Union survey May 2018

227 responses

How many years have you taught in ISD 197?

227 responses

- 0-3 years: 46 (20.3%)
- 4-10 years: 66 (29.1%)
- 11-20 years: 68 (30%)
- 21+ years: 47 (20.7%)

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

227 responses
How supported do you feel by your building administrator/s regarding student discipline?

223 responses

![Pie chart showing 96% very supported, 16.1% somewhat supported, 31.8% too much, and 3.1% not enough.]

Please rate the effectiveness of your administrator/administrative team in your building.

227 responses

![Pie chart showing 31.8% too much, 52% just right, and 16.1% not enough.]

https://docs.google.com/forms/d/1mwtwa9lxjGEkPErMun2YtuJfLkzyMPe6IRxMV8YtlI/viewanalytics
Please list your top 2-4 concerns/issues for the upcoming round of negotiations (2019-2021 contract).

136 responses

Salary and health insurance.

Health insurance, being charged 2 hours for a 30 minute appointment, too many meetings

Health Care

insurance, salary, workload expectations

Personal time vs. sick time…..could they be lumped together. Also, the amount of personal days. I seriously think we may need more due to mental health of our staff. The years and kids are getting tougher and I truly believe that it is taking a toll on staff.

Timing, that it's negotiated in a reasonable amount of time. Salary, that fair wage increases are made.

money/benefits/language on time

Time/professional respect/trust/salary

Salary, Language regarding involuntary lay-offs (ie like what is happening in Burnsville), Language that gives even more control over my life to administrators, I think we should get rid of academies and put that money on the salary schedule.

ISD 197 Should offer bilingual pay for anyone who speaks another language.

insurance going up, kewpong SD days as is, inflation rates

Health insurance, number of meetings,
Having to double enter absences (aesop and skyward), micro-management by administrators of my time and my classroom,

Keep health/dental care costs low

1. The salary schedule is not competitive with neighboring districts. It caps out the same, but moves up more slowly, and the income missed out on over the years adds up. 2. Policy regarding steps given. It does not seem the district gives steps to everyone fairly or equally. It is my eight year teaching, and I am only at 5. First year teachers in other districts literally make more than I do, at the same lane.

Pay, Benefits, Language about meetings before/after school

Benefits, salary

Probationary teachers not being asked back without solid reasoning, class/caseload size

I might be in the minority on this, but the amount of sick time/personal leave that people take is quite astounding and frustrating. When staff are absent that has a direct impact on teachers who now have to cover their classes. While I certainly feel staff are entitled to their absences- I don't believe the district should be honoring personal days more than 2 in a row. I think a lot of the sub problem could be relieved if we didn't have people gone all the time no matter what the reason! I don't understand why the district allows it and also why our union encourages it. Maybe there is a way to incentivize not using your sick/personal days. But also the district needs to make sure staff are not at district meetings as well. It is a union issue when our own union members are misusing these absences. I think BOTH the union and the district need to solve this issue together-not just the district. My only other concern is the meeting before school are out of hand. I believe we should have a team meeting and CT during the week. I also would like to see a larger leadership stipend. I think more people would be willing to take on that role if we got paid more. I personally would do it if I got paid more.

discipline help! Class sizes, too much PD, not enough time to plan

communication, community

keeping health insurance rates down, too much CT time required, do not like having to input time off in Skyward

Administration being held to communicating in a timely manner with staff like is required for communicating with parents

Insurance

1. keeping our affordable healthcare 2.keeping our steps and lanes 3. SPED paperwork period/testing that is not our prep

More personal less sick days (ex. 3 personal days/12 sick days for probationary)

pay raise, insurance benefits

Class Sizes, personal days/sick leave
Raising pay, keeping “good” insurance, keep work (EOQ) days or getting more work days :) 

1. Salary 2. Retiree health insurance 3. Protecting current contract language such as relatively unrestricted personal days, sick days, union payroll deduction, etc.

Student mental health support

 Raises that at a minimum keep up with inflation, longevity pay, and keeping health insurance premiums from rising

-salary increase, -maintain health ins coverage at affordable price, -refine contract language, -maintain eoq and other teacher work time

-Contributions to 403b, Pay schedule

insurance premiums, pay, 

Keeping health insurance costs low.

Administration dealing with teachers

Health Insurance and Pay

I think that insurance and salary are always important. The negotiators do a wonderful job!

1. Maintain same level of health insurance coverage. 2. Pay on salary schedule needs to be competitive. Lower right-hand corner should continue to receive increases, along with adjustments across the schedule.

Caseload of 17-18 next year, share the other 17-18 with my co-teacher which will be over 30 IEP meetings next year minimum. When we stay past 3:35, I feel we should be compensated.

