

Board of Education Regular  
Meeting/Business  
Monday, April 28, 2025 6:00 PM

Virginia Moon Administrative Center  
8545 Park Dr  
Ralston, NE 68127-3621

## Agenda

1. Call To Order  
**Speaker(s):** Board President
2. Pledge of Allegiance  
**Speaker(s):** Board President
  - 2.1. Roll Call - Excuse Board Members not in attendance  
**Speaker(s):** Board President
3. Public Comment Sign In Procedure
  - 3.1. Public Comment
4. Consent Agenda (Action)  
  
**Speaker(s):** Board President
5. Board Development and Communication
  - 5.1. Board Members' Update
6. Superintendent's Report  
**Speaker(s):** Superintendent
  - 6.1. District Recognition and Celebrations  
**Speaker(s):** Ben Billesbach
  - 6.2. Government Relations Update  
**Speaker(s):** Jason Buckingham/ Joe Kohout
  - 6.3. NASB Updates and Information  
**Speaker(s):** Mrs. Elizabeth Kumru
  - 6.4. Enrollment Update  
**Speaker(s):** Dr. Anne Harley
  - 6.5. Attendance data update  
**Speaker(s):** Jason Buckingham
  - 6.6. Instructional Time Update  
**Speaker(s):** Jason Buckingham
  - 6.7. Arbor Family Counseling Utilization Presentation  
**Speaker(s):** Missy Stolley
  - 6.8. Ralston Schools Foundation 990 Tax Form Review  
**Speaker(s):** Jason Buckingham
7. Board Action Items
  - 7.1. Food Service Management Company Contract Approval (Action)  
**Speaker(s):** Aaron Bredenkamp
8. Policy Review
9. Pre-Adjournment Information and Activities
  - 9.1. Announcements
  - 9.2. Board of Education Supplemental Meeting Information

- 9.3. Future Board Calendar
10. Adjourn

**2009**  
**Public Participation at Board Meetings**

The board of education shall conduct its meetings in accordance with the Nebraska Open Meetings Act.

The board shall make reasonable efforts to accommodate the public's right to hear the discussions and testimony presented at its meetings. The board shall make available at the meeting, for examination and copying by members of the public, at least one copy of all reproducible written material to be discussed in open session of the meeting.

Except for closed sessions, the board will allow members of the public an opportunity to speak at each meeting. The board may make and enforce reasonable rules and regulations regarding the conduct of persons attending, speaking at, videotaping, photographing, or recording its meetings.

The board shall not require members of the public to identify themselves as a condition for admission to the meeting, nor shall such body require that the name of any member of the public be placed on the agenda prior to such meeting in order to speak about items on the agenda. However, the board shall require members of the public desiring to address the board to identify themselves, including an address and the name of any organization represented by such person unless the address requirement is waived to protect the security of the individual.

Adopted on: \_\_\_\_\_

Revised on: \_\_\_\_\_

Reviewed on: \_\_\_\_\_

**Ralston Public Schools  
Board of Education Regular Meeting**

**Monday, April 14, 2025**

The Ralston Public Schools Board of Education met in open, public session on Monday, April 14, 2025. Before the regular meeting, the Board held a work session from 5:00 - 6:00 pm.

The regular Board of Education meeting started at 6:00 pm. The work session and regular meeting took place at the Virginia Moon Administrative Center, 8545 Park Drive, Ralston, NE. The District provided advance notice by publication in *The Omaha Daily Record* and on the District's website, [www.ralstonschools.org](http://www.ralstonschools.org).

**Call to Order**

Board President, Mrs. Robin Richards, called the meeting to order at 6:00 pm

**Roll Call**

A motion was made to excuse the Board Member, Mrs. Carrie Hough. A motion was made by Mrs. Elizabeth Kumru and seconded by Mrs. Carrie Hough.

Mrs. Kumru: Yes  
Mrs. Willey: Yes  
Mrs. Richards: Yes  
Mrs. Krause: Yes  
Ms. Roarty: Yes

In addition to the Board members, those in attendance included Mr. Jason Buckingham, Dr. Aaron Bredenkamp, Dr. Anne Harley, Dr. Sara Zabrowski-Gates, and Mrs. Angie Murphy.

**Consent Agenda**

Consent agenda items include minutes from the March 24, 2025 meeting; March Financial Report, March bills in the amount of \$534,680.71 for the General Fund, and \$1,785,883.35 for the Special Building Fund. Prior to the meeting Ms. Mary Roarty and Mrs. Samantha Willey reviewed the bills.

The following staff members submitted their resignations: Eunses Casillas (MB), Wendy Stange (MEA), and Kelsey Hardesty (MEA).

Recommend the following to be hired for the 2025-2026 school year.

- **Josue Ayala:** RHS Social Studies. BA from UNO and will have his MA from UNO in May 2025. Currently, he is a teacher at Lexington Public Schools.
- **Teri Persighl:** Kindergarten Seymour. BA from Peru State College. Currently, she is a

Kindergarten teacher in the Millard School District.

- **Mary Roth:** Music teacher at KW. Mary will graduate with her BA from Northwest Missouri in May 2025.
- **Brenda Ramos:** Art teacher at MB & KW. Brenda will graduate with her BA from UNO in May 2025.
- **Francheska Cal:** 4<sup>th</sup> Grade MB. BA + 36 from California Lutheran University. Currently, she is a teacher at Pinecrest Academy of Northern Nevada.
- **Heather Blankenship:** Sped at RMS. BA from UNO and MA from Doane. Currently, she is a Resource Teacher at Lexington School District Two in South Carolina.
- **Alexander Cherubin:** RHS Spanish. BA from Creighton University, will graduate with Master of Science from University of Nebraska-Kearney 05/2027. Currently, he is a Substitute Teacher for Bellevue Public Schools and Papillion- La Vista Community Schools.
- **Dara Coffey:** Special Education KW/SY. MA at UNO. Currently, she is Special Education Resource Teacher for grades K-5 at Elkhorn Public Schools.
- **Mary Sasek:** Assistant Principal at RHS. BA at UNO, Masters of Curriculum, and Instruction from Doane University and 7-12 Administration Endorsement from Wayne State. Currently she is an Assistant Principal at Bellevue West High School.

Motion to approve consent agenda was made by Mrs. Elizabeth Kumru and seconded by Mrs. Katie Krause.

Mrs. Willey: Yes  
Mrs. Richards: Yes  
Mrs. Krause: Yes  
Ms. Roarty: Yes  
Mrs. Kumru: Yes

## **BOARD DEVELOPMENT AND COMMUNICATION**

### **Board Comments**

Mrs. Richards has been busy since the last BOE meeting, attending several events, including a NASB conference, an RHS Alumni Committee meeting, an RPS Legislative Committee meeting, an NDE Listening Forum, a BOE Building and Grounds Subcommittee meeting, a BOE Agenda meeting, and participating in a NASB Legislative phone call. Mrs. Richards will attend a Legislative luncheon on Tuesday, April 15, and a NASB Leadership call on Wednesday, April 16.

Mrs. Kumru also attended several meetings, including the NASB Conference, the RPS Food Service and Parent Advisory Board meeting, and an RPS Legislative Committee call. She will participate in a Nebraska Department of Education focus group on Tuesday, April 15. On Wednesday, she will drive to Fairfield, NE, for a meeting and will tour the Sandy Creek School District. Mrs. Kumru also mentioned that Judy Kyle is accepting donations to provide free books to students during summer school and encouraged anyone interested to support the effort.

Ms. Roarty recently attended meetings with NASB, NEA, and the RPS Board Building and Grounds Subcommittee. She has been staying informed about state legislative developments and is looking forward to the upcoming Heart of Learning Banquet.

Mrs. Krause thanked everyone who attended the NSBA Conference and shared the information they received. She also attended Camp Kindergarten at Seymour Elementary. As part of her outreach through the University of Nebraska Extension Office, she visited Meadows Elementary and took the kindergarteners on a nature walk. Mrs. Krause thanked everyone in advance for the high school opening Post Prom activities to families on April 26 and congratulated the winners of the Heart of Learning Awards.

Mrs. Willey recognized the RHS students who excelled at the State SkillsUSA competition. She is very encouraged by the growing popularity of the program among students. She thanked Katie for highlighting what the elementary schools are doing and said she loves hearing those updates, as that is where the love of education begins.

### **RHS Improvement Plan Overview**

Dr. Ryan Pivonka, Mrs. Stacy Athow, and Ms. Sara Hall provided an overview of the Ralston High School Improvement Plan.

**Primary Goal** is to improve Reading proficiency by meeting or exceeding the state average using Pre ACT, ACT and Fastbridge ELA scores to ensure college and career readiness.

**Secondary Goal** is to improve student attendance at RHS from a below average attendance rate to above state average attendance rate, with a 1-year attendance goal of a 2% improvement.

### **Food Service Management Company Bid Proposal Presentations**

Ralston Public Schools is in the process of accepting competitive bids for the management of the District's food service program.

Two companies have submitted bid proposals by the identified submission deadline. The Board of Education allowed both companies 15 minutes to present the highlights of their proposals and were available for questions from the Board. The order of presentations was as follows:

- Aramark
- Sodexo

### **District Financial Report**

Dr. Aaron Bredenkamp provided an overview of the District Financial Report and answered questions from the Board.

### **Government Relations Update**

Mr. Buckingham and Dr. Aaron Bredenkamp updated the Board regarding Legislative issues.

### **NASB Update**

- School Law Seminar in June (Kearney)
- Leadership workshop in July (Lincoln)
- Area Membership meetings in August/September

### **Update from the Communications Department**

Mr. Jim Frederick was unable to attend the Board of Education meeting. Mr. Jason Buckingham updated the Board on recent developments from the communications department.

### **NSCAS Winter Achievement Results**

- Substantial growth in English Language Arts and Math for grades 3-8.
- Positive trajectory in proficiency rates compared to state averages.
- Plans to incorporate spring data for comprehensive performance analysis.
- Future focus on curriculum rollout to address math performance gaps.

### **District Human Resources Update**

Mr. Buckingham provided an update to the Board on the status of recruitment and retention across all employee groups.

### **District Bond Project Updated**

Mr. Buckingham provided an update to the Board of Education on the progress of various projects in motion with the 2021 Future Ready Ralston Bond Initiative.

### **RHS**

- North part of the parking lot is complete. Some issues with finishing work, which may require replacement at the cost of the subcontractor.
- Demolition has moved to Lecture Room C, Office area.
- Flooring has been installed in all areas of A and B wing; hallways have been painted. D wing is nearly finished. Nearly 6 weeks ahead of the planned schedule.
- The back driveway to baseball field was removed and replaced.
- Start office area on Good Friday
- The Auxiliary Gym is up for painting and electrical next week.
- Daycare is mostly taped and mudded. Overhead inspections are complete. Ready for painting and drop ceiling next week. Casework is two weeks out.
- 2nd week of May is now the target date for inspections to occupy.
- Backfilling parking lot next week
- Soliciting bids for tuck point repair inside of courtyard

### **RMS**

- The upper gym ceiling has been insulated.
- The lower gym has been painted both ceiling and walls.

## **Adjournment**

The Board voted to adjourn the meeting at 9:18pm with a motion made by Mrs. Liz Kumru and a second by Mrs. Katie Krause. (\*\* To Note: **Mary Roarty left the meeting at 8:46 pm after the Food Service presentations.**)

Mrs. Kumru: Yes

Mrs. Richards: Yes

Mrs. Willey: Yes

Mrs. Krause: Yes

The next regular meeting is scheduled for April 28, 2025, at 6:00 pm.

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Mrs. Robin Richards, President

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Mrs. Samantha Willey, Secretary

**Subcommittee:** Building and Grounds

**Meeting Date & Time:** 4//11/2025 onsite RHS

**Members Attending:** Jason Buckingham, Mary Roarty, Robin Richards

Expenditure Tracker  
Rise Location  
On site tour

- RHS
  - North part of the parking lot is complete. Some issues with finishing work, which may require replacement at the cost of the subcontractor.
  - Demolition has moved to Lecture Room C, Office area
  - Flooring has been installed in all areas of A and B wing, hallways have been painted. D wing is nearly finished. Nearly 6 weeks ahead of planned schedule.
  - Back driveway to baseball field was removed and replaced
  - Start office area on Good Friday
  - Auxiliary Gym is up for paint and electrical next week.
  - Daycare is mostly taped and mudded. Overhead inspections are complete. Ready for paint and drop ceiling next week. Casework is two weeks out.
  - 2nd week of May is now the target date for inspections to occupy
  - Backfilling parking lot next week
  - Soliciting bids for tuck point repair inside of courtyard
- RMS
  - Upper gym ceiling has been insulated
  - Lower gym has been painted both ceiling and walls
- WW
  - Roof replacement is ongoing

**Meeting Date & Time:** 3/14/2025 onsite RHS

**Members Attending:** Jason Buckingham, Mary Roarty, Robin Richards

Expenditure Tracker  
Possibly Rise Location

- RHS

- Parking lot demoed north 1/3
- Day care and classroom update
- Basketball hoops \$85,000 bid
- Bond Tracker
- Current bond fund status
- RMS
  - Gearing up for summer projects, parking lot low voltage, finish paint and lights in the gyms.
- SY, WW, BL, KW
  - Pre-construction meeting held with KE Flex to begin summer projects at each site.
- MB
  - Finalizing driveway project at MB

**Meeting Date & Time: 1/10/2025 onsite RHS media center**

**Members Attending:** Jason Buckingham, Mary Roarty, Carrie Hough

- RHS
  - Parking lot (north 1/3 spring break 2025, mobilize March 10)
  - Basketball hoops \$85,000 bid
  - Bond Tracker
  - Current bond fund status \$32,142,602 as of 12/31/24
- KW, BL, WW and SY Phase II project
  - Exterior Paint at KW, patching of cracked facade
  - Replacement of window seats/window shades KW
  - Painting roof and window boxes BL
  - Install wall padding in recovery rooms BL
  - Painting of window boxes WW
  - Painting and patching of sawtooth roof SY
- RMS Summer 2025
  - Low voltage work to include cameras, voice amplification, new alarms
  - Replacement of upper parking lot and sidewalks
  - Exterior paint courtyard
  - Lights and ceiling work upper gym (spring break 2025)

**Subcommittee:** Building and Grounds

**Meeting Date & Time:** 11/6/2024 onsite RHS media center

**Members Attending:** Jason Buckingham, Mary Roarty, Carrie Hough

- RHS
  - Phasing plan
  - Scope of work
  - Parking lot
  - Bond Tracker
  - Current bond fund status

**Meeting Date & Time:** 9/20/20/24 onsite SY

**Members Attending:** Jason Buckingham Carrie Hough

- SY Tour
  - Address work completed and work remaining between now and Christmas
  - SY move dates and plan
- Bond Tracker
- RHS
  - subcontractor bidding is now open
- RMS update
  - Cooling tower footings
  - Fire alarm system
- MB
  - Paint, gym floor and kitchen equipment issues
- WW, ME, BL
  - Punch list items set for 10/14 and 10/15

**Meeting Date & Time:** 8/20/24 onsite KW

**Members Attending:** Jason Buckingham, Carrie Hough, Mary Roarty

- KW tour
  - Flooring substantially complete
  - Heat exchanger issue

- SY (Sept. 26-28 for moving date)
  - Lighting is installed in nearly all classrooms
  - Flooring in classrooms is mostly installed, some hallway, office and library work to complete
  - Parking lot is repaired, going to work on site concrete this week
  - Majority of casework is installed
  - Paint finished 1st week of Sept.
  - Canopy framing is nearly complete
- RMS
  - Continuing to work on technology, specifically security and door access systems
  - Flooring is complete,
  - Fire alarm wiring work is continuing during plan periods
- MB
  - Punch list items
  - Gym floor
- BL
  - HVAC issues with programming and software updates, ongoing
- 

**Meeting Date & Time: 7/18/24 onsite SY and RMS**

**Members Attending:** Jason Buckingham, Carrie Hough, Mary Roarty

- SY and RMS tour
- Dedication plaques
- Bond Expenditure tracker
- RHS budget/scope of project
- Tracking projects
  - SY
    - onsite
  - RMS
    - onsitew
  - RHS
    - Parking lot complete, striping left
    - Hot water heaters are installed, startup late this week, early next
  - KW
    - Flooring complete in classrooms/Cardinal Square. Hallway work is ongoing, finish by 7/25
  - MB

- Most of the interior work is complete, some punch list items, excavating and pouring concrete six days a week.
  - Sidewalk and fencing work is ongoing
- BL
  - Punch list items
  - Many staff have set up their rooms, parking lot and sidewalk work is complete

**Subcommittee:** Building and Grounds

**Meeting Date & Time:** 6/14/24 onsite MB

**Members Attending:** Jason Buckingham, Carrie Hough, Mary Roarty

- MB tour new building/demolition
- Bond Expenditure Tracking
- Tracking projects
  - SY
    - Roofing
    - Remodel
  - RMS
    - flooring/lighting/painting/front entry
  - RHS
    - Parking lot
  - MB
    - Demo
    - Finishing flooring/interior
  - BL
    - Driveway
    - Move 7/1 and 7/2
  - KW
    - Roofing
    - Flooring

**Subcommittee:** Building and Grounds

**Meeting Date & Time:** 4/15/24 onsite SY

**Members Attending:** Jason Buckingham, Carrie Hough, Mary Roarty, Robin Richards

- SY tour and explanation of the project
- Bond Expenditure Tracking
- Early dismissal (MB 4/17), (SY, RMS, BL and KW 4/22)

**Meeting Date & Time: 3/15/24 onsite MB**

**Members Attending:** Jason Buckingham, Carrie Hough, Mary Roarty, Ms. Erickson, Mr. Hough

- MB tour
- RMS phasing
- RHS driveway issues update
- Bond expenditure report
- RHS project update
  - HVAC engineers
  - OAC meetings on final project scope
- Arbitrage

**Meeting Date & Time: 12/22/23 via Zoom 3pm**

**Members Attending:** Jason Buckingham, Carrie Hough, Mary Roarty, Aaron Bredenkamp

- Seymour construction schedule
  - Start up May 23?, move to WCC for August/Sept.
- Seymour GMP
- Most current bond expenditure report
- Blumfield progress
- Mockingbird progress
  - Last day May 17, depending on snow days
  - Move May 20 and 21. Set up rooms 22-24.

**Subcommittee:** Building and Grounds

**Meeting Date & Time:** September 15, 2023

**Members Attending:** Jason Buckingham, Carrie Hough, Mary Roarty

- Field trip to MB
- Discussion of SY and desire to move to a true 2 section building, effect on other schools

**Meeting Date & Time:** August 23, 2023

**Members Attending:** Jason Buckingham, Carrie Hough, Mary Roarty

- Field trip to BA/SB complex and WW or KW
- BL
  - Work continues on finalizing plans for January
  - Subcontractor contracts have been turned in
- Meadows
  - Settled in, door cores are one of the last items
  - Alarm systems are installed and operating
- MB
  - More walls are up and in place, decking work is taking place on several portions of the building
  - Hollow core is installed for the tornado shelter
- KW
  - A/C is working! Humidity levels have been much improved
- RMS
  - Work is started again on replacing some of the old units, this includes units in non-instructional areas such as the locker rooms and boiler rooms
- SY and RMS
  - Work is continuing on planning and scope identification for the two projects
- MOVING Discussion for WW and BL
- BOE resolution Adler Field

**Meeting Date & Time:** July 21, 2023

**Members Attending:** Jason Buckingham, Carrie Hough, Mary Roarty

**July 21, 2023**

- Meadows
  - Work continuing on interior finishes
    - Hallway tile
    - Boxlights
    - Lighting
    - Ceiling pads

- Painting
    - Driveway pour is complete, parking lot work continuing
    - Move in set for July 24-26
    - Onsite tour given on 7/21 for Meadows staff
  - WW
    - Demolition near complete
    - West half of driveway to be demoed and repoured before August 10
  - MB
    - More walls have been erected,
    - Utility work complete, 93rd N. bound is reopened. Two pours left on S. bound 93rd
  - KW
    - HVAC units are mostly up and running,
    - Custodians have been onsite this week working on cleaning classrooms
    - Fire sprinkler system nearly complete
    - Work continuing on repouring front drive and exit from the parking lot
  - RMS
    - HVAC units are in varying degrees of installation and completion. Much work needs to be done to get the building up to 100% climate controlled by 8/10, several crews including plumbers, electricians and tanners are on site working on installation,
    - Building is currently comfortable, and gets somewhat more cool with each new unit installed.
  - RHS
    - Softball field turf is due to be installed in August.
    - Back driveway has been mostly poured, more work to come on the approach and the parking stalls
    - Field should be accessible for play, but the surrounding areas around the RR/Concession stand/Pressbox may not be ready for opening, this
      - may require the season starting at Crown/Wager until the site is safe enough for players and fans.
  - Misc
    - CM@R selection process should be completed by 7/24, finalists are Weitz and Boyd Jones
    - 2nd Tranche of bonds are sold, we came out pretty good as there was a bidding war on some of our bonds. Interest rates are higher, but are much lower than we estimated at the outset of the project.

**Subcommittee:** Building and Grounds

**Meeting Date & Time:** June 2, 2023

**Members Attending:** Jason Buckingham, Carrie Hough, Mary Roarty

**Agenda:**

- I. ME
  - A. Overhead electrical
  - B. 3M glass film
  - C. Water main for fire sprinkler system
  - D. Drywall taping and mudding Phase 5
  - E. Ceiling grids
- II. MB
  - A. More panels on the ground to be lifted. 30 completed by next week
  - B. Underground utility work on 93rd st. limited closures throughout June
- III. KW
  - A. Change orders aplenty, drywall removal and reinstall,
  - B. Vandalism
  - C. HVAC work progressing
- IV. RMS
  - A. HVAC work progressing, many hallway units are installed, hoping to have limited cooling in some locations by July 4
  - B. Boiler room nearly complete
- V. WW
  - A. Move completed, demolition has started, installation of some new ductwork has been completed
  - B. Contractor Trailer onsite.
  - C. Asbestos removal is complete
- VI. BL
  - A. GMP received from Weitz, bid is right on budget, contingency fund is healthy, present to BOE June 12
- VII. RHS
  - A. Concession stand to have power today
  - B. Interior work very near completion
  - C. Softball field now has a rock base, drainage.

**Subcommittee:** Building and Grounds

**Meeting Date & Time:** April 28, 2023

**Members Attending:** Jason Buckingham, Robin Richards, Carrie Hough, Mary Roarty

**Agenda:**

- VIII. Tour of progress at Meadows site
- IX. Tour of progress at MB site.
- X. Review of construction methods at MB for tilt up wall construction.

**Subcommittee:** Building and Grounds

**Meeting Date & Time:** March 23, 2023

**Members Attending:** Jason Buckingham, Mary Roarty, Carrie Hough

**Agenda:**

- XI. BA/SB block work is complete, framing work to begin, underground utilities are started
- XII. KW timeline for project
- XIII. Meadows timeline for completion
- XIV. Meadows move and transportation plan
- XV. Continued wall construction at MB
- XVI. WW plan finalized, critical equipment has been ordered.
- XVII. Seymour staff introduced to their project summer 2024

**Subcommittee:** Building and Grounds

**Meeting Date & Time:** February 22, 2023

**Members Attending:** Jason Buckingham, Mary Roarty, Carrie Hough

**Agenda:**

- XVIII. BA/SB concession stand building is continuing to progress, block is being laid for lower level walls

- XIX. KW Phase 1 bid opening and results. Winner Midwest DCM \$1,370,000, second bid \$1,848,000 from Sampson, Mark VII declined to bid. KW project bid budget \$2,438,267.
- XX. KW roofing project \$314,000 McKinnis Roofing, next closes bid Black Hawk Roofing \$318,850
- XXI. Blumfield initial plan
- XXII. Final MEA transportation meeting March 21
- XXIII. MEA move date 4/1
- XXIV. Bay Meadows Park Hold Harmless Draft Koley Jessen

**Subcommittee:** Building and Grounds

**Meeting Date & Time:** January 20, 2023

**Members Attending:** Jason Buckingham, Carrie Hough, Mary Roarty

**Agenda:**

- XXV. Continued work at MB to dry out/thaw out ground for lower level pour, City of Omaha requiring new sidewalk along the S and E perimeter of MB.
- XXVI. HVAC work continues at KW and RMS, control systems
- XXVII. Cooling tower demolition completed RMS, work continues in boiler room
- XXVIII. Lower gym unit now repaired and online.
- XXIX. Pre-bid meeting at WW, very well attended, bids have been submitted and are being tabulated, GMP review 1/23 and 1/26
- XXX. Meadows security camera bid opening 1/23
- XXXI. KW page turn meeting 1/23

**Subcommittee:** Building and Grounds

**Meeting Date & Time:** December 12, 2022

**Members Attending:** Jason Buckingham, Mary Roarty

**Agenda:**

- XXXII. Building pad has been compacted and passed engineering standards for BA/SB fields

- XXXIII. Page turn meeting for WW
- XXXIV. Concrete poured at MB, 1/2 of slab for academic wing has been completed
- XXXV. Flooring slab for lower level to be poured week of 12/19
- XXXVI. WW walkthrough complete for doors and hardware
- XXXVII. Meadows staff toured WCC
- XXXVIII. Contacted moving company for Meadows move
- XXXIX. KW walkthrough w/ electrical engineer
- XL. Bid recommendation for Meadows classroom tech.

**Subcommittee:** Building and Grounds

**Meeting Date & Time:** November 11, 2022

**Members Attending:** Jason Buckingham, Mary Roarty

**Agenda:**

- XLI. BA/SB field work is progressing, trailer and staging areas identified
- XLII. Security camera/door access meeting
- XLIII. Field trip for 1st graders
- XLIV. HVAC controls RMS/KW, phase 1 to be completed Nov. 21
- XLV. KW foundation repair project
- XLVI. Meadows bids/moving process

**Subcommittee:** Building and Grounds

**Meeting Date & Time:** October 24, 2022 in person

**Members Attending:** Jason Buckingham, Mary Roarty

**Agenda:**

- XLVII. BA/SB field project, preconstruction meeting, earthwork and demolition have started

XLVIII. Meadows bids due and ready for presentation on 11/14

XLIX. WCC visit, Food service, health inspector

L. KW Foundation Plan, to start 10/26

LI. WW Design plan

LII. ME flythrough.

**Subcommittee:** Building and Grounds

**Meeting Date & Time:** September 19, 2022 via zoom

**Members Attending:** Jason Buckingham, Mary Roarty

**Agenda:**

LIII. MB project progress

LIV. RMS/KW HVAC update

LV. WCC visit

LVI. KW Foundation Plan

LVII. Meadows Design plan

**Subcommittee:** Building and Grounds

**Meeting Date & Time:** August 23, 2022 via zoom

**Members Attending:** Jason Buckingham, Mary Roarty, Jay Irwin, Dr. Adler

**Agenda:**

LVIII. BA/SB field update

A. Bid opening 8/30

- LIX. KW foundation update
- LX. RMS/KW HVAC update
- LXI. MB construction update
- LXII. ME plans

**Subcommittee:** Building and Grounds

**Meeting Date & Time:** Monday, July 22, 2022

**Members Attending:** Mary Roarty, Jason Buckingham

**Agenda:**

- LXIII. Mockingbird GMP numbers and budget
- LXIV. Update on Construction progress at MB, Geopiers due for install first week of August
- LXV. RMS/KW HVAC bids
- LXVI. Meadows Design and progress
- LXVII. RMS AC

**Meeting Date & Time:** Monday, Jun 20, 2022

**Members Attending:** Mary Roarty, Jay Irwin, Jason Buckingham

**Agenda:**

- LXVIII. Mockingbird floor plan design-review of finalized floor plan for MB
- LXIX. Mockingbird Exterior options-review of existing renderings and requests were made for additional options, which were placed on the BOE agenda for 6/27/22

- LXX. Camera and Security plans for MB-The camera and perimeter security plans were discussed and review, including placement and type of individual cameras.
- LXXI. Review of Phase II HVAC project for RMS/KW. Timeline was reviewed including information on the process for soliciting bids and the due dates. Currently July 7 is the close date for submitting bids.

**Next Meeting Date & Time: TBD**

***Meeting began at 9:00AM and adjourned at 9:38 AM***

Candi Kadar  
1430 Kaila Dr.  
Eagle, NE 68347  
402-980-0953  
ckadar21@gmail.com

April 14, 2025

Jason Buckingham, Superintendent  
8545 Park Dr.  
Ralston, NE 68127

Dear Mr. Buckingham,

Please accept this letter as formal notification that I am resigning from my position as school counselor at Karen Western Elementary, effective at the end of the 2024-2025 school year. Thank you for the opportunities RPS and Karen Western have provided me. I wish you and my colleagues all the very best.

Sincerely,

Candi Kadar

cc: Andrew Mather, Karen Western Principal



RPS Subcommittee 2023-2024 - Teaching & Learning

## Subcommittee: Teaching & Learning 2024-2025

<a href="#">7/22/24</a>	<a href="#">10/28/24</a>	<a href="#">2/24/2025</a>			
<a href="#">8/26/24</a>	<a href="#">11/25/24</a>	<a href="#">3/24/2025</a>			
<a href="#">9/23/24</a>	<a href="#">1/27/2025</a>	<a href="#">4/28/2025</a>			

### April 28, 2025

In attendance:

- EL Updates (Stacy Athow, Alison Speck, Megan Gonzalez)
  - Newcomer Program - How's it going?
  - EL Curriculum - Where are we in the process?
- [March 10th PD attendance](#) 🎉
- Secondary Math Curriculum

### March 24, 2025

In attendance: Liz, Sara, Anne, Buck, Ashley H., Katie

- [Official NSCAS](#)
- [Team/Dept Agendas](#)
- [Professional Learning Feedback](#)
  - [ESU/UDL Feedback](#)

### 2/24/2025

In attendance: Liz, Sara, Anne

- Data Dashboard
  - [CKLA](#)

#### ***Purpose***

A community dedicated to achieving excellence through purposeful instruction and nurturing a climate of hope and inclusion.

#### ***Direction***

Cultivating resilient citizens prepared for the diverse demands of the future.



- [Elementary](#)
- [RMS](#)
- RHS
- [ELPA](#)
- [FastBridge](#)
- NSCAS - Unofficial/Embargoed
- Storyteller for next fall
  - Same one that came to MB (with a grant), Carolina
  - Liz will be sharing information with Sara
  - Second week of Sept
  - 30 minute sessions

## 1/27/2025

In attendance: Katie, Liz, Anne, Sara, Missy, Ryan, Stacy

- Katie's concerns re: RHS Bullying
  - Westside: Discipline Policy shared with students, as does Ralston
  - Language is in the [student handbook at each level](#) and parents sign off on that
  - [Millards site](#)
  - [Ralston Board Policy](#)
  - Ryan suggested including a QR with bullying policy/resource next to Boys Town Skills
  - Missy - Counselor Corner
  - T&L - next staff newsletter
  - On Ramp reminder/tidbits
- [PL Feedback 2024-2025](#)
- Data Dashboard

## 11/25/2024

In attendance: Jason, Liz, Sam, Anne, Sara

- Math Pilot Update
  - Finishing HMH IntoMath at K-8; McGraw-Hill Reveal at 9-12
  - Savvas enVision K-12 starting in January
  - Mostly positive feedback from teachers
    - More challenging for students, understandably
- NSCAS results (Sara)

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- [AQuESTT](#) (Sara)
- Family Life Education survey [responses](#)
  - <https://youtu.be/2XF0awGRTWs?si=8-bhtRveNJIm6MaL> Boys
  - [Always Changing and Growing Up- Girls Puberty Education](#)
  - [Always Changing and Growing Up- Co Ed Puberty Education](#)

**10/28/2024**

In attendance: JB, Liz, Anne, Sara and Samantha

- **Celebrations**
  - NE Early Literacy Workshop
  - Ralston Leadership Academy
  - Oct. 15th PD Attendance - 44 absent (82% present)
    - KW - 100%
- [Nov 1st Professional Leadership Schedule](#)
- [AQuESTT Designations](#) (Embargoed until late November)
- [Strategic Plan Updates - T&L](#)
- Math Pilot Update
- Teacher Clarity

**9/23/2024**

In attendance: Liz, Sam, Anne, Sara, Buck

- Celebrations
  - [Storyteller Feedback](#)
  - Sept 3rd PD attendance - 32
    - Ed Tech Survey
      - [What's Next for Secondary Ed Tech in RPS? \(Responses\)](#)
      - [Elementary Ed Tech in RPS \(Responses\)](#)
- [Rule 10 Assurances](#)
- [Learning Community Grant](#)
- [Constitution Day, Sept 17th](#)
- November Conference registration

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**8/26/2024**

In attendance: Liz, Anne, Missy, Sara, Samantha

- Celebrations
  - Students coming in with one year of CKLA under their belt
- [UNO Leadership Dinner](#)
- Resolution on School District Standards for Acceptance of Rejection of Option Enrollment Applications
- District Steering Committee
  - [Schedule/Agenda](#)
- Sept 3rd PD
  - [Schedule](#)
- [Storyteller Schedule](#)
- Update on [T&L Strategic Plan Action Steps](#)

**7/22/2024**

In attendance: Liz, Samantha, Sara, Anne

**Agenda:**

- Storytelling videos
- Back to School Professional Learning Schedule
  - New Teachers - CKLA training at ESU6, July 31st
  - Curriculum Bootcamp
  - Mentors/Principals
- BOE attend the Kick Off on Aug 9th and Chamber Luncheon on the August 5th
- Math Pilot
  - K-12 math toolbox summer work
    - Standards and Instructional Shifts

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- Teachers designed an evaluation tool
- Select two to bring back to pilot
- Ideally pilot a full quarter=full unit
- All schools are represented (except BL)
- Bridge Network update
  - Meeting with district leaders tomorrow
  - Focus: attendance and social protections
  - RPS, Millard, Westside Supts have been collaborating
    - Doc Adler is still very involved
  - Only two families being served from 68127
    - Millard - only 7 families served
  - Goal: Dedicated person at RMS
  - Current location is at 28th & Harney.... Best way to serve our community?
    - Originally they thought they could use a LC third site but that is no longer the plan
  - We are not going to walk away - we are committed to getting our money's worth
    - We still have 4 years on the contract

**8/26**

- September 3rd Professional Learning
- District Steering Committee
- CKLA Celebrations
- Strategic Plan Update
- Storyteller Update

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***Direction***

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# 2025 Legislative Session\*

## January

Sun	Mon	Tues	Wed	Thur	Fri	Sat
			1	2	3	4
5	6	7	8 DAY 1	9 DAY 2	10 DAY 3	11
12	13 DAY 4	14 DAY 5	15 DAY 6	16 DAY 7	17 DAY 8	18
19	20 HOLIDAY	21 DAY 9	22 DAY 10	23 DAY 11	24 DAY 12	25
26	27 DAY 13	28 DAY 14	29 DAY 15	30 DAY 16	31 DAY 17	

## February

Sun	Mon	Tues	Wed	Thur	Fri	Sat
						1
2	3 DAY 18	4 DAY 19	5 DAY 20	6 DAY 21	7 DAY 22	8
9	10 DAY 23	11 DAY 24	12 DAY 25	13 DAY 26	14 RECESS	15
16	17 HOLIDAY	18 DAY 27	19 DAY 28	20 DAY 29	21 DAY 30	22
23	24 DAY 31	25 DAY 32	26 DAY 33	27 DAY 34	28 DAY 35	

## March

Sun	Mon	Tues	Wed	Thur	Fri	Sat
						1
2	3 DAY 36	4 DAY 37	5 DAY 38	6 DAY 39	7 RECESS	8
9	10 DAY 40	11 DAY 41	12 DAY 42	13 DAY 43	14 DAY 44	15
16	17 DAY 45	18 DAY 46	19 DAY 47	20 DAY 48	21 RECESS	22
23	24 RECESS	25 DAY 49	26 DAY 50	27 DAY 51	28 DAY 52	29
30	31 DAY 53					

## April

Sun	Mon	Tues	Wed	Thur	Fri	Sat
		1 DAY 54	2 DAY 55	3 DAY 56	4 RECESS	5
6	7 RECESS	8 DAY 57	9 DAY 58	10 DAY 59	11 DAY 60	12
13	14 DAY 61	15 DAY 62	16 DAY 63	17 DAY 64	18 RECESS	19
20	21 RECESS	22 DAY 65	23 DAY 66	24 DAY 67	25 DAY 68**	26
27	28 DAY 69	29 DAY 70	30 DAY 71			

## May

Sun	Mon	Tues	Wed	Thur	Fri	Sat
				1 DAY 72	2 RECESS	3
4	5 RECESS	6 DAY 73	7 DAY 74	8 DAY 75	9 DAY 76	10
11	12 DAY 77	13 DAY 78	14 DAY 79	15 DAY 80	16 RECESS	17
18	19 DAY 81	20 DAY 82	21 DAY 83	22 DAY 84	23 RECESS	24
25	26 HOLIDAY	27 DAY 85	28 DAY 86	29 DAY 87	30 DAY 88	31

## June

Sun	Mon	Tues	Wed	Thur	Fri	Sat
1	2 DAY 89	3 RECESS	4 RECESS	5 RECESS	6 RECESS	7
8	9 DAY 90	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

### Legislative Recess Days

February 14  
 March 7, 21, 24  
 April 4, 7, 18, 21  
 May 2, 5, 16, 23  
 June 3, 4, 5, 6

### Federal & State Holidays

January 20 – Martin Luther King Jr. Day  
 February 17 – Presidents' Day  
 April 25 – Arbor Day\*\*  
 May 26 – Memorial Day

\* The Speaker reserves the right to revise the session calendar.

\*\* The Legislature will be in session on Friday, April 25, the Arbor Day Holiday. Any legislative employees who work that day will receive compensatory time for hours worked on the holiday.



## Board of Education Legislative Goals 2024/2025

### Ralston Public Schools Non-negotiables

- RPS will continue to cultivate a systems thinking approach to all school programs, business, and operations.
- RPS will continue to provide the needed resources that support the defined Board of Education strategic priorities.
- With a focus on equity, RPS will continue to refine and grow our academic and social emotional programs to meet the needs of all of our students.
- RPS will continue to deliver a wide array of outstanding activity programs to allow our students a well-rounded school experience.
- RPS will continue to evaluate the effectiveness and efficiency of all programs and services and make adjustments as necessary.
- RPS will refine and grow our outreach programs and service expectations to include a focus on Social Emotional Learning, **Equity** and Staff Self Care.
- With a focus on equity, RPS will research and identify further opportunities and initiatives to help all of our students to be college or career ready.

### Board of Education Legislative Goals

- Continued emphasis that our students and education are a priority in Nebraska as well as advocate for local control and decision making.
- **Support legislation that fairly and equitably funds each public school district based on need.**
- Review, monitor, and potentially support legislation that identifies and increases different revenue mechanisms for public schools across Nebraska, **including but not limited to the repeal of sales tax exemptions.**
- **Oppose any efforts to create a partisan State Board of Education or Commissioner of Education.**
- **Oppose tax cuts that endanger any part of the State's revenue stream.**
- **Monitor any legislation that adjusts property valuation.**
- **Continue to support and enhance Learning Community Programs that serve students living in poverty and/or diverse student populations in Ralston and within the Metro Area.**
- **Support legislation to increase funding for early childhood programs.**
- **Encourage further adjustments to the needs formula within TEEOSA specifically for students who are of Limited English Proficiency and/or students living in poverty.**
- **Support systems, initiatives, and funding options to cultivate additional opportunities to enhance college and career readiness specifically in vocational or certification focused areas and paid student internships.**
- **Advocate for targeted programs and funding that support the "Whole Child" as it relates to students' social, emotional, and physical well being. (SEL)**
- **Oppose any legislation that advances charter schools, reduces the tax base for the purpose of funding private schools, or voucher systems that reduce funding and opportunities for public schools.**
- **Support school choice through the protection of net option funding.**



- **Continue to be a vocal advocate in the legislature for our students, staff and the Greater Ralston Community**
- **Support legislative efforts that promote or fund recruitment and/or retention programs for staff in public schools**
- **Support legislative efforts to promote and maintain the safety and security of our students and staff.**

# 2025

# Advocacy Handbook

## For the 2025 Legislative Session

**NASB'S LEGISLATIVE & LEADERSHIP INITIATIVES FOR 2025 AND A GUIDE FOR EFFECTIVE ADVOCACY  
AS ADOPTED BY THE NASB DELEGATE ASSEMBLY ON NOVEMBER 22, 2024**



**The Nebraska Association of School Boards provides programs, services and advocacy  
to strengthen public education for all Nebraskans.**

**Leadership**

**Innovation**

**Vision**

**Engagement**

**#liveNASB**



2,000,000 Nebraskans 329,000 Students 1,700 Locally Elected School Board Members 260 Member Districts/ESUs ONE NEBRASKA

109<sup>TH</sup> LEGISLATURE, 1<sup>ST</sup> SESSION

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<b>Your NASB Standing Positions</b>	<b>Pages 8-14</b>

## WHAT CAN NASB DO FOR YOU?

We can assist you in preparing testimony, talking points, emails, or Op-Eds; facilitate Senator introductions and meetings in your district or the Capitol; feature your district visits with Senators; brief your board at a meeting in your community; and more ... Just ASK!

Interested in becoming more engaged in the legislative process? Whether it is from home, or in Lincoln, scan here to let us help you share your story, and advocate for public education in Nebraska as bills, topics, and issues arise.



## YOUR NASB LEGISLATIVE TEAM & RESOURCES

Colby Coash - Associate Executive Director, Director of Government Relations - [ccoash@NASBOnline.org](mailto:ccoash@NASBOnline.org)

Matt Belka - Director of Marketing, Communications & Advocacy - [mbelka@NASBOnline.org](mailto:mbelka@NASBOnline.org)

John Spatz - Executive Director - [jspatz@NASBOnline.org](mailto:jspatz@NASBOnline.org)

Lindsey Wooton - Administrative Specialist - [lwooton@NASBOnline.org](mailto:lwooton@NASBOnline.org)

**Bookmark the NASB Government Relations and Bills pages**

<https://members.nasbonline.org/government-relations>

<https://nasb.envisiams.com/legislative-bills>

NASB X/Twitter: [www.x.com/NASBOnline](http://www.x.com/NASBOnline)

NASB Facebook: [www.facebook.com/NASBOnline](http://www.facebook.com/NASBOnline)

NASB Videos: "NASB Home - News & Resources - Videos"

Hashtag: [#liveNASB](https://twitter.com/liveNASB)

Nebraska Legislature: [www.nebraskalegislature.gov](http://www.nebraskalegislature.gov)

Senators Web Pages: [www.nebraskalegislature.gov/senators](http://www.nebraskalegislature.gov/senators)





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## WHAT IS YOUR ROLE?

Over the past few years, the Legislature has increasingly inserted itself into both the boardroom and the classroom. Decisions that have traditionally been left to local boards or the State Board of Education have been centralized at the State Capitol. In addition, the past years have seen an increase in efforts to divide public K-12 education and foster distrust between local boards and their constituents. There are things you can do:

- **Advocate for Local Control:** Talk to lawmakers about impactful decisions and how important it is that decisions remain local. Continue advocating for local control over local decisions. Let us help you!
- **Build Trust:** Share your decisions with your constituents. Celebrate your successes! Show lawmakers and constituents your commitment to transparency. Use your meetings to educate your public on the decisions you are making.
- **Share Your Story:** No one is more qualified to talk about your school district, your community, and your needs related to providing a quality education than you!

**DID YOU KNOW:** 79% of Nebraska's 1,700 locally elected school board members serve at or within 100 miles of where they graduated ... with 51% serving IN the district they graduated from. As a school board member and community leader, you are in an excellent position to educate and influence the legislative process and are seen as a key resource on education policy for your district.



We encourage all boards to include a legislative update as part of each meeting and to discuss/share key legislative information within your community. Advocacy is year-round, not just during the session. Bookmark and frequent NASB's Government Relations page for updates, information and Calls To Action, as well as social media, videos, our bills page, and more which summarizes all pertinent items related to public education in Nebraska.

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### 2025 LEGISLATIVE CALENDAR

109th Legislature,  
1st Session

1st Day of the 2025 Session  
Wednesday, January 8, 2025

Day 10 ... Final day to introduce  
bills - January 23

NASB Legislation Committee  
Meeting - January 26

Legislative Issues Conference  
January 26-27 - Lincoln

Federal Advocacy Fly-In  
March 16-19 - Washington, DC

90th & Final Day of the  
Legislative Session - June 18

Legislative Proposals for 2026  
are due by July 1  
<https://members.nasbonline.org/government-relations/legislative-proposals>

NASB Legislation Committee  
Meeting - Summer 2025

NASB Legislation Committee  
Meeting - November 19

NASB Delegate Assembly  
November 21 - Omaha

All Dates Subject to Change

## SHARE YOUR STORY

**Be a Community Leader ... Be the expert on education in YOUR community!**

As an elected official, trust was put in you to make decisions based on the needs of your students, community and the taxpayer. NASB can provide you with data that can help you tell your story, by providing you with data on your students, achievement, your budget, even your facilities. Let us assist you in telling your story!

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Sen. Bob Hallstrom  
District 1 - Syracuse



Sen. Robert Clements  
District 2 - Elmwood



Sen. Victor Rountree  
District 3 - Bellevue



Sen. Brad von Gillern  
District 4 - Elkhorn



Sen. Margo Juarez  
District 5 - Omaha



Sen. Machaela Cavanaugh  
District 6 - Omaha



Sen. Dunixi Guereca  
District 7 - Omaha



Sen. Megan Hunt  
District 8 - Omaha



Sen. John Cavanaugh  
District 9 - Omaha



Sen. Wendy DeBoer  
District 10 - Omaha



Sen. Terrell McKinney  
District 11 - Omaha



Sen. Merv Riepe  
District 12 - Ralston



Sen. Ashlei Spivey  
District 13 - Omaha



Sen. John Arch  
District 14 - Papillion



Sen. Dave Wordekemper  
District 15 - Fremont



Sen. Ben Hansen  
District 16 - Blair



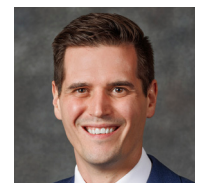
Sen. Glen Meyer  
District 17 - Pender



Sen. Christy Armendariz  
District 18 - Omaha



Sen. Robert Dover  
District 19 - Norfolk



Sen. John Fredrickson  
District 20 - Omaha



Beau Ballard  
District 21 - Lincoln



Sen. Mike Moser  
District 22 - Columbus



Sen. Jared Storm  
District 23 - David City



Sen. Jana Hughes  
District 24 - Seward



Sen. Carolyn Bosn  
District 25 - Lincoln

# YOUR 2025-26 STATE SENATORS

2025

Leadership

Innovation

Vision

Engagement

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Sen. George Dungan  
District 26 - Lincoln



Sen. Jason Prokop  
District 27 - Lincoln



Sen. Jane Raybould  
District 28 - Lincoln



Sen. Eliot Bostar  
District 29 - Lincoln



Sen. Myron Dorn  
District 30 - Adams



Sen. Kathleen Kauth  
District 31 - Omaha



Sen. Tom Brandt  
District 32 - Plymouth



Sen. Dan Lonowski  
District 33 - Hastings



Sen. Loren Lippincott  
District 34 - Central City



Sen. Dan Quick  
District 35 - Grand Island



Sen. Rick Holdcroft  
District 36 - Bellevue



Sen. Stan Clouse  
District 37 - Kearney



Sen. Dave Murman  
District 38 - Glenvil



Sen. Tony Sorrentino  
District 39 - Elkhorn



Sen. Barry DeKay  
District 40 - Niobrara



Sen. Dan McKeon  
District 41 - Amherst



Sen. Mike Jacobson  
District 42 - North Platte



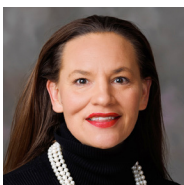
Sen. Tanya Storer  
District 43 - Whitman



Sen. Teresa Ibach  
District 44 - Sumner



Sen. Rita Sanders  
District 45 - Bellevue



Sen. Danielle Conrad  
District 46 - Lincoln



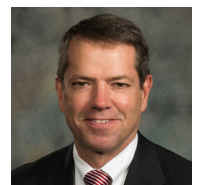
Sen. Paul Strommen  
District 47 - Sidney



Sen. Brian Hardin  
District 48 - Gering



Sen. Bob Andersen  
District 49 - Omaha



Gov. Jim Pillen

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 Committee Chair Ed Swotek Malcolm	 NASB President Stacy Jolley Millard	 NASB Secretary / Member 7 Suzanne Sapp Ashland-Greenwood	 Member 1 Shavonna Holman Omaha	 Member 2 Jane Erdenberger Omaha
 Member 3 Lanny Boswell Lincoln	 Member 4 Kathy Danek Lincoln	 Member 5 TBD	 Member 6 Beth Morrisette Westside	 Member 8 Amanda McGill Johnson Millard
 Member 9 Drew Blessing Kearney	 Member 10 Marla Grier South Sioux City	 Member 11 Doug Keener Mitchell	 Member 12 Gary Kubicek Norris	 Member 13 Steve Blocher West Point
 Member 14 Erick Lee Arapahoe-Holbrook	 Member 15 Brian Quackenbush Tri County	 Member 16 Mary Yilk ESU 9	 Appointed Member Lisa Albers Grand Island	 Appointed Member Patti Gubbels Norfolk
 Appointed Member Mike Palmer Sidney	 Appointed Member Jason Richters Centennial	 Appointed Member Dan Scheer St. Paul	 Appointed Member Jeremy Shuey Plattsmouth	

Term Ends 2025 for Appointed Members

Term Ends 2026 For Odd # Members

Term Ends 2028 For Even # Members





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**The Nebraska Association of School Boards is the only state organization created by school board members to represent the interests of school board members.**

**Your Association's legislative agenda is initiated each year with the submission of local board proposals.**

**The NASB Legislation Committee reviews all proposals, and then submits its recommendations to the NASB Board of Directors.**

**The Board can then review and amend the submissions before presenting them to the NASB Delegate Assembly.**

**The Delegate Assembly gives each member school district a voice in shaping the agenda of NASB.**

**Standing Positions remain in effect until they are repealed by the Assembly.**

## WHAT DOES THIS REPRESENT?

The narrative you read inside the pages of this book represents a set of belief statements which direct NASB's government relations efforts. These words guide our lobbying efforts at the State Capitol and the State Board of Education, as well as with our representatives in Washington, D.C.

While this work characterizes an effort to describe an issue or condition to be addressed, rarely is a bill written in such plain language. Legislative bills are a blend of several ideas (or perhaps a promising idea and a substantial price tag). NASB determines its stance on a bill with the Legislation Committee who offers guidance taking into consideration the technical and political aspects of a bill needed to navigate the turbulent amendment process.



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... AS APPROVED BY THE LEGISLATION COMMITTEE ON AUGUST 16, 2024  
 ... AND APPROVED BY THE BOARD OF DIRECTORS ON AUGUST 17, 2024  
 ... AND APPROVED BY THE DELEGATE ASSEMBLY ON NOVEMBER 22, 2024

Standing positions are statements of purpose and direction which are developed and maintained over time. They are considered annually by the Delegate Assembly and remain in effect until they are actively removed.

## BELIEF STATEMENTS FOR AN EFFECTIVE BOARD

## CONDITIONS OF CHILDREN

## CURRICULUM &amp; INSTRUCTION

## FUNDING &amp; FINANCE

## GOVERNANCE &amp; STRUCTURE

## PROFESSIONAL STANDARDS &amp; EMPLOYEE RELATIONS

## STATE POLICY

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**BELIEF STATEMENTS FOR AN EFFECTIVE BOARD**

**S-1 — Board Development** - NASB encourages boards of education to take part in board in-service and development programs and to budget funds for such programs. (1995)

**S-2 — Board Recognition** - NASB believes the service of school boardsmanship is fundamental to participatory democracy and deserves recognition collectively and individually from state and local communities. (prior to 1995)

**S-3 — Business and Education Partnerships** - NASB encourages boards of education to develop mutually beneficial partnerships with business to ensure mutual understanding and cooperation.(1995)

**S-4 — Collaborative Services to Youth** - NASB urges collaborative linkages between schools and other public and private agencies that serve children. (prior to 1995)

**S-5 — Leadership Team** - NASB believes that each board of education should create an administrative leadership team, which should include all supervisory and managerial employees including the superintendent and board members. (prior to 1995, amended 2007)

**S-6 — Parent Involvement** - NASB urges boards of education to support partnerships between parents and schools that encourage parent involvement in the education process. (1997)

**S-7 — Policy** - NASB considers it imperative that boards of education adopt clearly defined, flexible policies after input from the administration, parents, employees, and other interested parties. Policies, based on a clear understanding of the education process, should be thoroughly reviewed annually. The execution of policy is the responsibility of professional administrators and staff. (prior to 1995)

**S-8 — Use of Accountability Data for School Improvement** - NASB supports using school accountability data to determine potential strategies/resources for helping schools improve. We support the concept of growth or learning mindset which suggests that school effectiveness is assessed as an improvement process. Our perspective is that all schools in Nebraska are important and have opportunities to become more effective as quality educational systems. (2020)

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**CONDITIONS OF CHILDREN**

**S-9 — Abuse of Alcohol, Tobacco, & Other Drugs** - NASB supports efforts by boards of education and state and national officials to strictly enforce policies regarding the sale, use or possession of illegal drugs including methamphetamine, marijuana, THC products and synthetic equivalents of THC and marijuana, alcohol, tobacco, nicotine products, vapor products (including e-cigarettes), and any products intended by appearance or effect to replicate tobacco products on school property. The designation of "drug free zones" near schools is also urged. (prior to 1995, amended 2015)

**S-10 — At-Risk Students and the Achievement Gap** - NASB recognizes that there are many children and youth who are experiencing special difficulties in achieving high education standards. NASB supports increased funding to help close the gap in educational opportunity and educational achievement, and urges boards of education to work with, and obtain increased funding from the state Legislature, as well as state and federal education agencies to assist at-risk children and youth in making adequate educational progress. (prior to 1995, amended 2009)



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**S-11 — Cooperation with HHS** - NASB supports legislation which mandates cooperation and consultation with school districts as it relates to the placement of children under the custody of DHHS. Comprehensive information about a child's educational needs should be shared with a school district prior to the placement of a student in a new school district. (2020)

**S-12 — Early Childhood Education** - NASB supports quality early childhood education programs accessible to all children and advocates programs that provide age-appropriate activities to prepare children for school. (prior to 1995)

**S-13 — Enrollment Option; Homebound Students** - NASB supports legislation stating that when an option student becomes homebound, the school district in which the student resides assumes full responsibility for educating the student. (1998, amended 2016)

**S-14 — Enrollment Option Limitation** - NASB supports legislation returning option students to the resident school district if the option district must contract with another school district or agency for the educational services needed by the student. (1996, amended 2016)

**S-15 — Liability for Medication Administration** - NASB supports legislation that would limit the liability of a school district and school district representatives for the administering of prescription medication to students. (1999, amended 2013, 2016)

**S-16 — Mental & Behavioral Health** - NASB will support legislative efforts to provide services related to mental and behavioral health to school-age children across Nebraska. (2018)

**S-17 — Nutrition Education/Student Wellness** - NASB believes that wellness programs for schools should emphasize healthy lifestyles and eating habits, mindful of all eating disorders, as well as obesity. (2004)

**S-18 — Safe School Environment** - NASB supports efforts to provide a school environment that is free from weapons, harassment, bullying, violence, drugs (including alcohol and tobacco), and other factors which threaten the safety of students and staff. (1997, amended 2012)

**S-19 — Statewide Poverty/Trauma Funding** - NASB recognizes the growing number of public school students across the state that are living in impoverished conditions and/or with traumatic experiences. NASB supports the use of research-based science to strengthen policy, program design and funding that targets those impacted by persistent poverty and/or trauma. (2017)

**S-20 — Student Discipline** - NASB opposes legislative mandates related to student discipline. NASB supports student discipline as an essential, mutual responsibility of parents, teachers, and administrators, with final responsibility resting with school boards. (1999, amended 2019)

## CURRICULUM & INSTRUCTION

**S-21 — Access to Equal Education Opportunities** - NASB supports equal educational opportunities for all students, regardless of their race, wealth or family circumstance, and urges the Legislature, the State Department of Education, and boards of education to remove all barriers that may prevent any child from having full access to such education opportunities. (1995, amended 2009)

**S-22 — Achievement Test Score Use** - NASB opposes the use of test scores for the comparison of school districts or for the ranking of schools. (1998)

**S-23 — Assessment of Student Learning** - NASB supports multiple approaches to assess student learning, with decisions on assessment made at the local district level, and opposes a single "high-stakes" testing procedure. (2001)

**S-24 — Cultural Diversity** - NASB urges all boards of education to support and implement curriculum which recognizes cultural diversity and enhances the knowledge of students about various ethnic and cultural backgrounds. (prior to 1995)

**S-25 — Curriculum Adoption** - NASB opposes legislative mandates addressing curriculum and testing. NASB supports the adoption of curriculum by local school boards and the State Board of Education. (2019)

**S-26 — Library/Media Content** - NASB supports that school district library/media content is a local decision. (2022)

**S-27 — Responding to Special Education Costs** - NASB supports legislative efforts to give school districts that incur unforeseeable additional special education expenses assistance to alleviate cash flow problems. (2005)

**S-28 — Student Expression** - NASB supports the authority of the local boards of education and school administration to regulate the content of school-sponsored publications and curriculum. (1997, amended 2009)

**S-29 — Support of Early Childhood Programs in the Community** - NASB will support early childhood education programs at the community level, which may include redefining economic development programs to include early childhood infrastructure development for communities and will support early childhood programs as an element in community comprehensive plans. (2018)

**S-30 — Technology** - NASB supports equal access to current technology for all school districts so they may engage all students in the curriculum, to equip them for an increasingly technological society and job market, and to provide them greater access to education services. (prior to 1995)



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## FUNDING &amp; FINANCE

**S-31 — Accounting of Funds** - NASB supports transparent accounting and full disclosure of all funds received and expended for public education consistent with federal regulations. (2005)

**S-32 — Budget Lid: Growth Factor** - NASB supports legislation which would establish an education expenditures “growth factor” which reflects the actual cost of providing a public education for school districts, learning communities, and ESUs. (2001, amended 2008)

**S-33 — Compensation for Statewide Standards & Assessments** - NASB supports adequate funding to compensate school districts/ESUs for the cost of implementing and managing the statewide learning standards and assessments. (2008, amended 2009, 2013)

**S-34 — Elimination of Budget Reserve Limits** - NASB supports legislation that eliminates reserve limitation in the Tax Equity and Educational Opportunities Support Act and in debt service funds. (2000, amended 2001)

**S-35 — Elimination of Expenditure Limitation** - NASB supports legislation eliminating the limitation on general fund expenditures. (2000, amended 2011)

**S-36 — ESU Core Services Funding** - NASB supports legislation to adequately fund Educational Service Units in a manner that allows successful implementation of statewide educational initiatives that are developed by law in conjunction with the Nebraska Department of Education. (2009, amended 2015)

**S-37 — Expand use of Qualified Capital Purpose Undertaking Fund** - NASB supports the expansion of the Qualified Capital Purpose Undertaking Fund to include modifications for student and staff security including cyber security. (2015)

**S-38 — Financing Capital Improvements** - NASB supports adequate funding for school districts and ESUs for maintenance or replacement of our rapidly deteriorating facilities. (1997, amended 2015)

**S-39 — Fiscal Policy** - NASB believes the Governor and Legislature must work together to create fiscal policy that will adequately fund public education statewide based upon the needs of students and not driven by a pre-set allocation of funds for education regardless of need. Nebraska demographics and student needs are dynamic, as are the changing education standards required to be competitive nationally and internationally. To meet this challenge, fiscal policy would be built upon a broad base with the lowest possible rates to provide stability in the tax base and revenue stream, provide local government with the tools to generate adequate financial resources, yet equalize financial support

among taxpayers, and assure the principle of uniform assessment. (prior to 1995, amended 2009)

**S-40 — For-Profit Entities Operating in Tax-Exempt Zones** - NASB supports legislation to ensure equitable tax payments by for-profit business ventures operating on publicly owned or otherwise exempt property. (2003)

**S-41 — Funding of Mandated Programs** - NASB urges full funding by the state and federal governments at statutory levels of all programs, standards, activities, and services mandated to public schools and ESUs by the Legislature and Congress, and further urges that any unfunded mandates allow authority for supplementary appropriations or outside levy lid funding. (1997, amended 2012, 2017, 2019)

**S-42 — Funding: School District Infrastructure, Site Purchases and Building Operating Expenses** - NASB supports legislation that would provide an alternative to property taxes for financing facility development, maintenance, and operation. (2003)

**S-43 — General Fund Reserve Limit Exception** - NASB supports legislation that would not allow school districts to be penalized or state aid to be adjusted, to a school disadvantage, when any type of error or correction is made in calculating the state aid formula. (1999, amended 2016)

**S-44 — Including Gifts, Donations, or Foundation Funds as Receivables** - NASB opposes the inclusion of gifts, endorsements, donations, or foundation expenditures that are not regular operating expenses in the calculation of receivables in the state aid formula. (2000)

**S-45 — K-12 School Trust Land and Permanent School Fund** - NASB opposes any action that would reduce the assets, or the value thereof, of the school land trust or diversion of the Permanent School Fund. (prior to 1995, amended 2010, 2024)

**S-46 — Legislation Implementation** - NASB supports the concept that any legislative bill that limits financial resources, or requires additional financial resources, is done within a timeframe that will not negatively affect the school's ability to prepare their budget. (1997, amended 2015, 2017, 2019)

**S-47 — Legislative Review of Statutory Deadlines** - NASB urges legislative review of the conflicting mandatory deadlines that affect school revenues and expenditures. (2011)

**S-48 — Lower Local Effort Rate** - NASB supports lowering the Local Effort Rate and valuations in TEEOSA which would increase equalization aid. (2024)



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**S-49 — Property Tax Reform/Relief** - Any legislative discussion on property tax and distribution of state aid should include participation from school board and ESU board members. (2015)

**S-50 — Reset the Revenue Lid** - NASB supports legislation requiring the Nebraska Department of Education to recalculate the revenue lid to add the amount of the special education reimbursement, or alternatively, to not include the special education reimbursement in the revenue restricted by the lid. (2024)

**S-51 — Revenue Reductions for School Districts Affected by Property Valuation Losses** - NASB supports legislation that would create a hold harmless effect for districts which experience a decrease in valuation. (2004)

**S-52 — School District Options in Dealing with Large, Unanticipated Revenues** - NASB supports legislation giving school boards options in dealing with large, unanticipated revenue increases in order to minimize fluctuations in state aid. (2000)

**S-53 — School and ESU Funding Must Be Predictable and Sustainable** - Notwithstanding any current standing position or resolution, the NASB would consider the support of a school/ESU funding proposal only if it could be demonstrated to be predictable, sustainable, and it does not encroach on local control as defined by the locally elected school board or ESU members. (2024)

**S-54 — Special Building Fund Tax Levy Exclusion** - NASB supports amending the Nebraska Statutes that address budgeting and spending lid restrictions to allow school districts the ability to utilize up to fourteen cents of the Special Building Fund tax levy outside of the budgeting and spending lid restriction so that districts can plan for and fund capital improvement projects, building repairs and upgrades, and school district infrastructure needs. (2007, amended 2020)

**S-55 — State Funding System** - NASB supports a stable, predictable, equitable, and adequate statewide education funding system that honors the Legislature’s commitment to provide for free instruction in the common schools of this state, as guaranteed by the Nebraska Constitution, by prioritizing education funding in the state budget, and that:

- Invests in the education of all Nebraska public school children;
- Establishes a state fund or funding mechanism that assists Nebraska public schools with the costs of maintaining and constructing facilities;
- Reduces our dependence on local property taxes by drawing revenue from multiple funding sources;
- Promotes the responsibility of locally elected school boards to make sound, transparent school budget decisions;
- Provides funding in a timely and predictable manner;

- Includes the principle of equalization;
- Funds the total excess allowable costs for special education and support services; and
- Recognizes that a long-term solution to education funding will require an ongoing, collaborative effort to execute a vision and strategic plan to grow and diversify our economy. (1997, amended 2009, 2018)

**S-56 — Use of a Uniform Valuation Calculation to Determine Local Resources and State Aid** - NASB supports a property tax assessment system that utilizes uniform accounting practices to determine the property valuation number from which local and state officials can calculate both the local resources available to fund schools from property taxes, and the resulting calculation of state aid payments to school districts. (2003)

**S-57 — Vouchers and Tax Credits** - NASB opposes any attempt to amend or circumvent the Nebraska and United States Constitutions to permit the use of public funds for the support, either direct or indirect, of schools not controlled by the public at large. NASB opposes any state or federal legislation allowing either tax credits or vouchers for children, or the parents or guardians of children attending nonpublic schools, or donors to scholarship funds for non-public education. (prior to 1995, amended 2020)

## GOVERNANCE & STRUCTURE

**S-58 — Accountability** - NASB believes that boards of education are accountable to students, parents, taxpayers, and employees for providing education programs, striving for education excellence, identifying education needs, adopting clearly defined written policies, measuring the success of instruction programs, and interpreting and disseminating information to the public through a public relations plan. (prior to 1995)

**S-59 — Allied Schools** - NASB opposes legislation that would mandate the formation of an allied system of school districts. (2014, amended 2016)

**S-60 — Amend Open Meetings Act for Evaluations** - NASB supports legislation to allow boards to go into executive session to discuss superintendent evaluations and/or for the narrowing down of superintendent candidates. (2017)

**S-61 — Authority of School Boards** - NASB supports the authority of boards of education to effectively govern and execute their statutory responsibilities. (1997, amended 2015)



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**S-62 — Charter Schools** - NASB believes that any charter schools, or the like, involved with any aspect of K-12 education be authorized by a public school district, be located within the boundaries of such public school district and be accountable to the authorizing district for their student achievement, finances and operations. (1998, amended 2015)

**S-63 — Duties of Schools** - NASB believes that the primary function of Nebraska schools should be the education of students and that the Legislature should be discouraged from placing duties on school districts which are not directly related to education. (prior to 1995)

**S-64 — E-meetings - Fully-Implemented or Partial Allowable Attendance** - NASB supports legislation which allows for school board members to participate in school board meetings via electronic means while still maintaining a quorum when necessitated for the health and safety of the board and public. Virtual meetings cannot impede the public's ability to participate. (2020)

**S-65 — Educational Service Unit Governance** - NASB supports governance of ESUs by elected boards and supports local determination of specific mechanisms of that governance. (2005)

**S-66 — Educational Service Unit Reorganization** - NASB supports the continuation of ESUs as an effective means of delivering educational services to school districts and their students. Any reforms would provide for a statutory hold harmless provision in the distribution formula for Core Service funding when an Equity Unit reorganizes with any other ESU, and must be mindful of ESUs' essential role of delivering direct services and being responsible to the local school districts they serve. (2004, amended 2005)

**S-67 — Interactive Remote Communication Technology (Televideo)** - NASB urges the legislature to provide updated rules and procedures so patrons are able to readily testify at legislative hearings via televideo (interactive remote communication technology) on a regular, ongoing basis to allow for a more equitable opportunity for the public to participate in the legislative process. (2017)

**S-68 — Local Control and the Possession of Firearms on School Grounds** - NASB supports the rights of local school boards to determine the appropriateness, guidelines, and ability for the possession of firearms by non-law enforcement personnel on school grounds or at school related activities. (2023)

**S-69 — Organization** - NASB opposes legislation that would mandate consolidation of districts or administration. NASB favors cooperation between school districts as well as ESUs to remove all barriers and penalties to promote orderly and voluntary reorganization into more efficient governing and administrative units to best serve the educational needs of Nebraska's children. (prior to 1995, amended 2008, 2015, 2017, amended 2019)

**S-70 — Personal Liability** - NASB opposes unnecessary laws which make individual members of a governing board of a political subdivision personally liable for damage judgements which result from lawsuits filed against the political subdivision. (prior to 1995, amended 2015)

**S-71 — Publication of Minutes, Receipts, & Expenditures** - NASB supports removing the requirement to publishing hearing notices and meeting minutes in public newspapers and supports the use of alternative means to communicate board activity. (2020)

**S-72 — Restriction of Resources and Board Responsibilities** - NASB supports legislation allowing local boards to function as elected officials and to continue to establish policies, including finance policies, as representatives of the constituents who elected them. (1997)

**S-73 — School Activities** - NASB supports direct involvement by boards of education in the governance and activities of the Nebraska School Activities Association. (prior to 1995)

**S-74 — School Calendars** - NASB opposes state mandated uniform opening and closing dates for local school districts. (prior to 1995)

**S-75 — Updating notice requirements** - NASB supports updating notice requirements for all school board meetings that recognizes available technology. (2022)

## PROFESSIONAL STANDARDS & EMPLOYEE RELATIONS

**S-76 — Activity Assignments** - NASB opposes legislation that would require a separate written employment contract for coaching or any other activity assignment that would require that a person be notified by a specified date of the termination of an assignment for the following year. (1999)

**S-77 — Compensation** - NASB will support a concept of compensation for teachers which is not based solely upon the experience and education attainment of teachers as found on standard salary schedules. (1995)

**S-78 — Criminal Background Checks** - NASB supports legislation which would aid public schools and ESUs in obtaining criminal background history information on prospective and current employees, and personnel provided through any contract service provider or anyone working on school property. (1999, amended 2006)

**S-79 — Employee Bonuses and Incentives** - NASB supports legislation creating a comprehensive plan to recruit, retain and reward highly qualified individuals for teaching professions throughout the state, including offering incentives to encourage employees to sign a contract of employment. (2001, amended 2015)



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**S-80 — Employee Support** - NASB recognizes the need to support district employees with their health and supports initiatives that provide for the physical and mental wellness of all school employees. (2020)

**S-81 — Medical Insurance** - NASB supports the concept of exploring alternatives to the costs of health insurance for the purpose of assuring the greatest allocation of our financial resources to education programs and services for children. (prior to 1995, amended 2003)

**S-82 — Recognition** - NASB urges local school boards to develop and implement programs which recognize individuals for significant accomplishments and community service, experience, and competency. (prior to 1995, amended 2014)

**S-83 — Retirement** - NASB supports legislation to assure a retirement system that is sound, adequate, and sustainable for school districts and ESUs. (prior to 1995, amended 2012)

**S-84 — Scope of Bargaining** - NASB believes negotiations with employees should be limited to matters of employee salaries and fringe benefits, and opposes any attempt to broaden the scope of negotiations to include matters of policy and management rights. (prior to 1995)

**S-85 — Staff Development and Evaluation** - NASB supports in-service training, enrichment programs, and continuing education for professional staff. Regular evaluations of performance, competency in the subject areas, and demonstrated ability to instruct or manage, in part as shown through student performance, should be conducted to promote professional growth. (1995)

## STATE POLICY

**S-86 — Advisory Groups** - NASB requests that there be board of education representatives on all government commissions, councils, and committees which could have an impact on local school district policy or finance. (1995)

**S-87 — Choice and Affiliation** - NASB supports the concepts of choice and affiliation among public schools as a means to maximize education opportunity. NASB believes any such program should result in the least amount of disruption and uncertainty for the affected school districts. (1995)

**S-88 — Constitutional Rights & Responsibilities** - NASB, and school board members, fully supports the U.S. Constitution and the rights and responsibilities embodied within it. NASB therefore supports education and behavior that teaches and models expression of these rights and responsibilities. (2009, amended 2015)

**S-89 — Corporate Sponsorships in Schools** - NASB opposes restrictions on school districts' ability to exercise their best judgment in entering into corporate sponsorship agreements. (2004)

**S-90 — Educational Service Units** - NASB supports Educational Service Units as an effective and efficient means to provide educational services to local school districts. ESUs should be responsible to the local school boards they serve. (1997)

**S-91 — Guiding the P-16 Effort: 21st Century Skills** - NASB urges state and local policymakers to forge a new working relationship in redesigning Nebraska's public education system for the 21st century, with a focus on improving student achievement and holding each level of the system accountable, from preschool through post-secondary education or training, in a manner that:

- Promotes multi-level communication and interaction between all P-16 partners to enhance student academic success;
- Offers all students a rigorous developmentally-appropriate curriculum designed to opportunities and choice, regardless of the post-secondary path they choose;
- Engages the assets of the full community;
- Utilizes data and technology to individualize education for students and to incorporate new learning into the design;
- Closes the achievement gap by focusing on quality teaching and learning opportunities;
- Implements standards-based education fully in a seamless curriculum, so one level of the system builds on the next and the end result is known and understood from the beginning;
- Provides sufficient resources that are adequate and sustainable at every level of the system to meet the challenge, resisting unfunded or underfunded mandates; and
- Preserves the ability of local school boards and their communities to address local needs and challenges in a flexible manner using a variety of options. (2009, amended 2016)

**S-92 — Independent School Districts** - NASB supports the independence of established PK-12 school districts and also supports the cooperation and equalization of opportunity among school districts within learning communities. NASB believes that any legislation introduced impacting school districts or learning communities should seek to give districts and learning communities equalized resources. Any legislation should also allow these independent districts to maintain their right to governance, district curriculum, and the allocation of resources. (2006, amended 2013)



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**S-93 — Local Control for Public PK-12 Schools** - NASB believes public PK-12 systems should be organized to serve communities throughout Nebraska without arbitrary size limits or a single model, which would not fit our state’s varied communities. NASB opposes legislating arbitrary size limits and will work to remedy such limits currently in statute. (2006, amended 2013)

**S-94 — Local District Advocacy** - NASB supports the right and obligation of local school districts to advocate for legislative action that impacts their individual interests. (1996)

**S-95 — NDE Authority** - NASB opposes attempts by the legislature to preempt the statutory authority of the Nebraska State Board of Education to be the policy-forming, planning and evaluative body for Nebraska schools. (2017)

**S-96 — Nonpublic Schools Standards** - NASB believes that nonpublic schools should have the same state standards as the public schools, including school approval, accreditation, teacher certification and endorsement, and safety standards. (prior to 1995)

**S-97 — Policy Leadership & Vision on the Future of Nebraska’s PK-12 Schools** - NASB supports efforts to bring policy makers of the executive and legislative branches, educators, school boards, learning community coordinating councils, and ESU boards, and citizens together to determine the best course for the future delivery of PK-12 education to the students of the state. NASB boards emphasize increasing student achievement through governance structures that are clear, efficient, and controlled by the local district. (2003, amended 2008, 2010, 2013)

**S-98 — Voting Higher Than a Simple Majority** - The NASB firmly opposes any legislation that mandates a voting threshold higher than a simple majority for passing any issue presented to voters by a school district or ESU. We believe that requiring anything more than a majority vote undermines the democratic process and places undue barriers on the ability of school districts or ESUs to address critical needs and make decisions that reflect the will of the community. (2024)

- S-1 Board Development
- S-2 Board Recognition
- S-3 Business and Education Partnerships
- S-4 Collaborative Services to Youth
- S-5 Leadership Team
- S-6 Parent Involvement
- S-7 Policy
- S-8 Use of Accountability Data for School Improvement
- S-9 Abuse of Alcohol, Tobacco, & Other Drugs
- S-10 At-Risk Students and the Achievement Gap
- S-11 Cooperation with HHS
- S-12 Early Childhood Education
- S-13 Enrollment Option; Homebound Students
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- S-36 ESU Core Services Funding
- S-37 Expand use of QCPUF
- S-38 Financing Capital Improvements
- S-39 Fiscal Policy
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- S-41 Funding of Mandated Programs
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- S-45 K-12 School Trust Land and Permanent Fund
- S-46 Legislation Implementation
- S-47 Legislative Review of Statutory Deadlines
- S-48 Lower Local Effort Rate
- S-49 Property Tax Reform/Relief
- S-50 Reset the Revenue Lid
- S-51 Revenue Reductions from Valuation Losses
- S-52 Districts Dealing with Unanticipated Revenues
- S-53 Funding Must Be Predictable and Sustainable
- S-54 Special Building Fund Tax Levy Exclusion
- S-55 State Funding System
- S-56 Uniform Valuation Calculation for State Aid
- S-57 Vouchers and Tax Credits
- S-58 Accountability
- S-59 Allied Schools
- S-60 Amend Open Meetings Act for Evaluations
- S-61 Authority of School Boards
- S-62 Charter Schools
- S-63 Duties of Schools
- S-64 E-meetings
- S-65 Educational Service Unit Governance
- S-66 Educational Service Unit Reorganization
- S-67 Interactive Remote Communication Technology
- S-68 Possession of Firearms on School Grounds
- S-69 Organization
- S-70 Personal Liability
- S-71 Publication of Minutes, Receipts, & Expenditures
- S-72 Restriction of Resources & Board Responsibilities
- S-73 School Activities
- S-74 School Calendars
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- S-76 Activity Assignments
- S-77 Compensation
- S-78 Criminal Background Checks
- S-79 Employee Bonuses and Incentives
- S-80 Employee Support
- S-81 Medical Insurance
- S-82 Recognition
- S-83 Retirement
- S-84 Scope of Bargaining
- S-85 Staff Development and Evaluation
- S-86 Advisory Groups
- S-87 Choice and Affiliation
- S-88 Constitutional Rights & Responsibilities
- S-89 Corporate Sponsorships in Schools
- S-90 Educational Service Units
- S-91 Guiding the P-16 Effort: 21st Century Skills
- S-92 Independent School Districts
- S-93 Local Control for Public PK-12 Schools
- S-94 Local District Advocacy
- S-95 NDE Authority
- S-96 Nonpublic Schools Standards
- S-97 Policy Leadership & Vision on the Future of PK-12
- S-98 Voting Higher Than a Simple Majority

# 2025 LEGISLATIVE COMMITTEES

## Committee on Committees Report Standing Committees

Updated 1/10/2025

### **Agriculture (8)**

***Rm. 2102 – Tuesday***

DeKay (C), (VC), Hansen, Holdcroft, Ibach, Kauth, McKeon, Raybould, Storm

### **Appropriations (9)**

***Rm. 1003 – Monday, Tuesday, Wednesday, Thursday, & Friday***

Clements (C), (VC), Armendariz, Cavanaugh, M., Dorn, Dover, Lippincott, Prokop, Spivey, Strommen

### **Banking, Commerce and Insurance (8)**

***Rm. 1507 – Monday & Tuesday***

Jacobson (C), (VC), Bostar, Dungan, Hallstrom, Hardin, Riepe, von Gillern, Wordekemper

### **Business and Labor (7)**

***Rm. 2102 – Monday***

Kauth (C), (VC), Hansen, Ibach, McKeon, McKinney, Raybould, Sorrentino

### **Education (8)**

***Rm. 1525 – Monday & Tuesday***

Murman (C), (VC), Conrad, Hughes, Hunt, Juarez, Lonowski, Meyer, Sanders

### **General Affairs (8)**

***Rm. 1023 – Monday***

Holdcroft (C), (VC), Andersen, Cavanaugh, J., Clouse, DeKay, Quick, Rountree, Storm

### **Government, Military and Veterans Affairs (8)**

***Rm. 1507 – Wednesday, Thursday, & Friday***

Sanders (C), (VC), Andersen, Cavanaugh, J., Guereca, Hunt, Lonowski, McKeon, Wordekemper

### **Health and Human Services (7)**

***Rm. 1510 – Wednesday, Thursday, & Friday***

Hardin (C), (VC), Ballard, Fredrickson, Hansen, Meyer, Quick, Riepe

### **Judiciary (8)**

***Rm. 1525 – Wednesday, Thursday, & Friday***

Bosn (C), (VC), DeBoer, Hallstrom, Holdcroft, McKinney, Rountree, Storer, Storm

### **Natural Resources (8)**

***Rm. 1023 – Wednesday, Thursday, & Friday***

Brandt (C), (VC), Clouse, Conrad, DeKay, Hughes, Juarez, Moser, Raybould

### **Nebraska Retirement Systems (6)**

***Rm 1525 – At call of Chair***

Ballard (C), (VC), Clements, Conrad, Hardin, Jaurez, Sorrentino

### **Revenue (8)**

***Rm. 1524 – Wednesday, Thursday, & Friday***

von Gillern (C), (VC), Bostar, Dungan, Ibach, Jacobson, Kauth, Murman, Sorrentino

### **Transportation and Telecommunications (8)**

***Rm. 1510 – Monday & Tuesday***

Moser (C), (VC), Ballard, Bosn, Brandt, DeBoer, Fredrickson, Guereca, Storer

### **Urban Affairs (7)**

***Rm. 1023 – Tuesday***

McKinney (C), (VC), Andersen, Cavanaugh, J., Clouse, Quick, Rountree, Sorrentino

## Select Committees

### **Committee on Committees (13)**

Armendariz (C)

#### District 1:

Bosn

Bostar

Moser

Sanders

#### District 2:

Cavanaugh, J.

