Monday, November 9, 2026
USD #333 USD333 Board of Education Regular Meeting

AGENDA FOR UNIFIED SCHOOL DISTRICT NO. 333
CLOUD COUNTY, KANSAS
6:00 PM
USD #333 Board of Education Administrative Offices, 217 W. 7th St., Concordia, KS 66901

A. **OPENING ITEMS**
   1. Call To Order
   2. Pledge of Allegiance
   3. Members Present

B. **CONSENT ITEMS**
   1. Adopt Agenda for Meeting
   2. Approval of Minutes
   3. Accept Gifts and Donations
   4. Approval of Encumbrances as listed in the Superintendent's Report
   5. Approval of Financial/Treasurer's Report/CapitalOne
   6. Administrator/Building Reports {CES, CMS, CHS}
      Building Report November 2026 - CES 3
      Building Report November 2026 - CMS 7
      Building Report November 2026 - CHS 11

   7. Vote on Consent Items

C. **PUBLIC COMMENTS**
   Open Forum Guidelines 14

D. **INFORMATION/UPDATE/COMMUNICATION**
   1. Brenda Gilliland: Match Month
   2. **CES Principal Curtis Noon, CMS Principal Katie Jackson & CJSHS Principal Andrea Rairden**
   3. **Superintendent's Report**
      Report November 2026 - Superintendent 17

   4. **Operations Director's Report**
      Report November 2026 - Operations Director 18

   5. **Curriculum Director's Report**
      Report November 2026 - Curriculum Director 19

   6. **Foundation Report**
   7. **LCNCK Director's Report**
      Report November 2026 - LCNCK Director 20

   8. Study Session: November 30th at 6:00pm

9. TNTP Pilot
10. Future Enrollment Update

E. **EXECUTIVE SESSION**

F. **BOARD ACTION ITEMS**
1. Full-Time Substitute
2. Early Graduation Requests
3. Facilities Audit Update
4. Pole Vault/High Jump Mats

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

H. **FUTURE AGENDA ITEMS**

I. **COMMENTS & ANNOUNCEMENTS**

J. **ADJOURN**

Concordia Elementary School

CES Board Report

November | 2026



Pre K 3-98.44%

Pre K 4-98.39%

K: 98.19%

1: 98.28%

2: 97.36%

3: 97.32%

4th:97.97%

Total: 450

Calendar

11/3 No School: Election Day
11/24: CES Thanksgiving Lunch
25th-27th Thanksgiving Break
11/30 PIE Meeting
12/2 Site Council



Featured articles

43 Flu shots down 5 from last year
512 Registered at Family Literacy Night
247 RSVP for supper fed over 300
Family Literacy Glow Night
Panther Pride
Purple Pinky Polio Project
Wear Orange Anit-Bullying Day
3rd Grade Pumpkin Patch
Prek Fire and EMS Visit







PIE

November 2026

President: Candice Collins
VP: Mistie Stupka
Treasure: Jolene Pfeil
Secretary: Emily Thoman
Media: Rebecca Peters

Funding changes:
$50 to reading incentives per grade (Kinder and PreK explore options)
$50 to Kleenex for specials per grade
$100 added onto field trips since no AR (Kinder and PreK explore options)
Field trips - $400 per grade (add $100 since no AR parties = $500)
Stipends -
new teacher $200 class; $50 Panther Pride
current teachers $150; $50 Panther Pride
Definition of new: new teacher to a building, then from specials to grade-level teacher.
PO's must be turned in April 30th.

Balance

Checking: $4,476.04
Savings: $10,599.81

Expeditures

Upcoming Events

Red Wheel Fall Fundraiser: October 5th-November 12th
Penguin Holiday Shop - December (After School Only)

Meetings Last Monday of the month 5:30

Next Meeting Nov 30th





I am ready for a great day!

I believe in myself!

I trust that I will accomplish





My Goals and Dreams!

CMS NEWS

November 2026



Enrollment

5th Grade Enrollment: 86

6th Grade Enrollment: 73

Quarter 2 Attendance

5th Grade: 96.1%

6th Grade: 96.4%

Instructional Move of the Month

Wait TIme

Word of the Month

Gratitute

Library

Our book fair sales totaled $3,873.96 which provided CMS with $1,428.55 to spend on purchasing new books. So far 123 new books have been added to our school libary.

Upcoming Events

November 10

Leadership Prep Community Dinner

November 11

Leadership-Avenue of Flags

November 12

Leadership to CES

November 18

5th Grade Field Trip

November 19

Leadership to CES

November 23-25
Thanksgiving Break

December 1

Leadership Prep Community Dinner

December 2

Site Council Meeting



CMS NEWS

November 2026

Clubs at CMS

Crochet Club
Chess Club
After School Singers

Student Council

Bully Prevention Week
Dance
Morning Meeting-Sharing

Instructional Coach

Teachers are coordinating with the instructional coach to keep data on various instructional practices such as opportunities to respond and wait time.

