



Monday, May 11, 2026
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 {CES, CMS, CHS}
 - Building Report May 2026 - CES 3
 - Building Report May 2026 - CMS 7
 - Building Report May 2026 - CHS 11
 - 7. Vote on Consent Items
- C. **PUBLIC COMMENTS**
 - Open Forum Guidelines 13
- D. **INFORMATION/UPDATE/COMMUNICATION**
 - 1. Rachele Scott
 - 2. Sarah Santos - Pawnee Mental Health Partnership
 - 3. End of Year Soft Close Date -- June 24th @ 5:00pm
 - 4. Strategic Plan Study Session Date
 - 5. School Board District Boundary Changes
 - USD 333 Concordia School Board Districts (3) (1) 16
 - 6. **Superintendent's Report**
 - Report May 2026 - Superintendent 17
 - 7. **Operations Director's Report**
 - Report May 2026 - Operations Director 19
 - 8. **Curriculum Director's Report**
 - Report May 2026 - Curriculum Director 21
 - 9. **Foundation Report**

10. **LCNCK Director's Report**

Report May 2026 - LCNCK Director

23

E. **EXECUTIVE SESSION**

F. **BOARD ACTION ITEMS**

1. KASB Policy Updates
2. 2027-2028 District Calendar

G. **CERTIFIED and CLASSIFIED PERSONNEL**

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

H. **FUTURE AGENDA ITEMS**

1. Student, Staff, and Classified Handbooks
2. EOY Principal Building Reports
3. NEEDS Assesment

I. **COMMENTS & ANNOUNCEMENTS**

J. **ADJOURN**

CES Board Report

May | 2026



PreK	93.02
Kdg	95.91
1st	95.97
2nd	96.82
3rd	96.03
4th	96.69

Every Grade improved their attendance in April! This year has flown by. We are already looking forward to next year and are making plans.

Calendar

May 7th Kdg Field Trip

May 8th -1st Grade Field Trip

May 11th- 1st/2nd Grade Trackmeet

May 12th- AR Glow Party

May 13th- KDG Fun Day

May 13th 4th Grade Field Trip

May 14th 2nd Grade Field Trip

May 18th- 1st grade reading party @CCCC

May 18th Kdg Graduation

May 19th Last Day!



Featured articles

Every day is a great day at CES.
Grandparents Day, Spelling BEE, 1st Grade
Science Collage,



 <p>Sean Urban Kindergarten</p>	 <p>Clayton Koester First Grade</p>	 <p>Fiona Gerard Second Grade</p>
Concordia Elementary School Students of the Month		
 <p>Eli DeBauche Third Grade</p>	 <p>Braxton Springfield Fourth Grade</p>	





PIE

May 2025

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

Balance

Checking: \$9263.79
Savings: \$12560.07

Expenditures

Holiday Shop \$804.07 Profit
Carnival \$1,968.94

26-27 Roles
Candice Collins-President
Misty Stupka-VP
Jolene Pfeil-Treasurer
Rebecca Peters Media
Emily Thoman Secretary

Upcoming Events

T-Shirts

Meetings Last Monday
of the month 5:30

Next Meeting
July 27th-board
members only





I am ready for
a great day!

I believe in
myself!

I trust
that I will
accomplish



SAVE THE DATE

Friday, April 17: Kindergarten Round Up (Kindergarten: No School)

Monday, April 20–Friday, April 24: Book Fair

Friday, April 24: Grandparents Day

Thursday, April 30: 4th Grade Music Concert

Monday, May 4: 3rd/4th Grade Track Meet

Monday May 11: 1st/2nd Grade Track Meet

Wednesday, May 13: Kindergarten Fun Day

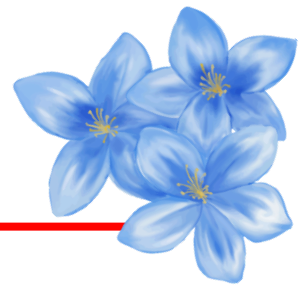
Monday, May 18: Kindergarten Music Concert & Graduation



My Goals and
Dreams!

