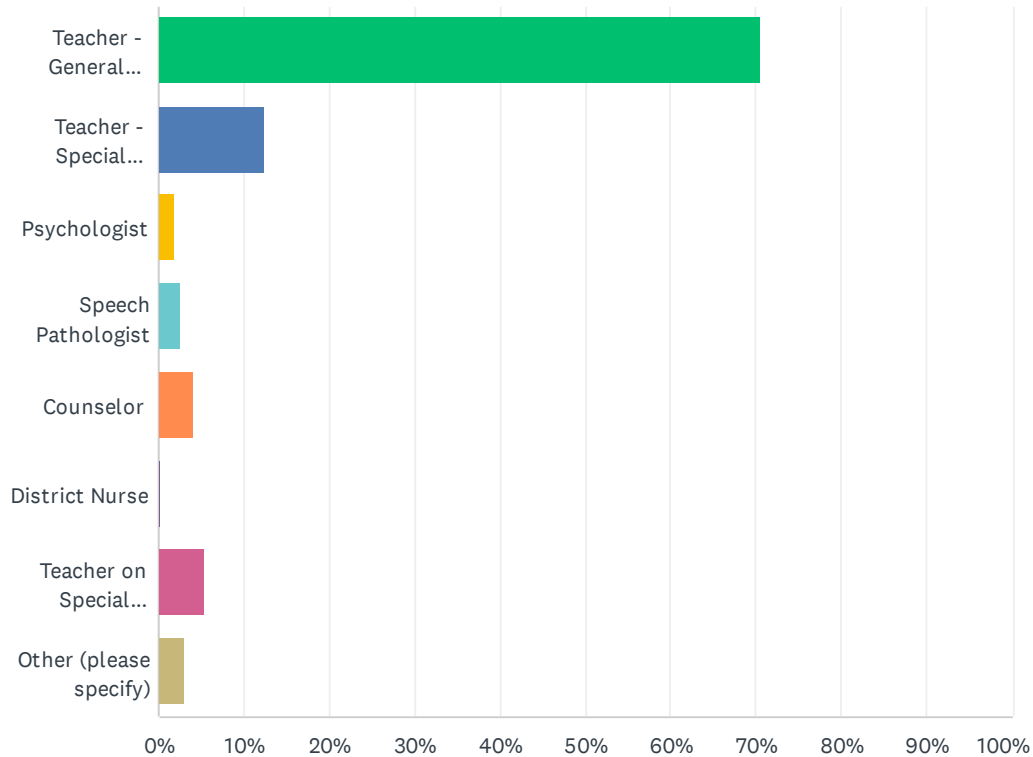


Q1 Please indicate the classification that best describes how you provide professional services.

