



Monday, June 8, 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. Vote on Consent Items

C. PUBLIC COMMENTS

Open Forum Guidelines
Why KAY_

3
6

D. INFORMATION/UPDATE/COMMUNICATION

1. EOY Principal Building Reports {CES, CMS, CHS}
Building Report May 2026 - CES End of Year
Building Report May 2026 - CMS End of Year
Building Report May 2026 - CHS End of Year

17
73
97

2. State Assessment Update
3. Handbook Updates
 - a. Cell Phone Policy
 - b. Chronic Absenteeism
 - c. LCNCK Handbooks

4. Superintendent's Report

Report June 2026 - Superintendent

121

5. Operations Director's Report

Report June 2026 - Operations Director

123

6. Curriculum Director's Report

Curriculum Director Board Report 06082026

124

7. Foundation Report

Report June 2026 - CEF

125

8.	<u>LCNCK Director's Report</u>	
	Report June 2026 - LCNCK Director	126
9.	KASB Policy Updates June 2026	
E.	EXECUTIVE SESSION	
F.	BOARD ACTION ITEMS	
1.	Unpaid Meal Policy	
	26-27 Unpaid Meal Policy	128
2.	2026-2027 Milk Price Quote	
3.	LCNCK Extended School Year Contracts	
4.	CHS Roof	
	southroof	129
G.	CERTIFIED and CLASSIFIED PERSONNEL	
1.	New Hires/Transfers/Resignations/Terminations of <u>CERTIFIED STAFF</u> for the 2025-2026 OR for the 2026-2027 School Year (if needed)	
	Certified List2	136
2.	New Hires/Transfers/Resignations/Terminations of <u>CLASSIFIED STAFF</u> for the 2025-2026 OR for the 2026-2027 School Year (if needed)	
	Classified List2	138
H.	FUTURE AGENDA ITEMS	
I.	COMMENTS & ANNOUNCEMENTS	
J.	ADJOURN	



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
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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

JOURNAL WITH
ME

WHY KAY?

Explanation

WITH

Alexis Martin & Kinzee Motes

WHAT IS KAY??

KAY stands for the Kansas Association for Youth. KAY is a character-building, leadership training, and service program directed by the Kansas State High School Activities Association. This nationally acclaimed organization offers students opportunities to learn, take on their citizenship responsibilities, and enrich their personalities through well-organized programs, projects, and events. Programs educate, inspire, and direct members into carefully planned service projects. These projects emphasize four areas of service: school, community, nation, and world. KAY is a student association unique to Kansas, founded in 1946 under the direction of Miss Wanda May Vinson. After more than seventy years, the KAY program continues to grow and develop by seeking to fill the needs of current and future generations

WHO CAN JOIN?

All students in grades 9-12 whose schools are members of the KSHSAA may join the KAY Club in their schools. By belonging to KAY, these students can experience the concept of teamwork...As well as learning that they are all unique individuals, and that by working together they can achieve a desirable goal. Through KAY, students can sharpen their leadership skills and build their confidence and self-esteem. In addition, KAY school service projects can help promote school spirit and pride. In KAY, students are developing an attitude for life regarding leadership and service-an attitude of “we get to” rather than “we have to.” They are learning at a young age about assuming their citizenship responsibility.

PRIVILEGES

As a youth in the years of decision, I believe these rights and privileges are mine:

- To love and be loved
- To think creatively -
To seek the truth
- To appreciate and respect all races
- To enjoy fun and laughter
- To share with my family and friends
- To strive to be a good citizen
- To live a healthy lifestyle
- To give myself to a cause
- To take the long look



Motto

Today for
Tomorrow

Pledge

I will, as a member of the Kansas Association for Youth, endeavor to maintain the high ideals of my organization, to make my personality a positive influence in the life of my school and my community, and to pass on an association that will be a challenge and inspiration to future members

Sloga

Laugh, love,
lift

OBJECTIVES

We, the youth of Kansas, interested in becoming adult citizens worthy of the democratic traditions of our country, will endeavor to fulfill the six objectives of the Kansas Association for Youth.

1. Character (Laugh, Love, Lift)
2. Health (Physical & Mental)
3. Service (School, Community, Nation, World)
4. Appreciation (Friends, All Races, Self)
5. Recreation (Relaxation, Rest, Re-Creation)
6. Leadership (Citizenship & Caring)

BENEFITS

Students who participate in activities like KAY tend to have higher grade point averages, better attendance records, lower dropout rates, and fewer discipline problems. Activities also contribute greatly to school spirit, and they help make school much more enjoyable

LEADERSHIP TRAINING OPPORTUNITIES

KLC:

KAY Leadership Camp (KLC) provides students the opportunity to develop leadership potential, to enrich personalities, to create an awareness of citizenship responsibilities and to develop a desire to become involved in those programs and projects which help to build a better world in which to live. Camp delegates have an opportunity to learn leadership techniques, methods of group guidance, and ideas for programs, projects and parties. A wide variety of activities take place during the week. The spirit, confidence and enthusiasm generated at KLC is SUPERFANTASTIC.

RC:

KAY Regional Conferences, held in the fall, are an exciting, power-packed day that affords opportunities for student leaders and sponsors from neighboring clubs to share successes and challenges, as well as exchange ideas. Regional Conferences provide an opportunity to recognize clubs for their previous year's accomplishments. New area leaders are elected, and delegates (officers and board members) enjoy fellowship and fun.

UC:

KAY Unit Conferences, held during the winter months, are designed to focus on club leadership on the local level. The half day conference gives KAY students from neighboring communities the opportunity to share project and program ideas and work together on a service project.

MY EXPERIENCE AT KLC

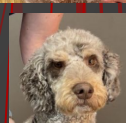
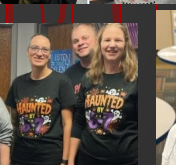
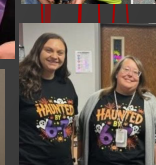
This summer will be my 3rd summer going to KLC, and I LOVE it. Attending KLC pushed me out of my comfort zone but I enjoyed it so much. I was the only person that attended from my club, and I was terrified. I thought I was gonna go and I wasn't gonna make any friends and I was gonna have a horrible time. But I enjoyed it so much that when i transferred to Concordia this year i knew i wanted to change someone's life with KAY just like how KAY bettered my life. They host KAY's leadership camp at Rock Springs Ranch, just outside of Junction City. They offer swimming, horseback riding, archery, crafts, yoga, rock climbing, and many more activities. Over the next few slides are some pictures and videos of my KLC experiences.





THE END

*Thank You for your
time*



School Goals

- 80% of students at Benchmark Testing in Reading and Math
- Continue Implementing KS State Standards with Fidelity
 - Implementation of UFLI to increase reading performance
 - Focus Standards of Reading and Math School-Wide Expectations
 - Effective Professional Development focusing on Instruction (TASN and Greenbush)
 - Finish LETRS training for K-6 staff (Joy Traugher)
- Continue to Increase Safety and Effectiveness of Pick-up/Drop-Off
- Building Positive Relationships among all stakeholders
- Increase Community Involvement
 - Early Childhood Safari
 - Family Literacy Night
 - Community Volunteers - CCCC, Library, Reading Volunteers, CHS students

End of Year Staff Changes

- Transfers:
 - Jayln Mettlen to 3rd Grade From Title
 - Megan Pearson to Title from 3rd Grade
 - Mirra Flesher to 3rd from 2nd
- Resignations:
 - Shawn Hood - Art
 - Ann Metcalfe - Music
 - Sam Viereck - SPED Teacher
- USD 333 Retirements:
 - Anita Cyphers

Enrollment Information

CES ENROLLMENT 2025-2026

<u>GRADE</u>	<u>NUMBER OF STUDENTS</u>
PRE-K	60
KINDERGARTEN	73
FIRST GRADE	71
SECOND GRADE	78
THIRD GRADE	68
FOURTH GRADE	91
TOTAL STUDENTS	441

Discipline Report

2025-2026

Discipline Report

Student ISS: 11 incidents

Student OSS: 18 incidents (6 students)

Detentions: 24 incidents

Student Services

2025-2026

Counselor's Report

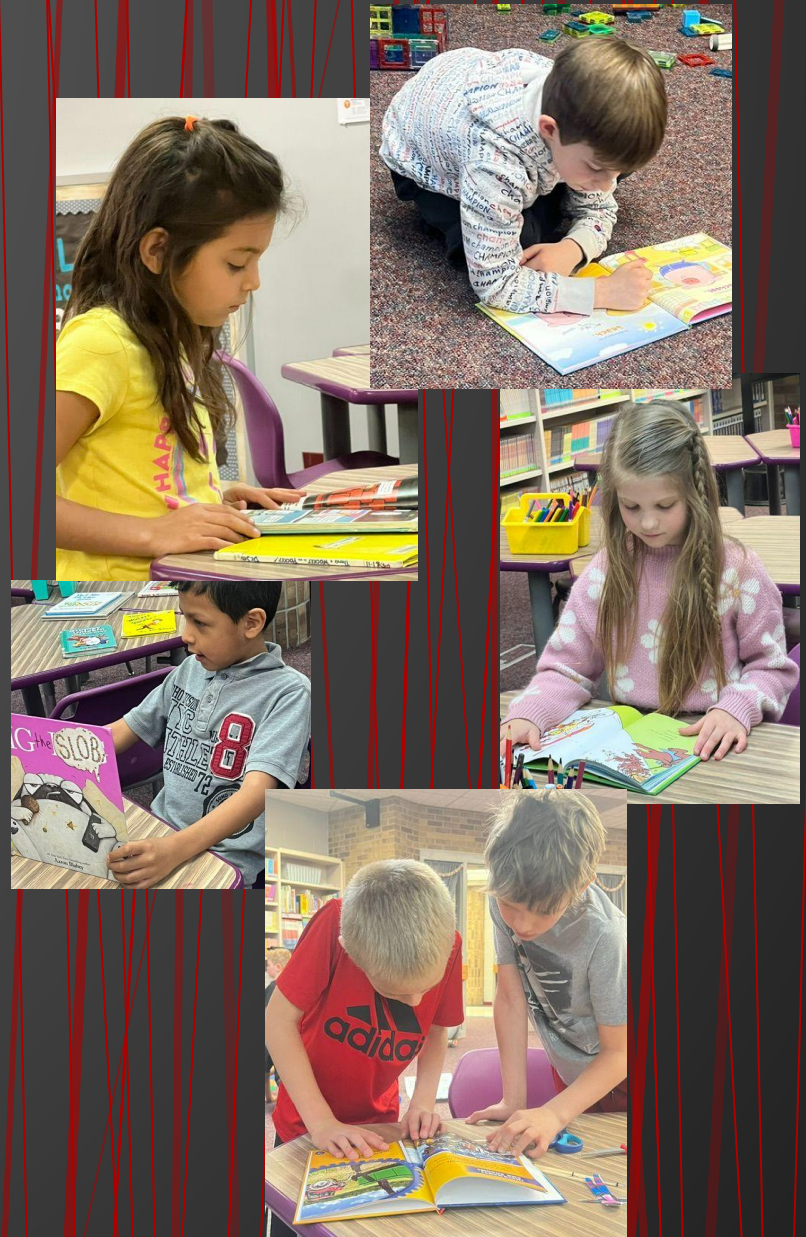
- Starla taught grades K-4
 - 30 minutes for each class once a week
- Kelsey led SIT meetings and assisted with student behavior
 - Attended court and corresponded with local PD and other local agencies
- Met with students individually and in groups at various times to provide support on a variety of topics
- Organized and facilitated SIT meetings and 504 Plan meetings
 - SIT meetings were held every 6-8 weeks.
 - Initial SIT meetings included staff and parents
 - 52 Student Improvement Teams/Plans implemented
 - 18 of these resulted in special education referrals
 - 11 of these referrals resulted in Individualized Education Plans with 2 still in the evaluation process.
 - 1 - 504 Plan transitioned into an IEP.
- Met with parents during Parent/Teacher Conferences

Counselor's Report Cont.

- Conducted Red Ribbon Week activities for grades K-4
- Facilitated the 4th Grade Peer Mediator Program
- Organized Panther Pride groups for 9 Panther Pride Days
- Organized and distributed the weekly Food Bank Packs each week on Friday
- Organized Career Day for grades 2-4 and hosted 13 speakers from the community
- Organized an Anti-Bullying Superhero Day for students in grades K-4
- Organized and monitored the 4th grade Morning Greeters Program
- Facilitated 6th Grade Leadership students weekly visits to CES
 -

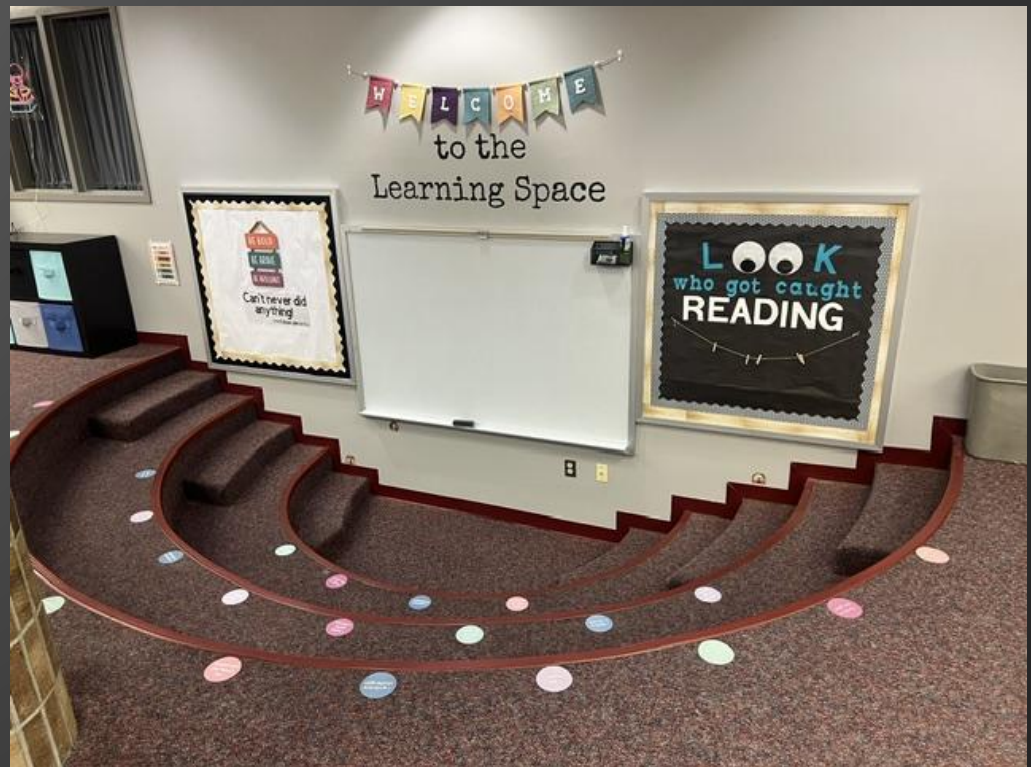
2025-2026 CES Library Annual Report

JoDee Rothfuss- Librarian
Daphne Brockman - District Library Secretary



Facility Updates

The Library got a refresh with new wall decor. Our theme for the year was CES Readalotls and the axolotl was our honorary mascot.



Library Personnel Updates

- Daphne Brockman, formerly the CES Library Assistant, became the District Library Secretary in 2025. In addition to her former responsibilities, she now processes all of the books for the three USD #333 libraries.
- All USD #333 library staff attended the KASL conference in Manhattan in November 2025.
- Mrs. Rothfuss and Mrs. Brockman met Lauren Tarshis, author of the I Survived series. Autographed copies are now available for checkout.



Library Statistics

CES library contains 16,143 items

- Of these items 11,850 are books available to students
- The library averages 27 books per student
 - ALA recommends 20 books available per student

Library Staff was responsible for:

- Teaching 44 classes per week
- Assisting 629 Active Patrons (staff and students)
- Managing Accelerated Reader (21,331 quizzes taken)
- Weeding 509 outdated, uncirculated, or damaged items
- Adding 626 books and STEAM activities to the collection.

Funding Outside of U.S.D. 333

- The Library received **\$500** from Rotary. This purchased 28 non-fiction books on a variety of topics.



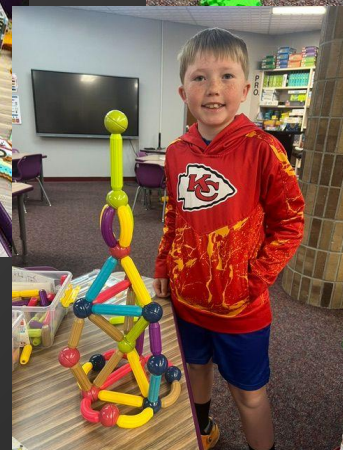
The VFW Auxiliary donated the book,
The United States Flag.

- The Library also earned approximately \$8,000 in Scholastic Dollars through our 2026 Book Fair. The support was amazing throughout the week and especially during Grandparents Day. We added a third register this year and still had long lines.



New STEAM Supplies

The library added themed magnetic blocks and tiles to our building sets to encourage student narratives along with their builds. We also added gear building sets and other magnetic shapes. Photos of student projects were shown on a revolving digital screen throughout the year.



Library Special Events & Collaborations

- Third and Fourth graders participated in two service projects.
 - After reading A Hat for Mrs. Goldman, students raised money for a local woman at Sunset Home who crochets hats for orphans and cancer patients.
 - They also created cards for children who are hospitalized long term over the holidays.



Library Special Events & Collaborations

- A fourth grader chose Help a Teacher TWICE in order to read to a kindergarten class.



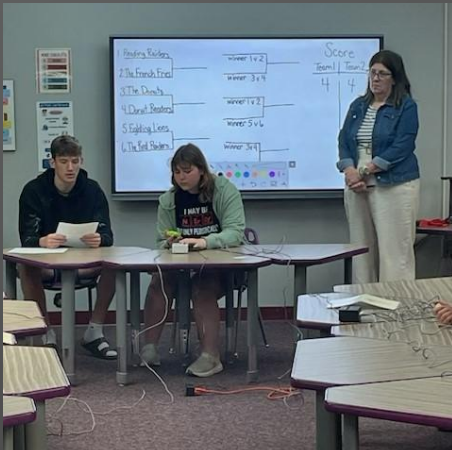
- The Library collaborated with Title Reading at the Fall GLOW! Literacy Night. Families gathered in the library for read alouds and book giveaways.
- In March, we teamed up again for Read Across America Week. Activities included daily 'masked readers', craft projects and bookmarks for getting caught reading.

Library Special Events & Collaborations

- In January and February, First and Second graders participated in voting for the Bill Martin Jr. Award. After listening to nine picture books, they chose The Bakery Dragon. It was also the number one pick of all Kansas students who participated.

Library Special Events & Collaborations

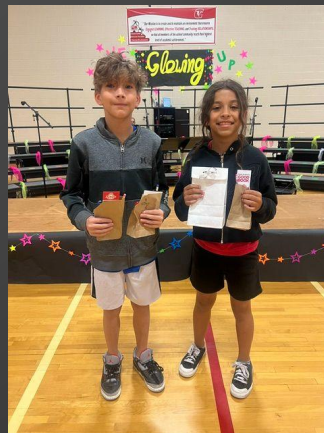
- Thirty Fourth Grade students participated in a Battle of the Books competition, Spring 2026. CHS Quiz Bowl team members assisted.
 - The winning team was the Fighting Lions!



- Students who read at least 2 books on the list then voted for the William Allen White Award.

Library Awards

- Mrs. Snavely's class won the award for most weeks without overdue books!
- Third and Fourth graders earned $\frac{1}{2}$ AR goals midway through each quarter. Mrs. Neases's class was undefeated!
- The award for reading the most William Allen White books this year was a tie!



Organizations/ Community Connections

2025-2026

Site Council (PK – 6)

- Met the 4th Wednesday of each month
- Members Included:
 - Eric Gilliland, President; Danielle Freeborn, Vice-President; Amber Hanson , Secretary; Shella Thoman, Katie Jackson, Curtis Noon, Mistie Knox, Nancy Owen, Shelby Newville, Sidney Ripp, Kristen Starr, Sara Santos, Lacey Champlin, and Staci LaBarge.
- Updates from each building as well as discussions of different projects and any areas of concern
- Special Guests presented on various topics
 - Presenters this year included: Kelly Struebing, Kim Muff, Tom DeBauche, Brian Myers, Luciana Thrash, Sara Niehues

PIE (Parents In Education)

- Meet one time per month
- PIE Board: President - Michelle Ringer; Vice President; ; Treasurer- Amanda Hacker; Secretary - Kailin Stedman; Media/Tech - Misty Stupka; Administrative Representatives - Curtis Noon and Mistie Knox;
- Provide financial and volunteer support to the entire CES family
 - Give each teacher, secretary and custodial staff a classroom stipend each year
- Assist with various events throughout the year.
- Hold different fundraisers for CES
 - Red Wheel, Penguin Patch, Carnival
- Provide funding for different projects
 - CES Fence Project (in conjunction with USD333)

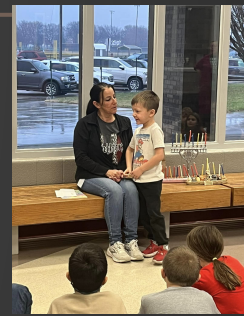
New Board Members

Candace Collins- President Misty Stupka Vice President,
Jolene Pfiel Treasurer, Rebecca Peters Media &
Emily Thoman Secretary



Key Partnerships...

- Throughout the year, we work hand in hand with different organizations from Cloud County. These organizations provide educational opportunities as well as volunteer time to support our students and staff. Some of the key community relationships in place include:
- CJSHS
 - JAG-K, Stuco, NHS, FFA, Pantherettes, and other groups assist with our Thanksgiving Meal, Spring BBQ, School Marathon, Assessment Pep-Rally, Read to CES kids. Led Ag in the Classroom activities
- Cloud County Community College
 - Activities Include: School Marathon Support, Basketball and Baseball teams working with students, Placing CCCC Practicum Students.



Partnerships Cont.

- KSU Research and Extension
 - Delivers hands-on nutrition and science lessons to all students. Activities are aligned to grade-level standards.
- Frank Carlson Library:
 - Reads bi-monthly to Pre K; Host Kindergarten field trips; Deliver a “history lesson” on Frank Carlson to 4th grade students
- Fire Department:
 - Fire Department assists with cookout and provides students safety talk
 - Provides Pre-K and Kdg Field Trips
- Nursing Homes:
 - Students visited the nursing home during halloween
 - Students created Holiday and Spring greeting cards a Nursing Home Residents
- Career Day
- AND SO MANY MORE!!