Adequate sub coverage. Ease of taking sick/personal days, one site should be enough.

Over scheduling of meetings and other expectations. Lack of enforcement of school policies, and lack of follow through when teachers write up a student.

Keeping health care costs low, getting at least a cost of living increase.

Health Care, retirement, keeping seniority with tiered teaching

health care coverage

None.

salary, medical insurance,

Keep advocating for our good healthcare! I wish the district offered more for maternity leave.

to keep end of quarter days, insurance premiums
Maintain health and dental care, increase pay, settle on time

Time for completing due process paperwork & third party billing for SPED staff

1. Keep health costs down.

Insurance increases; early retirement incentives/benefits

Meetings that are held past duty time. Last minute meetings that are scheduled.

salary increase, IEP writing time for SPED teachers, little or no increase in insurance coverage, Community Preschool teachers to be added to the teacher contact

PD to address culturally responsive teaching

Next time WIN the negotiations. Raises were weak but admins looked nice.

Insurance, wages

Salary, maintain current insurance benefits, protecting teacher time

1. sabbatical 2. the amount of time principals are out of the buildings

Compensation (e.g. Splitting sub pay) when covering for no-show subs (when admin asks teachers to take half of another elementary section in addition to my own kids)

class sizes, lack of communication of admin, admin doesn't look to teachers for feedback or informing decisions

Insurance and salary

Student mental health issues. How is the district going to support teachers?

Equity of pay and opportunity for the specialists: ie some schools have more opportunity for extracurricular than others. Keep insurance costs level. A “time limit” on non disciplinary directives

Keep benefits the same. Add money in all cells.

Need more consistent and tougher consequences for students that misbehave. Our students need high expectations and consequences

Maintain health insurance; class size

Insurance cost staying low, Continued flex is use of personal days

Special education paperwork, continuation of current insurance coverage/cost

I am concerned about the lack of support at my school in regards to student mental health. I’m not sure if this is something that can be added to the contract...

Insurance staying same, salary schedule
- Administrator looks to other staff to effectively complete tasks.

Large class sizes that result from FTE used for teacher 'coaches' and Warrior seminar; number of different preps required by administrators

Adding stipends for other clubs and extracurriculars--there are very few paid opportunities to get involved with students outside of sports and music. Cost of living increase. Low insurance premiums.

Payment increase and personal days

Staff training in Mental Health, Support staff in buildings for behaviors (paraprofessionals), Administrative understanding/support of special education staff, reimbursement for additional time/meetings for special education staff, FMLA / maternity

Health care costs, salary, substitute teacher shortages and teacher responsibility when other teachers don't have a substitute

More and more duties being added to our day/week. Pay/Benefit increases. Maintaining equity between buildings, by RAISING the standards of all buildings not pulling down the building that "supposedly" is doing better.

Insurance and salaries

no concerns

health insurance

PTO, Salary, probationary teacher retention policy

Benefits stay the same or increase.

health insurance cost, keeping teacher work days(with no meetings), pay

n/a

Keep health insurance costs from changing if possible. Would love to add money to the salary schedule too.

Insurance, keeping what we have fought for

salary increase; health care; class size

Lack of substitutes, special education teacher schedules and lack of paraprofessionals

1) Increased demands on our time without anything being taken away; 2) Class sizes will be around 40 in many HS LA classes, while we are giving FTE away like oxygen to Warrior Seminar (which was a colossal failure) and a TOSA position; 3) If Training Academy courses are being offered less, then we should get that money on the salary schedule
Keeping healthcare costs down.

Pay increase, insurance stays the same or improves, hours are governed by the contract language and not administrators’ whim, excessive investigations of teachers.

We have great benefits - let’s keep that in place without sacrificing pay. We are getting more and more students who have very serious behavior issues. We need more support so that these students do not derail entire classrooms.

How does the district use digital surveillance of its employees? Could we at least know what the surveillance is? How are security cameras used?

Healthcare

lack of subs

1. decent salary increase 2. continue with good health insurance

Other (36)

Add any comments you wish to make.

Thank you for all you do! (2)

Student cell phone use in the high school. There are times when it is appropriate but so hard to get them to use it only then.

I am very grateful for my union! Thank you for all you do.

I wasn't invited back next year and literally have no idea why. I am confused by the leadership decisions my principal makes.

none at this time. Thank you for all you do.

Thank you for all you do!

There is little to no communication from administration when I write a behavior referral. I have to seek out admin to find out what happened. I question the effectiveness of giving a student ISS for tardies or skipping my class (seems to be giving them exactly what they want...a way out of class).

