



**Monday, January 19, 2026**  
**USD #333 USD333 Board of Education Special 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. BOARD ELECTION OF OFFICERS AND NEW MEMBER OATH**

1. Election of 2026 BOE President
2. Election of 2026 BOE Vice President
3. Appoint Member of KASB Governmental Relations Network
4. Appointment of Cloud Corp Board of Directors
5. Appoint Negotiations Board Team

**C. 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 {CES, CMS, CHS}  
Building Report January 2026 - CES 3  
Building Report January 2026 - CMS 7  
Building Report January 2026 - CHS 13

7. Vote on Consent Items

**D. PUBLIC COMMENTS**

- Open Forum Guidelines 15

**E. INFORMATION/UPDATE/COMMUNICATION**

1. MTSS
2. **Superintendent's Report**  
Report January 19, 2026 - Superintendent 18
3. **Operations Director's Report**  
Report January 2026 - Operations Director 21
4. **Curriculum Director's Report**  
Report January 2026 - Curriculum Director 22
5. **Foundation Report**

6. **LCNCK Director's Report**

Report January 2026 - LCNCK Director

24

7. New Teacher Academy

8. Strategic Plan

F. **EXECUTIVE SESSION**

G. **BOARD ACTION ITEMS**

1. January 2026 Organizational Meeting

2. Board Policy Updates --- December 2025

3. Neighborhood Revitalization Plan 2026 {NRP}

4. Fall Supplemental Contracts

Supplemental Renewal - Fall Head Coaches (1)

26

5. Lines of Communication

6. District Admin Contracts

Kelly Struebing

Brian Myers

H. **CERTIFIED and CLASSIFIED PERSONNEL**

1. New Hires/Transfers/Resignations/Terminations of **CERTIFIED STAFF** for the **2025-2026** or the **2026-2027** School Year (if needed)

Certified List2

27

2. New Hires/Transfers/Resignations/Terminations of **CLASSIFIED STAFF** for the **2025-2026** or the **2026-2027** School Year (if needed)

Classified List3 {Updated}

31

I. **FUTURE AGENDA ITEMS**

J. **ADJOURN**

# CES Board Report

---

Jan | 2026

---



|      |        |
|------|--------|
| PreK | 92.57% |
| Kdg  | 97.79% |
| 1st  | 97.42% |
| 2nd  | 96.81  |
| 3rd  | 96.53  |
| 4th  | 98.00  |

Levels held steady between Nov and Dec only changing fractions of a percent.

## Calendar

Jan 19<sup>th</sup> No School Teacher PLC

23rd- PIE Carnival

26th PIE Meeting

27<sup>th</sup> Naep test 4<sup>th</sup> grade

Feb 6<sup>th</sup> Brown Grand Play

Feb 9th Flex Work Day



# Featured articles

Every day is a great day at CES.  
 Our word of the month is perseverance.  
 KMEA All-State Elementary Honor Choir, Jr.  
 High Choir Singing Christmas Carols at lunch,  
 nursing home visits, food bank donations, and  
 Sheldon the Tortoise came to visit students  
 who made their goals.



*Congratulations!*  
**Staff Of The Month**



**Jill Krier**

Jill was nominated for her dedication to students and the supportive, engaging environment she creates each day. She consistently goes above and beyond by planning ahead, maintaining strong communication, and ensuring students feel confident to think creatively and explore new ideas. Her intentional support makes a meaningful impact!



**Joy Traugher**

Joy was nominated for her leadership, creativity, and commitment to supporting both students and staff. She has been a trusted mentor, providing guidance, organization, and meaningful support to teachers while ensuring each grade level has the resources and data needed to meet student needs. Through her thoughtful planning and fresh ideas, Joy has strengthened the reading program at CES and revitalized events like Literacy Night, making a positive impact!



**Sam Viereck**

Sam was nominated for the positive, caring presence she brings to every interaction with students. She consistently prioritizes strong relationships, creating a safe and welcoming environment where students feel valued and excited to connect with her. Even in challenging situations, Sam places student well-being first and approaches her work with compassion, respect, and a genuine love for kids.



