



**Labor Negotiations**  
**Winona Area Public Schools Board Negotiations Committee**  
**and**  
**Winona Administrators Association**  
**Meeting Minutes: Tuesday, April 19, 2022**

<b>Meeting Location:</b>	District Office Conference Rooms, 903 Gilmore Avenue, Winona, MN
<b>Meeting Start:</b>	4:05pm
<b>Meeting End:</b>	5:00pm
<b>Board Committee Members Present:</b>	Nancy Denzer, Tina Lehnertz, Emily Solheid, Sarah Slaby
<b>WEA Committee Members Present:</b>	Dawn Lueck, Mark Winter
<b>Other Attendees:</b>	
<b>Members Absent:</b>	Jim Schul

**I. WAA Language Response**

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

1. The WAA Negotiations Committee presented a verbal counterproposal stipulating that in Section 2 at 5 years a payment of \$20,000 is made and at 10 years a payment of \$40,000 is made. This counter proposal also stipulated that in Section 3 the administrator will have worked a minimum of 5 years in order to be eligible for the retirement incentive.

**B. Article XII: Vacancies, Promotions, Transfers, and Reduction in Administrative Staff, Section 2. Transfer**

1. The WAA Negotiations Committee was not interested in this language and did not provide a counterproposal.

**C. Article VIII: Compensation and Work Days**

1. The WAA Negotiations Committee indicated that they were agreeable to the proposed changes in Section 1 and Section 2, however, they were not interested in the new language proposed in Section 3 and did not provide a counterproposal.

**D. Article XII: Vacancies, Promotions, Transfers, and Reduction in Administrative Staff**

1. The WAA Negotiations Committee was agreeable to new language associated with the Unrequested Leave of Absence process and a tentative agreement was reached. The committees discussed the Administrative Seniority language and the Board

Negotiations Committee will bring forward a response at the May 2, 2022 negotiations meeting.

**II. Financial Response**

**A. WAA Financial Response**

1. The WAA Negotiations Committee presented a counterproposal to the District Financial Proposal presented at the April 4, 2022 meeting. The WAA indicated that they would drop the proposal associated with family insurance contribution and the cell phone stipend, agree to the elimination of step II, and reduce the amount applied to a one-time stipend and percent increases in year 1 and year 2. This item will be added to the May 2, 2022 agenda for further review and discussion.

**III. Other**

- A.** No items discussed.

**IV. Schedule**

- A.** The WAA and Board Negotiations Committees agreed to schedule the next negotiations session on May 2, 2022 and May 11, 2022 from 4:00-5:00pm in the District Office Conference Rooms.