

The minutes presented within this document provide a summary of the discussion that took place at the Board of Education meeting. For the complete discussion of the agenda items, please view the video of the Board meeting on our website at www.southingtonschools.org. These minutes are considered a draft until approved at the following regular Board of Education meeting.

SOUTHINGTON BOARD OF EDUCATION

SOUTHINGTON, CONNECTICUT

REGULAR MEETING

OCTOBER 24, 2019

The regular meeting of the Southington Board of Education (Committee of the Whole – Operations) was held on Thursday, October 24, 2019 at 7:00 p.m. in the John Weichsel Municipal Center Public Assembly Room, 200 North Main Street, Southington, Connecticut and an Executive Session was held at 6:30 p.m.

1. CALL TO ORDER

Mr. Brian Goralski, Chairperson, called the meeting to order at 6:30 p.m.

Board members present: Mrs. Terri Carmody, Mr. Robert Brown, Mr. Joseph Baczewski, Ms. Lisa Cammuso, Mrs. Colleen Clark, Mr. David Derynoski, Mr. Brian Goralski, Mr. Zaya Oshana, and Mrs. Patricia Queen.

Administration present: Mr. Timothy Connellan, Superintendent of Schools, and Mr. Steven Madancy, Assistant Superintendent.

2. EXECUTIVE SESSION ~ STUDENT MATTERS AND PERSONNEL MATTERS (UNAFFILIATED EMPLOYEES AND EL POSITIONS)

MOTION: by Mr. Baczewski, seconded by Mr. Derynoski

"Move to go into Executive Session, excluding the public and the press, for the purpose of discussing Student and Personnel Matters (Unaffiliated Employees and EL Positions), and upon conclusion reconvene to public session."

Motion carried unanimously by voice vote.

Mr. Goralski declared Executive Session ended at 6:55 p.m.

3. RECONVENE MEETING ~ REGULAR SESSION

Mr. Goralski reconvened the Board of Education Regular Session at 7:05 p.m.

Board members present: Mrs. Terri Carmody, Mr. Joseph Baczewski, Mr. Robert Brown, Ms. Lisa Cammuso, Mrs. Colleen Clark, Mr. David Derynoski, Mr. Brian Goralski, Mr. Zaya Oshana, and Mrs. Patricia Queen.

Administration present: Mr. Timothy Connellan, Superintendent of Schools; Mr. Steven Madancy, Assistant Superintendent; and Ms. Margaret Walsh, Director of Special Services.

Student representative present was Mr. Trevor Messina.

4. PLEDGE OF ALLEGIANCE

Mr. Trevor Messina, Student Representative, led in reciting the Pledge of Allegiance.

Mr. Goralski called for a moment of silence in honor of John Fontana, a former educator, counselor, coach and a mentor to many people in the community who passed away this week.

5. CELEBRATION OF EXCELLENCE

a. Retirees of the Southington Public Schools

In Celebration of Excellence, the Board of Education and administration recognized the following retirees of the Southington Board of Education:

Employee	Position / Facility	Years of Service
Suzanne Blaszyk	Teacher / JFK	33
Christine Crimi	Matron/ Part-time Paraeducator / SHS	17
Diane DiGioia	Ag-Science Teacher / SHS	29
Ulla Gibbs	Paraeducator / DES	26
Deborah Hobson	Secretary / Central Office	21
Thomas Horanzy	Art Teacher / SHS	35
Kathleen Lee	Computer Teacher / JFK	37
Stephen Nyerick	School Counselor / JAD	41
Susan Smith	Registered Nurse / Oshana (<i>formerly Plantsville</i>)	17
Diane Stoltz	Registered Nurse / South End	22

Mr. Goralski noted that the agenda items were out of order and requested that the original agenda item take place before the Celebration of Excellence continues.

6. APPOINTMENT OF ATHLETIC DIRECTOR

MOTION: by Mrs. Carmody, seconded by Mrs. Queen:

“Move to appoint Mr. Steve Risser as the Athletic Director with a start date to be determined at a salary of \$126,982.”

ROLL CALL VOTE: YES: Mr. Baczewski, Ms. Cammuso, Mr. Derynoski, Mr. Brown, Mr. Oshana, Mrs. Queen, Mrs. Carmody, Mrs. Clark and Mr. Goralski.

Motion carried unanimously.