Fredrickson

Hunt

Spivey

#### District 3:

Brandt

Ibach

Jacobson

Murman

### **Enrollment and Review (1)**

Guereca (C)

### **Reference (9)**

Hansen (C), Ibach (VC), Arch, Ballard, Bostar, Dorn, Fredrickson, Jacobson, McKinney, Clements (nonvoting ex officio)

### **Rules (6)**

Lippincott (C), (VC), Bostar, DeBoer, Hansen, Ibach, Arch (ex officio)

## Special Committees

### **Building Maintenance (6)**

(C), (VC), Clements

### **Education Commission of the States (3)**

### **Executive Board of the Legislative Council (9)**

Hansen (C), Ibach (VC), Arch, Ballard, Bostar, Dorn, Fredrickson, Jacobson, McKinney, Clements (nonvoting ex officio)

### **Justice Reinvestment Oversight (5)**

(C),

### **Legislative Performance Audit (7)**

(C), (VC), Arch, Clements, Hansen

### **Midwestern Higher Education Compact (2)**

### **Planning Committee (9)**

(C), (VC), Arch, Clements, Hansen

### **State-Tribal Relations Committee (7)**

(C), (VC),

### **Statewide Tourism and Recreation Water Access and Resource Sustainability (STAR WARS) (11)**

Arch (C),

## Ralston Enrollment Report as of 04/28/2025

BLUMFIELD ELEMENTARY	Nbr Sec	Current Enrollment	Option-In Enrollment	External Students	Total Students	Nbr Apps Pending
PS	2.00	34	0	2	36	4
KG	2.00	39	3	0	42	0
01	2.00	42	4	0	46	1
02	2.00	37	5	0	42	0
03	2.00	34	9	0	43	0
04	2.00	37	10	0	47	0
05	2.00	33	10	1	44	0
06	2.00	44	14	0	58	0
<b>Building Total:</b>		<b>300</b>	<b>55</b>	<b>3</b>	<b>358</b>	<b>5</b>

KAREN WESTERN ELEMENTARY	Nbr Sec	Current Enrollment	Option-In Enrollment	External Students	Total Students	Nbr Apps Pending
PS	2.00	24	0	1	25	0
KG	2.00	26	2	0	28	0
01	2.00	20	8	0	28	0
02	2.00	29	9	0	38	0
03	1.00	20	6	0	26	0
04	2.00	27	7	0	34	0
05	1.00	17	5	0	22	0
06	1.00	21	5	0	26	0
<b>Building Total:</b>		<b>184</b>	<b>42</b>	<b>1</b>	<b>227</b>	<b>0</b>

MEADOWS ELEMENTARY	Nbr Sec	Current Enrollment	Option-In Enrollment	External Students	Total Students	Nbr Apps Pending
PS	2.00	34	0	2	36	0
KG	2.00	32	9	0	41	0
01	2.00	39	7	0	46	0
02	2.00	34	16	0	50	0
03	2.00	34	13	0	47	0
04	2.00	31	7	0	38	0
05	2.00	25	11	1	37	0
06	2.00	28	9	0	37	0
<b>Building Total:</b>		<b>257</b>	<b>72</b>	<b>3</b>	<b>332</b>	<b>0</b>

MOCKINGBIRD ELEMENTARY	Nbr Sec	Current Enrollment	Option-In Enrollment	External Students	Total Students	Nbr Apps Pending
PS	1.00	19	0	3	22	0
KG	3.00	44	8	0	52	0
01	3.00	61	9	0	70	0
02	3.00	57	7	0	64	0
03	3.00	63	11	0	74	0
04	3.00	48	11	0	59	0
05	2.00	38	7	0	45	0
06	3.00	51	23	0	74	0
<b>Building Total:</b>		<b>381</b>	<b>76</b>	<b>3</b>	<b>460</b>	<b>0</b>

## Ralston Enrollment Report as of 04/28/2025

SEYMOUR ELEMENTARY	Nbr Sec	Current Enrollment	Option-In Enrollment	External Students	Total Students	Nbr Apps Pending
PS	0	0	0	2	2	0
KG	2.00	28	5	0	33	0
01	2.00	34	2	1	37	0
02	2.00	32	6	2	40	0
03	2.00	33	6	0	39	0
04	2.00	36	7	2	45	0
05	2.00	31	10	1	42	0
06	2.00	37	6	3	46	0
<b>Building Total:</b>		<b>231</b>	<b>42</b>	<b>11</b>	<b>284</b>	<b>0</b>

WILDEWOOD ELEMENTARY	Nbr Sec	Current Enrollment	Option-In Enrollment	External Students	Total Students	Nbr Apps Pending
PS	2.00	32	0	0	32	0
KG	2.00	26	8	0	34	2
01	2.00	30	10	0	40	0
02	2.00	32	11	0	43	0
03	2.00	30	12	0	42	0
04	2.00	25	12	0	37	0
05	2.00	24	11	1	36	0
06	2.00	22	16	0	38	0
<b>Building Total:</b>		<b>221</b>	<b>80</b>	<b>1</b>	<b>302</b>	<b>2</b>

RALSTON MIDDLE SCHOOL	Nbr Sec	Current Enrollment	Option-In Enrollment	External Students	Total Students	Nbr Apps Pending
07		179	56	2	237	0
08		191	62	3	256	0
<b>Building Total:</b>		<b>370</b>	<b>118</b>	<b>5</b>	<b>493</b>	<b>0</b>

RALSTON HIGH SCHOOL	Nbr Sec	Current Enrollment	Option-In Enrollment	External Students	Total Students	Nbr Apps Pending
09		185	86	0	271	0
10		177	77	0	254	0
11		142	80	0	222	3

## Ralston Enrollment Report as of 04/28/2025

RALSTON HIGH SCHOOL	Nbr Sec	Current Enrollment	Option-In Enrollment	External Students	Total Students	Nbr Apps Pending
12		141	81	0	222	1
<b>Building Total:</b>		<b>645</b>	<b>324</b>	<b>0</b>	<b>969</b>	<b>4</b>
<hr/>						
<b>District Total:</b>		<b>2589</b>	<b>809</b>	<b>27</b>	<b>3425</b>	<b>11</b>
KG:		195	35	0	230	2
01:		226	40	1	267	1
02:		221	54	2	277	0
03:		214	57	0	271	0
04:		204	54	2	260	0
05:		168	54	4	226	0
06:		203	73	3	279	0
07:		179	56	2	237	0
08:		191	62	3	256	0
09:		185	86	0	271	0
10:		177	77	0	254	0
11:		142	80	0	222	3
12:		141	81	0	222	1
<b>Total PS:</b>		<b>143</b>	<b>0</b>	<b>10</b>	<b>153</b>	<b>4</b>





## Instructional Time Analysis Spring 2025

Grade Level	State Required Minimum	Instructional Time Per Day ( ) Days Per Week	Ralston Current Instructional Time Total	Balance Above State Minimum (HRS)	Balance Above State Minimum (Days)
3 Year Old Program	NA	3.25 (4)	445.25	NA	NA
4 Year Old Program	450	7 (4)	884	+434	+66.76
KG	400	6.5 (4) 5.00 (1)	1093	+693	+106.61
1 – 6	1032	6.50 (4) 6.00(1)	1088	+56	8.61
RMS	1080	6.73 (4) 6.23 (1)	7 <sup>th</sup> 1132.1 8 <sup>th</sup> 1127.1	7 <sup>th</sup> +52.1 8 <sup>th</sup> +47.1	+7.74 +6.99
RHS	1080	6.83 (4) 6.33 (1)	9 <sup>th</sup> 1149.1 10 <sup>th</sup> -12 <sup>th</sup> 1144.1	9 <sup>th</sup> +69.1 10 <sup>th</sup> -12 <sup>th</sup> +64.1	+10.17 +9.38

### Key Elements:

- Students last day is scheduled for May 22, 2025
- Ralston Current Instructional Time includes 7 lost days for inclement weather.
- Staff will be expected to complete three contract days on August 1<sup>st</sup>, 4<sup>th</sup> and 5<sup>th</sup> , 2025. The additional contract days will be divided between professional development and increased classroom preparation time and planning for our staff moving into remodeled/new spaces.
- Staff may be expected to make up additional instructional days lost to inclement weather.
- SY missed two additional days due to moving in September.
- Updated April 15, 2025



Student and Employee Assistance Program

Semi-Annual Utilization Report

Ralston Public Schools

June 1, 2024 to December 31, 2024



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## Utilization Breakdown

Demographics	Totals	Percent	Referral Breakdown	Totals	Percent
Total Referrals	82	100%	Students	63	77%
Mandatory	6	7%	Family Members	5	6%
Reopened	20	24%	Employees	9	11%
Males	41	50%	Spouse/Dependents	5	6%
Females	41	50%	<b>Total Referrals</b>	<b>82</b>	<b>100%</b>
<b>Referrals By School (students only)</b>					
School	Number	Percent	School	Number	Percent
Blumfield	4	2%	Middle School	1	2%
Karen Western	1	0%	High School	43	68%
Meadows	7	0%	<b>Middle/High Total</b>	44	70%
Mockingbird	0	0%	Onsite (included)	28	
Seymour	2	3%	<b>TOTAL STUDENTS</b>	63	100%
Wildewood	5	8%			
<b>Elementary Total</b>	19	30%			
Referral Source	Total	Percent	Referral Source cont.	Total	Percent
School Counselor	24	29%	Medical Referral	0	0%
School Principal	4	5%	Family Member	20	24%
EAP/SAP Brochure	0	0%	School Website	0	0%
Former Client	20	24%	Co-Worker	0	0%
Human Resources	1	1%	Con.Form	10	12%
Teacher	0	0%	Friend	0	0%
Seminar	0	0%	AFC Counselor	1	1%
Spouse	1	1%	Other	0	0%
Newsletter	0	0%			
Supervisor	1	1%	<b>Total</b>	<b>82</b>	<b>100%</b>

## Referrals by Month 2024

Jun.	July	Aug.	Sep.	Oct.	Nov.	Dec.	Total
3	2	11	21	18	18	9	82



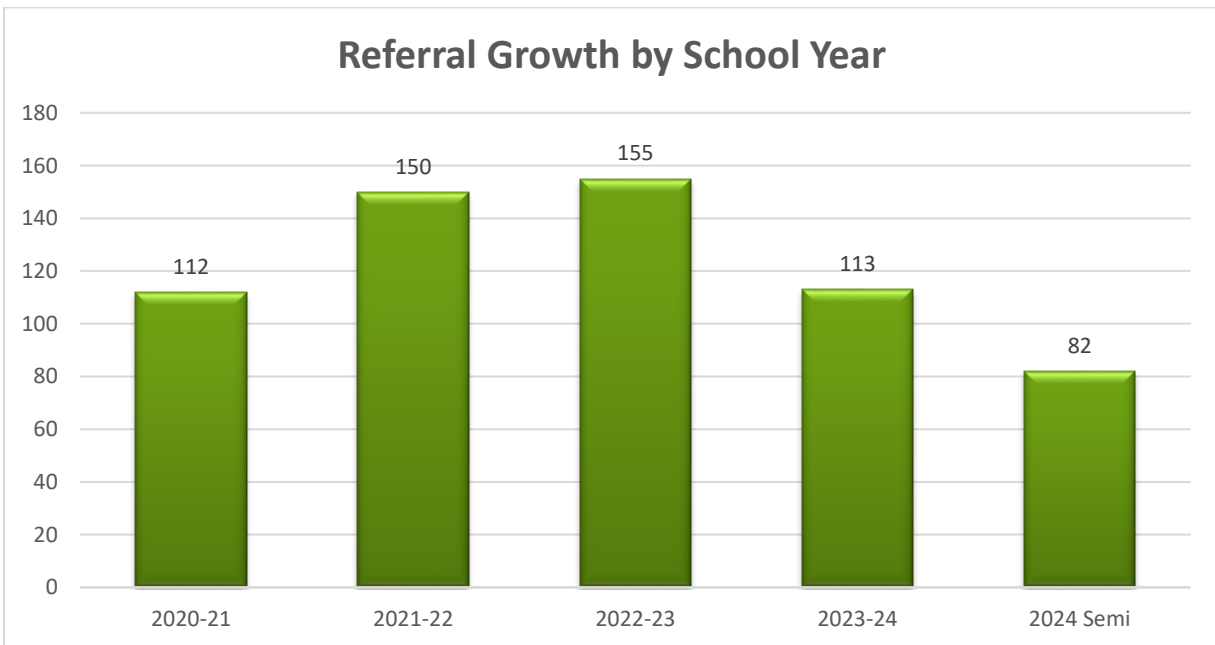
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## Utilization Breakdown Comparison by School Year

Demographics	2020-2021	2021-2022	2022-2023	2023-2024	2024 Semi
Total Referrals	112	150	155	113	82
Mandatory	0	32	17	15	6
Reopened	30	39	65	35	20
Males	55	84	59	55	41
Females	57	66	96	58	41
Referral Breakdown	2020-2021	2021-2022	2022-2023	2023-2024	2024 Semi
Students	90	112	111	75	63
Family Members	2	2	7	4	5
Employee	15	21	22	24	9
Spouse/Dependents	5	15	14	10	5
<b>Total Referrals</b>	112	150	155	113	82

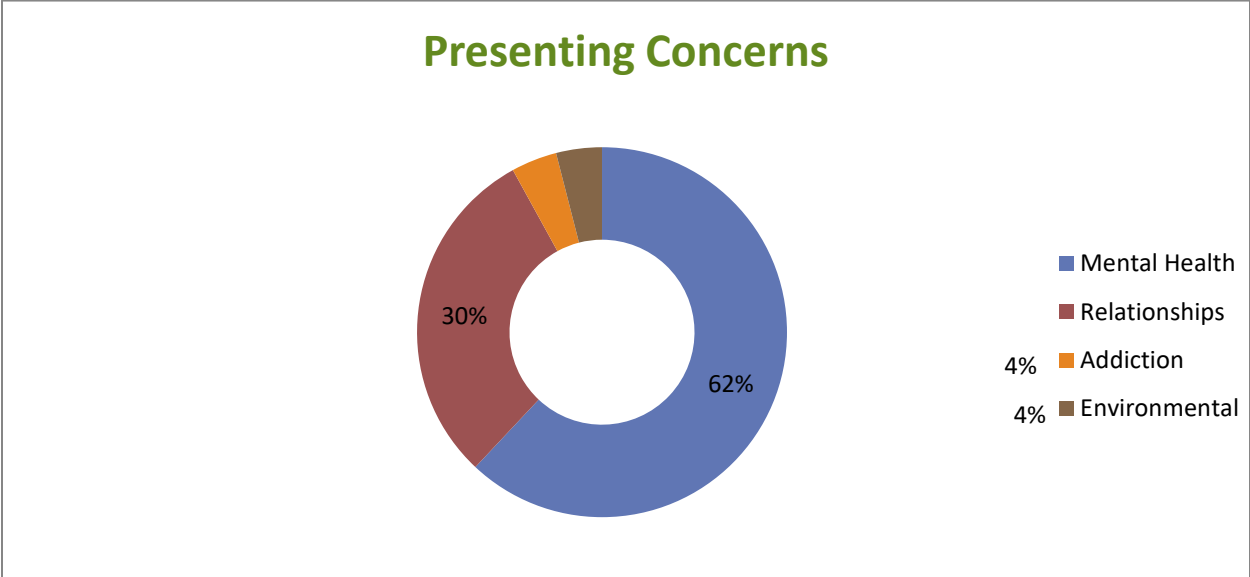
## Referral Growth Chart



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# Presenting Concern Categories by Total Occurrence



## Presenting Concern Categories with Breakdown of Specific Concerns

Mental Health	Referrals	Percent	Relationships	Referrals	Percent
ADHD	0	0%	Behavioral Concerns	4	5%
Depression	16	20%	Family Conflict	5	6%
Anxiety	8	10%	Peer Relationships	3	4%
Anger	2	2%	Divorce	9	11%
PTSD/Trauma	14	17%	Adjustment Issues	2	2%
Stress	5	10%	Grief / Loss	0	0%
Psychological/Other	1	1%	Marital Issues	0	0%
Threat Assessment	0	0%	Work Conflict	0	0%
Suicidal Risk	5	6%	Relationship Counselin	2	2%
<b>TOTALS</b>	<b>51</b>	<b>62%</b>	<b>Total</b>	<b>25</b>	<b>30%</b>
Addiction	Referrals	Percent	Environmental	Referrals	Percent
Drug Concerns	0	0%	Medical	0	0%
Alcohol Concerns	1	1%	Academics	0	0%
Family Alcohol	1	1%	Childcare	0	0%
Family Drugs	0	0%	Financial	0	0%
Evaluation	1	1%	Legal	0	0%
Tobacco Addiction	0	0%	Parenting	3	4%
Other Addictions	0	0%	<b>TOTAL</b>	<b>3</b>	<b>4%</b>
<b>TOTALS</b>	<b>3</b>	<b>4%</b>	<b>GRAND TOTAL</b>	<b>82</b>	<b>100%</b>



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**Breakdown of Reason by School – Students Only  
June 1, 2024 to December 31, 2024**

<b>Reason</b>	<b>School</b>	<b>Total</b>
Alcohol Concerns	High School	1
<b>Alcohol Concerns Total</b>		<b>1</b>
Anger, Management	High School	1
<b>Anger Total</b>		<b>1</b>
Anxiety, Adjustment	High School	6
	Karen Western	1
	Middle School	1
<b>Anxiety Total</b>		<b>8</b>
Behavioral Concerns	Blumfield	2
	Meadows	1
	Wildewood	1
<b>Behavioral Concerns Total</b>		<b>4</b>
Depression	Blumfield	1
	High School	10
	Meadows	2
	Wildewood	2
<b>Depression Total</b>		<b>15</b>
Divorce	High School	2
	Meadows	2
	Seymour	2
<b>Divorce Total</b>		<b>6</b>
Evaluation	High School	1
<b>Evaluation Total</b>		<b>1</b>
Family Conflict	High School	3
<b>Family Conflict Total</b>		<b>3</b>
Family Addiction	High School	1
<b>Family Addiction Total</b>		<b>1</b>



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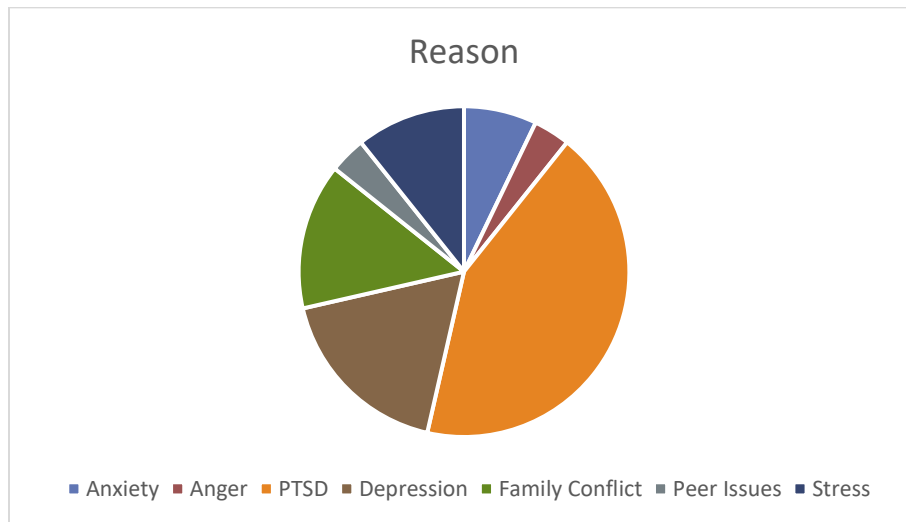
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Peer Relationships	High School	3
<b>Peer Relationships Total</b>		<b>3</b>
PTSD/Trauma	High School	12
<b>PTSD/Trauma Total</b>		<b>12</b>
Stress Related	High School	3
<b>Stress Related Total</b>		<b>3</b>
Suicidal Risk	Blumfield	1
	Meadows	2
	Wildewood	2
<b>Suicidal Risk Total</b>		<b>5</b>
<b>Grand Total</b>		<b>63</b>

## On-site Clients 2024-25 School Year

### Breakdown of On-Site Visits

Our counselor, Jeff Krenzer, has been on-site at Ralston High School since August 2024, along with intern therapists to assist. Twenty-eight students and staff utilized the On-Site option during the first half of the 2024-25 school year, dealing with issues ranging from anxiety, anger, depression, PTSD, and family conflict.



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## Special Services and Forecast for Growth in Utilization

### On-Site Visits / Services

Arbor counselor and Clinical Director Jeff Krenzer has been on-site at Ralston High School each month since August 2024. Jeff and our intern therapists met with twenty-eight students on-site during this time.

Arbor is available to coordinate visits with students and staff identified as “at risk” and will continue to be available to address this need.

### Consultations

Arbor is available for consultations with faculty surrounding assessments and referrals.

### Newsletter

Arbor is available to provide newsletters to be made available to students and parents. This newsletter is interactive which means that parents can suggest topics for future articles.

### Web Site

The Arbor web site is available for students and their parents to educate themselves about services, learn about Arbor’s professional counselors, and find articles and archived editions of the newsletter. [www.arborfamilycounseling.com](http://www.arborfamilycounseling.com)

### Presentations and Training

Arbor is available for presentations to support your schools! Please call if you have a special area of need. Presentations are available for staff, students, and parents.

### Special Services

Arbor is available to increase program awareness with students and parents.

Arbor is available to coordinate and offer specific, problem-focused consulting services and to coordinate and provide materials during School Conferences.



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RALSTON COMMUNITY SCHOOLS FOUNDATION  
8545 PARK DRIVE  
RALSTON, NE 68127-3860

Dear JOYCE:

Your 2023 Federal Return of Organization Exempt from Income Tax will be electronically filed with the Internal Revenue Service upon receipt of a signed Form 8879-TE - IRS e-file Signature Authorization. No tax is payable with the filing of this return.

Please be sure to call us if you have any questions.

Sincerely,

A handwritten signature in black ink that reads "DOUG". The letters are stylized and cursive.

Douglas J Lacey, CPA

I Tax-exempt status:  501(c)(3)     501(c) ( ) (insert no.)     4947(a)(1) or     527

J Website: N/A    H(c) Group exemption number

K Form of organization:  Corporation     Trust     Association     Other    L Year of formation:    M State of legal domicile:

TAXPAYER'S COPY

**Part I Summary**

<b>Activities &amp; Governance</b>	1 Briefly describe the organization's mission or most significant activities: <b>SCHOOL AGE DAY CARE</b>			
	2 Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.			
	3	Number of voting members of the governing body (Part VI, line 1a).....	5	
	4	Number of independent voting members of the governing body (Part VI, line 1b).....	0	
	5	Total number of individuals employed in calendar year 2023 (Part V, line 2a).....	0	
	6	Total number of volunteers (estimate if necessary).....	0	
	7a	Total unrelated business revenue from Part VIII, column (C), line 12.....	0.	
	7b	Net unrelated business taxable income from Form 990-T, Part I, line 11.....	0.	
<b>Revenue</b>			<b>Prior Year</b>	<b>Current Year</b>
	8	Contributions and grants (Part VIII, line 1h).....	31,420.	47,430.
	9	Program service revenue (Part VIII, line 2g).....	942,170.	1,144,976.
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d).....	105,940.	73,683.
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e).....		
	12	Total revenue -- add lines 8 through 11 (must equal Part VIII, column (A), line 12).....	1,079,530.	1,266,089.
<b>Expenses</b>	13	Grants and similar amounts paid (Part IX, column (A), lines 1-3).....		
	14	Benefits paid to or for members (Part IX, column (A), line 4).....		
	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10).....	658,383.	707,919.
	16a	Professional fundraising fees (Part IX, column (A), line 11e).....		
	b	Total fundraising expenses (Part IX, column (D), line 25)		
	17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e).....	365,555.	370,081.
	18	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25).....	1,023,938.	1,078,000.
19	Revenue less expenses. Subtract line 18 from line 12.....	55,592.	188,089.	
<b>Net Assets or Fund Balances</b>			<b>Beginning of Current Year</b>	<b>End of Year</b>
	20	Total assets (Part X, line 16).....	1,350,612.	1,638,972.
	21	Total liabilities (Part X, line 26).....	304,335.	404,325.
22	Net assets or fund balances. Subtract line 21 from line 20.....	1,046,277.	1,234,647.	

**Part II Signature Block**

Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

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4a (Code: \_\_\_\_\_) (Expenses \$ 1,078,000. including grants of \$ \_\_\_\_\_) (Revenue \$ 1,266,089.)

OPERATION OF BEFORE AND AFTER PROGRAMS AND SUMMER DAY CARE FOR RALSTON PUBLIC SCHOOL  
STUDENTS (APPROXIMATELY 400 STUDENTS)

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4b (Code: \_\_\_\_\_) (Expenses \$ \_\_\_\_\_ including grants of \$ \_\_\_\_\_) (Revenue \$ \_\_\_\_\_)

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4c (Code: \_\_\_\_\_) (Expenses \$ \_\_\_\_\_ including grants of \$ \_\_\_\_\_) (Revenue \$ \_\_\_\_\_)

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7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II.</i>	7	X
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III.</i>	8	X
9	Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV.</i>	9	X
10	Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi-endowments? <i>If "Yes," complete Schedule D, Part V.</i>	10	X
11	If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X, as applicable.		
a	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI.</i>	11a	X
b	Did the organization report an amount for investments – other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII.</i>	11b	X
c	Did the organization report an amount for investments – program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII.</i>	11c	X
d	Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX.</i>	11d	X
e	Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X.</i>	11e	X
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete Schedule D, Part X.</i>	11f	X
12a	Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII.</i>	12a	X
b	Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional.</i>	12b	X
13	Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E.</i>	13	X
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a	X
b	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? <i>If "Yes," complete Schedule F, Parts I and IV.</i>	14b	X
15	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? <i>If "Yes," complete Schedule F, Parts II and IV.</i>	15	X
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? <i>If "Yes," complete Schedule F, Parts III and IV.</i>	16	X
17	Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A) lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I. See instructions.</i>	17	X

<b>25a Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations.</b> Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i> .....	25a	X
<b>b</b> Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i> .....	25b	X
<b>26</b> Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part II</i> .....	26	X
<b>27</b> Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III</i> .....	27	X
<b>28</b> Was the organization a party to a business transaction with one of the following parties? (See the Schedule L, Part IV, instructions for applicable filing thresholds, conditions, and exceptions).		
<b>a</b> A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? <i>If "Yes," complete Schedule L, Part IV</i> .....	28a	X
<b>b</b> A family member of any individual described in line 28a? <i>If "Yes," complete Schedule L, Part IV</i> .....	28b	X
<b>c</b> A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? <i>If "Yes," complete Schedule L, Part IV</i> .....	28c	X
<b>29</b> Did the organization receive more than \$25,000 in noncash contributions? <i>If "Yes," complete Schedule M</i> .....	29	X
<b>30</b> Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i> .....	30	X
<b>31</b> Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i> .....	31	X
<b>32</b> Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i> .....	32	X
<b>33</b> Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i> .....	33	X
<b>34</b> Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i> .....	34	X
<b>35a</b> Did the organization have a controlled entity within the meaning of section 512(b)(13)?.....	35a	X
<b>b</b> If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i> .....	35b	
<b>36 Section 501(c)(3) organizations.</b> Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i> .....	36	X
<b>37</b> Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is		

c If "Yes," to line 5a or 5b, did the organization file Form 8886-T? .....		5c	
<b>6a</b> Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions? .....		6a	X
b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible? .....		6b	
<b>7 Organizations that may receive deductible contributions under section 170(c).</b>			
a Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor? .....		7a	X
b If "Yes," did the organization notify the donor of the value of the goods or services provided? .....		7b	
c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282? .....		7c	X
d If "Yes," indicate the number of Forms 8282 filed during the year. ....		7d	
e Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract? .....		7e	X
f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? .....		7f	X
g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required? .....		7g	
h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C? .....		7h	
<b>8 Sponsoring organizations maintaining donor advised funds.</b> Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year? .....			
		8	
<b>9 Sponsoring organizations maintaining donor advised funds.</b>			
a Did the sponsoring organization make any taxable distributions under section 4966? .....		9a	
b Did the sponsoring organization make a distribution to a donor, donor advisor, or related person? .....		9b	
<b>10 Section 501(c)(7) organizations.</b> Enter:			
a Initiation fees and capital contributions included on Part VIII, line 12. ....		10a	
b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities. ....		10b	
<b>11 Section 501(c)(12) organizations.</b> Enter:			
a Gross income from members or shareholders. ....		11a	
b Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.) .....		11b	
<b>12a Section 4947(a)(1) non-exempt charitable trusts.</b> Is the organization filing Form 990 in lieu of Form 1041? .....			
		12a	
b If "Yes," enter the amount of tax-exempt interest received or accrued during the year. ....		12b	
<b>13 Section 501(c)(29) qualified nonprofit health insurance issuers.</b>			
a Is the organization licensed to issue qualified health plans in more than one state? .....		13a	

**Note:** See the instructions for additional information the organization must report on Schedule O

3		X
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed? .....	X
5	Did the organization become aware during the year of a significant diversion of the organization's assets? .....	X
6	Did the organization have members or stockholders? .....	X
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body? .....	X
7b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body? .....	X
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:	
8a	a The governing body? .....	X
8b	b Each committee with authority to act on behalf of the governing body? .....	X
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? <i>If "Yes," provide the names and addresses on Schedule O.</i> .....	X

**Section B. Policies** *(This Section B requests information about policies not required by the Internal Revenue Code.)*

	Yes	No
10a	Did the organization have local chapters, branches, or affiliates? .....	X
10b	b If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes? .....	
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? .....	X
11b	b Describe on Schedule O the process, if any, used by the organization to review this Form 990. See Schedule O	
12a	Did the organization have a written conflict of interest policy? <i>If "No," go to line 13</i> .....	X
12b	b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? .....	
12c	c Did the organization regularly and consistently monitor and enforce compliance with the policy? <i>If "Yes," describe on Schedule O how this was done.</i> .....	
13	Did the organization have a written whistleblower policy? .....	X
14	Did the organization have a written document retention and destruction policy? .....	X
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?	
15a	a The organization's CEO, Executive Director, or top management official. ....	X
15b	b Other officers or key employees of the organization. ....	X
	If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.	
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a	





Continued on page 1		1g						
		<b>g Total.</b> Add lines 1a-1f.....		47,430.				
Program Service Revenue	2a <u>DAY CARE</u>		Business Code					
	b -----				1,144,976.		1,144,976.	
	c -----							
	d -----							
	e -----							
	f All other program service revenue ...							
	<b>g Total.</b> Add lines 2a-2f.....				1,144,976.			
3 Investment income (including dividends, interest, and other similar amounts).....				72,409.		72,409.		
4 Income from investment of tax-exempt bond proceeds								
5 Royalties.....								
6a Gross rents.....		(i) Real		(ii) Personal				
b Less: rental expenses		6b						
c Rental income or (loss)		6c						
d Net rental income or (loss).....								
7a Gross amount from sales of assets other than inventory		(i) Securities		(ii) Other				
b Less: cost or other basis and sales expenses		7b		1,274.				
c Gain or (loss).....		7c		1,274.				
d Net gain or (loss).....				1,274.		1,274.		
Other Revenue	8a Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18.....		8a					
	b Less: direct expenses.....		8b					
	c Net income or (loss) from fundraising events.....							
	9a Gross income from gaming activities. See Part IV, line 19.....		9a					
	b Less: direct expenses.....		9b					

5	trustees, and key employees	0.	0.	0.	0.
6	Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)	0.	0.	0.	0.
7	Other salaries and wages	657,612.	657,612.		
8	Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)				
9	Other employee benefits				
10	Payroll taxes	50,307.	50,307.		
11	Fees for services (nonemployees):				
	a Management				
	b Legal				
	c Accounting	795.	795.		
	d Lobbying				
	e Professional fundraising services. See Part IV, line 17.				
	f Investment management fees				
	g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Schedule O.)				
12	Advertising and promotion	1,841.	1,841.		
13	Office expenses	422.	422.		
14	Information technology				
15	Royalties				
16	Occupancy				
17	Travel				
18	Payments of travel or entertainment expenses for any federal, state, or local public officials				
19	Conferences, conventions, and meetings				
20	Interest				
21	Payments to affiliates				
22	Depreciation, depletion, and amortization				
23	Insurance	97,930.	97,930.		
24	Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e				

Assets	7	Notes and loans receivable, net .....		7			
	8	Inventories for sale or use .....		8			
	9	Prepaid expenses and deferred charges .....		9			
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D .....	10a	204,207.			
	b	Less: accumulated depreciation .....	10b	204,207.	10c		
	11	Investments — publicly traded securities .....			11		
	12	Investments — other securities. See Part IV, line 11 .....			12		
	13	Investments — program-related. See Part IV, line 11 .....			13		
	14	Intangible assets .....			14		
	15	Other assets. See Part IV, line 11 .....			15		
	16	<b>Total assets.</b> Add lines 1 through 15 (must equal line 33) .....		1,350,612.	16	1,638,972.	
	Liabilities	17	Accounts payable and accrued expenses .....		304,335.	17	404,325.
		18	Grants payable .....			18	
		19	Deferred revenue .....			19	
		20	Tax-exempt bond liabilities .....			20	
		21	Escrow or custodial account liability. Complete Part IV of Schedule D .....			21	
22		Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons .....			22		
23		Secured mortgages and notes payable to unrelated third parties .....			23		
24		Unsecured notes and loans payable to unrelated third parties .....			24		
25		Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D .....			25		
26		<b>Total liabilities.</b> Add lines 17 through 25 .....		304,335.	26	404,325.	
Assets or Fund Balances	<b>Organizations that follow FASB ASC 958, check here</b> <input checked="" type="checkbox"/>						
	<b>and complete lines 27, 28, 32, and 33.</b>						
	27	Net assets without donor restrictions .....		1,046,277.	27	1,234,647.	
	28	Net assets with donor restrictions .....			28		
	<b>Organizations that do not follow FASB ASC 958, check here</b> <input type="checkbox"/>						
<b>and complete lines 29 through 33.</b>							
29	Capital stock or trust principal, or current funds .....			29			
30	Paid-in or capital surplus, or land, building, or equipment fund .....			30			
31	Retained earnings, endowment, accumulated income, or other funds .....			31			

**Part XII Financial Statements and Reporting**

Check if Schedule O contains a response or note to any line in this Part XII.

**1** Accounting method used to prepare the Form 990:  Cash  Accrual  Other \_\_\_\_\_

If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.

**2a** Were the organization's financial statements compiled or reviewed by an independent accountant? .....

If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both.

Separate basis  Consolidated basis  Both consolidated and separate basis

**b** Were the organization's financial statements audited by an independent accountant? .....

If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both.

Separate basis  Consolidated basis  Both consolidated and separate basis

**c** If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? .....

If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.

**3a** As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F? .....

**b** If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits .....

	Yes	No
<b>2a</b>		X
<b>2b</b>		X
<b>2c</b>		
<b>3a</b>		X
<b>3b</b>		

name, city, and state:

- 5  An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv)**. (Complete Part II.)
- 6  A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v)**.
- 7  An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi)**. (Complete Part II.)
- 8  A community trust described in **section 170(b)(1)(A)(vi)**. (Complete Part II.)
- 9  An agricultural research organization described in **section 170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land-grant college of agriculture (see instructions). Enter the name, city, and state of the college or university: \_\_\_\_\_
- 10  An organization that normally receives (1) more than 33-1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions, subject to certain exceptions; and (2) no more than 33-1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2)**. (Complete Part III.)
- 11  An organization organized and operated exclusively to test for public safety. See **section 509(a)(4)**.
- 12  An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2)**. See **section 509(a)(3)**. Check the box on lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.
  - a  **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**
  - b  **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**
  - c  **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**
  - d  **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**
  - e  Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.
  - f Enter the number of supported organizations .....
  - g Provide the following information about the supported organization(s).

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1-10 above (see instructions))	(iv) Is the organization listed in your governing document?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		

organization without charge...						
<b>4 Total.</b> Add lines 1 through 3...						
<b>5</b> The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)...						
<b>6 Public support.</b> Subtract line 5 from line 4.....						

**Section B. Total Support**

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
<b>7</b> Amounts from line 4.....						
<b>8</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources.....						
<b>9</b> Net income from unrelated business activities, whether or not the business is regularly carried on.....						
<b>10</b> Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.).....						
<b>11 Total support.</b> Add lines 7 through 10.....						
<b>12</b> Gross receipts from related activities, etc. (see instructions).....					<b>12</b>	
<b>13 First 5 years.</b> If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and <b>stop here</b> ..... <input type="checkbox"/>						

**Section C. Computation of Public Support Percentage**

<b>14</b> Public support percentage for 2023 (line 6, column (f), divided by line 11, column (f)).....	<b>14</b>	%
<b>15</b> Public support percentage from 2022 Schedule A, Part II, line 14.....	<b>15</b>	%
<b>16a 33-1/3% support test—2023.</b> If the organization did not check the box on line 13, and line 14 is 33-1/3% or more, check this box and <b>stop here</b> . The organization qualifies as a publicly supported organization..... <input type="checkbox"/>		

4	Tax revenues levied for the organization's benefit and either paid to or expended on its behalf .....					
5	The value of services or facilities furnished by a governmental unit to the organization without charge ...					
6	<b>Total.</b> Add lines 1 through 5...					
7a	Amounts included on lines 1, 2, and 3 received from disqualified persons .....					
b	Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year .....					
c	Add lines 7a and 7b .....					
8	<b>Public support.</b> (Subtract line 7c from line 6.) .....					

### Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
9	Amounts from line 6 .....					
10a	Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources .....					
b	Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975 ..					
c	Add lines 10a and 10b .....					
11	Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on .....					
12	Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) .....					
13	<b>Total support.</b> (Add lines 9, 10c, 11, and 12.) .....					

- b** Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? If "Yes," describe in **Part VI** when and how the organization made the determination.
- c** Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? If "Yes," explain in **Part VI** what controls the organization put in place to ensure such use.
- 4a** Was any supported organization not organized in the United States ("foreign supported organization")? If "Yes" and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.
  - b** Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? If "Yes," describe in **Part VI** how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.
  - c** Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? If "Yes," explain in **Part VI** what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.
- 5a** Did the organization add, substitute, or remove any supported organizations during the tax year? If "Yes," answer lines 5b and 5c below (if applicable). Also, provide detail in **Part VI**, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).
  - b Type I or Type II only.** Was any added or substituted supported organization part of a class already designated in the organization's organizing document?
  - c Substitutions only.** Was the substitution the result of an event beyond the organization's control?
- 6** Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? If "Yes," provide detail in **Part VI**.
- 7** Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (as defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? If "Yes," complete Part I of Schedule L (Form 990).
- 8** Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? If "Yes," complete Part I of Schedule L (Form 990).
- 9a** Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons, as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? If "Yes," provide detail in **Part VI**.

3a		
3b		
3c		
4a		
4b		
4c		
5a		
5b		
5c		
6		
7		
8		
9a		

than one supported organization, describe how the powers to appoint and/or remove officers, directors, or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.

- 2 Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? *If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised, or controlled the supporting organization.*

1		
2		

### Section C. Type II Supporting Organizations

- 1 Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? *If "No," describe in Part VI how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).*

	Yes	No
1		

### Section D. All Type III Supporting Organizations

- 1 Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?
- 2 Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s), or (ii) serving on the governing body of a supported organization? *If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).*
- 3 By reason of the relationship described on line 2, above, did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? *If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.*

	Yes	No
1		
2		
3		

### Section E. Type III Functionally Integrated Supporting Organizations

- 1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions).

- a  The organization satisfied the Activities Test. Complete line 2 below.
- b  The organization is the parent of each of its supported organizations. Complete line 3 below.
- c  The organization supported a governmental entity. Describe in Part VI how you supported a governmental entity (see instructions).

- 2 Activities Test. Answer lines 2a and 2b below.

- a Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? *If "Yes," then in Part VI identify those supported*

	Yes	No

production of income (see instructions)		5		
7 Other expenses (see instructions)		7		
8 <b>Adjusted Net Income</b> (subtract lines 5, 6, and 7 from line 4)		8		
<b>Section B – Minimum Asset Amount</b>			(A) Prior Year	(B) Current Year (optional)
1 Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):				
a Average monthly value of securities		1a		
b Average monthly cash balances		1b		
c Fair market value of other non-exempt-use assets		1c		
d <b>Total</b> (add lines 1a, 1b, and 1c)		1d		
e <b>Discount</b> claimed for blockage or other factors (explain in detail in <b>Part VI</b> ):				
2 Acquisition indebtedness applicable to non-exempt-use assets		2		
3 Subtract line 2 from line 1d.		3		
4 Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).		4		
5 Net value of non-exempt-use assets (subtract line 4 from line 3)		5		
6 Multiply line 5 by 0.035.		6		
7 Recoveries of prior-year distributions		7		
8 <b>Minimum Asset Amount</b> (add line 7 to line 6)		8		
<b>Section C – Distributable Amount</b>				Current Year
1 Adjusted net income for prior year (from Section A, line 8, column A)		1		
2 Enter 0.85 of line 1.		2		
3 Minimum asset amount for prior year (from Section B, line 8, column A)		3		
4 Enter greater of line 2 or line 3.		4		
5 Income tax imposed in prior year		5		
6 <b>Distributable Amount.</b> Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).		6		
7 <input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).				

Section E – Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2023	(iii) Distributable Amount for 2023
1 Distributable amount for 2023 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2023 (reasonable cause required – <i>explain in Part VI</i> ). See instructions.			
3 Excess distributions carryover, if any, to 2023			
a From 2018 . . . . .			
b From 2019 . . . . .			
c From 2020 . . . . .			
d From 2021 . . . . .			
e From 2022 . . . . .			
f Total of lines 3a through 3e			
g Applied to underdistributions of prior years			
h Applied to 2023 distributable amount			
i Carryover from 2018 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4 Distributions for 2023 from Section D, line 7: \$			
a Applied to underdistributions of prior years			
b Applied to 2023 distributable amount			
c Remainder. Subtract lines 4a and 4b from line 4.			
5 Remaining underdistributions for years prior to 2023, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
6 Remaining underdistributions for 2023. Subtract lines 3h and 4b from line 1. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
7 Excess distributions carryover to 2024. Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2019 . . . . .			
b Excess from 2020 . . . . .			
c Excess from 2021 . . . . .			



- 4 Aggregate value at end of year.....  Yes  No
- 5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?.....  Yes  No
- 6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit?.....  Yes  No

**Part II Conservation Easements**

Complete if the organization answered "Yes" on Form 990, Part IV, line 7.

- 1 Purpose(s) of conservation easements held by the organization (check all that apply).
- Preservation of land for public use (for example, recreation or education)  Preservation of a historically important land area
- Protection of natural habitat  Preservation of a certified historic structure
- Preservation of open space

2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.

- a Total number of conservation easements.....
- b Total acreage restricted by conservation easements.....
- c Number of conservation easements on a certified historic structure included on line 2a.....
- d Number of conservation easements included on line 2c acquired after July 25, 2006, and not on a historic structure listed in the National Register.....

	Held at the End of the Tax Year
2a	
2b	
2c	
2d	

- 3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year \_\_\_\_\_
- 4 Number of states where property subject to conservation easement is located \_\_\_\_\_
- 5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds?.....  Yes  No
- 6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year \_\_\_\_\_
- 7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year \_\_\_\_\_
- 8 Does each conservation easement reported on line 2d above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)?.....  Yes  No

9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

**Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets**

Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

on Form 990, Part X?  Yes  No

b If "Yes," explain the arrangement in Part XIII and complete the following table.

- c Beginning balance.....
- d Additions during the year.....
- e Distributions during the year.....
- f Ending balance.....

	Amount
<b>1c</b>	
<b>1d</b>	
<b>1e</b>	
<b>1f</b>	

2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? ....  Yes  No

b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided in Part XIII. ....

**Part V Endowment Funds**

Complete if the organization answered "Yes" on Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
<b>1a</b> Beginning of year balance.....					
<b>b</b> Contributions.....					
<b>c</b> Net investment earnings, gains, and losses.....					
<b>d</b> Grants or scholarships.....					
<b>e</b> Other expenditures for facilities and programs.....					
<b>f</b> Administrative expenses.....					
<b>g</b> End of year balance.....					

2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:

- a Board designated or quasi-endowment \_\_\_\_\_ %
- b Permanent endowment \_\_\_\_\_ %
- c Term endowment \_\_\_\_\_ %

The percentages on lines 2a, 2b, and 2c should equal 100%.

3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:

- (i) Unrelated organizations?.....
- (ii) Related organizations?.....

	Yes	No
<b>3a(i)</b>		
<b>3a(ii)</b>		
<b>3b</b>		

b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R?.....

4 Describe in Part XIII the intended uses of the organization's endowment funds.

**Part VI Land, Buildings, and Equipment**

(f)  
 (l)  
**Total.** (Column (b) must equal Form 990, Part X, line 12, column (B)). . . .

**Part VIII Investments – Program Related** N/A  
 Complete if the organization answered "Yes" on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
(10)		

**Total.** (Column (b) must equal Form 990, Part X, line 13, column (B)). . . .

**Part IX Other Assets** N/A  
 Complete if the organization answered "Yes" on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
(10)	

**Total.** (Column (b) must equal Form 990, Part X, line 15, column (B)). . . .

**Part X Other Liabilities**  
 Complete if the organization answered "Yes" on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2)	

c Add lines <b>4a</b> and <b>4b</b> .....	<b>4c</b>	
<b>5</b> Total revenue. Add lines <b>3</b> and <b>4c</b> . (This must equal Form 990, Part I, line 12.) .....	<b>5</b>	

**Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return** N/A

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

<b>1</b> Total expenses and losses per audited financial statements .....		<b>1</b>	
<b>2</b> Amounts included on line 1 but not on Form 990, Part IX, line 25:			
<b>a</b> Donated services and use of facilities .....	<b>2a</b>		
<b>b</b> Prior year adjustments .....	<b>2b</b>		
<b>c</b> Other losses .....	<b>2c</b>		
<b>d</b> Other (Describe in Part XIII.) .....	<b>2d</b>		
<b>e</b> Add lines <b>2a</b> through <b>2d</b> .....		<b>2e</b>	
<b>3</b> Subtract line <b>2e</b> from line <b>1</b> .....		<b>3</b>	
<b>4</b> Amounts included on Form 990, Part IX, line 25, but not on line 1:			
<b>a</b> Investment expenses not included on Form 990, Part VIII, line 7b .....	<b>4a</b>		
<b>b</b> Other (Describe in Part XIII.) .....	<b>4b</b>		
<b>c</b> Add lines <b>4a</b> and <b>4b</b> .....		<b>4c</b>	
<b>5</b> Total expenses. Add lines <b>3</b> and <b>4c</b> . (This must equal Form 990, Part I, line 18.) .....		<b>5</b>	

**Part XIII Supplemental Information**

Provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X, line 2; Part XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

at all times during its tax year in a manner reasonably expected to be noticed by visitors to the homepage, or through newspaper or broadcast media during the period of solicitation for students, or during the registration period if it has no solicitation program, in a way that makes the policy known to all parts of the general community it serves? If "Yes," please describe. If "No," please explain. If you need more space, use Part II

<b>3</b>	<b>X</b>	

**4** Does the organization maintain the following?

- a** Records indicating the racial composition of the student body, faculty, and administrative staff? .....
  - b** Records documenting that scholarships and other financial assistance are awarded on a racially nondiscriminatory basis? .....
  - c** Copies of all catalogues, brochures, announcements, and other written communications to the public dealing with student admissions, programs, and scholarships? .....
  - d** Copies of all material used by the organization or on its behalf to solicit contributions? .....
- If you answered "No" to any of the above, please explain. If you need more space, use Part II.

<b>4 a</b>	<b>X</b>	
<b>4 b</b>	<b>X</b>	
<b>4 c</b>	<b>X</b>	
<b>4 d</b>	<b>X</b>	

**5** Does the organization discriminate by race in any way with respect to:

- a** Students' rights or privileges? .....
- b** Admissions policies? .....
- c** Employment of faculty or administrative staff? .....
- d** Scholarships or other financial assistance? .....
- e** Educational policies? .....
- f** Use of facilities? .....
- g** Athletic programs? .....
- h** Other extracurricular activities? .....

<b>5 a</b>		<b>X</b>
<b>5 b</b>		<b>X</b>
<b>5 c</b>		<b>X</b>
<b>5 d</b>		<b>X</b>
<b>5 e</b>		<b>X</b>
<b>5 f</b>		<b>X</b>
<b>5 g</b>		<b>X</b>
<b>5 h</b>		<b>X</b>



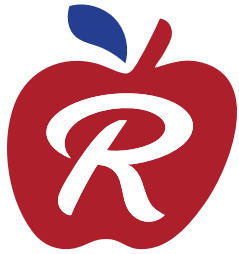
No other documents available to the public.

**Form 990, Part XI, Line 9**  
**Other Changes In Net Assets Or Fund Balances**

ROUNDING.....		
Unrealized gain on investments.....		\$ 281.
	Total	<u>\$ 281.</u>

**Form 990, Part IX, Line 24e**  
**Other Expenses**

	(A)	(B)	(C)	(D)
	<u>Total</u>	<u>Program Services</u>	<u>Management &amp; General</u>	<u>Fundraising</u>
AWARDS/TEACHER APPRECIATION	6,559.	6,559.		
CELLULAR PHONES	5,942.	5,942.		
DUES AND SUBSCRIPTIONS	2,797.	2,797.		
EVENTS	8,041.	8,041.		
FE/ALUMNI	60.	60.		
FEEES & LICENSES	6,958.	6,958.		
FURNITURE, EQUIPMENT	4,494.	4,494.		
MILEAGE	1,452.	1,452.		
OUTREACH	3,433.	3,433.		
Printing and Publications	8,341.	8,341.		
SCHOLARSHIPS	2,450.	2,450.		
SNACKS	7,984.	7,984.		
SPONSORSHIPS	2,050.	2,050.		
STAFF DEVELOPMENT	2,251.	2,251.		
STAFF SHIRTS	2,334.	2,334.		
SUPPLIES	9,478.	9,478.		
TEACHER GRANTS	6,485.	6,485.		
TUITION REIMBURSEMENT	1,102.	1,102.		
<b>Total</b>	<u>\$ 82,211.</u>	<u>\$ 82,211.</u>	<u>\$ 0.</u>	<u>\$ 0.</u>



**Ralston**  
PUBLIC SCHOOLS



# FOSTERING EXCELLENCE, LIFELONG LEARNING

Request For Foodservice  
Proposal and Subsequent  
Contract Fixed Price

March 26, 2025

**sodexo**  
AT SCHOOL





# PRESENTED TO

## Ralston Public Schools

# PRESENTED BY

**David Newman**  
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**Judy Kyle**  
General Manager  
Sodexo At School  
402-238-5962  
judith.kyle@  
sodexo.com



March 26, 2025

Aaron Bredenkamp  
Assistant Superintendent of Business  
Ralston Public Schools  
8545 Park Drive  
Ralston, NE 68127

Dear Mr. Bredenkamp and the Selection Committee:

Ralston Public Schools has entrusted us with the care of your child nutrition program for over 15 years, a testament to the strong relationship we have cultivated since 2010. On behalf of our entire team, we sincerely thank you for the opportunity to present a responsible vision for the future of your child nutrition program of Ralston Public Schools. Your trust and collaboration have been invaluable to us, and we pledge our ongoing commitment to serve your community with transparency and compassion.

**Fulfilling Your Vision:**  
**United in Purpose. Future Ready.**

Because we believe in the power of your school community to create an uplifting sense of belonging for all students, we're reshaping the student experience through our love of food and its ability to foster togetherness and well-being while encouraging sustainability and care for the planet. Our vision for a better tomorrow is grounded in:

 **SYNERGY AND SIMPLICITY**  
Accelerating the Delivery of Your Vision

Our goal is to provide optimal solutions that align with your prioritized goals. Effective communication strategies help build strong community connections while advancing the aims of Ralston Public Schools.

 **NOURISHMENT**  
Love of Food and Planet

We believe passionately in the power of responsibly sourced food to bring people together and elevate well-being. Our Nebraska Culinary team provides nutritious, quality menu options that evolve with your students' needs and tastes. We will work with Nebraska growers and producers to integrate local purchasing into all relevant aspects of your child nutrition program, promoting community sourcing and a brighter future.



## COMMUNITY

Bringing Out Their Best Together

We cultivate environments that foster a sense of belonging among students, helping them feel accepted, valued and empowered to thrive. As the only K-12 child nutrition company aligned with the Good Food Purchasing Program, we support local economies, ensure environmental sustainability, value the local workforce, promote animal welfare and deliver quality nutrition.



On-site leader Judy Kyle sources high-quality ingredients from local vendors like Classen Mercantile, Stirtz Farms and Hiland Dairy. Supporting local businesses ensures fresh and superior ingredients and support for the community.



## ENGAGEMENT

Right Where They Belong

We create dynamic environments that motivate students to develop citizenship, empathy and responsibility, encouraging active community involvement. Our solution includes a strong communication strategy, enhanced support for school health aids and nurses and dedicated support for community service events. Cutting-edge solutions like Babylon Micro Farms, Botrista and Peak Performance meals for athletes ensure active student participation and drive innovation for Ralston Public Schools. The Kids Can Cook program is a program developed especially for Ralston Public Schools. Judy Kyle works to ensure all grade levels participate. Thirty future chefs competed in February to impress the judges with their culinary skills.



## PARTNERSHIP

Champions of What Matters

We champion your values and goals, freeing you to focus on educating and preparing students for fulfilling futures. We commit to being customer-focused, supporting and developing passionate, well-trained staff, who deliver world-class service and are fortified by the right resources and capabilities to exceed your needs. Providing competitive pricing, ensuring cost-effective management, maintaining a growth mindset and delivering value-added offerings will provide Ralston Public Schools with a self-sustaining Child Nutrition program. We propose complete alignment with your goals and ambitions, increased funding to maximize quality nutrition and creating a strategy to drive operational proficiency.



For 15 years, we have developed a partnership built on trust, transparency, and collaboration. We are fully invested, committed to serving you as thoughtful members of your community. Looking ahead to the future, each day is an opportunity advance the availability of nutritious meals for all and improve quality of life at Ralston Public Schools.

As required, any information considered a trade secret has been clearly captioned. By signing this cover letter, we certify that the information contained in this proposal is accurate and acknowledge acceptance of contractual terms. We acknowledge receipt of the RFP and all addendums.



Thank you for this opportunity. Together, with a shared vision, we will achieve our goals.

**Judy Kyle**  
General Manager  
402-238-5962  
[judith.kyle@sodexo.com](mailto:judith.kyle@sodexo.com)

**Robert Snowden**  
District Manager  
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**Allan Collins**  
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**Wendy Surak**  
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**Authorized Representative of the FSMC**

**David Newman**  
Chief Executive Officer  
Sodexo At School  
202-819-2948  
[david.newman@sodexo.com](mailto:david.newman@sodexo.com)





## FINANCIALS

GROSS FIXED PRICE PER MEAL			
	BREAKFAST	LUNCH	A LA CARTE
Gross Fixed Price	\$2.220	\$2.396	\$2.396

**Please note: This is your gross fixed price per meal. Your monthly invoice will include commodity credits reducing the gross fixed price. Total annual commodities for 2025/2026 will be \$170,757.**

GUARANTEE SCENARIOS			
OPTION 1: \$0.05 INCREASE	OPTION 2: \$0.10 INCREASE	OPTION 3: \$0.15 INCREASE	OPTION 4: SODEXO RECOMMENDATION
\$0.05 Increase Breakfast \$0.05 Increase Lunch	\$0.10 Increase Breakfast \$0.10 Increase Lunch	\$0.15 Increase Breakfast \$0.15 Increase Lunch	\$0.10 Increase Breakfast \$0.05 Increase Lunch
<b>\$224,485 GUARANTEE</b>	<b>\$232,939 GUARANTEE</b>	<b>\$241,393 GUARANTEE</b>	<b>\$227,073 GUARANTEE</b>

### HIGHLIGHTED PROPOSAL BENEFITS

Your current Child Nutrition General Manager Judy Kyle will continue as the leader at Ralston Public Schools.

All national and regional resources who support you are provided at no charge to the District.

The above fixed price per meal illustrates our commitment to maximizing student participation through increased engagement activities. It is reliant on continued collaboration and partnership with the District in finding new ways to serve more students, leveraging all available programs such as Provision 2.

Sodexo will help the district promote the free & reduced application process which may lead to increased participation. The goal is to provide free meals to ensure students thrive with quality nutritious food. See Meal Value Plan details in Section J.

Our fixed price does not reduce food spend or reduce customer service levels under District Manager Bob Snowden and General Manager Judy Kyle's consistent leadership, we are able to grow through serving more students.

## Accountability To Your Vision

### New Proposed Service Level Agreements (SLAs)

- » Our commitment to helping you achieve your goals faster begins with our commitment to service. Strategic leaders Bob Snowden and Judy Kyle will continue to leverage the full weight of our regional and national resources, guaranteeing measured, sustainable progress year over year.
- » We propose mutually defined Service Level Agreements to ensure you achieve the goals, key performance indicators and commitments that are most important to you and your community.

### The Benefits of Implementing SLAs Include Guaranteed:

- » Participation strategy tied to industry-best benchmarks
- » Timely, effective incorporation of culturally preferred menus with relevant, locally sourced ingredients
- » Strategic community engagement activities designed to build and strengthen the meaningful partnerships that matter most to you
- » Improved communication plans to expand outreach, drive collaboration and deliver standard periodic performance reports
- » Clear standards and baseline expectations for all essential elements of the Child Nutrition Services program

**Scan or click here  
for our Proposed Service  
Level Agreements**



**SCAN OR CLICK HERE**

## EVALUATION CRITERIA

CRITERIA FOR EVALUATION	POINTS	LOCATION IN PROPOSAL
Cost	22	Section B-1
Service Capability Plan	20	Section C
Experience/References	15	Section D
Finance/Business Practices	10	Section E
Accounting and Reporting Systems	10	Section F
Personnel Management and Professional Standards	5	Section G
Innovation	5	Section H
Promotion of the School Food Service Program	5	Section I
Involvement of Students, Staff and Patrons	3	Section J
Menus (21-days) for each of the current and anticipated programs	5	Section K
<b>Total</b>	<b>100</b>	

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<b>D:</b>	Experience and References
<b>E:</b>	Finance/Business Practices
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<b>I:</b>	Promotion of the School Food Service Program
<b>J:</b>	Involvement of Students, Staff and Patrons
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**WELCOME  
TO**



**NEBRASKA**

**Home of  Arbor Day**



A.

Contact  
Information

**YOUR LOCAL TEAM.** We are proud to serve Ralston Public Schools and look forward to continuing our partnership!

Judy Kyle  
General Manager



i. An introduction of the FSMC.

ii. The name, address, telephone number, and email of the person to be contacted, along with others authorized to represent the company in dealing with the RFP.

**Judy Kyle**

General Manager  
402-238-5962  
[judith.kyle@sodexo.com](mailto:judith.kyle@sodexo.com)

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**Wendy Surak**

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**Authorized  
Representative  
of the FSMC**

## CORPORATE STRUCTURE

Sodexo has the experience necessary to operate efficiently and successfully under the public microscope. Our management structure and support network drive outstanding results to ensure that Ralston Public Schools continues to receive the full recognition it deserves for its efforts.

Sodexo America, LLC ("SA LLC") is a Delaware single member limited liability company. The sole member of SA LLC is Sodexo Management, Inc. ("SM"), a New York corporation. SM is a wholly owned subsidiary of Sodexo Operations, LLC ("SO LLC"), a Delaware limited liability company.

### NORTH AMERICAN HEADQUARTERS

915 Meeting Street,  
Suite 1400  
North Bethesda, MD 20852  
301-987-4000

### AUTHORIZED REPRESENTATIVE

**Wendy Surak**  
915 Meeting Street,  
Suite 1400  
North Bethesda, MD 20852  
509-385-5902  
[wendy.surak@sodexo.com](mailto:wendy.surak@sodexo.com)

### FINANCIAL REFERENCE

Citibank  
110 Penns Way  
New Castle, DE 19720  
Fax: 212-994-1287  
Contact: Maribel Cardone

# OUR RALSTON PUBLIC SCHOOLS EXPERIENCE

75

Years Combined Management Experience in Omaha with Sodexo Child Nutrition

6

Amazing Nebraska School District Partnerships

15

Years We Have Served as Your Proud Partner in Ensuring Quality Nutrition for All

We collaborate with you to create an environment that produces stronger and healthier learning. Scan or click the QR code to see how.



**SCAN OR CLICK ME**

*Scan or click the QR code for more information*

25-SCI-43193

More Than  
**50 YEARS**  
Of Experience  
With Child  
Nutrition  
Programs

### COMPANY BACKGROUND

- Headquartered in North Bethesda, Maryland
- Subsidiary of Sodexo ([www.Sodexo.com](http://www.Sodexo.com)), which is headquartered in Issy-les Moulineaux, France
- World's leading Food and Facilities Management Services provider
- Only company in the world to offer Quality of Life Services to consumers at every stage of their lives, wherever they are in the world

### OUR MISSION

- Improve the quality of life of our employees and those we serve
- Contribute to the economic, social and environmental development of the cities, regions and countries where we operate

### IN NORTH AMERICA

- 15 million+ consumers served, including students in more than 450 school districts
- 127,000+ team members
- 4,400+ sites supported, including schools, universities, corporations, healthcare facilities, long-term care communities, retirement centers, military bases and remote sites
- Operations span every major metropolitan area

### GLOBALLY

- 80 million+ consumers in 45 countries
- 430,000 team members
- #1 worldwide France-based private employer
- For more information visit [us.sodexo.com](http://us.sodexo.com), click or scan the QR code.



**SCAN OR CLICK ME**

*Scan or click the QR code  
for more information*

**WELCOME  
TO**



**NEBRASKA**

**Home of  Arbor Day**



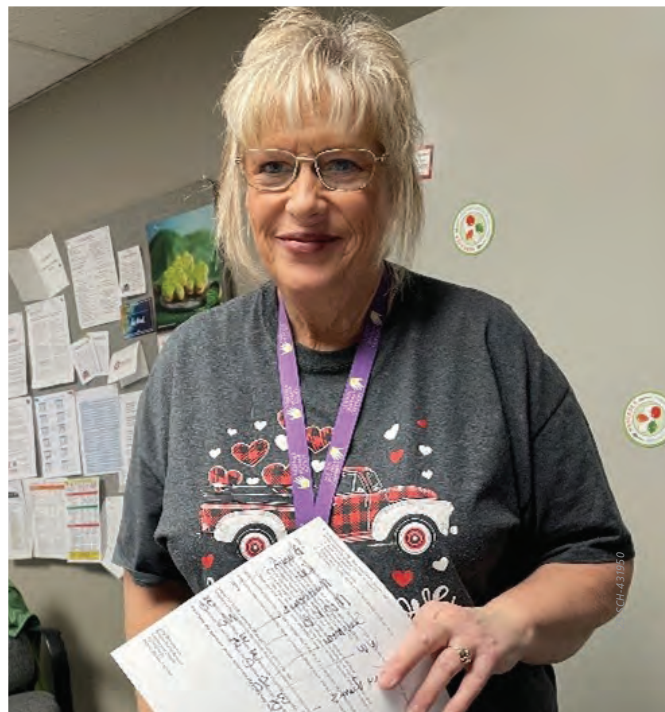
# B.

## Executive Summary



"I am happy to be with Ralston Public Schools and with Sodexo again. I have been with RPS for 6 years."

– Peggy Smith  
Foodservice Worker

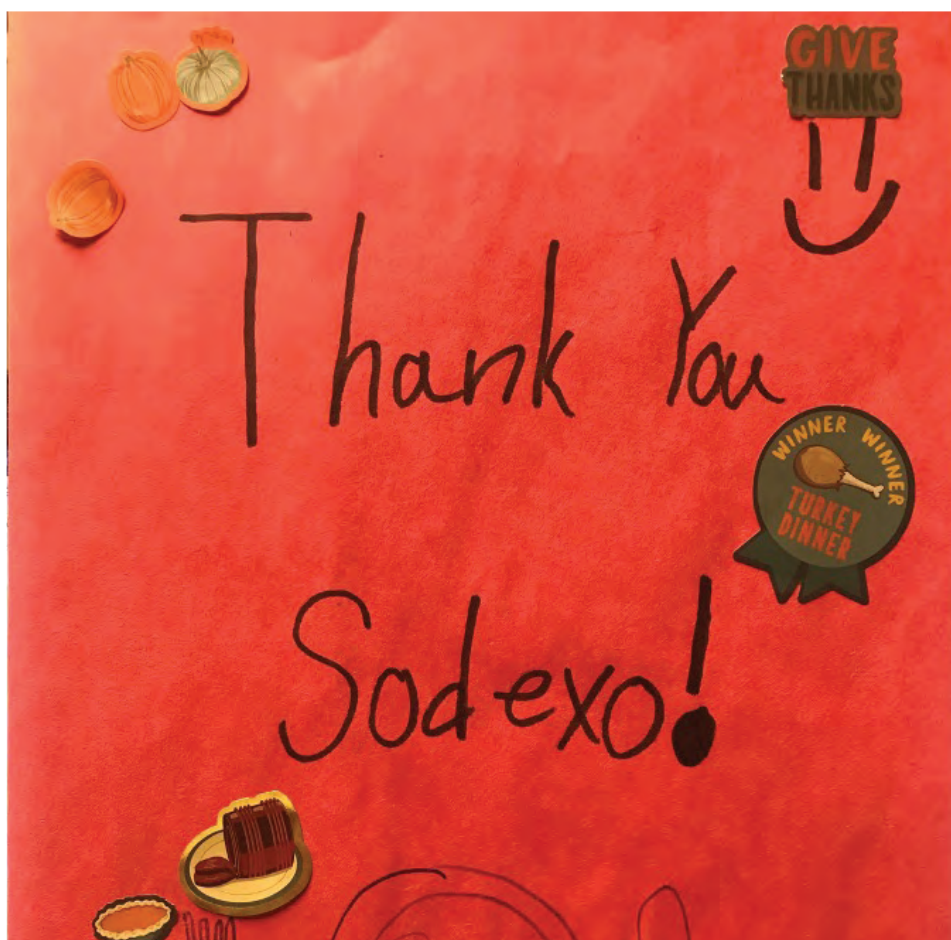


We believe in the power of school communities to create an uplifting sense of belongs for students, so we're reshaping the student experience for them, their champions and our world through our love food and its ability to foster togetherness and well-being while encouraging sustainability.

“

“Being part of the Ralston Community for the last 15 years has been incredibly rewarding. Knowing we are making a difference in the lives of students in this community is key.”

– Judy Kyle, General Manager, Sodexo At Schools, Ralston Public Schools



## Belonging is the Beginning

From the first moment a student joins your school community, they should feel welcome, safe, supported, and most of all valued; that they 100% belong, 100% of the time. And we are here for it. All of it. In the lunchroom and beyond, we help you reshape your school experience to ensure every student has ample opportunity to dream, learn and thrive each and every day.

## Driven by a Love of Food

We're reshaping the school experience through our love of food, creating a sense of belonging for a lifetime of student well-being and achievement.

25-SC014-31050

- i. Highlights the major features of the proposal.*
- ii. Identifies any supporting information.*

# FULFILLING YOUR VISION: United in Purpose. Future Ready.

Our commitment to helping you achieve your goals faster begins with our dedicated team led by Judy Kyle and Bob Snowden. This strategic leadership team, aligned with the capacity to leverage the full weight of our regional and national resources, guarantees timely, measured and sustainable progress year-over-year.



## WE ACCELERATE THE DELIVERY OF YOUR VISION BY:



### **SYNERGY AND SIMPLICITY:** Realizing Your Vision Faster

Our primary commitment is to provide optimal solutions that align with your goals, building strong community connections and advancing your vision. We believe in fostering a sense of belonging for all students by reshaping the student experience through sustainably sourced, nutritious food that brings people together and enhances well-being.



### **NOURISHMENT:** Love of Food and Planet

We believe passionately in the power of fantastic, responsibly sourced food to bring people together and elevate wellbeing. Our Nebraska culinary team carefully crafts delicious, nutritious menu options that evolve alongside your students' needs and tastes. By doing it sustainably, it's better for everyone in your school and on the planet.



### **COMMUNITY:** Bringing out Their Best Together

Following your vision and strategy, we bring innovative solutions to create destinations and socialization opportunities that fill students with a sense of belonging and community. This approach ensures students feel accepted, valued and empowered to thrive within their school community and beyond.



### **ENGAGEMENT:** Right Where They Belong

Through energized, vibrant and attractive environments, we engage students and encourage citizenship, empathy and responsibility while inspiring students to be actively involved. We support fostering a welcoming community where key life skills are developed and lifelong relationships are forged. Our tailored promotions support nutrition education and help students understand the benefits of wholesome, sustainable food choices.



### **PARTNERSHIP:** Champions of What Matters

We champion your values and goals, freeing you to focus on educating and preparing students for fulfilling futures. We remain customer-focused, cultivating and developing a passionate, well-trained staff who deliver exceptional service and are equipped with the right resources and expertise to exceed your expectations. This dedication to excellence not only empowers your mission but also ensures secured financial stability for the long term, providing a steady foundation for sustained growth and success.





# SYNERGY AND SIMPLICITY: Realizing Your Vision Faster.

We provide optimal solutions aligned with your goals, fostering community connections and advancing your vision. We reshape the student experience with sustainably sourced, nutritious food that brings people together and enhances well-being.

## Three Core Commitments

**Active Engagement:** Actively listening and engaging with the Ralston Public Schools' community to align with your priorities.

**Intentional Menus:** Designing menus to increase access to locally sourced foods, using the freshest of ingredients, eliminating unnecessary additives and supporting environmentally responsible sourcing to enhance nutritional value.

**Operational Excellence:** Prioritizing operational excellence to elevate the student experience and drive forward student-led innovations.



# CREATING A HEALTHIER TOMORROW

## AN ENERGIZED AND IMAGINATIVE TEAM POWERING COLLABORATION

Judy Kyle and Bob Snowden embody strategic leadership committed to accelerating effective solutions, fueling innovation, empowering collaboration and ensuring quality.

Together, we create joyful dining experiences rooted in quality nutrition.

Each day, we leverage our experience and curiosity to push beyond past accomplishments, focusing on nourishing the whole child to improve health, well-being, educational outcomes and community connectivity. Student feedback is continuously integrated into our customizable, responsibly sourced scratch-made meals.

Within this proposal, we outline our path to achieving and sustaining success. By innovating through effective solutions and regularly assessing our progress, we ensure your goals are met.



# UNITED IN PURPOSE

## NEBRASKA-BASED RESOURCE TEAM

Our dedicated team based in Nebraska supports you daily, both behind the scenes and on-site, through training, development, and student engagement events. With strong connections at Ralston Public Schools and a “next up” mentality, we maintain our focus on delivering excellent customer service and fostering innovation.

Scan or click the link below to view information on our support team.



SCAN OR CLICK HERE

## PARTNERSHIP

**Bob Snowden**  
District Manager



**Allan Collins**  
Regional Vice President



**Wendy Surak**  
Senior Vice President



## NOURISHMENT

**Bailey Bright**  
Senior Manager Nutrition  
Systems and Wellness



**Lisa Varney**  
Regional Dietitian



## ENGAGEMENT

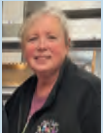


**Naomi Molina**  
Social Media Specialist



**Jennifer Fleming**  
Senior Marketing  
Manager

## COMMUNITY



**Judy Kyle**  
General Manager



**Chef James Hilton**  
Regional Chef

## OPERATIONAL EXCELLENCE



**Lisa Acevedo**  
HR Business Partner



**Michael Bell**  
Finance Director



**Chef Michael Morris**  
Culinary Director



**Mary Sheffield**  
Nebraska Health and  
Safety Specialist



**Tyisha Stephens**  
Manager Frontline  
Recruiting



**Jennifer Strong**  
Regional Labor Champion



**Adrienne Kinlaw**  
Menu Committee  
Champion

# Key Practices To Honor Our Commitments



**Being Culinary Driven and Trained** – All our food offerings will be based upon strong consumer insights and culinary principles, and chefs will be trained in a hands-on approach.



**Providing Local Whenever Possible** – Whenever possible, we will feature locally produced ingredients from approved suppliers and will communicate where the product comes from; this include fruits, vegetables and proteins (chicken, beef, pork) as well as local bakery ingredients.



**Recycling to Reduce Waste Into the Landfill** – We will recycle to the best of our ability and use techniques and technologies to reduce the amount of waste generated from our kitchens into the local landfills.



**Focusing on Global and On-Trend Cuisines** – Our cuisine standards will be built upon global flavor profiles and culinary techniques.



**Featuring Sustainable and Fair Trade** – We will feature products which are sustainably or fair trade produced based upon availability and acceptability.



**Offering Healthy Options at Every Meal** – We will have available fresh healthy options in every core format at every meal.

**Offering Menus Based on Seasonal Regional Ingredients** – All of our menus should be driven by the use of seasonal ingredients to take advantage of the peak of quality.



**Reducing ingredients** with artificial colors and high fructose corn syrup

## Key Practices To Honor Our Commitments

- **Being Culinary Driven and Trained** – All our food offerings will be based upon strong consumer insights, culinary principles and will be trained in a hands-on approach.
- **Featuring Sauces Made from Scratch** – Feature made from scratch sauces in our seasonally driven menus.
- **Offering Fresh Baked Goods** – We will feature fresh in house baked goods.
- **Offering Fresh Natural Chicken** – Our primary choice will be for fresh natural chicken.
- **Offering Handcrafted Pizzas** – All of our pizzas will be hand crafted and cooked fresh daily.
- **Offering Homemade Dressings** – We will feature in house made dressing(s) in our salad areas
- **Procuring Hormone-free Local Milk** – We will only procure milk from farmers who pledge NOT to treat their cows with artificial growth hormones.
- **Eliminating ZTF (Zero Trans Fat)** – We will not use any oils containing trans fats.

## Evolution to Fresh Quality Ingredients in Scratch Recipes

### Raw Chicken Thighs

- Hawaiian BBQ Glazed Chicken Thigh
- Smoked Chicken Fajitas
- Smoked BBQ Chicken Thigh
- Caribbean Jerk Chicken
- Korean BBQ Chicken Sandwich
- Chicken Fajitas
- Teriyaki Chicken Rice Bowl

### Raw Chicken Breast

- Grilled Chicken Sandwich
- BBQ Baked Chicken Breast
- BBQ Pulled Chicken
- Grilled Chicken Breast Chunks
- Blackened Chicken Alfredo
- Fiesta Chicken Soup
- Chicken Enchiladas
- California Chicken Sandwich

### Raw Ground Beef

- Beef and Cheese Tacos
- Beef and Cheese Nachos
- Beef Walking Taco
- Taco Pizza
- Beef Chili
- Chili Frito Pie

### Raw Turkey Roast

- Smoked BBQ Turkey and Bacon Melt
- Roasted Sliced Turkey
- Turkey and Gravy
- Hot Turkey Sandwich
- Sliced Smoked Turkey

# Growing a Healthier Future Together

## FIVE-YEAR INNOVATION ROAD MAP



### Nourishment

**CENTER**  
FOR  
GOOD FOOD PURCHASING



**BRIGHT BITES**  
KITCHEN

**FastTakes**



Menu

STUDENT-LED MENUS FEATURING  
CULTURALLY FAMILIAR FOODS

**nutrislice**

**TASTE<sup>4</sup>**  
by sodexo

CUSTOMIZABLE HIGH  
SCHOOL EXPERIENCE

**foodiE**  
U CAFE  
by sodexo

MIDDLE SCHOOL  
EXPERIENCE



### Engagement



**Farm to Market**



**TOWER GARDEN**  
BY JUICE PLUS+

**STUDENT Well-Being**

Nutrition • Achievement • Environment • Community • Activity

NUTRITION EDUCATION CURRICULUM SUPPORT

**DESK EXPRESS**

EDUCATOR MEALS

**STREET TALK**

POP-UP RESTAURANT  
CONCEPTS

*Fine Dining*

**A to Z**  
salad bar



**Exhibition**  
cooking



CONTINUED STUDENT SURVEYS  
AND FOCUS GROUPS

**UPSHOW**

UPSHOW DIGITAL MENU  
BOARD SOLUTIONS

**Capture**

STUDENT INSIGHT DRIVES  
CUSTOMIZED MENUS

**STUDENT PROMOTION INFLUENCER**

STUDENT PROMOTION  
INFLUENCER



## Community



LEVERAGING NEBRASKA VENDOR PARTNERSHIPS



CONTINUED STUDENT SURVEYS AND FOCUS GROUPS



INGREDIENT, NUTRITION AND ALLERGEN INFORMATION



PERFORMANCE TABLE AND NUTRITION COUNSELING RESOURCES



## Partnership



COMMITTED TO TRANSPARENT FINANCIAL REPORTING



FULL UTILIZATION OF ANNUAL COMMODITY ENTITLEMENT



COLLECT AND ANALYZE BENCHMARK DATA



EFFECTIVELY SUPPORT THE PREPARATION OF CLAIMS FOR SFA APPROVAL AND SUBMISSION



COLLABORATION MEETINGS TO ENSURE ALIGNMENT TO YOUR MISSION AND VALUES



MEAL INTEGRITY PLAN COMPLIANCE FOLLOWING ALL FEDERAL AND NEBRASKA CHILD NUTRITION PROGRAM STANDARDS

## Together We Grow

Our journey toward an accelerated and energized nutrition and wellness experience starts here.



# NOURISHMENT: Love Of Food And Planet

As the first K12 child nutrition provider to adopt Good Food Purchasing Program standards, we offer nutritious, responsibly sourced ingredients that support local economies.

## Culturally Preferred

Our flexible menu design team adapts quickly, delivering high-quality entrées based on student feedback. We develop culturally preferred recipes that meet USDA regulations and consumer demand for fresh, local, and sustainable options faster than any other provider.

## Sustainable

We provide customized solutions that support your sustainability goals while fostering economic, social and environmental progress within Omaha and surrounding communities.

## OUR COMMITMENTS TO CULINARY EXCELLENCE

Our team holds themselves accountable for developing and executing plans that reflect Ralston Public Schools' desire for fresh, quality food. We make four solid commitments.

# #1

PRIORITIZING FOOD QUALITY  
AND SCRATCH MADE MEALS

# #2

PROVIDE FRESH,  
QUALITY INGREDIENTS

# #3

SEEK LOCAL AND  
NEBRASKA GROWN

# #4

ENSURE ETHICAL  
PURCHASING

# FULL ADOPTION OF THE GOOD FOOD PURCHASING PROGRAM

Sodexo has aligned its purchasing vision with the Good Food Purchasing Program to enhance quality of life while fostering economic, social and environment progress in the Redmond community.

Our approach involves transitioning to scratch recipes or sourcing from local vendors who share our values.



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## RALSTON PUBLIC SCHOOLS INGREDIENT ALIGNMENT TO GOOD FOOD PURCHASING

Baseline Assessment	USDA Comparison
<b>97%</b> of purchased items are free from HFCS	Exceeds; no USDA requirement
<b>96%</b> of purchased items are free from artificial colors	Exceeds; no USDA requirement
<b>99%</b> of purchased items are free from nitrites	Exceeds; no USDA requirement
Over <b>99%</b> of purchased items are free from MSG	Exceeds; no USDA requirement
Over <b>98%</b> of grain items are whole grain-rich	Exceeds; 80% requirement from USDA
Over <b>12%</b> of items purchased support local & regional companies	Exceeds; no USDA requirement

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Chef James creates recipes that contain wholesome and healthy ingredients to ensure that your students are ready to perform their best in the classroom, on the sports field and in life.



