



Labor Negotiations
Winona Area Public Schools Board Negotiations Committee
and
Winona Education Association, Education MN
Meeting Minutes: Monday, August 2, 2021

Meeting Location:	HS Learning Commons, 901 Gilmore Avenue, Winona, MN
Meeting Start:	6:01pm
Meeting End:	7:57pm
Board Committee Members Present:	Nancy Denzer, Jim Schul, Emily Solheid, Tina Lehnertz, Sarah Slaby
WEA Committee Members Present:	Shannon Helgeson, Nate Pollock, Luke Merchlewitz, Scott Halverson, Linda Pfielsticker, Dheadra Wang
Other Attendees:	Alexandra Retter, Winona Post
Members Absent:	

I. WEA Language Items

A. Response: Article XV: Hours of Service

1. The WEA Negotiations Committee presented a response to the Board Negotiations Committee proposal regarding Hours of Service. The Board Negotiations Committee indicated that the WEA proposal is too far from the Board Negotiations Committee proposal and requested that the WEA Negotiations Committee revisit the language. The WEA Negotiations Committee requested that the Board Negotiations Committee present an alternative proposal at the next meeting. This item will be added to the October 28, 2021 agenda for further review and discussion.

B. New: Article XIX: Overload

1. The WEA Negotiations Committee presented a proposal adding a subdivision to section 13 that addresses teaching both in-person and online simultaneously. The Board Negotiations Committee suggested that the last sentence of the subdivision regarding teaching/providing services over a preparatory period is already addressed in other sections. This item will be added to the October 28, 2021 agenda for further review and discussion.

C. New: Article VI: Summer School On-Call

1. The WEA Negotiations Committee presented a proposal adding a subdivision to section 12 addressing on-call nursing postings. This item will be added to the October 28,2021 agenda for further review and discussion.

D. Response: Article IX Basic Schedules and Rates of Pay; Article XIX Extra Payments and Rates of Pay

1. The WEA Negotiations Committee presented a response to the Board Negotiations Committee proposal regarding extended employment. The Board Negotiations Committee was agreeable to this response and a tentative agreement was reached.

E. Revisit/New: Article X: Retirement Incentive

1. The WEA Negotiations Committee presented a proposal to revise and restructure Article X Retirement Incentive to allow the language to be more clear. The Board Negotiations Committee was agreeable to the proposal and a tentative agreement was reached.

F. New: Financial Proposal

1. The WEA Negotiations Committee presented their financial proposal with five (5) categories: insurance coverage for military service members; new teacher orientation compensation; 403b match contribution; retention stipend; and changes related to the salary schedule (schedule increases and career increment increases). The Board Negotiations Committee will need to spend time analyzing the financial aspects of this proposal. This item will be added to the October 28,2021 agenda for further review and discussion.

G. Response: Article XIV: Leaves of Absence

1. The WEA Negotiations Committee presented a response to the Board Negotiations Committee proposal regarding use of personal leave on staff development/workshop days. The WEA proposal included an increase in compensation for unused personal time. The Board Negotiations Committee will consider this proposal with their financial response. This item will be added to the October 28,2021 agenda for further review and discussion.

H. Schedule:

1. The WEA and Board Negotiations Committees agreed to schedule negotiations sessions on October 28, 2021 and November 15, 2021 from 6:00pm until 8:00pm in the High School Learning Commons.