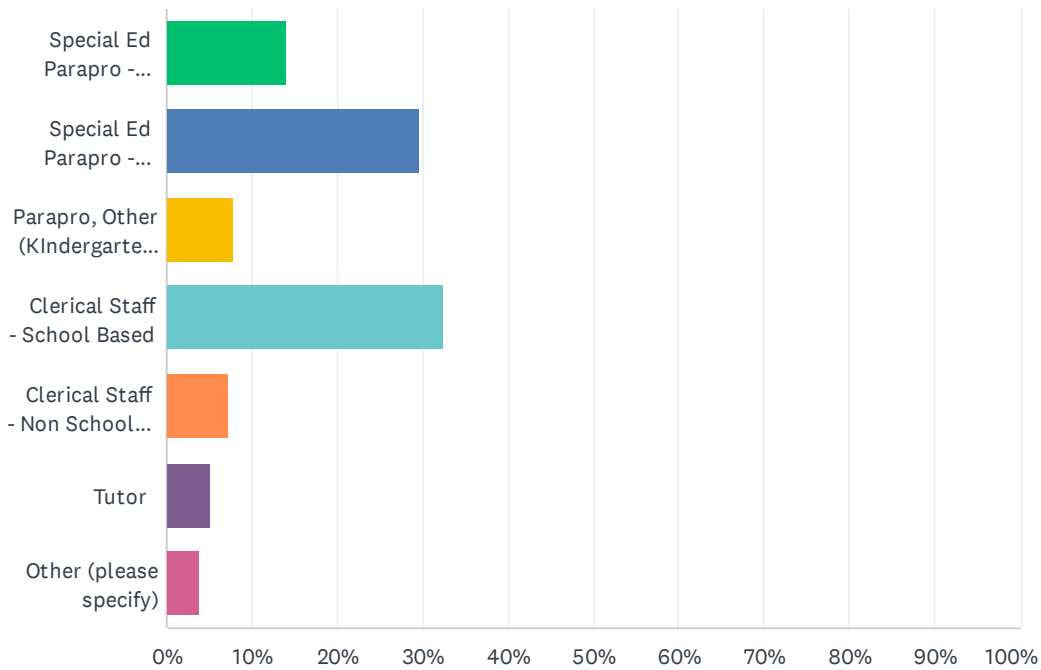


Q1 What is your job title?

Answered: 293 Skipped: 0



ANSWER CHOICES	RESPONSES
Special Ed Parapro - Secondary	13.99% 41
Special Ed Parapro - Elementary	29.69% 87
Parapro, Other (KIndergarten, Bilingual, Etc.)	7.85% 23
Clerical Staff - School Based	32.42% 95
Clerical Staff - Non School Based	7.17% 21
Tutor	5.12% 15
Other (please specify)	3.75% 11
TOTAL	293

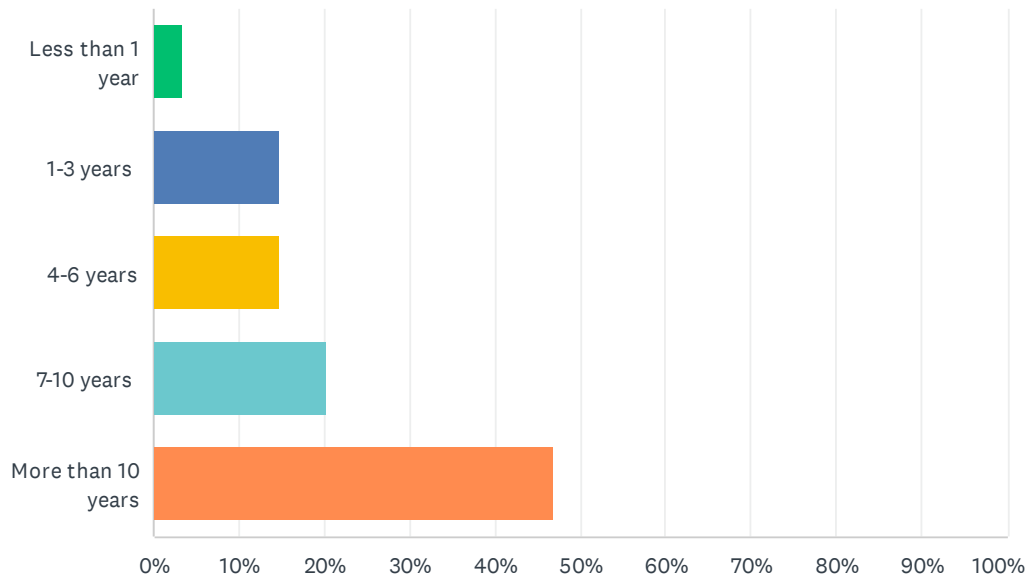
#	OTHER (PLEASE SPECIFY)	DATE
1	Special ed parapro-elementary-life skills	10/16/2023 9:41 PM
2	Retired	10/14/2023 7:06 PM
3	Library aid	10/14/2023 6:55 PM
4	Para -Related Service Speech	10/14/2023 3:30 PM
5	Migrant education recruiter	10/11/2023 7:13 PM
6	Special Ed parapro- ACT	10/11/2023 2:07 PM
7	SBBS para	10/11/2023 5:12 AM

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8	Library Media Assistant Secondary	10/10/2023 9:58 PM
9	Paraprofessional Preschool	10/10/2023 6:03 PM
10	Parapro Gifted	10/10/2023 3:52 PM
11	Department Admin. Assist. now located in a school	10/10/2023 2:37 PM

Q2 How long have you worked for the Anchorage School District?

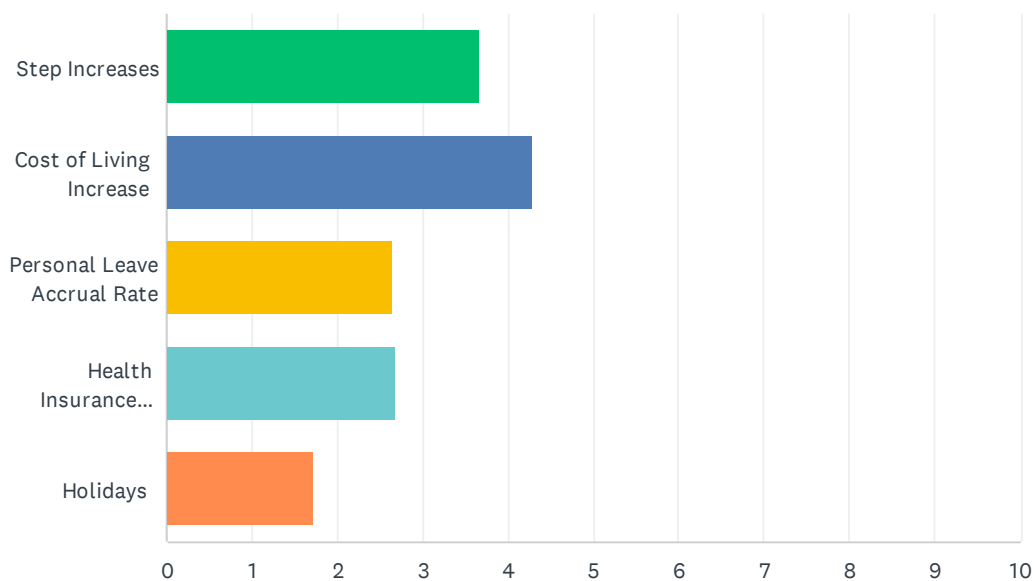
Answered: 292 Skipped: 1



ANSWER CHOICES	RESPONSES	
Less than 1 year	3.42%	10
1-3 years	14.73%	43
4-6 years	14.73%	43
7-10 years	20.21%	59
More than 10 years	46.92%	137
TOTAL		292

Q3 Please rank the following subjects by priority 1 (highest) - 5 (lowest)