**Scott Hale**

Scott was nominated for his dedication to keeping our school clean, safe, and welcoming for students, staff, and visitors. He is reliable, detail-oriented, and always willing to help wherever needed, building positive relationships with students throughout the day. From maintaining our building and grounds to ensuring walkways and playgrounds are safe, Scott consistently goes above and beyond. The pride he takes in his work and his positive attitude make a meaningful difference in our school.

Staff are nominated by their coworkers for the monthly Braggin' Wagon recognition!



Thank you!

Preschool children received new learning activities from USD 333 Education Fund donors

**USD 333 Education Fund**



# PIE

**Jan 2025**

President: Michelle Ringer

VP: Mistie Stupka

Treasure: Jolene Pfeil

Secretary: Traci Snyder

Media: Ashely Hagen

\$7062- Redwheel Profit  
\$760 opt out donations

## **Balance**

Checking: \$10,615.35

Savings: \$12,473.12

## **Expenditures**

## **Upcoming Events**

T-Shirts

Holiday Shop

Carnival

Meetings Last Monday  
of the month 5:30

## **Next Meeting**

**1/26**

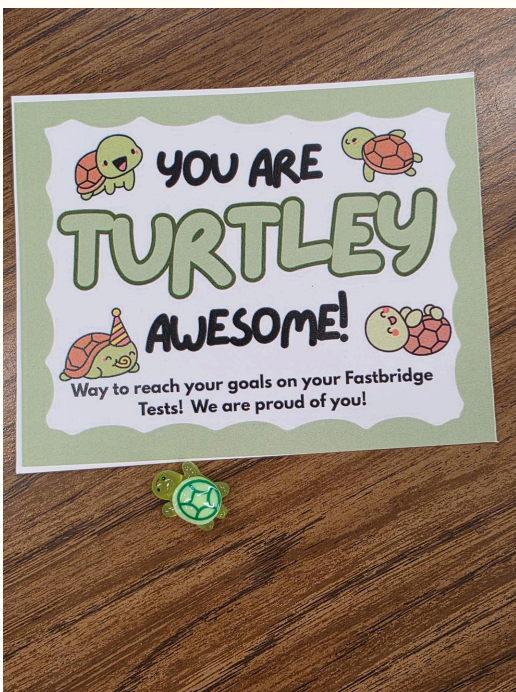




I am ready for  
a great day!

I believe in  
myself!

I trust  
that I will  
accomplish



My Goals and  
Dreams!

JANUARY 2026

USD 333

# CMS-JANUARY

## December Attendance

5<sup>th</sup> Grade- 97%

6<sup>th</sup> Grade- 93%

## Current Enrollment

5<sup>th</sup> Grade -70 Students

6<sup>th</sup> Grade-84 Students



Six<sup>th</sup>-grade Leadership students took turns being bell ringers!

Thank you Sarah Santos for giving the students this opportunity!



## Upcoming Events

January 19th-PLC Day

January 20 and 21st-Cosmosphere Outreach 5<sup>th</sup> Grade

February 9th-PLC Day

February 10<sup>th</sup>- Family Science Night

## CMS Highlights!

Students and staff participated in a door decorating contest.



