



**Labor Negotiations**  
**Winona Area Public Schools Board Negotiations Committee**  
**and**  
**Winona Education Association, Education MN**  
**Meeting Minutes: Tuesday, October 24, 2023**

<b>Meeting Location:</b>	District Office Conference Rooms, 903 Gilmore Avenue, Winona, MN
<b>Meeting Start:</b>	6:06pm
<b>Meeting End:</b>	8:02pm
<b>Board Committee Members Present:</b>	Nancy Denzer, Jim Schul, 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>	

**I. WEA Language Items**

- A. Response: Article XIII, Section 1, Subd. 3., Family Illness and Injury: The WEA Negotiations Committee Members presented a counter proposal that adapted some of the District’s proposed language and added additional language associated with “sick and safe leave”. The Board Negotiations Committee requested additional time to review the language. This item will be added to the November 7, 2023 agenda for further review and discussion.
- B. New: Clarification about Part-Time Teachers: The WEA Negotiations Committee presented a language proposal regarding Article VIII. Basica Schedules and Rates of Pay, Section 2. Placement on the Salary Schedule, Subd. 5. Prorated Salaries. Specifically, the proposal intends to provide clarity and consistency in practice by placing the practice into contract language. The Board Negotiations Committee requested additional time to review the language. This item will be added to the November 7, 2023 agenda for further review and discussion.
- C. New: Professional Development: The WEA Negotiations Committee requested a friendly amendment to the agenda to remove this item. The Board Negotiations Committee agreed to this amendment.
- D. New: Teaching Multiple Classes Simultaneously: The WEA Negotiations Committee presented a language proposal regarding Article XVIII, Extra Payments and Rates of Pay, Section 11. Compensatory Time, Subd.2. Specifically, the proposal requests an additional

circumstance where teachers could earn compensatory time for combining classes when a substitute is not able to be found. The Board Negotiations Committee requested additional time to review the language. This item will be added to the November 7, 2023 agenda for further review and discussion.

## II. District Language Items

- A. Response: Article XIII, Section 1. Medical Leave (Sick and Safe Leave Language): The Board Negotiations Committee presented a counterproposal to the Sick and Safe Leave language presented by the WEA Negotiations Committee on September 20, 2023. Specifically, the proposal added a specific section addressing new legislative changes associated with Minnesota Statutes 181.940 running the teachers medical leave balance and ESST concurrently. This new section outlines how the time is accrued, carried over, used, deducted, and addressed upon separation. The WEA Negotiations Committee requested additional time to review the language. This item will be added to the November 7, 2023 agenda for further review and discussion.
- B. Response: Article XIII, Section 2. Subd. 2 Participation and Administration (Sick Bank Consecutive Days): The Board Negotiations Committee presented a counterproposal to the language presented by the WEA Negotiations Committee on September 20, 2023. Specifically, the proposal restructured the current language into ease of use sections and proposed just eliminating the word “consecutive” swapping for language about the use for the same condition. The Committees also discussed the designation of the Disability Leave Reserve Committee and its current practice. The WEA Negotiations Committee requested additional time to review the language. This item will be added to the November 7, 2023 agenda for further review and discussion.
- C. New: ABE Language: At the request of the WEA Negotiations Committee, the Board Negotiations Committee presented an initial proposal adding contract language specifically related to the Adult Basic Education Teachers. This proposal addressed several areas of the contract that would and wouldn’t cover these specific employees as well as a proposed hourly salary schedule. The WEA Negotiations Committee requested additional time to review the language. This item will be added to the November 7, 2023 agenda for further review and discussion.

## III. Financial

- A. WEA Financial Proposal: The WEA Negotiations Committee presented a financial proposal that included seven (7) areas of consideration: Modification of Salary Schedule Steps and Lanes; Curriculum Writing/Staff Development rate of pay; Tech Nest Advisor/Live Streaming Videographer Activity Stipend; Targeted Services Instruction rate of pay; Due Process Time for Special Education Teachers; Career Increment addition starting in year 14; and Compensatory Time for all teachers (including counselors, social workers, etc.) for internal substitute teaching as well as compensatory time carry over for hours accrued in May and June.

## IV. Schedule

- A. Committee members discussed scheduling future negotiations sessions. At this time November 7, 2023, 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. None