

STUDENT FUND-RAISING

The School Board acknowledges that the solicitation of funds from students by students must be limited since compulsory attendance laws make the student a captive donor and because such solicitation may disrupt the program of the schools.

For purposes of this policy "student fund-raising" shall include student solicitation and collection of money for any purpose including collection of money in exchange for tickets, papers, or any other goods or services.

The Board will permit student fund-raising in school, on school property, or at any school-sponsored event only when the profit therefrom is to be used for school purposes or for an activity connected with the schools. Contracts with vendors shall limit the percentage that private companies may earn from school-based fund-raising involving students to fifty percent (50%) of the total profit.

All fund-raisers must be approved by the principal.

For any fund-raisers by student clubs and organizations, parent groups, or boosters clubs that involves the sale to students of food and/or beverage items ~~and/or beverages that will be consumed on campus on any school day, the sale of food and/or beverage items shall occur only provided it is to be sold between one (1) hour after the last lunch period and thirty (30) minutes~~ at least thirty (30) minutes after the conclusion of the last designated meal service period. ~~after the end of the regular school day~~ The sale to students of food and/or beverage items shall comply with the current USDA school meal nutrition standards and the USDA *Smart Snacks in Schools* regulations. However, the Board authorizes the Superintendent to grant special exemption from the standards for competitive foods as specified above for the purpose of conducting infrequent school-sponsored fund-raisers, provided the number of exemptions approved does not exceed the following maximum number of school days per school campus each school year that are set forth in F.A.C. 5P-1.003. If approved, fund-raisers that involve the sale of food items or beverages to students on campus must be consistent with regulations established in Policy 8550 -- Competitive Foods, whether those food items and/or beverages are compliant with, or an exception to, the current USDA school meal nutrition standards and the USDA *Smart Snacks in Schools* regulations.

If a special exemption is granted to the requirement that food items and/or beverages available for sale to students on campus ~~between one (1) hour after the last lunch period and thirty (30) minutes~~ are compliant with the current USDA school meal nutrition standards and the USDA *Smart Snacks in Schools* regulations, these fund-raisers shall only occur at least thirty (30) minutes after the conclusion of the last designated meal service period. The Principal of each school

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- 1 where such exemptions are approved shall maintain the records required by F.A.C.
- 2 5P-1.003.
- 3 ~~after the end of the school day are compliant with the current USDA school meal~~
- 4 ~~nutrition standards and the USDA Smart Snacks in Schools regulations, the~~
- 5 ~~Principal of each school where such exemptions are approved shall maintain the~~
- 6 ~~records required by F.A.C. 5P-1.003.~~



1 Raffles and all games of chance are prohibited.

2 Door-to-door solicitation by elementary and middle school students is prohibited.  
3 High school students who solicit door-to-door are required to work in groups of at  
4 least two.

5 School-wide and classroom incentives are permitted with the approval of the  
6 Principal. Incentives for individual students may be permitted if they have  
7 educational value.

8 Student fund-raising by approved school organizations, those whose funds are  
9 managed by the school financial accountant, may be permitted in school by the  
10 Principal. Student fund-raising by approved school organizations off school grounds  
11 may be permitted under the administrative procedures of the Superintendent.

12 Fund-raising by students on behalf of school-related organizations whose funds are  
13 not managed by the school financial accountant may be permitted on school  
14 grounds in accordance with the Superintendent's administrative procedures. These  
15 fund-raisers shall comply with the provisions of Policy 9211 - Parent Organizations,  
16 Booster Clubs, and Other Fund-Raising Activities.

17 Advisors or staff members for approved school organizations shall not accept any  
18 form of compensation resulting in personal gain from vendors that might influence  
19 their selection of a vendor that will provide a fund-raising activity or a product that  
20 will be sold as a fund-raiser. Furthermore, advisors or staff members for approved  
21 school organizations shall not accept any compensation resulting in personal gain  
22 from a vendor after a decision has been made regarding a fund-raising activity or a  
23 product that will be sold as a fund-raiser. In addition, advisors or staff members for  
24 approved school organizations who make the selection of a vendor that will provide a  
25 fund-raising activity or a product that will be sold as a fund-raiser shall not enter  
26 into a contractual arrangement whereby an advisor or staff member receives  
27 compensation in any form from the vendor that provides a fund-raising activity or a  
28 product that will be sold as a fund-raiser.