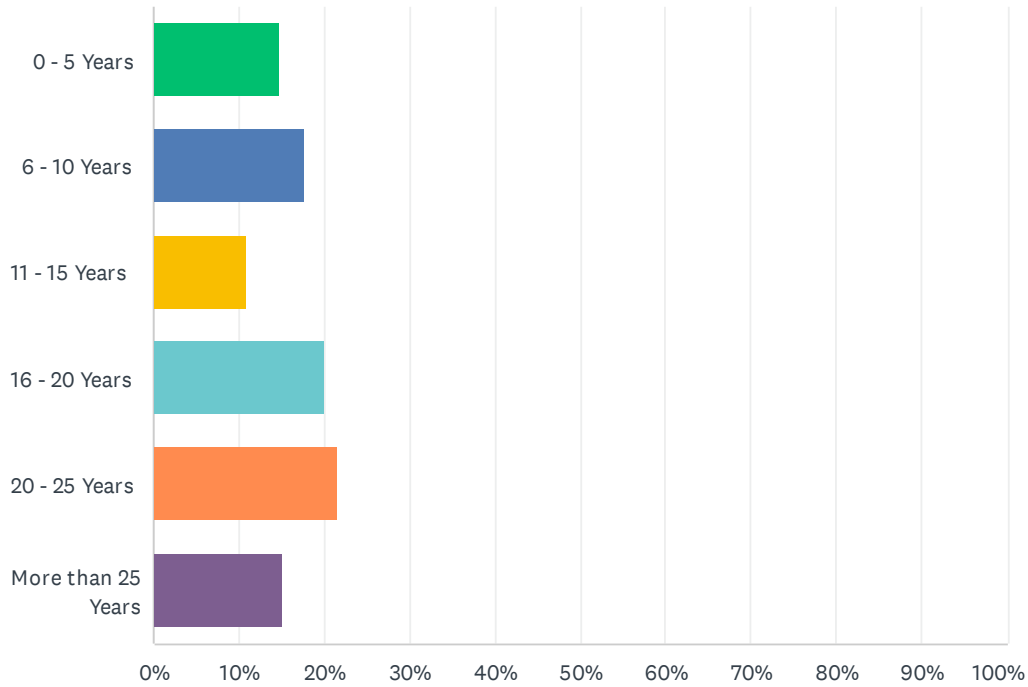
Answered: 651 Skipped: 0



ANSWER CHOICES	RESPONSES	
Teacher - General Education	70.51%	459
Teacher - Special Education	12.44%	81
Psychologist	1.84%	12
Speech Pathologist	2.61%	17
Counselor	3.99%	26
District Nurse	0.31%	2
Teacher on Special Assignment	5.38%	35
Other (please specify)	2.92%	19
TOTAL		651

Q2 Please indicate the number of years that you have been a professional certificated educator.

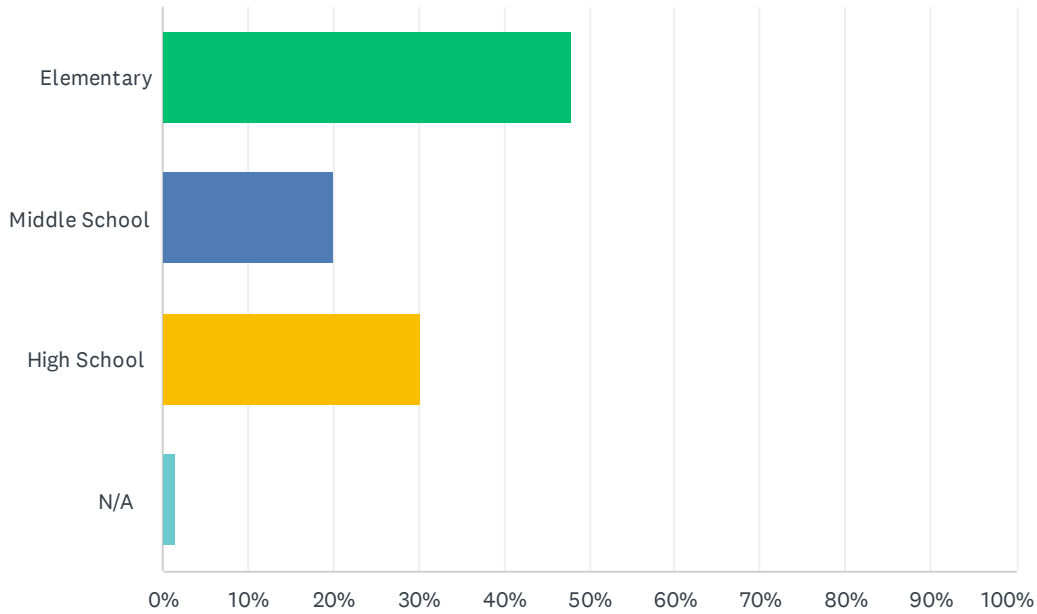
Answered: 651 Skipped: 0



ANSWER CHOICES	RESPONSES	
0 - 5 Years	14.75%	96
6 - 10 Years	17.67%	115
11 - 15 Years	10.91%	71
16 - 20 Years	20.12%	131
20 - 25 Years	21.51%	140
More than 25 Years	15.05%	98
TOTAL		651

Q3 At what level do you provide the majority of your professional services?