Rotary International

- Teach students about the Purple Pinky Project
- Donate books to the library



Curriculum/Data

2025-2026

Curriculum/Programs 2025-2026

- Into Reading - Changing to CKLA
 - Comprehension, Vocabulary, Grammar
- UFLI - University of Florida Literacy Institute
 - Foundational Skills; Phonemic Awareness/Phonics
- Into Social Studies - Changing to Savas
- Eureka2 Math Grades K-4
 - Spring Math for Fluency/Math Tier
- Handwriting Curriculum PreK/K
 - UFLI - PreK - 2
 - Zaner-Bloser - Cursive Handwriting - Grades 3 and 4
- Foss Science
 - Updated to Foss Pathways
 - Spelling
 - 95% Core

Curriculum/Programs 2025-2026

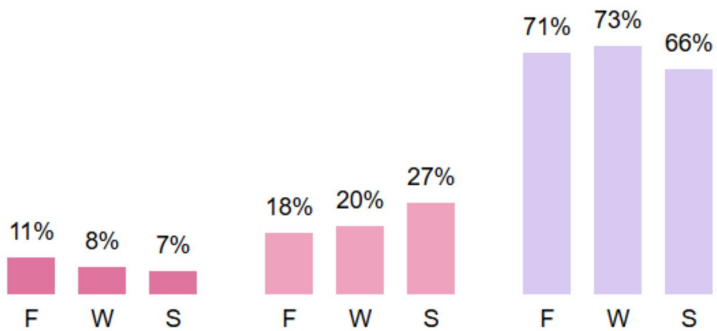
- Implemented Technology Programs focusing on meeting the individualized needs of students.
 - Lexia Core5 -Technology-based program that accelerates reading skills development, predicts students' year-end performance and provides teachers data-driven action plans to help differentiate instruction.
 - IXL – Personalized Learning in Reading, Math and Science
- Focus on Math/Reading Tier
 - Beginning to work with TASN in Reading
 - Designated staff to provide Tier 3 Support (Individualized Support) in Reading and Math - Hannah Koester/Joy Traughber
 - Provided LETRS training for all K-6 Staff (Joy Traughber)
 - Spring Math for Fluency/Tier Math Curriculum
 - UFLI for all Tiers Reading K-2

Data Update

- Data Program: Fastbridge
 - Provides Reading and Math Benchmark/Progress Monitoring Data
- Decrease in Tier 3 - Red - Throughout the year for grades 1-4; *Kindergarten slight increase - 4 new students enrolled in Spring were all Tier 3 which equaled increase*
- State Assessment Data

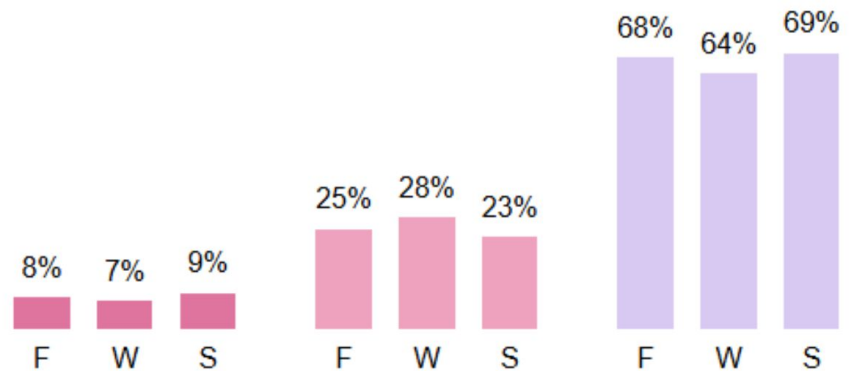
KINDER

Scores Of Students In Group By Benchmark Categories: ?



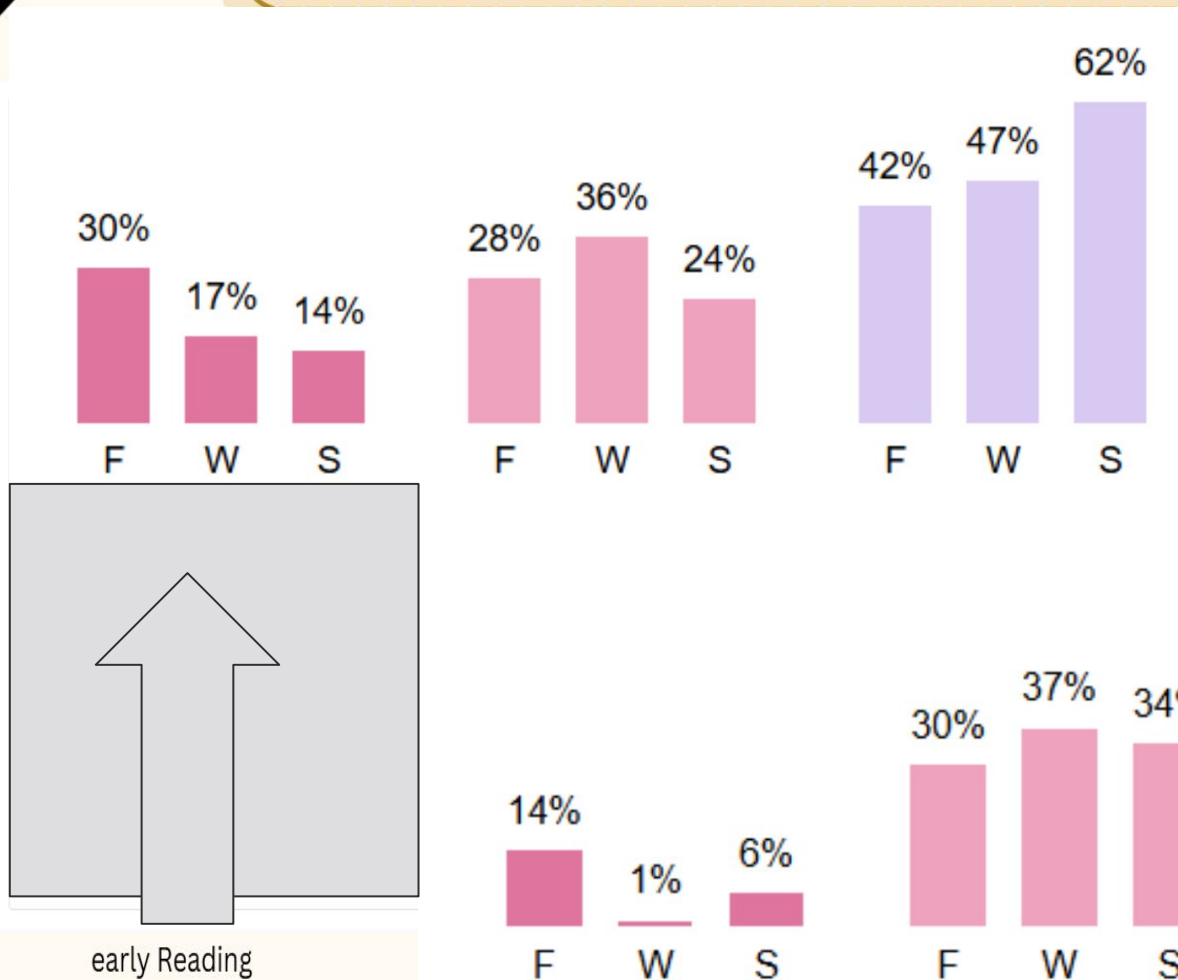
early Reading

Scores Of Students In Group By Benchmark Categories: ?



early Math

1ST GRADE



2nd Grade Accuracy (95%) or higher

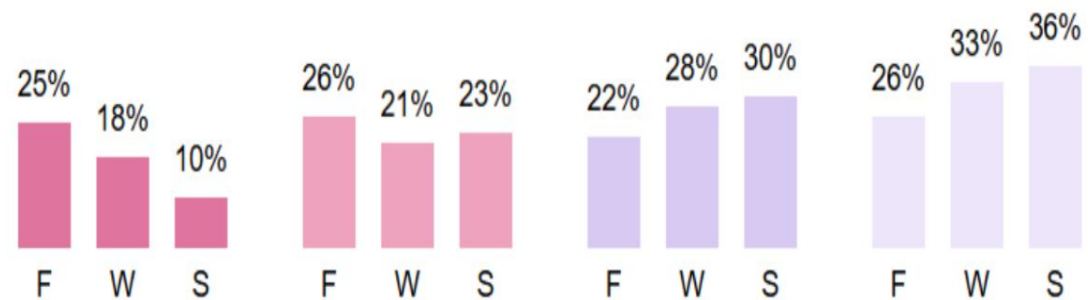
Beginning of the Year: 48 inaccurate

Middle of the Year: 20 inaccurate

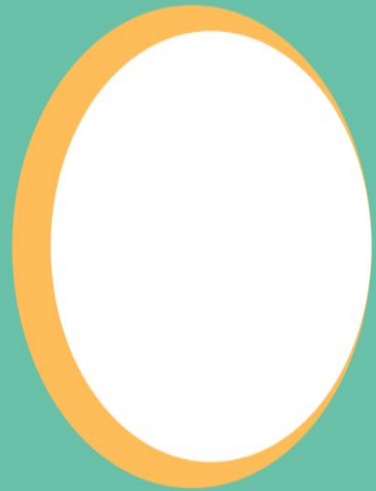
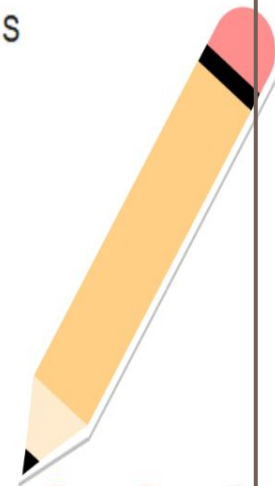
End of the Year: 10 inaccurate



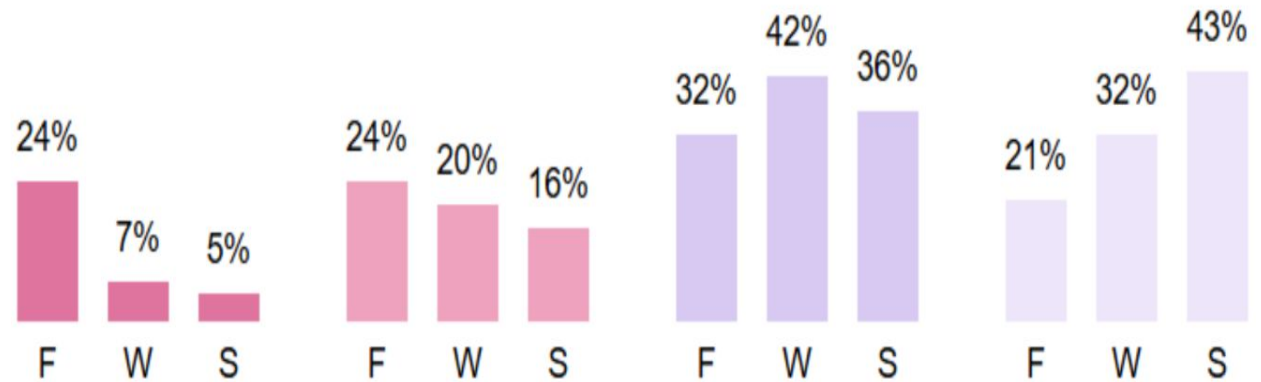
2nd grade- aReading



66%



2nd grade- aMath



Goal from Fall:

AMath

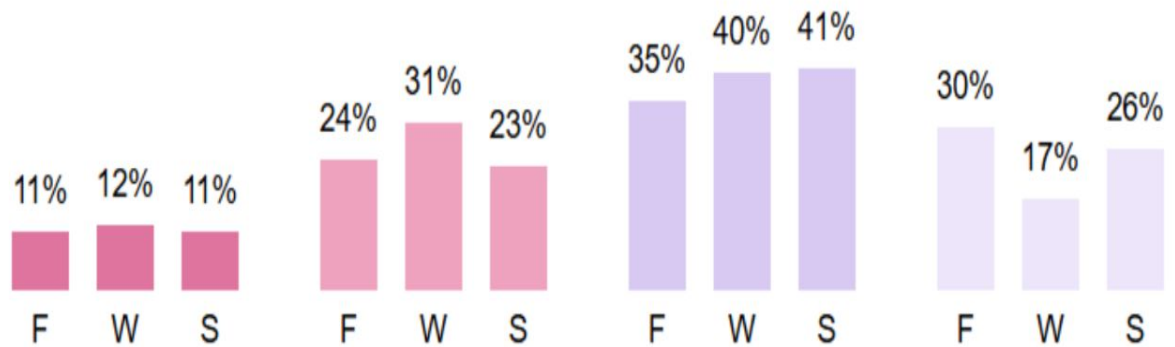
Winter-65%

Spring-80%

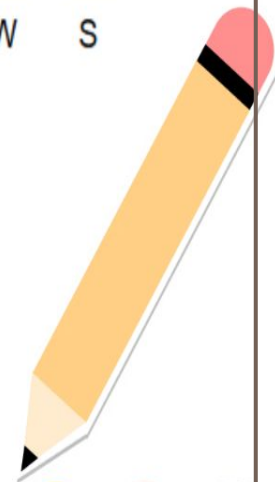
79%



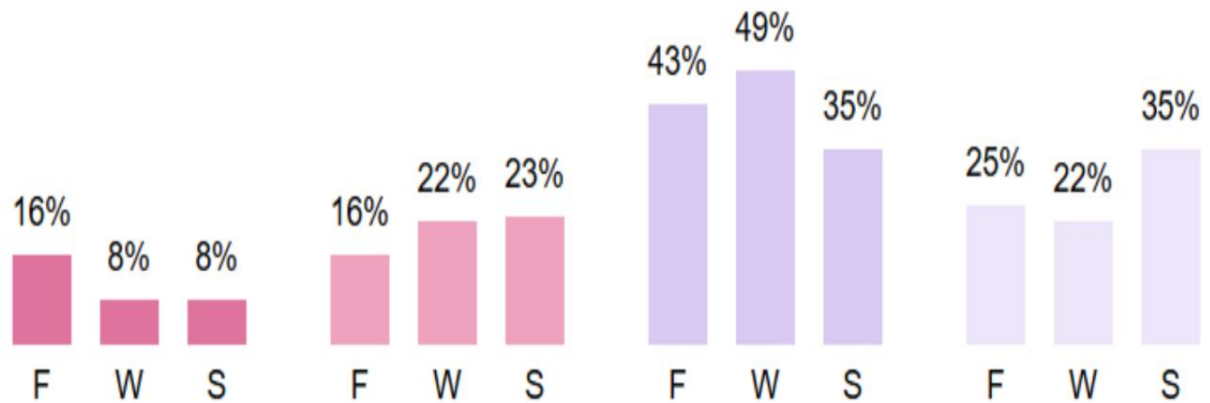
3rd grade- aReading



67%



3rd grade- aMath

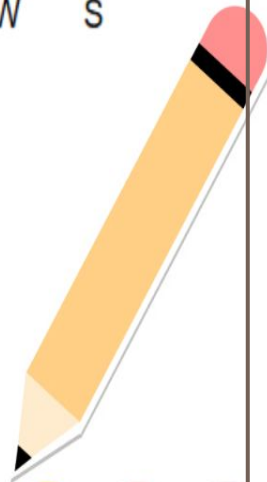


**Goal from
Fall:**

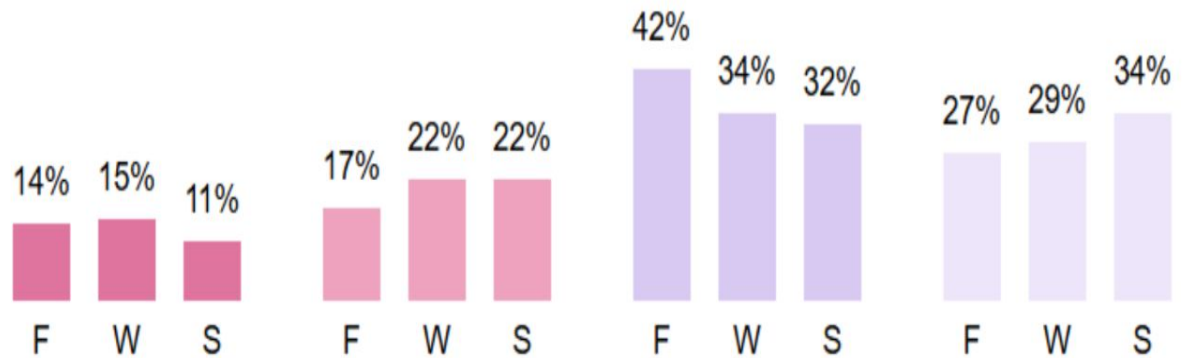
Winter-75%

Spring-85%

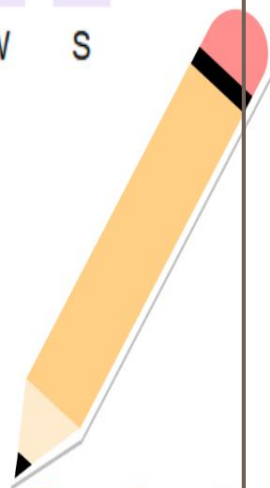
70%



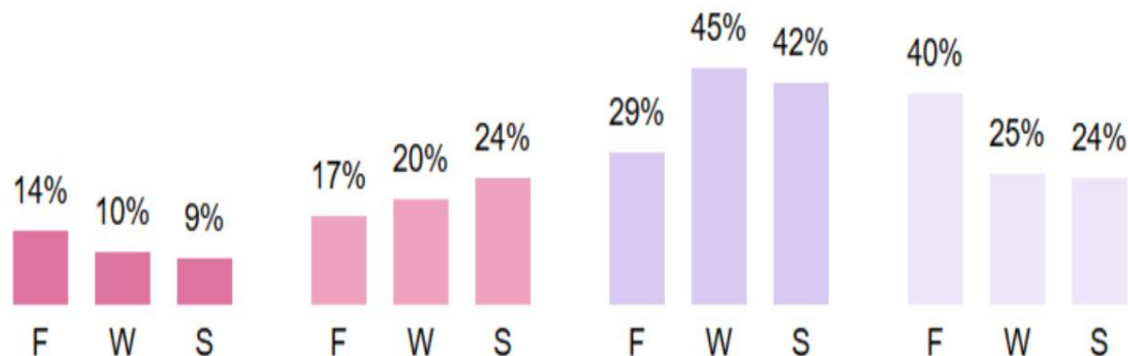
4th grade- aReading



66%



4th grade- aMath



Goal from Fall:
Winter-75%
Spring-80%

66%

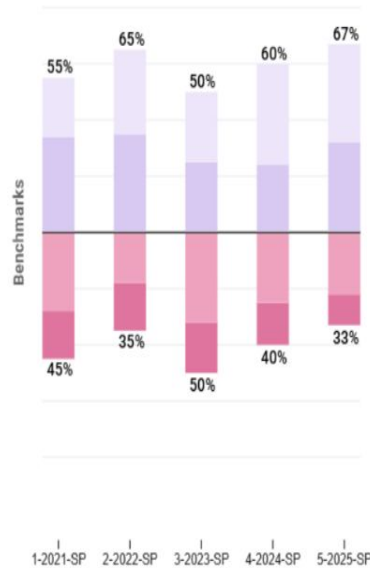


Longitudinal Spring Data-AReading

Percentage Of Students By Benchmark:

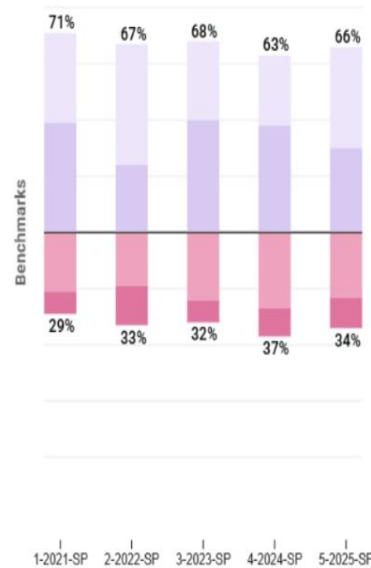
FOUR

+12% vs 2021-SPRI...



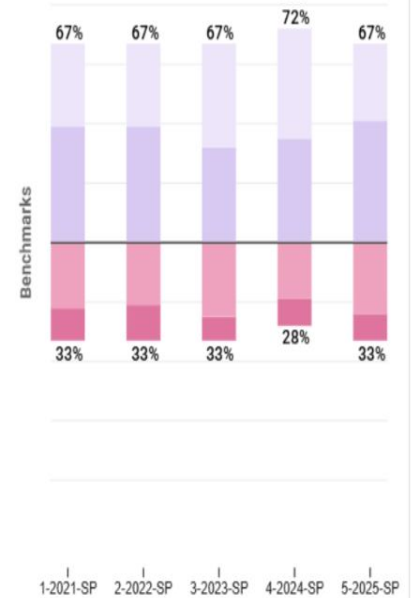
TWO

-5% vs 2021-SPRING



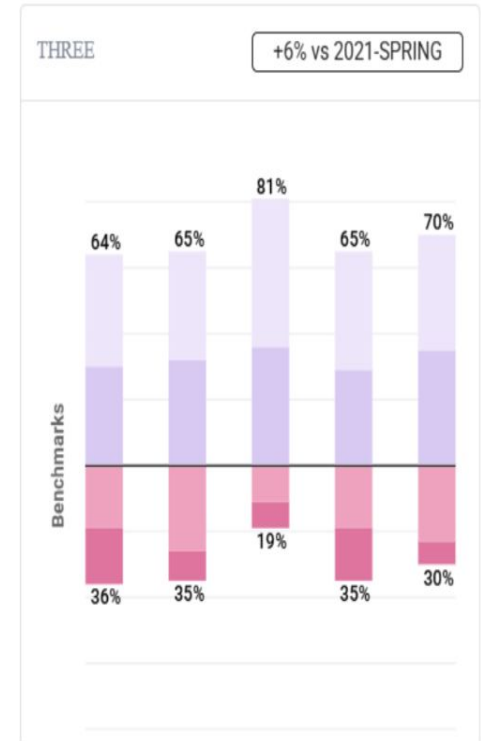
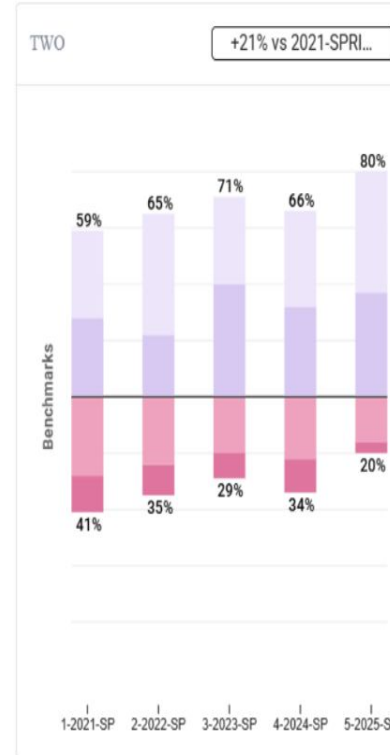
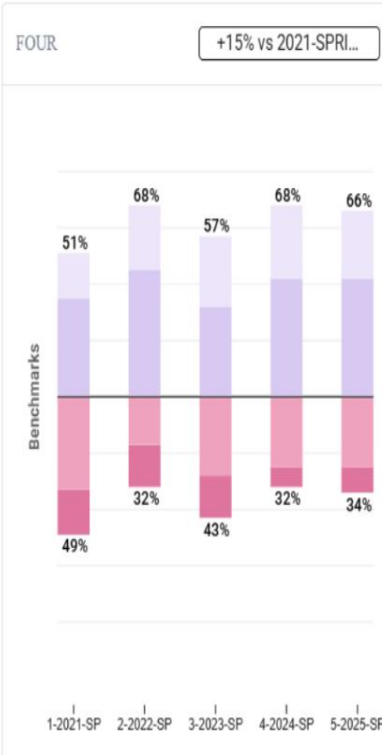
THREE

0% vs 2021-SPRING



Longitudinal Spring Data-AMath

Percentage Of Students By Benchmark:

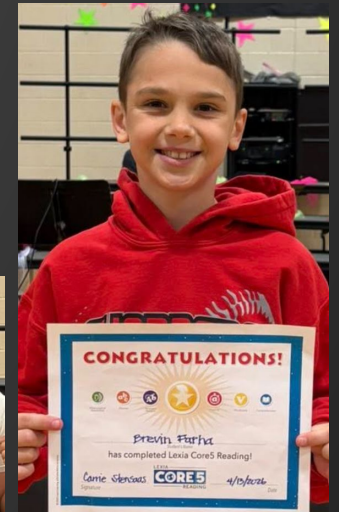


Special Events/Awards

2025-2026

Awards

- Students of the Month
- Principal's Wall of Fame
- Red Ribbon Week Winners
- Accelerated Reader Awards
- Perfect Attendance
- State Assessments
- STAR Students
- Math Awards
- Lexia Awards
- Student of the Month
- KMEA Music
- Battle of the Books
- Staff of the Month
- And many more!