MAY 2026

USD 333

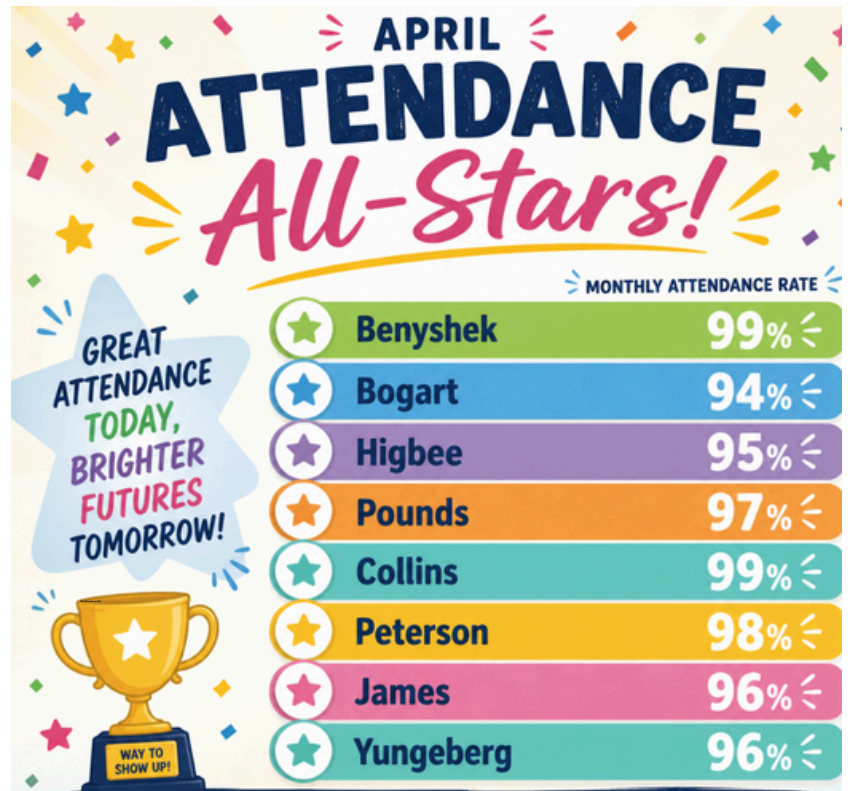


CMS-MAY

Current Enrollment

5th Grade - 70

6th Grade - 83



Upcoming Events

May 6: CMS Track Meet in the AM

May 7: 4th Grade Visits CMS @ 1:40-2:30

May 14: 6th Grade visit to 7th Grade

May 15: 5th Grade AR Party

May 18: 6th Grade AR Party

Drama Club Performance @ 2:30

Awards Assembly @ 2:45

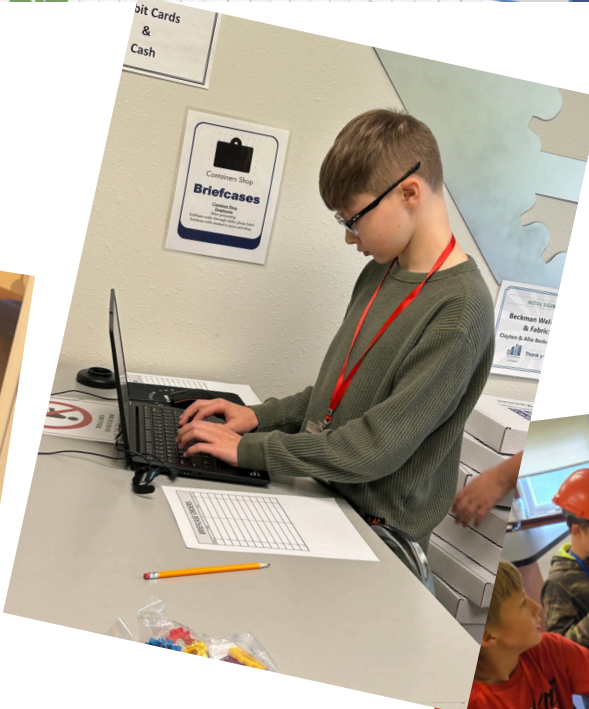
May 19: Last day of school



AMERITOWNE HIGHLIGHTS

AmeriTowne Sponsors

- United Bank and Trust
- Citizens National Bank
- Elk State Bank
- Central National Bank
- Community Foundation for Cloud County Grant



