



Monday, September 8, 2025
USD #333 USD333 Board of Education Regular Meeting

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

6:10 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
 - Building Report September 2025 - CES 3
 - Building Report September 2025 - CMS 8
 - Building Report September 2025 - CHS 11
 - Report September 2025 - Curriculum Director 12
 - Report September 2025 - CEF 13
 - Report September 2025 - Operations Director 14
 - Report September 2025 - Superintendent 15

7. Vote on Consent Items

C. PUBLIC COMMENTS

- Open Forum Guidelines 17

D. INFORMATION/UPDATE/COMMUNICATION

1. **Superintendent's Report**
 - Study Session -- **September 29th at 6:00pm**
 - Report September 2025 - Superintendent 20
2. **Operations Director's Report**
 - Facility Updates
 - Report September 2025 - Operations Director 22
3. **Curriculum Director's Report**
 - Report September 2025 - Curriculum Director 23
4. **Foundation Report**
 - Report September 2025 - CEF 24

5. **LCNCK Director's Report**

6. Purchase of new lawnmower

7. KASB Convention

E. **EXECUTIVE SESSION**

F. **BOARD ACTION ITEMS**

1. Adopt the 2025-2026 Budget

2. Adopt LOB Percentage

3. New Club/Organization Request -- HOSA

4. Agenda for Study Session

G. **CERTIFIED and CLASSIFIED PERSONNEL**

1. New Hires/Transfers/Resignations/Terminations of **CERTIFIED STAFF** for the **2025-2026** School Year (if needed)

2. New Hires/Transfers/Resignations/Terminations of **CLASSIFIED STAFF** for the **2025-2026** School Year (if needed)

Classified List 2

25

H. **FUTURE AGENDA ITEMS**

I. **ADJOURN**

CES Board Report

Sept | 2025



Attendance Winner: Mrs. Peltier's Class

1st **93.06%**

2nd **91.63%**

3rd **92.28%**

92.29%

4th **93.12%**

August Attendance Levels by Grade

Calendar

9-2 Tier Starts

9-5 Panther Pride

9-16 Constitution Day

9/26 Homecoming/Fall BBQ

9/29 Pie Meeting



Featured articles

Every day is a great day at CES.
Our word of the month is Respect.
School Marathon, Officer Visit- Dreams come
True, Color sorting, High School and College
Visitors.





PIE

Agust 2025

President: Michelle Ringer
VP: Mistie Stupka
Treasure: Jolene Pfeil
Secretary: Traci Snyder
Media: Ashely Hagen

