

January 27, 2026
2025-27 Food Service Negotiations
Tentative Agreement

Key:

Additions: blue / bold / italics / underlined

~~Deletions~~: blue / strikethrough

Tentative Agreement (Jan 27 2026)

1.

Update all dates as appropriate

Three-year term of agreement (July 1 2025 - June 30, 2028)

2a.

Article VI: Rates of Pay

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

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.

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~~ \$2,168 per month (family coverage) or ~~\$975~~ \$1,005 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: Leaves of Absence

Section 2. Personal 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.

4a.

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.

5a.

Article IX: Hours of Service

Section 6. Holiday

There shall be eight (8) paid holidays for all employees covered under this Agreement. *Beginning with the 2026-27 school year, there shall be nine (9) paid holidays (add: Christmas Eve) for all employees covered under this Agreement.*

Subd. 1. The following days will be observed as holidays:

Labor Day, Thanksgiving Day, Friday after Thanksgiving, *Christmas Eve (beginning 2026-27)*, Christmas Day, New Year's Day, President's Day, Good Friday, *and* Memorial Day, ~~Labor Day~~

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.

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.

SNA Differential	Rate
SNA 1	~~\$200/yr~~ <u>\$0.25/hr</u>
SNA 2	~~\$300/yr~~ <u>\$0.35/hr</u>
SNA 3	~~\$500/yr~~ <u>\$0.45/hr</u>
SNA 4	~~\$700/yr~~ <u>\$0.55/hr</u>

12.

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

13.

Article IX: Hours of Service

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~~ hold a valid Minnesota Certified Food Protection Manager license when hired as a Head Cook. ~~Beginning in the 2022-2023 school year, t~~he The Second Cook is required to ~~be ServSafe-certified~~ hold a valid Minnesota Certified Food Protection Manager license 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.

14.

(New Appendix)

Memorandum of Understanding Regarding 2nd Cook Interviews (Art. IX, Sec. 7)

The School Board of Independent School District No. 882, Monticello, Minnesota ("District"), enters into this Memorandum of Understanding ("MoU") with Monticello Food Service employees ("Union").

The District and the Union agree as follows:

WHEREAS, the District and the Union are parties to a collective bargaining agreement ("CBA") governing the negotiated terms and conditions of employee interviews (Article IX, Section 7);

WHEREAS, the District and the Union mutually recognize the right and obligation of the School Board to efficiently manage and conduct the operation of the School District pursuant to Article IV, Section 2 ("Management Responsibility") of the CBA;

WHEREAS, the District and the Union have agreed that it is non-binding best practice to include at least one (1) unit member on the interview committee for 2nd Cook positions;

NOW, THEREFORE, the District and the Union agree as follows:

1. For the benefit of all parties, at least one (1) unit member shall be included on the interview committee for 2nd Cook positions effective the date of School Board approval of the 2025-28 CBA through June 30, 2028.
2. Unless terminated earlier as provided by law, this MoU shall remain in place through June 30, 2028. At the conclusion of its term, neither party shall have any further claim against the other.
3. If any provision of this MoU is held to be invalid by operation of law, the remainder of the MoU shall not be affected thereby and shall remain in full force and effect.
4. Nothing in this MoU shall be deemed to establish a precedent or practice or to alter any established precedent or practice arising out of or relating to the CBA between the District and the Union. No party may submit this MoU in any proceeding as evidence of a precedent or practice.
5. This MoU constitutes the entire agreement between the parties related to this matter. Neither party has relied on any statements or promises that are not set forth in this document. The MoU controls to the extent that it conflicts with the CBA. No changes in this MoU are valid unless they are in writing and signed by all parties.

15.

[\(New Appendix\)](#)

Memorandum of Understanding Regarding Cook's Helper Job Postings (Art. IX, Sec. 7)

The School Board of Independent School District No. 882, Monticello, Minnesota ("District"), enters into this Memorandum of Understanding ("MoU") with Monticello Food Service employees ("Union").

