Monticello Public Schools

Independent School District No. 882
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Notice of Termination of Past Practice

To: 2025-27 Food Service Negotiations Committee
From: Rob Danneker
Date: September 25, 2025

Job Posting (Art. IX, Section 7):

To the extent the Union may contend there is a past practice regarding Job Posting (Art. IX, Section 7), the District hereby notifies the Union that effective upon ratification of the 2025-27 contract, the District is terminating any alleged practice in which current employees are eligible to "bump" into a 2nd Cook and/or a Cook's Helper position via a Union staffing meeting as there is no "Expedite Posting Process" articulated in the master agreement.

Relevant Master Agreement Language:

Section 7. Job Posting:
New positions or vacancies will be posted on the district's web page for a period of five (5) working days. Applications of the interested parties should be sent to Human Resources. The leading candidates whose background and abilities best meet the requirements of the posted position may be called in for an interview by the Superintendent, or their designee, upon written request by either party.

The Superintendent, or the Superintendent's designee, utilizing the various data that has been made available, will recommend the senior leading candidate.

The selection of the candidate for the position will be made in not less than seven (7) working days after the completion of the posting of the position. A copy of the letter to the candidate(s) selected for the position shall be sent to the appropriate supervisor and the appropriate steward. Seniority shall prevail for all positions and it will be filled by the senior qualified employee who applies.

Any senior applicant not granted a position has the right to request through the Union steward the reasoning behind the administration's rejection of the application with the intent being to increase or correct any qualifications that are lacking in order to be considered in future job postings.

The Head Cook is required to be ServSafe certified when hired as a Head Cook. Beginning in the 2022-2023 school year the Second Cook is required to be ServSafe certified within six (6) months of hire.

A position that is increased by more than 2 hours per week shall be posted as a new position. Increases of two hours or less will not be posted. No position shall be increased that has already been increased to this limit within the school calendar year.