

SEIU Local 284
Food and Nutritional Services

Side by Side

Proposal date: 7/16/2025 Introduced by: SEIU

Status: TA

Date: 8/14/2025

Two-year contract, 2025-2027; change all applicable dates.

Proposal date: 7/16/2025 Introduced by: SEIU

Status: Drop

Date: 8/14/2025

Article VI Compensation
Section 1 Rates of Pay

2024-2025

Classification	Job Description	Step 1	Step 2	Step 3
Lvl 1	Food service Associate	18.00	19.00	21.90
Lvl 2	Food Service Asst. Mgr	21.10	21.70	23.85
Lvl 3	Food service Manager	25.80	26.40	28.25

2025-2026 +\$2.00/hr

Classification	Job Description	Step 1	Step 2	Step 3
Lvl 1	Food service Associate	20.00	21.00	23.90
Lvl 2	Food Service Asst. Mgr	22.10	23.70	25.85
Lvl 3	Food service Manager	27.80	28.40	30.25

2026-2027 +\$1.00/hr

Classification	Job Description	Step 1	Step 2	Step 3
Lvl 1	Food service Associate	21.00	22.00	24.90
Lvl 2	Food Service Asst. Mgr	23.10	24.70	26.85
Lvl 3	Food service Manager	28.80	29.40	31.25

Proposal date: 7/16/2025 Introduced by: SEIU

Status: Drop

Date: 8/14/2025

Article VI

Section 3. Effective July 1, 2023-2025, Employees who attain and maintain School Nutrition Association Certification will receive additional compensation in accordance with the table below. When a certificate of completion from the School Nutrition Association is submitted to the Food Service Director within 90 days, pay adjustment will be made beginning on the following pay period per date of certification. The Food Service Director, or designee will inform new employees of training opportunities.

School Nutrition Association Certification Level	Amount per hour above schedule	Amount per hour above schedule
Level 2	\$.65	\$.75
Level 3	\$.85	\$.95
Level 4	\$ 1.00	\$ 1.10

Proposal date: 7/16/2025 Introduced by: SEIU

Status: Drop

Date: 8/14/2025

Section 5. Longevity:

Effective July 1, 2020, employees will receive additional compensation for years of service based on the chart below. with five (5) years of District service in the unit shall receive an additional \$.65 per hour above base rate of the classification currently held. Employees with ten (10) years of District service in the unit shall receive an additional \$.80 per hour above base rate of the classification currently held. Employees with fifteen (15) years of District service in the unit shall receive an additional \$1.05 per hour above base rate of the classification currently held. Years, for the purposes of this section, shall mean full years of service except that the first year of service shall be counted if employment began prior to January 1 of that first year of service.

Longevity upon completion of service years in unit.	Amount per hour above schedule.
Completion of five (5) years.	\$.65
Completion of ten (10) years.	\$.80
Completion of fifteen (15) years.	\$1.05
Completion of twenty (20) years.	\$1.30

Proposal date: 8/14/2025 Introduced by: ISD191

Status: TA

Date: 8/14/2025

Section 5. Longevity:

Effective July 1, 2020, employees will receive additional compensation for years of service based on the chart below. with five (5) years of District service in the unit shall receive an additional \$.65 per hour above base rate of the classification currently held. Employees with ten (10) years of District service in the unit shall receive an additional \$.80 per hour above base rate of the classification currently held. Employees with fifteen (15) years of District service in the unit shall receive an additional \$1.05 per hour above base rate of the classification currently held. Years, for the purposes of this section, shall mean full years of service except that the first year of service shall be counted if employment began prior to January 1 of that first year of service.

Longevity upon completion of service years in unit.	Amount per hour above schedule.
Completion of five (5) years.	\$.65
Completion of ten (10) years.	\$.80
Completion of fifteen (15) years.	\$1.05
Completion of twenty (20) years. Effective 7/1/2026	\$1.30

Proposal date: 7/16/2025 Introduced by: SEIU

Status: Drop

Date: 8/14/2025

Article VI

Section 11. Translation/Interpreting Differential

Employees who are proficient in a second language or American Sign Language (ASL) and are performing translating/interpreting duties as part of their regular job duties or at the direction of the District, will earn \$.50/hour above the stated hourly wage.