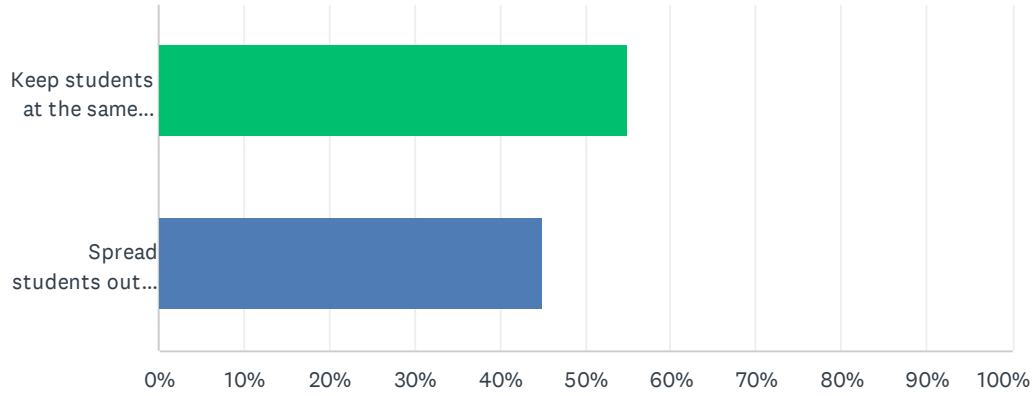
Answered: 651 Skipped: 0



ANSWER CHOICES	RESPONSES	
Elementary	48.08%	313
Middle School	20.12%	131
High School	30.26%	197
N/A	1.54%	10
TOTAL		651

Q4 If you receive students from a split class which of the following scenarios would you prefer?

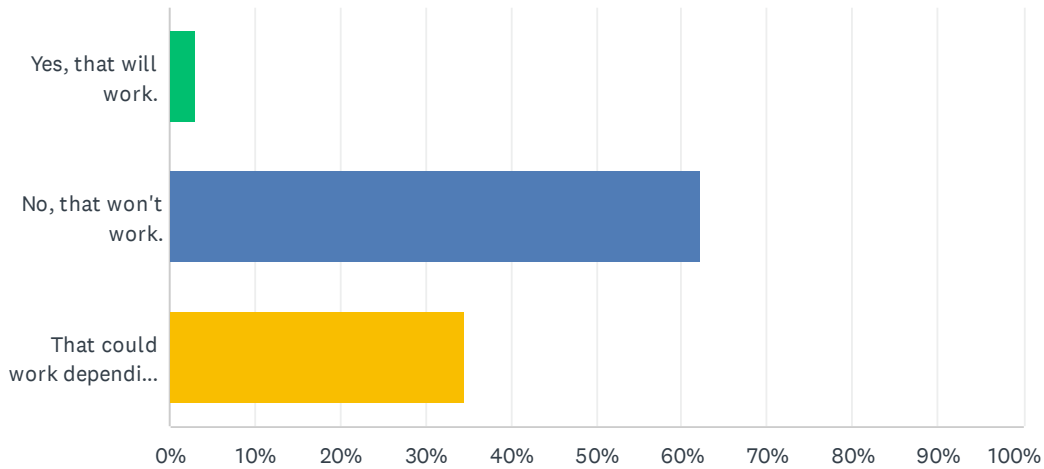
Answered: 307 Skipped: 344



ANSWER CHOICES	RESPONSES	
Keep students at the same grade level even if the cap of 34 is exceeded.	55.05%	169
Spread students out to adjacent grades levels as needed to keep the class size below 34.	44.95%	138
TOTAL		307

Q5 To avoid the use of a teacher's prep period to serve as a substitute, could students in a secondary setting be split up among teachers in the same department as the course that needs coverage?