6TH GRADE FIELD TRIP HIGHLIGHTS



STUDENT OF THE MONTH

May

Student of the **MONTH**

*5th Grade Student for
May*

COLLIN ROE

Collin Roe is a great example of what it means to be a positive and dedicated student. He consistently does the right thing, even when no one is watching, and puts forth his best effort in everything he does. Collin works hard in the classroom and shows perseverance by never giving up, even when tasks are challenging. He is respectful to both peers and teachers and is always willing to lend a helping hand to those around him. Collin's positive attitude and strong character make him truly deserving of Student of the Month.



CONCORDIA
MIDDLE SCHOOL



Way to go Collin

Student of the **MONTH**

*6th Grade Student for
May*

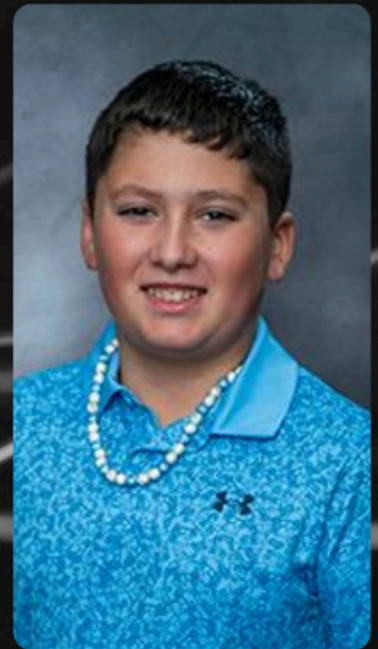
TYSON DEBAUCHE

Tyson DeBauche is a well-respected student who consistently demonstrates strong character and integrity. He strives to do the right thing, both in his own actions and by encouraging positive behavior in those around him. His strong work ethic is evident in the care and effort he puts into his assignments.

Homeroom: Ms. Yungeberg



CONCORDIA
MIDDLE SCHOOL



Way to go Tyson!

Board Report CJSHS 5/11/26

Building Enrollment Count

7: 92
8: 86
9: 84
10: 89
11: 104
12: 68

Total: 523 (Down 3)

Highlights from CJSHS

A very busy time of the year here at CJSHS!

7th, 8th, 10th, and 11th grade students participated and completed the Kansas State Assessments during the final weeks of April. Over 96.7% of our students completed the testing process. This is a testament to our teachers, counselors, students, and parents for encouraging and working together to make sure that students were able to participate.

Our spring sports season is in full swing with boys tennis and golf approaching regional championships this week. Track, softball, and baseball are also approaching the postseason portion of their schedules. Regional track will be hosted at Buhler while baseball and softball will be determined by final seeding. Currently our baseball team is 15-2 which is the second best winning percentage in the state of Kansas in class 4A. Senior signing day was a success again this year as we recognized students for their future endeavors in athletics/activities. Thanks to Mr. Hittle for organizing this event.

Our art show competitors showed well again this year at regional art shows across the region. Students participated at Fort Hays State, Highland C.C., Cloud County C.C., and at the NCKL Art Show. Students garnered numerous awards in 2D, 3D, and pottery. As an additional side note, Betsy Wearing stopped by the school on May 5th, to visit Mrs. Kearn's stained glass class as part of an article about the windows that have been created at the Frank Carlson Library.

Our band and choir programs received 1 ratings at the KSHSAA Regional Music Festival which was hosted here in Concordia at CJSHS and the Brown Grand Theatre. Special thanks to Mr. Roegge, Ms. Bowers, and Mr. Hittle for all of their work into creating the logistics for this all day event. It was a great day of music and fellowship.