HR is terrible and should be replaced. They constantly make mistakes, rarely respond to emails, and don't
seem to understand their jobs.

Thank you to all of you who advocate for us.

Thanks for all you do.

-Minutes from Negotiation Meeting. This should be shared with our membership if we expect them to be engaged.

If there were such a vote at Sibley, there would be overwhelming no confidence with Principal

Thanks for all the union does to lead the district.

Thank you for all of your efforts this year, and in past years, as well! We appreciate our strong union!

Thanks for everything!

Principal is Effective, VP struggles with supporting us with discipline

As someone who was previously involved in running an association at the site level I felt little to no support as a new teacher. Site leadership did not make a conscious effort to connect with new members. Instead other members in my area were willing to explain nuances of the union and building. I felt this was fairly neglectful of site leadership.

Diane....thanks for all you do!

I feel that the administrative team is doing the best they can with the resources and time they have. Student discipline would be more effective if the administrative team had more resources.

We pay too much in dues

Thank you all for your hard work to make this district a great place to work!!

change is needed, but admin only cares about # of fails

Bullying and harassment from Principals should be addressed. The lack of support from the union while paying $900 a year is shameful. Union reps should not be Facebook friends with administrators either. When Principals bully and target teachers they are not held accountable. Principals should be held to the same ethical standards as teachers. They know they can get by with unfair targeting and bullying and teachers can be dismissed and harassed by them repeatedly with no one to go to for support.

Thanks for working so hard for us!

Heritage has the lowest morale I have seen since the building opened. The turnover in staff these past few years is significant. There is no oversight on principals. Teachers are targeted, favorites are obvious, and teachers here are not supported. No teacher should be harassed or bullied! EVER!

Everyone in the building needs to be on the same page with behavior expectations.

Thanks to all the Federation Officers for their work supporting teachers and staff.
Keep up the good fight for a fair and equitable contract in a timely fashion! You guys rock!

Certain students need more consequences.

There is a serious lack of discipline at our schools. Consequences are necessary for students to learn right from wrong. We are doing a grave disservice to our children by allowing them to continue with bad behavior.

I appreciate how hard the union works for the teachers

I appreciate how hard our negotiators have worked for our contract.

The union is doing a good job for us as a whole.

n/a

You are doing a wonderful job, keep up the good work!!

Ron Monson is a bully who is retaliatory and petty in his actions. He is making Sibley a miserable and unsafe place to work, but people are terrified to speak up because he retaliates. The superintendent does not seem like he is willing to help us. I’m not sure what the union can do, but we need help at the HS before we lose more effective teachers. Morale is LOW at Camp Sibley.

Thanks for all of your hard work!

Administrative Team is misleading. My concern would be specific to the head principal.

Space at Pilot Knob is limited. Yet there is talk of adding another K classroom. Where?

Thank you for all your work!

Professional Development has to improve

I would like to note that the question about effectiveness of the admin team is only given a somewhat ineffective because 2 of the 3 administrators are good at what they do. If it was based on one of them, I would have selected ineffective.

Thanks for all that you do!!!!!

Thanks for all of your work!!!

Thank you for all that you do!

When you are in negotiations - the information that we receive is not helpful. "We had a meeting on such and such date, and we have another scheduled..." I would like more information as to what are the discussion points and what you are presenting. That information should come in a very clear, concise and complete form. We really never know what is going on until you say there is a tentative agreement. Frustrating at best.

Student behavior consequences are weak and ineffective
Good Luck!

It is upsetting that principals can target probationary teachers and let them go without a valid reason or a reason that is not backed up by data.

Having double digit hires every year is getting old. We have become the revolving door school district once again. It's really sad that the actions/treatment by administration it to the point where even staff who have been here double digit years are treated poorly to the point of them leaving. The word is out about this place. We settle for poor leadership. Poor leadership who turns over the people that they hire. People will figure this out.

As a "short timer", continue to bring in new and diverse members to serve the union.

3. Transparency! The Tentative Agreement shared with union members shall note any union member on the negotiation team along with which Salary Schedule box they are in. This will help the entire union see transparency that the negation team is negotiating the behalf of the entire union rather than themselves.

Thank you for your leadership

District needs to seriously think about class size. Having a large class is personally and professionally exhausting because we still do all the things we know are important. Many of us would prefer a smaller class and no academic coaches/people telling us what to do.

I'm not working directly with students, so didn't answer the question about admin support for discipline.

Staff should not be viewed negatively for raising concerns regarding insubordination issues with students.

Staff should not be viewed negatively for raising concerns regarding insubordination issues with students

Thank you for your work!