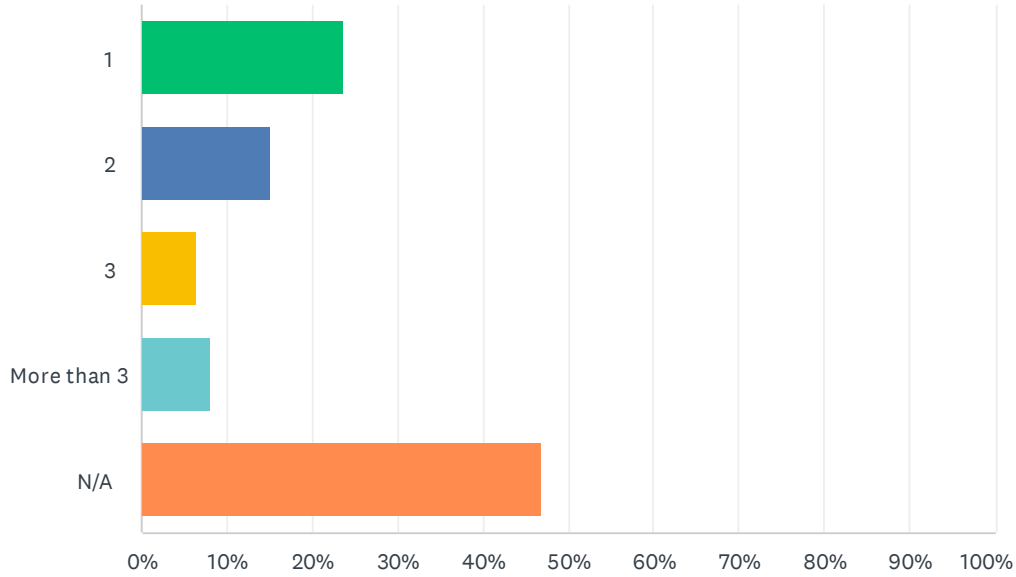
Answered: 324 Skipped: 327



ANSWER CHOICES	RESPONSES	
Yes, that will work.	3.09%	10
No, that won't work.	62.35%	202
That could work depending on the class that needs to be covered.	34.57%	112
TOTAL		324

Q6 Please indicate the number of times per week (on average) that you are asked to cover a class or receive students from a class that was split up.

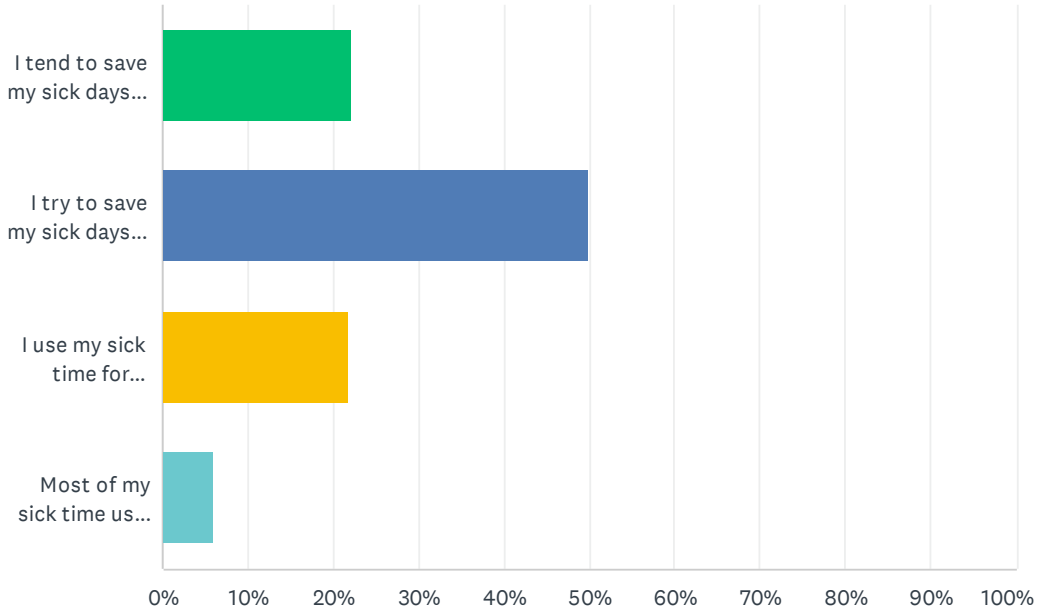
Answered: 611 Skipped: 40



ANSWER CHOICES	RESPONSES
1	23.57% 144
2	15.06% 92
3	6.38% 39
More than 3	8.18% 50
N/A	46.81% 286
TOTAL	611

Q7 Please select the statement that best describes your approach to sick time usage.

