It is my pleasure to greet you as the president of this great association. I hope 2016 has started well for everyone. I was thrilled to see so many of our members during the annual conference in Branson. What a “Show!” The conference was indeed a successful one! I would have to say I was overjoyed with the Awards Banquet. I am extremely proud of our members’ outstanding achievements and look forward to seeing continuous success.

During our January Board meeting, the executive team adopted a new mission statement, “Missouri SNA, a state organization of school nutrition professionals committed to advancing the quality of school meal programs through education and advocacy.” The aim of this publication is to keep you informed of new initiatives, updates and educational opportunities, as well as our advocacy efforts. We strive to be a valuable resource to you.

Our new mission statement is the framework for our purpose. This reminds me of an important rule from the book by Jon Gordon, “The Energy Bus”. Rule #9: Drive with Purpose. Purpose is the ultimate fuel for our journey. When we drive with purpose, we don’t get tired or bored and our engines don’t burn out.

The book references a company that makes light bulbs. Once the company realized the importance of their job, no longer were they the people who just made lightbulbs. Instead they were the people whose lightbulbs helped a child read before bedtime, an elderly person find their medicine at night, or a college student study for an important exam.

School nutrition professionals have such an important purpose in a student’s education: from feeding a hungry child who may not have eaten since their last school meal, fueling a student’s body for success in the classroom, being the image of healthy eating, or brightening a customer’s day by serving with a smile. We have so many reasons in our profession to work with purpose. My wish to you is to find your purpose and work with positive energy.

On behalf of the MSNA Board, we hope the remainder of this school year is very productive. Remember to check our website www.mosna.org for the latest news and updates. You can find us on Facebook at: Missouri School Nutrition Association.

Dawn Matthews
President, Missouri School Nutrition Association
MISSOURI CULINARY SKILLS INSTITUTE

Planting Seeds of Change in School Nutrition

The Missouri Department of Health and Senior Services’ (DHSS) Culinary Skills Institute (CSI) is celebrating its second year of training school nutrition professionals! To date, three CSI trainings have taken place reaching 57 school food service personnel from 17 counties across the state of Missouri. The mission of CSI is to support nutrition environments in schools by enhancing the culinary skills and knowledge of school food professionals. The 2 ½ day, hands-on training takes place in a culinary lab where participants prepare kid-tested, standardized recipes that meet the nutrition standards required in the National School Lunch and School Breakfast Programs. Moving forward, trainings will combine the Healthy Cuisine for Kids curriculum from the Institute of Child Nutrition (ICN) with increased information on teamwork and local, seasonal products.

DHSS relies on strong partnerships with the Department of Elementary and Secondary Education (DESE) and the Missouri School Nutrition Association (MSNA) to provide a well-rounded culinary skills education opportunity. This year CSI added the Missouri Department of Agriculture (MDA) to the partnership to provide farm to school information.

Classes are designed with kitchen staff in mind:

The labs are led by a Nutrition Specialist or a Chef and include:

- Culinary basics: knife skills, mise en place, the benefits of being organized, presentation techniques
- Nutrition basics
- Recipe preparation, taste-testing, and evaluation
- Seasonal and local menu ideas

Trainings are held during spring break and summer to accommodate a kitchen staff's schedule. The 2016 spring break training is full. However, there is a summer training scheduled in Columbia, July 25-27. Look for an email blast from DESE in May announcing open registration for the summer 2016 training.

Attendees receive a CSI tote bag filled with incentives to continue skills learned in their school kitchen. Past incentives include: chef knife, cutting board, peeler, digital thermometer.

Training registration is free. Travel expenses are the responsibility of the trainees.

Check out CSI online at: www.health.mo.gov/living/wellness/nutrition/culinaryskills/

Interested individuals with questions can contact Lisa Farmer, Nutrition Specialist, Department of Health & Senior Services at 816-521-7740 or lisa.farmer@health.mo.gov.
For more information:

Lisa Farmer, Nutrition Specialist
Phone: (816) 521-7740
Lisa.Farmer@health.mo.gov

Missouri Department of Health and Senior Services

The Culinary Skills Institute (CSI)

Mission:
Support nutrition environments in schools by enhancing the culinary skills and knowledge of school food professionals.

