

**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 14th day of October 2025, beginning at 8:00 AM in the Christopher L. Rundle Administration Building.

Roll Call: Eddie Keene, Deputy Superintendent Lisa Anderson, Assistant Superintendent Drew Bordner, Carole Mendez, Krystal Scott-Rhodes

Guest: Jeff Rahmberg (arrived at 8:10 a.m.)

1. Public Comments: None

2. Approve Draft Minutes: The August 12, 2025 Regular Minutes were approved.

3. Sub Pay Rates

Deputy Superintendent Anderson informed the Committee that Sub Pay Rates should be reviewed. She noted that a handful of substitutes have recently reached out to administration regarding current pay levels. Jack Lockerbie will be collecting comparative pay rate data from our Universe Group and neighboring districts. This will be presented to the Committee once the analysis is complete. The Committee inquired about the average number of substitutes utilized daily, as well as how substitute coverage varies by building.

4. Transportation Update

Deputy Superintendent Anderson presented an update to the Committee. Both dedicated sub-positions have been filled, and the district van is currently assigned to Special Needs Route #56. Office staff and mechanics have been assisting with driving duties as needed. Two new candidates are scheduled to begin training this month. The Committee recommended the hiring of an additional dedicated substitute driver to further support transportation operations.

5. Central Office Market Analysis & Recommendation

Deputy Superintendent Anderson introduced Jeff Rahmberg, who presented the Central Office Market Analysis and Proposed Salary to the Committee.

Data for the analysis was collected from 7 out of the 12 Universe Group districts. The review focused on actual pay, salary range comparisons, and contract days. Overall, Central Office salaries were found to be approximately 95% aligned with the midpoint of the market.

Jeff presented a proposed salary structure with steps with an estimated cost of \$36,091. He recommended that the salary steps be reviewed annually to remain aligned with market trends. The Committee discussed considerations related to the Office of Retirement Services (ORS) and the importance of salary schedules.

The Committee agreed with the recommendation with the salary adjustments to be applied retroactively to July 1, 2025. The salary structure will be presented to the Board for formal approval.

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

At 8:59 a.m. it was moved by Trustee Keene and supported by Trustee Scott-Rhodes to go into Closed Session under Section 8(1)(c) of the Open Meetings Act to Consider Collective Bargaining. Motion passed unanimously.

At 9:27 a.m. the Committee reconvened in open session.

7. Open Positions

The Committee reviewed the open staffing positions.

8. Next Meeting: November 4, 2025 @ 8:00 a.m.