



**Labor Negotiations**  
**Winona Area Public Schools Board Negotiations Committee**  
**and**  
**Winona Education Association, Education MN**  
**Meeting Minutes: Monday, November 13, 2023**

<b>Meeting Location:</b>	District Office Conference Rooms, 903 Gilmore Avenue, Winona, MN
<b>Meeting Start:</b>	6:08pm
<b>Meeting End:</b>	7:05pm
<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 VIII, Section 2, Subd.5 Pro-rated Salaries: The WEA Negotiations Committee Members presented a counter-proposal that addressed voluntary attendance of meetings at 0.5fte or less as well as language addressing the substitute rate of pay for part-time teachers. The Board Negotiations Committee requested additional time to review the language. This item will be added to the November 28, 2023 agenda for further review and discussion.
- B. New: Minnesota Statutes 181.9412: The WEA Negotiations Committee Members presented a proposal that addressed the availability of unpaid time for emergent or unforeseen circumstances and unpaid leave for school conferences or activities as outlined in Minnesota Statutes 181.9412. The Board Negotiations Committee requested additional time to review the language. This item will be added to the November 28, 2023 agenda for further review and discussion.

**II. District Language Items**

- A. Response: Article XIII, Section 1. Medical Leave (Sick and Safe Leave Language) AND Response/Clarification: Article XIII, Section 1, Subd. 3., Family Illness and Injury; Section 4. Bereavement Leave: The Board Negotiations Committee presented a counter-proposal addressing the reasons and individuals for use of ESST while leaving the accrual and carryover language unaddressed until the District can meet with legal counsel.

Additionally, the Board Negotiations Committee presented a proposal addressing the elimination of contract language associated with Minnesota Statutes 181.9413 in the definition of family illness and injury as this law will be replaced with ESST. The WEA Negotiations Committee requested additional time to review the language and would propose tabling this item until ESST language can be presented in full. This item will be added to a future agenda for further review and discussion once legal counsel has had an opportunity to provide feedback on ESST implementation in our district.

- B. Response: ABE Language: The Board Negotiations Committee presented a counterproposal agreeing to the typographical changes and providing clarifying language regarding an ABE teacher's right to other positions in the district. The Board Negotiations Committee reserved their response related to the salary schedule for inclusion in the financial proposal. The WEA Negotiations Committee was agreeable to these changes and a tentative agreement was reached.

### **III. Financial**

- A. WEA Response to the District Financial Proposal: The WEA Negotiations Committee requested a friendly amendment to the agenda to remove this item. This item will be added to the November 28, 2023 agenda for further review and discussion.

### **IV. Schedule**

- A. Committee members discussed scheduling future negotiation sessions. At this time November 28, 2023, and December 4, 2023 from 6:00 pm until 8:00pm in the District Office Conference Rooms is scheduled.

### **V. Other**

- A. None