---

## CMS Highlights!

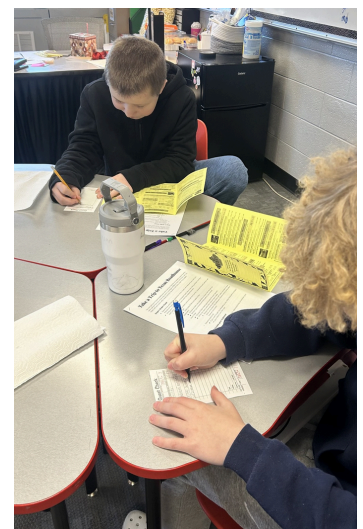
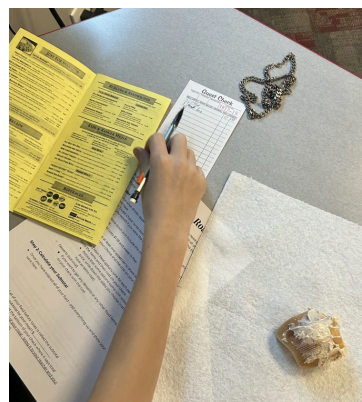
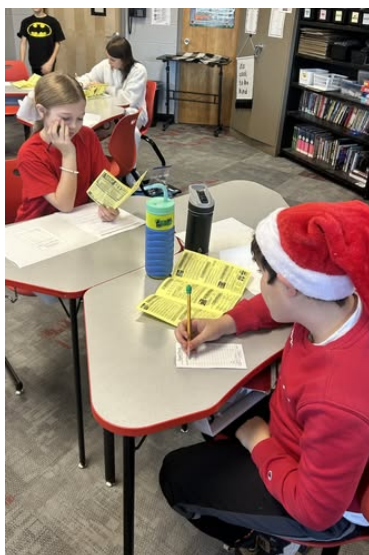
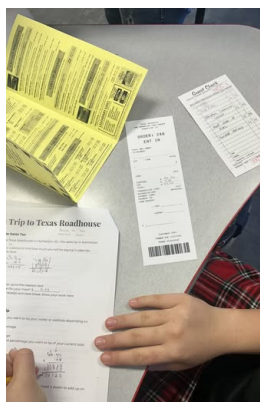
Congratulations to Nash Brooks and Kahlan Metcalfe for making the 2026 Middle Level All-State Choir.



Congratulations to Kynsley Miller for making the 2026 Elementary All-State Choir.



With collaboration between our 6th-grade teachers and our instructional coach, our 6th-grade students completed a Texas Roadhouse menu math project, where they practiced real-world skills such as adding, subtracting, and multiplying decimals, calculating sales tax and tips, signing a receipt, and ordering a full meal while staying within a budget. A fun and practical way to bring math to life!



# STUDENT OF THE MONTH

## November

### Student of the **MONTH**

*5th Grade Student for  
November*

## **WYATT SEWARD**

*Congratulations to Wyatt Seward, our November Student of the Month! He is a kind and respectful classmate who treats everyone with fairness and positivity. He is always on task, gives his best effort in every subject, and sets a great example for others through his hard work. His sense of humor and positive attitude make our classroom a fun and welcoming place to learn. Way to go, Wyatt! We are proud of you!*

*Homeroom: Bogart*



**Way to go Wyatt!**

### Student of the **MONTH**

*6th Grade Student for  
November*

## **RYLAN SAVENER**

*Our 6th Grade Student of the Month is Rylan Savener. Rylan is a quiet leader who sets a positive example every day. He is a hardworking student who always does his best and pushes himself to excel academically. Rylan consistently follows directions the first time, shows respect to his teachers and classmates, and treats everyone with kindness. We're so proud to recognize him for his leadership, dedication, and outstanding character!*

*Home Room: Mrs. James*



**Way to go Rylan!**

---

# STUDENT OF THE MONTH

## December

### Student of the **MONTH**

*5th Grade Student for*

*December*

**LOGAN**

**RUGG**

*Logan is always ready to help anyone who needs it. He stays focused on what we're working on and shows a strong desire to learn every day. He is kind to others and brings a positive attitude to our classroom. We're proud to recognize him for all his hard work this month!*

*Homeroom: Pounds*



**Way to go Logan!**

### Student of the **MONTH**

*6th Grade Student for*

*December*

**EMILIA**  
**ROURKE**

*Emilia is consistently on task and uses her time wisely, demonstrating responsibility and maturity beyond her years. She is always willing to help others and approaches every interaction with kindness and patience. Her positive attitude contributes to a supportive classroom environment where everyone feels welcome. Emilia truly embodies what it means to be a leader, and she is very deserving of this recognition.*

*Homeroom: Mrs. Collins*



**Way to go Emilia!**

# STUDENT OF THE MONTH

## January



### Student of the **MONTH**

5th Grade Student for

January  
**RONAN  
HARRIS**

*Ronan is consistently kind to everyone around him and is always willing to lend a helping hand to classmates and teachers. He brings a positive attitude into the classroom each day, and his great jokes have a way of keeping everyone smiling and motivated. Ronan's kindness, helpful nature, and ability to brighten our days make him a wonderful role model. Congratulations, Ronan!*

