

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 10th day of June 2025, beginning at 8:00 AM in the Christopher L. Rundle Administration Building.

Roll Call: Deputy Superintendent Lisa Anderson, Director Amanda McElroy, Eddie Keene, Carole Mendez, Krystal Scott-Rhodes

Guests: Joel Schudiske, Jeff Mills

1. Public Comments: None

2. Approve Draft Minutes: The April 8, 2025 Regular Minutes were approved.

3. Ulliance Wellness Presentation

Joel Schudiske of Ulliance, Inc. and Jeff Mills of SET SEG delivered a wellness presentation to the Committee on behalf of Ulliance. Ulliance, an Employee Assistance Program (EAP), focuses on addressing the most preventable costly well-being conditions through a comprehensive approach that includes digital tools and resources, personalized counseling, and expert well-being coaching. The Committee approved Administration to move forward with the Ulliance EAP.

4. Salary/Wage Information – All Staff

Deputy Superintendent Anderson presented the Salary/Wage Information – All Staff to the Committee for their review. The Committee requested that pay ranges be included for each employee group, along with information on benefits and the number of days worked.

5. Transportation Wage Recommendation

Deputy Superintendent Anderson presented the Transportation Wage Recommendation to the Committee. The current hourly rate is \$22.64 per hour with cash in lieu of \$375. The recommendation is as follows:

Hourly Rate

- \$22.64 if you have insurance
- \$23.64 if you opt out of insurance
- Cost \$39,605.20

Cash in Lieu \$375

- Increase to \$2,000
- Cost \$32,375

The employees would be offered Dental, Vision, Life and Health Insurance. The Committee discussed the information presented.

6. Custodial Wage Recommendation

Deputy Superintendent Anderson presented the Custodial Wage Recommendation to the Committee. The current hourly rate for all shifts is \$15.00. The recommendation is as follows:

Hourly Rate

- 1st shift \$16.50
- 2nd shift \$16.00

Custodians – 1st shift (6)

- \$1.50/hr increase
- More of a lead position

- More flexibility required
 - Work with staff and students
- Custodians – 2nd shift (18)
\$1.00/hr increase

The total cost of the recommendation is \$73,963.26 which includes MPSERS and FICA. The Committee discussed the information presented and requested hourly wage ranges for current custodial staff. It was also requested that the universe group information be updated with hourly wage ranges.

7. Transportation Update

Deputy Superintendent Anderson provided a Transportation Update to the Committee. There is currently a need for an additional dedicated sub. The Bus Route #6 position has been filled, and we have three drivers currently on leave. To cover existing routes, the department is rotating substitute drivers, regular drivers, and office/mechanic staff.

The Transportation Supervisor is hoping to hire van drivers to help with the special education sites. The current subs include one dedicated sub. The Transportation Department will need to hire at least one more sub driver, one regular driver immediately, and would like to add two to three regular drivers by next school year to accommodate increasing enrollment.

8. Open Positions

The Committee reviewed the open staffing positions.

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