

November 10, 2025
2025-27 Food Service Negotiations
District Proposal #1

Key:

Additions: blue / bold / italics / underlined

Deletions: blue / strikethrough

District Response to Union Proposal of November 10, 2025

The District reserves the right to amend, adjust, or add to these proposals during the process of negotiations.

1. Update all dates as appropriate – Tentative Agreement
2. Article VI – Rates of Pay
See District proposal
3. Article VII – Group Insurance
See District proposal
4. Article VIII Leaves of Absences – Tentative Agreement, depending on financial proposal
 - a. Section 1. Sick Leave: Subd. 1. All Food Service employees shall earn sick leave at the rate of ~~nine (9)~~ **ten (10)** days annually at the start of each school year, but only a maximum of one hundred twenty (120) sick leave days will carryover as of June 30th of each year.
 - b. Personal Leave
The District does not agree.
5. Article IX Hours of Service
 - a. Holidays - The District does not agree.
 - b. Job Posting
Open.
6. Article XIV – Deferred Matching Contribution Plan
The District does not agree to increase to 3% to maintain consistency among groups.

Appendix A / B / Longevity Pay
(see financial proposal)

The District Proposal as of November 10, 2025

1.

ARTICLE VI – Rates of Pay

Section 3. Uniforms: The employer will provide designated school Food Service uniforms for each employee. New employees will receive their uniform upon completion of the probationary period.

Subd.1. The employer will reimburse food service employees up to ~~\$75.00~~ \$100.00 per year for non-skid safety shoes.

a. The total annual reimbursement to each employee for shoes will not exceed ~~\$75.00~~ \$100.00.

b. Receipts must be submitted to request reimbursement for shoes.

~~c. If the employee leaves the district prior to the end of the year, the full amount reimbursed to the employee for non-skid safety shoes will be deducted from the final paycheck.~~

Subd.2. The employer will provide uniforms for food service employees.

a. Food Service employees will receive three shirts and one hat or skull cap upon hire. After the probationary period is completed, one apron will be provided. ~~Food Service employees will receive three shirts, two pairs of pants, one skullcap and one apron in the first year of employment after the probationary period is completed.~~

b. Food Service employees will receive three shirts and three aprons in subsequent years of employment.

c. Food Service staff must wear a uniform shirt, black pants, apron, proper head gear and safety shoes.

2.

ARTICLE VI – Rates of Pay

Section 4. Catering Work: Any time a kitchen is in use, a minimum of one (1) food service worker will be on duty, and paid their regular hourly wages, unless overtime applies, in which case the correct overtime rate will be applied.

Subd.1. Catering work shall be awarded according to seniority at the school site where the catering is to take place during both the summer and regular school year. In the event no employee at a school site wishes to work, then catering work will be awarded based on bargaining unit seniority.

Subd.2. Catering work will be paid at a minimum rate of two hours (or actual hours worked, whichever is greater) for call in work on a non-regular work day.

Subd.3. An employee awarded catering work must hold a Certified Food Production Manager License.

3.

ARTICLE VII – Group Insurance

Section 1. Group Hospitalization & Health Savings:

Subd. 1. Selection: The selection of the insurance carrier and policy shall be made by the School District as provided by law.

Subd. 2a. Health and Hospitalization Contribution: The School District shall contribute a sum of ~~\$1,903~~ **\$2,138 per month (family coverage) or \$975** per month **(single coverage)** for the ~~2023-24~~ **2025-26** school year and ~~\$2,138~~ **\$2,188** per month (family coverage) or ~~\$975~~ **\$1,025** per month (single coverage) for the ~~2024-25~~ **2026-27** school year toward the premium for coverage for each full-time food service employee who qualifies for and is enrolled in the School District group health and hospitalization plan. Any additional cost of the premium shall be borne by the employee and paid by payroll deduction. Full-time shall be listed as 30 hours per week.

4.

ARTICLE VIII

Section 2. Personal Leave:

Subd. 1. An employee may be granted up to two (2) days of leave for personal business of an urgent nature, at the discretion of their supervisor. An additional personal day shall be granted to all employees, at the beginning of the school year of their 20th years of service to the School District. An employee may roll over two (2) days per year for a maximum of four (4) stored days. At twenty (20) years, an employee may have a maximum of five (5) days.

Subd.2 Food service employees that work twelve (12) or more days in the summer will earn additional personal time. Additional personal time will be awarded equal to one (1) day using the average daily hours worked in the summer. Summer personal leave time will carry into the following school year.