Homeroom: Benyshek



**Way to go Ronan!**



### Student of the **MONTH**

6th Grade Student for

January  
**EMMA  
GILSDORF**

*Emma consistently demonstrates outstanding academic achievement and an incredible work ethic. She is kind to her classmates, respectful to her teachers, and always puts forth her very best effort. Emma is a positive role model who leads by example, and she is always willing to lend a helping hand. She follows directions the first time, steps up without being asked, and makes our classroom a better place every day. We are so proud to recognize Emma for her dedication, character, and leadership!*

Homeroom: Mrs. James



**Way to go Emma!**

# Board Report CJSHS 1/19/26

## **Building Enrollment Count**

7: 95  
8: 87  
9: 85  
10: 91  
11: 105  
12: 68

**Total: 531**

### Highlights from CJSHS

On January 5th we met as building staff to begin second semester. Areas of focus included a review of expectations with classroom management, an update on our Instructional Thermometer walk through tool, state assessment proctoring protocols, and curriculum alignment work within teams.

Special thanks to our counselors, Josh Brown and Leah Loring, for working to make the transition from first to second semester as smooth as possible with schedules. We have already begun working with juniors on enrollment for next fall this month.

Our fine arts department held their holiday performances the last two weeks of first semester. The students and teachers did an amazing job of performing and spreading some much needed holiday cheer.

Winter sports is in full swing right now with our boys and girls basketball teams heading to Colby for their mid season basketball tournament. Both teams will play three games against teams from throughout the region in a variety of KSHSAA classifications. Our girls and boys wrestling teams have been in action and are ready to hit some of their biggest tournaments of the year including Beloit and Rose Hill. JH girls basketball finished up with our 7th grade girls winning the NCKL league championship this season. JH girls wrestling and JH boys basketball begin competitions this week as their seasons began the first of the year.

The high school will host our regional NCK Professional Development Day on January 19th. Faculty from across the region will come together to attend breakout sessions and share ideas and strategies to support students, teachers, and administrators in the process of quality education.

USD #333 and local community organizations have invited parents and students to attend a Parent/Student Engagement night on January 28th at CHS. This meeting and the breakout

sessions within the meeting will be an opportunity for all of the stakeholders to come together to support our students as they navigate an ever changing social environment.

The Juvenile Corrections Advisory Board (JCAB) for the 12th Judicial District has created a grant funded community program based on National Curriculum and Training Institute (NCTI) cognitive-behavior based curriculum. This year the JCAB wanted to help schools that are focusing on truancy issues. As part of our district initiative to reduce chronic absenteeism CJSHS will begin to introduce this curriculum into our MTSS structure in the second semester.

- [Truancy Curriculum Spotlight: Building a Path Back to Educational Success - NCTI](#)

- [Truancy - NCTI](#)

Our weekly building attendance rate has been between 96% and 90% thus far this school year for the junior high and high school. Illness has definitely been an issue this week as we have had an abnormally high number of students ill. We continue to work with students, faculty and the community to identify and support students who are trending towards chronic absenteeism.



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 7<sup>th</sup> Street Concordia, Kansas 66901-2803  
 Phone: (785) 243-3518 Fax: (785) 243-8883  
 www.usd333.com

