USDA Child Nutrition Programs Administrative Review Summary Report

School Food Authority: Northwest Catholic Agency Code: 40-7215

School(s) Reviewed: Northwest Catholic

Review Date(s): March 13-14, 2019 Date of Exit Conference: March 14, 2019

State agencies (SA) are required to conduct administrative reviews to assess School Food Authority (SFA)'s administration of the National School Lunch Program (NSLP), School Breakfast Program (SBP), and other school nutrition programs. The objectives of the Administrative Reviews are to:

Determine whether the SFA meets program regulations,

- Provide technical assistance.
- Secure needed corrective action,
- Assess fiscal action, and when applicable, recover improperly paid funds.

General Program Reminders/Updates:

- The Department of Public Instruction (DPI) School Nutrition Team (SNT) conducts School Nutrition Skills Development Courses (SNSDC) each summer in various locations around the state. Courses cover many areas of the school nutrition programs including administrative responsibilities, program basics, meal pattern requirements and menu planning, financial management, meal benefit determination process, professional standards, procurement, and many other topics. More information along with other upcoming trainings and webinars can be found on the Wisconsin DPI School Nutrition Training webpage (dpi.wi.gov/school-nutrition/training).
- SFA staff are encouraged to pursue GOALS Certification. GOALS stands for Goal Oriented
 Achievement Learning Skills. This is a certificate endorsed by the DPI and is obtained by
 completing training in nutrition, program administration and operations, or communications and
 marketing. For more information go to the Wisconsin DPI <u>School Nutrition Training</u> webpage
 (dpi.wi.gov/school-nutrition/training/goal-oriented-achievement-learning-skills).
- The US Department of Agriculture (USDA) has a toolkit of resources to assist schools in meeting
 the nutrition standards on their <u>Healthier School Day: The School Day Just Got Healthier</u> webpage.
 The topics covered include Smart Snacks, offering fruits and vegetables, reducing sodium, and
 serving whole grain-rich products (http://www.fns.USDA.gov/healthierschoolday).
- The Smarter Lunchrooms Movement encourages schools to implement low-cost and no-cost lunchroom solutions to help students select healthier meal options
 (http://smarterlunchrooms.org). Smarter Lunchroom techniques are easy to begin implementing and help encourage student consumption of fruits, vegetables, legumes, non-flavored milk, and other healthful choices. These strategies are effective and research-based. Consider trying the Smarter Lunchroom techniques for increasing consumption of white milk.

Appreciation/Commendations/Noteworthy Initiatives:

Thank you to the staff at Northwest Catholic for the courtesies extended to us during the on-site review and for being available to answer questions and provide additional information. All were very receptive to recommendations and guidance. In addition, thank you for taking the time to respond to the off-site questions and requests, as well as pulling records for the on-site portion of the review.

The DPI review team appreciates the eagerness of the staff for their willingness to make changes to meet school nutrition program regulations. The DPI review team is confident that Northwest Catholic will continue to improve their knowledge and operation of child nutrition programs.

REVIEW AREAS

1. MEAL ACCESS AND REIMBURSEMENT

Certification and Benefit Issuance

Comments/Technical Assistance (TA)/Compliance Reminders

Public Release

- All SFAs are required to distribute a <u>Public Release</u> before the start of the school year (https://dpi.wi.gov/school-nutrition/national-school-lunch-program/free-reducedapplications#apps). The purpose is to inform the public that free and reduced price meals are available. SFAs must annually distribute the Public Release to 3 outlets, including:
 - o Local news media
 - o Grassroots organizations (local organizations providing services to populations in need)
 - Major employers contemplating or experiencing large layoffs
 - Local Unemployment Office (as applicable)
- SFAs are not required to pay to have the public release published but must maintain documentation of whom it was sent to along with the specific materials distributed.
- CEP schools must also publish a Public Release. A <u>Public Release</u>, (https://dpi.wi.gov/school-nutrition/national-school-lunch-program/community-eligibility) specific to CEP schools, is available on the DPI CEP website. The Public Release for Northwest Catholic was distributed to 3 outlets: Milwaukee J-S, Brown Deer Public Library, and the Milwaukee Public Library.

Direct Certification

• For CEP schools, two DC runs, at a minimum, must be completed during the school year. The runs should include full enrollment by school code (only list students with access to at least one meal per day). One run should be completed by October 31st and the second by April 1st.

Transferring Students

- When a child transfers to a new school within the same Local Educational Agency (LEA), the new school must accept the eligibility determination from the child's former school, if the child has an individual eligibility determination.
- A child that transfers within the same LEA from a CEP to a non-CEP school must be given free reimbursable meals for up to 30 operating days or until a new eligibility determination is made, whichever comes first.

Transferring the eligibility determination between LEAs ensures that qualifying students continue to receive school meal benefits as they transition to new schools, and avoids the possibility of unpaid meal charges. FNS strongly encourages LEAs to immediately accept the eligibility determinations made at a student's previous LEA (if they participated in NSLP) when a student transfers between LEAs during the school year, over the summer, or at the start of the next school year. Wisconsin DPI requires source documentation of the student's previous eligibility. The transfer of eligibility between LEAs for students attending CEP schools will be required by July 1, 2019.

Meal Counting and Claiming

Comments/Technical Assistance (TA)/Compliance Reminders

- Meals may only be charged to a student upon receipt of a reimbursable meal to assure proper benefits issuance.
- When entering the claim it is necessary to use the edit check to calculate your reimbursable meals by site for claim submission.
- Meals must be offered to all students each day school is in session a full day, so DPI has created <u>Field Trip meal resources</u> to help schools offer student meals (https://dpi.wi.gov/school-nutrition/national-school-lunch-program/menu-planning).
- The meal counting and claim for the Review Month was conducted perfectly.
- Please note that SFAs may claim visiting students in the paid category or the individual's category with documentation, unless they are from a CEP school.
- REMINDER: Meal benefits apply only to the reimbursable meal. The reimbursable meal includes milk as one of the required components, and must be priced as a unit. If the student decides to take only milk, this is not a reimbursable meal and will be charged for the milk as an a la carte item.
- When entering the claim it is necessary to use the edit check to calculate your reimbursable meals by site for claim submission.
- It was observed that a student came to get a lunch meal for another student in detention. To ensure an accurate point of service, it is a best practice for the student to come and get the meal and then proceed to detention. If this is not possible, a teacher or adult should be getting the meal for the student and not student for student.
- It was discussed to have class rosters available at the POS, for both breakfast and lunch to ensure
 accurate counting and claiming when the internet makes the computerized POS inoperable. It will
 save time and ensure all students are marked as they pass by the cashier, versus writing each
 students name.
- It was also suggested to ask each student to state his or her name as they approach the cashier to ensure correct students are marked.
- Lastly, again, to ensure each student is correctly scanned, it is recommended that the scanner be seated in front of the computer to ensure each scan is tallied vs. having a second person watching the screen while the scanner scans.