Balance

Checking: \$4,862.14

Savings: \$12,473.12

Expenditures

Upcoming Events

Fall Red Wheel

T-Shirts

Holiday Shop

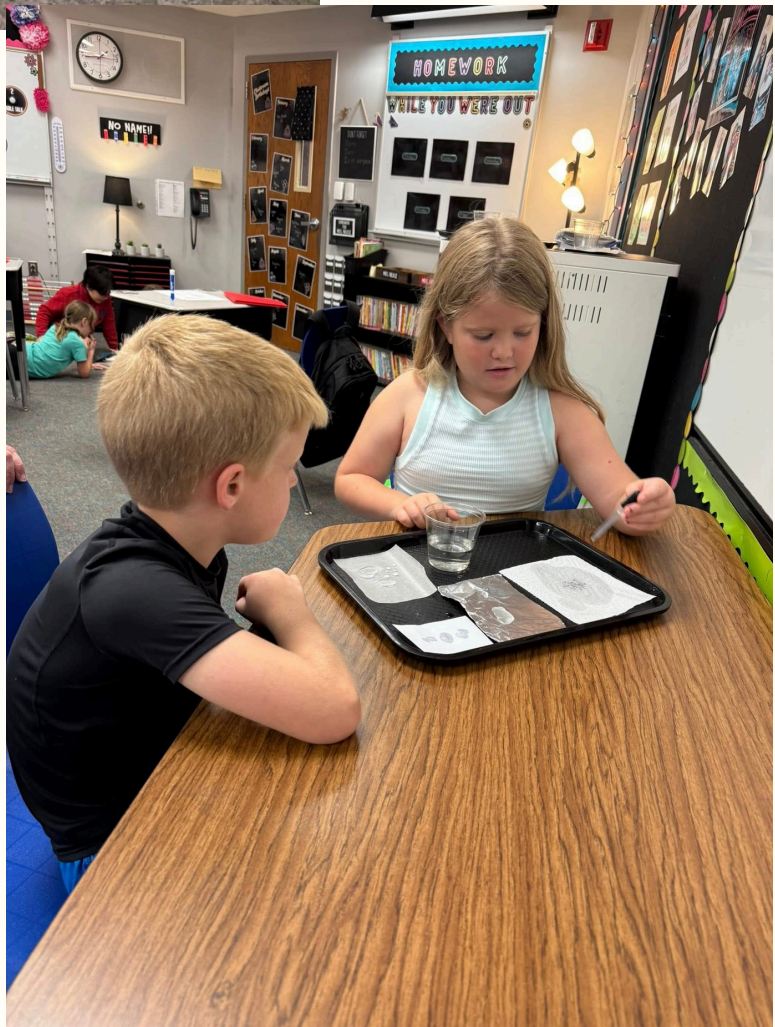
Carnival

Meetings Last Monday
of the month 5:30

Next Meeting

9/29







SEPTEMBER 2025

USD 333

CMS-SEPTEMBER



Current Enrollment

5th Grade
74 Students

6th Grade:
84 Students

Attendance Trends

5th Grade- 94%
6th Grade- 97%



Upcoming Events

September 9th- Picture Day

Several teachers will be attending the MTSS Symposium this year.

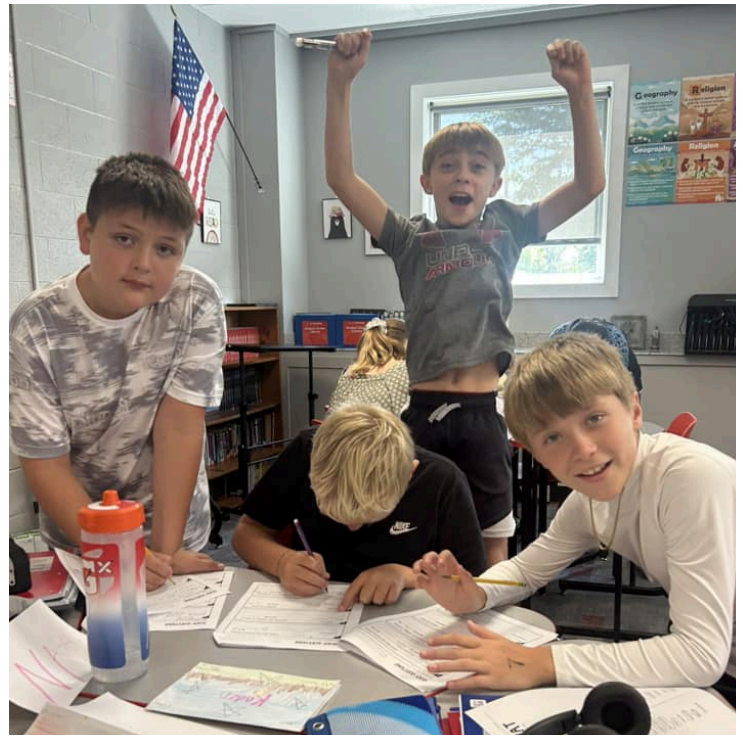
Week of September 29th-Book Fair

October 1st- 6th Grade Field Trip- P&M Pumpkin Patch-

October 9th-Cross Country Run

School Improvement Grant Highlights

Amy Wildeman (At-Risk Para) is essential to our school's success. She provides targeted academic and behavioral support through small-group reteaching, one-on-one interventions, and in-the-moment coaching. She also steps in wherever needed—offering an extra set of hands, strengthening supervision, and ensuring smooth transitions. Her impact shows up in the details: on-the-spot classroom support that helps teachers differentiate and maintain strong routines as well as consistent follow-through with at-risk students, improving attendance, work completion, and confidence.