**Date:** January 12th, 2026  
**Report By:** Tom DeBauche

**Enrollment Update:**

| <b>1/12/2026 Headcount Table</b> |                                |                                |                                |
|----------------------------------|--------------------------------|--------------------------------|--------------------------------|
|                                  | <b>CES Headcount 9/20/25</b>   | <b>CES Headcount 12/3/25</b>   | <b>CES Headcount 1/12/26</b>   |
| Pre-K                            | 57                             | 63                             | 62                             |
| Kindergarten                     | 75                             | 74                             | 72                             |
| 1st Grade                        | 72                             | 70                             | 71                             |
| 2nd Grade                        | 81                             | 79                             | 78                             |
| 3rd Grade                        | 64                             | 67                             | 67                             |
| 4th Grade                        | 89                             | 91                             | 91                             |
| <b>CES TOTAL</b>                 | <b>438</b>                     | <b>444</b>                     | <b>441</b>                     |
|                                  | <b>CMS Headcount 9/20/25</b>   | <b>CMS Headcount 12/3/25</b>   | <b>CMS Headcount 1/12/26</b>   |
| 5th Grade                        | 73                             | 71                             | 70                             |
| 6th Grade                        | 83                             | 84                             | 84                             |
| <b>CMS TOTAL</b>                 | <b>156</b>                     | <b>155</b>                     | <b>154</b>                     |
|                                  | <b>CJSHS Headcount 9/20/25</b> | <b>CJSHS Headcount 12/3/25</b> | <b>CJSHS Headcount 1/12/26</b> |
| 7th Grade                        | 98                             | 95                             | 95                             |
| 8th Grade                        | 88                             | 87                             | 87                             |
| 9th Grade                        | 87                             | 85                             | 85                             |
| 10th Grade                       | 91                             | 91                             | 91                             |
| 11th Grade                       | 106                            | 107                            | 105                            |
| 12th Grade                       | 71                             | 71                             | 71                             |
| <b>CJSHS TOTAL</b>               | <b>541</b>                     | <b>536</b>                     | <b>534</b>                     |
| <b>District Totals</b>           | <b>9/20/2025</b>               | <b>12/3/2025</b>               | <b>1/12/2026</b>               |
| <b>District Totals</b>           | <b>1,135</b>                   | <b>1,135</b>                   | <b>1,129</b>                   |

**Cell Phone Policy**

SB 302- Statewide cellphone ban in K-12 schools.

Bipartisan support.

Requires all public/private K-12 schools to develop policies to ban cell phones bell-bell.

Leadership in both the house and senate strongly support the bill

The only exception would be IEP/504.

- 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 Lambert**
- Jenny Parker**
- Lindsay Metcalf**

#concordiaproud

TRUST OWNERSHIP CULTURE

AN EQUAL EMPLOYMENT/EDUCATIONAL OPPORTUNITY AGENCY

## **BOE District Boundaries**

Last month, our district formally accepted the portion of dissolved territory for USD 334. As part of this process, state law (K.S.A. 72-1077) requires a review of our Board Member District boundaries to ensure that they remain compliant with any transfer of territory. Under statute, whenever a district's boundaries change, either through accepting or releasing territory, the board must determine whether the new configuration requires adjustments to our existing board member districts.

- The board must assign any newly acquired territory to one or more existing board member districts by resolution.
- If the addition of territory creates population imbalances where any board member district is more than 5% above or below the mean population, the Board is required to redraw boundaries so that each district falls within the allowable range.
- Boundaries must be drawn as compact and as equal in population as possible, using whole voting precincts where practical and whole census blocks if precinct alignment is not possible.

### **Timing**

- No boundary adjustments may be made within 90 days of a regular school board election.
- Any required adjustments must be completed no later than 60 days before the next regular school board election.
- Once the Board adopts a boundary adjustment resolution, the board must:
  - Publish the resolution in a newspaper within 2 weeks.
  - Notify the county election officer in writing of the updated district boundaries.

### **How this applies to our district:**

- All of the districts receiving territory will be required to conduct this statutory review during the coming year. This will include
  - Collaborating with county election officer to obtain updated population estimates based on the most recent census data.
  - Evaluating population balance across the existing board member district with the newly added territory.
  - Assigning new territory to a board member district via resolution.
- Redrawing boundaries, if necessary, to meet statutory compactness and population requirements.
- Ensuring all required steps are completed before the next board election filing period.

This is just informational, I will bring forward a more detailed plan and timeline in the coming months.

## **Facility Audit**

I will share the work that we have done so far to get started on facility audit.