Findings and Corrective Action Needed: Meal Counting and Claiming

Finding #1: Inaccurate counting and claiming process for field trip meals—meals counted as ordered
not as received by an eligible student.
<u>Corrective Action Needed</u> : Please provide statement of understanding regarding counting and
claiming and describe the process that will be used going forward.

2. MEAL PATTERN AND NUTRITIONAL QUALITY

Technical Assistance for Meal Pattern & Buy American

Offer versus Serve

It is advised to operate Offer versus Serve (OVS) at breakfast. On the day of observation, almost all students had to be reminded to select a milk. If OVS was in place, students could still take their bagged lunch and either select or turn down the milk component. This would reduce waste and would make it easier for students to select a reimbursable meal without being reminded.

Lunch Signage

Accurate OVS signage is posted in the cafeteria for lunch. However, there is also a sign that indicates that students must select all five components for a complete lunch. This could be confusing for students. Technical assistance was given on using a different sign appropriate for OVS, found on our Signage webpage: (https://dpi.wi.gov/school-nutrition/national-school-lunch-program/menu-planning/signage).

Buy American

The USDA requires that an SFA purchase, to the maximum extent practicable, domestic commodities or products. Using food products from local sources supports the local economy, small local farmers and provides healthy choices for children in the school meal programs. The Buy American provision is required whether food products are purchased by SFAs or entities that are purchasing on their behalf.

The Buy American provision should be included in solicitations, contracts, and product specifications. A reply offer to comply with Buy American terms in a solicitation ensures contractors are aware of Buy American requirements. Furthermore, bidder assurance of the Buy American provision ensures that the bidder is responsive and responsible to the solicitation.

SFAs must monitor contractor performance as required in 2 CFR Part 200.318(b), formerly in 7 CFR Part 3016.36(b)(2), to ensure that contractors perform in accordance with the terms, conditions, and specifications of their contracts or purchase orders.

- The following products may be exceptions to Buy American provisions: pineapples, mandarin oranges, olives, tuna, bananas and coffee.
- If no country of origin is identified on the label, than SFA must get certification from the
 distributor or supplier stating: "We certify that (insert product name) was processed in the U.S.
 and contains over 51% of its agricultural food component, by weight or volume, from the U.S.,"
 This can accepted within an email.
- What is acceptable to determine compliance on a label? Label should indicate if the product is grown, processed and packed in the continental U.S. and any U.S. Territories. If the label indicates that product is distributed or packed in the U.S, but the country of origin is not listed, this product requires the distributor's certification as mentioned above.
- Any substitution of a non-domestic product for a domestic product (which was originally a part of the RFP), must be approved, in writing, by the food service director, prior to the delivery of the product to the school.
- Any non-domestic product delivered to the school, without the prior, written approval of the Food Service Director, will be rejected. Should non-domestic substitutes that were not pre-approved in writing by the food service director be delivered to and rejected by the school, selected

- distributor(s) shall be held accountable for all over-claims that result from failure to meet the school's required meal pattern.
- Agricultural products which are processed and produced outside of the U.S. may be accepted with
 proof from the manufacturer that poor market conditions exist (weather, and/or supply
 availability of market); this requirement applies to private labels as well as other labels.
- The SFA should maintain written procedures to ensure product received and inventory is compliant with the Buy American procedure. Sample written procurement contract management procedures and Buy American monitoring procedures can be found in the <u>Contract Management</u> chapter of the <u>Introduction</u> to the <u>Procurement Policy and Procedures Handbook</u> (https://dpi.wi.gov/school-nutrition/procurement/contract-procedures/contract-management). Additional Buy American monitoring procedures can be found on the <u>Buy American Provision</u> webpage (https://dpi.wi.gov/school-nutrition/procurement/buy-american/monitoring).

There are limited exceptions to the Buy American provision which allow for the purchase of products not meeting the "domestic" standard as described above ("non-domestic") in circumstances when use of domestic products is truly not practicable. Refer to SP 24-2016 for more information on the Buy American provision and limited exceptions.

More information on this new requirement, including a tool to assist with tracking noncompliant products, can be found on the SNT <u>Procurement</u> webpage (http://dpi.wi.gov/school-nutrition/procurement/buy-american).

Findings and Corrective Action: Meal Pattern & Buy American

Buy American

Finding: Frozen broccoli in storage was a product of Mexico.

• **Required Action:** Complete and submit the Buy American Non-Compliant Form for this product (https://dpi.wi.gov/sites/default/files/imce/school-nutrition/doc/buy-american-noncompliant-list.docx).

Daily Vegetable Shortage

Finding: There was a daily vegetable shortage on Wednesday, February 6, when only 1/2 cup of stir fry vegetables were offered. Students in grades K-8 must be offered at least 3/4 cup of vegetables each day.

 Required Action: Please submit one week of completed production records to show daily vegetable requirements are met.

Breakfast Signage

Finding: Signage was not posted at breakfast. Signage must be posted visible to students that indicates the offered components in each meal and tells students what they must select in order to make a reimbursable meal. Examples can be found on our Signage webpage (https://dpi.wi.gov/school-nutrition/national-school-lunch-program/menu-planning/signage).

Required Action: Please submit a photo of posted breakfast signage.

