



MEMORANDUM OF AGREEMENT Food Service Employee Working Hours for 2026-2027

This Memorandum of Understanding (MOU) is entered into between Independent School District No. 200, Hastings, Minnesota (hereinafter referred to as the "District") and the Food Service Personnel – SEIU Local 284 (hereinafter referred to as the "Union").

WHEREAS, due to changes in legislation, effective with the start of the 2023-2024 school year, the District implemented universal free meals which, as anticipated, significantly increased the number of meals served each day; and

WHEREAS, the MOU initially implemented in 2023-2024 was extended to continue through the 2025-2026 school year with revisions; and

WHEREAS, the District has determined it would be beneficial to extend the increased hours for an additional year, through the 2026-2027 school year.

NOW THEREFORE, it is mutually agreed by and between the parties, as follows:

1. Employees in cook positions employed 5.75 hours per day, shall be increased to 6.25 hours per day; and
2. Lead cooks regularly scheduled to work seven hours per day will be increased to eight hours per day; and
3. Such increase shall be a requirement of all impacted positions, unless otherwise determined by the District; and
4. At the end of the 2026-2027 school year, employees' rights to hours per days will revert back to what they were regularly scheduled to work at the conclusion of the 2022-2023 school, if employed at that time; and
5. Effective with the start of the 2027-2028 school year, employees hired into cook positions and starting their employment during the 2023-2024, 2024-2025, 2025-2026, and 2026-2027 school years shall have job rights to 5.75 hours per day; grade eight lead cooks hired during the 2023-2024, 2024-2025, 2025-2026 and 2026-2027 school years shall have job rights to seven hours per day; and
6. This MOU will be effective for the 2026-2027 school year only, and shall sunset at the conclusion of the 2026-2027 school year.
7. In light of the fact that the District and the Union are currently in negotiation of the 2026-2028 Master Agreement, unless otherwise negotiated, this MOU as written, will become a part of the 2026-2028 Master Agreement.

SEIU LOCAL 284 – FOOD SERVICE PERSONNEL

HASTINGS PUBLIC SCHOOLS - ISD 200

DATE: August 19, 2026

DATE: _____

BY: [Signature]
FOR THE UNION

BY: _____
FOR THE DISTRICT