Goals:
- Focus on culinary skills: mise en place, knife skills
- Incorporate more fruits, vegetables, and taste-tested whole grain products in school menus
- Learn to layer flavor in dishes with herbs instead of salt

Institute Staff:
- Dedicated nutrition and culinary educators
- Experienced school and quantity cooks

Class Snapshot:
- Hands-on 2½ day training that includes:
  - Preparing healthy, kid-tested recipes in a culinary lab
  - Group recipe evaluation and problem solving
  - Culinary tools to continue practice at school

In Partnership with:
- Department of Elementary and Secondary Education (DESE)
- Missouri School Nutrition Association

Check out CSI online at:
http://www.health.mo.gov/living/wellness/nutrition/culinaryskills/
Twenty members of MSNA representing districts and industry met in Jefferson City to advocate for school nutrition on January 26. This is the third year that our members have presented to our state legislators in this manner. The purpose of these visits were to update and educate legislators on new and ongoing concerns and challenges that districts in our state are experiencing with the implementation of the Healthy Hunger Free Kids Act and to share with them the passion that school nutrition professionals across our state have for what they do.

Prior to hill visits, the group had a brief orientation and then engaged in dialogue about the new flexibilities and the progress of reauthorization. Other topics discussed included potassium, recess before lunch, adequate time to eat meals, sharing tables and AR review cycle.

Our participants provided legislators with information about their constituent districts as well as state wide statistics. They were also able to brief them on the new whole grain flexibility and the change on the sodium target. Bills in our state legislature on Farm to Institution and Fundraisers were shared (HB 1747 and HB 1954).

A link to both can be accessed at www.house.mo.gov/billlist.aspx.

During the charge to the state hill a hearing on the Farm to Institution bill was taking place and Carmen Fischer, past MSNA president and SN Director of the Rockwood School District, took the opportunity to testify on the subject. She also served on the bill's task force.

The participants walked away with a reinforced sense of how important it is that we need to build relationships in Jefferson City so that our voices are heard. Several of the attendees at this event also indicated that they would be attending the national Legislative Action Conference (LAC) in late February to speak to our national senators and representatives. This is especially important this year with the reauthorization of our programs in progress. If you have questions about any of the events or items mentioned here, please feel free to contact Terri Ferguson (terri.ferguson@jcschools.us) or Leah Schmidt (leahschmidt@sjsd.k12.mo.us), MSNA Legislative Co-Chairs. We would also love to have any local stories or concerns that you would like for us to share with your national legislators if you cannot attend LAC.

Participants visited over 40 offices of Representatives and Senators on January 26.

MSNA MEMBERSHIP CORNER

Joene Drechsel, Membership Chair

You have an important job serving school meals to our children. By belonging to SNA, you are something bigger than just your school or district. You are joining the 55,000 committed members from across the country.

By being a member of SNA you also get the support of friends who understand everyday challenges of your job and great resources that help make your job easier. There is a monthly magazine and a great website full of vital information about what is going on in SNA.

The Spring Membership Campaign runs March 1 - May 31. So if you know someone who is interested, help guide them in learning and meeting other members. To join online visit the SNA website at www.schoolnutrition.org.
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- ONLINE ORDERING
- BACKPACK PROGRAM

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A MESSAGE FROM THE 2015-2016 SNA MIDWEST REGIONAL DIRECTOR

by Lori Danella, SNS

It is so hard to believe we are already into the 2nd semester with Easter and Spring Break right around the corner. I hope your school year has been going well so far. Did you have the privilege of attending the MSNA State Conference in Branson? It was such a great time for me to meet many of our great members from across the state. The classes, networking, food show, location and the weather were awesome! Start planning to attend the next one, which will be held in “our neck of the woods”, in Independence, Missouri.

