212 responses

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Summary

How many years have you taught in ISD 197?

- 0-3 years: 34 (16%)
- 4-10 years: 57 (26.9%)
- 11-20 years: 77 (36.3%)
- 21+ years: 45 (21.2%)

Please rate the amount of communication from our local union (emails, website, Facebook, 1148er, General Membership meetings, etc.).

- Too much: 0 (0%)
- Just right: 205 (96.7%)
- Not enough: 7 (3.3%)

Approximately how often do you visit the WSPFT website?

- 55.2%
- 39.2%
- Other
Once a week or more often 2 0.9%
Once a month 10 4.7%
A few times a year 83 39.2%
Never 117 55.2%

How could communication from our local be improved?

I think that it is much improved
I always read the newsletter
I enjoy the newsletters versus the website so just make sure that the news is in that and it's all good.
Emailed minutes from the executive board meetings
It seems fine as is. I prefer email info, as I often forget about the website.
It's fine the way it is.
It's fine for me the way it is.
I think the communication is just the right amount.
Just try to keep it a little more positive. Sometimes the 1148ers tone can bring me down.
Twitter
Having detailed information regarding negotiations would be supremely beneficial.
send out meeting minutes like school board does
?
I know who to go to if I have questions so I think it's perfect.
minutes from meetings shared.
I don't know of any ways to improve it.
I like the amount of communication
That is a challenge. We already have too many other meetings and getting more emails isn't preferable either. Like many other issues in the district, we just don't talk about them. It would be nice if the building reps made the rounds once a month to drop by houses/classrooms.
Email is my preferred method. You are doing a great job.
More face-to-face with leadership
increase building visits
Email
?????
Email with direct link of minutes or a link to the website as it is not easy to find.
I think communication is sufficient.
Our website could be a lot better. Even just looking at the contract is a hassle because it downloads instead of opening the document as a viewable pdf in a new tab. On an unrelated note, more positive/celebratory communication from the union would be nice. I understand it's a perfect outlet for concerns to be aired and our rights to be protected, but we could use as much positive community-building as possible.
Maybe a twitter feed?
If possible, union board members could come into the schools more often to touch base, present any information, etc.
not sure.
Open up committee work to more members if they want involvement
Newsletter
Not sure
Direct link to union website in all emails
I like emails but also like info to be posted so I can find it when necessary.
Keep up the great work!
maybe provide the link to the website at the bottom of emails?
Increase awareness of the website. I often forget it exists.
Occasional building level updates/meetings, not only when negotiating
I like it how it is.
Quick, in building meetings for updates
I like it.
Not having to go to a separate website.
more site visits from the president
attaching link in emails to the WSPFT site (add to signature line?)
It's fine.
Newsletter and emails are fine
I think it is sufficient.
I'm happy with the communication
Continue communicating through e-mail
Your emails are great.
Communication is just right
Short text
Communication is adequate.
I like the newsletters.
It's just right.
would wish we could get more detailed updates when we go through contract bargaining times
People need to attend the membership meetings more often and get involved. Not a Union problem but a membership issue.
meet within school for specific needs
Receiving e-mails is working fine
The communication is fine. Diane does a fine job. The emails are informative. The website is very good. The 1148er has good information.
N/A
email is just right
email works fine.

Do you know your building rep or reps?

Yes 210 99.1%
No 2 0.9%

Is there anything your local union could do to better support you in your daily work life? If so, please explain.