Mr. Risser thanked the Board and administration for the opportunity to join the Blue Knights family and briefly explained his background and that his children were graduates of Southington High School. He expressed his sympathies to the Fontana family for their loss and

stated that John Fontana was also a huge loss throughout the state to interscholastic athletic sports, athletic directors and coaches.

CONTINUATION OF CELEBRATION OF EXCELLENCE:

b. Board Recognition of Brian S. Goralski and Patricia A. Queen

This was Mr. Goralski’s and Mrs. Queen’s last meeting as Board of Education members. Mrs. Clark recognized Mrs. Queen for her outstanding leadership and dedication to the students of Southington and detailed her achievements, hard work, thoroughness, and attention to detail. Mrs. Queen had set the bar high for the newly elected Board members that will serve on the Board. Mrs. Queen received flowers and a plaque for serving on the Board of Education from November 2011-2019.

Mrs. Carmody recognized Mr. Goralski for his 16 years of service on the Board of Education, maintaining open communications with other town Boards, striving to promote what was best for the students of Southington and his excellent leadership as chairperson of the Board for 12 years. She read an email that she received from former Superintendent Dr. Joseph Erardi praising Mr. Goralski. Mrs. Carmody presented Mr. Goralski with a gift and plaque for his outstanding leadership and dedication serving on the Board of Education November 2003-2019.

The Board members spoke at length and in detail about the virtues and legacies of both Mrs. Queen and Mr. Goralski while serving on the Board of Education and doing what was best for students and community.

Mr. Goralski called for a recess at 7:35 p.m.

Mr. Goralski reconvened the regular meeting at 7:55 p.m.

7. APPROVAL OF MINUTES ~ October 10, 2019

MOTION: by Mr. Derynoski, seconded by Mr. Oshana:

“Move to approve the regular Board of Education minutes of October 10, 2019, as submitted.”

Motion carried unanimously by voice vote.

MOTION: by Mrs. Carmody, Mr. Oshana:

“Move to move Agenda Item 11.a ‘2018-2019 School Resource Officer Report’ to Agenda Item 7.a.”

Motion carried unanimously by voice vote.

a. 2018-2019 School Resource Officer Report (formerly Agenda Item 11.a)

Police Sergeant Brian Leppard introduced the new School Resource Officer (SRO) James Valentine, who has served with the Southington Police Department for 21 years. Mr. Goralski

thanked the Southington Police Department for their partnership and for the important role the SRO plays at the high school that set the standard for the state.

8. PUBLIC COMMUNICATION

a. Communications from Public

Mr. Edward Pocock, III, 122 Windward Place, explained that he served on the Board of Education from 1993-1997 and formerly served on other Town boards including Chair of the Town Council. He noted the ethics that Mrs. Queen brought to the Board of Education and addressed the amount of stress and aggravation that the Chairperson of the Board of Education receives from other Town boards. He spoke of Mr. Goralski's leadership and the Board's teamwork working together for the benefit of students regardless of political party affiliation.

b. Communications from Board of Education

Board members discussed the following:

- Mr. Derynoski reported that the Technology Advisory Committee would be meeting on November 14, 2019 in the morning for the first time this school year.
- Individual Board members reiterated the sentiments expressed about Mr. Goralski and Mrs. Queen and thanked them for their service.
- Mr. Brown stated that it was an honor to serve with all the Board of Education members and thought that they were a role model for politicians to follow. They did not always agree but debated issues in a civil, respectful, manner arriving in the right place for the district in the end.
- Ms. Cammuso reported that she attended the Music of the Knight at the high school and had the honor to assist handing out the awards.
- Mr. Goralski hoped that everyone who was running for reelection would return and mentor the new members. He thought that the school district was in a great place with the best people on the administrative team.

c. Communication from Administration

Administration reported on the following:

1. Collaborations with Partner School Districts: Mr. Madancy reported that the K-2 teachers were working with a cohort of K-2 teachers in Plainville and the Connecticut Science Center to implement the Next Generation Science Standards. It is a continuation from a grant started last year. The long-term goal was to have an Interdistrict professional learning community functioning beyond the timeframe of the grant in order to collaborate around their best practice.
2. Custodial Services at SHS: Mr. Connellan explained that meetings were held with the in-house custodians at the high school regarding dissatisfaction with the cleaning by the contracted custodial services. As a result, the school district hired part-time custodians and the feedback from the high school administration, teachers and Skip Butkewicz, Head Custodian at the high school, has been very positive. It was structured by Mr. Romano so that they are receiving better, quality work and cleanliness at a savings.
3. English Language (EL) Services: Mr. Madancy reported that there was a major trend in the amount of students who are registering in the district being assessed for services needed in English Language learning. There were 116 registrations this summer where