Subd. ~~2.3~~. The request must be made to the Supervisor and receive approval prior to the day the leave is taken, if possible, but no reason has to be stated for said leave.

Subd.4. No more than one employee per school building may use a personal day on a given day. Personal days will be awarded on a first-come, first-served basis.

Subd. 5. A personal day may not be used in the first two (2) weeks of the school year or the last two (2) weeks of the school year unless prior written approval is received from the supervisor.

5.

Article XIV – Deferred Matching Contribution Plan

Section 4. Intent to Participate/Enrollment Period:

By September 8, eligible employees shall declare their intent to participate in the matching deferred compensation plan by submitting a signed salary reduction form to the payroll office. The plan year shall be from September 1st to the following August 31st. The salary reduction form shall be binding until a new salary reduction form is submitted. The employee is solely responsible for filing salary reduction forms.

Failure to participate in any given year shall result in the loss of benefit for that year, which cannot be made up in subsequent years. If the employee stops their contribution at any time during the year, it cannot be restarted until the following year.

Teacher Contract Language Proposal

Art. XVII Section 6. Intent to Participate/Enrollment Period: The School District shall notify eligible employees of their eligibility to participate in the matching deferred compensation plan prior to the beginning of the sixth (6) year of service. Those newly eligible, along with any employee who wishes to make a change, shall submit a salary reduction form to the payroll office ~~by September 8 of the qualifying year~~ **no later than the date of the qualifying year as established annually by the School District. Such enrollment shall be effective as of October 1**. Those employees already enrolled are NOT required to complete a new salary reduction form. Failure to participate in any given year shall result in the loss of benefit for that year, which cannot be made up in subsequent years. If the employee stops their contribution at any time during the year, it cannot be restarted until the following year.

6.

Article X: Grievance Procedure

Section 8. Arbitration Procedures

Subd. 6. Expenses: Each party shall bear its own expenses in connection with arbitration including expenses relating to the party's representatives, witnesses, and any other expenses which the party incurs in connection with presenting its case in arbitration. A transcript or recording shall be made of the hearing at the request of either party and at the expense of the requesting party. If the opposing party desires a copy of the transcript or recording and is willing to share equally in the expense, a copy will be provided to the opposing party. The parties shall share equally fees and expenses of the arbitrator and any other expenses which the parties mutually agree are necessary for the conduct of the arbitration.

(a) Exception: Should either party unilaterally withdraw from the arbitration process after an arbitration date has been scheduled with an arbitrator, the withdrawing party shall be responsible for all fees and expenses of the arbitrator in their entirety

Appendix A / B / Longevity
District Proposal #1

ISD 882 MONTICELLO
FOOD SERVICE
RATES

Proposal	District1
Date	11/10/2025

MSBA
5.68%

WAGES 2024-25

Cook's Helper	Hr Rate
1	\$16.74
P	\$17.15
2	\$18.85
3	\$20.97
4	\$23.19

2nd Cook	Hr Rate
1	\$18.92
2	\$20.56
3	\$22.35
4	\$24.60

Head Cook	Hr Rate
1	\$19.68
2	\$21.75
3	\$24.11
4	\$26.54

Longevity Pay	
At 5 yrs	\$0.45
At 10 yrs	\$0.55
At 15 yrs	\$0.65
At 20 yrs	\$0.75
None	\$0.00

WAGES 2025-26

Cook's Helper	Hr Rate	\$ Change	% Change
1	\$16.82	\$0.08	0.50%
P	\$17.24	\$0.09	0.50%
2	\$18.94	\$0.09	0.50%
3	\$21.07	\$0.10	0.50%
4	\$23.31	\$0.12	0.50%

2nd Cook	Hr Rate	\$ Change	% Change
1	\$19.01	\$0.09	0.50%
2	\$20.66	\$0.10	0.50%
3	\$22.46	\$0.11	0.50%
4	\$24.72	\$0.12	0.50%

Head Cook	Hr Rate	\$ Change	% Change
1	\$19.78	\$0.10	0.50%
2	\$21.86	\$0.11	0.50%
3	\$24.23	\$0.12	0.50%
4	\$26.67	\$0.13	0.50%

Longevity Pay	\$ Change	% Change
At 5 yrs	\$0.45	0.00%
At 10 yrs	\$0.55	0.00%
At 15 yrs	\$0.65	0.00%
At 20 yrs	\$0.75	0.00%
None	\$0.00	