I would like to talk about the Child Nutrition Reauthorization Bill. This has been weighing on everyone’s mind and I want to applaud SNA for everything they have done to advocate for school nutrition. SNA staff members spent countless hours on the Hill getting information out to Congress members and providing them with the true picture of how our school districts across the nation were being impacted. SNA is disappointed the bill does not increase the federal reimbursement rate for school meals to help schools offset the higher cost of meeting new nutrition standards. The USDA estimated the rules added $1.2 billion to food and labor costs last year alone. As we know, many schools are financially struggling under the regulations. SNA will continue to push for additional assistance to help schools manage the cost of the rules.

SNA fought hard to secure a higher reimbursement rate. They requested funding in every discussion with Congress, the Administration and advocacy groups, and they continue to push for greater support for our programs. Unfortunately, from day one, Democrats and Republicans alike said increased funding was not on the table due to budgetary constraints.

While some members may feel that SNA didn’t do enough, they fought to gain every inch of flexibility they could to help members. It was an uphill battle with more than 100 advocacy groups lobbying to block any changes. SNA secured the best compromise that could be reached. While not exactly what most of us wanted, we did get a compromise. They continue to advocate for additional support for members and their programs. They will work with USDA, Congress and other partners to address continued challenges and build support for school nutrition programs.

WHOLE GRAINS

Under the current regulation, all grains offered must be whole grain-rich. This agreement requires 80% of the grains offered to be whole grain-rich. This will allow schools to offer occasional servings of enriched grains. This change provides flexibility for schools struggling with product availability. Schools will now be able to make special exceptions to appeal to diverse student tastes and regional preferences. Waivers will no longer be in effect when the bill is signed.

SODIUM

Schools have made great strides in reducing sodium to meet Target 1 levels effective July 2014. However, school nutrition professionals have warned that the later sodium targets will push many healthy options, like low-fat deli sandwiches, soups and salads off the menu, due in part to naturally occurring sodium in foods. These further reductions will result in even fewer students purchasing our healthy school meals. Under the proposed agreement, schools gain two additional years to reach Target 2 levels, which now will take effect...
in July 2019. In addition, starting in 2019, a study will be conducted to determine whether scientific research supports the final sodium limits (effective July 2022) and whether food companies are capable of preparing foods that meet those limits. The study will also evaluate the impact of Target 2 limits on student lunch participation, food cost, safety and food service operations.

FRUIT & VEGETABLE

Rules requiring every student to take a fruit or vegetable with every school meal have increased the amount of produce being thrown away in the cafeterias. Salad bars and share tables help reduce food waste by allowing students to select foods they prefer and share foods they don’t care to eat, but many local food safety inspectors have discouraged schools from using them. The legislation requires the CDC to work with the USDA in establishing new guidance, designed for local governments, confirming the safety of and encouraging the use of salad bars and sharing tables. There was no support for elimination of this mandate. Ranking Member Stabenow clearly stated the ½ cup mandate was non-negotiable. Without her support, CNR would not move forward, leaving the school nutrition industry in a perpetual state of uncertainty.

A LA CARTE

The agreement for this area will establish an informal working group to examine the impact of a la carte restrictions and recommend to the USDA a list of allowable nutrient-dense food exemptions for a la carte sales. Currently, we are prohibited from selling low-fat, whole grain pizza to salads or hummus with a side of whole grain pretzels. The limitations are too great. Students have fewer healthy choices and schools have collected less revenue to offset the higher cost of meeting the new regulations. The 2015 Dietary Guidelines were also released. Many of the recommendations are what we are already doing in our schools. The focus is on the whole diet, not just nutrients. If you choose items from all the food groups and vegetable subgroups and limit your sugar and fat intake, the nutrients will be there and all will fall in place. An addition is physical activity. As we all know, if you balance your meals and calorie intake with your exercise you are on the right path. I was really glad to see this piece added to the guidelines. It would be nice to see more PE time and requirements in schools.

That wraps up some of the main items that have been a topic of conversation the past few months. I hope everyone has a great rest of the school year!
KCPS child nutrition staff have logged at least 12 hours each of professional development this year including culinary training, safe schools training, employee health and safety, and serving safe food. Ten KCPS staff members attended the MSNA Conference this year in Branson.

