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 21st day of September 2026, beginning at 7:31 AM in the Christopher L. Rundle Administration Building.

Roll Call: Superintendent Drew Bordner, Deputy Superintendent Lisa Anderson, Carole Mendez, Eddie Keene, Laura Zervic, Director of Business Services Amanda McElroy

1. **Public Comments:** None
2. **Approve Draft Minutes:** The August 11, 2026 meeting minutes were approved.
3. **Food Service Association Tentative Agreement**
   Deputy Superintendent Anderson presented the Food Service Association Tentative Agreement to the Committee. The proposed 2026-2027 wage reopener includes a 7% increase at Step 1, with each subsequent step increasing by $0.15. Deputy Superintendent Anderson noted that the 2025-2026 wage settlement was 3%. The agreement will be presented to the Board for formal approval.
4. **GSRP Associate Teachers**
   Deputy Superintendent Anderson presented information regarding the GSRP Associate Teacher position and provided background on the role and current wage schedule. The Committee discussed the required associate's degree, recruitment considerations, and whether the position should remain on the current paraprofessional wage schedule or be incorporated into an existing pay scale. The Committee also reviewed Universe Group information and discussed the distinction between Associate Teacher and paraprofessional roles and responsibilities.

   The Committee discussed the similarities and differences between GSRP and tuition-based preschool programs, including curriculum and employee responsibilities. Additional research is needed to determine whether the programs and associated positions should have parallel structures. The item was tabled until the next meeting.

ADDED ITEM: The Committee discussed Transportation and the options for filling roles, sub drivers, offering a full-time schedule with added duties to incentivize the position.

5. **Superintendent Mid-Year Evaluation**
   President Mendez presented information regarding the Superintendent Mid-Year Evaluation. The Committee discussed the timing of the evaluation, with November suggested for the mid-year evaluation and April for the final evaluation. The Board will need to review its goals at the October Board meeting to provide direction and feedback for the evaluation process.
6. **Next Meeting:** October 20, 2026 @ 8:00 a.m.