



2021-22 RayTEAM Report & Recommendations For 2022-23

Presentation to the
Board of Education
May 9, 2022

2021-22

RayTEAM Members*

- **Certified Employees**
 - Bailey Finau– Central Middle School
 - Amy Lowe-Smith – Norfleet
 - Susie Morgan – Spring Valley/Southwood
 - Dennis Helsel-Blue Ridge
 - Megan Willet-Raytown South High School
 - Brian Wise – Herndon Career Center
- **Support Staff Employees**
 - Regina Goodwin – Secretary-Admin
 - Jameson Link – Facility Operations
 - Melissa Tanner-Nurse Coordinator
- **Administrative Employees**
 - Carl Calcara – Raytown South Middle School Principal
 - Julie Schmidli – Little Blue Elementary School Principal
 - Marlene DeVilbiss – Assistant Superintendent of Human Resources
 - Steve Shelton - Associate Superintendent of Operations


*Proud to serve as volunteers to represent all district employees

Mission

RayTEAM is a collaborative team, working together towards consensus 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.

Norms

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



RayTEAM's Schedule and Method of Gathering Information

RayTEAM met in person in September, December, January, March, and April. In October we sent out our survey to which about 597 employees responded to the survey. We thank those who took the time to complete the survey.

Information

Update from previous survey

- Not having block scheduling at the middle schools has improved lost plan time and has decreased student behavior issues.
- Thank you BOE for the \$500 stipend. It was greatly appreciated.
- Teacher of the year committee to possibly revamp the procedures
- Technology tutorial video hub-Post videos on how to do things: clock in, access/change voicemail etc.
- Wednesday GE care-If the ratio of students to adult can be met with GE staff, then bldg staff should be let go.

Recommendations for BOE Action

Recommend

- Continue virtual conferences option with ALL conf (PreK-12) being on Wed night and all day Thursday
- Continue to have 2 building subs per building.
- IA's need to have the ability to print from their device.
- RayTEAM recommends continuing to use the RayTEAM model as the official negotiations team for Raytown C-2 School District.

Recommendations for BOE Action

Salary schedule recommendations

RayTEAM studied all salary schedules provided by Evergreen. RayTEAM recommends that we keep our current certified, classified and administrative salary schedules. We believe that the current schedules are more beneficial to the vast majority of district employees.

RayTEAM does not recommend implementation of the Salary Compensation study. The recommendation we are making has a similar cost yet provides more equitable compensation across the district as a whole.

Recommendations for BOE Action

Salary cost to implement

- Add \$500 to the base salary
- Give 1 step
- Restructure classified salary schedule to reflect a 2% increase between each step
- Restore frozen steps (with no other base salary raise 10/11 and 11/12)

Recommendations for BOE Action

Salary Recommendation

1. Add \$500 to the base salary.
2. Give 1 step.
3. Restructure classified salary schedule to reflect a 2% increase between each step. Will be implemented for the 2022-23 school year.
4. BOE to forgive the 4 snow days for all salary schedules except the 248 and 260 day calendars.

Conclusion

- RayTEAM is committed to advocating for competitive salaries and benefits for all employees.
- RayTEAM acknowledges and appreciates the efforts the Board has taken to renew staff morale and community pride in our school district.
- RayTEAM acknowledges and appreciates the difficult decisions the Board is called upon to make, as well as the time it takes to deliberate for those decisions.
- RayTEAM shares the same goal with the Board of Education to “Attract and retain a quality staff” for Raytown Quality Schools.

B.O.E. Goals

Attract, Recruit, and Retain High Quality Staff

- Provide market competitive salaries
- Maintain appropriate class size and caseloads
- Promotion of continuous training and advanced degrees
- Racial Equity among staff
- Workplace satisfaction and Value

Why Evergreen does not meet BOE goals

- It does not have 2% salary increase for all cells.
- It will not maintain a positive staff morale.
- It will not benefit veteran staff.

Rayteam's rationale

- Rayteam has always tried to be financially responsible with the information we have been provided.
- Does not align with Rayteam's work to support BOE goals.
- It is not equitable.
- The timeframe has not allowed Rayteam to analyze all the +/- of this proposal.
- Rayteam can utilize information from the compensation study to make future modifications that would benefit all staff.