Seniors completed their senior finals this past week as well as presenting their senior capstone projects to their fellow classmates as part of their senior seminar. Graduation preparations are

in full swing with a huge special thanks to Niki Henderson for all of her tireless efforts to help make the awards ceremony and graduation day possible. Senior awards assembly will take place on Friday, May 8th with the graduation ceremony on Sunday, May 10th at CJSHS.

Preparations for next year are also at the forefront with Fastbridge testing and KAP scores helping to determine M.T.S.S. placements for the fall semester. The master schedule for next year is also a major endeavor and I want to thank Josh Brown and Leah Loring for all of their expertise in helping to put this together.

The last week of school will feature block scheduled finals on Monday, May 18th and Tuesday, May 19th marking the last day for students prior to summer break.



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



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: _____

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TRUST OWNERSHIP CULTURE

AN EQUAL EMPLOYMENT/EDUCATIONAL OPPORTUNITY AGENCY

USD 333 Concordia School Board Districts



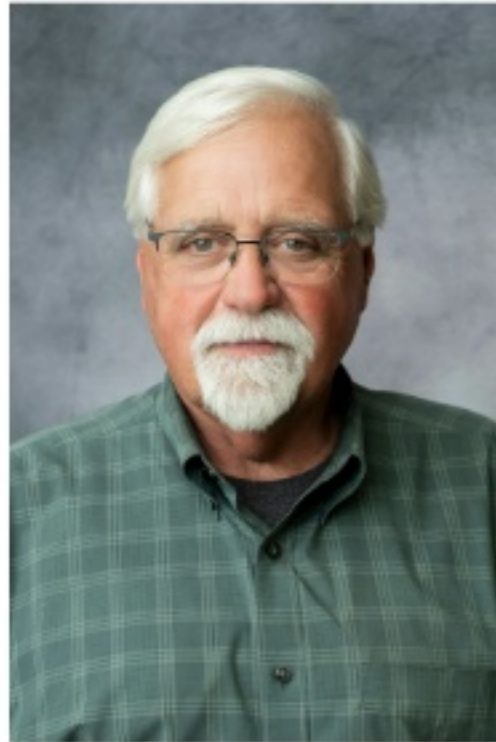
Lindsay Metcalf
2nd Year of Service
Term Expires 2028

