



**Labor Negotiations**  
**Winona Area Public Schools Board Negotiations Committee**  
**and**  
**Winona Education Association, Education MN**  
**Meeting Minutes: Tuesday, November 7, 2023**

<b>Meeting Location:</b>	District Office Conference Rooms, 903 Gilmore Avenue, Winona, MN
<b>Meeting Start:</b>	6:00pm
<b>Meeting End:</b>	7:46pm
<b>Board Committee Members Present:</b>	Nancy Denzer, Tina Lehnertz, Emily Solheid and Sarah Slaby
<b>WEA Committee Members Present:</b>	Shannon Helgeson, Nate Pollock, Jennifer Woyczik, Sarah Dixen, and Dheadra Wang
<b>Other Attendees:</b>	N/A
<b>Members Absent:</b>	Jim Schul

**I. WEA Language Items**

- A. Response: Article XIII, Section 2. Subd. 2 Participation and Administration (Sick Bank Consecutive Days): The WEA Negotiations Committee Members presented a counter-proposal that amended some typos in the Board Negotiations Committee proposed language. The Board Negotiations Committee was agreeable to these changes and a tentative agreement was reached.
- B. Response: Article XIII, Section 1. Medical Leave (Sick and Safe Leave Language): The WEA Negotiations Committee Members presented a counter proposal that added clarification directly from the statute regarding the expanded uses of ESST. This counter-proposal also included defining Medical Leave as Sick and Safe Leave. The committees discussed the implication or possible confusion of defining Medical Leave as Sick and Safe Leave. The Board Negotiations Committee requested additional time to review the language. This item will be added to the November 13, 2023 agenda for further review and discussion.
- C. Response: ABE Language: The WEA Negotiations Committee presented a counter-proposal clarifying Article placement and amending typos. This counter-proposal also included an amendment to the year 1 salary schedule. The Board Negotiations Committee requested additional time to review the language. This item will be added to the November 13, 2023 agenda for further review and discussion.

## **II. District Language Items**

- A. Response/Clarification: Article XIII, Section 1, Subd. 3., Family Illness and Injury: The Board Negotiations Committee requested to post-pone a response to this article and present a counter-proposal in alignment with the Medical Leave section as a whole and after the District could hear more regarding Statutes 181.9413 specifically. The Board Negotiations Committee did request clarification from the WEA Negotiations Committee regarding the intention of adding 181.9412 to this section. The Board Negotiations Committee will add this section to their response associated with Sick and Safe Leave language. This item will be added to the November 13, 2023 agenda for further review and discussion.
- B. Response: Article VIII, Section 2, Subd.5 Pro-rated Salaries: The Board Negotiations Committee presented a counterproposal to the pro-rated salaries language presented by the WEA Negotiations Committee on October 24, 2023. Specifically, the counter-proposal addressed clarifying language about time worked versus being asked to work and the method by which teachers can request compensation. The WEA Negotiations Committee requested additional time to review the language. This item will be added to the November 13, 2023 agenda for further review and discussion.

## **III. Financial**

- A. District Response to WEA Financial Proposal: The Board Negotiations Committee presented a financial counter-proposal to the financial proposal presented by the WEA Negotiations Committee on October 24, 2023. This counter-proposal included seven (7) areas of consideration: Modification of Salary Schedule Steps and Lanes; increase to the salary schedule; Career Increment addition starting after 14 years of service; Curriculum Writing/Staff Development rate of pay; Tech Nest Advisor/Live Streaming Videographer Activity Stipend; payment in lieu or compensatory time; and a change to the insurance contribution language. The Board Negotiations Committee addressed that the financial proposal included items that would stretch available funds to where they might have the most impact and were not able to respond to the WEA Negotiations Committee's items associated with preparation time for special education teachers, compensatory time for combining classrooms, compensatory time for all teachers (including counselors, social workers, etc.) and an increase in the targeted services rate of pay. The WEA Negotiations Committee requested additional time to review the counter-proposal. This item will be added to the November 13, 2023 agenda for further review and discussion.

## **IV. Schedule**

- A. Committee members discussed scheduling future negotiations sessions. At this time November 13, 2023, and December 4, 2023 from 6:00 pm until 8:00pm in the District Office Conference Rooms is scheduled.

## **V. Other**

- A. The WEA Negotiations Committee requested a friendly amendment to the agenda to submit an amended proposal associated with preparatory time for special education teachers addressing the Board Negotiations Committee's questions regarding how a teacher might be compensated if they were not able to get the preparatory period for some reason.