



Rayteam Meeting Minutes
Consolidated School District No. 2
Date: 3-16-23
Time: 8:30 a.m.
Location: Administration Building

Attendees: Carl Calcara, Terry Gibson, Regina Goodwin, Dennis Helsel, Jameson Link, Susie Morgan, Mary Rigan, Julie Schmidli, Melissa Tanner, Megan Willet, Brian Wise, Karen Coin, Matt Blaine

Review norms/around the room

- Secretaries are quiet, no complaints.
- Nurses have 3 no show, no call. Lots of rumors floating around. Can't keep nurses, short staffed.
- Keep and maintain classified staff has been a struggle, but dept have filled in. Sub shortage hasn't been as bad as previously. Getting students supports they need (big behavior, mental health etc) is hard. Some students need multiple supports while maintaining the rest of the building.
- Food services had hired more people.
- Tech-heard some questions about having a 4 day week. Not much else
- Buildings and grounds is preparing for summer clean up and the bond issue on the ballot. Still have staffing issues but they can be covered with subs. Stressful for remaining staff but overall things are feeling about the same.
- Shortened calendar for teachers will it affect classified pay?
- Teacher retention what can we offer teachers to get them to stay?
- Family plan for insurance is very expensive.
- Wellness Wed went over well.
- Coming together for the bond issue is nice to see.
- Overburdening staff to make up for lack of staff in their areas, or for staff that are underperforming. Keeping "bad" staff and the "good" staff are overworked and contemplating leaving.
- A lot of staff, certified and classified, are waiting to see what other districts are doing, pay wise, before deciding if they will return.
- Worried about secondary positions, lots have resigned to go to other districts. I'm getting a lot of emails and conversations about what Raytown is doing for salaries.

Insurance Renewal Discussion-Dave Johnson with CBIZ

- Medical (BCBS) is negotiated every year. Dental, vision, life insurance and EAP are multi year and will not be renewed this year.
- Last year there was a no rate increase which is very unusual.
- Overall had a 3% decrease in paid claims from last year, -1% when removing big claims.
- Can the district provide a resource for retirees under 65 to discuss their options for insurance coverage after retirement but before medicare?
- Comparison of the district's claims from last year (21/22) to this year (22/23).
- Pending BOE approval there will be a 0% rate increase for medical insurance.

District Financial Update-Terry Gibson

- DESE has given an additional year to use the pre COVID attendance numbers for funding. More time to deal with the removal of ESSR funds.
- District has received the Jackson County tax money, and it is an increase over what was projected.
- These 2 factors account for over 65% of our revenue, will help to relieve some anxiety of our situation and alleviate talk of having to close bldgs etc.
- Looked at reducing budget areas for all depts.
- Top priority is to do our best to increase salary for both certified and classified. Also taking care of employees who are ESSR funded to keep a position within the district/bldg.
- Will be meeting with principals to discuss bldg budgets.
- Have met with the community to discuss the bond issues. Will work on getting yard signs out for the district.
- Will have an idea of what amount of money will be available for salary increase for next year at Rayteam's April meeting.

HR Update-Carl Calcara

- Teacher calendar reduced by 3 days for next year (181 days). Daily rate of pay will increase. Dept heads have been asked what 3 days they want for PD, this will allow classified employees to remain being paid for 184 days.
- 60 positions funded through ESSR funds. Positions have been absorbed. Some positions were added to the bldg budget due to need, others were moved to different position vacancies.
- Looking at attendance numbers for teacher/student ratios, # of class sections etc.
- Leave/personal time is always a topic in exit surveys. Today's fill rate for absences is 35%. When staff is gone it has an impact on students and staff. Family is important! Can we be more intentional about when we schedule appointments etc? (not on Mon or Fri when fill rates are lowest) Subs are good but they aren't as highly qualified like the teacher.