3. RESOURCE MANAGEMENT

Nonprofit School Food Service Account

Comments/Technical Assistance (TA)/Compliance Reminders

- The consultant address financial topics with the Authorized Representative the agency's Child Nutrition Program report, which provides you with a compilation of meals claimed, your reported revenues and expenditures, amount of federal reimbursement received and per meal costs for lunch and breakfast.
- The Aids Register shows the amount deducted from reimbursement to pay for shipping, handling and processing costs of USDA Foods and to track all program deposits made to the agency's account. Both resources are accessible from our Online Services webpage (dpi.wi.gov/nutrition/online-services).
- SFAs must limit the net cash resources in order to not exceed three months average expenditures.

Annual Financial Report (AFR)

- All revenues (reimbursements and student payments) and expenses (including food, labor, equipment, purchased services, and the other category) need to be separated into each program; this will aid the school in calculating its "yearly" reference period for nonprogram food compliance which is highly recommended. The report was changed starting with the 2016-2017 SY and the new '16-'17 Annual Financial Report instructions are located on the DPI website (https://dpi.wi.gov/sites/default/files/imce/school-nutrition/pdf/annual-financial-report-instructions.pdf).
- When a student deposits funds in their lunch account which will be used for meal purchases, the amount received is not treated as revenue until the meal has actually been served to the student. The amount of funds on hand in student accounts is treated as a deposit or liability account in either the foodservice fund (Fund 50) or the general fund (Fund 10) until the meal is served, at which point the deposit account is converted to revenue. This amount should not be recorded as revenue or part of the fund balance on your Annual Financial Report.
- The ending balance on June 30 from the previous year needs to be the beginning balance on July 1 for the current year.
- The ending balance, on June 30, can never be a negative balance. A transfer must be made from the non-federal funds to bring the ending balance to \$0.00.
- The school food service fund may not have an ending fund balance in excess of 3 month operating
 expenses, as this is considered "Excess Cash Balance". While we commend your staff for the fiscal
 viability of the child nutrition programs, federal regulations limit net cash resources to an amount
 not to exceed a three month average of operating expenses to remain in compliance with a nonprofit status.
- The SFA is in process of executing the Excess Cash Balance spend down plan.
- These categories of the AFR that should be addressed when tracking revenues and expenditures include:
 - Expenses for paper supplies, chemicals, thermometers, etc., should be reported under "Other". Only expenses for edible food items and beverages should be reported under "Food".
 - "Equipment" should reflect major purchases of equipment. Utensils, pans, smaller equipment such as a cart, etc., should be reported under "Other".
 - Under "Purchases Services" report any time you pay someone for services provides such as equipment repair and health inspections.
 - Under "nonprogram foods", report the expenses for any food items served to students that are not claimed as part of the reimbursable meal. Revenues and expenses from adult meals, a la carte, and caterings would also be included here.

When revenues are recorded from the federal reimbursement payments, make sure that you are recording the full reimbursement based on the printed claim form and not what is actually deposited into your account. As you will note on the claim, there may be money deducted from shipping, handling and processing fees for USDA Foods. The amount deducted from your revenue should be reported as an NSLP food expenditure for private schools and a purchased service for public schools.

Allowable Costs

- The nonprofit school food service account is to be used for the operation of the school meal program including food, supplies, equipment and personnel.
- The nonprofit school food service account may not be used to purchase land and/or buildings unless approved by FNS.
- Allowable costs are defined in 2 CFR 200 Subpart E and should be necessary, reasonable and allocable. More information on allowable costs can be found within the Indirect Costs guidance (http://dpi.wi.gov/school-nutrition/national-school-lunch-program/financial).
- Bad debt is an unallowable expense to the food service program. A transfer must be made from non-federal funds to cover student account write-offs. <u>SP23-2017 Unpaid Meal Charges guidance Q</u> & A may be found our Financial Management webpage (https://dpi.wi.gov/schoolnutrition/national-school-lunch-program/financial).
- Many volunteers were observed helping with the lunch meal service, including a former principal.
 This is very nice involvement by the community. Those volunteers did eat a lunch meal, which is an allowable cost to the nonprofit school food service account.

Unpaid Meal Charge Policy

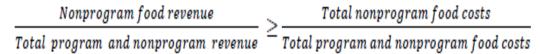
- USDA Policy Memorandum SP 46-2016 requires all SFAs operating federal school meal programs to have a written and clearly communicated policy that addresses unpaid meal charges. For a snapshot on what the policy must include, see the Unpaid Meal Charges In a "Nutshell" (http://dpi.wi.gov/sites/default/files/imce/school-nutrition/pdf/unpaid-meal-charges-nutshell.pdf). For a more comprehensive overview, see SP 23-2017: Unpaid Meal Charges Guidance (https://dpi.wi.gov/sites/default/files/imce/school-nutrition/pdf/sp-23-2017.pdf)
 - Best Practices
 - Local meal charge policy checklist
 - Sample outstanding balance letter
 - Sample robo-call script
- CEP SFA-wide schools are not required to have a policy.
- Funds in student meal accounts are considered a liability until a meal is purchased. When the funds are left "unclaimed", they cannot be used to offset another student's negative account, unless paid households have chosen to donate those funds to the school food service account. All funds left in any student meal account which cannot be contacted must be turned over to the Wisconsin Department of Revenue (DOR) as unclaimed property. The DOR has rules concerning unclaimed property that must be followed (https://www.revenue.wi.gov/DOR%20Publications/pb82.pdf).

Revenue from Nonprogram Foods

Comments/Technical Assistance (TA)/Compliance Reminders

 Nonprogram foods include: Adult Meals, A la Carte, Extra Entrees, Extra Milk (for cold lunch or milk break), Vended Meals (meals sold to other agencies), Catered Meals, and Food Service operated Vending Machines.

- All costs associated with nonprogram foods, including food, labor, equipment, and purchased services must be covered by revenues received from the sale of those foods. Nonprogram foods may not be supported by reimbursable meals or have a nonprogram foods loss absorbed by the food service account. Thus nonprogram foods may never run in the negative unless non-federal funds are transferred into the food service fund to cover the deficit.
- Nonprogram Food costs and revenues must be separated from Program food costs and revenues.
- Since nonprogram foods include Adult Meals and extra milk, these expenses and revenues must be separated from Program foods.
- The USDA Nonprogram Revenue Tool must be completed yearly, at a minimum. The <u>DPI Nonprogram Food Revenue Tool/Calculator</u> located on our website feeds into the USDA tool and aids in calculating prices of nonprogram foods and meeting the USDA nonprogram food regulation (http://dpi.wi.gov/sites/default/files/imce/school-nutrition/xls/non-program-food-price-calculator.xlsx).