Proposal date: 8/14/2025 Introduced by: ISD191

Status: TA

Date: 8/14/2025

Article VI

Section 11. Translation/Interpreting Differential

When an employee who is proficient in a second language or American Sign Language (ASL) and is asked to perform translating/interpreting duties at the direction of the District, they will earn \$.50/hour above the stated hourly wage for the time assigned to these duties.

Proposal date: 7/16/2025 Introduced by: SEIU

Status: Drop

Date: 8/14/2025

ARTICLE VIII LEAVES AND ABSENCES

Section 8: Personal Absence Leave:

After completion of probationary period, school term employees earn one (1) personal leave day per year. Employees with a work year of at least 217 days will earn two (2) personal leave days per year. Personal days may accrue to a maximum of three (3) days. With prior approval of the

Director of Food Service, personal absence leave may be used on an hourly basis. **Employees will be notified within five (5) workdays if a request to use personal leave has been approved.** The time allotted for personal leave will be based on the number of hours the employee is regularly scheduled to work at the time of the request.

Proposal date: 7/16/2025 Introduced by: SEIU

Status: Drop

Date: 8/14/2025

ARTICLE VIII LEAVES AND ABSENCES

Section 9. **Sick Leave Incentive**

Subd. 1 **A school term** employee who as of July 1 (a) has accumulated **sick** leave time in excess of seventy-five (75) hours determined as of June 15th of the same tax year, and (b) has taken one (1) or less **sick** leave days in the current school year shall have sufficient **sick** leave days converted at the rate equal to six hundred dollars (\$600) which shall be contributed to an active ISD 191 approved 403(b) plan as of September 15th payroll.

A school term employee who as of July 1 (a) has accumulated **sick** leave time in excess of seventy-five (75) hours determined as of June 15th of the same tax year, and (b) has taken more than one (1) **sick** leave day up to three (3) **sick** leave days in the current school year shall have sufficient **sick** leave days converted at the rate of pay equal to three hundred sixty dollars (\$360) which shall be contributed to an active ISD 191 approved 403(b) plan as of September 15th payroll.

An employee that takes more than three (3) **sick** leave days during the measurement period is not eligible for the conversion of **sick** leave days to a 403(b) contribution.

"Sick Leave days" **does not** include **all absences except** Bereavement and paid days substituted for unpaid leave under the Family and Medical Leave Act of 1993 (FMLA), as amended.

Subd. 2 A twelve month employee who as of July 1 (a) has accumulated sick leave time in excess of seventy-five (75) hours determined as of June 15th of the same tax year, and (b) has taken two (2) or less sick leave days in the current school year shall have sufficient sick leave days converted at the rate equal to six hundred dollars (\$600) which shall be contributed to an active ISD 191 approved 403(b) plan as of September 15th payroll.

A twelve-month employee who as of July 1 (a) has accumulated sick leave time in excess of seventy-five (75) hours determined as of June 15th of the same tax year, and (b) has taken more than one (1) sick leave day up to five (5) sick leave days in the current school year shall have sufficient sick leave days converted at the rate of pay equal to three hundred sixty dollars (\$360) which shall be contributed to an active ISD 191 approved 403(b) plan as of September 15th payroll.

A twelve-month employee that takes more than five (5) sick leave days during the measurement period is not eligible for the conversion of sick leave days to a 403(b) contribution.

"Sick Leave days" does not include Bereavement and paid days substituted for unpaid leave under the Family and Medical Leave Act of 1993 (FMLA), as amended.

Proposal date: 8/14/2025 Introduced by: ISD191

Status: TA

Date: **8/14/2025**

ARTICLE VIII LEAVES AND ABSENCES

Section 9.

Subd. 1 An employee who as of July 1 (a) has accumulated **sick** leave time in excess of seventy-five (75) hours determined as of June 15th of the same tax year, and (b) has taken one (1) or less leave days in the current school year shall have sufficient **sick** leave days converted at the rate equal to six hundred dollars (\$600) which shall be contributed to an active ISD 191 approved 403(b) plan as of September 15th payroll.

An employee who as of July 1 (a) has accumulated **sick** leave time in excess of seventy-five (75) hours determined as of June 15th of the same tax year, and (b) has taken more than one (1) leave day up to three (3) leave days in the current school year shall have sufficient **sick** leave days converted at the rate of pay equal to three hundred sixty dollars (\$360) which shall be contributed to an active ISD 191 approved 403(b) plan as of September 15th payroll.