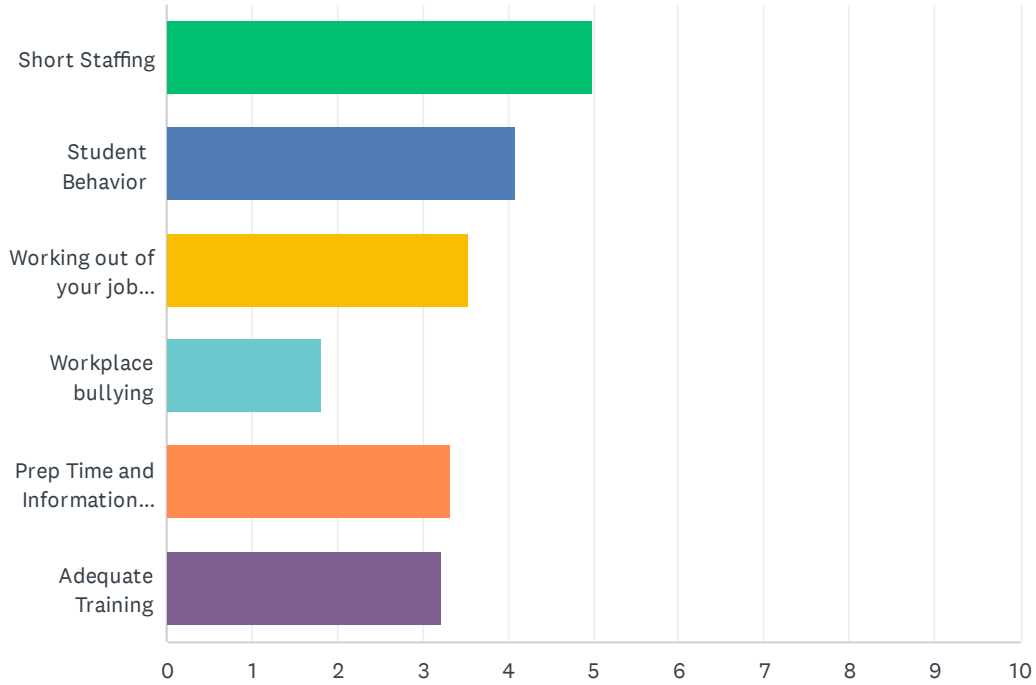
Answered: 293 Skipped: 0



	1	2	3	4	5	TOTAL	SCORE
Step Increases	27.99% 82	39.59% 116	12.97% 38	9.90% 29	9.56% 28	293	3.67
Cost of Living Increase	55.97% 164	27.99% 82	6.14% 18	7.85% 23	2.05% 6	293	4.28
Personal Leave Accrual Rate	4.10% 12	10.24% 30	41.64% 122	34.81% 102	9.22% 27	293	2.65
Health Insurance Employee Contribution	10.24% 30	17.06% 50	25.60% 75	24.57% 72	22.53% 66	293	2.68
Holidays	1.71% 5	5.12% 15	13.65% 40	22.87% 67	56.66% 166	293	1.72

Q4 Please rank these work issues with one being the most concerning. 1 (highest) - 6 (lowest)

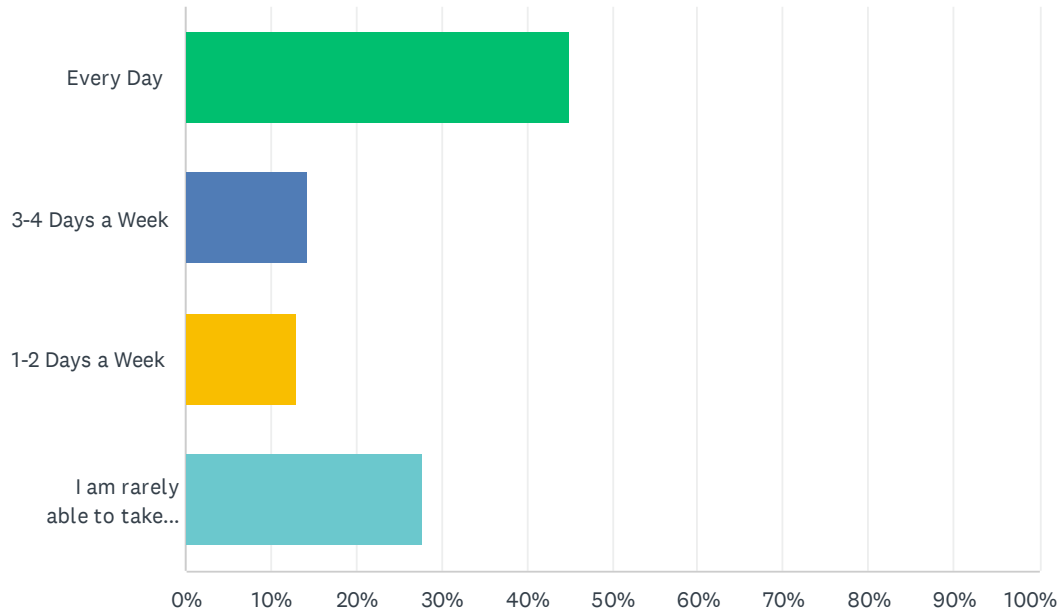
Answered: 293 Skipped: 0



	1	2	3	4	5	6	TOTAL	SCORE
Short Staffing	48.12% 141	23.21% 68	14.68% 43	8.19% 24	3.75% 11	2.05% 6	293	4.98
Student Behavior	22.53% 66	29.35% 86	13.31% 39	13.31% 39	13.65% 40	7.85% 23	293	4.10
Working out of your job description	10.24% 30	16.04% 47	26.28% 77	18.43% 54	23.89% 70	5.12% 15	293	3.55
Workplace bullying	1.37% 4	5.46% 16	6.48% 19	8.87% 26	16.04% 47	61.77% 181	293	1.82
Prep Time and Information Sharing Among Staff	7.17% 21	11.60% 34	24.91% 73	27.65% 81	21.16% 62	7.51% 22	293	3.33
Adequate Training	10.58% 31	14.33% 42	14.33% 42	23.55% 69	21.50% 63	15.70% 46	293	3.22

Q5 How regularly are you able to take your 30 minute duty free lunch and 15 minute breaks?

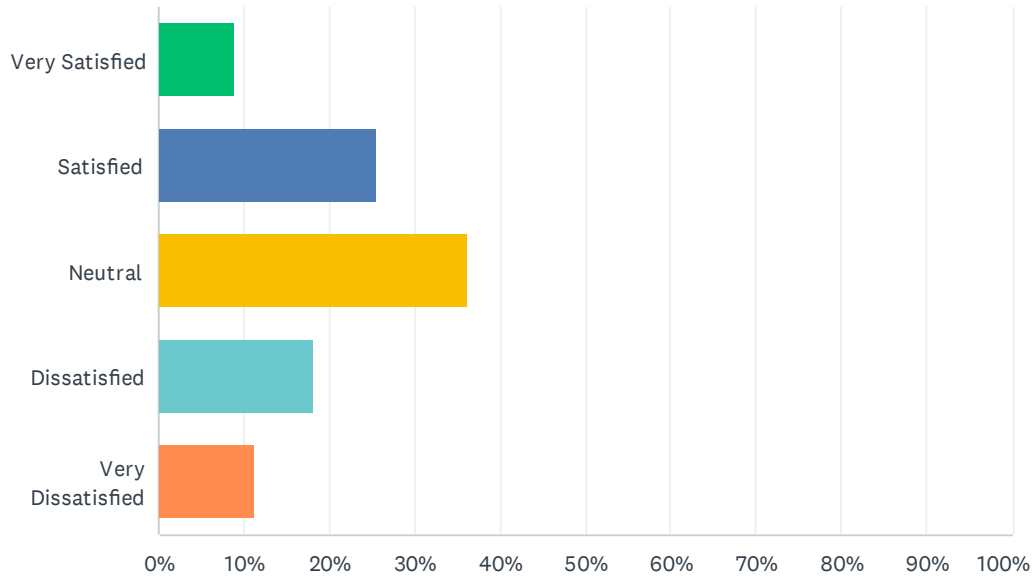
Answered: 293 Skipped: 0



ANSWER CHOICES	RESPONSES	
Every Day	45.05%	132
3-4 Days a Week	14.33%	42
1-2 Days a Week	12.97%	38
I am rarely able to take my lunch or breaks.	27.65%	81
TOTAL		293

Q6 How satisfied or dissatisfied are you with ASD Emergency Closure policy?

Answered: 293 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very Satisfied	8.87%	26
Satisfied	25.60%	75
Neutral	36.18%	106
Dissatisfied	18.09%	53
Very Dissatisfied	11.26%	33
TOTAL		293

Q7 Please tell us about any unique issues to your area of work that you would like addressed by your negotiating team.

