



MONTICELLO PUBLIC SCHOOLS
Independent School District No. 882

302 Washington Street
Monticello, MN 55362
www.monticello.k12.mn.us

Phone (763) 272-2000
Fax (763) 272-2009

Notice of Termination of Past Practice

To: 2023-25 ESS Negotiations Committee
From: Rob Danneker
Date: February 6, 2024

Seniority in Interviews:

To the extent the Union contends there is a past practice regarding who will be selected for an interview when positions are posted pursuant to Article X, Section 1, the District hereby notifies the Union that effective upon ratification of the 2023-25 contract, the District is terminating any alleged practice in which seniority is a determining factor when employees are selected for interviews pursuant to the following contract language: “[t]he leading candidates whose background and abilities best meet the requirements of the posted position will be called in for an interview by the Superintendent or designee.” Any employee who applies for a posted position will be selected based on the employee’s background and abilities, which will be determined in the District’s discretion and will not be based exclusively on seniority.