English proficiency was needed. Last school year, there were a total of 126 EL students receiving this service. He explained the levels of English proficiency. If the need continues to grow, the district may need to hire someone to directly oversee the program instead of as an ancillary position for a principal as it is currently. He anticipated bringing a job description for this type of position to the Personnel & Policy Committee for discussion and then to the full Board. He addressed equitable outcomes for all students as a goal for this student population. Mrs. Clark questioned referrals or communication from the Family Resource Center.

4. SPS Coalition for Social Justice Update: Mr. Madancy reported that last week there was a meeting with volunteer community members, elected officials, staff and students serving on this committee and that they looked at a strategic plan for addressing social justice long-term with four major goals and actionable outcomes. He discussed the formation of a District Equity Leadership Team to raise racial consciousness and awareness among teachers and staff. There were 70 teachers and administrators who volunteered to be part of this team. They will work with state agencies and training them with the goal of developing a professional development evaluation support plan next year for all staff. Mr. Madancy addressed the upcoming Indian holiday of “Dewali” and that the school system was addressing diversity in an effort to be an inclusive community. Mr. Derynoski requested a list of the different languages of students entering the district and the number of students served.

d. Communication from Students Representatives

Mr. Trevor Messina reported on the following:

- The Red Ribbon Rally was held on October 17, 2019.
- The Southington Public Schools Coalition for Social Justice meeting was held with many new student members.
- The Marching Band held their home competition “Music of the Knight” on Saturday and competed as a judged exhibition with Southington scoring 90.75 compared to Trumbull that received a 90.05 score.
- The Fall concert at SHS was held on October 24, 2019.
- On October 26, the band will compete at the State Championships at Naugatuck High School.
- On November 9, the band will compete at MetLife Stadium for a chance at the National Championships.
- On November 13, the Marching Band will hold their annual Veteran’s Day Concert with guest conductor Mr. Jeff Shaw.
- The football game time against East Hartford on Friday, October 25 was changed to 3:00 p.m. due to East Hartford’s EEE (Eastern Equine Encephalitis) restrictions.
- The Gridiron will hold a mattress fundraiser on Sunday, October 27 in the SHS cafeteria with 25 different vendors and a discount of 50% off the tagged price.
- On November 21, there will be “Tailgating with Pepe” from 5:30-6:30 p.m. Students will be able to participate in backyard games such as cornhole and frisbee on the baseball field and receive a discounted price on food at the concession stand with the game starting at 7:00 p.m.
- On Saturday, October 26, the Key Club is helping at the drive-in for the Halloween-themed evening.
- The first quarter ends on Friday, November 1, 2019.

- The Haunted House will be hosted by DECA at 5:00 p.m. at SHS on Monday with FBLA hosting games in the main cafeteria.
- Trevor addressed the loss of Julia Bruno that sparked many fundraisers toward a scholarship fund in her memory.
- Trevor addressed Mrs. Queen and Mr. Goralski and thanked them for their inspiration and dedication to the students and the entire Board for working together as a team. He did not know their party affiliations because they all care so much for the students' wellbeing and have inspired him to become a teacher.

9. COMMITTEE REPORTS

a. Finance Committee Meeting ~ October 21, 2019

a. Transfer of Funds

MOTION: by Mrs. Clark, seconded by Mr. Derynoski:

“Move to approve the Transfer of Funds, as submitted.”

Motion carried unanimously by voice vote.

b. Projects for Unexpended Funds Account FY’19

MOTION: by Mrs. Clark, seconded by Mr. Derynoski:

“Move to approve the draft project list for the Unexpended Fund Account as discussed by the Finance Committee.”

Mrs. Queen stated that this was a great concept and that this fund had been available via state statute for a long time. She was happy that the Board of Finance and Town Council approved it and allowed for this account to be set-up. These are projects that needed to be done for many years, but the money was not available.