WAGES 2026-27

Cook's Helper	Hr Rate	\$ Change	% Change
1	\$16.90	\$0.08	0.50%
P	\$17.33	\$0.09	0.50%
2	\$19.03	\$0.09	0.50%
3	\$21.18	\$0.11	0.50%
4	\$23.43	\$0.12	0.50%

2nd Cook	Hr Rate	\$ Change	% Change
1	\$19.11	\$0.10	0.50%
2	\$20.76	\$0.10	0.50%
3	\$22.57	\$0.11	0.50%
4	\$24.84	\$0.12	0.50%

Head Cook	Hr Rate	\$ Change	% Change
1	\$19.88	\$0.10	0.50%
2	\$21.97	\$0.11	0.50%
3	\$24.35	\$0.12	0.50%
4	\$26.80	\$0.13	0.50%

Longevity Pay	\$ Change	% Change
At 5 yrs	\$0.45	0.00%
At 10 yrs	\$0.55	0.00%
At 15 yrs	\$0.65	0.00%
At 20 yrs	\$0.75	0.00%
None	\$0.00	

ISD 882 MONTICELLO
FOOD SERVICE
RATES

MSBA
5.68%

Proposal District1
Date 11/10/2025

BENEFITS 2024-25

Health Ins - per yr
Indv \$11,700.00
Dep \$25,656.00
None \$0.00

H.S.A Indv Cost \$10,201.96
H.S.A Dep Cost \$25,394.00
Dep Costs (2Emp)

Dental Ins - per yr
Indv \$546.00
Dep \$1,080.00
None \$0.00

Indv Cost \$546.00 100.00%
Dep Cost \$1,470.00 73.47%
Life - per yr \$50,000
30 hrs \$54.00
None \$0.00

LTD - per yr
30 hrs \$140.00
None \$0.00

PERA 7.50%
PFML 0.00%

BENEFITS 2025-26

Health Ins - per yr
Indv \$11,700.00
Dep \$25,656.00
None \$0.00

Indv Cost \$11,074.72
Dep Cost \$27,616.43
Dep Costs (2 \$0.00

Dental Ins - per yr
Indv \$562.38
Dep \$1,080.00
None \$0.00

Indv Cost \$562.38 100.00%
Dep Cost \$1,514.10 71.33%

Life - per yr \$50,000
30 hrs \$54.00
None \$0.00

LTD - per yr
30 hrs \$140.00
None \$0.00

PERA 7.50%
PFML 0.22%

BENEFITS 2026-27

Health Ins - per yr
Indv \$12,300.00
Dep \$25,896.00
None \$0.00

Indv Cost \$11,879.50
Dep Cost \$29,665.71
Dep Costs (2 \$0.00

Dental Ins - per yr
Indv \$579.25
Dep \$1,080.00
None \$0.00

Indv Cost \$579.25 100.00%
Dep Cost \$1,559.52 69.25%

Life - per yr \$50,000
30 hrs \$54.00
None \$0.00

LTD - per yr
30 hrs \$140.00
None \$0.00

PERA 7.50%
PFML 0.44%

Year 1 & Year 2	MSBA
Double Base Yr	2,488,266.68
Difference	2,354,604.47
Double Base Yr	133,662.21
MSBA Percentage	2,354,604.47
	5.68%

Library Aid Repealed, Student Support Personnel Aid Reduced, Special Ed Pupil Transpo 95% (excludes HHM)

new
funds

ISD 882 Monticello
Allocation of New State Funds

From State Webpage

Employee Group	Base Year 2024-25	Percent of Total	1,222,083	Actual Settlements	1,450,319	Actual Settlements	New \$
			2025-26 Allocation of New State Funds		2026-27 Allocation of New State Funds		
Teachers (Fd 01)	31,644,500	71.72%	876,454		1,040,140		1,916,594
ESS (Fd 01)	3,255,903	7.38%	90,178		107,020		197,198
BI (Fd 01)	417,126	0.95%	11,553		13,711		25,264
Custodians	2,562,610	5.81%	70,976		84,232		155,208
Technology	718,139	1.63%	19,890		23,605		43,495
Clerical (Fd 01)	1,109,495	2.51%	30,730		36,469		67,198
Individuals (Fd 01)	1,194,858	2.71%	33,094		39,274		72,368
Principals	1,699,960	3.85%	47,084		55,877		102,960
Directors	1,246,479	2.82%	34,524		40,971		75,495
Superintendent	274,429	0.62%	7,601		9,020		16,621
	44,123,497	100.00%	1,222,083	0	1,450,319	0	
Food Service							
Food Service Employees	1,177,302						71,345

6%

6%