29 Such compensation includes, but is not limited to, cash, checks, stocks, or any  
30 other form of securities, and gifts such as televisions, microwave ovens, computers,  
31 discount certificates, travel vouchers, tickets, passes, and other such things of  
32 value. In the event that an advisor of an approved school organization receives such  
33 compensation, albeit unsolicited, from a vendor, the individual shall notify the  
34 school financial accountant, in writing, that s/he received such compensation and  
35 shall thereafter properly transmit said compensation to the school financial  
36 accountant at his/her earliest opportunity.

1 The Superintendent shall distribute this policy and the procedures that implement it  
2 to each student organization granted permission to solicit funds.

3 F.S. 1001.41(2), 1001.42(1), 1001.43  
4 F.A.C. 5P-1.003  
5 7 C.F.R. 210.11  
6 42 U.S.C. 1779

7 Revised 1/13/15

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COMPETITIVE FOOD SALES

The Nutrition Services Department will comply with the provisions set forth in Federal law regarding sale of competitive food and foods of minimal nutritional value.

~~Only the Nutrition Services Department shall sell food and beverages to students in elementary schools during regular school hours.~~

The Food and Nutrition Services Department shall be the sole provider of food and beverage items sold until at least thirty (30) minutes after the conclusion of the last designated meal service, ~~one (1) hour following the last lunch period~~, at which time other school organizations may begin to sell foods and beverage items in accordance with the Board's wellness policy and guidelines and with principal approval.

Accordingly, all food items and/or beverages for sale to students for consumption on campus from vending machines from school stores, or as fund-raisers by student clubs and organizations, parent groups, or boosters clubs shall comply with the current USDA school meal nutrition standards and the USDA *Smart Snacks in Schools* regulations, and shall only be available at least thirty (30) minutes after the conclusion of the last designated meal service period. Per Board Policy 5830, if a special fund-raising exemption is granted to the requirement that food items and/or beverages be available for sale to students on campus and are compliant with the current USDA school meal nutrition standards and the USDA *Smart Snacks in Schools* regulations, these fund-raisers shall only occur at least thirty (30) minutes after the conclusion of the last designated meal service period. The Principal of each school where such exemptions are approved shall maintain the records required by F.A.C. 5P-1.003. ~~between one (1) hour following the last school lunch period and thirty (30) minutes after the close of the regular school day. Exceptions to the requirement that all food items and beverages for sale to students as fundraisers between 12:01 am and thirty (30) minutes after the end of the regular school day comply with the USDA's Smart Snacks in Schools regulations will be for exemptions granted by the Superintendent for infrequent fund raisers approved in accordance with Policy 5830 and Policy 9211.~~

Food and beverages sold during the school day outside the cafeteria may be operated on a "profit share" program with prior approval of the Director of the Nutrition Services Department and the principal.

7 C.F.R. 210.11

F.S. 1001.41(2), 1001.42(16), 1001.43

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1 F.A.C. 5P-1.003  
2 42 U.S.C. 1779

3 Revised 1/13/15

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# APPENDIX A

## Ideas for Healthy Fundraising Alternatives for Schools, Sports, and Clubs

### Things You Can Make

- ☺ Activity theme bags
- ☺ Art fresheners
- ☺ Balloon bouquets
- ☺ Bath accessories
- ☺ Batteries, flashlights
- ☺ Books, calendars
- ☺ Brick/stone/tile memorials
- ☺ Bumper stickers and decals
- ☺ Buttons, pins
- ☺ Calendars
- ☺ Candles
- ☺ Cookbooks made by schools
- ☺ Christmas ornaments
- ☺ Christmas trees
- ☺ Coffee cups, mugs
- ☺ Cookbooks
- ☺ Coupon books
- ☺ Crafts
- ☺ Customized stickers
- ☺ Emergency kits for cars
- ☺ First aid kits
- ☺ Flowers, bulbs, plants