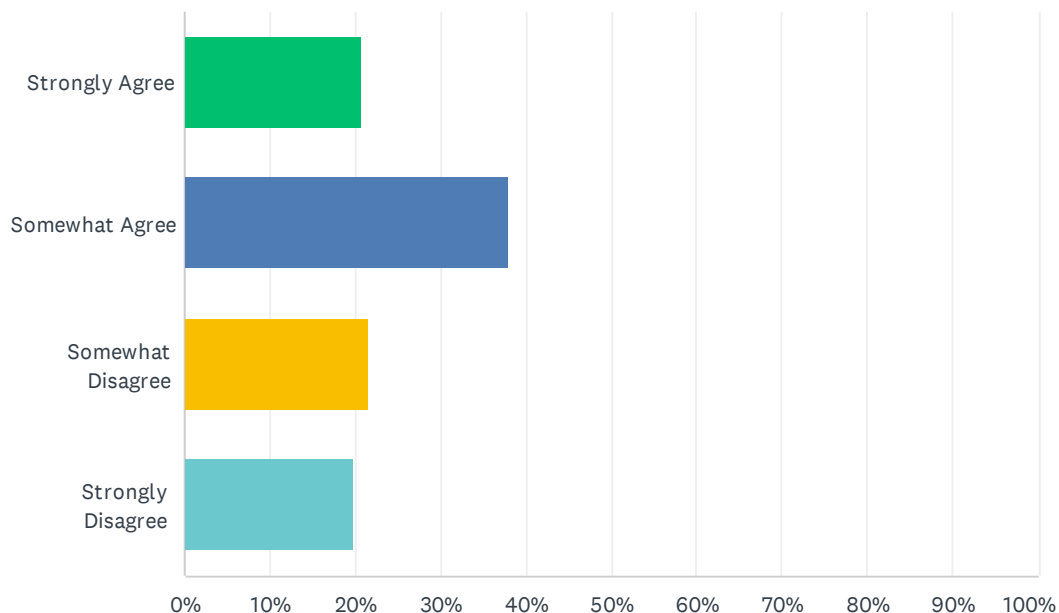
Answered: 611 Skipped: 40



ANSWER CHOICES	RESPONSES	
I tend to save my sick days and rarely use them even for a medical issue.	22.26%	136
I try to save my sick days but will use them for a medical issue.	49.92%	305
I use my sick time for medical issues including mental breaks from work.	21.77%	133
Most of my sick time usage is to create a mental break from work stress.	6.06%	37
TOTAL		611

Q8 Please indicate your level of agreement with the following statement:
 "The stress associated with my job necessitates the frequent use of sick days."

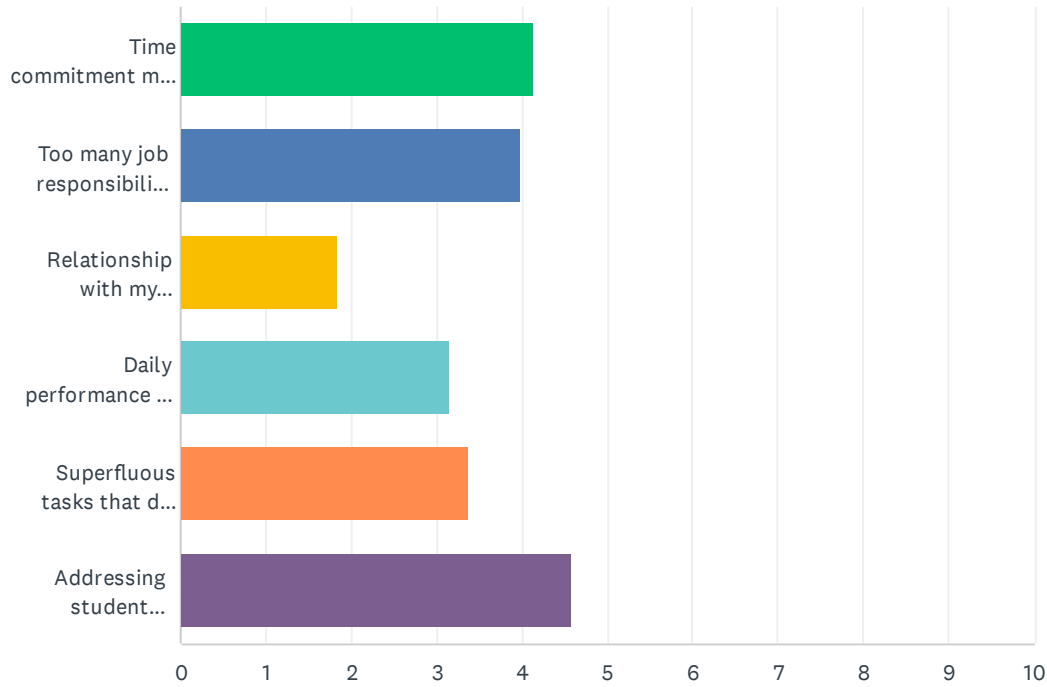
Answered: 611 Skipped: 40



ANSWER CHOICES	RESPONSES	
Strongly Agree	20.79%	127
Somewhat Agree	37.97%	232
Somewhat Disagree	21.44%	131
Strongly Disagree	19.80%	121
TOTAL		611

Q9 Please rank these contributors to job stress in order of (1) most stressful to (6) least stressful.

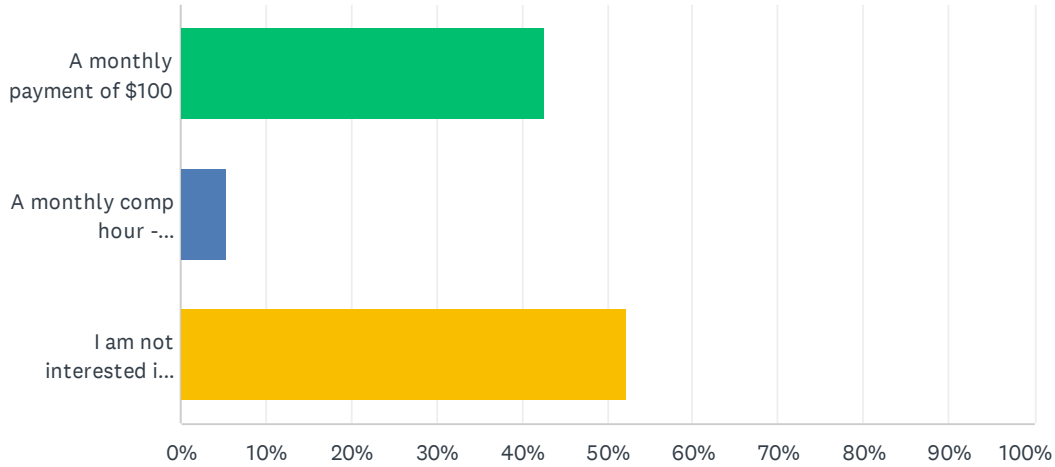
Answered: 604 Skipped: 47



	1	2	3	4	5	6	TOTAL
Time commitment my job requires outside of the duty day	23.91% 137	24.78% 142	19.90% 114	11.17% 64	12.39% 71	7.85% 45	573
Too many job responsibilities	13.63% 80	23.85% 140	25.55% 150	24.02% 141	10.73% 63	2.21% 13	587
Relationship with my supervisor(s)	4.12% 24	4.46% 26	5.32% 31	7.03% 41	15.44% 90	63.64% 371	583
Daily performance of my professional duties	5.97% 35	13.99% 82	17.75% 104	24.91% 146	25.60% 150	11.77% 69	586
Superfluous tasks that do not relate to my primary job function or purpose	10.19% 60	16.47% 97	16.98% 100	20.88% 123	26.32% 155	9.17% 54	589
Addressing student behaviors	43.05% 257	17.09% 102	14.57% 87	11.56% 69	8.38% 50	5.36% 32	597

Q10 Which would be the best incentive to not use sick time on Mondays and Fridays in any month?

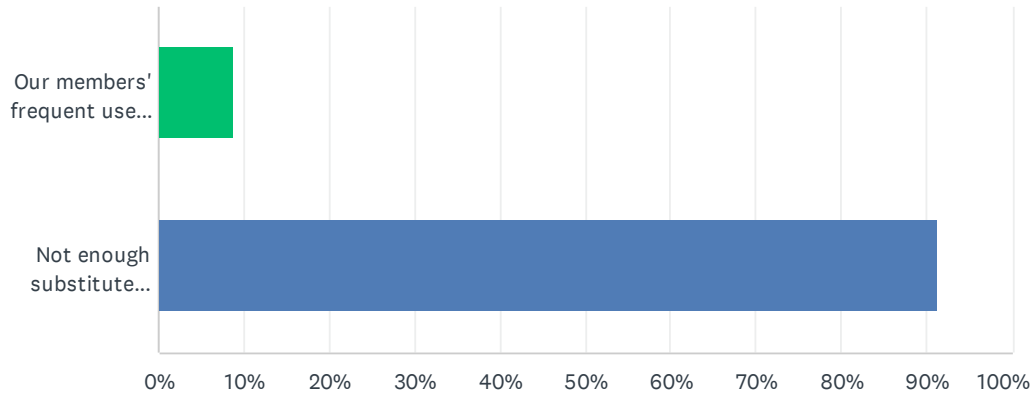
Answered: 611 Skipped: 40



ANSWER CHOICES	RESPONSES	
A monthly payment of \$100	42.55%	260
A monthly comp hour - restricted to use on Tuesdays, Wednesdays, or Thursdays	5.24%	32
I am not interested in an incentive and want to use my sick time whenever I need to use it.	52.21%	319
TOTAL		611

Q11 Which is the greater contributor to the substitute crisis we are facing?

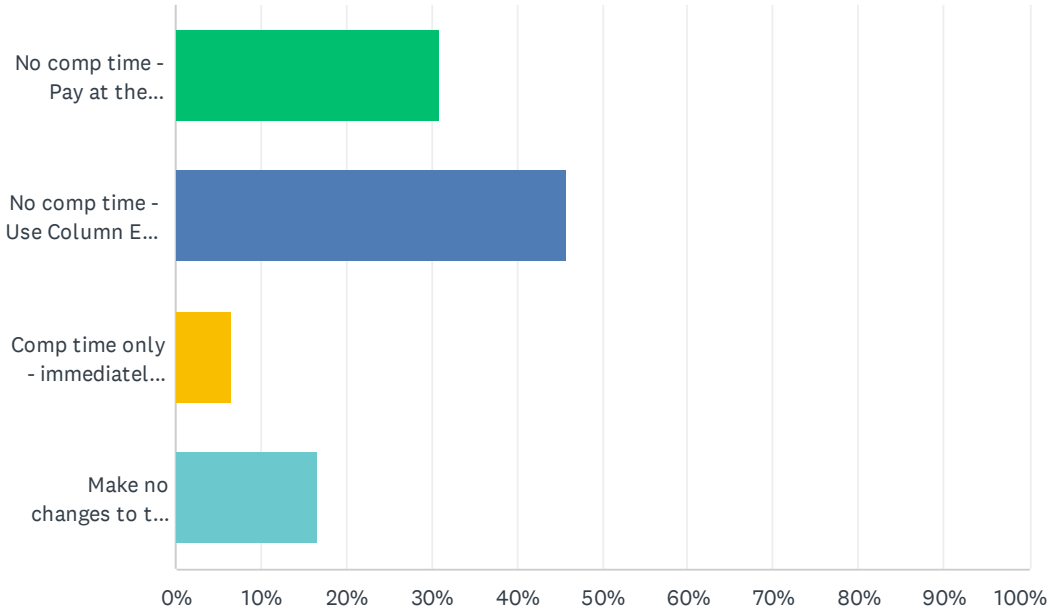
Answered: 611 Skipped: 40



ANSWER CHOICES	RESPONSES	
Our members' frequent use of sick days on Mondays and Fridays	8.84%	54
Not enough substitute teachers	91.16%	557
TOTAL		611

Q12 Please select the best alternative with regard to compensation in the event you are called to cover a class when a substitute is unavailable.

Answered: 593 Skipped: 58



ANSWER CHOICES	RESPONSES	
No comp time - Pay at the member's daily rate; monthly payout	30.86%	183
No comp time - Use Column E step 11 as the rate for everyone (currently \$75.47/hr.); monthly payout	45.87%	272
Comp time only - immediately available	6.58%	39
Make no changes to the present system: combination of comp time and/or R&D payout at year end	16.69%	99
TOTAL		593