An employee that takes more than three (3) leave days during the measurement period is not eligible for the conversion of leave days to a 403(b) contribution.

Subd. 2 A twelve month employee who as of July 1 (a) has accumulated sick leave time in excess of seventy-five (75) hours determined as of June 15th of the same tax year, and (b) has taken two (2) or less leave days in the current school year shall have sufficient sick leave days converted at the rate equal to seven hundred twenty dollars (\$720) which shall be contributed to an active ISD 191 approved 403(b) plan as of September 15th payroll.

A twelve-month employee who as of July 1 (a) has accumulated sick leave time in excess of seventy-five (75) hours determined as of June 15th of the same tax year, and (b) has taken more than two (2) leave days up to four (4) leave days in the current school year shall have sufficient sick leave days converted at the rate of pay equal to three hundred sixty dollars (\$360) which shall be contributed to an active ISD 191 approved 403(b) plan as of September 15th payroll.

A twelve-month employee that takes more than four (4) leave days during the measurement period is not eligible for the conversion of sick leave days to a 403(b) contribution.

“Leave days” include all absences except Bereavement and paid days substituted for unpaid leave under the Family and Medical Leave Act of 1993 (FMLA), as amended.

Effective July 1, 2023 the conversion rate for leave days shall be one hundred twenty dollars (\$120) per day.

Proposal date: 7/16/2025 Introduced by: SEIU

Status: Drop

Date: 8/14/2025

ARTICLE IX HOURS OF SERVICE

Section 1. Basic Work Week: A regular work week shall consist of no more than forty (40) hours, inclusive of lunch.

Proposal date: 7/16/2025 Introduced by: SEIU

Status: Drop

Date: 8/14/2025

ARTICLE IX HOURS OF SERVICE

Section 6: Summer Program

Subd. 1. In the event there are not enough employees to run the summer programming with existing child nutrition staff, the position(s) will be posted.

Subd. 2. Staff shall be paid at the Food Service Associate lane and their current step of pay + any differential.

Subd. 3. Subs shall be paid at the rate established by the District. If a Food Service Associate subs, they shall be paid on the Food Service Associate lane according to the step they were on during the school year that just completed. If a Food Service Manager subs for another Food Service Manager, they shall be paid on the Food Service Manager lane according to the step they were on during the school year that just completed.

Proposal date: 7/16/2025 Introduced by: SEIU

Status: Drop

Date: 8/14/2025

ARTICLE X HOLIDAYS AND VACATION

Section 4: Vacation

Subd. 1 Effective July 1, 2025, employees with a regular work year of a minimum of two hundred and seventeen (217) days will earn five (5) days of vacation annually. Vacation days may accrue to a maximum of twenty (20) days.

Subd. 2 Vacation requests need to be submitted with a minimum of two (2) business days prior notification, except in extenuating circumstances, and are subject to the approval of the Director of Child Nutrition. Employees will be notified within five (5) workdays if a request to use vacation leave has been approved

Subd. 3 Upon resignation or retirement, all earned but unused vacation shall be compensated at the current rate of the last paycheck.

Proposal date: 7/16/2025 Introduced by: SEIU

Status: TA

Date: 8/14/2025

ARTICLE XII Employment

Section 7 Uniforms

Subd 1 New employees will be reimbursed for uniform expenses upon successful completion of the probationary period. The District will provide ~~\$85 dollars~~ \$95 after successful completion of the first half of the probationary period and another ~~\$85 dollars~~ \$95 after successful completion of the second half of the probationary period. The District will not provide more than the amount identified in Subd. 2 in any given school year.

Subd. 2 Effective July 1, 2015, the District will provide an annual uniform allowance of ~~\$170~~ \$190 for all active returning Food Service Employees who are ~~member of this Unit actively employed~~ as of September 15.

Proposal date: 7/16/2025 Introduced by: SEIU

Status: Drop

Date: 8/14/2025

ARTICLE XIII FOOD SERVICE RETIREMENT TRUST (403B PLAN)

Plan B

Subd 4. AMOUNT OF MATCHING CONTRIBUTION: Effective July 1, 2018, the District shall match up to \$750 (seven hundred fifty dollars) per school year of the employee's contribution to the 403(b) plan. Effective July 1, 2025, the district matching contributions will be as follows:

Years of Service	Max Annual Match
0-5 years of service	\$750
6-10 years of service	\$850
10 years of service or more	\$1000

Years shall mean full years of service except that the first year of service shall be counted if employment began prior to January 1 of that first year of service.

