



## **Rayteam Meeting Minutes**

### **Consolidated School District No. 2**

**Date: 9/22/22**

**Time: 8:30 a.m.**

**Location: RSECC Large Conference Room**

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Attendees: Carl Calcara, Toni Davis, Terry Gibson, Regina Goodwin, Dennis Helsel, Jameson Link, Amy Lowe-Smith, Susie Morgan, Mary Rigen, Julie Schmidli, Melissa Tanner, Megan Willet, Brian Wise

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I. **Welcome and Member Updates**

II. **Executive Leadership Introductions**

- a. Dr. Martin-Knox, Dr. Geiner, Mr. Gibson

III. **Financial Update**

- a. Goals-alignment with the mission of the district, open communication, consistency, fact based optimism, financial adaptability
- b. Financial analysis years 2016-2022-ending balances on June 30 of each school year. Expenditures and revenues for each year and where we stand now.
- c. ADA-average daily attendance, how the district gets funding, this is going down due to lower enrollment so funding is going down
- d. Future may not be as doom and gloom as stated last year; increase in tax funding that was not known in May, evaluating open positions/retirements/attrition to cover much of the cuts. This will be a multi-year process.

IV. **HR Update**

- a. Enrollment in teacher education programs declined as the perception of teaching is an undesirable career. Students in programs down 60% (post covid).
- b. Post covid 27% of teachers expressed wanting to leave the profession. 18% of districts report teachers entering profession via alternative route to certification.
- c. About 30% of new teachers leave within their first 5 years.
- d. Educators are tired and worn down.
- e. We lost 148 certified teachers last year, about \$6500 per person to replace a teacher.
- f. Across generations, employees are looking for a job that promotes career, community and cause.

V. **Rayteam emails/communication**

- a. Employees can email all of us with questions/concerns
  - i. Is there an auto reply? Will we just read/discuss at our next meeting? Who responds? Who's in charge of the email?

VI. **Mission and Goals**

- a. Mission: RayTEAM is a collaborative Team, working together to improve the quality of the workplace and recommend an affordable and competitive compensation package for all employees of the Raytown C-2 School District.
- b. Goals:
  - i. Communication
    - 1. Facilitate a reciprocal open dialogue by seeking and valuing all employee input and providing timely information on progress toward the goals below.

Create recommendations for:

- ii. Quality of Work Life
  - 1. Providing a work environment that is caring, safe, equitable and enriching
- iii. Benefits
  - 1. Maintaining a quality and affordable benefit package that meets the identified employee needs
- iv. Compensation
  - 1. A compensation package that is affordable and competitive

## VII. Team Norms

- a. Remain actively engaged
- b. Discussions in RayTEAM are confidential
- c. Keep an open mind
- d. Be respectful
- e. Take a risk-don't be complacent
- f. Be a good listener
- g. Remember you represent others
- h. Take responsibility for the process
- i. Work towards a positive consensus
- j. Everyone is equal
- k. Do not let things pass

## VIII. Process

- a. Identify the problem
- b. Analyze the problem
- c. Gather information (pain, perceptions, perimeters)
- d. Brainstorm solutions
- e. Choose best solution
- f. Recommend solution

## IX. Decision making options

- a. Quorum
  - i. 10 out of 14 members present
  - ii. At least 1 representative from each group: Admin, certified, classified
- b. Consensus-input, participation, agreement, compromise
  - i. Thumb up-Yes, I'm for it
  - ii. Thumb sideways-I can support it
  - iii. Thumb down-Nope. Back to the discussion.

- iv. If you have a thumbs down you need to come with a viable solution. If one thumb is down then a simple majority can overrule, more than 1 thumb down requires more discussion.

X. **Confrontation guidelines**

- a. Listen to ideas, come with ideas. Be willing to compromise.

XI. **Guests and observers**

- a. Guests are invited to provide information and give recommendations.
- b. Observers are watching the meetings, no comments or questions.

XII. **Moderator**

- a. RFP will go out for a Rayteam moderator

XIII. **Survey Planning**-based off of 2019-2020 survey

- a. Q1-keep
- b. Q2-keep
- c. Q3-keep
- d. Q4-keep
- e. Q5-I feel valued in the work that I do.
- f. Q6-delete
- g. Q7-delete
- h. Q8-delete
- i. Q9-delete
- j. Q10-delete
- k. Q11-delete
- l. Q12-keep
- m. Q13-keep
- n. Q14-remove "given limited financial resources"
- o. Q15-keep
- p. Q16-What specific training and/or PD would assist you in better performing your job duties? (open answer)
- q. Q17-What would increase your job satisfaction?
- r. Q18-What would help retain you as an RQS employee?
- s. Q19-keep Please list any items/concerns that you believe Rayteam should address this year.
- t. Go to schools to speak about the survey. Google spreadsheet that principals give available dates/times, Rayteam members sign up for schools. Possibly allow time at that meeting for teachers to complete survey. Possibly send out questions in advance.

XIV. **Potential Issues/Around the Room**

- a. Utilizing IAs/maintenance to fill open custodial spots, onboarding new employees. Excited about an entire Thanksgiving week off.
  - i. Procedures/policies in place (central location), training and subs needed, veteran custodians mentoring/teaching new ones.
- b. Looking at doing a few Wellness Wednesdays (self-care, go home after dismissal). Creating a calendar committee, quarterly self-care days off.

- c. Food service excited about moving up to 8 hours. Managers can work and get paid for ASMP, but still short staffed. Got good feedback on salary and how the study was explained.
- d. Nurses are good for now. Helped to hire RN's, a lot less agency nurses. Some want to expand their education, wonder why incentives are only for teachers.
- e. IAs are just short staffed all around. Emergency certifications for SPED.
- f. Coaches are upset about placement on new coaching salary schedule. Concern about getting paid for Trauma Smart training, Carl said that they will get paid.
- g. Will discuss and bring any NEA issues that are brought up by members. Trauma Smart has been very helpful.
- h. Middle school teachers are feeling turnover pressure. Lots of extra duties for veteran teachers with only 4 years experience.
- i. Elem teachers getting Amplify late is stressful. Librarians working with SB 775.
- j. SPED having problems with pulling for groups given Amplify, scheduling is hard. No dates for tests. NWEA testing is brand new. Lots of new without info on how to run the new things. 504 plans are now managed by SPED, lots more workload.
- k. Growing pains at Herndon. Classes are overloaded. Blessed by students that are there, good mindset and work ethic.

XV. **Future Mtg dates**-8:30a-3:30p

- a. Go to bldg to talk up survey
- b. Nov. 10
- c. Dec. 15
- d. Jan. 12
- e. Feb. 9
- f. Mar. 16
- g. Apr. 13
- h. Apr. 27
- i. May 18