No
no
NA
You do so much - thank you!
Not that I can think of. The union does a great job!!!
No.
I think they are doing a great job.
The sub shortage has been VERY stressful this year. Teachers shouldn't have to feel like they can't take a day off of work to be sick or go to a doctor's appt.
Thank you for all you do!
More competitive sub pay
No, I realize that everyone is working hard.
access to resources
Help us get the message across to our administrator that we need support with dealing with student behavior.
It still seems like we have 3 unions under one umbrella - 1) elementary, 2) middle schools, and 3) high school. So when it comes to issues that impact each or particular days it matters where or at what level you teach more than being a member of the union.
Continue to encourage members to act professional, dress professional, problem solve professionally.
We need subs who pick up jobs and not cancel on us; I think a more competitive sub pay will help us in this. More support with behavioral students is a must; so many teaching and learning time wasted dealing with all the behavioral issues in the classroom this year. It's been a big challenge to teach effectively this year because lack of student and parent accountability for student misbehaviors. This year our principal had a lot of meetings that he needed to attend at the DO and with only a part-time guidance counselor, which left us without support some days when we had behavioral issues.
Special ed testing for evaluations must be done during contract guaranteed prep time - Heritage
has a testing team and a full time psych - Friendly has a full time psych - Sibley has no testing team and a .6 psych. This needs to be equitable across the district and teachers should not have to give up their prep time (elementary as well) in order to do mandatory sped testing.
Stop trying to make it worse for the high school teachers in the name of equity. Improve conditions for the middle and secondary teachers instead.
I have always felt very supported.
I think you all do a fantastic job!
nope. Glenn is very helpful if I have questions or concerns.
Tell young teachers why unions matter
I think your doing great
Teaching gets more time intensive/stressful each year -- I'm not sure how the Union could help with that.
Stay in touch with us
Recognize, understand and support the challenges and level of commitment that is unique to special education teachers.
If I need information, I know who to ask. It's good!
School safety
Continue to work with District office/SP ED in offering CPI Training - for all staff
Help us know how to support legislative efforts. We are exhausted with our job, but the only way to change that is to have the laws change
Urge the district to solve the substitute shortage and support teachers and students with proactive behavior intervention programs or services.
Reminding us of items such as lunch time expectations would be helpful in looking at our daily procedures.
The union representatives and negotiators are wonderful advocates for educators.
Please get a system in place to evaluate administrators.
No- I feel well supported on a daily basis.
early retirement package from the District.
Work toward our having more professional control over our time
No. The union is there for what I need. It has always been extremely supportive, especially when helping me with due process issues.
N/A
Teachers would like input on the classes they would like to teach.

How supported do you feel by your building administrator/s regarding student discipline?
Please rate the effectiveness of your administrator/administrative team in your building.

Effective 62 29.2%
Somewhat effective 99 46.7%
Somewhat ineffective 30 14.2%
Ineffective 19 9%
Not sure 2 0.9%

Please list your top 2-4 concerns/issues for the upcoming round of negotiations (2017-2019 contract).

Salary and benefits
Consistency within rules for different groups
maintaining insurance percentages
health care- keeping costs low, yet also having great insurance
Cost of living increase for bottom row, Insurance premiums,
maintain EOQ days, consider due process days like Minneapolis Public School, no additional initiative add ons like CTs
Health insurance, pay and wording for special education paperwork/load
As always, wages & benefits.
Health insurance and money on the salary schedule.
Adding money to the pay scale and keeping insurance costs affordable.
Being decided upon in a timely matter.
Salary and insurance
Maintaining insurance coverage, paperwork days for special education, workload vs. caseload concerns for special education, compensation for IEPs that run beyond the contract day
Counselors being used for administrative work and discipline instead of counseling and working with students on social skills and strategies.

Benefits and Salary
Keeping same number of personal days, keeping current benefits package, keeping end of quarter days.
Maintaining our high level of benefits and improving our salary schedule; language regarding time (not sure what or how)
end of quarter days
Last Contract was awesome!! Concerns - amount of meetings, sub situation
More admin support/ a contingency plan for emergency situations when admin is out of building or unable to be reached
I strongly feel that knowing more information as it relates to negotiations is essential
prep time, health insurance, salary
positivity in communications and I feel the MA 60 column was a little short changed last year, please don't penalize teachers that received additional education.
More board credit opportunity available and there still is no job description for GT teachers.
Continued benefits, ability to "bank" requested extra personal day if all personal days for the next year if both days are used for religious holidays
salary/benefits/equitablehours
1. Net pay cut from health insurance share/cost will increase with little or no pay increase. 2. Increased duty and meeting time.

Student violence and discipline
salary that matches level of effort being put forth by teachers.
1) Salary, 2) Health Care, 3) All of the 'Extra' positions created at the expense of class size and schedule.
Keep quality healthcare at a reasonable rate. At least a cost of living raise.
Protecting what you all have worked so hard to put into place.
Keeping health care premiums manageable, Protecting time spent planning, collaborating
The number of extra teacher duties. Yes, I know we can say no, but there are political ramifications for doing so.
Staffing for sped assessments and after school hours meetings - I often have meetings that end after 4 pm with no compensation
I am always worried that insurance will go up. In the past, the Union has done a great job protecting this, and I hope it continues.
Keep insurance coverage the same, increase wages to account for cost of living increases.
Insurance coverage and cost, salary, and increased workload
More $ on lower right hand corner. No change in health insurance. More time off. PLEASE REMOVED THE AUTOMATIC 2 HOUR DEDUCTION EVEN IF YOU HAVE TO LEAVE 30 MIN early. That is completely unfair and a doc in $ for time worked.
Health Insurance, Pay, Amount of meetings
salary is number 1

time and duties, insurance costs, salary


Sped paras should work a full day.