Board Report CJSHS 9/9/25

Building Enrollment Count

7: 99
8: 89
9: 87
10: 92
11: 106
12: 69

Total: 542

Highlights from CJSHS

Students in grades 7-11 completed Fastbridge testing for initial screenings to begin the year. These results coupled with classroom assessments and previous KAP scores are utilized to place students in appropriate MTSS classes.

Fall athletic seasons are off and moving. Teams competing at the high school level are Girls Golf, Girls Tennis, Cross Country, Volleyball, and Football. At the junior high level we offer football, volleyball, and cross country. Our new athletic website is up and running as well with Skyler Hittle adding rosters, schedules, etc.

Looking forward we will have a guest speaker on Wednesday, September the 10th. Jared Estes will be speaking to our students about his personal story of overcoming incredible life challenges. Monica Thayer with K-State Extension - River Valley District has made this presentation possible with their generous funding. [▶ Jared Estes Keynote Preview Video](#)

Our weekly building attendance rate has been between 96% and 92% thus far.



Thomas DeBauche
Superintendent

Kelly Struebing
Executive Director
of Operations

Brian Myers
Executive Director
of Curriculum

Chad Eshbaugh
CJSHS Principal

Andrea Rairden
CJSHS Assistant
Principal/Assistant
Athletic Director

Skyler Hittle
CJSHS Athletic
Director/CJSHS
Assistant Principal

Katie Jackson
CMS Principal

Curtis Noon
CES Principal

Mistie Knox
CES Assistant
Principal

**BOARD OF
EDUCATION**

Brad Berk
President

Mike Cleveland
Vice President

John Culley

Nancy Owen

Amber Lambertz

Jenny Parker

Lindsay Metcalf

September 8, 2025
Curriculum Director Report for BOE

Curriculum Updates

- Visited with HMH Rep about our current curriculum. ELA and SS expire at the end of this school year for all K-12. Began talks with admin evaluating current resources and started developing a plan to move forward.

Testing Updates

- KELPA Screeners for all grades have been started
- TASC uploads in KITE are complete, as new students enroll they will be added
- Students with IEPs who will take alternate assessments have been identified
- Fastbridge Screeners have been completed and sorting for MTSS has started

Other

- Attended Professional Development training from Greenbush on August 28th
- Will attend MTSS Symposium on September 10-11
- Will attend KSDE mandated State Testing training on September 16th

#concordiaproud

TRUST OWNERSHIP CULTURE

AN EQUAL EMPLOYMENT/EDUCATIONAL OPPORTUNITY AGENCY



Education Fund Website

USD 333 EDUCATION FUND

SEPTEMBER

2025

*Engaged Learning
Effective Teaching
Trusting Relationships*

Contributions \$243,667
New Grants \$906,407



Items available at:

<https://team-333.spiritsale.com>



*Digital kiosk sponsored
by the family of
William (Bill) Dotson*

State and American mile run record holder
CHS Graduate 1958



**USD 333
Education accounts**

USD 333
Education Fund
and
USD 333 Education
Endowed Account!

GRANTS AND DONOR GIFTS

- Designate \$5,000 gift from Bill Dotson family for CHS Hall of Champions
- \$500 from Amy (Anderson) Applebee family for CHS Hall of Champions
- \$500 from Kevin & Kim Muff family for CHS Hall of Champions

APPLICATIONS AND CURRENT PROJECTS

- CHS Hall of Champions
- Bill Dotson Memorial
- New "Gaga Ball" for CMS from Amanda Hilliard
- Decodable books for all CES classrooms
- School Improvement 1003(a) federal grant - professional development
- Stronger Connections federal grant - evaluation
- Patterson Early Childcare and Rural Educator grants - reports

- Parking Lot - North of High School Paving and striping are completed.
 - City provided No Parking Signs – South and West Sides
 - Sidewalks, Curb, and Guttering
 - Alley update/idea
 - Parking Pole lights
 - District Fiber – All Buildings/Systems are running on the new fiber
- CES Windows Double Casement – excessive weather rot
 - Triple hug to follow
- Mower Purchase rider and push

