



Labor Negotiations
Winona Area Public Schools Board Negotiations Committee
and
Winona Education Association, Education MN
Meeting Minutes: Monday, January 3, 2022

Meeting Location:	HS Learning Commons, 901 Gilmore Avenue, Winona, MN
Meeting Start:	5:00pm
Meeting End:	7:14pm
Board Committee Members Present:	Nancy Denzer, Jim Schul, Emily Solheid, Tina Lehnertz
WEA Committee Members Present:	Shannon Helgeson, Nate Pollock, Luke Merchlewitz, Scott Halverson, Dheadra Wang
Other Attendees:	Alexandra Retter, Winona Post
Members Absent:	Sarah Slaby

I. Revisit Negotiation Norms

A. The Board Negotiations Committee reviewed the Negotiation Norms agreed upon by both parties, focusing on the following norms:

- Norm 4: The District and WEA will set an agenda for the next meeting at the end of each session.
- Norm 7: Base year costs and salary grid will be established.
- Norm 9: Negotiation discussions will be thoughtful and respectful, focusing on listening and problem solving and avoiding personal attacks.

The committees both acknowledged agreement to these norms and will move forward with negotiations following these norms.

II. WEA Financial Items

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

1. The WEA Negotiations Committee revisited this proposal presented at the September 13, 2021 negotiations session as the Board Negotiations Committee did not provide a response to this language item. The Board Negotiations Committee requested some clarifying information regarding the scenarios in which this type of payment would be considered necessary. This item will be added to the January 24, 2022 agenda for further review and discussion.

B. Response: Article XIII: Group Insurance

1. The WEA Negotiations Committee presented a response to the Board Negotiations Committee proposal regarding the combined district contribution and military

district contribution to group insurance as well as the proposed memorandum of understanding regarding the reduction of insurance plans. The WEA Negotiations Committee was agreeable to the language presented regarding military district contribution but not the combined district contribution. The committees discussed the historical context behind the memorandum of understanding and agreed to meet in a subcommittee to discuss this concept more. The Group Insurance item will be added to the January 24, 2022 agenda for further review and discussion.

C. Response: Article XIV: Leaves of Absence

1. The WEA Negotiations Committee presented a response to the Board Negotiations Committee proposal regarding personal leave payout and the use of personal leave days on professional development/staff workshop days. This item will be added to the January 24, 2022 agenda for further review and discussion.

D. Article XVI Length of School Year

1. The WEA Negotiations Committee presented two potential proposals regarding the payment issued to new employees for their orientation to the district. The Board Negotiations Committee was agreeable to option B, which reduced the number of days required for new employee orientation but with compensation remaining the same, and a tentative agreement was reached.

E. Financial Response

1. The WEA Negotiations Committee presented a response to the Board Negotiations Committee Financial Proposal presented on November 13, 2021. The proposal included four (4) financial areas to be addressed including: salary schedule adjustments; career increment adjustments; district 403b contributions; FFA advisor stipend; and a transition, planning and retention stipend. The Board Negotiations Committee will need to spend time analyzing the financial aspects of this proposal. This item will be added to the January 24, 2022 agenda for further review and discussion.

III. WEA Language Items

A. Response: Article VI: Teacher Rights (Summer School Teaching and On-Call Nursing)

1. The WEA Negotiations Committee presented a response to the Board Negotiations Committee proposal regarding On-Call Nursing. The Board Negotiations Committee was agreeable to the proposal and a tentative agreement was reached.

B. Response: Article XV: Hours of Service

1. The WEA Negotiations Committee represented their September 13, 2021 proposal as a response to the Board Negotiations Committee's proposal related to Hours of Service. This item will be added to the January 24, 2022 agenda for further review and discussion.

IV. Schedule

- A.** The WEA and Board Negotiations Committees agreed to schedule negotiations sessions on January 24, 2022 and February 7, 2022 from 6:00pm until 8:00pm in the High School Learning Commons.