Health insurance, maintaining salary scale-15 year

Increase top wages , add one more personal day

Pay Raise, Benefits, Number of Extra Duties

Increase salary, paid family leave, settle on time, provide professional development that fulfills all license requirements

discipline referrals do not result in changes in behavior. Administration needs to support staff to ensure that students and teachers are on the same page

Special Education due process demands and serving student's minutes

The concert stipend for music teachers. The language puts us at the mercy of administration. My administration's decisions resulted in a huge loss of income for me.

The amount of paperwork for special education staff. It would be appropriate for staff to have some writing time built into their week to complete the required paperwork.

Insurance

Teacher safety, keeping pay competitive with neighboring (or similar demographics) districts, more and more meetings, chores, etc. being piled on

Salary. Health ins. Investments

Continue to fight for compensation that is on par with neighboring districts.

keeping our level of health insurance

Keeping the contract we currently have in place to effectively support us as a staff.

Getting the community/parents involved

Pay, health insurance

Work load/paperwork load for spec.ed. staff, fair salary, insurance costs

Salary, added responsibilities at the high school

health insurance, PD, technology

pay equity; protecting our prep time and other work time; insurance/benefits; retirement benefits

benefits and salary

Salary, Teacher Evaluation

Benefits for ECFE part time Teachers and termination language of ECFE teachers.

salary, health benefits/cost increase

health insurance, salary increase

The usual: salary and keeping health insurance affordable

Pay, benefits, safety, equity in workload

Lack of subs = forced missed preps and/or combining classes. Health care - ours is amazing; can we keep it that way?

I love how we can get to the elementary school at 6:30am and leave at 2:30pm on days when we
don't have meetings. Please keep that in there!
1. Student Discipline and School Safety  2. Mental Health
Continued healthcare coverage at current levels
Insurance, % increase in pay, subs
meetings, time to plan, student behavior and parent behavior. Lake of support form the superintendent.
Fair salary increase for all. This last contract was the first time I've gotten and increase for several years.
(1) Pay schedule and benefits (2) We often had no substitutes, so intervention teachers would be pulled for subbing, classes would be divided and added to the teachers who showed up to work, or we would lose our prep. There were several days this year in which I had to "fake it" all day because I suddenly had no prep and planning time. (3) Training and support for dealing with behavior issues, physically violent students, dangerous workplace situations without administrator support.
keeping health care costs the same and a modest pay increase, don't change contract language that adds to our work day.
Money for the top of the pay scale. Health insurance.
Pay and insurance, also staff work time
Salary increases, pay for subs so that we HAVE subs, cost of health insurance,
Benefits, Wages
1. salary  2. district adding too many new responsibilities and initiatives without any additional time or composition.  3. Treatment of SPED teachers  4. Students in wrong placements/levels  5. Lack of student discipline/consequences
Insurance, Pay, Leaves, End of Quarter Days
Continuing 100% coverage of costs for basic level single health care. Keep money on the pay scale - no one contract bonus like the longevity $ from a few years ago.
Health coverage
Admin understanding the observation forms and filling them out correctly.
school climate, morale
insurance benefits, pay,
staying late for IEPs, inefficient teachers (don't put their time in)
I would like to have the 'Added Value' language removed.
Insurance; Amount of preparation time at the high school, considering our doors are unlocked in the morning and have students in our rooms beginning at 7:30 a.m.
Maintaining health insurance and increasing the amount in the HSA. Salary, the cabinet got metro average last round and the principals settled for 1% and 7%. Teacher's turn next.
admin pay went up, class sizes are way too big, teachers are working way too many hours being done before the start of the 2017 school year. Should be decided upon before the school year begins.
Would really like to see the Specialists be able to meet with their own district CT groups instead of being assigned a grade level CT that absoluely does not pertain to us; Longevity pay for those
who are on the bottom/last step but don't have the total number of years in to qualify for a longevity/"step raise"
health benefits, salary increase
Salary, language on time issues, Benefits.
salary increases for staff on top steps; make increases larger than the negotiators salaries at least; concerns that CT's and Staff Dev. are unproductive and mistrust staff to use their time within own classroom
Time, time, insurance, pay
Lack of subs, so staff has to lose out on prep. Timely contractual agreements and payouts.
Salary, benefits/insurance, internal transfer language and discrimination against veteran (older) teachers, out of control students with no support from admin or D.O.
N/A
1. Salary raises 2. Affordable family benefits
more personal days in exchange for less sick days
Class sizes 18-24 (it has been just right this year). Over testing with standardized tests (it would be great getting rid of MCA and just using MAP to measure student progress)
Maintain insurance
Amount of time for required meetings (CTs) and supervision. We don't have time to help students before school when we are in so many meetings. We help students during our prep(s), so bring a lot of work home.
insurance costs, pay increase

Add any comments you wish to make.

Thanks for all you do!
Thank you for all of your hard work!
I am so glad that we have a union
Thanks for your hard work representing us.
I've felt very supported by the union and my building reps so thank you.
I really appreciate all that the union does for our teachers!
I really appreciate the change in language a few years ago regarding bereavement leave.
The time, energy and dedication our Union Representatives give to ensure the rights of teachers are preserved is appreciated beyond words!
Thank you for all you do to support us, Diane!
Administration is supportive professionally, however follow through on school discipline is non existent. If anything does happen, it is not communicated to us.
If we are moving toward 21st century skills, why can't I do 21st century work from home? - trade time at home for physically being in a building.
Thank you for your time!
Thanks for your continued efforts. They are appreciated!
Our school needs to have a process in place for dealing with students who cannot handle
classroom environment. I know of no entity, either in business or in education, that functions at a high level without having clear processes in place. This school does not have any structure for how to deal with student behavior and as such all is left to classroom teachers, which is ineffective, unacceptable, and cannot sustain itself. By all accounts our administrator does not seem to hear our need for this and as a result students are suffering as are teachers.

I really appreciate all of the efforts of the union and it's leadership. Thank You.

Thank-you for your hard work!

Thank you for all your hard work in negotiating our current contract and for communicating changes, news, and meetings. I appreciate everything that you all do on behalf of the teachers of our district.

Please know that my low opinion of my admin team is due to one person, not the whole Sibley team.

Thank you to all that represent teachers and work to make things better.

The lack of substitute teachers is a real issue. It forces teachers to come in ill. Twice this year, we've had to split a kindergarten class up into the 3 remaining classes as there was no sub for the one kindergarten class. I've also missed by prep several times this year due to lack of subs.

Thanks for all you do.

Thanks for everything you do, Diane! You are very much appreciated.

Thank you for all you do!

I really wish the union could somehow protect young teachers who are quite good. I am not saying that I am against tenure at all, but there are so many great young teachers, and when they know they are not really supported by the union because they are merely probationary, it serves as a sort of disincentive.

Thanks for your work.

Keep up the good fight for our members!

Thanks for your work.

I am not sure where/how to address this, but the extreme shortage of substitutes

It would be nice to have input from teachers on how they view their leaders. We are constantly observed. Who's observing principals (IN ACTION - I don't think weekly meetings with them in their office count as observations)? It would be nice to be able to provide feedback.

Thank you for the work you do!

Thank you for your support! Also, the treats in our mailboxes really mean a lot. They make a difference.

thank you for your dedicated work for the union

Our negotiating team ROCKS! Thanks for all that you do.

The frustration with the shortness of Substitute Teachers is crazy - I am a School Counselor and I have been pulled in to teach other classrooms WAY to much this year due to the shortness of subs! When do you think the district will make the sub rate more competitive with other surrounding districts?

Thank you for all the time you put in.

Thank you so much for all of your work. I am very appreciative.
Thanks for everything you do! You are greatly appreciated!
Thank you for all you do.
The Union Reps at Garlough are awesome!
I appreciate your efforts.
Thanks for all of your hard work!
None
Thank you for your service.
Also feel we have no support when it comes to discipline in buildings. Kids will hit or "attack" students and teachers and there are no consequences given. And the level of disrespect from kids is an increasing problem
I think the union is doing a great job for us!
Thank you for the work the Union and its representatives do.
Thanks to Local 1148 and EM for all the support over the years. We wouldn't be where we are today in the teaching profession without our union!
Thank you!
Thanks!
I've had a good year, with few problems.

Number of daily responses