



Friday, July 31, 2026
USD #333 USD333 Board of Education Special Meeting

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

7:30 AM

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

C. INFORMATION UPDATE/COMMUNICATION

D. EXECUTIVE SESSION - if needed

E. ACTION ITEMS

1. Policy Update
JHA Student in good standing.docx

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F. CERTIFIED & CLASSIFIED PERSONNEL - if needed

Classified List2

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G. ADJOURN

I. Definition of “Student in Good Standing”

A student participant is considered in good standing when they meet district expectations in four areas: academic performance, attendance, behavior/citizenship, and sportsmanship/conduct.

This policy supplements and does not replace eligibility requirements established by KSHSAA. Where conflicts exist, the stricter requirement shall apply.

II. Academic Eligibility

Eligibility will be reviewed at the conclusion of each nine-week grading period. Students earning one or more failing grades (F) will be placed in **Level II** of the Discipline Scale and designated as on **Academic Probation**. Students will be given ten (10) school days to improve their academic standing. If satisfactory academic progress is not achieved within that timeframe, the student will advance to **Level III** of the Discipline Scale and become ineligible to participate in extracurricular activities until back in good academic standing. Academic standing is restored when all failing grades have been raised to passing status or when the student demonstrates satisfactory progress according to a written academic improvement plan approved by the administration.

III. Attendance Requirements

Students absent for more than ½ day are not eligible to compete in competition or attend practice. Exceptions:

- School sponsored activities
- Funerals
- Court appearances
- College visits
- Verified medical appointments
- Administrative approval

IV. Behavior & Citizenship

1. A student-participant must follow all district behavior policies, athletic department rules, and team expectations.
2. A student is **not in good standing** if they are:
 - Currently serving an in-school or out-of-school suspension;
 - A student is not considered in Good Standing while serving a disciplinary consequence imposed by the district. A student who is under investigation may be placed on temporary administrative suspension from extracurricular participation when the alleged conduct presents a significant concern for student safety, school operations, or the integrity of the activity.
 - Demonstrates a documented pattern of classroom misconduct that results in multiple disciplinary referrals and administrative intervention.
3. Major disciplinary infractions may result in temporary or long-term loss of eligibility at the discretion of the principal or athletic director.

V. Conduct Beyond the School Day

1. Student-participants are expected to demonstrate responsible behavior on and off campus, including online.
2. Evidence of illegal activity, serious misconduct, or behavior that substantially disrupts school operations, threatens student safety, violates law or Board Policy, or materially interferes with the student's role as a representative of the district may result in a loss of standing or eligibility.

VI. Sportsmanship & Representation

Student-participants must:

- Display respect toward coaches, sponsors, officials, teammates, opponents, and spectators;
- Represent the district with integrity and positive sportsmanship;
- Follow all team rules, practice expectations, and coaching directives.

Failure to uphold these expectations may result in loss of eligibility or other consequences.

VII. Appeals

Disciplinary Conference and Appeal Process

When the proposed disciplinary action results in **ineligibility for the remainder of the current school year or future school years**, the student's parent/guardian will be requested to attend a conference with the Athletic/Activities Director, coach or sponsor, and the student.

If the parent/guardian refuses to attend or cannot be contacted within a reasonable period of time, the conference will proceed with the student. If the student refuses to attend, such refusal shall constitute a waiver of the student's and parent/guardian's right to the conference and any subsequent appeal of the disciplinary action.

Disciplinary Conference

During the conference, the student will:

- Be informed of the nature of the violation.
- Be advised of the basis for the proposed disciplinary action.
- Be given an opportunity to present a statement in defense of or mitigation regarding the allegations and/or disciplinary action.

Within **three (3) school days** following the conference, written notice of the disciplinary action and the reasons for the decision will be provided to both the student and the student's parent/guardian.

Appeal Process

The student and/or parent/guardian may appeal the disciplinary action by submitting a written notice of appeal to the Clerk of the Board of Education within **five (5) school days** after receiving the written notice of ineligibility.

The appeal will:

- Be heard by a hearing committee appointed by the Superintendent of Schools.
- Be scheduled within **fifteen (15) school days** after the Clerk receives the notice of appeal.

- Be preceded by written notice of the hearing's time and place at least **five (5) school days** before the hearing.
- The hearing committee shall determine whether the decision was supported by substantial evidence and whether the discipline imposed was consistent with Board Policy.

A decision will be issued within **five (5) school days** after the conclusion of the appeal hearing.

Student Rights During the Appeal Hearing

The appeal hearing shall be conducted in accordance with the following procedures. The student shall have the right to:

- Be represented by legal counsel or another person of the student's choosing and receive advice from that representative.
- Have the student's parent/guardian present at the hearing.
- Hear or review a full report of the facts and reasons supporting the disciplinary action.
- Cross-examine witnesses who appear in person at the hearing.
- Present witnesses on the student's behalf.
- Testify and present reasons for the student's conduct.
- Receive an orderly hearing.
- Receive a fair and impartial decision based solely on the evidence presented.