**“Serving nutritious meals from happy smiling staff is an investment in our students’ day.”**

**– Chef James Hilton**  
Regional Chef

Nebraska Grown is rooted in:

- Dishes comprised of more whole grains and legumes and less sodium, saturated fat, high fructose corn syrup and other simple sugars
- Snacks and beverages that meet USDA Smart Snacks nutrition guidelines across all grade levels
- Homestyle recipes, such as scratch made soups; a variety of pasta dishes; freshly baked, whole-wheat bread; and bakery items sourced from local bakeries
- Garden bars stocked with an assortment of fruits and vegetables from Nebraska-based farms such as Stirtz Farms
- A variety of entrees and sides representing the proper balance of proteins and carbohydrates to promote fullness
- Fresh dairy products sourced from local dairies such as Hiland Dairy, NE
- Increased plant-forward menu options





## NEBRASKA GROWN: CULINARY DESIGN ROOTED IN QUALITY FRESH INGREDIENTS

Our culinary team created menus highlighting fresh, clean and responsibly sourced recipes that fit our Nebraska Grown philosophy. These items were student-tested and approved. Examples include:



Overnight Oats



Spicy Thai Bowl



Fresh Carnitas With Pineapple Pico de Gallo



Greek Falafel Grain Bowl



Ultimate Veggie Wrap



## OUR COMMITMENT

### TOP FOOD ITEMS WOVEN INTO THE RALSTON MENU CYCLE

- All Natural Cheese
- Nitrate-Free Turkey
- Nitrate-Free Ham
- Raw Boneless Skinless Chicken Breast
- Raw Boneless Skinless Chicken Thigh
- Raw Turkey Roast
- Cage Free Eggs

Our hamburgers are made with 100% beef

**[ CLEAN ]**



## NEW AND REFINED

### Local, Fresh Grown Potatoes



### Better Taste, More Nutrients



Freshly harvested potatoes retain more nutrients compared to those that have been stored and transported over long distances. Stirtz Farms is our proud partner.

Locally grown potatoes are often fresher and more flavorful because they are harvested at their peak and sold quickly, reducing the time between farm and table.

## OUR FARM TO SCHOOL AND LOCAL FOODS STRATEGY

### NOURISHMENT

Increase the consumption of fruits and vegetables by fostering a more positive attitude toward food, nutrition, agriculture and our environmental impact.

### COMMUNITY

We support your community through the economic development of local farmers, ranchers, food processors and food manufacturers while defining purchasing goals aligned to your values.

### ENGAGEMENT

You can count on us to collaborate on agricultural education opportunities that expose students to agriculture-related careers. Additionally, we will increase our strategic support to establish and maintain edible school gardens and host community events that highlight our farm-to-school partners.

### PARTNERSHIP

Our mission is to support your values and goals by applying the right resources to maximize the district funding sources available in support of local sourcing to ultimately improve the quality of food for your students.

## Sodexo is proud to Partner with Classen Mercantile

Classen Beef ensures:

- » Authentic Quality and Taste
- » Support for Local Farms
- » A boost for the local economy
- » Healthy options
- » Transparency and Traceability





## NEBRASKA STATE VENDORS

Just a few of the local vendors available for use throughout the state of Nebraska include:

- Rotella Baking – La Vista
- Tasty Toppings Inc. – Duncan
- Cargill Meat Solutions – Schuyler
- Two Rivers Distribution – South Sioux City
- Jons Naturals – Omaha
- Sunsprout Enterprises – Omaha
- J&B Group – Omaha, La Vista
- Oriental Trading Co. – Omaha
- Stanislaus Food – Omaha
- Villamontes Cuisine LLC – Bellevue
- Marathon Ventures Inc. – Bellevue
- Hiland Dairy - Omaha
- Grassland Dairy Products Inc. – West Point
- La Mexicana Inc. – Grand Island
- Glenn Valley Foods LLC – Omaha
- Taste Traditions Of Omaha – Omaha



# COMMUNITY: Bringing Out Their Best Together

## EMBRACING THE VALUES OF THE GOOD FOOD PURCHASING PROGRAM

Ralston Child Nutrition plays a significant role in supporting local economies. By sourcing food from local farmers and producers, these programs stimulate the local agricultural economy, sustaining small farms and businesses, creating jobs and preserving farmland. Programs like Farm to School give students access to fresh, nutritious, locally sourced foods, benefiting their health and reinforcing community ties.

Ralston Child Nutrition also values the local workforce by prioritizing local hiring, fostering community pride and ownership. Ethical sourcing from farms with high animal welfare standards further promotes sustainable and humane farming practices. These efforts collectively contribute to a healthier, more sustainable food system that supports students, local economies and animal welfare.



# OUR KEY INITIATIVES

## LOCAL AND COMMUNITY-BASED ECONOMIES

Sourcing food locally and educating students on its benefits can boost the local economy. This supports local farmers and businesses while providing students with fresher, healthier food options.

- Active Participation in Nebraska Farm to School Program
- Host annual Farmer's Market highlighting local producers
- Cooking classes using locally grown ingredients
- Field trips to local farms to see first hand where food comes from

## ENVIRONMENTAL SUSTAINABILITY

Teaching sustainable farming practices and reducing food waste fosters environmental awareness, encourages healthy eating habits and connects students to the community.

- Engagement in Ralston's Sustainability Initiatives
- Babylon Micro Farms
- Collaboration on School gardens and Beehive Programs

## VALUED WORKFORCE

Our commitment to excellence is reflected in our well-trained and informed Child Nutrition Work Team, ensuring that every meal served meets the highest standards of quality and nutrition.

- Comprehensive Training Sessions
- Team Building Activities
- Appreciation Events
- Engagement with culinary and education events

## ANIMAL WELFARE

Educating students about humane animal treatment and the benefits of ethically sourced animal products can promote animal welfare. This can be reinforced through partnerships with local farms that adhere to high animal welfare standards and ensuring our purchasing program secures the right vendors.

- Local Farm Visits
- Guest Speakers including veterinarians and representatives from animal rescue organizations

## COMMUNITY HEALTH AND NUTRITION

All programs emphasize the importance of nutritious, balanced diets and how they contribute to overall health and well-being. Engaging students in menu planning and feedback sessions ensure that the meals provided meet their nutritional needs and preferences.

- Focus Groups three times a year
- Nutrition and Performance Programs
- Ask a Dietitian sessions
- Classroom visits for nutritional education

By integrating these principles into your child nutrition education programs and engagements, you can help create a more transparent, equitable, and sustainable food system that benefits students, the community, and the environment.



## NEW AND REFINED

### CREATING A SENSE OF BELONGING

#### HOLISTIC HEALTH AND WELLNESS

Our Health and Wellness approach aims to reshape the school experience through our love of food, creating a sense of belonging for a lifetime of student wellbeing and achievement.

WHAT IT IS	WHAT IT IS NOT
BELONGING	DIET CULTURE
EMPOWERING	JUDGMENTAL
MINDFUL	BODY SHAMING
SCIENCE-BASED	WEIGHT-FOCUSED
INCLUSIVE	PSEUDOSCIENCE
BODY POSITIVE	TREND-BASED
BALANCED	



By re-focusing on the right attributes that contribute to holistic health and wellness we have created easy-to-use content, resources and messaging to support every member of your school community.

#### COMPREHENSIVE CONTENT DELIVERY FOR ON-SITE CHILD NUTRITION MANAGERS

Our new messaging supports a coordinated approach aligned to your health and wellness plans regarding physical activity, district policies and practices. Judy can customize key messaging to meet your district's needs. Our on-site manager is provided with:

- Relevant Monthly Health and Wellness Messaging Aligned to Your Community
- Plug-and-go Social Media Content
- Pre-written Blogs Supporting a Multitude of Outreach Platforms
- A Customizable Activities Calendar



## Tailored Age-specific Content

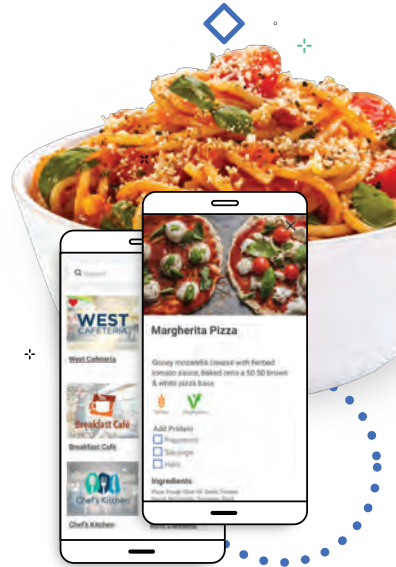
Tailored content can help children learn best. We align age-appropriate language and messaging to resonate with elementary, middle and high school developmental stages and student abilities.

### EASY TO USE TOOLS FOR SCHOOL-BASED TEAMS

Site teams serving your students have a lot going on. In addition to the content supplied to the on-site manager supporting your district, the following resources improve the environment within the cafeteria and throughout the school:

- Cafeteria Event Toolkits with Easy-to-Follow Guides
- Recommended Examples of In-Classroom Event Resources

**nutrislice**



### DIETITIAN SUPPORT

Access to a Dietitian in support of your district is essential as this individual helps educate students and parents regarding healthy food choices through school events and community outreach. Lisa Varney will be supporting you to ensure our new health and wellness approach aligns to your community and meets your needs. She assists the team with the deployment of all the tools and resources listed above, and is available to provide you with:



**Lisa Varney**  
Regional Dietitian

- Regularly Planned In-Classroom Health and Wellness Activities
- Support Scheduled Cafeteria Events and Learning Engagements
- Assist School Nurses in the Assessment of Student's Nutritional Needs
- Develop, Monitor and Evaluate Nutritional Plans Aimed at Addressing Required Dietary Restrictions

# COMMUNITY CONNECTIONS

## KIDS CAN COOK



Kids Can Cook is a special program developed by Judy Kyle for Ralston Public Schools. Patterned after Sodexo's Future Chefs program, Kids Can Cook is a cooking competition designed to engage K-12 students in learning about nutrition, healthy food choices, and cooking techniques.

Overall, the Kids Can Cook program provides a fun and educational platform for students to develop important life skills and healthy habits.

The competition was held this year on February 27th at Ralston High School. Our elementary winners were:

Gamble Sanchez - Chocolate Covered Strawberries

Benny Bodner - BLT Sandwich

Tanner Bergman - Very Berry Smoothie

Juan Guerrero Quintero- Arroz Con Leche

Amilee Givens - Banana Split Cake



## FOOD BANK FOR THE HEARTLAND

Each year, Judy organizes a Sodexo Servathon activity for all Sodexo teams in Omaha during the month of April. Our team supported Food Bank for the Heartland by sorting food donations.



## TORNADO RELIEF

In the spring of 2024, The Omaha Metro Sodexo Child Nutrition Team joined together to provide food to the community during the EF4 tornado, known as the Ralston-Blair tornado.



## SPIRIT OF SODEXO AWARD

Judy Kyle has been honored as a Spirit of Sodexo Award winner and a Ralston School Foundation Heart of Learning Nominee. The Spirit of Sodexo award for team spirit was given to Judy to recognize and celebrate her outstanding teamwork within the organization. This award highlights Judy's success, collaboration, mutual support, and respect among team members.

Over the last fifteen years, Judy has written numerous grants for Ralston Child Nutrition.

The largest grant awarded was \$31,873 for a new salad bar.



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“We have great kids in Ralston. I do everything I can to support the community to ensure the students flourish.”

– Judy Kyle, General Manager



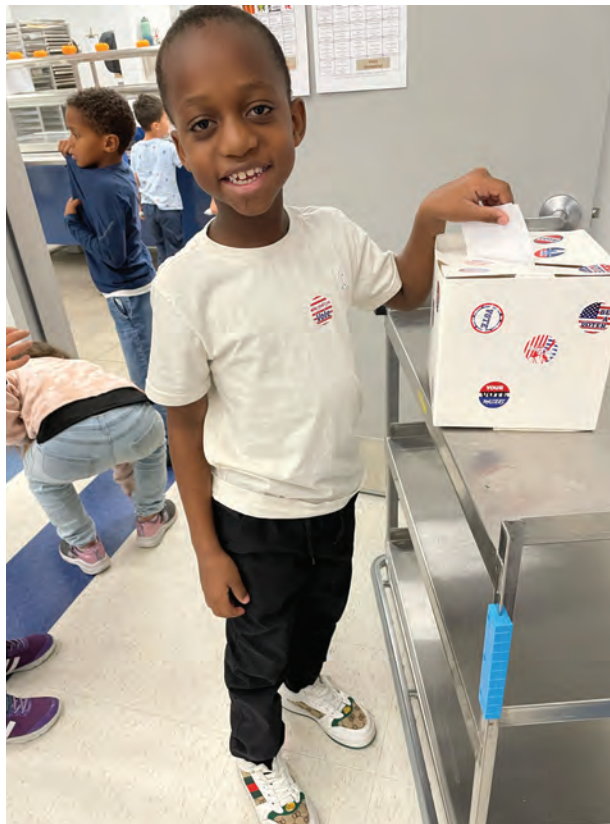
# ENGAGEMENT

## Right Where They Belong

**EXPANDING COMMUNICATION CHANNELS, OUTREACH EFFORTS AND FOSTERING MEANINGFUL PARTNERSHIPS**

### Innovative – Progressive – Sustainable

Healthy eating habits and decision-making do not happen by chance. In prioritizing excellent quality food made from fresh, locally grown ingredients, we are off to an amazing start. Scaffolding a clear strategy, aimed at advancing the vitality of every Ralston student while increasing community awareness and engagement, we encourage a lifelong connection to holistic health and wellness.



## MEANINGFUL COMMUNICATION WITH THE COMMUNITY

Our social media manager, Naomi Molina, collaborates with your communication department to enhance outreach with creative ideas and content. Social media platforms are invaluable for raising awareness about child nutrition by sharing wellness tips, recipes, special events, and educational content. We work with you to develop a robust monthly social media strategy that aligns with your mission and values.

## ALIGNING WITH KEY STAKEHOLDERS THROUGH INTENTIONALITY

We believe in open and transparent communication. Annual expectation meetings ensure that our organization's leadership and principals are synchronized in their goals and priorities for the upcoming year. These meetings foster a unified approach to achieving objectives and provide a platform for open communication. By allowing principals to express their needs, concerns, and feedback directly to our child nutrition team, we build strong, collaborative relationships. This intentional alignment ensures that our initiatives are effectively supported and implemented, leading to a more positive and productive working environment. Our commitment to working closely with site principals and key administrators reflects our dedication to creating cohesive strategies that benefit the entire school community.

## ESSENTIAL SUPPORT FOR SCHOOL HEALTH PROFESSIONALS

Nutrislice provides school nurses with easy access to current nutritional information, guidelines, and resources. By using Nutrislice, school nurses can track and analyze students' nutritional data, allowing them to identify special requirements, track trends, monitor progress, and tailor interventions accordingly. The child nutrition team will continue to host regular meetings to discuss how best to serve student health needs, share updates on nutrition programs, and coordinate efforts effectively. This collaboration is vital for monitoring and managing required medical accommodation diets, ensuring all students receive the appropriate nutritional support.

## FOCUS ON SERVING MORE STUDENTS

We strive to remove barriers that may prevent students from accessing high-quality, nutritious, and delicious meals. Our team quickly incorporates student feedback into customizable and thoughtful recipes and menus that fuel every student. Our targeted participation plan is designed by each school site to ensure that every school receives the appropriate resources needed to serve more students while providing exceptional experiences.



[SCAN OR CLICK HERE](#)

TASTE TESTS	STUDENT SUSTAINABILITY CHAMPION
FUTURE CHEF	CULTURAL CELEBRATIONS
STUDENT ADVISORY BOARDS	STUDENT SOCIAL MEDIA INFLUENCER
CULINARY CLASSES	FACULTY/STAFF SOCIAL ACTIVITIES
INCENTIVE PROGRAMS	FAMILY RECIPES CONTESTS
STUDENT/CHEF MENTORING	DIETITIAN JOB SHADOWING



**NEW IN ALL ELEMENTARY SCHOOLS FOR FALL 2025**

# BRIGHT BITES

## KITCHEN



### Introducing Bright Bites Kitchen

The goal of Bright Bites Kitchen is to empower kids to thrive and shape a healthier world. This brand will feature a school meal experience that becomes the focal point of the school community and nourishes students' bodies, minds and spirits. Bright Bites Kitchen will deliver a best-in-class menu and empowering education through an uplifting experience.

### Menu Strategy

When kids eat fresh, they stay focused, fueled, awesome and bright. Bright Bites Kitchen is committed to real, wholesome high-quality food that's on-trend, vibrant, delicious and visually appealing.

**Watch Bright Bites Tour and Testimonial at Woodhaven-Brownstown School District**



**SCAN OR CLICK HERE**





## BRIGHT BITES KITCHEN: WHERE TASTE BUDS MEET BEST BUDS

To nourish the next generation of K-5 students, we're putting kids first by learning and understanding what they want, meeting their high expectations, offering plenty of daily choices, exploring new flavors and cultural foods, and completely reinventing grade school lunches.

Bright Bites Kitchen is a healthier, more communal meal service that empowers students to select their own lunch, from favorite foods to global inspirations, and enjoy a nutritionally balanced and delicious menu designed to excite and nourish them.



## KIDS FIRST

We started with the real experts – the kids – and guided every menu decision by its impact on students and the choices that reflect their preferences.

## DISTRICT-SPECIFIC CUSTOMIZATION

We find ways for each school community to express itself by focusing on foods popular with kids in the District and ingredients that can be sourced nearby.

## CULINARY STYLE

Bright Bites Kitchen delivers great food that celebrates fresh, nutritious, bold flavors and seasonal ingredients. These delicious meals positively impact students with a dining experience that showcases innovation in the K-5 environment and lets them make choices that reflect their taste preferences.

# Babylon Micro-Farms' STEM Garden in Ralston Public Schools

The Babylon Micro-Farms' STEM Garden is a powerful educational tool that brings STEM subjects to life. This is an incredible way for Ralston Public Schools to cultivate a new generation of environmentally conscious, STEM-savvy students.



- **Hydroponic System:** The advanced hydroponic technology allows plants to thrive without soil, using nutrient-rich water, ensuring a clean and efficient growing process.
- **Space-Efficient Design:** The compact design of the STEM Garden makes it ideal for classroom environments, maximizing space while providing a rich learning experience.
- **Educational Integration:** The STEM Garden aligns with STEM education goals, promoting teamwork, collaboration and critical thinking among students.
- **Variety of Crops:** Students can cultivate a diverse range of plants, including leafy greens, herbs, edible flowers and microgreens.
- **High Yield:** The system supports up to 90 plants and can produce approximately 2 pounds of fresh produce weekly, providing a continuous supply of fresh, healthy food.

## EDUCATIONAL BENEFITS:

**HANDS-ON LEARNING:** Students gain practical experience in plant biology, environmental science and agriculture.

**STEM SKILLS DEVELOPMENT:** The STEM Garden fosters critical thinking, problem-solving and teamwork skills.

**SUSTAINABILITY EDUCATION:** Students learn about sustainable farming practices and the importance of environmental stewardship.



*Babylon Micro Farms in Weld School District Weld, Colorado*

ATTACHMENT HEADER

# BOTRISTA: Beverages Of The Future

Automated Botristas are another future option to add to the high schools. This program is currently being piloted at several of our partner districts.



**TRENDS SHOW** that customers want to try new, innovative drinks. Now, you can offer them an automated beverage station. This station offers a fully customizable menu, with boba tea currently sitting as the number-one category.

Botrista is a fully automated craftbeverage machine that can increase excitement and sales. Cloud-based control will allow us to view analytics, change menus based on real-time data and view inventory levels at a glance.

Additional features include:

- Hundreds of beverage combinations available
- Products are shelf stable and open bags can last up to one month
- Requires little to no training and minimal labor hours

Botrista Trending Craft Beverages Categories



# Peak Performance Nutrition Program



**Introduction:** Peak Performance is a cutting-edge nutrition program designed specifically for student athletes in high school. This program focuses on providing smart, balanced meal choices that are reimbursable and tailored to meet the unique needs of young athletes. By fueling students with the right nutrients, Peak Performance aims to unleash their full potential, helping them excel in every class, study session, practice, and activity.



## KEY FEATURES:

**PERFORMANCE-BASED NUTRITION:** Meals are carefully crafted to support the high energy and nutritional demands of student athletes, ensuring they stay strong, focused, and energized throughout the day.

**BALANCED CHOICES:** The program offers a variety of balanced meal options that include essential nutrients such as proteins, carbohydrates, healthy fats, vitamins, and minerals.

**REIMBURSABLE MEALS:** All meals provided through Peak Performance are fully reimbursable, aligning with school meal program requirements and ensuring accessibility for all students.

## BENEFITS OF IMPLEMENTATION:

- **Enhanced Athletic Performance:** Proper nutrition is crucial for athletic success. Peak Performance provides the essential nutrients needed to improve strength, endurance, and recovery, helping student athletes perform at their best.
- **Academic Excellence:** Balanced nutrition supports cognitive function, helping students stay focused and alert during classes and study sessions.
- **Overall Well-Being:** By promoting healthy eating habits, Peak Performance contributes to the overall well-being of students, reducing the risk of nutritional deficiencies and related health issues.
- **Convenience and Accessibility:** The program ensures that nutritious meals are readily available to student athletes, making it easy for them to maintain a healthy diet even with their busy schedules.

The Peak Performance Nutrition Program is more than just a meal plan; it is a comprehensive approach to enhancing the physical and academic performance of student athletes. By providing balanced, reimbursable meals, Peak Performance empowers students to reach their full potential both on and off the field. We look forward to collaborating with Ralston High Schools to implement this transformative program and support the success of our student athletes.

Revamping existing spaces with fresh facades and new paint can significantly boost engagement. These updates create a more inviting and stimulating environment, encouraging people to interact and participate. By enhancing the visual appeal, we can foster a sense of community and collaboration.

**ELEMENTARY EVOLUTION TO BRIGHT BITES  
WILDEWOOD ELEMENTARY SCHOOL**

**BRIGHT BITES**  
KITCHEN

**BEFORE**



**AFTER**



25.501.431950



# RALSTON PUBLIC SCHOOLS MARKETING STRATEGY



## COMMUNICATION

Programs tailored to fit all grade levels



FOCUS GROUPS

NEWSLETTERS



## PERSONALIZATION

Programs tailored to Individual Tastes



POP-UP RESTAURANT SERIES



TATER TEMPTATIONS

**Please scan or click the QR code to see our experience-focused and custom marketing plan built for each grade level at Ralston Public Schools.**

Our marketing strategy is geared toward expanding great experiences at each grade level.



**SCAN OR CLICK HERE**



**GROWTH**

Programs tailored to Healthy Eating Choices



- STUDENT LEARNING LABS
- POP-UP RESTAURANT SERIES
- MOBILE KITCHENS
- À LA CARTE OPTIONS
- COFFEE SHOPS
- CREDIT CARD PAYMENT OPTIONS
- NUTRITION EDUCATION RESOURCES
- CONVENIENCE STORES
- CAREER TECHNICAL EDUCATION EXPERTISE



**ACCESS**

Programs tailored to Student and Staff Schedule Needs



- BREAKFAST ACCESS EXPANSION
- GRAB-AND-GO MEAL EXPANSION
- COOKING IN THE CLASSROOM
- AFTERSCHOOL REFUELING
- ENCOURAGE HEALTHY EATING THROUGH: MENU PROMOTIONS, THEME DAYS AND NUTRITION EDUCATION

# OUTREACH-SUPPORTING TECHNOLOGY



## Nutrislice Essentials

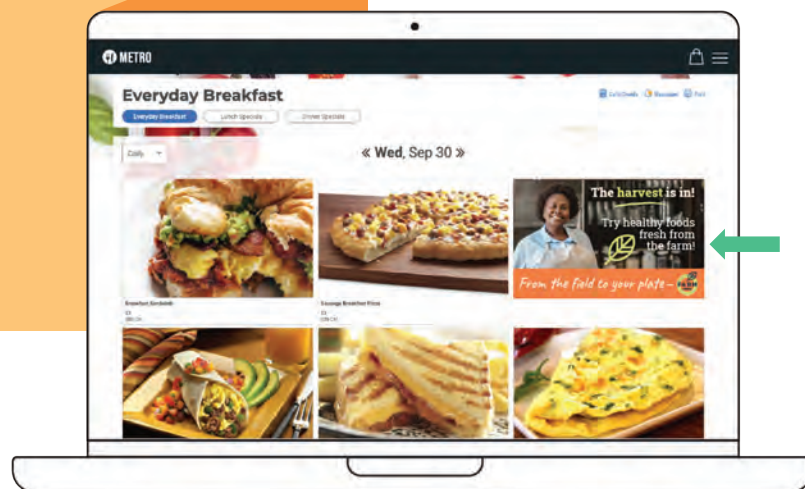
Nutrislice will allow Ralston Public Schools parents, students and families to access menus anytime, anywhere using a laptop or app on their phone. Available in 40-plus languages, menus on the Nutrislice app will ensure the entire community knows what meals are being served everyday.

### INCLUSIVE CONNECTIVITY

- Connect to menus everywhere through a website and mobile app with voice activation on any Alexa-enabled device
- Menus available in 40-plus languages
- Fully accessible website for disabled and visually impaired users
- Daily, weekly and monthly online menus with print options

### ACCURATE NUTRITION RESOURCES

- Generates nutrition information for each menu item including serving size, calories, fat, saturated fat, trans fat, cholesterol, sodium, total carbs, dietary fiber, sugar, added sugar, protein, vitamin A (IU or RE), vitamin C, calcium, iron, potassium and vitamin D



- Provides safe allergen identification system
- Utilizes customizable filters for special diets and allergies that automatically remove menu items based on restrictions
- Offers capability to upload manufacturers' labels
- Allows families to customize meals directly in the app, which shows new allergen and nutrition information based on the updates
- Automatically scales nutrition information based on selected serving size
- Displays MyPlate information

### SNAP SURVEYS

Snap Surveys allow us to place QR codes on posters, at the end of service lines and in other strategic locations to solicit feedback.

Scan here to see how Snap Surveys are flexible, fast and easy and how we quickly engage students for instant feedback.



SCAN OR CLICK HERE



Today's students prefer to communicate in pictures more than words. As communication continues to evolve, so too must our response to meet the technology-driven world in which we live, so we'd like to welcome Captured, a unique, research-based approach to gathering student feedback at Ralston Public Schools. Captured factors in emotions and lets students express what they are thinking, feeling and doing as they experience our operations. This reveals the true student experience and helps us make informed decisions to the benefit of the District. Understanding the "need" and the "why" helps us create solutions that fulfill students' needs in a way not typically pursued. Plus, it's more fun and interactive than a traditional survey.

Scan here to explore life through the eyes of your students.



SCAN OR CLICK HERE



UPshow is a customizable digital signage platform delivering a cost-effective solution for a better mealtime experience for the K-12 segment through engagement, entertainment and education.



UPshow is powered by a web-based control panel that features a built-in digital asset library to save operators time when sourcing and scheduling screen content. The technology seamlessly connects cafeteria LCD screens and students' mobile devices, creating a revolutionary interpersonal network that breaks down social barriers and fosters student connection. Scan here to explore UPshow.



SCAN OR CLICK HERE



**MYDXT provides instant feedback. Our unique offer allows customers the ability to tell us about their dining experience faster and with greater ease than comment cards, emails or phone calls.**

- Text-to-win promotions
- Text survey polling
- Automatic menu texts
- Important Districtwide notifications

## CONTINUE TO ACCELERATE AN ENERGIZED NUTRITION AND WELLNESS EXPERIENCE

### LIVE LEARNING LABS

Children who grow good food eat good food. Learning more about how food systems function and how foods grow gets students excited about fresh fruits, vegetables and other nutritious foods. That's why we offer several different ways to bring these lessons to life in school communities, benefiting science, nutrition, wellness and culinary curricula.



**Tower Gardens** – Tower Gardens are indoor vertical aeroponic gardens that can grow up to 32 different plants, vegetables, herbs and flowers. These fast-growing gardens allow students to plant, grow and harvest inside of a single semester alongside our lesson plans to help educators make the most of this resource.

**School Gardens and Farms** – From raised garden beds to football field-sized farms, we can help your school turn outdoor spaces into hands-on learning labs that can spark a lifetime of love for fresh, healthy foods among students.

**Beehive Program** – Pollinators play an important part in our food systems. Our Beehive Program can bring actual and virtual beehives/habitats and accompanying educational resources to sponsoring schools to help students understand the important role that bees play in our ecosystem.



## **NEW HEALTH AND WELLNESS PROGRAMS FOR ALL**

Over the years, we've contributed to the health and wellness of students, faculty and staff at Ralston Public Schools with healthy, delicious food and ongoing wellness programming. Because we're always on a mission to bring new, innovative ideas to life that deepen interest and connections with healthy lifestyles, we're excited to offer even more options to support the Ralston Public Schools community.

## **NUTRITION AND PERFORMANCE EDUCATION COUNSELING**

As one of the largest employers of registered dietitians in the United States, our school, district and regional dietitians can partner with your health education staff and sports programs to build relationships with students and athletes to help them meet their goals.

Our dietitians can offer one-on-one health counseling, allergy education and meal accommodation for religious, cultural, health and weight management support. We also offer athletes, coaches and trainers access to targeted performance-boosting advice and plans.



# PARTNERSHIP

## Champion Of What Matters

### ELEVATED, ACCOUNTABLE AND COLLABORATIVE

We will foster a collaborative relationship with the District while being grounded in a renewed commitment to excellence. Using the expertise of all Nebraska Resources, we will reinforce our commitment to change management and continuous improvement.

#### Accountability To Your Vision

##### New Proposed Service Level Agreements (SLAs)

- » Our commitment to helping you achieve your goals faster begins with our commitment to service. Strategic leadership who can leverage the full weight of our regional and national resources guarantees measured, sustainable progress year over year.
- » We propose mutually defined SLAs to ensure you achieve the goals, key performance indicators and commitments that are most important to you and your community.

##### The Benefits of Implementing SLAs Include Guaranteed:

- » Participation strategy tied to industry-best benchmarks
- » Timely, effective incorporation of plant based menus, sustainable purchasing and food waste reduction programs
- » Strategic community engagement activities designed to build and strengthen the meaningful partnerships that matter most to you
- » Improved communication plans to expand outreach, drive collaboration and deliver standard periodic performance reports
- » Clear standards and baseline expectations for all essential elements of the Child Nutrition Services program



**SCAN OR CLICK HERE**

To view Ralston Public Schools SLAs please scan or click here

# FLEXIBLE, ACCOUNTABLE AND TRUE TO OUR COMMITMENTS

GROSS FIXED PRICE PER MEAL			
	BREAKFAST	LUNCH	A LA CARTE
Gross Fixed Price	\$2.220	\$2.396	\$2.396

**Please note: This is your gross fixed price per meal. Your monthly invoice will include commodity credits reducing the gross fixed price. Total annual commodities for 2025/2026 will be \$170,757.**

GUARANTEE SCENARIOS			
OPTION 1: \$0.05 INCREASE	OPTION 2: \$0.10 INCREASE	OPTION 3: \$0.15 INCREASE	OPTION 4: SODEXO RECOMMENDATION
\$0.05 Increase Breakfast \$0.05 Increase Lunch	\$0.10 Increase Breakfast \$0.10 Increase Lunch	\$0.15 Increase Breakfast \$0.15 Increase Lunch	\$0.10 Increase Breakfast \$0.05 Increase Lunch
<b>\$224,485 GUARANTEE</b>	<b>\$232,939 GUARANTEE</b>	<b>\$241,393 GUARANTEE</b>	<b>\$227,073 GUARANTEE</b>

## HIGHLIGHTED PROPOSAL BENEFITS

Your current Child Nutrition General Manager Judy Kyle will continue as the leader at Ralston Public Schools.

All national and regional resources who support you are provided at no charge to the District.

The above fixed price per meal illustrates our commitment to maximizing student participation through increased engagement activities. It is reliant on continued collaboration and partnership with the District in finding new ways to serve more students, leveraging all available programs such as Provision 2.

Sodexo will help the district promote the free & reduced application process which may lead to increased participation. The goal is to provide free meals to ensure students thrive with quality nutritious food. See Meal Value Plan details in Section J.

Our fixed price does not reduce food spend or reduce customer service levels under District Manager Bob Snowden and General Manager Judy Kyle’s consistent leadership, we are able to grow through serving more students.



In the spirit of transparency, we have supplied comprehensive plans and assigned top resources to illustrate the depth of our commitment to achieving your goals. Those plans and resources include:

- » A robust school-specific participation plan
- » Assurance of delivery through annual strategic visits by our Senior Vice President Wendy Surak
- » A commitment to applying the entire breadth and depth of our national and regional resource team

## Transparency Matters

In this proposal, we have identified everything you can expect, and the many needs and steps required to achieve success. Based on the trust and collaboration we have built over our 15 year partnership, we are ready to continue learning and adapting throughout this new journey that we will embark on together.

We recommit to accelerating our drive and are resolved to do what we do best – taking great care of those we serve. Thank you for giving us a chance to outline this commitment to you and your community.

## ALLAN COLLINS REGIONAL VICE PRESIDENT



Allan has been with Sodexo for 30 years and he remains grounded in our core principle of putting our customers first. He has witnessed the stress of the pandemic and increasing economic pressures pushing our teams off course and losing their sight of this mission. Allan's leadership represents a revitalization of our dedication to improve student experiences and work hard to create raving fans within your community.

He is honored to lead a solid, tenured, empowered and dedicated local team that embodies the same philosophy. Our team has realigned around the following initiatives to ensure success:

- Align every decision we make to your vision, never forgetting who we serve
- Simplify the student experience, listening to their needs to create raving fans
- Expand access to culturally preferred foods, creating familiarity and increasing relevancy
- Align to the Good Food Purchasing Program, driving meaningful change to our supply chain
- Invest in developing the skills of our on-site team, improving their culinary acumen to keep pace with the evolving taste preferences of your students
- Engage actively in community partnerships that support your mission and values



**“You have our guaranteed commitment to the solutions and programs outlined within this proposal. Our team is here to serve you holistically, transparently and honestly.”**

**– Allan Collins**  
Regional Vice President  
Sodexo At School

**WELCOME  
TO**



**NEBRASKA**

**Home of  Arbor Day**



**B1.**

Cost  
Information

# DELIVERING: A SELF-SUSTAINING NUTRITION PROGRAM

## CREATE INVESTMENT OPPORTUNITIES TO GROW THROUGH FINANCIAL STEWARDSHIP

Providing competitive pricing, ensuring cost-effective management, maintaining a growth mindset and delivering value-added offerings will provide a financial guarantee for all five years of the contract. We propose complete alignment with your goals and ambition, increased funding to maximize quality nutrition and an enhanced strategy to drive operational proficiency.



# FINANCIALS

GROSS FIXED PRICE PER MEAL			
	BREAKFAST	LUNCH	A LA CARTE
Gross Fixed Price	\$2.220	\$2.396	\$2.396

**Please note: This is your gross fixed price per meal. Your monthly invoice will include commodity credits reducing the gross fixed price. Total annual commodities for 2025/2026 will be \$170,757.**

GUARANTEE SCENARIOS			
OPTION 1: \$0.05 INCREASE	OPTION 2: \$0.10 INCREASE	OPTION 3: \$0.15 INCREASE	OPTION 4: SODEXO RECOMMENDATION
\$0.05 Increase Breakfast \$0.05 Increase Lunch	\$0.10 Increase Breakfast \$0.10 Increase Lunch	\$0.15 Increase Breakfast \$0.15 Increase Lunch	\$0.10 Increase Breakfast \$0.05 Increase Lunch
<b>\$224,485 GUARANTEE</b>	<b>\$232,939 GUARANTEE</b>	<b>\$241,393 GUARANTEE</b>	<b>\$227,073 GUARANTEE</b>

## HIGHLIGHTED PROPOSAL BENEFITS

Your current Child Nutrition General Manager Judy Kyle will continue as the leader at Ralston Public Schools.

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Sodexo will help the district promote the free & reduced application process which may lead to increased participation. The goal is to provide free meals to ensure students thrive with quality nutritious food. See Meal Value Plan details in Section J.

Our fixed price does not reduce food spend or reduce customer service levels under District Manager Bob Snowden and General Manager Judy Kyle’s consistent leadership, we are able to grow through serving more students.

District Labor includes CBA negotiated rate increases for SY 2026.

## OPTION 1: RFP REQUIRED BUDGET \$0.05 INCREASE

### FINANCIAL REQUIREMENTS - BUDGET-\$0.05 INCREASE

Total Revenues for Budget	\$2,756,041
Food and Supplies	\$1,406,487
FSMC Labor	\$119,585
District Labor	\$945,048
District Indirect Costs	\$34,446
Total Expenditures	\$2,531,556
Projected Fund Balance	\$224,485

### HIGHLIGHTED PROPOSAL BENEFITS

Your current Child Nutrition General Manager Judy Kyle will continue as the leader at Ralston Public Schools.

All national and regional resources who support you are provided at no charge to the District.

The above fixed price per meal illustrates our commitment to maximizing student participation through increased engagement activities. It is reliant on continued collaboration and partnership with the District in finding new ways to serve more students using programs such as Provision 2.

Sodexo will help the district promote the free & reduced application process which may lead to increased participation. The goal is to provide free meals to ensure students thrive with quality nutritious food. See Meal Value Plan details in Section J.

Our fixed price does not reduce food spend or reduce customer service levels under DM Bob Snowden and GM Judy Kyle's consistent leadership, we are able to grow through serving more students.

District Labor Expense includes CBA negotiated rate increases for SY 2026.

We guarantee a minimum excess of \$224,485 annually for all five years of the contract using Option 1: Budget Increase \$0.05

## OPTION 1: FINANCIAL PROPOSAL ASSUMPTIONS - INCREASE OF \$0.05

**Financial Guarantee** – If, at the conclusion of each school year, during the term of our contract, the Ralston Public Schools child nutrition program does not meet or exceed a surplus of \$224,485 based on Option 1: Budget \$0.05 increase, Sodexo will make up the difference. For purposes of calculating the fund balance surplus for the financial guarantee, the District direct expenses shall be no greater than the amounts set forth below.

**District Direct Expenses** – District Hourly Labor \$945,048

**District Indirect Expenses** - Projected at \$34,446, as identified by Ralston Public Schools.

**Fixed Price Contract** – Fixed price per meal proposed is:

Breakfast \$2.220  
Lunch \$2.396  
Equivalent Meals \$2.396

### **Meal Definition**

Meals are defined for our fixed price based on the following

1 lunch = 1 meal  
1 breakfast = 1 meal  
1 snack = 1 meal  
1 dinner = 1 meal

### **Department of Agriculture Regulations** –

As required by U.S. Department of Agriculture (USDA) regulations, Sodexo will credit back the market value of all USDA commodities and bonus commodities received during the contract year. Fixed-meal price per meal includes processing costs of USDA commodity products.

**Sodexo Labor** – The pricing proposal reflects Sodexo’s management labor as proposed in Section G: Management Services Narrative.

**Meal Equivalents** – Derived from all other revenue, excluding federal/state reimbursements, student snack/breakfast/

lunch reimbursable sales and childcare program meals. The meal equivalency rate shall be equal to \$4.99, as stated in the RFP.

**Serving Days for RFP Required Base Pro Forma** – Based on 177 full breakfast and lunch service days at elementary school(s), and 177 full breakfast and lunch service days at the middle school(s) and high school(s).

**District Enrollment** – Average daily attendance (ADA in the on-site school classroom environment) is projected at 3,311, which is 95% of the enrollment of 3,485 provided in the RFP. Any reduction from those on-site school numbers will cause an adjustment in the guarantee.

### **Annual Price Adjustment (CPI Increase)** –

Sodexo’s fixed price may be increased on an annual basis by the yearly percentage change in the Consumer Price Index (CPI). The original contract must specify the CPI: Food Away From Home series of the CPI for All Urban Consumers, published by the Bureau of Labor Statistics of the Department of Labor, for the 12-month period between May 2026 to May 2027. Adjustment factors may include changes in federal reimbursement rates. This information is available at: <https://www.bls.gov/news.release/cpi.t01.htm>

**Invoicing** – Sodexo’s invoice will be provided monthly, including the fixed price per meal served. Monthly invoices include the gross fixed-price-per-meal cost and credit for commodities received per the contract agreement.

**Proposed Agreement** – The proposed agreement commences July 1, 2025 and continues through June 30, 2026, with options for four one-year renewals, as provided under federal and state guidelines and regulations. The agreement will conform to all regulations as set forth by Nebraska and the USDA.

**Termination** – If there is no breach or default of this contract, either party may terminate this Contract for cause by providing at minimum ninety (90) days prior written notice to the other party.

**Consequential Damages.** In no event shall either Party be liable for consequential, indirect or incidental damages (including punitive damages and lost profits), even if such Party has been advised of the possibility of such damages in advance.

**Waiver of Recovery.** Notwithstanding anything to the contrary set forth in this Agreement, with respect to property damage, for which the Parties maintain a system of coverage on their respective property, each Party hereto waives its rights, and the rights of its subsidiaries and affiliates, to recover from the other Party hereto and its subsidiaries and affiliates for loss or damage to such Party's building, equipment, improvements and other property of every kind and description resulting from fire, explosion or other cause normally covered in special causes of loss form and builders risk property insurance policies. This clause shall survive termination of this Agreement.

"The estimated food and supplies costs set forth in this Worksheet is based on Sodexo's estimated invoiced costs without reduction for rebates, credits, discounts and allowances (collectively, "Allowances"). The estimated value of Allowances, although not shown on this Worksheet, have been utilized in formulating the Fixed Price Per Meal, and Sodexo's retention of such amounts allows it to offer a competitive Fixed Price Per Meal while limiting additional administrative fees, management fees, and overhead costs. Estimated insurance costs are based on average manual rates for insurance in the geographical area of the premises. Sodexo's Fixed Price per Meal set forth in this Worksheet is fully compliant with FNS-2007-003 RIN 0584-AD38 Procurement Requirements for the National School Lunch,

School Breakfast and Special Milk Programs, per the Food and Nutrition Services, USDA, Final Rule, dated Wednesday, October 31, 2007. Data provided in this Worksheet with respect to Sodexo's operating expenses is provided for informational purposes only. Variances between the amounts set forth in this Worksheet and the actual operating expenses will not cause any additional charges, credits or changes to the Fixed Price per Meal charged to the SFA."

"For the avoidance of doubt, Sodexo's financial guarantee shall be calculated as follows: all program revenues including student cash sales, federal and state reimbursements from lunch, breakfast and snack meals, adult sales, special functions, and summer meal program revenues and the value of commodities received less (i) the Fixed Price for all meals served, and (ii) SFA labor (if applicable), and other expenses as outlined in Sodexo's financial proposal and as modified by Amendment."

# OPTION 1: RFP REQUIRED BUDGET \$0.05 INCREASE

6. Payment Terms/Method – Fixed Price per Meal Fee Bid:

a. The FSMC must bid and will be paid a fixed fee per meal. The offer amount should be based on assumption that no donated USDA Foods will be available for use and includes all expected rebates, discounts, and other applicable credits. The method by which the FSMC will use and account for USDA Foods shall be in accordance with Section F of the Standard Terms and Conditions herein above.

<b>THIS CHART IS REQUIRED TO BE COMPLETED BY THE FSMC:</b>		
<b>Meal Type</b>	<b>Fee Per Meal</b>	
<b>NSLP Fixed Price Per Meal Fee</b>	Breakfast:	\$ 2.220
	Lunch:	\$ 2.396
	Afterschool Snack:	\$ 1.200
<b>Preschool CACFP Meal Pattern</b>	Breakfast:	\$ 2.220
	Lunch:	\$ 2.396
	AM/PM Snack (non-reimbursable)	\$ 1.200
<b>SFSP Fixed Price Per Meal Fee</b>	Breakfast:	\$ 2.220
	Lunch:	\$ 2.396
	Snack:	\$ 1.200
	Supper:	\$ 2.500
<b>Seamless Summer Option Meal Fee</b>	Breakfast:	\$ 2.220
	Lunch:	\$ 2.396
	Snack:	\$ 1.200
	Supper:	\$ 2.500
<b>CACFP Fixed Price Per Meal Fee</b>	Breakfast:	\$ 2.220
	Lunch:	\$ 2.396
	Snack:	\$ 1.200
	Supper:	\$ 2.500
<b>Special Milk Program</b>	Price per Carton:	\$ 0.500
<b>Non-Reimbursable Milk</b>	Price per Carton:	\$ 0.500
<b>Meal Equivalent Fee for Non-Reimbursable Sales: ala carte, ineligible student meals, extra milk at mealtime, paid adult meals.</b>		\$ 2.396
<b>Meal Equivalent Factor</b>		<b>\$4.99</b>
<b>*SFA's Vended Meals:</b>	Breakfast:	\$ 2.220
	Lunch:	\$ 2.396
	Snack:	\$ 1.200
	Supper:	\$ 2.500
<b>*SFA's Vended Meals:</b>	Breakfast:	\$ 2.220
	Lunch:	\$ 2.396
	Snack:	\$ 1.200
	Supper:	\$ 2.500
<b>Guarantee (SY 2025-2026)</b>		\$ 224,485
<b>Contract Value (SY 2025-2026)</b>		\$ 1,559,576.90

## OPTION 1: GUARANTEE

Option One: RFP Required Budget \$0.05 Increase

### 11. Guarantee

#### To Be Completed by FSMC:

The FSMC guarantees the Non-Profit Food Service Account balance will have a dollar value gain of \$ 224,485 during school year 2025-2026. All additional subsequent renewals shall include no less than the same dollar value of the guarantee.

- a. The FSMC's guarantee MUST NOT be contingent upon multi-year contract duration.
  - b. The balance in the Non-Profit School Food Service Account as of July 1st of the initial year of the contract excluding all unpaid costs incurred in the previous school year will be used as the starting amount to determine if the annual guarantee is met in the initial year of the FSMC Contract. The balance as of July 1st, excluding all unpaid costs incurred in the preceding school year, will be used for subsequent yearly renewals.
  - c. The SFA and FSMC shall cooperate to ensure that the SFA's Food Service Program is operated in accordance with the SFA's Food Service Budget.
  - d. In the event the FSMC's operation of the SFA's Food Service Program results in a lesser amount than the guarantee, the FSMC must pay the difference to the SFA. This amount must be paid to the SFA, to be deposited in the food service account within thirty (30) days of the end of the annual contract.
12. The SFA shall not be responsible for any expenditure incurred by the FSMC before execution of this Contract and approval by NDE.

## OPTION 2: RFP REQUIRED BUDGET \$0.10 INCREASE

### FINANCIAL REQUIREMENTS - BUDGET-\$0.10 INCREASE

Total Revenues for Budget	\$2,764,495
Food and Supplies	\$1,406,487
FSMC Labor	\$119,585
District Labor	\$945,048
District Indirect Costs	\$34,446
Total Expenditures	\$2,531,556
Projected Fund Balance	\$232,939

### HIGHLIGHTED PROPOSAL BENEFITS

Your current Child Nutrition General Manager Judy Kyle will continue as the leader at Ralston Public Schools.

All national and regional resources who support you are provided at no charge to the District.

The above fixed price per meal illustrates our commitment to maximizing student participation through increased engagement activities. It is reliant on continued collaboration and partnership with the District in finding new ways to serve more students using programs such as Provision 2.

Sodexo will help the district promote the free & reduced application process which may lead to increased participation. The goal is to provide free meals to ensure students thrive with quality nutritious food. See Meal Value Plan details in Section J.

Our fixed price does not reduce food spend or reduce customer service levels under DM Bob Snowden and GM Judy Kyle's consistent leadership, we are able to grow through serving more students.

District Labor Expense includes CBA negotiated rate increases for SY 2026.

We guarantee a minimum excess of \$232,939 annually for all five years of the contract using Option 2: Budget Increase \$0.10

## OPTION 2: FINANCIAL PROPOSAL ASSUMPTIONS - INCREASE OF \$0.10

**Financial Guarantee** – If, at the conclusion of each school year, during the term of our contract, the Ralston Public Schools child nutrition program does not meet or exceed a surplus of \$232,939 based on Option 2: Budget \$0.10 increase, Sodexo will make up the difference. For purposes of calculating the fund balance surplus for the financial guarantee, the District direct expenses shall be no greater than the amounts set forth below.

**District Direct Expenses** - District Hourly Labor \$945,048

**District Indirect Expenses** – Projected at \$34,446, as identified by Ralston Public Schools.

**Fixed Price Contract** – Fixed price per meal proposed is:

Breakfast \$2.220  
Lunch \$2.396  
Equivalent Meals \$2.396

### **Meal Definition**

Meals are defined for our fixed price based on the following

1 lunch = 1 meal  
1 breakfast = 1 meal  
1 snack = 1 meal  
1 dinner = 1 meal

### **Department of Agriculture Regulations** –

As required by U.S. Department of Agriculture (USDA) regulations, Sodexo will credit back the market value of all USDA commodities and bonus commodities received during the contract year. Fixed-meal price per meal includes processing costs of USDA commodity products.

**Sodexo Labor** – The pricing proposal reflects Sodexo’s management labor as proposed in Section G: Management Services Narrative.

**Meal Equivalents** – Derived from all other revenue, excluding federal/state reimbursements, student snack/breakfast/

lunch reimbursable sales and childcare program meals. The meal equivalency rate shall be equal to \$4.99, as stated in the RFP.

**Serving Days for RFP Required Base Pro Forma** – Based on 177 full breakfast and lunch service days at elementary school(s), and 177 full breakfast and lunch service days at the middle school(s) and high school(s).

**District Enrollment** – Average daily attendance (ADA in the on-site school classroom environment) is projected at 3,311, which is 95% of the enrollment of 3,485 provided in the RFP. Any reduction from those on-site school numbers will cause an adjustment in the guarantee.

**Annual Price Adjustment (CPI Increase)** – Sodexo’s fixed price may be increased on an annual basis by the yearly percentage change in the Consumer Price Index (CPI). The original contract must specify the CPI: Food Away From Home series of the CPI for All Urban Consumers, published by the Bureau of Labor Statistics of the Department of Labor, for the 12-month period between May 2026 to May 2027 Adjustment factors may include changes in federal reimbursement rates. This information is available at: <https://www.bls.gov/news.release/cpi.t01.htm>

**Invoicing** – Sodexo’s invoice will be provided monthly, including the fixed price per meal served. Monthly invoices include the gross fixed-price-per-meal cost and credit for commodities received per the contract agreement.

**Proposed Agreement** – The proposed agreement commences July 1, 2025 and continues through June 30, 2026, with options for four one-year renewals, as provided under federal and state guidelines and regulations. The agreement will conform to all regulations as set forth by Nebraska and the USDA.

**Termination** – If there is no breach or default of this contract, either party may terminate this Contract for cause by providing at minimum ninety (90) days prior written notice to the other party.

**Consequential Damages.** In no event shall either Party be liable for consequential, indirect or incidental damages (including punitive damages and lost profits), even if such Party has been advised of the possibility of such damages in advance.

**Waiver of Recovery.** Notwithstanding anything to the contrary set forth in this Agreement, with respect to property damage, for which the Parties maintain a system of coverage on their respective property, each Party hereto waives its rights, and the rights of its subsidiaries and affiliates, to recover from the other Party hereto and its subsidiaries and affiliates for loss or damage to such Party's building, equipment, improvements and other property of every kind and description resulting from fire, explosion or other cause normally covered in special causes of loss form and builders risk property insurance policies. This clause shall survive termination of this Agreement.

"The estimated food and supplies costs set forth in this Worksheet is based on Sodexo's estimated invoiced costs without reduction for rebates, credits, discounts and allowances (collectively, "Allowances"). The estimated value of Allowances, although not shown on this Worksheet, have been utilized in formulating the Fixed Price Per Meal, and Sodexo's retention of such amounts allows it to offer a competitive Fixed Price Per Meal while limiting additional administrative fees, management fees, and overhead costs. Estimated insurance costs are based on average manual rates for insurance in the geographical area of the premises. Sodexo's Fixed Price per Meal set forth in this Worksheet is fully compliant with FNS-2007-003 RIN 0584-AD38 Procurement Requirements for the National School Lunch,

School Breakfast and Special Milk Programs, per the Food and Nutrition Services, USDA, Final Rule, dated Wednesday, October 31, 2007. Data provided in this Worksheet with respect to Sodexo's operating expenses is provided for informational purposes only. Variances between the amounts set forth in this Worksheet and the actual operating expenses will not cause any additional charges, credits or changes to the Fixed Price per Meal charged to the SFA."

"For the avoidance of doubt, Sodexo's financial guarantee shall be calculated as follows: all program revenues including student cash sales, federal and state reimbursements from lunch, breakfast and snack meals, adult sales, special functions, and summer meal program revenues and the value of commodities received less (i) the Fixed Price for all meals served, and (ii) SFA labor (if applicable), and other expenses as outlined in Sodexo's financial proposal and as modified by Amendment."

## OPTION 2: RFP REQUIRED BUDGET \$0.10 INCREASE

6. Payment Terms/Method – Fixed Price per Meal Fee Bid:

- a. The FSMC must bid and will be paid a fixed fee per meal. The offer amount should be based on assumption that no donated USDA Foods will be available for use and includes all expected rebates, discounts, and other applicable credits. The method by which the FSMC will use and account for USDA Foods shall be in accordance with Section F of the Standard Terms and Conditions herein above.

<b>THIS CHART IS REQUIRED TO BE COMPLETED BY THE FSMC:</b>		
<b>Meal Type</b>	<b>Fee Per Meal</b>	
<b>NSLP Fixed Price Per Meal Fee</b>	Breakfast:	\$ 2.220
	Lunch:	\$ 2.396
	Afterschool Snack:	\$ 1.200
<b>Preschool CACFP Meal Pattern</b>	Breakfast:	\$ 2.220
	Lunch:	\$ 2.396
	AM/PM Snack (non-reimbursable)	\$ 1.200
<b>SFSP Fixed Price Per Meal Fee</b>	Breakfast:	\$ 2.220
	Lunch:	\$ 2.396
	Snack:	\$ 1.200
	Supper:	\$ 2.500
<b>Seamless Summer Option Meal Fee</b>	Breakfast:	\$ 2.220
	Lunch:	\$ 2.396
	Snack:	\$ 1.200
	Supper:	\$ 2.500
<b>CACFP Fixed Price Per Meal Fee</b>	Breakfast:	\$ 2.220
	Lunch:	\$ 2.396
	Snack:	\$ 1.200
	Supper:	\$ 2.500
<b>Special Milk Program</b>	Price per Carton:	\$ 0.500
<b>Non-Reimbursable Milk</b>	Price per Carton:	\$ 0.500
<b>Meal Equivalent Fee for Non-Reimbursable Sales: ala carte, ineligible student meals, extra milk at mealtime, paid adult meals.</b>		\$ 2.396
<b>Meal Equivalent Factor</b>		<b>\$4.99</b>
<b>*SFA's Vended Meals:</b>	Breakfast:	\$ 2.220
	Lunch:	\$ 2.396
	Snack:	\$ 1.200
	Supper:	\$ 2.500
<b>*SFA's Vended Meals:</b>	Breakfast:	\$ 2.220
	Lunch:	\$ 2.396
	Snack:	\$ 1.200
	Supper:	\$ 2.500
<b>Guarantee (SY 2025-2026)</b>		\$ 232,939
<b>Contract Value (SY 2025-2026)</b>		\$ 1,559,576.90

## OPTION 2: GUARANTEE

Option Two: RFP Required Budget \$0.10 Increase

### 11. Guarantee

#### To Be Completed by FSMC:

The FSMC guarantees the Non-Profit Food Service Account balance will have a dollar value gain of \$ 232,939 during school year 2025-2026. All additional subsequent renewals shall include no less than the same dollar value of the guarantee.

- a. The FSMC's guarantee MUST NOT be contingent upon multi-year contract duration.
  - b. The balance in the Non-Profit School Food Service Account as of July 1st of the initial year of the contract excluding all unpaid costs incurred in the previous school year will be used as the starting amount to determine if the annual guarantee is met in the initial year of the FSMC Contract. The balance as of July 1st, excluding all unpaid costs incurred in the preceding school year, will be used for subsequent yearly renewals.
  - c. The SFA and FSMC shall cooperate to ensure that the SFA's Food Service Program is operated in accordance with the SFA's Food Service Budget.
  - d. In the event the FSMC's operation of the SFA's Food Service Program results in a lesser amount than the guarantee, the FSMC must pay the difference to the SFA. This amount must be paid to the SFA, to be deposited in the food service account within thirty (30) days of the end of the annual contract.
12. The SFA shall not be responsible for any expenditure incurred by the FSMC before execution of this Contract and approval by NDE.

## OPTION 3: RFP REQUIRED BUDGET \$0.15 INCREASE

### FINANCIAL REQUIREMENTS - BUDGET-\$0.15 INCREASE

Total Revenues for Budget	\$2,772,950
Food and Supplies	\$1,406,487
FSMC Labor	\$119,585
District Labor	\$945,048
District Indirect Costs	\$34,446
Total Expenditures	\$2,531,556
Projected Fund Balance	\$241,393

### HIGHLIGHTED PROPOSAL BENEFITS

Your current Child Nutrition General Manager Judy Kyle will continue as the leader at Ralston Public Schools.

All national and regional resources who support you are provided at no charge to the District.

The above fixed price per meal illustrates our commitment to maximizing student participation through increased engagement activities. It is reliant on continued collaboration and partnership with the District in finding new ways to serve more students using programs such as Provision 2.

Sodexo will help the district promote the free & reduced application process which may lead to increased participation. The goal is to provide free meals to ensure students thrive with quality nutritious food. See Meal Value Plan details in Section J.

Our fixed price does not reduce food spend or reduce customer service levels under DM Bob Snowden and GM Judy Kyle's consistent leadership, we are able to grow through serving more students.

District Labor Expense includes CBA negotiated rate increases for SY 2026.

We guarantee a minimum excess of \$241,393 annually for all five years of the contract using Option 3: Budget Increase \$0.15

## OPTION 3: FINANCIAL PROPOSAL ASSUMPTIONS - INCREASE OF \$0.15

**Financial Guarantee** – If, at the conclusion of each school year, during the term of our contract, the Ralston Public Schools child nutrition program does not meet or exceed a surplus of \$241,393 based on Option 3: Budget \$0.15 increase, Sodexo will make up the difference. For purposes of calculating the fund balance surplus for the financial guarantee, the District direct expenses shall be no greater than the amounts set forth below.

**District Direct Expenses** – District Hourly Labor \$945,048

**District Indirect Expenses** - Projected at \$34,446, as identified by Ralston Public Schools.

**Fixed Price Contract** – Fixed price per meal proposed is:

Breakfast \$2.220  
Lunch \$2.396  
Equivalent Meals \$2.396

### Meal Definition

Meals are defined for our fixed price based on the following

1 lunch = 1 meal  
1 breakfast = 1 meal  
1 snack = 1 meal  
1 dinner = 1 meal

### Department of Agriculture Regulations –

As required by U.S. Department of Agriculture (USDA) regulations, Sodexo will credit back the market value of all USDA commodities and bonus commodities received during the contract year. Fixed-meal price per meal includes processing costs of USDA commodity products.

**Sodexo Labor** – The pricing proposal reflects Sodexo’s management labor as proposed in Section G: Management Services Narrative.

**Meal Equivalents** – Derived from all other revenue, excluding federal/state reimbursements, student snack/breakfast/

lunch reimbursable sales and childcare program meals. The meal equivalency rate shall be equal to \$4.99, as stated in the RFP.

**Serving Days for RFP Required Base Pro Forma** – Based on 177 full breakfast and lunch service days at elementary school(s), and 177 full breakfast and lunch service days at the middle school(s) and high school(s).

**District Enrollment** – Average daily attendance (ADA in the on-site school classroom environment) is projected at 3,311, which is 95% of the enrollment of 3,485 provided in the RFP. Any reduction from those on-site school numbers will cause an adjustment in the guarantee.

**Annual Price Adjustment (CPI Increase)** – Sodexo’s fixed price may be increased on an annual basis by the yearly percentage change in the Consumer Price Index (CPI). The original contract must specify the CPI: Food Away From Home series of the CPI for All Urban Consumers, published by the Bureau of Labor Statistics of the Department of Labor, for the 12-month period between May 2026 to May 2027 Adjustment factors may include changes in federal reimbursement rates. This information is available at: <https://www.bls.gov/news.release/cpi.t01.htm>

**Invoicing** – Sodexo’s invoice will be provided monthly, including the fixed price per meal served. Monthly invoices include the gross fixed-price-per-meal cost and credit for commodities received per the contract agreement.

**Proposed Agreement** – The proposed agreement commences July 1, 2025 and continues through June 30, 2026, with options for four one-year renewals, as provided under federal and state guidelines and regulations. The agreement will conform to all regulations as set forth by Nebraska and the USDA.

**Termination** – If there is no breach or default of this contract, either party may terminate this Contract for cause by providing at minimum ninety (90) days prior written notice to the other party.

**Consequential Damages.** In no event shall either Party be liable for consequential, indirect or incidental damages (including punitive damages and lost profits), even if such Party has been advised of the possibility of such damages in advance.

**Waiver of Recovery.** Notwithstanding anything to the contrary set forth in this Agreement, with respect to property damage, for which the Parties maintain a system of coverage on their respective property, each Party hereto waives its rights, and the rights of its subsidiaries and affiliates, to recover from the other Party hereto and its subsidiaries and affiliates for loss or damage to such Party's building, equipment, improvements and other property of every kind and description resulting from fire, explosion or other cause normally covered in special causes of loss form and builders risk property insurance policies. This clause shall survive termination of this Agreement.

"The estimated food and supplies costs set forth in this Worksheet is based on Sodexo's estimated invoiced costs without reduction for rebates, credits, discounts and allowances (collectively, "Allowances"). The estimated value of Allowances, although not shown on this Worksheet, have been utilized in formulating the Fixed Price Per Meal, and Sodexo's retention of such amounts allows it to offer a competitive Fixed Price Per Meal while limiting additional administrative fees, management fees, and overhead costs. Estimated insurance costs are based on average manual rates for insurance in the geographical area of the premises. Sodexo's Fixed Price per Meal set forth in this Worksheet is fully compliant with FNS-2007-003 RIN 0584-AD38 Procurement Requirements for the National School Lunch,

School Breakfast and Special Milk Programs, per the Food and Nutrition Services, USDA, Final Rule, dated Wednesday, October 31, 2007. Data provided in this Worksheet with respect to Sodexo's operating expenses is provided for informational purposes only. Variances between the amounts set forth in this Worksheet and the actual operating expenses will not cause any additional charges, credits or changes to the Fixed Price per Meal charged to the SFA."

"For the avoidance of doubt, Sodexo's financial guarantee shall be calculated as follows: all program revenues including student cash sales, federal and state reimbursements from lunch, breakfast and snack meals, adult sales, special functions, and summer meal program revenues and the value of commodities received less (i) the Fixed Price for all meals served, and (ii) SFA labor (if applicable), and other expenses as outlined in Sodexo's financial proposal and as modified by Amendment."

# OPTION 3: RFP REQUIRED BUDGET \$0.15 INCREASE

6. Payment Terms/Method – Fixed Price per Meal Fee Bid:

a. The FSMC must bid and will be paid a fixed fee per meal. The offer amount should be based on assumption that no donated USDA Foods will be available for use and includes all expected rebates, discounts, and other applicable credits. The method by which the FSMC will use and account for USDA Foods shall be in accordance with Section F of the Standard Terms and Conditions herein above.

**THIS CHART IS REQUIRED TO BE COMPLETED BY THE FSMC:**

Meal Type	Fee Per Meal	
NSLP Fixed Price Per Meal Fee	Breakfast:	\$ 2.220
	Lunch:	\$ 2.396
	Afterschool Snack:	\$ 1.200
Preschool CACFP Meal Pattern	Breakfast:	\$ 2.220
	Lunch:	\$ 2.396
	AM/PM Snack (non-reimbursable)	\$ 1.200
SFSP Fixed Price Per Meal Fee	Breakfast:	\$ 2.220
	Lunch:	\$ 2.396
	Snack:	\$ 1.200
	Supper:	\$ 2.500
Seamless Summer Option Meal Fee	Breakfast:	\$ 2.220
	Lunch:	\$ 2.396
	Snack:	\$ 1.200
	Supper:	\$ 2.500
CACFP Fixed Price Per Meal Fee	Breakfast:	\$ 2.220
	Lunch:	\$ 2.396
	Snack:	\$ 1.200
	Supper:	\$ 2.500
Special Milk Program	Price per Carton:	\$ 0.500
Non-Reimbursable Milk	Price per Carton:	\$ 0.500
Meal Equivalent Fee for Non-Reimbursable Sales: ala carte, ineligible student meals, extra milk at mealtime, paid adult meals.		\$ 2.396
Meal Equivalent Factor		<b>\$4.99</b>
*SFA's Vended Meals:	Breakfast:	\$ 2.220
	Lunch:	\$ 2.396
	Snack:	\$ 1.200
	Supper:	\$ 2.500
*SFA's Vended Meals:	Breakfast:	\$ 2.220
	Lunch:	\$ 2.396
	Snack:	\$ 1.200
	Supper:	\$ 2.500
Guarantee (SY 2025-2026)		\$ 241,393
Contract Value (SY 2025-2026)		\$ 1,559,576.90

## OPTION 3: GUARANTEE

Option Three: RFP Required Budget \$0.15 Increase

### 11. Guarantee

#### To Be Completed by FSMC:

The FSMC guarantees the Non-Profit Food Service Account balance will have a dollar value gain of \$ 241,393 during school year 2025-2026. All additional subsequent renewals shall include no less than the same dollar value of the guarantee.

- a. The FSMC's guarantee MUST NOT be contingent upon multi-year contract duration.
  - b. The balance in the Non-Profit School Food Service Account as of July 1st of the initial year of the contract excluding all unpaid costs incurred in the previous school year will be used as the starting amount to determine if the annual guarantee is met in the initial year of the FSMC Contract. The balance as of July 1st, excluding all unpaid costs incurred in the preceding school year, will be used for subsequent yearly renewals.
  - c. The SFA and FSMC shall cooperate to ensure that the SFA's Food Service Program is operated in accordance with the SFA's Food Service Budget.
  - d. In the event the FSMC's operation of the SFA's Food Service Program results in a lesser amount than the guarantee, the FSMC must pay the difference to the SFA. This amount must be paid to the SFA, to be deposited in the food service account within thirty (30) days of the end of the annual contract.
12. The SFA shall not be responsible for any expenditure incurred by the FSMC before execution of this Contract and approval by NDE.

## OPTION 4: BUDGET SODEXO RECOMMENDATION

### OPTION 4: FINANCIAL ASSUMPTIONS - BUDGET- INCREASE OF \$0.10 BREAKFAST \$0.05 LUNCH SODEXO RECOMMENDATION

Total Revenues for Budget	\$2,758,629
Food and Supplies	\$1,406,487
FSMC Labor	\$119,585
District Labor	\$945,048
District Indirect Costs	\$34,446
Total Expenditures	\$2,531,556
Projected Fund Balance	\$227,073

### HIGHLIGHTED PROPOSAL BENEFITS

Your current Child Nutrition General Manager Judy Kyle will continue as the leader at Ralston Public Schools.

All national and regional resources who support you are provided at no charge to the District.

The above fixed price per meal illustrates our commitment to maximizing student participation through increased engagement activities. It is reliant on continued collaboration and partnership with the District in finding new ways to serve more students using programs such as Provision 2.

Sodexo will help the district promote the free & reduced application process which may lead to increased participation. The goal is to provide free meals to ensure students thrive with quality nutritious food. See Meal Value Plan details in Section J.

Our fixed price does not reduce food spend or reduce customer service levels under DM Bob Snowden and GM Judy Kyle's consistent leadership, we are able to grow through serving more students.

District Labor Expense includes CBA negotiated rate increases for SY 2026.

We guarantee a minimum excess of \$227,073 annually for all five years of the contract using Option 4: Sodexo Recommendation

Sodexo's recommendation is based on a review of metro area pricing versus Ralston current pricing.

## OPTION 4: FINANCIAL PROPOSAL ASSUMPTIONS - SODEXO RECOMMENDATION

**Financial Guarantee** – If, at the conclusion of each school year, during the term of our contract, the Ralston Public Schools child nutrition program does not meet or exceed a surplus of \$227,073 based on Option 4: Budget \$0.10 Increase Breakfast \$0.05 increase Lunch, Sodexo will make up the difference. For purposes of calculating the fund balance surplus for the financial guarantee, the District direct expenses shall be no greater than the amounts set forth below.

**District Direct Expenses** – District Hourly Labor \$945,048

**District Indirect Expenses** - Projected at \$34,446, as identified by Ralston Public Schools.

**Fixed Price Contract** – Fixed price per meal proposed is:

Breakfast \$2.220  
Lunch \$2.396  
Equivalent Meals \$2.396

### Meal Definition

Meals are defined for our fixed price based on the following

1 lunch = 1 meal  
1 breakfast = 1 meal  
1 snack = 1 meal  
1 dinner = 1 meal

**Department of Agriculture Regulations** – As required by U.S. Department of Agriculture (USDA) regulations, Sodexo will credit back the market value of all USDA commodities and bonus commodities received during the contract year. Fixed-meal price per meal includes processing costs of USDA commodity products.

**Sodexo Labor** – The pricing proposal reflects Sodexo’s management labor as proposed in Section G: Management Services Narrative.

**Meal Equivalents** – Derived from all other revenue, excluding federal/state reimbursements, student snack/breakfast/lunch reimbursable sales and childcare program meals. The meal equivalency rate shall be equal to \$4.99, as stated in the RFP.

**Serving Days for RFP Required Base Pro Forma** – Based on 177 full breakfast and lunch service days at elementary school(s), and 177 full breakfast and lunch service days at the middle school(s) and high school(s).

**District Enrollment** – Average daily attendance (ADA in the on-site school classroom environment) is projected at 3,311, which is 95% of the enrollment of 3,485 provided in the RFP. Any reduction from those on-site school numbers will cause an adjustment in the guarantee.

**Annual Price Adjustment (CPI Increase)** – Sodexo’s fixed price may be increased on an annual basis by the yearly percentage change in the Consumer Price Index (CPI). The original contract must specify the CPI: Food Away From Home series of the CPI for All Urban Consumers, published by the Bureau of Labor Statistics of the Department of Labor, for the 12-month period between May 2026 to May 2027. Adjustment factors may include changes in federal reimbursement rates. This information is available at: <https://www.bls.gov/news.release/cpi.t01.htm>

**Invoicing** – Sodexo’s invoice will be provided monthly, including the fixed price per meal served. Monthly invoices include the gross fixed-price-per-meal cost and credit for commodities received per the contract agreement.

**Proposed Agreement** – The proposed agreement commences July 1, 2025 and continues through June 30, 2026, with options for four one-year renewals, as provided under federal and state guidelines and regulations. The agreement will conform to all regulations as set forth by Nebraska and the USDA.

**Termination** – If there is no breach or default of this contract, either party may terminate this Contract for cause by providing at minimum ninety (90) days prior written notice to the other party.

**Consequential Damages.** In no event shall either Party be liable for consequential, indirect or incidental damages (including punitive damages and lost profits), even if such Party has been advised of the possibility of such damages in advance.

**Waiver of Recovery.** Notwithstanding anything to the contrary set forth in this Agreement, with respect to property damage, for which the Parties maintain a system of coverage on their respective property, each Party hereto waives its rights, and the rights of its subsidiaries and affiliates, to recover from the other Party hereto and its subsidiaries and affiliates for loss or damage to such Party's building, equipment, improvements and other property of every kind and description resulting from fire, explosion or other cause normally covered in special causes of loss form and builders risk property insurance policies. This clause shall survive termination of this Agreement.

"The estimated food and supplies costs set forth in this Worksheet is based on Sodexo's estimated invoiced costs without reduction for rebates, credits, discounts and allowances (collectively, "Allowances"). The estimated value of Allowances, although not shown on this Worksheet, have been utilized in formulating the Fixed Price Per Meal, and Sodexo's retention of such amounts allows it to offer a competitive Fixed Price Per Meal while limiting additional administrative fees, management fees, and overhead

costs. Estimated insurance costs are based on average manual rates for insurance in the geographical area of the premises. Sodexo's Fixed Price per Meal set forth in this Worksheet is fully compliant with FNS-2007-003 RIN 0584-AD38 Procurement Requirements for the National School Lunch, School Breakfast and Special Milk Programs, per the Food and Nutrition Services, USDA, Final Rule, dated Wednesday, October 31, 2007. Data provided in this Worksheet with respect to Sodexo's operating expenses is provided for informational purposes only.

Variations between the amounts set forth in this Worksheet and the actual operating expenses will not cause any additional charges, credits or changes to the Fixed Price per Meal charged to the SFA."

"For the avoidance of doubt, Sodexo's financial guarantee shall be calculated as follows: all program revenues including student cash sales, federal and state reimbursements from lunch, breakfast and snack meals, adult sales, special functions, and summer meal program revenues and the value of commodities received less (i) the Fixed Price for all meals served, and (ii) SFA labor (if applicable), and other expenses as outlined in Sodexo's financial proposal and as modified by Amendment."

## OPTION 4: BUDGET SODEXO RECOMMENDATION

### 6. Payment Terms/Method – Fixed Price per Meal Fee Bid:

a. The FSMC must bid and will be paid a fixed fee per meal. The offer amount should be based on assumption that no donated USDA Foods will be available for use and includes all expected rebates, discounts, and other applicable credits. The method by which the FSMC will use and account for USDA Foods shall be in accordance with Section F of the Standard Terms and Conditions herein above.

<b>THIS CHART IS REQUIRED TO BE COMPLETED BY THE FSMC:</b>		
<b>Meal Type</b>	<b>Fee Per Meal</b>	
<b>NSLP Fixed Price Per Meal Fee</b>	Breakfast:	\$ 2.220
	Lunch:	\$ 2.396
	Afterschool Snack:	\$ 1.200
<b>Preschool CACFP Meal Pattern</b>	Breakfast:	\$ 2.220
	Lunch:	\$ 2.396
	AM/PM Snack (non-reimbursable)	\$ 1.200
<b>SFSP Fixed Price Per Meal Fee</b>	Breakfast:	\$ 2.220
	Lunch:	\$ 2.396
	Snack:	\$ 1.200
	Supper:	\$ 2.500
<b>Seamless Summer Option Meal Fee</b>	Breakfast:	\$ 2.220
	Lunch:	\$ 2.396
	Snack:	\$ 1.200
	Supper:	\$ 2.500
<b>CACFP Fixed Price Per Meal Fee</b>	Breakfast:	\$ 2.220
	Lunch:	\$ 2.396
	Snack:	\$ 1.200
	Supper:	\$ 2.500
<b>Special Milk Program</b>	Price per Carton:	\$ 0.500
<b>Non-Reimbursable Milk</b>	Price per Carton:	\$ 0.500
<b>Meal Equivalent Fee for Non-Reimbursable Sales: ala carte, ineligible student meals, extra milk at mealtime, paid adult meals.</b>		\$ 2.396
<b>Meal Equivalent Factor</b>		<b>\$4.99</b>
<b>*SFA's Vended Meals:</b>	Breakfast:	\$ 2.220
	Lunch:	\$ 2.396
	Snack:	\$ 1.200
	Supper:	\$ 2.500
<b>*SFA's Vended Meals:</b>	Breakfast:	\$ 2.220
	Lunch:	\$ 2.396
	Snack:	\$ 1.200
	Supper:	\$ 2.500
<b>Guarantee (SY 2025-2026)</b>		\$ 227,073
<b>Contract Value (SY 2025-2026)</b>		\$ 1,559,576.90

## OPTION 4: SODEXO RECOMMENDATION GUARANTEE

Option Four: Sodexo Recommendation

Breakfast \$0.10 Lunch \$.015

### 11. Guarantee

#### To Be Completed by FSMC:

The FSMC guarantees the Non-Profit Food Service Account balance will have a dollar value gain of \$227,073 during school year 2025-2026. All additional subsequent renewals shall include no less than the same dollar value of the guarantee.

- a. The FSMC's guarantee MUST NOT be contingent upon multi-year contract duration.
  - b. The balance in the Non-Profit School Food Service Account as of July 1st of the initial year of the contract excluding all unpaid costs incurred in the previous school year will be used as the starting amount to determine if the annual guarantee is met in the initial year of the FSMC Contract. The balance as of July 1st, excluding all unpaid costs incurred in the preceding school year, will be used for subsequent yearly renewals.
  - c. The SFA and FSMC shall cooperate to ensure that the SFA's Food Service Program is operated in accordance with the SFA's Food Service Budget.
  - d. In the event the FSMC's operation of the SFA's Food Service Program results in a lesser amount than the guarantee, the FSMC must pay the difference to the SFA. This amount must be paid to the SFA, to be deposited in the food service account within thirty (30) days of the end of the annual contract.
12. The SFA shall not be responsible for any expenditure incurred by the FSMC before execution of this Contract and approval by NDE.

**WELCOME  
TO**



**NEBRASKA**

**Home of  Arbor Day**



C.

Detailed Service  
Capacity Plan

- i. Defined goals and recommendations for improved operation, including estimated increases in student participation and any changes to personnel and equipment.*
- ii. Detailed transition plan which indicates the activities, procedures, timetable, and support personnel involved in the implementation of the FSMC's services.*
- iii. Description of the variety of menu offerings to be made available and at what frequency.*
- iv. Description of local foods offering that will be incorporated into menus.*
- v. Proposed organizational chart for the on-site FSMC management team.*

# OUR FOCUS ON CHILD NUTRITION AND WELLNESS

## OUR COMMITMENT TO RALSTON PUBLIC SCHOOLS

Every day, your students and educators decide whether to participate in your dining program. With Sodexo, that decision is an easy one. Our proposed offer:

- » Increases Emphasis on Simplifying the Student Experience
- » Expands Access to Familiar Meals
- » Increases the Abundance of Local Foods, Scratch and Quick-scratch Recipes

Ralston Public Schools students will continue to enjoy fresh, delicious and nutritious foods that they love to eat thanks to our culinary staff, a team of professionally trained chefs and a registered dietitian who create and test new recipes throughout the year. Our on-site child nutrition team works closely with your District to create dishes that satisfy the unique tastes and diverse cultures of each school.

## OUR PLAN TO ENHANCE SERVICE

### RECOMMENDATION AND GOALS FOR ADVANCING CURRENT OPERATIONS

Over the past 15 years, Ralston Public Schools and Sodexo have formed a strong foundation for an innovative child nutrition program that enhances the student experience and helps your schools and community thrive. Your child nutrition program has been built for sustained success, and we know that innovative educational programming empowers students to build lifelong habits of healthy living. We are looking forward to the next steps of our journey together.

### BUILDING A LEGACY OF PROGRAM SUCCESS

Our Innovation Roadmap for Ralston Public Schools provides a five-year plan to regularly introduce enhanced features and options in hands-on, experiential programs utilizing digital platforms and resources. There are multiple service tiers within each solution, providing you the flexibility to customize your journey's roadmap based on your needs.

We will continue to focus our innovation efforts on key initiatives:

- Increase scratch and quick-scratch recipes
- Elevate the culinary experience, infusing a broader variety of wholesome and local foods

For detailed information on our approach, please review the five-year innovation roadmap on the following pages. Additional context and specific program overviews for each innovation can be found within this section.



# Growing a Healthier Future Together

## FIVE-YEAR INNOVATION ROAD MAP



### Nourishment



STUDENT-LED MENUS FEATURING CULTURALLY FAMILIAR FOODS



CUSTOMIZABLE HIGH SCHOOL EXPERIENCE



MIDDLE SCHOOL EXPERIENCE



### Engagement



NUTRITION EDUCATION CURRICULUM SUPPORT



EDUCATOR MEALS



POP-UP RESTAURANT CONCEPTS



CONTINUED STUDENT SURVEYS AND FOCUS GROUPS



UPSHOW DIGITAL MENU BOARD SOLUTIONS



STUDENT INSIGHT DRIVES CUSTOMIZED MENUS



STUDENT PROMOTION INFLUENCER



## Community



LEVERAGING NEBRASKA VENDOR PARTNERSHIPS



CONTINUED STUDENT SURVEYS AND FOCUS GROUPS



INGREDIENT, NUTRITION AND ALLERGEN INFORMATION



PERFORMANCE TABLE AND NUTRITION COUNSELING RESOURCES



## Partnership



COMMITTED TO TRANSPARENT FINANCIAL REPORTING



FULL UTILIZATION OF ANNUAL COMMODITY ENTITLEMENT



COLLECT AND ANALYZE BENCHMARK DATA



EFFECTIVELY SUPPORT THE PREPARATION OF CLAIMS FOR SFA APPROVAL AND SUBMISSION



COLLABORATION MEETINGS TO ENSURE ALIGNMENT TO YOUR MISSION AND VALUES



MEAL INTEGRITY PLAN COMPLIANCE FOLLOWING ALL FEDERAL AND NEBRASKA CHILD NUTRITION PROGRAM STANDARDS

## Together We Grow

Our journey toward an accelerated and energized nutrition and wellness experience starts here.

