

Association - wide Totals

Question	High Priority	Moderate Priority	Low Priority	Total Answered	% High Priority	% Answered	% of Active Members	Question	43% of active members responded to the survey	
									422 Total Member Responses	% of Active Members
1	287	88	35	410	70.0%	97%	42%	Increase the maximum salary at the top step of each salary guide.		
2	33	71	166	270	12.2%	64%	28%	Establish the right of first refusal for 10 month clerical employees to 12 month positions.		
3	82	157	147	386	21.2%	91%	40%	Create compensation for employees who cover classes or who have students added to their classes beyond their normal roturs during sub shortages		
4	42	143	201	386	10.9%	91%	40%	Provide additional professional development and in-service time during the workday.		
5	67	121	171	359	18.7%	85%	37%	Increase base pay of secretarial employees for attainment of licenses or certificates related to job responsibilities		
6	345	32	17	394	87.6%	93%	40%	Guarantee that the Board maintains at least the same levels of health benefit coverage.		
7	146	134	89	369	39.6%	87%	38%	Increase payment for unused sick leave.		
8	309	64	11	384	80.5%	91%	39%	Decrease or slow the growth of health insurance premium sharing costs.		
9	103	128	155	386	26.7%	91%	40%	Increase stipend payments for clubs, Schedule B activities and coaching.		
10	57	59	238	354	16.1%	84%	36%	Allow children of employees to attend the district's schools tuition free.		
11	140	191	66	397	35.3%	94%	41%	Establish a personal day donation bank for seriously ill members who have exhausted their paid sick time.		
12	274	94	18	386	71.0%	91%	40%	Maintain all conditions of employment at the existing level except as improved through negotiations.		
13	93	124	167	384	24.2%	91%	39%	Advise all employees of the number of sick and personal days they have each year.		
14	125	129	132	386	32.4%	91%	40%	Increase the raises for degree advancement beyond the BA level.		
15	170	147	82	399	42.6%	95%	41%	Increase preparation time and minimize prep time lost to administrative use.		
16	A	B						Which of the following do you rate as more important:		
16 A	245	154		399	61.4%	95%	41%	A. Maximizing the actual, real-dollar raise (more money in your pocket now).	B. Increasing the final average salary for your pension (money in your pocket after retirement until death).	
17	A	B						Which of the following do you rate as more important:		
17 A	186	192		378	50.8%	90%	39%	A. Decreasing or slowing the growth of the Ch. 78 health insurance premium contributions.	B. Increasing the growth of the salary guide	
18	90	173	103	366	24.6%	87%	38%	Member input on the District Evaluation & Assessment Committee (DEAC) and evaluation rubric design.		
19	88	172	110	370	23.8%	88%	38%	Member input into professional development planning.		
20	74	150	143	367	20.2%	87%	38%	Adding a Roth IRA via automatic payroll deduction as an investment option.		
21	120	115	138	373	32.2%	88%	38%	Allow tuition reimbursement for courses leading to degrees or certifications in educational administration.		
22	110	116	137	363	30.3%	86%	37%	Mandatory weekly common planning time for I.C.R. - Regular Ed. co-teachers.		
23	83	174	105	362	22.9%	86%	37%	When on an unpaid leave, mandatory health insurance premiums deducted from salary before leave begins or after returning from leave, at the option of the employee.		
24	79	148	133	360	21.9%	85%	37%	A negotiated summer / overtime rates for certificated staff above the current \$25/hr.		
25	56	147	168	371	15.1%	88%	38%	Include secretaries pursuing a degree in field of education in tuition reimbursement.		

High Priorities: Questions 6, 8, 12, 1:		
6	Guarantee that the Board maintains at least the same level of health benefit coverage.	88%
8	Decrease or slow the growth of health insurance premium sharing costs.	80%
12	Maintain all conditions of employment at the existing level except as improved through negotiations.	71%
1	Increase the maximum salary at the top step of each salary guide.	70%
Moderate Priorities: Questions 1, 16, 17		
16 A	A. Maximizing the actual, real-dollar raise (more money in your pocket now).	61%
17 B	B. Increasing the growth of the salary guide	51%
High Secretarial Priority/Low Overall: Questions 2, 5, 25:		
2	Establish the right of first refusal for 10 month clerical employees to 12 month positions.	12%
5	Increase base pay of secretarial employees for attainment of licenses or certificates related to job responsibilities	19%
25	Include secretaries pursuing a degree in field of education in tuition reimbursement.	15%
Low Priorities:		
15	Increase preparation time and minimize prep time lost to administrative use.	43%
7	Increase payment for unused sick leave.	40%
11	Establish a personal day donation bank for seriously ill members who have exhausted their paid sick time.	35%
14	Increase the raises for degree advancement beyond the BA level.	32%
21	Allow tuition reimbursement for courses leading to degrees or certifications in educational administration.	32%
22	Mandatory weekly common planning time for I.C.R. - Regular Ed. co-teachers.	30%
Not a Priority		
4	Provide additional professional development and in-service time during the workday.	11%
10	Allow children of employees to attend district tuition free.	16%

Setting Priorities from Member Input

