



Labor Negotiations
Winona Area Public Schools Board Negotiations Committee
and
Winona Education Association, Education MN
Meeting Minutes: Monday, June 28, 2021

Meeting Location:	HS Learning Commons, 901 Gilmore Avenue, Winona, MN
Meeting Start:	6:05pm
Meeting End:	7:55pm
Board Committee Members Present:	Nancy Denzer, Jim Schul, Tina Lehnertz, Emily Solheid
WEA Committee Members Present:	Shannon Helgeson, Nate Pollock, Luke Merchlewitz, Scott Halverson, Dheadra Wang, Linda Pfielsticker
Other Attendees:	Alexandra Retter, Winona Post
Members Absent:	Kristy Millering

I. WEA Language Items

A. Article X: Retirement

1. The WEA Negotiations Committee presented a proposal to correct confusing language in Section 7 and Section 8 of Article X of the Master Agreement. The language proposal clarified cross references and district practice for easier understanding. The Board Negotiations Committee was agreeable that changes needed to be made to the Article to clear up confusing language and suggested that a subcommittee of the committees meet with the Payroll and Benefits Coordinator to collaborate on clear language throughout the entire Article that still represents the actual benefits administered by the district.

B. Article XIII: Group Insurance

1. The WEA Negotiations Committee presented a proposal adding a section to Article XIII of the Master Agreement that addresses an alternative district contribution toward health and hospitalization insurance for individuals who are military service members. The Board Negotiations Committee suggested that language written by the WEA did not clearly convey the language described at the negotiations table. This item will be added to the July 13, 2021 agenda for further review and discussion.

II. District Language Items

A. Article VIII: In Service Requirements of the District

1. The Board Negotiations Committee presented a proposal that eliminated Article VIII of the Master Agreement citing that the district no longer employs any teachers who hold a life license and these requirements are no longer valid. The WEA Negotiations Committee was agreeable to the elimination of this Article and a tentative agreement was reached.

B. Article XII: Phased Retirement

1. The Board Negotiations Committee presented a proposal that outlined procedural clarifications. The WEA Negotiations Committee was agreeable to the District proposal and a tentative agreement was reached.

C. Article XIV: Leaves of Absence

1. The Board Negotiations Committee presented a proposal that added clarifying language to the medical (Section 1) and personal leave (Section 3) balance proration related to an employee that starts after the school year has begun. The proposal also included the district's interest in changing the personal leave usage parameters to include other paid leaves in the calculation of the 10% parameters. Finally, the proposal requested the addition of restricting the use of personal leave on professional development/staff workshop days. The WEA Negotiations Committee was agreeable to portions of the language proposal but requested additional time to review and discuss others. This item will be added to the July 13, 2021 agenda for further review and discussion.

D. Article XIX: Extra Payments and Rates of Pay

1. The Board Negotiations Committee presented a proposal that modified and added titles of coordinators in Section 1; added clarifying language to Section 5 to explain specific uses for this rate of pay; added clarifying language to Section 8 that addressed contradictory language in Section 11; and updated application procedures in Section 15, Subd. 2. The WEA Negotiations Committee was agreeable to the changes in Section 1, Section 8, and Section 15 but suggested that the Board Negotiations Committee explore revisions to the Section 5 proposal to encompass the discussion held regarding the term "World's Best Workforce". This item will be added to the July 13, 2021 agenda for further review and discussion.

III. Other

- A. Ms. Solheid explained the process for the Director of Finance position. In the interim of finding a successful candidate for the position, Ms. Solheid will meet with any members of the WEA Negotiations Committee wishing to set baseline data for financial analysis some time in July.

IV. Schedule

- A. The next meeting is scheduled for July 13, 2021 from 6:00pm until 8:00pm in the High School Learning Commons.