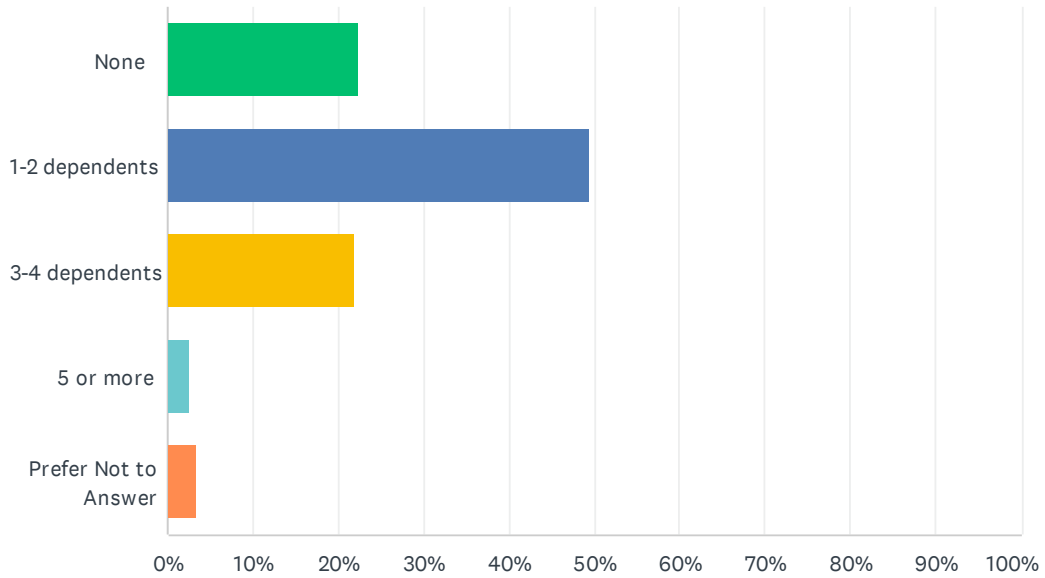


## Q1 How many dependents are in your household?

Answered: 228 Skipped: 0



ANSWER CHOICES	RESPONSES	
None	22.37%	51
1-2 dependents	49.56%	113
3-4 dependents	21.93%	50
5 or more	2.63%	6
Prefer Not to Answer	3.51%	8
<b>TOTAL</b>		<b>228</b>

**Q2 What hourly increase do you feel is necessary? Please enter your suggestions in a lump sum or percentage amount - whichever you feel most comfortable with.**

Answered: 213 Skipped: 15

#	RESPONSES	DATE
1	35%	10/31/2023 6:58 PM
2	\$2	10/31/2023 6:14 PM
3	\$40,000	10/31/2023 1:45 PM
4	7%	10/30/2023 11:45 PM
5	I would recommend \$8 hours per hour pay increase.	10/30/2023 9:19 PM
6	30%	10/30/2023 9:22 AM
7	\$4-5\$	10/30/2023 9:19 AM
8	\$3-\$5	10/29/2023 7:20 PM
9	\$2.00	10/29/2023 6:58 AM
10	5.00 extra a hour	10/28/2023 5:52 PM
11	We should make a minimum of at least 25 an hour	10/28/2023 9:38 AM
12	10.00	10/27/2023 11:17 PM
13	20% at least	10/27/2023 8:07 PM
14	3%	10/27/2023 7:53 PM
15	I believe everyone should be starting at \$18 an hour. And admin should be starting at \$21	10/27/2023 7:34 PM
16	40 hr.	10/27/2023 7:19 PM
17	2.00	10/27/2023 3:06 PM
18	6 to 8%	10/27/2023 12:31 PM
19	\$2-4 an hour	10/27/2023 12:19 PM
20	19 dollars an hour	10/27/2023 10:45 AM
21	I've been with the district for over 16 years I feel at this point I should be at least making 50,000.00 a year. Costs have gone up so much I can't make it in the wages we make now	10/27/2023 9:11 AM
22	At least, what you pay the subs that come in. Most times, they don't know what to do and aren't the support we are needing. Especially, in the Special Programs Department.	10/26/2023 10:09 PM
23	40% it would be nice to make more than the Starbucks barista.	10/26/2023 7:14 PM
24	Those that reached step P should get more than 1% because that's putting in over 16 years of service. It seems like those that dedicated that many years still deserve higher step/wage increases	10/26/2023 6:05 PM
25	2%	10/26/2023 5:44 PM
26	Can I please get at least 17 usd per hour raising a child as a single parent and taking care of my aging parents is hard at my current wage.	10/26/2023 4:35 PM
27	At least \$25 per hour for TA SLC program.	10/26/2023 2:50 PM

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28	12-15%	10/26/2023 1:54 PM
29	\$28	10/26/2023 1:37 PM
30	\$7.00 hourly increase	10/26/2023 11:53 AM
31	At 19 years I only make \$27.136 per hour and this is with a 6% increase due to my college education. I am doing the work of two positions and do not feel that I make what I am worth. Yearly increase are way too low for all para's but extremely low for AA's. One would think after all this time I'd at least make \$30/hour for my position.	10/26/2023 11:08 AM
32	You need to explain more	10/26/2023 10:28 AM
33	With a raise of roughly .50 cents every other year, our wages are better than minimum wage but should be much more. I feel at least a 5% increase is deserved by ALL totem members.	10/26/2023 8:36 AM
34	\$10 , minimum of 10% and it should be based on years with the district, as should bonuses	10/26/2023 7:19 AM
35	\$7.00-\$10.00	10/26/2023 5:19 AM
36	\$2	10/26/2023 5:16 AM
37	\$2 per hour	10/25/2023 9:52 PM
38	10%	10/25/2023 9:48 PM
39	\$2.00 an hour	10/25/2023 9:44 PM
40	1.00	10/25/2023 9:43 PM
41	3%	10/25/2023 9:26 PM
42	Equal pay as teachers.	10/25/2023 9:06 PM
43	\$3 an hour increase on base pay	10/25/2023 8:31 PM
44	\$5.00 an hour.	10/25/2023 8:31 PM
45	\$5-10/hour base salary increase!	10/25/2023 7:32 PM
46	Not sure. I would like to make more money per hour, regardless to keep up with cost of living, etc. Entry level jobs are now starting at least \$20.00 an hour.	10/25/2023 6:16 PM
47	\$5-\$10	10/25/2023 6:00 PM
48	I think at least 5-10%. Inflation & cost of living. And our job is stressful and at times it has been said we run the school.	10/25/2023 5:47 PM
49	\$5-8 an hour	10/25/2023 5:40 PM
50	25 percent	10/25/2023 5:26 PM
51	I'd lielke to make \$4 more an hour. Starting salary for front office staff should be \$22-\$25 to start.	10/25/2023 4:56 PM
52	8.00 per hour	10/25/2023 4:03 PM
53	5.00	10/25/2023 2:15 PM
54	I feel a \$3 raise all around is the minimum. Standard wages are far behind the increasing prices.	10/25/2023 1:45 PM
55	Atleast \$28/hr	10/25/2023 12:50 PM
56	25% across the board	10/25/2023 12:43 PM
57	Totem's wage schedule should align with the State of Alaska's salary ranges for comparable positions. I also feel that school secretary positions should be moved to Range 12. For unique positions such as paraprofessionals, the starting salary should be substantially higher based on the responsibilities and training that are required in those positions.	10/25/2023 12:41 PM
58	Initial Raise - 20% with a 2% increase per year or 15% with a 3% increase per year, or 10% with a 5% increase per year. Students are making \$19/hour at Wal-Mart, \$16/hour at McDonalds, \$18/hour + tips at Olive Garden. Totem positions start at \$14 or \$15/hour.	10/25/2023 12:07 PM