## Attendance Update

| Chronically Absent Report |       |        |                    |                    |
|---------------------------|-------|--------|--------------------|--------------------|
| Grade                     | 25/26 | 24/25  | 25/26 School Total | 24/25 School Total |
| KDG                       | 8%    |        |                    |                    |
| 1st                       | 12%   | 20.51% |                    |                    |
| 2nd                       | 6%    | 10.59% |                    |                    |
| 3rd                       | 8%    | 9.72%  |                    |                    |
| 4th                       | 2%    | 10.99% | 7%                 | 12.84%             |
| 5th                       | 5%    | 12.66% |                    |                    |
| 6th                       | 5%    | 17.65% | 5%                 | 21.16%             |
| 7th                       | 11%   | 24%    |                    |                    |
| 8th                       | 14%   | 21.21% |                    |                    |
| 9th                       | 17%   | 14.13% |                    |                    |
| 10th                      | 15%   | 22.34% |                    |                    |
| 11th                      | 24%   | 23.85% |                    |                    |
| 12th                      | 22%   | 17.81% | 17%                | 20%                |
| Whole District            | 12%   | 17.65% |                    |                    |

**CHS Sewer** - We are continuing to work with local contractors to help resolve the sewer issues in the girls' varsity locker room and nearby bathrooms. Over break, Randy LeDuc sent a camera down to inspect the cause of the problems. The cast iron pipes have several spots with corrosion buildup, which is causing blockages and backups. Randy is proposing that we line approximately 85 feet of pipe. I will have a quote for you next month.

**CTE Space & Storage Project – \*Update permitting and shed have been completed. Estimated delivery time 4 weeks.**

Space has been an ongoing issue for CTE programs, particularly for project storage and overall program space. After meeting with Allan, Dan, Krystal and Bill, we determined that we can reconfigure the existing CTE area more efficiently. This reconfiguration will accommodate the small engine program and provide dedicated storage for all other CTE programs.

**CHS 2026-2030 Chromebook Rotation** - Evaluation in progress (Specs, repairability, curriculum needs)

#### **In Progress:**

- CHS Retaining
- CHS roof bid specs
- Concrete Gutter System at CHS
  
- CES Windows – excessive weather rot
  - Triple hung – End of March
  
- Parking Lot - North of High School:
  - Landscaping - Rock north of sidewalk and west side (near the retaining wall), plant grass south side of sidewalk
  
- E-Rate file 470 has been filed – Bid evaluations

#### **Upcoming Projects:**

- CES Roof – Summer ~ 26' Looking for the right solutions, estimated cost is around 1.2-1.4 million
- CJSHS - Cupola (repeated storm damage)
- 7-12 Student Chromebook rotation - Summer 26

#### **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**

January 19, 2026  
Curriculum Director Report for BOE

**Curriculum Updates**

- Teachers have multiple zooms scheduled for both ELA and HGSS presentations with companies. Occurring at their respective schools to limit time out of the classroom.

**Testing Updates**

- Juniors have been uploaded for the ACT and interim assessment window has opened.

**Other**

- NCKPD day on January 19th. Two Keynote presentations with 17 unique options for teachers to choose from for the other sessions.

#concordiaproud

**TRUST OWNERSHIP CULTURE**

AN EQUAL EMPLOYMENT/EDUCATIONAL OPPORTUNITY AGENCY



**Education Fund Website**

# USD 333 EDUCATION FUND

JANUARY | 2026

*Engaged Learning  
Effective Teaching  
Trusting Relationships*

**Contributions \$268,264**  
**New Grants \$956,005**



Items available at:  
<https://team-333.spiritsale.com>



Education Fund provides gifts to Preschool classes



Family of Bill Dotson sponsors Panther Legacy Hall digital kiosk



**community foundation**  
FOR CLOUD COUNTY

**USD 333 Education Endowed Account**

**\$11,240**  
in Match Month!

earned \$6,210 CFCC match!

### GRANTS AND DONOR GIFTS

Addition of \$48,598 to Stronger Connections grant

Receiving USD 333 staff planned gifts through payroll deduction plan.

Advisory Team decided to fund these projects:

- Vision Screener
- CES Student Sensory Space
- CES playground fencing on east side (partner with others)
- CMS playground additions

### APPLICATIONS AND CURRENT PROJECTS

USD 333 staff Payroll Deduction Plan for Education Fund giving.