- ☺ Football seats
- ☺ Giant coloring books
- ☺ Gift baskets
- ☺ Gift certificates
- ☺ Gift items
- ☺ Gift wrap, boxes and bags
- ☺ Greeting cards
- ☺ Hats and jewelry
- ☺ Holiday wreaths
- ☺ Key chains
- ☺ License plates or holders
- ☺ School art drawings
- ☺ Magazine subscriptions
- ☺ Megaphones
- ☺ Mistletoe
- ☺ Monograms
- ☺ Pet treats/toys/accessories
- ☺ Plants
- ☺ Pocket calendars
- ☺ Prepaid phone cards
- ☺ Raffle Donations
- ☺ Scarves

- ☺ School Frisbees
- ☺ School spirit gear
- ☺ Scratch-off cards
- ☺ Sell/rent wishes
- ☺ Souvenir cups
- ☺ Spit/seasonal flogs
- ☺ Stadium pillows
- ☺ Stationery
- ☺ Stuffed animals
- ☺ Temporary/henna tattoos
- ☺ T-shirts, sweatshirts
- ☺ Valentine flowers
- ☺ Yearbook covers
- ☺ Yearbook graffiti
- ☺ Foot warmers
- Healthy Foods**
- ☺ Frozen bananas
- ☺ Fruit and nut baskets
- ☺ Fruit and yogurt parfaits
- ☺ Fruit smoothies
- ☺ Lunch box auctions
- ☺ Trail mix

### Things You Can Sell

- ☺ Art show
- ☺ Auction
- ☺ Bike-a-thons
- ☺ Bowling night/bowl-a-thon
- ☺ Car wash (pre-sell tickets)
- ☺ Carnivals
- ☺ Croft sales
- ☺ Dances (kids, family, father/daughter Sadie-Hawkins)
- ☺ Family/glam portraits
- ☺ Festivals
- ☺ Fun runs
- ☺ Golf tournament
- ☺ Hoop or Jump-rope-a-thon
- ☺ Magic show
- ☺ Raffle
- ☺ Recycling cans/bottles/ paper
- ☺ Singing telegrams
- ☺ Skate night/skate-o-thon
- ☺ Talent shows
- ☺ Tennis/horseshoe pitching Contest

For additional information on fundraising, please see:

[www.fundraisingdepot.com](http://www.fundraisingdepot.com)  
[www.stretchablebookcovers.com](http://www.stretchablebookcovers.com)  
[www.common-threads.com](http://www.common-threads.com)  
[www.partnersforkids.com](http://www.partnersforkids.com)  
[www.brickstonegrapits.com](http://www.brickstonegrapits.com)

[www.y-ties.com](http://www.y-ties.com),  
[www.fund-raising.com](http://www.fund-raising.com)  
[www.rippierleythomos.com](http://www.rippierleythomos.com)  
[www.efundraising.com](http://www.efundraising.com)  
[www.fundraisingbeads.com](http://www.fundraisingbeads.com)

[www.qsp.com](http://www.qsp.com)  
[www.currentfun.com](http://www.currentfun.com)  
[www.dulcoprinting.com](http://www.dulcoprinting.com)  
[www.nudayfundraising.com](http://www.nudayfundraising.com)

Adapted from Creative Financing and Fundraising, Shasta County Public Health

# APPENDIX B

## Alternatives to Food as a Reward

### Rewarding Good Behavior

Food, beverages, and candy are commonly used in schools to reward good behavior and academic performance. Often these foods have little or no nutritional value and are inconsistent with nutrition policies for foods sold on campus. Rewarding students with candy and sweets contradicts the teaching and modeling of behaviors and skills that promote student health.

### Disadvantages to using food as a reward include:

It undermines nutrition education taught in the classroom.  
It encourages overconsumption of foods high in sugar and fat.  
It teaches students to eat when they are not hungry as a reward to themselves.