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59	20% pay increase	10/25/2023 12:01 PM
60	\$5.00/hr	10/25/2023 11:59 AM
61	State recommended livable hourly rate for a person with a child is \$35. I would love to be close to that.	10/25/2023 11:31 AM
62	My daughter is working an entry level job at age 21 and making \$21/hour. It took me 17 years to finally reach \$25/hour with the school district. I cannot recommend this job to anyone. I know many paras who have quit the school district to find better paying, easier jobs. I believe we are highly educating, patient, tolerant people working with some very difficult situations and we deserve a living wage. At least \$5 an hour more than we are making, but anything helps.	10/25/2023 11:13 AM
63	An minimum increase of \$10 per hour over the (3) years	10/25/2023 10:59 AM
64	Secretary start: : \$21 Admin Assistant: \$25 When having to work in office alone : +\$ 10. \$1.50 extra is nowhere acceptable or enough	10/25/2023 10:30 AM
65	\$5.00 increase	10/25/2023 10:23 AM
66	5%	10/25/2023 10:04 AM
67	10%	10/25/2023 9:36 AM
68	\$1.00/hour increase seems fair, and continue the increase in deferential pay from this school year to make it permanent.	10/25/2023 9:26 AM
69	20 percent	10/25/2023 9:03 AM
70	1.00 or more	10/25/2023 8:54 AM
71	28%	10/25/2023 8:50 AM
72	\$10.00	10/25/2023 8:42 AM
73	At least 10%, no less - we are so behind in our wage schedule.	10/25/2023 8:36 AM
74	A minimum of \$2/hour would be a good start. Realistically, \$5/hr would make a noticeable difference.	10/25/2023 8:29 AM
75	22.00 to 25.00 an hour to make up for inflation and the amount of work I do outside of my classroom.	10/25/2023 7:45 AM
76	19.00-20.00	10/25/2023 7:43 AM
77	\$10 per hour	10/25/2023 7:40 AM
78	"25%	10/25/2023 7:27 AM
79	\$5 an hour more	10/25/2023 6:57 AM
80	\$3.00/hour	10/25/2023 6:33 AM
81	\$10 more an hour.	10/25/2023 6:13 AM
82	At least a \$3.00 increase on base pay	10/25/2023 6:08 AM
83	What should happen is we get a raise to keep up with inflation. That won't happen at 6.5%. Many of us are trying to keep our heads above water because of inflation and are not winning the fight.	10/25/2023 6:08 AM
84	As an employee who has worked in the school district for over 40 years and has not received a raise it is unacceptable. Prices have changed and things are more costly. Only making \$26 and some change an hour. I need to be significant, wage increase to at least 50 an hour. Administrative assistance do a lot of the work in the school running the office, budget., and payroll just to name a few things.	10/25/2023 4:14 AM
85	\$23/hr or higher	10/25/2023 3:07 AM
86	\$30 per hour	10/25/2023 12:06 AM
87	\$10 or same percentage increase as supervisors	10/24/2023 11:34 PM

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88	\$18.00-\$21.00 an hour	10/24/2023 11:01 PM
89	\$3.00	10/24/2023 10:59 PM
90	2	10/24/2023 10:54 PM
91	A minimum of \$3.00 more per hour.	10/24/2023 10:46 PM
92	50%	10/24/2023 10:38 PM
93	For me the issue is hours. As a Kindergarten TA, I am limited to only 27.5 hours per week, making me ineligible for benefits. Why can't I work full time?	10/24/2023 10:28 PM
94	Paras with PSP or Master status should make 25/hr or salary	10/24/2023 10:27 PM
95	Average cost of living in Alaska is \$54,000. At \$26,000 a year that is almost a \$30,000 deficit. I'd almost say a 30-35% raise.	10/24/2023 10:20 PM
96	25%	10/24/2023 10:18 PM
97	\$5.00 hr	10/24/2023 10:08 PM
98	\$5 increase per hour	10/24/2023 10:04 PM
99	5.00 an hour more	10/24/2023 10:01 PM
100	\$5.00	10/24/2023 9:44 PM
101	50% more	10/24/2023 9:42 PM
102	\$30.00 per hour.	10/24/2023 9:32 PM
103	Minimum of 15%	10/24/2023 9:30 PM
104	\$2	10/24/2023 9:27 PM
105	25	10/24/2023 9:23 PM
106	30% raise	10/24/2023 9:12 PM
107	At least half of what a certificated or salary paid ASD employee makes. 20% increase across the pay scale would be a nice start.	10/24/2023 9:09 PM
108	\$3 per hour	10/24/2023 8:56 PM
109	5-7%	10/24/2023 8:50 PM
110	10.00 more an hour	10/24/2023 8:48 PM
111	\$3.00 per hour more	10/24/2023 8:37 PM
112	\$3.00	10/24/2023 8:30 PM
113	25%	10/24/2023 8:24 PM
114	3%	10/24/2023 8:24 PM
115	3\$-4\$	10/24/2023 8:20 PM
116	10%	10/24/2023 8:08 PM
117	\$2.00 for Special Education Paraprofessional	10/24/2023 7:59 PM
118	10%	10/24/2023 7:54 PM
119	I think it should represent the cost of living (inflation) and a few extra percentage points more. Then tie inflation into the steps we get each year.	10/24/2023 7:54 PM
120	25-30% hourly increase	10/24/2023 7:47 PM
121	30 % increase to starting wages	10/24/2023 7:44 PM
122	5%	10/24/2023 7:41 PM
123	\$3 an hour	10/24/2023 7:38 PM

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124	I do not know	10/24/2023 7:19 PM
125	At minimum \$21 dollars an hour. Cost of living shows somewhere around 23 dollar an hour is necessary to live.	10/24/2023 7:16 PM
126	Let's just say I have two Master's degrees (although neither is required for my Kindergarten TA job) and I'm earning \$16 an hour. U-Haul is advertising for workers at \$20.	10/24/2023 7:14 PM
127	30%	10/24/2023 7:13 PM
128	25%	10/24/2023 7:10 PM
129	10%	10/24/2023 7:09 PM
130	Cost of living increases 3-5%	10/24/2023 7:05 PM
131	25% increase but that will barely cover inflation at this point.	10/24/2023 6:58 PM
132	\$4.00/hr	10/24/2023 6:57 PM
133	\$2.00 but I've been with the district for 19 years	10/24/2023 6:53 PM
134	20%	10/24/2023 6:49 PM
135	20% increase	10/24/2023 6:47 PM
136	\$3-\$5 an hour raise at least	10/24/2023 6:45 PM
137	I've been with the district for 8 yrs. Kindly TA, resource TA and now life skills TA for the past few years. I love my job but I couldn't live on my income alone. My son has worked at a fast food restaurant for a few months and makes almost what I do. I am going to school to finish a degree in education. It's very difficult with my income	10/24/2023 6:40 PM
138	3-5%	10/24/2023 6:36 PM
139	25.00	10/24/2023 6:35 PM
140	100 % - If para professionals are jumping up , doing tasks required , filling in as a teacher we should have better pay / planning time and collaboration time with teams.	10/24/2023 6:35 PM
141	\$3/hr raise	10/24/2023 6:24 PM
142	\$20,000 a year increase to become competitive.	10/24/2023 6:23 PM
143	5% increase per year	10/24/2023 6:18 PM
144	\$3.00	10/24/2023 6:13 PM
145	.50	10/24/2023 6:12 PM
146	At least \$5/hour for every level.	10/24/2023 6:00 PM
147	2%	10/24/2023 5:58 PM
148	\$20/\$25 per hour	10/24/2023 5:57 PM
149	\$25.00	10/24/2023 5:52 PM
150	25%	10/24/2023 5:41 PM
151	4.00	10/24/2023 5:38 PM
152	25%	10/24/2023 5:36 PM
153	\$1.50	10/24/2023 5:30 PM
154	22%	10/24/2023 5:29 PM
155	30.00 an hr	10/24/2023 5:28 PM
156	Percent, At lease \$2-\$3 more /hour. AA's do a lot of pay for minimal pay. Bus drivers are making more and getting bonuses.	10/24/2023 5:27 PM
157	10% to keep up w/the cost of living increases.	10/24/2023 5:20 PM

