



**Labor Negotiations**  
**Winona Area Public Schools Board Negotiations Committee**  
**and**  
**Independent Winona Educational Office Professionals**  
**Meeting Minutes: Thursday, August 18, 2022**

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| <b>Meeting Location:</b>                | District Office Conference Rooms, 903 Gilmore Avenue, Winona, MN         |
| <b>Meeting Start:</b>                   | 8:04am   |
| <b>Meeting End:</b>                     | 9:41am   |
| <b>Board Committee Members Present:</b> | Emily Solheid, Sarah Slaby, Jim Schul, Nancy Denzer                      |
| <b>OP Committee Members Present:</b>    | Geri Lehnertz, Mindy Moger, Diana Benson, Laurie Wiseman, Laurie Jackels |
| <b>Other Attendees:</b>                 |  |
| <b>Members Absent:</b>                  | Tina Lehnertz  |

**I. District Language Items**

**A. Article VI. Classifications and Pay, Section 7. Call Back Time**

1. The Board Negotiations Committee presented a proposal that clarified when an employee may be able to earn “call back time”. No further discussion. This item will be added to the August 24, 2022 agenda for further review and discussion.

**II. District Response to Office Professionals Topics for Discussion**

**A. Salary Schedule Renumbering**

1. The Board Negotiations Committee is agreeable to this proposal and included it in the Financial Proposal.

**B. Elimination of Classifications (A11, A12, and A13)**

1. The Board Negotiations Committee declined to respond to this proposal and requested clarifying information as to the intention of the removal of the classifications. The committees agreed to drop this proposal with the intention that the salary schedule would be adjusted to reflect more competitive wages.

**C. Longevity Stipend**

1. The Board Negotiations Committee is agreeable to a longevity stipend and included it in the Financial Proposal.

**D. Sick Leave Buy Back**

1. The Board Negotiations Committee is agreeable to a longevity stipend and included it in the Financial Proposal.

**E. Article VI, Section 2**

1. The Board Negotiations Committee presented a counter proposal addressing the proposed language as well as minor rewording. No further discussion. This item will be added to the August 24, 2022 agenda for further review and discussion.

**F. Vacation Payout**

1. The Board Negotiations Committee declined to respond to this proposal and did not include this in their Financial Proposal.

**III. District Financial Proposal**

- A.** The Board Negotiations Committee presented a financial proposal that included the following items: Salary Schedule Restructure, Salary Schedule Adjustments for three years, Years of Service Career Increment, and Sick Leave Buy Back Language. The Independent Winona Educational Office Professionals Negotiations Committee presented a counter proposal addressing a salary scheduled restructure that accounted for more distribution between the bottom steps. The Board Negotiations Committee countered this counter proposal with an option that accounted for more distribution between the bottom steps but honored the distribution between entry steps. This item will be added to the August 24, 2022 agenda for further review and discussion.

**IV. Office Professionals Items for Discussion**

- A.** The Independent Winona Educational Office Professionals Negotiations Committee requested that the Board Negotiations Committee consider striking language in job descriptions that addressed "other duties as assigned". The Board Negotiations Committee explained that job descriptions are not addressed in contract language and rather managerial rights are addressed in contract language. The Board Negotiations Committee declined to modify the inherent managerial right language in the contract.

**V. Schedule**

- A.** The Independent Winona Educational Office Professionals Negotiations Committee and Board Negotiations Committee agreed to schedule the next negotiations session on August 24, 2022 at 12:00pm in the District Office Conference Rooms.