Fall BBQ



Glow Night - Family Literacy

- 245 students attended
 - Double last years attendance
- Each student received a book and bag
- Free hot dog meal was served
- Each grade level had a booth along with the public library
- Reading Activities



School Marathon



Halloween Parade



Career Day

- 13 careers
- Students attended 4 sessions



Grandparents Day



Spelling Bee

- 6th Annual 4th Grade Spelling Bee
- Top 5 from each homeroom participate
- Overall Winners:
 - 1st Place - Dawkins Farha
 - 2nd Place - Everly Katt
 - 3rd Place - Josie Cyphers



Pastries with Parents



Early Childhood Safari

- 17 community booths
- Drum Safari Performance
- Free pizza meal
- Community Resources



Track Meet and Fun Day



Mother's Day Tea

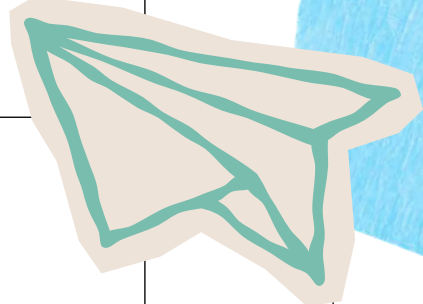
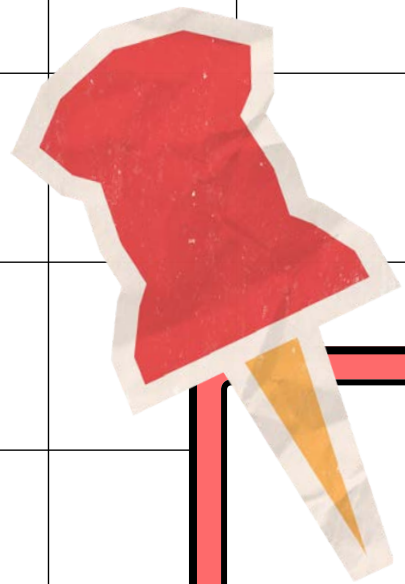


Assemblies and Programs

- Chris in the Classroom
- Kansas Heart Challenge
- Drum Safari
- Bike to School
- KSU Extension Program
- Rolling Hills Zoo

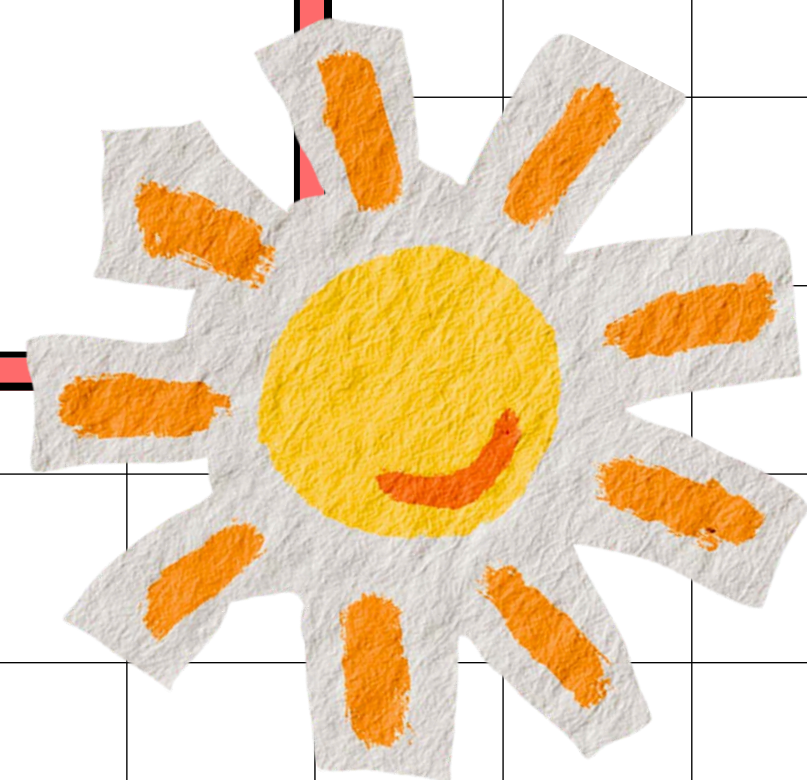
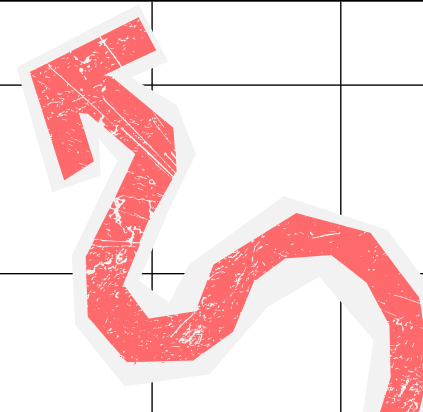
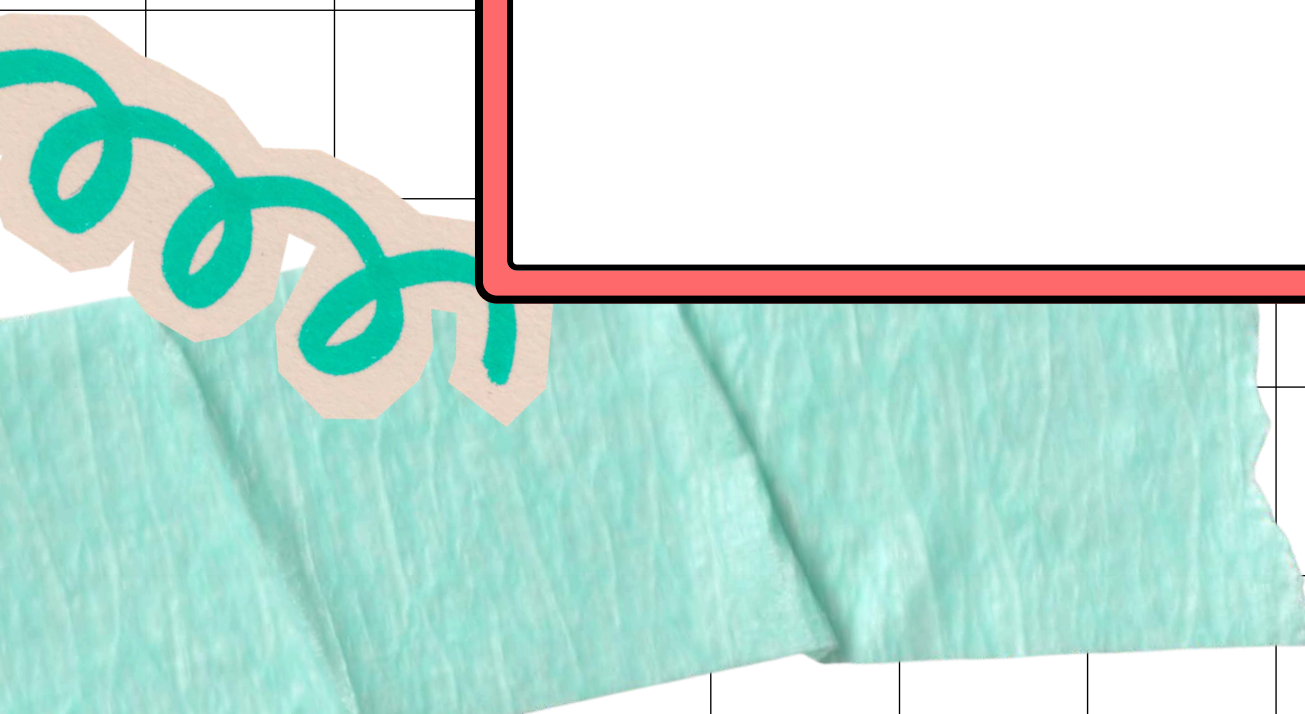


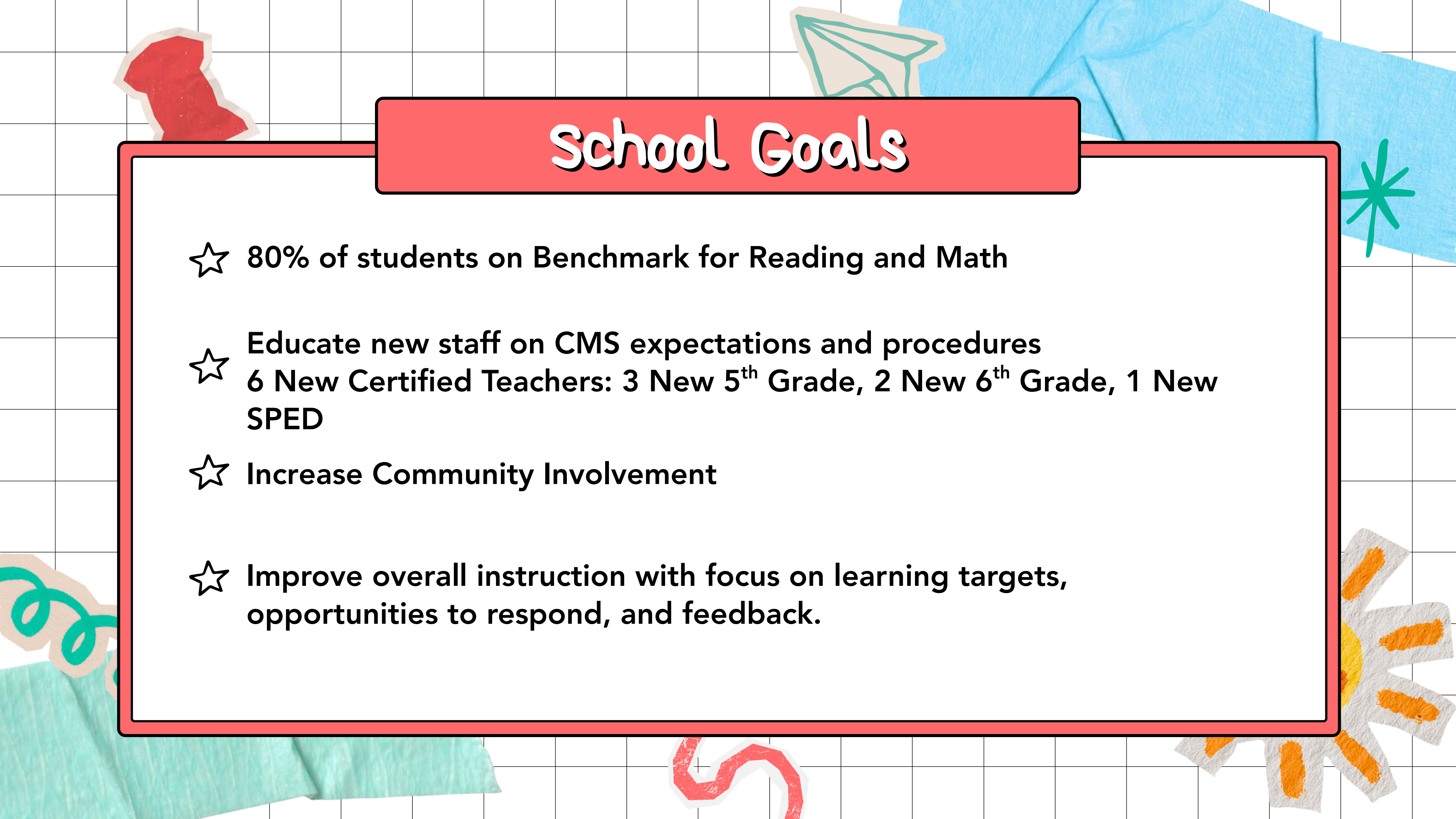
Thank you
for your support
of CES!



Concordia Middle School

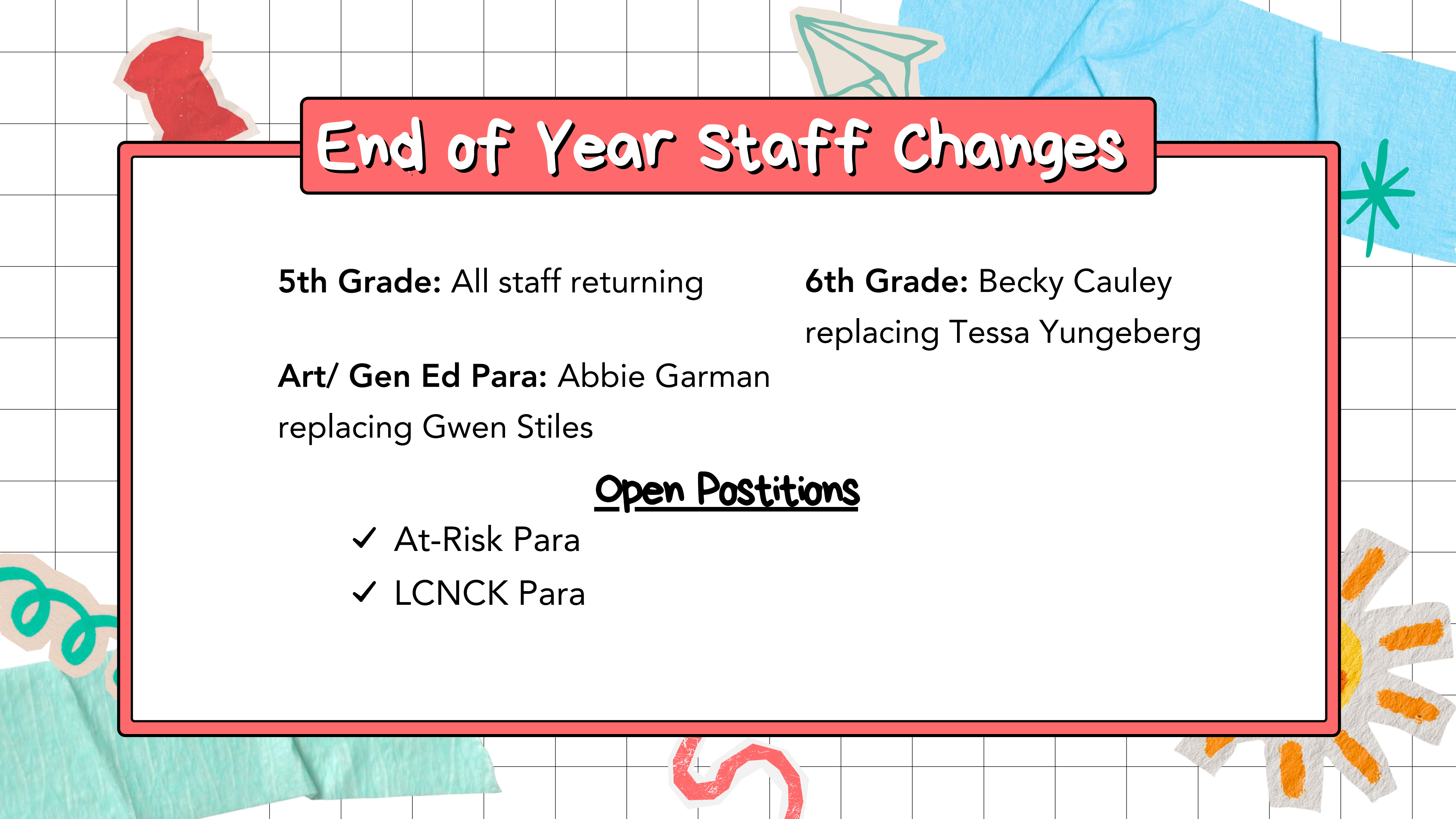
2025-2026





School Goals

- ☆ 80% of students on Benchmark for Reading and Math
- ☆ Educate new staff on CMS expectations and procedures
6 New Certified Teachers: 3 New 5th Grade, 2 New 6th Grade, 1 New SPED
- ☆ Increase Community Involvement
- ☆ Improve overall instruction with focus on learning targets, opportunities to respond, and feedback.



End of Year Staff Changes

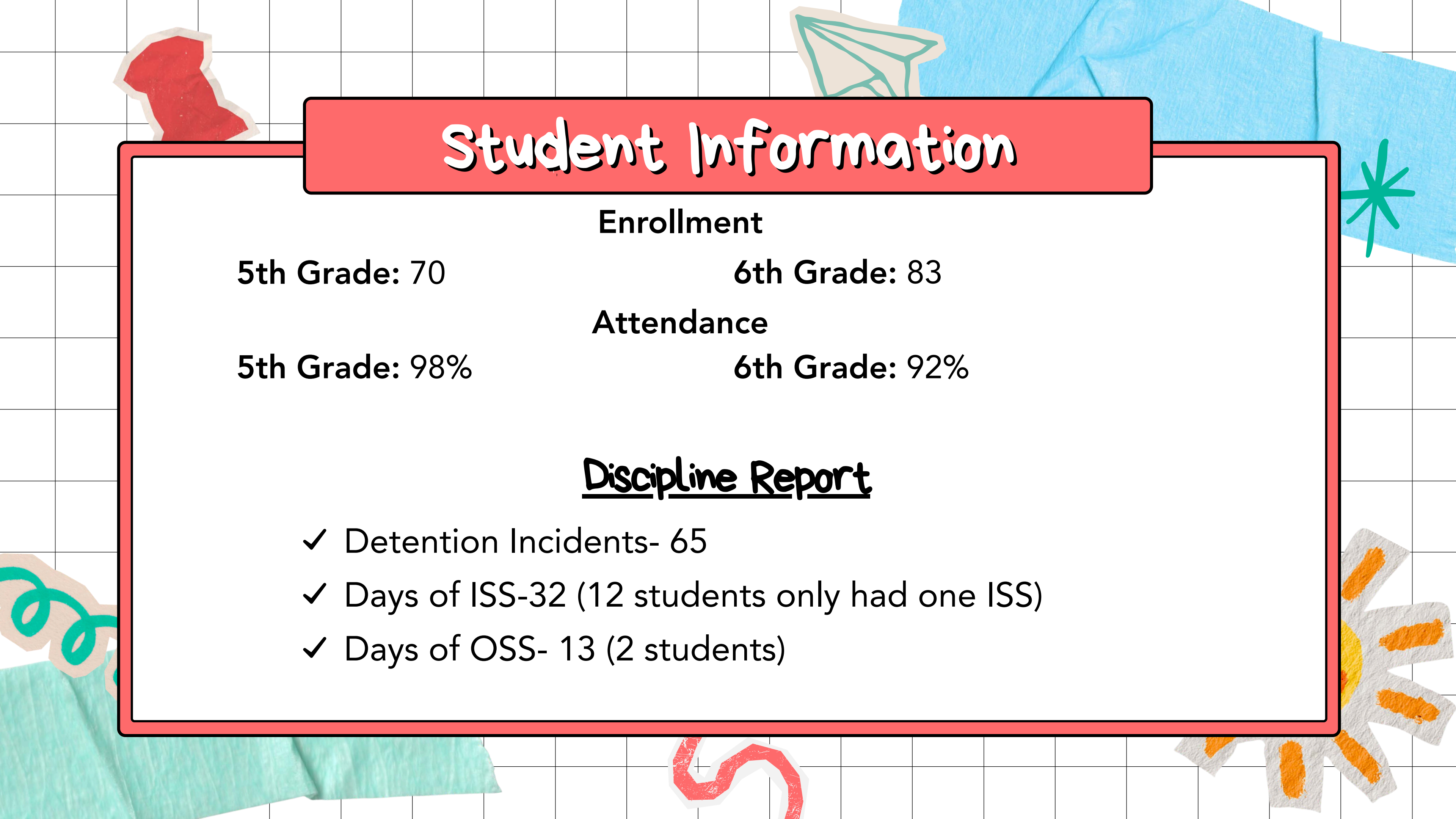
5th Grade: All staff returning

6th Grade: Becky Cauley
replacing Tessa Yungeberg

Art/ Gen Ed Para: Abbie Garman
replacing Gwen Stiles

Open Positions

- ✓ At-Risk Para
- ✓ LCNCK Para



Student Information

Enrollment

5th Grade: 70

6th Grade: 83

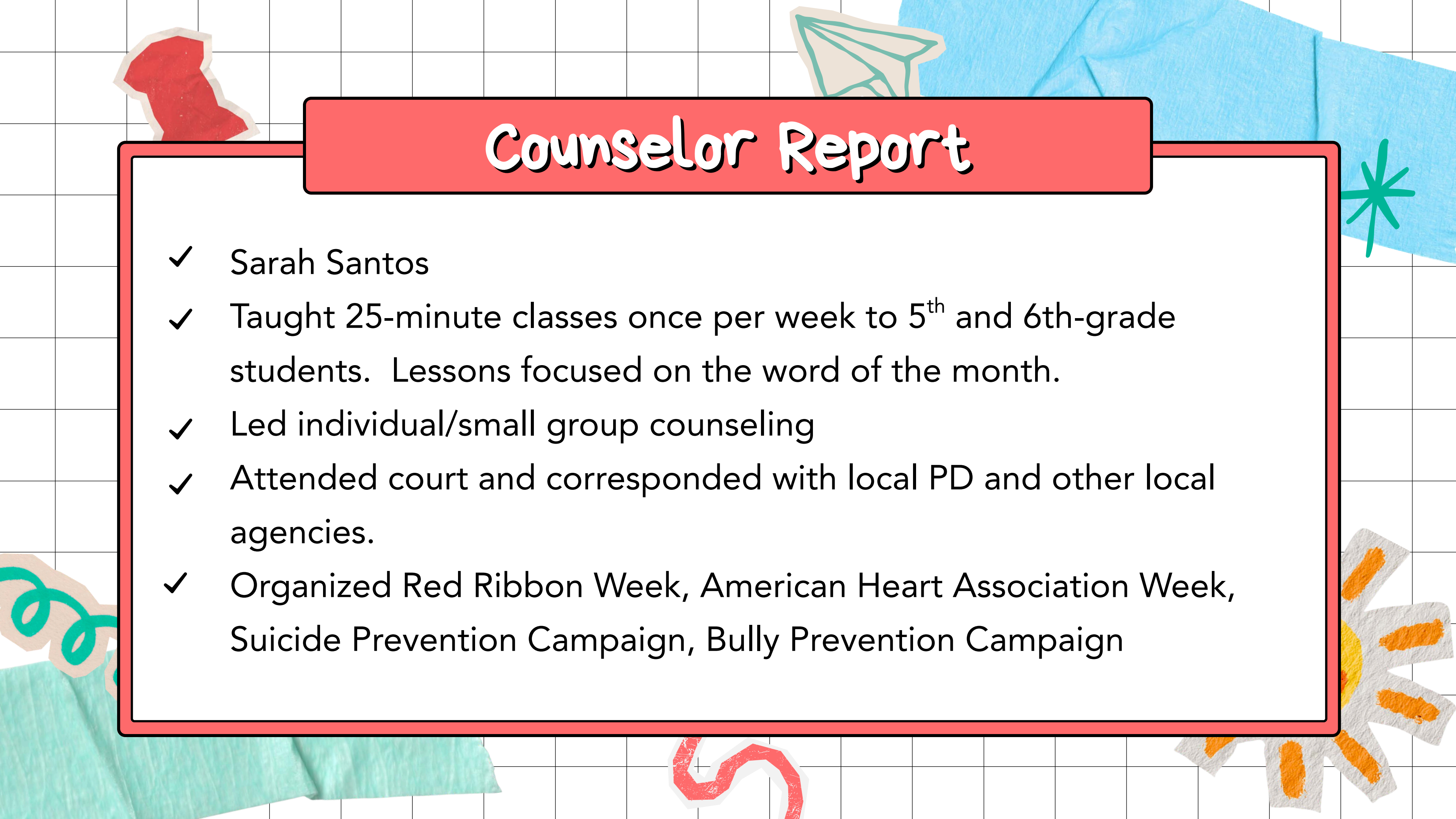
Attendance

5th Grade: 98%

6th Grade: 92%

Discipline Report

- ✓ Detention Incidents- 65
- ✓ Days of ISS-32 (12 students only had one ISS)
- ✓ Days of OSS- 13 (2 students)