1



Jenny Parker
2nd Year of Service
Term Expires 2028

2



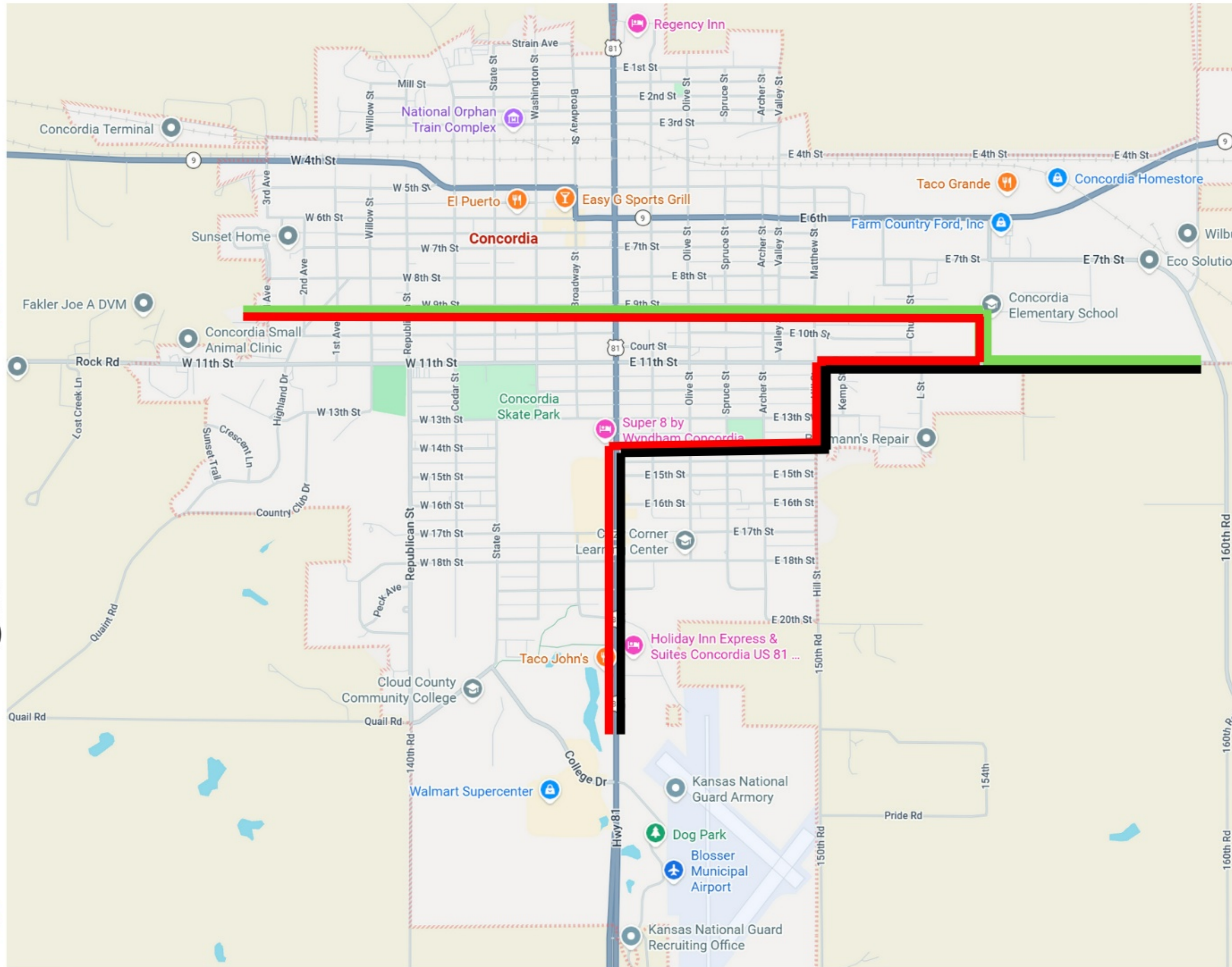
Mike Cleveland
2nd Year of Service
Term Expires 2028

3



Amber Lambertz
2nd Year of Service
Term Expires 2028

7



4



Cheryl Holmes
1st Year of Service
Term Expires 2030



Nancy Owen
4th Year of Service
Term Expires 2030

5



Garrett Hood
1st Year of Service
Term Expires 2030

6

1: Lindsay Metcalf -- Sub District No. 1

2: Jenny Parker -- Sub District No. 2

3: Mike Cleveland -- Sub District No. 3

Outside City Limits

7: Amber Lambertz -- Member at Large

4: Cheryl Holmes -- Sub District No. 1

5: Nancy Owen -- Sub District No. 2

6: Garrett Hood -- Sub District No. 3

Outside City Limits



TRUST OWNERSHIP CULTURE

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

Mike Cleveland
President

Lindsay Metcalf
Vice President

Nancy Owen

Amber Lambertz

Jenny Parker

Garett Hood

Cheryl Holmes

Date: May 11th, 2026
Report By: Tom DeBauche

5/4/2026 Headcount Table

	CES Headcount 9/20/25	CES Headcount 12/3/25	CES Headcount 1/12/26	CES Headcount 2/3/26	CES Headcount 3/4/26	CES Headcount 4/7/26	CES Headcount 5/4/26
Pre-K	57	63	62	61	61	60	60
Kindergarten	75	74	72	72	73	74	74
1st Grade	72	70	71	71	71	71	71
2nd Grade	81	79	78	78	77	77	78
3rd Grade	64	67	67	67	69	67	68
4th Grade	89	91	91	90	90	90	91
CES TOTAL	438	444	441	439	441	439	442

	CMS Headcount 9/20/25	CMS Headcount 12/3/25	CMS Headcount 1/12/26	CMS Headcount 2/3/26	CMS Headcount 3/4/26	CMS Headcount 4/7/26	CMS Headcount 5/4/26
5th Grade	73	71	70	70	71	71	70
6th Grade	83	84	84	84	84	84	83
CMS TOTAL	156	155	154	154	155	155	153

