

SEIU Local 284
Monticello Food Service Employees
3rd Round Contract Proposal
January 27, 2026

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Contract Organizer SEIU 284: Sara Nyhus

The following are the Union's initial proposals to the School District in negotiations for a successor collective bargaining agreement.

In the following proposals, (1) language that is **underlined and bold** is new language that is being proposed to be added to the agreement; (2) language with a ~~striketrough~~ is current contract language that would be removed from the agreement; and (3) all other language is current contract language that would continue into the next contract.

The Union reserves the right to add to, subtract from, delete, amend or otherwise modify its bargaining proposals as the union deems fit and necessary during the course of these negotiations. All financial proposals are retroactive to July 1, 2025.

1. All dates changed to reflect a new two-year contract.
District 11/10/2025: TA

2. ARTICLE VI RATES OF PAY

Section 1. Rates of Pay:

Subd. 1. The wages reflected in Appendix A, attached hereto, shall be a part of the Agreement for the period commencing July 1, 2023-~~25~~and continuing through June 30, 2024-~~26~~. The wages reflected in Appendix B, attached hereto, shall be a part of the Agreement for the period commencing July 1, 2024 ~~26~~and continuing through June 30, 2025-~~27~~.

Section 3. Uniforms: ****Support staff would like input on styles of 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 **150.00** per year for non-skid safety shoes.

- a. The total annual reimbursement to each employee for shoes will not exceed ~~\$75.00~~ **150.00**.
- 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.~~

District Counter 11/10/2025: a. \$100.00 c. Remove language.
New language in Section 2a and Section 4 Subd.3.

- a. The total annual reimbursement to each employee for shoes will not exceed ~~\$75.00-150.00.~~**\$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.~~

Union 12/2/2025: TA district's counter.

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.~~

Union Counter 12/2/2025: 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.

District 12/2/2025: TA union counter.

- 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.

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

Union 12/2/2025: TA Section 4 Subd.3

- 3. ARTICLE VII GROUP INSURANCE
** SAME AS CERTIFIED STAFF**

4. ARTICLE VIII LEAVES OF ABSENCE

Section 1. Sick Leave:

Subd. 1. All Food Service employees shall earn sick leave at the rate of **ten (10)** ~~nine (9)~~ 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.

District 11/10/2025: (TA 10 days) dependent on overall financials.

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 **10** 20th years of service **and at their 20th year of service** to the School District. An employee may roll over **three(3)** ~~two (2)~~ days per year for a maximum of **five (5)** ~~four (4)~~ stored days. At twenty (20) years, an employee may have a maximum of ~~five (5)~~ **six (6)** days.

District 11/10/2025: Does Not Agree. Adds new language Subd.4 and Subd.5.

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.

Union 12/2/2025: Union will drop request for additional personal days and TA the district's Subd. 4 and 5 in exchange for the addition of the Christmas Eve Holiday.

District Response 12/2/2025: Does not agree.

Union 1/27/2026: Hold with counter on 12/2/2025.

5. ARTICLE IX HOURS OF SERVICE

Section 6. Holidays:

There shall be **nine (9)** ~~eight (8)~~ paid holidays for all employees covered under this Agreement.

Subd. 1. The following days will be observed as holidays:
Thanksgiving Day, Friday after Thanksgiving, Christmas Day,
New Year's Day, President's Day, Good Friday, Memorial Day,
Labor Day, **and Christmas Eve.**

Subd. 2. Overtime pay shall be paid for employees who are called upon to work on a holiday, plus holiday pay.

District 11/10/2025: Does not agree.

Union 12/2/2025: Hold with opening proposal.

District 12/2/2025: Does not agree.

Union 1/27/2026: Hold with counter under personal days.

Section 7. Job Posting:

Subd. 1. Head and 2nd Cook: 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 SERV Safe certified when hired as a Head Cook. Beginning in the 2022-2023 school year the Second Cook is required to be SERV Safe 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.

