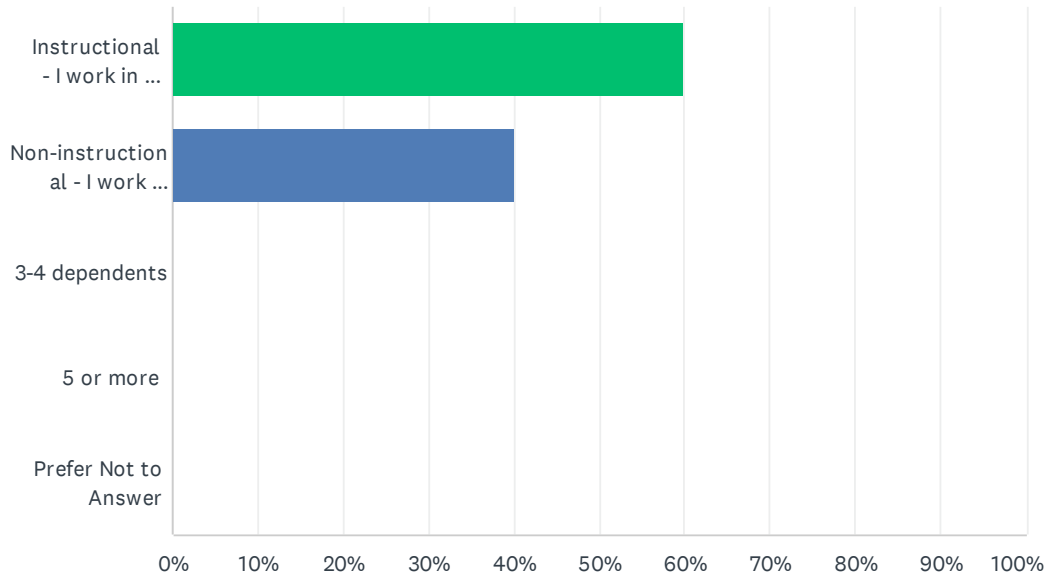


Q1 What is your job with the Anchorage School District?

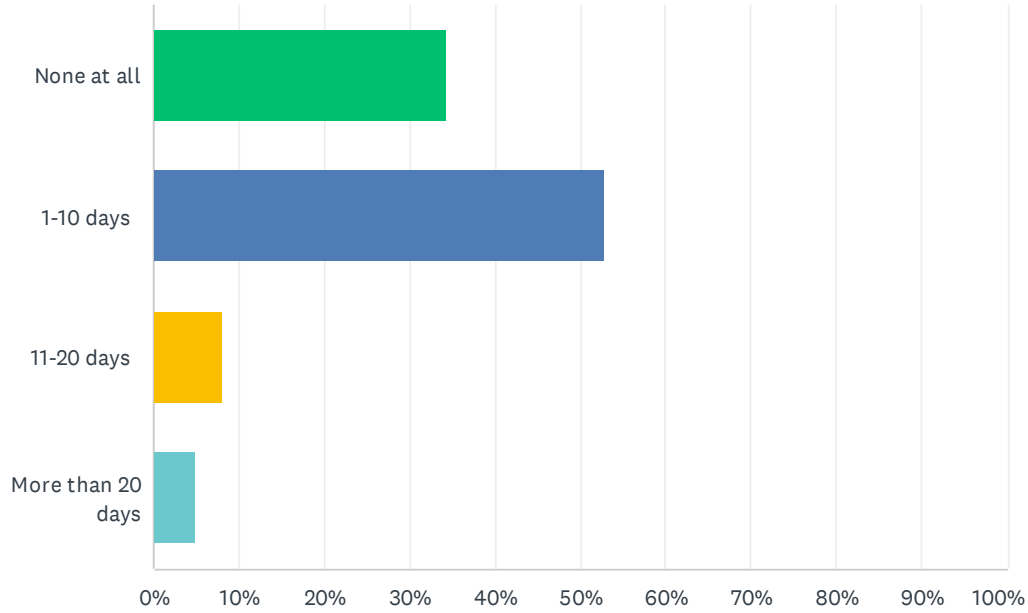
Answered: 224 Skipped: 0



ANSWER CHOICES	RESPONSES	
Instructional - I work in a classroom.	59.82%	134
Non-instructional - I work in a school office or other ASD office location.	40.18%	90
3-4 dependents	0.00%	0
5 or more	0.00%	0
Prefer Not to Answer	0.00%	0
TOTAL		224

Q2 How many days this year have you been asked to sub in for a classroom teacher?

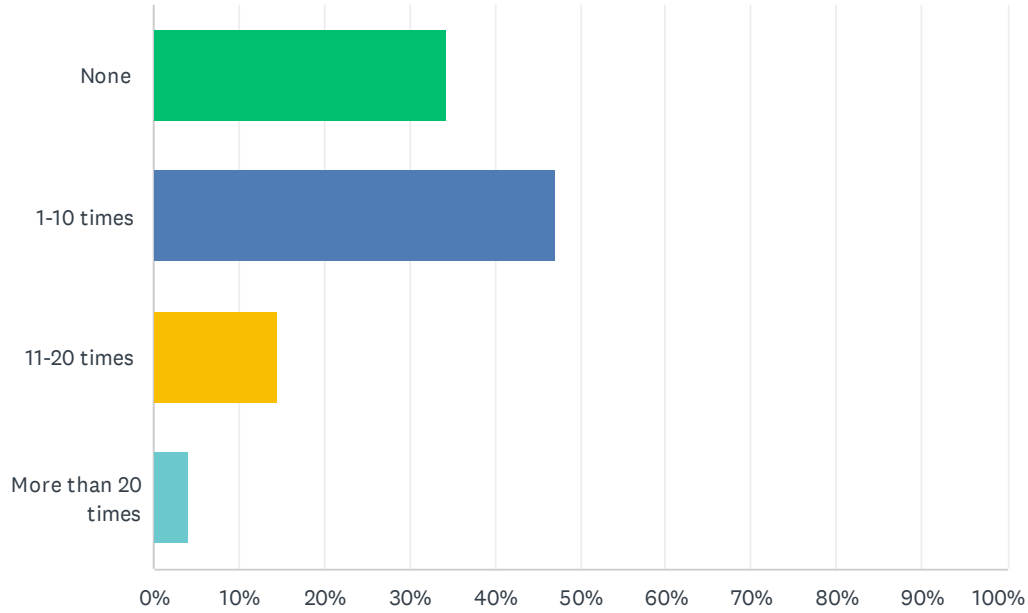
Answered: 125 Skipped: 99



ANSWER CHOICES	RESPONSES	
None at all	34.40%	43
1-10 days	52.80%	66
11-20 days	8.00%	10
More than 20 days	4.80%	6
TOTAL		125

Q3 How many times this year has student behavior resulted in a room clear in your work location?

