


Salary Narrative

Salary Report  Salary Report 2026 Excel.xlsx

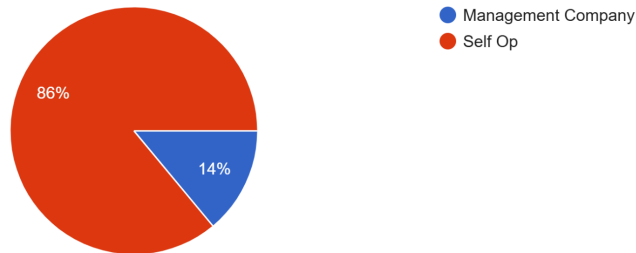
Survey opened April 22, 2026, closed May 15, 2026

44 responded, 7 counties represented

Majority of respondents are self op programs

Are you a management company or self op?

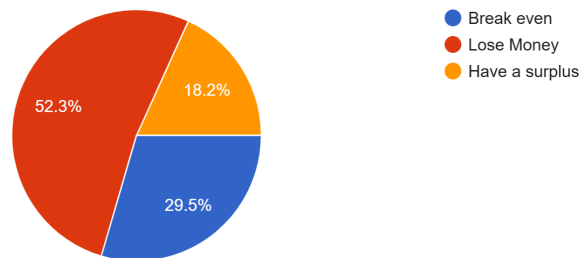
43 responses



Majority of respondents expect their programs to lose money by the end of the year

For your operating budget this year, where do you expect to be at year-end?

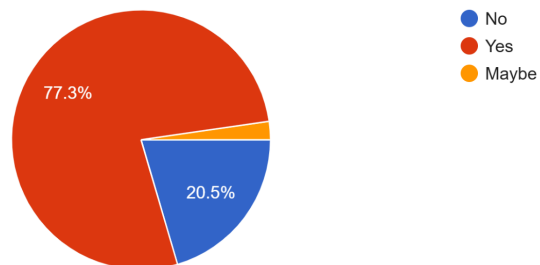
44 responses



Majority expect to have **negative debt**, Average Debt: \$25,829, Range is 0 to \$100,000

Will you have negative debt at the end of the year

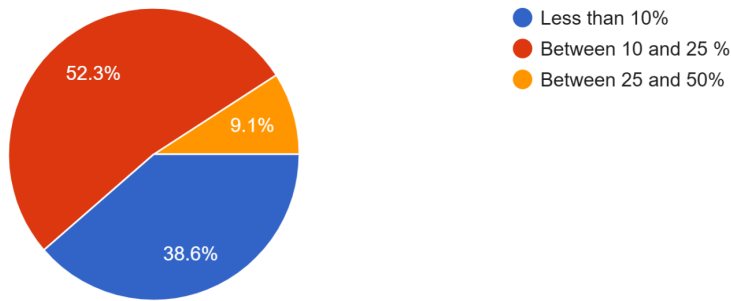
44 responses



Percent of Revenue from A la carte Sales: Majority report between 10 and 25% of revenue come from A la carte

What is your percentage of revenue from a la carte sales?

44 responses



Indirect Costs: Majority of programs are charged indirect costs Reported funds used range from \$15,000 to \$400,000.

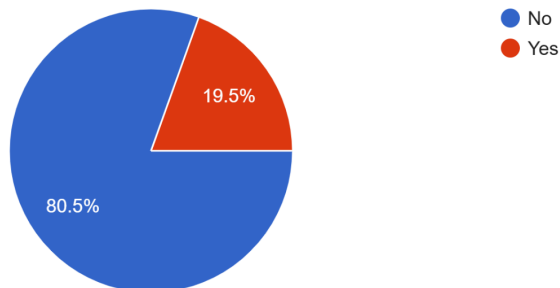
Personnel Costs: Funds are allocated for staffing roles including Cafeteria Aides, Lunch monitors, and general payroll.

Facility and Operating Expenses: Resources are used for essential services such as electrical usage, general utilities, custodial services, and pest control.

Other Expenses: Other specific costs mentioned include propane and insurance.

Is your program charged indirect charges?

41 responses



BOE Subsidies

Majority receive subsidy from BOE

Health Insurance/Benefits: Subsidies ranging from \$100,000 to \$252,000 are allocated for employee health benefits and insurance, including coverage for managers and administrative staff.

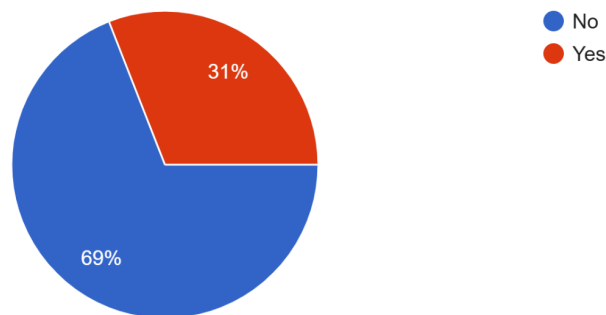
Operating and Equipment Costs: Funds are used for equipment purchases, repairs, replacements, and general operating costs, including supplies, purchased services, and addressing deficits. **Personnel and**

Specific Roles: Subsidies cover the salary and benefits for specific positions, such as account clerks and cafe drivers, in addition to supporting pest prevention.

