



Monticello Public Schools

Independent School District No. 882

Superintendent Eric Olson

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To: 2025-27 Food Service Negotiations Committee

From: Rob Danneker

Date: ~~September 25, 2025~~ Amended December 2, 2025

Re: Notification of Termination of Past Practice

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.

Rationale for Ending the Past Practice on Bumping Into 2nd Head Cook Positions:

The District is proposing to discontinue the past practice that allows employees to bump into a 2nd Head Cook position. While we continue to honor seniority and respect where it exists within the master agreement, the responsibilities and performance expectations of a 2nd Head Cook require a different level of skill, leadership, and accountability – particularly in ensuring food safety, menu execution, and compliance with state and federal meal standards.

As identified in this amended notice, the District will allow bumping into Cook’s Helper positions to continue as a past practice. This approach maintains respect for seniority rights while ensuring that the 2nd Head Cook positions can be filled through a formal interview process. This is critical because the role carries greater operational responsibility, requires familiarity with kitchen management expectations, and has a direct impact on the safe and efficient delivery of nutritious meals to students.

This balanced approach protects student safety, preserves fairness for employees, and strengthens the overall quality and consistency of Nutrition Services operations.

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.