Answered: 125 Skipped: 99



ANSWER CHOICES	RESPONSES	
None	34.40%	43
1-10 times	47.20%	59
11-20 times	14.40%	18
More than 20 times	4.00%	5
TOTAL		125

Q4 How many times has student behavior resulted in an injury to you this year?

Answered: 124 Skipped: 100

#	RESPONSES	DATE
1	None to me, 2 to two others (hitting & throwing item)	1/7/2024 9:02 PM
2	5	1/4/2024 10:13 PM
3	None	1/4/2024 9:42 PM
4	Three	1/3/2024 1:55 PM
5	0	12/30/2023 2:42 PM
6	1	12/29/2023 9:16 PM
7	Many	12/29/2023 3:53 PM
8	Hurt ears (above 90 decibels per my smart watch) a couple of times	12/29/2023 1:54 PM
9	None	12/28/2023 9:15 AM
10	None	12/27/2023 10:14 AM
11	None	12/26/2023 8:35 AM
12	2	12/25/2023 9:13 PM
13	0	12/25/2023 9:37 AM
14	none	12/24/2023 10:18 PM
15	0	12/24/2023 12:53 PM
16	None	12/24/2023 6:39 AM
17	None	12/24/2023 12:21 AM
18	None	12/23/2023 7:26 PM
19	10+	12/23/2023 5:34 PM
20	0	12/23/2023 5:22 PM
21	0	12/23/2023 10:42 AM
22	none	12/23/2023 8:14 AM
23	1	12/23/2023 7:57 AM
24	None	12/23/2023 12:09 AM
25	none	12/22/2023 8:54 PM
26	0	12/22/2023 8:27 PM
27	None	12/22/2023 6:13 PM
28	N/A	12/22/2023 5:32 PM
29	None this year so far	12/22/2023 5:19 PM
30	I have not had a injury however I have been cussed out threatened scream at name calling	12/22/2023 4:23 PM
31	0	12/22/2023 4:19 PM

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32	0	12/22/2023 4:09 PM
33	2	12/22/2023 12:12 PM
34	5-10	12/22/2023 10:08 AM
35	0	12/22/2023 9:57 AM
36	None	12/22/2023 9:45 AM
37	Around 30+	12/22/2023 8:40 AM
38	None	12/22/2023 8:12 AM
39	Not to me but the teacher.	12/22/2023 7:54 AM
40	None	12/22/2023 7:46 AM
41	Not to myself but a co -worker in our class	12/22/2023 7:42 AM
42	Numerous	12/22/2023 7:29 AM
43	4-5	12/22/2023 7:22 AM
44	None	12/22/2023 7:06 AM
45	0	12/22/2023 6:10 AM
46	2	12/22/2023 5:31 AM
47	3	12/22/2023 12:22 AM
48	1	12/22/2023 12:07 AM
49	0	12/21/2023 11:45 PM
50	None	12/21/2023 10:58 PM
51	0	12/21/2023 10:44 PM
52	2	12/21/2023 10:34 PM
53	None to myself	12/21/2023 10:28 PM
54	No	12/21/2023 10:19 PM
55	maybe 3 or 4	12/21/2023 10:13 PM
56	6	12/21/2023 10:04 PM
57	atleast 4	12/21/2023 9:50 PM
58	None	12/21/2023 9:45 PM
59	20+ times	12/21/2023 9:31 PM
60	0	12/21/2023 9:30 PM
61	Almost everyday	12/21/2023 9:25 PM
62	None	12/21/2023 9:19 PM
63	0	12/21/2023 9:11 PM
64	1	12/21/2023 9:10 PM
65	1	12/21/2023 9:06 PM
66	3	12/21/2023 8:51 PM
67	0	12/21/2023 8:48 PM
68	Bruise many times	12/21/2023 8:43 PM
69	0	12/21/2023 8:41 PM

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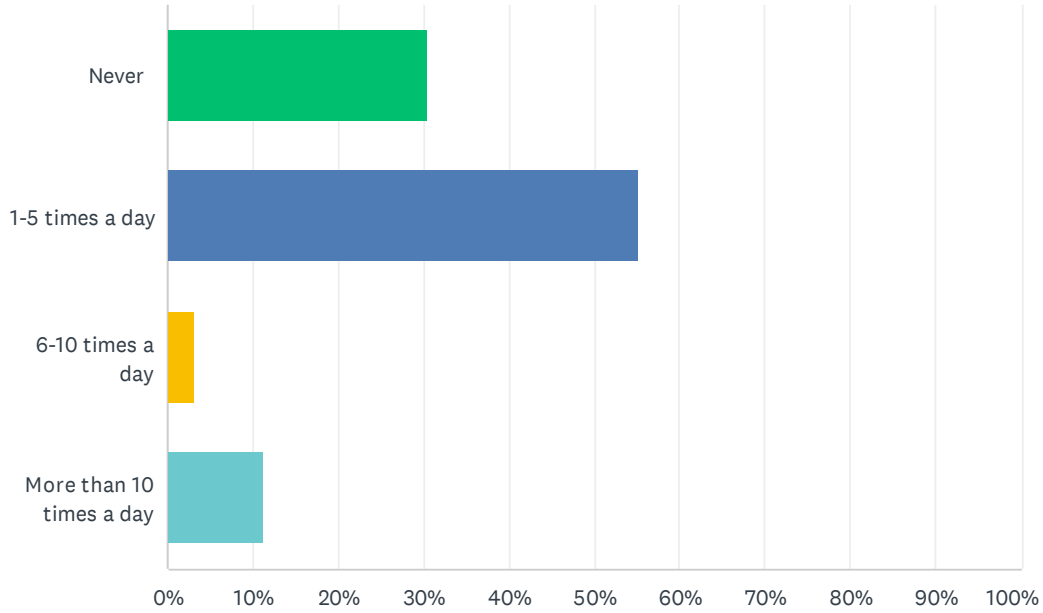
70	Maybe more than 5 times not a major injury but I didn't know how to get out of the situation probably it would've a bad one.	12/21/2023 8:30 PM
71	1	12/21/2023 8:25 PM
72	0	12/21/2023 8:21 PM
73	0	12/21/2023 8:04 PM
74	3	12/21/2023 7:52 PM
75	Working in jr high not as much as elem	12/21/2023 7:45 PM
76	0	12/21/2023 7:45 PM
77	0	12/21/2023 7:33 PM
78	2	12/21/2023 7:30 PM
79	0	12/21/2023 7:23 PM
80	4	12/21/2023 7:21 PM
81	10 or more	12/21/2023 7:18 PM
82	0	12/21/2023 7:14 PM
83	None this year	12/21/2023 7:13 PM
84	None, but I have been lightly hit and have had small objects thrown at me.	12/21/2023 7:07 PM
85	none	12/21/2023 7:05 PM
86	2	12/21/2023 7:02 PM
87	Not in the schools	12/21/2023 6:56 PM
88	I have been hit, kicked, scratched, on a daily basis. I've been lucky to escape serious injury.	12/21/2023 6:54 PM
89	0	12/21/2023 6:52 PM
90	No injuries, but I have been hit, kicked, spit on, and an attempted bite	12/21/2023 6:49 PM
91	30	12/21/2023 6:34 PM
92	Too many to mention	12/21/2023 6:33 PM
93	2	12/21/2023 6:28 PM
94	0	12/21/2023 6:27 PM
95	None	12/21/2023 6:26 PM
96	3	12/21/2023 6:23 PM
97	1	12/21/2023 6:23 PM
98	0	12/21/2023 6:18 PM
99	None	12/21/2023 6:18 PM
100	0	12/21/2023 6:16 PM
101	0 this year, but at least 5 to 10 times last year	12/21/2023 6:14 PM
102	More than five	12/21/2023 6:10 PM
103	2 times	12/21/2023 6:06 PM
104	0	12/21/2023 6:02 PM
105	0	12/21/2023 6:01 PM
106	None	12/21/2023 6:00 PM
107	None	12/21/2023 5:59 PM