Subd. 2. Expedite Posting Process:

Second Cooks and Cook's Helper: New positions or vacancies will be posted in each building for a period of five (5) days on a bulletin board provided in the custodial/maintenance area. The posting shall include the available shift, which is subject to change as deemed necessary.

A Union meeting will follow within one (1) week of the expiration of each posting to follow the steps below. Any food service staff interested in moving to any position that may come

open during the process must be at the meeting. The District reserves the right to inform the Union's lead steward ahead of the expedite posting process of any position that the District does not intend to fill if it should become open; if such a position becomes open during the expedite posting process, the lead steward shall call the meeting to a close with immediate effect.

Step 1 - The position(s) that open following a posting will be filled by the most senior member of the Food Service union that is at the meeting and expresses interest in said position(s).

Step 2 - The position(s) open by the process in Step 1 will be filled by the most senior member of the Food Service union that is at the meeting and expresses interest in said position(s).

Step 3 - The position(s) open by the process in Step 2 will be filled by the most senior member of the Food Service union that is at the meeting and expresses interest in said position(s).

Step 4 – This process will continue until there is no longer any interest in the open position(s).

Step 5 - At that time, the District will post externally for the open position(s).

Seniority shall prevail for all positions and it will be filled by the senior qualified employee who applies.

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.

If put before the Union membership of this unit by a majority vote, the District may request upon a job opening, an expedited posting day. During this day, the opening will be offered by seniority. The senior applicants' subsequent opening likewise will be offered by seniority and the process will continue, until the Union body has had the opportunity to fill all available positions, with the final open position filled by standard posting procedure. This would not apply to open head cook positions, which will continue to be posted.

District 11/10/2025: open

Union 12/2/2025: Hold with opening proposal.

Union 1/27/2026: Agree to interview for 2nd cook with Expedite posting process for Cook's Helpers.

6. ARTICLE XIV DEFERRED MATCHING CONTRIBUTION PLAN

Section 2. Food Service Employee Match:

The School District will make the foregoing matching contribution to only those food service employees choosing to participate in an approved food service employee's match account offered by the School District. The School District's matching contribution will

be dollar-for-dollar as required under Minn. Stat. Section 356.24, up to 3 2% of gross salary. Food Service employees may contribute any dollar amount up to or in excess of the maximum yearly School District match, but the annual limit on the amount individual food service employees may contribute to their match account shall be governed by the applicable sections of the Internal Revenue Code and the regulations promulgated thereunder. If a food service employee chooses not to match the School District annual contribution, the unmatched portion is forfeited for that year. If the employee contributes less than the maximum yearly allowed contribution, the School District portion will be equally reduced. The reduced amount is forfeited for that year.

District 11/10/2025: Does not agree.

Union 12/2/2025: Hold with opening - all SEIU 284 units are looking to increase to 3%

District 12/2/2025: Does Not Agree.

Union 1/27/2026: Drop

District Proposal 11/10/2025: Change the election date to the same date as the teacher contract.

Union 12/2/2025: TA

District Proposal 11/10/2025: ARTICLE X: GRIEVANCE PROCEDURE

Union 12/2/2025: Does Not Agree to any changes to the grievance procedure language.

APPENDIX A

WAGE SCHEDULE 3% each year

BASIC WAGE: Covering period from July 1, 2023 25 through June 30, 2024 26

STEP	COOK'S HELPER	2 ND COOK	HEAD COOK
1	~~\$16.25~~ <u>17.24</u>	~~\$18.37~~ <u>19.49</u>	~~\$19.11~~ <u>20.27</u>
2	~~\$18.30~~ <u>19.42</u>	~~\$19.96~~ <u>21.18</u>	~~\$21.12~~ <u>22.40</u>
3	~~\$20.36~~ <u>21.60</u>	~~\$21.70~~ <u>23.02</u>	~~\$23.41~~ <u>24.83</u>
4	~~\$22.51~~ <u>23.89</u>	~~\$23.88~~ <u>25.34</u>	~~\$25.77~~ <u>27.34</u>

APPENDIX B

WAGE SCHEDULE

BASIC WAGE: Covering period from July 1, 2024 26 through June 30, 2025 27.

