Retter)

Alexis Koops – X-fer from CJSHS Mathematics Teacher to LCNCK Interrelated Teacher at CES (Repl. G. Whitley)

JoDee Rothfuss – X-fer K-4 Student Technology Integration Specialist to CES Librarian (Repl. K. Richard)

Leah Loring – X-fer from CES to CJSHS School Counselor (S. Abram)

Krystin Will – X-fer from 2<sup>nd</sup> Grade Teacher to CES Technology Teacher (Repl. J. Rothfuss)

Rachel McVean – X-fer from Interim Assistant to .6 FTE Assistant Director of Special Education

Megan Pearson – Adding E.S.L. Director to current teaching position

Starla Balthazor – X-fer from 3<sup>rd</sup> Grade Teacher to CES School Counselor (Repl. L. Loring)

Stacey Scott – X-fer from Interrelated Teacher to Project Search Coordinator (Repl. L. McFadden)

Ashley Blain – X-fer from CES Principal to 7-12<sup>th</sup> Grade English Language Arts Teacher (New Position)

Ashley Blain – X-fer from 7-12<sup>th</sup> Grade English Language Arts Teacher to LCNCK Interrelated Teacher at USD#224 (Repl. P. Roegge)

Stacey Scott – X-fer from Interrelated Teacher at USD#224 to Project Search Coordinator (Repl. L. McFadden)

Paula Roegge – X-fer from Interrelated at USD#224 to Interrelated at CJSHS (Repl. B. Hartshorn)

Steven Joonas – X-fer from Interim Director of Special Education to Consultant of Special Education (New Position)

Curtis Noon – X-fer from Principal of Concordia Middle School to Principal of Concordia Elementary School (Repl. A. Blain)

Katie Jackson – X-fer from CMS School Counselor to Principal of Concordia Middle School (Repl. C. Noon)

Megan Pearson – X-fer from CES Title to 3<sup>rd</sup> Grade Teacher (Repl. S. Balthazor)

Leslie Girard – X-fer from Full Time CMS/CJSHS Art Teacher to .38 FTE Art Teacher at CJSHS only



**NAME****POSITION**

Updated 8/11/2025

**LCNCK New Hires**

Andrea Anderson	Para Educator at USD#108
Cindy Erickson	Para Educator at USD#109
Ashley Cleaveland	Para Educator at USD#109 (New Position)
Raegen Hinderliter	Para Educator at CES
Stacia Whitesell	Para Educator at CES (Repl. H. Houck)
Kiara Mikkelsen	Substitute Para/Teacher (pending KSDE Certificate)
Danielle Mahin	Substitute Para/Teacher
Tori Jessup-Genereux	Substitute Para/Office Substitute
Marissa Montague	Substitute Para/Teacher

**LCNCK Resignations**

Hailey Houck	Para Educator at CES
Kiara Mikkelsen	Para Educator at CHS

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

Adrianna Romo	Daycare Substitute
Julie Cory	Para Educator at CES (Repl. M. Montague)
Cynthia Atwell	Asst. Jr. High Volleyball Coach (Repl. K. Jackson)
Kiara Mikkelsen	Substitute Para/Teacher (pending KSDE Certificate)
Danielle Mahin	Substitute Para/Teacher
Tori Jessup-Genereux	Substitute Para/Office Substitute
Marissa Montague	Substitute Para/Teacher
Nancy Holbert	Adding Substitute Food Service (Current Para Sub)

**USD #333 Transfers****USD #333 Resignations****USD #333 Terminations****USD #333 Deceased**