The District and the Union agree as follows:

WHEREAS, the District and the Union are parties to a collective bargaining agreement ("CBA") governing the negotiated terms and conditions of employee interviews (Article IX, Section 7);

WHEREAS, the District and the Union mutually recognize the right and obligation of the School Board to efficiently manage and conduct the operation of the School District pursuant to Article IV, Section 2 ("Management Responsibility") of the CBA;

NOW, THEREFORE, the District and the Union agree as follows:

6. Effective the date of School Board approval of the 2025-28 CBA, Cook's Helper positions shall continue to utilize an expedited posting process as per past practice.
7. Unless terminated earlier as provided by law, this MoU shall remain in place through June 30, 2028. At the conclusion of its term, neither party shall have any further claim against the other.
8. If any provision of this MoU is held to be invalid by operation of law, the remainder of the MoU shall not be affected thereby and shall remain in full force and effect.
9. Nothing in this MoU shall be deemed to establish a precedent or practice or to alter any established precedent or practice arising out of or relating to the CBA between the District and the Union. No party may submit this MoU in any proceeding as evidence of a precedent or practice.
10. This MoU constitutes the entire agreement between the parties related to this matter. Neither party has relied on any statements or promises that are not set forth in this document. The MoU controls to the extent that it conflicts with the CBA. No changes in this MoU are valid unless they are in writing and signed by all parties.

ISD 882 MONTICELLO
BASE
2025

Proposal Summary: District 4 offering 3.0% in year 3 with Christmas Eve holiday starting in 2026-27.

Matrix Summary								
	Base Year	Year 1	Year 1 - % Change from Base	Year 2	Year 2 - % Change from Year 1	Year 3	Year 3 - % Change from Year 2	Year 1 & Year 2 \$ Total
Salary	769,401.80	807,592.71	4.96%	839,701.75	3.98%	867,638.39	3.33%	1,647,294.46
Health Ins	240,348.00	240,348.00	0.00%	244,308.00	1.65%	244,308.00	0.00%	484,656.00
Dental Ins	7,584.00	7,649.52	0.86%	7,717.01	0.88%	7,786.52	0.90%	15,366.53
HRA	2,500.00	5,000.00	100.00%	5,000.00	0.00%	5,000.00	0.00%	10,000.00
Life Ins	594.00	594.00	0.00%	594.00	0.00%	594.00	0.00%	1,188.00
LTD	1,540.00	1,540.00	0.00%	1,540.00	0.00%	1,540.00	0.00%	3,080.00
403b Match	8,910.85	9,282.91	4.18%	10,386.82	11.89%	12,605.02	21.36%	19,669.73
Worker's Compensation	24,159.22	25,842.97	6.97%	26,870.46	3.98%	27,764.43	3.33%	52,713.42
Shoe Allowance	2,700.00	3,600.00	33.33%	3,600.00	0.00%	3,600.00	0.00%	7,200.00
Paid Family Medical Leave	-	1,776.70	#DIV/0!	3,694.69	107.95%	3,817.61	3.33%	5,471.39
PERA	57,705.13	60,569.45	4.96%	62,977.63	3.98%	65,072.88	3.33%	123,547.08
FICA	58,859.24	61,780.84	4.96%	64,237.18	3.98%	66,374.34	3.33%	126,018.03
Total Benefits	404,900.44	417,984.39	3.23%	430,925.79	3.10%	438,462.79	1.75%	848,910.18
SNA Level 1 - 3	\$ 600.00	600.00	0.00%	600.00	0.00%	600.00	0.00%	1,200.00
SNA Level 2 - 0	\$ -	-	#DIV/0!	-	#DIV/0!	-	#DIV/0!	-
SNA Level 3 - 2	\$ 1,000.00	1,000.00	0.00%	1,000.00	0.00%	1,000.00	0.00%	2,000.00
SNA Level 4 - 2	\$ 1,400.00	1,400.00	0.00%	1,400.00	0.00%	1,400.00	0.00%	2,800.00
Additional Item: Add'l Sick Day	0	3,472.92	#DIV/0!	3,472.92	0.00%	3,472.92	0.00%	6,945.85
Total Salary & Benefit	1,177,302.24	1,232,050.03	4.65%	1,277,100.46	3.66%	1,312,574.10	2.78%	2,509,150.49
		54,747.80		45,050.43		35,473.64		

