

**Minutes of Personnel/Negotiations Committee
The Board of Trustees
Gull Lake Community Schools**

A PERSONNEL/NEGOTIATIONS COMMITTEE meeting of the Board of Trustees of Gull Lake Community Schools was held on the 4th day of November 2025, beginning at 8:03 AM in the Christopher L. Rundle Administration Building.

Roll Call: Deputy Superintendent Lisa Anderson, Superintendent Christopher Rundle, Carole Mendez, Eddie Keene, Krystal Scott-Rhodes (arrived at 8:13 a.m.)

Guests: Amanda McElroy, Jack Lockerbie

1. Public Comments: None

2. Approve Draft Minutes: The October 14, 2025 Regular Minutes were approved.

3. Closed Session Under Section 8(1)(c) of the Open Meetings Act – Collective Bargaining

At 8:05 a.m. it was moved by Trustee Keene and supported by President Mendez to go into Closed Session under Section 8(1)(c) of the Open Meetings Act to Consider Collective Bargaining. Motion passed unanimously.

At 8:25 a.m. the Committee reconvened in open session.

4. Superintendent Evaluation

President Mendez reminded the Committee of the requirements for a mid-year check in. Superintendent Rundle will provide the Board with a mid-year evaluation and artifacts for their review. President Mendez will reach out to the Board for further discussion.

5. Sub Pay Rates

Deputy Superintendent Anderson introduced Jack and Amanda to the Committee. Jack presented research on substitute teacher pay, including current rates, area comparisons, and Universe Group averages. The Committee discussed substitute demand, classroom productivity, exclusive substitutes, funding options, and employment considerations, including Edustaff versus district-employed substitutes and potential premiums for retirees. Current rates were last increased in September 2022. The Committee agreed to a 10% increase and will forward to the Finance Committee for their review.

6. Transportation Update

Deputy Superintendent Anderson presented an update. The Committee discussed route cancellations and the impact on student attendance, including analyzing how many students miss school due to these cancellations. The Committee discussed options such as adding routes, splitting routes, or having drivers double up, emphasizing the importance of minimizing cancellations to maintain parent confidence. It was noted by the Committee that adding insurance coverage and providing pay increases have helped with staffing challenges.

7. Salary/Wage Information – All Staff

The Committee reviewed the Salary/Wage Information for all staff. Deputy Superintendent Anderson highlighted the updates, noting that this is a living document to be reviewed at each committee meeting.

8. Open Positions

The Committee reviewed the open staffing positions.

9. Next Meeting: December 9, 2025 @ 8:00 a.m.