



RayTEAM Recommendations for 2024-2025

Presentation to the Board of Education
April 8, 2024



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.



Current RayTEAM Members

- **Certified Members**

Dennis Helsel (RNEA)

- Elementary Specials

Ashley Jones (MSTA)

- Elementary

Susie Morgan (MSTA)

- Library/Media Specialist

Mary Rigan (RNEA)

- SpEd, Early Childhood

Megan Willet (RNEA)

- Secondary

Brian Wise (MSTA)

- Herndon Career Center

- **Classified Members**

Kevin Prosser

- Technology

Karen Coin

- Food Services

Aimee Meyer

- Classified Staff

Jameson Link

- Facilities/Operations

Melissa Tanner

- Health Services

- **Administrative Members**

Carl Calcara

- Human Resources

Tneisha Love

- Sec. Administration

Jacqui Vernon

- Finance

Julie Schmidli

- Elem. Administration



RayTEAM Process

- **Monthly Meetings:** RayTEAM convenes monthly
- **Representation:** RayTEAM members relay feedback and concerns to and from their represented buildings and departments
- **Annual Survey:** RayTEAM develops and distributes an annual survey to all district employees, guiding its agenda based on the results
- **Survey Analysis:** RayTEAM analyzes survey data (710 responses this year) to inform decision-making, planning, and recommendations
- **Finance and HR Updates:** RayTEAM receives regular updates from finance and HR departments to stay informed about current budget and staffing
- **Engagement with District Leaders:** RayTEAM invites district leaders to meetings to discuss concerns and suggestions, fostering open communication

This process guides us to our annual board recommendations.



Survey Information

10 questions, 2 short answer, 710 responses

Question 7: Rank the items from most to least important to you:

Results:

1. Salary
2. Benefits
3. Culture / Climate / Staff Morale

For this presentation, we are focusing on:

1. Salary Recommendations



RayTEAM Recommendations

- **1 Step to every salary schedule**
- **3.6% increase to the base**
 - Would bring our starting step 1 (base salary) to: \$42,004
 - Current base salary: \$40,545
- **2 step restoration** for the school years 2010-11, 2011-12 for employees with continuous employment in the Raytown School District and who have not moved salary schedules
 - Estimated total cost per finance update: ~\$434,571.83



RayTEAM's Commitments and Acknowledgments

- **Appreciation for Board Initiatives:** RayTEAM acknowledges and appreciates the Board's efforts to renew staff morale and enhance community pride in our school district.
- **Recognition of Board Challenges:** RayTEAM understands and appreciates the difficult decisions the Board faces and the time required for deliberation.
- **Shared Goal with the Board:** RayTEAM aligns its objectives with the Board of Education's goal to "Attract and retain a quality staff" for Raytown Quality Schools.
- **Advocacy for Competitive Compensation:** RayTEAM is dedicated to advocating for competitive salaries and benefits for all district employees.