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158	5.00	10/24/2023 5:20 PM
159	\$2.00	10/24/2023 5:17 PM
160	\$10.00 an hour	10/24/2023 5:17 PM
161	Seven dollar an hour raise.	10/24/2023 5:16 PM
162	300	10/24/2023 5:15 PM
163	\$2.50	10/24/2023 5:15 PM
164	I have been with the district for over 15 years and new hires are going to make more money faster over time. I would like to see at least a 4-5 dollar raise	10/24/2023 5:15 PM
165	Paraprofessionals with credentials working in any Special Ed department should be making at least 36,000. year.	10/24/2023 5:14 PM
166	27.00	10/24/2023 5:12 PM
167	At minimum \$19-20 an hour after increase. So a \$3 - \$4 increase an hour.	10/24/2023 5:12 PM
168	5.00	10/24/2023 5:12 PM
169	A paraprofessional with degree and experience minimum \$25 the hour.	10/24/2023 5:09 PM
170	\$5.00	10/24/2023 5:07 PM
171	\$4	10/24/2023 5:06 PM
172	10%	10/24/2023 5:05 PM
173	5.00	10/24/2023 5:03 PM
174	8%	10/24/2023 5:03 PM
175	5%	10/24/2023 5:03 PM
176	2 dollars	10/24/2023 5:00 PM
177	17.00 hrs	10/24/2023 4:59 PM
178	35	10/24/2023 4:57 PM
179	\$2.50	10/24/2023 4:54 PM
180	At least \$25/per hour	10/24/2023 4:47 PM
181	10% at a minimum.	10/24/2023 4:47 PM
182	\$10 an hour	10/24/2023 4:45 PM
183	Inflation rate since last contract was 6.2 percent, therefore I would like 9.2 percent so that I can have an actual raise.	10/24/2023 4:45 PM
184	\$5	10/24/2023 4:40 PM
185	Plus 10\$ more per hour	10/24/2023 4:39 PM
186	2.50/hour	10/24/2023 4:36 PM
187	\$10	10/24/2023 4:35 PM
188	115%	10/24/2023 4:34 PM
189	At least 10% unless health insurance costs increase as well. The more if that's the case.	10/24/2023 4:34 PM
190	\$4.00	10/24/2023 4:32 PM
191	2-3%	10/24/2023 4:32 PM
192	I should be making no less than \$22 an hour.	10/24/2023 4:31 PM
193	Equal to inflation. 5%	10/24/2023 4:31 PM
194	7%	10/24/2023 4:31 PM

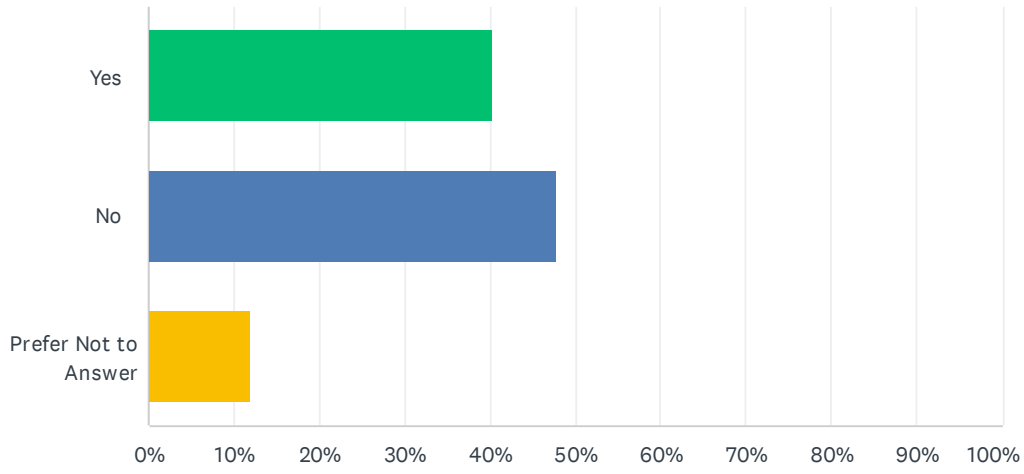
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195	3%	10/24/2023 4:28 PM
196	At least .50	10/24/2023 4:27 PM
197	2.00	10/24/2023 4:27 PM
198	5%	10/24/2023 4:27 PM
199	30.00	10/24/2023 4:26 PM
200	20% minimum. Totem employees are playing a crucial role in our schools. We are covering for teachers, managing student behaviors, and expected to have a higher level of education. The wages are not competitive with the labor market. Target pays more. Wendy's pays more.	10/24/2023 4:24 PM
201	20%	10/24/2023 4:24 PM
202	\$5. We should also earn more per hour when covering other positions. \$1.5 is not enough of a bump when covering 2-3 positions.	10/24/2023 4:23 PM
203	5-10%	10/24/2023 4:23 PM
204	I think a dollar more	10/24/2023 4:22 PM
205	I feel as though an increase of \$1.50 or \$2.00 is reasonable for a totem employee	10/24/2023 4:21 PM
206	Minimum 25 for hrs	10/24/2023 4:20 PM
207	meet expectations ~ 5%; exceeds expectations~5%+	10/24/2023 4:20 PM
208	8%	10/24/2023 4:19 PM
209	\$5 increase/hour	10/24/2023 4:17 PM
210	\$3.00 more an hour	10/24/2023 4:17 PM
211	6.00	10/24/2023 4:17 PM
212	10%	10/24/2023 4:17 PM
213	Any amount	10/24/2023 4:16 PM



### Q3 Do you work a second job?

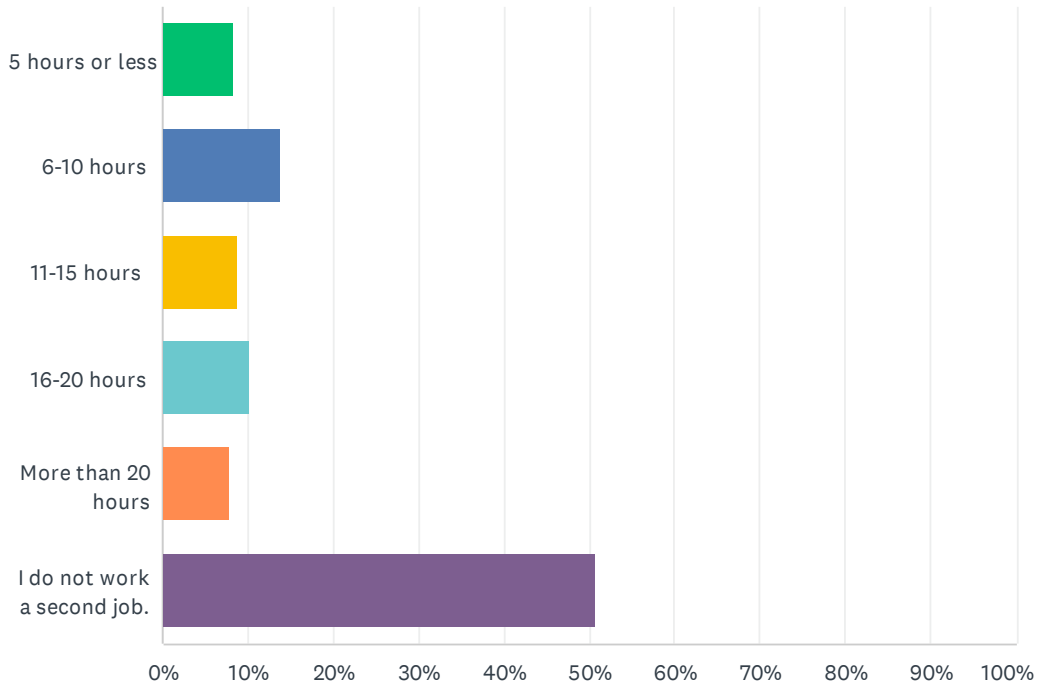
Answered: 228 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	40.35%	92
No	47.81%	109
Prefer Not to Answer	11.84%	27
<b>TOTAL</b>		<b>228</b>

