

A School Food Service Director...

“Day in the Life...”

No... A MOMENT in the Life...

*“Barely Scratching
the Surface”*

A GAME SHOW

Rick Hughes, SNS

Director of Food & Nutrition Services
Colorado Springs School District 11

Financial Management

Limited Resources

Menu Planning

Employee Safety & Food Safety

Manager's Special

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“The Why”

Financial Management questions
follow

Financial Management question for 10 points:

The actual reimbursement for a FREE lunch “served” to a student in 2014 is just \$3.01 in the “lower 48.”

True or False?

Financial Management answer for 10 points:

TRUE

When was the last time you prepared a lunch meal meeting all the requirements of the Healthy Hunger-Free Kids Act of 2010 using fresh, whole, natural ingredients for just ~\$3.00, covering all costs of the meal including food, paper, chemicals (sanitizer and soap,) ALL labor to procure, cook, transport, and serve the food (including benefits and taxes,) insurances, utilities, and depreciation on equipment? Want “Organic?” *Fuggetaboutit!*

Financial Management question for 20 points

Often, children are “caught in the middle” when their parents don’t send a “packed lunch” or provide them with money to purchase a meal at school if they are not “free” status.

This situation results in a _____, if the school provides a lunch to the child.

Financial Management answer for 20 points

Meal Charge

One Colorado School District is sitting on \$250,000 in debt from unpaid meal charges.

School Food Service Directors are caught between a rock and a hard place as we don't want to let children go hungry, yet we can't lose money in the Food Service Fund. Someone has to pay for these meals, as we receive only ~\$.35 for a PAID meal reimbursement. Do we allow charges and become "debt collectors" or do we spend resources to "cover the bad debt" or do we spend resources "managing this problem?"

Financial Management question for 30 points

Food Service Directors spend a lot of time on **THIS** activity daily, weekly, and monthly to ensure that financial targets are being met. Charts are used to illustrate – numbers are crunched – spreadsheets are used.

Financial Management answer for 30 points

Financial Analysis.

Food Service Directors spend many hours each day, week, and month to ensure numbers are where they are supposed to be. There can be NO SURPRISES when it comes to managing money. People lose jobs when there are surprises, neglect, or abuse involving the Food Service Fund.

- To prevent neglect or abuse, strong cash management systems must be in place always. Thieves and crooks go to jail.

Financial Management question for 40 points

Food Service Directors spend MANY hours on the initial phase of **THIS** activity in the Spring of each year when historical data is collected and analyzed, assumptions are developed, and the final document goes to the School Board for approval.

Financial Management answer for 40 points

Annual Budget Development

Hundreds of hours go into the development of the food service budget each year and many more in the financial reporting aspect (actual vs budget comparison) which is often done monthly throughout the year. Action plans are developed and implemented when targets will not be met or are in question.

Financial Management question for 50 points:

When the Food & Nutrition Services Department doesn't maintain **THIS**: _____, a school district can look to management companies to take over their food service program, and/or fire the Director of the program, and/or pull "education" dollars from the General Fund to cover the Food & Nutrition Services Department expenses.

Financial Management answer for 50 points:

Financial Solvency or Break-even Status

Additionally, Food Service Directors must ensure that adequate Cash Handling procedures are in place at EACH school to try to prevent theft, when there are many people handling cash every day.

Limited Resources questions follow

Question

Limited Resources question for 10 points

Training for staff requires **these two resources** which are always limited and often competed for...

Limited Resources answer for 10 points

Time and Money

While “staff training” should be weighted heavily on the list of competing resources, providing training opportunities for School Nutrition staff is often one of the first things cut in a limited resources environment in favor of things which are “easier” and “cheaper,” but not necessarily more effective. A full day of training can cost more than a half of a day’s worth of revenue.

Limited Resources question for 20 points

NO pay increases and pay reductions or furlough days can lead to low employee morale which can lead to **THIS** HR term: _____.