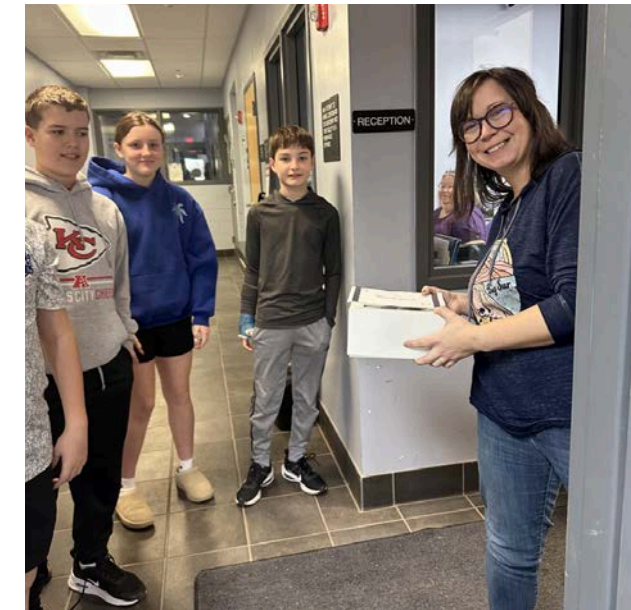
Counselor Report

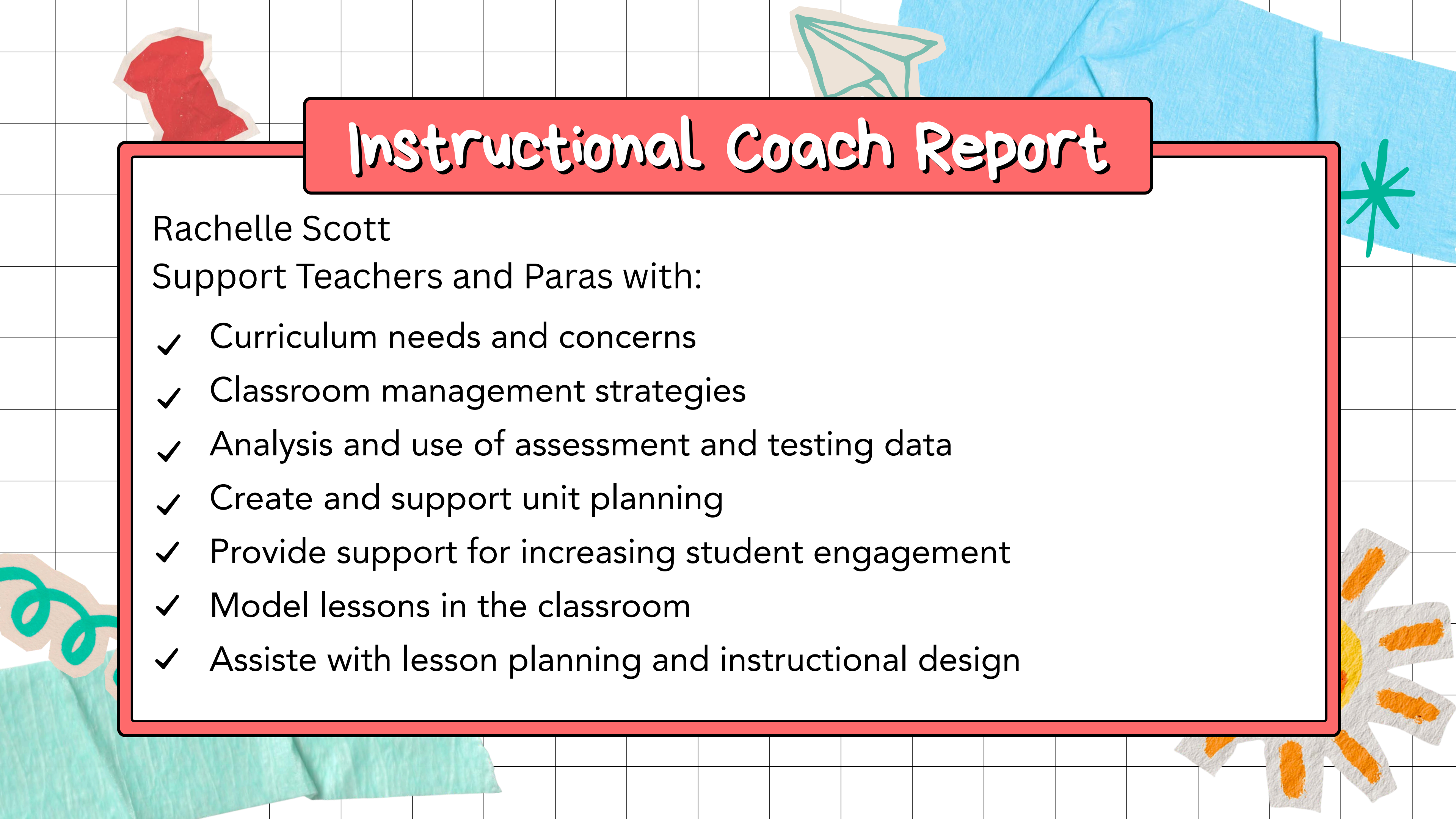
- ✓ Sarah Santos
- ✓ Taught 25-minute classes once per week to 5th and 6th-grade students. Lessons focused on the word of the month.
- ✓ Led individual/small group counseling
- ✓ Attended court and corresponded with local PD and other local agencies.
- ✓ Organized Red Ribbon Week, American Heart Association Week, Suicide Prevention Campaign, Bully Prevention Campaign

Counselor Report

Leadership

- ✓ Arranged various volunteer opportunities for our students. Elementary school, community dinner preparation, Random Acts of Kindness Day, assisted with the Veteran's Day Memorial



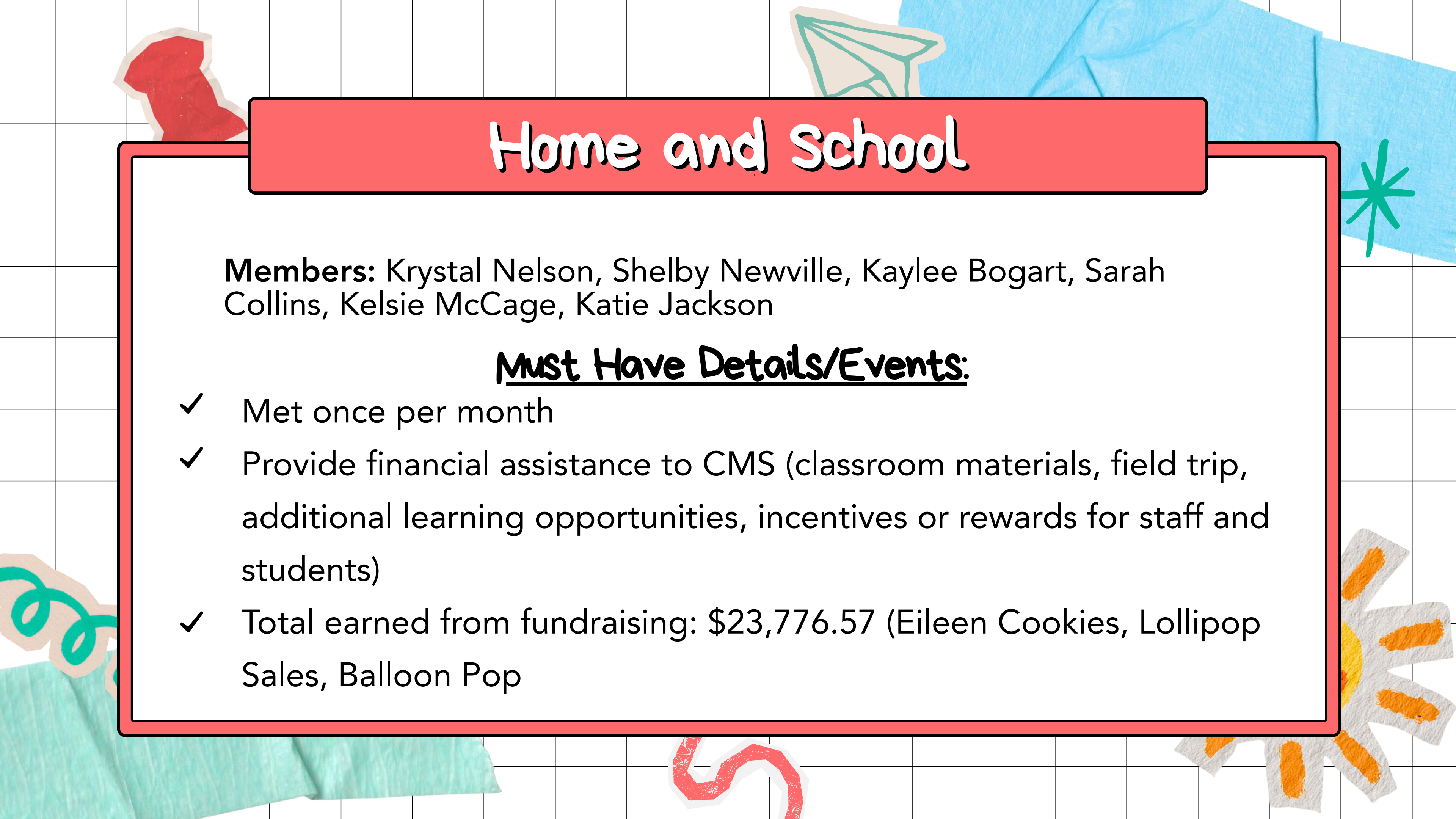


Instructional Coach Report

Rachelle Scott

Support Teachers and Paras with:

- ✓ Curriculum needs and concerns
- ✓ Classroom management strategies
- ✓ Analysis and use of assessment and testing data
- ✓ Create and support unit planning
- ✓ Provide support for increasing student engagement
- ✓ Model lessons in the classroom
- ✓ Assist with lesson planning and instructional design

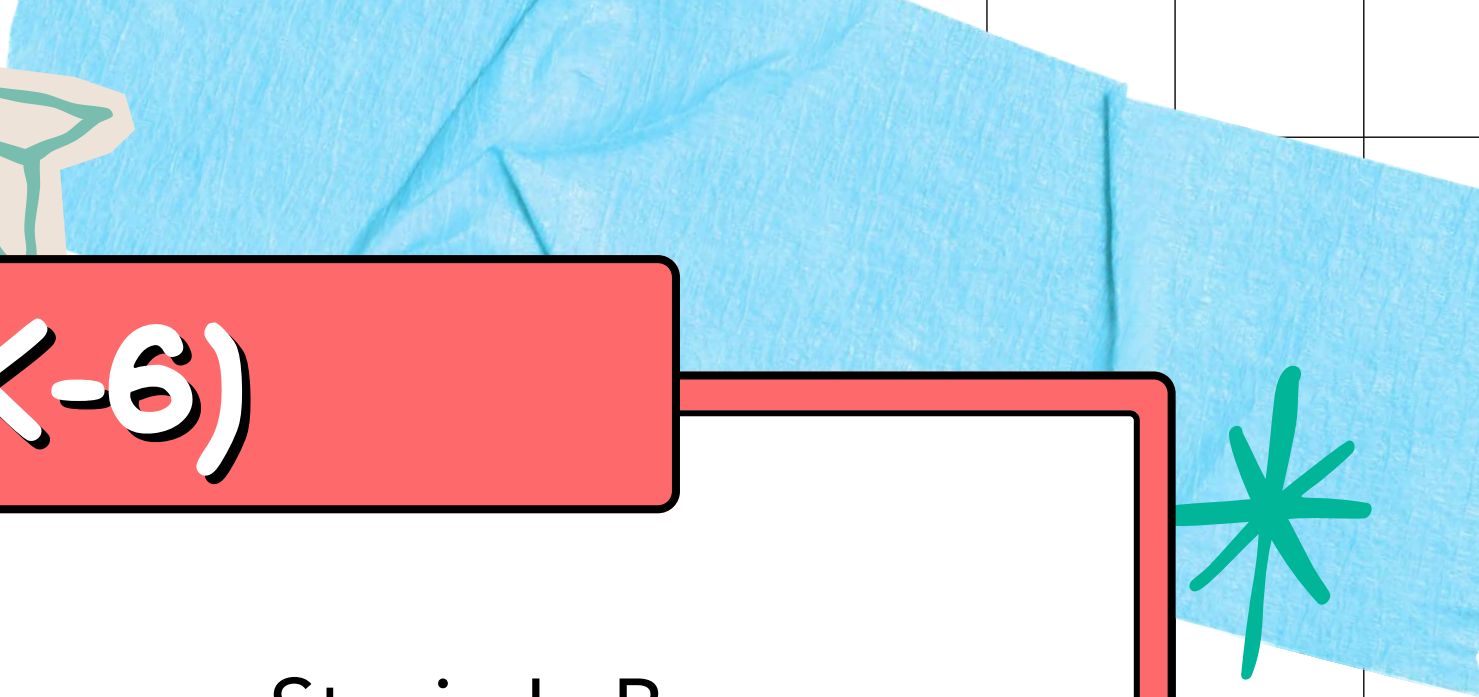


Home and School

Members: Krystal Nelson, Shelby Newville, Kaylee Bogart, Sarah Collins, Kelsie McCage, Katie Jackson

Must Have Details/Events:

- ✓ Met once per month
- ✓ Provide financial assistance to CMS (classroom materials, field trip, additional learning opportunities, incentives or rewards for staff and students)
- ✓ Total earned from fundraising: \$23,776.57 (Eileen Cookies, Lollipop Sales, Balloon Pop)

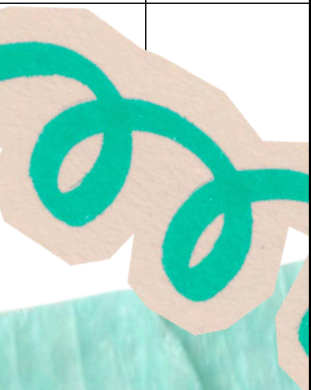
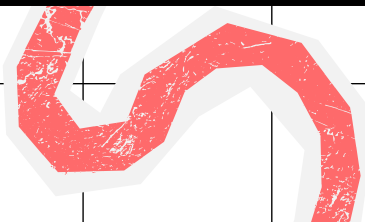
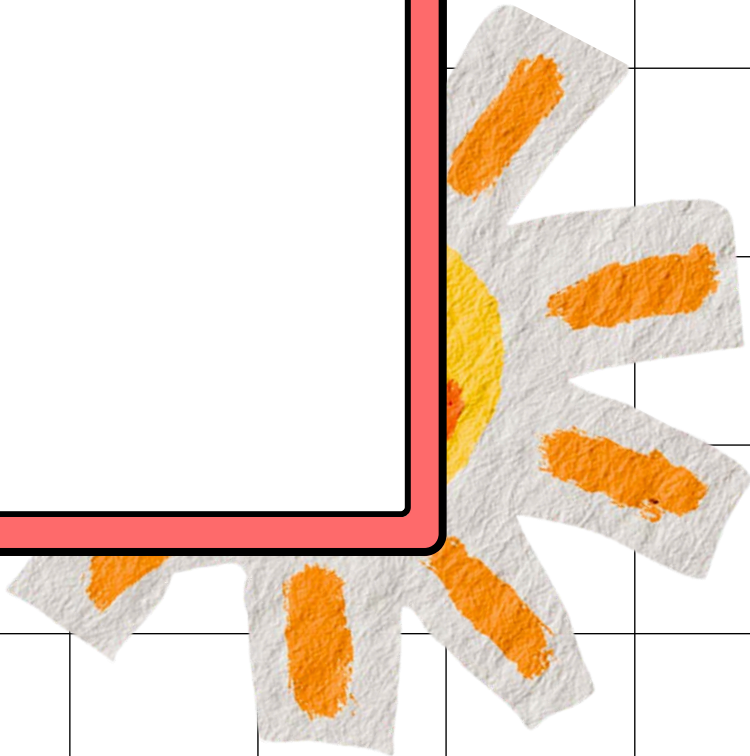


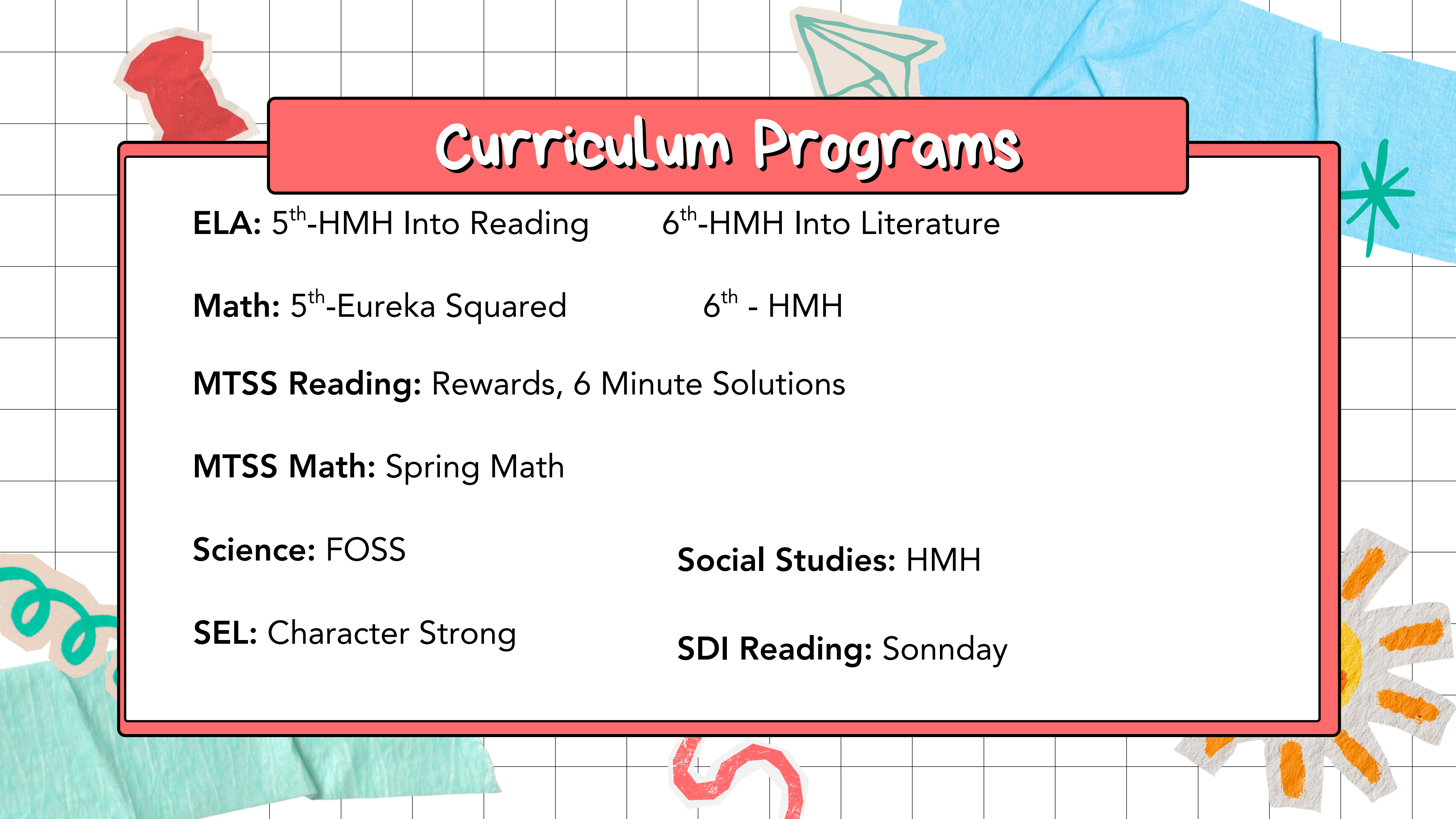
SITE Council (PK-6)

Members: Eric Gilliland, Amber Hanson, Sheila Thoman, Stacie LaBarge, Kristen Starr, Nancy Owen, Katie Jackson, Curtis Noon, Mistie Knox, Sidney Ripp, Sarah Santos, Rachelle Scott

Meetings: Once per month

Meeting Topics

- ✓ Transportation
 - ✓ Curriculum
 - ✓ Instructional Coach
 - ✓ Board of Education
 - ✓ Special Education
 - ✓ KESA Action Plan
- 
- 
- 



Curriculum Programs

ELA: 5th-HMH Into Reading

6th-HMH Into Literature

Math: 5th-Eureka Squared

6th - HMH

MTSS Reading: Rewards, 6 Minute Solutions

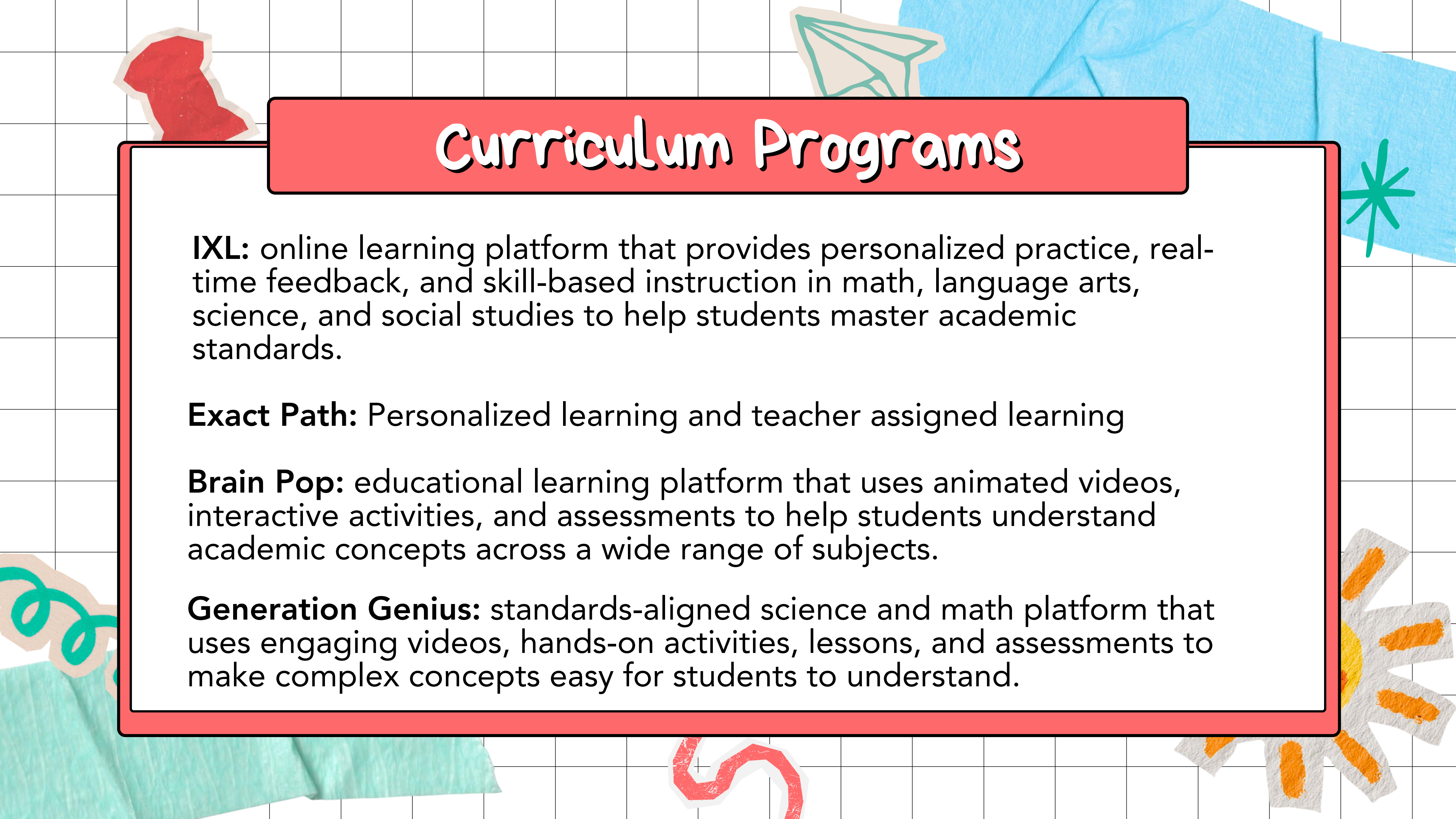
MTSS Math: Spring Math

Science: FOSS

Social Studies: HMH

SEL: Character Strong

SDI Reading: Sonnday



Curriculum Programs

IXL: online learning platform that provides personalized practice, real-time feedback, and skill-based instruction in math, language arts, science, and social studies to help students master academic standards.