SFAs that sell <u>only</u> nonprogram milk and adult meals as nonprogram foods are <u>exempt</u> from completing the USDA Nonprogram Food Revenue tool
 (http://dpi.wi.gov/sites/default/files/imce/school-nutrition/pdf/exceptions-nonprogram-revenue.pdf).

Adult Meals

- Adult meals are considered non-program foods. Food service programs must price adult meals above the overall cost of the meals. Since adult meal costs can be difficult to calculate, SFAs must, at a minimum, follow the <u>minimum</u> pricing guidelines in Food Nutrition Services Instruction 782-5.
- A <u>Wisconsin Adult Meal Pricing Worksheet</u> has been developed to assist the SFA in pricing adult meals (http://dpi.wi.gov/sites/default/files/imce/school-nutrition/doc/wisconsin-adult-meal-pricing-guide.doc).
- Districts need to assess adult meal prices annually prior to contract submission to ensure student reimbursements are not being used to subsidize adult meals. The current reimbursement rates (2017-18 SY) should be used to determine adult prices.

Resources

- Nonprogram Foods Revenue Rule SP-20-2016 (http://dpi.wi.gov/sites/default/files/imce/school-nutrition/pdf/sp-20-2016.pdf)
- Nonprogram Foods In a "Nutshell" (http://dpi.wi.gov/sites/default/files/imce/school-nutrition/pdf/nonprogram-foods-in-a-nutshell.pdf)

Findings and Corrective Action Needed: Revenue from Nonprogram Foods

Finding #1 : Adult meals served not priced adequately per adult pricing guidelines.
Corrective Action Needed: Please provide a statement of understanding that for '19-'20 contract
adult meals will be priced using DPI-developed adult meals pricing tool for non-pricing SFAs.

☐ Finding #2: Milk is given free to students who bring cold lunch. As these milks are not part of the reimbursable meal or program meal, they are subject to the nonprogram foods revenue regulation. If

nonprogram foods are not charged to students at nonprogram food pricing, these costs must be covered by nonfederal sources such as the general school fund as the nonprofit food service fund may not absorb the costs of nonprogram foods.

<u>Corrective Action Needed</u>: Please submit a plan describing how the cost of these extra milks will be tracked and their costs covered. If it is decided to keep providing free milk to students, the milks served must be tracked and tallied and the food service account must be reimbursed for these milks at nonprogram food prices, from nonfederal funds.

Indirect Costs

Comments/Technical Assistance (TA)/Compliance Reminders

- DPI does not allow the annual assigned indirect cost rate to be applied to Fund 50 (Foodservice
 account within WUFAR). For both public and private schools in Wisconsin, any costs assessed to
 foodservice must be based on documented and justifiable costs for each school building as they
 pertain to your school situation rather than an indirect cost rate. This may include utilities, rent,
 printing and mailing services, administrative oversight, etc.
- Allowable Expenditures assessed to the food service fund must be supported with documentation for items such as gas, electricity, waste removal, fuel, water, etc. for the school district. Examples of supporting documentation for costs assessed to food service fund could include:
 - Rent consultation with knowledgeable resource person on appropriate charges per facility (i.e., local reality broker who has knowledge of current rates for rent of similar facilities).
 - o Utility charges separately metered or current usage study by the local utility company.
 - Labor expenditures based on actual amount of time worked specifically for the purpose of school food service times the employee's wages and benefits.
 - Printing/publishing documentation of actual costs or documentation to support how these costs were prorated from the district's total costs, based on volume.
 - Waste disposal services, extermination services, and laundry services documentation of actual costs or documentation to support how these costs were prorated from the district's total.

4. GENERAL PROGRAM COMPLIANCE

Civil Rights

Comments/Technical Assistance (TA)/Compliance Reminders

Nondiscrimination Statement

• When including the <u>non-discrimination statement</u> on letters, menus, website, and other documents used to convey program information, it is necessary to use the current statement which was updated in 2015 (http://dpi.wi.gov/school-nutrition/national-school-lunch-program/civil-rights). However, when space is very limited, such as on the printed menus or low balance notices, the abbreviated statement may be used, "This institution is an equal opportunity provider." Either of these statements must be in the same size font as the other text in the document.

And Justice for All Poster

"And Justice for All" posters need to be posted in public view where the program is offered.

Civil Rights Training

- Civil rights training must be conducted on a yearly basis for all staff and volunteers who administer any portion of a school nutrition program.
- Civil rights training had been attended by all staff in the schools and documentation was available for review.

Civil Rights Self-Compliance Form

• The <u>Civil Rights Self-Evaluation Compliance</u> form is required to be completed by October 31 annually (https://dpi.wi.gov/sites/default/files/imce/forms/doc/f1441.doc).

Special Dietary Needs

- All food substitutions made outside of the meal pattern requirements must be supported by a signed medical statement from a licensed medical professional. SFAs may use the <u>prototype Medical Statement</u> for Special Dietary Needs posted on the DPI website, which is also available in Spanish and Hmong (http://dpi.wi.gov/school-nutrition/national-school-lunch-program/special-dietary-needs). Meals served to students with special dietary needs with the signed medical statement do not need to meet meal pattern requirements. Additional information on <u>special dietary needs</u> can be found on the DPI School Nutrition Team website (http://dpi.wi.gov/school-nutrition/national-school-lunch-program/special-dietary-needs). This <u>flow chart gives guidance on special dietary needs</u>, as well (https://dpi.wi.gov/sites/default/files/imce/school-nutrition/pdf/sdn-flowchart.pdf)
- School food service staff may make food substitutions, at their discretion, to accommodate children
 without a signed medical statement from a licensed medical practitioner. It is highly recommended
 that the SFA have a completed medical statement on file from a medical authority (which could be
 the school nurse) to support the request. These accommodations made for students must meet the
 USDA meal pattern requirements in order for the meals to be reimbursable. It is recommended that
 the SFA develop a policy for handling these types of accommodations to ensure that requests are
 equitable for everyone.
- Juice may not be substituted for fluid milk unless juice is specified as a substitution on a medical statement signed by a licensed medical practitioner. Water is available to all students, but an SFA may choose to offer lactose free milk or provide a fluid milk substitute that meets the nutritional requirements set forth by USDA. Nutrition information for a fluid milk substitute the SFA wishes to provide for students, must be approved by the SNT office. For more information on <u>fluid milk substitutes</u>, please see our Special Dietary Needs webpage (http://dpi.wi.gov/school-nutrition/national-school-lunch-program/special-dietary-needs).
- Fluid milk substitution rules apply to all federal school nutrition programs, including the National School Lunch Program, School Breakfast, and After School Snack Program, but do not apply to the Wisconsin School Day Milk Program. WSDMP allows juice as a milk substitution and is reimbursable. SFAs may offer lactose-free milk to children who have lactose intolerance without requiring DPI pre-approval for use.

