

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 9th day of June 2026, beginning at 8:03 AM in the Christopher L. Rundle Administration Building.

Roll Call: Deputy Superintendent Lisa Anderson, Acting Superintendent Drew Bordner, Eddie Keene, Carole Mendez, Laura Zervic (serving in the place of Trustee Scott-Rhodes, who was absent due to Military Duty)

1. Public Comments: None

2. Approve Draft Minutes: The May 12, 2026 meeting minutes were approved.

3. Superintendent Contract 2026-27

The Committee agreed to recommend a salary placement of Grade 17, Interval 1 for the 2026-27 Superintendent Contract. The recommendation will be presented to the Board for approval.

4. Transportation Update

Deputy Superintendent Anderson provided a Transportation Update to the Committee.

5. Salary/Wage Information – All Staff

The Committee reviewed the Salary/Wage Information for all staff groups and discussed proposed changes to the salary schedules. Discussion included the possibility of aligning employee groups based on factors such as benefits and days worked while recognizing the differing responsibilities among groups.

The Committee requested that future salary information include hourly rate comparisons. Discussion also focused on step movement, percentage increases, pay equity, market competitiveness, and ensuring employees are appropriately placed within the salary structure.

The Committee reviewed compensation practices for each employee group, including the use of steps, percentage increases, and merit-based considerations for administrators. Members discussed separating step advancements from annual percentage increases and developing a long-term compensation strategy.

For the 2026-27 school year, the Committee discussed increasing salary schedules by 2.5% with individual placement recommendations. The Committee noted that an additional meeting will be necessary this month to present a wage proposal for all non-represented groups and to continue discussions and finalize recommendations.

6. Universe Group Financial Data

The Committee was provided with the Universe Group Financial Data graphic for their review.

7. Open Positions

The Committee reviewed the open staffing positions.

8. Next Meeting: TBD