Failure of the student and parent/guardian to appear at the designated time and place of the appeal hearing shall constitute a waiver of the right to the appeal hearing.

The decision of the hearing officer shall be **final and binding**. A copy of the decision will be provided to the student and the student's parent/guardian.

Student in Good Standing**Progressive Discipline & Extracurricular Eligibility Scale**

Students participating in extracurricular activities represent USD 333 Concordia and are expected to maintain the standards outlined in Board Policy and the Student Handbook. Students who fail to remain in good standing may face progressive consequences affecting extracurricular participation.

Level 1 – Warning**Examples**

- Minor disciplinary referral
- Classroom disruption
- Dress code violation
- Minor disrespect or insubordination
- Tardiness or attendance concern

Consequence

- Conference with student
- Parent/guardian notification
- Warning documented
- Student remains eligible

Level 2 – Probation**Examples**

- Repeated Level 1 behaviors
- Multiple discipline referrals
- One day of In-School Suspension (ISS)
- Pattern of attendance or academic concerns

Consequence

- Student placed on Good Standing Probation (10 school days)
- Meeting with administrator, student, and parent/guardian
- Student remains eligible during probation but must demonstrate improvement
- Additional violations advance to Level 3

Level 3 – Temporary Loss of Eligibility

Examples

- Multiple days of ISS
- Out-of-School Suspension (OSS)
- Fighting
- Bullying or harassment
- Academic dishonesty
- Serious misconduct
- Misdemeanor offense off of school property.

Consequence

- Student becomes ineligible for extracurricular participation for:
 - **5–10 school days** or
 - **One contest/event**, whichever is greater
- May practice at the discretion of the coach/sponsor and administration
- Must complete all disciplinary consequences
- Must return to good standing before reinstatement

****Alcohol, tobacco, and drug violations will adhere to established board policy.**

Level 4 – Extended Loss of Eligibility

Examples

- Second OSS during the school year
- Repeated serious misconduct
- Repeated violations while on probation
- Major disruption to school safety or learning environment
- Elevated misdemeanor offense off of school property

Consequence

- Ineligible for **20 school days** or **25% of the season/activity**, whichever is greater
- Required parent conference
- Behavior improvement plan required
- Eligibility restored only after administrator approval

Level 5 – Removal from Activity

Examples

- Expellable offense
- Criminal conduct occurring on school property or at school events
- Felony offense off of school property
- Distribution or possession of illegal drugs
- Weapons violations
- Persistent pattern of major misconduct

Consequence

- Removal from the activity for the remainder of the season or school year
- Future participation subject to administrative review

Off-Campus Criminal Conduct

The Superintendent may place a student on temporary extracurricular suspension pending review when credible evidence indicates the alleged conduct presents a substantial risk to school safety, significantly affects the educational environment, or materially impacts the student's ability to represent the district.

The Superintendent or designee may impose consequences that differ from the progressive discipline scale when the severity or circumstances of the misconduct warrant such action.

Restoration of Good Standing

A student regains Good Standing by:

- Completing all disciplinary consequences.
- Serving all suspension or eligibility periods.

- Maintaining acceptable attendance.
- Demonstrating appropriate behavior.
- Meeting any academic expectations established by the school.
- Completing any required conferences or intervention plans.

Administrative Discretion

The administration may increase or decrease disciplinary consequences by one level when documented aggravating or mitigating circumstances exist.

Nothing in this scale limits the district's authority to impose more serious consequences when warranted by Board Policy or state law.

A student who receives Out-of-School Suspension is not considered a Student in Good Standing during the suspension and is ineligible to participate in or attend extracurricular practices, performances, competitions, or events until the suspension has been served and any additional eligibility consequences have been satisfied. Repeated or serious disciplinary violations may result in extended periods of ineligibility as outlined in this policy.

NAME**POSITION**

Updated 7/30/2026

LCNCK New Hires

Tianna Avery	Para Educator at USD#224 (Repl. A.. M. Wingo)
Grace Ayers	Para Educator at USD#426 (Repl. S. Evert)
Jeri Felix	Para Educator at CES (Repl. R. Hinderliter)
Shelby Parker	Para Educator at USD#426 (Repl. P. Carlson)

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

Raegen Hinderliter	Para Educator at CES (X-fer Assignments -Repl. S. Brown)
Ann-Michelle Wingo	Para Educator at USD#224 (X-fer Assignments- Repl. G. Lee)

USD #333 New Hires

Jerlynn Johnston	School Nurse @ CMS/CJSHS (Repl. J. Koch)
Kayla Garst	At Risk Para @ CMS (Repl. O. Borsdorf)
Whitney Jones	Teaching Para at CJSHS (Repl. L. Girard/A. Zimmerman)
Whitney Jones	Debate Sponsor (Repl. A. Zimmerman)
Whitney Jones	Forensics Sponsor (Repl. A. Zimmerman)
Whitney Jones	Play Director (Repl. A. Zimmerman)

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

Olivia Borsdorf	At Risk Para @ CMS
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USD #333 Terminations