

**IBB Meeting**  
**Wednesday, November 4, 2009**  
**3:30 PM**

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**Members Present:**

Penny Schuckmann  
Julie Dombo  
Susan Walston  
Perry McCabe  
Clint Schutte  
J.L. Walker

Glenn Crum  
Steve Crum  
Tammy Ricke  
Phil Bressler  
B.J. Knudson  
Clint Shipley

**Others Present:**

Kim Forgey, Recorder

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**Discussion**

**Wages and Benefits:**

2% package: \$500 to base on salary schedule  
Column movement allowed  
No step movement

**Ratification Goal:** HEA vote by November 6, 2009, BOE vote November 9, 2009.