Exact Path: Personalized learning and teacher assigned learning

Brain Pop: educational learning platform that uses animated videos, interactive activities, and assessments to help students understand academic concepts across a wide range of subjects.

Generation Genius: standards-aligned science and math platform that uses engaging videos, hands-on activities, lessons, and assessments to make complex concepts easy for students to understand.

Music Department

5th Grade Band: 33 Students

6th Grade Band: 38 Students

After School Singers: 21 Students



After School Clubs

Crochet Club



Drama Club



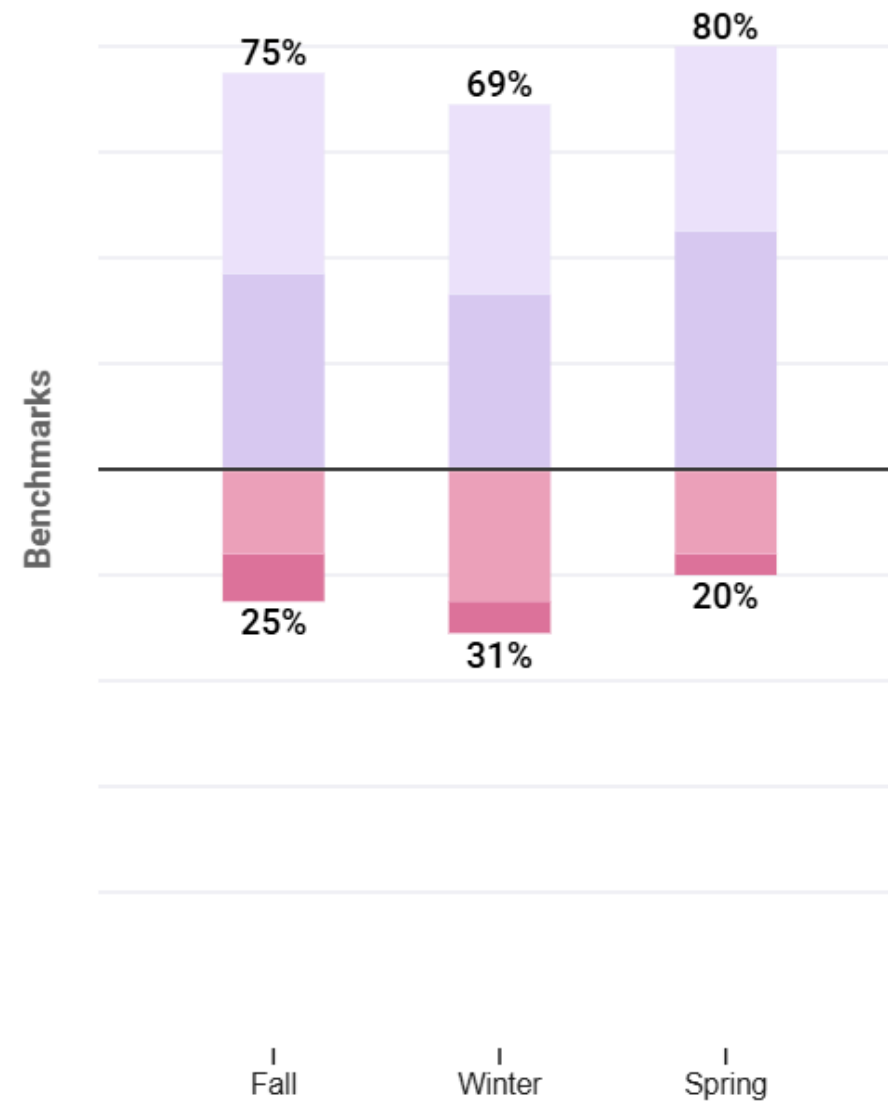
Chess Club

Data Reflection

FIVE

aMath

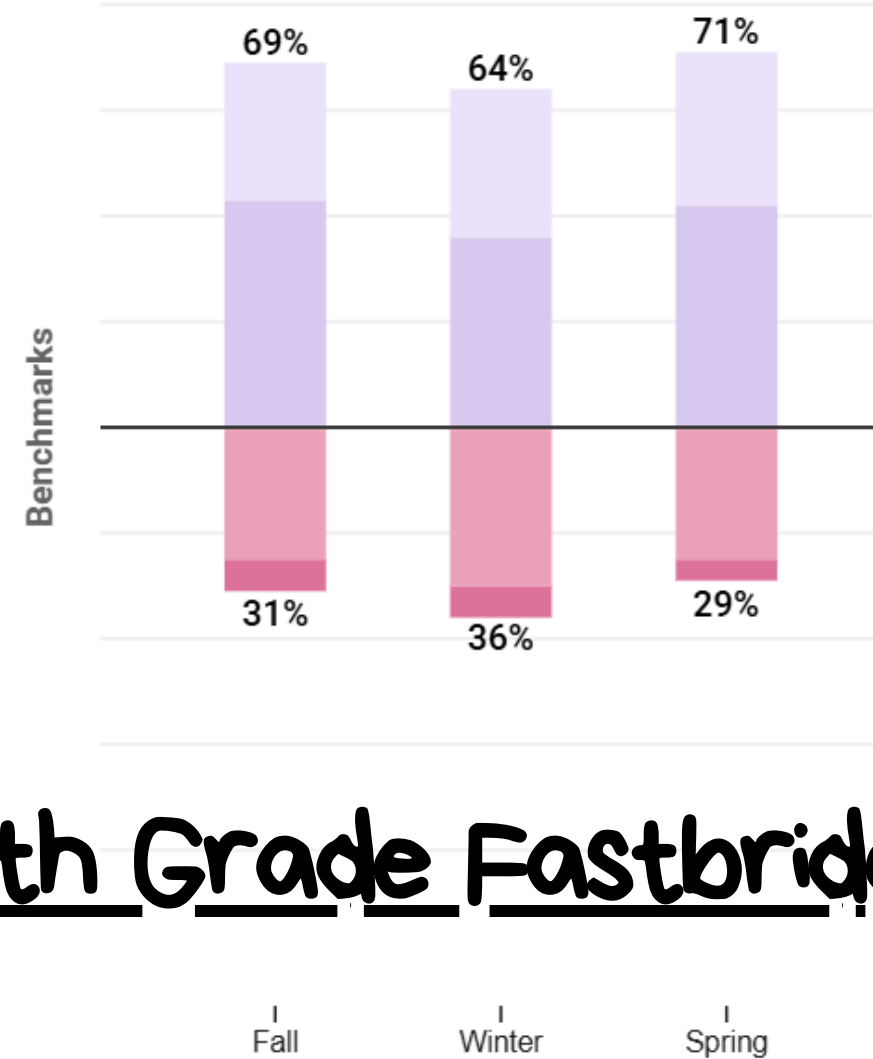
+5% vs Fall



FIVE

aReading

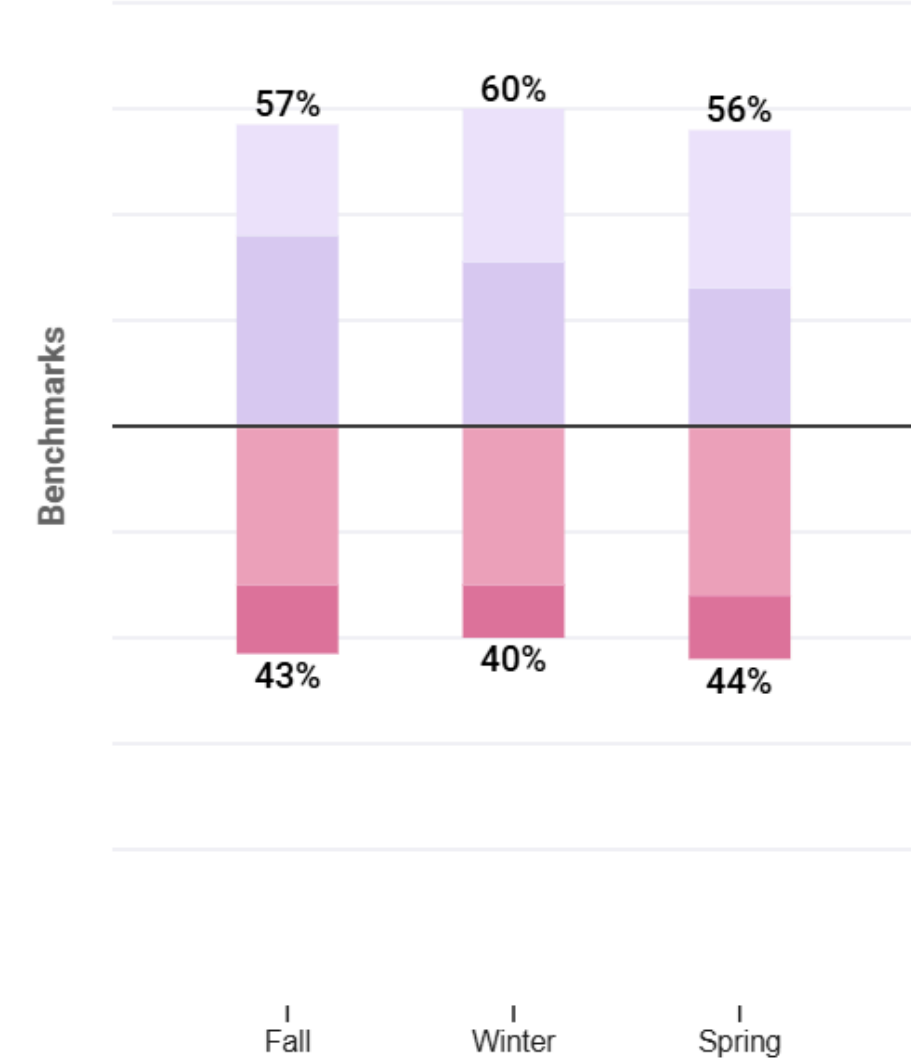
+2% vs Fall



FIVE

CBMr

-1% vs Fall



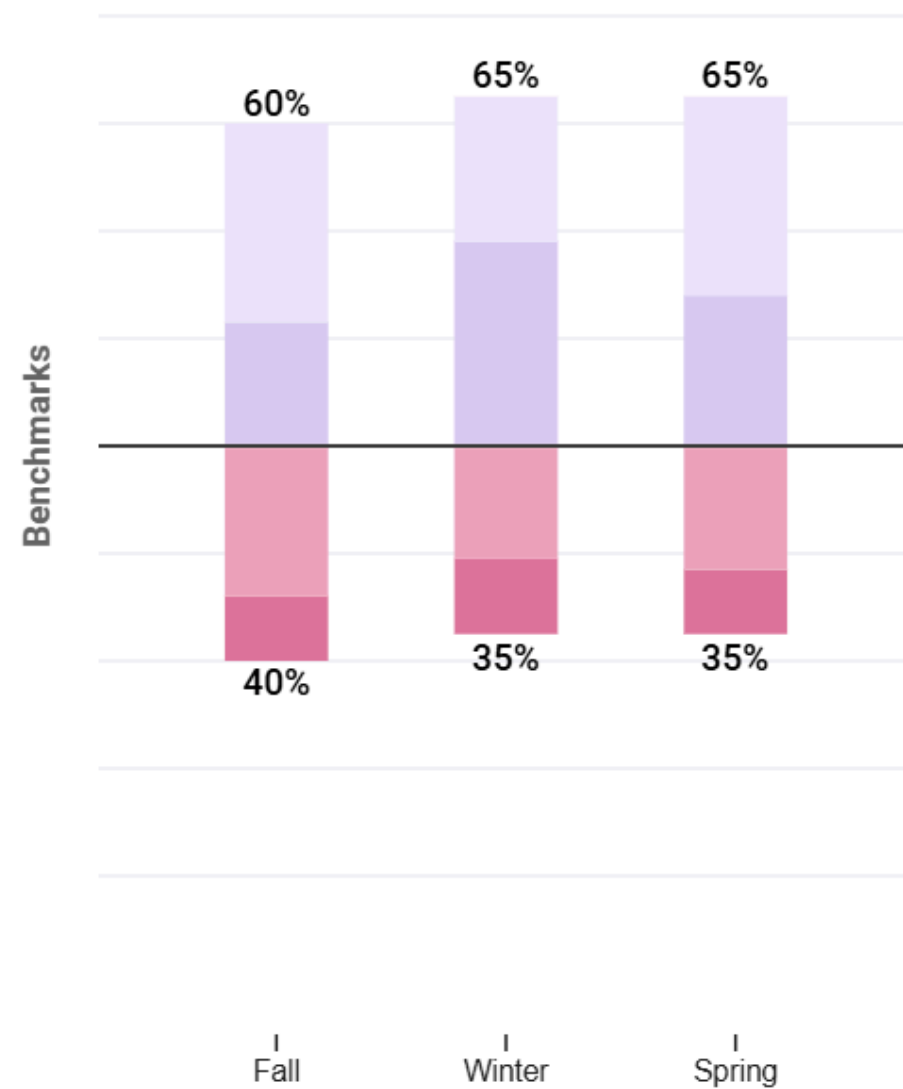
5th Grade Fastbridge

Data Reflection

SIX

aMath

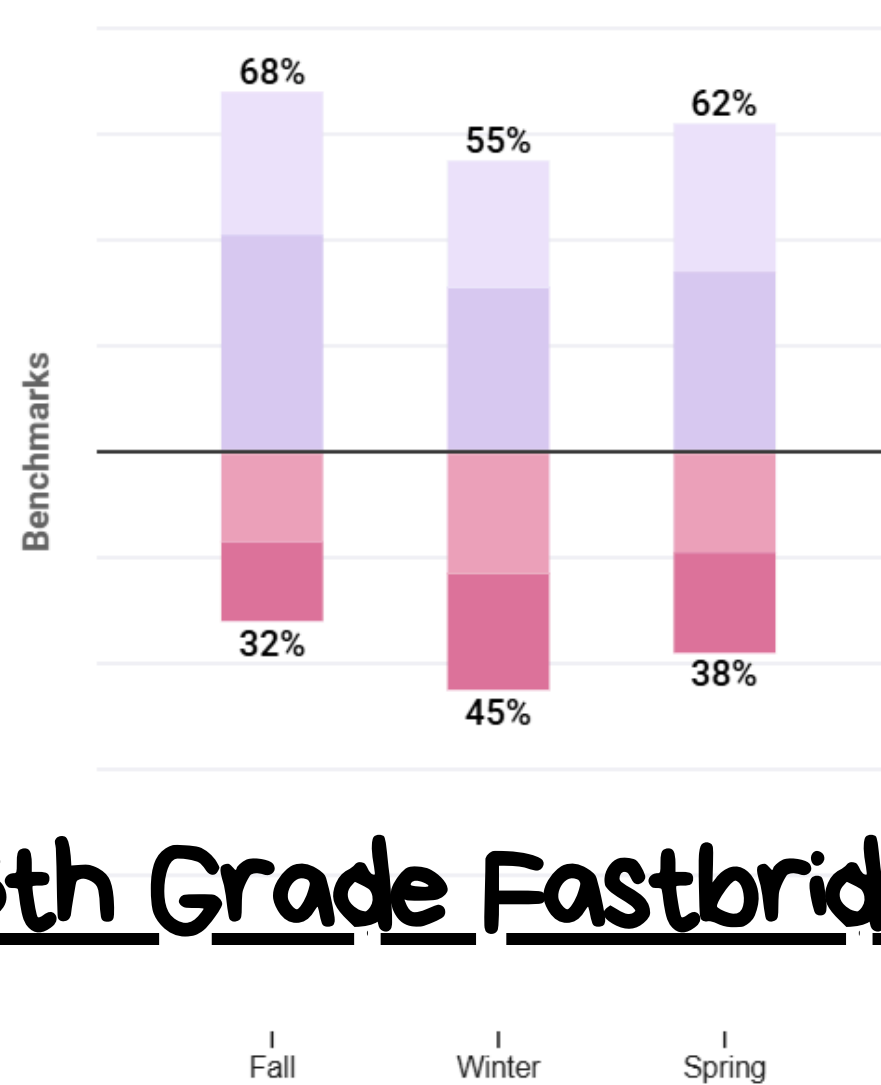
+5% vs Fall



SIX

aReading

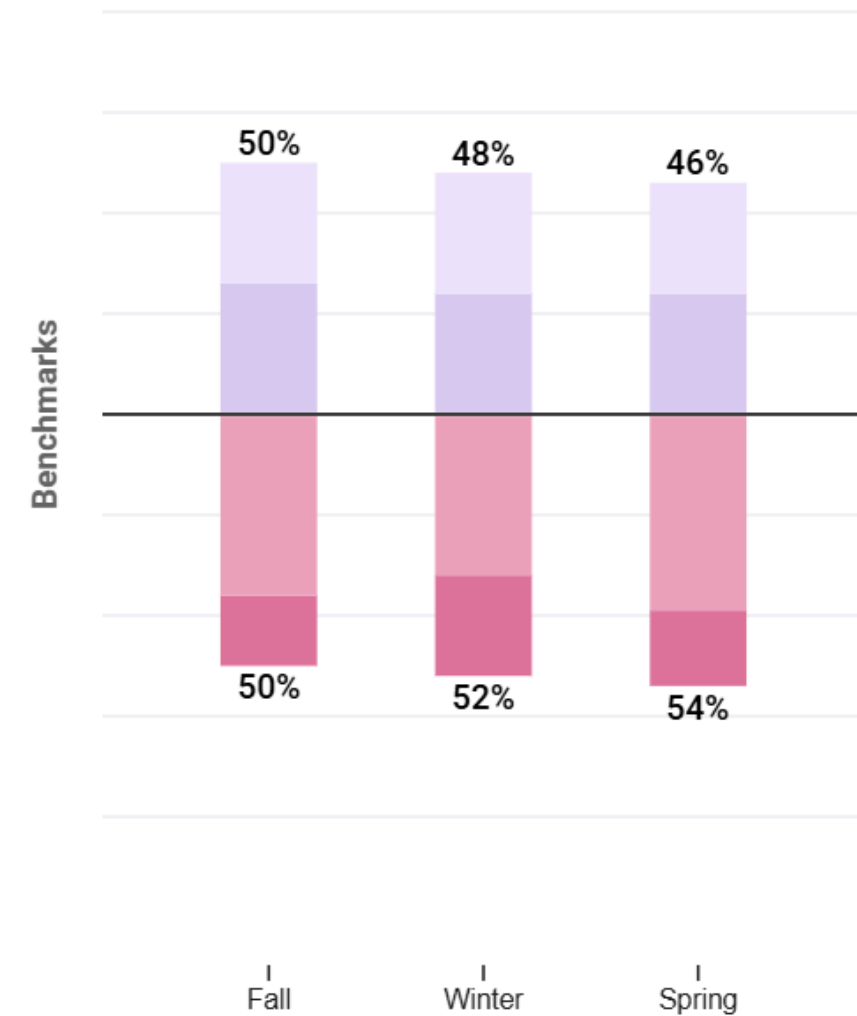
-6% vs Fall



SIX

CBMr

-4% vs Fall



6th Grade Fastbridge

Data Reflection

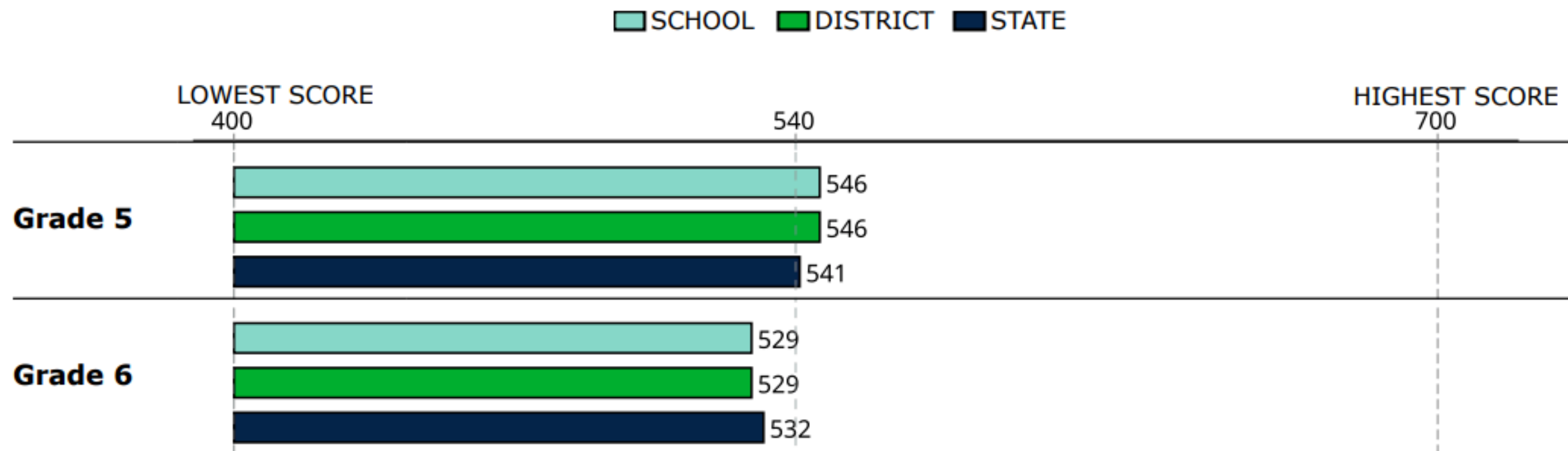
SCHOOL REPORT: Concordia Middle / #3793

SUBJECT: English Language Arts

DISTRICT: Concordia / #D0333

State Assessment- ELA

Average School, District, and State Performance



Data Reflection

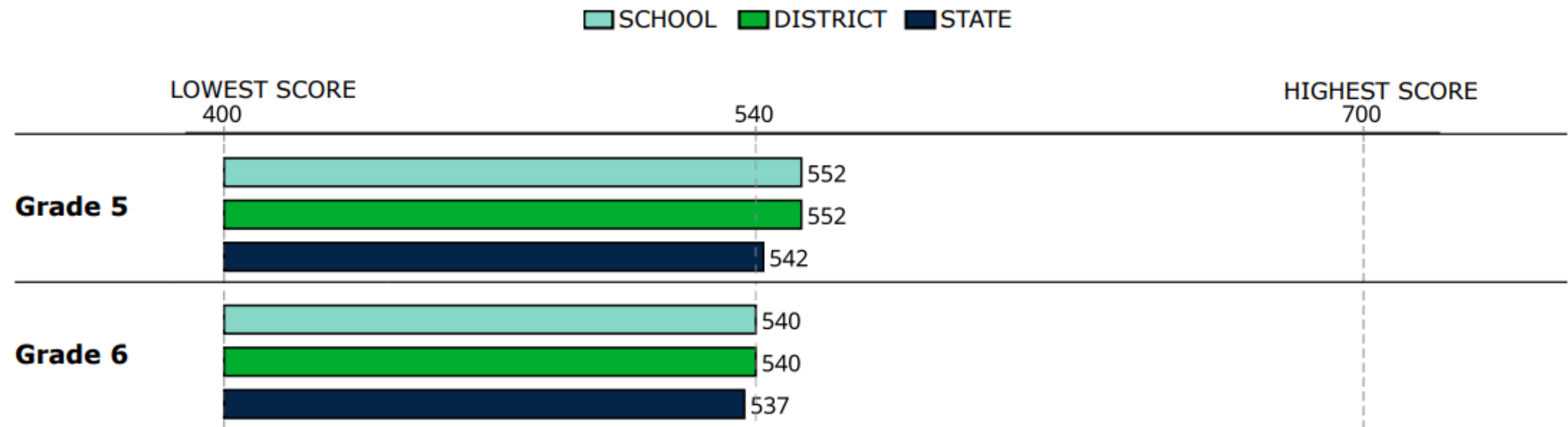
SCHOOL REPORT: Concordia Middle / #3793

SUBJECT: Mathematics

DISTRICT: Concordia / #D0333

State Assessment- Math

Average School, District, and State Performance



Data Reflection

SCHOOL REPORT: Concordia Middle / #3793

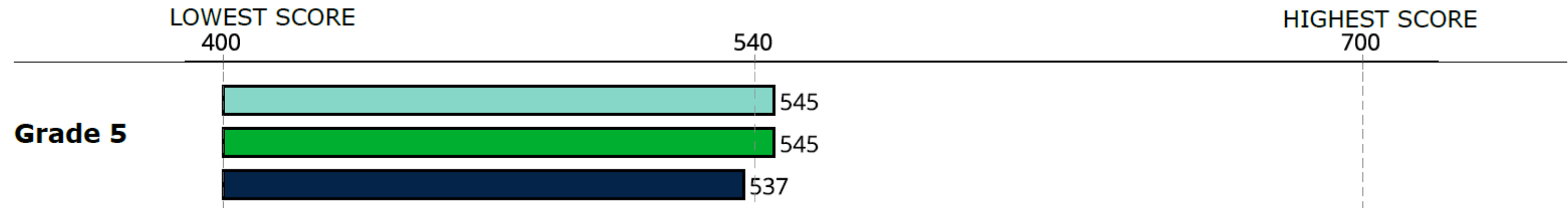
SUBJECT: Science

DISTRICT: Concordia / #D0333

State Assessment- Science

Average School, District, and State Performance

■ SCHOOL ■ DISTRICT ■ STATE



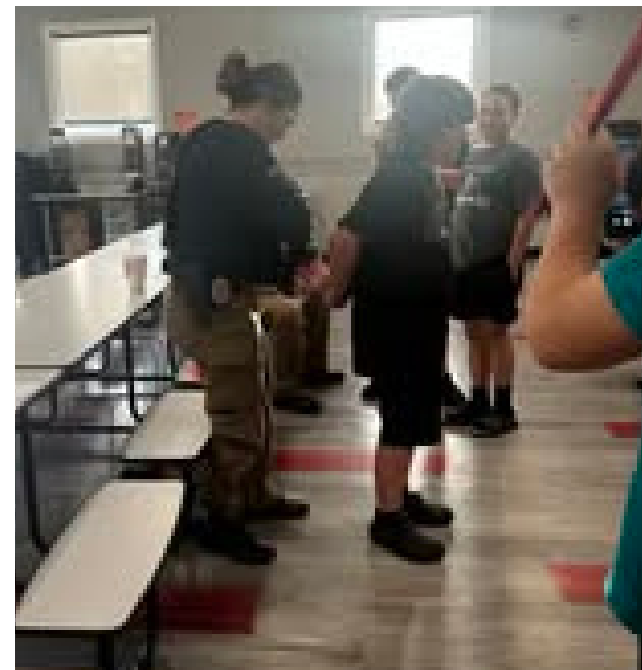
Fun Fridays

Our custodian, Mr. Bill, transforms Fridays into an exciting day we all eagerly anticipate. He arranges games, competitions, decorations, and so much more!



CMS Highlights

Chris in the Classroom
Track Meet
Cross Country
American Heart Association
Battle of the Books
AR Parties: Christmas lights, Fishing, Pumpkin Painting, Water Fun Day, Sugar
Cookie decorating
Community Engagement Night



5th Grade Highlights

Starbase
Cosmosphere
Ameritowne
Pawnee Indian Village



6th Grade Highlights

Zoo to You
P&M Pumpkin Patch
Rolling Hills Zoo
Greek Festival



Positive Recognitions

Student of the Month

Pawsitive Counts

Pizza Hut Lunch

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

CONCORDIA MIDDLE SCHOOL

Way to go Wyatt!



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

CONCORDIA MIDDLE SCHOOL

Way to go Emilia!



Student of the MONTH
6th Grade Student for April
BROOKLYN ROBESON

Brooklynn Robeson is our 6th grade Student of the Month! Brooklynn consistently demonstrates what it means to be a positive role model in and out of the classroom. She is always kind and respectful to others, making those around her feel included and valued. Her willingness to help classmates and her genuine care for others truly set her apart. Brooklynn also gives her best effort in everything she does. She approaches her work with determination, stays focused, and never gives up when faced with challenges. Her strong work ethic and positive attitude make her a joy to teach.

CONCORDIA MIDDLE SCHOOL

Way to go Brooklyn!



Student of the MONTH
5th Grade Student for January
RONAN HARRIS

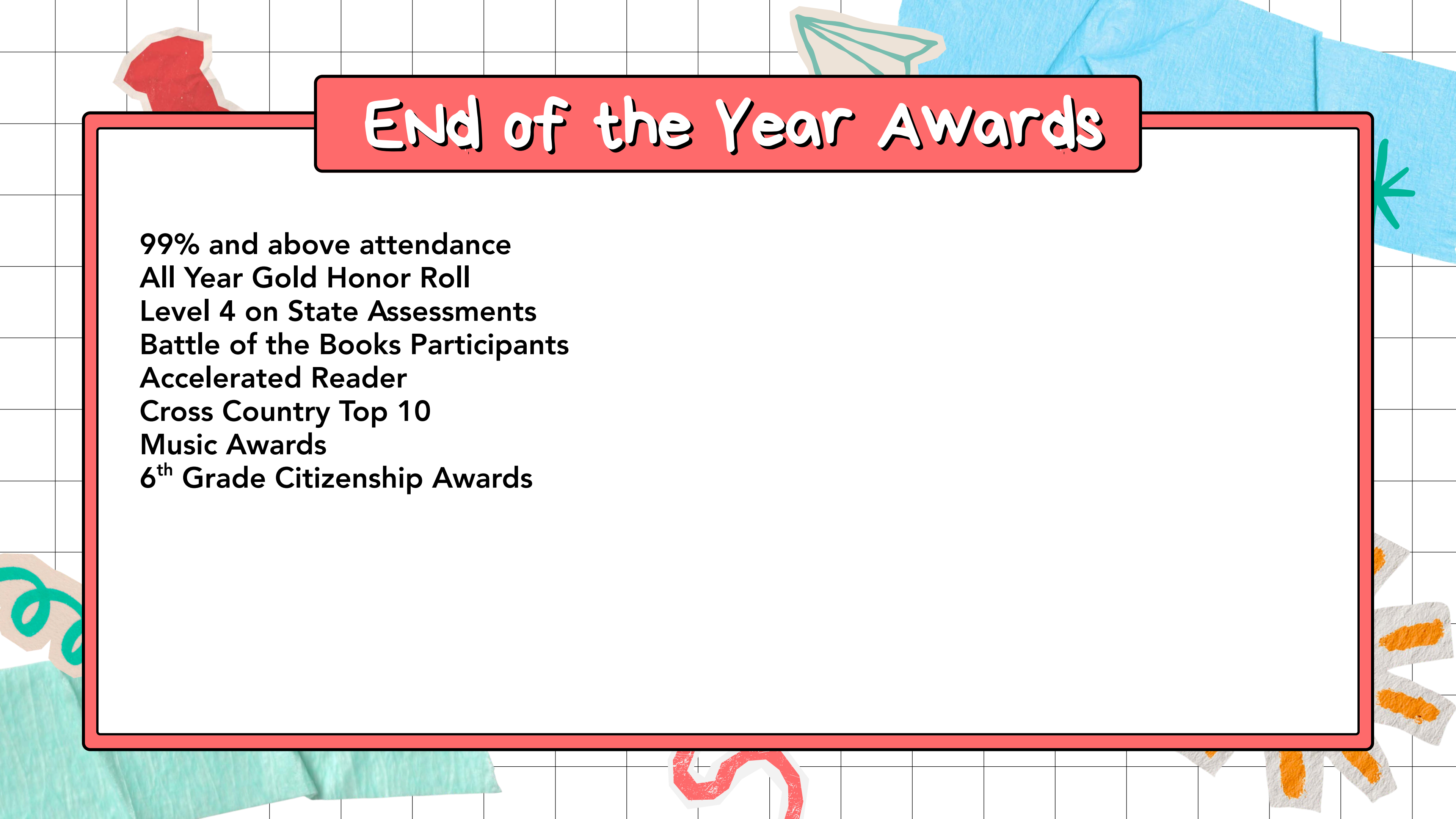
Ronan is consistently kind to everyone around him and is always willing to lend a helping hand to classmates and teachers. He brings a positive attitude into the classroom each day, and his great jokes have a way of keeping everyone smiling and motivated. Ronan's kindness, helpful nature, and ability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

Homeroom: Benyshek

CONCORDIA MIDDLE SCHOOL

Way to go Ronan!





End of the Year Awards

99% and above attendance
All Year Gold Honor Roll
Level 4 on State Assessments
Battle of the Books Participants
Accelerated Reader
Cross Country Top 10
Music Awards
6th Grade Citizenship Awards

Concordia Jr./Sr. High School

2025-26 End of Year Building Report



Portrait of a Successful Concordia Junior-Senior High School Graduate

MISSION STATEMENT of USD #333

“Our mission is to create and maintain an environment that ensures Engaged Learning, Effective Teaching, and Trusting Relationships so that all members of the school community reach their highest level of academic achievement.”

CONFIDENT & CAPABLE

- To EFFECTIVELY COMMUNICATE
- To DEMONSTRATE ACADEMIC COMPETENCE
- To POSSESS LIFE SKILLS FOR INDEPENDENT OR FAMILY LIVING
- To BE MARKETABLE FOR POSTSECONDARY OPPORTUNITIES

INQUISITIVE & INSPIRED

- To COMMIT TO LIFELONG LEARNING
- To PERPETUATE INTELLECTUAL CURIOSITY
- To THINK CRITICALLY
- To PERSEVERE THROUGH ADVERSITY



HEALTHY & HAPPY

- To IDENTIFY AND ATTAIN A STATE OF PERSONAL AND PHYSICAL WELL-BEING
- To EMBRACE A CULTURE OF COLLABORATION
- To FOSTER AND MAINTAIN HEALTHY RELATIONSHIPS
- To DEVELOP A STRONG SENSE OF PERSONAL VALUES

DREAMERS & DOERS

- To ADVOCATE FOR SELF AND OTHERS
- To ENGAGE CIVICALLY
- To PURSUE GLOBAL COMPETENCE
- To SEEK AND FIND PROBLEMS AND SOLUTIONS

CONCORDIA CULTURE

Culture: *How the school, teachers and students work together to set the values, beliefs, and norms of a building. Creating and executing this culture is based on Panther P.R.I.D.E.*

P. ersonal

R. esponsibility

I. n

D. eveloping

E. xcellence

Human Capital - Our #1 Resource

Communication - Transparent and Honest

What, How, Why? - Decisions w/Purpose based on Data

Sharing of Knowledge - Student, Teachers, Staff, Admin, Etc.

Self Care - Our Students Need and Deserve Your Best

Academic Rigor - We get what we expect! Area of Emphasis

Integrity and Trust - Assume Positive Intent Whenever Possible

Classroom Management - #1 effect on classroom productivity

Positive Mindset - Enjoy the Process! Purpose Driven Profession

Empathy - Walk a Mile; Team Mindset; Relationship Business