## Q4 If so, how many additional hours per week do you work?

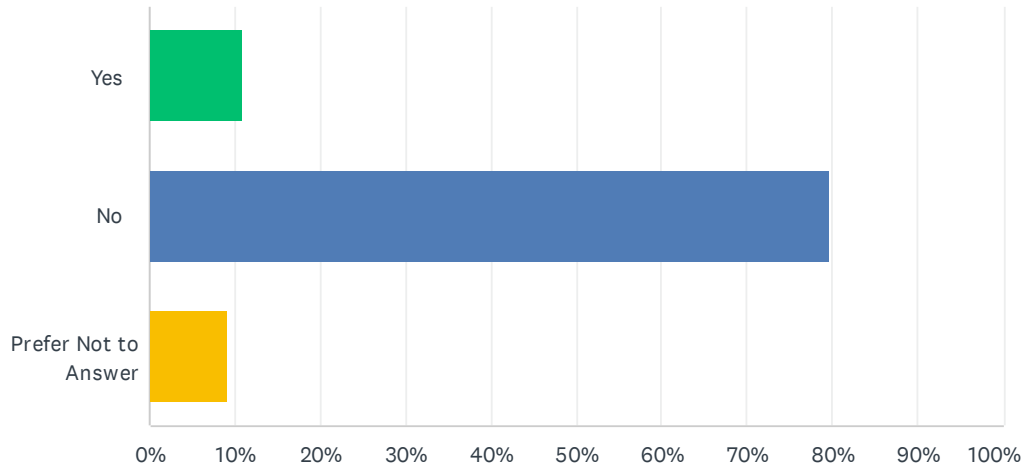
Answered: 215 Skipped: 13



ANSWER CHOICES	RESPONSES	
5 hours or less	8.37%	18
6-10 hours	13.95%	30
11-15 hours	8.84%	19
16-20 hours	10.23%	22
More than 20 hours	7.91%	17
I do not work a second job.	50.70%	109
<b>TOTAL</b>		<b>215</b>

## Q5 Are you currently on any type of public assistance?

Answered: 228 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	10.96%	25
No	79.82%	182
Prefer Not to Answer	9.21%	21
<b>TOTAL</b>		<b>228</b>

## Q6 Please share any further information you would like the TOTEM Negotiators to know when bargaining for your salary.

Answered: 162 Skipped: 66

#	RESPONSES	DATE
1	We badly need an a pay increase of at least 10 dollars an hour because of inflation and high prices	10/31/2023 6:58 PM
2	With current rent prices in Anchorage, it is extremely difficult for me to afford housing on my current wage, even splitting it with a partner. The district is also emphasizing the need for high quality educators in paraprofessional roles, but is paying barely above McDonald's wages for their work.	10/31/2023 6:14 PM
3	Inflation is a key factor	10/30/2023 11:45 PM
4	I feel that we shouldn't have to use PTO to be paid for snow days.	10/30/2023 10:05 AM
5	Resource TAs should receive the same hours and pay as Extended Resource. In the school I am in they get injured more frequently than ER paras. I believe they should also receive the hourly pay increase when working with students.	10/30/2023 9:22 AM
6	I don't have any dependents but still live paycheck to paycheck	10/30/2023 9:19 AM
7	We have been going backwards and 2% was nothing as a union we need to fight like we have in the past when we struck the last time we shut down ASD for one week the teachers wouldn't go to school because they said they couldn't do the job with out us we need to stand strong and let them know we need more money to do the job we do.The way the world is now we can't afford not to stike we have to show how it could be without us. It's a must.	10/28/2023 5:52 PM
8	I have worked for 25 years and have carp for retirement. Thanks	10/27/2023 11:17 PM
9	It has taken me 22 years (2002-2024) to make what I do now. Plus getting my PSP in order to get the additional percentage. I had to work second jobs and have assistance for the majority of those 22 years. I can now pay my bills but have very little left over for any type of emergency. It seems like every year that I THINK I'll have s little more in the paycheck, the district will raise our medical contribution or increase deductibles for medical.	10/27/2023 8:07 PM
10	It is very demoralizing when the district makes it a priority to increase the Substitute rate - due to short staffing throughout the district - meanwhile paraprofessionals are having to leave because we can't make enough to live on. (thus making the staff shortage even worse). This is not a case of "they dont' deserve to make the much", having quality subs is important... however, it does make me feel that my service and experience in the district is not valued.	10/27/2023 7:53 PM
11	Please let the district know that totem employees work directly with students all day. We influence students almost as much as teachers do. We should be paid fairly and treated as fairly as teachers.	10/27/2023 7:34 PM
12	Due to all the prices went up like... rent, foods, gas, etc.... we need our wages up we barely make it, we need to get another job to meet our needs.	10/27/2023 7:19 PM
13	Minimum starting wages should be no less than \$20.00 to be competitive with the job classification, experience/education required. Check on Alexsis you will see most clerical positions are in that pay range and ASD pops up @ \$16.54.	10/27/2023 12:31 PM
14	I work a second ft job and a third pt job just to not really make it pay check to paycheck. I'm lucky if at times I can afford top ramen just to scrap by on food till payday.	10/27/2023 12:19 PM
15	It's unfair that when the cost of living goes out, they don't give us more of a raise. I barely break 30 to 35,000 a year and I've been with a Anchorage school district since 2006. It's pretty ridiculous.	10/27/2023 9:11 AM
16	Those employees that have reached step P have shown dedication to the district and deserve	10/26/2023 6:05 PM

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wage increases (it is 1% now). Reaching step P shows dedication and to earn a 1% increase at that step isn't fair for those who work hard and plan to retire from the district