Answered: 196 Skipped: 97

#	RESPONSES	DATE
1	Not having enough time to prep for students, input data, check emails that we've been told are important. This happens because admin wants paras covering crossing guard duty, monitoring students inside and outside of our program in the mornings and afternoons. Having to do things in other parts of the building when things need to be done for our program.	10/18/2023 3:41 PM
2	I have students all day under my supervision without any teacher present; I make all my own lessons and activities, record data, and instruction of the students, just like teachers do, but I do not get equal pay. I would like to see back pay for all the years my colleagues and I have been doing teacher work, with teacher responsibilities, without teacher pay.	10/17/2023 6:34 PM
3	Wage increase for special Resource Paraprofessionals not just listed under special programs?	10/17/2023 4:36 PM
4	Adequate pay	10/17/2023 4:25 PM
5	nothing at this time	10/17/2023 1:15 PM
6	Work loads	10/17/2023 12:34 PM
7	Not clear on job description	10/17/2023 7:25 AM
8	I would love to see the pay negotiated for Para pros. They do so much work with the children and around the schools, and get the least amount of recognition. I understand having substitutes and paying them well but what about your employees who are invested in the childrens lives, trying to help them receive the best education possible....are these employees (Para pros) not valued? Our schools need staff. So yes, cost of living! A parapros could not survive in AK on a single income.	10/16/2023 9:41 PM
9	none	10/16/2023 7:50 PM
10	We never get our 15 minutes breaks, so why have them? Supervisors don't or can't let you leave early to compensate for not being able to take them. I don't really care if I get them. No one at my school takes them. Not enough staff to be able to cover for lunch breaks. Pay is way too low and stress level way too high. Having to manually enter mandatory training hours into MLP. ASD requires this training and should give us credit for it. Having two systems for training isn't working.	10/16/2023 7:17 PM
11	I want to advocate for all Title 1 staff to be compensated like others around the district are. The amount of work above and beyond the non-title school with the behaviors, SRO & OCS visits, etc It is evident that we work with more budgets and more staff shortages at our title schools. Not to mention the vast differences in work between Elementary, Middle, and High school Administrative Assistant job descriptions for the same pay. There are approximately 3 staff other than the AA at middle and high and the elementary schools there is but 1.	10/16/2023 6:29 PM
12	Work from home PD trainings on in service days	10/16/2023 4:05 PM
13	N/A	10/16/2023 3:05 PM
14	In regards to the emergency closure, I feel it is completely wrong that, when it is not safe for students or teachers to attend, it is considered for support staff, in order to get paid, to come to school or work from home. Are certified teachers, working? *Most importantly the wages and lack of the district acknowledging how underpaid Paras are is beyond frustrating. I have worked for ASD for 31 years and barely make \$25/hr. The bonus' offered to cafeteria manager and bus drivers which are much needed, should also reflect for Paraprofessionals, who are in the building 6-8 hours per day and often with students 99% of the time. We work hard, diligently, and many of us are reliable and team players. The district seems to dangle incentives that never happen (covid attendance bonus, para bus riders on buses, to name a few.) With over 150 openings in the district, I hope ASD is prepared for the masses who are	10/16/2023 1:40 PM

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considering leaving. Lastly, to show how little ASD cares, often when we get a sub, it is the principal who can pay teacher subs a much higher wage to fill our positions, and often they are not as competent as we are in our tasks. How many of us would like to get paid \$175 or \$30 per hour to do our job? Not a single one of us would turn it down. The moral at school is at an all time low yet, we show up each day to get things running smoothly.

15	need more paraprofessionals for SPED	10/16/2023 9:32 AM
16	N/a	10/16/2023 8:43 AM
17	More pay	10/16/2023 7:31 AM
18	Getting paid to keep up with living costs	10/16/2023 6:36 AM
19	Not sure	10/15/2023 10:07 PM
20	I frequently feel obligated to do work that is not part of my job description.	10/15/2023 10:01 PM
21	I don't have any at this time.	10/15/2023 7:48 PM
22	There is no time in my day to do the mandatory trainings. Why not have them due after an inservice day? As it is, I never get my mandatory breaks!	10/15/2023 5:12 PM
23	Under staffed	10/15/2023 9:24 AM
24	Just more pay raises and more importantly cost of living raises.	10/15/2023 8:16 AM
25	Training, Short staff and ability to get subs has been the most difficult this year	10/15/2023 7:04 AM
26	Nothing. My team is great!	10/14/2023 11:31 PM
27	Making a living wage. Having the choice of leave without pay during school closures.	10/14/2023 8:29 PM
28	None	10/14/2023 8:25 PM
29	Pay raises, AAFP does so much work and it just seems our work goes unappreciated by districts	10/14/2023 7:20 PM
30	Behaviors lack of support	10/14/2023 7:18 PM
31	N/A	10/14/2023 7:11 PM
32	All ASD Totem staff is under paid, that's why I left after 19 years.	10/14/2023 7:06 PM
33	I would like to have an opportunity to work full time as a librarian aid.	10/14/2023 6:55 PM
34	Need more staff	10/14/2023 6:44 PM
35	N/A	10/14/2023 5:23 PM
36	I want a cost of living increase for working by interpreting, translating, and supporting families and their children who speak another language. Many times, I go above and beyond for the school and families and there is no recognition in the work I do. As a tutor, I work with kids and certified teachers and the administration do not recognize the amount of solo work that takes place to complete additional task outside of a planned schedule to work in the classroom or run WIN groups and small literacy or math groups of all ages.	10/14/2023 5:14 PM
37	When errors happen with our time cards & or pay check we don't know until we get paid. It might take weeks to be corrected. In the mean time you have a heart ship & have to struggle through until you can catch up. You take classes on the weekend it's been approved but you don't get paid until way later. Then it's hard to understand if you got paid or not. Once again Admin just say sorry we working on correcting it. These types of errors happen up to atleast 4 times a year. We work hard for ASD a lot of us go up & above the call of duty to not get paid properly. Our Admins act like they are not part TOTEM. If you to sick to put your leave they will tell you they will take care of it but they don't. Thanks for listening	10/14/2023 4:47 PM
38	Nothing at this time	10/14/2023 4:31 PM
39	We are very short staffed	10/14/2023 4:16 PM
40	I may be mistaken but I seem to need to work on ASD emergency closure days because I am economically lower on the pay scale.	10/14/2023 4:09 PM

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41	Need free college back.	10/14/2023 3:52 PM
42	We don't have staff bullying though I wouldn't want it at our school	10/14/2023 3:40 PM
43	The speech department parapro's are all supporting tele-therapists now. Because of this the position has changed. The para has more responsibilities because the SLP is not in the building and some tasks, even if directed by the SLP, fall on the para. I feel strongly that this position deserves a differential or a reclassification in order to better compensate for this.	10/14/2023 3:30 PM
44	Feeling excluded from staff meetings. Are Totem members not part of school staff ? At least, why not a mandatory copy of the minutes from the staff meeting posted next to the time clock for everyone to review at a glance.	10/14/2023 3:26 PM
45	Para harassment. Too many students thinking it is okay to be violent and physically hurtful to paras. Teachers and principles allowing it to happen and not standing up for their paras.	10/14/2023 3:14 PM
46	Middle school registrars should be paid at the same rate as middle school AA's. Also the entire office, counseling office and security feel short staffed.	10/14/2023 2:52 PM
47	1. Hourly rate increase of ATLEAST \$10/hr for covering both jobs in the office. 2. Higher hourly rate for working in larger busier schools, just like principals, as we are doing way more in a chaotic environment. 3. Yearly Bonus based on how many years you've been with the ASD. What happened to those?	10/14/2023 2:37 PM
48	Paras having to deal with violent behaviors from students. I regularly get hit, kicked, scratched, etc. By a student and my principle is doing very little about it and I'm not allowed to defend myself.	10/14/2023 2:36 PM
49	The lack of time to enter student data and check ASD e-mail. Also, the lack of time to talk to the teachers without students present.	10/14/2023 2:25 PM
50	Need more employees	10/14/2023 2:13 PM
51	The lack of real training provided by ASD. There is little to none, and what is offered comes in the form of "find the manual online" or being told to reach out to other schools for help.	10/14/2023 1:55 PM
52	Short staff.	10/13/2023 10:35 PM
53	Competitive pay so there is not a shortage of workers. Better coverage when subs are needed. More training for supporting neurodiverse students.	10/13/2023 4:09 PM
54	More hiring incentives to help with being short staffed.	10/13/2023 12:27 PM
55	Base pay increases when doing jobs outside our assigned job. Currently I am covering 3 different positions within my school and only getting paid \$1.5 more per hour. If you divide my hourly rate by 3 (for covering other positions) I'm basically working for much less than minimum wage and the stress of having to fulfill those duties is almost not worth it.	10/13/2023 11:19 AM
56	rate of pay vs job duties (asked to do things not in my job description) Catering, covering other positions (including teachers and IT) without adequate pay,	10/13/2023 9:00 AM
57	need a higher raise	10/12/2023 9:59 PM
58	Nothing at this time	10/12/2023 9:35 PM
59	So many other duties as assigned that make the dos and don'ts boundaries very blurred	10/12/2023 9:01 PM
60	n/a	10/12/2023 7:41 PM
61	Short staffing	10/12/2023 7:39 PM
62	I would love to see SPED paras paid more when we fill in as subs for teachers when no other subs are available.	10/12/2023 5:49 PM
63	Not enough staff for outside duty	10/12/2023 5:11 PM
64	adequate training and short staffing	10/12/2023 5:07 PM
65	This year I have had no issues in new school. But left a school after 17 years because of how looked down upon paras were and were hindered in our ability to do our job.	10/12/2023 1:32 PM
66	Having a mentor that is available to answer questions would be beneficial for those starting in	10/12/2023 12:54 PM

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new positions with no experience. Also, working in a completely different job for a day should have some form of financial increase for that day.