PLC Time

Staff is appreciating the opporutnity to have built in time to discuss teaching practices, instructional strategies, standards, and data.

6th Grade Leadership

Community Dinner Prep
Veteran's Day Flags
Elementary School Role Models

Red Ribbon Week

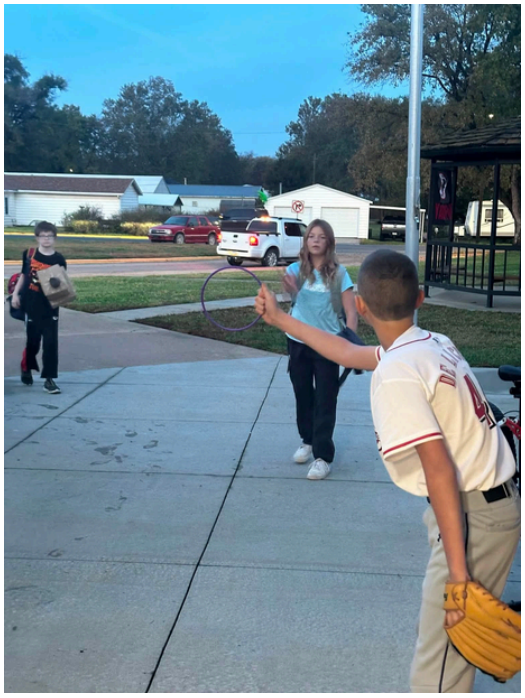
Local Law Enforcement presented information about staying safe in the community, saying no to drugs, and drug awareness.


LEARN

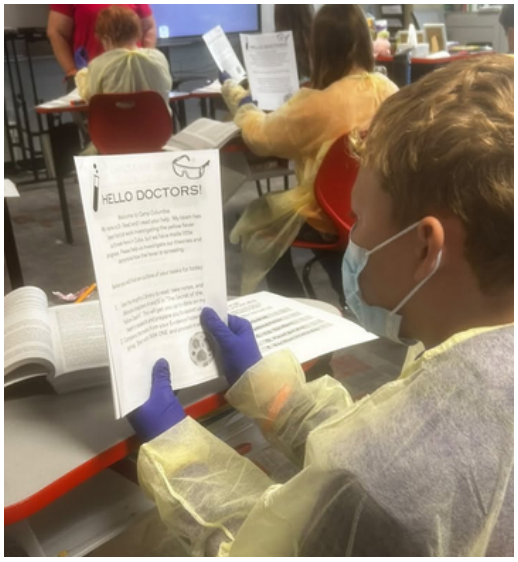

BIRTHDAY








HOORAY!
YOU'RE HERE!
OFFICE


HELLO DOCTORS!








CONCORDIA

Board Report CJSHS – 11/3/2026

Building Attendance (August 12-October 30)

Concordia Jr/Sr High School: 95.72%
- Junior High: 95.45%
- High School: 93.87%

Highlights from CJSHS

At the November 3 in-service, staff reviewed **attendance** and **discipline** data. One hundred twenty seven students maintained perfect attendance and 445 students attended regularly. Regarding discipline, while overall events increased, 28 of those were related to personal electronic devices falling under HB2299. The CJSHS staff remains dedicated to maintaining classrooms and hallways free from digital distractions.

Building **PLC** groups' monthly academic focus on **Real World Stories**, building on the Adaptive Schools training for PLC Leads and ongoing district initiatives. This adds to the relevancy of lessons, connecting to students' lives and student learning.

The November **Student of the Month** is Gabi Lange. To recognize exemplary leadership in the 7th and 8th grades, the October **JH Leaders of the Month** were awarded to Brooklynn Robeson (7th) and Gunnar Nelson (8th).

The girls golf team qualified for state and Mya Niehues ended her season with 2nd place at state and is a member of the 4A All State Honors First Team. Addyson Stensaas competed at state cross country and medaled in 16th place with a PR time of 20:16.8 This week is KSHSAA's Dead Week. High school winter sport practices start Monday, November 16. Junior high girls basketball and junior high boys wrestling have already competed in this season.

November is a busy month for our students.