# OUR COMMITMENTS TO CULINARY EXCELLENCE

Our team holds themselves accountable for developing and executing plans that reflect Ralston's desire for fresh, quality food. We make four solid commitments.

## #1

PRIORITIZE FOOD QUALITY AND SCRATCH MADE MEALS

## #2

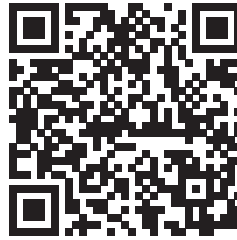
PROVIDE FRESH, QUALITY INGREDIENTS

## #3

SEEK LOCAL AND NEBRASKA GROWN

## #4

ENSURE ETHICAL PURCHASING



SCAN OR CLICK HERE

To view Ralston Public Schools SLAs please scan or click here

## PROPOSED SERVICE LEVEL AGREEMENTS

In support of our commitment to accountability and in support of creating a strong service focused foundation, we are proposing mutually agreed upon Service Level Agreements (SLAs). Potential SLAs can be tied to the deployment of our fresh quality foods, local and Nebraska spend and operational effectiveness commitments. We look forward to discussing the use of Service Level Agreements as a measure of success.



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## JIM HILTON

### EXECUTIVE CHEF AND CULINARY INNOVATION DESIGNER

Our Nebraska-based Chef Jim Hilton creates amazing recipes celebrating the diversity of the communities we serve. From breakfast tacos made with cage-free eggs to spicy banh mi sandwiches crafted with all white meat chicken, Chef Jim will work with our Ralston team to deliver customization using local fresh ingredients.

### — Engaging Local Community Partners —



## JUDY KYLE

### GENERAL MANAGER ON-SITE FARM TO SCHOOL LEAD

On-site General Manager Judy Kyle will be focused on local purchasing. Judy will be working with Chef Jim to explore what local farms and providers they can purchase from to bring local product into the school nutrition program.

# COMMITMENT #1: PRIORITIZE FOOD QUALITY AND SCRATCH MADE MEALS

## PROGRAM REFINEMENT THROUGH ADVANCED TECHNICAL CULINARY SKILLS

Our proposed Ralston Public Schools menus have been developed with your students in mind. During this school year, we conducted focus groups, surveys and tasting sessions with students all over Nebraska.

We used this feedback to develop an initial strategy to infuse through culturally preferred recipes that consist of global flavors developed with Ralston Public Schools students at the forefront.

## Scratch Cooking

Like never before, parents and students are looking for meals that are prepared with minimum processing and handling, which is why at Ralston, select entrées are made from scratch daily. We commit to producing 50% of items from scratch each day. Our experience shows that freshly cooked scratch meals can increase participation by as much as 10% to 15%.



Our refined student experience strategy, built from insights and feedback from Nebraska, is based on the following tenets:

## ADVANCE CULINARY CAPABILITIES IN SUPPORT OF AUTHENTIC AND CULTURALLY PREFERRED MEALS



Chef Jim Hilton will work closely with Sodexo's National Executive Chef, Michael Morris, to deliver a new 12-module Culinary Foundations technical skills training program. This certification program improves the team's ability to drive nutritious, high-quality scratch recipes, quick-scratch recipes and culturally preferred meals by teaching the team fundamental culinary skills, reinforcing a technique-based approach to cooking and promoting consistency in meal presentation across Ralston Public Schools sites.

## ELEVATE THE CULINARY EXPERIENCE, INFUSING A BROADER VARIETY OF WHOLESOME AND LOCAL FOODS



Collaboration with Ralston Public Schools administration is an essential element in our strategy to boost the menu with more locally grown, fresh and wholesome ingredients. As we begin to leverage increased federal funding aimed at expanding access to more fresh, healthy and local ingredients we will implement innovative programs that promote sustainable practices, grow the local economy and improve the healthy eating habits of Ralston Public Schools students.

## EASY-TO-USE RECIPE BOOKS AND LINE PRESENTATION TOOLS CREATE AN IMPROVED CUSTOMER EXPERIENCE



We utilize a multi-media approach to drive consistency in the delivery of meals at each school site. Newly created visual aids, panning charts, and line setup procedure manuals provide customers with a customizable and inviting experience. A key component of these resource tools is the standardization of a concise user-friendly recipe book. Easy-to-read recipes, images illustrating finished entrée expectations, and comprehensive instructions support steady execution at the site level.

Please scan or click here to see our K-12 Core Training Manual:



SCAN OR CLICK HERE

# COMMITMENT #2: PROVIDE FRESH, QUALITY INGREDIENTS



## OUR COMMITMENT

- Eliminate high-fructose corn syrup
- Minimize the use of highly processed food with long ingredient decks
- Antibiotic-free poultry
- rBST-/rBGH-free milk

Chef Jim Hilton prepares recipes that contain wholesome and healthy ingredients to ensure that your students are ready to perform their best in the classrooms, on the sports fields and in life.

Our commitment is rooted in:

- Dishes comprised of more whole grains and legumes, along with less sodium, saturated fat, high-fructose corn syrup and other simple sugars
- Snacks and beverages that meet USDA Smart Snacks' nutrition guidelines across all grade levels
- Homestyle recipes, such as scratchmade soups, a variety of pasta dishes and freshly baked, whole wheat bread and bakery items sourced from local bakeries
- Garden Bars stocked with an assortment of fruits and vegetables from Nebraska-based farms
- A variety of entrées and sides representing the proper balance of proteins and carbohydrates to promote fullness



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## NEBRASKA GROWN: CULINARY DESIGN ROOTED IN QUALITY FRESH INGREDIENTS

Our culinary team created menus highlighting fresh, clean and responsibly sourced recipes that fit our Nebraska Grown philosophy. These items were student-tested and approved. Examples include:



Overnight Oats



Spicy Thai Bowl



Fresh Carnitas With Pineapple Pico de Gallo



Greek Falafel Grain Bowl



Ultimate Veggie Wrap

## OUR COMMITMENT TOP FOOD ITEMS WOVEN INTO THE RALSTON MENU CYCLE

- All Natural Cheese
- Nitrate Free Turkey
- Nitrate Free Ham
- Raw Boneless Skinless Chicken Breast
- Raw Boneless Skinless Chicken Thigh
- Raw Turkey Roast
- Cage Free Eggs

“Serving nutritious meals from happy smiling staff is an investment in our students day.”



– Chef Jim Hilton  
Regional Executive Chef

Our hamburgers are made with 100% beef

[Clean]



# COMMITMENT #3: SEEK LOCAL AND NEBRASKA GROWN

We are committed to doing all we can to advance local sourcing in the communities we serve and promote the economic, social, environmental and health-related benefits that follow.

Part of our strategy involves using our Farm to Market initiative to link Ralston's students to nearby small- and mid-sized farms that will produce the fresh, healthy and minimally processed foods served at their schools.

Judy and team already work with local produce providers and supply houses to locate and utilize farmers within Nebraska to support the local community and enrich the lives of the farmers and your students. By partnering with local farmers to schedule visits to their fields, bringing farmers to schools to speak and showcase fruits and vegetables, or creating school gardens, your students will benefit from the knowledge, hands-on training and nutritious meals.

**We commit to advance local purchases by 10% during the 2025-2026 school year.**



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## OUR COMMITMENT

*Local and Nebraska-grown: Expanding the Availability of Local Products*

- Classen Merchantile
- Hiland Dairy
- Stirtz Farm
- Rotella's Bakery
- Dorothy Lynch Dressing



## Nebraska Vendors

Just a few of the local vendors available for use throughout the state of Nebraska include:

- » Rotella Baking – La Vista
- » Tasty Toppings Inc. – Duncan
- » Cargill Meat Solutions – Schuyler
- » Two Rivers Distribution – South Sioux City
- » Jons Naturals – Omaha
- » Sunsprout Enterprises – Omaha
- » J&B Group – Omaha, La Vista
- » Oriental Trading Co. – Omaha
- » Stanislaus Food – Omaha
- » Villamontes Cuisine LLC – Bellevue
- » Marathon Ventures Inc. – Bellevue
- » Monogram Prepared Meats – Fairbury
- » Grassland Dairy Products Inc. – West Point
- » La Mexicana Inc. – Grand Island
- » Glenn Valley Foods LLC – Omaha
- » Taste Traditions Of Omaha – Omaha

# COMMITMENT #4: ENSURE ETHICAL PURCHASING

As part of our commitment to responsible sourcing, Sodexo offers a variety of sustainable products for use in schools. We have actively pursued specific standards and commitments where we can use our purchasing scale to make a significant impact.

To ensure our suppliers conduct business according to our high ethical, social and environmental standards, we require them to sign our Supplier Code of Conduct in order to be able to have a contract with us.





## OUR COMMITMENT

### *Ethical Purchasing Means Doing the Right Thing*

By increasing the procurement of fair and responsibly produced products, our onsite team helps to meet students' growing demand for these items while sending an important message to suppliers about the value of fair wages and environmental responsibility. When possible, we purchase foods that are:

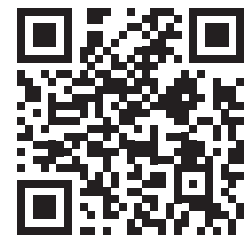
- **Cage-free** – Cage-free eggs encourage greater space for commercially laying hens
- **Humanely Raised** – Humanely raised food includes free-range meats from animals raised in ways that protect their health and well-being and minimize the use of antibiotics and other chemicals
- **Sustainably Caught** – Sustainably caught fish and seafood that we obtain from adequately managed wild fisheries and aquaculture facilities
- **Fairly Traded** – Fair-trade/responsibly traded products contribute to an improved quality of life in agricultural regions
- **Sustainably Grown** – Sustainable growing uses agricultural practices that protect natural habitat, conserve energy, restore soil health and protect water quality

## GREATER ALIGNMENT WITH THE GOOD FOOD PURCHASING PROGRAM

Aligning with the Good Food Purchasing Program drives our procurement efforts toward supporting local economies and environmental sustainability, valuing the local workforce, promoting animal welfare and delivering quality nutrition. This program advances our ability to craft delicious meals by prioritizing simple ingredients, easy-to-follow recipes and robust quality assurance techniques, increasing access to quality nutrition for all.

By committing to the strategies outlined by the Center for Good Food Purchasing, we will:

- Strengthen equality and resilience of the local Ralston economy by prioritizing local suppliers
- Advance our commitment to engage partnerships of color and community members impacted by current and historic marginalization
- Align our buying power, operational support and resources to further support the Ralston community and food producers
- Identify small and community-based suppliers in collaboration with you, so we stay true to your mission and values



SCAN OR CLICK HERE



# HONORING OUR COMMITMENTS

## OUR STRATEGY

### ADVANCE CULINARY CAPABILITIES



Ralston Public Schools will benefit from the expertise of our Omaha based chef. Regional Chef Jim Hilton will be responsible for onboarding and training with all Ralston Public Schools' cooks. These key positions will be vital to the team's ability to drive nutritional high-quality meals.

### PROVIDE A WIDE VARIETY OF WHOLESOME AND LOCAL FOODS



The entire Nebraska resource team is dedicated to securing the procurement resources to execute our strategy to boost the menu with more locally grown fresh and wholesome ingredients. We are committed to infusing our top list of wholesome ingredients in all menus. All Natural Products and Plant Based Items are central to our ingredient lists.



### TECHNICAL SKILLS TRAINING



Chef Jim Hilton, supported by our regional culinary resource team and Sodexo's National Executive Chef Michael Morris, will deliver a new 12-module Culinary Foundations technical skills training program. The program teaches the team fundamental culinary skills, reinforces a technique-based approach and promotes consistency across Ralston Public Schools.



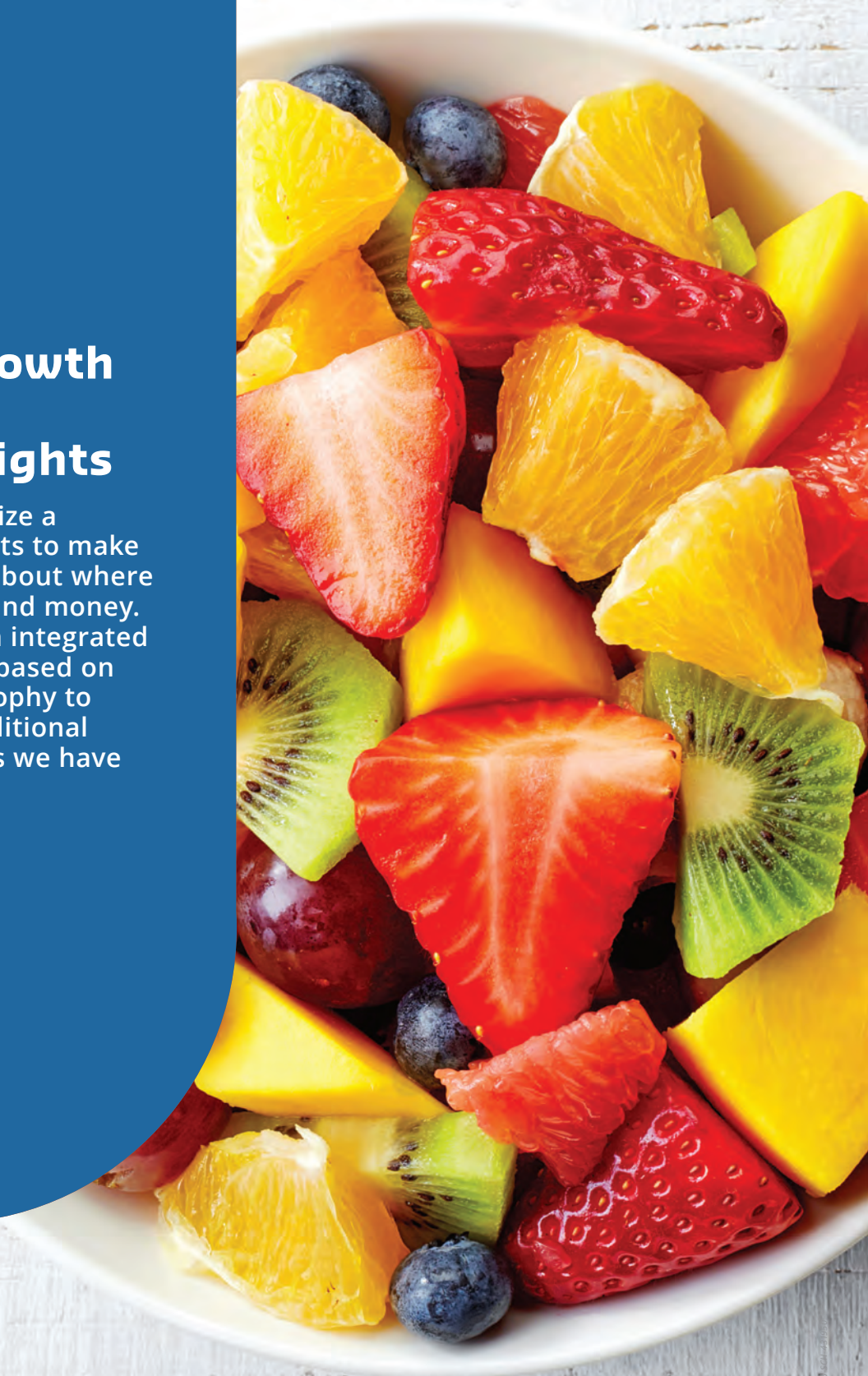
### RENFORCING OUR LEGACY OF EXCELLENCE



Over the last 15 years, Judy has built a strong foundation. Together, the team produces over 50% of menu items from scratch. The team has secured relationships with Nebraska Star Beef and other local vendors. Our proposed commitments expand and reinforce the excellent work being done by the entire Sodexo team at Ralston.

## Program Growth Starts With Student Insights

Today's students utilize a variety of touch points to make educated decisions about where to spend their time and money. We have designed an integrated technology solution based on a mobile-first philosophy to complement the traditional physical touch points we have with our customers.



## **We support Ralston values and believe all families are key partners.**

**We commit to continue to:**

- » **Respect and appreciate their diverse strengths and backgrounds**
- » **Welcome and invite all ideas, input and feedback**
- » **Engage in supporting their students' success**
- » **Improve quality of life for the entire community through involvement, leadership and employee engagement**
- » **Enhance program outcomes and improve student experiences through supporting the community as an employer, service provider and corporate citizen**

## **SCHOOL NEWSLETTER**

A newsletter is released quarterly to partners, principals, teachers and parents. It includes important health and nutrition information, as well as local stories that highlight the great things your District is doing every day to further student well-being and support engagement.



## **TASTE TESTING AND STUDENT FOCUS GROUPS**

Taste testing and student focus groups are two additional ways to strengthen programs and services. These strategies measure how well menu enhancements address student needs. Feedback is then reviewed and analyzed to best tailor offerings to increase overall participation and satisfaction. Implementing feedback from students shows them that we truly care about their opinions and concerns.

## **FOODSERVICE ADVISORY COMMITTEE**

This committee provides a forum for students, parents, teachers, school board members and the client liaison to deliver feedback on Sodexo's performance. Feedback gathered from the committee benefits you by:

- Offering the information needed to customize child nutrition programs to the particular needs of the community
- Providing new ideas and fresh approaches to marketing new products while increasing participation and revenues

**For a complete overview of our technology-based engagement solutions, such as Nutrislice, MYDTXT, Capture and UPshow, please review section H. Innovation.**

**MY  
DTXT**  
nutrislice

Capture

**UP SHOW**

# LOVE FOOD

## FOOD IS AT THE HEART OF EVERYTHING WE DO

### MISSION

We aim to be the premier schools services partner for Ralston Public Schools and your students. The best people, programs and services will help us create exceptional student experiences and deliver our best-in-class menu.



### A MINDSET, NOT JUST A MENU

Our best-in-class menu is not just a menu, rather a mindset in everything we do, building the foundation of technique to deliver innovation. Our approach focuses on using a scratch-cooking philosophy to deliver a menu with consistent flavors, inclusive of global cuisines and innovative on-trend foods, while still maintaining our core foundation of providing quality meals that fuel learning.

## OUR PROMISE TO RALSTON PUBLIC SCHOOLS

### We promise to:

- Nourish the minds of your students by providing healthy and nutritious meals that explore global and familiar flavors while being mindful of the environment
- Positively impact your students' lives by creating a dining experience centered on great food, fresh ingredients, healthy options and inviting environments
- Celebrate fresh, simple, bold and satisfying flavors featuring seasonal ingredients
- Pursue culinary excellence and student satisfaction as the foundation for our Love of Food
- Minimize food waste as a part of our menu design and operational standards

*We're reshaping the school experience through our love of food, creating a sense of belonging for a lifetime of student well-being and achievement.*

## HEALTHY AND HAPPY GO HAND IN HAND

### HEALTH-DRIVEN DETAILS

Ralston Public Schools' students will perform better in the classroom, on the sports field and outside of school when they regularly eat meals with wholesome ingredients. Our menus provide the following:

- More whole grains and legumes
- Less sodium, saturated fat and high-fructose corn syrup
- Snacks and beverages that meet USDA Smart Snack nutrition guidelines
- Homestyle and scratchmade recipes along with fresh baked items and an assortment of fresh produce
- Entrees and sides with a proper balance of macro-nutrients: protein, fat and carbohydrates

### CHOICE MATTERS

We continue to build our menus based on student and local preferences to reflect your unique community.

### NUTRITION ANALYSIS SYSTEM

All meals will continue to meet or exceed USDA nutrition guidelines. Your on-site management team uses the web-based PrimeroEdge nutrition software system for efficiency, regulatory compliance, meal option consistency, ingredient transparency for USDA audits and cost management. Managers will continue to receive system training as well as national and regional support from our menu-planning experts.

## Expanded Benefits

Menus do more than tell students what's for lunch. Key benefits include:

- » Guaranteed delivery of correct nutrients
- » Expanded variety through automated analysis
- » Secured federal reimbursement without the need for analysis by state authorities
- » Reduced food waste, production time and costs
- » Increased efficiency in recordkeeping and reporting



**Your community can view nutrition and allergen information on the Nutrislice app, which is integrated with PrimeroEdge.**

Sodexo standards and processes for managing food allergies comply with the USDA's most recent guidance on Accommodating Children with Disabilities in the School Meal Programs.

# GETTING AHEAD OF ALLERGIES

All students deserve to feel safe during mealtime. To guarantee this, we will offer staff and students the following training and resources:

## STAFF RESOURCES

### "Walk the Talk"

- Food allergy specialized training for your team that reviews:
  - » The nine most common food allergens
  - » How to prevent cross-contamination
  - » Why following the recipe is so important
  - » Procedures for handling customers' allergy-related questions
  - » Steps to take if someone has an allergic reaction

### HACCP Manual

- Contains guidelines regarding allergies

### Posters

- Display important allergy information in the kitchens, available in both English and Spanish

### On-site Reference Guide

- Contains nutrition, ingredient and allergen information (if provided by manufacturer) for all foods served in the NSLP in the District

### Frontline Employee Pocket Guide

- Contains crucial information on what to know about food allergies

## STUDENT RESOURCES

### One-on-One Support

Students with specific dietary needs and allergies will be provided with daily meal alternatives. Prior to making any dietary decisions, our team will collaborate with your nurse and the student's parents or guardian to ensure proper accommodations.

Nutrition information for each menu will be posted on your District's Nutrislice page and accessible to students, parents and team members.

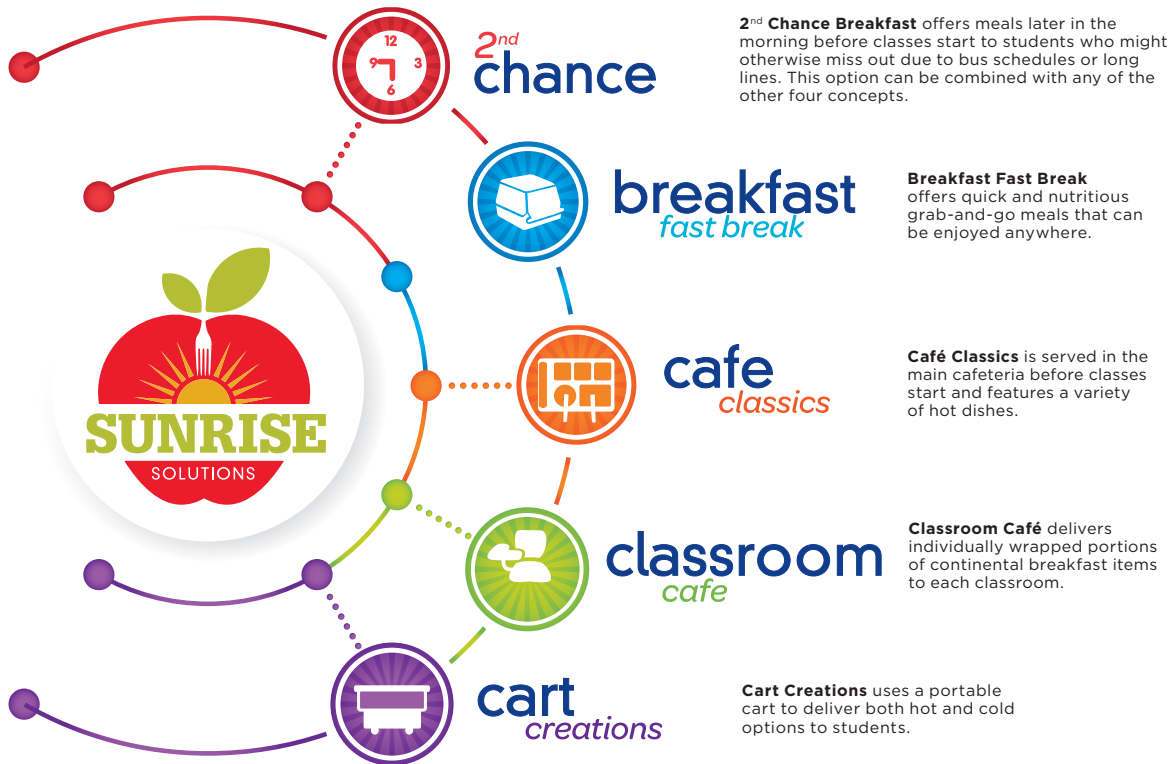


## JUMP-START THE DAY WITH SUNRISE SOLUTIONS

You've heard it before – breakfast is the most important meal of the day. Beginning the day with a nutrient-dense meal gets students focused and ready to learn. Schools with breakfast programs also have reduced rates of absenteeism. Ralston Public Schools's students will have access to well-balanced meals every morning with our Sunrise Solutions breakfast program.

### FIVE FLEXIBLE OPTIONS

Sunrise Solutions offers five distinct service options designed to encourage participation and enjoyment across all grade levels.



**“Breakfast skipping among children and adolescents is associated with a number of poor health outcomes and health-compromising behaviors, including higher blood cholesterol and insulin levels, smoking, physical inactivity, disordered eating and unhealthy weight management practices. On the other hand, school breakfast participation can positively impact children’s mental health, including reductions in behavioral problems, anxiety and depression.”**

**Keski-Rahkonen, A., Kaprio, J., Rissanen, A., Virkkunen, M., & Rose, R.J. (2003). Breakfast Skipping and Health-compromising Behaviors in Adolescents and Adults. European Journal of Clinical Nutrition, 57(7), 842-853.**

**Murphy, J. M., Pagano, M.E., Nachmani, J., Sperling, P., Kane, S., & Kleinman, R.E. (1998). The Relationship of School Breakfast to Psychosocial and Academic Functioning: Cross-sectional and Longitudinal Observations in an Inner-city School Sample. Archives of Adolescent Medicine, 152(9), 899-907**

## **NUTRITION CONTINUES THROUGHOUT THE DAY**

Students often remain at school long after classes end for the day. Together, we will explore offering nutritious snacks or dinner to fuel their evenings and continued achievement. Your after-school meal program may even provide some students with the only food they receive until breakfast the following day. That's why this program is so important to your community.

### **STUDENT BENEFITS**

- Reduced hunger
- Increased safety, engagement, achievement and health
- Enhanced learning and physical activity
- Nutrition education

### **DISTRICT BENEFITS**

- Support for working families
- Reimbursement for the food served afterschool
- Money normally spent on food can be used for other parts of the program

Prior to the implementation of any new programs, we will provide a financial analysis showing the breakeven or financial impact.



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## Sustainability and Wellness Education

Providing a sustainable and environmentally responsible foodservice operation is not enough. Sodexo turns everyday tasks into steps toward a better world. We're all about helping people grow, making communities stronger and taking care of our planet. It's all part of our mission to make life better for everyone and enhancing well-being and sustainability. We provide and encourage consumers to access healthy lifestyle choices, empowering individuals with the knowledge and resources for a healthier life. This comes to life at our sites through our comprehensive approach.

## COMPREHENSIVE AND INCLUSIVE WELLNESS

1.

Our health and wellness work is accessible. We deliver value when our work and messaging resonate both in and outside of the school building.

When we increase participation in school nutrition programs, we expand access to health and wellness – and this is vital for Ralston Public Schools' equity and belonging commitments. School nutrition programs lift hundreds of thousands of children out of food insecurity.

Our interconnected, integrated health and wellness messaging through factual nutrition information, social media posts, blog articles, at-home cooking tips for parents and engaging in-classroom or cafeteria events extends outward to families, schools and communities.

Our team has a deep well of experience, with managers, chefs and registered dietitians who recognize the impact of school nutrition on student engagement and achievement as well as the extended impact on family and community health. Every teacher, staff member and student is in the position to be a wellness ambassador for Ralston Public Schools and its surrounding communities.

## HOLISTIC SPECTRUM

Students respond to age-appropriate messaging. We focus on a spectrum of ages, helping all students thrive at every level with customized programming for all ages: Bright Bites Kitchen, foodiE Café and Taste4. Key nutrition pillars across elementary, middle and high school levels include eating, living and community and are reinforced both in the cafeteria and across our messaging to support student decisions throughout their days.

2.

3.

## EATING AND ENJOYING FOOD

We are focused on preparing dishes packed with lean proteins, whole grains, vegetables, fruits and low-fat dairy as well as increasing and improving our plant-based options. Our recipes and other educational materials result in an easy-to implement approach that helps students make effortless and delicious choices. Registered dietitians create specific menus to support students with allergies or other dietary needs.

4.

## LIVING AND SOCIOEMOTIONAL WELLNESS

We support wellness through additional healthful activities for the body, mind and spirit, and we provide students with content and resources to engage them on the topics that matter most to them while ensuring everyone feels they belong.

# RALSTON PUBLIC SCHOOLS' TARGETED PARTICIPATION PLAN



## TARGETED PARTICIPATION PLAN - LUNCH CURRENT OPPORTUNITY ASSESSMENT RESULTS

Our opportunity assessment tool assists the Ralston Public Schools team by defining the best path to increase participation. Together, our on-site team and resource support members review participation on a weekly basis and create a sustainable strategy to engage with more students, removing barriers and advancing menus to drive program growth. Each month, the team ranks schools based on the current participation percentage. They focus their efforts on lower-participating schools to drive additional meal counts. Utilizing tailored innovations and partnering with your administration, we can achieve our growth ambition.

### RECOMMENDED RESOURCES NEEDED TO ACCOMPLISH GROWTH

**Our plan will serve approximately 7,965 more lunches annually**



This survey tool allows us to refine our menu, offer and promotions series based upon site-specific student feedback. We have the resources to adjust our operations to improve speed of service, ensure menu variety, drive consistency and improve meal quality while delivering consistency and optimal choice.



Chef James and the team use student-driven feedback to create new recipes that align to our new commitment toward local and preferred foods.



Sourcing local and supporting the Ralston Public Schools community are critical to our mission.



Judy Kyle and Bob Snowden lead our involvement with the Ralston Public Schools Wellness Committee. They will take all feedback back to our team, ensuring constant improvement aligned to your expectations.



*This data constitutes a trade secret under ORS 192.345(2), and shall not be disclosed except in accordance with the Nebraska Public Records Law, ORS Chapter 192.*

## CURRENT RALSTON PUBLIC SCHOOLS LUNCH PARTICIPATION TARGETS

Our team has reviewed all current site information and determined a targeted participation strategy for lunch growth initiatives.

LEVEL	CURRENT PARTICIPATION	PROJECTED OPPORTUNITY TO IMPROVE PARTICIPATION	PROJECTED NUMBER OF ADDITIONAL STUDENTS PARTICIPATING PER DAY VIA TARGETED PARTICIPATION PLAN DEPLOYMENT	PROJECTED INCREASE IN NUMBER OF MEALS SERVED ANNUALLY PER EACH SITE
<b>Elementary Schools</b>	69.7%	74.7%	11	1,947
<b>Middle Schools</b>	74.0%	78.0%	14	2,478
<b>High Schools</b>	49.4%	53.4%	20	3,540

## PROPOSED PLAN FOR INCREASED ELEMENTARY LUNCH PARTICIPATION

Over the duration of the five-year contract term, our goal is to ensure free and reduced-price participation at every school level achieves and maintains at least 4% increase in participation during lunch. Considering average daily attendance rates, this would put Ralston Public Schools into the top tier of student participation nationally. Utilizing our tailored innovations and partnering with the local team, we are confident we can achieve this goal. We would like to explore the following innovations at the schools listed above:

- Conduct the Captured survey at these sites during the fall term, courtesy of Chef Jim Hilton and our team.
- Use each elementary school as a site for our new Bright Bites program, which will use Ralston Public Schools student feedback to create a list of preferred foods that meet the evolving tastes and expectations of our customers and community.
- Provide enhanced communication strategies that communicate program benefits targeted toward parents, increased participation in PTO meetings and easy-to-read benefits of participating in the school meal program.
- Offer individualized site training from Chef Jim Hilton at each school site
- Complete quarterly focus group activities with student leadership organizations in the high school as we work to ensure continual improvement and progress. Infuse participation-building promotions, such as pop-up restaurants and limited-time offers.
- Establish a Student Promotion Influencer program that pairs a junior or senior with our regional marketing manager. The program will establish the student as a program ambassador in the local community..

# 2025 – 2026 YEAR AT A GLANCE:

## PROMOTIONS, WELLNESS EDUCATION AND LIMITED TIME OFFERS

PROMOTIONS • WELLNESS EDUCATION • LIMITED TIME OFFERS

August 2025    September 2025    October 2025    November 2025

### BITE SCIENCE - ALL GRADE LEVELS

<b>MONTHLY THEME</b>	Brain Health	Bone Health	National Gratitude Month
<b>WELLNESS EDUCATION</b>	Back to School BRAIN	The Spooky SKELETON	Have an Attitude of GRATITUDE
<b>MONTHLY FOCUS INGREDIENTS</b>	Blueberries Leafy Greens Turmeric Eggs	Pears Leafy Greens Turmeric Eggs	Pumpkin Mushrooms Broccoli Tofu
<b>FEATURED RECIPE</b>	Chicken- and Veggie-Packed Biryani	Pumpkin Alfredo Mac	
<b>ANATOMY OF TASTE FLAVOR BOOST</b>	Greek Yogurt and/or Pickled Red Onions (Sour)	Pepita Gremolata/ Granola (Crunchy/Savory)	

### SEASONAL MENU FEATURES - SECONDARY GRADE LEVELS

<b>DELI/ FAST TAKES</b>	Kicking Berry Spinach Salad	Spicy Turkey Sub
<b>PIZZA</b>	Hot Honey Pepperoni	Pumpkin Alfredo Pizza
<b>GRILL</b>	Cherry Pepper Chicken Sandwich	Sunbutter and Jalapeno Burger



December 2025    January 2026    February 2026    March 2026    April 2026    May 2026    June 2026

Moods	Eye Health	Heart Health	National Nutrition Month	Earth Month	National Physical Fitness and Sport Month	Tummy Health
<b>Feeling blue? Grab Some MOOD Food to Chew</b>	<b>EYE See a Bright Future</b>	<b>Heart Your HEART</b>	<b>Overall HEALTH is Balance</b>	<b>Happy EARTH, Happy You</b>	<b>MUSCLE May</b>	<b>Trust Your GUT</b>
<i>Bananas Berries Oats Yogurt</i>	<i>Carrots Citrus Lean Protein Eggs</i>	<i>Kale Whole Grains Beans/Legumes</i>	<i>Mushrooms Whole Grains Lean Protein Low-Fat Dairy</i>	<i>Bell Peppers Local Fruits and Veggies</i>	<i>Whole Grains Lean Protein Dairy</i>	<i>Avocado Leafy Greens Nuts and Seeds Berries</i>
<b>Thai-style Chicken and Pineapple Fried Rice</b>	<b>Arroz con Pollo</b>		<b>Huli Huli Chicken</b>		<b>District Choice</b>	
Lime Wedge (Citrus/Bitter)	Crispy Tortilla Chips (Crunchy/Salty)		Asian-Style Roasted Pineapple (Sweet/Spicy)		District Choice	

**OPTIONAL ADDITION FOR ELEMENTARY**

Sesame Ginger Noodle Salad	Southern Crispy Cobb Salad	Caprese Chicken Wrap	District Choice
Pizza Bianca	Pizza Piccante	Garden Blooms	District Choice
Chicken Katsu Sandwich	Oklahoma Onion Burger	Garden Veggie Burger	District Choice

25-SCI-433950

# 2025 – 2026 YEAR AT A GLANCE:

## PROMOTIONS, WELLNESS EDUCATION AND LIMITED TIME OFFERS

PROMOTIONS • WELLNESS EDUCATION • LIMITED TIME OFFERS

August 2025      September 2025      October 2025      November 2025

### CREATING MEMORABLE STUDENT EXPERIENCES

	August 2025	September 2025	October 2025	November 2025
<b>SUGGESTED FRESH PICKS</b> <small>Recommend: Two Per Month</small>	Blueberries Leafy Greens Turmeric	Pears Leafy Greens Turmeric	Pumpkin Mushrooms Broccoli	Cranberries Sweet Potatoes Potatoes
<b>SPECIAL EVENTS</b>			REIMAGINED Healthy High School Challenge	
<b>FOOD DAYS</b>	8/20 National Lemonade Day	9/26 Better Breakfast Day/National Pancake Day	10/20 National Chicken and Waffles Day	11/6 National Nacho Day
<b>STUDENT EXPERIENCE MOMENTS</b>			Farm to School Month	Vote and Be Heard
<b>ONE DAY/WEEK CELEBRATIONS</b>			National School Lunch Week (10/13-10/17)	Thanksgiving Themed Holiday Meal
<b>HOLIDAYS AND CELEBRATIONS</b>		9/1 Labor Day	10/31 Halloween	11/27 Thanksgiving
<b>FEDERAL HERITAGE MONTH AND OTHER OBSERVANCES</b>		Hispanic Heritage Month (9/15-10/15)	National Disability Employment Awareness Month	Native American Alaskan Native Heritage Month Veteran's Day (11/11)

25-SC1-431950



December 2025    January 2026    February 2026    March 2026    April 2026    May 2026    June 2026

Bananas Berries Oats	Carrots Citrus Lean Protein	Kale Whole Grains Beans/Legumes	Mushrooms Whole Grains Tomatoes	Bell Peppers Local Fruits and Veggies	Whole Grains Cucumber Orange	Avocado Leafy Greens Nuts and Seeds
		Future Chefs Challenge				
12/1 Eat a Red Apple Day	1/21 National Granola Bar Day	2/9 National Pizza Day	3/24 National Cheesesteak Day	4/17 National Banana Day	5/28 National Hamburger Day	6/5 National Donut Day
Season of Giving		Share the Love	Lunch Madness (3/17-4/6)	Earth Month Take the Earth Month Challenge	School Lunch Hero Day (5/1)	Pollinator Month Bee the Change  National Fresh Fruit and Vegetable Month
December Holiday Themed Meal			National School Breakfast Week (3/2-3/6)		Star Wars Day (5/4)	
12/25 Christmas	1/19 Martin Luther King Jr. Day	2/14 Valentine's Day	3/17 St. Patrick's Day	4/22 Earth Day	5/5 Cinco De Mayo	
12/3 International Day for People With Disabilities	Generations Celebration Month	Black History Month	Women's History Month	Arab American Heritage Month	Asian Pacific Heritage Month	Caribbean American Heritage Month Pride (LGBTQ+) Month

25-SC11-4331950

# AS YOUR CURRENT PARTNER, WE COMMIT TO A SMOOTH TRANSITION PROCESS AND MEETING YOUR NEW REQUIREMENTS.

Moving forward, a renewed focus on value, expertise and innovation will elevate the entire school experience at Ralston Public Schools. With Sodexo, you can expect the same unwavering leadership, operational excellence and attention to detail that you have experienced so far in our partnership.



## THE PROOF IS IN THE PAST: ACCOMPLISHMENTS AND HIGHLIGHTS

Our competition will tell you that they are the best partner for Ralston Public Schools, but experience and history are the best indicators of future success. Over the past year, we have valued our partnership and provided:

- A strong commitment to your District and the community as a business partner you can rely on in times of need
- Increased meal opportunities for students and staff by with our strategic participation plan.
- Increased meal variety by enhancing Bright Bites, FoodiE and Taste4
- New programs as regulations changed, updated menus, claiming procedures and enhanced nutrition awareness
- Enhanced student achievement and well-being

While these accomplishments are significant, we are looking ahead to even greater achievements.





## ONGOING SATISFACTION AND SERVICE INTEGRITY

Investing in Ralston Public Schools' child nutrition program from the very beginning – that's what started our partnership off on the right foot. By staying with Sodexo as your incumbent provider, you eliminate the potential costs, disruption and hassle of changing providers.

During our continued partnership, should we need to introduce new programs, you can be sure the process will be smooth and successful. Our Right Start Program – Resources for Success – is cost-free to the District and proprietary to Sodexo. It demonstrates our commitment to making a significant investment in the future success of your child nutrition program by addressing every detail before we earn any revenue.



"We are dedicated to evolving with Ralston Public Schools and ready to support future success for the students, teachers and administration. Our continuation plan is our commitment to ongoing collaboration and innovation to increase program participation and customer satisfaction."

– Bob Snowden, District Manager

## OUR CUSTOMIZABLE CONTINUATION PLAN

As your current partner, we offer a continuation plan to ensure future success. Within the first 30 days, we will meet with you to codify your priorities, matching them with our resources and personnel to ensure that every element is in place.

Bob Snowden will work with you to update your expectations and establish any new steps necessary to keep delivering the highest service levels.

ACTION STEPS	ASSIGNMENT
Review proposal with the operations team	Wendy Surak, Senior Vice President Bob Snowden, District Manager Sue Sluyter, Regional Client Relations Manager
Establish contractual terms	Allan Collins, Regional Vice President Bob Snowden, District Manager
Prepare new contract	Allan Collins, Regional Vice President Bob Snowden, District Manager Michael Bell, Regional Finance Director Julie Jenkins, Legal Department
Conduct a transition and update meeting to clarify Ralston Public Schools' and Sodexo's ongoing expectations for one another	Allan Collins, Regional Vice President Wendy Surak, Senior Vice President Bob Snowden, District Manager Judy Kyle, General Manager Ralston Public Schools Administrative Leadership
Collaborate with District personnel regarding innovative solutions with the superintendent and the administrative team	Bob Snowden, District Manager Judy Kyle, General Manager
Secure Insurance Certificate	Bob Snowden, District Manager Judy Kyle, General Manager
Review session with administration	Bob Snowden, District Manager
Review expectations of the contract with administrators and foodservice advisory committee	Bob Snowden, District Manager
Establish personal contact with key personnel, administration, foodservice advisory committee, student government, faculty, staff, social clubs, etc	Bob Snowden, District Manager
FreshEyes Review® seeking unbiased insight from administrators on performance regarding the formulated plan to actual deployment over the first 12-18 months	Sodexo Client Relations

A step-by-step protocol guides our efforts as we focus on the next phase of renewal. You'll continue to experience Sodexo's past partnership insight exercises, including:

- Quarterly Business Reviews
- Annual student survey
- Annual trends presentation
- FreshEyes Review every third year

Judy Kyle is available to address any issue – no matter how small – because we want every customer to walk away satisfied. Regularly scheduled meetings, followed by appropriate action steps, will be held if any issues need to be addressed.

## SAMPLE CONTINUATION PLAN

	APRIL	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV
<b>ADMINISTRATION CONNECTION</b>								
Sodexo management on-site team engaged								
Principal, administrator, key staff goal-setting								
Conduct common goal session								
Report progress and challenges to liaison daily								
Meet with Student Advisory Committees (ongoing)								
<b>PROGRAM IMPLEMENTATION</b>								
Sodexo's newest signature marketing materials								
Situation analysis plan updated								
Opening meeting and assignments								
Review operation standards, policies and procedures								
Review and finalize secondary formats								
Deploy breakfast program enhancements								
Install service equipment, marketing and merchandising materials								
<b>TRAINING</b>								
Production management training								
ServSafe training for kitchen managers and staff								
Training plan finalized for the school year								
Opening staff meeting: procedures, policies and training of age-specific marketing programs								
<b>FREE AND REDUCED-PRICE MEAL PROCEDURES</b>								
Finalize free and reduced-price meal applications								
Plan free and reduced-price application processing and marketing activities for the fall								
<b>OTHER</b>								
Review summer feeding plan and activities								
Conduct inventory and review cash handling								
Initiate parent and media communication campaign								
Menu distribution								
Distribution of newsletter								
Deliver nutrition education activities, as requested								

# RALSTON PUBLIC SCHOOLS' CONTINUATION JOURNEY

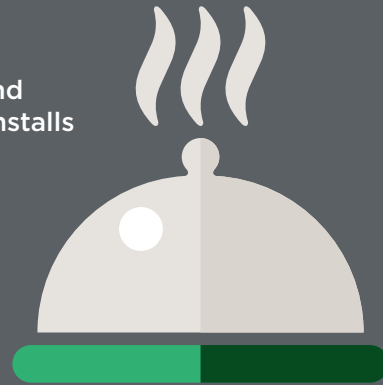
- Management and Employee Training Sessions

- Verify Contract Requirements and Performance

- Perform Audits
  - Food Safety
  - Physical



- Equipment and Technology Installs



**FINALIZE PROCESSES AND REFINE TOOLS**

- Pending Contract
- Verbal Award

- Transition Communication Plan

- Transition Operations



**COMMUNICATE EXPECTATIONS TO STAKEHOLDERS**



- Stabilization and Steady State

- Post-Go Live and Follow-up
- Share Performance With You
- Discuss Lessons Learned



### IMPLEMENT THE NEW PROGRAMS

- Safety Survey

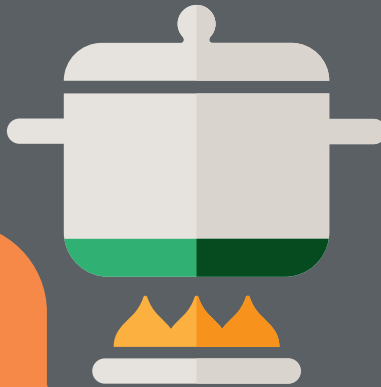
- Process Map Our Collaboration

- Begin Safety Process

- Conduct Expectations Meeting



- Operations Assessment and Site Visit

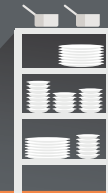


### INTRODUCE PROCESSES AND TOOLS

- Contract Signature
- Implement Transition Plan

- Begin Transition Meeting Series

- New Programs Implemented



25-SC1-431950



## NURTURING STUDENT HEALTH AND HAPPINESS



Excellence in your nutrition department begins with leadership. Judy Kyle, our proven and effective leader, is committed to creating a culture of teamwork to enhance each student's educational journey. Our focus remains on nourishing the whole child to improve health, well-being, educational outcomes and connectivity to their communities. We aim to help Ralston Public Schools' students thrive and succeed.

**We're reshaping the school experience through our love of food, creating a sense of belonging for a lifetime of student well-being and achievement.**

Unique and innovative experiences entice students to want to eat in school every day, try new flavors and learn about the benefits of healthy choices. We achieve this by:

- Serving high-quality, fresh and culturally relevant food daily
- Creating innovative dining brands that rival local restaurants
- Communicating through the latest social and digital media outlets to reach students

### YOUR DISTRICT'S EXPERIENCE

Every day, your students, educators and staff decide whether or not to participate in your foodservice program. With Sodexo, that decision is an easy one as we offer:

- Heightened operating efficiency, greater staff engagement and improved student experiences by serving fresh, healthy and appealing food through retail-quality brands
- Increased emphasis on student satisfaction and freedom of choice through delicious culinary creations and strategic menu development
- Improved awareness regarding the importance of healthy eating through engaging education initiatives
- Expanded emphasis on overall student health and well-being through educational programs addressing food allergies, flexible dining options and increased availability of nourishing snacks

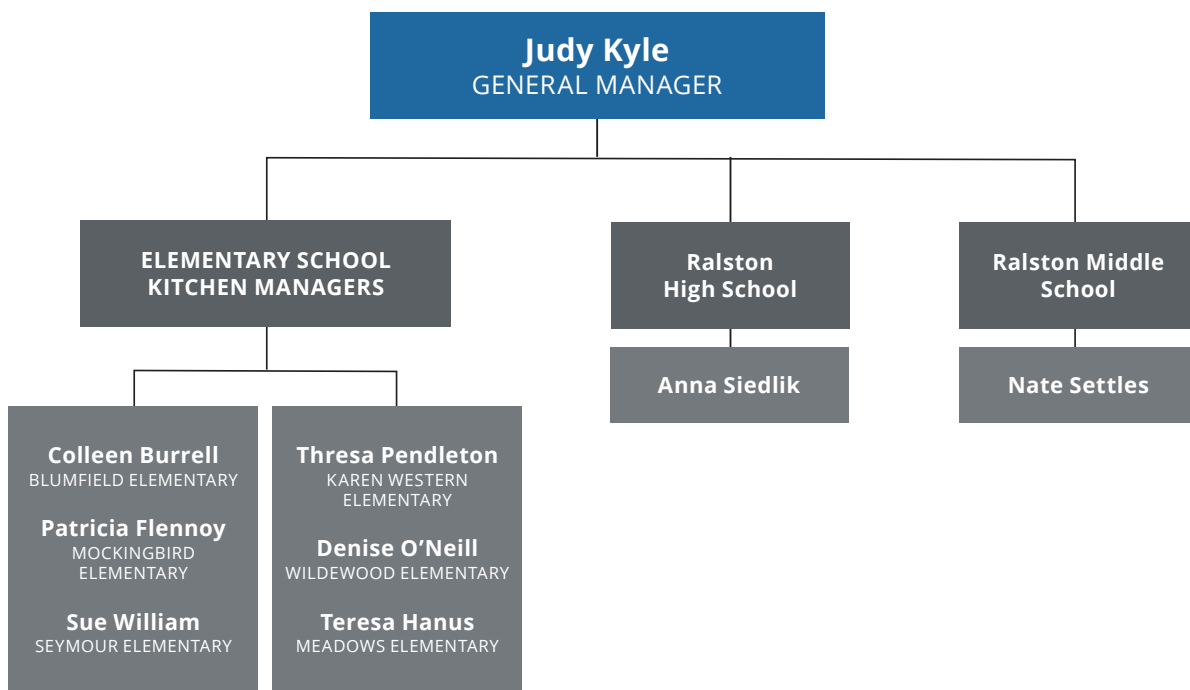
# THE TEAM BEHIND YOUR SUCCESS

## SODEXO'S COMMITMENT TO SUPERIOR ON-SITE MANAGEMENT

What Ralston receives:

- Improved operational performance through daily collaboration with a local and regional team of seasoned professionals who understand the District's culture and community
- Increased student participation and satisfaction through customer interaction and responding to their needs and preferences
- A shared vision for short- and long-term success through consistent, open, honest communication

Our on-site personnel includes:



### ON-SITE MANAGEMENT TEAM PRIORITIES:

- » Maintaining operations with no disruption in services
- » Increasing student participation through healthy and delicious food
- » Implementing retail-quality dining brands to meet the diverse tastes of the student population
- » Committing to an active role in the local community
- » Continuing to make good on our commitments

**WELCOME  
TO**



**NEBRASKA**

**Home of  Arbor Day**



**D.**

Experience and  
References

**EXPERIENCE AND REFERENCES:**

- i. List all operations and locations with contact names/phone numbers where the FSMC is operating the School Meals Programs.*
- ii. List all SFAs that did not renew their contracts with the FSMC within the last two years and their contact names/phone numbers.*
- iii. Submit a résumé or listing of qualifications for the proposed resident Food Service Director candidate. This candidate must meet the USDA Professional Standards Hiring Requirements for a new Food Service Director.*
- iv. Résumé or background of the person who will supervise the work of the resident Food Service Director.*
- v. Copy of the FSMC's organizational chart.*



# OUR NEBRASKA EXPERIENCE

**75** Years Combined Management Experience in Omaha with Sodexo Child Nutrition

**6** Amazing Nebraska School District Partnerships

**15** Years We Have Served as Your Proud Partner in Ensuring Quality Nutrition for All



## SODEXO BY THE NUMBERS IN NEBRASKA

AS OF JANUARY 2024



**1,461**  
Employees



**127**  
Management



**1,334**  
Frontline



**32**  
Clients



**1**  
Convenience  
Solutions



**4**  
Corporate



**16**  
Healthcare



**6**  
Schools



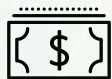
**5**  
Campus



**1974**  
Longest  
Partnership



**83** Total Vendors    **4** Diverse Vendors



**\$58,731,133**  
Total Spend

**\$3,980,991**  
Diverse/Small Business Spend



**100%**  
Of Sites Say the  
Environmental Impact of  
Food Choices Is Important



**stop  
hunger**



**\$3,000**  
In Scholar Grants  
Benefiting Local Non-  
profit Organizations



**\$48,840**  
In Scholar Grants  
Since 1990



**195,360**  
Estimated Impacted  
Beneficiaries

## REQUIRED LIST OF SIMILAR OPERATIONS

For confidentiality reasons, we cannot provide a comprehensive list of all clients and contacts. Additional information is available upon future request and after we secure permission to share the requested information. For your review, we have enclosed the names and contacts for clients in the Nebraska, Colorado, Oklahoma and Wyoming region.

### COLORADO

#### Academy School District 20

1110 Chapel Hills Drive  
Colorado Springs, CO 80920  
**Start of services:** 8/1/1981  
**Enrollment:** 26,178  
**Contact:** Ms. Becky Allan,  
Chief Financial Officer  
**Phone:** 719-234-1200

#### Montrose County School

District RE-1J  
930 Colorado Avenue  
P.O. Box 10,000  
Montrose, CO 81401  
**Start of services:** 7/1/2019  
**Enrollment:** 6,154  
**Contact:** Ms. Emily Imus,  
Finance Director  
**Phone:** 970-249-7726

#### Rocky Ford School District R-2

601 South 8<sup>th</sup> Street  
Rocky Ford, CO81067  
**Start of services:** 8/1/2005  
**Enrollment:** 764  
**Contact:** Ms. Patty Venem,  
Business Manager  
**Phone:** 719-254-7423

#### Weld County School

District RE-5J  
110 South Centennial Drive  
Milliken, CO 80543  
**Start of services:** 7/1/2000  
**Enrollment:** 3,986  
**Contact:** Mr. Michael Everest,  
Chief Financial Officer  
**Phone:** 970-587-6053

### NEBRASKA

#### Elkhorn Public Schools

20650 Glenn Street  
Elkhorn, NE 68022  
**Start of services:** 2015  
**Enrollment:** 11,319  
**Contact:** Mr. Ryan Lindquist,  
Executive Director of Business  
Support Services  
**Phone:** 402-289-2579

#### North Platte Public Schools

301 West F Street  
North Platte, NE 69103  
**Start of Services:** 7/1/1994  
**Enrollment:** 3,700  
**Contact:** Stuart Simpson,  
Executive Director of Finance  
**Phone:** 308-696-3335

#### Millard Public School District

5606 South 147<sup>th</sup> Street  
Omaha, NE 68137  
**Start of services:** 7/1/2008  
**Enrollment:** 24,104  
**Contact:** Mr. Chad Meisgeier,  
Chief Financial Officer  
**Phone:** 402-715-8401

#### Scottsbluff Public School

District 32  
1722 First Avenue  
Scottsbluff, NE 69361  
**Start of services:** 7/1/2023  
**Enrollment:** 3,471  
**Contact:** Ms. Marianne Carlson,  
Executive Director of Finance  
**Phone:** 308-635-6203

#### Seward Public School District 9

410 South Street  
Seward, NE 68434  
**Start of services:** 7/1/2022  
**Enrollment:** 1,471  
**Contact:** Dr. Josh Fields,  
Superintendent  
**Phone:** 402-643-2941

## OKLAHOMA

### **Bartlesville Public Schools Food & Facilities Management**

1100 SW Jennings Avenue  
P.O. Box 1357  
Bartlesville, OK 74003

**Start of services:** 1/6/1992

**Enrollment:** 5,971

**Contact:** Dr. Stephanie Curtis,  
Executive Director of Personnel  
and School Support

**Phone:** 918-336-8600

### **Bethany School District 88**

6721 N.W. 42<sup>nd</sup> Street  
Bethany, OK 73008

**Start of services:** 8/1/1999

**Enrollment:** 1,709

**Contact:** Dr. Jenny Jasper,  
Chief Financial Officer

**Phone:** 405-789-3801

### **Deer Creek Schools District 6**

20701 North  
Macarthur Boulevard  
Edmond, OK 73012

**Start of services:** 5/18/2015

**Enrollment:** 6,646

**Contact:** Dr. Jason Perez,  
Superintendent

**Phone:** 405-348-6100

### **Kellyville School District 31**

144 South Elm Street  
P.O. Box 99

Kellyville, OK 74039

**Start of services:** 8/19/1983

**Enrollment:** 895

**Contact:** Mr. Dan Gist,  
Superintendent

**Phone:** 918-247-6133

### **Skiatook Public School**

355 South Osage Street  
Skiatook, OK 74070

**Start of Service:** 8/26/2015

**Enrollment:** 2296

**Contact:** Mr. Rick Loggins,  
Superintendent

**Phone:** 918.396.1792

### **Norman Public Schools Food & Facilities Management**

131 South Flood Avenue  
Norman, OK 73069

**Start of services:** 6/1/2002

**Enrollment:** 16,085

**Contact:** Mr. Justin Milner,  
Associate Superintendent and  
Chief Operations Officer

**Phone:** 405-366-5874

### **Owasso School District 11**

1501 North Ash Street  
Owasso, OK 74055

**Start of services:** 9/11/1987

**Enrollment:** 9,629

**Contact:** Mr. Kerwin Koerner,  
Assistant Superintendent  
of Operations

**Phone:** 918-272-5367

### **Putnam City School District 1**

5401 N.W. 40<sup>th</sup> Street  
Oklahoma City, OK 73122

**Start of services:** 7/1/1990

**Enrollment:** 19,419

**Contact:** Dr. Fred Rhodes,  
Superintendent

**Phone:** 405-495-5200

### **Sperry School District 8**

400 West Main Street  
Sperry, OK 74073

**Start of services:** 7/8/2013

**Enrollment:** 1,078

**Contact:** Mr. Brian Beagles,  
Superintendent

**Phone:** 918-288-6259

## WYOMING

### **Albany County School District 1**

1948 Grand Avenue  
Laramie, WY 82070

**Start of services:** 8/1/2000

**Enrollment:** 4,058

**Contact:** Dr. John Goldhardt,  
Superintendent

**Phone:** 307-721-4400

### **Teton County School District 1**

1235 Gregory Lane  
PO Box 568

Jackson, WY 83001

**Start of services:** 7/1/2024

**Enrollment:** 2881

**Contact:** Ms. Kristin Mayo,  
Executive Director of Resources

**Phone:** 307-733-2704



## REQUIRED LIST OF CONTRACTS NOT RENEWED WITHIN THE LAST TWO YEARS

For confidentiality reasons, we cannot provide a comprehensive list of all contacts for lost clients. Additional information is available upon future request and after we secure permission to share the requested information. For your review, we have enclosed the names and contacts for regional clients that elected not to renew their contract over the past two years.

### **Berry Hill School District 10**

3128 South 63<sup>rd</sup> West Avenue  
Tulsa, OK 74107

**Start of services:** 7/1/2023

**Enrollment:** 1,221

**Contact:** Mr. Mark Batt, Superintendent

**Phone:** 918-446-1966

### **Claremore School District 1**

102 W 10th Street  
Claremore, OK 74017

**Start of services:** 6/30/2024

**Enrollment:** 3,790

**Contact:** Mr. Bryan Frazier, Superintendent

**Phone:** 918-923-4200

### **Tahlequah School District I-25**

225 North Water Street  
Tahlequah, OK 74464

**Start of services:** 6/30/2024

**Enrollment:** 3,605

**Contact:** Ms. Dana Dobson, Child Nutrition Director

**Phone:** 918-458-4193

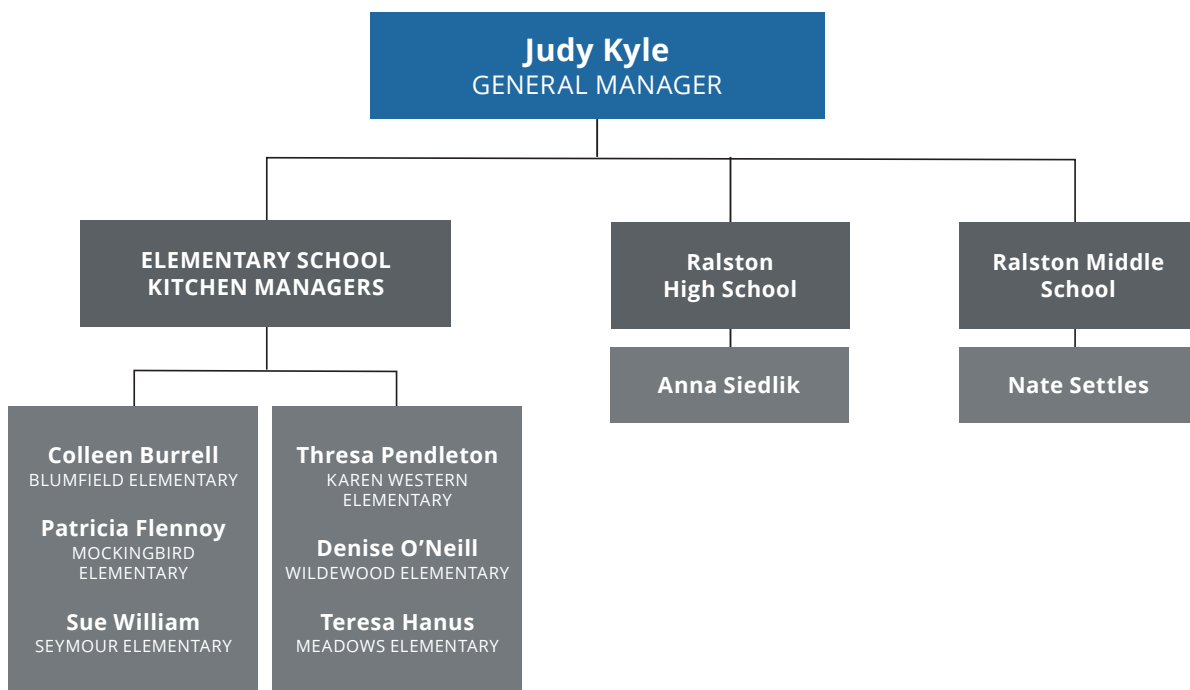
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- » Committing to an active role in the local community
- » Continuing to make good on our commitments

## Judy Stoysich Kyle

GENERAL MANAGER

### SUMMARY OF QUALIFICATIONS

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Strong combination of management and technical skills within several areas of food service; Personal initiative, skills and abilities include managerial effectiveness with attention to detail and consistent follow-through; Customer service, combined with financial responsibility and staff training, ensuring success across organizational lines; Team-oriented, with expertise in multi-unit management, grant writing, fine food, recipe testing and new product development; Enjoys change and innovation; Former leader in local K-12 school districts in program implementation like Taste4, Street Eat, presentation cooking and alternative meal options at all grade levels; Involved in multiple bid and proposal processes for new K-12 business in the local area; Successful in increasing sales annually with innovations and available resources to meet the needs of a diverse clientele.

### PROFESSIONAL EXPERIENCE

---

#### General Manager

SODEXO SCHOOL SERVICES, OMAHA, NE

2008 – Present

- Served as foodservice supervisor in Millard Public Schools for two years
- Served as general manager of Ralston Public Schools since 2010
- Responsible for the operations of up to 10 schools and up to a staff of 100 with managed income of \$10M.
- Contributed to Ralston foodservice department showing a profit each year since in role

#### General Manager

SODEXO CORPORATE SERVICES, OMAHA, NE

2007 – 2008

- Responsible for operations at three units, supervising two managers, with a total staff of 12-16, serving 750 customers daily, with nearly \$1M in annual sales

#### Previous Positions

2007 Vatterott College, Culinary Arts Program Director, Omaha, NE

1998-2006 Longview Home, Certified Dietary Manager, Missouri Valley, IA

1997-1998 Sodexo-Marriott Corporate Services, Mutual of Omaha, Omaha, NE, Fine Dining Supervisor

1995-1996 Highland Country Club, Clubhouse Manager

1993-1996 Macy's of San Francisco, CA, Chef/Manager

### PROFESSIONAL DEVELOPMENT AND ACCOMPLISHMENTS

---

- Spirit of Sodexo, Service Spirit (2014)
- Cooking Matters, Volunteer (2014-2018)
- WiNG/SoTogether (2014)

### EDUCATION

---

**California Culinary Academy, San Francisco, CA**

Associate Degree, Chef Program

Dean's List for Academic Excellence

**University of Nebraska at Omaha, Omaha, NE**

Bachelor of Science, Social Work

# RESUME - REGIONAL CHEF AND OPERATIONS MANAGER

## James Hilton

OPERATIONS MANAGER

### SUMMARY OF QUALIFICATIONS

---

Operations manager with over a decade of experience providing high-quality and nutritious meals and managing teams across various industries. Works to improve dining programs and enhance students' ability to perform inside and outside of the classroom.

### PROFESSIONAL SUMMARY

---

#### Operations Manager

ELKHORN PUBLIC SCHOOLS, ELKHORN, NE

*Current*

- Oversee the daily operations of 20 schools
- Supervise Sodexo employees and manage employee safety programs
- Deliver high-quality food service, including planning and developing menus
- Achieve District and company targets and goals while developing relationships with admins and staff
- Implement Sodexo K-12 marketing strategies
- Help frontline staff with day-to-day operational needs and create a positive work environment
- Mentor and train staff to develop a standard of excellence to aid in great student experiences

#### Executive Chef

SODEXO AT ELKHORN PUBLIC SCHOOLS, ELKHORN, NE

*2015 -*

- Responsible for overseeing day-to-day operations for the foodservice department
- Administered District safety program to include physical and food safety trainings and accident review
- Responsible for catering and special events for events ranging from 5-700 guests
- Responsible for execution of the District's Future Chef program
- Managed product ordering to ensure accuracy and prevent inventory shortages and surpluses
- 
- 

#### Executive Chef

NEBRASKA ORTHOPEDIC HOSPITAL, OMAHA, NE

*2012 - 2015*

- Responsible for overseeing all day-to-day operations for the foodservice department
- Increased catering business from just coffee and cookies at meetings to catering nearly every meeting and function held at hospital, including all staff luncheons and open houses for up to 400 people
- Participated as an active member of the Safety and Disaster Response committees for the hospital
- Acted as an active member of the wellness committee, helping to increase participation in wellness activities and events held by the hospital, and developed a wellness menu for the cafeteria

### EDUCATION

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**University of Iowa**

*Courses in Economics*

## Robert Snowden

DISTRICT MANAGER

### SUMMARY OF QUALIFICATIONS

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Motivated, results-oriented manager with over 30 years of experience and a proven track record in directing value-added enterprises with P&L and forecasting responsibilities. Possesses strong new business development and management skills, which enable successful service industry business leadership.

### PROFESSIONAL SUMMARY

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#### District Manager

SODEXO AT SCHOOL – OMAHA, NE

2016 – Present

- Provide direction to two grounds managers and 15 frontline groundskeepers
- Ensure employee safety by following Sodexo guidelines
- Created new internship program

#### General and Resident District Manager

SODEXO AT SCHOOL – OMAHA, NE

2003 – 2016

- Multiservice Resident District Manager, Food and Facilities Management – 2013-2016
- Multiservice General Manager, Food and Facilities Management, at Millard Public Schools – 2008-2013
- General Manager of Facilities at Millard Public Schools – 2003-2008

#### Operations Director

ARAMARK SERVICEMASTER FACILITY SERVICES AT KANSAS CITY MISSOURI  
SCHOOL DISTRICT

1998 – 2003

- Responsible for the management of all custodial services
- Provided leadership for three custodial managers and 335 custodians
- Directed day-to-day operations in 80 buildings with over 7 million square feet
- Duties included management development, ordering, scheduling, training and project planning
- Managed both ARAMARK ServiceMaster and school district custodial budgets with full P&L responsibilities

## Robert Snowden

DISTRICT MANAGER (CONTINUED)

### ADDITIONAL PROFESSIONAL EXPERIENCE

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**Custodial Director**

SERVICEMASTER, EDUCATIONAL MANAGEMENT SERVICES AT WESTSIDE COMMUNITY SCHOOLS, DISTRICT 66

**Assistant Start-up Manager**

SERVICEMASTER, LONG-TERM CARE – EAST COMPANY AT HEATHER HILL HOSPITAL

**Foodservice Director**

SERVICEMASTER FOOD MANAGEMENT SERVICE AT GARDEN CITY COMMUNITY COLLEGE

**Assistant Foodservice Director**

SERVICEMASTER FOOD MANAGEMENT SERVICE AT GARDEN CITY COMMUNITY COLLEGE

**Back-of-house Manager/Production Manager**

SEILERS AT AQUINAS COLLEGE

### PROFESSIONAL DEVELOPMENT AND ACCOMPLISHMENTS

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- ServSafe-certified
- OSHA 10-hour-certified
- Spirit of Sodexo Gold Winner – Team Spirit – Thomas Retention Team (2018)
- Spirit of Sodexo Nominee (2010, 2011, 2016)
- The Sodexo Experience Foodservice Team National Winner (2013)
- Millard Foundation Hall of Fame Community Booster Award (2012, first time awarded to a vendor)
- Sodexo Student Well Being Award for Nutrition – OVP Level Winner (2011-2012)
- Professional Image Account of the Year for Sodexo At School (2004)

### EDUCATION

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**Aquinas College**

*Bachelor of Science degree in Business Administration*



## THE DEDICATED SUPPORT OF SODEXO'S ENTIRE ORGANIZATION

What Ralston receives:

- » Intense focus on the District's goals and objectives by using the talent, resources, service capabilities and global expertise to continually make Ralston's vision a reality
- » Improved program results through experienced leadership and an on-site management team focused on improving the student experience and the District's financial performance
- » Increased District differentiation in the region through an enhanced commitment to diversity and inclusion
- » Improved quality of life for the entire community through our proprietary Better Tomorrow commitment and hunger-related initiatives

# UNITED IN PURPOSE

## FOCUSED ON RALSTON

### STRATEGIC PLANNING AND SUPPORT RESOURCES



**DAVID NEWMAN**  
CEO, SODEXO AT SCHOOL, SODEXO

David Newman is CEO of Sodexo At School, a \$1.2 billion business providing student well-being solutions more than 450 K-12 public school districts and 70 independent schools in North America. With 15,000 employees, Sodexo At School serves more than 2 million nutritionally balanced meals each day. In addition to food service, the Sodexo At School team provides school districts with solutions including energy management, custodial services, groundskeeping, plant operations and management and other services that support a healthy, safe and productive educational journey for K-12 students.

David is a member of Sodexo's North America National Leadership team and he joined the Sodexo team in 2010 at our Issy-les-Moulineaux, France, headquarters as a senior vice president of corporate finance. In this role, he had global responsibility for all mergers, acquisitions and investment activity as well as public-private partnerships worldwide across all business segments. David was also responsible for all Group-level treasury, debt and capital market operations, chaired Sodexo Ventures and managed the Group Investment Committee.



**WENDY SURAK**  
SENIOR VICE PRESIDENT

As Senior Vice President for the Central and West regions, Wendy leverages her 30 years of culinary, operations, and customer engagement experience to drive progress, lead a people-first culture, and empower our team to achieve your goals effectively. Her transformational leadership style propels meaningful collaboration and authenticity, designed to propel constant improvement and deliver results.

For the 23 years Wendy has worked at Sodexo, she has remained grounded in our core principle of putting our customers first. She has witnessed the stress of the pandemic and increasing economic pressures pushing our teams off course and losing sight of this mission. Wendy's leadership represents a revitalization of our dedication to improve student experiences and work hard to create raving fans within your community.



**ALLAN COLLINS**  
REGIONAL VICE PRESIDENT

Over the past 30 years, Allan Collins has served in various roles within Sodexo, all in support of serving amazing clients and delivering the best possible child nutrition programs. Allan began as an executive chef, catering manager and food production manager in the Washington, D.C. area. He has supported our clients as a general manager, district manager and now as regional vice president. He understands how our team can best support you and ensures our teams work effectively to exceed your needs.

Since 2007, Allan has overseen all daily operations while supporting the strategic business needs and client relationships within the school districts he supports. Allan and his entire team pride themselves on delivering upon our commitments to you, leveraging the full depth and breadth of Sodexo's support, resources and expertise. The result is an innovative solution that continually evolves to meet your current needs while anticipating tomorrow's trends.

## PARTNERSHIP



**BOB SNOWDEN**  
DISTRICT MANAGER

- Over 30 years of experience working in contract service arrangements; 24 of which have been in key management roles
- Background includes K-12 food services, facilities management and campus food services.
- Assists school district operations by managing both their food and facilities services
- Supports the on-site teams and their role in helping achieve each school district's mission
- On the cutting edge of numerous innovations
- Strives continuously to understand Ralston Public Schools' needs and expectations
- Utilizes available resources to provide you with solutions



**JUDY KYLE**  
AREA GENERAL MANAGER

- Operates and coordinates all aspects of food service through kitchen managers and frontline district staff in eight schools
- Ensures all operations follow USDA guidelines
- Develops positive relationships with students, parents and staff through truly getting to know their needs
- Extremely active in the local community
- Coordinates a best in class annual Kids can cook event engaging students at all grade levels



**MICHAEL BELL**  
FINANCE DIRECTOR

- Finance director for Nebraska. In this role, he provides analytical support and financial leadership and coordinates budgeting, forecasting and financial reporting
- Leads the financial review process for contract rebids and extensions. Throughout the year, he reviews client and Sodexo financial performance and looks for opportunities to optimize both



**CHEF MICHAEL MORRIS**  
CULINARY DIRECTOR, K-12

- Formally trained chef responsible for developing innovative menus in partnership with Sodexo's culinary teams and menu committees and transforming strategy into execution to meet student needs and tastes
- Works directly with national, regional and local leadership teams to bring together strategic insights and trends to make informed culinary decisions ensuring all levels can execute a high-quality nutritious food offering in compliance with the USDA regulations

## NOURISHMENT



**JAMES HILTON**  
NEBRASKA EXECUTIVE CHEF AND CULINARY INNOVATION LEADER

- Serves as culinary innovation lead for Nebraska
- Offers on-site culinary skills-building support, creating custom training tools and resources for the Ralston team
- Hosts student tasting events, supports promotional events, such as Future Chef and suggests best practices to improve participation
- Delivers on-trend recipe development based on your students' feedback



**LISA VARNEY**  
REGISTERED DIETITIAN AND MENU ENGINEERING SUPPORT

- State review and audit compliance support specialist
- USDA child nutrition regulatory expertise and lead trainer for our Nebraska team
- Menu systems director, supporting nutrition software, menu planning and student-driven recipe development
- Customization of menus, ensuring compliance with nutrient analysis
- Supports professional development training requirements related to nutrition

## ENGAGEMENT



**JENNIFER FLEMING**  
SENIOR MARKETING AND STUDENT PARTICIPATION SPECIALIST

- Coordinates the implementation of new innovations, core marketing and promotions programs, customer engagement strategies and customer service training programs
- Provides technology consultation and execution of UPshow, SodexoMyWay, Nutrislice, MYDTEXT, etc.
- Assists with outreach initiatives, such as student and community surveys, merchandising, national promotions and targeted participation plans by site
- Ensures marketing, promotional and communication materials are student-centric and specific to Ralston, with an emphasis on improving the student experience



**NAOMI MOLINA**  
SOCIAL MEDIA SPECIALIST

- Expertise in all elements of social media marketing
- Supports the field managers with social media content and activities on all major social networks, as well as our employee advocacy program
- In partnership with the team and District communications, drafts, curates and executes on compelling social media content about the child nutrition programs that boosts awareness of menu options, upcoming events and recognition
- Tracks and analyzes key performance metrics of social media campaigns and supports the development of reports to evaluate ROI and inform future campaign planning and execution
- Stays up to date with social media trends, changing algorithms and emerging platforms to ensure the child nutrition program's social media presence remains innovative and effective

## OPERATIONAL EXCELLENCE



**MARY SHEFFIELD**  
NEBRASKA HEALTH AND SAFETY SPECIALIST

- Supports food safety compliance and training activities supporting our Hazard Analysis and Critical Control Point (HACCP) program
- Responsible for strategic planning of employee health and safety goals for our Ralston team
- Physical safety analyst, supporting lost time prevention programs and employee safety incident investigations
- Leads, develops and trains our Nebraska team in all food and physical safety initiatives



**LISA ACEVEDO**  
HUMAN RESOURCES BUSINESS PARTNER

- Leading and developing employee engagement strategies for over 20 years
- Consults with the Ralston management team on strategic staffing plans, compensation, benefits application, training and development
- Ensures that processes and professional standards training is in place to support and maintain compliance with relevant state and federal policies and laws



**TYISHA STEPHENS**  
MANAGER, FRONTLINE RECRUITING

- Experienced recruiting professional that leads a team of recruiters to support the local HR and leadership team with their frontline hiring needs
- Support includes collaboration on staffing needs, recruitment strategies to attract and hire frontline staff, utilization of tools and platforms and sourcing and screening candidates



**BAILEY BRIGHT**  
SENIOR MANAGER, NUTRITIONAL SYSTEMS

- Serves as the Sodexo senior manager of nutritional systems and regional registered dietitian and wellness champion for Nebraska
- Passionate about nutrition and enhancing quality of life for the students and communities she serves
- Works one-on-one, providing specialized counseling to individuals of all ages on nutritional management, including modified diets, obesity and weight management
- Manages menu compliance and trains kitchen employees throughout the region

Please note that our organizational structure for our proposed on-site team is located within C. Service Capability Plan of this proposal.



255SCH/431950

# REGIONAL MANAGEMENT AND SUPPORT FOR RALSTON

While your on-site team operates locally, they will have immediate access to an array of regional and national support.

**Allan Collins**  
Vice President, Operations



**Chef Michael Morris**  
Culinary Director



**Eddie Noriega**  
Business Development  
Director



**James Hilton**  
Regional Chef and  
Operations Manager



**Lisa Acevedo**  
Director, HR Business Partner



**Tyisha Stephens**  
Recruiting Manager, Frontline



**Michael Bell**  
Director of Finance



**Susan Sherwood**  
Regional Safety Champion



**Jennifer Strong**  
Regional Labor Champion



**Mary Sheffield**  
Regional Safety Coordinator



**Adrienne Kinlaw**  
Menu Committee Champion



**Robert Snowden**  
Regional Marketing Champion



**Lisa Varney**  
Regional Dietitian



**Naomi Molina**  
Social Media Specialist



**Jennifer Fleming**  
Senior Marketing Manager



## LEADERSHIP DEDICATED TO YOUR SUCCESS

Today and always, Ralston receives the full recognition it deserves for you and your administration's efforts. Such recognition comes from our organizational structure and support network committed to driving outstanding results, as well as our ability to operate efficiently and successfully under public scrutiny.

# NATIONAL MANAGEMENT TEAM



**WELCOME  
TO**



**NEBRASKA**

**Home of  Arbor Day**

A large, white, stylized letter 'E' followed by a period, set against a dark blue circular background that overlaps the bottom right of the image.

Finance/Business  
Practices

*i. Provide annual reports or financial statements for the past two fiscal years, certified by a certified public accountant. Do not state "as requested," these must be included.*

## GOVERNMENT COMPLIANCE

### Annual Report



**SCAN OR CLICK ME**

**For a complete look at our financial condition, please scan the QR code to visit our website.**

### NEBRASKA DEPARTMENT OF AGRICULTURE

As your current foodservice management partner, Sodexo has a responsibility to safeguard your interests and work closely with Nebraska Department of Agriculture representatives and field support personnel who are charged with monitoring program compliance. These individuals are a valuable support resource and vital consultants for program activities. Moreover, any discussions with the Nebraska Department of Agriculture are in regard to your program, and we consider that in our dialogue. We promptly address any documentation Ralston Public Schools requires to satisfy reviews or inquiries by the Nebraska Department of Agriculture.

### SAFEGUARDING YOUR INTERESTS

Valuable experience gained in serving Ralston Public Schools and other District programs has built a strong understanding of the importance of maintaining operating standards that meet or exceed federal and state guidelines. This expertise translates into proven practices that have strengthened your student nutrition program and guaranteed the highest compliance with current laws and regulations.

Our management team will continue to work with District personnel and departments to evaluate current practices, highlight areas in need of improvement and make any changes necessary to stay in compliance with government requirements.

### LOCAL BOARD OF HEALTH CODES

Ralston Public Schools can be confident that your program meets and often exceeds local health code standards. As an industry leader in training and practicing food safety throughout the distribution chain, our food safety standards are greater than many state and local health code requirements. Your on-site child nutrition team is deeply committed to providing high-quality and safe food service and invests significant resources in food safety and food safety training.

## EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION PLAN

It is the company's policy to provide equal employment opportunities without regard to race, color, religion, sex, sexual orientation, national origin, age, disability or veteran status in full compliance with the Civil Rights Acts of 1964 and 1991, as amended; the Age Discrimination in Employment Act of 1967, as amended; the Americans with Disabilities Act of 1990, as amended; the Equal Pay Act; the Rehabilitation Act of 1973, the Pregnancy Discrimination Act; the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended; the Presidential Executive Orders and the regulations of the United States. The company will continue to provide reasonable accommodation for the known physical and mental limitations of any qualified disabled employee or applicant.