## Examples of Non-Food Rewards

### Elementary School Students

- |  |  |   |
|--|--|---|
| ☺ Make deliveries to the office            | ☺ Fun video  | ☺ Paperback book  |
| ☺ Teach class                              | ☺ Extra recess   | ☺ Show-and-tell   |
| ☺ Sit by friends                           | ☺ Walk with the principal or teacher   | ☺ Earn play money for privileges  |
| ☺ Play a favorite game or do a puzzle      | ☺ Fun physical activity break (dance to class music)   | ☺ Teacher/volunteer read special book to  |
| ☺ Stickers, pencils, bookmarks             | ☺ School supplies  | ☺ Teacher performs special skills [e.g., sing]  |
| ☺ Eat lunch with teacher or principal      | ☺ Trip to treasure box filled with nonfood items (stickers, tattoos, pencils, erasers, period bookmarks) | ☺ Read outdoors or enjoy class outdoors   |
| ☺ Be a helper in another classroom         |  | ☺ Have extra art time   |
| ☺ Eat lunch outdoors with the class        |  | ☺ Have free choice at end of the day or end of class  |
| ☺ Have lunch or breakfast in the classroom |  | ☺ Listen with headset to an audio-book/music items that can only be used on special occasions |

### Middle School Students

- ☺ Sit with friends
- ☺ Extra credit
- ☺ Listen to music while working at desk
- ☺ Fun video
- ☺ Five-minute chat breaks at end of class
- ☺ Fun brainteaser activity
- ☺ Reduced homework or "no Computer time homework" passes
- ☺ Assemblies
- ☺ Field trips

### High School Students

- ☺ Extra credit
- ☺ Fun video
- ☺ Reduced homework
- ☺ Donated coupons to video stores, music stores or movies
- ☺ Drawings for donated prizes



# APPENDIX C

## Healthy Classroom Celebrations

Birthday parties and holiday celebrations provide a great opportunity for schools to make healthful eating fun and exciting for students. Schools can promote a positive learning environment by shifting the celebration from the food to the child. Celebrations can include a variety of activities, games and crafts and foods that taste good and are nutritious. An overall strategy to consider would be to have fewer parties and celebrate birthdays on a monthly basis.

### Healthy Food Ideas

- ☺ Low-fat or nonfat plain or flavored milk, 100% juice, water, flavored/sparkling water (without added sugars or sweeteners), sparkling punch (seltzer and 100% fruit juice)
- ☺ Fruit smoothies (low-fat yogurt, fresh or frozen fruit, ice)
- ☺ Fresh fruit assortment, fruit and cheese kabobs, fruit salad, fruit with low-fat whipped topping or topped with yogurt
- ☺ Dried fruit 100% fruit snacks
- ☺ Vegetable trays with low-fat dip, celery and carrots with peanut butter and raisins
- ☺ Whole-grain crackers with cheese cubes, string cheese or hummus
- ☺ Waffles or pancakes topped with fruit
- ☺ Pretzels, low-fat popcorn, rice cakes, bread sticks, graham crackers and animal crackers
- ☺ Angel food cake, plain or topped with fruit and low-fat whipped topping
- ☺ Bagel slices with peanut butter or jam, fruit or grain muffin (low-fat), whole wheat English muffin, hot pretzels
- ☺ Ham, cheese, or turkey sandwiches or wraps
- ☺ Low-fat pudding, low-fat yogurt, squeezable yogurt, yogurt smoothies, yogurt parfaits or banana splits (yogurt and fruit topped with cereal, granola or crushed graham crackers)
- ☺ Quesadilla or bean burrito with salsa
- ☺ Low-fat breakfast or granola bars
- ☺ Low-fat tortilla chips with salsa or bean dip
- ☺ Trail/cereal mix (whole grain, low-sugar cereals mixed with dried fruit, pretzels, etc.)
- ☺ Nuts and seeds
- ☺ Pizza with low-fat toppings (vegetables, lean ham, Canadian bacon), pizza dippers with marinara sauce

There is nothing wrong with an occasional treat but unhealthy food and beverage choices have become the norm rather than the exception. Healthy foods chosen as part of the festivities can provide an opportunity to reinforce nutrition lessons.