Limited Resources answer for 20 points

HIGH TURNOVER

When an employee leaves a company for any reason and the position is back-filled, it is called “turnover.” Every time a position is vacated and filled, it costs Food & Nutrition Services Departments many resources to “maintain the course.” Costs include recruiting, screening, hiring, and training, plus any indirect costs created by a “new employee” (e.g. accidental mistakes.)

Limited Resources question for 30 points

Is it less expensive to shop at Walmart than Whole Foods?

YES or NO?

Limited Resources answer for 30 points

YES

We can't be expected to serve Organic food or "clean label" processed food on a current school lunch budget. That's not THE WAY!

In the long run, to serve healthy, fresh food we must go back to simple, whole ingredients, know who we're buying our food from, and cook from scratch whenever possible.

Limited Resources question for 40 points

Schools typically have **THIS** to spend on the “food cost” of a school lunch:

- A. \$.50-\$.75 per meal
- B. \$.75-\$1.00 per meal
- C. \$1.00-\$1.20 per meal
- D. \$1.50-1.75 per meal

Limited Resources answer for 40 points

C. \$1.00-\$1.20 per meal on the Front Range

Milk costs ~\$.25 per meal

Fruit and Vegetables cost ~\$.40 per meal

Entrée (Meat and Bread) costs ~\$.55 per meal

Limited Resources question for 50 points

In smaller school districts, the Food Service Director doesn't have the same resources as a Food Service Director in a larger district. There are 186 school districts in Colorado. How many districts are below 10,000 students?

Limited Resources answer for 50 points

165*

There are 92 school districts with less than 1,000 students with a total enrollment of 37,337 students. Approximately half of Colorado's School Districts hold only 4% of Colorado's school aged children. These school districts are SUPER HEROS, measured against the same performance standards with much, much less resources!*

*<http://www.cde.state.co.us/cdereval/fall2013districtrankingpupilmembershiphightolowxls>

Menu Planning questions follow

Menu Planning question for 10 points

Kids will eat anything that you give them and they'll be happy about it. It really doesn't matter how the food looks.

TRUE or FALSE

Menu Planning answer for 10 points

FALSE

Kids, just like adults, “consume” with their eyes before they even taste the food with their mouths. Children make split-second decisions about whether or not they like something by the way it looks.

Menu Planning question for 20 points

School Food Service Directors are responsible for following Federal, State, and City procurement standards for purchasing, ensuring a “fair and competitive” process.

TRUE or FALSE?

Menu Planning answer for 20 points

FALSE

Trick question: School District Food & Nutrition programs must follow State and Federal procurement standards or the local district's policy, whichever is most stringent. A "fair and competitive" process means that specifications must be developed and a bid process must be followed for most purchases. Vendors must be "monitored" to ensure the school district's best interests are being met. Win-win partnerships "produce the most fruit."

When planning menus, School Nutrition professionals must consider:

- Cost
- Color of food, Pairings of different foods
- Nutritional value of food and combined menus
- Culinary skill of School Nutrition staff
- Product availability (e.g. in stock, seasonal, etc.)
- Student acceptance, Holidays (e.g. Lent)
- Food Safety
- Storage Space
- Mess/Spill Factor
- Reimbursement

TRUE or FALSE?

Menu Planning answer for 30 points

TRUE

Yessiribob! All of those things, plus more have to be considered when planning menus.



Menu Planning question for 40 points

The Healthy, Hunger-Free Kids Act 2010 required at least half of the GRAINS be “whole grain rich” by July 2012 with ALL grains being “whole grain rich” by July 2014.

The additional cost of this change alone is close to **THIS amount** \$___ per meal.

Menu Planning answer for 40 points

\$.05 per meal

Just like in the grocery store, whole grains are more expensive.



Menu Planning question for 50 points

The Healthy, Hunger-Free Kids Act 2010 required an increase of **FRUIT** to be served at breakfast.