Mr. Baczewski addressed the large ticket items of the Southington High School parking lot expansion/repaving for \$207,000 and the high school stage lighting upgrade for \$190,000. Homeowner’s on Annelise Avenue and Mandel Street have reached out to him about the overflow car parking situation with students blocking mailboxes. However, he thought the parking lot should be lower on the “to do” list. Mr. Baczewski stated that the community heavily uses the auditorium and should help fund the stage lighting.

Board members discussed that the parking lot expansion was a safety issue and the repaving had been on the Capital Improvement Plan list since 2007-2008 with the Board still talking about it as a need. The stage lighting upgrade had been on the list since 2012-2013. The Board members spoke at length regarding the priorities on the project list recommended by the Board of Education Finance Committee including safety issues, costs, disintegrating auditorium curtains, heavy use of the auditorium by the school and community, and high school parking issues. Mr. Connellan explained the history behind the funding for the parking lot and other projects (camera system and elevator). He noted that the \$207,000 parking lot expansion would be above the dollar amount that exists in that account right now, which is problematic. The SHS

auditorium opened in 1989 and the current lighting system is the original. During performances, the lighting system fails and there was nothing more that the electricians can do. There was talk about establishing an "Enterprise Fund" with Mr. Mark Sciota, Town Manager, which would be the same type of fund that exists for replacement of the turf field.

Mr. Goralski explained that the projects for the auditorium are curriculum-based and the parking lot is a need and safety concern and making it part of the Capital Improvement Plan was better cost-wise than including it in the Unexpended Fund Account. He recommended that the curriculum-based projects go first on the priority list. The Parking Lot Expansion/Repaving was not on the original list for Unexpended Fund Account of projects. Administration and the Board agreed that all the items need to be done. Mrs. Queen addressed the high school Retrofitting Turf Stadium Lights to LED and the brightness of the lights affecting the neighbors.

Mr. Goralski discussed keeping the original Unexpended Fund Account FY'19 Project Priority List of \$577,720 and moving the Parking Lot Expansion/Repaving down to the bottom of the list just above the Turf Stadium Lights giving a priority order of purchase. Mr. Connellan explained that the cost of \$207,030 was just for the Parking Lot Expansion and did not include the repaving. Mr. Connellan noted the processes that would need to be done for the smaller items and bidding the larger items. They could create the prioritized list and begin working through it and see where they are by the end of the school year.

AMENDED MOTION: by Mrs. Clark, seconded by Mr. Derynoski:

"Move to approve the draft project list for the Unexpended Fund Account as discussed by the Board of Education."

Mr. Derynoski would like to leave it to be the priority list as discussed at the Finance Committee on October 21, 2019 totaling \$784,750 because they have time and as the 2020-2021 Operating Budget is put together the Board can refine where they are with the funding and move items around and move some portion of it to the Capital Plan for the next budget year. All these items would not be done between now and next budget year. Mr. Oshana agreed with Mr. Derynoski. They don't want to present a list when they don't have the money to do it all.

Trevor Messina addressed the Board as a student involved in the arts and who parks in the high school parking lot, he thought that the auditorium lighting was very important because in Drama Club and Band they do not use the original lighting and have to rent the lighting and sound for all performances. The Drama Club did not make any money on the performance "Suessical" because it was an unexpected expense and they lost money because the lighting failed.

Mr. Connellan explained that he needed more direction from the Board when he brings the list to the Board of Finance and the way the list is right now, they cannot do all of the projects. If the parking lot expansion is ahead of the stage lighting upgrade, the remainder would be \$146,000 over. Mrs. Clark suggested putting the stage lighting upgrade before the parking lot expansion and Mr. Connellan could explain to the Board of Finance and Town Council that these are the prioritized items and over the available funds that they have right now; however, if it is a rolling, continual list because they are hopeful to have the funding each year, everything would just be moving up on the list. Mr. Connellan stated that it would be helpful to him if they swapped it around and they could start at the top and go down the list. Mr. Derynoski stated that when Mr. Connellan makes his presentation to the Board of Finance, he could explain that the Board has

money to do these and ask for a special appropriation to pick up on the difference because they would be short \$207,000.

SECOND AMENDED MOTION: by Mrs. Clark, seconded by Mr. Derynoski:

“Move to approve the draft project list for the Unexpended Fund Account as recommended by the Finance Committee with the Stage Lighting Upgrade above the Parking Lot Expansion on the priority list and the presentation to the Town Board of Finance includes discussion about covering an advance or to be part of the Capital Plan for the next school year.”

