



2021-22 RayTEAM Report & Recommendations For 2022-23

Presentation to the
Board of Education
April 11, 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=\$900,000
- Give 1 step=\$1.8 million
- Restructure classified salary schedule to reflect a 2% increase between each step=\$250,000
- Restore frozen steps (10/11 and 11/12)=\$850,000

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.

Conclusion

- 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.