The cost increase to school districts was close to:

- A. \$.03-\$.07 per meal
- B. \$.10-\$.15 per meal
- C. \$.12-\$.17 per meal
- D. \$.15-\$.40 per meal

Menu Planning answer for 50 points

D. \$.15-\$.40 per meal

This one change alone is roughly a 44% cost increase for the entire meal with NO additional reimbursement at breakfast.

Employee Safety & Food Safety
questions follow

Employee Safety & Food Safety question for 10 points

On February 24th, 2014, there were five national food recalls.

TRUE or FALSE?

Employee Safety & Food Safety answer for 10 points

TRUE

There are food recalls almost daily and we must act swiftly to protect our students and others from getting sick.

(On a side-note, there was a food recall February 5th from a Northern Colorado meat company.)

Employee Safety & Food Safety question for 20 points

Staff members who work in school kitchens wear capes, are faster than a speeding bullet, more powerful than a locomotive, able to leap tall buildings in a single bound, and are impervious to getting hurt.

TRUE OR FALSE?

Employee Safety & Food Safety answer for 20 points

FALSE

Risk Management costs are often transferred to the School Food Service fund, costing tens and hundreds of thousands of dollars annually. Safety programs help protect our employees from getting hurt from cuts, falls, strains, burns, and falling objects. These programs fall under the responsibility of the Food Service Director.

Employee Safety & Food Safety question for 30 points

The local Health Department is required by Federal law to visit and audit school kitchens/cafeterias.

How many times annually does the law state EVERY school should be visited?

Employee Safety & Food Safety answer for 30 points

TWICE annually

It behooves Food Service Directors to have a positive, win-win relationship with those external agencies who impact our operations.

Employee Safety & Food Safety question for 40 points

What does the acronym **HACCP** stand for?

Employee Safety & Food Safety answer for 40 points

Hazard Analysis Critical Control Points

A systematic “food safety” program created by NASA to keep astronauts safe, is now required of ALL food service programs across the country.

We must manage these programs to keep our children and others safe, maintaining volumes of documentation.

Employee Safety & Food Safety question for 50 points

What are the top five pathogens which account for the vast majority of illnesses, hospitalizations, and deaths?

Employee Safety & Food Safety answer for 50 points

Norovirus Salmonella Campylobacter
Clostridium Perfringens Staphylococcus

Accounted for 8,541,422 foodborne illnesses in the US last year! We MUST have outstanding systems in place to keep our children healthy.

<http://www.cdc.gov/foodsafety/facts.html#mostcommon>

Manager's Special questions follow

Manager's Special question for 10 points

School Nutrition Departments often have specialized equipment used to prepare, mix, chop, slice, dice, cool, freeze, bake, steam, braise, etc.

This means that tens and hundreds of thousands of dollars in capital assets must be maintained, repaired, tracked, and replaced (purchased.)

TRUE or FALSE?

Manager's Special answer for 10 points

TRUE

We are stewards of Tax Payer dollars and must maintain facilities and equipment as such to squeak out every last second of equipment life.

We often have to make R&R decisions regarding equipment. “Repair” or “Replace.”

Question

Manager's Special question for 20 points

The Colorado School Nutrition Association tried to amend without success **THIS 2012 COLORADO LEGISLATION** which contains “unfunded” mandates?

Manager's Special answer for 20 points

HB13-1006 Breakfast After The Bell Nutrition Program

Schools with 80% or more eligible Free and Reduced must serve breakfast FREE to ALL students after the tardy bell in SY2015 and then expand this to any school with 70% or more eligible FRL in SY2016.

No additional funds are provided from the State to cover the additional costs, zapping food service funds and school districts to cover the additional costs of serving meals FREE.

Manager's Special question for 30 points

What **2012 Colorado legislation** makes School Food Service Directors “Cookie Cops” for school stores and vending machines OUTSIDE of the cafeteria walls?

Manager's Special answer for 30 points

SB12-068 “Trans Fat Bill”

Requires that ALL food served/sold on school grounds during the school day be free from industrially produced Trans Fat.