The Board continued discussing on how to word the motion to not propose spending more money than what they have available. A point made was that these projects would also benefit the town of Southington and community-at-large.

THIRD AMENDED MOTION: by Mrs. Clark, seconded by Mr. Derynoski:

“Move to approve the draft project list for the Unexpended Fund Account Balance as discussed with a switch of the stage lighting and parking lot expansion.”

ROLL CALL VOTE: YES ~ Ms. Cammuso, Mr. Derynoski, Mr. Brown, Mr. Oshana, Mrs. Queen, Mrs. Carmody, Mrs. Clark and Mr. Goralski. NO ~ Mr. Baczewski.

Motion carried with eight in favor and one opposed.

c. Rose S. and Sisto R. Castaldi Scholarship

MOTION: by Mrs. Clark, seconded by Mr. Derynoski:

“Move that Southington High School Award two (2) Scholarships from the Rose S. and Sisto R. Castaldi Scholarship Fund in the Amount of \$3,000 and continuing until the excess funds have been awarded, then reduce back to one (1) scholarship.”

Mr. Derynoski explained that the laws changed and the return on the investments exceeds the amount of money beyond the \$3,000 limit.

Motion carried unanimously by voice vote.

MOTION: by Mrs. Carmody, seconded Mr. Oshana:

“Move to add Agenda Item 11.e ‘Student Expulsions’ to the agenda.”

Motion carried unanimously by voice vote.

10. OLD BUSINESS

a. Town Government Communications

Mr. Goralski hoped that the newly elected Town Council continues the Farm Heritage Committee.

b. Unaffiliated Employee Compensation

MOTION: by Mrs. Carmody, seconded by Mrs. Queen:

“Move to approve the compensation for Unaffiliated Employees for the 2020-2021 school year as presented by the Superintendent and adjusted by the Board of Education.”

ROLL CALL VOTE: YES ~ Mr. Baczewski, Ms. Cammuso, Mr. Derynoski, Mr. Brown, Mr. Oshana, Mrs. Queen, Mrs. Carmody, Mrs. Clark, and Mr. Goralski.

Motion carried unanimously with nine in favor. (Attachment #1)

11. NEW BUSINESS

a. 2018-2019 School Resource Officer Report (Moved to Agenda Item 7.e)

b. Superintendent’s Proposed Goals for 2019-2020

MOTION: by Mr. Baczewski, seconded by Mr. Oshana:

“Move to approve the Superintendent’s Goals for the 2019-2020 School Year.”

Mrs. Queen stated that she could see the work of the district continuing to progress in moving to the Vision of a Graduate, which tied together with the Administrator Evaluation and Support Plan. Mr. Brown applauded the committee engagement and social justice goal. Ms. Cammuso requested that the date in Section IV, A, 2, School Safety & Security, to be corrected from 2018 to 2019.

AMENDED MOTION: by Mr. Baczewski, seconded by Mr. Oshana:

“Move to approve the Superintendent’s Goals for the 2019-2020 School Year, as discussed.”

Motion carried unanimously by voice vote.

c. School Safety and Security Plan Submission

Mr. Goralski explained that the School Safety and Security Plan is a living document that is required by to be submitted annually to the Emergency Management Director and the state by November 1st of each year.

MOTION: by Mrs. Carmody, seconded by Mr. Oshana:

“Move to approve the updated annual School Safety and Security Plan submission, as presented.”

Mrs. Queen pointed out that this was one factor on why school budgets continue to increase because the district is focusing on security and putting money toward it, which has grown because of societal events.

Motion carried unanimously by voice vote.

d. Southington Administrator Evaluation and Support Plan 2019-2020

MOTION: by Mr. Oshana, seconded by Mr. Derynoski:

“Move to accept the revised copy of the Administrator Evaluation and Support Plan as presented by the administration for implementation during the 2019-2020 school year.”

Motion carried unanimously by voice vote.

e. Student Expulsions

MOTION: by Mrs. Carmody, seconded by Mr. Oshana:

“Move to expel Student 2019-2020-03, as stipulated by the Superintendent of Schools.”

Motion carried unanimously by voice vote.

MOTION: by Mrs. Carmody, seconded by Mr. Oshana:

“Move to expel Student 2019-2020-04, as stipulated by the Superintendent of Schools.”