- The Student Council hosted the American Red Cross Blood Drive today. All of their available appointments were filled.
- CJSHS will host the widely celebrated Veteran's Day Celebration Wednesday, November 11 at 8:55 am in the auditorium. This is open to the public and we encourage veterans and citizens in and around Concordia to attend.
- That same afternoon, five seniors will participate in the fall athletic signing day as they prepare to continue their athletic careers in college. Parents and coaches will also attend.
    - Parker Jackson - Baseball at Cloud County Community College
    - Gabi Lange - Rowing at Kansas State University
    - Mya Niehues - Golf at University Nebraska at Kearny
    - Boone Richard - Baseball at Cloud County Community College
    - Jaylin Roush - Volleyball at Highland Community College

- The Drama Department is performing their production of *The Brother's Grimm Spectaculathon* on November 13, 14, and 15. They will host a dress rehearsal for junior high students at 1:30 on Friday, November 13. Whitney Jones is directing.
- November 18, CJSHS will host Reality U, an interactive, hands-on financial literacy simulation designed for middle and high school students to experience what life looks like at age 26. Various community members volunteer their time to help our students experience these scenarios.
- Seniors will have a chance to practice their interviewing skills and get live, real-world feedback on November 10 and 12. One of the teachers directly involved will be elaborating more on this collaborative, interactive event.

2025-2026 Senior Interview Photos




United
Bank & Trust


Nonfiction

Concordia USD 333

Board of Education Meeting

Open Forum Guidelines

Guidelines for the Open Forum

1. Any person wishing to address the Board in public forum must sign up on the sign-up sheet. The presiding officer of the public meeting will moderate the open forum anticipating the forum will be limited to thirty minutes.
2. As a courtesy and as a part of the public record, each speaker should identify themselves with name and address. Each speaker will be allowed three (3) minutes to address the Board. The Board may engage the speaker for clarification of the issue. The three minutes time limit may go longer based on Board questions.
3. The Board will not debate past decisions made by the current governing body or any past governing body.
4. The Board seeks only constructive criticisms and suggestions.
5. The Board will only allow one speaker at a time and a proper decorum will be enforced.
6. Speakers should keep their comments short and to the point.
7. Engaging in active debate with the Board or anyone in the audience will not be allowed.
8. All remarks and suggestions must be respectful and courteous, free of name-calling and/or personal attacks.
9. Persons making comments which violate the privacy rights of district employees or students will be asked to stop speaking or cease their remarks immediately. If a patron or parent has a concern with one or more employee(s), the Board will refer that person to the appropriate employee or the Superintendent.
10. No remarks will be allowed that contain vulgarities or inappropriate language.
11. No speakers may have the floor more than one time until all who wish to speak have been given the opportunity. The presiding officer will determine the order of speakers.
12. All comments must be directed to the Board as a whole, not to any specific member or to any person who is not a Board member.

Procedures to address the Board during Open Forum:

1. Print your name on the sign-up sheet and list the topic of your presentation.
2. The sign-up sheet will be given to the Board President at the beginning of the meeting.
3. The Board President will call each person on the sign-up sheet during the public forum agenda.
4. State your name, address, and summarize your concerns/suggestions. Limit your presentation to approximately three minutes. This may go longer based on Board questions.

BCBI **Public Participation at Board Meetings** (See BCAE and KN) **BCBI**

Open Forum

The president or presiding officer may ask patrons attending if they would like to speak during the open forum. Rules for the public forum will be available from the clerk prior to the board meeting and at the meeting itself. The board president may impose a limit on the time a visitor may address the board. The board president may ask groups with the same interest to appoint a spokesperson to deliver the group's message. Except to ask clarifying questions, board members shall not interact with speakers at the open forum.

Patron-Requested Agenda Items

Any patron may request addition of a specific agenda item and shall notify the superintendent {seven} days prior to the meeting and state the reason(s) for the request. The superintendent shall determine whether the request can be solved by staff without the patron's appearance before the board. If not, the superintendent shall consult with the board president, and the patron's request may be placed on the next regular board meeting agenda.

Handling Complaints

The superintendent may refer complaints to the board only if a satisfactory adjustment cannot be made by a principal, the superintendent, or other appropriate staff members.

Approved: KASB Recommendation – 1/01; 4/07

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Concordia
TRUST OWNERSHIP CULTURE

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

QUENTIN BREESE
Superintendent

KELLY STRUEBING
Director of Operations

Chad Eshbaugh
CJSHS Principal

Skyler Hittle
CJSHS AD/Asst. Principal

Curtis Noon
CMS Principal

Ashley Blain
CES Principal

Krystal Breese
Curriculum & Assessment

BOARD OF EDUCATION

BRAD BERK
President

MIKE CLEVELAND
Vice President

JOHN CULLEY

NANCY OWEN

JENNY PARKER

AMBER LAMBERTZ

LINDSAY METCALF

REQUEST TO ADD AN AGENDA ITEM

This form must be completed and returned to the Clerk of the Board or the Superintendent at least **7 days** prior to the meeting at which you wish to speak.