67	I work in a really good school. Out supervisors are great at helping when needed, responding to issues, and appreciative of staff.	10/12/2023 12:10 PM
68	Bullying, retaliation, being asked to do things that we should not be doing.	10/12/2023 11:50 AM
69	Communication between administrators and staff, having to wait until the last minute for plans on how Totem employees can have work options on the non work days that have put into play. Always feeling like we are over looked and considered an after thought of keeping us in paid status when emergency closures come up. People used up their leave time last year before the winter break. It was hard on the small people who rely on their full pay check to survive. We have had our medical insurance increase over double in the last ten years, yet no wage increase to compensate . We have taken a pay cut. Totem are some of the hardest workers and are the backbone of the district.	10/12/2023 6:39 AM
70	Our level of injuries and level of support given to adequately meet the students needs within the parameters of district policy. Districts level of pay for our intensive classrooms doesn't attract quality staffing.. those of us that are only paid for 9 months at maximum step level do not earn enough to live... why are we the only union not salaried year round..? Everyone else we work with have paid snow days non work days.. we are expected to do more with less support and 2\$ more an hour for this year... we are required to babysit or lead instruction on plc Mondays.. we are allowed 10 minutes prior to student arrival and 10 mins after they are picked up for prep and required trainings emails etc..the new policy on restraint and seclusion.. need i say more..	10/11/2023 11:21 PM
71	Student Behaviors!	10/11/2023 10:55 PM
72	35hr work week+ 9 month of work+ growing issues with student behavior+low pay=low staffing and not obtaining highly trained staff. I'm from Tennessee and when the school shuts down i.e. Christmas break, fall break, and spring break, teacher assistants were paid. We weren't required to use our leave.	10/11/2023 8:28 PM
73	Flexibility	10/11/2023 8:05 PM
74	No ability to work from home on non work days	10/11/2023 7:13 PM
75	I have worked in the office at an SBBS school since it began and Not being fully staffed and uniformly trained is a big issue. The lack of substitutes and juggling staff to maintain a cohesive work place makes for daily challenges. Even with a principal and a full time AP it is hard to cover all the needs in our school.	10/11/2023 6:57 PM
76	I think we should get longevity bonuses. I believe ALL sped paras should have a 7 hour work day, everyone needs prep and collaboration time each day.	10/11/2023 6:07 PM
77	We as a paraprofessional are required to drive students in our vehicles. Milage needs to be increased. ASD is not liable if we are in an accident. This is a high risk on employees. The transit bus should be required unless there is an emergency situation. We paraprofessionals perform duties As a certified schoolteacher, and believe that our pay should be increased along with the two dollar extra per hour worked each day with students. The master Teacher qualified testing, has been exceptionally stressful on many paraprofessionals Who do not use these courses that we were assigned to take in Our job performance. Several employees are community based outside of the classroom and do not perform these courses that you say we are required to pass. Some have already tried to take the test and failed. I would like to see more behavioral training inside the classroom.	10/11/2023 5:38 PM
78	I am ok with my area of work.	10/11/2023 4:45 PM
79	Pay increase I made more working at holiday but I love my job in preschool	10/11/2023 3:26 PM
80	Finding a space for disruptive kids to go instead of the front office, screaming and yelling while we're trying to do our work	10/11/2023 3:22 PM
81	New hires getting higher pay start than returning staff	10/11/2023 2:24 PM
82	Na	10/11/2023 2:17 PM
83	Maybe increasing the mileage for driving. Having more advance behavior management training for students that have challenging behaviors that escalate in the community or classroom.	10/11/2023 2:07 PM

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Having the empower/ payroll recognize paraprofessionals working during the summers. Having bonuses once a year. Increasing the wages of paraprofessionals if they are at Range P and doing something about the classification plan is equal somehow.

84	.	10/11/2023 2:07 PM
85	Not enough staff	10/11/2023 1:13 PM
86	Raise! Not only differentials	10/11/2023 1:06 PM
87	N/A	10/11/2023 12:57 PM
88	None	10/11/2023 12:55 PM
89	Not adequately paid for the type & amount of work we do.	10/11/2023 12:54 PM
90	NA	10/11/2023 11:27 AM
91	We do our work and then some. We miss our lunches & breaks half the time and no matter how much we love our school and kids some teachers and staff make us feel like we are inferior and that doesn't keep our moral up . we work just as hard if not harder. Totem staff are getting kicked, bitten, punched, extreme threatening(im going to kill u, im going to set u on fire ETC) by students on a daly basis. We are here to support kids but if the staff isnt getting supported/protected then there will be no staff left and some of us cant just leave beacuse we have families to take care of so what do those people do endure it until there bodies give up on them and they they have to call out but wait we might not have enough time in the bank because of what ever reason. I am very frustrated.	10/11/2023 10:22 AM
92	Not specific to my area but our step increases really need to go past "P." - it feels like our experience and expertise is not valued enough to go further.	10/11/2023 10:03 AM
93	Working outside of my job description	10/11/2023 8:03 AM
94	Lack of ability to work from home during closures like other unions have	10/11/2023 7:56 AM
95	Allow the Totem conference to be moved out of spring break week - pay higher wages to Kindy Para's. !!	10/11/2023 7:44 AM
96	As a middle school AAFP, I wear many hats, and my colleagues often forget that I have numerous unrelated responsibilities. Coaches see me as the sports person, teachers see me as the purchaser, and the Ed. Center sees me as the accounting person. So, often, people don't realize how much work for how many areas I have to do. I love my work, but it's stressful when all of those areas need something that's time sensitive.	10/11/2023 7:18 AM
97	The wording needs to be changed for Kinder para's. Take away "or whatever your principal assigns" Take away "noon duty/lunchroom" . Put us back in the classroom to help our teachers. 23 kinders with little to no support for the kids and teacher is not ok. I litterally only spend 2.5 hours out of 5.5 with my Kinder kids. I also have to do my own WIN. Pay Kinder paras same as resource or sped. ASD believes in Emerson/inclusion into gen ed classrooms with special needs kids. I currently have 3 sped that came in with IEP's and 3 more being watched. We are short sped para's so we Kinder para's are doing 1 on 1 for kids in the class. There are too many special needs kids in gen ed vs sped or resource paras. I am spread too thin with sped in class and noon duty and car release responsibilities.	10/11/2023 6:34 AM
98	Short staffing. Training for old and new para's. Being heard with valid concerns or complaints and to have a neutral mind.	10/11/2023 5:12 AM
99	Hourly wage increase	10/10/2023 11:08 PM
100	I work off school site with students with out direct teacher being present. We feel we should be paid more for being the only one responsible for our students daily, 4 days a week.	10/10/2023 11:02 PM
101	The amount of responsibilities that a sped para pro has outweighs the pay we are given. We are short staffed and are expected to deal with big behaviors and we don't even make a livable wage.	10/10/2023 10:59 PM
102	I work in resource. Multiple students with iep's are put into a classroom so they can have a TA but I cannot give them all the help they need	10/10/2023 10:37 PM
103	I would like to see clerical staff have training offered that would benefit them in their positions. Training for Q, Google Drive programs, Microsoft Office, etc.	10/10/2023 10:36 PM

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104	The lack of respect from ASD. Lack of pay for what we do. The fact that the negotiation teams settle. That we are not worth fighting for to get better pay.	10/10/2023 10:32 PM
105	I see a need for more "real" training for sped/reg para pros. This is not my area if work but I am a long time clerical employee. Things are different. We must adapt.	10/10/2023 10:29 PM
106	The number of clerical assigned per the headcount is way too low- especially in secondary. Currently we have over 1300 students and one clerical assigned to attendance, phones, front door, security, and managing student office aides. I feel like out of class pay is warranted for the sheer volume of work and expectations.	10/10/2023 10:12 PM
107	Secondary Library Assistants are performing more duties than in the past and are now assisting students with certain tech issues and handling chromebook distribution. I believe that the range (currently 9) for Secondary Library Assistants should be increased to reflect these changing duties.	10/10/2023 9:58 PM
108	N/A	10/10/2023 9:10 PM
109	I frequently have to fill in for a teacher so they can have their planning time. I'm am told the teachers' planning time is in their contract so they must get it. That's fine that they get planning time, but I can't do my job because I have to fill in for them. Also, this is not unique to me or my job, I really don't get paid enough to live off of. I don't understand how anyone can live off of our salary. Pre-pandemic I had a second job, which helped. We shouldn't have to have a second job in order to survive.	10/10/2023 8:56 PM
110	I need a device to check email and keep up with information. Don't get me started how much WIN sucks: where's the time to prep? Where's the opportunity to meet our own studentsZ's needs without lockstepping to some top-down schedule enforced by people who don't know our students? And how does the District get away with saying they'll only compensate Summer School TOTEM positions at the school year rate? After 10 years as an ELL teacher, why can't I be paid at a BLT rate if I work as a tutor rather than merely \$15 an hour?	10/10/2023 8:55 PM
111	We need better support from the B team	10/10/2023 8:52 PM
112	None	10/10/2023 8:49 PM
113	I have been asked to spend 2 hours of my morning in our new SLC classroom because of short staffing. These leaves my resource students with no coverage.	10/10/2023 8:49 PM
114	Consistent communication regarding procedures across schools and proper training of new front office staff. OJT is not cutting it.	10/10/2023 8:37 PM
115	PAY.	10/10/2023 8:31 PM
116	TA's should get Christmas Bonus!!!	10/10/2023 8:07 PM
117	In all states hourly rate has increased as inflation increases, so ASD must increase hourly rate.	10/10/2023 8:03 PM
118	Our paras are required to teach WIN groups. The district has not allowed prep time for the WIN groups nor can the paras count the WIN groups as part of the IEP hours. We are running on "emergency" procedures to cover IEPs just cover the most needy. We need more staff.	10/10/2023 7:58 PM
119	If there is an emergency closure at the school or in the district, we have to either report to school anyways (not that anyone else is there, because they do not have to report to school to get paid), put in for vacation pay, or lose the income for the day. This is not fair and could even be dangerous because we are driving through the weather when the district has already determined that the streets are too dangerous, hoping we will even be able to get into the school. This is my fourth year at my school, and I do not have a key to get in. My only hope on days like this is that I can contact my principal so that she can contact the custodial person (if he is there) to let me in. In short, we should get paid our regular pay if there is an emergency closure, as that determination is beyond our control.	10/10/2023 7:46 PM
120	Staff being assaulted by students and administrators thinking it is ok.	10/10/2023 7:27 PM
121	Definitely a wage increase and an increase to leave accrual. Bus drivers start at \$25. While our scale is much less. Heck I've worked for over 12 years and still haven't reached \$25 an hour.	10/10/2023 7:00 PM
122	The enormous amount of prep time and planning that comes with the new mClass curriculum	10/10/2023 6:57 PM