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108	20+	12/21/2023 5:53 PM
109	0	12/21/2023 5:51 PM
110	0	12/21/2023 5:50 PM
111	I was bitten once. But small scratches or blues are everyday thing.	12/21/2023 5:50 PM
112	Once	12/21/2023 5:48 PM
113	Emotional	12/21/2023 5:48 PM
114	2	12/21/2023 5:44 PM
115	None so far but last year five times.	12/21/2023 5:44 PM
116	0	12/21/2023 5:44 PM
117	2	12/21/2023 5:43 PM
118	0	12/21/2023 5:41 PM
119	1	12/21/2023 5:41 PM
120	2	12/21/2023 5:40 PM
121	7	12/21/2023 5:39 PM
122	More than 10 times	12/21/2023 5:39 PM
123	None	12/21/2023 5:37 PM
124	1	12/21/2023 5:37 PM

Q5 How many times per day are you working outside your current job description?

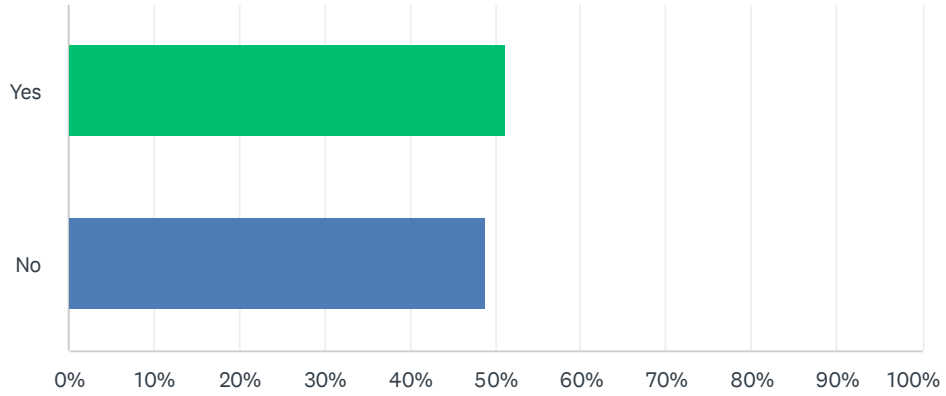
Answered: 125 Skipped: 99



ANSWER CHOICES	RESPONSES	
Never	30.40%	38
1-5 times a day	55.20%	69
6-10 times a day	3.20%	4
More than 10 times a day	11.20%	14
TOTAL		125

Q6 Do you feel you are given enough behavior information to adequately perform your job duties on a daily basis?

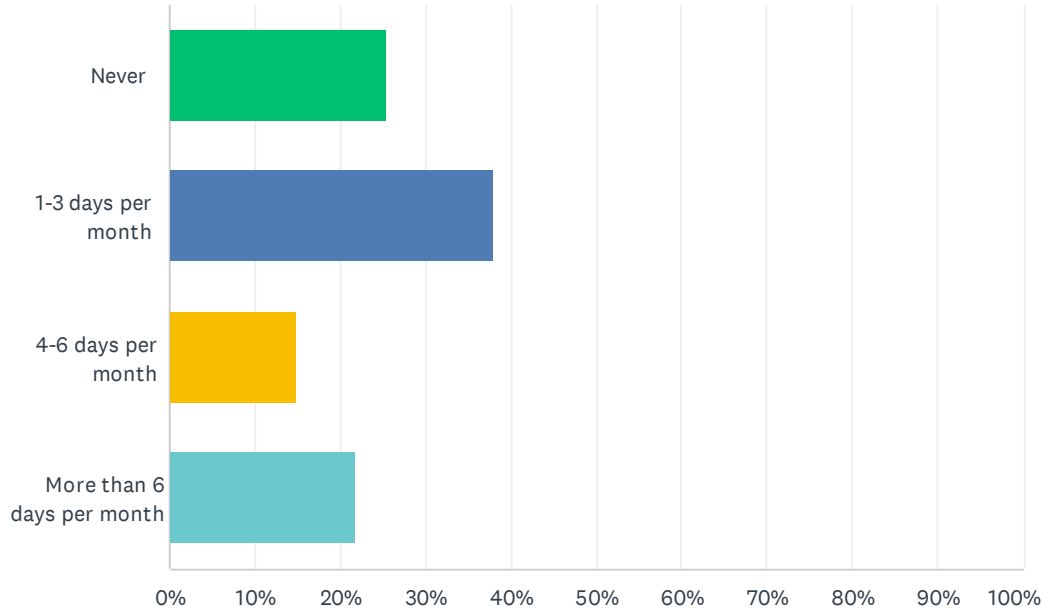
Answered: 125 Skipped: 99



ANSWER CHOICES	RESPONSES	
Yes	51.20%	64
No	48.80%	61
TOTAL		125

Q7 How frequently are you expected to cover for absent or vacant clerical staff?