Last year we implemented salad bars in every high school every day. This year we introduced salad bars two times a week in the 27 elementary schools and serve 3 hot meals a day. The elementary schools participate in the Fresh Fruit and Vegetable Program two times per week. We also have teachers using this fruit in their curriculum to teach fractions and other fun uses. Almost 3,000 KCPS students participate in afterschool programs and tutoring and receive supper daily.

Over the last two years, over $400,000 of grants have funded the purchase of new equipment to update the kitchens. Most kitchens use dish machines to participate in KCPS Green Initiatives. Some school cafeterias also take part in composting and recycling.
New Fuel Up to Play 60/USDA School Nutrition Equipment Grants

Midwest Dairy Council is excited to share that USDA is partnering with Fuel Up to Play 60 through a commitment of $30 million in nutrition-equipment grants that will combine with a $5 million commitment from America’s dairy farmers to improve nutrition at school. These dollars will be instrumental in helping schools achieve their wellness goals particularly around serving nutritious meals that students want to eat.

The purpose of these grants is to assist School Nutrition Directors in the purchase of equipment that will enhance the long term implementation of their school breakfast and lunch programs. Funding will support the purchase of new equipment and/or the renovation/replacement of existing equipment. Equipment may include large and small items such as utility carts, utensils, large-capacity food processors, industrial scales, steamers, freezers, etc. Infrastructure elements may include building needs related to physical space, electricity, plumbing, ventilation and other remodeling needs related to school nutrition services.

Schools may apply individually, or districts may apply for multiple schools within their district. More information on the grant and application can be found at http://bit.ly/1oy1amK.

As we continue to work together toward a common goal of helping kids lead healthier lives and fueling healthy families, we ask that you spread the word about this amazing opportunity for schools across Missouri.

Questions? Please contact us at MidwestDairyCouncil@MidwestDairy.com.
Food Nutrition Services will soon include a review of local agency procurement procedures into the Administrative Review Process! Updated information will be provided to all local education agencies on the process beginning with the 2016-2017 school year.

Procurement is free and open competition that allows everyone to have the same opportunity to compete for business. It should help to lower the cost associated with the products and services and improve the quality of products and services. Failure to conduct proper procurement could result in unreasonable costs.

Regulations for procurement standards are found in 2 CFR Part 200. These regulations are to be used by program operators for program purposes to provide reasonable assurance that the best buy is obtained. For more guidance on procurement visit: https://dese.mo.gov/financial-admin-services/food-nutrition-services/procurement.

**REGIONAL MEETINGS**

**KC South Regional Meeting**
March 10, 2016 3:00 pm – 5:00 pm
Lee’s Summit High School
400 SE Blue Parkway
Lee’s Summit, MO
For registration or more information contact Sarah Chellberg, Sarah.chellberg@raypec.org, 816-892-1371

**Northwest Regional Meeting**
March 16, 2016
Central High
25 & Edmond
St. Joseph, MO
For registration or more information contact Patsy Fisher, patsyfisher58@gmail.com, 816-671-4110
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CONTACTS:

Susan Kidwell, RD, LD, SNS   •  800.245.5645 ext. 2717   •   susank@kohlwholesale.com
Rebecca Shinn, RD, LDN   •   800.245.5645 ext. 2155   •   rebeccas@kohlwholesale.com
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Aaron Kerkhoff, Director of Sales   •  800.245.5645 ext. 2177  •   aaronk@kohlwholesale.com

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The Healthy Hunger-Free Kids Act of 2010 (HHFKA) requires professional standards for school nutrition personnel. This school year is the first year to implement the standards, which impact the hiring of new school nutrition program directors and training requirements for all school nutrition personnel. Provided is a summary chart for the minimum required training requirements.

