



Labor Negotiations
Winona Area Public Schools Board Negotiations Committee
and
Winona Administrators Association
Meeting Minutes: Monday, March 14, 2022

Meeting Location:	District Office Conference Rooms, 903 Gilmore Avenue, Winona, MN
Meeting Start:	4:04pm
Meeting End:	4:50pm
Board Committee Members Present:	Nancy Denzer, Emily Solheid, Tina Lehnertz, Sarah Slaby
WEA Committee Members Present:	Dawn Lueck, Mark Winter
Other Attendees:	
Members Absent:	Jim Schul

I. WAA Response to District Proposals

A. Response: Article II. Definition of Terms

1. The WAA Negotiations Committee was agreeable to the language proposal submitted by the Board Negotiations Committee and a tentative agreement was reached.

B. Response: Article IX. Leaves

1. The WAA Negotiations Committee was agreeable to the language proposal submitted by the Board Negotiations Committee and a tentative agreement was reached.

C. Response: Article XII. Vacancies, Promotions, Transfers, and Reduction in Administrative Staff and Article XIII: Seniority and Unrequested Leave of Absence

1. The WAA Negotiations Committee expressed concerns related to administrative assignments and how they fit into the language in this section as well as in other areas of the contract. The Board Negotiations Committee suggested that this Article be added to the March 28, 2022 agenda as a discussion item.

II. WAA Language Proposals

A. Article VIII. Compensation and Work Days

1. The WAA Negotiations Committee presented a verbal proposal regarding additional compensation and/or work day designations for conference nights and registration/open house events that occur in the evening. This verbal proposal

also included compensation for having to work as a substitute in the classroom for an entire day and for meetings that occur after 5:00pm. Examples provided were Board Meetings, Kindergarten Open House/Registration, IEP meetings, Elementary Musicals, and Engagement events. This item will be added to the March 28, 2022 agenda for further review and discussion.

B. Article XII. Vacancies, Promotions, Transfers, and Reduction in Administrative Staff, Section 5. Administrative Seniority

1. The WAA Negotiations Committee did not have any proposed language changes to this section at this time but stressed the importance of following the language. The Board Negotiations Committee discussed concerns with the transfer process from Assistant Principal to Principal. This Article will be added to the March 28, 2022 agenda as a discussion item.

C. Article XIII. Termination of Employment, Section 3. Retirement Incentive

1. The WAA Negotiations Committee presented a verbal proposal changing the “15 year” designation to 5 years in all sections of the Article. This item will be added to the March 28, 2022 agenda for further review and discussion.

III. WAA Financial Proposals

A. Article X. Insurance and Other Benefits

1. The WAA Negotiations Committee presented a verbal proposal increasing the single and family contribution for insurance to 100% coverage. This item will be added to the March 28, 2022 agenda for further review and discussion.

B. Article X. Insurance and Other Benefits, Section 10. Deferred Compensation Matching Plan

1. The WAA negotiations Committee presented a verbal proposal increasing the deferred compensation matching amount to \$4,500. This item will be added to the March 28, 2022 agenda for further review and discussion.

IV. Schedule

- A.** The WAA and Board Negotiations Committees agreed to schedule negotiations sessions March 28, 2022 from 4:00pm until 5:00pm in the HS Counseling Office Conference Room.