

December 2, 2025
2025-27 Food Service Negotiations
District Proposal #2

Key:

Additions: blue / bold / italics / underlined

~~Deletions~~: blue / strikethrough

Tentative Agreements as of Dec 2 2025

1.

Update all dates as appropriate

2b.

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 two shirts and two aprons upon hire. After the probationary period is completed, one additional shirt and 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.

4a. (TA is dependent on total financial agreement package)

Article VIII: Leaves of Absence

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.

7.

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 of Certified Food Production Manager licensees 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 of Certified Food Production Manager licensees.

9.

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 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. The plan year shall be from ~~September 1st~~ October 1 to the following ~~August 31st~~ September 30. 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.

District Response to Union Proposal of Dec 2 2025

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

2a.

Article VI: Rates of Pay

See District financial proposal re Appendix A, Appendix B, and Appendix C.

3.

Article VII: Group Insurance

Section 1. Group Hospitalization & Health Savings

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.

4b.

Article VIII: Leaves of Absence
Section 2. Personal Leave

The District does not agree.

5a.

Article IX: Hours of Service
Section 6. Holiday

The District does not agree.

5b.

Article IX: Hours of Service
Section 7. Job Posting

The District provided an amended Notification of Termination of Past Practice (dated December 2, 2025).

6.

Article XIV: Deferred Matching Contribution Plan
Section 2. Food Service Employee Match

The District does not agree.

District Proposals of Dec 2 2025

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

8.

Article VIII: Leaves of Absence

Section 2. Personal Leave

The District drops proposed amendments to Personal Leave.

10.

Article X: Grievance Procedure

Section 8. Arbitration Procedures

The District drops proposed amendments to Grievance Procedure.

11.

New Appendix D: SNA Certification Differential

The District will pay Food Service employees for up to sixteen (16) hours per year of documented SNA training and/or recertification courses. Employees will be paid at their regular rate of pay.

A Food Service employee would be required to be certified at SNA Level 3 or higher to apply for a Head Cook position. Head Cooks are required to be SNA Level 4 or higher by the end of their first year as Head Cook.

(The differential table will be included in the District financial proposal.)

12.

Use "Superintendent or designee" (in place of other "supervisor" or similar language).

Proposal Summary:

Matrix Summary					
	Base Year	Year 1	Year 1 - % Change from Base	Year 2 Change from Year 1	Year 1 & Year 2 \$ Total
Salary	769,401.80	804,406.33	4.55%	2.82%	1,631,467.21
Health Ins	240,348.00	240,348.00	0.00%	1.55%	484,416.00
Dental Ins	7,584.00	7,649.52	0.86%	0.88%	15,366.53
HRA	2,500.00	5,000.00	100.00%	0.00%	10,000.00
Life Ins	594.00	594.00	0.00%	0.00%	1,188.00
LTD	1,540.00	1,540.00	0.00%	0.00%	3,080.00
403b Match	8,910.85	9,246.71	3.77%	10.73%	19,485.25
Worker's Compensation	24,159.22	25,741.00	6.55%	2.82%	52,206.95
Shoe Allowance	2,700.00	3,600.00	33.33%	0.00%	7,200.00
Paid Family Medical Leave	-	1,769.69	#DIV/0!	105.63%	5,408.76
PERA	57,705.13	60,330.47	4.55%	2.82%	122,360.04
FICA	58,859.24	61,537.08	4.55%	2.82%	124,807.24
Total Benefits	404,900.44	417,356.48	3.08%	2.59%	845,518.77
SNA Level 1 - 3	\$ 600.00	600.00	0.00%	0.00%	1,200.00
SNA Level 2 - 0	\$ -	-	#DIV/0!	#DIV/0!	-
SNA Level 3 - 2	\$ 1,000.00	1,000.00	0.00%	0.00%	2,000.00
SNA Level 4 - 2	\$ 1,400.00	1,400.00	0.00%	0.00%	2,800.00
Additional Item: Add'l Sick Day	0	3,472.92	#DIV/0!	0.00%	6,945.85
Total Salary & Benefit	1,177,302.24	1,228,235.73	4.33%	2.72%	2,489,931.83
					84,393.86

MSBA	
Year 1 & Year 2	2,489,931.83
Double Base Yr	2,354,604.47
Difference	135,327.36
Double Base Yr	2,354,604.47
MSBA Percentage	5.75%

ISD 882 MONTICELLO
FOOD SERVICE
RATES

Proposal District2
Date 12/2/2025

MSBA
5.75%

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
At 25 yrs	\$0.85
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

At 5 yrs	\$0.45
At 10 yrs	\$0.55
At 15 yrs	\$0.65
At 20 yrs	\$0.75
At 25 yrs	\$0.85
None	\$0.00

SNA

\$ Change	% Change
\$0.25	#DIV/0!
\$0.35	#DIV/0!
\$0.45	#DIV/0!
\$0.55	#DIV/0!
\$0.00	

WAGES 2025-27

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

At 5 yrs	\$0.45
At 10 yrs	\$0.55
At 15 yrs	\$0.65
At 20 yrs	\$0.75
At 25 yrs	\$0.85
None	\$0.00

SNA

\$ Change	% Change
\$0.25	0.00%
\$0.35	0.00%
\$0.45	0.00%
\$0.55	0.00%
\$0.00	

ISD 882 MONTICELLO
FOOD SERVICE
RATES

Proposal District2
Date 12/2/2025

MSBA
5.75%

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	\$ Change	0.00%
Dep	\$25,656.00	\$ Change	0.00%
None	\$0.00	\$ Change	0.00%

Indv Cost	\$11,074.72	% Inc	9.50%
Dep Cost	\$27,616.43	% Inc	9.50%
Dep Costs (2	\$0.00	% Inc	

Dental Ins - per yr			
Indv	\$562.38	\$ Change	3.00%
Dep	\$1,080.00	\$ Change	0.00%
None	\$0.00	\$ Change	0.00%

Indv Cost	\$562.38	% Inc	3.00%
Dep Cost	\$1,514.10	% Inc	3.00%

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

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

PERA	7.50%
PFML	0.22%

BENEFITS 2026-27

Health Ins - per yr			
Indv	\$12,300.00	\$ Change	5.13%
Dep	\$25,896.00	\$ Change	0.94%
None	\$0.00	\$ Change	

Indv Cost	\$11,879.50	% Inc	8.00%
Dep Cost	\$29,665.71	% Inc	8.00%
Dep Costs (2	\$0.00	% Inc	

Dental Ins - per yr			
Indv	\$579.25	\$ Change	3.00%
Dep	\$1,080.00	\$ Change	0.00%
None	\$0.00	\$ Change	0.00%

Indv Cost	\$579.25	% Inc	3.00%
Dep Cost	\$1,559.52	% Inc	3.00%

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

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

PERA	7.50%
PFML	0.44%