PARENT ORGANIZATIONS, BOOSTER CLUBS,  
AND OTHER FUND-RAISING ACTIVITIES

The School Board appreciates the efforts of all organizations whose objectives are to enhance the educational experiences of District students, to help meet educational needs of students and/or provide extra educational benefits.

In addition to parents, membership should be made available to District staff and members of the community.

Each volunteer organization shall work within the appropriate school setting and in cooperation with the principal and other staff members and shall abide by the policies of the Board.

Each group will submit its bylaws to the principal for review and approval.

Each group shall purchase liability insurance (riders – self-insured) to protect the entity against claims resulting from damage or injury resulting from any act or omission of any school-support entity.

By the end of each year, each group shall submit its tentative goals and objectives along with its fund-raising plans for the next school year to the principal for review. Should the goals and objectives or fund-raising plans change during the school year, the principal is to be advised before any final revisions are made. All activities must be approved by the principal.

Contributions and collections derived from school-sponsored fund-raising activities conducted by parent-teacher organizations, booster clubs and other related organizations that involve students in the solicitation or collection of funds shall be deposited in school internal funds. Funds collected from non-student activities may be deposited in a separate account only by organizations with 501(c)(3) status.

All fund-raising activities by any organization that utilize students directly in the solicitation of funds or utilize the school name or school community in the promotion of the activity shall receive prior approval of the principal. The proposed purpose of the allocation of expected gross profits minus expenses shall be evidenced by a prior written agreement.

Parent organizations, booster clubs, and other fund-raising activities cannot require individual students to meet a minimum fund-raising level.



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1 Only schools may require an activity fee for each student for participation in  
2 activities. Student fees must be deposited into internal accounts and must be used  
3 to benefit the student who paid the fee. Student fees cannot be used to purchase  
4 items that will remain the property of the school.

5 All funds collected through school-sponsored activities shall be expended for the  
6 purposes in the approved prior agreement or for other student or school benefits  
7 mutually agreed upon by the sponsor and the principal reflected in the minutes of  
8 the organization on file with the deposit.

9 Booster and other non-tax exempt or 501(c)(3) organizations shall provide a  
10 complete annual financial report following the close of the fiscal year to the  
11 principal. Tax exempt and 501(c)(3) organizations that raise more than \$5,000 in a  
12 year shall provide the principal with a copy of their required annual financial audit,  
13 financial report or tax return.

14 Booster groups supporting school-based co-curricular programs are restricted to  
15 high schools only.

16 Employees of the District, volunteer coaches, and mentor coaches shall not have  
17 signature authority on the funds of any parent organization, booster club, or other  
18 fund-raising activity when the organization has 501(c)(3) status and funds are  
19 maintained in a separate checking account. An exemption will be granted when an  
20 employee is elected to serve as an officer for a support organization and the  
21 responsibilities of the office require the employee to provide signature authority for  
22 the organization's financial transactions. Employees, volunteer coaches, and mentor  
23 coaches may not serve as officers for groups that they coach or sponsor.

24 Employees of the District shall not accept any form of compensation resulting in  
25 personal gain from vendors that might influence their selection of a vendor that will  
26 provide a fund-raising activity or a product that will be sold as a fund-raiser.  
27 Furthermore, advisors or staff members for approved school organizations shall not  
28 accept any compensation resulting in personal gain from a vendor after a decision  
29 has been made regarding a fund-raising activity or a product that will be sold as  
30 fund-raiser. In addition, advisors or staff members for approved school  
31 organizations who make the selection of a vendor that will provide a fund-raising  
32 activity or a product that will be sold as a fund-raiser shall not enter into a  
33 contractual agreement whereby an advisor or staff member receives compensation in  
34 any form from the vendor that provides a fund-raising activity or a product that will  
35 be sold as a fund-raiser.

36 An officer or other designated representative from every parent organization, booster  
37 club, or other fund-raising activity annually shall complete a mandatory,  
38 District-approved training on fund-raising and fund management.



