



Labor Negotiations
Winona Area Public Schools Board Negotiations Committee
and
Independent Winona Educational Office Professionals
Meeting Minutes: Monday, August 8, 2022

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| Meeting Location: | District Office Conference Rooms, 903 Gilmore Avenue, Winona, MN |
| Meeting Start: | 10:06am |
| Meeting End: | 10:58am |
| Board Committee Members Present: | Emily Solheid, Sarah Slaby, Jim Schul, Nancy Denzer |
| OP Committee Members Present: | Geri Lehnertz, Mindy Moger, Diana Benson, Laurie Wiseman |
| Other Attendees: | |
| Members Absent: | Tina Lehnertz, Laurie Jackels |

I. Introductions

A. The Independent Winona Educational Office Professionals Negotiations Committee Members and Board Negotiations Committee Members were provided with a copy of the committee membership roster for the 2022-2025 contract negotiations. Each member took a moment to introduce themselves and their role in the district.

II. Negotiations Norms

A. The Independent Winona Educational Office Professionals Negotiations Committee Members and Board Negotiations Committee Members were provided with a copy of the proposed negotiations norms. No further discussion. Committee members consented to a tentative agreement on the Negotiations Norms as discussed.

III. Office Professionals Topics for Discussion

A. The Independent Winona Educational Office Professionals Negotiations Committee presented five (5) areas they would like to discuss further: Renumbering of steps; elimination of the A11, A12, and A13 classifications; a longevity stipend; sick leave buy back options; placement on the salary schedule; and vacation payout. The Board Negotiations Committee requested clarifying information on some of the items. No further discussion. This item will be added to the August 18, 2022 agenda for further review and discussion.

IV. District Topics for Discussion

A. Article VI. Classifications and Pay, Section 1. Classifications

1. The Board Negotiations Committee presented a language proposal adding one clarifying word to the section. The Independent Winona Educational Office Professionals Negotiations Committee was agreeable to this proposal and a tentative agreement was reached.

B. Article VI. Classifications and Pay, Section 8. Substitute Clerical Personnel

1. The Board Negotiations Committee presented a proposal that allows the School Board to designate the substitute rate of clerical personnel and allows for a long-term substitute rate of pay. No further discussion. The Independent Winona Educational Office Professionals Negotiations Committee was agreeable to this proposal and a tentative agreement was reached.

C. Article IX. Leaves of Absence, Section 4. Vacations Without Pay

1. The Board Negotiations Committee presented a proposal with more inclusive language. No further discussion. The Independent Winona Educational Office Professionals Negotiations Committee was agreeable to this proposal and a tentative agreement was reached.

D. Article IX. Leaves of Absence, Section 7. Personal Days

1. The Board Negotiations Committee presented a proposal with clarifying language regarding prorating personal leave accrual based on start date for employees. No further discussion. The Independent Winona Educational Office Professionals Negotiations Committee was agreeable to this proposal and a tentative agreement was reached.

E. Article X. Paid Holidays

1. The Board Negotiations Committee presented a proposal eliminating the designated paid holidays in the contract and just outlining the number of paid holidays an employee would be entitled to. No further discussion. The Independent Winona Educational Office Professionals Negotiations Committee was agreeable to this proposal and a tentative agreement was reached.

F. General Cleanups

1. The Board Negotiations Committee presented language clean ups in several areas that did not change the intent of the language and cleaned up references within the contract. No further discussion. The Independent Winona Educational Office Professionals Negotiations Committee was agreeable to this proposal and a tentative agreement was reached.

V. Schedule

- A.** The Independent Winona Educational Office Professionals Negotiations Committee and Board Negotiations Committee agreed to schedule the next negotiations session on August 18, 2022 at 8:00am and August 24, 2022 at 12:00pm in the District Office Conference Rooms.