In Progress:

- District Vans – Estimated delivery date mid-September

Upcoming Projects:

- CES Roof – Summer ~ 26'
- CJHS/CHS Roof - Phased 25-26 (Working on bid specs)
- CJSHS - Cupola (repeated storm damage)

Additional Notes:



TRUST OWNERSHIP CULTURE

Unified School District No. 333

Administrative Offices

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

Thomas DeBauche
Superintendent

Kelly Struebing
Executive Director
of Operations

Brian Myers
Curriculum
Director

Chad Eshbaugh
CJSHS Principal

Andrea Young
CJSHS Assistant
Principal/Assistant
Athletic Director

Skyler Hittle
CJSHS Athletic
Director

Katie Jackson
CMS Principal

Curtis Noon
CES Principal

Mistie Knox
CES Assistant
Principal

**BOARD OF
EDUCATION**

Brad Berk
President

Mike Cleveland
Vice President

John Culley

Nancy Owen
Amber Lambertz

Jenny Parker

Lindsay Metcalf

Date: September 8th, 2025

Report By: Tom DeBauche

Enrollment Update:

I will provide an update to the enrollment numbers.

USD 334 Update:

Each area superintendent has sent in their “descriptions” of the new district boundaries. These will be shared with the SBOE in the October meeting.

Champions for Schools

Parents and advocates for public education from across Kansas are invited to attend a dinner/seminar to discuss the issues at hand. This event is free of charge and dinner will be provided.

- Tuesday August 28th
- 6:30-8:30
- Smoky Hill Service Center-Salina

Legislative Listening Tour

9/16 NCK Tech Beloit- 12:00-1:30

9/19 Virtual 11:30-1:00

Attendance Update

| School | Week 1 | Week 2 | Week 3 |
|--------|--------|--------|--------|
| CHS | 95% | 95% | 95% |
| CMS | | | |
| CES | | | |

#concordiaproud

TRUST OWNERSHIP CULTURE

AN EQUAL EMPLOYMENT/EDUCATIONAL OPPORTUNITY AGENCY



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



TRUST OWNERSHIP CULTURE

Unified School District No. 333

Administrative Offices

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

Thomas DeBauche
Superintendent

Kelly Struebing
Executive Director
of Operations

Brian Myers
Curriculum
Director

Chad Eshbaugh
CJSHS Principal

Andrea Young
CJSHS Assistant
Principal/Assistant
Athletic Director

Skyler Hittle
CJSHS Athletic
Director

Katie Jackson
CMS Principal

Curtis Noon
CES Principal

Mistie Knox
CES Assistant
Principal

**BOARD OF
EDUCATION**

Brad Berk
President

Mike Cleveland
Vice President

John Culley

Nancy Owen
Amber Lambertz

Jenny Parker

Lindsay Metcalf

Date: September 8th, 2025

Report By: Tom DeBauche

Enrollment Update:

I will provide an update to the enrollment numbers.

USD 334 Update:

Each area superintendent has sent in their “descriptions” of the new district boundaries. These will be shared with the SBOE in the October meeting.

Champions for Schools

Parents and advocates for public education from across Kansas are invited to attend a dinner/seminar to discuss the issues at hand. This event is free of charge and dinner will be provided.

- Tuesday August 28th
- 6:30-8:30
- Smoky Hill Service Center-Salina

Legislative Listening Tour

9/16 NCK Tech Beloit- 12:00-1:30

9/19 Virtual 11:30-1:00

Attendance Update

| School | Week 1 | Week 2 | Week 3 |
|--------|--------|--------|--------|
| CHS | 95% | 95% | 95% |
| CMS | | | |
| CES | | | |

#concordiaproud

TRUST OWNERSHIP CULTURE

AN EQUAL EMPLOYMENT/EDUCATIONAL OPPORTUNITY AGENCY

- Parking Lot - North of High School Paving and striping are completed.
 - City provided No Parking Signs – South and West Sides
 - Sidewalks, Curb, and Guttering
 - Alley update/idea
 - Parking Pole lights
 - District Fiber – All Buildings/Systems are running on the new fiber
- CES Windows Double Casement – excessive weather rot
 - Triple hug to follow
- Mower Purchase rider and push