## AFFIRMATIVE ACTION

Sodexo is committed to a policy of affirmative action, and the placement of qualified women, minorities and people with disabilities will be facilitated at all levels of the organization. An Affirmative Action program has been adopted to reaffirm the company's long-standing and continuing commitment to fair employment. This program sets forth the actions to be taken by the company's employees, managers and officers to fulfill legal and moral responsibilities to provide equal employment opportunities. It is the responsibility of all managers and officers to ensure the effective implementation of the Affirmative Action program. The senior manager for workforce diversity is responsible for monitoring compliance with the program and assisting managers and officers in meeting their Affirmative Action obligations. Sodexo has resolved and pledged to promote this Affirmative Action program in all its operations.



## STATE AND DISTRICT REQUIRED BACKGROUND CHECKS

We share your commitment to providing a safe environment for all children in Ralston Public Schools. To help ensure the safety of your students and staff, Sodexo conducts a full, comprehensive criminal background and security check on all prospective employees utilizing the Nebraska Department of Law Enforcement for state and national/federal background checks.

Prior to assignment of any foodservice worker to Ralston Public Schools, Sodexo provides verification that the security background check has been conducted and the prospective employee has been cleared. We also follow your protocols and standards for background and security checks of employees that we bring to the District.



25-SCI-431950

## USDA AND STATE DEPARTMENT OF AGRICULTURE

Our team of commodity specialists train directly with USDA commodity officials and know how to leverage these resources to the fullest extent possible to provide maximum value to Ralston Public Schools. These specialists accept and utilize USDA commodities in the following ways:

### HEALTHY, HUNGER-FREE KIDS ACT - COMPLIANT MENUS AND OFFERINGS

The menus planned and implemented for Ralston Public Schools are compliant with current requirements of the Healthy, Hunger-Free Kids Act and are designed to utilize commodities. Additionally, current USDA publications and disclosures are reviewed to anticipate timing, maximize efficiency and minimize residual inventory levels.

### SELECTION OF COMMODITIES

The listing of available commodities are reviewed and integrated into the menu offerings for your schools as mentioned in other sections of this document. Our on-site management team works with your District to evaluate current product velocities and determines changes and alterations required in the future.

### BONUS COMMODITIES

Regular communication is maintained with USDA officials to ensure that when and where bonus items become available, we are well-positioned to utilize them.

### INVENTORY MANAGEMENT

All donated commodities come according to federal timelines. We work closely with managers and employees to ensure that they are well-informed regarding the anticipated delivery dates of these items so that they can effectively utilize them.



**WELCOME  
TO**



**NEBRASKA**

**Home of  Arbor Day**



F.

Accounting and  
Reporting Systems

*Describe complete accounting procedures to be used for:*

- i. Inventory Control;*
- ii. Method of recording, checking, and reporting sales;*
- iii. Internal control of cash handling;*
- iv. Internal audit systems;*
- v. All accounting forms used onsite with detailed explanations of their use; and*
- vi. Examples of all reports and billing documents the FSMC will provide to the SFA including a detailed explanation of their use and frequency.*

# Advanced Systems And Technology For Informed Financial Decisions

Innovative technology and accurate accounting systems provide a quicker and easier way for you to evaluate the performance of your child nutrition program. You spend less time monitoring the success of the program and more time on your primary mission – educating students.



My name is Michael Bell, and as our organization's finance director, I work with District administration to ensure that the foodservice program is managed and operated in an efficient, transparent and fiscally responsible manner. Our goal is to make certain that Ralston Public Schools benefits from the technology, expertise and one-on-one support we provide to achieve your targeted objectives.

Michael Bell  
Regional Finance Director, Sodexo At School



## OUR COMMITMENT TO RALSTON PUBLIC SCHOOLS

- Complying with federal, state and District regulations and requirements through customized, user-friendly transparent systems
- Maintaining accurate and efficient meal and cash accountability through reconciliation of your District's meal count system
- Controlling costs, tracking revenue, measuring profitability and evaluating performance through user-friendly accounting forms and reports with uniform measures of comparison

**Putting the power of information to work for Ralston Public Schools is one of our top priorities.**

“

“Effective meal count reconciliation and compliance to systems are cornerstone to what we do.”

- Judy Kyle, General Manager

# INVENTORY CONTROL PROCEDURES

## SUPPLIER AUDITS MAINTAIN THE HIGHEST STANDARDS

Good food safety practices begin outside of your District’s foodservice operation. As a volume purchaser of goods and services, our organization influences the world’s most quality-conscious suppliers. We frequently audit our suppliers, inspect their plants and monitor their procedures to ensure that they meet their stated high standards – and ours as well.

RECEIVING	STORAGE	INVENTORY
<p>A designated individual is assigned the responsibility of checking all food and supplies received against the invoice.</p> <p>Meat is weighed to verify quantity as listed on package/invoice.</p> <p>Any food showing evidence of deterioration is not accepted (e.g., damaged produce, cases that show evidence of leaking, heavily damaged cans, or frozen food that appears to have thawed).</p> <p>Food is stored immediately, with deliveries being accepted only during hours designated by the general manager.</p>	<p>All food is stored in compliance with health department regulations and Sodexo sanitation guidelines. This includes:</p> <ul style="list-style-type: none"> <li>First-in, first-out methods of storage</li> <li>Designated height from the floor</li> <li>Date and label products where appropriate</li> <li>Proper temperature level</li> </ul> <p>The Sodexo temperature checklist is used daily, with documentation of temperatures for all refrigerators and freezers within the department. This information is reviewed and maintained on file. All unsatisfactory recordings are acted upon immediately.</p> <p>Items should be stored no longer than indicated below:</p> <ul style="list-style-type: none"> <li>Fresh produce – 7 days</li> <li>Fresh meat – 5 days</li> <li>Frozen items – 3 months</li> <li>Canned goods – 6 months</li> <li>Milk, special dietary – before expiration dates</li> </ul>	<p>Depending on the size and needs of each area of the operation, physical inventories are taken weekly, semimonthly or monthly.</p> <p>Prices and amounts are then entered in the corporate inventory/ordering/receiving book with final inventory totals compiled through the addition of the various pages.</p> <p>As part of the internal audit program, corporate auditors “test check” unit counts the day following the actual inventory taking.</p> <p>Inventory levels are monitored continuously and compared to cost of goods used figures to ensure excessive inventory parts are not being maintained.</p> <p>To facilitate inventory counting, unit personnel are instructed to arrange storerooms in an orderly fashion.</p> <p>Storerooms, freezers, etc., are locked when not in use and opened on a need-only basis by supervisory personnel, with keys to these areas secured by management personnel who then become directly responsible for transfers.</p>

## USDA Commodity Inventory and Storage

Detailed inventory control for storage areas, including USDA Foods/DoD Fresh. Note that all USDA Foods and DoD Fresh Foods are clearly identified as commodity products. These items are stored and inventoried in compliance with USDA regulations. Separate inventory tallies and storage areas are utilized for these products.

# Customized Systems Guarantee Compliance At Every Level

A range of accounting and reporting systems can be tailored to meet your District's needs. For maximum data protection, our system configuration ensures that each user is able to access only information that is relevant to them. The following is an overview of system-provided data and benefits:

## SYSTEM-PROVIDED DATA AND BENEFITS

### INFORMATION PROVIDED

### BENEFIT TO RALSTON PUBLIC SCHOOLS

#### Sales



Generates accurate reports showing meal counts and reimbursement calculations. Reports populate simultaneously, so your District will always have access to up-to-date sales information.

#### Procurement



Ensures accurate, controllable data entry and facilitates efficient monthly invoice payments while identifying any unpaid balances.

#### Financial Reports



Enables your District to gauge productivity, participation, customer satisfaction, costs and other vital internal metrics concerning foodservice program performance.

#### Accounting Controls



Monitors internal controls, standards and protocols. Verifies that financial records agree with federal, state and District regulations and local banking institutions.

#### Continual Evaluation And Review



Ensures that your program meets the National School Lunch Program (NSLP) requirements. Includes a detailed review from the district manager regarding program efficiency and effectiveness, a plan for external audits and more.

#### Regulatory Compliance



Verifies program compliance with USDA regulations, Buy American and the Healthy, Hunger-Free Kids Act.

# MEAL COUNT SYSTEM DETAILS

Accurate and efficient meal and cash accountability processes are vital to Ralston Public Schools' success. By reconciling your meal count system, we will achieve the desired results.

The following is a closer look at the benefits Ralston Public Schools will receive from our efforts:



## Accuracy

- Point-of-sale systems categorize meal counts while protecting students' identities.
- Data on the number of daily meals served and cash collected will be compiled and reported for your reimbursement claim.
- Reimbursable meals are verified to ensure they meet nutrition standards established for specific levels.
- Monitoring guarantees that the School Food Authority (SFA) carries out the necessary internal controls to ensure an accurate claim for reimbursement.



## Transparency

- Open communication methods and a commitment to total transparency will cultivate Districtwide confidence in our ability to manage service.
- Training ensures that all team members are completely aware of their responsibilities concerning the meal count system.



## Support

- Guidance ensures that all employees receive proper instruction on operating the meal count system.



## Protection

- Edits ensure the system properly prepares comparisons and calculations for individual schools and SFAs to identify potential problems in the meal count system and ensure accuracy.
- Cash management reinforces the use of established cash collection and reconciliation systems and procedures to safeguard cash and the medium of exchange.



## Verification

- Eligibility documentation verifies that the list of students eligible for free and reduced-price meals is accurate
- Point-of-service meal counts verify accurate accounting of all reimbursable meals served to eligible students at the point of service



# FINANCIAL REPORTING 101

- » Reporting is completed monthly.
- » Preliminary reviews start on the fifth day of the month and are completed by the 10<sup>th</sup> day of the month.
- » The executive summary, financial reports and the invoice for your District arrive on or near the 12<sup>th</sup> day of the month.
- » Detailed financial reports are completed no later than the 15<sup>th</sup> day of the month.



## POINT-OF-SALE SYSTEMS AND EQUIPMENT RECOMMENDATIONS

To increase service speed and streamline your program's operations, our technology teams will integrate and use a range of systems. We have experience with many different point-of-sale (POS) systems and will ensure full functionality, accuracy and accountability. Ralston Public Schools can expect upgrades to the present POS system as agreed upon.

### POS DATA INTEGRATION

Essential to realizing new levels of cost savings and productivity gains for Ralston Public Schools, our POS export tool will significantly improve the way data is collected. This tool captures data from the industry's most popular third-party POS systems and exports information in a standard format to upload into Sodexo's internet-based Unit Financial System (UFS), a SAP™ accounting system.

### REPORTING DEFINED

**Monthly Invoice** – Contains the terms and cost of operations per the contract agreement

Charges are based on:

- Actual meals served during the preceding month
- Meal type and per-meal rates, which are reflected in the final contract
- Includes a credit amount for USDA commodities received for that corresponding month in a separate line item

**Opportunity Assessment** – A report that aids the on-site team in focusing their efforts on increasing participation and identifying existing opportunities

## Ralston Public Schools

Enjoy the best overall financial health thanks to an environment in which every individual understands the data and information provided so they can take necessary actions for success.

## INTERNAL CONTROL OF CASH-HANDLING PROCEDURES

We will follow the cash-handling guidelines for Ralston Public Schools. For your review, we have included the District's cash-handling policy within this section. The existing meal count system at Ralston Public Schools regularly undergoes a thorough review, taking multiple steps to ensure the proper utilization and maintenance of accurate, efficient meal and cash accountability processes.

We support our cashier team with management guidance to ensure all employees receive proper instruction detailing the operation of the meal count system.

## INTERNAL AUDIT SYSTEMS

We verify all child nutrition financial records agree with federal, state and District regulations, as well as local banking institutions. Additionally, Sodexo monitors internal controls and has established standards that may be provided upon request, such as site-monitoring quality assurance audits and our contract compliance reviews.

Continual evaluation and review ensure that Ralston Public Schools is meeting the requirements of the National School Lunch Program (NSLP). General Manager Judy Kyle reviews the programs on an ongoing basis to validate compliance. Bob also reviews all areas of the operation that are at risk on a periodic basis, determines the effectiveness and efficiency of the operations, ensures that controls and safeguards are in place to protect the District's assets, assists with the budget preparation and analysis, coordinates and assists with the external audit, reviews the District's financial information and suggests policy and procedure changes that could protect the District's assets, as necessary.

## ALL REGULAR ACCOUNTING FORMS USED

### *MONTHLY RECONCILIATION FORM*

The monthly reconciliation form is provided on the 10th day after the month has ended. This form includes details related to breakfast, lunch, a la carte and vended meals. The reconciliation includes the monthly invoice, which is reflective of commodities received, expenses and any surplus for the period. The reconciliation workbook provides a year-to-date summary to support tracking progress throughout the school year.

The executive summary provides a breakdown of the sales, labor, product and other costs, total cost of operation and the amount of net excess or deficit monthly, with year-to-date information provided as well.

### *MONTHLY MEALS INVOICE*

The monthly invoice contains the terms and cost of operations per the contract agreement.

- We base the invoice on the actual meals served during the preceding month
- We base charges for each meal type on per-meal rates reflected in the final contract

As a separate line item, we include a credit amount for USDA commodities received for that corresponding month.

## ***OPERATING STATEMENT***

The operating statement is a report that aids the local on-site team in focusing their efforts on increasing participation and identifying existing cost-saving measures. This report assists the team in populating the monthly reconciliation form. It is a direct report from Sodexo accounting and contains financial period, as well as year-to-date information.

## ***RALSTON PUBLIC SCHOOLS' DAILY DEPOSIT PROCEDURES***

All cashiers are trained annually to ensure compliance with the Ralston Public Schools' Daily Deposit Procedures.

## ***SAMPLE ACCOUNTING REPORTS***

The following pages include samples of the reports that will continue to be available for your District.



# SAMPLE - MONTHLY INVOICE

## SODEXO, INC & AFFILIATES

**SERVICES** RALSTON PUBLIC SCHOOLS  
**RENDERED TO:** 8545 PARK DR  
 OMAHA, NE 68127  
 USA

**BILL TO:** RALSTON PUBLIC SCHOOLS  
 ATTN: JASON BUCKINGHAM  
 8545 PARK DR  
 OMAHA, NE 68127

### INVOICE

TYPE OF SERVICE: FOOD SERVICE MANAGEMENT

HIERARCHY: 60-22644 / 00-00000 / 70034001

### MAKE CHECK PAYABLE TO:

SODEXO, INC & AFFILIATES  
 PO BOX 360170  
 PITTSBURGH, PA 15251-6170

TERMS		ACCOUNT NUMBER	COST CENTER	INVOICE DATE	INVOICE NO.
30 DAYS	DUE:11/06/2024	100020778	70034001	10/07/2024	1002621229
DESCRIPTION			AMOUNT	SALES TAX	TOTAL
SEPTEMBER FIXED PRICE			\$171,443.57		\$171,443.57
LESS: CREDIT FOR COMMODITIES RECEIVED			(\$15,636.23)		(\$15,636.23)
				<b>TOTAL AMOUNT DUE</b>	\$155,807.34
				US DOLLARS	

RETURN THIS COPY WITH REMITTANCE TO YOUR SODEXO UNIT MANAGER.

Consider changing to ACH payments. Automatic Clearing House transactions facilitate faster processing at a lower cost than paper checks. Customer acknowledges that any requests received from the Sodexo entity to change payment information (remit address or bank account) will only be communicated to Customer in writing by a Sodexo Authorized Officer (Treasurer or Assistant Treasurer).

25-SCM-431050

# SAMPLE - MONTHLY RECONCILIATION SHEET

<b>Ralston Public Schools/Sodexo Monthly Reconciliation Sheet</b>
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Month December, 2024

<i>Equivalent Rate</i>	\$ 4.7150
------------------------	-----------

Ralston Revenue	
-----------------	--

<b>Cash Sales</b>	
Breakfast Cash	\$ 8,291.65
Lunch Cash	\$ 30,655.90
Student A La Carte	\$ 13,666.55
Adult A La Carte	\$ 120.50

<b>Reimbursements</b>	
Federal Breakfast	\$ 37,805.67
Federal Lunch	\$ 107,063.75
State Breakfast	
State Lunch	
FFVP	
Summer	
Grants	
ASSP	\$ 1,811.16

<b>Total Ralston Revenue</b>	<b>\$ 199,415.18</b>
------------------------------	----------------------

<b>Sodexo Invoice Summary</b>	
Contract Invoice	
Purchases Invoice	\$ -
Commodity Credit	\$ (16,861.70)
Other	
Total Month Invoice	

Ralston Expenses			
------------------	--	--	--

<i>Meals Served</i>	<i>Meals</i>	<i>Rate</i>	<i>Expense</i>
Student Breakfast	17088.00	\$ 2.1780	\$ 37,217.66
Student Lunch	32568.00	\$ 2.5340	\$ 82,527.31
Student A La Carte	2898.53	\$ 2.5340	\$ 7,344.88
Snacks	1548.00	\$ 1.1250	\$ 1,741.50
Adult Ala Carte	25.56	\$ 2.5340	\$ 64.77
Adult Lunch	138	\$ 2.5340	\$ 349.69
Adult Breakfast		\$ 2.1780	
True Up			\$ (0.03)
<b>Sodexo Total Invoice</b>			<b>\$ 129,245.78</b>

<b>Commodities</b>	<b>\$ (16,861.70)</b>
--------------------	-----------------------

Ralston Payroll	\$ 75,000.00
Ralston Direct Expenses	\$ 65.88

<b>Total Ralston Costs</b>	<b>\$ 75,065.88</b>
----------------------------	---------------------

<b>Total Program Expenses</b>	<b>\$ 187,449.96</b>
-------------------------------	----------------------

*Ralston Signature* \_\_\_\_\_

*Sodexo Signature* \_\_\_\_\_

POS report and supporting documentation attached

# SAMPLE - MONTHLY OPERATING STATEMENT

REPORT :CBSCF003BSU  
 COST CENTER :70034001  
 HIERARCHY :30-00006/40-00076  
 :50-00513/60-22644  
 :00-00000/00

SODEXO, INC & AFFILIATES  
 OPERATING STATEMENT  
 RALSTON PUBLIC SCHOOLS

ISSUE DATE: 10/05/2024 PAGE: 1  
 REPORT MONTH:09/01/2024 THRU 09/30/2024  
 OPERATING MONTH : SEPTEMBER  
 DAYS THIS MONTH : 30  
 MONTHS YTD: 03

SEPTEMBER	THIS PERIOD		THIS YEAR		CLIENT BUDGET		LAST YEAR	
AMOUNT PR/ML	AMOUNT PR/ML	DESCRIPTION	AMOUNT PR/ML	YEAR-TO-DATE	AMOUNT PR/ML	YEAR-TO-DATE	AMOUNT PR/ML	YEAR-TO-DATE
<b>SALES</b>								
2,087.24	.03	5,567.45	.08	BANQUET & CATERING	11,136.38	.09	10,394.85	.08
		3,272.00	.05	DAYCARE MEALS	7,392.53	.06	9,692.90	.07
				CLIENT - SALES SUBSIDY			2,502.00	.02
35,366.15	.50	35,573.65	.50	CLNT CASH-LUNCH PROGRAM	61,395.85	.48	63,924.85	.48
19,767.05	.28	16,012.20	.22	CLNT CASH-STUDNT ALA CART	33,695.45	.27	28,999.70	.22
183.65		117.40		CLNT CASH-ADULT ALA CART	183.65		187.65	
133,894.37	1.87	134,363.40	1.87	CLNT REIMB-LUNCH-FEDERAL	228,152.52	1.80	237,015.39	1.79
				CLIENT REIMB - SUMMER	18,619.94	.15	16,373.30	.12
10,610.70	.15	10,618.90	.15	CLNT CASH -BREAKFAST PROG	17,597.40	.14	18,600.00	.14
43,136.27	.60	41,856.58	.58	CLNT REIMB BREAKFAST-FED	70,107.79	.55	70,931.70	.53
573.75	.01	453.75	.01	CASH FOR ADULT MEALS	573.75		682.50	.01
824.85	.01	2,585.70	.04	CLIENT REIMB-ASSP-FED	2,669.94	.02	4,090.32	.03
<b>246,444.03</b>	<b>3.45</b>	<b>250,421.03</b>	<b>3.49</b>	<b>TOTAL SALES</b>	<b>451,525.20</b>	<b>3.56</b>	<b>463,395.16</b>	<b>3.49</b>
<b>PRODUCT</b>								
21,031.13	.29	17,345.33	.24	BAKED GOODS	37,033.24	.29	32,441.33	.24
9,264.65	.13	7,987.78	.11	BEVERAGE	17,911.19	.14	16,292.21	.12
19,686.31	.28	18,057.41	.25	MILK & ICE CREAM	35,358.51	.28	34,108.63	.26
30,868.10	.43	32,352.28	.45	GROCERIES	63,369.30	.50	68,455.48	.52
22,575.69	.32	14,775.38	.21	MEAT SEAFOOD EGGS CHEESE	45,052.26	.35	30,138.25	.23
28,911.76	.40	24,916.15	.35	PRODUCE	46,365.78	.37	43,372.26	.33
5,453.26	.08	15,874.47	.22	DISTRICT COMMODITIES-USED	34,632.76	.27	19,433.61	.15
		118.38		FOOD PURCHASES	777.90	.01	544.43	
		( 1,062.89)	.01	OTHER DISCOUNTS	( 22.58)		( 2,751.71)	.02
		46.94		PROCESSED COMMODITIES	( 762.90)	.01	62.62	
<b>137,790.90</b>	<b>1.93</b>	<b>130,411.23</b>	<b>1.82</b>	<b>TOTAL PRODUCT</b>	<b>279,715.46</b>	<b>2.20</b>	<b>242,097.11</b>	<b>1.82</b>
<b>LABOR</b>								
4,668.98	.07	6,890.84	.10	WAGES	19,876.45	.16	19,463.14	.15
2,442.94	.03	2,828.67	.04	BENEFITS & PAYROLL TAXES	7,765.47	.06	7,639.76	.06
475.74	.01	457.44	.01	WAGE ACCRUALS	1,424.90	.01	1,370.84	.01



## IN SUMMARY

We are committed to continuing to deploy actionable accounting and reporting solutions that benefit Ralston Public Schools. These systems:

- » Ensure that your foodservice program remains compliant with federal, state and District regulations and requirements
- » Promote timely, precise and efficient meal and cash accountability through reconciliation of the meal count system
- » Control costs and increase revenue
- » Promote transparency to maintain Districtwide confidence in our successful management of the foodservice program

In addition to putting the power of technology to work for your District, our entire team remains committed to strengthening reporting efficiency and prioritizing transparency. Working with District representatives, we create an environment in which every individual understands the data and information provided so they can take the necessary actions to ensure the overall financial health of Ralston Public Schools.

# ENSURING SAFE AND ENJOYABLE EXPERIENCES

Students, staff and stakeholders deserve a safe experience every time they dine at Ralston Public Schools. To ensure this, our health and safety specialists will follow a variety of processes and expertise that continue to put foodservice safety first.

## HERE'S AN OVERVIEW OF WHAT YOUR SCHOOL DISTRICT CAN EXPECT:

-  Compliance with all government purchasing standards
-  Vendor compliance with strict HSE standards and Supplier Code of Conduct
-  Continued focus on Hazard Analysis Critical Control Point (HACCP) protocols and guidelines
-  Safety standards that meet or exceed state and local health code requirements
-  Continued community protection from natural occurrences, criminal activity, foodborne illness and personal injury through stringent QA and QC practices
-  Continued team training on food handling and certified-safe food and delivery processes







## REINFORCING REGULATORY COMPLIANCE

### PROCEDURES FOR YOUR DISTRICT

Strict protocols will help the team uphold the highest cleanliness and safety standards at Ralston Public Schools. Building upon these standards is part of the job. Extensive training teaches each employee the “what” of a particular task and explains the “why.”

**When employees understand the reasons behind our safety measures, we can achieve 100% employee compliance and increase the quality of life for all at your District.**

Your District will benefit from the following procedures:

	<b>Cleaning schedules and self-inspections</b> follow daily checklists covering everything from the kitchen to the receiving area.
	<b>Preventive maintenance plans</b> keep equipment and facilities in safe working conditions and prioritize follow-up on areas cited for improvement.
	<b>Unannounced, random food safety audits</b> conducted by registered third-party inspectors help maintain our strict standards.
	<b>Postaudit inspections</b> to review results will help your food committee understand what needs to be done in the future.

## The Buy American Provision Of The National School Lunch Program

This program supports the mission of the child nutrition program, which is to serve children nutritious meals and strengthen American agriculture. As your partner, we will purchase products that are either produced in the United States or food products processed here using domestic agricultural commodities.



## **PARTNERED WITH ECOSURE**

During each school year, we will hire EcoSure to complete unannounced food and physical safety audits. This will allow us to guarantee that we meet the highest standards in the industry.

## **HAZARD ANALYSIS CRITICAL CONTROL POINT**

Several health departments across the country widely recognize our proprietary program as the standard for excellence in HACCP implementation and training. Our program identifies points where contamination or growth of harmful microorganisms can occur and implements controls based on those hazards. The program monitors these critical control points using a verification system.

### **Program advantages:**

- Eliminates cross-contamination of food and contact surfaces
- Monitors and controls the temperature of food during cooking, holding, serving, cooling and reheating
- Reinforces proper hand-washing techniques and the appropriate use of disposable gloves
- Increases safety with daily food safety walk-throughs and monthly food safety audits

## **SANITATION TRAINING**

Each manager will participate in extensive sanitation training for specific tasks. Additionally, they will receive certification after completing ServSafe® Applied Foodservice Sanitation, a course created in conjunction with the educational foundation of the National Restaurant Association and recognized by nearly all state and local jurisdictions. Hourly team members will receive awards and recognition for excellence in sanitation performance upon periodic reviews with managers.

## CRISIS MANAGEMENT

In the event of a dangerous situation, such as criminal activity, personal injury, foodborne illness or weather-related occurrences, Ralston Public Schools can rest assured that we have the expertise to address every issue. Your on-site management team will be prepared to investigate, counsel and work with administration, managers and health department officials associated with your District.

## NATIONAL RESOURCES

Food safety zone managers and directors around the country will assist your on-site team with all aspects of safety, including:

- Prompt reporting and evaluation of unit-specific injuries and issues, providing corrective recommendations 
- Immediate reporting of any hazardous or potentially hazardous conditions 
- Provision of counsel via our internal intranet, email, fax and telephone 
- Continual provision of on-site support, as needed 
- Investigation of alleged foodborne illness, incidents and foreign object and product quality complaints 
- Prompt investigation of accidents, with steps taken to prevent recurrences 
- Execution of frequent inspections at local and corporate levels 
- Employees trained on equipment operation and proper lifting, mopping, cutting and other techniques to minimize the chance of incidents 
- Assurance that selected manufacturers and vendors meet stringent HACCP and food safety requirements 
- Recommendation of unit training initiatives 

The food safety system for Ralston Public Schools will meet the rigorous International Organization for Standardization (ISO) 22000:2018 criteria, which proactively advances the level of food safety at the highest industry standards.

## REGULATORY AGENCIES

Your child nutrition program will adhere to foodservice safety standards put forth by government and industry experts. To ensure our operations comply with these standards, we communicate with all appropriate public health associations and consult the Food and Drug Administration and the Centers for Disease Control and Prevention websites.

Our team will monitor program compliance by working closely with representatives and field support personnel from the Nebraska Department of Agriculture. We will promptly address any documentation that the Department requires to satisfy reviews or inquiries concerning Ralston Public Schools.

All teams at your District will receive FoodTrack® email updates daily and as events occur to announce product recalls and other issues in the food industry.



## HEALTHY, HUNGER-FREE KIDS ACT (HHFKA)

The menus planned for Ralston Public Schools will be compliant with HHFKA standards. Additionally, we review current USDA publications and disclosures to anticipate timing, maximize efficiency and minimize residual inventory levels.

## PURCHASING: INVESTING IN YOUR COMMUNITY

Through our partnership, Ralston Public Schools will have access to one of the nation's largest private international purchasing networks. This means you can choose suppliers and programs that share your values.

**"I realize there is a supply chain issue for school lunch programs, but I don't lay awake at night worrying about it. I know and have full confidence that our general manager from Sodexo is making sure our needs are being met."**

**– Bill Roberts, Assistant Superintendent of Student Services and Operations, Huntsville Independent School District**

The Market Connection, a companywide online procurement system, offers local, regional and national contracted programs that will meet your District's specific purchasing needs. This system will allow on-site managers to commit more time to your foodservice program and deliver optimal service. Locally based supply specialists will also provide area support to the on-site management team for purchasing and supply-related initiatives.

## BUYING POWER BENEFITS

Sodexo's enormous buying power means competitive pricing on the broadest selection of products for your District. Our national volume will also afford you the following benefits:

- Third-party training opportunities
- Supplementary marketing materials
- Special promotions and opportunities to test new products, services and custom-created items

Our procurement team regularly works with manufacturers and USDA officials for guidance on any items that should be diverted in advance to maximize product and value yields. We uphold the product quality of the items we purchase.

## THINK LOCAL, ACT SUSTAINABLY

Our procurement process is based on one simple premise: We source locally and seasonally whenever possible to deliver safe, high-quality products, promote sustainability and support suppliers in your region. Our team only partners with suppliers who meet the highest standards at a reasonable price. We purchase all products according to strict food safety specifications, which also meet our sustainability standards.

## STRATEGIC SOURCING REDUCES COSTS AND DRIVES EFFICIENCY



Our relationships with foodservice suppliers and equipment manufacturers run deep. As partners, Ralston Public Schools will have access to Sodexo's key relationships to strengthen your purchasing and procurement needs.

Sodexo is committed to increasing our capability to deliver locally grown products to the sites we serve. We incorporate local sourcing into purchasing categories that include services, produce and other food products. Sodexo has more than 65 contracted regional fresh-produce distributors that sell local produce, when in season. Through this approach, Sodexo integrates local farmers into our existing distribution channels.



2025.01.14.10920

## RESPONSIBLE SOURCING

By using fair and responsibly sourced products, your District will align with the growing international movement on responsible sourcing while sending an important message to suppliers about the value of fair wages and environmental responsibility. Our Responsible Sourcing approach includes the following aspects

### Animal Welfare and Well-Being

We purchase free-range meats from animals raised with minimal antibiotics in environments that protect their health and well-being.



### Cage-Free Eggs

We will source from cage-free laying hens by 2028.



### Sustainable Seafood

Fish and seafood are obtained from adequately managed wild fisheries and aquaculture facilities.

### Fairly Traded

We buy certified products to ensure farmers are paid fair wages and that sustainable farming practices are rewarded.

### Labels

Sodexo aligns with recognized labels and certifications, such as Global Animal Partnership, and works with its suppliers to offer affordable products.



### Circular Economy

We transition to the most circular solutions, with a focus on reusable options when possible. If disposables are needed, we select the best solutions for our sites.

### Organic Ingredients

We promote organic practices. Our ingredients are produced without synthetic pesticides and fertilizers.



### Regenerative Agriculture

Agricultural practices protect natural habitats, conserve energy, restore soil health and protect water quality.

### Humane Handling

We work with suppliers to find and progressively implement alternatives to routines practices (castration, de-horning, tail docking).

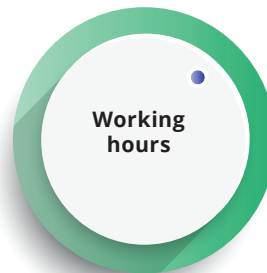


## MONITORING SUPPLIERS

### SUPPLIER CODE OF CONDUCT

Sodexo's Supplier Code of Conduct articulates our expectations that all the suppliers, vendors, contractors and others with whom we conduct business will follow responsible ethical, social and environmental practices. To comply with these requirements, partners must communicate the principles of our Code of Conduct throughout their supply chain.

#### Areas of Focus:



## SUPPLIER AUDITS

Food safety practices begin outside of your District. We frequently audit our suppliers, inspect their plants and monitor procedures to ensure they meet the highest standards. Once goods are delivered, our supplier monitoring program continues as we also require our on-site teams to perform daily controls.

### RECEIVING

- » Designated individuals check all food and supplies received against invoices.
- » Meat is weighed to verify quantity as listed on package and invoice.
- » Any food showing evidence of deterioration or significantly damaged packaging is not accepted.
- » Food is stored immediately, with deliveries being accepted only during hours designated by the general manager.



### STORAGE

- » Food is stored in compliance with health department regulations and Sodexo's sanitation guidelines.
- » A temperature checklist is used daily, with documentation of temperatures for all refrigerators and freezers within the department.
- » Storage information is reviewed and maintained on file, and unsatisfactory recordings are acted upon immediately.









### INVENTORY

- » Physical inventories are taken weekly, semimonthly or monthly, depending on need.
- » Prices and amounts are entered in the corporate inventory, ordering and receiving book, with final inventory totals compiled.
- » Corporate auditors "test check" unit counts the day following the actual inventory-taking.
- » Inventory levels are monitored continuously and compared to "cost of goods used."
- » Unit personnel arrange storerooms in an orderly fashion for easy inventory counting.
- » Storerooms, refrigerators and freezers are locked when not in use and only opened by supervisory personnel.



## SPECIFIC PRODUCT REQUIREMENTS AND GUIDELINES

PRODUCT	REQUIREMENT
 <b>Poultry</b>	USDA inspected Commitment to source higher welfare chicken
 <b>Fish and Seafood</b>	Fresh and frozen are both available Frozen is USDA regulated Sustainable Seafood Initiative: we have committed to source 100% sustainable fish and seafood by 2025
 <b>Dairy</b>	USDA Grade A Commitment to source 100% cage-free eggs by 2025
 <b>Fresh Produce</b>	U.S. No. 1 Distributors required to carry local produce
 <b>Canned Goods</b>	U.S. Grade A and U.S. Grade B, depending on the intended use
 <b>All Others</b>	Equivalent in quality to at least USDA No. 1 or better, depending on the intended use

Our volume agreements benefit your District with recognized leaders in every category, including these consumer favorites:



### SODEXO AT SCHOOL-CENTRAL REGION

Comprehensive Baseline Assessment of Purchased Ingredients	Comparison to USDA requirements
97% of purchased items are free from HFCS	Exceeds; no USDA requirement
96% of purchased items are free from artificial colors	Exceeds; no USDA requirement
99% of purchased items are free from nitrites	Exceeds; no USDA requirement
Over 99% of purchased items are free from MSG	Exceeds; no USDA requirement
Over 98% of grain items are whole grain-rich	Exceeds; 80% requirement from USDA
Over 12% of non-purchased items purchased support local & regional companies	Exceeds; no USDA requirement



## MAXIMIZING YOUR DISTRICT'S COMMODITY USE FOR ADDED SAVINGS

To provide maximum value to Ralston Public Schools, a team of Sodexo commodity specialists will train directly with the USDA's commodity officials. Our specialists accept and use USDA commodities in the following three ways:

1

### SELECTION OF COMMODITIES

Available commodities will be reviewed and integrated into your menu offerings. Our on-site management team will work with your District to evaluate current product velocities and determine required alterations.

2

### BONUS COMMODITIES

Specialists maintain regular communication with USDA officials to ensure proper team positioning for when and where bonus items become available

3

### INVENTORY MANAGEMENT

We receive all donated commodities according to federal timelines. Although this process sometimes results in unpredictable commodity deliveries, managers and employees will receive notifications for anticipated delivery dates.

Ralston Public Schools will benefit from a national program using USDA commodities, as it allows us to match commodity products with commercial products and use commodity dollars to buy products from our trusted pool of manufacturers. This will ensure that your community consistently receives high-quality items.

**WELCOME  
TO**



**NEBRASKA**

**Home of  Arbor Day**



**G.**

Personnel  
Management  
and Professional  
Standards

- i. Provide the SFA with a schedule of employee positions, including the Food Service Director, assigned locations, daily number of hours to be worked, wages and benefits as part of the proposal.*
- ii. Describe the plan to attract, train, and retain a skilled and well qualified workforce; include in detail the benefit options for these employees.*
- iii. Describe training and development programs the FSMC will provide for employees and management personnel and how these trainings will be tracked to meet the Annual USDA Professional Standards Training Requirements. If the SFAs staff is involved in conducting the Point of Service Meal Counting, the FSMC must describe how staff will be annually and periodically trained.*

# LOCAL LEADERSHIP AND TEAM WITH PROVEN EXPERIENCE

## DEVELOPING EMPLOYEES TO BENEFIT THE DISTRICT AND COMMUNITY

Unlocking The Potential Of Every Employee

Ralston Public Schools employees are a talented group of people dedicated to taking care of your students. The goal of our training approach is to strengthen everyone's capabilities through a comprehensive program of live demonstrations, in-service modeling, webinars, videos and classroom-style instruction – all designed to improve program performance and increase student satisfaction.

Employees are a driving force behind any foodservice program and play an essential role in keeping your students satisfied. We nurture your valuable team of employees through training and development programs that benefit everyone in the short- and long-term while delivering measurable benefits to Ralston Public Schools.



<p>Offer training at convenient times in a variety of formats that meet the needs of all learners</p>	<p>Provide new-hire orientation in a classroom</p>	<p>Identify every employee's skill set and develop a plan to align with those individual needs</p>	<p>Create training schedules for each area of the Ralston Public Schools foodservice program</p>	<p>Structure specific training sessions to address critical areas impacting performance</p>
<p>Emphasize customer service and its importance in maintaining program efficiency</p>	<p>Ensure that all employees adhere to the USDA's professional development standards</p>	<p>Provide orientation for new leads, supervisors and managers before starting their on-the-job training</p>	<p>Offer virtual training for orientation and employee-required events</p>	<p>Prioritize multilingualism and strengthen a sense of community, relevancy and belonging</p>

## A COMPREHENSIVE TRAINING APPROACH

The professional training and development programs for Ralston Public Schools ensure student health and wellness, make food production easier and safer, and contribute to a more enjoyable work life.

Each employee, both current and new, is required to participate in ongoing training using a variety of delivery methods, including live demonstrations, in-service modeling, videos, written materials and more. This ensures that the correct processes quickly become second nature for employees and prevents their overall knowledge base from eroding through natural attrition.





# CHART 1 A - LABOR WORKSHEET

**Chart 1 A - Labor Worksheet** Foodservice employees paid from NPSFSA

School	Job Class/Title	TERM	INDICATE IF EMPLOYEE WILL BE RETAINED/PAID BY THE SFA DURING THE CONTRACT	INDICATE IF PAID BY GENERAL FUND OR *NPSFSA	HOURLY RATE	DAILY HOURS	NUMBER OF PAID DAYS	TOTAL ANNUAL WAGE	UNEMPLOYMENT COMPENSATION	UNION CONTRACT	
RALSTON-HIGH	FOOD SERV. SECD.	SFA	YES	YES	\$ 17.45	7.50	178.00	\$ 23,295.75	0.00	YES	
BLUMFIELD ELEMENTARY	KITCHEN MANAGER	SFA	YES	YES	\$ 21.50	7.50	178.00	\$ 28,702.50	0.00	YES	
MOCKINGBIRD ELEMENTARY	FOOD SERV. ELEM.	SFA	YES	YES	\$ 17.45	7.50	178.00	\$ 23,295.75	0.00	YES	
RALSTON-HIGH	FOOD SERV. SECD.	SFA	YES	YES	\$ 18.30	7.50	178.00	\$ 17,915.70	0.00	YES	
MEADOWS ELEMENTARY	FOOD SERV. ELEM.	SFA	YES	YES	\$ 19.60	7.50	178.00	\$ 26,166.00	0.00	YES	
RALSTON-HIGH	FOOD SERV. SECD.	SFA	YES	YES	\$ 17.45	7.50	178.00	\$ 17,083.55	0.00	YES	
RALSTON-HIGH	FOOD SERV. SECD.	SFA	YES	YES	\$ 18.20	7.50	178.00	\$ 17,083.55	0.00	YES	
RALSTON-HIGH	FOOD SERV. SECD.	SFA	YES	YES	\$ 18.32	7.50	178.00	\$ 17,817.80	0.00	YES	
KAREN WESTERN ELEMENTARY	FOOD SERV. ELEM.	SFA	YES	YES	\$ 17.45	7.50	178.00	\$ 17,935.28	0.00	YES	
RALSTON-HIGH	FOOD SERV. SECD.	SFA	YES	YES	\$ 19.70	7.50	178.00	\$ 26,299.50	0.00	YES	
RALSTON MIDDLE SCHOOL	FOOD SERV. SECD.	SFA	YES	YES	\$ 18.25	7.50	178.00	\$ 17,866.75	0.00	YES	
RALSTON MIDDLE SCHOOL	FOOD SERV. SECD.	SFA	YES	YES	\$ 17.45	7.50	178.00	\$ 17,083.55	0.00	YES	
WILDEWOOD ELEMENTARY	FOOD SERV. ELEM.	SFA	YES	YES	\$ 21.60	7.50	178.00	\$ 28,636.00	0.00	YES	
RALSTON MIDDLE SCHOOL	FOOD SERV. SECD.	SFA	YES	YES	\$ 17.45	7.50	178.00	\$ 23,295.75	0.00	YES	
KAREN WESTERN ELEMENTARY	KITCHEN MANAGER	SFA	YES	YES	\$ 20.20	7.50	178.00	\$ 26,567.00	0.00	YES	
MOCKINGBIRD ELEMENTARY	FOOD SERV. ELEM.	SFA	YES	YES	\$ 17.45	7.50	178.00	\$ 17,083.55	0.00	YES	
RALSTON-HIGH	FOOD SERV. SECD.	SFA	YES	YES	\$ 17.45	7.50	178.00	\$ 17,083.55	0.00	YES	
BLUMFIELD ELEMENTARY	FOOD SERV. ELEM.	SFA	YES	YES	\$ 18.25	7.50	178.00	\$ 17,083.55	0.00	YES	
RALSTON MIDDLE SCHOOL	KITCHEN MANAGER	SFA	YES	YES	\$ 19.60	8.00	178.00	\$ 27,910.40	0.00	YES	
RALSTON-HIGH	FOOD SERV. SECD.	SFA	YES	YES	\$ 22.80	8.00	178.00	\$ 32,467.20	0.00	YES	
SEYMOUR ELEMENTARY	FOOD SERV. ELEM.	SFA	YES	YES	\$ 17.75	5.50	178.00	\$ 17,377.25	0.00	YES	
RALSTON-HIGH	FOOD SERV. SECD.	SFA	YES	YES	\$ 17.75	5.50	178.00	\$ 17,377.25	0.00	YES	
RALSTON MIDDLE SCHOOL	FOOD SERV. SECD.	SFA	YES	YES	\$ 17.45	7.50	178.00	\$ 23,295.75	0.00	YES	
RALSTON-HIGH	FOOD SERV. SECD.	SFA	YES	YES	\$ 17.45	7.50	178.00	\$ 17,083.55	0.00	YES	
RALSTON-HIGH	FOOD SERV. SECD.	SFA	YES	YES	\$ 19.90	7.50	178.00	\$ 18,325.99	0.00	YES	
BLUMFIELD ELEMENTARY	FOOD SERV. ELEM.	SFA	YES	YES	\$ 17.45	7.50	178.00	\$ 26,566.50	0.00	YES	
SEYMOUR ELEMENTARY	KITCHEN MANAGER	SFA	YES	YES	\$ 21.20	8.00	178.00	\$ 30,188.80	0.00	YES	
MOCKINGBIRD ELEMENTARY	FOOD SERV. ELEM.	SFA	YES	YES	\$ 17.45	7.50	178.00	\$ 23,295.75	0.00	YES	
DISTRICT-WIDE	Administrative Assistant	SFA	YES	YES	\$ 21.40	8.00	260.00	\$ 44,512.00	0.00	NO	
DISTRICT-WIDE	Food Service Coordinator	SFA	YES	YES	\$ 18.58	8.00	260.00	\$ 38,646.40	0.00	NO	
								TOTAL LABOR	\$ 750,082.57		
								Substitute Pay	\$ 17.45 per hour		

**For the Summer Food Service Program: Usually there is one person in each school for SFSP. This is typically a kitchen manager, who works from 6:30-1:30. If a building is having summer school the participation in SFSP increases. Summer School is 2-3 weeks long. During this time the Admin. Asst., or Food Service Coordinator, or Food Service Director will also work (7:30-1:30) at the summer school site(s).**

**FSMC General Manager \$114, 752 Salary Taxes and Benefits  
Work Day: 8 hours**



# CHART 1 B- FRINGE BENEFITS COST WORKSHEET

School	Job Class Title	TOTAL ANNUAL WAGE	MEDICAL \$	DENTAL \$	VISION \$	LONGEVITY OR ANNUITY \$	LIFE \$	RETIREMENTS	OTHER \$	Fringe
RALSTON HIGH	FOOD SERV. SECD.	\$ 23,295.75	4,169.00					2,301.11	1,360.60	3,706.35
BLUMFIELD ELEMENTARY	KITCHEN MANAGER	\$ 28,702.50					44.64	2,855.18	2,241.92	5,121.74
MOCKINGBIRD ELEMENTARY	FOOD SERV. ELEM.	\$ 23,295.75					44.64	2,301.11	400.53	2,746.28
RALSTON HIGH	FOOD SERV. SECD.	\$ 17,915.70					44.64	1,769.68	1,030.19	2,844.51
MEADOWS ELEMENTARY	FOOD SERV. ELEM.	\$ 26,166.00					44.64	2,684.63	3,900.92	5,830.19
RALSTON HIGH	FOOD SERV. SECD.	\$ 17,083.55					44.64	1,687.48	1,013.35	2,745.47
RALSTON HIGH	FOOD SERV. SECD.	\$ 17,817.80					44.64	1,687.48	1,012.67	2,744.79
RALSTON HIGH	FOOD SERV. SECD.	\$ 17,935.28					44.64	1,760.01	1,203.69	3,008.34
KAREN WESTERN ELEMENTARY	FOOD SERV. ELEM.	\$ 17,083.55					44.64	1,771.61	237.15	2,053.40
RALSTON HIGH	FOOD SERV. SECD.	\$ 17,083.55					44.64	1,687.48	1,007.57	2,738.69
RALSTON MIDDLE SCHOOL	FOOD SERV. SECD.	\$ 17,866.75					44.64	2,597.81	2,800.37	5,442.82
WILDERWOOD ELEMENTARY	FOOD SERV. ELEM.	\$ 23,295.75					44.64	1,764.84	1,424.39	3,233.87
WILDERWOOD ELEMENTARY	FOOD SERV. ELEM.	\$ 28,836.00					44.64	1,697.48	1,789.83	3,501.75
RALSTON MIDDLE SCHOOL	FOOD SERV. SECD.	\$ 17,083.55					44.64	2,848.36	3,282.82	6,175.82
WILDERWOOD ELEMENTARY	FOOD SERV. SECD.	\$ 23,295.75					44.64	2,301.11	1,409.18	4,050.53
WILDERWOOD ELEMENTARY	FOOD SERV. SECD.	\$ 17,083.55					44.64	1,687.48	1,574.83	3,262.31
KAREN WESTERN ELEMENTARY	FOOD SERV. ELEM.	\$ 17,083.55					44.64	2,168.26	1,687.48	3,855.74
MOCKINGBIRD ELEMENTARY	FOOD SERV. ELEM.	\$ 17,083.55					44.64	1,687.48	2,032.81	3,720.33
RALSTON HIGH	FOOD SERV. ELEM.	\$ 17,083.55					44.64	1,687.48	1,045.68	2,777.80
MOCKINGBIRD ELEMENTARY	FOOD SERV. ELEM.	\$ 17,083.55					44.64	1,687.48	1,170.73	2,902.85
BLUMFIELD ELEMENTARY	FOOD SERV. ELEM.	\$ 27,910.40					44.64	1,764.84	1,961.45	3,770.93
RALSTON MIDDLE SCHOOL	KITCHEN MANAGER	\$ 32,467.20					44.64	2,756.93	953.35	7,276.12
RALSTON HIGH	FOOD SERV. ELEM.	\$ 17,377.25					44.64	3,207.05	4,024.43	7,276.12
SEYMOUR ELEMENTARY	FOOD SERV. SECD.	\$ 23,696.25					44.64	1,716.49	874.99	2,636.12
RALSTON HIGH	FOOD SERV. SECD.	\$ 17,083.55					44.64	2,340.67	862.70	3,248.01
RALSTON HIGH	FOOD SERV. SECD.	\$ 18,325.99					44.64	1,687.48	168.77	1,900.89
RALSTON MIDDLE SCHOOL	FOOD SERV. SECD.	\$ 26,566.50					44.64	1,810.20	1,900.08	4,563.22
BLUMFIELD ELEMENTARY	FOOD SERV. ELEM.	\$ 17,083.55					44.64	2,824.19	1,894.39	5,735.95
SEYMOUR ELEMENTARY	KITCHEN MANAGER	\$ 30,188.80					44.64	1,687.48	2,022.81	4,718.95
MOCKINGBIRD ELEMENTARY	FOOD SERV. ELEM.	\$ 23,295.75					44.64	2,301.11	2,709.32	5,015.17
DISTRICT WIDE	Administrative Assistant	\$ 44,512.00	9,772.56				44.64	4,396.81	13,142.47	17,583.92
DISTRICT WIDE	Food Service Coordinator	\$ 38,646.40	9,772.56				44.64	3,817.41	4,288.26	18,503.31
	Totals	\$ 750,082.37	\$ 23,714.12				\$ 1,473.12	\$ 74,091.66		\$ 3,754.83

## SODEXO'S HIGHLY INTERACTIVE AND FOCUSED TRAINING AND DEVELOPMENT PROGRAMS

### WHAT RALSTON PUBLIC SCHOOLS RECEIVES:

- » Improved student satisfaction through well-trained, motivated and rewarded employees
- » Reduced costs and program disruption through decreased employee turnover
- » Increased employee retention through higher morale, recognition, advancement opportunities and a safe, inclusive team atmosphere
- » Increased participation through improved line flow and points of service

“

“I am fortunate to be part of the Sodexo team at Ralston Public Schools. It is an honor working with our exceptional staff and everyone across the district who prioritize the best interests of students each and every day. Providing school meal services for the students in the Ralston Public Schools community is very rewarding.”

– Judy Kyle  
General Manager



## USDA TRAINING

As part of the Healthy, Hunger-Free Kids Act, the USDA has established minimum training requirements for all child nutrition program employees. These requirements are an important step toward ensuring all of America's children receive safe, nutritious meals through efficient and cost-effective programs.

## OUR COMPREHENSIVE TRAINING APPROACH FOCUSES ON:

- » Identifying every employee's skill set and developing a plan to align with individual needs
- » Customizing training schedules for each area of Ralston Public Schools' child nutrition program, ensuring ongoing employee development
- » Blending hands-on and classroom-style learning opportunities designed to maximize the overall training experience
- » Conducting monthly team training sessions addressing areas such as technical skills, food safety and customer service
- » Offering webinar training to introduce upcoming programs, promotions and strategies that managers can implement in Ralston Public Schools
- » Emphasizing ongoing customer service and the importance of maintaining your program effectively

## TRAINING YOUR TEAM AND DEVELOPING SUCCESS

It is mandatory for every employee who is part of Ralston Public Schools’ foodservice team to participate in the following training and development programs. Training programs that are required by the USDA are completed in accordance with its guidelines so that all employees adhere to its professional development standards.

### CUSTOMER SERVICE TRAINING

Experience Matters is our customer service training program that develops and rewards outstanding customer service, ultimately enhancing student satisfaction. This tool allows managers to effectively perform their roles by formalizing communication and recognition standards.

#### Key Elements

Experience Matters is built on three key elements to ensure ever-growing customer loyalty, improve communication and reward employee efforts.

1. **Customer service principles** – eight simple standards support our commitment to excellent customer service
2. **Team huddles** – weekly meetings are held at all locations
3. **Recognition** – supervisors and peers recognize employees for their daily contributions

#### Experience Matters Goals:

- Reinforce a culture of energy, connection and outstanding customer service
- Impact employee retention and fuel the pipeline of future leaders
- Support Ralston Public Schools through engaged and motivated employees
- Recognize our employees for the work they do to support student well-being



“I love to see the smiling faces that come through my lunch line!”

REQUIRED TRAINING BUDGET		
Training Wages-School Year	Frontline	\$5,500
Training Wages-Opening	Frontline	\$6,500
Online Coursework	Management	\$960
Required Training (Travel/Materials)	Management	\$3,000
Supplies	Frontline	\$1,500
<b>TOTAL EXPENSES</b>		<b>\$17,460</b>

## TRAINING AND ORIENTATION

Our Access training platform provides consistent, clear orientation and onboarding throughout the employee journey, bringing HR functions to any worksite. We implement safety education training sessions for both management and hourly employees. New managers receive **Sodexo GO! Training**, which includes workplace safety fundamentals.

General managers receive **Foundations Training**, which includes more in-depth health and safety education. All managers involved in handling biohazard waste receive Department of Transportation certification. We use learning maps (that comply with all regulatory standards) for frontline employee training.

## FOOD SAFETY AND OCCUPATIONAL HEALTH TRAINING

Everything we do is built on safety first. As you know, we strive for zero injuries and illnesses and infuse a safety culture into your foodservice program. Both management and hourly employees receive safety training that incorporates your District's requirements.

### Safety Requirements:

- Food safety certification for all managers, with recertification every five years
- Safety education training for both management and hourly employees
- Sodexo On-site Manager Academy training (including workplace safety fundamentals) for all new and tenured managers
- Food safety orientation and training for all new foodservice hires
- Frontline employee training that complies with all regulatory standards

## CIVIL RIGHTS TRAINING

We inform, educate and support all foodservice employees in the District with annual civil rights training that includes:

- Collection and Use of Data
- Effective Public Notification Systems
- Complaint Procedures
- Compliance Review Techniques
- Resolution of Noncompliance
- Requirements for Reasonable Accommodation of Persons with Disabilities
- Requirements for Language Assistance

## AFFIRMATIVE ACTION TRAINING

Maintaining a long-standing commitment to fair employment practices, we will continue our program of affirmative action, including the placement of qualified women, minorities and people with disabilities throughout all levels of Ralston Public Schools' foodservice program.

This program sets forth the actions to be taken by our officers, managers and employees to fulfill legal and moral responsibilities and to employ the best-qualified person for each position while promoting diversity within our workforce.

## EQUAL EMPLOYMENT OPPORTUNITY TRAINING

Our equal employment training program outlines the actions our officers, managers and employees must take to fulfill legal and moral responsibilities.

We focus on employing the most qualified candidates for each position while assembling a diverse workforce.



## DIVERSITY AND INCLUSION TRAINING

A variety of diversity and inclusion learning labs and online courses are used to strengthen management and staff knowledge, awareness and skill sets concerning diversity, equity and inclusion (DE&I). We deliver these instructor-led sessions via webinars and online presentations. Topics addressed include Bullying, Bridging the Gender Gap, Bringing Your Whole Self to Work, Cultural Competence for Frontline Employees, Disabilities Awareness Training, Generations in the Workplace for Frontline Employees, Improving Team Effectiveness Through Inclusion, Cross-cultural Communication and Ouch! That Stereotype Hurts.

We actively reduce employee turnover by:

- » Increasing employee skills through ongoing training
- » Creating a welcoming and safe team atmosphere that is diverse and inclusive
- » Improving employees' quality of life by focusing on their well-being, growth and advancement

# UPHOLDING PROFESSIONAL STANDARDS

We care about Ralston Public Schools, including your employees who will help us reach your goals. That's why we offer all-encompassing training modules to meet and exceed state and national standards. The following is a list of just some of our comprehensive trainings:

FOOD SAFETY AND FOODSERVICE SKILLS	PHYSICAL SAFETY	CUSTOMER SERVICE AND SUSTAINABILITY	LIFE SKILLS
Fundamentals I: Personal Hygiene	<ul style="list-style-type: none"> <li>Chemical Hazard</li> <li>Communication</li> </ul>	<ul style="list-style-type: none"> <li>A Picture Is Worth 1,000 Words</li> </ul>	<ul style="list-style-type: none"> <li>Succeeding at Work</li> </ul>
Fundamentals II: HACCP	<ul style="list-style-type: none"> <li>Lockout / Tagout</li> </ul>	<ul style="list-style-type: none"> <li>Verbal and Nonverbal Communication</li> </ul>	<ul style="list-style-type: none"> <li>Working with Others in a Diverse Environment</li> </ul>
Fundamentals III: Thermometers	<ul style="list-style-type: none"> <li>Back Injury Prevention</li> </ul>	<ul style="list-style-type: none"> <li>Service Recovery</li> </ul>	<ul style="list-style-type: none"> <li>Preventing Sexual Harassment</li> </ul>
Fundamentals IV: Food Allergens	<ul style="list-style-type: none"> <li>Preventing Slips, Trips and Falls</li> </ul>	<ul style="list-style-type: none"> <li>Delivering Service as a Team</li> </ul>	<ul style="list-style-type: none"> <li>Equal Employment Opportunity and Affirmative Action</li> </ul>
Preparing and Cooking	<ul style="list-style-type: none"> <li>Fire Prevention</li> </ul>	<ul style="list-style-type: none"> <li>Customer Service Skills Series</li> </ul>	<ul style="list-style-type: none"> <li>Business Integrity</li> </ul>
Cleaning and Sanitizing	<ul style="list-style-type: none"> <li>Office Safety</li> </ul>	<ul style="list-style-type: none"> <li>Intro to Focus on Service Spirit</li> </ul>	<ul style="list-style-type: none"> <li>Drug and Alcohol Awareness in the Workplace</li> </ul>
Receiving and Storing	<ul style="list-style-type: none"> <li>Electrical Safety</li> </ul>	<ul style="list-style-type: none"> <li>Who Are Our Customers?</li> </ul>	<ul style="list-style-type: none"> <li>Business Process Improvement</li> </ul>
Food Safety Service	<ul style="list-style-type: none"> <li>Preparing for Pest Control</li> </ul>	<ul style="list-style-type: none"> <li>Knowing Your Business, Facility and Department</li> </ul>	<ul style="list-style-type: none"> <li>Cash Handling</li> </ul>
Automatic Slicer	<ul style="list-style-type: none"> <li>Personal Protective Equipment</li> </ul>	<ul style="list-style-type: none"> <li>Specific Needs of Customers</li> </ul>	<ul style="list-style-type: none"> <li>Completing and Controlling</li> <li>Physical Inventory</li> </ul>
Knife Skills	<ul style="list-style-type: none"> <li>Disaster Plan and Emergency</li> <li>Evacuation</li> </ul>	<ul style="list-style-type: none"> <li>Moments of Truth</li> </ul>	<ul style="list-style-type: none"> <li>Contractual Invoicing</li> </ul>
Cashier Skills	<ul style="list-style-type: none"> <li>Identifying and Controlling Workplace Hazards</li> </ul>	<ul style="list-style-type: none"> <li>Waste Management</li> </ul>	<ul style="list-style-type: none"> <li>Noncontractual Invoicing</li> </ul>
	<ul style="list-style-type: none"> <li>Bloodborne Pathogens</li> </ul>		
	<ul style="list-style-type: none"> <li>Preventing Compressed Gas Hazards</li> </ul>		
	<ul style="list-style-type: none"> <li>Mixer Safety</li> </ul>		

# COMPREHENSIVE ANNUAL TRAINING PLAN

	FOOD SAFETY – ALL STAFF	PHYSICAL SAFETY – ALL STAFF	KITCHEN SUPERVISOR DEVELOPMENT
<b>AUG</b>	<ul style="list-style-type: none"> <li>Food Safety HACCP Part I and II</li> <li>Meal Pattern Guidelines</li> <li>Cashier Responsibilities</li> <li>Civil Rights Training</li> </ul>	<ul style="list-style-type: none"> <li>Physical Health and Safety Overview Part I and II</li> <li>Bullying Prevention</li> <li>Customer Service Basics</li> <li>Annual District Policy Updates</li> </ul>	<ul style="list-style-type: none"> <li>Operational Excellence</li> <li>Service Standards</li> <li>Diversity and Inclusion</li> <li>Leadership Development</li> <li>Annual District Policy Updates</li> </ul>
<b>SEP</b>	<ul style="list-style-type: none"> <li>Cooling and Thawing</li> <li>HACCP Logs</li> </ul>	<ul style="list-style-type: none"> <li>Lockout/Tagout</li> <li>Safety Notebook</li> </ul>	<ul style="list-style-type: none"> <li>Customer Service Training</li> <li>Operational Expectations</li> <li>Menu Review</li> <li>Topics Identified by General Manager</li> </ul>
<b>OCT</b>	<ul style="list-style-type: none"> <li>Receiving and Storing Food</li> <li>On-site Inspections</li> </ul>	<ul style="list-style-type: none"> <li>Emergency Evacuation Plans</li> <li>Fire Prevention</li> <li>Required Safety Postings</li> </ul>	<ul style="list-style-type: none"> <li>First Quarter Physical Safety Review</li> <li>Leadership Development</li> <li>Menu Review</li> <li>Customer Service Training</li> </ul>
<b>NOV</b>	<ul style="list-style-type: none"> <li>Self-service Station Sanitation</li> <li>Cooking Temps</li> </ul>	<ul style="list-style-type: none"> <li>Back Injury Prevention</li> <li>Proper Lifting Techniques</li> </ul>	<ul style="list-style-type: none"> <li>Open Enrollment Review</li> <li>Holiday Meal Procedures</li> <li>Short-term Shutdown Procedures</li> <li>Menu Review</li> <li>Customer Service Training</li> </ul>
<b>DEC</b>	<ul style="list-style-type: none"> <li>Sanitizing Food Contact Surfaces</li> <li>Washing Pots and Pans</li> </ul>	<ul style="list-style-type: none"> <li>Accident Prevention</li> <li>Slip, Trip and Fall Prevention</li> </ul>	
<b>JAN</b>	<ul style="list-style-type: none"> <li>Preventing Cross-contamination</li> <li>Reheating</li> </ul>	<ul style="list-style-type: none"> <li>PPE</li> <li>Burn Prevention</li> </ul>	<ul style="list-style-type: none"> <li>Second Quarter Physical Safety Review</li> <li>Leadership Development</li> <li>Menu Review</li> <li>Fall Meal Counts</li> <li>Customer Service Training</li> </ul>
<b>FEB</b>	<ul style="list-style-type: none"> <li>Hand Washing</li> <li>Wearing Gloves</li> </ul>	<ul style="list-style-type: none"> <li>Knife, Slicer and Blade Safety</li> <li>Cut Prevention</li> </ul>	<ul style="list-style-type: none"> <li>Workplace Violence Prevention</li> <li>EcoSure Audit Review</li> <li>Menu Review</li> <li>Leadership Development</li> <li>Customer Service Training</li> </ul>
<b>MAR</b>	<ul style="list-style-type: none"> <li>Hot and Cold Holding Equipment</li> <li>HACCP Logs</li> </ul>	<ul style="list-style-type: none"> <li>Equipment Safety</li> <li>Electrical Safety</li> </ul>	<ul style="list-style-type: none"> <li>Third Quarter Physical Safety Review</li> <li>Performance Appraisal Training</li> <li>Menu Review</li> <li>Customer Service Training</li> </ul>
<b>APR</b>	<ul style="list-style-type: none"> <li>Sanitizing Solutions</li> <li>Wiping Cloths</li> </ul>	<ul style="list-style-type: none"> <li>Chemical Information (SDS) Books</li> <li>Chemical Safety</li> </ul>	<ul style="list-style-type: none"> <li>End-of-year Procedures</li> <li>Menu Review</li> <li>Spring Meal Counts</li> <li>Customer Service Training</li> </ul>
<b>MAY</b>	<ul style="list-style-type: none"> <li>Year in Review</li> </ul>	<ul style="list-style-type: none"> <li>Year in Review</li> </ul>	

## PLAN TO MEET PROFESSIONAL STANDARDS REQUIREMENTS

We follow USDA-defined learning objectives for nutrition, administrative, communication and marketing and operations standards. Our training material is fully compliant with Professional Standards requirements. These trainings are tracked in our site-based training tracker. The learning objectives that we focus on include:

### NUTRITION

**Menu Planning (1100)** – Efficiently plan and prepare standardized recipes, cycle menus and meals, including the use of USDA Foods, to meet all Federal school nutrition program requirements, including proper meal components.

**Nutrition Education (1200)** – Utilize resources to prepare and integrate age/grade-appropriate nutrition education curriculum with school nutrition programs.

**General Nutrition (1300)** – Effectively utilize food preparation principles, production records, kitchen equipment and food crediting to prepare foods from standardized recipes, including those for special diets.



### ADMINISTRATION

**Free and Reduced-Price Meal Benefits (3100)** – Effectively certify, process and verify free and reduced-price meal eligibility benefits in accordance with Federal and State regulations related to nutrition programs. Understand and apply Community Eligibility (CE) to eliminate the administrative burden of school meal applications and be able to serve meals at no charge.

**Program Management (3200)** – Effectively manage staff and resources; prepare for yearly Administrative Reviews and emergency programs; and utilize Standard Operating Procedures (SOPs).

**Financial Management (3300)** – Manage procedures and records for compliance with Resource Management with efficiency and accuracy in accordance with all federal, state and local regulations, as well as the Administrative Review.

**Human Resources and Staff Training (3400)** – Implement human resources management practices through maintenance and familiarity with current personnel policies and procedures and support employees through training and retention strategies.



## OPERATIONS

**Food Production (2100)** – Effectively utilize food preparation principles, production records, kitchen equipment and food crediting to prepare foods from standardized recipes, including those for special diets.

**Serving Food (2200)** – Correctly and efficiently serve food portions to meet all USDA school meal pattern requirements and encourage healthy food selections, including those for special diets.

**Cashier and Point of Service (2300)** – Efficiently operate and utilize a point-of-sale (POS) system, ensuring correct application of reimbursable meal components, Offer Versus Serve and confidential student eligibility identification in a financially responsible manner.

**Purchasing/Procurement (2400)** – Effectively and efficiently implement purchasing procedures and practices in order to appropriately and best utilize supplies and USDA Foods to meet menu requirements and comply with all Federal, State and local regulations.

**Receiving and Storage (2500)** – Ensure proper inventory management, including correct delivery and storage of inventory and that which has been placed on hold or recalled.

**Food Safety and Hazard Analysis and Critical Control Point (HACCP) (2600)** – Effectively utilize all food safety program guidelines and health department regulations to ensure optimal food safety.

## COMMUNICATIONS AND MARKETING

**Communications and Marketing (4100)** – Develop plans that include involvement with school and community members, empower school nutrition leaders and ensure excellent customer service.



## SAMPLE CASHIER TRAINING PLAN

### CASHIER AND POINT OF SALES PROTOCOL

Sodexo trains and validates comprehension to maintain proper and accurate pupil participation records, which follow USDA Administrative Review Performance Standards:

#### **PERFORMANCE STANDARD #1:**

All free, reduced-price and paid school meals claimed for reimbursement are served only to children eligible for free, reduced-price and paid school meals, respectively. They are counted, recorded, consolidated and reported through a system that consistently yields correct claims.

#### **PERFORMANCE STANDARD #2:**

##### **REIMBURSABLE MEALS MEET THE MEAL REQUIREMENTS FOR EACH AGE/GRADE GROUP REVIEWED.**

We ensure that program meals and nonprogram meals are recorded daily using the POS system. The number of meals claimed have adequate documentation on file to support the monthly claim. This documentation includes, but is not limited to, production records, utilization of PrimeroEdge menu planning software, monthly inventory records, statistical data sheets at the site level, use of a designated meal count form as a backup system and menu post costing.

#### **PROPER REIMBURSABLE MEAL VERIFICATION**

We ensure reimbursable meal verification with the following employee education:

- » Ensuring cashiers do not leave their post or conduct other duties during meal service
- » Train frequently with validation check points on the comprehension of a reimbursable meal as well as offer versus serve requirements
- » Educate on regulation adjustments in the definition of food components and their requirements in terms of breakfast and lunch meal patterns
- » Training staff on a backup meal counting practice such as clickers, bar code sheets and tally sheets, should the POS have issues



25-SCH-431950



## SUMMARY OF REQUIRED MINIMUM CONTINUING EDUCATION AND TRAINING STANDARDS

### DIRECTOR'S REQUIREMENTS

Each year, at least 12 hours of annual continuing education/training. Includes topics such as:

- Administrative practices (including training in application, certification, verification, meal counting and meal claiming procedures) and any specific topics required by FNS, as needed, to address program integrity or other critical issues

This required continuing education and training is in addition to the food safety training required in the first year of employment.

### FOOD SERVICE MANAGER'S REQUIREMENTS

Each year, at least 10 hours of annual continuing education/training. Includes topics, such as:

- Administrative practices (including training in application, certification, verification, meal counting and meal claiming procedures)
- The identification of reimbursable meals at the point of service
- Nutrition, health and safety standards and any specific topics required by FNS, as needed, to address program integrity or other critical issues

### FOOD SERVICE WORKER'S REQUIREMENTS

#### *FULL-TIME STAFF*

Each year, at least six hours of annual continuing education and training. Includes topics such as:

- Free and reduced-price eligibility, application, certification and verification procedures
- The identification of reimbursable meals at the point of service
- Nutrition, health and safety standards and any specific topics required by FNS, as needed, to address program integrity or other critical issues

### FOOD SERVICE WORKER'S REQUIREMENTS

#### *PART-TIME STAFF - LESS THAN 20 HOURS PER WEEK*

Each year, at least four hours of annual continuing education and training.

On the following page you will find the USDA requirements as outlined in the Professional Standards for state and local school nutrition programs personnel as required by the Healthy, Hunger-Free Kids Act of 2010.

## SCHOOL NUTRITION PROGRAM DIRECTOR PROFESSIONAL STANDARDS BY LOCAL EDUCATIONAL AGENCY SIZE

STUDENT ENROLLMENT 2,499 OR LESS	STUDENT ENROLLMENT 2,500 – 9,999	STUDENT ENROLLMENT 10,000 OR MORE
<b>MINIMUM EDUCATION STANDARDS (REQUIRED) (NEW DIRECTORS ONLY)</b>		
<p>Bachelor’s degree, or equivalent educational experience, with academic major or concentration in food and nutrition, food service management, dietetics, family and consumer sciences, nutrition education, culinary arts, business or related field;</p> <p><b>OR</b></p> <p>Bachelor’s degree, or equivalent educational experience, with any academic major or area of concentration and a State-recognized certificate for school nutrition directors;</p> <p><b>OR</b></p> <p>Associate’s degree, or equivalent educational experience, with academic major or concentration in food and nutrition food service management, dietetics, family and consumer sciences, nutrition education, culinary arts, business, or related field; and at least one year of relevant school nutrition programs experience;</p> <p><b>OR</b></p> <p>High school diploma (or GED) and three years of relevant experience in school nutrition programs</p>	<p>Bachelor’s degree, or equivalent educational experience, with academic major or concentration in food and nutrition, food service management, dietetics, family and consumer sciences, nutrition education, culinary arts, business or related field;</p> <p><b>OR</b></p> <p>Bachelor’s degree, or equivalent educational experience, with any academic major or area of concentration and a State-recognized certificate for school nutrition directors;</p> <p><b>OR</b></p> <p>Bachelor’s degree in any academic major and at least two years of relevant school nutrition programs experience;</p> <p><b>OR</b></p> <p>Associate’s degree, or equivalent educational experience, with academic major or concentration in food and nutrition food service management, dietetics, family and consumer sciences, nutrition education, culinary arts, business, or related field; and at least two years of relevant school nutrition programs experience</p>	<p>Bachelor’s degree, or equivalent educational experience, with academic major or concentration in food and nutrition, food service management, dietetics, family and consumer sciences, nutrition education, culinary arts, business or related field;</p> <p><b>OR</b></p> <p>Bachelor’s degree, or equivalent educational experience, with any academic major or area of concentration and a State-recognized certificate for school nutrition directors;</p> <p><b>OR</b></p> <p>Bachelor’s degree in any academic major and at least five years in management of school nutrition programs</p>
<b>MINIMUM EDUCATION STANDARDS (PREFERRED) (NEW DIRECTORS ONLY)</b>		
<p>Directors hired without an associate’s degree are strongly encouraged to work toward attaining associate’s degree upon hiring.</p>	<p>Directors hired without a bachelor’s degree are strongly encouraged to work toward attaining bachelor’s degree upon hiring.</p>	<p>Master’s degree, or willingness to work toward a master’s degree, preferred. At least one year of management experience, preferably in school nutrition, strongly recommended.</p> <p>At least three credit hours at the university level in food service management plus at least three credit hours in nutritional sciences at time of hiring strongly preferred.</p>
<b>MINIMUM PRIOR TRAINING STANDARDS (REQUIRED) (NEW DIRECTORS ONLY)</b>		
<p>At least eight hours of food safety training is required either not more than five years prior to their starting date or completed within 30 calendar days of employee’s start date.</p>		

## PROFESSIONAL STANDARDS TRAINING AND TRACKING

Our Site Management System (SMS) is an online portal that provides a range of applications and tools to support a manager's daily work life. It provides a single entry point for all operational systems and offers open invaluable training opportunities for Ralston Public Schools.

Value of the Training Tracker:

- Standardized training methodology
- Training records kept per employee
- Specific training can be created especially for Ralston Public Schools

The SMS Self-Training Tracker is an ideal resource portal. In these times, classroom training and close contact are not always feasible. This application allows employees to access and perform self-training on their mobile device. The SMS Self-Training Tracker makes training possible, anywhere.

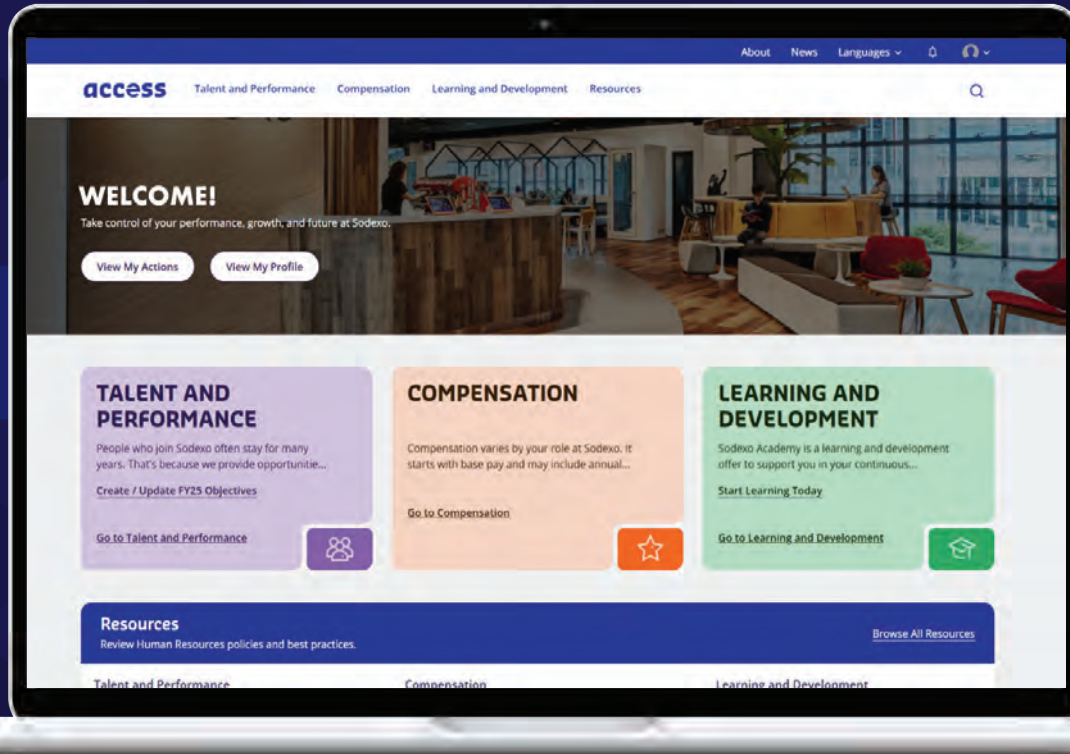
Training formats include videos, PowerPoint presentations and other documents. Using the SMS, managers design the training experience for each employee. This training platform allows the employee to train at their own pace on subjects selected for them based on their needs.

The application records training completed, ensuring that compliance is up to date. Managers can pull reports and view dashboards to learn where opportunities exist. Training materials are hand-selected for Ralston Public Schools. This ensures bilingual options are always available.

### FUNCTIONALITY

- Standardized Sodexo training material available at the site level in the training library
- Ability to add a site-specific training
- Interface at the site level to deliver the selected training modules to the right employee
- E-signature or attendance sheet available
- Training records are kept on the employee's profile page
- Access to dashboards and reports
- Ability to plan a training event and track it in one action plan





# ACCESS LEARNING FOR EMPLOYEES, ANYTIME

Access is our all-in-one resource for online training, instructor-led course registration, career development planning and performance management. This comprehensive platform offers a wealth of tools and resources to help employees learn, grow and empower your team with the skills needed for success. At Sodexo, Access is the internal hub designed to support employee growth, unlock potential and help employees thrive in their career journey.

Empower professional growth with access to world-class learning platforms like TED@Work, Big Think, or programs like DiSC® and GROW®. Employees will also discover Sodexo-specific content designed to help them thrive in their role and beyond. From thought-provoking ideas to practical skills and tailored resources, our learning tools provide everything employees need to grow, innovate and succeed in their career journey at Sodexo.



# TRAINING FROM ORIENTATION THROUGH CAREER DEVELOPMENT

At Sodexo, Learning Tracks are designed to support employees at every stage of their career journey. These curated pathways provide tailored training, tools, and resources to help you grow and succeed. Employees begin with the Welcome Track which includes a comprehensive orientation, introducing Sodexo’s company culture with a strong focus on Diversity, Equity and Inclusion (DE&I).

Learning Tracks include up-to-date handbooks, role-specific training and development opportunities aligned with your current position and future career aspirations. From mastering customer service to ensuring safety and hygiene, our user-friendly digital resources offer essential learning to empower you in your role and beyond.

Whether you are just getting started or taking the next step in your learning journey, these tracks can help you build a sense of **belonging**, **act** on your professional goals and **thrive** in your role at each stage of your career.

## SODEXO NORAM LEARNING TRACKS



# GUARANTEED CONTINUOUS IMPROVEMENT

## TRAINING AND DEVELOPMENT FOR MANAGEMENT

### EXPERIENCE SODEXO: MENTORSHIP FOR NEW MANAGEMENT TEAM MEMBERS

Experience Sodexo welcomes and supports management team new hires through orientation and onboarding processes. Experienced employees assist new team members as they settle into their new roles.

Experience Sodexo is a program that helps build critical relationships and provides a defined channel for new team members to ask questions and receive appropriate support.



### PROGRAM BENEFITS

#### Increased Engagement

- Creates a personal connection to the District and Sodexo right from the start
- New employees feel at home and comfortable in their roles
- Connections make the workplace more inviting, enhancing quality of life

#### Increased Employee Retention

- Engagement from the start results in happier employees who are more likely to stay with the District and Sodexo for longer periods of time
- New employees quickly add value to the team, leading to increased confidence and job satisfaction

#### Increased Performance

- Solicits a knowledge transfer right from day one of employment
- Allows for networking and creates more points of contact so employees quickly become familiar with their jobs, tools and Sodexo



Sodexo's investment in training for our management team members ensures their future success."

– Lisa Acevedo  
HR Business Partner

## SUPERVISORY TRAINING

The frontline supervisor training program helps supervisors and managers lead their teams more effectively, achieving a higher level of customer service at Ralston Public Schools.

### The Curriculum:

- Leadership fundamentals
- Communication skills
- People management
- Plan for success
- Impact the business
- Safety culture

Available 24/7, the curriculum is comprised of six on-demand streaming sessions that can be completed in any order. New hires plot their own paths, and each session ranges from one to three hours depending on the learner's participation.

## FOOD SAFETY CERTIFICATION PROGRAM

As you know, we require all foodservice managers in Ralston Public Schools to be trained and certified in our proprietary Food Safety Certification Program. We base our initiative on the National Restaurant Association Educational Foundation's ServSafe® training and certification program used throughout the foodservice industry and accepted by most state, county and local health departments. Our ServSafe-certified instructors conduct the training, and all managers must obtain recertification every five years.