	CJSHS Headcount 9/20/25	CJSHS Headcount 12/3/25	CJSHS Headcount 1/12/26	CJSHS Headcount 2/3/26	CJSHS Headcount 3/4/26	CJSHS Headcount 4/7/26	CJSHS Headcount 5/4/26
7th Grade	98	95	95	96	96	95	93
8th Grade	88	87	87	87	87	86	86
9th Grade	87	85	85	85	85	85	84
10th Grade	91	91	91	89	89	89	89
11th Grade	106	107	105	105	105	104	104
12th Grade	71	71	71	71	71	68	68
CJSHS TOTAL	541	536	534	533	533	527	524

	9/20/2025	12/3/2025	1/12/2026	2/3/2026	3/4/2026	4/7/2026	5/4/2026
District Totals	1,135	1,135	1,129	1,126	1,129	1,121	1,119

Enrollment Update:

Strategic Plan

-We will discuss this later in this meeting, but the next step is for the BOE to have a first read/markup of the proposed strategic plan. The goal will be a July approval.

Handbooks

-For June, we will have a first look at teacher, classified, and student handbooks.
 -KASB has advised that we hold off on making any type of big purchases regarding cell phones.
 -We will have proposed language regarding cell phones for student handbooks at the June meeting.

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TRUST

OWNERSHIP

CULTURE

AN EQUAL EMPLOYMENT/EDUCATIONAL OPPORTUNITY AGENCY

End of Year Breakfast

- We will have our EOY breakfast on Wednesday, May 20th in the cafeteria at CES at 8:00. We will honor retirees and our 2 KS Teacher's of the Year. The BOE is welcome to attend.

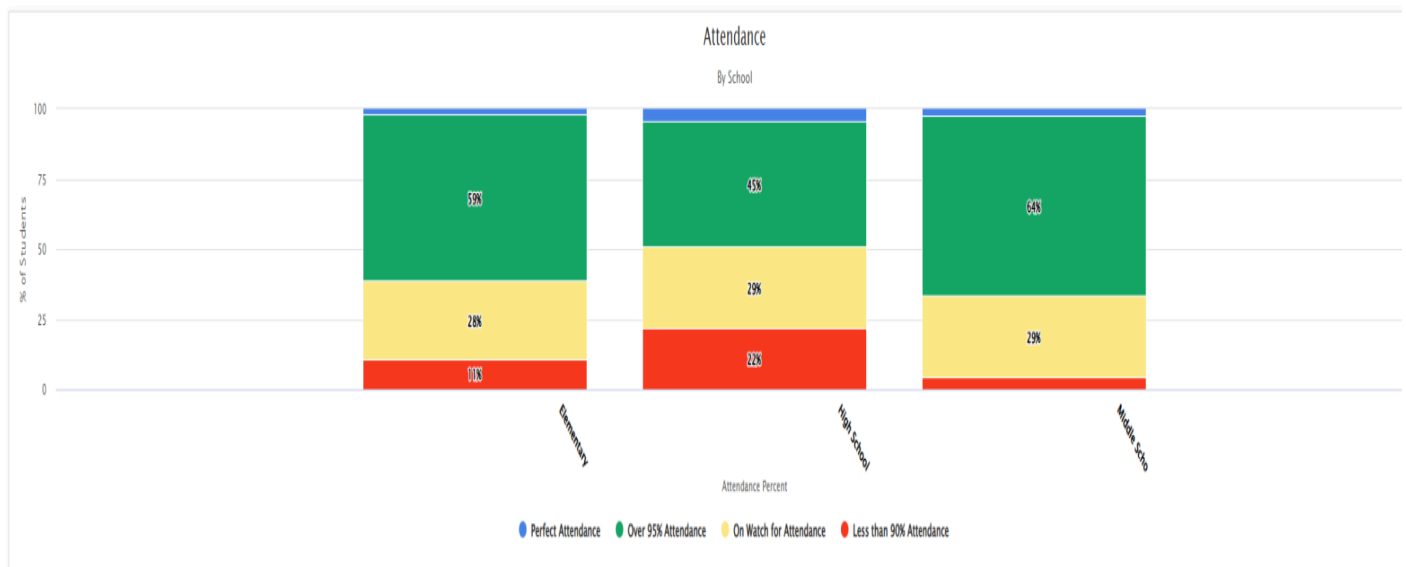
Negotiations

We will have our first session of negotiations on June 4th at 6:00.