Processes for complaints

- Schools must have a process for receiving and processing complaints alleging discrimination within the school meals program.
- All verbal or written civil rights complaints regarding the school nutrition programs that are filed with the district must be forwarded to the Civil Rights Division of USDA Food and Nutrition Service

- within five days. You will want to make sure that this is included in the district procedures to ensure compliance.
- All SFAs should have procedures (written procedures preferred) in place for handling civil rights complaints in regards to discrimination in the National School Lunch Program and School Breakfast Program. A SFA may always attempt to resolve a situation that is occurring in real time. However, if an individual states that they wish to file a civil rights complaint, the SFA must provide them with the information necessary to do so and not impede an individual's right to file. Please refer to the USDA Program Discrimination Complaint Form for assistance in filing these complaints (https://www.ocio.usda.gov/sites/default/files/docs/2012/Complain_combined_6_8_12.pdf).

Findings and Corrective Action Needed: Civil Rights

□ Finding #1: Incorrect Non-Discrimination Statement on posted menus.
 Corrective Action Needed: Correct statement and send menus (breakfast. Lunch and FFVP) indicating updated nondiscrimination statement.

 □ Finding #2: SFA does not have a procedure for processing complaints of alleged discrimination in USDA CNPs.
 Corrective Action Needed: Provide a timeline or policy for bringing this into compliance. Per Authorized Representative, on-site, during exit conference, compliance will be met by August, 2019. No further action needed.

 □ Finding #3: And Justice for All poster not posted in breakfast service area or in cafeteria, near where Afterschool Snack Program takes place.
 Corrective Action Needed: Please post the poster in lobby behind breakfast service area as well as in area where afterschool snacks are distributed and send pictures of posters in those areas to reviewer

On-site Monitoring

Comments/Technical Assistance (TA)/Compliance Reminders

Every school year, each SFA with more than one school must perform no less than one on-site
review of the meal counting and claiming system and the readily observable general areas of review
identified under 7 CFR 210.18(h) in each school operating the NSLP and 50% of schools operating
the SBP administered by the SFA; this is due by February 1.

as corrective action. Posters posted for both locations while on-site. No further action needed.

- The onsite monitoring forms have been updated to include the general areas of review and a new SBP program onsite review form found on our <u>Administrative Review</u> webpage under the SFA onsite monitoring section (http://dpi.wi.gov/school-nutrition/national-school-lunch-program/administrative-review).
- A CEP specific on-site monitoring NSLP and SBP form is available to compare total daily lunch meal
 counts against the attendance-adjusted enrollment. The forms are located on our <u>Community</u>
 <u>Eligibility Provision (CEP)</u> webpage, under the resources for currently participating sites section
 (http://dpi.wi.gov/school-nutrition/national-school-lunch-program/community-eligibility).

Local Wellness Policy

Comments/Technical Assistance (TA)/Compliance Reminders

The local wellness policy requirement was established by the Child Nutrition and Special Supplemental Nutrition Program for Women, Infants, and Children (WIC) Reauthorization Act of 2004 and further strengthened by the Healthy, Hunger-Free Kids Act (HHFKA) of 2010. The final rule requires School Food Authorities (SFAs) to begin developing a revised local school wellness policy during School Year 2016-17

with full compliance of the final rule by June 30, 2017. **Congratulations on having a comprehensive Local Wellness Policy.**

At a minimum, SFAs must permit participation by the public and the school community including parents, students, and representatives of the school food authority, teachers of physical education, school health professionals, the school board, and school administrators in the wellness policy process. In addition, SFAs must designate one or more school officials to ensure the SFA complies with the policy.

Content of the Wellness Policy

The final Local School Wellness Policy Implementation Under the Healthy, Hunger-Free Kids Act of 2010 rule requires the SFA to retain basic records demonstrating compliance with the local school wellness (LWP) requirements. If no LWP has been developed, the SFA must establish a written policy. For assistance in the creation of a LWP, SFAs are encouraged to utilize the Wisconsin Wellness: Putting Policy into Practice - School Wellness Policy Toolkit (http://dpi.wi.gov/school-nutrition/wellness-policy/toolkit). At a minimum the wellness policy must include:

- Nutrition education (Recommended goals related to nutrition education include integrating into other core subjects or offering as a stand-alone course for all grade levels.)
- Nutrition promotion (At a minimum SFAs must review smarter lunchroom tools and strategies. Additional promotional activities include contests, surveys, food demonstrations, taste testing, and farm to school programming.)
- Physical activity (Recommended that SFAs offer time for students to meet the 60 minute goal, this
 could include recess, classroom physical activity breaks, and opportunities for physical activity
 before and after school.)
- Guidelines for all foods and beverages sold on the school campus during the school day (The LWP must contain guidelines for Federal school meal requirements and competitive food standards [Smart Snacks]).
- Guidelines for all foods and beverages provided on the school campus during the school day (SFAs
 must develop standards for foods provided to students, this includes classroom parties, schools
 celebrations, food offered as rewards/incentives.)
- Guidelines for food and beverage marketing (At a minimum, SFAs must restrict marketing to food and beverages that meet competitive food standards on the school campus during the school day.)
- Public involvement and committee leadership (SFAs must invite and allow for a diverse group of stakeholders to participate in the development, implantation, review, and updating of the LWP.
 SFAs must also identify the official responsible for oversight of the LWP to ensure school compliance.)
- Implementation, assessment and update of policy (At a minimum, SFAs must notify the public about the content, implementation of, and updates to the LWP. SFAs must complete a triennial assessment to evaluate compliance with the LWP, how the LWP compares to model wellness policies, and progress made in attaining the goals of the LWP).