Subd. 5. Maximum District Contribution: The amount the District shall contribute to any employees' 403(b) plan shall not exceed ~~twenty~~ thirty thousand dollars ~~(\$20,000)~~ (\$30,000) during the time of ~~the employee's~~ employment with the District.

Proposal date: 8/14/2025 Introduced by: ISD191

Status: TA

Date: 8/14/2025

ARTICLE XIII FOOD SERVICE RETIREMENT TRUST (403B PLAN)

~~Subd. 5. Maximum District Contribution: The amount the District shall contribute to any employees' 403(b) plan shall not exceed twenty~~ thirty thousand dollars ~~(\$20,000)~~ (\$30,000) during the time of the employee's employment with the District.

Proposal date: 7/16/2025 Introduced by: SEIU

Status: Open

Date: Click or tap to enter a date.

Review MOUs

Proposal date: 8/14/2025 Introduced by: ISD191

Status: Drop

Date: 8/14/2025

Year 1	CLASSIFICATION	JOB DESCRIPTION	Step 1	Step 2	Step 3
	LVL I	LVL I -- FOOD SERVICE ASSOCIATE	\$ 18.20	\$ 19.20	\$ 22.15
	LVL II	LVL II -- FOOD SERVICE ASSISTANT MANAGER	\$ 21.35	\$ 21.95	\$ 24.10
	LVL III	LVL III -- FOOD SERVICE MANAGER	\$ 26.10	\$ 26.70	\$ 28.55
Year 2	CLASSIFICATION	JOB DESCRIPTION	Step 1	Step 2	Step 3
	LVL I	LVL I -- FOOD SERVICE ASSOCIATE	\$ 18.40	\$ 19.40	\$ 22.40
	LVL II	LVL II -- FOOD SERVICE ASSISTANT MANAGER	\$ 21.60	\$ 22.20	\$ 24.35
	LVL III	LVL III -- FOOD SERVICE MANAGER	\$ 26.40	\$ 27.00	\$ 28.85

Proposal date: 10/9/2023 Introduced by: ISD191

Status: TA

Date: 8/14/2025

Year 1	CLASSIFICATION	JOB DESCRIPTION	Step 1	Step 2	Step 3
	LVL I	LVL I -- FOOD SERVICE ASSOCIATE	\$ 18.25	\$ 19.25	\$ 22.40
	LVL II	LVL II -- FOOD SERVICE ASSISTANT MANAGER	\$ 21.35	\$ 21.95	\$ 24.35
	LVL III	LVL III -- FOOD SERVICE MANAGER	\$ 26.05	\$ 26.65	\$ 28.75
Year 2	CLASSIFICATION	JOB DESCRIPTION	Step 1	Step 2	Step 3
	LVL I	LVL I -- FOOD SERVICE ASSOCIATE	\$ 18.50	\$ 19.50	\$ 23.00
	LVL II	LVL II -- FOOD SERVICE ASSISTANT MANAGER	\$ 21.60	\$ 22.20	\$ 24.95
	LVL III	LVL III -- FOOD SERVICE MANAGER	\$ 26.30	\$ 26.90	\$ 29.35

Proposal date: 10/9/2023 Introduced by: Choose an item.

Status: Choose an item.

Date: Click or tap to enter a date.

Proposal date: 10/9/2023 Introduced by: Choose an item.

Status: Choose an item.

Date: Click or tap to enter a date.

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into between Independent School District 191 (hereinafter referred to as the School District) and SEIU LOCAL 284 (hereinafter referred to as the Union), representing the Food Service Employees of the School District as follows:

1. The parties have entered into a collective bargaining agreement covering the period July 1, ~~2023~~ 2025 through June 30, ~~2025~~ 2027.
2. Management and staff agree that adequate staffing in district kitchens is an important factor in service quality and employee satisfaction. In order to work cooperatively toward improvements in this area, management and the Union shall each appoint up to four (4) representatives to a Joint Labor/Management Kitchen Staffing Committee. Management's appointees shall include the Director of Food Service and the Director of Human Resources. The Union's appointees shall include the union Steward(s). The committee shall meet at least three (3) times per school year during the duration of this agreement. The goal of the committee shall be to produce annual written recommendations to the Cabinet on improvements to areas including, but not limited to, staffing levels in kitchens, recruitment of new staff, recruitment and training of substitutes and methods for assigning substitutes.