Manager's Special question for 40 points

“Child Hunger” exists in Colorado. The term Food Insecurity refers to the USDA’s measure of lack of access, at times, to enough food for an active, healthy life for all household members and limited or uncertain availability of nutritionally adequate foods.

How many children in Colorado were categorized as “Food Insecure” in 2011?

Manager's Special answer for 40 points

266,090 or 21.9% of Colorado's Children were classified as living in Food Insecure households!

Not only do school breakfast, lunch, after-school snack, and summer food service programs work to end childhood hunger, finding a home for “food leftovers” is good for the community and good for school districts. Districts are protected under governmental immunity and the Bill Emerson Good Samaritan Food Donation Act. “Gleaning” and redistributing the food to agencies is another system we can manage to serve our communities.

Question

Manager's Special question for 50 points

The Colorado School Nutrition Association is working hard to pass **THIS 2014 COLORADO LEGISLATION:** _____

Manager's Special answer for 50 points

HB14-1156 expands a prior law (SB09-033) which provides FREE lunches to eligible REDUCED PS-2 families without the \$.40/meal copay. HB14-1156 will expand the service of free school lunch to another 48,337 3rd-12th grade children in Colorado schools.

This bill will cost Colorado taxpayers \$2,378,280, but will bring another \$21,408,290 in NEW revenue to Colorado from Federal sources.

Why we do what we do...

Bottom line, we get the opportunity to contribute to the students' learning environment and be the best of their day because it is meal time/social time :)

While some of the regs and new guidelines have been challenging, seeing the kids enjoy a variety of fruits and vegetables (especially if they cannot get it at home) or having breakfast in the classroom are some positive rewards for me. If the child does not eat, it makes it difficult to learn. We get to the save the day Monday through Friday :)

~ Naomi Steenson – Adams 12 Schools



Why we do what we do...

“What fun to have the kids sample new veggies they’ve never eaten before and tell them in a way they can relate to what school lunch is really here for. We laughed and learned together outside of the rushed environment we usually experience when herding them through the lunch line. We now have 2 new items to add to the menu that they can say they had a say in and I left with a multitude of hugs and “I love you’s” which is the best fruit of our labor I could ask for.”

*~ Sandy Guyette, Food Service Supervisor
Weld County School District RE-1*



Why we do what we do...

“It is rewarding to think that we serve over a million lunches a year, many of those to students who would otherwise not get a meal at all (let alone a healthy meal) without our program. We know that we are making a difference because we know that a hungry child cannot learn.”

~ Tony Jorstad, Food Service Director
Brighton Public Schools



Why we do what we do...

“Blessings:

My job is different every day, I can be creative, entrepreneurial, a health advocate, a teacher. I advocate for policy and regulations, work collaboratively with community organizations and schools to improve the health of students.

I love the opportunity to serve healthy meals to our students providing some of them with the only meals they eat during the day. Our breakfast in the classroom program serves 12,000 students breakfast in 12 minutes each morning! The students are nourished and ready for their day of learning.

*~ Jill Kidd, Food Service Director
Pueblo City Schools*



Why we do what we do...

“Rewards: Having the ability to make a difference in shaping students eating habits

-Leading and developing our future leaders of school nutrition. I love working with the young dietitian's I hired and hope to have a positive impact on their career...maybe leave a bit of my legacy with them to carry on.

-Being a decision maker

-Everyone loves food and it is always fun to be that person that can make someone's day

-Being part of an entire school community that educates the "whole" child

~ Paula Buser, Food Service Director

Littleton Public Schools



Why we do what we do...

“I get to do what I love: serve children and serve others by serving “Good Food.” I love to eat good food and I love (even more) to serve good food. The food we eat, sustains our lives. We are fueling our children’s bodies, activities, health, and lives—setting the stage for a lifetime of good health. I’ve been given or “called to” an opportunity to serve children and I’m going to do this the best way every time.”

*~ Rick Hughes, Food Service Director
Colorado Springs School District #11*

“The King will reply, ‘Truly I tell you, whatever you did for one of the least of these brothers and sisters of mine, you did for me.’”

Matthew 25:40