17	I love what I do. Primarily, I teach young learners in grades 3-8 how to read, write, spell and master math. I plan, prep, record, report, and work closely with teachers and my supervisors. What I do changes students' educational lives. What I do is worth more than \$18/hr.	10/26/2023 5:44 PM
18	I would really like a living wage where I can support my family and have my own home.	10/26/2023 4:35 PM
19	It would be nice to have enough income for our family needs in working just one job and have time for our families. Rather than working 2 jobs to fulfill our needs. Working as TA in SLC program is very challenging mentally and emotionally. With an increase wage we could also have more applicants to fill up our open positions.	10/26/2023 2:50 PM
20	It seems there is always money for special projects or the latest fad trainings for teachers and admin, but not enough to compensate support staff at a rate that is commensurate with the private sector. We are expected to do more and more with fewer staff. Maybe if we paid people a living wage we could retain talent and attract qualified employees? It's insulting when someone who has worked faithfully for years for peanuts finds out that bus drivers are getting more \$\$ plus signing bonuses.	10/26/2023 1:54 PM
21	I think special education staff needs some pay rise	10/26/2023 1:37 PM
22	The pay increase of overworked paras at Title 1 schools dealing with an increase in behavior and changing the title of paras who work with students in the PASS program or Affective Skills. This is behavior support not special programs. Paras are dealing with students who may have missed the SBBS program and come to secondary schools new to PASS. To be honest all paras at my site are dealing with high flyers.	10/26/2023 11:53 AM
23	Para's simply do not make enough. Fast food restaurants make more than the starting wage for the District. With 19 years in and a 6% increase from base I don't even make \$30/hour yet, but I do the job that two people previously held. This doesn't make sense nor do I feel valued.	10/26/2023 11:08 AM
24	We haven't had a raise in six years	10/26/2023 10:28 AM
25	I am grateful for your hard work and appreciate your advocacy for all TOTEM members. As a nineteen year ASD employee, I am proud to be part of our union. I hope the district will allow for a decent wage increase. We all deserve it.	10/26/2023 8:36 AM
26	The cost of living is going through the roof, our wages in no way reflect that. While I don't have a 2nd job, I work 9 & 10hr days just to keep up. Almost every day. I don't have the time for a second job, or I would get one due to financial challenges.	10/26/2023 7:19 AM
27	I thought that I would get the \$2.00 increase or even a \$1.00 but I didn't and it's okay. It would be helpful though. Thank You 🙏	10/25/2023 9:44 PM
28	It would be nice if the district offered a hiring bonus for paraprofessionals and secretaries, like they did for bus drivers.	10/25/2023 9:26 PM
29	Because we have students without a teacher present, we should be paid at least \$10 more per hour.	10/25/2023 9:06 PM
30	I do some of the teachers work. Correct report cards and run learning groups	10/25/2023 8:31 PM
31	I have been at the end of my pay scale, for many years and do not feel that my pay reflects the years working for the district. It is frustrating that our pay was frozen and others were getting step raises. They also took away our longevity bonus. It also saddens me that the retention bonus is the same for me, a (24 year plus employee) as people who were hired this year.	10/25/2023 8:31 PM
32	This is a hard skilled labor job! Also the hours are shorter than a "typical" 8 hours day/40hours a week job... and is only 9-10 months a year... and most causes you can't just get more hours	10/25/2023 7:32 PM
33	That the work we do is valuable and important and contributes to the overall function of a school (admin, etc.) We should not be considered less than.	10/25/2023 6:16 PM
34	I feel that us Paraprofessionals are now having to do the same trainings as Teachers and a lot of their same job responsibilities at school.	10/25/2023 6:00 PM
35	Be tough, be strong.	10/25/2023 5:40 PM
36	I've work throu earthquakes, different school and was never absent except for using my	10/25/2023 5:26 PM

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personal leave time to avoid use or lose. Bonuses and higher start pays are offered to fill slots right now and it's workers who continuously serve do not get any type of incentives or recognition.

37	Totem employees should not have to rely on second jobs or public assistance to live. ASD should pay a living wage. Especially for single income families, totem members should not be the working poor.	10/25/2023 4:56 PM
38	The increased cost of living in Alaska should be highly considered, that includes tax, shelter, food and transportation costs.	10/25/2023 2:15 PM
39	You will not fill positions without a pay rise. People will continue to leave without a living wage.	10/25/2023 1:45 PM
40	Been in the district for 7school year and didn't get much increase... we deal with kids with behavior, got hit and hurt sometimes and yet we felt unappreciated. My daughter whose just a working student offered a job at a clothing retail store with a starting salary of the same as mine now. Hoping for the better wages.. thank you!	10/25/2023 12:50 PM
41	I think the starting pay rate should be \$25.00 just like the bus drivers contract. If there were better wages we may not see so many open positions. People work elsewhere because they make more money.	10/25/2023 12:43 PM
42	First, the above questions would all be yes if my circumstances were different. I consider myself to be one of the lucky ones who works because I want to, not because it's a necessity. With that said, having students WHO MAKE MORE THAN I DO WORKING AT WALMART, MCDONALD'S, and OLIVE GARDEN is somewhat degrading. If you want to save the Totem Union, get your shit together & fight for your members. Do your research – I have. Also, if you REALLY care about members taking your survey – get the word out – send an email to ASD webmail and tell members this is a survey about pay – get flyers out to schools with a QR code so members can make their voices heard. Our Totem president should be making rounds to schools if that is what it takes to hear from the membership!! DO BETTER TOTEM BOARD, DO BETTER.	10/25/2023 12:07 PM
43	We are so short on paras due to low pay wages. I feel like the situation is only going to get worse. Many of my peers have expressed frustration with the district. They are feeling unappreciated by the district and a couple of them have told me they will not be returning to ASD next year. They feel that for what they have to put up with from students kicking, biting, cussing, and overall disrespect from the students, they do not get paid enough to deal with such rudeness.	10/25/2023 12:01 PM
44	As a Special Education Paraprofessional, I feel that we are extremely under appreciated and neglected in our positions. Daily I am exposed to a high paced constantly changing and potentially hazardous environment. The current low wages do not reflect my current job description. I feel that it is ridiculous and absolutely stupid and absurd that we are required for school scheduled breaks and holidays to use our already low percentage of PTO accrued in order to get paid during these breaks and holidays instead of being able to save it for other instances such as emergencies or sickness. I feel that our current policies and board members are inadequately representing its members/the totem employees. It makes myself and others I know and work with daily feel unappreciated and as if we do not matter and are just another number for someone else's paycheck. We are not being well represented by our union and makes me wonder why am I paying dues for someone that is not willing to properly represent me and care to fight for me and my value as an employee of the district.	10/25/2023 11:59 AM
45	They need to know daycare is \$1200 a month usually due on the 1st and my paychecks are \$1000.	10/25/2023 11:31 AM
46	Like I said above, most entry level jobs with only a high school diploma, are making much more to start than the school district's starting pay. Those of us with 10, 15, 20 years of experience should be paid for our experience, not continue to receive entry level wages. I've maxed out steps and only get a few cents raise each year, that doesn't keep up with cost of living. I can't afford a house, I can barely buy groceries and gas at times, especially in the summer when we are not paid at all. I've raised my kids on poverty level wages. When people hear I work at a school, they assume I make plenty of money. Hhahaha, so untrue. My kids are on DenaliKidCare, we qualify for reduced/free lunch, etc. I plan to quit this job as soon as my kids all graduate, to find something more lucrative, and easier.	10/25/2023 11:13 AM
47	People are leaving totem because of how unfair the wages are. It has been complained about and brought to your attention for years. Many people have been outspoken. If the wages don't	10/25/2023 10:30 AM

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rise to an acceptable level, I don't see many people staying with the totem union.

