



# Issue Paper

**DATE:**

November 23, 2021

**AGENDA ITEM (ACTION ITEM):**

Consider/Approve Meals per Labor Hour (MPLH) formula to make adjustments to total labor hours at each cafeteria.

**APPLICABLE BOARD POLICY:**

School Staffing 02.4331

**HISTORY/BACKGROUND:**

Annually the MPLH formula is utilized to ensure each cafeteria is adequately staffed based on the average number of meals served per day. Time will be added to each cafeteria in hour increments. In some instances, an additional staff member may be added to the site depending on the outcome of the MPLH calculation.

**FISCAL/BUDGETARY IMPACT:**

The actual cost implications will be site specific with the total number of labor hours added. The labor cost can be afforded by the additional revenue generated from the increase in breakfast and lunch participation as well as al la carte sales.

**RECOMMENDATION:**


Approval to use the MPLH formula to add labor hours to school cafeterias using October meal counts and al la carte sales.

**CONTACT PERSON:**

Elizabeth Hord

  
Principal/Administrator

  
District Administrator

  
Superintendent

*Use this form to submit your request to the Superintendent for items to be added to the Board Meeting Agenda.*

*Principal –complete, print, sign and send to your Director. Director –if approved, sign and put in the Superintendent's mailbox.*

2021-2022  
School Food Service Labor Analysis

School Food Authority	Month / Year
School	Name of Person Completing This

**MEALS PER LABOR HOUR BASED ON MEAL EQUIVALENTS**

**I. Determining Meal Equivalent**

		Meal Equivalents
Breakfast ADP (including adult meal)	$\times .67 =$	0
Lunch ADP (including adult meals)	$=$	0
After School Snack ADP	$\times .33 =$	0
Reimbursable food sales (excluding	$\div \$3.6800 =$	0
		0
		Total Meal Equivalents

**II. Meals Per Labor Hour**

$$\frac{0}{\text{Total Meal}} \div \frac{\# \text{ Paid Total Labor Hours}}{\text{Meals Per Labor}} = \frac{\# \text{DIV}/0!}{\text{Meals Per Labor}}$$

**III. Productivity Goal**

Factors that may affect MPLH as a productivity measure include:

- \* Size of operation
- \* Number of serving lines
- \* Type of service provided
- \* Scheduling of lunch periods
- \* Amount of convenience food used

An accepted industry guideline is 14-18 MPLH. If the MPLH figure is inside this range, adjustments are likely not necessary. If 18 or above, productivity is deemed high and meets requirements. If MPLH is below 14, continue to Step IV to determine adjustment needed to labor hours.

**IV. Determination of Labor Hours Adjustment**

$$\frac{\text{Total Meal Equiv}}{\text{Desired MPLH}} = \text{Total Labor Hours needed per day}$$

$$\text{Current Paid Labor Hours} - \text{Desired Paid Labor Hours} = \text{Adjustment needed}$$