Student Meals: The Board of Education (BOE) is covering the cost of reduced meals so that students categorized as reduced still receive a free lunch.

Does your Board of Education subsidize your program?

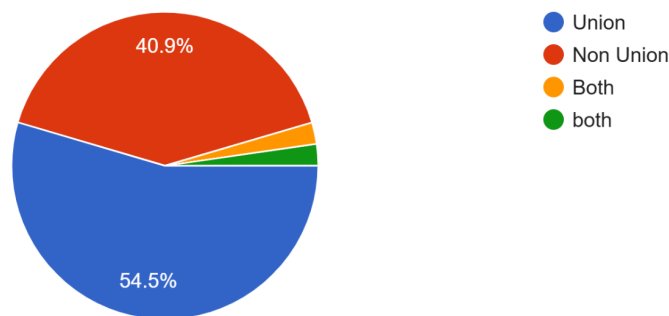
42 responses



Majority have union staff

Is your Staff union or non Union?

44 responses



Majority offer health insurance

Qualifying Hours per Week: The most common hour requirement for a position to qualify ranges between 20 and 30 hours per week, with 30 hours being the most frequently cited minimum. Other responses included 32, 35, 37, and 37.5 hours. Some reported different requirements for certain employees, such as managers only or grandfathered minimums of 4 or 6 hours.

Employee Premium Percentage Paid: The percentage of the premium paid by employees varies widely, most often falling between 12% and 22%. Specific percentages reported include 12%, 15%, 18%, 19%, 19.5%, 20.75%, 21%, 22%, and 38%. One response indicated that the percentage is based on salary, and another noted a high rate of 89% for managers only.

Director Salary and job scope

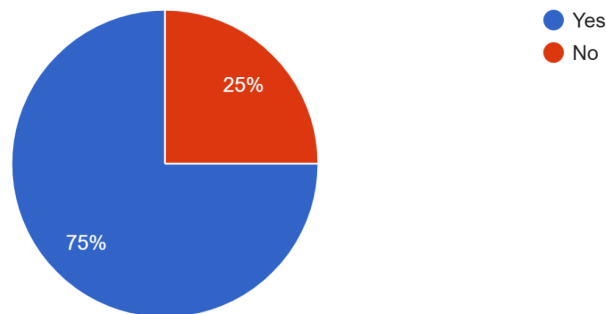
Average Salary: \$90,223

Salary Range: \$40,000 to \$137,500

Majority of respondents are full time employees **Typical Work Schedule:** The majority work between 200 and 216 days per year

Are you a full year employee?

44 responses

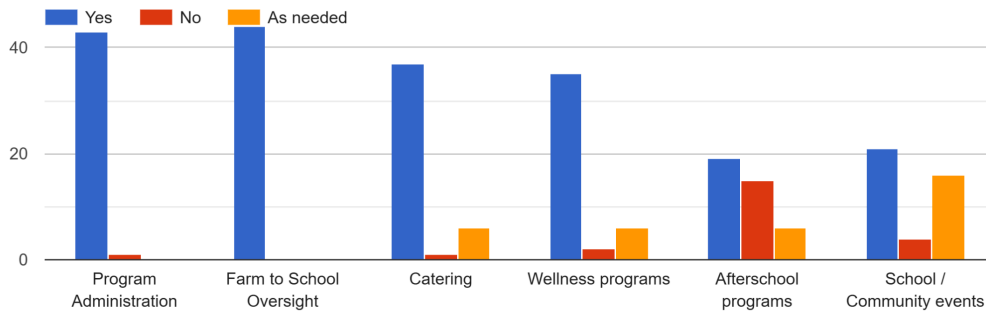


Scope of Director work goes beyond program administration

- **Administrative and Financial Responsibilities:** Key aspects include managing the yearly budget, handling financial roles such as paying vendors, cutting checks, and reconciling bank statements, and producing administrative reports.
- **Department Operations and Oversight:** Respondents cited involvement in overseeing multiple schools (e.g., 5 schools), managing everything associated with department operations, and providing oversight of the Food Service Management Company (FSMC) contract.
- **Personnel, Training, and Development:** Duties involve personnel management (hiring, training, and discipline), conducting staff training/professional development, and writing/administering grants for the department.

- Additional District Duties:** Other non-food related district duties include handling an interschool agreement with a small district, participation in the Superintendent's Cabinet, involvement in some Emergency Management planning, and completing catering personally without additional compensation.

What does the scope of your position include (program administration, catering, farm to school program,



Elementary Manager Salary

The average is approximately \$23.87 per hour, and the range is from \$17.44 to \$35.00 per hour.

Middle School Manager Salary

The average is approximately \$24.52 per hour, and the range is from \$17.44 to \$35.00 per hour.

High School Manager Salary

The average is approximately \$25.56 per hour, and the range is from \$18.92 to \$35.00 per hour.

Cook Salary

The average is approximately \$21.36 per hour, and the range is from \$16.94 to \$31.00 per hour.

General Worker Salary

The average is approximately \$19.05 per hour, and the range is from \$16.35 to \$25.27 per hour.

Districts report difficulty in recruiting staff

Please rate your agreement with the following statements regarding staff recruitment:

