



# 2022-23 RayTEAM Report & Recommendations For 2023-24

Presentation to the  
Board of Education  
May 8, 2023

# 2022-23 RayTEAM Members

- **Certified Members**

- Dennis Helsel
- Amy Lowe-Smith
- Susie Morgan
- Mary Rigan
- Megan Willet
- Brian Wise

- **Classified Members**

- Matt Blaine
- Karen Coin
- Regina Goodwin
- Jameson Link
- Melissa Tanner

- **Administrative Members**

- Carl Calcara
- Toni Davis
- Terry Gibson
- Julie Schmidli



**We are 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.

Being that  
Diversity  
hope  
for our students

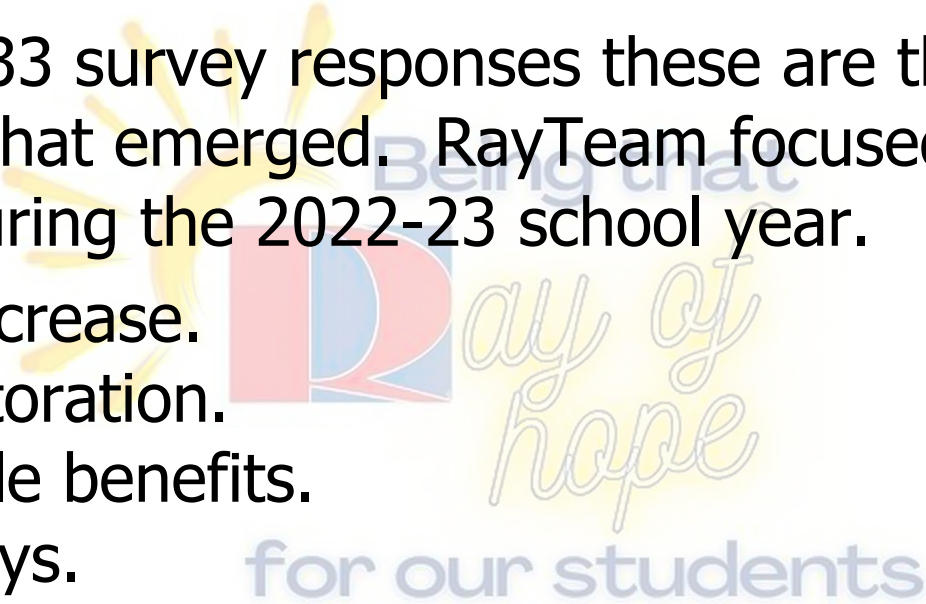
# RayTEAM's Schedule and Method of Gathering Information

- RayTEAM meets monthly beginning in September.
- RayTEAM develops a survey each year that is sent to all district employees. This year's survey elicited 833 responses. Survey results guide our work for the year.
- RayTEAM receives monthly updates from finance and HR.
- RayTEAM members share feedback and concerns from the buildings and departments they represent.
- RayTEAM regularly invites district leaders and/or department heads to meetings to discuss concerns and suggestions.

# Survey Information

Of the 833 survey responses these are the major themes that emerged. RayTeam focused on these topics during the 2022-23 school year.

- Salary increase.
- Step restoration.
- Affordable benefits.
- Jeans days.
- Revise PBD policy.
- Protected plan time.



# RayTEAM Recommendations

- Increase Personal Business Days (PBD) from 4 days per school year to 5 days per school year.
- Update staff conduct-dress code-GBCB-AP1 #8 to allow for facial piercings.

## Salary recommendations

- Step to every salary schedule
- 3% increase to the base (\$1200 to teacher schedule)
- 1 step restoration for the school year 2011-12 for employees with continuous employment in the Raytown School District who have not moved salary schedules since then.

# Supporting Rationale

- There is a historical narrative projections of reserve balances running less than 15%. These projections are what we have used in making salary recommendations. These recommendations were not realized.

	FY17	FY18	FY19	FY20	FY 21	FY22
<b>Projected Fund Balance</b>	17.71%	14.25%	7.07%	18.40%	17.30%	16.10%
<b>Actual Fund Balance</b>	24.43%	21.23%	18.86%	22.35%	27.32%	24.70%

- The current landscape of 4 day work weeks and high salary increases in surrounding school districts dictates that Raytown needs to continue to attract and retain employees.

# 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.