



RayTEAM Meeting Minutes

Consolidated School District No. 2

Date: 12/5/24

Time: 8:30 a.m.

Location: Admin Bldg.

Attendees: Jake Adamson, Carl Calcara, Ashley Jones, Allison Kirke, Aidan Link, Jameson Link, Aimee Meyer, Susie Morgan, Kevin Prosser, Mary Rigan, Julie Schmidli, Melissa Tanner. Absent: Tyler Balk, Jeremy Blunt, T'Neisha Love

- I. Introductions, Check-In, Celebrations
 - a. EW $\frac{4}{5}$ music program went well
 - b. NF kinder is going well with 2 new teachers
 - c. New secretary getting trained RSEC
 - d. Nursing dental clinics, staffing is good, mobile flu shot clinic
 - e. LB spirit week before Thanksgiving, getting back in school mode after a week off
 - f. Technology looking at QR code logins for younger students
 - g. Payroll getting things done before break,
 - h. Custodians received turkeys before Thanksgiving
 - i. Workload continues to be an issue but things are going well
 - j. Library getting trained on Focus for doing grades
 - k. Food services sent 8 to the local JACO school nutrition meeting in LS
- II. Financial Update: Jackie Vernon
 - a. Workers comp is up
 - b. YTD expenditures are right where they expected and need to be, no need to make change
- III. HR Update: Carl Calcara
 - a. Subs still in need, teachers pulled for PD, illness needs; PD tends to be a bigger drain on subs than illness.
 - i. If there are in district meetings with a sub that doesn't fill then teachers can be pulled back to the classroom
 - ii. Can Rayteam be more intentional with scheduling our meetings to reduce the strain on the sub pool?
- IV. 2025/26 calendar
 - a. Next year state law raises student contact days from 167 to 169 and 1044 hours
 - b. Where can we add 2 days of student contact?
 - i. remove spring conferences
 - ii. reduce teacher workdays
 - iii. extend the school year-add days to end of year
 - iv. start school on a Monday instead of Wednesday
 - c. Discussion on restructuring/removing early release days for the 2026/27 school year
 - d. Adding true half days to give more teacher PD time, the day still counts as a contact day for students
 - e. Keep full week at Thanksgiving
 - f. Have 2nd semester teacher work day on Mon Jan 5 instead of Fri Jan 2 so teachers have a full 2 weeks of winter break
- V. Leave policy/buyback program discussion
 - a. What are we talking about: when people resign/retire, just at the end of the year anything left over
 - i. Current-
 1. 12 mos-vacation days bought back at full daily rate of pay
 2. all employees who **retire** get 25% of daily pay for unused days, only allow a max of 100 days

- ii. If we buyback days for people who are leaving (not retiring) would this help ease the sub issue because they won't be burning their days at the end of the year?
 - iii. Can we offer buyback more than just at the end of the year? (Maybe someone needs a little extra money at Christmas.)
 - iv. Ask at the beginning of the year how many days they'd like to buyback at the end of the year?
 - v. Increase buyback rate from 25% to something else? May not help with retention but could help with burning days at the end of the year.
 - vi. Would we rather incentivize employees that are staying (buyback) instead of for those who are leaving the district? Buyback for current employees at the end of the year, number of days would be choice of employee.
 - vii. Could we use the daily sub pay rate as the buyback rate?
 - viii. Can distribute funds in Aug to ensure that the employee is returning to the district; incentive to return.
 - ix. **Pull for next meeting:** a) yearly buyback for employees b) what % to pay or use sub pay c) years of experience to incentivize longevity
- VI. Classified & Certified focus and priorities
- a. Elementary Breakfast-LB has breakfast in the cafe and it works wonderfully.
 - i. cafe staff spends 2 hours on breakfast bags
 - ii. cafe would like touchscreens back and have hot meal that's eaten in the cafe
 - iii. classroom teachers spend a lot of time organizing, cleaning, waiting breakfast in the classroom
 - iv. custodial perspective is that it's easier and less work to have breakfast in the cafe-custodians don't have to go room to room picking up trash
 - v. less bugs and rodents in the classrooms due to spillage/leftovers
 - vi. Invite Dr. Moore and Ginger Thompson from food services to discuss
 - b. Elementary specials rotation
 - i. Problem is that there's a discrepancy between art/music/pe minutes
 - ii. There is a 7 day schedule option that alleviates a lot of the problems
- VII. Reflection/affirmation and adjourn
- a. Great discussion around elem breakfast. Hopefully a solution can be worked out.
 - b. I'm glad that you listened to the breakfast bag issues.
 - c. Liked conversation about leave buyback, could be an incentive for people to return and relieve sub issues
 - d. next year calendar-2 days could be easily fixed with no conferences
 - e. big impact to many dept if we change elem breakfast
 - f. I appreciate that when we come to the room that we all listen and it doesn't matter who it comes from (admin, classified, certified). We trust each other and listen. Explore and issue and understand all sides it makes us more credible.
 - g. I liked the breakfast thing and the reps we have in this room, it effects a lot of depts and it can be fixed and made better. Varying inputs.
 - h. Importance of this group and why we have reps from so many different groups with the right mindset.
 - i. Every dept got touched with discussion of breakfast and calendar.
 - j. Calendar as a classroom teacher to remove spring conferences. Started by talking a lot and enjoy the committee and there's so much good that comes from us.
 - k. Enjoyed all the discussions; subs, buyback, comes back to breakfast bags. Everyone here gave input.
- VIII. Next meetings
- a. Jan 16-invite Dr. PMK to update on salary rec schedule, invite Dr. Moore and Ginger Thompson to update on elementary breakfast
 - b. Feb 6-no carl, do we need this meeting? can we reschedule?
 - c. Mar 6
 - d. Apr 3