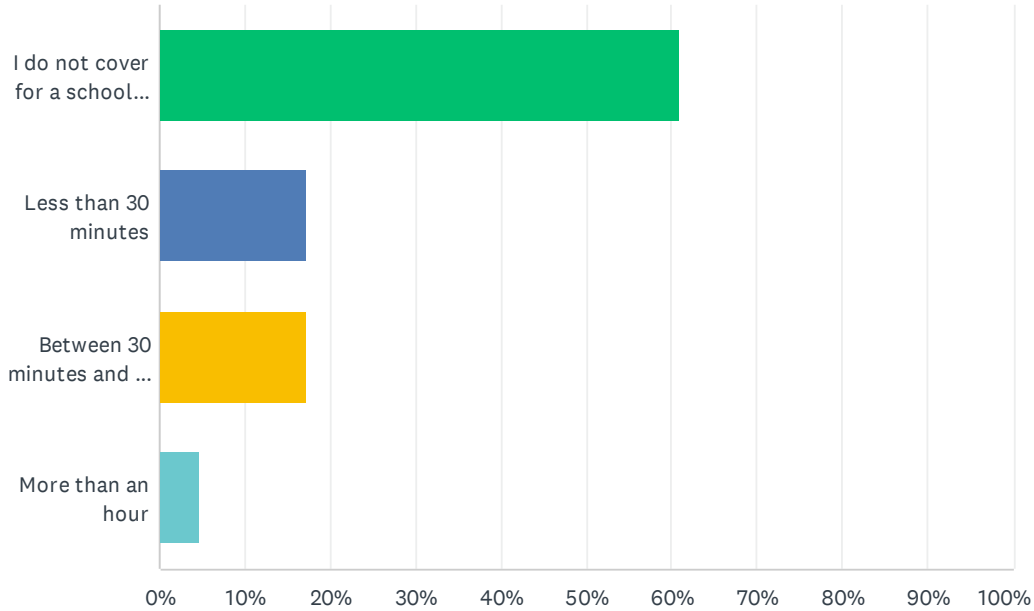
Answered: 87 Skipped: 137



ANSWER CHOICES	RESPONSES	
Never	25.29%	22
1-3 days per month	37.93%	33
4-6 days per month	14.94%	13
More than 6 days per month	21.84%	19
TOTAL		87

Q8 How many minutes per day are you expected to cover for your nursing staff?

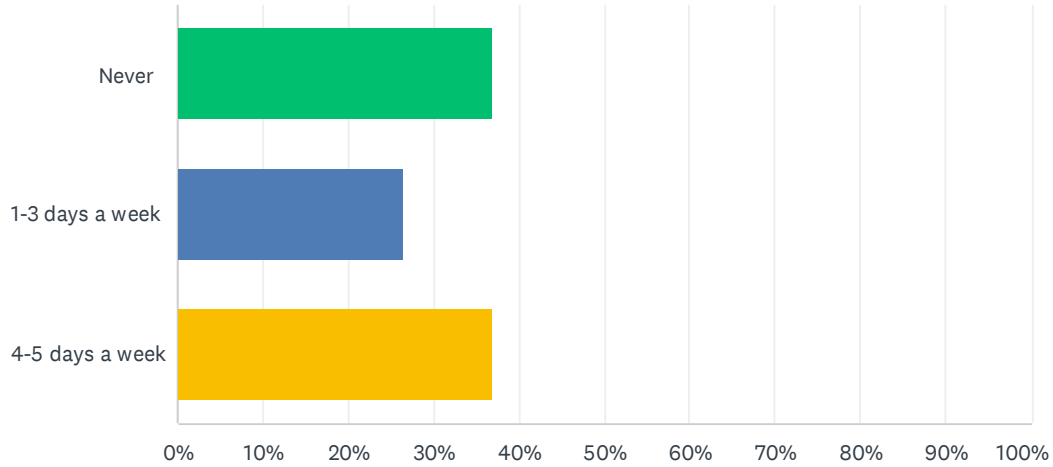
Answered: 87 Skipped: 137



ANSWER CHOICES	RESPONSES	
I do not cover for a school nurse	60.92%	53
Less than 30 minutes	17.24%	15
Between 30 minutes and 1 hour	17.24%	15
More than an hour	4.60%	4
TOTAL		87

Q9 How frequently are you expected to monitor a student who has been sent to office for safety behavior?

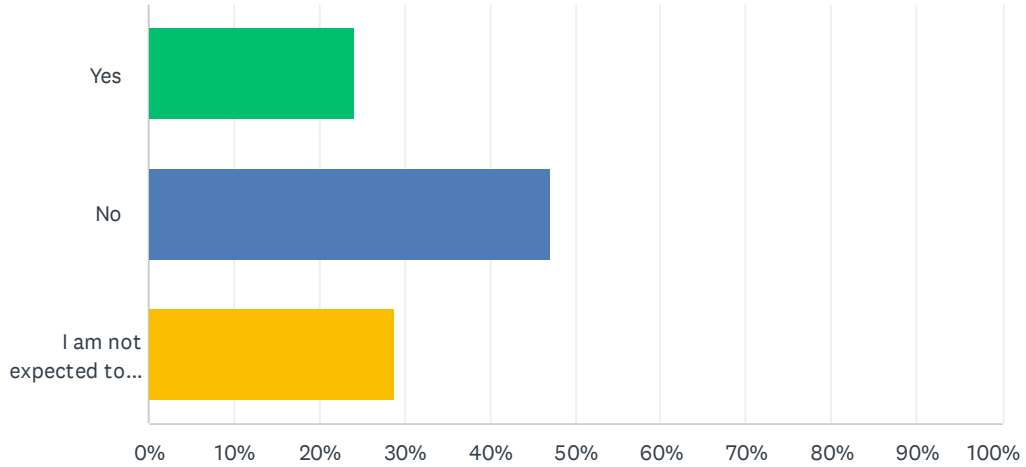
Answered: 87 Skipped: 137



ANSWER CHOICES	RESPONSES	
Never	36.78%	32
1-3 days a week	26.44%	23
4-5 days a week	36.78%	32
TOTAL		87

Q10 Do you feel you are adequately trained and/or informed to monitor these students?