Current Staff Openings

All certified positions have been filled. We are working through classified positions this summer.

Attendance Update:



About a 13% Chronic Absenteeism Rate according to Ion.

KESA Process

- We have established PLC leads and they have been communicated with. They will be trained in Adaptive Schools over the summer with Dr. Kelly Gillespie. Each PLC will meet on the established dates to go over curriculum alignment, data, and other necessities as they arise. We look forward to seeing what this process will do to help student achievement.

CHS Roof– Installation TBD (Summer)

CHS Chromebook – New Chromebooks and cases have arrived. We are working on inventory, setup, and case installation. We are collecting all Chromebooks 7-12. We will use the collected 7-12 Chromebooks to help with K-6 Chromebooks as we will run these for 2 additional years. This will get us back on to the normal Chromebook rotation. Last purchase was made with ECF funds.

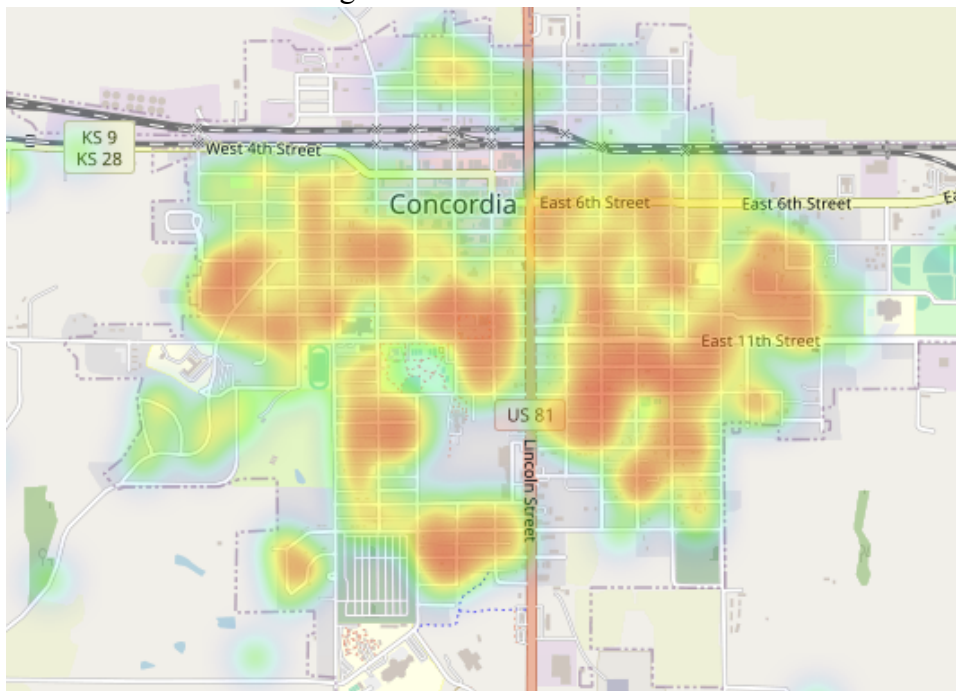
District Hardship Route - We are currently exploring the possibility of implementing an in-town bus route for students. This initiative is intended to help address a couple of key challenges within the district.

First, it aims to support efforts to reduce chronic absenteeism by improving student access to reliable transportation. Second, it seeks to ease the demand on the district’s existing hardship transportation services. We are experiencing an increased need for hardship routes and, at this time, are unable to accommodate all requests.

By introducing strategically placed bus stops throughout the community, we hope to expand access to transportation, better meet current needs, and evaluate whether this approach could be scaled more broadly in the future.

Below is a list of proposed stop locations that have received city approval. There is one additional location pending approval. I will share that site once permission has been granted.