This MEMORANDUM OF UNDERSTANDING shall be in full force and effect from the period of execution of this document through June 30, 2025.

SEIU LOCAL 284
450 Southview Blvd.
South St. Paul, MN 55075-2395

Independent School Dist. 191
200 W. Burnsville Parkway
Burnsville, MN 55337

Union Representative

Employer Representative

Dated: _____

Dated: _____

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into between Independent School District 191 (hereinafter referred to as the School District) and SEIU LOCAL 284 (hereinafter referred to as the Union), representing the Food Service Employees of the School District as follows:

1. The parties have entered into a collective bargaining agreement covering the period July 1, ~~2023~~ 2025 through June 30, ~~2025~~ 2027.
2. All Foodservice employees are eligible to receive a \$400 referral bonus for any new candidate they refer for a regular school year Food & Nutrition Services position, under the following conditions:
 - a. The candidate is selected for employment and successfully passes the probationary period and is retained for employment.
 - b. The candidate was not a current substitute or employee of the district when they applied for the position.
 - c. The candidate identified the foodservice employee who referred them in the hiring process.
 - d. If these conditions are met, a bonus of \$400 dollars shall be paid to the referring employee within thirty (30) days of the new employees' completion of probation.

This MEMORANDUM OF UNDERSTANDING shall be in full force and effect from the period of execution of this document through June 30, ~~2025~~ 2027.

SEIU LOCAL 284
450 Southview Blvd.
South St. Paul, MN 55075-2395

Independent School Dist. 191
200 W. Burnsville Parkway
Burnsville, MN 55337

Union Representative

Employer Representative

Dated: _____

Dated: _____

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into between Independent School District 191 (hereinafter referred to as the School District) and The Food Service Employees (hereinafter referred to as the Union), representing the Food Service Employees of the School District as follows:

1. The parties have entered into a collective bargaining agreement covering the period July 1, 2023 through June 30, 2025.
2. The Union and the School District agree the service provided by "Amplify" is an independent option for certain healthcare services separate from the District's medical insurance plan. This service provides no aggregate value to the medical insurance coverage provided to district employees. The "Amplify" service was added to provide employee choice for care as an independent option to the medical insurance coverage and is completely dependent on "Amplify" being able to provide their services to district employees. This service is unrelated to the District's medical insurance plan.
3. The School District may end its relationship with "Amplify" at any time and it is understood that the termination of that relationship does not impact the aggregate value of the District's medical plan or negotiated employee benefits.

This MEMORANDUM OF UNDERSTANDING shall be in full force and effect from the period of execution of this document through June 30, 2025.

Food Service Employees	Independent School Dist. 191
Burnsville, MN 55337	200 W. Burnsville Parkway
	Burnsville, MN 55337

_____	_____
Union Representative	Employer Representative

Dated: _____ Dated: _____

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into between Independent School District 191 (hereinafter referred to as the School District) and The Food Service Employees of BES (hereinafter referred to as the Union), representing the Food Services employees of the School District as follows:

1. The parties have entered into a collective bargaining agreement covering the period July 1, ~~2023~~ 2025 through June 30, ~~2025~~ 2027.
2. In the event that the District changes its Long-Term Disability Insurance plan to a plan that has a longer qualifying period than 30 working days, the District agrees to provide a Short-Term Disability Plan with a qualifying period no more than 14 calendar days.
3. The District agrees that up to one-third (1/3) of a day of accrued sick leave may be used to supplement the Short-Term Disability income per work day on leave.

This MEMORANDUM OF UNDERSTANDING shall be in full force and effect from the period of execution of this document through June 30, ~~2025~~ 2027.

Food Service Employees
Burnsville, MN 55337

Independent School Dist. 191
200 W. Burnsville Parkway
Burnsville, MN 55337

Union Representative Chair

Employer Representative

Dated: _____

Dated: _____

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into between Independent School District 191 (hereinafter referred to as the School District) and The Food Service Employees of BES (hereinafter referred to as the Union), representing the Food Services employees of the School District as follows:

1. The parties have entered into a collective bargaining agreement covering the period July 1, 2023 through June 30, 2025.
2. Eligible employees for this MOU include those that have accepted the immediate transition to 221-day employment.
3. Notwithstanding Article VIII, Section 9: After completion of probationary period, employees earn (2) personal leave day per year. Personal days may accrue to a maximum of four (4) days. With prior approval of the Director of Food Service, personal absence leave may be used on an hourly basis. The time allotted for personal leave will be based on the number of hours the employee is regularly scheduled to work at the time of the request.