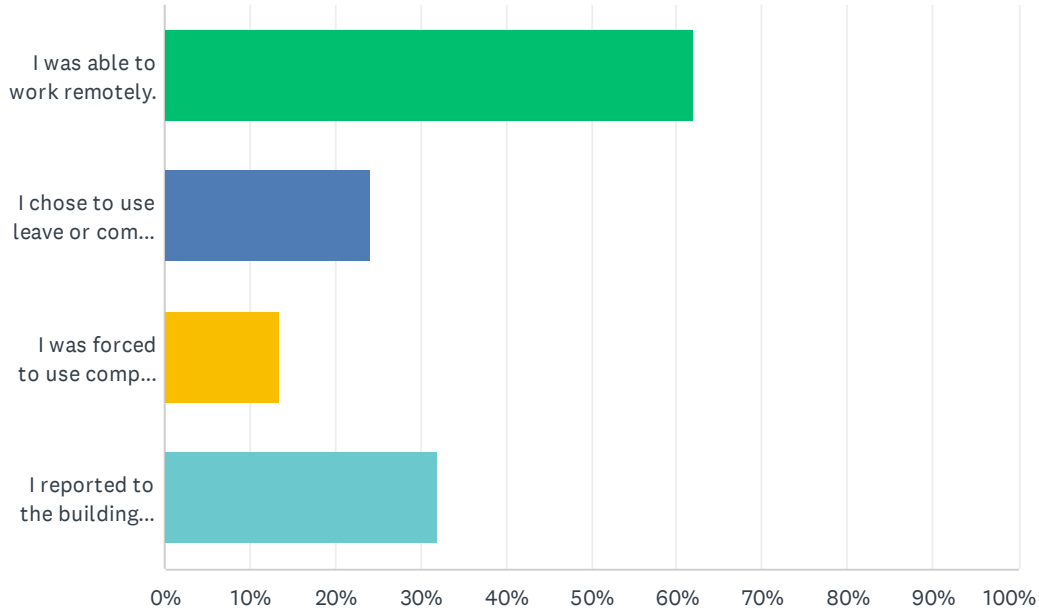
Answered: 87 Skipped: 137



ANSWER CHOICES	RESPONSES	
Yes	24.14%	21
No	47.13%	41
I am not expected to monitor students.	28.74%	25
TOTAL		87

Q11 During the recent remote learning days... (Please check all that apply.)

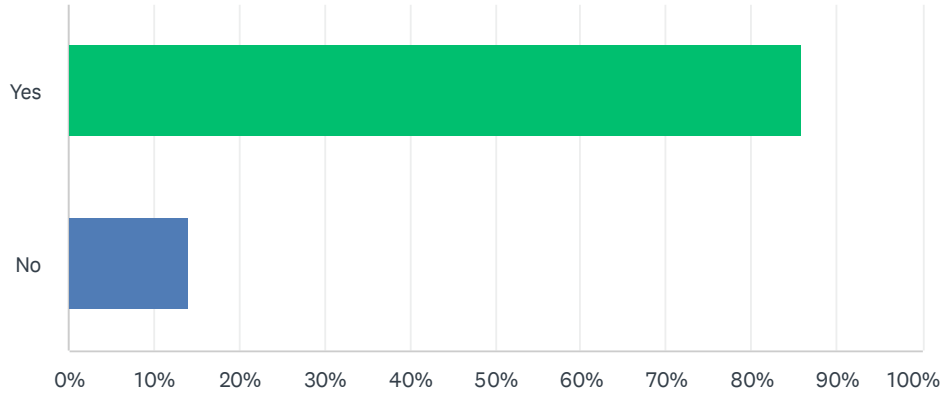
Answered: 200 Skipped: 24



ANSWER CHOICES	RESPONSES	
I was able to work remotely.	62.00%	124
I chose to use leave or comp time.	24.00%	48
I was forced to use comp time, leave, or LWOP.	13.50%	27
I reported to the building to work.	32.00%	64
Total Respondents: 200		

Q12 Did your principal communicate with you the expectations of a remote learning day in advance?

Answered: 199 Skipped: 25



ANSWER CHOICES	RESPONSES	
Yes	85.93%	171
No	14.07%	28
TOTAL		199

Q13 If you have any other information you would like the negotiators to know about the above questions, please write them here.

Answered: 97 Skipped: 127

#	RESPONSES	DATE
1	I appreciated getting to work from home with Alaska getting a record amount of snowfall. I went in on safe driving days to get items accomplished that were at my desk. Having options to work from home showed us that you care for our safety and kid's safety in the buses on the roads. We are professional and desire raises as much as you do too. Thank you for your hard work to supporting the Paraprofessionals that work in your District to ensure the students learn more each day.	1/7/2024 9:03 PM
2	This job is not easy it's personable. I believe I can make changes and a difference. The kids are open to me but no way out of holding them accountable for their education.	1/3/2024 1:58 PM
3	I work in the front office at a Title I school and have NO training on how to deal with students in the office, nor do I have a counterpart (Secretary) that stays at her desk and does her job. Therefore, the babysitting of said children AND running the front office falls on my shoulders and with no training, it is extremely difficult.	1/2/2024 2:57 PM
4	pay increase	12/30/2023 2:43 PM
5	I am a retired, certificated teacher, and I flat out, refused to sub. And for an extra \$10 an hour? ASD fired 1600 subs, and neither I, nor anyone else I have talked to has ever seen any kind of outreach. They fired, retired teachers, parents, and long-time, "go-to" subs with emails that I was told, were so rude and threatening that a retired teacher told me, "It made you never want to work for the District again." There is no way I am never going to sub and to have it cost them only \$70. It is too codependent. My last year as an elementary specialist, I was so stressed out about the 7:30 am calls that I would not be able to do my job but had to cover a class that I started getting sick. I am not going to help them out now. They should long ago and have written an apology letter, sent it to every previous sub, and invited them back with open arms. This is a mess of their own making, and they can clean it up.	12/29/2023 1:59 PM
6	I was able to go into the building to do some work but otherwise I would have had to use leave	12/27/2023 10:15 AM
7	When children are sent to the office, we are not always fully in the loop as to their needs from the teacher. Principal is great at letting us know if he knows they are coming but tried to get a buddy room. As far as nurse goes, I cover for her lunch every day and when she needs help as she attends to a medical need. This can include being a second hand in a medical emergency where 911 may need to be called and down to helping administer meds, asking questions about health while we wait and even down to counting meds to double check amounts. One thing you don't have on there is BPO coverage. We are coving for our BPO way too much. She will not come to clean up vomit, urine, or poop unless we go make her in person, and then she argues. We are doing most of her pallet work and getting many complaints on her cleaning areas so we help out there too. We also understand when there is a lot of snow but wish she had a riding snow removal system that would help with faster clean up lending her time to do these things in the building.	12/27/2023 5:36 AM
8	What are the options in these circumstances for the members of other unions? ACE/Teamster/AEA Why are Totem members any different?	12/25/2023 4:59 AM
9	the district waste money by frequently changing curriculum.cost of living had gone up so why do they want to take away the 2.% given to the highly qualified	12/24/2023 10:19 PM
10	No	12/24/2023 12:54 PM
11	Without Totem employees being appreciated you're going by to lose them!	12/24/2023 12:22 AM
12	Do we actually get paid for subbing a teacher? I have not seen a pay from subbing for both my teachers 2/3 resource and 4/5 resource when they have IEP/ESER/405 meetings and they don't have subs. I am currently on schedule for 4/5 Resource but now I'm working 2/3 as well.	12/23/2023 5:59 PM

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Do I get the 2- separate pay? For those positions? Will district hire more people to do what I'm already doing or could I actually get paid for doing two positions? I work 6.5 hrs a day and I use up my lunch break along with my 1-15 minute break to prep for 2,3,4&5 SPED resource. I go into the building every day at 7am to print copies for our sped classes but don't clock in till 9am every day. My first 15 minute break I'm grading for my teachers. My lunch break I'm on lunch room duty to service our behavior kiddos from 11:05-12:10 so during those times I'm eating with them as well because right after lunch duty, I teach 4th grade math. Then on to 5th gr math. I would like to know how come I haven't gotten any raise this year? I've had a really good eval last year current. I have not seen that &1.00 raise at all. But I guess I'm not working hard enough to qualify for a raise! I hear that custodians makes more. Just a thought