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1 Parent-teacher or booster organizations must provide current banking information,  
2 a list of current officers, and financial reports at least annually to the school  
3 principal. The principal may request financial reports more often if deemed  
4 necessary.

5 Further, for any fund-raisers by student clubs and organizations, parent groups, or  
6 boosters clubs that involve the sale to students of food items and/or beverages that  
7 will be consumed on campus, the food and/or beverages items to be sold shall  
8 comply with the current USDA school meal nutrition standards and the USDA *Smart*  
9 *Snacks in Schools* regulations. However, the Board authorizes the Superintendent to  
10 grant special exemption from the standards for competitive foods as specified above  
11 for the purpose of conducting infrequent school-sponsored fund-raisers, provided  
12 the number of exemptions approved does not to exceed the maximum number of  
13 school days per school campus each school year that are set forth in  
14 F.A.C. 5P-1.003. If approved, fund-raisers that involve the sale of food items or  
15 beverages to students on campus must be consistent with regulations established in  
16 Policy 8550--Competitive Foods, whether those food items and beverages are  
17 compliant with, or a special exemption to, the current USDA school meal nutrition  
18 standards and the USDA *Smart Snacks in Schools* regulations.

19 Per Board Policy 5830—Student Fund-Raising, if a special exemption is granted to  
20 the requirement that food items and/or beverages available for sale to students on  
21 campus at least thirty (30) after the conclusion of the last designated meal service  
22 period ~~between one (1) hour after the last lunch period and thirty (30) minutes after~~  
23 ~~the end of the school day~~ are compliant with the current USDA school meal  
24 nutrition standards and the USDA *Smart Snacks in Schools* regulations, the  
25 Principal of each school where such exemptions are approved shall maintain the  
26 records required by F.A.C. 5P-1.003.

27 The Superintendent shall develop the administrative procedures so that each  
28 group's fund-raising activities are in compliance with Board policies and that the  
29 funds are used for school-related projects that have the approval of the principal.

30 7 C.F.R. 210.11  
31 42 U.S.C. 1779  
32 F.S. 1001.41(2), 1001.42(16), 1001.43  
33 F.A.C. 5P-1.003

34 Revised 1/22/13  
35 Revised 1/13/15

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## Professional Standards for All School Nutrition Program Employees

### Summary of the Final Rule Effective July 1, 2015

USDA has established minimum professional standards requirements for school nutrition professionals who manage and operate the National School Lunch and School Breakfast Programs.

The standards, another key provision of the Healthy, Hunger-Free Kids Act of 2010 (HHFKA), aim to institute minimum education standards for new State and local school nutrition directors as well as annual training standards for all school nutrition professionals. These new standards will ensure school nutrition personnel have the knowledge, training, and tools they need to plan, prepare, and purchase healthy products to create nutritious, safe, and enjoyable school meals. This final rule will:

- Create minimum hiring standards for new school food authority (SFA) directors based on a school district's size;
- Establish minimum hiring standards for new State directors of school nutrition programs and State directors of distributing agencies; and
- Require minimum annual training for all new and current school nutrition professionals.

A comprehensive Professional Standards Web site provides a database of training options. School nutrition staff can search for training that meets their learning needs in one easy-to-use location: <http://professionalstandards.nal.usda.gov/>

### Training Standards for All School Nutrition Program Employees (All Local Educational Agency Sizes)

<b>All Directors</b>	<b>For School Year 2015-2016 ONLY: at least 8 hours of annual continuing education/training.</b> Beginning school year 2016-2017: at least 12 hours of annual continuing education/training. This required continuing education/training is in addition to the food safety training required in the first year of employment.
<b>All Managers</b>	<b>For School Year 2015-2016 ONLY: at least 6 hours of annual continuing education/training.</b> Beginning school year 2016-2017: at least 10 hours of annual continuing education/training.
<b>All Other Staff</b> Other than the Director or Manager who works an average of at least 20 hours per week	<b>For School Year 2015-2016 ONLY: at least 4 hours of annual continuing education/training.</b> Beginning school year 2016-2017: at least 6 hours of annual continuing education/training.
<b>Part-Time Staff</b> Work <20 hours per week	Each year, at least 4 hours of annual continuing education/training, regardless of the number of part-time hours worked.  Note: If hired January 1 or later, an employee must only complete half of the above required training hours.