In Progress:

- District Vans – Estimated delivery date mid-September

Upcoming Projects:

- CES Roof – Summer ~ 26'
- CJHS/CHS Roof - Phased 25-26 (Working on bid specs)
- CJSHS - Cupola (repeated storm damage)

Additional Notes:



Thomas DeBauche
Superintendent

Kelly Struebing
Executive Director
of Operations

Brian Myers
Executive Director
of Curriculum

Chad Eshbaugh
CJSHS Principal

Andrea Rairden
CJSHS Assistant
Principal/Assistant
Athletic Director

Skyler Hittle
CJSHS Athletic
Director/CJSHS
Assistant Principal

Katie Jackson
CMS Principal

Curtis Noon
CES Principal

Mistie Knox
CES Assistant
Principal

**BOARD OF
EDUCATION**

Brad Berk
President

Mike Cleveland
Vice President

John Culley

Nancy Owen

Amber Lambertz

Jenny Parker

Lindsay Metcalf

September 8, 2025
Curriculum Director Report for BOE

Curriculum Updates

- Visited with HMH Rep about our current curriculum. ELA and SS expire at the end of this school year for all K-12. Began talks with admin evaluating current resources and started developing a plan to move forward.

Testing Updates

- KELPA Screeners for all grades have been started
- TASC uploads in KITE are complete, as new students enroll they will be added
- Students with IEPs who will take alternate assessments have been identified
- Fastbridge Screeners have been completed and sorting for MTSS has started

Other

- Attended Professional Development training from Greenbush on August 28th
- Will attend MTSS Symposium on September 10-11
- Will attend KSDE mandated State Testing training on September 16th

#concordiaproud

TRUST OWNERSHIP CULTURE

AN EQUAL EMPLOYMENT/EDUCATIONAL OPPORTUNITY AGENCY



Education Fund Website

USD 333 EDUCATION FUND

SEPTEMBER

2025

*Engaged Learning
Effective Teaching
Trusting Relationships*

Contributions \$243,667
New Grants \$906,407



Items available at:

<https://team-333.spiritsale.com>



*Digital kiosk sponsored
by the family of*
William (Bill) Dotson

State and American mile run record holder
CHS Graduate 1958



**USD 333
Education accounts**

USD 333
Education Fund
and
USD 333 Education
Endowed Account!

GRANTS AND DONOR GIFTS

- Designate \$5,000 gift from Bill Dotson family for CHS Hall of Champions
- \$500 from Amy (Anderson) Applebee family for CHS Hall of Champions
- \$500 from Kevin & Kim Muff family for CHS Hall of Champions

APPLICATIONS AND CURRENT PROJECTS

- CHS Hall of Champions
- Bill Dotson Memorial
- New "Gaga Ball" for CMS from Amanda Hilliard
- Decodable books for all CES classrooms
- School Improvement 1003(a) federal grant - professional development
- Stronger Connections federal grant - evaluation
- Patterson Early Childcare and Rural Educator grants - reports

NAME**POSITION**

Updated 9/8/2025

LCNCK New Hires

| | |
|---------------|---|
| Shelby Parker | Para Educator at CJSHS (Repl. H. Smith) |
| Kelly Kimerer | Substitute Teacher/Para (Pending Paperwork) |

LCNCK Resignations

| | |
|-----------------|-------------------------------------|
| Melissa Sanchez | Parents As Teachers Parent Educator |
| Kiara Mikkelsen | Substitute Para Educator |

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

| | |
|---------------|---|
| Karen Barrett | CAP (Additional to current FS) |
| Kelly Kimerer | Substitute Teacher/Para (Pending Paperwork) |

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

| | |
|-----------------|--------------------------|
| Gene Rundus | Head Boys Golf Coach |
| Dustin Bender | Head Baseball Coach |
| Kiara Mikkelsen | Substitute Para Educator |

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