13	When students are brought into the Front Office, often times we are not made aware of the reason or for how long. It can be unnerving, too, because my back is the room and I sometimes do not see them leave or being taken by another adult.	12/23/2023 2:39 PM
14	We should not be expected to travel to school if the district has deemed it not safe for students to attend. Nor should we be forced to use leave or not be paid because of it. The option to work remotely is appropriate and reasonable.	12/23/2023 9:50 AM
15	I think if we go in to work we should be a loud to do just trainings if there is no school. We should be loud to work in the classroom to get caught up on what needs to be done for our classroom teachers. Cause through the day we do not have the time because we are so under staffed. I also think that I am under paid for my position. I make \$20.00 and it's not enough money to put up with the abuse in the regular general ED. In a regular basis I am treated of all these things, yelled at, screamed at, cussed out, being hit, being told I am FAT! This is all verbal abuse all coming from a Kindergarten student. I am 75% sure I am not coming back in the fall of 2024 I have been with ASD for many years. This type of behavior does go on in the regular classrooms. However is just not kindergarten it's happening it's in all of the k-6 elementary. Well I know for sure my building. ASD needs to learn how to take care of there paraprofessionals before we all go. Maybe the board members needs to come outta there office and come to the schools to see first hand what the paras do or maybe work in our place for two weeks they need to see it for themselves.	12/23/2023 9:01 AM
16	N/a	12/23/2023 7:58 AM
17	At my previous school, clearing a classroom due to behavior was a daily occurrence. On Remote Learning Days, we're not given the option of working remotely or even going in to get some work done. It is expected that we don't come in. Basically, that we don't get paid for those days.	12/22/2023 9:00 PM
18	Our principal is the best!	12/22/2023 6:15 PM
19	I'm not school based but I was last year and the year before and cover for people absent, AA or the nurse when she was making medication rounds	12/22/2023 5:55 PM
20	We should be given a full day's pay without having to apply for leave	12/22/2023 12:42 PM
21	I only drove in because my kindy TAs needed to come in to work and get paid. Lots of staff rely on me to buzz them in, so I'm driving on dangerous roads. It is not ok	12/22/2023 12:09 PM
22	As an office worker, I should have the option to work remote when others are. I have computer work I can do at home. Also, there aren't trainings for me to complete.	12/22/2023 11:48 AM
23	I work in SLC, which is constantly understaffed which impacts student learning and at times, student and employee safety. I am having to cover for the classroom teacher when he is pulled out of the classroom for student needs. I play a vital role in instruction and behavior management.	12/22/2023 10:18 AM
24	The remote learning day expectations for TOTEM staff are not currently adequate. We have the choice to come into the building (when roads have been deemed unsafe), use our leave (which is also supposed to cover sick days, family emergencies, etc.), or do training from home (which is the best option, although there are few trainings I've considered actually beneficial). If we had a stock of remote learning day leave which cannot be cashed out, that could make an important difference.	12/22/2023 10:01 AM
25	Please do not let them take away remote work days. When it is not safe for teachers and students to come to work, it is also not safe for clerical staff to come to work. Also, the TA's	12/22/2023 9:43 AM

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should not have to lose income because of a natural phenomenon that makes it unsafe to come to school. We should all be able to work remotely.

26	I've worked in SLC for over 8 years. In those years i've had to turn in around a thousand or more workers comp packets due to student caused injuries. I work daily with children who hit, headbutt, scratch, bite, and throw furniture, yet i'm told we don't get behavioral pay because we don't work with behaviors. During weather closure days we receive emails saying "Teachers, stay home and stay safe, Totem staff is to report to their building or use their leave if they feel it's unsafe to come in" It's insulting and hurtful, giving a strong feeling that we are expendable.	12/22/2023 9:15 AM
27	As clerical staff we are constantly doing the work of unfilled positions. And example would be if I;m expected to do my job and 2 others and only getting an additional supplement of \$1.50, my hourly rate (with a masters degree) is roughly \$20.00; however, if you divide my hourly rate by the work of THREE full time jobs, im making less than minimum wage and that is completely unacceptable. Remote learning days are also very hard. Unless you explicitly get permission from your principal you cannot work from home, which can be difficult when Totem staff do no have computers, and snow days are announce less than an hour before report time. You are basically faced to brave the "dangerous road conditions" that spurred a Remote Learning, and possibly get hurt, end up in a ditch etc., or not get paid, I feel like that is an undo hardship and unfair to the clerical folks whos jobs are labeled as "essential" and must report, when Principals, AP's, Security, and Teachers can all work from home, and get paid.	12/22/2023 9:04 AM
28	Please consider just because we will do what ever is best for the students please consider that we do not make enough to working for the district without having another job then you ask of us to take the Master Highly Qualified Test but do not want to compensate any of us to do that. Plus there is no time to even look at the information that is provided to study for the test. Because in my book the students come first and always will there is no time to look at training's while there is students in are building. I hope that you folks have not forgotten what goes on in the schools. Please visit sometime	12/22/2023 8:25 AM
29	I come to work because I can. It is nice to have an option not to come in on those days, like Teaching Staff.	12/22/2023 8:19 AM
30	I feel working remotely was a great opportunity for employees safety. I would have came in to work if required. I believe that para professionals should be included with student behavior and new issues that arise. My job is just as important as a teacher with the amount of work we do. We should be compensated and raises are needed not because it's our job , but because we care to make a difference in their lives to be independent and succeed.	12/22/2023 8:02 AM
31	The behavior kids are taking my time away from helping instruct students who have actual educational deficits and really need the help. I come home very stressed and on some days I hate going into school because I know nothing will change. Many of my coworkers are looking into leaving after being there for years. Not enough pay to have to deal with behavior on a daily basis.	12/22/2023 7:57 AM
32	All other unions are paid salary for 12 months a year with non work days. We are some of the lowest paid employees in the district. Not paid for over 3 months of the year and are usually covering more than one persons job... yet we don't deserve a wage that's livable	12/22/2023 7:33 AM
33	I work in an SLC classroom that is constantly understaffed and I have to cover for the teacher and other teaching assistants quite often. My teacher relies on my knowledge and expertise for planning, instruction and managing student behavior.	12/22/2023 7:29 AM
34	I work in the Ed Center and most questions do not pertain to me	12/22/2023 6:56 AM
35	This is the first year out of many that I'm able to be a para I am a 1on 1.The last 8 years I have been a teacher it was very hard due to have responsibilities as one with no planning time. I feel we should be at least 7 hours or more so we can have time to prep. I would come in at least an hour early not paid. I still come in early so I can communicate with the team so we're prepared for the day.	12/22/2023 6:15 AM
36	As clerical staff we are also running around with students that have behavior issues or evacuate their classroom. We are also called upon by teachers to help with these students.	12/22/2023 5:57 AM
37	I am expected to cover another position for lunches and breaks but am unable to do so due to being new to my position and still need to learn the other positions duties	12/22/2023 5:44 AM
38	As I do not work in a school building our expectations are different, 8 hr days, no subs when	12/22/2023 5:35 AM

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out, required leave for district closures, and may have to go into office when schools are closed.