Win the Day, Week, Month, Year - Process based w/Patience - Goals!

Where we are at? Where we are going? How do we get there?

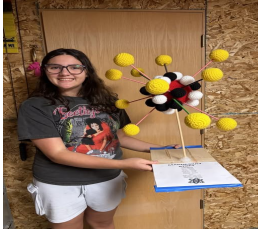
Big Ticket Initiatives

- Chronic Absenteeism
 - GOAL OF 10% OR LESS
- Safe and Civil Schools
 - BUILDING SAFETY
 - CLASSROOM MANAGEMENT
- Structured Literacy as a Building
 - PAIRED READING
 - R.A.C.E.S. WRITING
 - VOCABULARY
- M.T.S.S
 - REMEDIATION
 - ENRICHMENT
 - SOCIAL EMOTIONAL LEARNING AND SUPPORTS
- Increasing Academic Rigor
 - CURRICULUM ALIGNMENT W/STANDARDS
 - EXPECTATIONS AND COLLEGE/CAREER READINESS
- Improving State and National Assessment Performance
 - K.A.P. ASSESSMENT SCORES
 - ACT/PRE ACT SCORES
- Implementation of *Character Strong* as S.E.L. curriculum for U.S.D. #333



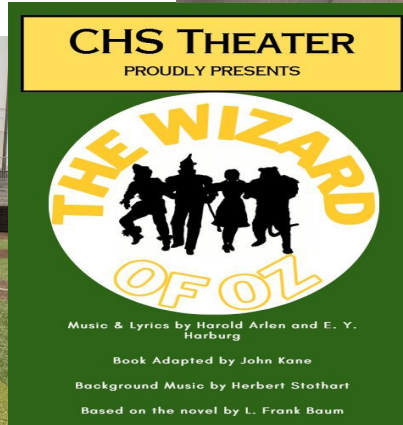
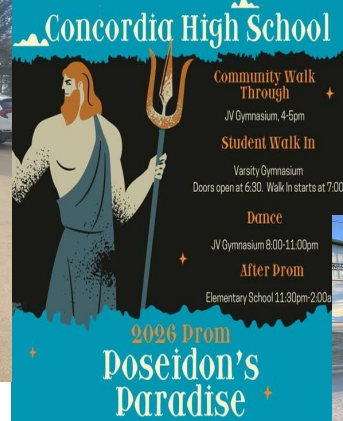
School Year Highlights

- Continued development of DLT
- Work Based Learning of over 9,000 hours
- Seniors earned 594 college credit hours
- Seniors earned 25 industry certifications
- Building wide structured literacy initiative continued w/additional vocabulary strategies included
- Over 9,000 student entries into our structured literacy tool documenting strategies utilized
- Implementation of Senior Seminar, Freshman Focus, and JH Structured Enrichment, ACT Prep
- Quarterly Peer Observations for Faculty w/directed feedback for colleagues
- IPS: Student Led Conferences, PAWS Lessons and Activities
- Senior Interview Day - 26 Local Business/Volunteers



Athletics and Activities

- Team State Qualifiers: Girls Golf, Girls Basketball, Baseball
- Wrestling State Medalists: Trey Hamiel, Deekon Holbert, Drake Blochlinger, Gabi Lange
- Track and Field State Medalist: TBD
- Girls Golf State Medalist: Mya Niehues
- Multiple Art Show Winner: Mya Bauer
- Senior Signing Day for all Class of 2026
- NCKL League Champions: Baseball
- NCKL League Runner-Ups: Boys Wrestling, Boys Basketball
- Presentations of the musical "Wizard of Oz"
- CHS Band received a "1" rating at KSHSAA Regional Music
- CHS Choir received a "1" rating at KSHSAA Regional Music
- JH NCKL Champions in Boys and Girls Track
- JAGK Regional Runner Up: Alexis Winter



Enrollment and Discipline Data

- **Enrollment by Classes**
 - 7th: 92
 - 8th: 86
 - 9th: 84
 - 10th: 89
 - 11th: 104
 - 12th: 68 (67 have graduated as of June 1st)
- **Faculty and Staff**
 - 53 Certified
 - 35 Classified
- **Discipline and Attendance Report Basics**
 - 36 ISS Assigned - 54 Total Days
 - 37 OSS Assigned - 97 Total Days
 - 91.8% Attendance Rate grades 7-12
 - 7th - 10.3% Chronic Absenteeism
 - 8th - 12.5
 - 9th - 16.2
 - 10th - 13.1
 - 11th - 19.4
 - 12th - 23.1
 - Office Referral Protocol
 - Students sent out of class will not return that same period without teacher consent
 - Teacher must contact administrator and parent on referral
 - Parents Contacted
 - Detention Protocol
 - Assigned by Teacher to serve with Teacher before or after school
 - Assigned by Teacher or Administrator to serve Monday or Wednesday after school
 - Assigned by Administrator to be served with Administrator
 - Parents Contacted

CONNECTING CJSHS PORTRAIT WITH CURRICULUM

Humanities

Department: ELA

Course: 8

Academic subject areas that describe, study or inform the human experience, which includes, but is not limited to, literature, history, philosophy, visual arts and performing arts.

1) Communicating Effectively and Appropriately The successful student can effectively and appropriately communicate their beliefs, ideas, and emotions to different audiences in a number of ways.	By effectively utilizing literature, history, art and various humanities I can ...	Standards	Connection to Portrait
	Represent information using maps, models and diagrams, including use of scale, graphs and tables.	W6.9, 7.9, 8.9, RL6.2, 7.2, 8.2, RL6.5,7.5, 8.5, RL6.6, 7.6, 8.6, RL6.13, 7.13, 8.13, RI6.5, 7.5, 8.5, RI6.6, 7.6, 8.6, RI6.9,7.9, 8.9, RI6.13, 7.13, 8.13	1a, 1b, 2c
	Pose and accurately respond to sophisticated questions which require the application of concepts/big ideas about history, art, literature, music, and social studies to a more universal setting in relation to my own belief, ideas, and emotions.	W6.9, 7.9, 8.9, RL6.2, 7.2, 8.2, RL6.5,7.5, 8.5, RL6.6, 7.6, 8.6, RL6.13, 7.13, 8.13, RI6.5, 7.5, 8.5, RI6.6, 7.6, 8.6, RI6.9,7.9, 8.9, RI6.13, 7.13, 8.13	1a, 1b, 2c
	Create effective communication that conveys information, ideas, beliefs, and emotions in two or more formats.	W6.4, 7.4, 8.4, W6.10.a, 7.10.a, W7.10.c, W6.10.g, W6.11, W6.12, 7.12, 8.12, SL6.1.c, 7.1.c, 8.1.c, SL7.3, SL6.6, 7.6, 8.6, SL7.7.a	1a, 1b
	Select precise words and phrases, telling details, and sensory language to convey a vivid picture of the experiences, events, setting, and/or characters and to tailor the narrative to a given audience.	SL6.6, 7.6, 8.6, SL6.8, 7.8, 8.8, SL7.7a, RL6.4, 7.4, 8.4, RL7.11, 8.11, RL7.11.b, 8.11.b, RL7.11.c, 8.11.c, RL7.11.d, 8.11.d, RI7.11.a, RI7.11.b, RI7.11.d, RI7.12.a, RI7.12.b, RI7.12.c	1a, 1b, 4d
	Create an oral presentation that demonstrates different ways facts might be interpreted to build meaning around the concepts of history, art, literature, music, and social studies and that conveys my own beliefs,	W6.1, 7.1, 8.1, SL6.1b, SL6.1.c, 7.1.c, 8.1.c, SL6.1.d, 7.1.d, 8.1.c, SL7.3, SL8.4, SL6.8, 7.8, 8.8, RI6.8, 8.8	1a, 1b, 2c

Concurrent Courses for 2025-26



Concordia Jr/Sr High School

2025-2026

CONCURRENT CLASSES

FALL CLASSES

OFFERED AT CHS

COLLEGE ALGEBRA (3)
PSYCHOLOGY (3)
PUBLIC SPEAKING (3)
CALCULUS * (5)

OFFERED AT CCCC

ENGLISH COMPOSITION 1 (3)
8:00 AM & 9:00 AM

STUDENTS WILL NEED TO



SCAN ME
APPLY

&



SCAN ME
ENROLL

SPRING CLASSES

OFFERED AT CHS

ADVANCED US HISTORY (3)
COLLEGE ALGEBRA (3)
PUBLIC SPEAKING (3)
CALCULUS * (5)
ART APPRECIATION (3)
ADVANCED GOVERNMENT (3)

OFFERED AT CCCC

ENGLISH COMPOSITION 2 (3)
8:00 AM & 9:00 AM

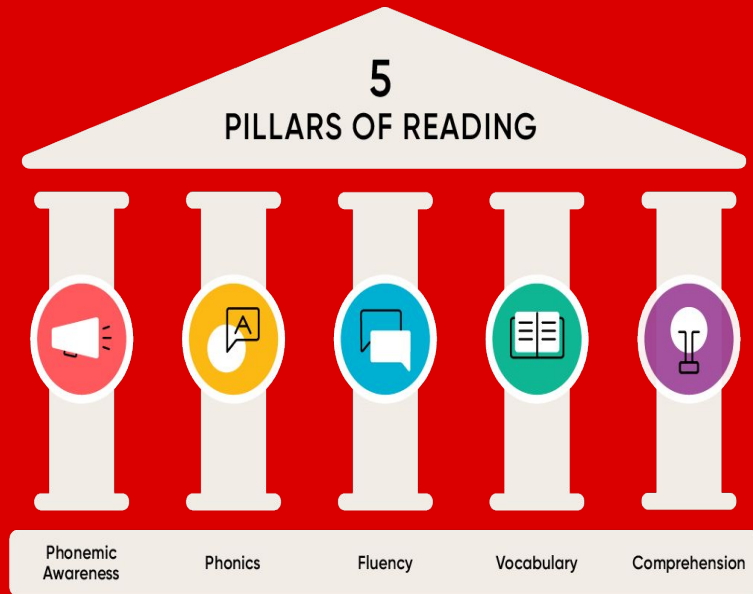
*FALL & SPRING
(#) OF CREDIT HOURS
ONLY NEED TO APPLY ONCE

Intelligence plus character - that
is the goal of true education.

Martin Luther King Jr.