# GROUP TO GROW: CUSTOMIZABLE TALENT ACQUISITION

Sodexo's Talent Acquisition team not only recruits all management positions, but also provides optional support for frontline/hourly positions. This supports on-site management teams, regional positions, and local human resources specialists.

This group provides customizable assistance to the Ralston Public Schools in three ways:



## Media Partnerships

To improve visibility in a competitive marketplace, we have several media partnerships, including:



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## PROVIDING PERSONALIZED CAREER PATHS

Excellent service at Ralston Public Schools begins with leadership. Your general manager, Judy Kyle, is committed to creating a culture of employee engagement and continuous learning. With a robust education and development program, your team is empowered to seize opportunities and exceed professional goals while supporting the mission and vision of your school.

During orientation, we ensure employees understand the following:

- Their roles within Sodexo and how to deliver exceptional service
- Our zero-harm mindset – fundamental to our safety culture, we safeguard our employees

**Our team at Ralston Public Schools has a strong record of promoting and developing employees. We firmly believe that if we take care of our people, they will take care of your most valued asset, your students.**

## DEVELOPING AND SUPPORTING CURRENT EMPLOYEES

Leading the right team with the right tools is essential. We deliver continuous improvement through training development opportunities, which drives quality assurance.

### Key components of our employee support culture:

- Supply the right tools to complete the job with excellence
- Set clear expectations surrounding job duties
- Consistently and openly address concerns
- Provide weekly communications in various formats
- Motivate, recognize and reward staff for exceptional performances
- Ensure benefits and rewards support employee well-being
- Improve the quality of life for all employees

## FRONTLINE TRAINING AND DEVELOPMENT

### OPERATIONS ACADEMY

A strong welcome and standard onboarding experience can bring our employee value proposition promise to life for new frontline employees.



#### ONBOARDING GUIDE

Guidelines for site managers, in-unit HR and/or trainers to properly conduct onboarding



#### CONTENT REPOSITORY

One-stop page that contains all the resources needed to deliver and participate in onboarding



#### WELCOME TO SODEXO

Pre-onboarding reading with essential Sodexo information for new hires before they start (hard copy and digital)



#### LEARNING PASSPORT

Physical, pocket-size booklet with key information, exercises and messaging new hires need to navigate onboarding



# OUR PROMISE OF RESPECT AND FAIR TREATMENT FOR ALL EMPLOYEES

WE GUARANTEE EVERY STAFF MEMBER THE RIGHT TO:



Voice a complaint or concern



Be heard in an atmosphere of respect and cooperation



Have a complaint promptly acknowledged by management



Have the complaint acknowledged by successively higher levels of management if the employee is not satisfied with the response or does not receive it in the appropriate time frame



Voice a complaint or concern without fear of retaliation

## REINFORCING FAIR EMPLOYMENT THROUGH AFFIRMATIVE ACTION

Maintaining our long-standing commitment to fair employment practices, we will continue our program of affirmative action, including the placement of qualified women, minorities and people with disabilities throughout all levels of Ralston Public Schools' child nutrition program. This program sets forth the actions to be taken by our officers, managers and employees to fulfill legal and moral responsibilities and to employ the best qualified person for each position while promoting diversity within our workforce.


## RECOGNITION AND REWARDS BUILD BETTER SERVICE


As you have experienced, our employees work hard and bring their best to Ralston Public Schools every day. Verbal recognition, along with our incentive programs, motivate your team members to bring their best selves to work.


### How we encourage and retain top talent:


- » Management techniques foster personal and professional growth.
- » Benefits and retention practices instill self-worth and value within Sodexo.
- » Resources promote current success and future growth.

Specific examples include:

 **Competitive wage** rates exceed the current market value and can be utilized to attract potential candidates based on their qualifications.

 **Attractive benefits** show little distinction between management and frontline employees. Our offerings exceed industry standards as we continuously look to improve programs to better support our people for years to come.

 **Awards programs**, such as the Sodexo Spirit Awards, offer recognition and prizes for achievements in innovation, community service and teamwork.

 **Innovative tools** like Life Resources EAP, are user-friendly, offering employees career and life-coaching opportunities, mental and well-being support and perks like nationwide bargains in travel, shopping, restaurants and more.

 **Continuing education programs** foster professional development through university partnerships, industry affiliations that support trade certifications, and tuition reduction and reimbursement.

Managers and supervisors guide and empower on-site team members, creating a culture where everyone feels valued and motivated to contribute to your District's success.



## DEVELOPING A CULTURE THAT ENSURES FOOD QUALITY AND SAFETY

Quality is about more than just meeting specified requirements. Quality is about providing exceptional service and care to everyone our team engages with daily. We honor this commitment to its fullest by implementing stringent quality assurance and quality control measures to maintain the safest possible conditions and protect Ralston Public Schools' students and stakeholders.

A significant part of our quality focus, particularly as it relates to food safety, is maintaining a culture based on the highest standards of cleanliness and safety. New hourly employees and managers are immediately introduced to our strict guidelines and taught to incorporate them into everything they do. Therefore, maintaining and building upon new, personal standards become a core part of the job. We reinforce this culture through extensive training that not only teaches employees the "what" of a particular task, but also explains the "why." When employees understand the reasons behind our quality guidelines, retention and buy-in are enhanced, and 100% compliance becomes achievable.

**Our quality assurance and quality control programs are essential to improving the quality of life of your students and stakeholders, along with heightening the level of service and performance our team delivers to Ralston Public Schools.**

## PROCEDURES AND PROTOCOLS FOR A QUALITY FACILITY

Maintaining Ralston Public Schools' dining facilities at the highest sanitation standards is a daily priority because neglecting proper cleaning increases the chances of food contamination and physical injury. We maintain the highest levels of sanitation and cleanliness by:

- Implementing cleaning schedules and self-inspections that follow daily checklists covering everything from the kitchen to the restrooms to the receiving area
- Meticulously following preventive maintenance plans to keep equipment and facilities in safe working conditions
- Prioritizing unit and district management follow-up in areas cited for improvement
- Conducting unannounced, random food safety audits by registered food safety auditors to maintain our strict standards
- Inviting members of your District's administration and food committee to inspect the results of any evaluations and audits, take part in the inspections or conduct their own on behalf of the District

## EXTENSIVE SANITATION TRAINING ACHIEVES DESIRED RESULTS

Each manager undergoes extensive training in sanitation strategies. In addition to task-specific training, we ensure all managers are certified after completing ServSafe Applied Foodservice Sanitation coursework. Hourly employees receive awards and recognition for excellence in sanitation performance; we include this performance in each employee's periodic job review. Sanitation and food safety performance is part of all manager evaluations and is a prime criterion in their career success. All kitchen leads receive ServSafe training every five years.

**With our rigorous processes, superior expertise and committed teams, we protect students, employees and the communities we serve. Our supply management, information technology, human resources, health and safety, and many other teams go above and beyond to ensure we continue to support Ralston Public Schools while protecting our people and students.**

## CRISIS MANAGEMENT SYSTEM

Ralston Public Schools can rest assured that in the event of any critical situation – whether it is a natural or weather-related occurrence, criminal activity, foodborne illness or personal injury – Sodexo has procedures and resources in place to address every issue. Our staff is always ready to investigate, counsel and work with clients, managers and health department officials associated with Ralston Public Schools.

## REGULATORY COMPLIANCE AND SUPPORT

The Quality Assurance and Food Safety department maintains effective work relationships with all appropriate regulatory agencies and public health associations within the foodservice industry. We utilize these relationships to impact important decisions and maintain current knowledge of laws and regulations. We regularly access websites maintained by the Food and Drug Administration and the Centers for Disease Control and Prevention to obtain pertinent information and updates.

FoodTrack® email updates on product recalls and other significant issues in the food industry are obtained daily and as events occur.



## WORK ENVIRONMENT AND FOOD HANDLING SAFETY

### FOOD SAFETY

Public awareness of food safety issues is greater than ever before. Ralston Public Schools can rest assured that every possible safeguard is in place. Aggressive measures maintain the safest possible conditions to protect students, staff and patrons. You can trust the latest food safety technologies, programs and practices have been implemented to protect your community from potential hazards.

Our more than 50 years of serving clients like Ralston Public Schools have built a culture based on the highest standards of cleanliness and safety. New hourly employees and managers quickly absorb and internalize the culture, so maintaining and building upon new, personal standards becomes an integral part of the job.

Videos, brochures, posters and hands-on training teach the best way to perform each task – whether it's washing hands or handling eggs. Not only do we teach employees the “what” of a particular task, but we also explain the “why.” Employees quickly see how their actions can impact the health and safety of others. When employees understand the reasons behind the guidelines, retention and buy-in are enhanced, and 100% compliance becomes achievable.

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## HAZARD ANALYSIS CRITICAL CONTROL POINT (HACCP)

For Ralston Public Schools, safe food service is a matter of trust. That's why Sodexo has put significant resources toward food safety and food safety training. To protect your students, educators and staff, we developed a proprietary HACCP program so effective that several health departments across the country have recognized us as a leader in the area and actually come to us for HACCP training. This very same HACCP training has been implemented in Ralston Public Schools.

Our HACCP system identifies points where contamination or growth of harmful microorganisms can occur, then implements controls based on those hazards. The program focuses on critical control points and a comprehensive monitoring and verification system. Key components include:

- Monitoring and controlling the temperature of food during cooking, holding, serving, cooling and reheating
- Preventing cross-contamination of food and food contact surfaces
- Using proper hand-washing techniques and disposable gloves
- Examining, recording and controlling the flow of food throughout foodservice operations – from purchase of products to the service
- Conducting self-inspections in all operations, including daily food safety “walk-throughs,” as well as monthly food safety audits; random food and physical safety audits are also conducted by a reputable, independent, third-party auditing company

Every procedure that impacts food safety is fully standardized. Every employee is fully trained and tested. Policies are continually reinforced and updated regularly to reflect the latest Food Code changes. Nothing is left to guesswork or chance.

**The food safety system for Ralston Public Schools will continue to meet the rigorous ISO 55001:2016 criteria and proactively advance the level of food safety at the highest industry standards.**

## NATIONAL RESOURCES TO SUPPORT ON-SITE FOOD SAFETY EFFORTS

In addition to the strict emphasis on food safety, your foodservice program benefits from the expertise of a robust general safety organization charged with maximizing the welfare of your students and stakeholders. Food safety zone managers and directors located around the country assist your District's on-site team in all aspects of food safety, including:

- Prompt reporting and evaluation of unit-specific injuries and issues, providing corrective recommendations
- Immediate reporting of any hazardous or potentially hazardous conditions
- Provision of counsel via our intranet, email and telephone
- Continual provision of on-site support as needed
- Recommendation of unit training initiatives
- Investigation of alleged foodborne illness incidents, foreign object and product quality complaints
- Assurance that selected manufacturers and vendors meet stringent HACCP and food safety requirements
- Training of employees on the operation of equipment and proper lifting, mopping, cutting and other techniques to minimize the chance of an incident
- Execution of frequent inspections at local and corporate levels and prompt investigation of accidents with steps taken to prevent recurrence



## SANITATION, HEALTH AND PHYSICAL SAFETY

### HEALTH AND PHYSICAL SAFETY

Sodexo's Risk Management and Loss Prevention department implements strategies and programs to make sure that Ralston Public Schools dining practices and facilities are consistently safe for students, staff and patrons. Programs include:

- **Safety Education** – Staff receive safety training on various topics like accident prevention and chemical hazard communication.
- **Physical Safety Audit** – Facilities are assessed regarding several focus areas, such as management commitment, hazard identification and control, and safety education, to ensure the workplace is OSHA-compliant.

Staff are thoroughly trained in proper reporting procedures and provided with a safety box filled with a convenient recordkeeping system should there be a work-related incident. Protective equipment is also provided for added safety (e.g., cut-resistant gloves), reducing the chance of injury.

### SANITATION

Maintaining Ralston Public Schools' kitchen facilities at the highest sanitation standards is a daily priority because if proper cleaning standards are neglected, the chances for food contamination and physical injury are greatly increased. Cleaning schedules and self-inspections that follow daily checklists cover everything, from the kitchen to the restrooms and receiving area, to ensure an immaculate facility. Meticulously following preventive maintenance plans keeps equipment and facilities in safe working condition. Managers follow up aggressively on areas cited for improvement, as does your district manager.



**Staff are thoroughly trained in proper reporting procedures and provided with a safety box filled with a convenient recordkeeping system should there be a work-related incident. Protective equipment is also provided for added safety (e.g., cut-resistant gloves), reducing the chance of injury.**

In addition, unannounced, random food safety audits conducted by registered food safety auditors help us maintain these strict standards. We invite Ralston Public Schools administrators to inspect the results of all evaluations and audits, join in these audits or conduct their own.

We also invite members of the food committee to join us, as their schedules permit, to enhance their understanding of our department and demonstrate a proactive approach to learning. Together, we maintain the highest sanitation, cleanliness and food safety standards in the industry, protecting Ralston Public Schools students, staff and patrons in every facet of our foodservice operation.

## **SANITATION TRAINING**

As part of their comprehensive training, each manager undergoes extensive training in sanitation strategies. In addition to training in specific tasks, all are certified after completing ServSafe Applied Foodservice Sanitation, a course created in conjunction with the educational foundation of the National Restaurant Association and recognized by nearly all state and local jurisdictions that require manager training and/or testing.

Managers give hourly employees awards and recognition for excellence in sanitation performance and other areas; this performance is part of each employee's periodic performance review. Likewise, sanitation and food safety performance are part of all manager evaluations and are a prime criterion in employees' career success.



## JUDY KYLE'S EXPERIENCE

- » Has led the Ralston Public Schools child nutrition team for the past 15 years
- » Certified food protection professional
- » Over 30 years of foodservice experience
- » Meets professional standards requirements

## Maximizing District Performance Through Collaboration And Expertise

Collaboration: that's how our management team delivers on the promises to Ralston Public Schools. Establishing a program that students enjoy each day is only achievable by working together and having the right people in place. We take pride that the foodservice program at Ralston Public Schools is under the watchful eyes of Judith and her team, who have woven their teams into the distinct cultures of the students and stakeholders of Ralston Public Schools. Together with District personnel, they manage a well-trained team of employees from your community who make a positive impact and help create effective learning environments where students are healthy, engaged and inspired to focus on their academic development and performance.





## Our Commitments to Superior On-site Management:

- » Improving operational performance through daily collaboration with a local and regional team of seasoned professionals who understand the District's culture and community
- » Increasing student participation and satisfaction through customer interactions and responding to their needs and preferences
- » Attaining a shared vision for short- and long-term success through consistent, open and honest communication



## Local Senior Leadership And Oversight

Ralston Public Schools receives unmatched senior leadership from District Manager Robert Snowden and Regional Vice President Allan Collins, along with support from David Newman, Chief Executive Officer, Sodexo At School, North America. They work with your management team to establish required strategies, provide governance and direction, and work with subject matter experts and local teams to make certain that plans are in place to deliver on your expectations. Robert and Wendy will continue to schedule visits with District leadership to ensure our on-site team is meeting expectations and driving positive improvements.

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**WELCOME  
TO**



**NEBRASKA**

**Home of  Arbor Day**



H.

Innovation



H) i. How would the FSMC's food service program in the district differ from the current operation? Describe the costs and benefits.

ii. Describe how changes would be implemented and provide examples of service and merchandising programs.

## OVERVIEW OF INNOVATION

What Ralston Public Schools experiences:

- » Improved attainment of consumer, education and business goals through the increased use of technology
- » Greater understanding of what students are thinking, feeling and doing in relation to the foodservice program through visual communication
- » Heightened support of student STEM, marketing, culinary skills and dining etiquette education through collaborative programs with District educators and engaging, hands-on activities and learning experiences
- » Improved student convenience through on-trend dining options

## MEANINGFUL INNOVATION IS GROWN FROM THE SEEDS OF CONSUMER INSIGHTS

A crucial component of your foodservice program, the innovative, experiential programs and technologies we consistently provide enhance your students' experience both in and out of school. We leverage industry insights into the lives of Gen Z and Alpha students to continuously prioritize the changing foodservice industry landscape and the changing needs of our students to create thriving and healthier learning communities.

### BUILDING A LEGACY OF PROGRAM SUCCESS

Our Innovation Roadmap for Ralston Public Schools provides a five-year plan to regularly introduce enhanced features and options in hands-on, experiential programs and digital platforms and resources. There are multiple service tiers within each solution, providing you with the flexibility to customize your journey's roadmap based on your needs.

We will continue to focus our innovation efforts on three groups – students (**engagement**), educators (**connectivity to educational outcomes**) and community (**education and activation**). Technology and food are important tools to support continuous innovation.

Fresh perspectives drive innovation and, according to Steve Jobs, "Innovation is the only way to win."



**NEW IN ALL ELEMENTARY SCHOOLS FOR FALL 2025**

# BRIGHT BITES

## KITCHEN



### Introducing Bright Bites Kitchen

The goal of Bright Bites Kitchen is to empower kids to thrive and shape a healthier world. This brand will feature a school meal experience that becomes the focal point of the school community and nourishes students' bodies, minds and spirits. Bright Bites Kitchen will deliver a best-in-class menu and empowering education through an uplifting experience.

### Menu Strategy

When kids eat fresh, they stay focused, fueled, awesome and bright. Bright Bites Kitchen is committed to real, wholesome high-quality food that's on-trend, vibrant, delicious and visually appealing.

**Watch Bright Bites Tour and Testimonial at Woodhaven-Brownstown School District**



**SCAN OR CLICK HERE**





## BRIGHT BITES KITCHEN: WHERE TASTE BUDS MEET BEST BUDS

To nourish the next generation of K-5 students, we're putting kids first by learning and understanding what they want, meeting their high expectations, offering plenty of daily choices, exploring new flavors and cultural foods, and completely reinventing grade school lunches.

Bright Bites Kitchen is a healthier, more communal meal service that empowers students to select their own lunch, from favorite foods to global inspirations, and enjoy a nutritionally balanced and delicious menu designed to excite and nourish them.

## KIDS FIRST

We started with the real experts – the kids – and guided every menu decision by its impact on students and the choices that reflect their preferences.

## DISTRICT-SPECIFIC CUSTOMIZATION

We find ways for each school community to express itself by focusing on foods popular with kids in the District and ingredients that can be sourced nearby.

## CULINARY STYLE

Bright Bites Kitchen delivers great food that celebrates fresh, nutritious, bold flavors and seasonal ingredients. These delicious meals positively impact students with a dining experience that showcases innovation in the K-5 environment and lets them make choices that reflect their taste preferences.



# Babylon Micro-Farms' STEM Garden in Ralston Public Schools

The Babylon Micro-Farms' STEM Garden is a powerful educational tool that brings STEM subjects to life. This is an incredible way for Ralston Public Schools to cultivate a new generation of environmentally conscious, STEM-savvy students.



- **Hydroponic System:** The advanced hydroponic technology allows plants to thrive without soil, using nutrient-rich water, ensuring a clean and efficient growing process.
- **Space-Efficient Design:** The compact design of the STEM Garden makes it ideal for classroom environments, maximizing space while providing a rich learning experience.
- **Educational Integration:** The STEM Garden aligns with STEM education goals, promoting teamwork, collaboration and critical thinking among students.
- **Variety of Crops:** Students can cultivate a diverse range of plants, including leafy greens, herbs, edible flowers and microgreens.
- **High Yield:** The system supports up to 90 plants and can produce approximately 2 pounds of fresh produce weekly, providing a continuous supply of fresh, healthy food.

## EDUCATIONAL BENEFITS:

**HANDS-ON LEARNING:** Students gain practical experience in plant biology, environmental science and agriculture.

**STEM SKILLS DEVELOPMENT:** The STEM Garden fosters critical thinking, problem-solving and teamwork skills.

**SUSTAINABILITY EDUCATION:** Students learn about sustainable farming practices and the importance of environmental stewardship.



*Babylon Micro Farms in Weld School  
District Weld, Colorado*

ATTACHMENT HEADER

# BOTRISTA: Beverages Of The Future

Automated Botristas are another future option to add to the high schools. This program is currently being piloted at several of our partner districts.



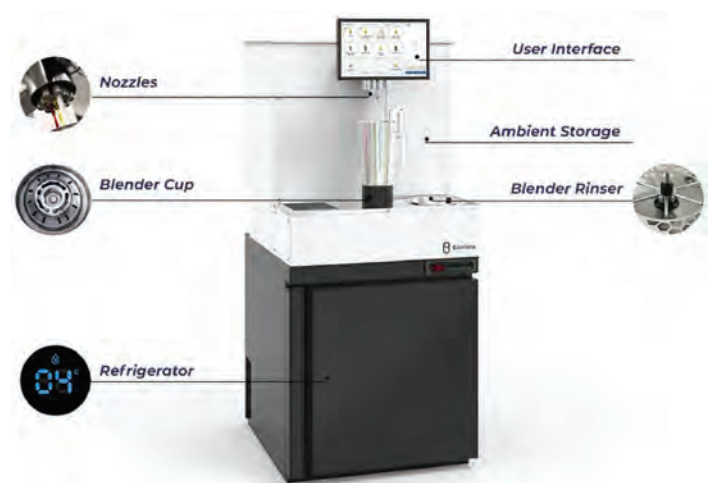
**TRENDS SHOW** that customers want to try new, innovative drinks. Now, you can offer them an automated beverage station. This station offers a fully customizable menu, with boba tea currently sitting as the number-one category.

Botrista is a fully automated craft beverage machine that can increase excitement and sales. Cloud-based control will allow us to view analytics, change menus based on real-time data and view inventory levels at a glance.

Additional features include:

- Hundreds of beverage combinations available
- Products are shelf stable and open bags can last up to one month
- Requires little to no training and minimal labor hours

Botrista Trending Craft Beverages Categories



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# Peak Performance Nutrition Program



Introduction: Peak Performance is a cutting-edge nutrition program designed specifically for student athletes in high school. This program focuses on providing smart, balanced meal choices that are reimbursable and tailored to meet the unique needs of young athletes. By fueling students with the right nutrients, Peak Performance aims to unleash their full potential, helping them excel in every class, study session, practice, and activity.



## KEY FEATURES:

**PERFORMANCE-BASED NUTRITION:** Meals are carefully crafted to support the high energy and nutritional demands of student athletes, ensuring they stay strong, focused, and energized throughout the day.

**BALANCED CHOICES:** The program offers a variety of balanced meal options that include essential nutrients such as proteins, carbohydrates, healthy fats, vitamins, and minerals.

**REIMBURSABLE MEALS:** All meals provided through Peak Performance are fully reimbursable, aligning with school meal program requirements and ensuring accessibility for all students.

## BENEFITS OF IMPLEMENTATION:

- **Enhanced Athletic Performance:** Proper nutrition is crucial for athletic success. Peak Performance provides the essential nutrients needed to improve strength, endurance, and recovery, helping student athletes perform at their best.
- **Academic Excellence:** Balanced nutrition supports cognitive function, helping students stay focused and alert during classes and study sessions.
- **Overall Well-Being:** By promoting healthy eating habits, Peak Performance contributes to the overall well-being of students, reducing the risk of nutritional deficiencies and related health issues.
- **Convenience and Accessibility:** The program ensures that nutritious meals are readily available to student athletes, making it easy for them to maintain a healthy diet even with their busy schedules.

The Peak Performance Nutrition Program is more than just a meal plan; it is a comprehensive approach to enhancing the physical and academic performance of student athletes. By providing balanced, reimbursable meals, Peak Performance empowers students to reach their full potential both on and off the field. We look forward to collaborating with Ralston High Schools to implement this transformative program and support the success of our student athletes.

Revamping existing spaces with fresh facades and new paint can significantly boost engagement. These updates create a more inviting and stimulating environment, encouraging people to interact and participate. By enhancing the visual appeal, we can foster a sense of community and collaboration.

**ELEMENTARY EVOLUTION TO BRIGHT BITES  
WILDEWOOD ELEMENTARY SCHOOL**

**BRIGHT BITES**  
KITCHEN

**BEFORE**



**AFTER**



# NEW OFFERINGS AND PROGRAM ENHANCEMENTS

Our deep, abiding love for food means that we're always looking to improve the foods that we serve and the ways that we share them with people. For the past 15 years, we've brought delicious, on-trend and age-appropriate menu items to the Ralston Public Schools community. Because we don't just follow trends – we also create them – you can rest assured that we're just getting started.

## SMOKERS

Craving barbeque? It's always summer when your program uses slow-roasted meats, flaky fish and peak-season veggies prepared on our on-site smokers. Perfect for high school quads, game-day tailgating and other outdoor areas, we create exclusive recipes that accentuate the flavors of succulent meats and seasonal vegetables cooked to perfection on our wood or pellet smokers. Sodexo has both stationary and portable units, which means that you can make smoked ingredients a regular part of your menu or feature them on your special occasions.



## POP-UP RESTAURANTS

*Surprising and delighting students never gets old*

One of the biggest trends in the restaurant industry is the “pop-up.” Across the United States, diners get to enjoy delicious, seasonal food themed to match a cuisine and idea or to simply showcase the talent of local restauranteurs. Because your students are always on the lookout for the next best thing, we are proud to offer pop-up concepts as part of our unique offer.

From adventure to comfort, wellness to (healthy) indulgence, our culinary concepts include 52 unique opportunities to provide additional variety and fit right alongside our existing deli, grill, pizza and salad bar concepts.

One of the best parts of our pop-ups is that students get to vote and select what will be featured. Neapolitan pizza? Yup. Ramen bowls? Check. Taqueria? We've got that too. Did we mention that 52 unique weekly choices mean that students can go an entire school year without experiencing the same pop-up twice?





## HEALTHIER CHOICES FOR ON-THE-GO DINING THERE'S ALWAYS TIME FOR DELICIOUS, NUTRITIOUS FOODS

### MICRO MARKET AND CONVENIENCE STORES

**microMARKET**  
solutions  
by sodexo

It's a time-crunched world. Students today are constantly on the go, expecting healthier food choices, excellent service and lots of flexibility for where and when they choose to eat. In the world outside of school, students are used to having a wide variety of choices. And when you're ready to bring some of those experiences to your District, our Micro Market and Convenience Store solutions deliver.

Micro Markets offer a signature retail food experience, custom-designed for anywhere and built with convenience, value and relaxation for students in mind. With a scalable footprint that can be customized to small, medium and large spaces, floor plans are designed especially for your school community and create a part-retail-shop and part-communal space. But we don't stop there.

Each Micro Market is as unique as the school that it calls home. Customized product lineups include fresh fruits and veggies, grab-and-go convenience snacks, handcrafted beverages and even school spirit wear.

When you choose our Micro Markets, you also have the option to include freshly prepared, made-to-order food on site. And when staffing concerns are an issue, our Micro Markets include vending solutions and self-checkout options, which means they can operate virtually any time of the day.

Districts that desire a more traditional – yet still elevated – experience have also come to count on our innovative Convenience Store solution to satisfy their needs. Just like the Micro Market, our convenience stores are designed with your unique needs in mind, with a heightened focus on the convenience items that support your school community.

## FUNCTIONAL MEALS

Today's on-the-go students have diverse needs to help them fuel learning and play. Optimizing nutrition for physical, mental and emotional function is an incredibly important part of any well-rounded nutrition plan. Our comprehensive nutrition offerings appeal to students thanks to delicious flavors, nutritional benefits and convenience.

- **Protein Packs** – Protein plays an essential role in childhood growth and development. Many important nutrients – B vitamins, zinc, iron and magnesium – come from protein sources. Our Protein Packs are a featured part of our snack offer. They provide delicious, nutritious foods from plant-based sources that even the pickiest eaters love.
- **Fuel Packs** – When snacktime rolls around, sometimes a single granola bar just won't do. Sodexo Fuel Packs are the perfect snack for any time of the day and feature fresh fruit and veggies, beverages, healthy proteins and plant-based choices. The healthy selections featured in the Fuel Packs are carefully curated to support performance in the classroom and on the playground. And because they're also built to be a fully reimbursable meal, the Fuel Packs can be the perfect complement for students who bring a lunch from home.



## DESK EXPRESS

*Delicious and convenient options for faculty and staff ordered right from their desk*



Teachers and administrators in Ralston Public Schools often eat at school, enjoying the same meals as students or selecting from the adult menus, which are packed with great-tasting choices that promote good health and wellness.

Our Desk Express menu offers adult-sized sandwiches, salads, entrees and side-dish options to ensure faculty and staff have the convenience of a delicious, satiating meal made just for them.

When they don't have time to eat in the dining area, we can also bring lunch directly to your team. Convenient, same-day online ordering makes getting a healthy, delicious meal a snap!

## RETHINKING PICKUP

*Pickup and delivery lockers*



Pickup lockers offer a solution for long lines and time constraints during lunch periods. Students (or their parents) can preorder and select any number of items on the menu for that day, then students can pick up their order in the designated locker rather than waiting in line.

Plus, the lockers are intelligent, efficient and easy to use, allowing our staff to save steps during meal prep and service.

Students' schedules are hectic and can become stressful, which means that minimizing wait times and allowing for more time to socialize during lunch increases student satisfaction.

## STUDENT PROMOTION INFLUENCER

### *Student advocates increasing participation*

Extensive research reveals many key components to running a successful event or promotion geared toward students. Among them are:

- **AWARENESS** – Students need to be aware that a promotion is going to take place well before it happens.
- **CLARITY** – Students want promotion messaging to be clear and to the point.
- **SIMPLICITY** – Students enjoy promotions that are simple, fun and fast.
- **FUN** – What makes a promotion memorable is that it was fun and gave students a break from their everyday routines.
- **VALUE** – Students want promotions to contain value, whether it's in the form of giveaways, prizes, food or fun.
- **PEER INFLUENCE** – Students are more likely to get involved in a promotion if they see other students getting involved.
- **STUDENT-DRIVEN** – Students want to get involved in promotions run by other students.



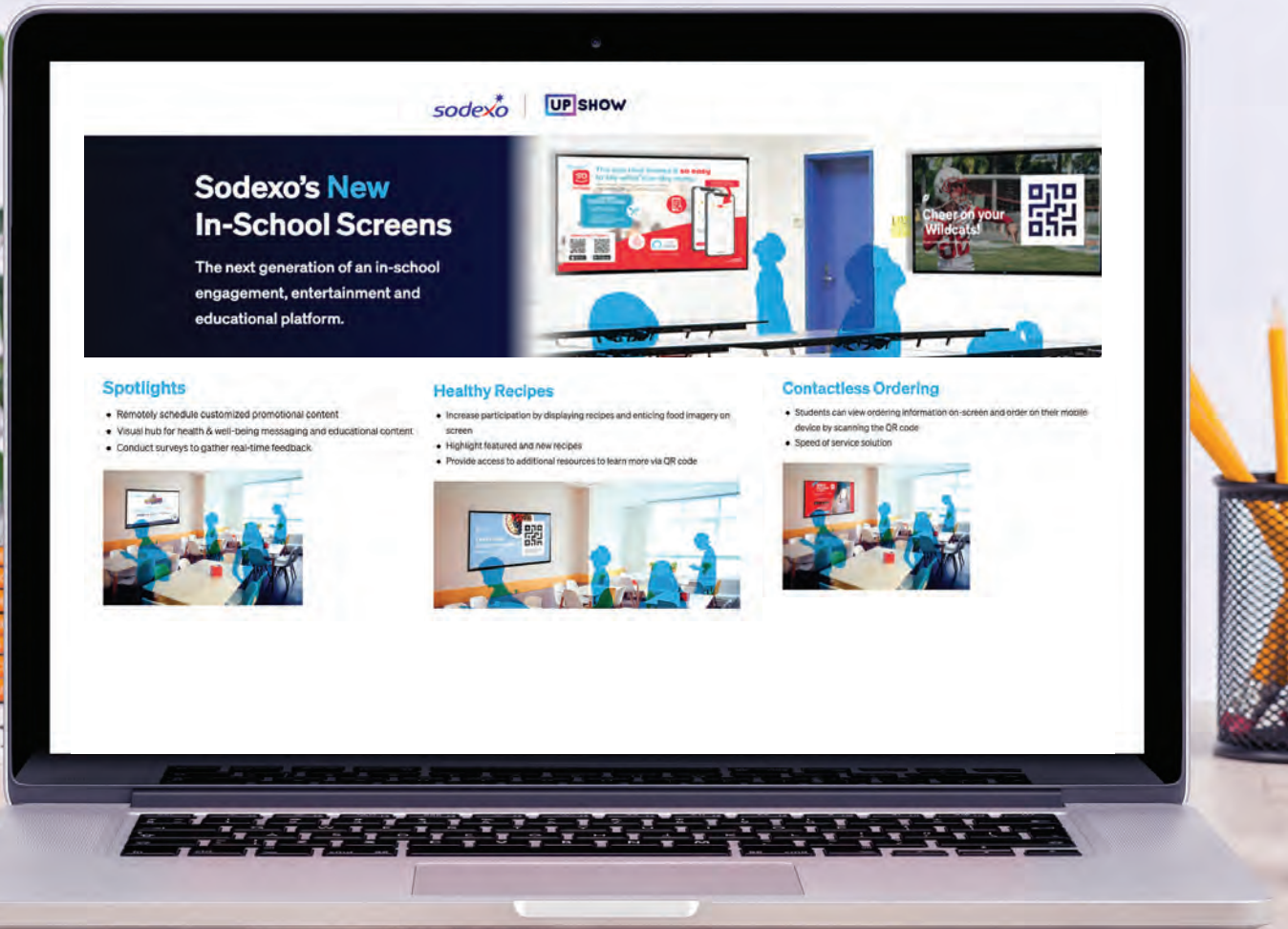
Using this research as our motivation, we have developed several new promotion strategies to drive student participation in our promotional events. One strategy is the establishment and use of a Student Promotion Influencer (SPI). Using an SPI can help address many of the challenges associated with running a promotion, including generating all-important word-of-mouth marketing.

As your partner, we recruit one or more high school students to become an SPI. The SPI supports the on-site nutrition services team in the process of activating promotions, using their input to inform and inspire creative ideas and guide the implementation of the resulting promotion campaigns. In this role, the SPI potentially interacts with internal team members, creative agencies, media and public relations personnel, key student groups and customers in formulating a promotion plan of action. This person will have a high level of customer contact and must be a key influencer who is comfortable assuming a leadership position. Using SPIs contributes to the success of your food program and provides a tremendous learning and resume-building opportunity for the chosen individuals.



# NEW WAYS TO INCREASE SCHOOL COMMUNITY ENGAGEMENT

We're here for just one reason: Satisfying your students. We know that a strong understanding of the needs of the entire school community helps us deliver on our promises while showing students that we're giving them what they value most.



## UPSHOW – DIGITAL MENU BOARDS AND SCREENS

*Infotainment for the dining area and beyond*

UPshow is a customizable digital-signage platform that delivers a cost-effective solution for better mealtime experiences for students through engagement, entertainment and education. UPshow is powered by a web-based control panel that features a built-in digital asset library to save operators time when sourcing and scheduling screen content. The technology seamlessly connects dining area LCD screens and students' mobile devices, creating a revolutionary interpersonal network that breaks down social barriers and fosters student connection.



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# NEW LEARNING OPPORTUNITIES

Just like Ralston Public Schools, we believe in a lifetime of learning. Your District is dedicated to creating a world-class learning environment. Our dedication to helping create thriving learning communities means that you can count on us to contribute to your mission in significant and meaningful ways.

- It's important to engage students early on about the importance of making mindful choices so they grow up to be healthy adults. Of course, engaging students involves a fun approach to health and wellness education.
- Sodexo will continue to encourage your students to use their creativity and culinary skills, as well as math and science skills, to make healthy, inspired recipes in fun and engaging challenges. Students thoroughly enjoy the challenge, and parents have become more engaged in their students' education. The following levels of culinary engagement focused on students' STEM and culinary skills will continue at Ralston Public Schools.



## KITCHEN ACADEMY



The Sodexo Kitchen Academy is a program designed to teach culinary skills to students through hands-on cooking classes. These classes are often held after school and aim to help students develop the ability to prepare their own meals, which is an important life skill. The classes cover a variety of topics, such as knife skills, grilling and preparing healthy meals..

The program not only focuses on cooking techniques but also emphasizes food safety and healthy eating. Students get to work on different aspects of a meal, from appetizers to desserts, and learn about timing, ingredients, and preparation.



# CONTESTS AND COMPETITIONS

## FUN, ENGAGING EVENTS FOR STUDENTS AND STAFF

Learning feels like fun when students participate in activities they enjoy. But sometimes fun for the sake of fun is exactly what's needed! We have several events geared toward creating engaging experiences for the entire school community.

### FUTURE CHEFS- KIDS CAN COOK!



The Kids Can Cook program is a program developed especially for Ralston Public Schools. Judy Kyle works to ensure all grade levels participate. Thirty-two future chefs compete to impress the judges with their culinary skills.

These programs were created to get students thinking about making healthy food choices while also encouraging them to be active and creative in the kitchen. Students submit their healthy recipes that align with each year's area of focus. Out of nearly 2,600 entrees from students across the country, semifinalists prepare and present their creations, which are assessed on criteria like originality, taste, kid-friendliness and the use of healthy ingredients.





## THE BUSINESS OF FOOD

### NURTURING LEARNING OPPORTUNITIES IN MARKETING AND CULINARY ARTS

As one of the largest employers in the world, Sodexo is always looking for talented people with passion, drive and focus. We work with your high school marketing clubs to focus on custom-built projects that help support your District's Coordinated School Health model while developing real-life marketing and culinary skills in the actual marketplace.

Working in tandem with you, we have aligned resources, educational goals and tools to help marketing and culinary students work on a project that locally supports the Coordinated School Health model through an active engagement learning process.

**Here's how it works.** Culinary students create recipes within the USDA's nutrition and the school's pricing guidelines, and the marketing students build a marketing campaign around those food items and launch the campaign at your schools. The structure of the project is designed to align with your curriculum.

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Successful products and marketing campaigns are reviewed for potential applicability in larger markets and possible incorporation into regional and national campaigns, giving your students resume-building experience by working with a company focused on improving student dining experiences.



Culinary students are graded on meeting the guidelines set, the recipe's structure, creativity, taste and customer acceptability. Marketing students are graded on the execution of the marketing plans designed around these four Ps of marketing:

- **Product** – Gather consumer insights to determine viable products to create. This could identify gap opportunities or just enhance existing items. When marketing the product, identify the key features, advantages and benefits that customers can enjoy from buying it.
- **Promotion** – What promotional activities will you use to make your customers aware of your product?
- **Place** – Where will this product go? What format? How should it be displayed and/or presented to the customer? Should it go in one location or multiple?
- **People** – What sales tactics will you use? How will you train or introduce the product and get dining area staff actively engaged to sell or upsell your product? What tools or tactics will you give them to leverage? Finally, what is your plan to evaluate and secure consumer feedback on their product? We can provide access to our online survey tool if they want to use that. However, we would want each team to create their own survey. They can also use other means but must provide consumer data to show market impact.

## LIVE LEARNING LABS

### A LIVE LOOK AT FOOD AND FOOD SYSTEMS

Children who grow food are interested in eating that food. Learning more about food systems and how foods grow gets students excited about fresh fruits, vegetables and other nutritious foods. That's why we offer several different ways to bring these lessons to life in school communities benefiting science, nutrition, wellness and culinary curricula.



#### Tower Gardens

Tower Gardens are indoor vertical aeroponic gardens that can grow up to 32 different plants, vegetables, herbs and flowers. These fast-growing gardens allow students to plant, grow and harvest all within a single semester, alongside our lesson plans to help educators make the most of this resource.



#### School Gardens and Farms

From raised garden beds to football field-sized farms, we can help your school turn outdoor spaces into hands-on learning labs that can spark a lifetime of love for fresh, healthy foods among students.



#### Beehive Program

Pollinators play an important part in our food systems. Our Beehive Program can bring actual and virtual bee hives/habitats and accompanying educational resources to sponsoring schools to help students understand the important role that bees play in our ecosystem.





## GRANT-WRITING SUPPORT

### HELP IN ACHIEVING YOUR DISTRICT'S GOALS

Schools can't always rely on general fund dollars to support all the programming opportunities available to them. While leveraging grant opportunities from government entities, foundations and other nonprofits can help bring vital resources into the classroom and your District, navigating all the grants available and the application process can be daunting. That's where Sodexo can help.

With our professional grant-writing support and metric collections, we help our clients by supplementing the skill, experience and expertise needed to prepare high-quality grant applications for your schools and District in fields related to nutrition, health and wellness. Our support has contributed to our clients receiving millions of dollars in available grant monies throughout the years to help them drastically improve outcomes for programs and students.



Over the last fifteen years, Judy has written numerous grants for Ralston Child Nutrition.

The largest grant awarded was \$31,873 for a new salad bar.



## FINE DINING PROGRAM

### DINING ETIQUETTE FOR THE 21ST CENTURY



The Fine Dining program is designed to expose students to a formal lunch setting while encouraging good conduct and teaching dining etiquette. The program consists of two modules, each lasting approximately one hour. During the first module, participants receive dining etiquette education, and practice what they have learned during a mock meal. The second module features an actual meal for the students and selected guests to enjoy.

Typically, students who participate in these events are selected based on academic achievement or other noteworthy criteria. In keeping with this, Fine Dining events offer a very different type of educational experience to these students, one that is more hands-on as far as instruction and use. These types of events provide high-achieving students with the kind of practical-yet-important social and dining etiquette skills they can apply as they continue their academic and professional careers.

Fine Dining meals can be hosted in a special location, such as a separate section or room of the dining area; library, faculty or staff dining area; or other suitable space. This change of venue coupled with the upscale nature of the event contributes to the students' overall feelings of accomplishment while providing them with a practical education in dining etiquette that they can use throughout their lives.



Fine Dining events are truly special for everyone in attendance. From formal invitations sent to guests and the use of a special menu and service style to a certificate of completion awarded to all student participants, these interactive occasions completely engage students.

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**WELCOME  
TO**



**NEBRASKA**

**Home of  Arbor Day**



# Promotion of the School Food Service Program



# RALSTON PUBLIC SCHOOLS MARKETING STRATEGY



## COMMUNICATION

Programs tailored to fit all grade levels



FOCUS GROUPS

NEWSLETTERS



## PERSONALIZATION

Programs tailored to Individual Tastes



POP-UP RESTAURANT SERIES



- i. Describe the FSMC's promotional marketing plans for the SFA.
- ii. Provide documentation of efforts and results.

**Our marketing plan is built for Ralston Public Schools and geared toward expanding great experiences at each grade level. Please follow this link to see our experience-focused and custom marketing plan, built for each grade level at Ralston Public Schools.**



**SCAN OR CLICK HERE**



## GROWTH

Programs tailored to Healthy Eating Choices



STUDENT LEARNING LABS

POP-UP RESTAURANT SERIES

MOBILE KITCHENS

À LA CARTE OPTIONS

COFFEE SHOPS

CREDIT CARD PAYMENT OPTIONS

NUTRITION EDUCATION RESOURCES

CONVENIENCE STORES

CAREER TECHNICAL EDUCATION EXPERTISE



## ACCESS

Programs tailored to Student and Staff Schedule Needs



BREAKFAST ACCESS EXPANSION

GRAB-AND-GO MEAL EXPANSION

COOKING IN THE CLASSROOM

AFTERSCHOOL REFUELING

ENCOURAGE HEALTHY EATING THROUGH: MENU PROMOTIONS, THEME DAYS AND NUTRITION EDUCATION

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## ADVANCING THE DISTRICT'S EDUCATIONAL GOALS BY IMPROVING THE STUDENT EXPERIENCE

While your goal as school professionals is to provide the very best education to Ralston Public Schools students, our goal is to support you in achieving this mission by improving your students' quality of life during every interaction, both inside and outside of school. That's why our foodservice program offers much more than just delicious and nutritious food. Our dining areas are extensions of the classroom, enabling students to continue learning in fun and interactive atmospheres where they are fully engaged and eager to participate.

Because we believe in the power of school communities to create an uplifting sense of belonging for students, we're reshaping the student experience for them.



**"Marketing is my life's passion, especially when it comes to engaging those we serve through innovative and relevant brands and programs. My name is Jennifer Fleming and, as a growth specialist, I collaborate with the on-site management team at Ralston Public Schools to provide students with educational, fun, on-trend and exciting dining experiences every day. To achieve this, it comes down to understanding the needs and preferences of today's students. That's why our marketing approach is much more visual and goes far beyond solely implementing programs and promotions. Instead, it focuses on employing a retail strategy that resonates with students, drives participation and increases satisfaction."**

**Jennifer Fleming**  
Regional Marketing Director

# THE HIGHLY VISUAL MARKETING OF THE FOODSERVICE PROGRAM

## WHAT RALSTON PUBLIC SCHOOLS EXPERIENCES:

Every day, your students and educators decide whether to participate in your dining program. With Sodexo, that decision is an easy one. Our proposed offer provides:



» Increased student satisfaction through extensive research to better understand student needs, behaviors and expectations of student-centered brands and programs



» Increased participation through retail-quality brands that serve fresh, USDA-compliant, delicious and on-trend meals



» Leveraged innovation in program creation, menu offers and service delivery by incorporating best practices from across the multiple lines of business we serve



» Improved student engagement and community support of the foodservice program through your customized marketing plan



## NEW IN ALL ELEMENTARY SCHOOLS FOR FALL 2025

### Introducing Bright Bites Kitchen

The goal of Bright Bites Kitchen is to empower kids to thrive and shape a healthier world. Our newest brand will feature a school meal experience that becomes the focal point of the school community and nourishes students' bodies, minds and spirits. Bright Bites Kitchen will deliver a best-in-class menu and empowering education through an uplifting experience.

**Ralston Public Schools will be the pilot account for this new elementary brand.**

### BRIGHT BITES KITCHEN: WHERE TASTE BUDS MEET BEST BUDS

To nourish the next generation of K-5 students, we're putting kids first by figuring out what they want. Meeting their high expectations. Offering plenty of daily choices. Exploring new flavors and cultural foods. And completely reinventing grade school lunches. Bright Bites Kitchen is a healthier, more communal meal service that empowers students to select their own lunch, from favorite foods to global inspirations, and enjoy a nutritionally balanced and delicious menu designed to excite and nourish them.

#### KIDS FIRST

We started with the real experts – the kids – and ensured every menu decision was impacted by students and their preferences.



### DISTRICT-SPECIFIC CUSTOMIZATION

We find ways for each school community to express itself by focusing on foods popular with kids in the District and ingredients that can be sourced nearby.

### CULINARY STYLE

Bright Bites Kitchen delivers great food that celebrates fresh, nutritious, bold flavors and seasonal ingredients. These delicious meals positively impact students with a dining experience that showcases innovation in the K-5 environment and lets them make choices that reflect their taste preferences.

**“When kids eat fresh, they stay focused, fueled, awesome and bright.” This statement expresses Bright Bites Kitchen’s commitment to real, wholesome, high-quality food that’s on-trend, vibrant, delicious and visually appealing.**

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# BRIGHT BITES KITCHEN

## EASY TECH INTEGRATION

Nutrislice’s modern digital menu experience is perfect for connecting students, parents and staff with Bright Bites Kitchen. With access to nutritional data in the app, students and parents can personalize their viewing for dietary needs and allergens. With over 40 languages available, they can also make informed decisions in their preferred language.

## TRIPLE INSIGHTS

Driven by student insights, the menu delivers on taste, appeal and freshness to increase their interest and intentions as well as their satisfaction with their meal choice. Feedback and insights from parents and school administrators helped shape all aspects of the brand, from online menus and nutrition fact access to feedback tools for communicating with the Bright Bites Kitchen team.

### Key Elements for Success:

- » Limited-time offers generate excitement
- » Colorful communication and specifically developed menu items promote engagement
- » Employees connecting with students influence positive behaviors and better nutrition choices

# SAMPLE ELEMENTARY SCHOOL PROMOTIONS CALENDAR



BETTER BREAKFAST MONTH



FARM TO SCHOOL



BIG-CITY BITES SENSATIONAL SANDWICHES Limited Time Offer



SEASON OF GIVING



BIG-CITY BITES SENSATIONAL SANDWICHES Limited Time Offer



NATIONAL PIZZA DAY



FUTURE CHEFS



TAKE THE EARTH MONTH CHALLENGE



BEE THE CHANGE

**nutrislice**

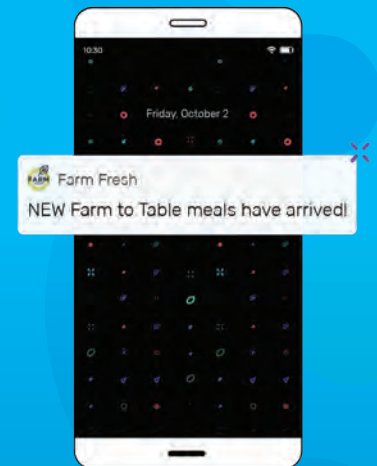
**Capture**



# CREATING GREAT EXPERIENCES

## Simplifying Life

When a student or parent has a nutritional question, answers may not be readily available. Nutrislice negates this concern, allowing users to find nutritional information and manage dietary restrictions quickly to make the decision that's best for them.



## CUSTOMIZED MENUS ENSURE SATISFACTION

Digital camera surveys allow for unique insights into the student experience through the eyes of your students. The Captured survey process enables customers to express what they are thinking and feeling as they enjoy a meal, allowing our teams to create site-based menus for a customized experience.



**SCAN OR CLICK HERE**

**Click or scan to find out more about Captured.**

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# FOODIE INGREDIENTS

Students **enjoy, engage with and explore** all the ingredients needed to live their healthiest lives.



## 1 enjoy (FOOD)

Energizing the dining environment and supporting the learning agenda while maximizing freshness, variety and student well-being, prioritizing customization and using culturally inspired ingredients and techniques that introduce a world of flavors.

## 2 engage (TECHNOLOGY)

Creating trend-forward environments gives students a place to recharge with friends and engage on a whole new level. Technology delivers convenience and seamlessly connects nutrition to social, emotional and well-being education. Aligning students' digital preferences to multiple points of engagement generates excitement and increases participation.

## 3 explore (COMMUNITY)

Expanding social engagement through community and education provides fun, relatable roadmaps and opportunities for immersive experiences.

## MIDDLE SCHOOL PROGRAM: TRANSFORMING MIDDLE SCHOOL DINING

### TODAY'S MIDDLE SCHOOLER IS MORE:

- **Knowledgeable about food and nutrition** than previous generations, possessing a better understanding of where food comes from and how it fuels their bodies.
- **Technologically savvy** – They have never known life without the internet.
- **In tune with social causes and the world around them** – They want to make their mark and make a difference!
- **Diverse than their predecessors** – They are the most ethnically diverse generation in American history.

### Development for the foodiE Café program includes:

- » Chef and dietitian menu collaboration
- » USDA regulatory compliance and transparency (allergens and nutrition)
- » Farm-to-market programs
- » Food insecurity programs



Simply put, the middle school cohort is built on a culture of

**MORE**

Cultural shifts and expansions allow them to experience

**MORE**

Technology enables them to know

**MORE**

And retail brands set precedents, so they expect

**MORE**

## WHAT SODEXO BRINGS TO THE TABLE

At Sodexo, we don't just know food – we love it. It's at the heart of everything we do. We're passionate about preparing and serving amazing meals with fresh, bold, satisfying flavors. Using healthy and culturally inspired ingredients and demonstrating advanced cooking styles and techniques, the foodiE Café delivers an experience that is second to none.

Our global presence provides us with a deep understanding of the needs and preferences of middle schoolers – both inside and outside of school. This expertise allows us to deliver innovative, retail-inspired and student-centric dining experiences in fast, friendly, connected environments, providing opportunities for students to learn, grow and thrive.

The foodiE Café introduces students to a world of flavors through digital engagements. Scan here to find out more.



SCAN OR CLICK HERE

# What else do we know about your foodiEs?

## MIDDLE SCHOOLERS AND THEIR FAMILIES BY THE NUMBERS



### Middle schoolers show a growing interest in:

- Vegetarian foods
- Vegan options
- New forms of plant-based proteins

100%

Digital natives

50%

Of all kids come from diverse ethnic backgrounds

Over 50%

Have parents who believe health and wellness should be the focus of the school lunch program

100%

The percentage of Gen Z and Gen Alpha who have not experienced life without the internet

56%

Have parents who would **connect with a dietitian to explore wellness**

50%

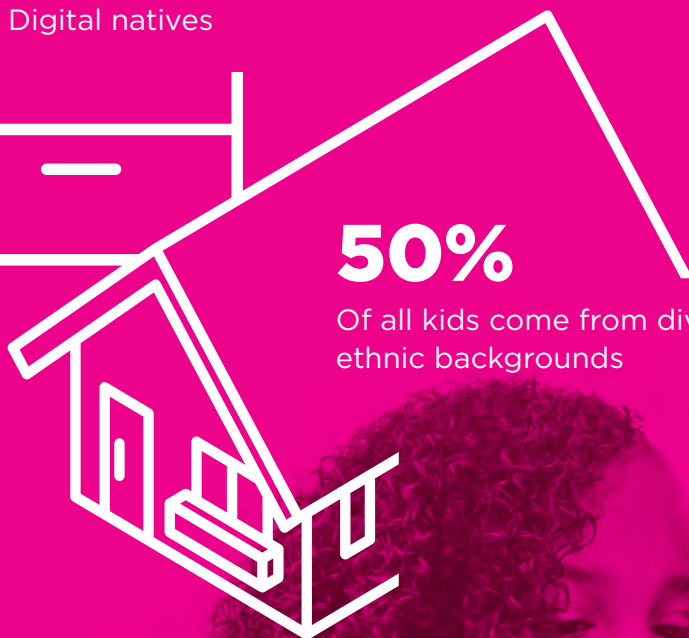
Have their own cell phone

56%

Have parents who would **preorder lunch** for their child

**7-10 minutes**

In a typical 20- to 30-minute lunch period, students spend as little as 7 to 10 minutes eating



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## WHAT IS THE FOODIE CAFÉ?

The foodiE Café is a place where students can enjoy exciting and nutritious foods and explore new opportunities with their friends as they relax and refresh. They can also engage with the foodiE Café culture through social media, influencers and exciting information that will help shape their minds about food and wellness far into adulthood.

Our foodiEs will experience food that is on-trend, nutritious and, most importantly, delicious. The foodiE Café boasts a fast-food environment aligned with government guidelines.

Beyond just a place to meet with friends, foodiE Café builds community and provides an environment for continual learning. Thoughtful information, trivia and other activities give foodiEs a chance to learn more about health and wellness, safety and the food they eat, all while connecting them with programs that directly impact the communities where they live.

## FOODIE CAFÉ OVERVIEW

- The foodiE Café is Sodexo’s integrated middle school dining program that is changing the way middle schoolers think about, choose and experience food.
- Students **enjoy** food that’s healthy, nutritious and fun.
- Technical innovations allow them to **engage** with friends and discover more about food, the world around them and healthy living.
- Community and sustainability program engagement provide guidance and education while they **explore** their path to overall health and well-being.
- Sodexo’s foodiE Café shatters preconceived notions – everything students and school communities thought they knew about “school lunch.”

## WHAT FOODIE CAFÉ OFFERS CLIENTS

We want students to love their food! Plus, good nutrition is the foundation of a good life. Sodexo’s foodiE Café provides middle school students with innovative menu options that deliver variety and the opportunity to experience global flavors. Menus have been crafted with local ingredients, inspiring students to explore a world of food and culinary innovation.

## WE ARE POSITIVE + ADAPTIVE



Sodexo is committed to creating exciting experiences for foodiEs in your District. Your students' overall wellness is our priority. Infusing meals with fruits, vegetables and whole grains in new and creative ways is just the start.

All students will have access to foodiE innovations that enhance the middle school dining experience. Health and wellness, local and sustainable, global flavor fusion and technical integration are just a few ways foodiE Café helps grow and develop your foodiEs.

We have researched and taken the time to truly understand their needs, expectations and the trends that surround them in today's market. Here's a little more on what your foodiEs will experience.

### Students in your District will enjoy:

- Healthy, nutritious options to fuel their lives every day
- Seemingly endless variety, with meals and accompaniments to customize and make their own
- A world of flavors, just waiting to be untapped
- Learning opportunities as they experience new ingredients that make up their favorite dish

### Your foodiE Café is built on what matters to students:

- Enjoying a variety of flavors that can be customized to their liking
- Engaging with friends and technology, because middle schoolers navigate the world through technology
- Exploring the world around them through fun, educational opportunities and events

### Strategic focus

- Community engagement, health and wellness, and social-emotional educational opportunities
- Technology integration for nutrition education and convenience
- Quality and nutrient-rich ingredients
- Enhanced participation and student engagement and increased access to fruits and vegetables

## WE ARE SOCIAL + CONNECTED



Students in your District will experience the social connection they demand in the foodiE Café. Understanding how today's middle schoolers navigate the world, technology, innovation and social connection are foundational components of foodiE Café.

25-SC14-431950

### Students in your District will explore:

- With friends, because we know lunchtime is one of the only times students get to reconnect and recharge throughout the school day
- With technical innovations that provide nutrition and allergen information at their fingertips
- In socially connected environments that remind them of fast-casual spots they know and love
- Within a fun, never-boring environment that includes content designed to educate them on topics necessary to live their healthiest best lives

### The foodiEs in your District will engage with technical integration:

- Customized meals to meet dietary needs
- Transparency of nutrition, allergens and recipe ingredients
- Kiosk and mobile ordering

### Strategic focus

- Integrating fun and education, using technical innovations in ways that students expect
- Reviving school lunchtimes, allowing students to reset, increasing interest and passion in the classroom
- Offering food education and platforms students know, boosting wellness behaviors in the lives of students and families nationwide

**The foodiE Café meets students where they are by creating points of engagement and piquing their innovative tendencies while providing moments to recharge and have fun!**





## WE ARE SUSTAINABILITY + COMMUNITY

Students in your District will experience lunchtime as a place where they can reach beyond the walls of schools and explore new community opportunities that help them understand the world better by doing good.

**Students in your District will explore:**

- Sustainable education and community engagement
- Plant-forward ingredients
- Engaging educational environments

**Strategic focus**

- Bringing food and community together to enhance the middle school dining experience
- Cultivating food enthusiasm with education, inventive ideas and food knowledge
- Teaching students how to impact their communities through food, sustainability and action

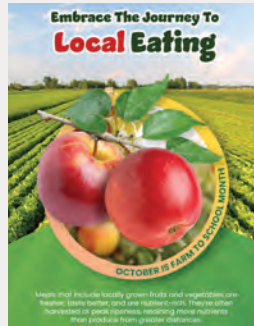
Because we know that middle schoolers navigate the world through technology, the foodiE Café program **creates time-saving opportunities and leverages seamless technology.**



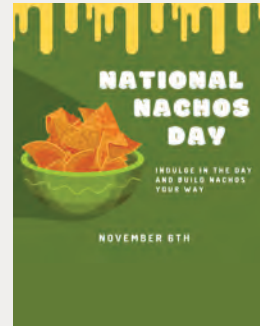
# SAMPLE MIDDLE SCHOOL PROMOTIONS CALENDAR



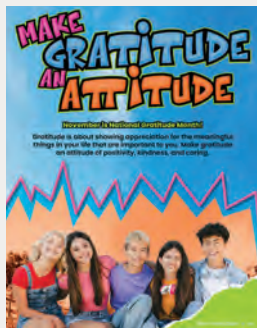
FUEL THE MIND & BODY



FARM TO SCHOOL



NATIONAL NACHO DAY



NATIONAL GRATITUDE MONTH



BIG-CITY BITES SENSATIONAL SANDWICHES  
Limited Time Offer



FUEL UP TO PLAY - NATIONAL PHYSICAL FITNESS AND SPORTS MONTH



TAKE THE EARTH MONTH CHALLENGE



BIG-CITY BITES SENSATIONAL SANDWICHES  
Limited Time Offer



BEE THE CHANGE



# CREATING CUSTOMIZED SERVICE OPTIONS

In-house meal solutions provide reimbursable meals prepared using the freshest ingredients.

## INSTANT FEEDBACK



MYDTXT is a proprietary text messaging solution developed exclusively for our school nutrition programs. Students text their school code to the service and opt in to receive valuable promotions and offers.

Click or scan to see an example of our Snap Survey.



SCAN OR CLICK HERE



## HIGH SCHOOL PROGRAM

### STUDENT INSIGHTS CREATE A UNIQUE BRAND EXPERIENCE

#### What makes lunch a great experience?

This question and others like it were posed to hundreds of high school students at more than 25 schools across the country, and their answers were remarkably consistent – variety, great food and fast service. This insight guided the creation of our unique high school brand: Taste4. Designed to compete with the most popular street brands on the market today, Taste4 is engineered to showcase variety, convenience, authenticity and global cuisines.

Having a vast selection of great-tasting, fresh food served quickly in a trendy setting that's perfect for socializing with friends is what makes Taste4 a WOW experience for Ralston Public Schools high school students.

**Scan here to experience Taste4.**



**SCAN OR CLICK HERE**





## **TASTE4 | A PROVEN BLUEPRINT FOR BRAND SUCCESS**

Strict brand guidelines ensure that every Taste4 experience is exceptional. A customized brand plan supports the on-site team at Ralston Public Schools with the resources needed to ensure success. Customer service training tools, quality assurance processes, and visual culinary guides and recipes all contribute to a customer-centric brand performance. To engage students, a retail-style marketing approach is used, including an edgy Taste4 video, a customizable brand brochure, dynamic digital screens and “Coming Soon” posters with QR codes linking to the video. The brand plan also provides suggestions on how to maximize student engagement by creating dining spaces with areas for students to gather, whether it’s the entire dining area or a special seniors’ destination featuring trendy signage and decor.

# SAMPLE HIGH SCHOOL PROMOTIONS CALENDAR



HEALTHY HIGH SCHOOL CHALLENGE



BIG-CITY BITES SENSATIONAL SANDWICHES  
Limited Time Offer



FARM TO SCHOOL



SEASON OF GIVING



BIG-CITY BITES SENSATIONAL SANDWICHES  
Limited Time Offer



ENERGY IN & ENERGY OUT



PLANT POWERED MONDAYS



NATIONAL NUTRITION MONTH



BEE THE CHANGE



# CREATING INNOVATIVE ENGAGEMENTS

INFOTAINMENT FOR THE DINING AREA AND BEYOND



UPshow is a customizable digital signage platform that

delivers better mealtime experiences for students through engagement, entertainment and education. Featuring a built-in digital asset library, this platform saves operators time when sourcing and scheduling screen content. The technology seamlessly connects dining area LCD screens and students' mobile devices, creating a revolutionary interpersonal network that breaks down social barriers and fosters student connection.



SCAN OR CLICK HERE

## STUDENT INFLUENCERS BRING MORE JOY



Our Student Promotion Influencer (SPI) program addresses many of the challenges associated with running a promotion, including generating all-important word-of-mouth marketing. SPIs activate promotions, using their input to inform and inspire creative ideas that guide promotion campaigns.



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## HEALTHY HIGH SCHOOL CHALLENGE

Run each year by Sodexo, the Healthy High School Challenge is designed to reinforce the importance of making healthy snack and beverage choices.

Every time students choose one of the Healthy High School Challenge food selections, they compete against high schools from around the country to help their school earn points toward winning the top prize. They can also earn bonus points by selecting specially designated items featured in the cafeteria.



## BRAND AND MERCHANDISING GUIDE

We know that students choose their foods based on looks. Our Brand Merchandising Guide is built to enhance the consistency of our food presentation across all our school sites.



**SCAN OR CLICK HERE**

*Scan or click the QR code for more information*



## BIG-CITY BITES

There's nothing quite like the excitement of traveling to popular cities across the United States and around the world, ready to discover all there is to offer. No matter what's on your trip's itinerary, one thing is for certain; you'll never quite get a true taste of a popular destination until you've eaten like a local.

Big-City Bites is an exciting promotion that celebrates the unique, authentic cuisines found in popular cities across North America and the globe. This fun and delicious promotional series will feature one specific menu item each month across all grade levels from a designated city.

Our students are always on the go, and with that in mind, our Big-City Bites promotional series for 2025 – 2026 focuses on Sensational Sandwiches from around the globe. Sandwiches are perfect for exploring a new city.





## LUCKY TRAY DAY

Lucky Tray Day is an exciting way to engage and entertain all students while boosting participation in your child nutrition program. On the day of this student-favorite competition, our on-site teams hide the Lucky Tray Day stickers on the bottom of a random tray. Those who find the sticker win a prize.



## FRESHPICK

Each month, we highlight items to feature based on availability and consumer appeal. Please consult your local menu team to determine the particulars regarding your Freshpick features. If you'd like to take it one step further, our entire Freshpick portfolio is available, complete with endless possibilities to make this program a huge success!





Engaging students through websites, mobile apps, digital ads and email is no longer merely an extension of our outreach efforts. Creating an immersive digital experience is a central part of every marketing plan we develop.



# 2025 – 2026 YEAR AT A GLANCE:

## PROMOTIONS, WELLNESS EDUCATION AND LIMITED TIME OFFERS

PROMOTIONS • WELLNESS EDUCATION • LIMITED TIME OFFERS

August 2025    September 2025    October 2025    November 2025

### BITE SCIENCE - ALL GRADE LEVELS

<b>MONTHLY THEME</b>	Brain Health	Bone Health	National Gratitude Month
<b>WELLNESS EDUCATION</b>	Back to School BRAIN	The Spooky SKELETON	Have an Attitude of GRATITUDE
<b>MONTHLY FOCUS INGREDIENTS</b>	Blueberries Leafy Greens Turmeric Eggs	Pears Leafy Greens Turmeric Eggs	Pumpkin Mushrooms Broccoli Tofu
<b>FEATURED RECIPE</b>	Chicken- and Veggie-Packed Biryani	Pumpkin Alfredo Mac	
<b>ANATOMY OF TASTE FLAVOR BOOST</b>	Greek Yogurt and/or Pickled Red Onions (Sour)	Pepita Gremolata/ Granola (Crunchy/Savory)	

### SEASONAL MENU FEATURES - SECONDARY GRADE LEVELS

<b>DELI/ FAST TAKES</b>	Kicking Berry Spinach Salad	Spicy Turkey Sub
<b>PIZZA</b>	Hot Honey Pepperoni	Pumpkin Alfredo Pizza
<b>GRILL</b>	Cherry Pepper Chicken Sandwich	Sunbutter and Jalapeno Burger



December 2025    January 2026    February 2026    March 2026    April 2026    May 2026    June 2026

Moods	Eye Health	Heart Health	National Nutrition Month	Earth Month	National Physical Fitness and Sport Month	Tummy Health
<b>Feeling blue? Grab Some MOOD Food to Chew</b>	<b>EYE See a Bright Future</b>	<b>Heart Your HEART</b>	<b>Overall HEALTH is Balance</b>	<b>Happy EARTH, Happy You</b>	<b>MUSCLE May</b>	<b>Trust Your GUT</b>
<i>Bananas Berries Oats Yogurt</i>	<i>Carrots Citrus Lean Protein Eggs</i>	<i>Kale Whole Grains Beans/Legumes</i>	<i>Mushrooms Whole Grains Lean Protein Low-Fat Dairy</i>	<i>Bell Peppers Local Fruits and Veggies</i>	<i>Whole Grains Lean Protein Dairy</i>	<i>Avocado Leafy Greens Nuts and Seeds Berries</i>
<b>Thai-style Chicken and Pineapple Fried Rice</b>	<b>Arroz con Pollo</b>		<b>Huli Huli Chicken</b>		<b>District Choice</b>	
Lime Wedge (Citrus/Bitter)	Crispy Tortilla Chips (Crunchy/Salty)		Asian-Style Roasted Pineapple (Sweet/Spicy)		District Choice	

**OPTIONAL ADDITION FOR ELEMENTARY**

Sesame Ginger Noodle Salad	Southern Crispy Cobb Salad	Caprese Chicken Wrap	District Choice
Pizza Bianca	Pizza Piccante	Garden Blooms	District Choice
Chicken Katsu Sandwich	Oklahoma Onion Burger	Garden Veggie Burger	District Choice

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# 2025 – 2026 YEAR AT A GLANCE:

## PROMOTIONS, WELLNESS EDUCATION AND LIMITED TIME OFFERS

PROMOTIONS • WELLNESS EDUCATION • LIMITED TIME OFFERS

August 2025    September 2025    October 2025    November 2025

### CREATING MEMORABLE STUDENT EXPERIENCES

	August 2025	September 2025	October 2025	November 2025
<b>SUGGESTED FRESH PICKS</b> <small>Recommend: Two Per Month</small>	Blueberries Leafy Greens Turmeric	Pears Leafy Greens Turmeric	Pumpkin Mushrooms Broccoli	Cranberries Sweet Potatoes Potatoes
<b>SPECIAL EVENTS</b>			REIMAGINED Healthy High School Challenge	
<b>FOOD DAYS</b>	8/20 National Lemonade Day	9/26 Better Breakfast Day/National Pancake Day	10/20 National Chicken and Waffles Day	11/6 National Nacho Day
<b>STUDENT EXPERIENCE MOMENTS</b>			Farm to School Month	Vote and Be Heard
<b>ONE DAY/WEEK CELEBRATIONS</b>			National School Lunch Week (10/13-10/17)	Thanksgiving Themed Holiday Meal
<b>HOLIDAYS AND CELEBRATIONS</b>		9/1 Labor Day	10/31 Halloween	11/27 Thanksgiving
<b>FEDERAL HERITAGE MONTH AND OTHER OBSERVANCES</b>		Hispanic Heritage Month (9/15-10/15)	National Disability Employment Awareness Month	Native American Alaskan Native Heritage Month Veteran's Day (11/11)



**December  
2025**

**January  
2026**

**February  
2026**

**March  
2026**

**April  
2026**

**May  
2026**

**June  
2026**

Bananas Berries Oats	Carrots Citrus Lean Protein	Kale Whole Grains Beans/Legumes	Mushrooms Whole Grains Tomatoes	Bell Peppers Local Fruits and Veggies	Whole Grains Cucumber Orange	Avocado Leafy Greens Nuts and Seeds
		<b>Future Chefs Challenge</b>				
12/1 Eat a Red Apple Day	1/21 National Granola Bar Day	2/9 National Pizza Day	3/24 National Cheesesteak Day	4/17 National Banana Day	5/28 National Hamburger Day	6/5 National Donut Day
Season of Giving		Share the Love	Lunch Madness (3/17-4/6)	Earth Month Take the Earth Month Challenge	School Lunch Hero Day (5/1)	Pollinator Month Bee the Change  National Fresh Fruit and Vegetable Month
December Holiday Themed Meal			National School Breakfast Week (3/2-3/6)		Star Wars Day (5/4)	
12/25 Christmas	1/19 Martin Luther King Jr. Day	2/14 Valentine's Day	3/17 St. Patrick's Day	4/22 Earth Day	5/5 Cinco De Mayo	
12/3 International Day for People With Disabilities	Generations Celebration Month	Black History Month	Women's History Month	Arab American Heritage Month	Asian Pacific Heritage Month	Caribbean American Heritage Month Pride (LGBTQ+) Month


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**WELCOME  
TO**



**NEBRASKA**

**Home of  Arbor Day**

A landscape photograph showing a field of tall grass in the foreground, a gravel path or road in the middle ground, and a line of trees in the background under a blue sky with scattered white clouds. A large, semi-circular blue graphic overlay is positioned on the right side of the image, containing white text.

J.

Involvement of  
Students, Staff  
and Patrons

i. Describe the efforts and results of the FSMC's involvement of students, teachers, administrators, and parents in program evaluation, selection of menus, identifying food service concerns, etc., including:

- examples of surveys
- how results and requests were responded to
- what actions were taken



# ENGAGEMENT

## Right Where They Belong

**EXPANDING COMMUNICATION CHANNELS, OUTREACH EFFORTS AND FOSTERING MEANINGFUL PARTNERSHIPS**

### **Innovative – Progressive – Sustainable**

Healthy eating habits and decision-making do not happen by chance. In prioritizing excellent quality food made from fresh, locally grown ingredients, we are off to an amazing start. Scaffolding a clear strategy, aimed at advancing the vitality of every Ralston Public Schools student while increasing community awareness and engagement, we encourage a lifelong connection to holistic health and wellness.



## MEANINGFUL COMMUNICATION WITH THE COMMUNITY

Our social media manager, Maleiyah Kelly, collaborates with your communication department to enhance outreach with creative ideas and content. Social media platforms are invaluable for raising awareness about child nutrition by sharing wellness tips, recipes, special events, and educational content. We work with you to develop a robust monthly social media strategy that aligns with your mission and values.

## ALIGNING WITH KEY STAKEHOLDERS THROUGH INTENTIONALITY

We believe in open and transparent communication. Annual expectation meetings ensure that our organization's leadership and principals are synchronized in their goals and priorities for the upcoming year. These meetings foster a unified approach to achieving objectives and provide a platform for open communication. By allowing principals to express their needs, concerns, and feedback directly to our child nutrition team, we build strong, collaborative relationships. This intentional alignment ensures that our initiatives are effectively supported and implemented, leading to a more positive and productive working environment. Our commitment to working closely with site principals and key administrators reflects our dedication to creating cohesive strategies that benefit the entire school community.

## ESSENTIAL SUPPORT FOR SCHOOL HEALTH PROFESSIONALS

Nutrislice provides school nurses with easy access to current nutritional information, guidelines, and resources. By using Nutrislice, school nurses can track and analyze students' nutritional data, allowing them to identify special requirements, track trends, monitor progress, and tailor interventions accordingly. The child nutrition team will continue to host regular meetings to discuss how best to serve student health needs, share updates on nutrition programs, and coordinate efforts effectively. This collaboration is vital for monitoring and managing required medical accommodation diets, ensuring all students receive the appropriate nutritional support.

## FOCUS ON SERVING MORE STUDENTS

We strive to remove barriers that may prevent students from accessing high-quality, nutritious, and delicious meals. Our team quickly incorporates student feedback into customizable and thoughtful recipes and menus that fuel every student. Our targeted participation plan is designed by each school site to ensure that every school receives the appropriate resources needed to serve more students while providing exceptional experiences.



**SCAN OR CLICK HERE**

TASTE TESTS	STUDENT SUSTAINABILITY CHAMPION
FUTURE CHEF	CULTURAL CELEBRATIONS
STUDENT ADVISORY BOARDS	STUDENT SOCIAL MEDIA INFLUENCER
CULINARY CLASSES	FACULTY/STAFF SOCIAL ACTIVITIES
INCENTIVE PROGRAMS	FAMILY RECIPES CONTESTS
STUDENT/CHEF MENTORING	DIETITIAN JOB SHADOWING

## ENGAGEMENT

### RIGHT WHERE THEY BELONG

Our engagement strategy focuses on building relationships with students, parents, district staff, and the community to enhance awareness, participation, and support. By leveraging our brands, social media, and stakeholder feedback, we aim to improve child nutrition. This comprehensive approach ensures everyone is informed and involved, fostering a supportive environment for child nutrition initiatives.

Our premier brands, foodiE and Taste4, offer healthy and customizable meal options that empower students through personal choice. Menus are tailored by grade level to include culturally preferred, local, and fresh ingredients that deliver exceptional dishes celebrating wholesome and bold flavors that are reflective of seasonality. Our new elementary brand, Bright Bites, launches this fall, bringing simplicity, quality, and fun to your most energetic students!

### INTERACTIVE ENGAGEMENT ACTIVITIES

- Taste Tests
- Future Chef
- Student Advisory Boards
- Culinary Classes
- Incentive Programs
- Student/Chef Mentoring
- Student Sustainability Champion
- Cultural Celebrations
- Student social media Influencer
- Faculty/Staff Social Activities
- Family Recipes Contests
- Dietitian Job Shadowing

## ONGOING COMMUNICATION PROGRAMS

### CLIENT LIAISON

Dependable and consistent follow-up differentiates our program from our competitors. Throughout the year, District Manager Robert Snowden will meet with your leadership team to seek your input on annual benchmarking goals and strategic vision for your program. We will review accomplishments, financial performance, new programs and other relevant issues. This collaborative approach ensures the alignment of our efforts with Ralston Public Schools' mission.

### PRINCIPAL COMMUNICATION

Buy-in from school administrators contributes to the success of your child nutrition program. Therefore, we are proactive when communicating with your principals. In addition to regular visits, principals receive updates on the performance of the program and new product implementation as well as future plans. Ongoing communication between District administrators and our team is an essential part of our daily process. We commit to holding expectations meetings with quarterly updates throughout the year to answer questions and foster positive working relationships with your administrative team.



## When It Comes to Guaranteed Continuous Improvement, Every Voice Counts

While our partnership brings many benefits to Ralston Public Schools, perhaps the most important are the relationships that are cultivated with your students, parents, staff, visitors and interested local parties. By continuously engaging them, listening closely to their needs and wants, and responding quickly to their feedback, we create a program that satisfies more customers, encourages increased participation and is viewed more favorably by your community.

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## SURVEYS, NEWSLETTERS AND OTHER COMMUNICATIONS

Surveying parents, students and staff spurs continuous improvements and enhancements to your child nutrition program. When we know what their needs are and what they expect from the foodservice program, we position ourselves to satisfy those desires.

### Student Surveys

Student surveys gather feedback to develop a marketing plan based on students' real needs and desires. The results, once implemented, increase student participation and let your students know that we care about their opinions.

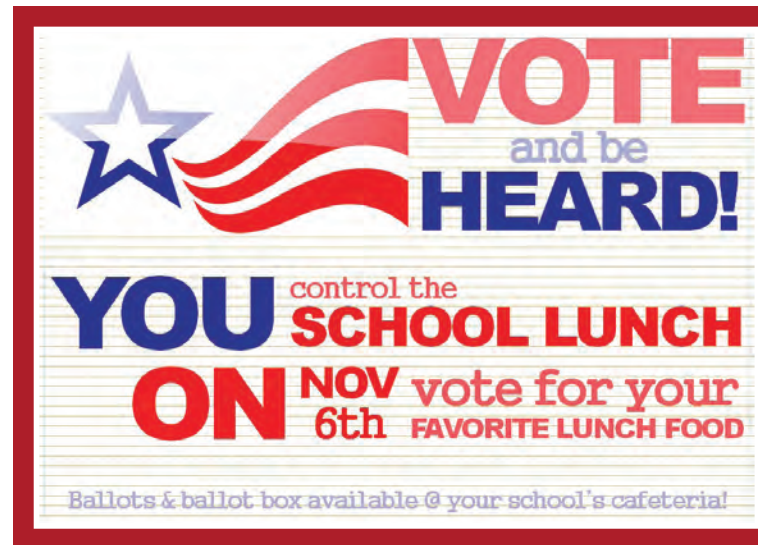
### FOODSERVICE ADVISORY COMMITTEE

This committee provides a forum for students, parents, teachers, school board members and the client liaison to deliver feedback on Sodexo's performance. Feedback gathered from the committee benefits you by:

- Offering the information needed to customize the child nutrition program to the needs of your community
- Providing new ideas and fresh approaches to marketing new products while increasing participation and revenue

### TASTE-TESTING AND STUDENT FOCUS GROUPS

Taste-testing and student focus groups are two additional ways to strengthen programs and services. These strategies measure how well menu enhancements address student needs. We then review and analyze feedback to best tailor offerings to increase overall participation and satisfaction.



## Students Share

MEADOWS ELEMENTARY

Likes



- ✓ Offerings Bar
- ✓ Nachos 
- ✓ Having their own seats
- ✓ Thanksgiving
- ✓ Lunch ladies and Mr. Ray
- ✓ Breakfast
- ✓ Open Lunch Room
- ✓ Attendance Board
- ✓ Likes that the trays have sections 

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## CHEF IN THE CLASSROOM







The nutrition services department is committed to improving the health and well-being of your community. Success comes from helping students develop solid nutrition knowledge, so we are always looking for new ways to help our educators include nutrition in their classrooms. Chef in the Classroom is an elementary promotion that allows our team members to become educators. During this event, a team member visits a selected classroom with a health-, nutrition- or food-related book along with a fun project and/or treat. This promotes the development of healthy habits, supports nutrition education, and underscores the importance and fun of reading. For example, the Book of Peas encourages the consumption of vegetables. Instructors read the book for the classroom and then help students prepare and taste fresh snap peas. This correlation helps resonate the lesson with the students and makes the event more hands-on. Once the students complete this project, they “graduate” as chefs and earn their own chef hats to commemorate the event.