39	We need to be paid a living wage	12/22/2023 5:32 AM
40	With ASD taking away all options for pay increases along with other current pay incentives, (6th consecutive day, 2% highly qualified) more Totem staff will start to leave the district. Many of us are trying to support ourselves and our families and we DO NOT make enough to do that. We are forced to get second jobs. They are proving that we are not an important part of the district and don't value us or what we do. Why should we go above and beyond for a district that shows no respect? I think we need to strike and show them what will happen without office staff and paraprofessionals! Schools will fall apart!	12/22/2023 5:15 AM
41	We work our asses off everyday and should be compensated for doing so. Out of all the paraprofessionals I am asked to do more since I've been in that school/classroom longer than anyone including all teachers. I have to do extra work (gym and field manager) at the school just to make ends meet. ASD and Totem needs to step up and do right by support and office staff.	12/22/2023 12:30 AM
42	TA's should receive the same amount of pay as a sub- teacher when we are asked to sub. After all we know the students better than any sub-teachers!!	12/21/2023 11:50 PM
43	None	12/21/2023 10:58 PM
44	As a special education secondary para, I rarely get time to complete the required data collection sheets in Power school. Being able to teleworking on snow days from home made it not only safer for me and my family but also I was able to be very productive and complete my notes in Power School. Cost of living right now is increasing rapidly and our wages are too low. I made more money working for Carrs grocery store 20 years ago than I do now. I love my job but it's hard to stay afloat with the non competitive wages offered to Paras.	12/21/2023 10:50 PM
45	Working with LS we go in blind. The data isn't up to date & we also have behavioral. 5 students to 1 adult. I have gone weeks with no break at all. Other places like McDonald's & target are paying more then what we get paid for what we do.	12/21/2023 10:37 PM
46	Working remotely on school day closures helps me ensure that my safety is priority and I am able to fulfill my work obligations via zoom by support and other functions I am able to execute from home. Not supporting TOTEM employees will result in a high turnover rate thus making it excruciatingly hard for all.	12/21/2023 10:32 PM
47	District must provide compensation or to allow work during remote learning days.	12/21/2023 10:22 PM
48	I had to claim workman's comp stleast two or three times and everytime my principal blamed me for getting hurt by a student who is known for attacking me, I was removed from her classroom and she has came into two different classrooms to hurt me while I am helping a student in a wheel chair so there fore I cannot defend myself.	12/21/2023 9:53 PM
49	They digging their heels in you need to do the same. For far to long they have gotten away with paying us way too little and expecting way to much. Resource Paras are dealing with extreme behavioral kids and are not getting compensation. WE ARE NOT GETTING PAID ENOUGH. Can't wait wait to see how many will leave after this again failed negotiations.	12/21/2023 9:51 PM
50	I have so many behaviors in my class that are supposed to have SpED help but I am often times not provided help and told ww are short staffed and do my best. This has caused me to wonder if working got ASD is the best option going forward next uear.	12/21/2023 9:34 PM
51	What would teachers do without the support staff? Why do we mean nothing?	12/21/2023 9:26 PM
52	Remote learning is a deal breaker for me. We live in an unstable climate and we need it to make a realistic wage and be safe.	12/21/2023 9:20 PM
53	None	12/21/2023 9:19 PM
54	Salary increase	12/21/2023 8:52 PM
55	Over the years I have had several injuries from students. So far, none yet this year. I cover classrooms, but not for the day. Usually I work beyond my 6 hour day on remote learning days. It's hard to get everything done or students are not always available at the same time to zoom. Thank you for all you are doing.	12/21/2023 8:52 PM

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56	Increase in pay. more behavior training for all staff working with students. Teacher included! Continue remote learning pay,	12/21/2023 8:47 PM
57	I think it's not fair we don't get snow days and are forced to use vacation time , comp leave or sick pay otherwise it's a day wout pay. Secondly , I don't think it's fair to take away our hard earned raises and bonuses .	12/21/2023 8:42 PM
58	We just need a clarification what if they did not ask us to do the certificated job but we have no choice to do it anyways. Like if the teacher have IEP meetings and nobody show up to sub the teacher and we don't have a choice but to do the job. Should we be getting the extra 10 dollars per hour?	12/21/2023 8:38 PM
59	My principal is KIND and let me work remotely. We discussed in advance what I could do on days out of the office. But I have also been forced to take leave in this position before because they expect people on hourly wages to have to struggle through the snow.	12/21/2023 8:35 PM
60	Inside ASD Dec 23 edition, "It's hard. But who else will do the work? It has to be us. It has to be teachers, principals, support staff, district administrators, families, and our community. It's Us. It's Now." hypocrites...	12/21/2023 8:25 PM
61	ASD does not care about Totem employees, never has. We are the backbone of the schools and the very many non-student-contact employees are making too much money and taking that away from the students of ASD. ASD has become a Business that has forgotten the mission and vision of education.	12/21/2023 8:19 PM
62	I'm completely functional when working from home. I can answer the school phones and use all the apps just like I do when working in the school. I have helped every person that has called and most don't even know that I'm working from home. I do not abuse this benefit. I also do professional development that is available to me during these closures. All around it's a very good thing.	12/21/2023 8:08 PM
63	My pay is my biggest complaint. I work with intense behaviors and the district shows absolutely no appreciation for the hard work I do every day by not paying me a liveable wage.	12/21/2023 7:54 PM
64	Behavioral students are definitely increasing and we need more support from the district. Getting these student to the appropriate placement	12/21/2023 7:46 PM
65	My shift is 9:00 - 3:30 30 minute lunch How many 15 minute breaks do I get ?	12/21/2023 7:33 PM
66	I actually learned more on remote learning days then I have at ASD trainings. I am ready to strike or quit! Or both!!	12/21/2023 7:32 PM
67	Allowing Ed Center/IT staff to continue working remotely is not ok! I see people working remotely during front office meetings. This MUST change.	12/21/2023 7:28 PM
68	raise the salary of all paraprofessional positions, without them the IEPs cannot be met and the services that the students need cannot be provided, but if the payments are low, working for Asd is not attractive to anyone since their payments are very low	12/21/2023 7:25 PM
69	After the first set of remote learning days my principal made it clear he was not going to approve any further telework for the year unless it stated we were permitted to do so in our contract. Our contract states with supervisor approval which means that is not an option moving forward.	12/21/2023 7:24 PM
70	20 extra dollars to put up with High school kids behaviors for 90 minutes is not worth it so I decline to sub as others do too.	12/21/2023 7:18 PM
71	Having to report all day to school on snow days is the pits. Most days I'm by myself all day, the phone doesn't ring and there's little for me to do. Seems like I should be able to forward the phones to my cell and stay home with my kids. Otherwise I have to find childcare also	12/21/2023 7:07 PM
72	the pay	12/21/2023 7:06 PM
73	I feel undervalued, I have not seen a decent pay raise in years. Some of us are at the end of our payscale, and have been there for sometime ,although they sometimes give us bonuses. They give everybody the same bonuses that we get no matter how many years they've been with the district, it's very frustrating.	12/21/2023 6:57 PM
74	re: question 8, my principal allowed work from home and online training for the first couple of remote days, but said he would not be approving anymore online training this year. The past 2	12/21/2023 6:52 PM