99,798.22

71,345.00

28,453.22

MSBA
Year 1 & Year 2 2,509,150.49
Double Base Yr 2,354,604.47
Difference 154,546.02
Double Base Yr 2,354,604.47
MSBA Percentage 6.56%

ISD 882 MONTICELLO
FOOD SERVICE

RATES

Increases between steps

Proposal District4
Date 1/27/2026

MSBA
6.56%

3.00%

WAGES 2024-25

WAGES 2025-26

WAGES 2026-27

WAGES 2027-28

Cook's Helper	Hr Rate		Cook's Helper	Hr Rate	\$ Change	% Change
1	\$16.74		1	\$16.89	\$0.15	0.90%
P	\$17.15					
2	\$18.85	12.60%	2	\$19.02	\$0.17	0.90%
3	\$20.97	11.25%	3	\$21.16	\$0.19	0.90%
4	\$23.19	10.59%	4	\$23.40	\$0.21	0.90%

Cook's Helper	Hr Rate	\$ Change	% Change
1	\$21.15	\$4.26	25.22%
2	\$21.80	\$2.78	14.62%
3	\$22.43	\$1.27	6.00%
4	\$23.63	\$0.23	1.00%

Cook's Helper	Hr Rate	\$ Change	% Change
1	\$21.78	\$0.63	3.00%
P	\$0.00	\$0.00	
2	\$22.45	\$0.65	3.00%
3	\$23.10	\$0.67	3.00%
4	\$24.34	\$0.71	3.00%

2nd Cook	Hr Rate		2nd Cook	Hr Rate	\$ Change	% Change
1	\$18.92		1	\$19.09	\$0.17	0.90%
2	\$20.56	8.67%	2	\$20.75	\$0.19	0.90%
3	\$22.35	8.71%	3	\$22.55	\$0.20	0.90%
4	\$24.60	10.07%	4	\$24.82	\$0.22	0.90%

2nd Cook	Hr Rate	\$ Change	% Change
1	\$22.88	\$3.79	19.86%
2	\$23.59	\$2.84	13.68%
3	\$24.32	\$1.77	7.84%
4	\$25.07	\$0.25	1.00%

2nd Cook	Hr Rate	\$ Change	% Change
1	\$23.57	\$0.69	3.00%
2	\$24.30	\$0.71	3.00%
3	\$25.05	\$0.73	3.00%
4	\$25.82	\$0.75	3.00%

Head Cook	Hr Rate		Head Cook	Hr Rate	\$ Change	% Change
1	\$19.68		1	\$19.86	\$0.18	0.90%
2	\$21.75	10.52%	2	\$21.95	\$0.20	0.90%
3	\$24.11	10.85%	3	\$24.33	\$0.22	0.90%
4	\$26.54	10.08%	4	\$26.78	\$0.24	0.90%

Head Cook	Hr Rate	\$ Change	% Change
1	\$24.69	\$4.83	24.31%
2	\$25.45	\$3.50	15.95%
3	\$26.24	\$1.91	7.84%
4	\$27.05	\$0.27	1.00%

Head Cook	Hr Rate	\$ Change	% Change
1	\$25.43	\$0.74	3.00%
2	\$26.21	\$0.76	3.00%
3	\$27.03	\$0.79	3.00%
4	\$27.86	\$0.81	3.00%

Longevity Pay			Longevity Pay	\$ Change	% Change
At 5 yrs	\$0.45		At 5 yrs	\$0.45	\$0.00 0.00%
At 10 yrs	\$0.55		At 10 yrs	\$0.55	\$0.00 0.00%
At 15 yrs	\$0.65		At 15 yrs	\$0.65	\$0.00 0.00%
At 20 yrs	\$0.75		At 20 yrs	\$0.75	\$0.00 0.00%
At 25 yrs			At 25 yrs	\$0.85	\$0.85 #DIV/0!
None	\$0.00		None	\$0.00	

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

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

SNA	\$ Change	% Change
Level 1	\$0.25	\$0.25 #DIV/0!
Level 2	\$0.35	\$0.35 #DIV/0!
Level 3	\$0.45	\$0.45 #DIV/0!
Level 4	\$0.55	\$0.55 #DIV/0!
None	\$0.00	

