



**Labor Negotiations**  
**Winona Area Public Schools Board Negotiations Committee**  
**and**  
**Winona Education Association, Education MN**  
**Meeting Minutes: Tuesday, July 13, 2021**

<b>Meeting Location:</b>	HS Learning Commons, 901 Gilmore Avenue, Winona, MN
<b>Meeting Start:</b>	6:00pm
<b>Meeting End:</b>	7:55pm
<b>Board Committee Members Present:</b>	Nancy Denzer, Jim Schul, Tina Lehnertz, Emily Solheid
<b>WEA Committee Members Present:</b>	Shannon Helgeson, Nate Pollock, Luke Merchlewitz, Scott Halverson, Dheadra Wang, Linda Pfielsticker
<b>Other Attendees:</b>	Alexandra Retter, Winona Post
<b>Members Absent:</b>	

**I. District Language Items**

**A. Revisit Article XIX: Extra Payments and Rates of Pay**

1. The Board Negotiations Committee presented a revised proposal to Section 5 that kept the added clarifying language to explain specific uses for this rate of pay but replaced the term “World’s Best Workforce” with “district approved initiatives”. The WEA Negotiations Committee was agreeable to this revision and was agreeable to the original changes in Section 1, 8 and 15, and a tentative agreement was reached.

**B. Article IX: Basic Schedules and Rates of Pay; Article XIX: Extra Payments and Rates of Pay**

1. The Board Negotiations Committee presented the Winona Education Association, Education Minnesota with a notice of the district’s intention to discontinue and no longer recognize the past practice of compensating full-time teachers for non-instructional time beyond the contractual day unless otherwise designated in the contract. Along with this notice, the Board Negotiations Committee presented a proposal that outlined a redundant definition in Article IX, Section 2, Subd. 8; new language (Subd 9.) to outline circumstances surrounding extended employment beyond the typical school year calendar; and language clarifying the exact calculation of the rate of pay under Article XIX, Section 13. The WEA Negotiations Committee proposed that the Board Negotiations Committee revisit

the language to address some of the areas discussed at the negotiations table namely, defining who (positions/job titles) would might fall into this category; reassessing the language associated with the right to assign; and timelines for notifications regarding assignment specification. This item will be added to the August 2, 2021 agenda for further review and discussion.

**C. Article XV: Hours of Service**

1. The Board Negotiations Committee, along with the notice of discontinuance of past practice, also presented new language (Section 3 and a renumbering of the current sections) that outlined professional responsibilities and addressed, in contract language, compensation for these professional responsibilities. The WEA proposed that the Board Negotiations Committee revisit the proposed language or that the WEA and the District attempt to address the various scenarios associated with the proposed language outside of contract language.

**II. WEA Language Items**

**A. Revisit: Article XIII: Group Insurance**

1. The WEA Negotiations Committee presented a revised proposal that more clearly addressed the proposed intention of the alternative district contribution toward health and hospitalization insurance for individuals who are military service members. The Board Negotiations Committee suggested that there was still some room for interpretation with their revised language and proposed that the Board Negotiations Committee respond to the language with their financial proposal.

**B. Article XIV: Leaves of Absence**

1. The WEA Negotiations Committee did not present a counter to the Board Negotiations Committee proposal presented on June 28, 2021. The WEA Negotiations indicated that they were potentially agreeable to the language around the proration of leave balances based on start date but did not want to see a change that would potentially restrict teachers use of the leave balance in Section 3.

**C. Article XVI: Length of the School Year**

1. The WEA Negotiations Committee presented a proposal that changed the rate of pay for new teachers participating in orientation from \$250.00 for four (4) days to \$25.00 per hour of orientation. This Board Negotiations Committee will respond to this language proposal with their financial proposal.

**III. Clarifying Discussion**

- A. The Board Negotiations Committee requested clarification on the historical context and value of Article VI, Section 16 and Article XIX, Sections 7 and 12. The WEA will confer with their membership and provide additional detail at the negotiations session held on July 13, 2021.

**IV. Schedule**

- A. The WEA and Board Negotiations Committees agreed to reschedule the August 4, 2021 negotiations session to August 2, 2021 from 7:00am until 9:00am and schedule a negotiations session on September 13, 2021 from 6:00pm until 8:00pm in the High School Learning Commons.