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	remote days, I teleworked 1/2 day on zoom and took leave rest of day	
75	I work in the ASD education center. We are able to work from home and are expected to do all of our regular duties. It is a valued benefit that I hope will continue. I am feeling very discouraged by the way negotiations are going.	12/21/2023 6:50 PM
76	I had to ask each remote day if I could work remotely. I had students who could have received my help but had no "zoom" for paraprofessionals. There is conflict with teachers not providing para professionals into their class rooms or the behaviour allowances differ wildly from school norms .	12/21/2023 6:38 PM
77	DO NOT BACK DOWN! For once- the district needs to bend for us. We have been patient for too long, are too tired, to overworked and too underpaid and UNDERVALUED to give in to them at all.	12/21/2023 6:37 PM
78	None	12/21/2023 6:27 PM
79	Keep working hard to get us what we deserve	12/21/2023 6:25 PM
80	While I've not been injured on the job, I've been cursed at, barked at and other inappropriate comments by students.	12/21/2023 6:20 PM
81	We need to be paid more. There won't be staff next year without a serious pay increase. McDonald's pays more also I spend way more time with kids and the bus drivers get paid substantially more	12/21/2023 6:19 PM
82	I reported to work when there were only 2 other people there. Other Totem employees. We reported so we could have enough leave for the holidays. Some of these days we should not have been out on the road, but we are hourly and need to work so we overuse our leave.	12/21/2023 6:19 PM
83	There is a possibility to not continue working for ASD if the pay stays the same. I had an ankle injury that made Me realize that I need 3 months of full pay to cover the deductible and all the expenses. The pay we receive is not enough to support a family and in order to do so I have a side job. On top I do have a degree and at ASD I am payed about the same as a person that just finished high-school. I think the TA positions could be paid better and have more qualified staff if pay is higher. If this continues like this even employees like me will quit and in the fall ASD will have even more positions open. We have Subs in the building that do less work or qualified work than I do and they get paid more.	12/21/2023 6:18 PM
84	I love my job!	12/21/2023 6:17 PM
85	We are helping teach our children. Many times we do most of the work with helping kids. I have worked for the district for 16 years but I could go tomorrow and get a fast food job and make more money than I make at ASD per year. ASD doesn't care what kind of employee they are hiring as long as it's a low dollar value to fill a spot. We are overlooked daily buy ASD and our union has zero power. An example is I have I sureabce through work as well as my husband. His per person deductible is \$50. Mine is \$3000. We are underpaid and it's getting to the point that I haven't been able to get a sub for years because no one wants to work for that little. Start paying us for the things we do or ASD will have no employees soon. I am currently looking for another opportunity because of the pay and treatment. Do better. That's what I pay you for.	12/21/2023 6:08 PM
86	Please fix the high insurance deductibles. They have become outrageous to afford going any doctor anymore.	12/21/2023 6:06 PM
87	I work at an alternative school where I am the one and only office staff, I do all of the duties of AA, AAFP and Registrar! I feel that office staff is under appreciated and often treated like we do nothing and know nothing, even though we are the first people that get blamed when things go wrong	12/21/2023 6:06 PM
88	If I had not been able to work remotely, I would have been forced to use my leave since our roads were not drivable. Many of us are dependent on using that leave during the breaks. Asking us to risk our safety to come and work in the building when we have the ability to do our work remotely is unjust. Allowing certificated staff to work remotely, yet forcing classified staff to choose between their safety or getting paid is completely unfair and continues to show that the district does not care about, support, or respect classified staff.	12/21/2023 6:02 PM
89	I had to either take my leave or come to work... they don't care if roads are bad or not for us	12/21/2023 6:01 PM

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90	No	12/21/2023 6:00 PM
91	I will be disappointed if Totem doesn't fight for a raise.	12/21/2023 5:59 PM
92	If school is closed and travel deemed unsafe for students and teachers there is not one reason clerical should not be permitted to work from home!	12/21/2023 5:58 PM
93	We are expected to do the work of 5 people with a smile on our face and be paid a small wage that doesn't even cut what we deserve. We do as much as teachers, if not more, but are under appreciated. We are put in dangerous situations and expected to keep showing up and being willing to do whatever is asked. Maybe if the school board would take a cut in pay and find other ways to cut down on stupid spending they could afford to pay totem paras better. Make us feel more appreciated!!!	12/21/2023 5:57 PM
94	I read this. If it happens, I might have to look for another job... Hopefully, not true. As seen in section 502, the District proposed no wage increase and would like to take away the 2% increase the TOTEM Highly Qualified employees are currently receiving.	12/21/2023 5:56 PM
95	After 17 years as a Paraprofessional in the ASD, I will likely be giving my notice this New Year. Being on and off government assistance and year to year struggling to find summer employment on top of the 2-3 plus additional jobs I work during the school year to make ends meet is untenable. The district has shown through years of no raises and treating us like lower class citizens during emergency closures is disrespectful and should be an embarrassment to the district. We are not retaining or gaining members in our highly critical career field largely as a result of this disrespect. A one time conditional \$2,000 bonus isn't going to fix this problem. Do better. Come to the table with a serious offer that respects your employees, or find out how critical we are, when we are on the strike line, or in different careers with organizations that respect us.	12/21/2023 5:51 PM
96	I happen to work in a school that houses an SBBS program. We are trained but not all front offices are. We "triage" for our admin when they are not available to respond to gen-Ed right away. This was the first year I have ever been punched by a student. We do not receive compensation for behavior response like the SBBS paras do, but we should.	12/21/2023 5:48 PM
97	None	12/21/2023 5:38 PM