

BOE Rayteam Review

- BOE expressed their goal for a 5 year plan to make adjustments to the salary schedule and pay scale Rayteam is mindful of this goal and is using that goal for our foundation for a proposal.
- BOE requested a compensation study done for staff that we will use when that study data is available. Rayteam would like to meet again with the board to find out what the goals for the compensation study are. This information will help Rayteam make proposals in line with that goal.

- Board goal is to hire and retain quality staff. Our starting salary is low and not competitive.-we are currently 14 in the surrounding districts.
 - Rayteam discussing adding \$2000 to the base first year w/no step, \$1000 to the base year 2 w/no step, years 3-5 step. Percent increase of adding \$2000 is approx 5.3%. This % would be added to classified and admin schedules.

- We understand that communication and marketing to employees is important to address the concept of “steps” and money on the base. Steps do not equal years of service. To address this Rayteam will:
 - Create a Rayteam subcommittee for this education piece.
 - Create a marketing type flier to distribute to staff.
 - Plan to educate staff on district on adding money to the base vs getting a step.

5 year compensation plan

1. Add \$2000 to the base salary. No step. 5.4% added to classified and admin schedules.
2. Add \$1000 (2.5%) to the base salary. No step. Equal % added to the classified and admin schedules.
 1. After year 2 will consider the compensation study that the BOE will have done.
3. Step - always possible to add some to the base
4. Step-always possible to add some to the base
5. Step- always possible to add some to the base