Leave buy-back discussion and planning-leave policy

- Current policy is max 100 days in your pool. Active employees get 20% of daily rate of pay for days over 100. At retirement it is 25% of daily rate of pay.
- Discussion shifted to general leave policy; sick vs personal days.
 - Extend parameters of bereavement leave.
 - Can we even out personal and sick leave; 5 and 5
- At beginning of year ask teachers for a goal on how many days they will buy back at the end of the year. Teachers who aren't normally absent will buy back days, district won't save money. Will buying them back have the desired impact on staff attendance?
 - There will be people that might think about taking a day off if they knew about this.
 - Bus drivers, sped IAs have an attendance incentive.

Non-Monetary Discussion and Proposals and Recommendations

- Years of service banner/plaque in the building for teachers.
- DRT reorganization/better use of time-classroom/core teachers fill out a huge spreadsheet, explo/specials teachers have productive conversations.
 - DRT can be more effective if they aren't just smart goals and spreadsheets. More work and it may not be reflected in student achievement. Is the timing right for more work when

other surrounding districts are paying more and requiring less time in data meetings?

Teachers want more of a collaboration focus than a performance focus. Less of how they did on the assessment and more of a this worked well you should try it.

- Dr. Greiner will be at the next Rayteam meeting for further discussion on DRT and data.
- Ideas: no more early release Wed, instead do a full day every month for teacher collab (for every 4 Wed it equals a full day), increase day by 5 minutes
- Support with student/parent behaviors-Trauma Smart has a parent connection that begins in year 2.
- 5 extra jeans days per semester that the bldg/dept head will determine. We recommend that this will continue for the 23/24 school year.

Monetary Proposals and Recommendations

- Forgiveness of 2 snow days and 1 red snow day.
- Reduced teacher contract days from 184 to 181 for 23/24 school year.
- Increase PBD days from 4 to 5.
- Restore frozen steps: look to restore 2 steps for those affected. Some employees have changed salary schedules since then. Price per year for those on the same schedule ranged from \$800 to \$3400 a year.
 - Increase to the base increases next year and every year after that. Without getting a step employees feel as if they are losing money.
- Salary priorities
 - 5% to the base
 - Step
 - Restoring frozen steps over 2 years
- Currently at \$39,750 for beginning salary. How much do we need to move that? LS will be at \$46,500ish after bond, KCMO at \$46,650, HM at \$46,500.
 - Could we look at a bond next year for salaries? We're cautious due to the city voting down potholes/roads in the fall election. But we need to generate revenue to attract/retain staff.
- Look at information for providing 2 weeks of maternity/paternity leave
- 5% is roughly \$2000 to the base teacher salary.
- Step restoration over 2 years

Reflections and affirmations

- I appreciate Terry's openness. Haven't had the transparency in the past that we have now. We have a new administration that wants to work with us. Recognize that our goal is the students and we're not the enemy that wants money.
- Love the openness and support that bldgs get during tough times. Wellness will be a priority. Looking forward to discussion on developing DRT to be more collaborative and less pressure. Lots of good ideas shares.
- Thanks for listening to my questions.
- Today was good, we spent a lot of money. Insurance presentation gave me more perspective on family cost. Productive day.
- Learned a lot about insurance today. Fun to hear the history of this group.
- Soaking everything in, good day.

- Uneasy about not having any financial info at this time of the year. Adjusting to a new finance guy and our process.
- Appreciate learning from others and open to conversation.
- Always learn something new, work together.
- Learned a lot about insurance and cbiz. Terry is very cautious.
- Refreshing that he said he didn't want to pressure us, we should come to him with our ideas. We had a great day.
- I appreciate that titles in the group get stripped at the doors. Conversations feel reciprocal and opinions are shared. This group is in the business of caring about the people that care about the people. Education is a thankless profession, and our group is one of the most important for the work that we do. Good job group!

Future Mtg dates- 8:30a-3:30p

- Apr. 13
- Apr. 27
- May 18