## We Listen!

MEADOWS ELEMENTARY

### Dislikes



-  Sanitizer bucket – Have to pick up trays when someone comes to wipe the table and it stays wet
-  Celery
-  Broccoli
-  Radishes
-  White Milk
-  Mixed Reviews on Grill Cheese – sometimes they are crunchy and sometimes they are soft



## CULMINATION OF CULINARY EXCELLENCE

Innovative concepts and activities provide students with opportunities to explore new subjects, reinforce lessons they learned in the classroom and open their eyes to new possibilities, ultimately improving their quality of life. And the best part – families, teachers, the community, and Sodexo’s corporate and regional leaders all become partners in the process. Excellence in education often extends beyond the classroom walls and into the cafeteria. With culinary programs featuring local and national curricula, students engage with what is going on in the world around them and develop skills they need to be successful.

## STUDENT ENGAGEMENT AND FOCUS GROUPS

### PROGRAM CREATION – THE SODEXO DIFFERENCE

One of the benefits of partnering with Sodexo is that you are not partnering with a company that **only** operates child nutrition programs. Why is that important? Because your students are sophisticated consumers and, when not eating at home, are dining in restaurants and retail establishments, not school cafeterias. As such, students are looking for a retail dining experience. Only a company with real expertise in retail dining can take the real-time consumer insights gathered from their extensive customer base across all walks of life and package them into a dining experience that your students will appreciate. That partner is Sodexo.

Sodexo programs are created for students, by students, focusing on **freshness, flavor, friends and fun**. From the name of the program to the imagery and the menu itself, students are engaged in every step of the development process.



### COMMUNITY CULINARY CONNECTIONS COMMUNITY CONNECTIONS

Through collaboration with Ralston Public Schools, Sodexo provides resources and support for the postgraduate Community Connections Program. This community-based organization supports young adults with varying disabilities through career readiness, functional life skills, social integration and personal wellness resources.

Support includes:

- Providing access to disability resources for the hiring process
- Providing on-the-job training and feedback
- Providing paid employment opportunities

### Building Program Support Through Community

Engaging in open communication and using experience-based outreach strategies are two of the most important ways to earn your trust and the support of your community. You can rest assured in our ability to do both, distributing critical information easily and using multiple channels to engage all stakeholders in Ralston Public Schools' foodservice program.

## EDUCATIONAL CONNECTIVITY

### STEAM EDUCATION SUPPORT

As one of the world's largest employers, Sodexo values the opportunity to help today's students discover their career passions and acquire the skills they need in today's workplace. Sodexo works with the 114<sup>th</sup> Partnership to activate students' STEAM interest and goal setting, with a focus on students traditionally underrepresented in STEAM fields.

Together, we develop case studies and supporting classroom materials based on real workplace challenges, as well as on national and state educational standards. Evaluations show that the case studies increase student interest in STEAM careers and commitment to STEAM coursework, especially among students who are not currently engaged in STEAM. The materials are made available to schools at no cost.

### STUDENT-DRIVEN RECIPE CREATION

Students in Ralston Public Schools can drive new recipe creation through menu tastings, focus groups and feedback surveys. Our Nebraska Culinary Enhancement Team – comprised of local registered dietitians, purchasing specialists, chefs, cooks and child nutrition experts – helps create trendy, healthy and delicious recipes and programs for your schools.

The result is the following new flavors and cuisines:

- Korean Beef Noodle Salad
- Pork Bánh Mì Tacos
- Super Veggie Pho
- Thai Turkey Curry
- Biryani Chicken
- Sweet Thai Chili Chicken Nachos
- Gluten-Free Elementary Menu



# FEEDBACK AND O · U · T · R · E · A · C · H

KEY ↗

- ELEMENTARY
- MIDDLE/INTERMEDIATE
- HIGH
- PARENTS
- EDUCATORS AND ADMINISTRATION

Capture(d)

Timely  
site-based menu  
enhancements



MY  
DTXT

Instant feedback on  
daily meals



Click trend data on  
likes and dislikes



nutrislice

Preorder patterns drive  
popular choices



VOTE  
AND BE  
HEARD

Face-to-face  
student choice  
drives local flavor



PRINCIPAL  
SURVEYS

Solicit standardized  
feedback on menu  
offerings and wellness  
information



# ADVANTAGES

## STUDENT PROMOTION INFLUENCER

Deeper student interactions and peer insights



## FOCUS GROUPS

Input to drive strategic child nutrition goals



## PTA/PTO ENGAGEMENTS

Alignment to parent and educator goals



## WELCOME BACK

Sharing all the good things to come



## LISTENING SESSIONS

Site-based approach to exceeding expectations




For more information on our outreach efforts and to view a sample survey, please scan the QR code.

# EXAMPLES OF STUDENT SURVEYS

**What grade level are you in this year?**

Please select one or more ...

- Kindergarten
- 1st
- 2nd
- 3rd
- 4th
- 5th



**Primary School Example - Menu Feedback**

Your feedback is important to us. Please take a few minutes to complete this survey.

**What school do you currently attend?**

Please select one ...

**How often do you eat breakfast from the cafeteria each week?**

0 days    
  1 day    
  2 days    
  3 days    
  4 days    
  5 days

**If you do not eat breakfast in the cafeteria, why not?**

I eat at home  
 I don't get to school early enough  
 I don't like the food choices

**How often do you eat lunch from the cafeteria each week?**

0 days    
  1 day    
  2 days    
  3 days    
  4 days    
  5 days

**If you do not eat lunch in the cafeteria, why not?**

I do not like the food choices.  
 I'd rather eat my lunch from home.  
 The price of lunch is too high.

**What is your favorite type of food we serve?**

Please select exactly 1 item(s)

- Hot Entrees (Examples: Pasta and Casseroles)
- Hot Sandwiches (Examples: Hamburgers and Chicken Sandwiches)
- Cold Sandwiches (Examples: PBJ and Wraps)
- Salads

**Please answer "yes" or "no" to the next few questions.**

**I think the food, overall, looks good.**

Yes  
 No

**I think the food, overall, tastes good.**

Yes  
 No

**The cafeteria workers are nice to me.**

Yes  
 No

**I was encouraged to take fruits and vegetables when I went through the line.**

Yes  
 No

**What are your two favorite menu items we offer?**


**What menu item would you never choose?**

# EXAMPLES OF STUDENT SURVEYS

**What grade level are you in this year?**

Please select one or more ...

- 6th
- 7th
- 8th
- 9th
- 10th
- 11th
- 12th



## Secondary School Example - Menu Feedback

Your feedback is valuable to us. Please take a few minutes to complete this survey.

**Which school do you attend?**

Please select one ...

**How often do you eat breakfast from the cafeteria each week?**

0 days     1 day     2 days     3 days     4 days     5 days

**If you are not likely to eat breakfast from the cafeteria, why not?**

- Lines too long
- Food Quality
- Poor Customer Service
- Food variety
- I eat at home
- I don't eat breakfast/am not a breakfast person

**How often do you eat lunch from the cafeteria each week?**

0 days     1 day     2 days     3 days     4 days     5 days

**If you are not likely to eat lunch from the cafeteria, why not?**

- Lines too long
- Food Quality
- Poor Customer Service
- Food variety
- Not enough time to eat
- I wait for eat lunch at home
- Other \_\_\_\_\_

**If you chose "Poor Customer Service" in the question above, please explain why.**

**Rank your Favorite Food Station in the cafeteria, 1 being your favorite and 5 being your least.**

	1	2	3	4	5
HONOR ROLL in Middle/GRILL in High (Ex: Hamburgers and Hot Dogs)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
FAST TAKES (Ex: Salads and Cold Sandwiches)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
FIESTA in Middle/SALSA in High (Ex: Tacos and Nachos)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
UPPER CRUST in Middle/PIZZA in High (Ex: Pizza)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
FAVORITES in Middle/TRADITIONAL in High (Ex: Salisbury Steak and Pasta Dishes)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Please rate your satisfaction with the menu:**

	Excellent	Good	Fair	Poor	Unacceptable	N/A
Food looked tasty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hot or cold items were at correct temperature	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Taste of the food	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Variety of Choices	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Variety of Fruits and Vegetables	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**What food items would you like to see added to the breakfast and/or lunch menu?**

**What is your least favorite item that we offer?**

## STAFF ENGAGEMENT

### Employee Engagement

#### Why Employee Engagement Is Important for Sodexo

The engagement rate is a key performance indicator for Sodexo. We know that by seeking high employee engagement, we improve your employees' quality of life and our business performance.

#### DIVERSITY LEARNING LABS

We are proud to offer a variety of diversity and inclusion learning labs to increase awareness and build skills in Ralston Public Schools.

#### ENHANCING DIVERSITY SKILLS AND COMPETENCIES

A variety of diversity and inclusion learning labs and online courses are available to managers and employees to strengthen their knowledge, enhance awareness and develop skill sets. The learning labs are delivered using instructor-led, webinar and online delivery methods.

#### USDA TRAINING

As part of the Healthy, Hunger-Free Kids Act, the USDA has established minimum training requirements for all child nutrition program employees. This is an important step toward ensuring that all of America's children receive safe, nutritious meals through efficient and cost-effective programs.

#### CIVIL RIGHTS TRAINING

To inform, educate and support all foodservice employees at Ralston Public Schools, Sodexo will conduct civil rights training on an annual basis.



## PROMISE OF RESPECT AND FAIR TREATMENT

To demonstrate our commitment to treat all employees in your District with respect and fairness, every employee is guaranteed the right to:

- Voice a complaint or concern
- Be heard in an atmosphere of respect and cooperation
- Have the complaint timely acknowledged by a member of management
- Have the complaint acknowledged by successively higher levels of management if the employee is not satisfied with the response or does not receive it in the appropriate time frame
- Have no fear of retaliation for presenting a complaint or concern



## EMPLOYEE RECOGNITION: RALSTON PUBLIC SCHOOLS EXPERIENCE MATTERS

Experience Matters is our customer service training program that educates, develops and rewards teams around the behaviors that reinforce outstanding customer service and enhance student well-being. It also helps managers do their jobs more effectively by formalizing communication and recognition standards.

### KEY ELEMENTS

Experience Matters is built on three key elements to ensure ever-growing customer loyalty, improve communication, and reward an employee's efforts and hard work:

- **Customer Service Principles** – Eight simple things support our commitment to excellent customer service.
- **Team Huddles** – Weekly meetings are held at all locations.
- **Recognition** – Employees are recognized daily by their peers and supervisors for their contributions with Ralston Public Schools Sodexo Kudos Cards.

### EXPERIENCE MATTERS GOALS

- To connect our employees to the roles they play in furthering student well-being and supporting student engagement
- To reinforce a culture of energy, connection and outstanding customer service
- To impact employee retention and fuel the pipeline of future leaders
- To support Ralston Public Schools through engaged and motivated employees who provide outstanding customer service
- To recognize our employees for the work they do to support our student well-being mission

## PARENT ENGAGEMENT

### COMMUNICATION STRATEGIES

#### SCHOOL NEWSLETTER

We release a newsletter every quarter to partners, principals, teachers and parents. It includes important health and nutrition information, as well as local stories that highlight the great things your District is doing every day to further student well-being and support engagement.

#### FOODSERVICE ADVISORY COMMITTEE

This committee provides a forum for students, parents, teachers, school board members and the client liaison to deliver feedback on Sodexo's performance. Feedback gathered from the committee benefits you by:

- Offering the information needed to customize the child nutrition program to the needs of the community
- Providing new ideas and fresh approaches to marketing new products while increasing participation and revenues

#### PARENT INVOLVEMENT

The on-site management team actively engages the parents in Ralston Public Schools when approached. Efforts include catering for special events and organizing activities that involve food and nutrition education.

#### TASTE-TESTING AND STUDENT FOCUS GROUPS

Taste-testing and student focus groups are two additional ways to strengthen programs and services. These strategies measure how well menu enhancements address student needs. Feedback is then reviewed and analyzed to best tailor offerings to increase overall participation and satisfaction. Once implemented, the results let students know that we truly care about their opinions and concerns.



25-SCH-43195-0



Improving quality of life has always been central to Sodexo's mission and values. Since 1996, our company has supported programs that provide hunger relief to those in need with a particular focus on children and families. Stop Hunger mobilizes volunteers, including Sodexo employees, clients, customers and youth, to contribute to hunger-free communities around the world. Sodexo employees support Stop Hunger year-round by donating their time, resources and expertise, holding fundraisers and encouraging others to get involved. Globally, Stop Hunger is a leading force in the fight against hunger that is present in 45 countries.

## MEAL VALUE PLAN FOR FREE AND REDUCED-PRICE MEALS



Maximizing the number of free and reduced-price meal applications in Ralston Public Schools benefits everyone by feeding students at risk of hunger, lowering the burden on parents and providing your District with an additional revenue stream. Every eligible student should take advantage of this opportunity.

As the first school foodservice company to provide professional, strategic support for marketing free and reduced-price meals, Sodexo offers many resources to develop a comprehensive Meal Value Plan (MVP). The cornerstone of the MVP is a series of public service spots designed for local cable TV and radio in addition to PTA/PTO meetings. The programs, available in both English and Spanish, are done in a low-key format that removes any negative perceptions. They underscore the ease of application and are risk-free and confidential in nature.

MVP messages for Ralston Public Schools are customized for each school and include brochures, a direct mail program and reminders on school menus, posters and in local newspapers. Some additional strategies include:

- Conducting parent outreach to make sure families complete a new application for the current school year
- Using group emails sent from each school to parents to improve communication regarding the free and reduced-price meal programs
- Adding free and reduced-price meal applications and instructions to the District's website, along with a phone number to contact for assistance
- Participating in back-to-school events to inform parents about our programs and assist with completing free and reduced-price meal applications

## ADMINISTRATION ENGAGEMENT

# A Management Philosophy That Puts You At The Center

Throughout our relationship with Ralston Public Schools, we use these simple communication strategies to achieve and maintain a successful program – engage, analyze and respond.

### ENGAGE EARLY

Prior to making any critical changes to your child nutrition programs, Ralston Public Schools' on-site management team conducts extensive research to troubleshoot potential obstacles, identify areas of improvement and capture missed opportunities. This approach allows them to hit the ground running, achieving quicker results through targeted action.

### ENGAGE OFTEN

Listening and responding to customers' needs is a continuous process. While an annual survey is one of our critical tools, it's certainly not the only one. Deploying frequent smaller surveys and questionnaires gauges customer response to certain programs and efforts. Focus groups are also conducted, as needed, to solicit input from key audience segments. Teams are trained to collect feedback at every opportunity possible – even if it's as simple as walking the cafeteria floor and asking a student how their meal tasted.





## ENGAGE EVERYONE

Every single opinion counts in Ralston Public Schools, from the most seasoned board member to the newest teacher to the last student in the lunch line. To keep pace with these ever-evolving preferences and needs, a series of customized survey tools capture honest, comprehensive and relevant feedback. These tools are age- and role-appropriate, addressing the issues and challenges that are most important to that specific audience. By deploying such a broad suite of survey tools, your on-site team gains a thorough understanding of the diverse needs of your District and how they can better serve your population.

## ANALYZE EFFICIENTLY

Collecting information is only the beginning. Your management team also benefits from systems that efficiently store and process survey data in a way that makes it easier to evaluate, report and act on. Because the databases in your District are connected, it is possible to conduct comparative performance analyses and deploy best practices Districtwide.

## RESPOND QUICKLY

Finally, any effective research effort culminates in a solid plan of action. If our on-site team sees an opportunity to improve practices in Ralston Public Schools, they implement program changes. If the results indicate they are on the right track, the team looks for ways to share that information to extend the success across the operation.

## Building Lasting Partnerships

Identifying Ralston Public Schools' expectations, setting measurable goals and continually communicating are vital elements to the success of our long-term partnership. We believe communication must be a constant two-way street, and we commit to being a valued member of your entire school community, actively engaging in ongoing conversations with you. This understanding provides a framework that enables us to keep abreast of what is most relevant to you as our partner. The following partnership support tools help us ensure our technical delivery meets your expectations.

### ANNUAL EXPECTATIONS MEETINGS

We recognize that expectations change over time. As we continually seek new ways to add value to the solutions we provide for Ralston Public Schools, we'll meet annually to reset those expectations and refine critical aspects of your program based on relevant measurement criteria. Any mutually agreed-upon expectations are outlined and updated throughout the year to ensure we continue to meet your objectives.

### TRANSITION LITE™ MEETINGS

These meetings are held between the Sodexo operations team and key administrators in Ralston Public Schools whenever there is a significant change in either organization. This meeting's purpose is to ensure that both parties understand what the expectations have been to date, communicate where we stand on meeting those expectations and evaluate whether expectations have changed or should change.

### CLIENT SATISFACTION SURVEYS

We regularly survey our valued clients as part of our commitment to identify and exceed expectations. Senior leadership reviews the information, and we implement and communicate action plans to ensure we are aligned with Ralston Public Schools' business objectives. What we achieve, we achieve together. Yet each achievement is a milestone, not a destination. We are not content to rest on our accomplishments. More important than the progress we make is the promise of more exciting developments ahead. Through continuous innovation, ongoing improvements and an unwavering commitment to deliver results, we commit to propel your program to an even greater level of success.

### BENCHMARKING

Your goals are our goals. Each year, we will meet with you and discuss the top priorities for the students, parents, principals, staff and administration. From those priorities, we agree upon benchmark variables to monitor.



## Navigate Challenges Effectively With Local Expertise

Our proven Nebraska-based team has been an active part of the Ralston Public Schools culture and community for over 15 years. General Manager Judy Kyle and the entire support team understand the unique attributes of our community. Through Sodexo's broad experience with similar districts in Nebraska, we are best positioned to provide you with the most effective resources to navigate changes in Child Nutrition regulations and shifting community demographics. This affords us more time to truly embrace the Ralston Public Schools culture so we can focus on program advancement.

### SUMMARY

Above all, we are committed to keeping the lines of communication open as we deploy actionable methods and strategies that engage and involve students, faculty, staff, parents and the local community in Ralston Public Schools' foodservice program. Such efforts:

- Heighten the student experience and engage more kids in eating at school each day
- Improve stakeholder communication, as well as community involvement, participation and satisfaction
- Improve your community's quality of life

**We believe in the power of school communities to create a nurturing sense of belonging for students. By reshaping the student experience through our passion for food, we foster togetherness and well-being while also promoting sustainability.**



**WELCOME  
TO**



**NEBRASKA**

**Home of  Arbor Day**



**K.**

21-day Menu for  
All Programs

## MENUS

*The FSMC is required to submit 21 days of menus for each of the current and anticipated programs the SFA has indicated on pages 18 and 19 of this RFP. Menus must be compliant with 7 CFR 210, 220, 225, 226.*



25-SC01-431050

# RALSTON PUBLIC SCHOOLS ASSP SNACK MENU

MONTH  
AT A  
GLANCE

BEFORE SCHOOL, AFTER SCHOOL AND ANYTIME IN BETWEEN  
**NUTRITIOUS AND INNOVATIVE MENUS**



MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

## ASSP Snack- AUGUST & SEPTEMBER

11 Whole Grain Chocolate Chip Cookies Assorted Milk	12 Strawberry Yogurt 100% Juice	13 Whole Grain Animal Crackers Assorted Milk	14 Whole Grain Cheez-Its 100% Juice	15 Whole Grain Rice Krispie Treat Assorted Milk
18 Baked Cheetos Assorted Milk	19 Mozzarella String Cheese 100% Juice	20 Blueberry Muffin Assorted Milk	21 Whole Grain Toaster Pastry 100% Juice	22 Whole Grain Scooby Sticks Assorted Milk
25 Whole Grain Bug Bites Assorted Milk	26 Baked Doritos 100% Juice	27 Whole Grain Goldfish Assorted Milk	28 Assorted Cereal Bar 100% Juice	29 Whole Grain Tiger Bites Assorted Milk
1 Whole Grain Rice Krispie Treat Assorted Milk	2 Strawberry Yogurt 100% Juice	3 Baked Funyuns Assorted Milk	4 Whole Grain Heartzels 100% Juice	5 Whole Grain Goldfish Assorted Milk
8 Simply Cheddar Chex Mix Assorted Milk	9 Mozzarella String Cheese 100% Juice	10 Red Delicious Apple Assorted Milk	11 Chocolate Muffin 100% Juice	12 Whole Grain Sun Chips Assorted Milk

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# RALSTON PUBLIC SCHOOLS - ELEMENTARY BREAKFAST MENU



## Ralston Elementaries

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
<b>11</b> Pancake on a Stick Assorted Cereal & String Cheese Fruits, Juice, Milk	<b>12</b> Sausage, Egg & Cheese Biscuit Assorted Cereal & Grahams Fruits, Juice, Milk	<b>13</b> Cherry Frudel Assorted Cereal & String Cheese Fruits, Juice, Milk	<b>14</b> Mini Muffin & Yogurt Assorted Cereal & Grahams Fruits, Juice, Milk	<b>15</b> Cinnamon Round Assorted Cereal & String Cheese Fruits, Juice, Milk
<b>18</b> Mini Donuts Assorted Cereal & String Cheese Fruits, Juice, Milk	<b>19</b> Strawberry Mini Bagels Assorted Cereal & Grahams Fruits, Juice, Milk	<b>20</b> Egg & Cheese English Muffin Assorted Cereal & String Cheese Fruits, Juice, Milk	<b>21</b> Cinni Minis Assorted Cereal & Grahams Fruits, Juice, Milk	<b>22</b> Triple Berry French Toast Assorted Cereal & String Cheese Fruits, Juice, Milk
<b>25</b> Snack'N Maple Waffle Assorted Cereal & String Cheese Fruits, Juice, Milk	<b>26</b> Ham, Egg & Cheese Bagel Assorted Cereal & Grahams Fruits, Juice, Milk	<b>27</b> Mini Muffin & Yogurt Assorted Cereal & String Cheese Fruits, Juice, Milk	<b>28</b> Mini Donuts Assorted Cereal & Grahams Fruits, Juice, Milk	<b>29</b> Apple Frudel Assorted Cereal & String Cheese Fruits, Juice, Milk
<b>1</b>	<b>2</b>	<b>3</b> Mini Donuts Assorted Cereal & String Cheese Fruits, Juice, Milk	<b>4</b> Sausage & Cheese English Muffin Assorted Cereal & Grahams Fruits, Juice, Milk	<b>5</b> Pancake on a Stick Assorted Cereal & String Cheese Fruits, Juice, Milk
<b>8</b> Sausage Biscuit Assorted Cereal & String Cheese Fruits, Juice, Milk	<b>9</b> Cinnamon Mini Bagels Assorted Cereal & Grahams Fruits, Juice, Milk	<b>10</b> Chocolate Crescent Assorted Cereal & String Cheese Fruits, Juice, Milk	<b>11</b> Egg & Cheese English Muffin Assorted Cereal & Grahams Fruits, Juice, Milk	<b>12</b> Mini Muffin & Yogurt Assorted Cereal & String Cheese Fruits, Juice, Milk

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25-SC14-31930

# RALSTON PUBLIC SCHOOLS - ELEMENTARY LUNCH MENU



## Ralston Elementaries

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
<b>11</b> A. Cheese Pizza B. Sweet & Sour Chicken w/ Brown Rice C. Cheese BLT Sub	<b>12</b> A. Beef Nachos B. Crispy Chicken Sandwich C. Waffle Kidzable	<b>13</b> A. Chicken Nuggets & Dinner Roll B. Beef & Cheese Philly C. Beef Fiesta Salad	<b>14</b> A. Dutch Waffle & Colby Omelet B. Chicken Bacon Ranch Flatbread C. Turkey Kidzable	<b>15</b> A. Popcorn Chicken & Soft Pretzel B. Italian Panini C. Double Berry Parfait
<b>18</b> A. Sausage Pizza B. Penne w/ Meat Sauce C. Zesty Italian Wrap	<b>19</b> A. Crispito w/Cheese Sauce & Tostitos B. Chicken Tikki Masala C. Chef Salad & Breadstick	<b>20</b> A. Chicken Nuggets & Breadstick B. Hamburger Flatbread Pizza C. Ham Protein Box	<b>21</b> A. French Toast Sticks & Cheesy Egg Patty B. Breaded Chicken Drumstick & Roll C. American Sub	<b>22</b> A. Cheeseburger B. Chicken Pot Pie C. Blueberry Parfait
<b>25</b> A. Pepperoni Pizza B. Chicken Po'boy C. Chicken Popper Kidzable	<b>26</b> A. Mini Corn Dogs B. Beef Totchos & Tostitos C. Sunbutter & Jelly Sandwich	<b>27</b> A. Chicken Nuggets & Dinner Roll B. Meatball Sub C. Chicken Caesar Salad & Dinner Roll	<b>28</b> A. Cinnamon Roll & Turkey Sausage Links B. Crispy Chicken Sandwich C. Ham & Cheddar Wrap	<b>29</b> A. Walking Tacos B. Orange Chicken & Brown Rice C. Just Peachy Parfait
<b>1</b>	<b>2</b>	<b>3</b> A. Chicken Nuggets & Dinner Roll B. Sloppy Joe Totchos C. Double Berry Parfait	<b>4</b> A. Pancakes & Colby Omelet B. Pepperoni Grilled Cheese C. Chef Salad & Twisted Breadstick	<b>5</b> A. Cheeseburger B. Chicken & Queso Rice Bowl C. Ham Kidzable
<b>8</b> A. Hamburger Pizza B. Turkey Bacon Melt C. Chicken BLT Salad & Dinner Roll	<b>9</b> A. Mini Corn Dogs B. Beef Tacos C. American-Style Deli Wrap	<b>10</b> A. Chicken Nuggets & Breadstick B. Hot Ham & Cheese C. Just Peachy Parfait	<b>11</b> A. French Toast Sticks & Scrambled Eggs B. BBQ Riblet Sandwich C. Sunbutter & Jelly Sandwich	<b>12</b> A. Pizza Sticks & Marinara Dipping Sauce B. Chicken Fried Rice C. Waffle Kidzable

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# RALSTON PUBLIC SCHOOLS - BREAKFAST MENU

MONTH  
AT A  
GLANCE

BEFORE SCHOOL, AFTER SCHOOL AND ANYTIME IN BETWEEN  
**NUTRITIOUS AND INNOVATIVE MENUS**



MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
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## BREAKFAST

11 Pancake on a Stick	12 Sausage, Egg & Cheese Biscuit	13 Assorted Cereal & String Cheese	14 Mini Muffin & Yogurt	
18 Sausage Biscuit	19 Strawberry Mini Bagels	20 Egg & Cheese English Muffin	21 Assorted Cereal & Grahams	
25 Snack'N Maple Waffle	26 Ham, Egg & Cheese Bagel	27 Mini Muffin & Yogurt	28 Assorted Cereal & String Cheese	
1	2	3 Assorted Cereal & Grahams	4 Sausage & Cheese English Muffin	
8 Sausage Biscuit	9 Cinnamon Mini Bagels	10 Assorted Cereal & String Cheese	11 Egg & Cheese English Muffin	
15 Pancake on a Stick	16 Sausage, Egg & Cheese Biscuit	19 Assorted Cereal & Grahams	20 Mini Muffin & Yogurt	<i>A complementary fruit or juice &amp; milk are served alongside each entree</i>

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25-SC1431050

# RALSTON PUBLIC SCHOOLS - LUNCH MENU

MONTH  
AT A  
GLANCE

BEFORE SCHOOL, AFTER SCHOOL AND ANYTIME IN BETWEEN  
**NUTRITIOUS AND INNOVATIVE MENUS**



MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
--------	---------	-----------	----------	--------

## LUNCH

11 Fresh Made Cheese Pizza	12 Beef Nachos	13 Crispy Chicken Nuggets & Dinner Roll	14 Chicken Bacon Ranch Flatbread	
18 Fresh Made Sausage Pizza	19 Crispito with Cheese Sauce & Tostitos	20 Crispy Chicken Nuggets & Breadstick	21 French Toast Sticks & Cheesy Egg Patty	
25 Fresh Made Pepperoni Pizza	26 Classic Cheeseburger	27 Crispy Chicken Nuggets & Dinner Roll	28 Ham & Cheddar Wrap	
1	2	3 Crispy Chicken Nuggets & Dinner Roll	4 Pepperoni Grilled Cheese	
8 Fresh Made Hamburger Pizza	9 Beef Tacos	10 Crispy Chicken Nuggets & Breadstick	11 French Toast Sticks & Scrambled Eggs	
15 Fresh Made Pepperoni Pizza	16 Meatball Sub Sandwich	19 Crispy Chicken Nuggets & Dinner Roll	20 Bagel Kidzable	<i>A complementary fruit, vegetable &amp; milk are served alongside each entree</i>

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# RALSTON PUBLIC SCHOOLS - DINNER MENU

MONTH  
AT A  
GLANCE

BEFORE SCHOOL, AFTER SCHOOL AND ANYTIME IN BETWEEN  
**NUTRITIOUS AND INNOVATIVE MENUS**



MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
--------	---------	-----------	----------	--------

## DINNER

11 Italian French Bread Pizza (v)	12 American Style Cheeseburger	13 French Toast Sticks and Cheesy Egg Omelet (v)	14 Fresh Made Cheese Pizza (v)	15 Beef Walking Taco
18 Crispy Chicken Nuggets and Homemade Roll	19 Taco Nachos	20 Spicy Italian Sub	21 Fresh Made Pepperoni Pizza	22 Teriyaki Chicken Lo Mein Bowl
25 Cheesy Breadstick with Marinara Sauce (v)	26 Barbecue Chicken Flatbread	27 Classic Spaghetti and Meatballs	28 Fresh Made Cheese Pizza (v)	29 Hand-rolled Pinto Bean & Cheese Burrito with Scratch Salsa (v)
1	2	3 Southern Popcorn Chicken Bowl with Homemade Roll	4 Fresh Made Pepperoni Pizza	5 Glazed Barbecue Chicken Drumstick with Freshly Baked Biscuit
8 Chicken Fried Rice Bowl	9 Turkey Bacon Club Sub	10 Homemade Chicken Taquitos	11 Fresh Made Cheese Pizza (v)	12 Chili Dog

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25-SC01-431050

# RALSTON PUBLIC SCHOOLS - PRE-K & HEAD START SNACK MENU

MONTH  
AT A  
GLANCE

BEFORE SCHOOL, AFTER SCHOOL AND ANYTIME IN BETWEEN  
**NUTRITIOUS AND INNOVATIVE MENUS**



MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
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## Pre-K & Head Start Snack- AUGUST & SEPTEMBER

11 Cinnamon Toast Crunch 1% White Milk	12 Strawberry Yogurt 100% Juice	13 Whole Grain Animal Crackers 1% White Milk	14 Whole Grain Cheez-Its 100% Juice	15 Fresh Apple Slices 1% White Milk
18 Baked Cheetos 1% White Milk	19 Mozzarella String Cheese 100% Juice	20 Whole Grain Muffin 1% White Milk	21 Simply Cheddar Chex Mix 100% Juice	22 Strawberry Yogurt 100% Juice
25 Whole Grain Bug Bites 1% White Milk	26 Baked Doritos 100% Juice	27 Whole Grain Goldfish 1% White Milk	28 Graham Crackers 100% Juice	29 Whole Grain Muffin 100% Juice
1	2	3 Baked Funyuns 1% White Milk	4 Whole Grain Hartzels 100% Juice	5 Whole Grain Animal Crackers 1% White Milk
8 Simply Cheddar Chex Mix 1% White Milk	9 Strawberry Yogurt 100% Juice	10 Cheerios 1% White Milk	11 Whole Grain Cheetos 100% Juice	12 Scooby Grahams 1% White Milk

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# RALSTON PUBLIC SCHOOLS - MIDDLE SCHOOL BREAKFAST MENU



## Ralston Middle School

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
<b>11</b> Ham, Egg & Cheese English Muffin French Toast Sticks Assorted Cereal & String Cheese	<b>12</b> Egg & Cheese Biscuit Cinni Minis Assorted Cereal & Grahams	<b>13</b> Bacon Breakfast Pizza Yogurt & Grahams Assorted Cereal & String Cheese	<b>14</b> Sausage, Egg & Cheese Breakfast Burrito Cherry Frudel Assorted Cereal & Grahams	<b>15</b> Toasted Bagel & Cream Cheese Mini Donuts Assorted Cereal & String Cheese
<b>18</b> Egg & Cheese English Muffin Cinnamon Round Assorted Cereal & String Cheese	<b>19</b> Ham, Egg & Cheese Bagel Cinnamon Mini Bagels Assorted Cereal & Grahams	<b>20</b> Sausage Breakfast Pizza Blueberry Muffin Top Assorted Cereal & String Cheese	<b>21</b> Pancake Bites Strawberry Field Parfait Assorted Cereal & Grahams	<b>22</b> Apple Pie Overnight Oats Raised Donut Assorted Cereal & String Cheese
<b>25</b> Snack'N Waffle Mini Donuts Assorted Cereal & String Cheese	<b>26</b> Sausage, Egg & Cheese Burrito French Toast Bites Assorted Cereal & Grahams	<b>27</b> Bacon Breakfast Pizza Mixed Berry Smoothie Assorted Cereal & String Cheese	<b>28</b> Dutch Waffle PopTart & String Cheese Assorted Cereal & Grahams	<b>29</b> Sausage Biscuit Apple Frudel Assorted Cereal & String Cheese
<b>1</b>	<b>2</b>	<b>3</b> Sausage Breakfast Pizza Muffin & Yogurt Assorted Cereal & String Cheese	<b>4</b> Pancake on a Stick Double Berry Parfait Assorted Cereal & Grahams	<b>5</b> Peaches N Cream Overnight Oats Mini Donuts Assorted Cereal & String Cheese
<b>8</b> Buttermilk Pancakes Muffin & Yogurt Assorted Cereal & String Cheese	<b>9</b> Egg & Cheese Flatbread Strawberry Mini Bagels Assorted Cereal & Grahams	<b>10</b> Bacon Breakfast Pizza Chocolate Crescent Assorted Cereal & String Cheese	<b>11</b> Scramble Bowl PopTart & String Cheese Assorted Cereal & Grahams	<b>12</b> Bacon, Egg & Cheese Bagel Cinnamon Roll Assorted Cereal & String Cheese

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25-SC14-31930

# RALSTON PUBLIC SCHOOLS - MIDDLE SCHOOL LUNCH MENU



**RALSTON MIDDLE SCHOOL**

LUNCH: 8/11/25-8/15/25

## MONDAY

## TUESDAY

## WEDNESDAY

## THURSDAY

## FRIDAY

### SUPER FOODS

Walking Taco  
Fresh Garden Toppings  
Steamed Black Beans

Golden Chicken Nuggets  
Mac & Cheese  
Dinner Roll  
Steamed Green Peas

Warm Cinnamon Roll **V**  
Colby Omelet **V**  
Tater Tots

Toasted Pizza Sliders  
Marinara Dipping Sauce  
Parmesan Green Beans

Barbacoa Tacos  
Fresh Pico de Gallo  
Elote Corn

### EVERYDAY GRILL

All-Beef Hot Dog  
Hamburger  
Chicken Patty/ Spicy Sandwich  
Cheeses, Toppings  
French Fries

Beef Riblet  
Hamburger  
Chicken Patty/ Spicy Sandwich  
Cheeses, Toppings  
French Fries

Chicken Parm Sandwich  
Hamburger  
Chicken Patty/ Spicy Sandwich  
Cheeses, Toppings  
French Fries

Bacon Cheeseburger  
Hamburger  
Chicken Patty/ Spicy Sandwich  
Cheeses, Toppings  
French Fries

Corn Dog  
Hamburger  
Chicken Patty/ Spicy Sandwich  
Cheeses, Toppings  
French Fries

### EVERYDAY PIZZA

Cheese Pizza **V**  
Pepperoni Pizza  
Pizza Sticks w/ Marinara **V**  
Fresh Seasonings

Cheese Pizza  
Pepperoni Pizza  
Sausage Pizza  
Fresh Seasonings

Cheese Pizza  
Pepperoni Pizza  
Pizza Sticks w/ Marinara  
Fresh Seasonings

Cheese Pizza  
Pepperoni Pizza  
Supreme Pizza  
Fresh Seasonings

Cheese Pizza  
Pepperoni Pizza  
Pizza Sticks w/ Marinara  
Fresh Seasonings

### FAST TAKES

Turkey & Cheese Sub  
Chef Salad  
Just Peachy Parfait **V**  
SunCrustable Kit **V**

American Combo Sub  
Chicken Caesar Salad  
SunCrustable Kit

Italian Combo Sub  
Crispy Chicken Salad  
Chicken Caesar Wrap  
SunCrustable Kit

Turkey & Cheese Sub  
Crispy Chicken Wrap  
SunCrustable Kit

Ham & Cheese Sub  
Buffalo Chicken Wrap  
Strawberry Fields Parfait **V**  
SunCrustable Kit

Lunch includes choice of entrée listed, variety of fruits, vegetables, and choice of milk

**V** Vegetarian

THIS INSTITUTION IS AN EQUAL OPPORTUNITY PROVIDER



# RALSTON PUBLIC SCHOOLS - MIDDLE SCHOOL LUNCH MENU



## RALSTON MIDDLE SCHOOL

LUNCH: 8/18/25-8/22/25

### MONDAY

### TUESDAY

### WEDNESDAY

### THURSDAY

### FRIDAY

#### SUPER FOODS

Birria Style Roast  
Beef Burrito  
Fresh Pico de Gallo  
Street Corn

Hawaiian BBQ Chicken  
Cilantro Lime Brown Rice  
Roasted Pineapple

Dutch Waffle **V**  
Scrambled Eggs **V**  
Sausage Patty  
Baked Cinnamon Apples

General Tso's Chicken  
Steamed Brown Rice  
Roasted Sesame Carrots

Roast Beef Open Faced  
Sandwich  
Mashed Potatoes  
Beef Gravy

#### EVERYDAY GRILL

All-Beef Hot Dog  
Hamburger  
Chicken Patty/ Spicy  
Sandwich  
Cheeses, Toppings  
French Fries

Beef Riblet  
Hamburger  
Chicken Patty/ Spicy  
Sandwich  
Cheeses, Toppings  
French Fries

Chicken Parm Sandwich  
Hamburger  
Chicken Patty/ Spicy  
Sandwich  
Cheeses, Toppings  
French Fries

Bacon Cheeseburger  
Hamburger  
Chicken Patty/ Spicy  
Sandwich  
Cheeses, Toppings  
French Fries

Corn Dog  
Hamburger  
Chicken Patty/ Spicy  
Sandwich  
Cheeses, Toppings  
French Fries

#### EVERYDAY PIZZA

Cheese Pizza **V**  
Pepperoni Pizza  
Pizza Sticks w/ Marinara **V**  
Fresh Seasonings

Cheese Pizza  
Pepperoni Pizza  
Taco Pizza  
Fresh Seasonings

Cheese Pizza  
Pepperoni Pizza  
Pizza Sticks w/ Marinara  
Fresh Seasonings

Cheese Pizza  
Pepperoni Pizza  
Breakfast Pizza  
Fresh Seasonings

Cheese Pizza  
Pepperoni Pizza  
Pizza Sticks w/ Marinara  
Fresh Seasonings

#### FAST TAKES

Turkey & Cheese Sub  
Chef Salad  
Just Peachy Parfait **V**  
SunCrustable Kit **V**

American Combo Sub  
Chicken Caesar Salad  
SunCrustable Kit

Italian Combo Sub  
Crispy Chicken Salad  
Chicken Caesar Wrap  
SunCrustable Kit

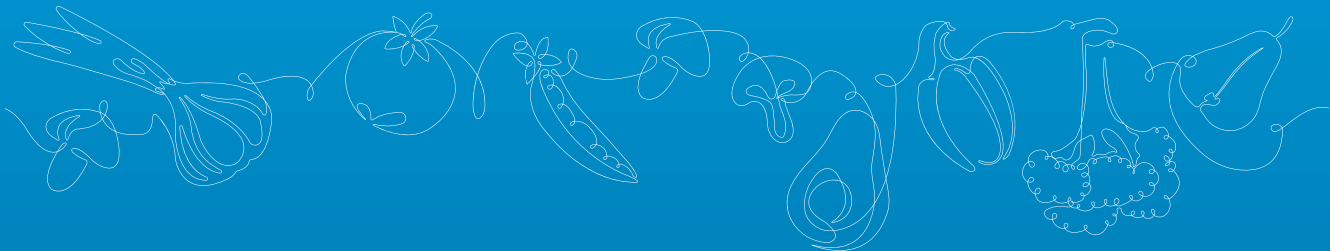
Turkey & Cheese Sub  
Crispy Chicken Wrap  
SunCrustable Kit

Ham & Cheese Sub  
Buffalo Chicken Wrap  
Strawberry Fields Parfait **V**  
SunCrustable Kit

Lunch includes choice of entrée listed, variety of fruits, vegetables, and choice of milk

**V** Vegetarian

THIS INSTITUTION IS AN EQUAL OPPORTUNITY PROVIDER



# RALSTON PUBLIC SCHOOLS - MIDDLE SCHOOL LUNCH MENU



**RALSTON MIDDLE SCHOOL**

LUNCH: 8/25/25-8/29/25

## MONDAY

## TUESDAY

## WEDNESDAY

## THURSDAY

## FRIDAY

### SUPER FOODS

Blackened Chicken  
Alfredo Pasta  
Roasted Broccoli

Crispito & Cheese Sauce  
Tostitos  
Mexican Zucchini

French Toast Sticks <sup>V</sup>  
Scrambled Eggs <sup>V</sup>  
Pork Sausage Patty  
Warm Berries

Popcorn Chicken Bowl  
Mashed Potatoes  
Dinner Roll

Scratch Beef Lasagna  
Roasted Broccoli

### EVERYDAY GRILL

All-Beef Hot Dog  
Hamburger  
Chicken Patty/ Spicy  
Sandwich  
Cheeses, Toppings  
French Fries

Beef Riblet  
Hamburger  
Chicken Patty/ Spicy  
Sandwich  
Cheeses, Toppings  
French Fries

Chicken Parm Sandwich  
Hamburger  
Chicken Patty/ Spicy  
Sandwich  
Cheeses, Toppings  
French Fries

Bacon Cheeseburger  
Hamburger  
Chicken Patty/ Spicy  
Sandwich  
Cheeses, Toppings  
French Fries

Corn Dog  
Hamburger  
Chicken Patty/ Spicy  
Sandwich  
Cheeses, Toppings  
French Fries

### EVERYDAY PIZZA

Cheese Pizza <sup>V</sup>  
Pepperoni Pizza  
Pizza Sticks w/ Marinara <sup>V</sup>  
Fresh Seasonings

Cheese Pizza  
Pepperoni Pizza  
Buffalo Chicken Pizza  
Fresh Seasonings

Cheese Pizza  
Pepperoni Pizza  
Pizza Sticks w/ Marinara  
Fresh Seasonings

Cheese Pizza  
Pepperoni Pizza  
Meatlovers Pizza  
Fresh Seasonings

Cheese Pizza  
Pepperoni Pizza  
Pizza Sticks w/ Marinara  
Fresh Seasonings

### FAST TAKES

Turkey & Cheese Sub  
Chef Salad  
Just Peachy Parfait <sup>V</sup>  
SunCrustable Kit <sup>V</sup>

American Combo Sub  
Chicken Caesar Salad  
SunCrustable Kit

Italian Combo Sub  
Crispy Chicken Salad  
Chicken Caesar Wrap  
SunCrustable Kit

Turkey & Cheese Sub  
Crispy Chicken Wrap  
SunCrustable Kit

Ham & Cheese Sub  
Buffalo Chicken Wrap  
Strawberry Fields Parfait <sup>V</sup>  
SunCrustable Kit

Lunch includes choice of entrée listed, variety of fruits, vegetables, and choice of milk

<sup>V</sup> Vegetarian

THIS INSTITUTION IS AN EQUAL OPPORTUNITY PROVIDER



# RALSTON PUBLIC SCHOOLS - MIDDLE SCHOOL LUNCH MENU



## RALSTON MIDDLE SCHOOL

LUNCH: 9/1/25-9/5/25

### MONDAY

SUPER FOODS

EVERYDAY GRILL

EVERYDAY PIZZA

FAST TAKES

### TUESDAY

### WEDNESDAY

### THURSDAY

### FRIDAY

Pancakes **V**  
Scrambled Eggs **V**  
Sausage Patty  
Roasted Pineapple

Chicken Parm Sandwich  
Hamburger  
Chicken Patty/ Spicy Sandwich  
Cheeses, Toppings  
French Fries

Cheese Pizza **V**  
Pepperoni Pizza  
Pizza Sticks w/ Marinara **V**  
Fresh Seasonings

Italian Combo Sub  
Crispy Chicken Salad  
Chicken Caesar Wrap  
SunCrustable Kit **V**

French Bread Pizza **V**  
Caesar Salad with Toasted Croutons

Bacon Cheeseburger  
Hamburger  
Chicken Patty/ Spicy Sandwich  
Cheeses, Toppings  
French Fries

Cheese Pizza  
Pepperoni Pizza  
Chix Bacon Ranch Pizza  
Fresh Seasonings

Turkey & Cheese Sub  
Crispy Chicken Wrap  
SunCrustable Kit

Beef and Cheese Nachos  
Nachos Toppings  
Refried Beans w/ Cheese

Corn Dog  
Hamburger  
Chicken Patty/ Spicy Sandwich  
Cheeses, Toppings  
French Fries

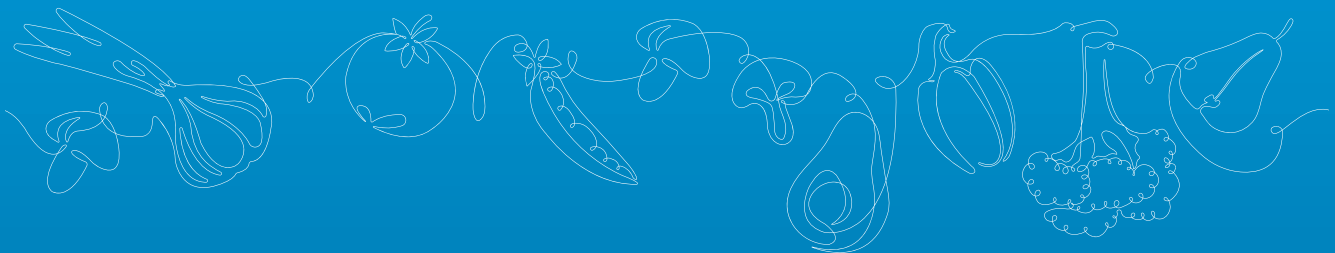
Cheese Pizza  
Pepperoni Pizza  
Pizza Sticks w/ Marinara  
Fresh Seasonings

Ham & Cheese Sub  
Buffalo Chicken Wrap  
Strawberry Fields Parfait **V**  
SunCrustable Kit

Lunch includes choice of entrée listed, variety of fruits, vegetables, and choice of milk

**V** Vegetarian

THIS INSTITUTION IS AN EQUAL OPPORTUNITY PROVIDER



# RALSTON PUBLIC SCHOOLS - MIDDLE SCHOOL LUNCH MENU



## RALSTON MIDDLE SCHOOL

LUNCH: 9/8/25-9/12/25

### MONDAY

**SUPER FOODS**

Roast Beef French Dip Sandwich  
Baked Beans

**EVERYDAY GRILL**

All-Beef Hot Dog Hamburger  
Chicken Patty/ Spicy Sandwich  
Cheeses, Toppings  
French Fries

**EVERYDAY PIZZA**

Cheese Pizza **V**  
Pepperoni Pizza  
Pizza Sticks w/ Marinara **V**  
Fresh Seasonings

**FAST TAKES**

Turkey & Cheese Sub  
Chef Salad  
Just Peachy Parfait **V**  
SunCrustable Kit **V**

### TUESDAY

Seasoned Baked Chicken Breast  
Cheesy Hashbrown Casserole  
Biscuit  
Roasted Green Beans

Beef Riblet Hamburger  
Chicken Patty/ Spicy Sandwich  
Cheeses, Toppings  
French Fries

Cheese Pizza  
Pepperoni Pizza  
Sausage Pizza  
Fresh Seasonings

American Combo Sub  
Chicken Caesar Salad  
SunCrustable Kit

### WEDNESDAY

Sausage, Egg & Cheese Burrito  
Crispy Potato Wedges

Chicken Parm Sandwich  
Hamburger  
Chicken Patty/ Spicy Sandwich  
Cheeses, Toppings  
French Fries

Cheese Pizza  
Pepperoni Pizza  
Pizza Sticks w/ Marinara  
Fresh Seasonings

Italian Combo Sub  
Crispy Chicken Salad  
Chicken Caesar Wrap  
SunCrustable Kit

### THURSDAY

Breaded Chicken Drumstick  
Mashed Potatoes  
Dinner Roll

Bacon Cheeseburger  
Hamburger  
Chicken Patty/ Spicy Sandwich  
Cheeses, Toppings  
French Fries

Cheese Pizza  
Pepperoni Pizza  
Mac N Cheese Pizza **V**  
Fresh Seasonings

Turkey & Cheese Sub  
Crispy Chicken Wrap  
SunCrustable Kit

### FRIDAY

Southwest Steak Rice Bowl  
Cilantro Lime Rice  
Peppers & Onions  
Black Beans

Corn Dog  
Hamburger  
Chicken Patty/ Spicy Sandwich  
Cheeses, Toppings  
French Fries

Cheese Pizza  
Pepperoni Pizza  
Pizza Sticks w/ Marinara  
Fresh Seasonings

Ham & Cheese Sub  
Buffalo Chicken Wrap  
Strawberry Fields Parfait **V**  
SunCrustable Kit

Lunch includes choice of entrée listed, variety of fruits, vegetables, and choice of milk

**V** Vegetarian

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# RALSTON PUBLIC SCHOOLS - FRUITS & VEGETABLES MENU



## Fresh Fruit & Vegetable Program

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
<b>Week 1:</b>	Grapes Celery	Grapes Celery	Grapes Celery	
<b>Week 2:</b>	Apple Slices Snow Peas	Apple Slices Snow Peas	Apple Slices Snow Peas	
<b>Week 3:</b>	Blueberries Green Peppers	Blueberries Green Peppers	Blueberries Green Peppers	
<b>Week 4:</b>	Grapefruit Cherry Tomatoes	Grapefruit Cherry Tomatoes	Grapefruit Cherry Tomatoes	
<b>Week 5:</b>	Red Pears Zucchini Sticks	Red Pears Zucchini Sticks	Red Pears Zucchini Sticks	
<b>Week 6:</b>	Kiwi Cauliflower	Kiwi Cauliflower	Kiwi Cauliflower	
<b>Week 7:</b>	Strawberries Cucumber	Strawberries Cucumber	Strawberries Cucumber	
<b>Week 8:</b>	Oranges Yellow Squash	Oranges Yellow Squash	Oranges Yellow Squash	
<b>Week 9:</b>	Gala Apple Spinach	Gala Apple Spinach	Gala Apple Spinach	
<b>Week 10:</b>	Raspberries Carrots	Raspberries Carrots	Raspberries Carrots	
<b>Week 11:</b>	Clementines Snap Peas	Clementines Snap Peas	Clementines Snap Peas	

*Each Elementary will receive a serving of fruit & vegetable throughout the week based on preferred delivery days (currently Tues/Wed/Thurs)*

THIS INSTITUTION IS AN EQUAL OPPORTUNITY PROVIDER

25-SC1-431950

# RALSTON PUBLIC SCHOOLS - SUMMER EATS BREAKFAST MENU

## Summer Eats

### Breakfast Menu

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
1 Warmed Mini Strawberry Bagels	2 Sizzlin' Sausage Breakfast Pizza	3 Cocoa Puff Filled Pastry	4 Homestyle Waffle with Berry Compote	5 Egg & Cheese English Muffin Sandwich
6 Blueberry Bash Mini Waffles	7 Ham, Egg & Cheese Biscuit Sandwich	8 Fresh Baked Cinnamon Oatmeal Bake	9 Buttermilk Pancake Stack	10 Chocolate Muffin & Yogurt
11 Warm Pancake Bites tossed in Cinnamon Sugar	12 Southern Style Biscuit and Sausage Gravy	13 Fresh Baked Cinnamon Roll with Vanilla Icing	14 Warmed Dutch Waffle tossed in Powdered Sugar	15 Sausage, Egg & Cheese Bagel Sandwich
16 Warmed Mini Strawberry Bagels	17 Sizzlin' Sausage Breakfast Pizza	18 Cocoa Puff Filled Pastry	19 Homestyle Waffle with Berry Compote	20 Egg & Cheese English Muffin Sandwich
21 Blueberry Bash Mini Waffles		<b>All breakfasts include</b> a choice of entrée listed or one of the daily offerings plus the hearty garden bar!	<b>Daily offerings:</b> Cereal or Cereal Bar with String cheese/Graham, Pop-tart, Mini Donuts	<b>From the Garden:</b> A variety of fresh fruits, vegetables, 100% fruit juice, low-fat and fat-free milk. <i>We hope to inspire &amp; encourage all participants to make healthy choices &amp; build healthy habits!</i>

Menu is subject to change.  
This institution is an equal opportunity provider.



# RALSTON PUBLIC SCHOOLS - SUMMER EATS LUNCH MENU

## Summer Eats

### Lunch Menu

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
1 Crispy Chicken Sandwich	2 Grilled Chicken Alfredo with Breadstick	3 Crispy Chicken Nuggets with Garlic Knot	4 Taco Nachos with Salsa Roja	5 Grilled Hot Dog
6 Fresh Made Cheese Pizza	7 Grilled Hamburger	8 Melty Grilled Cheese	9 Sweet & Sour Chicken Bowl	10 French Toast Sticks
11 Homestyle Breaded Chicken Drumstick with Biscuit	12 Fajita Quesadilla with Pico de Gallo	13 Crispy Chicken Nuggets with Breadstick	14 Cheesy Breadsticks with Marinara Sauce	15 Barbecue Pulled Pork Sandwich
16 Crispy Chicken Sandwich	17 Grilled Chicken Alfredo with Breadstick	18 Crispy Chicken Nuggets with Garlic Knot	19 Taco Nachos with Salsa	20 Grilled Hot Dog
21 Fresh Made Cheese Pizza			<p><b>All lunches include a choice of entrée plus all offerings at the hearty garden bar!</b></p>	<p><b>From the Garden:</b> A variety of fresh fruits, vegetables, 100% fruit juice, low-fat and fat-free milk. <i>We hope to inspire &amp; encourage all participants to make healthy choices &amp; build healthy habits!</i></p>

Menu is subject to change.  
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25-SC01-431050

# RALSTON PUBLIC SCHOOLS - HIGH SCHOOL BREAKFAST MENU



## Ralston High School

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
<b>11</b> Ham, Egg & Cheese English Muffin Assorted Cereal & String Cheese	<b>12</b> Egg & Cheese Biscuit Cinni Minis	<b>13</b> Bacon Breakfast Pizza Assorted Cereal & String Cheese	<b>14</b> Sausage, Egg & Cheese Breakfast Burrito Cherry Frudel	<b>15</b> Toasted Bagel & Cream Cheese Mini Donuts
<b>18</b> Egg & Cheese English Muffin Cinnamon Round	<b>19</b> Cinnamon Mini Bagels Assorted Cereal & String Cheese	<b>20</b> Sausage Breakfast Pizza Blueberry Muffin Top	<b>21</b> Pancake Bites Strawberry Field Parfait	<b>22</b> Apple Pie Overnight Oats Assorted Cereal & String Cheese
<b>25</b> Snack'N Waffle Assorted Cereal & String Cheese	<b>26</b> Sausage, Egg & Cheese Burrito Mini Muffin & String Cheese	<b>27</b> Mixed Berry Smoothie Mini Donuts	<b>28</b> Dutch Waffle Assorted Cereal & String Cheese	<b>29</b> Sausage Biscuit Apple Frudel
<b>1</b>	<b>2</b>	<b>3</b> Homemade Blueberry Muffin Assorted Cereal & String Cheese	<b>4</b> Pancake on a Stick Double Berry Parfait	<b>5</b> Peaches N Cream Overnight Oats Mini Donuts
<b>8</b> Buttermilk Pancakes Assorted Cereal & String Cheese	<b>9</b> Egg & Cheese Flatbread Strawberry Mini Bagels	<b>10</b> Bacon Breakfast Pizza Chocolate Crescent	<b>11</b> Scramble Bowl Mini Muffin & String Cheese	<b>12</b> Cinnamon Roll Assorted Cereal & String Cheese

THIS INSTITUTION IS AN EQUAL OPPORTUNITY PROVIDER

# RALSTON PUBLIC SCHOOLS - HIGH SCHOOL LUNCH MENU



## RALSTON HIGH SCHOOL

LUNCH: 8/11/25-8/15/25

Lunch includes choice of entrée listed, variety of fruits, vegetables, and choice of milk



### MONDAY

Fajita & Popcorn Chicken  
Fried Rice, Brown Rice, Lo Mein  
Variety of Sauces  
Sesame Carrots

All-Beef Hot Dog  
Hamburger  
Chicken Patty/ Spicy Sandwich  
Cheeses, Toppings  
French Fries

Spaghetti & Meat Sauce  
Cheese Pizza   
Pepperoni Pizza  
Sausage Pizza  
Pizza Sticks w/ Marinara   
Fresh Seasonings

Crispito with Cheese Sauce & Tostitos  
Mexican Zucchini

Turkey & Cheese Sub  
Chef Salad  
Just Peachy Parfait   
SunCrustable Kit 

Roll, Wrap, Flatbread  
Turkey, Ham, Pepperoni  
American, Swiss, Cheddar, Provolone  
Garden Vegetables

### TUESDAY

Fajita & Popcorn Chicken  
Fried Rice, Brown Rice, Lo Mein  
Variety of Sauces  
Broccoli Florets

Beef Riblet  
Hamburger  
Chicken Patty/ Spicy Sandwich  
Cheeses, Toppings  
French Fries

Spaghetti & Meat Sauce  
Cheese Pizza  
Pepperoni Pizza  
Buffalo Chicken Pizza  
Pizza Sticks w/ Marinara  
Fresh Seasonings

Smoked Beef Philly Cheesesteak  
Onion & Peppers  
Sweet Potato Fries

American Combo Sub  
Chicken Caesar Salad  
SunCrustable Kit



Roll, Wrap, Flatbread  
Turkey, Ham, Pepperoni  
American, Swiss, Cheddar, Provolone  
Garden Vegetables

### WEDNESDAY

Fajita & Popcorn Chicken  
Fried Rice, Brown Rice, Lo Mein  
Variety of Sauces  
Sesame Carrots

Chicken Parm Sandwich  
Hamburger  
Chicken Patty/ Spicy Sandwich  
Cheeses, Toppings  
French Fries

Spaghetti & Meat Sauce  
Cheese Pizza  
Pepperoni Pizza  
Taco Pizza  
Pizza Sticks w/ Marinara  
Fresh Seasonings

French Toast Sticks   
Scrambled Eggs   
Pork Sausage Patty  
Warm Berries

Italian Combo Sub  
Crispy Chicken Salad  
Chicken Caesar Wrap  
SunCrustable Kit

Roll, Wrap, Flatbread  
Turkey, Ham, Pepperoni  
American, Swiss, Cheddar, Provolone  
Garden Vegetables

### THURSDAY

Fajita & Popcorn Chicken  
Fried Rice, Brown Rice, Lo Mein  
Variety of Sauces  
Broccoli Florets

Bacon Cheeseburger  
Hamburger  
Chicken Patty/ Spicy Sandwich  
Cheeses, Toppings  
French Fries

Spaghetti & Meat Sauce  
Cheese Pizza  
Pepperoni Pizza  
Supreme Pizza  
Pizza Sticks w/ Marinara  
Fresh Seasonings

Southern Style Popcorn  
Chicken Bowl  
Dinner Roll

Turkey & Cheese Sub  
Crispy Chicken Wrap  
SunCrustable Kit

Roll, Wrap, Flatbread  
Turkey, Ham, Pepperoni  
American, Swiss, Cheddar, Provolone  
Garden Vegetables


### FRIDAY

Fajita & Popcorn Chicken  
Fried Rice, Brown Rice, Lo Mein  
Variety of Sauces  
Sesame Carrots

Corn Dog  
Hamburger  
Chicken Patty/ Spicy Sandwich  
Cheeses, Toppings  
French Fries

Spaghetti & Meat Sauce  
Cheese Pizza  
Pepperoni Pizza  
Meatlovers Pizza  
Pizza Sticks w/ Marinara  
Fresh Seasonings

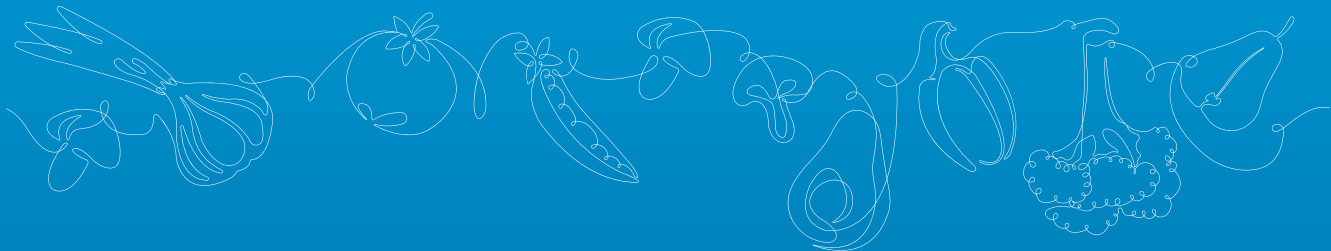
Scratch Beef Lasagna  
Roasted Broccoli

Ham & Cheese Sub  
Buffalo Chicken Wrap  
Strawberry Fields Parfait   
SunCrustable Kit

Roll, Wrap, Flatbread  
Turkey, Ham, Pepperoni  
American, Swiss, Cheddar, Provolone  
Garden Vegetables

 Vegetarian

THIS INSTITUTION IS AN EQUAL OPPORTUNITY PROVIDER



# RALSTON PUBLIC SCHOOLS - HIGH SCHOOL LUNCH MENU



## RALSTON HIGH SCHOOL

LUNCH: 8/18/25-8/22/25

Lunch includes choice of entrée listed, variety of fruits, vegetables, and choice of milk

### ADVENTURE

Fiesta Bar

### GRILL

### PIZZA

### VARIETY

### FAST

### DELI

#### MONDAY

Beef Taco Meat, Fajita Chicken  
Queso Blanco, Cheddar Chips, Shells, Rice Taco Toppings

All-Beef Hot Dog Hamburger  
Chicken Patty/ Spicy Sandwich  
Cheeses, Toppings French Fries

Homestyle Mac&Cheese Cheese Pizza **V**  
Pepperoni Pizza Sausage Pizza  
Pizza Sticks w/ Marinara **V**  
Fresh Seasonings

Breaded Chicken Drumstick Biscuit  
Mashed Potatoes

Turkey & Cheese Sub Chef Salad  
Just Peachy Parfait **V**  
SunCrustable Kit **V**

Roll, Wrap, Flatbread Turkey, Ham, Pepperoni  
American, Swiss, Cheddar, Provolone  
Garden Vegetables

#### TUESDAY

Beef Taco Meat, Fajita Chicken  
Queso Blanco, Cheddar Chips, Shells, Rice Taco Toppings

Beef Riblet Hamburger  
Chicken Patty/ Spicy Sandwich  
Cheeses, Toppings French Fries

Homestyle Mac&Cheese Cheese Pizza  
Pepperoni Pizza Mac & Cheese Pizza  
Pizza Sticks w/ Marinara  
Fresh Seasonings

Southwest Steak Rice Bowl  
Cilantro Lime Rice Peppers & Onions  
Black Beans

American Combo Sub  
Chicken Caesar Salad  
SunCrustable Kit

Roll, Wrap, Flatbread Turkey, Ham, Pepperoni  
American, Swiss, Cheddar, Provolone  
Garden Vegetables

#### WEDNESDAY

Beef Taco Meat, Fajita Chicken  
Queso Blanco, Cheddar Chips, Shells, Rice Taco Toppings

Chicken Parm Sandwich Hamburger  
Chicken Patty/ Spicy Sandwich  
Cheeses, Toppings French Fries

Homestyle Mac&Cheese Cheese Pizza  
Pepperoni Pizza Chic Bacon Ranch Pizza  
Pizza Sticks w/ Marinara  
Fresh Seasonings

Pancakes **V**  
Scrambled Eggs **V**  
Sausage Patty  
Roasted Pineapple

Italian Combo Sub  
Crispy Chicken Salad  
Chicken Caesar Wrap  
SunCrustable Kit

Roll, Wrap, Flatbread Turkey, Ham, Pepperoni  
American, Swiss, Cheddar, Provolone  
Garden Vegetables

#### THURSDAY

Beef Taco Meat, Fajita Chicken  
Queso Blanco, Cheddar Chips, Shells, Rice Taco Toppings

Bacon Cheeseburger Hamburger  
Chicken Patty/ Spicy Sandwich  
Cheeses, Toppings French Fries

Homestyle Mac&Cheese Cheese Pizza  
Pepperoni Pizza Breakfast Pizza  
Pizza Sticks w/ Marinara  
Fresh Seasonings

French Dip Sandwich  
Baked Beans

Turkey & Cheese Sub  
Crispy Chicken Wrap  
SunCrustable Kit

Roll, Wrap, Flatbread Turkey, Ham, Pepperoni  
American, Swiss, Cheddar, Provolone  
Garden Vegetables

#### FRIDAY

Beef Taco Meat, Fajita Chicken  
Queso Blanco, Cheddar Chips, Shells, Rice Taco Toppings

Corn Dog Hamburger  
Chicken Patty/ Spicy Sandwich  
Cheeses, Toppings French Fries

Homestyle Mac&Cheese Cheese Pizza  
Pepperoni Pizza Meatlovers Pizza  
Pizza Sticks w/ Marinara  
Fresh Seasonings

Blackened Chicken Alfredo  
Pasta  
Roasted Broccoli

Ham & Cheese Sub  
Buffalo Chicken Wrap  
Strawberry Fields Parfait **V**  
SunCrustable Kit

Roll, Wrap, Flatbread Turkey, Ham, Pepperoni  
American, Swiss, Cheddar, Provolone  
Garden Vegetables

**V** Vegetarian

THIS INSTITUTION IS AN EQUAL OPPORTUNITY PROVIDER



# RALSTON PUBLIC SCHOOLS - HIGH SCHOOL LUNCH MENU



## RALSTON HIGH SCHOOL

LUNCH: 8/25/25-8/29/25

Lunch includes choice of entrée listed, variety of fruits, vegetables, and choice of milk

### MONDAY

### TUESDAY

### WEDNESDAY

### THURSDAY

### FRIDAY

#### ADVENTURE

Panini & Waffle Bar

Flatbread, Assorted Deli Meats and Cheeses, Fresh Toppings and Sauces

Homemade Waffles, <sup>V</sup>Yogurt, Seasonal Fresh Fruit, Warm Berries, Cinnamon Apples

Flatbread, Assorted Deli Meats and Cheeses, Fresh Toppings and Sauces

Homemade Waffles, Yogurt, Seasonal Fresh Fruit, Warm Berries, Cinnamon Apples

Flatbread, Assorted Deli Meats and Cheeses, Fresh Toppings and Sauces

#### GRILL

All-Beef Hot Dog Hamburger  
Chicken Patty/ Spicy Sandwich  
Cheeses, Toppings  
French Fries

Beef Riblet Hamburger  
Chicken Patty/ Spicy Sandwich  
Cheeses, Toppings  
French Fries

Chicken Parm Sandwich Hamburger  
Chicken Patty/ Spicy Sandwich  
Cheeses, Toppings  
French Fries

Bacon Cheeseburger Hamburger  
Chicken Patty/ Spicy Sandwich  
Cheeses, Toppings  
French Fries

Corn Dog Hamburger  
Chicken Patty/ Spicy Sandwich  
Cheeses, Toppings  
French Fries

#### PIZZA

Beefy Mac Cheese Pizza <sup>V</sup>  
Pepperoni Pizza  
Sausage Pizza  
Pizza Sticks w/ Marinara <sup>V</sup>  
Fresh Seasonings

Beefy Mac Cheese Pizza  
Pepperoni Pizza  
Buffalo Chicken Pizza  
Pizza Sticks w/ Marinara  
Fresh Seasonings

Beefy Mac Cheese Pizza  
Pepperoni Pizza  
Taco Pizza  
Pizza Sticks w/ Marinara  
Fresh Seasonings

Beefy Mac Cheese Pizza  
Pepperoni Pizza  
Supreme Pizza  
Pizza Sticks w/ Marinara  
Fresh Seasonings

Beefy Mac Cheese Pizza  
Pepperoni Pizza  
Meatlovers Pizza  
Pizza Sticks w/ Marinara  
Fresh Seasonings

#### VARIETY

Toasted Pizza Sliders  
Marinara Dipping Sauce  
Parmesan Green Beans

Smoked Barbocoa Tacos  
Fresh Pico de Gallo  
Elote Corn

Sausage, Egg & Cheese Burrito  
Potato Wedges

Golden Chicken Nuggets  
Smoked Mac & Cheese  
Dinner Roll  
Steamed Green Peas

Open Faced Roast Beef Sandwich  
Mashed Potatoes  
Beef Gravy

#### FAST

Turkey & Cheese Sub  
Chef Salad  
Just Peachy Parfait <sup>V</sup>  
SunCrustable Kit <sup>V</sup>

American Combo Sub  
Chicken Caesar Salad  
SunCrustable Kit

Italian Combo Sub  
Crispy Chicken Salad  
Chicken Caesar Wrap  
SunCrustable Kit

Turkey & Cheese Sub  
Crispy Chicken Wrap  
SunCrustable Kit

Ham & Cheese Sub  
Buffalo Chicken Wrap  
Strawberry Fields Parfait <sup>V</sup>  
SunCrustable Kit

#### DELI

Roll, Wrap, Flatbread  
Turkey, Ham, Pepperoni  
American, Swiss, Cheddar,  
Provolone  
Garden Vegetables

Roll, Wrap, Flatbread  
Turkey, Ham, Pepperoni  
American, Swiss, Cheddar,  
Provolone  
Garden Vegetables

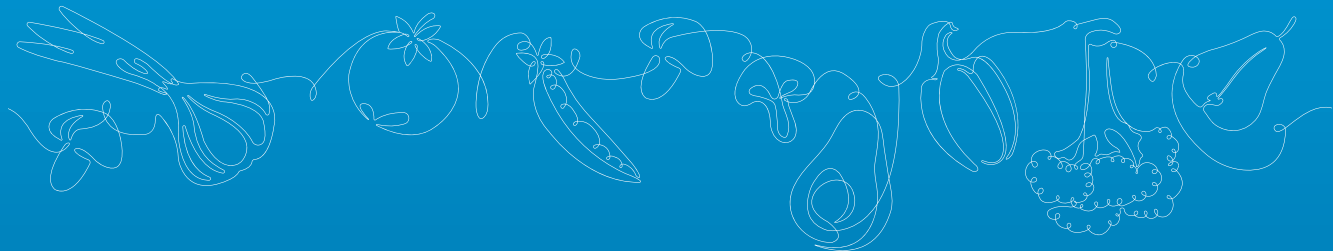
Roll, Wrap, Flatbread  
Turkey, Ham, Pepperoni  
American, Swiss, Cheddar,  
Provolone  
Garden Vegetables

Roll, Wrap, Flatbread  
Turkey, Ham, Pepperoni  
American, Swiss, Cheddar,  
Provolone  
Garden Vegetables

Roll, Wrap, Flatbread  
Turkey, Ham, Pepperoni  
American, Swiss, Cheddar,  
Provolone  
Garden Vegetables

<sup>V</sup> Vegetarian

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# RALSTON PUBLIC SCHOOLS - HIGH SCHOOL LUNCH MENU



## RALSTON HIGH SCHOOL

LUNCH: 9/1/25-9/5/25

Lunch includes choice of entrée listed, variety of fruits, vegetables, and choice of milk

### MONDAY

### TUESDAY

### WEDNESDAY

### THURSDAY

### FRIDAY

**ADVENTURE**

Wing Bar

**GRILL**

**PIZZA**

**VARIETY**

**FAST**

**DELI**

Premium Boneless Chicken Wings  
Soft Pretzel, Garlic Knot  
Homemade Ranch  
Variety of Sauces

Chicken Parm Sandwich  
Hamburger  
Chicken Patty/ Spicy Sandwich  
Cheeses, Toppings  
French Fries

Chicken Parm Pasta  
Cheese Pizza **V**  
Pepperoni Pizza  
Chic Bacon Ranch Pizza  
Pizza Sticks w/ Marinara **V**  
Fresh Seasonings

Warm Cinnamon Roll **V**  
Colby Cheese Omelet **V**  
Tater Tots

Italian Combo Sub  
Crispy Chicken Salad  
Chicken Caesar Wrap  
SunCrustable Kit **V**

Roll, Wrap, Flatbread  
Turkey, Ham, Pepperoni  
American, Swiss, Cheddar,  
Provolone  
Garden Vegetables

Premium Boneless Chicken Wings  
Soft Pretzel, Garlic Knot  
Homemade Ranch  
Variety of Sauces

Bacon Cheeseburger  
Hamburger  
Chicken Patty/ Spicy Sandwich  
Cheeses, Toppings  
French Fries

Chicken Parm Pasta  
Cheese Pizza  
Pepperoni Pizza  
Mac & Cheese Pizza  
Pizza Sticks w/ Marinara  
Fresh Seasonings

General Tso's Chicken  
Steamed Brown Rice  
Roasted Sesame Carrots

Turkey & Cheese Sub  
Crispy Chicken Wrap  
SunCrustable Kit

Roll, Wrap, Flatbread  
Turkey, Ham, Pepperoni  
American, Swiss, Cheddar,  
Provolone  
Garden Vegetables

Premium Boneless Chicken Wings  
Soft Pretzel, Garlic Knot  
Homemade Ranch  
Variety of Sauces

Corn Dog  
Hamburger  
Chicken Patty/ Spicy Sandwich  
Cheeses, Toppings  
French Fries

Chicken Parm Pasta  
Cheese Pizza  
Pepperoni Pizza  
Meatlovers Pizza  
Pizza Sticks w/ Marinara  
Fresh Seasonings

Smoked Birria Burrito  
Street Corn

Ham & Cheese Sub  
Buffalo Chicken Wrap  
Strawberry Fields Parfait **V**  
SunCrustable Kit









Roll, Wrap, Flatbread  
Turkey, Ham, Pepperoni  
American, Swiss, Cheddar,  
Provolone  
Garden Vegetables

**V** Vegetarian

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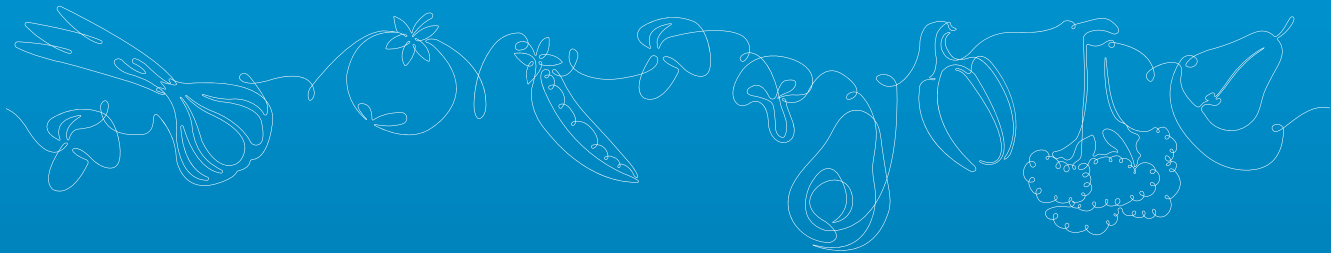


# RALSTON PUBLIC SCHOOLS - HIGH SCHOOL LUNCH MENU

 <b>RALSTON HIGH SCHOOL</b> LUNCH: 9/8/25-9/12/25					
Lunch includes choice of entrée listed, variety of fruits, vegetables, and choice of milk					
	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
<b>ADVENTURE</b> <i>Twirls Bar</i>	Penne, Spaghetti Popcorn & Fajita Chicken, Meatballs Alfredo, Marinara	Penne, Spaghetti Popcorn & Fajita Chicken, Meatballs Alfredo, Marinara	Chicken Alfredo Mac Beefy Mac	Penne, Spaghetti Popcorn & Fajita Chicken, Meatballs Alfredo, Marinara	Penne, Spaghetti Popcorn & Fajita Chicken, Meatballs Alfredo, Marinara
<b>GRILL</b>	All-Beef Hot Dog Hamburger Chicken Patty/ Spicy Sandwich Cheeses, Toppings French Fries	Beef Riblet Hamburger Chicken Patty/ Spicy Sandwich Cheeses, Toppings French Fries	Chicken Parm Sandwich Hamburger Chicken Patty/ Spicy Sandwich Cheeses, Toppings French Fries	Bacon Cheeseburger Hamburger Chicken Patty/ Spicy Sandwich Cheeses, Toppings French Fries	Corn Dog Hamburger Chicken Patty/ Spicy Sandwich Cheeses, Toppings French Fries
<b>PIZZA</b>	Cheese Pizza  Pepperoni Pizza Sausage Pizza Pizza Sticks w/ Marinara  Fresh Seasonings	Cheese Pizza Pepperoni Pizza Buffalo Chicken Pizza Pizza Sticks w/ Marinara Fresh Seasonings	Cheese Pizza Pepperoni Pizza Taco Pizza Pizza Sticks w/ Marinara Fresh Seasonings	Cheese Pizza Pepperoni Pizza Supreme Pizza Pizza Sticks w/ Marinara Fresh Seasonings	Cheese Pizza Pepperoni Pizza Meatlovers Pizza Pizza Sticks w/ Marinara Fresh Seasonings
<b>VARIETY</b>	Beef Nachos Nacho Toppings Refried Beans w/ Cheese	Hawaiian BBQ Chicken Cilantro Lime Brown Rice Roasted Pineapple	Dutch Waffle  Scrambled Eggs  Sausage Patty Baked Cinnamon Apples	Chicken Enchilada Black Beans	French Bread Pizza Small Caesar Salad
<b>FAST</b>	Turkey & Cheese Sub Chef Salad Just Peachy Parfait  SunCrustable Kit 	American Combo Sub Chicken Caesar Salad SunCrustable Kit	Italian Combo Sub Crispy Chicken Salad Chicken Caesar Wrap SunCrustable Kit	Turkey & Cheese Sub Crispy Chicken Wrap SunCrustable Kit	Ham & Cheese Sub Buffalo Chicken Wrap Strawberry Fields Parfait  SunCrustable Kit
<b>DELI</b>	Roll, Wrap, Flatbread Turkey, Ham, Pepperoni American, Swiss, Cheddar, Provolone Garden Vegetables	Roll, Wrap, Flatbread Turkey, Ham, Pepperoni American, Swiss, Cheddar, Provolone Garden Vegetables	Roll, Wrap, Flatbread Turkey, Ham, Pepperoni American, Swiss, Cheddar, Provolone Garden Vegetables	Roll, Wrap, Flatbread Turkey, Ham, Pepperoni American, Swiss, Cheddar, Provolone Garden Vegetables	Roll, Wrap, Flatbread Turkey, Ham, Pepperoni American, Swiss, Cheddar, Provolone Garden Vegetables

 Vegetarian

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# RALSTON PUBLIC SCHOOLS - VENDED MEALS MENU



## Vended Meals

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
1 Cheese Pizza Assorted Fruits Assorted Vegetables Assorted Milk	2 Beef Walking Taco Assorted Fruits Assorted Vegetables Assorted Milk	3 Chicken Nuggets & Dinner Roll Assorted Fruits Assorted Vegetables Assorted Milk	4 Hot Ham & Cheese Assorted Fruits Assorted Vegetables Assorted Milk	5 Crispy Chicken Sandwich Assorted Fruits Assorted Vegetables Assorted Milk
6 Pepperoni Pizza Assorted Fruits Assorted Vegetables Assorted Milk	7 Corn Dog Assorted Fruits Assorted Vegetables Assorted Milk	8 Mozzarella Breadsticks Assorted Fruits Assorted Vegetables Assorted Milk	9 Crispito & Cheese Sauce Assorted Fruits Assorted Vegetables Assorted Milk	10 Penne & Meatballs Assorted Fruits Assorted Vegetables Assorted Milk
11 Cheese Pizza Assorted Fruits Assorted Vegetables Assorted Milk	12 Pancakes & Cheesy Eggs Assorted Fruits Assorted Vegetables Assorted Milk	13 Hot Dog Assorted Fruits Assorted Vegetables Assorted Milk	14 Macaroni & Cheese Assorted Fruits Assorted Vegetables Assorted Milk	15 Popcorn Chicken Bowl Assorted Fruits Assorted Vegetables Assorted Milk
16 Pepperoni Pizza Assorted Fruits Assorted Vegetables Assorted Milk	17 Soft Pretzel & Cheese Sauce Assorted Fruits Assorted Vegetables Assorted Milk	18 Chicken Nuggets & Dinner Roll Assorted Fruits Assorted Vegetables Assorted Milk	19 Cheeseburger Assorted Fruits Assorted Vegetables Assorted Milk	20 Cinnamon Roll & Cheesy Eggs Assorted Fruits Assorted Vegetables Assorted Milk
21 Cheese Pizza Assorted Fruits Assorted Vegetables Assorted Milk	22	23	24	25

**L** LOCAL    **V** VEGETARIAN    **VG** VEGAN

THIS INSTITUTION IS AN EQUAL OPPORTUNITY PROVIDER

**WELCOME  
TO**



**NEBRASKA**

**Home of  Arbor Day**



# Required Documents

# TABLE OF CONTENTS

This section includes various documents required or referenced by the RFP.