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	that I myself am expected to do for small groups I run.	
123	My pay is laughable for the amount of work I do. Everyone in sped deals with behaviors and we deserve proper training and pay not just the people in special programs	10/10/2023 6:42 PM
124	Wages are not livable for this area. Staff should not have to have a second full time job to supplement this one.	10/10/2023 6:20 PM
125	Low pay. Closures without pay.	10/10/2023 6:20 PM
126	I am very happy with my area of work and also with Totem as my bargaining unit.	10/10/2023 6:19 PM
127	Pay and the continual rise of health insurance	10/10/2023 6:14 PM
128	Na	10/10/2023 6:12 PM
129	Instead of using pto for holiday periods (Christmas, Spring break...)Perhaps consider proposing that Christmas and Spring Break are paid days and put a set number of pto hrs per school year that roll over if unused. In addition, it would be nice to have an option to receive checks during the summer months by employee elected deductions throughout the regular school year to be distributed during the summer.	10/10/2023 6:03 PM
130	Indigenous day should be added to our Holiday paid leave.	10/10/2023 6:03 PM
131	We do not make enough money for the level of responsibility we have. Combine that with Totem positions being cut so that the same work has to be done by less people and it is a situation that causes good people to leave and their positions to go unfilled for long periods of time. When this happens we who remain must cover positions that we were not hired to do nor did we apply for and get a whopping \$8 extra a day?? \$8 to do two jobs? What a slap in the face when the District offers monetary incentives to new hires while us good and faithful long term employees continue to work for well below the industry rate. I am also very concerned about the discrimination toward those who did not want to take an experimental vaccine during covid and the possibility that may happen again. Many of us had to stay home because we had a "symptom" and had to use our own leave while those who agreed to the vax were paid to stay home. This is clearly medical discrimination. We have the right to decide what happens to our own bodies don't we? Are you going to advocate for us if another "pandemic" happens and we get sent home for weeks because we had a headache, cramps or felt nauseous? There are a lot of things wrong with ASD and our Totem representation. I have paid dues for over two decades and am continually disappointed. I have asked to have a contact list of Totem members so we can discuss freely then issues that concern all of us but apparently that's not allowed. So all of our communication is filtered through the union. We should be able to communicate with the entire group about issues we share without being monitored by those we want to discuss. I want to know the actual vote results-THE NUMBERS. I want to know how many votes went to whom. Why is this information kept from us? We were only told who the winner was and nothing more. The only reason I haven't dropped my membership is because I want those who are new to the District to have the choice of a union and am hopeful things will improve in the future. For now it appears this a just a stepping stone for someone to a better assignment and the best interests of the Totem members are not a priority. I know I am not alone in my disgust for how poorly our union represents us and how little we continue to be paid. I would bet that the low wages turns out to be the first priority for 95% or more of your respondents. Will it make a difference?	10/10/2023 6:00 PM
132	We are short staffed and over the last several years, are working with more and more students that need behavior support. Staff and students have been injured and little support has been given by the district when we were in dangerous situations. We are often providing behavioral support, without the needed support or appropriate financial compensation for the work we are doing. I cannot and will not participate in new member drives when we cannot get subs, and folks can get better pay at any number of other jobs where they are not putting themselves in stressful and harmful situations. A living wage must be fought for. If it is not given, we must be willing to strike for it.	10/10/2023 5:56 PM
133	Disrespect, lack of proper compensation	10/10/2023 5:48 PM
134	Too many kids in diapers. No clear guidelines. More team work between teams.	10/10/2023 5:36 PM
135	-NOT FEELING HEARD BY TEACHERS OR ADMIN. -FEELING AS IF WE ARE NOT AS IMPORTANT BECAUSE WE ARE NOT TEACHERS.	10/10/2023 5:30 PM
136	N/a	10/10/2023 5:19 PM

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137	None	10/10/2023 5:19 PM
138	Not really sure at this point in time.	10/10/2023 5:16 PM
139	None	10/10/2023 5:13 PM
140	The cost of living and training issues no time to due training on the clock insurance keeps raising so the insurance canceled out the raise	10/10/2023 5:11 PM
141	Can't think of any.	10/10/2023 5:10 PM
142	Office staff covering for absent coworker (AA for Secretary, Secretary for AA) should get more than 1.50 rate increase.	10/10/2023 5:09 PM
143	Expected coverage for absent staff wish inadequate compensation.	10/10/2023 5:04 PM
144	None	10/10/2023 4:56 PM
145	Taking 15 minutes break morning and afternoon session	10/10/2023 4:49 PM
146	Staff at my work place are awesome they care each other and they great you who ever you are.	10/10/2023 4:48 PM
147	Need to pat SPED Resource more money	10/10/2023 4:27 PM
148	Would like to have the days paid when school is closed for weather conditions ..not having to risk our lives to come to work...also should have been a paid day for this last holiday	10/10/2023 4:25 PM
149	Behaviour expectations are not standard - each teacher sets their own expectations that can and do not go with school expectations.	10/10/2023 4:22 PM
150	If bonuses are offered to new hire, how about bonuses for those who stick around	10/10/2023 4:18 PM
151	Base pay rate needs to be higher for all Totem employees in order to retain quality employees. Turnover has gotten high and made long time employee jobs harder. Clerical staff at my school does so much to run the school that principals often get credit and the pay for	10/10/2023 4:13 PM
152	I would like the Resource Para position to be 7 or 8 hours a day, instead of 6. We work 7 to 8 hours a day and are only paid for 6.	10/10/2023 4:05 PM
153	Para's need to be paid more. We work more with students than anyone else. We are constantly getting beat up by students and some of us input data into tienet/PowerSchool instead of just collecting data. We are also the teacher in the classroom even when we have a sub (most subs don't work in life skills). We (life skills and Sped pre school) should also be paid the same differential as SBBS.	10/10/2023 4:05 PM
154	Those of us who are at the highest pay step, should be able to earn more as time goes on!! 10-40cents an hour raise hardly seems fair for all the years of work and experience we add to the students and teachers we work with and serve! Please look at the added value we as classroom paraprofessionals add to the profession, and reward us accordingly!	10/10/2023 3:54 PM
155	I appreciate and would like to continue having chances to work and get paid from home on Professional Development opportunities during non-student in building days.	10/10/2023 3:52 PM
156	salary increase specially when not enough para in other class	10/10/2023 3:50 PM
157	Honestly I would like to see paras paid enough to pay for rent without needing assistance.	10/10/2023 3:49 PM
158	I feel anyone who works with special Ed kids need a raise	10/10/2023 3:46 PM
159	There's no real incentive for longevity. After 20+ years, I am finally making double of what I made when I started working for the district. Also, between now and last march, with no change to my benefits, I currently make exactly \$2.09 more per MONTH than last April. The increase in employee contribution for health care eats up that much of my "cost of living" raise.	10/10/2023 3:30 PM
160	Not being able to take any time off without leave is hard on us who rely on our leave accrual to get us through the summers. Since the shut down of Mt. Iliamna the SLC classrooms have been filled with students with extreme behaviors, including excessive violence, yet we're being paid less than the Para's who work in SBBS. Many of the students in our program have had to be switched to Whaley because of how severe their behaviors were, yet we're being told we	10/10/2023 3:29 PM

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make less due to us not working with behaviors. I think this is an issue that should be looked into and fixed, as many Paras are becoming increasingly upset by it.

