

# Memo

**To:** Raymore-Peculiar Board of Education  
**From:** Dr. Lisa R. Hatfield, Director of Human Resources  
**cc:** Dr. Kari Monsees, Superintendent  
**Date:** April 25, 2019  
**Re:** 2019-2020 Salary Schedules

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Team Ray-Pec has worked diligently over the past few months to draft a recommendation for the Board of Education regarding staff compensation for the 2019-2020 school year. The recommendation is for each employee to advance a step on the salary schedule if a step is available. In addition, salary schedules have been revised to reflect the following changes:

- Certified Salary Schedule
  - Increase base salary by \$1,300 (Beginning salary \$38,000)
  - Additional \$500 added to Master's column steps (Grades E – I)
  - One additional step added to Master's column and beyond (Grades E-L)
  - Overall average annual salary increase of 5.6% including lateral movement for continuing education
- Support Salary Schedule
  - Approximately 2.6% increase to the base hourly rate for each salary grade
  - Grade reclassification for 20 job titles
  - Overall average annual salary increase of 6.6%
- Administrative and Support Professional Schedule
  - Added an additional step to all grades
  - Overall average annual salary increase of 5.54%
- Extra Duty Salary Schedule
  - Indexed based upon starting certified salary of \$38,000 (see above)

Team Ray-Pec is also recommending that the district recognize 16 years of previous experience for new certified staff. Currently, Board policy allows for 15 years to be considered. Additionally, it is recommended that the support salary schedule allow for initial placement on step 6 based on education and previous job-related experience.

District administration is recommending that the Board approve the aforementioned schedules for the 2019-2020 school year. The elements of these schedules are consistent with the priorities identified by Team Ray-Pec as well as those of our community as indicated by their support of Proposition RP in April 2018. The schedules represent our continued effort to hire and retain highly effective staff as outlined in the strategic plan. As always, if you have any questions please do not hesitate to contact me.