- Gazebo – 13th Street (City Park)
- Elmhurst and 2nd Avenue
- East 2nd and Olive (Park)
- 14th Street (Hood Park)
- Brown Grand West Parking Lot



In Progress:

- Concrete Gutter System at CHS – Working with two company's for a solution
- Men's bathroom partitions
- CES Windows – excessive weather rot
 - 4 remaining
- CHS 2026-2030 Chromebook Rotation (7-12) - On order
-

Upcoming Projects:

- CES Roof – Summer ~ 26' Looking for the right solutions, estimated cost is around 1.2-1.4 million
- CHS Retaining wall

Additional Notes:



Thomas DeBauche
Superintendent

Kelly Struebing
Executive Director
of Operations

Brian Myers
Executive Director
of Curriculum

Chad Eshbaugh
CJSHS Principal

Andrea Rairden
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May 11, 2026

Curriculum Director Report for BOE

Curriculum Updates

- Working with ELA companies to get training scheduled for teachers.

Testing Updates

- State Test Results are starting to appear and will have a compiled report for the board in June.

Other

- Professional Learning Community Leaders have been selected by the Admin team and will participate in leadership training this summer.
- District Admin have finalized the Walk Through Tool for the 2026-2027 school year. Attached is a [document](#) that will be presented to teachers at the start of the school year giving details to the walk through tool.

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TRUST OWNERSHIP CULTURE

AN EQUAL EMPLOYMENT/EDUCATIONAL OPPORTUNITY AGENCY



USD 333 EDUCATION FUND

Engaged Learning
Effective Teaching
Trusting Relationships

MAY | 2026

Contributions \$271,594
New Grants \$1,120,445

[Link to Education Fund Website](#)



Thank You USD 333 Staff!!
The USD 333 Education Fund hosted a coffee and juice bar from MidWest Oasis



GRANTS AND DONOR GIFTS

\$156,240 ESEA School Improvement grant for CMS Instructional Coach, tutoring, and resources

\$8,200 Cloud Wind Farm grant for 2nd grade and MTSS book sets.

USD 333 Payroll Deduction Plan - 8 staff members are contributing

APPLICATIONS AND CURRENT PROJECTS

Education Fund purchased a clarinet, stained glass grinder, and headphones for classrooms.

Stronger Connections grant funded PreK Conscious Discipline resources.

Stronger Connections grant will pay all expenses for Safe & Civil Schools administrator training this summer.

Several teachers are using *Patterson Educator* grant for course reimbursement.

LCNCK / USD 333 Board Brief

May 2026

Personnel Updates and Staffing Needs

- 1. USD 109 – PARA (Grades 4–5)**
- 2. USD 109 – Paraeducator (Grades 6–8)**
- 3. USD 224 – Paraeducator (Grades 9–12)**
- 4. USD 426 – Paraeducator**
- 5. USD 333 – Paraeducator (Grades 9–12)**
- 6. USD 333 – Secondary SPED Teacher (Grades 7–12)**
- 7. USD 224 – SPED Teacher (Grades 7–8)**

Professional Development

Structured Teaching Training – June 1–4

Structured Teaching training for special education teachers is scheduled for June 1 through June 4. This professional development opportunity will focus on instructional structure, classroom systems, visual supports, student independence, and evidence-based practices to strengthen programming and support for students with disabilities across cooperative districts.

Administrator Training – June 9

LCNCK has planned administrator training on June 9 for all administrators associated with the cooperative. The training will focus on special education matters related to service delivery, compliance responsibilities, student needs, instructional supports, and administrator expectations within special education programs. The goal of the training is to strengthen consistency across districts, support effective implementation of services, and ensure administrators are equipped to support both students and staff.

Preschool Service Delivery Update

Beginning in the 2026–2027 school year, all preschool special education services will be offered within elementary school settings across participating districts. This change is intended to support students more consistently, provide structured and comprehensive services, improve collaboration among staff, and strengthen continuity of programming for students with disabilities. Centralizing services within elementary settings will also allow for more efficient use of specialized staff and resources while continuing to meet all student needs outlined within Individualized Education Programs (IEPs).