### Training Requirements for All State Agency Directors

State Director of School Nutrition Programs	State Director of Distributing Agencies
Each year, at least <b>15</b> hours of annual continuing education/training. Must PROVIDE, or ensure that State agency staff receives, annual continuing education/training. Must also PROVIDE a minimum of <b>18</b> hours of training to SFAs each year.*	Each year, at least <b>15</b> hours of annual continuing education/training. Must PROVIDE, or ensure that State food distribution staff receives, annual continuing education/training.*

*\*Training is an approved use of State Administrative Expenses (SAE) funds and a variety of training formats are allowed. States may use contractors or partner with other organizations (School Nutrition Association and National Food Service Management Institute, etc.) to provide training.*



## Hiring Standards for New School Nutrition Program Directors

New directors — those hired on or after July 1, 2015 — are subject to the new education requirements below. Existing directors will be grandfathered in their current positions as well as in the Student Enrollment category where they currently are working. (School Nutrition Program Directors are the individuals responsible for the operation of school nutrition programs for all schools under the local educational agency (LEA).)

Minimum Requirements for Directors	Student Enrollment 2,499 or less	Student Enrollment 2,500-9,999	Student Enrollment 10,000 or more
<b>Minimum Education Standards</b>  See the final rule for additional preferred educational standards for new directors	Bachelor's degree, or equivalent educational experience, with academic major in specific areas;* <b>OR</b> Bachelor's degree in any academic major, <b>and</b> State-recognized certificate for school nutrition directors; <b>OR</b> Bachelor's degree in any academic major, <b>and</b> at least 1 year year of relevant school nutrition programs experience; <b>OR</b> Associate's degree or equivalent educational experience, with academic major in specific areas,* <b>and</b> at least 1 year of relevant school nutrition programs experience; <b>OR</b> High school diploma (or GED) <b>and</b> at least 3 years of relevant experience in school nutrition programs.  (For an LEA with less than 500 students, the State agency may approve a candidate who meets the educational standards but has less than the required 3 years experience.)	Bachelor's degree, or equivalent educational experience, with academic major in specific areas;* <b>OR</b> Bachelor's degree in any academic major, <b>and</b> State-recognized certificate for school nutrition directors; <b>OR</b> Bachelor's degree in any academic major <b>and</b> at least 2 years of relevant school nutrition programs experience; <b>OR</b> Associate's degree or equivalent educational experience, with academic major in specific areas,* <b>and</b> at least 2 years of relevant school nutrition programs experience.	Bachelor's degree, or equivalent educational experience, with academic major in specific areas;* <b>OR</b> Bachelor's degree in any academic major, <b>and</b> State-recognized certificate for school nutrition directors; <b>OR</b> Bachelor's degree in any academic major <b>and</b> at least 5 years experience in management of school nutrition programs.
<b>Minimum Prior Training Standards</b>	At least 8 hours of food safety training is required either not more than 5 years prior to their starting date or completed within 30 days of the employee's start date.		

\* Specific majors/areas of concentration: food and nutrition, food service management, dietetics, family and consumer sciences, nutrition education, culinary arts, business, or a related field.

## Hiring Standards for New State Directors

	State Director of School Nutrition Programs	State Director of Distributing Agencies
<b>Education</b>	Bachelor's degree with an academic major in areas including food and nutrition, food service management, dietetics, family and consumer sciences, nutrition education, culinary arts, business, or a related field.	Bachelor's degree with any major.
<b>Knowledge &amp; Experience</b>	Extensive relevant knowledge and experience in areas such as institutional food service operations, management, business, and/or nutrition education.	
<b>Skills &amp; Abilities</b>	Additional abilities and skills needed to lead, manage, and supervise people to support the mission of school nutrition programs.	