Resources:

- Please refer to the USDA <u>summary of the requirements</u> for local school wellness policies (http://www.fns.usda.gov/sites/default/files/tn/LWPsummary_finalrule.pdf).
- USDA Food and Nutrition Service has information on the <u>local school wellness policy</u> process and wellness policy elements (https://healthymeals.nal.usda.gov/school-wellness-resources).
- Wisconsin Team Nutrition has several <u>wellness policy resources</u> available, including a toolkit, a wellness policy builder, and wellness policy report card (http://dpi.wi.gov/schoolnutrition/wellness-policy).

Professional Standards

Comments/Technical Assistance (TA)/Compliance Reminders

- The Professional Standards regulations in 7 CFR 210.30 established hiring standards for new school nutrition program directors, hired on or after July 1, 2015, that manage and operate the National School Lunch and School Breakfast Programs. In addition, the regulations established annual training standards for all school nutrition program directors, managers, and staff which must be tracked.
- Each SFA must designate at least one staff member as a program "director". A program "director" is
 the person designated to perform or oversee the majority of the program duties such as sanitation,
 food safety, nutrition and menu planning, food production, procurement, financial management,
 record keeping, customer service, nutrition education, and general day-to-day program
 management.
- The <u>hiring standards for SFA directors</u> are based on the size of the SFA and includes education, school nutrition experience and food safety training requirements
 (http://dpi.wi.gov/sites/default/files/imce/school-: nutrition/pdf/professional-standards-hiring-chart-by-district-size.pdf).
- Per SP 38-2016, any School Food Service Director hired after July 1, 2015 that does not meet the
 minimum education requirements cannot use the nonprofit school food service account to pay their
 salary; this would be an unallowable cost and the SFA's general fund may be used to pay the salary of a
 new director who is actively pursuing the minimum education requirements.

<u>Professional Standards: New Food Service Director Hiring Requirements</u> (https://dpi.wi.gov/school-nutrition/professional-standards). Please see the DPI Professional Standards webpage for more information.

New Food Service Director Minimum Hiring Standards: <u>SFA Enrollment under 500</u>: High school diploma (or GED) AND at least 1 year relevant experience in school nutrition.

<u>SFA Enrollment under 2,499</u>: High school diploma (or GED) AND at least 3 years relevant experience in school nutrition.

<u>SFA Enrollment 2,500-9,999</u>: Associate degree (or equivalent) with a related academic major AND at least 2 years relevant experience in school nutrition.

<u>SFA Enrollment > 10,000</u>: Bachelor's degree (or equivalent) in any academic major AND at least 5 years relevant experience in school nutrition.

Professional Standards: Training Requirements

- Annual training must be job-specific and intended to help employees perform their duties well. The
 required annual training hours vary according to the employee's role in the management and
 operation of the school nutrition program.
- Trainings can be provided in a variety of formats (online, in person, webinars) and through various providers (DPI, USDA, in-house, etc.).
- SFAs should clearly document all required training information and maintain that file including the name of staff person, date hired, title/position, brief list of core duties/responsibilities, status (full, part-time, substitute, volunteer, etc.), professional standards position (director, manager or staff).

Learning codes are not required, but encouraged. A template tracking tool is posted to our Professional Standards webpage (http://dpi.wi.gov/school-nutrition/training/professional-standards).

Annual Training Requirements for All Staff

- Directors: 12 hours
- Managers: 10 hours
- Other Staff (20 hours or more per week): 6 hours
- Part Time Staff (under 20 hours per week): 4 hours
- If hired January 1 or later, only half of the training hours are required during the first school year of employment.

Findings and Corrective Action: Professional Standards

☐ **Finding:** Training tracking tool lists FSD as manager. Training requirements for FSDs are 12 hours per year and not 10, as for a manager.

<u>Corrective Action Needed</u>: Update tracker to list manager as FSD. Send updated tracker as corrective action. Corrected on-site. **No further action needed.**

Water

Comments/Technical Assistance (TA)/Compliance Reminders

Water is required to be available at no charge to students during the lunch and breakfast meal services. Schools can provide free water in a variety of ways, such as water pitchers and cups on lunch tables, a water fountain, or a faucet that allows students to fill their own bottles or cups.

For more information and resources on the water requirement, see our <u>Water Availability webpage</u> (https://dpi.wi.gov/school-nutrition/national-school-lunch-program/water-availability).

Food Safety and Storage

Comments/Technical Assistance (TA)/Compliance Reminders

<u>A Flash of Food Safety</u> is a video series designed to help school nutrition professionals understand and apply safe food practices (www.fns.usda.gov/ofs/food-safety-flashes). The <u>Office of Food Safety</u> website (www.fns.usda.gov/ofs/food-safety) includes food safety resources.

Food Safety Inspections

- Every school operating USDA School Child Nutrition Programs must have two food safety inspections during each school year: including food safety inspection and a review of the site's Food Safety Plan.
- Food safety inspection reports must be posted in public view. Posting the food safety inspection report in the same location as the "And Justice For All" poster can be a convenient way to have both items publicly visible.

Temperatures

 All cooling equipment must have internal temperatures taken and recorded daily on temperature logs. Posting them directly on the equipment makes recording convenient and a regular part of daily routines.