### Table 1: Summary of Required Minimum Training for School Nutrition Employees

<table>
<thead>
<tr>
<th>Job Category</th>
<th>Annual Requirements*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Directors</td>
<td>12 hours</td>
</tr>
<tr>
<td>Managers</td>
<td>10 hours</td>
</tr>
<tr>
<td>Staff</td>
<td>6 hours</td>
</tr>
<tr>
<td>Part-Time Staff (working less than 20 hours per week)</td>
<td>4 hours</td>
</tr>
<tr>
<td>Mid-year hires in all categories (January 1, or later)</td>
<td>One-half of training requirement for each job category</td>
</tr>
</tbody>
</table>

*Annual requirements apply to the 12 months between July 1 and June 30.

Documentation of training for all nutrition staff will be reviewed during an Administrative Review. The local education agency (LEA) must maintain copies of the completed training for each employee and it is also ideal for each employee to keep personal copies. The regulation does not specify the kind of records that must be kept. An LEA may maintain a local database, paper files, or utilize the USDA Training Tracking Tool. Records that list the employee name, employer/school, training title, topic/objectives, training source, dates and total training hours would be acceptable. All records must be maintained for three years plus the current year.

The professional standards also include minimum hiring criteria for new school nutrition program directors. Hiring standards are grouped into three LEA enrollment categories:

- 2,499 or less
- 2,500 to 9,999
- 10,000 or more

Information specific to the professional standards is available on the Food and Nutrition Services, Department of Elementary and Secondary Education website at [https://dese.mo.gov/financial-admin-services/food-nutrition-services](https://dese.mo.gov/financial-admin-services/food-nutrition-services).

There are a few areas of the regulation that are left to state agency (SA) discretion:

1. Exhibits at Conferences: At the discretion of the SA, up to two hours of exhibits can count toward the annual training requirement as long as they are relevant to core training topics.
   - The SA will allow up to 2 hours of exhibit time to count toward annual training.
2. The SA has the discretion to assess compliance with the training requirements over a two year period of time. Hours in excess of the minimum in any year may be applied to either the immediate previous or immediate subsequent year. Documentation must be maintained and presented during an Administrative Review.
The SA will allow required training hours to be completed over a two-year period, provided that some training is completed in each year.
- Ex: Applied to immediate previous year: Manager is required to complete 10 hours per year. In year one the manager completed 9 hours, and in year two the manager completed 11 hours.
- Ex: Applied to immediate subsequent year: Manager is required to complete 10 hours per year. In year one completes 13 hours, in year two completes 7 hours.

3. The SA has the option to extend the training standards to acting personnel, temporary workers, substitutes and volunteers.

- The SA has determined acting personnel, temporary workers, substitutes or volunteers are not subject to the annual training standards.

4. For LEA enrollments less than 500, the SA may approve the hiring of a school nutrition program director with a high school diploma (or GED) and less than the three years of relevant experience in school nutrition programs.

- The SA will allow the hiring of a school nutrition program director that meets the educational requirements but have less than the required three years of relevant program experience. The LEA must provide written documentation to the SA that the applicant meets the minimum educational standard and is the best qualified candidate.

Missouri Team Nutrition will be developing a comprehensive guide book for school lunch administrators wishing to learn the ins and outs of recess before lunch (RBL).

Recess before lunch is a practice that schedules a school day with recess right before the lunch period. This flip in the schedule seems intuitive yet involves planning and working out processes in a different order. It is with the purpose of providing practical steps, the know-how and relevant talking points that will guide the tool kit as it’s being developed.

The practice has been researched and school food administration and teachers have taken a notice of an increase in students’ appetite, decrease in food waste, less tummy aches and students returning to the classroom calmer and more ready to learn.

Missouri Team Nutrition is seeking to showcase in-state plate waste studies conducted under the guidance of food service directors/managers as part of their process to implement RBL into their schedules.

School personnel are encouraged to contact Alma Hopkins, M.Ed., RDN, LD, Nutrition Specialist, Dept. of Health & Senior Services, Community Health & Wellness at Alma.Hopkins@health.mo.gov or 573-751-2342 to discuss and showcase your school site(s) plate-waste study.

In the meantime, a quick reference and promotional flyer on the benefits of RBL can be ordered through Missouri Team Nutrition. To download an order form with instructions, go to http://health.mo.gov/living/wellness/nutrition/schoolwellness/parents.php

Thank you for your consideration!
My name is Linda Webster, SNA National Committee Member. I have worked at St James R-I School District in Missouri as a Food Service Director for 10 years.