Recognition of Panther Legacy trophy case sponsors.

Professional Learning and creation of *Instructional Guide Tool* with Dr. Kelly Gillespie.

Recruit. Retain. and Rise. initiative - developing guidelines for future student reimbursement plans.

Kansas Preschool Pilot and other grant applications.

## LCNCK Special Education Director Board Brief

January 2026

### Celebrations

- Certified staff changes made mid-year went very well. Staff and administration involved were highly professional and worked collaboratively to ensure a smooth transition for students.

### Staffing Updates

- New Open Positions:
  1. USD 109 – Paraeducator (Grades 6–8)
  2. USD 109 – Paraeducator (Grades 9–12)
  3. USD 224 – Paraeducator (Grades 4–6)
  4. USD 224 – Paraeducator (Grades 9–12)
  5. USD 109 – Early Childhood Special Education Teacher

### Professional Development

- New Teacher Orientation:

New Teacher Orientation is held monthly, providing essential onboarding and ongoing support for new staff.
- Beginning-of-the-Year PD Planning:

The team is beginning to focus on planning Beginning-of-the-Year professional development for both classified and certified staff.
- Documentation Updates:

Conference summaries and C-Time minutes are being added back into WebKIDS and IEPs.

### Assessments & Planning

- Assessment Discussions:

Assessment discussions continue with the Board of Superintendents. Additional discussions for the upcoming year will begin at the December 16 Superintendent Meeting to allow ample time for review and collaboration.

### Compliance

- Maintenance of Effort (MOE):

The Maintenance of Effort (MOE) report has been completed and submitted to the Kansas State Department of Education (KSDE).



|               | <b>FTE</b> | <b>POSITION</b> | <b>NAME</b>   | <b>NOTES</b> | <b>Date Approved</b> |
|---------------|------------|-----------------|---------------|--------------|----------------------|
| Football      | 1          | Head Coach      | Brad Wildeman |              | 1-19-2026            |
| Volleyball    | 1          | Head Coach      | Kayla Garst   |              | 1-19-2026            |
| Girls Golf    | 1          | Head Coach      | Jeremy Casey  |              | 1-19-2026            |
| Girls Tennis  | 1          | Head Coach      | John Turner   |              | 1-19-2026            |
| JH Football   | 1          | Head Coach      | Michael Roe   |              | 1-19-2026            |
| JH Volleyball | 1          | Head Coach      | Laura Krier   |              | 1-19-2026            |

## Staff Changes for 2025-2026

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

| <b><u>KPERS Retirees:</u></b> | <b>Retirement Date:</b> | <b>Membership Date:</b> |
|-------------------------------|-------------------------|-------------------------|
| 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

Christina Lesslie – LCNCK Interrelated Teacher at USD#109

### **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)

JayIn 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

Margaret Briley – Interrelated Teacher at USD#224 Middle School (Repl. S. Scott)

Rebecca Gibson – Interrelated Teacher at USD #109 (Repl. C. Lesslie)

Shelby Shouse – .26 FTE Gifted Teacher (Pending Paperwork)

**Transfers:**

Hannah Koester – MTSS Math Teacher (New Position)

Joy Traughber – MTSS Reading Teacher (New Position)

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

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 1/19/2026

**LCNCK New Hires**

Ilyssa Maya                      Substitute Para (pending paperwork)

**LCNCK Resignations**

Darlene Link                      Substitute Teacher/Para

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

Leah Stahlman                      Asst. HS Track Coach (Repl. K. Garst)  
Madison Meyer                      Daycare Substitute  
Skyler Hittle                      Interim Head Boys Baseball Coach (Repl. D. Bender)  
Sharon Sims                      Bus Monitor/Transportation Driver (Repl. E. Steffen)  
Brianna Hake                      Asst. HS Softball Coach (Repl. M. Trost)  
Ilyssa Maya                      Substitute Para (pending paperwork)

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

Darlene Link                      Substitute Teacher/Para  
Elijah Steffen                      Transportation Driver

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