Food Safety Plans

- The Food Safety Plan was available for review. The staff are knowledgeable about food safety
 practices and safe food handling. All temperature logs, calibration logs, and sanitizing solution logs
 were up-to-date.
- All schools must have a comprehensive, site-specific food safety plan on-site which includes all
 process 1, 2, and 3 items, all applicable standard operating procedures (SOP), all equipment, and a
 listing of food service staff at that site. The food safety plan must be reviewed annually. A prototype
 food safety plan template as well as template SOPs may be found on the <u>SNT Food Safety</u> webpage.
 (https://dpi.wi.gov/school-nutrition/food-safety)
- The site-specific food safety plan should include SOPs for all programs and procedures utilized at the site.
- The procedures detailed in the SOPs included in the site-specific food safety plan should be followed by all food service staff, student workers, volunteers, and any other people involved in the implementation of Child Nutrition Programs at all times.
- SFAs are required to update food safety programs based on Hazard Analysis Critical Control Point
 (HACCP) principles to cover any facility where food is stored, prepared, or served for the purposes of
 the NSLP, SBP, or other FNS programs. This means the food safety program should contain standard
 operating procedures (SOP) for safe food handling on school buses, in hallways, school courtyards,
 kiosks, classrooms, or other locations outside the cafeteria.

Food Employee Reporting Agreements

- All food service employees must have a signed <u>Food Employee Reporting Agreement</u> on file (https://datcp.wi.gov/Documents/foodemployeereportingagreementsupplement.pdf).
- Employees must sign a new Food Employee Reporting Agreement form if changes are made to the document. While there are no requirements as to how frequently food service employees must sign a Food Employee Reporting Agreement form, it is the best practice for each food service employee to annually review and sign an agreement to reinforce the information contained in the document.

<u>Storage</u>

- SFAs are required to ensure that facilities for the handling, storage, and distribution of purchased and donated foods are properly safeguarded against theft, spoilage, and other loss (7 CFR 210.13(d)).
- It was suggested to the FSD to designate and label shelves in the coolers and freezers for nonprogram foods, such as from the parish, teachers and employees, to keep separate from program foods.
- The on-site and/or off-site storage areas were reviewed, including freezers, refrigerators, dry good storage rooms and other areas. Several items in walk-in cooler were not labeled.
- It was suggested to use a milk barrel for milk during breakfast service to aid in keeping milk at proper temperature.
- It also was suggested that all 4 freezer sleeves for milk barrels be used during service to ensure proper temperature of milk.

Time/Temperature Control for Safety (TCS) Food

Milk and dairy products Shell eggs

Meat (beef, pork, and lamb)

Poultry Fish Shellfish and crustaceans
Baked potatoes
Heat-treated plant food, such as cooked rice,
beans, and vegetables
Tofu or other soy protein

Sprouts and seed sprouts Sliced melons Cut tomatoes Cut leafy greens Untreated garlic-and-oil mixtures Synthetic ingredients, such as textured soy protein in meat alternatives

Time as Public Health Control

- When using "Time as a Public Health Control":
 - The internal temperature must be at or below 41 degrees Fahrenheit (°F) at the beginning of the holding period for cold time/temperature control for safety (TCS) food.
 - TCS food can be held up to 6 hours at an internal temperature between 41°F and 70°F under monitored conditions. Provisions must be made to discard product if the 6 hour time limit is exceeded, the temperature of the cold TCS food rises above 70°F, or the food is removed from service.
 - Hot TCS foods can be held up to 4 hours at an internal temperature greater than 70°F. Provisions must be made to discard product if the 4 hour time limit is exceeded, the temperature of the hot TCS food falls to 70°F, or the food is removed from service.
 - There can be no leftovers and no reuse of the items covered under this plan. Thus, if any TCS food is held without mechanical refrigeration during service, including TCS foods on garden bars, all leftover TCS food must be discarded.

Findings and Corrective Action: Food Safety

☐ Finding #1: Food Safety Plan is missing Standard Operating Procedures (SOPs) for breakfast service outside of cafeteria, FFVP, Afterschool Snack Program and Milk Barrel Use.

Corrective Action Needed: Template SOPs for these programs are available on the DPI Food Safety page of the website (https://dpi.wi.gov/school-nutrition/food-safety#templates). Please provide each of these SOPs as corrective action.

Record Keeping

Comments/Technical Assistance (TA)/Compliance Reminders

- Thank you for completing the required USDA and DPI reports and maintaining the paperwork in an organized manner.
- There are additional record retention rules for CEP. "LEAs/schools must retain records used in the
 development of the ISP (e.g., records for the initial approval year and all records from the year any
 updates are made to the ISP) during the entire period CEP is in effect. In addition documentation
 must be retained for five years after the submission of the final claim for reimbursement for the last
 fiscal year of CEP." Documents would also need to be maintained longer if there were an open audit
 issue needing to be resolved.
- All free and reduced price applications, including applications from households denied benefits must be kept on file for a minimum of three years after the final claim is submitted for the fiscal year to which they pertain.

<u>School Breakfast Program (SBP) and Summer Food Service Program (SFSP) Outreach</u> Comments/Technical Assistance (TA)/Compliance Reminders

 At the beginning of the school year, the SFA must notify families of the availability of breakfast and schools should send reminders regarding the availability of the SBP multiple times throughout the school year.

Breakfast Promotion

The breakfast participation in the Northwest Catholic is low compared to participation at lunch—about 50% of lunch counts. Therefore, it is suggested that ideas for increasing participation be considered. One idea would be to look at offering breakfast in the classroom or a mid-morning breakfast model (either out of the kitchen or in the classroom). More information about potential breakfast service models as well as financial models can be found in the Serving up a Successful School Breakfast Program guide (http://dpi.wi.gov/school-nutrition/school-breakfast-program).

A Breakfast in the Classroom Toolkit is also available if that option is considered (https://dpi.wi.gov/school-nutrition/school-breakfast-program/resources).

Parents play an important role in School Breakfast Program participation. A video was developed to help show parents the benefits that the School Breakfast Program provides for them and their children. This video along with a brochure can be found on our Resources for the School Breakfast Program webpage, in the Marketing Breakfast section (https://dpi.wi.gov/school-nutrition/school-breakfast-program/resources).

For more ideas on breakfast menus, visit our On, Wisconsin! Cycle Menu or look up menus for other schools in Wisconsin.

- <u>Cycle Menu Resources</u> (http://dpi.wi.gov/school-nutrition/national-school-lunch-program/menuplanning/cycle-menu)
- <u>School Breakfast Menus on the Web</u> (http://dpi.wi.gov/sites/default/files/imce/school-nutrition/pdf/school-breakfast-menus-on-the-web.pdf)

National School Breakfast Week is in the spring each year. This is a great time to promote your breakfast program, try new recipes, incorporate activities, etc. to increase participation.