Your request will be reviewed, and one of two recommendations will be made:

1. Referral of your request to the appropriate administrator.
2. Decision by the Board of Education to add as an agenda item.
   - Presentation shall not exceed **5 minutes**.
   - Subjects, other than policy issues, will generally be referred to the administration.
   - Comments shall be limited to issues and not refer to individual staff or students.
   - Presentation must be in good taste befitting the occasion and dignity of the board meeting.
   - Typed copy or outline of your presentation should be included with this requested form.

Permission to appear before the board at a regular meeting is subject to the above guidelines.

Name: _____

Address: _____ Phone: _____

Individual or Organization you represent: _____

Organization's Address: _____

Signature: _____ Date: _____

District Official's Signature: _____

Date Received: _____ Time Received: _____

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Skyler Hittle
CJSHS Assistant Principal

Thomas Flax
CJSHS Athletic Director

Katie Jackson
CMS Principal

Curtis Noon
CES Principal

Mistie Knox
CES Assistant Principal

BOARD OF EDUCATION

Mike Cleveland
President

Lindsay Metcalf
Vice President

Nancy Owen

Amber Lambertz

Jenny Parker

Garett Hood

Cheryl Holmes

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

Enrollment Update:
This will be covered later in the meeting.

New Board Boundaries-Next Steps

Recruit/Retain/Rise
Kim and I will discuss this initiative. We are currently in the middle of match month.

Insurance Renewal Increase
Renewal came in at just over 33%. We were expecting around 20%.

Calendars
We are starting to work on calendars for the 28/29 school year. We are needing to clean a few things up for next year's calendar, much like we did for this year. We are hoping to have these for the BOE in December.

Attendance Update (Via Ion)

Chronic Absenteeism Rate

School	10/13 - 11/3
CHS	15%
CMS	1%
CES	7%

District Total-7.6%

CHS – Track Repairs - Hellas will be completing surface repairs on the track this week. We would like to have the surface sealed before winter weather sets in.

CHS – Roof Leaks – Working with Dallas on warranty work.

We have identified a few new leaks at the high school. Both roofs are under warranty through Geisler's. I will work to provide an update on the roofs at the next board meeting.

CES – Recess Equipment Update

The order has been placed for the new recess equipment. The vendor is currently working on the equipment. Once we receive an estimated delivery date, we will schedule installation. We will also explore whether the existing equipment can be removed with the help of volunteers once the installation date is established.

CES – Chiller Replacement is complete.

In Progress:

Upcoming Projects:

- CES Roof – Summer ~ 27' Looking for the right solutions,
- **CHS & CMS – Safe and Secure Schools Grant**
- **CHS – ZeroEyes Camera Updates (In Progress)**

Additional Notes:

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November 9, 2026

Curriculum Director Report for BOE

Curriculum:

The initial report from the SAVVAS training that occurred on November 3 was not good. There were technical issues on SAVVAS end. I am contacting the sales rep for steps to rectify this.

Professional Development:

TASN reading specialists met with the reading committees from both CJSHS and CES/CMS on October 6th. This is the last school year with their reading specialists and the focus is on sustainability for years to come as we want to continue the growth in reading for all content areas.

Dr. Gillespie met with the PLC Leads on Nov 3rd. The Leads were able to look though data collected during walk throughs to give feedback on the planning of January 4th inservice day. The admin will meet with Dr. Gillespie to analyze the feedback and formulate a plan for the day.

Other:

Trish McDaniel has done an outstanding job working to get our student data from powerschool to the new KEDS system to the KITE testing system. At this point we believe all CES students are in and just a handful left from the other buildings.

Krystal Richards did a great job with Work Keys testing. There were some technical hurdles that were worked through, but it will help us with the online testing in the future.

Nov 2026

LCNCK Board Brief for USD 333

USD 333 Board Brief — Nov 2026
Learning Cooperative of North Central Kansas

Staffing Openings

LCNCK currently has paraprofessional openings in USD 109 for grades 1–3 and USD 224 for grades 4–6.

Staff Recognition and Certification

Our new hires are doing an excellent job providing services that support students and staff while also making progress toward their certifications. We appreciate their hard work and dedication. We currently have only five staff members working toward certification.

Financial Planning and Cash Carryover

The superintendent meeting focused on developing a shared philosophy regarding an appropriate cash carryover for LCNCK. LCNCK policies and procedures state that carryover will be maintained at no less than 13% of the cooperative's total budget. We began FY27 below that threshold.

A continued challenge for special education has been declining revenue over several years. Contributing factors include reductions in state categorical aid and previous losses in Medicaid funding.

The attached sheet provides an overview of projected FY27 revenues and expenditures. These projections do not include potential changes in insurance costs or adjustments to state categorical aid. This information will guide discussions about rebuilding carryover while maintaining student services.