



Labor Negotiations
Winona Area Public Schools Board Negotiations Committee
and
Winona Administrators Association
Meeting Minutes: Monday, March 28, 2022

Meeting Location:	HS Counseling Office Conference Room, 901 Gilmore Avenue, Winona, MN
Meeting Start:	4:04pm
Meeting End:	4:57pm
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. Article XII

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

1. The Board Negotiations Committee and the WAA Committee continued discussion on potential scenarios that need to be addressed in language. The Board Negotiations Committee will bring forward a proposal for consideration at the April 4, 2022 negotiations meeting.

II. District Response

A. Article VIII: Compensation and Work Days

1. The Board Negotiations Committee presented a response to the WAA Negotiations Committee to the WAA Negotiations Committee proposal regarding additional compensation and/or work day designations for substituting in the classroom for a full day, conference nights and registration/open house events, and meetings that occur in the evening. The Board Negotiations Committee is not interested in this language and did not provide a counterproposal. The committee members discussed “flex time” as described in other contracts and personnel policies. The Board Negotiations Committee will bring forward a proposal for consideration at the April 4, 2022 negotiations meeting.

B. Article XIII: Termination of Employment, Section 2.; Post Retirement Health Care Account, Section 3. Retirement Incentive

1. The Board Negotiations Committee presented a counterproposal changing the “15 year” designation to 10 years in all sections of the Article. The counterproposal also included additional language regarding notice of resignation and an incentive for early notification of resignation or retirement. This item will be added to the April 4, 2022 agenda for further review and discussion.

II. District Language Proposals

A. Vacancies, Promotions, Transfers, and Reduction in Administrative Staff, Section 2. Transfer

1. The Board Negotiations Committee presented a proposal regarding the transfer procedures of a promotional transfer. This item will be added to the April 4, 2022 agenda for further review and discussion.

III. WAA Financial Proposal

A. WAA Financial Proposal

1. The WAA Negotiations Committee presented a financial proposal. The proposal included four (4) financial areas to be addressed including: salary schedule adjustments; deferred compensation match increases; and increase to the insurance contribution; and a one-time stipend per fte. This item will be added to the April 4, 2022 agenda for further review and discussion.

IV. Other

A. Insurance Contribution Follow Up

1. The Board Negotiations Committee presented a follow up to a discussion around the contribution to family insurance when two district employees are married. The WAA Negotiations Committee provided examples of the specific concerns. The Board Negotiations Committee will look into the concerns and follow up at a later meeting.

B. Article VIII: Compensation and Work Days

1. The WAA Negotiations Committee presented a proposal requesting a cell phone stipend for each administrator. This item will be added to the April 4, 2022 agenda for further review and discussion.

V. Schedule

- A.** The WAA and Board Negotiations Committees agreed to schedule negotiations sessions April 4, 2022 from 4:15pm until 5:15pm and April 19, 2022 from 4:00-5:00pm in the District Office Conference Rooms.