© Concordia

Structured Literacy Initiative - Building Strategies



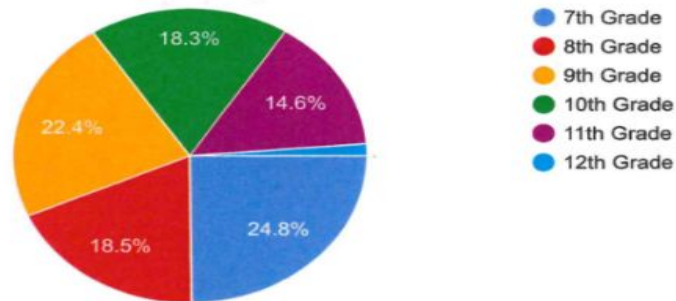
Structured Literacy Measurement Tool/Exit Ticket

9,200 responses

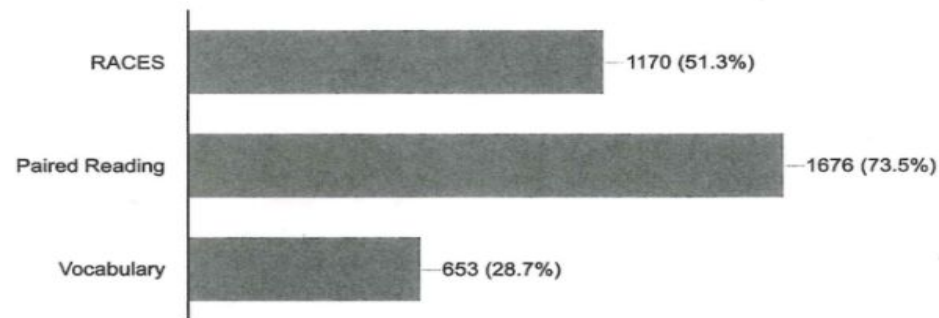
Grade Level

9,200 responses

 Copy



Choose your teacher here



Multi-Tiered System of Support

Few students may not adequately respond to Tier I instruction, intervention, and support or make adequate growth with Tier II intervention and support. Intensive, targeted intervention and support are provided that corresponds to needs. Tier III intervention and support have an increased intensity, frequency, and/or duration when compared to Tier II. Progress monitoring data is collected frequently. Tier III intervention and support is provided concurrently with Tier I and Tier II instruction, intervention, and support to around 5% of students. Movement between Tiers is fluid and based on response to intervention and support.

Some students may not adequately respond to Tier I instruction, intervention, and support. Supplemental, targeted intervention and support is provided that corresponds to needs. Progress monitoring data is collected frequently. Tier II intervention and support is provided concurrently with Tier I instruction, intervention, and support to around 15% of students. Movement between Tiers is fluid and based on response to intervention and support.

All students (100%) receive high-quality, evidenced-based core instruction that is differentiated to meet their needs. Effective school and classroom management strategies, intervention, and support are implemented. Universal screeners are administered. Most students (80%) should adequately respond to Tier I instruction, intervention, and support.

Tier III

Tier II

Tier I

Academic, Behavioral & Social-Emotional Learning

Portrait of a Successful Graduate



Concordia Junior-Senior High School

Concordia M.T.S.S. Implementation

- Fastbridge Data used to identify strengths and needs of individual students.
- 30 minutes per day, three times per week of support. Monday, Wednesday, Friday 2nd Hr.
- Math Support
- Reading Support
- Enrichment Programs for students
 - JH Wheel
 - Freshman Focus
 - Sophomore/Junior Exploration
 - Senior Seminar
- Social Emotional Curriculum and Support

FASTBRIDGE and MTSS Remediation

Purpose of Fastbridge Testing

Fastbridge tests are administered to students quarterly as a tool for identifying and supporting potential at-risk students. Students identified as will receive remediation in Math or Reading with specific instruction tailored to address gaps within their background knowledge. Fastbridge is designed to complement classroom assessments and KAP testing and provide teachers another tool to identify the needs of students within Math and ELA at the 7th-9th grade levels.

FASTBRIDGE DATA - aReading

 **aReading** Group Screening Report: Benchmark

SchoolYear: 2025-2026

DISTRICT

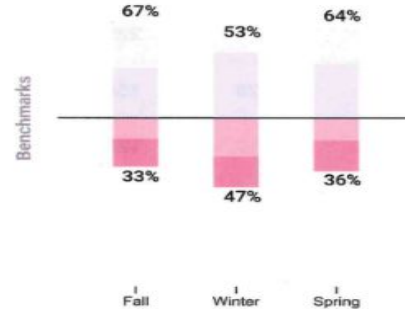
0% VS FALL

SEVEN

-3% VS FALL

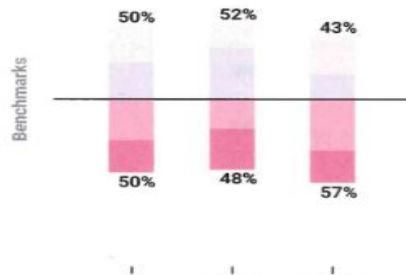
EIGHT

+3% VS FALL



NINE

-7% VS FALL



Fastbridge - aMath

 **aMath** Group Screening Report: Benchmark

SchoolYear: 2025-2026

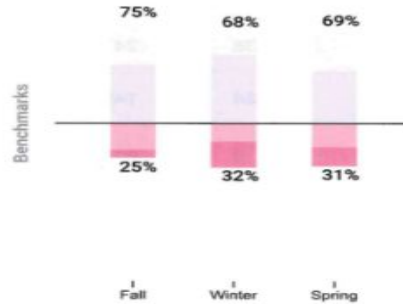
DISTRICT

+4% VS FALL



SEVEN

-6% VS FALL



EIGHT

-3% VS FALL



NINE

+2% VS FALL

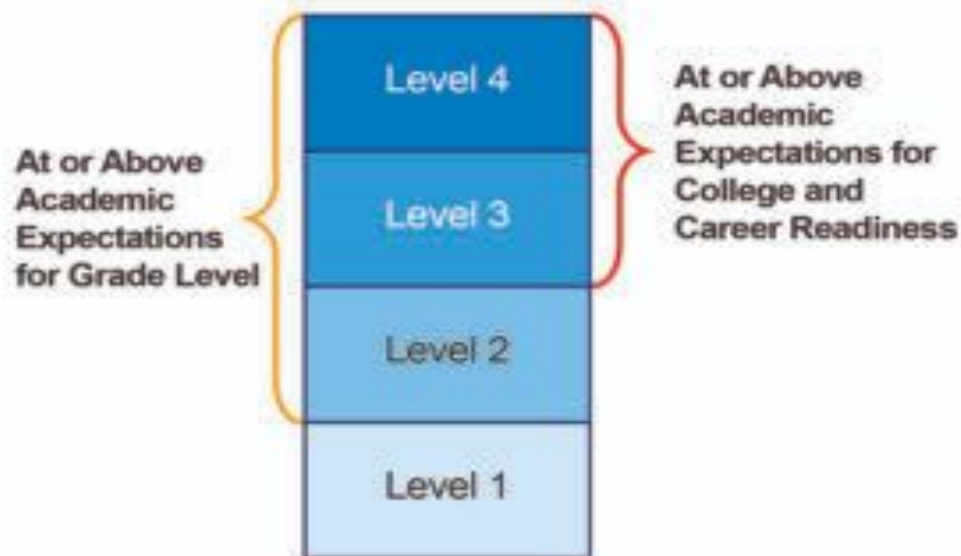


Kansas State Assessments - KAP Tests

Fig. 1: KSDE State Assessment

Performance Levels

Kansas Assessment Performance Levels



KAP Assessment Scores - Science

SCHOOL REPORT: Concordia Jr-Sr High / #3794

SUBJECT: Science

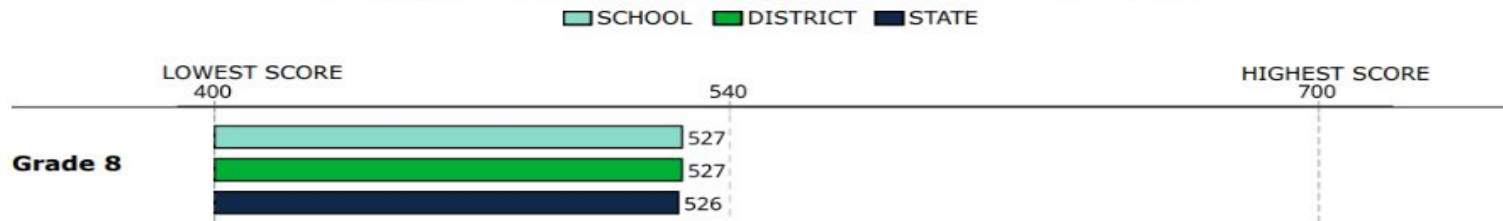
DISTRICT: Concordia / #D0333

2025-2026



The KAP assessments measure students' understanding of the Kansas Standards at each grade. The Science assessment asks students to answer questions about data presented in narratives, equations, graphs, tables, and diagrams. Students show what they know about Science by selecting or providing the right answer; sorting, ordering, or matching items; and labeling pictures.

Average School, District, and State Performance



Standard error of the mean for each grade in this report:

Grade 8: School—5.4 | District—5.4 | State—0.3

The standard error of the mean identifies how much sample means are expected to vary if multiple samples are taken from the same population.

KAP Assessment Scores - ELA

SCHOOL REPORT: Concordia Jr-Sr High / #3794

SUBJECT: English Language Arts

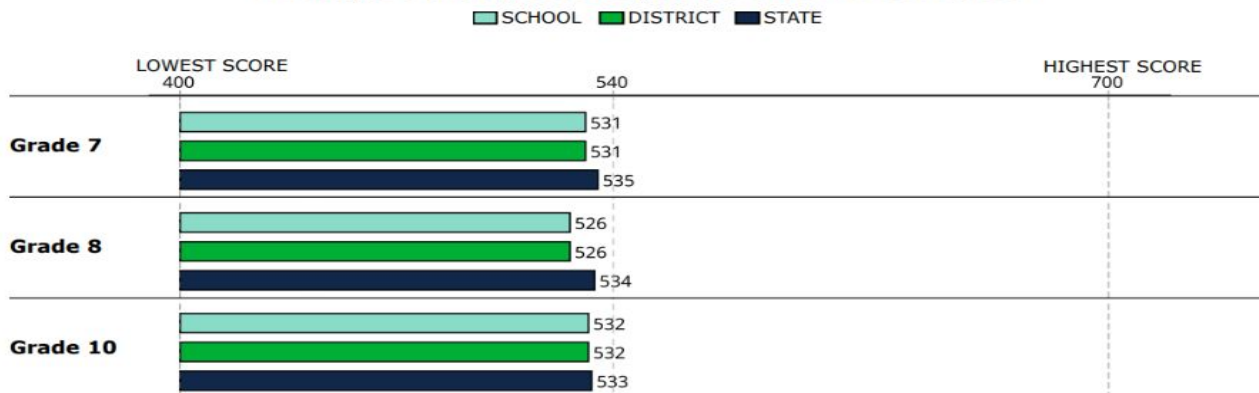
DISTRICT: Concordia / #D0333

2025-2026



The KAP assessments measure students' understanding of the Kansas Standards at each grade. The English Language Arts assessment asks students to read and answer questions about literary passages, informational texts, and writing samples. Students demonstrate their knowledge and skills related to reading and writing by selecting the right answer and sorting, matching, labeling, and ordering information.

Average School, District, and State Performance



Standard error of the mean for each grade in this report:

Grade 7: School—3.8 | District—3.8 | State—0.2
Grade 8: School—4.2 | District—4.2 | State—0.2
Grade 10: School—3.8 | District—3.8 | State—0.2

The standard error of the mean identifies how much sample means are expected to vary if multiple samples are taken from the same population.

KAP Assessment Scores - Math

SCHOOL REPORT: Concordia Jr-Sr High / #3794

SUBJECT: Mathematics

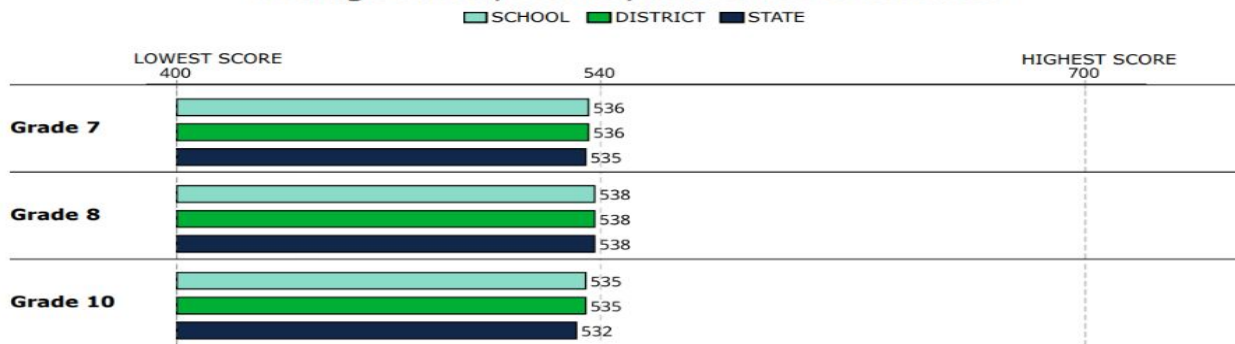
DISTRICT: Concordia / #D0333

2025-2026



The KAP assessments measure students' understanding of the Kansas Standards at each grade. The Mathematics assessment asks students to answer computation questions and questions about data presented in word problems, equations, graphs, tables, and diagrams. Students may show what they know about Mathematics by selecting or providing the right answer, sorting or ordering items, creating graphs, and labeling pictures.

Average School, District, and State Performance



Standard error of the mean for each grade in this report:

Grade 7: School—4.8 | District—4.8 | State—0.3
Grade 8: School—4.5 | District—4.5 | State—0.3
Grade 10: School—4.5 | District—4.5 | State—0.2

The standard error of the mean identifies how much sample means are expected to vary if multiple samples are taken from the same population.

Class of 2027 ACT Test Results

Each junior student is given the opportunity to take the ACT test free of charge at Concordia High School. This year 74 members of our class of 2027 elected to take the exam (76%). The national average for students attempting the ACT is 36%. The following are the superscored results for Concordia:

	<u>CHS '27</u>	<u>CHS '26</u>	<u>Natl. Avg</u>
Composite:	18.5	16.4	19.4
Math:	19.3	17.3	18.9
Science:	19.3	16.4	19.6
STEM:	19.5	17.1	N/A
English:	16.5	15.1	18.4
Reading:	19.8	16.3	20.0

* Data for Natl. Avg. from 2025 school year

Summative Assessment Scores - CJSHS Comparisons

District	HS Math - Lvl 1	HS Math - Lvl 2	HS Math - Lvl 3/4	JH Math - Lvl 1	JH Math - Lvl 2	JH Math Lvl 3/4	HS ELA Lvl 1	HS ELA Lvl 2	HS ELA Lvl 3/4	JH ELA Lvl 1	JH ELA Lvl 2	JH ELA Lvl 3/4	ACT Composite
Concordia 2019	45.5	28.6	26	52.5	40	7.4	39	36.4	20.6	42.5	41.1	16.2	20.7
Concordia 2021	64	26.7	9.3	45.5	45.1	9.4	41.3	40	18.7	34.3	39.5	24.8	18.7
Concordia 2022	46.8	31.2	22.1	38.7	47.3	13.9	50	34.2	15.8	41.6	44.8	13.5	19.7
Concordia 2023	33.3	33.3	33.3	34	47.5	17.5	43.1	37.5	19.5	40	42.6	17.4	17.7
Concordia 2024	29.4	45.6	25	26.5	47.2	26.5	48%	35	15	48	37	15	20.7
Concordia 2025	26	39	34	24	40.5	35.5	34	34	35	31	34	35	16.7
Concordia 2026	29	34	37	18	39	43	27	31	42	27	35	38	18.7

SITE Council Members and Focus

Members

Chad Eshbaugh

Skyler Hittle

Josh Brown

Jason Martin

Shelly Farha

Nancy Owen

Amy Lange

Amy Drury

Stacy Labarge

- Quarterly Meetings
- Opportunity for stakeholders from school and community to look at school improvement.
- Communication pieces included:
 - MTSS and Enrichment
 - Needs Assessment
 - Data Discussions and Explanations
 - Community Support
 - Building Goals and Objectives
 - Q & A

Community Service and Partnerships



PANTHER PLANT SALES

Wednesday - Friday
MAY 7TH, 8TH & 9TH:
4:00 PM - 6:00 PM

CHS Greenhouse

USD 333 CONCORNIA SCHOOLS

DECISIONS, PRESSURES, AND CONSEQUENCES: NAVIGATING TODAY'S CHALLENGES TOGETHER

A Parent & Teen Engagement Night

WHAT TO EXPECT

- Presentations from local professionals
- Mental health & emotional well-being
- Stress, anxiety & coping strategies
- Communication & decision-making
- Parent & teen participation
- Time for questions and discussion

Event Details

- 📅 Date: Friday, May 8th
- 🕒 Time: 7:00 - 8:30 pm
- 📍 Location: Concordia High School
- 🎟️ Who Should Attend: Students in grades 7-12 and their parent/guardian

Why Attend?

- Learn from local professionals
- Gain tools to support students
- Strengthen communication and understanding
- Stay informed on real issues impacting today's youth

Students are encouraged to attend with a parent/adult.

Raising and growing up as a teenager has never been more challenging.

Students that attend with a parent/guardian will be granted a day off from school.



ROAR & SOAR



Thank you!

Concordia Technologies
for your continued support of our
Career & Tech Ed programs!

HUNTER'S EDUCATION




Thank you!

FAMILY OF BILL DOTSON

for your sponsorship of the
CHS Panther Legacy
digital kiosk
in memory of Bill Dotson

USD 333 Education Fund



Concordia Jr./Sr. High School



Portrait of a Successful Graduate





**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

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Cleveland**
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Metcalf**
Vice President

**Nancy
Owen**

**Amber
Lambertz**

**Jenny
Parker**

**Garett
Hood**

**Cheryl
Holmes**

Date: June 8th, 2026

Report By: Tom DeBauche

Budget Process

May/June

- Building budgets closed out for the year
- Close out all federal and state grant awards
- Close out outstanding requisitions
- Continue monitoring budget addition requests
- Negotiations

June/July

- Property & Casualty and Workers Compensation Renewal
- End of Year Transfers
- KSDE Budget Workshop
- Release of Budget Software
- RNR Process
- Finalize Negotiations

August/September

- Building Needs Assessment and State Assessment Review requirements with BOE.
- Budget review and approval of Legal Publications for RNR and Budget Hearings.
- Publish RNR and Budget Hearing Notices
- RNR and Budget Public Hearings. Adoption of RNR resolution (Roll call vote), adoption of budget- BOE Meeting

Strategic Plan

-Update on the process

Legislative Update

Cell Phones:

School communication:

USD 333 Reps for Kansas Teachers of the Year

- Rebecca Cyphers- Elementary
- Ashley Carlgren- Secondary

#concordiaproud

TRUST

OWNERSHIP

CULTURE

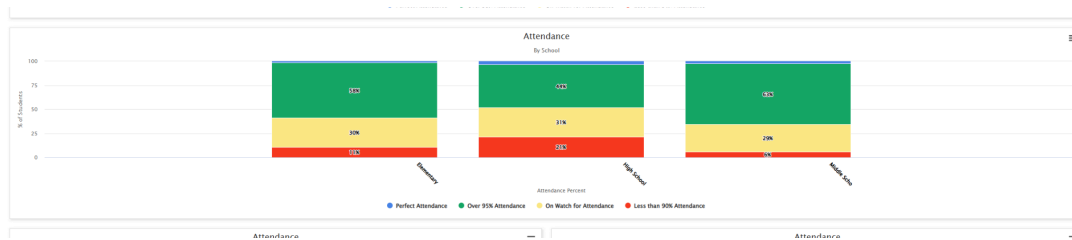
AN EQUAL EMPLOYMENT/EDUCATIONAL OPPORTUNITY AGENCY

Current Staff Openings

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

Attendance Update:

12.6% Chronic Absenteeism Rate according to Ion.



CHS Roof – Roofing materials are expected on June 9, with work beginning the same week.

CHS Chromebooks (7–12) – Inventory and setup are in progress.

CES Windows – Completed (all exposed windows have been replaced).

CHS Men's Restroom – Partition and epoxy flooring investigation: Kansas Concrete and Coring will be on-site to provide a quote for partition removal. New partitions will be ordered over the next couple of weeks. I should have estimated costs to present at the board meeting.

CES Desks – With some of the moves at the elementary school, we are in need of additional teacher desks and chairs.

District - Critical Facility Mapping Grant. The State 911 Board's Critical Facility Mapping Grant helps Kansas PSAPs (Public Safety Answering Points) obtain standardized GIS maps of schools and other priority facilities to improve emergency response. The maps support dispatch, planning, and situational awareness. - **Completed**

In Progress:

- Concrete Gutter System at CHS – Working with two company's for a solution
- District Hardship Route

Upcoming Projects:

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

Additional Notes:



**Thomas
DeBauche**
Superintendent

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Struebing**
*Executive Director
of Operations*

**Brian
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**Cheryl
Holmes**

June 8, 2026

Curriculum Director Report for BOE

Curriculum Updates

- K-6 Amplify ELA Curriculum training has been scheduled for August 5th, as well as 7-12 HMH ELA
- We started receiving materials. Mistie Knox and Rachell Scott have been working to inventory what we received.

Testing Updates

- Will walk through ION data dashboards during meeting

Other

- Professional Learning Community Leaders will have training with Dr. Kelly the last week in June.
- Katie Nease, new instructional coach, will attend the Jim Knight Intensive Instructional Coaching Institute in July at Lawrence. Coaches will learn to collaborate with teachers to get a clear picture of current reality, identify goals, pick teaching strategies to meet the goals, monitor progress, and problem-solve until the goals are met.

#concordiaproud

TRUST

OWNERSHIP

CULTURE

AN EQUAL EMPLOYMENT/EDUCATIONAL OPPORTUNITY AGENCY



USD 333 EDUCATION FUND

Engaged Learning
Effective Teaching
Trusting Relationships

JUNE

2026

Thank you board members, donors,
and advisory members for a
successful 2025-26 school year!

[Link to Education Fund Website](#)



Thank You USD 333 Staff!!

The USD 333 Education Fund celebrated the end of school with ice cream from Little Miss Bs



community
foundation
FOR CLOUD COUNTY



Farm Country Ford donated a Ford F150 truck to our Career and Technical Education program. Thank you Dan Hyman for creating strong partnerships with local businesses!

LCNCK / USD 333 Board Brief

June 8, 2026

Personnel Updates and Staffing Needs

Paraeducator Vacancies

USD 108

- Pre-K Paraeducator
- Grades 9–12 Paraeducator

USD 109

- Grades 4–5 Paraeducator
- Grades 9–12 Paraeducator

USD 224

- Grades 4–6 Paraeducator
- Grades 9–12 Paraeducator

USD 426

- Grades 1–6 Paraeducator
- (2) Grades 7–12 Paraeducator positions

USD 333

- Pre-K Paraeducator
- Grades 3–4 Paraeducator
- Grades 5–6 Paraeducator
- Grades 9–12 Paraeducator

Teacher Vacancies

USD 333

- Grades 9–12 Special Education Teacher

Extended School Year (ESY)

ESY services are being planned across all cooperative districts. Staff assignments are being carefully coordinated to ensure services are provided by appropriately licensed teachers in all required areas to support compliance and reimbursement requirements. Planning and implementation efforts continue through collaboration among LCNCK staff and district personnel.