161	NA	10/10/2023 3:28 PM
162	We need to be paid a livable wage. I am on public assistance to provide for my family. There needs to be a cost of living raise. Fred meyer and fast food restaurants are paying 20 dollars an hour or more an hour. I have been with the district for 6 years and I am not even at 19 dollars an hour.	10/10/2023 3:27 PM
163	My title. I work with students in an affective skills class and a lot of one on one with the PASS program as a paraprofessional. My title is special programs but it should definitely be changed to behavioral support because I'm working with students who have not transitioned from the SBBS program, but are found at the secondary stage of schooling. I understand that special schools and paras of behavior support are there solely for that job title, but where do you suppose a lot of those students come from and many who never make it there because of all the data that must be compiled before they are accepted? They are with us and we are not compensated well for the situations we are place in.	10/10/2023 3:18 PM
164	NA	10/10/2023 3:16 PM
165	Pay raises, bonuses for employees,	10/10/2023 3:15 PM
166	Short staffing	10/10/2023 3:15 PM
167	No training on how to do data sheets. Not given IEP information. No training during the three in-service days before school starts on how to do the job. Paraprofessionals working without a teacher's help or assistance. Just handed a group of students to teach.	10/10/2023 3:14 PM
168	I would like for Resource Paraprofessionals to have the same pay raise as Life Skill Paraprofessionals do. I understand their classroom behaviors are different then the rest. However Kindergarten and 1-2 grades also have classroom behaviors that us Resource Paraprofessionals have to deal with on a daily basis.	10/10/2023 3:11 PM
169	Elementary office staff handle twice the jobs of HS & MS staff. We're lucky to have two full time employees doing what 4 employees do at the other levels.	10/10/2023 3:09 PM
170	More training, mandatory trainings for new positions. Cost of living increases so we don't have to be on welfare or take multiple jobs	10/10/2023 3:08 PM
171	It is a struggle with all the added duties we have. For instance, when our nurse is out, the front office has to cover the nurse. We are not paid any extra and really, we are not qualified to be a nurse. When we are told that it is an additional duty that we are required to cover. We have not had a cafeteria manager for a year and a half. Well, we had one for a short time (about 6 weeks, I think) last year. That fell on front office and Totem employees. I feel as if AEA being a much larger union, their voice is heard. Indigenous Peoples Day-Totem had to take leave or work. Teachers basically treated it as a 3 day weekend.	10/10/2023 3:05 PM
172	Being in SPED in an SLC classroom I feel bad or guilty when taking a day off or even my wellness day. Also with the amount of short staff we have to help out everywhere and it leaves our class doing the things that we didn't prepare. We are having to protect ourselves from bad behaviors and we are told more and more we can't do this or we can't do that so we are just getting beat up every day. Some of us more so because we work with older people or someone who is pregnant. This job is getting really hard and it seems like I can make more being a bus driver starting out. I have been a loyal employee of ASD and this is the thanks I get for 20 years. Bus drivers make more then me and they just started.	10/10/2023 2:59 PM
173	We don't get paid enough for the cost of leaving and job description.	10/10/2023 2:53 PM
174	People to people training with hands on. Right now we have videos or booklets and no help.....no one has time	10/10/2023 2:49 PM
175	I don't make enough to support myself or my daughter working 40hrs/week	10/10/2023 2:47 PM
176	Wages	10/10/2023 2:46 PM
177	I work for an alternative secondary program and I am OFTEN tagged to work beyond what a normal AA does, in fact I'm considered the Activities Clerk and the FDCC. I do a lot and barely have time for all of it, on top of running the Front Office with one other clerical staff member. I don't think AAs and Secretaries should be making less than \$20 starting. A school secretary in	10/10/2023 2:43 PM

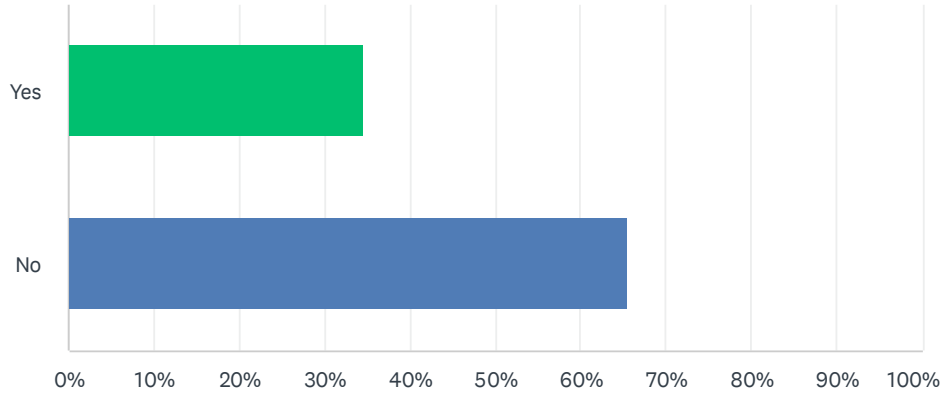
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any setting does way more than just sit and stare at a screen. These are necessary jobs, and they should be treated as such.

178	I do not feel that totem should have to risk their life to get to work or take leave.	10/10/2023 2:42 PM
179	Appropriate pay for our job titles and duties	10/10/2023 2:40 PM
180	We should be paid for days off just like AEA members. Totem needs to back up members who are following their department guidelines, despite building pushback.	10/10/2023 2:39 PM
181	Please bring back free college credit	10/10/2023 2:39 PM
182	Short staffing is the biggest problem in the SBBS program.	10/10/2023 2:38 PM
183	I don't get paid enough for this job!!! It's insulting that a fast food employee or a barista makes more money than I do. If there were better wages, ASD would attract more employees.	10/10/2023 2:38 PM
184	No issues at this moment.	10/10/2023 2:37 PM
185	Fellow staff with bad attendance but suffer no consequences because a body filling the position seems more important than proper work ethics.	10/10/2023 2:36 PM
186	Increase in pay rate has got to be a priority. Totem employees are seriously underpaid compared to the rest of the workforce.	10/10/2023 2:35 PM
187	Being asked to work in a job that isn't my job title.	10/10/2023 2:35 PM
188	Private sector jobs paying 50-100% more for similar or less work, I like working in education but it is simply unsustainable for a single income individual.	10/10/2023 2:35 PM
189	Pay! That will help retain personnel.	10/10/2023 2:32 PM
190	I should be able to use LWOP whenever I want. Not only after all my leave is used up.	10/10/2023 2:30 PM
191	Pass	10/10/2023 2:30 PM
192	Pay increase.	10/10/2023 2:27 PM
193	TOTEM members need to be allowed to receive addendum.	10/10/2023 2:26 PM
194	no	10/10/2023 2:25 PM
195	Matching pay with cost of living	10/10/2023 2:22 PM
196	NA	10/10/2023 2:19 PM

Q8 Would you like a membership meeting set up with your TOTEM Negotiators via Zoom?

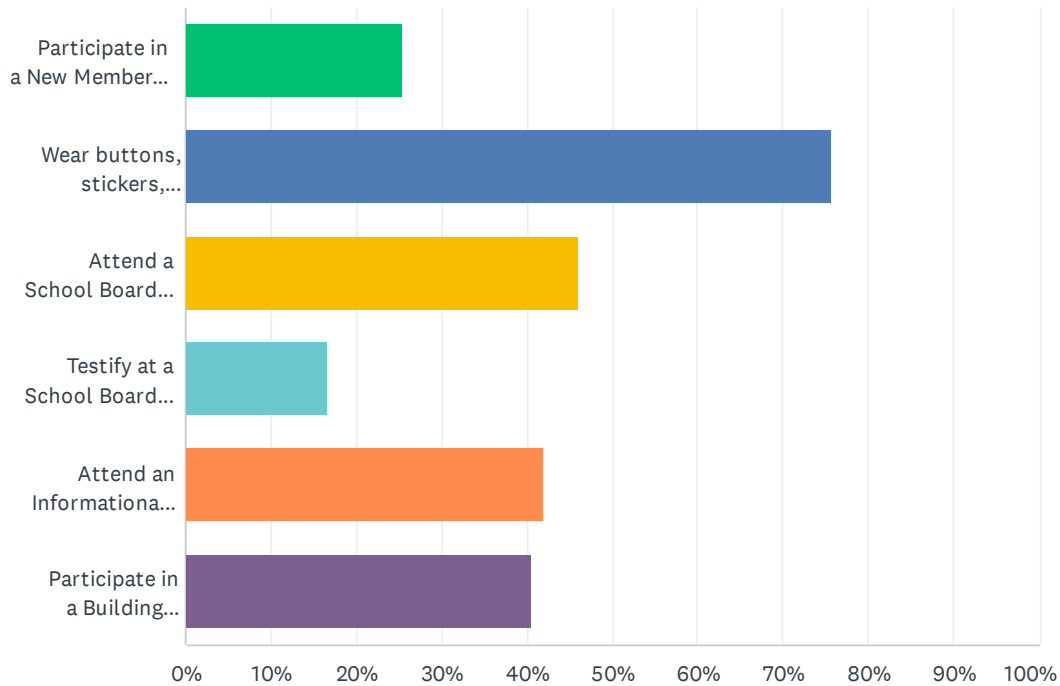
Answered: 289 Skipped: 4



ANSWER CHOICES	RESPONSES	
Yes	34.60%	100
No	65.40%	189
TOTAL		289

Q9 Our Collective voice is where we draw our strength. Standing together will generate the power and leverage needed for a successful negotiation. What actions are you willing to participate in to show your solidarity?