- School Breakfast is promoted in the Back-to-School newsletter, monthly menus and throughout the year in the newsletter.
- Continue to promote participation in the School Breakfast Program with fun menus or promotions.

Summer Meals

A goal of USDA Child Nutrition Programs is to ensure all students have access to healthy and nutritious meals year-round. Even though a summer feeding program is not operated at Northwest Catholic, USDA requires all SFAs to inform families of where their students can receive a free meal in the summer months. SFAs can inform families of summer meals via the following methods:

- Promotion of the <u>summer meals locator</u> on the DPI Summer Meals webpage (https://dpi.wi.gov/community-nutrition/sfsp/find-summer-meals-site)
- Promotion of calling 211 to locate meals in the area
- Promotion of the ability to text 'food' to 877-877 to locate meals in the area
- Promotion of the USDA <u>Summer Food</u> website (http://www.fns.usda.gov/summerfoodrocks)

Resources:

- To access an inclusive map of all potential participating sites in your area, see the <u>interactive</u> map on the SFSP website (http://www.fns.usda.gov/capacitybuilder).
- For more information on Summer Feeding option contact:
 Amy J. Kolano, RD, CD, Summer Food Service Program Coordinator
 Phone: 608.266.7124; e-mail: amy.kolano@dpi.wi.gov

Findings and Corrective Action: SBP and SFSP Outreach

☐ Finding #1: Summer Food Service Program outreach not occurring.

Corrective Action Needed: Please provide a statement of understanding regarding required program outreach and describe intended process of informing households going forward.

5. OTHER FEDERAL PROGRAMS REVIEWS

Afterschool Snacks

Comments/Technical Assistance/Compliance Reminders

- Each site participating in the Afterschool Snack Program needs to have an onsite monitoring review completed within the first four weeks of operation, and a second review within the school year. The review form to complete may be found on our <u>Afterschool Snack Program</u> webpage (http://dpi.wi.gov/school-nutrition/after-school).
- Area Eligible Afterschool Snacks are all claimed at the free rate.
- Each afterschool snack location is required to maintain documentation supporting that reimbursable
 meals were provided to students, including production records with snack items and serving size.
 Menus are not required, but encouraged. Production record examples are found on the afterschool
 snack program webpage linked above.
- Participating students are claimed by eligibility category (free, reduced, or paid) when a reimbursable snack is selected.
- Afterschool sites must provide educational or enrichment activities in an organized, structured, and supervised environment.
- <u>Snack Count Sheets</u> and <u>production record templates</u> are located on the Afterschool Snack webpage (http://dpi.wi.gov/school-nutrition/after-school).

Fresh Fruit and Vegetable Program (FFVP)

Comments/Technical Assistance (TA)/Compliance Reminders

- As a reminder, nutrition education is essential to the success of the program but additional funding is
 not available through the grant to purchase nutrition education materials. Free materials can be
 ordered from the USDA's Team Nutrition (https://pueblo.gpo.gov/TN/TNPubs.php). Other
 materials can be accessed through the Wisconsin Team Nutrition webpage (https://dpi.wi.gov/team-nutrition/nutrition-education).
- Classroom teachers are allowed to participate with the students in the FFVP snack but that they are the only adults that are allowed to. Teachers can be powerful role models for students. While eating the FFVP snack with students, teachers have the opportunity to model healthy eating behaviors. This can be an effective way to reinforce nutrition education lessons and encourage reluctant students to try the snack. However, teachers are not required to participate and no additional funding is provided in the grant for teachers. If a classroom has both a teacher and a teacher's aide, the teacher's aide can be permitted to participate in the FFVP snack in place of the teacher if they have direct involvement with the students. See page 10 of the USDA's FFVP Handbook for more information (http://www.fns.usda.gov/sites/default/files/handbook.pdf).
- Offering a cooked vegetable can be allowable if certain criteria are met. This is mentioned on page 15 of the USDA's FFVP Handbook. The vegetable must be purchased fresh and cooked in house.
 Additional ingredients should not be added during the cooking process as the goal is still to connect students with the flavor of the actual vegetable. The vegetable that is cooked should be one that is not normally eaten raw and it must be offered as part of a nutrition education lesson. Cooked vegetables are limited to one time per week.

6. COMMUNITY ELIGIBILITY PROVISION (CEP)

Comments/Technical Assistance (TA)/Compliance Reminders

- It is necessary to maintain all certification documents supporting participation in CEP. REMINDER: the current identified student percentage (ISP) and claiming percentages are approved through the '21-'22 school year, for a four year cycle. CEP participating schools will need to inform the SNT annually of the intent to continue participating in CEP, or of any changes to participation (i.e. withdrawal, change of participating schools, groups or requested increases to percentages).
- <u>USDA Community Eligibility Provision guidance</u> has been expanded in memo SP 54-2016 (www.fns.usda.gov/community-eligibility-provision-guidance-and-updated-qas-1) to allow for the use of one form for both meal eligibility and as an alternative household form to be used in CEP schools. This may alleviate confusion among households and administrative staff at a mixed district. This memo clearly outlines the requirement to cost-allocate expenses back to the district for processing and distributing forms in CEP schools. CEP applications and labor hours involved with processing them cannot be paid for from the nonprofit school food service account.
- There must also be a method to accurately distinguish between forms from students in CEP versus non-CEP households. CEP applications are not subject to verification, independent review of applications, and the certification and benefit issuance portion of the AR review, nor do these students carry individual meal eligibilities that can extend benefit to other students.

"The Wisconsin Department of Public Instruction has a vision that every student will graduate prepared for college and career. Goals are for students to have the knowledge, skills, and habits that will allow them to succeed in life after high school. Access to quality nutrition plays a major role in developing those lifelong habits.

The School Nutrition Team believes that what school nutrition programs do every day plays a very important part in the success of every child being able to graduate. We all know that well-nourished children are ready to learn. Thank you for all you do to ensure your students' success.

For more information on this initiative, please visit the Wisconsin DPI <u>Every Child a Graduate</u> webpage (https://dpi.wi.gov/statesupt/every-child-graduate)."



With School Nutrition Programs!