48	Why are fast food and grocery workers making more for starting pay? Now that there are requirement changes for all Paraprofessionals will there be a change in pay? A big reason why there is many vacant paraprofessional positions is due to pay. People are starting to know their worth. No one wants to work as a paraprofessional in sped while short staffed, while everything is getting more expensive and pay isn't getting raised.	10/25/2023 10:23 AM
49	Please fight for fair wages and a few well deserved perks, such as yearly bonuses	10/25/2023 9:26 AM
50	Inflation is overwhelming. For me cost of living is up 40 percent compared to 2 yrs ago	10/25/2023 9:03 AM
51	A 1% wage after you reach P step should be increased on 25/an hour you only get a quarter not encouraging to want to stay longer	10/25/2023 8:54 AM
52	This would bring us close to what us being paid by private companies for similar work. I am going to have to consider leaving the district at the end of this year to take a job at private company where I will start out at \$25 an hour OK with comparable benefits to ASD. I would prefer not to do this!!	10/25/2023 8:50 AM
53	After 7 years in SLC i'm barely making \$20 an hour, 2 years at FedEx my friend is making over \$25 an hour. It's insane that i'm still not making a living wage, When even fast food employees are making as much or more than SLC Para's, this is unacceptable.	10/25/2023 8:42 AM
54	The wage increases we have received in the past 9 years (3% total) do not even cover the amount our insurance increases by, so I consider that not being a raise at all. Sometimes, it's even a wage decrease. So our wages need to be raised a significant amount to cover the non-raises we have received for the last 9 years. Plus, the cost of living has increased significantly and we no longer are receiving a living wage. McDonald's employees start out at the same wages as our Totem employees! Please make sure that we get at least 10% - we cannot go on taking the cut so that teachers and upper level administration can get their raises. The district is wearing out the Totem workers, and we cannot get positions replaced when someone leaves because the district does not value them enough to pay a living wage. Totem employees are the support for the whole district. When you take away the support for a bridge, the bridge collapses. Take away Totem support, and the District will be in a world of hurt. They must give us a decent wage increase. If not, we need to strike until we get one. We cannot keep on letting them walk all over us by just bypassing us in the wage department. We will not stand for it.	10/25/2023 8:36 AM
55	I don't work a 2nd job currently, as I dedicate time to TOTEM directly several ways. A 2nd job may become more of a priority with rising prices to everything and the decrease in value of the current hourly wages.	10/25/2023 8:29 AM
56	Please take away the wording " or whatever your principal says as directed." Give Kinder Paras full time status so we can use the asd Healthcare clinic. Pay regular Kinder paras as much as sped due to the amount of children with special needs that come into Kindergarten without a 504 or IEP. We have to wait for months to get correct placement for these kiddos in turn I am doing 1 on 1 in my class with barely any support. KEEP Kinder paras in the classroom not spread between several duties! I am only in my class for 2 hrs out of 5.5 hrs.	10/25/2023 7:45 AM
57	For what I do on a daily basis in the classroom I'm very undervalued and underpaid	10/25/2023 7:43 AM
58	Due to huge increase in cost of living, I have to work most weeks over 30 hours at a second job. That's exhausting! It is also VERY discouraging when a long term sub comes in making over \$250 A DAY and you are having to do their job for them. It's a huge slap in the face!	10/25/2023 7:40 AM
59	Retention bonuses they're giving start out bonuses. How about 12 months salary pay	10/25/2023 7:27 AM
60	Needs to have real cost of living steps. Alaska is a unique and expensive place to call home, \$0.10 step ups and increases are not helpful	10/25/2023 6:57 AM
61	I love my job, or I would go work somewhere else to make more money. I feel an increase in pay would help retain more employees and attract more employees.	10/25/2023 6:08 AM
62	I am the AA in a middle school office. We are so busy ALL the time, we never get breaks or lunches. IF we do get a lunch, it is while we are working. Parents, students, and other staff watch us eat while we are helping them. Middle Schools need another office person. I rarely have time to do my job because all I am doing is answering the hundreds of calls we get every week and the never ending doorbell. Our registrar/attendance person is frustrated because she	10/25/2023 6:08 AM

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can't do both. If she focuses on registrations, that happen for us continuously because of military, she misses a bunch of calls and vice versa. We get yelled at by parents all the time because we missed their call, even though we are constantly on the phone with other parents. We get yelled at by parents because they dropped something off for their student and we couldn't get it to them in a 'timely' fashion, because they need to pick up their student 'right now', etc. Again, WE NEED ANOTHER OFFICE PERSON! There is no incentive to go above and beyond in a job where we do not feel valued. Some of us have that in our blood and do it anyway but end up struggling to want to go to work. I work 2 jobs and some overtime just to make ends meet while also going to school so I can get a better paying job that will allow me to support myself without assistance. The district needs to do better in showing appreciation for their office staff. Many of us 'run' the school and are 'expected' to do everything, with out the pay.

63	I have a child who is disabled, and my wage that I make for all these years I have been with totem as a union and not receiving a raise or bonus is not acceptable. And it is not enough to support my family. For all the work that is done in my capacity. as an employee. as an employee, I feel under appreciated.	10/25/2023 4:14 AM
64	With the work that I am doing with students that has special needs, I am always at risk of getting hurt. We're always dealing with behaviors everyday.I dealt with that and the work compensation wasn't a great help for me.	10/25/2023 3:07 AM
65	Life Skills and Pre School Paraprofessionals should be paid more for all of the work that we do. We deal with students that are at times aggressive/violent. We are with the students more then the teachers are and some of us are expected to enter data not just collect it. We put up with a lot and still come to work everyday even when we're sick because if we don't we lose money.	10/25/2023 12:06 AM
66	We need more than \$1.5/h extra to cover for the front office. \$10/h would be worth the load of work	10/24/2023 11:34 PM
67	1) we change diapers 2) some students is very challenging in his/her work overall lots of learning and teaching	10/24/2023 11:01 PM
68	The district (and principals) pay subs to fill paraprofessional positions, at at teacher sub rate. This has happened even when I have gotten my own sub to cover me as a sped para. They were then switched and paid at a teacher sub rate! This is clearly due to the fact that there are no subs to fill our positions. This rate is much higher than most paras make. It is a slap in the face to have someone be paid significantly more to fill your job, the job you work hard at, but are not valued. Often, these subs are not experienced enough to do our jobs effectively. I often hear "at least there's a warm body" to cover. Teacher Subs are being paid daily, weekly and in my school for months to cover sped para positions, and yet they come to us for questions and help, have no idea how to work with sped kiddos, while making much more money. I believe in our contract they should not be allowed to fill para positions at sub teacher rates. The schools would be in dire straits and would need to figure out how to cover sped kids. Then perhaps the district would value us as professionals. We will never get anywhere if the district continues to pay subs at a higher rate than permanent classified employees.	10/24/2023 10:59 PM
69	I enjoy the work I do and have worked in the district for 7 years. I get pay increases for my master's degree, work in special ed, in a title one school and even with the differential I don't even make \$20 an hour. We definitely need a wage increase.	10/24/2023 10:46 PM
70	In order to keep employees for longer term and also to hire the right people for the job - the income needs to be higher. Unfortunately, we either have people not qualified to do the job right or we have overqualified people that will not stay for long. It is a very small niche where the employee is good and affords to keep the job - having another higher income in the household or working more jobs. It is sad when most teenagers make more money per hour working in part time jobs than many ASD hourly paid employees. Another example is the different pay - for the same job - even when the hourly employee has a bachelor degree there are extra duties that do not pay the same as a teacher's adenda. The list can go on ... hiring needs to be more selective or raise some standards ... but in order to have the right employees apply for these positions the income needs to be higher.	10/24/2023 10:38 PM
71	I could never live off my salary alone, and I accept that. I would like to work full time, and am unable to do so because the district won't let me.	10/24/2023 10:28 PM
72	Paras should make a livable wage	10/24/2023 10:27 PM