Current Salary Schedule

Current	BS	BS+16	MS	MS+16	MS+32	MS+48
1	39250	41212	43959	46708	49455	52202
2	40428	42390	45137	47963	50710	53458
3	41604	43565	46315	49219	51965	54714
4	42782	44745	47490	50475	53223	55971
5	43959	45922	48669	51731	54478	57226
6	45137	47100	49845	52987	55734	58480
7	46315	48278	51024	54243	56990	59738
8	47490	49454	52202	55500	58246	60994
9	48669	50632	53379	56755	59502	62249
10	49845	51809	54557	58011	60758	63506
11	51022	52987	55734	59267	62014	64761
12	52199	54165	56912	60523	63270	66019
13	53377	55344	58090	61778	64526	67274
14	54554	56521	59267	63035	65783	68529
15	55732	57699	60444	64291	67037	69787
16	56909	58875	61621	65546	68294	71042
17	58087	60054	62797	66803	69550	72297
18	59264	61231	63974	68059	70805	73554
19	60441	62409	65152	69316	72062	74809
20	61618	63586	66329	70572	73318	76066
21	62796	64764	67507	71828	74573	77322
22	63973	65941	68683	73084	75830	78577
23	65151	67119	69861	74340	77086	79833
24	66328	68296	71038	75597	78341	81089
25	67506	69474	72216	76853	79597	82343
26	68682	70651	73393	78109	80853	83601
27	69860	71829	74571	79365	82109	84857
28	71037	73006	75747	80621	83365	86111
29	72215	74184	76925	81877	84621	87367
30	73392	75361	78102	83134	85877	88624
31	74570	76539	79280	84390	87132	89880
32	75746	77716	80457	85646	88388	91136
33	76924	78894	81635	86902	89644	92392
34	78101	80071	82811	88158	90900	93648

5 Year Comparison

	BS	BS+16	MS	MS+16	MS+32	MS+48		
1	-1811	-2012	-616	-3333	-2813	-2755		
2	-2183	-2468	-582	-4258	-3564	-3493		
3	-2412	-2792	-400	-5069	-4200	-4120		
4	-2494	-2978	-68	-5762	-4716	-4632		
5	-2424	-3024	420	-6334	-5111	-5031		
6	-2198	-2927	1066	-6784	-5382	-5313		
7	-1812	-2684	1877	-7109	-5528	-5475		
8	-1266	-2293	2856	-7304	-5544	-5514		
9	-551	-1747	4006	-7370	-5429	-5428		
10	-1091	-1045	5333	-7303	-5179	-5216		
11	-2917	-179	6841	-7098	-4793	-4874		
12	-6063	-600	8535	-6754	-4266	-4397		
13	-10561	-2337	10420	-6269	-3596	-3787		
14	-16448	-5425	12498	-5638	-2780	-3039		
15	-22334	-9895	14775	-4859	-1816	-2149		
16	-28221	-15784	15498	-3929	-698	-1117		
17	-34107	-21671	14630	-2844	574	62		
18	-39994	-27559	12129	-3170	2004	1391		
19	-45881	-33446	7957	-4938	3597	2871		
20	-51769	-39334	2070	-8178	3680	4510		
21	-57655	-45221	-3816	-12923	2221	4626		
22	-63542	-51109	-9704	-19204	-811	3189		
23	-69428	-56996	-15590	-25485	-5450	172		
24	-75315	-62884	-21477	-31765	-11730	-4459		
25	-81201	-68771	-27363	-38046	-18010	-10740		
26	-87089	-74659	-33250	-44327	-24289	-17019		
27	-92975	-80546	-39136	-50608	-30568	-23298		
28	-98862	-86434	-45024	-56889	-36847	-29579		
29	-104748	-92321	-50910	-63170	-43126	-35860		
	14	16	20	22	24	25	121	
	14	16	4	22	19	18	93	
	1	1	0.2	1	0.791667	0.72	0.768595	