Answered: 252 Skipped: 41



ANSWER CHOICES	RESPONSES	
Participate in a New Member Drive	25.40%	64
Wear buttons, stickers, t-shirts...	75.79%	191
Attend a School Board Meeting	46.03%	116
Testify at a School Board Meeting	16.67%	42
Attend an Informational Picket or Rally	42.06%	106
Participate in a Building "Walk In"	40.48%	102
Total Respondents: 252		

Q10 Please share any further information you would like the TOTEM Negotiators to know:

Answered: 130 Skipped: 163

#	RESPONSES	DATE
1	There's too much to write! See ya Friday!	10/18/2023 3:41 PM
2	Continued open and transparent communication about what is happening. If there are needs that the negotiation team needs from the members, please share that information. Thank you.	10/18/2023 9:36 AM
3	Done	10/17/2023 4:36 PM
4	Our compensation is way too low and the cost of living increases do not make a dent in helping. We need the support of our committee to fight for us to get better salaries and let the district administration know that schools and offices would not run without our hard work.	10/17/2023 4:25 PM
5	How do we get employees to stay longer	10/17/2023 12:34 PM
6	Full support for us , leveraging salary and rights	10/17/2023 7:25 AM
7	Having to use leave for in service days especially when your position is mostly working with students. The October calendar doesn't make sense. There are 3 and half days that students don't come to school, two of those days could be used to give students and staff off the entire week of Thanksgiving. Parents complain about it every year. Our raises are antiquated, from our grandparents day, pocket change that is not significant enough to make a difference on paycheck because of the increases in cost of health insurance and inflation are more than the pay increase. Our pay is too low compared with private sector employers and the amount of work that ASD requires of us.	10/16/2023 7:17 PM
8	More planning time	10/16/2023 4:05 PM
9	None	10/16/2023 3:05 PM
10	Thank you to the board for working hard, but it is not enough. ASd needs to understand our value and it begins with wages.	10/16/2023 1:40 PM
11	I'm sure it's not unique! As a single person I can barely survive on the wages. I have a second job in a respite position I make \$20.00 per hour and That was my starting wage! I am at \$19.25 an hour with ASD and that took five years. I can go to the same company tomorrow who I am already qualified as an employee and do what they called they have, which is very similar to being a pair of pro and I will make starting wage of \$25 an hour. The only reason I haven't done that this year is because I care about the people I work with and the kids and we are short staffed at our school as it is but next year I will be changing because I can't survive on these wages. The truth is, we deserve to make more than a barista at Starbucks or at least a comparative wage as to what's being paid in this field.	10/16/2023 12:33 PM
12	With the high demand for SpEd, there might be a need to consider raising staff compensation in order to motivate people to apply for this position	10/16/2023 9:32 AM
13	We need more pay. We can't live off of \$16 and up. We need to get paid at less \$25.00 we do more work then teachers. ASD need people but they won't pay more. I work for other place I make \$21.00 and I have the highest position in my job title. The cost of living is going up and what we get paid doesn't even cover rent or food. If you want more people move up the pay. Having health benefits is great but the cost of health benefits going up every year as well. Time change is going to hurt for middle school. I've hear a lot of people looking to go to high school or grade school. Not sure you can do anything about that. We need more paid. We need to fight this. if we need to do walk out. Lets do. Pay needs to start at \$25.00	10/16/2023 8:36 AM
14	Thank you	10/16/2023 8:18 AM
15	None	10/16/2023 7:31 AM

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16	Supplies can be short sometimes when planning	10/16/2023 6:36 AM
17	You are tallest first thing in the morning and humans are the only animal on earth that have a chin.	10/15/2023 10:01 PM
18	I have no additional information to offer at this time.	10/15/2023 7:48 PM
19	Nothing else	10/15/2023 9:24 AM
20	None	10/15/2023 8:16 AM
21	Nothing	10/14/2023 11:31 PM
22	I appreciate your efforts on our behalf. Thank you!	10/14/2023 8:29 PM
23	None	10/14/2023 8:25 PM
24	N/A	10/14/2023 7:11 PM
25	Totem is under appreciated and overlooked as a valuable tool in the ASD	10/14/2023 7:06 PM
26	Can't think of anything	10/14/2023 6:44 PM
27	Salary rate	10/14/2023 5:23 PM
28	I would like to know as a host for TOTEM how to properly assist new comers how to take the Professional test. To be better equipped to help them without having to call TOTEM.	10/14/2023 4:47 PM
29	Nothing at this time	10/14/2023 4:31 PM
30	I don't want the mistake of complaining. I work because I can use the pay.	10/14/2023 4:09 PM
31	None	10/14/2023 3:52 PM
32	Thank you for all you do	10/14/2023 3:40 PM
33	As TOTEM is aware, there is a critical shortage of para's. This creates a more stressful environment for everyone. At the same time, I understand why people are leaving or not applying. The pay is terrible. I have worked for over 25 years and have my PSP and I have stayed because I have loved my job and my students. I know young people starting out in service jobs who make more per hour than I do after 25 years.	10/14/2023 3:30 PM
34	Raising pay to a livable wage. For the stuff we have to deal with, we get paid from the bottom of the barrel.	10/14/2023 3:14 PM
35	My school is still unlocked and does not always feel safe or secure.	10/14/2023 2:52 PM
36	It is a slap in the face to receive an extra \$12 for THE DAY to cover both office jobs. That does not even buy lunch delivered, since you can't leave the desk. AAs should be receiving more for a large school, just like principals do - their increased business & responsibilities add to ours. More payroll, more financial/budget, more shopping, more handling staff issues, more subbing issues, more student issues, just so much more.	10/14/2023 2:37 PM
37	I think the TOTEM Negotiators are as bright as a button!	10/14/2023 2:25 PM
38	We should have at least TWO wellness day - one per semester/per quarter. AEA have at least 5 personal days per year - on top of their sick leave. These are cashable at end of the year.	10/14/2023 2:15 PM
39	Paraprofessional salary need to be increased.	10/13/2023 10:35 PM
40	Thank you for all you do!!	10/13/2023 12:27 PM
41	Student Nutrition got an additional bonus in addition to their longevity bonus of over \$1,000	10/13/2023 9:00 AM
42	None	10/12/2023 9:35 PM
43	Because not all will understand what you can and can't fight for, it would be nice to have something to put up on site boards explaining briefly what the team can fight for.	10/12/2023 9:01 PM
44	I really feel our Health benefits have gone down hill. I keep getting providers calling me that I owe more money because my plan only covers the cheapest option, so I need to pay more a month+ later. Example: I had a couple fillings done. Dentist called me a month later saying I need to pay more because Aetna will only cover the "Minimal" amount for silver metal fillings	10/12/2023 8:11 PM

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as that should be sufficient enough. NO ONE gets metal fillings anymore. My dentist even said most offices don't even offer metal fillings anymore because it's obsolete by today's standards. Everyone gets composite fillings now. My mother-in-law worked for school district for years- retired about 9 years ago. She saw my benefits and said wow- that's not good. This and Pay scale are my 2 largest disappointments and I feel this is why we keep losing young people as new hires. They leave pretty quickly because they realize they can make more at Target and by doing less work. That doesn't look good for our ASD's Clerical future.