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73	We work hard. I had one teacher say you all para educators and work harder than some teachers. We are watchers within our own right just not certificated. There's reason some us couldn't advance on to get degrees. We work hard to make sure teachers students feel supported and are learning and meeting benchmarks in curriculum.	10/24/2023 10:20 PM
74	A large portion of our leave is used being able to maintain pay over breaks, emergency closures, with the remainder usually going to fill the gap between the end of school and when we can start a summer job. We have not received a substantial raise in the 17 years I have been a paraprofessional while cost of living, inflation, and benefit that comes out of our paychecks have increased. I can no longer afford to stay in a career that does not pay a living wage.	10/24/2023 10:18 PM
75	While I am not currently working a second job, I am a single income household and am actively looking for a second part time position. LI have been using savings in order to supplement my income to pay monthly bills, buy gas for my car and groceries.	10/24/2023 10:08 PM
76	Should get hazard pay	10/24/2023 10:01 PM
77	Sometimes I work additional hours for asd	10/24/2023 9:44 PM
78	Before the pandemic I did have a second job. Now I'm too tired from my ASD job to even think about getting a second job, even though financially I really need one!	10/24/2023 9:42 PM
79	I make \$24 or so an hour, people cook start at McDonald's for \$20 an hour. I've been with the district since 2006 and I'm only making \$24 an hour!	10/24/2023 9:32 PM
80	While it is wonderful that paras received an additional \$2/hr this year for the behavior support jobs - they now make substantially more than the clerical jobs, creating inequities on the job. All positions need a raise. Our wages also need to go beyond step "P" to be truly valued for our years of knowledge and dedication.	10/24/2023 9:27 PM
81	Most of us are required to know how to instruct students/small groups using the current taught curriculums and replacement curriculums across all the grade levels we assist with. If we have this knowledge base and are asked to have a college degree, 48 credits or a passing score on a para pro exam I believe we should be able to make a livable wage.	10/24/2023 9:09 PM
82	Starting salaries for para's is way below where it should be. Also, there should be a differential for different AA's. Some have more responsibilities and duties than others. They should be paid the same.	10/24/2023 8:50 PM
83	The responsibility and expectation of the job is higher then the pay.	10/24/2023 8:48 PM
84	I am a retired teacher and feel that my salary is not what it should be for the job/jobs that I do.	10/24/2023 8:37 PM
85	Having the same job title for the State (actually doing just your job title and not more) will get paid more money. Cost of living has risen but our pay has not. Makes it hard for people that actually love working with students to stay in these job titles for less money.	10/24/2023 8:30 PM
86	Need more money. Im collecting SS and working to make ends meet and most of the time it isnt enough	10/24/2023 8:24 PM
87	Inflation and consumer goods are 8% and we should get a minimum of 3% increase.	10/24/2023 8:24 PM
88	That we have families to support just like teachers.	10/24/2023 8:20 PM
89	The amount of work done cannot be completed within the time frame allowed to do the job. There is a need for additional time added for completion. As of right now, the only time allowed is to work with kids teaching groups of math and WIN. The other times allows for inclusion and minimal allowance for family communication, interpreting, translation, etc. which takes more time to complete and on a short deadline.	10/24/2023 8:08 PM
90	SpEd is understaffed, Paras are doing more, many of us are subbing as the cert teacher (we get the differential) but little to no planning time and no extra bodies to do the leg work on prep for SpEd	10/24/2023 7:59 PM
91	TAs are so understaffed. We are doing work meant for 2 people. I hope that you will also consider giving resource TA a raise. We also deal with kids with behavior problems. We feel that we are being left out.	10/24/2023 7:54 PM
92	You all have a tough job. Do your best and I'll stand by your decisions.	10/24/2023 7:54 PM

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93	Insurance co pays	10/24/2023 7:38 PM
94	I am grateful for the luxury of a spouse who earns a living wage. Otherwise I would certainly be forced to work a 2nd job.	10/24/2023 7:19 PM
95	I am a single mom of 2 children I can not afford my bills on my own with my current position with ASD. I have to rely on public assistance to make it.	10/24/2023 7:16 PM
96	I don't work a second job but I have a second income as I'm retired; who could raise a child or pay for food on \$15,000 a year with no health insurance? We are on Free & Reduced Lunch. I'd happily have worked this summer had ASD not been determined to pay me only a Kindergarten TA salary for any job I worked, from Bilingual Tutor to Special Ed. TA. Why should or would anyone work for over \$2.00 an hour less than what a position warrants?	10/24/2023 7:14 PM
97	Stop the high turnover of staff at schools because of salary. Getting subs would be easier too.	10/24/2023 7:13 PM
98	Living cost has gone up so much in the last few years, yet our wage stays the same.	10/24/2023 7:10 PM
99	Appreciate this survey!	10/24/2023 7:09 PM
100	I would like the PSP program to remain intact- I believe that the district tried to eliminate it last time?	10/24/2023 7:05 PM
101	We are living in very difficult days and trying to keep up with my bills is so hard.	10/24/2023 6:58 PM
102	There needs to be better recognition of staff who been with the district long term. Rising health insurance costs are lowering my take home pay and I'm not progressing upwards.	10/24/2023 6:53 PM
103	Paras wear many hats. I work in classes and with small groups. But I also do lunch/recess, I am a crossing guard, I work in the office, I run the incentive system for our students, I substitute teach and now with mClass, I also spend hours just on prep for my small groups and am expected to do intervention instruction. All to barely afford a 2 bedroom apartment every month. Something is off here.	10/24/2023 6:49 PM
104	I have worked for ASD for over 15 years, and even at the top of the pay scale, I would not be able to support myself without a second income. The pay scale has not kept up with the cost of living in Alaska, and the workforce is sparse. If the district doesn't step up and increase our pay, we will not attract new employees to fill the positions we are losing to retirement.	10/24/2023 6:47 PM
105	The least we could get is a livable wage for the work we do. The turnover rate would prob go down significantly.	10/24/2023 6:45 PM
106	Life skills is very hard but rewarding. I love working the kids in my class. You have to have a heart for these kids to do this job. You go home exhausted, bruised, sometimes with many bite marks. It's extremely draining. You really need to up the pay to make people who love this job stay in the field.	10/24/2023 6:40 PM
107	I live pay check to paycheck. Sometimes I can pay full on my bills.	10/24/2023 6:35 PM
108	I am the sole provider for my children. As a single mother already working 40 hours a week, I need a livable income that will provide for myself and my two children in today's world. Prices of everything have gone up in recent years. Our wages should reflect that.	10/24/2023 6:29 PM
109	ASD is losing and not retaining quality employees because they can get paid as much or more at other easier jobs. McDonald's starts at \$15. TA's should start at \$18-\$20. AA's at \$24-\$25 starting to be able to compete with the muni and state to draw and retain quality employees.	10/24/2023 6:24 PM
110	Na	10/24/2023 6:23 PM
111	Thank you so much for all you do!	10/24/2023 6:18 PM
112	Just because we work in the Resource part doesn't mean we do not deserve a raise. Because we totally do deserve a pay raise! We work just as hard as life skills paraprofessionals do. We also have bad behaviors in Kindergarten—Sixth Grade. What we go through on a daily basis with behaviors for resource paraprofessionals we deserve a pay raise for sure. Getting hit, yelled at, name calling when getting paid only \$18.46 and a \$.75 raise is not enough money. Yes I only have one job and that's with ASD however I do have medical bills that need to be paid I mean we all do. In order to keep the paraprofessionals working within ASD we should have a pay raise otherwise you're going to lose more Paraprofessionals and will get a much better paying job somewhere else that gives you that \$24.00. The only way they will keep	10/24/2023 6:13 PM

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safe, caring adults working with children is by being competitive with salary. I don't know why they think high turn over rates are a good thing for kids. The only way they will keep safe, caring adults working with children is by being competitive with salary. You want more people to join the Union show all paraprofessionals you guys care and give all the paraprofessional the money we deserve.