This MEMORANDUM OF UNDERSTANDING shall be in full force and effect from the period of execution of this document through June 30, 2025.

Food Service Employees	Independent School Dist. 191
Burnsville, MN 55337	200 W. Burnsville Parkway
	Burnsville, MN 55337

_____	_____
Union Representative Chair	Employer Representative

Dated: _____ Dated: _____

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into between Independent School District 191 (hereinafter referred to as the School District) and The Food Service Employees of BES (hereinafter referred to as the Union), representing the Food Services employees of the School District as follows:

- 1. The parties have entered into a collective bargaining agreement covering the period July 1, 2023 2025 through June 30, 2025 2027.
- 2. In the event there are not enough employees to run summer programming with 221 day employees:

Section 1 If the district runs a summer program that requires district food service to prepare and provide meals, the position will be posted. The successful candidate must have their food manager certification issued by the MN Department of Health. Preference will be given to food service staff at who's building the program is housed. The successful candidate will receive base Food Service Manager pay + any differential or their current rate, whichever is higher. Leave benefits do not accrue during summer hours.

Section 2 If additional staff is needed, they shall be paid at the Food Service Associate lane and their current step of pay + any differential.

Section 3 Subs shall be paid at the rate established by the District. Effective July 1, 2015, if a Food Service Associate subs, they shall be paid on the Food Service Associate lane according to the step they were on during the school year that just completed. If a Food Service Manager subs for another Food Service Manager, they shall be paid on the Food Service Manager lane according to the step they were on during the school year that just completed.

Section 4 The District may hire student workers to do meal counts and clean tables at a seasonal rate of pay as established by the District.

This MEMORANDUM OF UNDERSTANDING shall be in full force and effect from the period of execution of this document through June 30, 2025 2027.

Food Service Employees
Burnsville, MN 55337

Independent School Dist. 191
200 W. Burnsville Parkway
Burnsville, MN 55337

Union Representative Chair

Employer Representative

Dated: _____

Dated: _____

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into between Independent School District 191 (hereinafter referred to as the School District) and The Food Service Employees of BES (hereinafter referred to as the Union), representing the Food Services employees of the School District as follows:

1. The parties have entered into a collective bargaining agreement covering the period July 1, 2023 2025 through June 30, 2025 2027.
2. The following employees have agreed to a 221 contract as identified in ARTICLE IX HOURS OF SERVICE Section 4: Work Year, Subd 2. Food Service Managers and Assistant Manager may be scheduled to work up to 221 days a year.
3. Notwithstanding, ARTICLE X, Section 8. Personal Absence. Individuals identified within this MOU, after completion of the probationary period, employees earn ~~two (2)~~ four (4) personal leave day per year. Personal days may accrue to a maximum of ~~four (4)~~ five (5) days. With prior approval of the Director of Food Service, personal absence leave may be used on an hourly basis. The time allotted for personal leave will be based on the number of hours the employee is regularly scheduled to work at the time of the request.
4. Notwithstanding ARTICLE VI, Section 2. Individuals identified within this MOU shall be paid over 24 pay periods (7/15 – 6/30).
5. For the duration of the ~~2023-2025~~ 2025-2027 collective bargaining agreement, the following individuals have accepted the 221 day position:

- i. Melissa Zavala
- ii. Karra Hartog
- ~~iii. Gale Mackey~~
- iv. Tamla Neher
- v. Kodi Contreras
- ~~vi. Preston Parks~~
- vii. Allison Knutson
- viii. Courtney Mauser
- ix. Amra Omerovic
- x. Desiree Solomon

This MEMORANDUM OF UNDERSTANDING shall be in full force and effect from the period of execution of this document through June 30, 2025 2027.

Food Service Employees
Burnsville, MN 55337

Independent School Dist. 191
200 W. Burnsville Parkway
Burnsville, MN 55337

Union Representative Chair

Employer Representative

Dated: _____

Dated: _____