Motion carried unanimously by voice vote.

MOTION: by Mrs. Carmody, seconded by Mr. Oshana:

“Move to expel Student 2019-2020-05, as stipulated by the Superintendent of Schools.”

Motion carried unanimously by voice vote.

12. ADJOURNMENT

MOTION: by Mrs. Queen, seconded by the Board:

“Move to adjourn.”

Motion carried unanimously by voice vote.

The meeting adjourned at 9:30 p.m.

Respectfully submitted,
Linda Blanchard
Recording Secretary

Unaffiliated Approved Salary and Wages

Attachment #1

POSITIONS	2019-20 Approved	2020-21 Approved	\$ Inc	% Inc
Superintendent	200,000	205,000	5,000	2.50%
Assistant Superintendent	175,000	182,000	7,000	4.00%
Director of Pupil Services	154,200	158,050	3,850	2.50%
Director of Business & Finance	151,315	155,100	3,785	2.50%
Operations Director	141,000	144,525	3,525	2.50%
Technology Director	137,500	140,935	3,435	2.50%
Accounting Manager	90,000	92,250	2,250	2.50%
Human Resource Manager*	97,825	100,270	2,445	2.50%
Technology Analysts	52,688-71,269	54,269-73,407		3.00%
Software Specialist	30.25	31.00	0.75	2.49%
Technology Assistant+	15.08	16.00-18.00		
Payroll Supervisor	32.44	33.41	0.97	2.99%
Maintenance Foreman	85,000	87,550	2,550	3.00%
Exec. Assistant Superintendent	38.59	39.74	1.16	3.00%
Exec. Asst. Asst. Superintendent	30.32	31.22-32.32		
Exec. Asst. Director of Business	31.38	31.22-32.32		
Summer School Director	6,635	6,767	132.69	2.00%
Jump Start Director	4,834	4,930	96.67	2.00%
Adult & Continuing Ed. Director	13,752	14,027	275.04	2.00%
Adult Education Secretary	25.62	26.13	0.51	2.00%
Adult Ed. Program Facilitator	35.90	36.62	0.72	2.00%
Part Time Custodian	15.32-16.22	15.63-16.54		2.00%
Part Time Clerks	16.29-20.68	16.62-21.09		2.00%
ESY/Jumpstart Paras (non union)	12.07-14.40	12.31-14.69		2.00%
Substitute Teachers - per day	85-100	85-100		
Meeting Videographer - per meeting	100	100	0	0.00%
School Physician	13,270	13,536	265.41	2.00%
Matrons	17.33	17.77	0.43	2.50%
Crossing Guards - per shift	17.43	17.86	0.44	2.50%
ESY/ Jumpstart Aides	10.10	Min Wage		
Substitute Paras***	11.10	Min Wage		
Substitute Custodians	14.98	15.28	0.30	2.00%
Substitute Nurses	21.11	21.53	0.42	2.00%
Substitute Secretaries	13.32	13.58	0.27	2.00%
Tutors Math & Literacy	20.52	20.93	0.41	2.00%
Non Union LPN's	23.21	23.68	0.46	2.00%
Lead Occupational Therapist **	92,430	94,741	2,311	2.50%
BCBA (CZ) **	90,989	93,264	2,275	2.50%
BCBA (KG) **	80,412	82,422	2,010	2.50%
Outreach Coordinator STEPS	25.00	25.63	0.62	2.50%
Food Service Director++	72,095	78,300-82,000		
Secr./Bookkeeper Food Service	27.02	27.70	0.68	2.50%
Food Service Clerk	16.01	16.41	0.40	2.50%
Family Resource Ctr- Director	43,083	44,160	1,077	2.50%
Family Resource Parent Educator	19.57	20.06	0.49	2.50%
Human Resource Manager*	Shared position, BOE = 75%, Town = 25%			
BCBA** & Lead OT **	Salary listed for 206 day work year. Paid on 186 day schedule and per diem for summer.			
Substitute Paras***	Rate below CT minimum wage on 9-1-20-move to \$12.00 then list minimum wage in future.			
Technology Assistant+	Set new range based on area comparables - 1-1-20 start minimum, mid-range 7-1-20			
Food Service Director++	Not in Operating Budget. Set new range based on area comparables. Increase to 211 days.			