113	Work time is good because I'm a single mom. But financially, it's hard because TA does not have enough pay.	10/24/2023 6:10 PM
114	Totem employees have been neglected for far too long. Bonuses do not count we haven't had a pay increase for too long and the 6% for the total amount on our last contract wasn't enough. The district needs to step up	10/24/2023 6:00 PM
115	Cost of living increases. We need a bump to help with cost of gas and groceries	10/24/2023 5:58 PM
116	I work very hard in SpEd in ER self contained classroom. I never call in sick & am always early to work. I love what I do & it shows in my work ethic.	10/24/2023 5:57 PM
117	With the requirements that are being asked of us a significant increase in pay and not a constant increase of our benefits would be needed.	10/24/2023 5:52 PM
118	I feel like all the expectations that are now put on us we deserve the 25% increase.	10/24/2023 5:41 PM
119	There is such a high demand for educated workers however some of these jobs are risky when dealing with volatile behaviors.	10/24/2023 5:38 PM
120	People who serve these students at Fast Food stops EARN MORE than a person who educates them so they can work at the place!!!!	10/24/2023 5:36 PM
121	N/A	10/24/2023 5:30 PM
122	I'm current working both Secretary and AA and have been doing so since July. I am only getting 1.50 more an hr and I didn't even get the 2.00 more an hr for moving up to AA. The money is not worth the amount of work I'm doing and stress on my health it's causing me.	10/24/2023 5:28 PM
123	Just want comparable wages	10/24/2023 5:20 PM
124	None	10/24/2023 5:20 PM
125	I could not support my family on the wage I earn now. My husband's income I what truly supports my family	10/24/2023 5:18 PM
126	If you want totem employees to stick around, the pay and benefits need to be adequate for the job. There should also be a sick leave bank created instead of all leave being lumped out of one category. I'd also like to add the totem union pulling 3 hrs out of everyone's leave bank is not the best or respectful method to pay for the totem representatives to conduct business. Those hours are earned by hard working employees with families . Every hour counts when there is a snow day or the families have sick children to care for.	10/24/2023 5:16 PM
127	Need to have living wages.	10/24/2023 5:15 PM
128	What happened to the bonuses?	10/24/2023 5:15 PM
129	The pay is not adding up to the job description. More job duties are being added but no more pay is being added. Students are having more behaviors than ever before. Why would anyone want to work dealing with students at \$14 hour starting pay when you can flip burgers for \$16 hour. Honestly, I can make more an hour as a phlebotomist that only took 10 weeks of training than what took me 10 years to make at ASD. Thank you.	10/24/2023 5:14 PM
130	Ty	10/24/2023 5:12 PM
131	The cost of living and childcare is too much for myself and others to be able to afford to work for ASD and make ends meet. More people would show up to work if the wages were better suited for living and having a sustainable life.	10/24/2023 5:12 PM
132	Working 99% with short staff is vey exhausting. We are doing our job by heart . We really need to do something to solve this big problem that is affecting the success of the education.	10/24/2023 5:09 PM
133	I work two extra jobs plus I work sporting event gates for ASD on top of my regular ASD job and the other two jobs to be able to pay regular bills not extra stuff like trips, cars or fancy things just basic necessities. I've been at the end of my pay scale for years. Why should I	10/24/2023 5:07 PM

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stay??? I don't get any extra bonuses for my longevity. Not sure why I am part of a union when I can't explain what they do for me even though my whole family are in a union. I'm ready to strike if needed to make a point with the school district!

134	Pay increase to match and reflect what new hires are getting	10/24/2023 5:06 PM
135	Inflation has dramatically reduced how far my paycheck goes. I've been a loyal employee for 20 years and I want to be compensated respectfully.	10/24/2023 5:05 PM
136	I work two jobs to be able to pay mine & your salary.	10/24/2023 5:03 PM
137	I feel that more positions would get filled if wages were better.	10/24/2023 5:03 PM
138	We work really hard at our jobs and deserve a wage that matches that heavy workload.	10/24/2023 5:03 PM
139	McDonald's pays 16.00 hrs	10/24/2023 4:59 PM
140	Extra pay for endless diaper changes. Every paraprofessional deserves behavior extra pay difference	10/24/2023 4:57 PM
141	McDonalds and Carrs pay more than ASD which causes a shortage of workers and puts more stress on those who have stayed.	10/24/2023 4:54 PM
142	People are leaving due to the low wage.	10/24/2023 4:47 PM
143	\$18 an hour is not fair compensation for the hard work and dedication of caring for and educating our future children. I have to work two jobs to contribute to my family. I continue to work with children because I love my job but I often feel over worked because I have to work and additional job to help my family make ends meet.	10/24/2023 4:45 PM
144	Don't settle for less than the inflation rate	10/24/2023 4:45 PM
145	We often do a lot more work than on our job description	10/24/2023 4:40 PM
146	I am a speech para, we deal with a lot, even in short door h sessions behaviors, cleaning up, technology/equipment, coordinating, trouble shooting , materials prep, almost always has to work even during break time, drives to more than 1 school etc etc	10/24/2023 4:39 PM
147	Please we are drowning here and it has gone too far for penny pinching to help. I had to choose between rent and food again this month. I'm tired of it.	10/24/2023 4:34 PM
148	If it were not for my spouse having a well-paying job, we would not be able to afford our house. Even so, I have to work seven days a week to help make ends meet. We should be earning a livable wage so that we are in a better position mentally to handle the stressors of our jobs with the school district. We can get hired serving fast food and earn as much or more than we do when we get hired with the district, yet the prerequisites and ongoing training requirements for our positions with the district are much more stringent.	10/24/2023 4:32 PM
149	Honestly, I would just like to be able to afford to live. As a para my hours will never hit a full 40 hours a week. I do not make enough to survive on my own. I make so little that I qualify for medicaid. I may not have a teaching degree but the work I do is hard and I deserve fair pay for that work. I am a special education para. This means I work with some very difficult behaviors and have even been physically assaulted by small children. I deserve fair pay for the work I do.	10/24/2023 4:31 PM
150	We struggle to put food on the table. Gas in the car. Those kind of things.	10/24/2023 4:31 PM
151	A competitive wage is important not just for me, but to draw in other qualified employees to prevent overworking and maintain safety and quality education for the students in our care and the families we serve.	10/24/2023 4:31 PM
152	If I was a single mom I wouldn't be able to afford working for the district. I can barley make bills work and we are. Two income home.	10/24/2023 4:28 PM
153	We pay for health insurance and retirement so it decreases our pay as well as taxes	10/24/2023 4:27 PM
154	Most rent are from avg \$1200-1400...up to \$1800 for a 2bdm	10/24/2023 4:26 PM
155	ASD has a choice to make. Do they want to continue on fumes without the necessary staff or do they want ASD jobs to be desired with a competitive pool of applicants? Right now, I'm here to help this school and consider myself mainly a volunteer.	10/24/2023 4:24 PM

TOTEM Wage Negotiation Survey - Due October 31, 2023

156	Not all administrative assistants are equal and shouldn't be paid the same. Pay should represent the amount of work!	10/24/2023 4:24 PM
157	It should be easier for clerical staff with degrees to earn their pay increase. I have a masters degree and some paras with no degree make more per hour.	10/24/2023 4:23 PM
158	Cost of living has skyrocketed and my family can barely stay above water. Medical costs even after insurance pays their part is the worst.	10/24/2023 4:23 PM
159	I don't have anything else to add	10/24/2023 4:22 PM
160	The hourly increase	10/24/2023 4:17 PM
161	It's frustrating not being honored for the work we do. I could make more working at a grocery store. I love my job and it's all about my students but I need money to survive all the price hikes.	10/24/2023 4:17 PM
162	Think the starting salary is terrible for what what positions do .. I only am making more as I have over 20 years working and people start out making more than me now in the private sectors	10/24/2023 4:17 PM