

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 8th day of April 2025, beginning at 9:09 AM in the Christopher L. Rundle Administration Building.

Roll Call: Deputy Superintendent Lisa Anderson, Superintendent Christopher Rundle, Eddie Keene, Carole Mendez, Krystal Scott-Rhodes

Guests: Jeff Rahmberg, Brad Glessner (arrived at 10:00)

1. Public Comments: None

2. Approve Draft Minutes: The March 11, 2025 Regular Minutes were approved.

3. Transportation Market Analysis (Rahmberg)

Jeff Rahmberg presented the Transportation Market Analysis to the Committee, featuring data from our Universe Group across the following categories: wages, overtime, longevity, health insurance, perfect attendance incentive, sick days/personal days, holidays, new hire bonuses, and district-funded CDL training. The District is currently working to address the challenge of providing consistent and reliable transportation services for our families.

Deputy Superintendent Anderson shared findings from a transportation staff survey indicating that employees are most interested in insurance and higher wages. The Committee discussed insurance options and considered a tiered approach to better meet individual needs. The Committee requested guidance from Administration on how to proceed with the proposal.

Deputy Superintendent Anderson provided a Transportation Update to the Committee. There is currently a need for an additional dedicated sub. One bus route remains open, and two drivers are currently on leave. To cover existing routes, the department is rotating substitute drivers, regular drivers, and office/mechanic staff.

The current subs include one dedicated sub. The Transportation Department will need to hire at least one regular driver immediately and an additional two to three regular drivers by next school year. There are three candidates currently in the onboarding process.

4. Custodial Wage Proposal

Deputy Superintendent Anderson presented the Custodial Wage Proposal to the Committee with a total cost of \$38,000. Brad Glessner, Director of Buildings & Grounds, provided a survey of nearby districts and data from the Universe Group for the Committee to review. Following the review, the Committee requested a more detailed wage and benefits analysis from the Universe Group to evaluate how current offerings compare. Further research was requested before proceeding with the proposal.

5. Wellness Program Update

Tabled until next month.

6. Open Positions

The Committee reviewed the open staffing positions.

7. Next Meeting: May 13, 2025 @ 9:00 a.m.