

**Board of Education
Pawnee Community School District #11
Thursday, February 26, 2026
6:00 p.m. - Closed Session – Unit Office
7:00 p.m. - Regular Session – Library**

1. Requested Closed Session

2. Call to Order and Roll Call

President Clarke called the meeting to order at 7:11 p.m.

Members present: Boblitt, Clarke, Guess, Morell, Megginson, Simpson, Ward

Members Absent: None

Administration Present: Edmonds, Gehrs, B. Goodall, N. Goodall, Hennemann, Brown

Administration Absent: Hamilton, Lucas

3. Pledge of Allegiance – Please stand if able

4. Info: Communications

4.1 Recognition of Amy Condon: The Board recognized Amy Condon as the January 2026 Inspirational Person of the Month, in a nomination read on behalf of Erin Snodgrass. Amy was described as consistently calm in a challenging school environment. Administration noted her as a tremendous asset to students, families and the broader Pawnee community.

4.2 Recognition of Pawnee Special Olympians: The Board honored the Pawnee Special Olympics team for competing at regionals on February 1, 2026, with athletes Griffy Combs and Riker Elderton advancing to state in March.

4.3 Student Council Updates: Trivia Night Fundraiser is set for April 18 (\$10/person, teams of 8).

4.4 NHS Updates: NHS has scheduled the induction ceremony for March 17 at 7 pm with the banquet to follow, and a blacktop repainting service project on April 18.

4.5 Public Comment: None

5. Consent Items

5.1 Adoption of Consent items

5.2 Minutes of Regular Board Meeting, January 21, 2026

5.3 School District Accounts Payable (Bill List)

5.4 School Activity Account Report

Motion to approve the Consent Items as presented

Motion: Ward

Second: Simpson

Ayes: Clarke, Guess, Morell, Megginson, Simpson, Ward, Boblitt

6. Personnel Consent Agenda Items

- 6.1 Adoption of Personnel Consent Agenda Items (Action)
- 6.2 Employment of Paraprofessional – Kylie Banning
- 6.3 Resignation of JH Cheerleading Coach – Allison Young
- 6.4 Resignation of Cafeteria Worker – Kylie Banning
- 6.5 Resignation of Paraprofessional – Mackenzie Wilkinson

Motion to approve Personnel Consent Agenda Items as presented

Motion: Ward

Second: Simpson

Ayes: Ward, Boblitt, Clarke, Guess, Morell, Megginson, Simpson

7. Treasurer's Report

- 7.1 Treasurer Hamilton was on vacation but submitted her report in the board binders. A question was raised about why expenditures exceeded revenue. It was clarified that the deficit is due to the pre-K project, which she visited with her family.

8. New Business

- 8.1 Adoption of Multi-Year Contract (July 1, 2026 – June 30, 2029) for Superintendent – Leanne Gehrs: The board moved to adopt the multi-year contract for Pawnee CUSD #11 Superintendent Leanne Gehrs covering the 3 years. During brief discussion, Superintendent Gehrs confirmed she plans to fulfill the contract and intends to live within the district.

Motion to adopt Multi-Year Contract for Superintendent Leanne Gehrs

Motion: Ward

Second: Guess

Ayes: Ward, Boblitt, Clarke, Guess, Morell, Megginson, and Simpson

- 8.2 Pawnee Community Education Foundation Report: A brief update was provided noting that they are currently collecting scholarships, which are due by March 13.
- 8.3 Discussion of SASED Employee's Request for Compensation to match the Pawnee Early Pay Scale: Superintendent Edmonds presented a detailed analysis of SASED teacher salaries compared to Pawnee salary scaled. The district currently pays SASED approximately \$2 million annually. Key findings: teachers early in their careers earn less under SASED than Pawnee, while veteran SASED teachers earn more than equivalent Pawnee teachers. Three options were discussed: bringing all SASED teachers in immediately, transitional attrition, and a hybrid approach of selectively bringing in only some SASED teachers (a la carte).

8.4 Discussion and approval of 2026-27 School Calendar Amendment: An amendment was proposed to the already approved 2026-27 school calendar. The Teacher Institute Day is being moved from May to the October ROE Forum date.

Additionally, the teacher's union requested one early dismissal per month (2:00 pm) on the first Wednesday of every month (excluding August) for staff collaboration time.

Motion to Approve the 2026-27 School Calendar Amendment

Motion: Ward

Second: Simpson

Ayes: Megginson, Simpson, Ward, Boblitt, Clarke, Guess, Morell

8.5 Discussion regarding collection of delinquent school-related fees: The district is currently carrying approximately \$20,000 in unpaid fees for the current year, mirroring the same shortfall from last year. Fees encompass lunch/breakfast charges, registration fees, athletic fees, etc. Staff fees account for approximately \$800 of the total. Options discussed include pursuing community free breakfast and lunch programs, sending free and reduced lunch forms to all families and better fee tracking with TeacherEase. Have Linda and Kedra produce a detailed breakdown of the \$20,000 delinquent fees by category (lunch, breakfast, registration, athletic fees, staff).

8.6 Discussion of HS Weight Room Completion: Discussion clarified confusion about the timeline for the high school weight room project. The wall has been broken down, but remaining work includes flooring, equipment breakdown and setup, ceiling work, potential new paint, and an office for Coach Talley. The board directed administration to get the project bid out immediately, with a hard deadline of early May.

9. Old Business

9.1 Discussion and approval of board-paid insurance up to \$730 for 25/26 and \$740 for employees working less than 30 hours per week (20-hour threshold): Two part-time bus drivers requested health insurance coverage throughout the district. Current policy and teacher union contract require 30 hours/week minimum for insurance eligibility. The board expressed significant concern about informal approaches and voted to table the discussion, with a consensus that the appropriate path is to offer legitimate additional hours and only provide insurance if the 30-hour threshold is met through actual work performed.

Motion for approval of board-paid insurance to be tabled

Motion: Clarke

Second: Ward

Ayes: Megginson, Simpson, Ward, Boblitt, Clarke, Guess, Morell

10. Administrative Reports

The district's backup bus fleet – Bus 3 and Bus 4 – are currently out of service. Bus 4 has the turbo issue with a quote of approximately \$10,000 to repair. Bus 3 has two repair quotes: \$4800 (quick fix, no warranty) and \$8500 (with warranty) from Truck Centers in Springfield. The board authorized the superintendent to proceed with Bus 3 repairs up to \$10,000 and to get a second quote as quickly as possible given the urgent spring sports timeline.

10.1 Superintendents Report

10.2 JH/HS Principal's Report

10.3 Grade School Principal's Report

10.4 Director of Services Report

10.5 Athletic Director's Report

10.6 Technology Director's Report

At 8:48 the regular session adjourned to resume the closed session.

Closed session adjourned at 10:17 pm.

Motion to Adjourn

Motion: Ward

Second: Simpson

Ayes: Simpson, Ward, Boblitt, Clarke, Guess, Morell, Megginson