STEP	COOK'S HELPER	2 ND COOK	HEAD COOK
1	~~\$16.74~~ <u>17.76</u>	~~\$18.92~~ <u>20.07</u>	~~\$19.68~~ <u>20.88</u>
2	~~\$18.85~~ <u>20.00</u>	~~\$20.56~~ <u>21.82</u>	~~\$21.75~~ <u>23.07</u>
3	~~\$20.97~~ <u>22.25</u>	~~\$22.35~~ <u>23.71</u>	~~\$24.11~~ <u>25.57</u>
4	~~\$23.19~~ <u>24.61</u>	~~\$24.60~~ <u>26.10</u>	~~\$26.54~~ <u>28.16</u>

LONGEVITY PAY

All employees shall earn longevity pay according to the following schedule:

	<u>2023-24-25-26</u>	<u>2024-25-26-27</u>
At 5 years:	~~\$0.40~~ <u>.45</u> per hour	\$0.45 per hour
At 10 years:	~~\$0.50~~ <u>.55</u> per hour	\$0.55per hour
At 15 years:	~~\$0.60~~ <u>.65</u> per hour	\$0.65per hour
At 20 years:	~~\$0.70~~ <u>.75</u> per hour	\$0.75per hour
<u>At 25 years:</u>	<u>00.85 per hour</u>	<u>\$0.85 per hour</u>

The Union reserves the right to add to, subtract from, delete, amend or otherwise modify its bargaining proposals as the union deems fit and necessary during the course of these negotiations. All financial proposals are retroactive to July 1, 2025.

ISD 882 MONTICELLO
FOOD SERVICE
RATES

Proposal	Union3
Date	1/27/2026

MSBA
9.77%

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

WAGES 2025-26

Cook's Helper	Hr Rate	\$ Change	% Change
1	\$17.24	\$0.50	3.00%
P	\$17.66	\$0.51	3.00%
2	\$19.42	\$0.57	3.00%
3	\$21.60	\$0.63	3.00%
4	\$23.89	\$0.70	3.00%
2nd Cook	Hr Rate	\$ Change	% Change
1	\$19.49	\$0.57	3.00%
2	\$21.18	\$0.62	3.00%
3	\$23.02	\$0.67	3.00%
4	\$25.34	\$0.74	3.00%
Head Cook	Hr Rate	\$ Change	% Change
1	\$20.27	\$0.59	3.00%
2	\$22.40	\$0.65	3.00%
3	\$24.83	\$0.72	3.00%
4	\$27.34	\$0.80	3.00%

WAGES 2025-27

Cook's Helper	Hr Rate	\$ Change	% Change
1	\$17.76	\$0.52	3.00%
P	\$18.19	\$0.53	3.00%
2	\$20.00	\$0.58	3.00%
3	\$22.25	\$0.65	3.00%
4	\$24.61	\$0.72	3.00%
2nd Cook	Hr Rate	\$ Change	% Change
1	\$20.07	\$0.58	3.00%
2	\$21.82	\$0.64	3.00%
3	\$23.71	\$0.69	3.00%
4	\$26.10	\$0.76	3.00%
Head Cook	Hr Rate	\$ Change	% Change
1	\$20.88	\$0.61	3.00%
2	\$23.07	\$0.67	3.00%
3	\$25.57	\$0.74	3.00%
4	\$28.16	\$0.82	3.00%

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	\$0.00
None	\$0.00

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

Longevity Pay

At 5 yrs	\$0.00
At 10 yrs	\$0.00
At 15 yrs	\$0.00
At 20 yrs	\$0.00
At 25 yrs	\$0.85
None	\$0.00