SNA	\$ Change	% Change
Level 1	\$0.25	\$0.00 0.00%
Level 2	\$0.35	\$0.00 0.00%
Level 3	\$0.45	\$0.00 0.00%
Level 4	\$0.55	\$0.00 0.00%
None	\$0.00	

ISD 882 MONTICELLO
FOOD SERVICE
RATES

Proposal District4
Date 1/27/2026

MSBA
6.56%

Increases between steps

3.00%

BENEFITS 2024-25				BENEFITS 2025-26				BENEFITS 2026-27				BENEFITS 2027-28			
Health Ins - per yr				Health Ins - per yr		\$ Change	% Change	Health Ins - per yr		\$ Change	% Change	Health Ins - per yr		\$ Change	% Change
Indv		\$11,700.00		Indv	\$11,700.00	\$0.00	0.00%	Indv	\$12,060.00	\$360.00	3.08%	Indv	\$12,060.00	\$0.00	0.00%
Dep		\$25,656.00		Dep	\$25,656.00	\$0.00	0.00%	Dep	\$26,016.00	\$360.00	1.40%	Dep	\$26,016.00	\$0.00	0.00%
None		\$0.00		None	\$0.00		\$975/mo	None	\$0.00		\$1,005/mo	None	\$0.00		\$1,005/mo
							\$2,138/mo				\$2,168/mo				\$2,168/mo
						% Inc	% Cover			% Inc	% Cover			% Inc	% Cover
H.S.A	Indv Cost	\$10,201.96		Indv Cost	\$11,074.72	9.50%	105.65%	Indv Cost	\$11,879.50	8.00%	101.52%	Indv Cost	\$12,748.60	8.00%	94.60%
H.S.A	Dep Cost	\$25,394.00		Dep Cost	\$27,616.43	9.50%	92.90%	Dep Cost	\$29,665.71	8.00%	87.70%	Dep Cost	\$31,878.89	8.00%	81.61%
	Dep Costs (2Emp)			Dep Costs (2	\$0.00			Dep Costs (2	\$0.00			Dep Costs	\$0.00		
Dental Ins - per yr				Dental Ins - per yr		\$ Change	% Change	Dental Ins - per yr		\$ Change	% Change	Dental Ins - per yr		\$ Change	% Change
Indv		\$546.00		Indv	\$562.38	\$16.38	3.00%	Indv	\$579.25	\$16.87	3.00%	Indv	\$596.63	\$17.38	3.00%
Dep		\$1,080.00		Dep	\$1,080.00	\$0.00	0.00%	Dep	\$1,080.00	\$0.00	0.00%	Dep	\$1,080.00	\$0.00	0.00%
None		\$0.00		None	\$0.00			None	\$0.00			None	\$0.00		
						% Inc	% Cover			% Inc	% Cover			% Inc	% Cover
	Indv Cost	\$546.00	100.00%	Indv Cost	\$562.38	3.00%	100.00%	Indv Cost	\$579.25	3.00%	100.00%	Indv Cost	\$596.63	3.00%	100.00%
	Dep Cost	\$1,470.00	73.47%	Dep Cost	\$1,514.10	3.00%	71.33%	Dep Cost	\$1,559.52	3.00%	69.25%	Dep Cost	\$1,606.31	3.00%	67.23%
Life - per yr \$50,000				Life - per yr \$50,000				Life - per yr \$50,000				Life - per yr \$50,000			
30 hrs		\$54.00		30 hrs	\$54.00	\$0.00	0.00%	30 hrs	\$54.00	\$0.00	0.00%	30 hrs	\$54.00	\$0.00	0.00%
None		\$0.00		None	\$0.00			None	\$0.00			None	\$0.00		
LTD - per yr				LTD - per yr				LTD - per yr				LTD - per yr			
30 hrs		\$140.00		30 hrs	\$140.00	\$0.00	0.00%	30 hrs	\$140.00	\$0.00	0.00%	30 hrs	\$140.00	\$0.00	0.00%
None		\$0.00		None	\$0.00			None	\$0.00			None	\$0.00		
PERA				PERA				PERA				PERA			
		7.50%			7.50%				7.50%				7.50%		
PFML				PFML				PFML				PFML			
		0.00%			0.22%				0.44%				0.44%		