Professional Development

Structured Teaching Training – June 1–4

Structured Teaching training for special education staff will take place June 1 through June 4. The training is being led by Nikki Goertzen and LCNCK staff members and 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.

Licensure and Staffing Progress

LCNCK has continued to make progress in reducing the number of staff working under waiver status. From last year to this year, five teachers successfully transitioned from waiver status to fully professional licensure. While the cooperative still has seven teachers currently working under waivers, this reflects meaningful progress in strengthening staffing stability and qualified personnel across districts. Reducing the number of waiver staff from nearly half of the teaching staff to the current level represents a significant improvement for the cooperative as a whole.

Gifted Services Update

Beginning in the fall, LCNCK will transition gifted services from an online model to more on-site, in-person programming. The cooperative is working to strengthen student engagement and increase participation numbers within gifted programming while improving access and support for identified students

USD 333 UNPAID MEAL POLICY

The following UNPAID MEAL POLICY has been adopted by the USD 333 Board of Education.

- Food service director will send email notices on Mondays and Thursdays when the family balance reaches \$10 or less. Daily email notices will be sent if the family balance drops to negative \$15.
- **NEGATIVE** Balance of \$90-\$100: Inform families that no further charges to the account will be allowed after **NEGATIVE** \$100. Phone calls will also be made to the family for debt collection.
- **NEGATIVE** \$100 and over: Discontinue charging lunches. Students must bring lunch/or pay cash for individual lunches.
- If the family does not provide a lunch or cash for the student, the classroom teacher and building principal will work with lunchroom staff to have student brought to the principal's office during meal time and offered pretzels and fruit provided by the food service department.
- If a family turns in an application for free and reduced meals and qualifies for **FREE** meals, students will be allowed to return to eating in the cafeteria. However, outstanding balances will still be required to be paid in full or Kansas Set-Off claims will move forward.
- If the outstanding meal bill has not been paid by enrollment the next fall, district staff will file Kansas Set- Off for the outstanding amount.
- On-Line payment option: An on-line payment option is available to families for ease of paying outstanding debt.
- Families with graduating seniors who have completed all graduation requirements and have no other students enrolled in the district, or outstanding bills with the district, if they have a positive lunch balance will have their positive balance refunded by USD333 through the board approval process by district staff upon receipt of a W-9. Any positive balances less than \$5 will not be refunded due to staff time and cost of mailing to do so. Parents may also be able to pay their positive balances forward to a family of their choice or anonymously to a family in need.
- Any family withdrawing students from the district that has a positive lunch balance at the time of withdrawal, has until June 1st of the school year from which they withdraw, to request their lunch balance in writing from the School Nutrition Director, with provision of an address for sending the monies to and completion of a W-9. If no written request is received for monies of families with withdrawing students that have a positive lunch balance, all funds become a permanent part of the School Nutrition Department budget.



June 3rd, 2026

USD 333 Concordia Public Schools
436 W 10th St.
Concordia, Ks 66901

Proposal Prepared by: Stanley Miller
Email: stanley@meridianroof.com
Office: (785) 215-6181
Fax: (785) 408-8804
Cell: (785) 471-8262

Overview

Meridian Roofing Solutions is pleased to submit this proposal for installing approximately 1,598 square feet of roofing at Concordia Public Schools USD 333 located at 436 W 10th Street. Concordia, KS 66901. We are excited to provide you with a roofing solution that will fit your budget and that will last for years to come. Meridian Roofing Solutions will be your partner throughout the roofing process; that is our commitment to you! Please review the following pages of the document for a complete description of your new roofing system.

THE PROCESS

Meridian Roofing will conduct the following steps through the roofing process:

- Schedule a preliminary job conference. This meeting will be scheduled within a week of the anticipated start of the roofing project. A project manager from MRS will meet with a representative from your organization to discuss all necessary aspects of the project.
- MRS will have a full-time company foreman continuously monitor all the roofing work and report daily to company ownership.
- MRS will provide a safe working environment in accordance with all applicable requirements and recommendations of the Occupational Safety and Health Act (OSHA).
- Upon completion of the project, a manufacturer representative from the appropriate supplier will conduct a thorough inspection of the roof and issue a warranty in accordance to the specifications listed in the "Scope of Work" section of this document.
- MRS will schedule a "walk through" with the customer at their convenience to inspect the new roof. At this time MRS will deliver the warranty for the roof and expect payment in full for the project.

785-215-6181 (local) – 1-855-356-4848 (toll free) – 1275 SW Topeka Blvd, Topeka, KS 66612

meridianroof.com



THE SCOPE OF WORK TO BE COMPLETED

- Prep job site and surrounding area for installation of new Roofing System.
- Remove and dispose of existing roof down to deck.
- Install 1-1/2" base insulation with 1/8" taper to drain (Polyiso), adhered to deck.
- Membrane: Adhere 115-mil/80-mil PVC Polyester FleeceBACK with 4" o.c. beads of Flex Fast Adhesive.
- Cover Board: 1/2" SecureShield HD set in 12" o.c. beads of Flex Fast Adhesive in field (4x4 boards) and 6" o.c. in 12'-0" wide perimeter.
- Insulation: 1.5" InsulBase polyiso (tapered as required) set in 12" o.c. beads of Flex Fast Adhesive in field (4x4 boards) and 6" o.c. in 12'-0" wide perimeter.
- Primer: CCW-702 (Henry BlueGRIP) or CAV-Grip III Primer.
- Deck: Structural Concrete Deck.
- Install new downspout on existing Yankee gutter to help shed water off roof.



785-215-6181 (local) – 1-855-356-4848 (toll free) – 1275 SW Topeka Blvd, Topeka, KS 66612

meridianroof.com



EXCLUSIONS/NOTES

- Roof drains and their installation beyond the point of roof termination are “**by a party other than MRS**”.
- Disconnection and relocation of all existing heating, air conditioning, refrigeration units/piping, and gas piping are “**by a part other than MRS**” prior to our mobilization on site. Reinstallation and reconnection of all existing heating, air conditioning and/or refrigeration units are “**by a party other than MRS**” after our demobilization from the site.
- No interior protection or clean-up is included. MRS shall not be responsible for any damage incurred (a) due to nails or screws penetrating the roof deck, (b) anything secured or attached to the roof deck, joists, or (c) any other roofing structure member, which becomes loose, unsecured, or falls as a result of the roofing operations of MRS.
- This proposal does not include identification, abatement and/or removal of asbestos containing or any other toxic material or work preparatory or incidental to these items.
- Unless specifically stated, this proposal does not include any materials or labor for Carpentry related work, including but not limited to fascia, coping, wall sheathing or blocking, etc.
- Unless specifically stated, this proposal does not include any sheet metal materials or labor for other trades. This includes, but not limited to, masonry, siding, EFIS, windows, etc.
- Unless specifically stated, this proposal does not include any materials or labor for any Roof Access Points such as roof hatches or ladders.
- Unless specifically stated, this proposal does not include any labor or material for any new Roof Fall Protection Systems.
- Unless specifically stated, this proposal does not include any waterproofing, insulation, hat channel, zee furring, or framing for walls or soffits panels.
- Unless specifically stated, this proposal does not include any materials or labor related to the equipment screen.
- Unless specifically stated, this proposal does not include any materials or labor related to any interior metal work.
- The term “Mechanically Fastened” refers to the use of screws or nails to fasten roofing materials to the structure. In this type of securement, it is expected that fasteners will be penetrating the roof deck for securement. If this is going to create a problem, please let us know so this proposal can be adjusted.
- Unless specifically stated, this proposal does not include any bonding fees or prevailing wages.
- Unless specifically stated, this proposal does not include any connection adapters for any downspout connections to ground pipe drainage.



PAYMENT TERMS

- 50% - Deposit Due Prior to Project Commencement
- 50% - Due upon Completion of Work.

Price \$34,807.00

Notes:

- ALL PRICING VALID FOR 15 DAYS FROM THE DATE OF THIS PROPOSAL.
- Customer warrants he/she has personally read and understands the terms and conditions on the following page of the proposal and that any contract between the parties is subject to these terms and conditions.
- Terms: As stated above. There will be a 1.5% per month (18% per year) finance charge on accounts over 10 days past due. Unpaid balances will result in the filing of a Mechanics Lien against the property on which the repairs were completed. All accounts turned over for collection will incur reasonable attorney fees and court costs to be paid by the purchaser with proper venue as Shawnee County, Kansas.

MERIDIAN ROOFING SOLUTIONS, LLC.

Proposal Submitted by:

A handwritten signature in black ink, appearing to read 'Keith P. Richards', is written over a horizontal line.

Keith Richards, Co-Manager

Date: June 3rd, 2026

ACCEPTANCE:

The Pricing, Scope of Work, Specification, Terms and Conditions and Legal Conditions on pages 5-7 included in this proposal are satisfactory and the Base Bid or Alternate Bid is hereby accepted. Customer authorizes Meridian Roofing Solutions to perform the work as specified. Payment will be made as outlined above. Customer here by confirms that they are the rightful owner of the property noted on this proposal and have the authority to sign documents related to work to be completed on this property.

USD 333 Concordia Public School

By: _____
Authorized Signature

Date: _____

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Legal

1. **Price Acceleration Provision:** If there is an increase in the actual cost of the labor or materials charged to Meridian in excess of 5% subsequent to making this Agreement, the price set forth in this Agreement shall be increased without the need for a written change order or amendment to the contract to reflect the price increase and additional direct cost to Meridian. If a price increase is required Meridian will notify the customer prior to delivery of materials. As an additional remedy, if this actual cost of the any line-item increases more than 10% subsequent to the making of this Agreement, Meridian or Customer, at its sole discretion, may terminate to the contract for convenience.
2. **Material Availability Provision:** Due to material shortages, Prime Contractor/Customer may experience delays related to the inability to timely obtain materials for this project. In the event of such a delay, Meridian shall notify Prime Contractor/Customer, and Prime Contractor/Customer agrees to provide Meridian with an extension of time for any delay attributable to the temporary inability to obtain materials.
3. **Substitution of Materials Provision:** In the event that any specified material or equipment becomes unavailable either temporarily or permanently after the contract is executed, provided that such availability is a result of factors beyond Meridian's control, then in the event of temporary unavailability, the contract time shall be extended to reflect the duration of time that Meridian is delayed by the unavailability, and in the case of permanent unavailability, Meridian shall be excused from providing said material or equipment and allowed to provide an available substitute. To the extent an available substitute is provided by Meridian under this provision, any increase in the cost between the originally specified material or equipment and its substitute shall be paid by the Owner to Meridian.
4. **Nature of Work.** Meridian Roofing Solutions shall furnish the labor and material to perform the work described herein or in the referenced contract documents. MRS does not provide engineering, consulting or architectural services. It is the Owner's responsibility to retain a licensed architect or engineer to determine proper design and code compliance. MRS is not responsible for structural integrity and design, including compliance with codes. If plans, specifications or other design documents have been furnished to MRS, MRS warrants that they are sufficient and conform to all applicable laws and building codes. MRS is not responsible for loss, damage or expense due to defects in plans or specifications or building code violations unless such damage results from a deviation by MRS from the contract documents. Customer warrants all structures to be in sound condition capable of withstanding normal roofing construction equipment and operations. MRS is not responsible for location of roof drains, adequacy of drainage or ponding water on the roof.
5. **Work Not Included.** Unless specifically stated on the face of this proposal, no repairs to roof deck, installation of wood strips or cant strips, furnishing and application of sheet metal work or roof drains, repairs or alterations to the building, or other items not stated on the face of this proposal are included in this contract.
6. **Asbestos and Toxic Materials.** This proposal and contract is based upon the work to be performed by MRS not involving asbestos-containing or toxic materials and that such materials will not be encountered or disturbed during the course of performing the roofing work. MRS is not responsible for expenses, claims or damages arising out of the presence, disturbance or removal of asbestos-containing or toxic material. In the event that such materials are encountered, MRS shall be entitled to reasonable compensation for all additional expenses incurred as a result of the presence of asbestos-containing or toxic materials at the work site.
7. **Insurance.** MRS shall carry worker's compensation, automobile liability, commercial general liability and such other insurance as required by law. MRS will furnish a Certificate of Insurance, evidencing the types and amounts of its coverage's, upon request. MRS shall purchase and maintain builder's risk and property insurance, upon the full value of the entire Project, including the labor, material and equipment furnished by MRS, covering fire, extended coverage, windstorm, vandalism and theft on the premises to protect against loss or damage to

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material and equipment and partially completed work until the job is completed and accepted and MRS's equipment is removed from the premises.

8. **Additional Insured.** If Customer requires and MRS agrees to name Customer or others as an additional insured on MRS's liability insurance policy, Customer and MRS agree that the naming of Customer or other parties as an additional insured is intended to apply to claims made against the additional insured to the extent the claim is due to the negligence of MRS and is not intended to make MRS's insurer liable for claims that are due to the fault of the additional insured.
9. **Changes in the Work and Extra Work.** Customer shall be entitled to order changes in the Work and the total contract price adjusted accordingly. Any penetrations through the roofing to be installed by MRS not shown on the plans provided to MRS prior to submittal of this proposal shall be considered an order for extra work. Any carpentry work required to replace rotten or missing wood or deteriorated decking shall be done on a labor and material basis as an extra unless specifically included in the Scope of Work section.
10. **Availability of Site.** MRS shall be provided with direct access to the work site for the passage of trucks and materials and direct access to the roof. MRS shall not be required to begin work until underlying areas are ready and acceptable to receive MRS's work and sufficient areas of roof deck are available and free from dirt, snow, ice, water or debris to allow continuous full operation until job completion. The expense of snow, ice, water or debris removal and any extra trips by MRS to the job as a result of the job not being ready for roof application after MRS has been notified to proceed will be charged as an extra.
11. **Site Conditions.** MRS shall not be responsible for additional costs due to the existence of utilities, wet insulation, deteriorated deck or other subsurface or latent conditions that are not disclosed in writing to MRS. The raising, disconnection or re-connection of any mechanical equipment on the roof that may be necessary for MRS to perform the roofing work shall be performed by others or treated as an extra.
12. **Fumes and Emissions.** Owner and MRS acknowledge that asphalt may be heated by MRS, odors and emissions from roofing products will be released and noise will be generated as part of the roofing operations to be performed by MRS. Customer shall be responsible for interior air quality, including controlling mechanical equipment, HVAC units, intake vents, wall vents, windows, doors and other openings to prevent fumes and odors from entering the building. Customer is aware that roofing products emit fumes, vapors and odors during the application process. Customer shall hold MRS harmless from claims from third parties relating to fumes and odors that are emitted during the normal roofing process.
13. **Back Charges.** No back charges or claims for payment of services rendered or materials and equipment furnished by Customer to MRS shall be valid unless previously authorized in writing by MRS and unless written notice is given to MRS within ten (10) days of the event, act or omission which is the basis of the back charge.
14. **Damages and Delays.** MRS will not be responsible for damage done to MRS's work by others. Any repairing of the same by MRS will be charged at regular scheduled rates over and above the amount of this proposal. MRS shall not be responsible for loss, damage or delay caused by circumstances beyond its reasonable control, including but not limited to acts of God, weather, accidents, fire, vandalism, strikes, jurisdictional disputes, failure or delay of transportation, shortage of or inability to obtain materials, equipment or labor; changes in the work and delays caused by others. In the event of these occurrences, MRS's time for performance under this proposal shall be extended for a time sufficient to permit completion of the Work.
15. **Electrical Conduit.** MRS's price is based upon there not being electrical conduit or other materials embedded within the roof assembly unless expressly identified on the face of this proposal. Customer will indemnify MRS from any personal injury, damage, claim, loss or

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expense resulting from the presence of electrical conduit, shall render the conduit harmless so as to avoid injury to MRS's personnel, and shall compensate MRS for additional time, labor and expense resulting from the presence of such materials.

16. **Right to Stop Work.** The failure of Customer to make proper payment to MRS when due shall entitle MRS, at its discretion, to suspend all work and shipments, including furnishing warranty, until full payment is made or terminate this contract. The contract sum to be paid MRS shall be increased by the amount of MRS's reasonable costs of shutdown, delay and start-up.
17. **Interior Protection.** Customer acknowledges that re-roofing of an existing building may cause disturbance, dust or debris to fall into the interior and possibly, if hot asphalt or pitch is used, drippage may occur depending upon deck conditions. Customer agrees to remove or protect property directly below the roof in order to minimize potential interior damage. MRS shall not be responsible for disturbance, damage, clean-up or loss to interior property that Customer did not remove or protect prior to commencement of roofing operations. Customer shall notify tenants of re-roofing and the need to provide protection underneath areas being re-roofed. Customer agrees to hold MRS harmless from claims of tenants who were not so notified and did not provide protection.
18. **Working Hours.** This proposal is based upon the performance of all work during MRS's regular working hours. Extra charges will be made for overtime and all work performed other than during MRS's regular working hours, if required by Customer.
19. **Warranty.** MRS's work will be warranted by MRS in accordance with its standard warranty, which is made a part of this proposal and contract and incorporated by reference. A copy of MRS's standard warranty is attached or, if not, will be furnished upon request. Contractor **SHALL NOT** BE LIABLE FOR SPECIAL, INCIDENTAL OR CONSEQUENTIAL DAMAGES. The acceptance of this proposal by the Customer signifies his agreement that this warranty shall be and is the exclusive remedy against MRS for all defects in workmanship furnished by MRS. A manufacturer's warranty shall be furnished to Customer if a manufacturer's warranty is called for on the face of this proposal. It is expressly agreed that in the event of any defects in the materials furnished pursuant to this contract, Customer shall have recourse only against the manufacturer of such material.
20. **Tolerances.** All materials and work shall be furnished in accordance with **normal industry** tolerances for color, variation, thickness, size, weight, amount, finish, texture and performance standards. Specified quantities are intended to represent an average over the entire roof area.
21. **Mold.** MRS and Customer are committed to acting promptly so that roof leaks are not a source of potential interior mold growth. Customer will make periodic inspections for signs of water intrusion and act promptly, including notice to MRS if Customer believes there are roof leaks, to correct the condition. Upon receiving notice, MRS will make repairs promptly so that water entry through the roofing installed by MRS is not a source of moisture. MRS is not responsible for indoor air quality, mold, mildew or any alleged injury resulting therefrom. Owner shall hold harmless and indemnify MRS from claims due to poor indoor air quality and resulting from a failure by Owner to maintain the interior of the building in a manner to avoid growth of mold.
22. **Material References.** MRS is not responsible for the actual verification of technical specifications of product manufacturers; i.e., R value or **ASTM** or **UL** compliance, but rather the materials used are represented as such by the material manufacturer.
23. **Arbitration.** If a dispute shall arise between MRS and Customer with respect to any matters or questions arising out of or relating to this Agreement or the breach thereof, such dispute shall be decided by arbitration administered by and in accordance with the Construction Industry Arbitration Rules of the American Arbitration Association. This Agreement to arbitrate shall be specifically enforceable under the prevailing arbitration law. The award rendered by the arbitrators shall be final, and judgment may be entered upon it in any Court having jurisdiction thereof.

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Staff Changes for 2026-2027

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

<u>KPERS Retirees:</u>	Retirement Date:	Membership Date:
Gene Rundus	09/01/2026	08/19/1994
Daniel Hyman	06/01/2026	09/15/2002
Donna Trost	07/01/2026	08/30/1994

Resignations:

Torie Baxa – LCNCK Interrelated Teacher at USD#109

Sydney Cantrell – Science Teacher at Concordia Jr. Sr. High School

Tessa Yungeberg – 6th Grade Teacher at Concordia Middle School

Jennifer Joonas – Interrelated Teacher at Concordia Elementary School

Shawn Hood – Art Teacher at Concordia Elementary School

Rachel Franz – LCNCK Instructional Coach

Ann Metcalfe – Music Teacher at CES

Chad Eshbaugh – Principal at CJSHS

Zachary Morris – ELA/Speech and Debate Teacher at CJSHS

Samantha Viereck – Interrelated Teacher at CES

Magen Briley – Interrelated at USD#224

Rebecca Gibson – Interrelated Teacher at USD#109

Terminations:

New Hires:

Nathan Brown – 7-12th Grade Math/Science Teacher (Repl. M. Roe)

Sharon Huband – Interrelated Teacher at USD#109 (New Position)

Cristy Pruser - .6 FTE Instructional Coach (Repl. R. Franz)

Anna Ridgway – Teacher at CES

Rebecka Cauley – 6th Grade Teacher at CMS (repl. T. Yungeberg)

Sidney Smith – Art Teacher at CES (Repl. S. Hood)

Conan Shinn – English Language Arts/At Risk Teacher (Repl. Z. Morris/G. Rundus))

Abigail Grable – Elementary Music Teacher (Repl. A. Metcalf)

Regina Wallace – 3rd Grade Teacher (Repl. K. Nease)

Carson Baker – Physical Education/At-Risk Teacher (Repl. T. Flax/G. Rundus)

Hunter Wellbrock - Physical Education/At-Risk Teacher (Repl. T. Flax/G. Rundus)

Transfers:

Stacey Scott – X-fer from Project Search to Gifted (Repl. S. Shouse- temp.)

Amy Florea – X-fer from Interrelated at CJSHS to Project Search (Repl. S. Scott)

Michael Roe – X-fer from Math to 8th Grade Science Teacher (Repl. S. Cantrell)

Andrea Rairden – X-fer from Asst. Principal to Principal at CJSHS (Repl. C. Eshbaugh)

Skyler Hittle – X-fer from Athletic Director to Asst. Principal at CJSHS (Repl. A. Rairden)

Megan Pearson – X-fer from 3rd Grade/ESL Teacher to MTSS/ESL at CES (Repl. J. Mettlen)

Jayln Mettlen – X-fer from MTSS to 3rd Grade Teacher (Repl. M. Pearson)

Katie Nease – X-fer from 3rd Grade to Instructional Coach (New Position)

Thomas Flax – X-fer from P.E. Teacher at CJSHS to Athletic Director at CJSHS (Repl. S. Hittle)

Anna Ridgway – X-fer from CES Teacher to Interrelated Teacher at CES (Repl. S. Viereck)

NAME**POSITION**

Updated 6/8/2026

LCNCK New Hires

Jonna Trost PAT Parent Educator (Repl. T. Weiche)

LCNCK Resignations

Cassandra Reynolds Para Educator at CJSHS
Tricia Koester Substitute Teacher
Sarah Brown Para Educator at CES
Teagon Reeves Para Educator at Pike Valley

LCNCK Terminations**LCNCK Deceased****LCNCK Transfers**

Christina Pope X-fer frm 108 Para to 109 Para (unfilled position)
Lindsay Schussler X-fer frm 109 Para to 108 Para (Repl. C. Pope)
Tess Weiche X-fer frm Parent Educator to Coordinator/Parent Ed. (Repl. D. Trost)

USD #333 New Hires

Stephen Reavis Full Time Route Driver/Part Time Activity Driver (Repl. E. Steffen Activity/J. Collins)

USD #333 Transfers

Qwinter Thrash X-fer from Part Time to Full Time SPED Driver (Repl. E. Steffen Route)

USD #333 Resignations

Megan Pearson Asst. H.S. Girls Basketball Coach
Megan Pearson Asst. Jr. High Track Coach
Tricia Koester Substitute Teacher
Dyanara Quinones CAP
Jessica Palmer Para Educator at CES
Jodee Rothfuss PDC Committee Chair
Robin Daniels Head HS Softball Coach
Drake Hake Asst. H.S. Football Coach

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