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

ISD 882 MONTICELLO
FOOD SERVICE
RATES

Proposal Union3
Date 1/27/2026

MSBA
9.77%

BENEFITS 2024-25			BENEFITS 2025-26			BENEFITS 2026-27		
Health Ins - per yr			Health Ins - per yr			Health Ins - per yr		
Indv	\$11,700.00		Indv	\$11,700.00	\$ Change 0.00%	Indv	\$12,060.00	\$ Change 3.08%
Dep	\$25,656.00		Dep	\$25,656.00	\$ Change 0.00%	Dep	\$26,016.00	\$ Change 1.40%
None	\$0.00		None	\$0.00	\$975/mo \$2,138/mo % Cover	None	\$0.00	\$1,005/mo \$2,168/mo % Cover
H.S.A			Indv Cost \$11,074.72 9.50% 105.65%			Indv Cost \$11,879.50 8.00% 101.52%		
H.S.A			Dep Cost \$27,616.43 9.50% 92.90%			Dep Cost \$29,665.71 8.00% 87.70%		
Dep Costs (2Emp)			Dep Costs (2) \$0.00			Dep Costs (2) \$0.00		
Dental Ins - per yr			Dental Ins - per yr			Dental Ins - per yr		
Indv	\$546.00	100.00%	Indv	\$562.38	\$ Change 3.00%	Indv	\$579.25	\$ Change 3.00%
Dep	\$1,080.00	73.47%	Dep	\$1,080.00	\$ Change 0.00%	Dep	\$1,080.00	\$ Change 0.00%
None	\$0.00		None	\$0.00		None	\$0.00	
Life - per yr \$50,000			Life - per yr \$50,000			Life - per yr \$50,000		
30 hrs	\$54.00		30 hrs	\$54.00	\$ Change 0.00%	30 hrs	\$54.00	\$ Change 0.00%
None	\$0.00		None	\$0.00		None	\$0.00	
LTD - per yr			LTD - per yr			LTD - per yr		
30 hrs	\$140.00		30 hrs	\$140.00	\$ Change 0.00%	30 hrs	\$140.00	\$ Change 0.00%
None	\$0.00		None	\$0.00		None	\$0.00	
PERA	7.50%		PERA	7.50%		PERA	7.50%	
PFML	0.00%		PFML	0.22%		PFML	0.44%	

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	828,838.13	7.73%	872,925.23	1,701,763.36
Health Ins	240,348.00	240,348.00	0.00%	244,308.00	484,656.00
Dental Ins	7,584.00	7,649.52	0.86%	7,717.01	15,366.53
HRA	2,500.00	5,000.00	100.00%	5,000.00	10,000.00
Life Ins	594.00	594.00	0.00%	594.00	1,188.00
LTD	1,540.00	1,540.00	0.00%	1,540.00	3,080.00
403b Match	8,910.85	14,288.55	60.35%	16,205.70	30,494.25
Worker's Compensation	24,159.22	26,522.82	9.78%	27,933.61	54,456.43
Shoe Allowance	2,700.00	3,600.00	33.33%	3,600.00	7,200.00
Paid Family Medical Leave	-	1,823.44	#DIV/0!	3,840.87	5,664.31
PERA	57,705.13	62,162.86	7.73%	65,469.39	127,632.25
FICA	58,859.24	63,406.12	7.73%	66,778.78	130,184.90
Total Benefits	404,900.44	426,935.31	5.44%	442,987.36	869,922.67
SNA Level 1 - 3	\$ 600.00	600.00	0.00%	600.00	1,200.00
SNA Level 2 - 0	\$ -	-	#DIV/0!	-	-
SNA Level 3 - 2	\$ 1,000.00	1,000.00	0.00%	1,000.00	2,000.00
SNA Level 4 - 2	\$ 1,400.00	1,400.00	0.00%	1,400.00	2,800.00
Additional Item: Add'l Sick Day	0	3,472.92	#DIV/0!	3,472.92	6,945.85
Total Salary & Benefit	1,177,302.24	1,262,246.37	7.22%	1,322,385.51	2,584,631.87
					145,083.27

MSBA

Year 1 & Year 2	2,584,631.87
Double Base Yr	2,354,604.47
Difference	230,027.40
Double Base Yr	2,354,604.47
MSBA Percentage	9.77%