I have served on SNA Membership Committee for the Midwest Region for 1 year. I have enjoyed this time and met many new friends. I will continue to serve for SNA Committee for 2 more years.

I attended Fall Committee Days in October, where we talked about how membership is continuing to grow and new ways to recruit and retain members.

My district has School District Owned Membership (SDM) for all the food service staff members. This type of membership makes it easier for school districts to pay for memberships and allows their employees to enjoy the many benefits of SNA membership.

A SDM is a membership that is owned by a school district in the name of an individual and is transferable to another employee in the same membership category if the original assignee leaves the district. This is not one membership for an entire district, but separate memberships that are transferrable. SDMs receive all the same benefits as an individual member at the same price as individual membership dues. (Note: SDM is not available for the Student, Retired and Affiliate membership categories.) SDM can be used for new and renewing memberships and SNA will work with districts to align existing expiration dates so that all SDMs expire at the same time.

Professional Standards have been implemented to focus on training opportunities and strengthen the school nutrition profession. This creates minimum hiring standards for school food directors based on a school district’s size and requires minimum annual training for all new and current school nutrition professionals. I feel it is important to network and belong to SNA to accomplish the Professional Standards through trainings the SNA offers.

The School Nutrition Association is the strong organization it is today because of members that recognize the value of SNA membership and the benefits it provides to your career, your school nutrition programs and the children you serve. You can help build the future of SNA by recruiting new members and retaining existing members. In recognition of your recruiting and retention efforts, you will become part of SNA’s exclusive Star Club.

The Star Club is SNA’s way of recognizing and thanking members who recruit and retain SNA members. Each time a new member writes your name in the referral section of the membership application form you receive one credit, plus you get an additional credit every year they renew. Credits don’t expire, so once you have three credits you become a Star Club Member for as long as you are an active SNA National member.

The December SNA Membership Report shows that we have 56,347 members (which is 669 more than December 2014). This is also 218 more members than May 2015 year-end and despite a seasonal decline our membership numbers still remain at the highest levels they have been in over a decade.

Four of the seven regions have more members when compared with this time last year. The West and Northeast are showing the strongest growth.

The states with an increase of 10% or more since May 2015 year-end are New Jersey, Pennsylvania, Delaware and California.

The Major City Director and District Director membership categories have grown by 22 and 116 respectively since May 2015.

Missouri membership in the Midwest Region continues to grow. December 2014 Missouri had 922 and grew to 937 by December 2015, approximately a 2% increase. The Midwest Region went from 7,547 members in December 2014 to 7,670 members in December 2015.

I love being a SNA national member because I meet other food service members and make lifetime friends. I have benefitted from SNA national membership because I get to network with my peers, attend trainings and continue education in my work field. My favorite thing about being a SNA national member is going to the
conferences at a discounted membership rate and getting to see what other areas are doing in school food service.

I’m sure you already get a lot out of your local SNA chapter or state association including a support network of friends who understand the everyday challenges of the cafeteria. But have you thought about why you should expand your network and join SNA National?

By belonging to SNA at national level, you are part of something bigger than just your school, district or local chapter. You are joining the 56,000 committed members from across the county who are feeding the future and representing ALL of the hungry children who eat at school.

FOR LESS THAN 14¢ PER DAY, MEMBERSHIP IN SNA

- Helps make your job easier by providing educational resources on key topics like food safety, nutrition and customer service
- Enhances your professional image with parents, the children you serve and school administrators
- Provides a support network of friends who understand and provide solutions to the everyday challenges you face in the school cafeteria

Find out more about joining SNA National at http://schoolnutrition.org/Membership/Join Renew/ or call 1-800-877-8822 or 301-686-3100.

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SPRING NEWSLETTER

In this issue:

- 2016 MSNA Legislative Day Update
- Missouri Culinary Skills Institute
- Professional Standards Overview and State Agency Discretion Areas
- DESE Food & Nutrition Services Summer Workshop and more!

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