Property of Sodexo

---

Statement of Intent

---

Continuation Plan

---

Certificate of Insurance

---

License to do Business

---

Bid Bond - Summer Food Service Program

---

Surety Letter - Summer Food Service Program

---

Firm Offer

---

Option 1: RFP Required Budget \$0.05 Increase

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Option 1: Guarantee

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Option 2: RFP Required Budget \$0.10 Increase

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Option 2: Guarantee

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Option 3: RFP Required Budget \$0.15 Increase

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Option 3: Guarantee

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Option 4: Budget-Sodexo Recommendation

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Option 4: Guarantee

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Chart 1-A- Labor Worksheet

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Chart 1-B -Fringe Benefit Cost Worksheet

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SFSP Value of the Contract

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Agreement Page

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Appendix G - Debarment and Suspension Certification

---

Appendix H - Anti-Collusion Affidavit

---

Appendix I - Certification Regarding Lobbying

---

Disclosure of Lobbying Activities

---

Appendix J - Independent Price Determination Certificate

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Request for Proposal

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This proposal contains proprietary and confidential information of Sodexo. It may not be disclosed to third parties without Sodexo's prior written consent. As the recipient of this proposal, you agree to use due care to prevent its unauthorized use.

## PROPERTY OF SODEXO

This proposal remains the property of Sodexo. No part of this proposal may be reproduced or transmitted in any form or by any means. It is presented with the express understanding and agreement that the information and data herein will be solely for internal use. Except where required by law, any other use, duplication or review requires express permission of Sodexo. Proposal will be valid for a period of 90 days. This proposal is submitted in the name of Sodexo. However, if awarded this bid, Sodexo will contract under Sodexo America, LLC.

## STATEMENT OF INTENT

The future will bring new challenges and opportunities requiring innovative changes and management expertise. To this, we pledge our complete support.

## CONTINUATION PLAN

Your reinvigorated foodservice program will launch seamlessly, on time and within budget. In doing so, we pledge to bring the quality, expertise and innovation necessary to strengthen our partnership and achieve the District's goals.

At the start of the new contract, we will hold a meeting with key stakeholders to review expectations. We are committed to continue the following:

- Improve healthy meal options
- Deliver comprehensive nutrition education and wellness programs
- Offer innovative dining experiences
- Provide world-class training and development programs
- Achieve excellence in operational processes and organizational improvement
- Positively impact the community for many ears to come

**Expect specific, sustainable and measurable management plans that serve as clear and definite blueprints for achieving your long-term nutrition management goals.**

As required pursuant to the Request for Proposal, following is a certificate of insurance. Sodexo will evidence the agreed-upon limits when the contract is awarded.

# CERTIFICATE OF INSURANCE

As required pursuant to the Request for Proposal, following is a certificate of insurance. Sodexo will evidence the agreed-upon limits when the contract is awarded.



## CERTIFICATE OF LIABILITY INSURANCE

DATE(MM/DD/YYYY)  
11/08/2024

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

**IMPORTANT:** If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

<b>PRODUCER</b> Aon Risk Services Central, Inc. Chicago IL Office 200 East Randolph Chicago IL 60601 USA		<b>CONTACT NAME:</b> PHONE (A/C. No. Ext): (866) 283-7122      FAX (A/C. No.): 800-363-0105 E-MAIL ADDRESS:	
<b>INSURED</b> Sodexo, Inc. 915 Meeting Street North Bethesda MD 20852 USA		<b>INSURER(S) AFFORDING COVERAGE</b> NAIC #	
		INSURER A: ACE American Insurance Company      22667	
		INSURER B: Indemnity Insurance Co of North America      43575	
		INSURER C: ACE Property & Casualty Insurance Co.      20699	
		INSURER D:	
		INSURER E:	
		INSURER F:	

Holder Identifier :

**COVERAGES**      **CERTIFICATE NUMBER:** 570109341071      **REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS. **Limits shown are as requested**

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR <input checked="" type="checkbox"/> SIR GEN'L AGGREGATE LIMIT APPLIES PER: <input type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input checked="" type="checkbox"/> LOC OTHER:			OGLG46676129 SIR applies per policy terms & conditions	11/01/2024	11/01/2025	EACH OCCURRENCE \$4,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$2,000,000 MED EXP (Any one person) Excluded PERSONAL & ADV INJURY \$4,000,000 GENERAL AGGREGATE \$14,000,000 PRODUCTS - COMP/OP AGG \$14,000,000 Liquor Liability Limit \$2,000,000
A	<input checked="" type="checkbox"/> ANY AUTO <input type="checkbox"/> OWNED AUTOS ONLY <input type="checkbox"/> HIRED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS <input type="checkbox"/> NON-OWNED AUTOS ONLY			ISA H10844125	11/01/2024	11/01/2025	COMBINED SINGLE LIMIT (Ea accident) \$4,000,000 BODILY INJURY (Per person) BODILY INJURY (Per accident) PROPERTY DAMAGE (Per accident)
C	<input checked="" type="checkbox"/> UMBRELLA LIAB <input checked="" type="checkbox"/> OCCUR <input type="checkbox"/> EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE DED <input checked="" type="checkbox"/> RETENTION \$10,000			XEUG46676166	11/01/2024	11/01/2025	EACH OCCURRENCE \$3,000,000 AGGREGATE \$3,000,000
B	<b>WORKERS COMPENSATION AND EMPLOYERS' LIABILITY</b> ANY PROPRIETOR / PARTNER / EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below		Y/N	WLR7279154A AOS SCFC72791587 WI	11/01/2024	11/01/2025	<input checked="" type="checkbox"/> PER STATUTE <input type="checkbox"/> OTHER E.L. EACH ACCIDENT \$2,000,000 E.L. DISEASE-EA EMPLOYEE \$2,000,000 E.L. DISEASE-POLICY LIMIT \$2,000,000
A	Excess workers Compensation			WCUC72791629 OH SIR applies per policy terms & conditions	11/01/2024	11/01/2025	EL Each Accident \$2,000,000 EL Disease - Policy \$2,000,000 EL Disease - Ea Emp \$2,000,000

Certificate No : 570109341071

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)  
Evidence of Insurance.

<b>CERTIFICATE HOLDER</b> Sodexo, Inc. 915 Meeting Street North Bethesda MD 20852 USA	<b>CANCELLATION</b> SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS. AUTHORIZED REPRESENTATIVE 
--	--

ACORD 25 (2016/03)

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25-501-4-1050



# CERTIFICATE OF INSURANCE

AGENCY CUSTOMER ID: 570000029648

LOC #:



## ADDITIONAL REMARKS SCHEDULE

Page \_ of \_

AGENCY Aon Risk Services Central, Inc.		NAMED INSURED Sodexo, Inc.	
POLICY NUMBER See Certificate Number: 570109341071			
CARRIER See Certificate Number: 570109341071	NAIC CODE	EFFECTIVE DATE:	

### ADDITIONAL REMARKS

**THIS ADDITIONAL REMARKS FORM IS A SCHEDULE TO ACORD FORM,**  
**FORM NUMBER:** ACORD 25 **FORM TITLE:** Certificate of Liability Insurance

Addendum - AI

Designation of Additional Insureds. It is agreed that, with respect to the insurance afforded by the above referenced policies, excluding workers' compensation and Employer's Liability, the provisions of the policy designating who is insured thereunder have been amended to include any person or organization, the "Additional Insured", for whom the Named Insured agrees in writing to procure liability insurance, provided: a) The coverage and limits of liability afforded to such "Additional Insured" apply only to the extent required by the agreement, but in no event for coverage not afforded by the policy, nor for limits of liability greater than the insurer's liability stated in the policy declarations; b) The inclusion of more than one insured shall not increase the limits of the insurer's liability; and c) The designation hereunder of the "Additional Insured" as an insured shall be null and void during the term of any separate liability insurance policy not listed herein and procured by the Named Insured for such "Additional Insured".

ACORD 101 (2008/01)

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25-SOI-431930

**LICENSE TO DO BUSINESS**

**STATE OF**

**NEBRASKA**



United States of America,  
State of Nebraska } ss.

Department of State  
Lincoln, Nebraska

**I, Scott Moore, Secretary of State of Nebraska do hereby certify;**

**the attached is a true and correct copy of the Certificate of Authority to transact business in the State of Nebraska for**

**SODEXHO AMERICA, LLC**

**a DELAWARE limited liability company, as filed in this office on January 21, 2000.**

**I further certify that said limited liability company is hereby authorized to transact business in the State of Nebraska.**

**In Testimony Whereof,**

**I have hereunto set my hand and affixed the Great Seal of the State of Nebraska on January 21, in the year of our Lord, two thousand.**



A handwritten signature in cursive script that reads "Scott Moore".

SECRETARY OF STATE

# LICENSE TO DO BUSINESS



## APPLICATION FOR CERTIFICATE OF AUTHORITY LIMITED LIABILITY COMPANY (FOREIGN) Submit in Duplicate

Scott Moore, Secretary of State  
Room 1305 State Capitol, P.O. Box 94608  
Lincoln, NE 68509  
(402) 471-4079  
<http://www.nol.org/home/SOS/>

An original certificate of good standing from the appropriate authority in the jurisdiction or state under whose laws the limited liability company was organized must be filed with this document.

NOTE: A certified copy of the company's articles of organization may not be filed in lieu of a certificate of good standing.

Name of Limited Liability Company Sodexho America, LLC

### Address of Principal Business office:

901 Washingtonian Blvd. Gaithersburg, MD 20878  
Street Address City State Zip

Organized under the laws of the State of Delaware

Date of Organization January 5, 2000

### Nature of the Business or purposes to be conducted or promoted in this state:

To provide food and facilities management services

### Name and address of registered agent in Nebraska:

Registered Agent Name: CSC-LAWYERS INCORPORATING SERVICE COMPANY  
233 South 13th Street  
Address: 1900 First Bank Bldg. LANCASTER NE 68508  
Street Address City Zip

Anastasia E. Sweeney  
Signature of Member

Anastasia E. Sweeney, Authorized Person  
Printed name of Member  
for Sodexho Marriott Management, Inc.

FILING FEE: \$120.00

Revised 2/11/99

Neb. Rev. Stat. 21-2638

# LICENSE TO DO BUSINESS

**STATE OF NEBRASKA ♦ SECRETARY OF STATE'S OFFICE  
CORPORATION DIVISION**

STATE CAPITOL SUITE 1305 • P.O. BOX 94608 • LINCOLN, NE • 68509  
PHONE: (402)-471-4079 • FAX: (402)-471-3666

SCOTT MOORE  
Secretary of State

January 21, 2000

JULIE HELMUTH  
Office Manager

CSC-WILMINGTON  
ATTN: ELVA SHIPKOWSKI  
1013 CENTRE RD  
WILMINGTON, DE 198051297

### ACKNOWLEDGEMENT OF FILING

The attached documents were filed with the Nebraska Secretary of State's Office, Corporation Division. A label has been affixed to each filing signifying the filing stamp for the Nebraska Secretary of State's Office, Corporation Division. This filing label indicates the date and time of the filing and also references a document number that can be used to reference this filing in the future.

### ACKNOWLEDGEMENT OF FILING FEES RECEIVED

Action/Service	Company/Entity Name	Fee Received
Articles Limited	SODEXHO AMERICA, LLC	100.00
Per Page Charge	SODEXHO AMERICA, LLC	10.00
Certificate	SODEXHO AMERICA, LLC	10.00
	Total Fees Received	\$120.00

Heidi  
Filing Officer

# LICENSE TO DO BUSINESS

STATE OF NEBRASKA ♦ SECRETARY OF STATE'S OFFICE  
1445 "K" STREET • STATE CAPITOL SUITE 1301 • LINCOLN, NE • 68509  
BUSINESS SERVICES DIVISION

**CORPORATIONS**

P.O. BOX 94608  
(402) 471-4079  
FAX: 471-3666

**UNIFORM COMMERCIAL CODE**

P.O. BOX 95104  
(402) 471-4080  
FAX: 471-4429

**NOTARY**

P.O. BOX 95104  
(402) 471-2558  
FAX: 471-4429

**JOHN A. GALE**  
Secretary of State

[www.sos.state.ne.us](http://www.sos.state.ne.us)

**JUDY JOBMAN**  
Deputy Secretary of State

CSC  
PO BOX 81227  
LINCOLN, NE 68501

April 7, 2008

### ACKNOWLEDGEMENT OF FILING

The document(s) listed below were filed with the Nebraska Secretary of State's Office, Corporation Division. A label has been affixed to each filing signifying the filing stamp for the Nebraska Secretary of State's Office, Corporation Division. This filing label indicates the date and time of the filing and also references a document number that can be used to reference this filing in the future.

### ACKNOWLEDGEMENT OF FILING FEES RECEIVED

Action/Service	Company/Entity Name	Fee Received
New Name	SODEXO AMERICA, LLC	10.00
Per Page Charge	SODEXO AMERICA, LLC	5.00
	Total Fees Received	\$15.00

Adam Pedersen  
Filing Officer



**APPLICATION FOR AMENDED  
CERTIFICATE OF AUTHORITY  
LIMITED LIABILITY COMPANY  
(FOREIGN)**

Submit in Duplicate

John A. Gale, Secretary of State  
Room 1301 State Capitol, P.O. Box 94608  
Lincoln, NE 68509  
(402) 471-4079  
<http://www.sos.state.ne.us>

Name of Limited Liability Company Sodexo America, LLC

Organized under the laws of the State of Delaware

Date original certificate of authority was filed in Nebraska 01/21/2000

The name of the organization has been changed to:

Sodexo America, LLC

The address of the principle office has been changed to:

no change

Name and address of registered agent in Nebraska:

Registered Agent Name: CSC - Lawyers Incorporating Service Company

Address: Suite 1900, 233 S. 13th Street Lincoln NE 68508  
Street Address City Zip

Robert A. Stern  
Signature of Authorized Representative

Robert A. Stern, Member  
Printed name Representative

FILING FEE: \$15.00

Revised 03/10/05

Neb. Rev. Stat. 21-2641

# BID BOND - SUMMER FOOD SERVICE PROGRAM

## AIA<sup>®</sup> Document A310<sup>™</sup> – 2010

### Bid Bond

**CONTRACTOR:**

(Name, legal status and address)  
SODEXO AMERICA, LLC.  
915 Meeting Street, Suite 1400  
North Bethesda, MD 20852

**SURETY:**

(Name, legal status and principal place  
of business)

SWISS RE CORPORATE SOLUTIONS AMERICA  
INSURANCE CORPORATION  
1200 Main Street Suite 800  
Kansas City, MO 64105-2478

This document has important legal consequences. Consultation with an attorney is encouraged with respect to its completion or modification.

Any singular reference to Contractor, Surety, Owner or other party shall be considered plural where applicable.

**OWNER:**

(Name, legal status and address)  
RALSTON PUBLIC SCHOOLS  
8545 Park Drive, Ralston, NE 68127

**BOND AMOUNT:** Five Percent of Amount bid  
(5% of Amount Bid)

**PROJECT:**

(Name, location or address, and Project number, if any)  
Food Service Management for Ralston Public Schools


Project Number, if any:

The Contractor and Surety are bound to the Owner in the amount set forth above, for the payment of which the Contractor and Surety bind themselves, their heirs, executors, administrators, successors and assigns, jointly and severally, as provided herein. The conditions of this Bond are such that if the Owner accepts the bid of the Contractor within the time specified in the bid documents, or within such time period as may be agreed to by the Owner and Contractor, and the Contractor either (1) enters into a contract with the Owner in accordance with the terms of such bid, and gives such bond or bonds as may be specified in the bidding or Contract Documents, with a surety admitted in the jurisdiction of the Project and otherwise acceptable to the Owner, for the faithful performance of such Contract and for the prompt payment of labor and material furnished in the prosecution thereof; or (2) pays to the Owner the difference, not to exceed the amount of this Bond, between the amount specified in said bid and such larger amount for which the Owner may in good faith contract with another party to perform the work covered by said bid, then this obligation shall be null and void, otherwise to remain in full force and effect. The Surety hereby waives any notice of an agreement between the Owner and Contractor to extend the time in which the Owner may accept the bid. Waiver of notice by the Surety shall not apply to any extension exceeding sixty (60) days in the aggregate beyond the time for acceptance of bids specified in the bid documents, and the Owner and Contractor shall obtain the Surety's consent for an extension beyond sixty (60) days.

If this Bond is issued in connection with a subcontractor's bid to a Contractor, the term Contractor in this Bond shall be deemed to be Subcontractor and the term Owner shall be deemed to be Contractor.


When this Bond has been furnished to comply with a statutory or other legal requirement in the location of the Project, any provision in this Bond conflicting with said statutory or legal requirement shall be deemed deleted herefrom and provisions conforming to such statutory or other legal requirement shall be deemed incorporated herein. When so furnished, the intent is that this Bond shall be construed as a statutory bond and not as a common law bond.

Signed and sealed this 7th day of February, 2025

  
(Witness)

SODEXO AMERICA, LLC.  
(Principal)  (Seal)  
(Title)

  
(Witness) Samantha Chierici

SWISS RE CORPORATE SOLUTIONS AMERICA INSURANCE CORPORATION  
(Surety)  (Seal)  
(Title) Corinne Chapman, Attorney in Fact

# BID BOND - SUMMER FOOD SERVICE PROGRAM

## SWISS RE CORPORATE SOLUTIONS

SWISS RE CORPORATE SOLUTIONS AMERICA INSURANCE CORPORATION ("SRCSAIC")  
SWISS RE CORPORATE SOLUTIONS PREMIER INSURANCE CORPORATION ("SRCSPIC")  
WESTPORT INSURANCE CORPORATION ("WIC")

### GENERAL POWER OF ATTORNEY

KNOW ALL MEN BY THESE PRESENTS, THAT SRCSAIC, a corporation duly organized and existing under laws of the State of Missouri, and having its principal office in the City of Kansas City, Missouri, and SRCSPIC, a corporation organized and existing under the laws of the State of Missouri and having its principal office in the City of Kansas City, Missouri, and WIC, organized under the laws of the State of Missouri, and having its principal office in the City of Kansas City, Missouri, each does hereby make, constitute and appoint:

SUSAN W. WELSH, SANDRA M. WINSTED, DEREK J. ELSTON, CHRISTOPHER P. TROHA, CHRISTINA L. SANDOVAL, SANDRA M. NOWAK, JUDITH A. LUCKY-EFTIMOV, JENNIFER WILLIAMS,

ERIC D. SAUER, BRYAN J. HUFT, AERIE WALTON, BARTLOMIEJ SIEPIERSKI, BARBARA PANNIER, KRISTIN L. HANNIGAN, SAMANTHA CHERICI, RACHEL FORE, CORINNE CHAPMAN, JEAN TORRES,

NICHOLAS KERTESZ, ROGER PARAISSON, STEPHANIE L. MILLER, TARA A. MAQUINTO and DARTONYA WRIGHT JOINTLY OR SEVERALLY

Its true and lawful Attorney(s)-in-Fact, to make, execute, seal and deliver, for and on its behalf and as its act and deed, bonds or other writings obligatory in the nature of a bond on behalf of each of said Companies, as surety, on contracts of suretyship as are or may be required or permitted by law, regulation, contract or otherwise, provided that no bond or undertaking or contract or suretyship executed under this authority shall exceed the amount of:

TWO HUNDRED MILLION (\$200,000,000.00) DOLLARS

This Power of Attorney is granted and is signed by facsimile under and by the authority of the following Resolutions adopted by the Boards of Directors of both SRCSAIC and SRCSPIC at meetings duly called and held on the 18th of November 2021 and WIC by written consent of its Executive Committee dated July 18, 2011.

"RESOLVED, that any two of the President, any Managing Director, any Senior Vice President, any Vice President, the Secretary or any Assistant Secretary be, and each or any of them hereby is, authorized to execute a Power of Attorney qualifying the attorney named in the given Power of Attorney to execute on behalf of the Corporation bonds, undertakings and all contracts of surety, and that each or any of them hereby is authorized to attest to the execution of any such Power of Attorney and to attach therein the seal of the Corporation; and it is

FURTHER RESOLVED, that the signature of such officers and the seal of the Corporation may be affixed to any such Power of Attorney or to any certificate relating thereto by facsimile, and any such Power of Attorney or certificate bearing such facsimile signatures or facsimile seal shall be binding upon the Corporation when so affixed and in the future with regard to any bond, undertaking or contract of surety to which it is attached."



By Erik Janssens  
Erik Janssens, Senior Vice President of SRCSAIC & Senior Vice President  
of SRCSPIC & Senior Vice President of WIC

By Gerald Jagrowski  
Gerald Jagrowski, Vice President of SRCSAIC & Vice President of SRCSPIC  
& Vice President of WIC



IN WITNESS WHEREOF, SRCSAIC, SRCSPIC, and WIC have caused their official seals to be hereunto affixed, and these presents to be signed by their authorized officers

this 3RD day of NOVEMBER, 20 23

State of Illinois  
County of Cook



Swiss Re Corporate Solutions America Insurance Corporation  
Swiss Re Corporate Solutions Premier Insurance Corporation  
Westport Insurance Corporation

On this 3RD day of NOVEMBER, 20 23, before me, a Notary Public personally appeared Erik Janssens, Senior Vice President of SRCSAIC and Senior Vice President of SRCSPIC and Senior Vice President of WIC and Gerald Jagrowski, Vice President of SRCSAIC and Vice President of SRCSPIC and Vice President of WIC, personally known to me, who being by me duly sworn, acknowledged that they signed the above Power of Attorney as officers of and acknowledged said instrument to be the voluntary act and deed of their respective companies.



Christina Manisco  
Christina Manisco, Notary

I, Jeffrey Goldberg, the duly elected Senior Vice President and Assistant Secretary of SRCSAIC and SRCSPIC and WIC, do hereby certify that the above and foregoing is a true and correct copy of a Power of Attorney given by said SRCSAIC and SRCSPIC and WIC, which is still in full force and effect. IN WITNESS WHEREOF, I have set my hand and affixed the seals of the Companies this 7 day of February, 20 23

Jeffrey Goldberg  
Jeffrey Goldberg, Senior Vice President &  
Assistant Secretary of SRCSAIC and  
SRCSPIC and WIC

# SURETY LETTER



Swiss Re Corporate Solutions America Insurance Corporation  
Swiss Re Corporate Solutions Elite Insurance Corporation  
Swiss Re Corporate Solutions Premier Insurance Corporation  
Swiss Re Corporate Solutions Capacity Insurance Corporation  
1200 Main Street, Suite 800  
Kansas City, MO 64105  
T 800-255-6931  
[www.swissre.com](http://www.swissre.com)

DATE: **February 7<sup>th</sup>, 2025**

**Ralston Public Schools**  
**8545 Park Drive**  
**Ralston, NE 68127**

RE: **Food Service Management for Ralston Public Schools**

To Whom it May Concern:

**Sodexo America, LLC.** been a surety account with Swiss Re Corporate Solutions America Insurance Corporation since 2018. During that time, we have entertained license bonds, bid bonds, performance and payment bonds for this account. Swiss Re Corporate Solutions America Insurance Corporation would consider single jobs up to \$50,000,000 and a total work program of \$150,000,000 subject to our usual and customary underwriting considerations.

It is our opinion that **Sodexo America, LLC.** is qualified to perform the above captioned project. At their request we will give favorable consideration to providing the required performance and payment bonds.

Swiss Re Corporate Solutions America Insurance Corporation is an "A+" AM Best rated company and is listed on the U.S. Treasury Department's Listing of Approved Sureties (Circular 570). Swiss Re Corporate Solutions America Insurance Corporation would consider contract bonds on a case by case basis subject to our usual and customary underwriting considerations, acceptable contract documents and funding verification. Any final decision to provide bonds is strictly between the surety and **Sodexo America, LLC.** and not subject to third party review.

Sincerely,

Swiss Re Corporate Solutions America Insurance Corporation

A handwritten signature in blue ink, appearing to read 'Corinne Chapman', written over a horizontal line.

Corinne Chapman, Attorney-in-Fact

The term of the bond shall be one year, and it may be extended by the Surety by Continuation Certificate. However, neither nonrenewal by the Surety, nor the failure or inability of FSMC to file a replacement bond in the event of nonrenewal, shall itself constitute a loss recoverable under the bond or any renewal or continuation thereof

# SURETY LETTER

## SWISS RE CORPORATE SOLUTIONS

SWISS RE CORPORATE SOLUTIONS AMERICA INSURANCE CORPORATION ("SRCSAIC")  
SWISS RE CORPORATE SOLUTIONS PREMIER INSURANCE CORPORATION ("SRCSPIC")  
WESTPORT INSURANCE CORPORATION ("WIC")

### GENERAL POWER OF ATTORNEY

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SUSAN W. WELSH, SANDRA M. WINSTED, DEREK J. ELSTON, CHRISTOPHER P. TROHA, CHRISTINA L. SANDOVAL, SANDRA M. NOWAK, JUDITH A. LUCKY-EFTIMOV, JENNIFER WILLIAMS,

ERIC D. SAUER, BRYAN J. HUFT, AERIE WALTON, BARTLOMIEJ SIEPIERSKI, BARBARA PANNIER, KRISTIN L. HANNIGAN, SAMANTHA CHIERICI, RACHEL FORE, CORINNE CHAPMAN, JEAN TORRES,

NICHOLAS KERTESZ, ROGER PARAISSON, STEPHANIE L. MILLER, TARA A. MAQUINTO and DARTONYA WRIGHT JOINTLY OR SEVERALLY

Its true and lawful Attorney(s)-in-Fact, to make, execute, seal and deliver, for and on its behalf and as its act and deed, bonds or other writings obligatory in the nature of a bond on behalf of each of said Companies, as surety, on contracts of suretyship as are or may be required or permitted by law, regulation, contract or otherwise, provided that no bond or undertaking or contract or suretyship executed under this authority shall exceed the amount of:

TWO HUNDRED MILLION (\$200,000,000.00) DOLLARS

This Power of Attorney is granted and is signed by facsimile under and by the authority of the following Resolutions adopted by the Boards of Directors of both SRCSAIC and SRCSPIC at meetings duly called and held on the 18th of November 2021 and WIC by written consent of its Executive Committee dated July 18, 2011.

"RESOLVED, that any two of the President, any Managing Director, any Senior Vice President, any Vice President, the Secretary or any Assistant Secretary be, and each or any of them hereby is, authorized to execute a Power of Attorney qualifying the attorney named in the given Power of Attorney to execute on behalf of the Corporation bonds, undertakings and all contracts of surety, and that each or any of them hereby is authorized to attest to the execution of any such Power of Attorney and to attach therein the seal of the Corporation; and it is

FURTHER RESOLVED, that the signature of such officers and the seal of the Corporation may be affixed to any such Power of Attorney or to any certificate relating thereto by facsimile, and any such Power of Attorney or certificate bearing such facsimile signatures or facsimile seal shall be binding upon the Corporation when so affixed and in the future with regard to any bond, undertaking or contract of surety to which it is attached."



By Erik Janssens  
Erik Janssens, Senior Vice President of SRCSAIC & Senior Vice President of SRCSPIC & Senior Vice President of WIC

By Gerald Jagrowski  
Gerald Jagrowski, Vice President of SRCSAIC & Vice President of SRCSPIC & Vice President of WIC



IN WITNESS WHEREOF, SRCSAIC, SRCSPIC, and WIC have caused their official seals to be hereunto affixed, and these presents to be signed by their authorized officers

this 3RD day of NOVEMBER, 20 23

State of Illinois  
County of Cook

SS

Swiss Re Corporate Solutions America Insurance Corporation  
Swiss Re Corporate Solutions Premier Insurance Corporation  
Westport Insurance Corporation

On this 3RD day of NOVEMBER, 20 23, before me, a Notary Public personally appeared Erik Janssens, Senior Vice President of SRCSAIC and Senior Vice President of SRCSPIC and Senior Vice President of WIC and Gerald Jagrowski, Vice President of SRCSAIC and Vice President of SRCSPIC and Vice President of WIC, personally known to me, who being by me duly sworn, acknowledged that they signed the above Power of Attorney as officers of and acknowledged said instrument to be the voluntary act and deed of their respective companies.



Christina Manisco  
Christina Manisco, Notary Public, State of Illinois

I, Jeffrey Goldberg, the duly elected Senior Vice President and Assistant Secretary of SRCSAIC and SRCSPIC and WIC, do hereby certify that the above and foregoing is a true and correct copy of a Power of Attorney given by said SRCSAIC and SRCSPIC and WIC, which is still in full force and effect.

IN WITNESS WHEREOF, I have set my hand and affixed the seals of the Companies this 7 day of February, 20 25

Jeffrey Goldberg  
Jeffrey Goldberg, Senior Vice President & Assistant Secretary of SRCSAIC and SRCSPIC and WIC

# FIRM OFFER

## F. Late Proposals

Any proposal submitted after the date and time specified, will not be considered and returned to the FSMC unopened.

## G. Altering, Amending or Withdrawing Proposal

No proposal may be altered, amended or withdrawn after the specified time for opening proposals.

## H. Calculation of Time

Periods of time, stated as a number of days, shall be calendar days unless otherwise stated.

## I. Firm Offer

1. By submitting a response to this RFP, and if such response is not withdrawn prior to the time for opening proposals, the FSMC understands and agrees they are making a firm offer to enter into a contract, which may be accepted by the SFA and will result in a binding contract.
2. Such proposal is irrevocable for a period of ninety (90) days after the time for opening of proposal has passed, DA (FSMC must initial and date here to show agreement). Date March 21, 2025 David Newman, Chief Executive Officer, Sodexo At School, North America

## J. Final Contract

An electronic copy of the submitted proposal and all required documents listed below must be provided to the SFA for submission to NDE. The completed contract to submit to NDE for approval includes: The complete contract includes all documents included by the SFA in the RFP and all documents submitted by the FSMC. The contract must be approved by NDE before signing. Once the NDE approval email is sent, the complete signed contract with all attachments and signed addendum must be submitted to NDE. (7CFR 2010.19(a)(5), 7 CFR210.16 (a)(10))

## K. Post Selection

All FSMCs submitting a proposal will be notified in writing via email within 60 days of the FSMC selected for award by the SFA.

# OPTION 1: RFP REQUIRED BUDGET \$0.05 INCREASE

6. Payment Terms/Method – Fixed Price per Meal Fee Bid:

a. The FSMC must bid and will be paid a fixed fee per meal. The offer amount should be based on assumption that no donated USDA Foods will be available for use and includes all expected rebates, discounts, and other applicable credits. The method by which the FSMC will use and account for USDA Foods shall be in accordance with Section F of the Standard Terms and Conditions herein above.

<b>THIS CHART IS REQUIRED TO BE COMPLETED BY THE FSMC:</b>		
<b>Meal Type</b>	<b>Fee Per Meal</b>	
<b>NSLP Fixed Price Per Meal Fee</b>	Breakfast:	\$ 2.220
	Lunch:	\$ 2.396
	Afterschool Snack:	\$ 1.200
<b>Preschool CACFP Meal Pattern</b>	Breakfast:	\$ 2.220
	Lunch:	\$ 2.396
	AM/PM Snack (non-reimbursable)	\$ 1.200
<b>SFSP Fixed Price Per Meal Fee</b>	Breakfast:	\$ 2.220
	Lunch:	\$ 2.396
	Snack:	\$ 1.200
	Supper:	\$ 2.500
<b>Seamless Summer Option Meal Fee</b>	Breakfast:	\$ 2.220
	Lunch:	\$ 2.396
	Snack:	\$ 1.200
	Supper:	\$ 2.500
<b>CACFP Fixed Price Per Meal Fee</b>	Breakfast:	\$ 2.220
	Lunch:	\$ 2.396
	Snack:	\$ 1.200
	Supper:	\$ 2.500
<b>Special Milk Program</b>	Price per Carton:	\$ 0.500
<b>Non-Reimbursable Milk</b>	Price per Carton:	\$ 0.500
<b>Meal Equivalent Fee for Non-Reimbursable Sales: ala carte, ineligible student meals, extra milk at mealtime, paid adult meals.</b>		\$ 2.396
<b>Meal Equivalent Factor</b>		<b>\$4.99</b>
<b>*SFA's Vended Meals:</b>	Breakfast:	\$ 2.220
	Lunch:	\$ 2.396
	Snack:	\$ 1.200
	Supper:	\$ 2.500
<b>*SFA's Vended Meals:</b>	Breakfast:	\$ 2.220
	Lunch:	\$ 2.396
	Snack:	\$ 1.200
	Supper:	\$ 2.500
<b>Guarantee (SY 2025-2026)</b>		\$ 224,485
<b>Contract Value (SY 2025-2026)</b>		\$ 1,559,576.90

## OPTION 1: GUARANTEE

Option One: RFP Required Budget \$0.05 Increase

### 11. Guarantee

#### To Be Completed by FSMC:

The FSMC guarantees the Non-Profit Food Service Account balance will have a dollar value gain of \$ 224,485 during school year 2025-2026. All additional subsequent renewals shall include no less than the same dollar value of the guarantee.

- a. The FSMC's guarantee MUST NOT be contingent upon multi-year contract duration.
  - b. The balance in the Non-Profit School Food Service Account as of July 1st of the initial year of the contract excluding all unpaid costs incurred in the previous school year will be used as the starting amount to determine if the annual guarantee is met in the initial year of the FSMC Contract. The balance as of July 1st, excluding all unpaid costs incurred in the preceding school year, will be used for subsequent yearly renewals.
  - c. The SFA and FSMC shall cooperate to ensure that the SFA's Food Service Program is operated in accordance with the SFA's Food Service Budget.
  - d. In the event the FSMC's operation of the SFA's Food Service Program results in a lesser amount than the guarantee, the FSMC must pay the difference to the SFA. This amount must be paid to the SFA, to be deposited in the food service account within thirty (30) days of the end of the annual contract.
12. The SFA shall not be responsible for any expenditure incurred by the FSMC before execution of this Contract and approval by NDE.

## OPTION 2: RFP REQUIRED BUDGET \$0.10 INCREASE

6. Payment Terms/Method – Fixed Price per Meal Fee Bid:

- a. The FSMC must bid and will be paid a fixed fee per meal. The offer amount should be based on assumption that no donated USDA Foods will be available for use and includes all expected rebates, discounts, and other applicable credits. The method by which the FSMC will use and account for USDA Foods shall be in accordance with Section F of the Standard Terms and Conditions herein above.

THIS CHART IS REQUIRED TO BE COMPLETED BY THE FSMC:		
Meal Type	Fee Per Meal	
<b>NSLP Fixed Price Per Meal Fee</b>	Breakfast:	\$ 2.220
	Lunch:	\$ 2.396
	Afterschool Snack:	\$ 1.200
<b>Preschool CACFP Meal Pattern</b>	Breakfast:	\$ 2.220
	Lunch:	\$ 2.396
	AM/PM Snack (non-reimbursable)	\$ 1.200
<b>SFSP Fixed Price Per Meal Fee</b>	Breakfast:	\$ 2.220
	Lunch:	\$ 2.396
	Snack:	\$ 1.200
	Supper:	\$ 2.500
<b>Seamless Summer Option Meal Fee</b>	Breakfast:	\$ 2.220
	Lunch:	\$ 2.396
	Snack:	\$ 1.200
	Supper:	\$ 2.500
<b>CACFP Fixed Price Per Meal Fee</b>	Breakfast:	\$ 2.220
	Lunch:	\$ 2.396
	Snack:	\$ 1.200
	Supper:	\$ 2.500
<b>Special Milk Program</b>	Price per Carton:	\$ 0.500
<b>Non-Reimbursable Milk</b>	Price per Carton:	\$ 0.500
<b>Meal Equivalent Fee for Non-Reimbursable Sales:</b> ala carte, ineligible student meals, extra milk at mealtime, paid adult meals.		\$ 2.396
<b>Meal Equivalent Factor</b>		<b>\$4.99</b>
<b>*SFA's Vended Meals:</b>	Breakfast:	\$ 2.220
	Lunch:	\$ 2.396
	Snack:	\$ 1.200
	Supper:	\$ 2.500
<b>*SFA's Vended Meals:</b>	Breakfast:	\$ 2.220
	Lunch:	\$ 2.396
	Snack:	\$ 1.200
	Supper:	\$ 2.500
<b>Guarantee (SY 2025-2026)</b>		\$ 232,939
<b>Contract Value (SY 2025-2026)</b>		\$ 1,559,576.90

## OPTION 2: GUARANTEE

Option Two: RFP Required Budget \$0.10 Increase

### 11. Guarantee

#### To Be Completed by FSMC:

The FSMC guarantees the Non-Profit Food Service Account balance will have a dollar value gain of \$ 232,939 during school year 2025-2026. All additional subsequent renewals shall include no less than the same dollar value of the guarantee.

- a. The FSMC's guarantee MUST NOT be contingent upon multi-year contract duration.
  - b. The balance in the Non-Profit School Food Service Account as of July 1st of the initial year of the contract excluding all unpaid costs incurred in the previous school year will be used as the starting amount to determine if the annual guarantee is met in the initial year of the FSMC Contract. The balance as of July 1st, excluding all unpaid costs incurred in the preceding school year, will be used for subsequent yearly renewals.
  - c. The SFA and FSMC shall cooperate to ensure that the SFA's Food Service Program is operated in accordance with the SFA's Food Service Budget.
  - d. In the event the FSMC's operation of the SFA's Food Service Program results in a lesser amount than the guarantee, the FSMC must pay the difference to the SFA. This amount must be paid to the SFA, to be deposited in the food service account within thirty (30) days of the end of the annual contract.
12. The SFA shall not be responsible for any expenditure incurred by the FSMC before execution of this Contract and approval by NDE.

# OPTION 3: RFP REQUIRED BUDGET \$0.15 INCREASE

6. Payment Terms/Method – Fixed Price per Meal Fee Bid:

a. The FSMC must bid and will be paid a fixed fee per meal. The offer amount should be based on assumption that no donated USDA Foods will be available for use and includes all expected rebates, discounts, and other applicable credits. The method by which the FSMC will use and account for USDA Foods shall be in accordance with Section F of the Standard Terms and Conditions herein above.

**THIS CHART IS REQUIRED TO BE COMPLETED BY THE FSMC:**

Meal Type	Fee Per Meal	
NSLP Fixed Price Per Meal Fee	Breakfast:	\$ 2.220
	Lunch:	\$ 2.396
	Afterschool Snack:	\$ 1.200
Preschool CACFP Meal Pattern	Breakfast:	\$ 2.220
	Lunch:	\$ 2.396
	AM/PM Snack (non-reimbursable)	\$ 1.200
SFSP Fixed Price Per Meal Fee	Breakfast:	\$ 2.220
	Lunch:	\$ 2.396
	Snack:	\$ 1.200
	Supper:	\$ 2.500
Seamless Summer Option Meal Fee	Breakfast:	\$ 2.220
	Lunch:	\$ 2.396
	Snack:	\$ 1.200
	Supper:	\$ 2.500
CACFP Fixed Price Per Meal Fee	Breakfast:	\$ 2.220
	Lunch:	\$ 2.396
	Snack:	\$ 1.200
	Supper:	\$ 2.500
Special Milk Program	Price per Carton:	\$ 0.500
Non-Reimbursable Milk	Price per Carton:	\$ 0.500
Meal Equivalent Fee for Non-Reimbursable Sales: ala carte, ineligible student meals, extra milk at mealtime, paid adult meals.		\$ 2.396
Meal Equivalent Factor		<b>\$4.99</b>
*SFA's Vended Meals:	Breakfast:	\$ 2.220
	Lunch:	\$ 2.396
	Snack:	\$ 1.200
	Supper:	\$ 2.500
*SFA's Vended Meals:	Breakfast:	\$ 2.220
	Lunch:	\$ 2.396
	Snack:	\$ 1.200
	Supper:	\$ 2.500
Guarantee (SY 2025-2026)		\$ 241,393
Contract Value (SY 2025-2026)		\$ 1,559,576.90

## OPTION 3: GUARANTEE

Option Three: RFP Required Budget \$0.15 Increase

### 11. Guarantee

#### To Be Completed by FSMC:

The FSMC guarantees the Non-Profit Food Service Account balance will have a dollar value gain of \$ 241,393 during school year 2025-2026. All additional subsequent renewals shall include no less than the same dollar value of the guarantee.

- a. The FSMC's guarantee MUST NOT be contingent upon multi-year contract duration.
  - b. The balance in the Non-Profit School Food Service Account as of July 1st of the initial year of the contract excluding all unpaid costs incurred in the previous school year will be used as the starting amount to determine if the annual guarantee is met in the initial year of the FSMC Contract. The balance as of July 1st, excluding all unpaid costs incurred in the preceding school year, will be used for subsequent yearly renewals.
  - c. The SFA and FSMC shall cooperate to ensure that the SFA's Food Service Program is operated in accordance with the SFA's Food Service Budget.
  - d. In the event the FSMC's operation of the SFA's Food Service Program results in a lesser amount than the guarantee, the FSMC must pay the difference to the SFA. This amount must be paid to the SFA, to be deposited in the food service account within thirty (30) days of the end of the annual contract.
12. The SFA shall not be responsible for any expenditure incurred by the FSMC before execution of this Contract and approval by NDE.

## OPTION 4: BUDGET SODEXO RECOMMENDATION

6. Payment Terms/Method – Fixed Price per Meal Fee Bid:

a. The FSMC must bid and will be paid a fixed fee per meal. The offer amount should be based on assumption that no donated USDA Foods will be available for use and includes all expected rebates, discounts, and other applicable credits. The method by which the FSMC will use and account for USDA Foods shall be in accordance with Section F of the Standard Terms and Conditions herein above.

<b>THIS CHART IS REQUIRED TO BE COMPLETED BY THE FSMC:</b>		
<b>Meal Type</b>	<b>Fee Per Meal</b>	
<b>NSLP Fixed Price Per Meal Fee</b>	Breakfast:	\$ 2.220
	Lunch:	\$ 2.396
	Afterschool Snack:	\$ 1.200
<b>Preschool CACFP Meal Pattern</b>	Breakfast:	\$ 2.220
	Lunch:	\$ 2.396
	AM/PM Snack (non-reimbursable)	\$ 1.200
<b>SFSP Fixed Price Per Meal Fee</b>	Breakfast:	\$ 2.220
	Lunch:	\$ 2.396
	Snack:	\$ 1.200
	Supper:	\$ 2.500
<b>Seamless Summer Option Meal Fee</b>	Breakfast:	\$ 2.220
	Lunch:	\$ 2.396
	Snack:	\$ 1.200
	Supper:	\$ 2.500
<b>CACFP Fixed Price Per Meal Fee</b>	Breakfast:	\$ 2.220
	Lunch:	\$ 2.396
	Snack:	\$ 1.200
	Supper:	\$ 2.500
<b>Special Milk Program</b>	Price per Carton:	\$ 0.500
<b>Non-Reimbursable Milk</b>	Price per Carton:	\$ 0.500
<b>Meal Equivalent Fee for Non-Reimbursable Sales: ala carte, ineligible student meals, extra milk at mealtime, paid adult meals.</b>		\$ 2.396
<b>Meal Equivalent Factor</b>		<b>\$4.99</b>
<b>*SFA's Vended Meals:</b>	Breakfast:	\$ 2.220
	Lunch:	\$ 2.396
	Snack:	\$ 1.200
	Supper:	\$ 2.500
<b>*SFA's Vended Meals:</b>	Breakfast:	\$ 2.220
	Lunch:	\$ 2.396
	Snack:	\$ 1.200
	Supper:	\$ 2.500
<b>Guarantee (SY 2025-2026)</b>		\$ 227,073
<b>Contract Value (SY 2025-2026)</b>		\$ 1,559,576.90

## OPTION 4: SODEXO RECOMMENDATION GUARANTEE

Option Four: Sodexo Recommendation

Breakfast \$0.10 Lunch \$.015

### 11. Guarantee

#### To Be Completed by FSMC:

The FSMC guarantees the Non-Profit Food Service Account balance will have a dollar value gain of \$227,073 during school year 2025-2026. All additional subsequent renewals shall include no less than the same dollar value of the guarantee.

- a. The FSMC's guarantee MUST NOT be contingent upon multi-year contract duration.
  - b. The balance in the Non-Profit School Food Service Account as of July 1st of the initial year of the contract excluding all unpaid costs incurred in the previous school year will be used as the starting amount to determine if the annual guarantee is met in the initial year of the FSMC Contract. The balance as of July 1st, excluding all unpaid costs incurred in the preceding school year, will be used for subsequent yearly renewals.
  - c. The SFA and FSMC shall cooperate to ensure that the SFA's Food Service Program is operated in accordance with the SFA's Food Service Budget.
  - d. In the event the FSMC's operation of the SFA's Food Service Program results in a lesser amount than the guarantee, the FSMC must pay the difference to the SFA. This amount must be paid to the SFA, to be deposited in the food service account within thirty (30) days of the end of the annual contract.
12. The SFA shall not be responsible for any expenditure incurred by the FSMC before execution of this Contract and approval by NDE.



# CHART 1-A- LABOR WORKSHEET

**Chart 1 A - Labor Worksheet** Foodservice employees paid from NPSFSA

School	Job Classification	INDICATE IF EMPLOYEE WILL BE RETAINED/PAID BY THE SFA DURING THE CONTRACT TERM	INDICATE IF PAID BY GENERAL FUND OR *NPSFSA	HOURLY RATE	DAILY HOURS	NUMBER OF PAID DAYS	TOTAL ANNUAL WAGE	UNEMPLOYMENT COMPENSATION	UNION CONTRACT
RALSTON HIGH	FOOD SERV. SECD.	SFA	YES	\$ 17.45	7.50	178.00	\$ 30,295.75	0.00	YES
BLUMFIELD ELEMENTARY	KITCHEN MANAGER	SFA	YES	\$ 21.50	7.50	178.00	\$ 38,175.00	0.00	YES
MOCKINGBIRD ELEMENTARY	FOOD SERV. ELEM.	SFA	YES	\$ 17.45	7.50	178.00	\$ 30,825.00	0.00	YES
RALSTON HIGH	FOOD SERV. SECD.	SFA	YES	\$ 18.30	5.50	178.00	\$ 16,365.00	0.00	YES
MEADOWS ELEMENTARY	FOOD SERV. ELEM.	SFA	YES	\$ 19.60	7.50	178.00	\$ 34,830.00	0.00	YES
RALSTON HIGH	FOOD SERV. SECD.	SFA	YES	\$ 17.45	7.50	178.00	\$ 30,825.00	0.00	YES
RALSTON HIGH	FOOD SERV. SECD.	SFA	YES	\$ 17.45	5.50	178.00	\$ 9,705.00	0.00	YES
RALSTON HIGH	FOOD SERV. SECD.	SFA	YES	\$ 18.20	5.50	178.00	\$ 16,110.00	0.00	YES
RALSTON HIGH	FOOD SERV. SECD.	SFA	YES	\$ 18.32	5.50	178.00	\$ 16,176.00	0.00	YES
KAREN WESTERN ELEMENTARY	FOOD SERV. ELEM.	SFA	YES	\$ 17.45	5.50	178.00	\$ 9,705.00	0.00	YES
RALSTON HIGH	FOOD SERV. SECD.	SFA	YES	\$ 19.70	7.50	178.00	\$ 35,025.00	0.00	YES
RALSTON MIDDLE SCHOOL	FOOD SERV. SECD.	SFA	YES	\$ 18.25	5.50	178.00	\$ 16,537.50	0.00	YES
RALSTON MIDDLE SCHOOL	FOOD SERV. SECD.	SFA	YES	\$ 17.45	5.50	178.00	\$ 9,705.00	0.00	YES
WILDEWOOD ELEMENTARY	FOOD SERV. ELEM.	SFA	YES	\$ 21.60	7.50	178.00	\$ 38,340.00	0.00	YES
WILDEWOOD ELEMENTARY	FOOD SERV. ELEM.	SFA	YES	\$ 17.45	7.50	178.00	\$ 30,825.00	0.00	YES
RALSTON MIDDLE SCHOOL	FOOD SERV. SECD.	SFA	YES	\$ 17.45	5.50	178.00	\$ 9,705.00	0.00	YES
KAREN WESTERN ELEMENTARY	KITCHEN MANAGER	SFA	YES	\$ 20.20	7.50	178.00	\$ 35,550.00	0.00	YES
MOCKINGBIRD ELEMENTARY	FOOD SERV. ELEM.	SFA	YES	\$ 17.45	5.50	178.00	\$ 9,705.00	0.00	YES
RALSTON HIGH	FOOD SERV. SECD.	SFA	YES	\$ 17.45	5.50	178.00	\$ 9,705.00	0.00	YES
MOCKINGBIRD ELEMENTARY	FOOD SERV. ELEM.	SFA	YES	\$ 17.45	5.50	178.00	\$ 9,705.00	0.00	YES
BLUMFIELD ELEMENTARY	FOOD SERV. ELEM.	SFA	YES	\$ 18.25	5.50	178.00	\$ 16,537.50	0.00	YES
RALSTON MIDDLE SCHOOL	KITCHEN MANAGER	SFA	YES	\$ 19.60	8.00	178.00	\$ 34,880.00	0.00	YES
RALSTON HIGH	KITCHEN MANAGER	SFA	YES	\$ 22.80	8.00	178.00	\$ 40,512.00	0.00	YES
SEYMOUR ELEMENTARY	FOOD SERV. ELEM.	SFA	YES	\$ 17.75	5.50	178.00	\$ 15,662.50	0.00	YES
RALSTON HIGH	FOOD SERV. SECD.	SFA	YES	\$ 17.75	7.50	178.00	\$ 13,312.50	0.00	YES
RALSTON MIDDLE SCHOOL	FOOD SERV. SECD.	SFA	YES	\$ 17.45	5.50	178.00	\$ 9,705.00	0.00	YES
RALSTON MIDDLE SCHOOL	FOOD SERV. SECD.	SFA	YES	\$ 17.45	5.50	178.00	\$ 9,705.00	0.00	YES
BLUMFIELD ELEMENTARY	FOOD SERV. ELEM.	SFA	YES	\$ 19.90	7.50	178.00	\$ 35,325.00	0.00	YES
SEYMOUR ELEMENTARY	KITCHEN MANAGER	SFA	YES	\$ 17.45	5.50	178.00	\$ 9,705.00	0.00	YES
MOCKINGBIRD ELEMENTARY	FOOD SERV. ELEM.	SFA	YES	\$ 21.20	8.00	178.00	\$ 37,920.00	0.00	YES
DISTRICT WIDE	Administrative Assistant	SFA	YES	\$ 17.45	7.50	260.00	\$ 4,522.50	0.00	NO
DISTRICT WIDE	Food Service Coordinator	SFA	YES	\$ 21.40	8.00	260.00	\$ 5,564.00	0.00	NO
				\$ 18.58	8.00	260.00	\$ 4,734.40	0.00	NO
						TOTAL LABOR	\$ 750,082.57		
						Substitute Pay	\$ 17.45 per hour		

**For the Summer Food Service Program: Usually there is one person in each school for SFSP. This is typically a kitchen manager, who works from 6:30-1:30. If a building is having summer school the participation in SFSP increases. Summer School is 2-3 weeks long. During this time the Admin. Asst., or Food Service Coordinator, or Food Service Director will also work (7:30-1:30) at the summer school site(s).**

**FSMC General Manager \$114, 752 Salary Taxes and Benefits  
Work Day: 8 hours**



# CHART 1-B -FRINGE BENEFIT COST WORKSHEET

School	Job Class/Title	TOTAL ANNUAL WAGE	MEDICALS	DENTALS	VISION	LONGEVITY OR ANNUITY	LIFE	RETIREMENTS	OTHER \$	Fringe
RALSTON HIGH	FOOD SERV. SECD.	\$ 23,295.75	\$ 4,169.00	\$ -	\$ -	\$ -	\$ 44.64	\$ 2,301.11	\$ 1,360.60	\$ 3,706.35
WILDEWOOD ELEMENTARY	KITCHEN MANAGER	\$ 28,096.50	\$ -	\$ -	\$ -	\$ -	\$ 44.64	\$ 2,635.18	\$ 2,481.92	\$ 5,144.64
MOCKINGBIRD ELEMENTARY	FOOD SERV. ELEM.	\$ 17,815.70	\$ -	\$ -	\$ -	\$ -	\$ 44.64	\$ 1,769.68	\$ 1,030.19	\$ 2,844.51
RALSTON HIGH	FOOD SERV. ELEM.	\$ 26,166.00	\$ -	\$ -	\$ -	\$ -	\$ 44.64	\$ 2,884.63	\$ 3,300.92	\$ 5,800.19
MEADOWS ELEMENTARY	FOOD SERV. ELEM.	\$ 17,083.55	\$ -	\$ -	\$ -	\$ -	\$ 44.64	\$ 1,897.48	\$ 1,013.35	\$ 2,745.47
RALSTON HIGH	FOOD SERV. SECD.	\$ 17,083.55	\$ -	\$ -	\$ -	\$ -	\$ 44.64	\$ 1,897.48	\$ 1,012.67	\$ 2,744.79
RALSTON HIGH	FOOD SERV. SECD.	\$ 17,817.80	\$ -	\$ -	\$ -	\$ -	\$ 44.64	\$ 1,760.01	\$ 1,203.69	\$ 3,008.34
RALSTON HIGH	FOOD SERV. SECD.	\$ 17,935.28	\$ -	\$ -	\$ -	\$ -	\$ 44.64	\$ 1,771.61	\$ 237.15	\$ 2,053.40
KAREN WESTERN ELEMENTARY	FOOD SERV. ELEM.	\$ 17,083.55	\$ -	\$ -	\$ -	\$ -	\$ 44.64	\$ 1,897.48	\$ 1,007.57	\$ 2,739.69
RALSTON HIGH	FOOD SERV. SECD.	\$ 26,299.50	\$ -	\$ -	\$ -	\$ -	\$ 44.64	\$ 2,597.81	\$ 2,800.37	\$ 5,442.82
RALSTON MIDDLE SCHOOL	FOOD SERV. SECD.	\$ 17,866.75	\$ -	\$ -	\$ -	\$ -	\$ 44.64	\$ 1,764.84	\$ 1,424.39	\$ 3,233.87
RALSTON MIDDLE SCHOOL	FOOD SERV. SECD.	\$ 17,083.55	\$ -	\$ -	\$ -	\$ -	\$ 44.64	\$ 1,897.48	\$ 1,769.63	\$ 3,601.75
WILDEWOOD ELEMENTARY	FOOD SERV. ELEM.	\$ 28,836.00	\$ -	\$ -	\$ -	\$ -	\$ 44.64	\$ 2,848.36	\$ 3,282.62	\$ 6,175.82
RALSTON MIDDLE SCHOOL	FOOD SERV. SECD.	\$ 23,295.75	\$ -	\$ -	\$ -	\$ -	\$ 44.64	\$ 2,301.11	\$ 1,409.18	\$ 3,710.30
RALSTON MIDDLE SCHOOL	FOOD SERV. SECD.	\$ 17,083.55	\$ -	\$ -	\$ -	\$ -	\$ 44.64	\$ 1,897.48	\$ 1,579.18	\$ 3,311.30
KAREN WESTERN ELEMENTARY	KITCHEN MANAGER	\$ 26,967.00	\$ -	\$ -	\$ -	\$ -	\$ 44.64	\$ 2,662.75	\$ 1,046.54	\$ 3,709.29
MOCKINGBIRD ELEMENTARY	FOOD SERV. ELEM.	\$ 17,083.55	\$ -	\$ -	\$ -	\$ -	\$ 44.64	\$ 1,897.48	\$ 2,022.81	\$ 3,920.84
RALSTON HIGH	FOOD SERV. SECD.	\$ 17,083.55	\$ -	\$ -	\$ -	\$ -	\$ 44.64	\$ 1,897.48	\$ 1,045.88	\$ 2,777.80
MOCKINGBIRD ELEMENTARY	FOOD SERV. ELEM.	\$ 17,083.55	\$ -	\$ -	\$ -	\$ -	\$ 44.64	\$ 1,897.48	\$ 1,170.73	\$ 2,902.85
WILDEWOOD ELEMENTARY	KITCHEN MANAGER	\$ 27,916.75	\$ -	\$ -	\$ -	\$ -	\$ 44.64	\$ 2,766.83	\$ 3,770.93	\$ 6,542.40
RALSTON MIDDLE SCHOOL	KITCHEN MANAGER	\$ 32,467.20	\$ -	\$ -	\$ -	\$ -	\$ 44.64	\$ 3,007.05	\$ 1,953.95	\$ 4,961.00
SEYMOUR ELEMENTARY	FOOD SERV. ELEM.	\$ 17,377.25	\$ -	\$ -	\$ -	\$ -	\$ 44.64	\$ 1,716.49	\$ 4,024.43	\$ 5,736.12
RALSTON HIGH	FOOD SERV. SECD.	\$ 23,696.25	\$ -	\$ -	\$ -	\$ -	\$ 44.64	\$ 2,340.67	\$ 874.99	\$ 3,215.62
RALSTON HIGH	FOOD SERV. SECD.	\$ 17,083.55	\$ -	\$ -	\$ -	\$ -	\$ 44.64	\$ 1,897.48	\$ 662.70	\$ 2,560.11
RALSTON HIGH	FOOD SERV. SECD.	\$ 18,325.99	\$ -	\$ -	\$ -	\$ -	\$ 44.64	\$ 1,877.48	\$ 1,687.77	\$ 3,248.01
RALSTON MIDDLE SCHOOL	FOOD SERV. SECD.	\$ 26,565.50	\$ -	\$ -	\$ -	\$ -	\$ 44.64	\$ 1,810.20	\$ 1,900.08	\$ 3,710.28
RALSTON HIGH	FOOD SERV. SECD.	\$ 17,083.55	\$ -	\$ -	\$ -	\$ -	\$ 44.64	\$ 2,624.19	\$ 1,894.39	\$ 4,518.58
BLUMFIELD ELEMENTARY	FOOD SERV. ELEM.	\$ 30,188.80	\$ -	\$ -	\$ -	\$ -	\$ 44.64	\$ 1,897.48	\$ 2,022.81	\$ 4,918.33
SEYMOUR ELEMENTARY	KITCHEN MANAGER	\$ 23,295.75	\$ -	\$ -	\$ -	\$ -	\$ 44.64	\$ 2,981.99	\$ 2,709.32	\$ 5,691.31
MOCKINGBIRD ELEMENTARY	FOOD SERV. ELEM.	\$ 44,512.00	\$ 9,772.56	\$ -	\$ -	\$ -	\$ 44.64	\$ 4,396.81	\$ 13,142.47	\$ 67,623.44
DISTRICT WIDE	Administrative Assistant	\$ 38,646.40	\$ 9,772.56	\$ -	\$ -	\$ -	\$ 44.64	\$ 4,387.41	\$ 4,288.26	\$ 53,134.23
DISTRICT WIDE	Food Service Coordinator	\$ 75,082.57	\$ 23,714.12	\$ -	\$ -	\$ -	\$ 1,473.12	\$ 74,091.66	\$ 66,572.14	\$ 140,663.76
Totals		\$ 750,082.57	\$ 23,714.12	\$ -	\$ -	\$ -	\$ 1,473.12	\$ 74,091.66	\$ 66,572.14	\$ 859,863.55

## SFSP VALUE OF THE CONTRACT

5. Submission of Media Release
6. Submission and approval of the integrity plan
7. Completion of SFSP Sponsor and Site Application
8. Preparation and submission of claim for reimbursement:
  - a. Compile daily site counts at the school and the Sponsor level and maintaining records.
  - b. Certify the claim for reimbursement.
9. The FSMC may complete the following duties in the SFSP for the SFA
  - a. Meal planning and preparation according to the menu planning option.
  - b. Meal delivery.
  - c. Meal service. Meals served within the designated time period.
  - d. Procurement of food.
  - e. Point of service meal count.
10. The FSMC or SFA may ensure that in storing, preparing, and serving food, proper sanitation and health standards are met. The SFA shall immediately correct any problems found as a result of a health inspection and shall submit written documentation of the corrective action implemented within two weeks of the citation.
11. Bonding requirements which are required if the SFA operates the SFSP Program 7 CFR 225.15(m)(5-7) :
  - a. Each FSMC which submits a bid exceeding the simplified acquisition threshold in 2 CFR part 200, as applicable, shall obtain a bid bond in an amount not less than 5 percent nor more than 10 percent, for the SFSP value of the contract for which the bid is made. The SFSP claims from the prior summer should be used for reference. A copy of the bid bond shall accompany each bid.
    - i. Offeror shall submit a bid bond of 5% unless SFA specifies a percentage as noted here:
  - b. Each food service management company which enters into a food service contract exceeding the small purchase threshold in 2 CFR part 200, as applicable, with a sponsor shall obtain a performance bond in an amount not less than 10 percent nor more than 25 percent, for the SFSP value of the contract for which the bid is made. The SFSP claims from the prior summer should be used for reference. Sponsors shall require the food service management company to furnish a copy of the performance bond within **ten days** of the awarding of the contract. NDE will not approve contracts without receiving a copy of the Performance Bonds.
    - i. Offeror shall submit a performance bond of 10% unless SFA specifies a percentage as noted here:
    - ii. FSMC to indicate estimated SFSP value of the contract: \$15, 816

# AGREEMENT PAGE

The agreement page will be signed upon award of contract.

## IV. AGREEMENT

Offeror certifies the FSMC shall operate in accordance with all applicable state and federal regulations.

Offeror certifies all terms and conditions within the Proposal shall be considered a part of this Contract as if incorporated therein.

This Contract shall be in effect for one year and may be renewed by mutual agreement for up to four additional one-year periods.

IN WITNESS WHEREOF, the parties hereto have caused this Contract to be signed by their duly authorized representatives.

### SCHOOL FOOD AUTHORITY:

\_\_\_\_\_  
Name of SFA

\_\_\_\_\_  
Signature of Authorized Representative

\_\_\_\_\_  
Typed Name of Authorized Representative

\_\_\_\_\_  
Title

\_\_\_\_\_  
Date Signed

### FOOD SERVICE MANAGEMENT COMPANY:

Sodexo America, LLC  
\_\_\_\_\_

Name of FSMC

\_\_\_\_\_  
Signature of Authorized Representative

David Newman  
\_\_\_\_\_

Name of Authorized Representative

CEO, Sodexo At School, North America  
\_\_\_\_\_

Title

\_\_\_\_\_  
Date Signed

**Do not sign this until the contract has been approved by NDE Nutrition Services.**

# APPENDIX G - DEBARMENT AND SUSPENSION CERTIFICATION

Fixed Price RFP and Contract 11/2024

## Appendix G: DEBARMENT AND SUSPENSION CERTIFICATION

SFA will not enter into a contract with a suspended or debarred FSMC or other entity, as listed on the Excluded Parties List System which is part of the System of Awards Management (SAM.gov).

### Debarment and Suspension and Other Responsibility Matters Primary Covered Transactions

The FSMC and SFA are required to comply with subpart C of 2 CFR part 180.

Non-federal entities are subject to the non-procurement debarment and suspension regulations implementing Executive Orders 12549 and 12689, 2 CFR part 180. These regulations restrict awards, subawards, and contracts with certain parties that are debarred, suspended, or otherwise excluded from or ineligible for participation in Federal assistance programs or activities.

1. The prospective primary participant certifies to the best of its knowledge and belief that it and its principals:
  - a. Are not presently debarred, suspended, proposed for disbarment, declared ineligible, or voluntarily excluded from covered transactions by any Federal department or agency;
  - b. Have not within a three-year period preceding this application been convicted of or had a civil judgment rendered against them for commission of fraud or a criminal offense in connection with obtaining, attempting to obtain, or performing a public (Federal, State, or local) transaction or contract under a public transaction; violation of Federal or State antitrust statutes or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, or receiving stolen property;
  - c. Are not presently indicted for or otherwise criminally or civilly charged by a governmental entity (Federal, State, or local) with commission of any of the offenses enumerated in paragraph (1)(b) of this certification; and
  - d. Have not within a three-year period preceding this application had one or more public transactions (Federal, State, or local) terminated for cause or default.
2. Where the prospective primary participant is unable to certify to any of the statements in this certification, such prospective primary participant shall attach an explanation to this proposal.

Sodexo America, LLC

Business Name

David Newman, CEO, Sodexo At School, North America

Name and Title of Authorized Representative

Signature of Authorized Representative

March 21, 2025

Date

# APPENDIX H - ANTI-COLLUSION AFFIDAVIT

## Appendix H: ANTI-COLLUSION AFFIDAVIT

### ANTI-COLLUSION AFFIDAVIT

STATE OF NEW YORK )

COUNTY OF NEW YORK )

David Newman <sup>CEO, Sodexo At School, North America</sup>

, of lawful age, being first sworn on oath say, that he/she is the agent authorized by the bidder to submit the attached bid. Affiant further states, that the bidder has not been a party to any collusion among bidders in restraint of freedom of competition by agreement to bid at a fixed price or to refrain from bidding; or with any state official of employees to quantity, quality, or price in the prospective contract, or any other terms of said prospective official concerning exchange of money or other thing of value for special consideration in the letting of contract; that the bidder/contractor had not paid, given or donated, or agreed to pay, give or donate to any officer or employee either directly or indirectly in the procuring of the award of a contract pursuant to this bid.

Signed



David Newman, CEO, Sodexo At School, North America

Subscribed and sworn before me this 28<sup>th</sup> day of January, 20 25

Notary Public (or Clerk or Judge):

Samuel Clark

My commission expires: 07/31/2027



# APPENDIX I - CERTIFICATION REGARDING LOBBYING

Fixed Price RFP and Contract 11/2024

## Appendix I: CERTIFICATION REGARDING LOBBYING

### Applicable to Grants, Subgrants, Cooperative Agreements, and Contracts Exceeding \$100,000 in Federal Funds

Submission of this certification is a prerequisite for making or entering into this transaction and is imposed by Section 1352, Title 31, U.S. Code. This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Any person who fails to file the required certification shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

The undersigned certifies, to the best of his or her knowledge and belief, that:

1. No federal appropriated funds have been paid or will be paid by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress any Board Member, officer, or employee of the School District in connection with the awarding of a Federal contract, the making of a Federal grant, the making of a Federal loan, the entering into a cooperative agreement, and the extension, continuation, renewal, amendment, or modification of a Federal contract, grant, loan, or cooperative agreement.
2. If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of congress, or an employee of a Member of congress, or any Board Member, officer, or employee of the School District in connection with this Federal grant or cooperative agreement, the undersigned shall complete and submit Standard Form-LLL, "Disclosure Form to Report Lobbying", in accordance with its instructions.
3. The undersigned shall require that the language of this certification be included in the award documents for all covered subawards exceeding \$100,000 in Federal funds at all appropriate tiers and that all subrecipients shall certify and disclose accordingly.

Sodexo America, LLC

915 Meeting Street, Suite 1400

North Bethesda, MD 20852

Name/Address of Organization (FSMC)

David Newman, CEO Sodexo At School North America

Name/Title of Submitting Official

Signature

March 21, 2025

Date

# DISCLOSURE OF LOBBYING ACTIVITIES

Fixed Price RFP and Contract 11/2024

## Instructions for Completion of SF-LLL, Disclosure of Lobbying Activities

Instructions for Completion of SF-LLL, Disclosure of Lobbying Activities (if applicable).

**The filing of a form is required for each payment or agreement to make payment to any lobbying entity for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with a covered Federal action.**

This disclosure form shall be completed by the reporting entity, whether sub-awardee or prime Federal recipient, at the initiation or receipt of a covered Federal action, or a change that materially affects the accuracy of a previous filing, pursuant to title 31 U.S.C. section 1352. Use the SF-LLL-A Continuation Sheet for additional information if the space on the form is inadequate. Complete all items that apply for both the initial filing and material change report. Refer to the implementing guidance published by the Office of Management and Budget for additional information.

1. Identify the type of covered Federal Action for which lobbying activity is and/or has been secured to influence the outcome of a covered Federal Action.  
Identify the status of the covered Federal Action.
2. Identify the appropriate classification of this report. If this is a follow-up report caused by a material change to the information previously reported, enter the year and quarter in which the change occurred. Enter the date of the last previously submitted report by this reporting entity for this covered Federal Action.
3. Enter the full name, address, city, state and zip code of reporting entity. Include Congressional District, if known. Check the appropriate classification of the reporting entity that designates if it is, or expects to be, a prime or sub-award recipient. Identify the tier of the sub-awardee, e.g., the first sub-awardee of the prime is the 1st tier. Sub-awards include but are not limited to subcontracts, subgrants, and contract awards under grants.
4. If the organization filing the report in item 4 checks “sub-awardee”, then enter the full name, address, city, state and zip code of the prime Federal recipient. Include Congressional District, if known.
5. Enter the name of the Federal Agency making the award or loan commitment. Include at least one organizational level below agency name, if known. For example, Department of Transportation, United States Coast Guard.
6. Enter the Federal program name or description for the covered Federal Action (item 1). If known, enter the full Catalog of Federal Domestic Assistance (CFDA) number for grants, cooperative agreements, loans, and loan commitments.  
Enter the most appropriate Federal identifying number available for the Federal Action identified in item 1 (e.g., Request for Proposal (RFP) number; Invitation for Bid (IFB) number; grant announcement number; the contract, grant, or loan award number; the application proposal control number assigned by the Federal agency). Include prefixes, e.g., “RFP-DE-90-001.”  
For a covered Federal Action where there has been an award or loan commitment by the Federal agency, enter the Federal amount of the award/loan commitment for the prime entity identified in item 4 or 5.
7. Enter the full name, address, city, state and zip code of the lobbying entity engaged by the reporting entity identified in item 4 to influence the covered Federal Action. (b.) Enter the full names of the individual(s) performing services and include full address if different from 10 (a). Enter last name, first name, and middle initial (MI).

## DISCLOSURE OF LOBBYING ACTIVITIES

8. Enter the amount of compensation paid or reasonably expected to be paid by the reporting entity (item 4) to the lobbying entity (item 10). Indicate whether the payment has been made (actual) or will be made (planned). Check all boxes that apply. If this is a material change report, enter the cumulative amount of payment made or planned to be made.
9. Check the appropriate box(es). Check all boxes that apply. If payment is made through an in-kind contribution, specify the nature and value of the in-kind payment.
10. Check the appropriate box(es). Check all boxes that apply. If other, specify nature.
11. Provide a specific and detailed description of the services that the lobbyist has performed, or will be expected to perform, and the date(s) of any services rendered. Include all preparatory and related activity, not just time spent in actual contact with Federal officials. Identify the Federal official(s) or employee(s) contacted or the officer(s), employee(s), or Member(s) of Congress that were contacted.
12. Check whether or not a SF-LLL-A continuation sheet(s) is attached. List number of sheets if yes.
13. The certifying official shall sign and date the form, print his/her name, title, and telephone number.

Public reporting burden for this collection of information is estimated to average 30 minutes per response, including time for reviewing instructions, searching existing data sources, gathering, and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding the burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the Office of Management and Budget, Paperwork Reduction Project (0348-0046), Washington, D.C. 20503.

# DISCLOSURE OF LOBBYING ACTIVITIES

## DISCLOSURE OF LOBBYING ACTIVITIES

Approved by OMB

Complete this form to disclose lobbying activities pursuant to 31 U.S.C. 1362

0348-0046

<p>1. Type of Federal Action:</p> <p><input type="checkbox"/> a. contract</p> <p><input type="checkbox"/> b. grant</p> <p><input type="checkbox"/> c. cooperative agreement</p> <p><input type="checkbox"/> d. loan</p> <p><input type="checkbox"/> e. loan guarantee</p> <p><input type="checkbox"/> f. loan insurance</p> <p>N/A</p>	<p>2. Status of Federal Action:</p> <p><input type="checkbox"/> a. bid/offer/application</p> <p><input type="checkbox"/> b. initial award</p> <p><input type="checkbox"/> c. post-award</p> <p>N/A</p>	<p>3. Report Type: N/A</p> <p><input type="checkbox"/> a. initial offering</p> <p><input type="checkbox"/> b. material change</p> <p>For a change that materially affects the accuracy of a previous filing:</p> <p>Year _____ Quarter _____</p> <p>Date of last report _____</p>
<p>4. Name and Address of Reporting Entity:</p> <p><input checked="" type="checkbox"/> Prime      <input type="checkbox"/> Sub awardee Tier</p> <p><input type="checkbox"/> , if known:</p> <p>Sodexo Operations, LLC, on behalf of itself and all its subsidiaries. 915 Meeting Street, Suite 1400 North Bethesda, MD 20852</p> <p>Congressional District, if known:</p>	<p>5. If Reporting Entity in No. 4 is Sub-awardee, Enter Name &amp; Address Of Prime:</p> <p>Congressional District, if known:</p>	
<p>6. Federal Department/Agency:</p>	<p>7. Federal Program Name/Description:</p> <p>CFDA Number, if applicable:</p>	

Sodexo has not conducted any lobbying activities related to this or any other federal contract. Lobbying activities focus on general issues being addressed by the federal government.



# REQUEST FOR PROPOSAL

Please see a copy of the Ralston Public Schools's Request for Proposal and Questions and Answers in the separately included binder labeled RFP. Please also refer to the USB included with this proposal for a complete electronic copy of this proposal.



## Sodexo is leading the way to improve quality of life.

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# THANK YOU.



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**6005**  
**Academic Credits and Graduation**  
**Requirements**

The district shall accept credits toward graduation that were awarded by an accredited school district, and shall award a diploma to an option enrollment or open enrollment student if the student meets the district's graduation requirements.

Course credit is allowed only for grades 9, 10, 11, 12. Students may repeat courses in which they made failing grades, but it is not necessary to repeat courses not required for graduation.

The responsibility for determining when students are eligible to be graduated from high school is delegated by the Board of Education to the building principal.

Specific Requirements - Each student is expected to successfully complete course work in each of the following areas as listed:

**Graduation Requirements Beginning with the Class of 2021**

1. English: 35 credits (Must pass Eng. 1, Eng. 2, Eng. 3 and Composition)
2. Oral Communications: 5 credits
3. Social Studies: 30 credits (Must pass World Civilization, U.S. History and American Government)
4. Mathematics: 30 credits (including 10 above pre-Algebra level)
5. Science: 30 credits. (Must pass Life Science & Chem/Physics 1)
6. Physical Education: 20 credits (Must pass Family Life Education and Fitness & Swim Foundations)
7. Fine Arts: 10 credits
8. Career Education: 25 credits (Must pass Consumer Finance and Career Exploration)
8. Elective Courses: 55 credits

**Graduation Requirements Beginning with the Class of 2026**

1. English: 40 credits (Must pass English 1 & English 2)
3. Social Studies: 30 credits (Must pass World Civilization, U.S. History and American Government)
4. Mathematics: 30 credits (minimum of 10 at or above Algebra 1)
5. Science: 30 credits. (Must pass Biology, Chemistry, and Physics)
6. Physical Education: 20 credits (Must pass Health & Wellness and Fitness & Swim Foundations)
7. Fine Arts: 10 credits
8. Career Education: 20 credits (Must pass Consumer Finance and Career Exploration or Career Capstone course)
9. Elective Courses: 60 credits

**Graduation Requirements Beginning with the Class of 2027**

1. English: 40 credits (Must pass English 1 & English 2)
3. Social Studies: 30 credits (Must pass World Civilization, U.S. History and American Government)
4. Mathematics: 30 credits (minimum of 10 at or above Algebra 1)
5. Science: 30 credits. (Must pass Biology, Chemistry, and Physics)
6. Physical Education: 20 credits (Must pass Health & Wellness and Fitness & Swim Foundations)

7. Fine Arts: 10 credits

**8. Career Education: 25 credits (Must pass Consumer Finance; and Career Exploration or Career Capstone course; and Foundations of Computing, or Computer Science Principles, or Computer Science A)**

**10. Elective Courses: 55 credits**

All students must successfully complete 240 hours of credit in grades 9-12, and attend a minimum of seven semesters. All students must function within the guidelines of an Individual Learning Plan.

### **Community Service**

All students must complete 10 hours of community service for each year of attendance at Ralston High School (40 total).

### **Early Graduation**

Students may graduate at mid-term of their senior year if they make formal application to the Senior Counselor prior to November 1st of their senior year.

Students may graduate in fewer than seven semesters if they make formal application by the end of the first term the year prior to early graduation. Early graduation requests for students completing fewer than seven semesters must be approved by the Board of Education.

The High School Principal will review any unique circumstances related to these graduation requirements for any student and make appropriate recommendations to the Superintendent.

### **Pupil Progress-Secondary**

Pupils in grades 9-12, with approval of the superintendent or his/her designee, may earn credit by correspondence from an accredited school approved by the Nebraska department of Education, provided work is supervised by a teacher with valid Nebraska certification.

Pupils may enroll in approved night school courses that meet Nebraska Department of Education specifications, and thereby earn credit toward secondary school graduation requirements provided that approval has been granted by the superintendent or his/her designee.

Adopted on: January 8, 2018

Revised on: November 13, 2023

Reviewed on:

Bill Review Schedule for 2025

**January 13**

Carrie  
Mary

**February 10**

Samantha  
Katie

**March 10**

Robin  
Liz

**April 14**

Mary  
Samantha

**May 12**

Katie  
Liz

**June 9**

Robin  
Carrie

**July 14**

Mary  
Samantha

**August 11**

Carrie  
Liz

**September 8**

Samantha  
Katie

**October 13**

Robin  
Liz

**November 10**

Mary  
Carrie

**December 8**

Robin  
Katie

**Ralston Public Schools  
Monthly Administrative Update  
Food Service - March 2025**

<b>RPS Revenue March, 2025</b>		
<b>Cash Sales</b>	Breakfast & Lunch	\$ 36,833.85
	Student Ala Carte	\$ 15,728.18
	Adult Ala Carte	\$ 168.30
<b>Reimbursements</b>	Breakfast	\$ 64,153.88
	Lunch	\$ 169,756.41
	Snack	\$ 1,986.90
	<b>Total</b>	<b>\$ 288,627.52</b>
<b>RPS Expenses</b>	District Labor	\$ 60,000.00
	Sodexo	\$ 156,721.57
	District Expense	\$ 436.84
	<b>Total</b>	<b>\$ 217,158.41</b>
	Credit for Commodity Food Received	\$ (5,926.69)
	<b>Total Expenses</b>	<b>\$ 211,231.72</b>
<b>RPS</b>		<b>\$ 77,395.80</b>

	24/25 TOTAL MEALS SERVED	24/25 MEALS PER DAY	23/24 TOTAL MEALS SERVED	23/24 MEALS PER DAY
<b>Elementary</b>				
Breakfast	16,005	941	15,861	881
Lunch	24,064	1416	23,354	1297
<b>RMS</b>				
Breakfast	1957	115	1545	86
Lunch	6274	369	6038	335
<b>RHS</b>				
Breakfast	2584	152	2672	148
Lunch	8512	501	8701	483
<b>RPS Total</b>				
Breakfast	20,546	1208	20,078	1115
Lunch	38,850	2286	38,093	2115

**RPS Free/Reduced  
March 2025  
63.5%**

## March Events:

We offered free breakfast to ACT testing students in March.

Judy submitted a grant for school gardens. We will find out on August 1 if we receive the grant.

All day care kids got shamrock cookies for St. Patrick's Day.

Regular monthly training – Stair/ladder safety and proper food cooling.  
Total foodservice training time: 19 hours