45	n/a	10/12/2023 7:41 PM
46	I don't have anything else too say	10/12/2023 5:11 PM
47	Making it more difficult for paras and not listening is what is costing ASD paras.	10/12/2023 1:32 PM
48	All ways helpful	10/12/2023 11:50 AM
49	It's about time our SBBS secretary and Admin Assistant get the differential they work with our students too... how about the head shed coming in and not visiting... come work along side us and see what we really do.. not a guided tour actually see if they can do our job for what we are paid.. how we are treated	10/11/2023 11:21 PM
50	I was hurt by a student (had surgery) and still fighting workers comp to pay for the damages. There is no one to protect us! Not worth the job honestly.	10/11/2023 8:28 PM
51	Can we get a B.A.H that would be great.	10/11/2023 8:05 PM
52	More money that will keep up with this crazy inflation	10/11/2023 7:13 PM
53	I love what I do, but with all of the challenges that office staff come across day by day, not only doing our job as being the face of our school, we are not paid or compensated for the work we do day in and day out. Our longevity and going the extra mile. We face more and more challenges with lack of cohesive training that keeps all secretaries and AAs on the same page. Lack of proper staffing and substitutes to cover classes and teachers planning time. It pulls us in more and more directions. I always put admin, students, teachers, and parents before anything else, but the mental and physical drain of feeling behind on my actual expected job as an AA make it harder and harder to feel appreciated and valued.	10/11/2023 6:57 PM
54	Na	10/11/2023 2:17 PM
55	Just step raises, keeping holiday pay.	10/11/2023 2:07 PM
56	.	10/11/2023 2:07 PM
57	Can't pay my rent on one check!	10/11/2023 1:06 PM
58	We need raises just like the life skills and behavior programs. We have to work with a lot of behaviors and just because it isn't in a program we should still get the increase too. Paying TA's a decent living wage keeps employee turnover low and positions filled.	10/11/2023 1:06 PM
59	As a life skills para I feel like we have been under appreciated and stretched so thin that it is burning us out. Every para I have worked with loves what we do but with a lower wage and high stress do to lack of people it is effecting our mental health. What normally would take us a whole school year to build up stress we are encountering in just a few weeks.	10/11/2023 12:57 PM
60	None	10/11/2023 12:55 PM
61	3% increase does NOT compensate & is NOT comparable to cost of living increases.	10/11/2023 12:54 PM
62	It is common knowledge that we do not get the pay we deserve, and it shows by how short staffed we are. 3 of our "new hires" this year have already put in notice because of the stress of working with behavior problem students, the disrespect they are shown by students, and the lack of training and support they received, for the amount of pay they get.	10/11/2023 11:27 AM
63	We should try negotiating our summer rates increasing if we are working ESY or Summer school. We should trying negotiating using all our leave at the end of the year or at least helping us use leave to cover an additional pay period. Just a though in NY.Bronx all paras and front office staff got paid half of there check for the summer time if they didnt work and thoes who did got to earn there full pay with incentives. I know TOTEM is not NY,Bronx but what ever they did to negotiate that i am sure it will help support of Totem folks. One last thing TOTEM folks should qualify for Bereavement.	10/11/2023 10:22 AM

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64	HR routinely gives out inaccurate and downright misleading information about union membership. This needs to stop.	10/11/2023 10:03 AM
65	Not sure- new to this stuff	10/11/2023 7:44 AM
66	Now more than ever, we need an increase in pay to keep up with the rising cost of living. When insurance was dirt cheap, it didn't matter what our wage was, but our premiums are eating away at our income more and more every year. ASD will not be able to keep or attract talented workers because they simply don't pay the going rate.	10/11/2023 7:18 AM
67	being a para it does not feel like we are treated as "staff" of ASD. SPED PA's were given chromebooks but other Paras were not-it is dependent on the school to provide you with technology. I am lucky my school has provided me with a laptop. As paras are being asked to do required trainings, lead WIN groups, etc yet not being provided the tools to do their jobs. When AEA staff gets specific holidays off or snow days, etc and TOTEM have to either go into work or take annual leave it sends a negative message to TOTEM staff.	10/11/2023 7:14 AM
68	Please add Kinder para's to full time status. We are 30 min short of full time. I would love to be able to use asd health clinic and have benefits. Thank you.	10/11/2023 6:34 AM
69	N/A	10/11/2023 5:12 AM
70	We want to know why non union members get the same as members do? Tell us why we want or should promote our union? Union members dont get anything more then the non union members. Why are we paying dues? I have worked for the district for over 23 years and I am seriously looking into working some where else next year. Why work for the district when we get hit and deal with crazy behaviors with out extra pay plus we can go work at Target for \$17 and hour and get benefits and not deal with behaviors or get hit/hurt on the job! Right now I don't like my employer I won't recommend anyone to work for ASD! You make more money other places.	10/10/2023 11:02 PM
71	I Love helping students	10/10/2023 10:37 PM
72	When we tried to tell TOTEM last time we didn't like the deal and wanted to strike they made everyone feel like this was the only deal we were going to get and if we didn't vote yes we were going to get nothing. Basically guilt tripping members into the contract. I have very little faith it's going to be different this time around. I don't go to school board meetings. They are a joke. If they don't like what you have to say they shut you down.the board and ASD have their own agenda and will do what they want regardless of what others say unfortunately this will probably be my last year. There is a reason they are short on paras. Crappy pay, master teacher test with only a 2% increase (won't be practicing nor taking it) 6th grade to middle school and the time change. If they are wanting to retain employees this is not the way to do it. All of questions have been asked before. Nothing has changed.	10/10/2023 10:32 PM
73	You go!	10/10/2023 10:29 PM
74	Changes need to be made in writing and implemented from the top down. I also feel like our insurance has plenty of room for improvement in rates and coverage.	10/10/2023 10:12 PM
75	You are doing a great job. Thank you for dedicating your time to help us all!	10/10/2023 8:55 PM
76	I am a life skills para and it is a very tough but rewardable job. I honestly wish it was better pay. If higher ups could spend some time in a classroom and see what we do and what we go through that would be very beneficial.	10/10/2023 8:52 PM
77	I wish the district would have a big hiring push and bonus for paraprofessionals, like they did for bus drivers.	10/10/2023 8:49 PM
78	I would like to say that the TOTEM Board are the best! And I know that they are really working hard for TOTEM!	10/10/2023 7:58 PM
79	It seems like resource paras are being ignored. We handle challenging kids but we don't get paid enough. A lot of paras are leaving the district because of this.	10/10/2023 7:16 PM
80	Did you know you can't hum if you hold your nose? Try it. See??	10/10/2023 6:57 PM
81	This last holiday (October 9th) totem had to use leave while teachers did not. That is not fair or right. If there is a holiday and we are told not to come into the building, it should be treated like any other paid holiday.	10/10/2023 6:42 PM

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82	I love my job!	10/10/2023 6:19 PM
83	Attending and testifying at School Board meetings is not effective. They make you wait until the end and long after working people with kids need to be home in bed. I would not participate in a new member drive because I can't give them any good reasons why they should join. I am not sure what good wearing buttons or stickers would do. The issues we have are because time after time we get a weak contract and no significant wage increases. I feel like I'm throwing money away and then see my leave get taken from me to support those who don't support or listen to me.	10/10/2023 6:00 PM
84	All options need to stay on the table. If we are not given respect by the ASD Negotiation Team and are not met with a reasonable offer, to include a living wage, our leadership needs to be willing to strike. We have backing from the community, our fellow educators, and administrators. We are essential and must act like it during bargaining.	10/10/2023 5:56 PM
85	We are talented professionals who deserve respect and a living wage.	10/10/2023 5:48 PM
86	N/A	10/10/2023 5:19 PM
87	None	10/10/2023 5:19 PM
88	Again, I am not really sure at this time.	10/10/2023 5:16 PM
89	Something for people that have been in the district for 20+ years and have experience instead of offering bonuses for people to start at the district with no experience	10/10/2023 5:11 PM
90	Thanks Sandra Thompson for looking out for us paraprofessionals!	10/10/2023 5:10 PM
91	Unity and open communication is crucial.	10/10/2023 5:04 PM
92	None	10/10/2023 4:56 PM
93	Indigenous Day and the April closure need to be paid days off	10/10/2023 4:52 PM
94	Incentive and bonuses	10/10/2023 4:49 PM
95	Sped TA put up with a lot and we don't get treated like crap and no one protect us.	10/10/2023 4:27 PM
96	I want TOTEM to be transparent to members and non-defensive. The board has a ways to go in this regard. I want the administration of TOTEM to be distinct from the administration of APEA. Overlap - especially in the presidency is bad for TOTEM and is fishy for APEA. One person cannot provide oversight for two organizations -especially if the one organization is monitoring the other. That is a clear conflict of interest. I do not currently trust the TOTEM board. I am waiting for clear actions that show you will not hurt whistleblowers nor ostracize them. I am looking for awareness that making a flyer that looks like it came from TOTEM with ink color and image on envelope is unethical in a fair election(!) I am actually embarrassed to wear my TOTEM gear right now. Where once I was proud. As far as the contract I also want TOTEM to fight for a big pay increase without accepting cuts to our benefits. The exodus of great and skilled employees has got to stop. The understaffing due to low wages and lack of defined benefits creates a huge safety issue - especially for paras and for students. Not enough staff means not enough supervision and paras being put in compromising positions with students (working with dangerous/aggressive students without enough training, oversight, or witnesses; being in charge when teacher is unavailable, stepping up to jobs that are beyond the payscale just to " get the work done", to name a few). The negotiations should not start back at ground zero and make us fight for everything we have already and if the district wants to go there we should walk off the job early in the process. We need to build a work environment that TOTEM members can truly say - I have a great job and you could too if you come work with me. Right now I can't say that due to low pay, danger and minimal benefits. Our union is aging and the district needs to wake up to this. If we don't get young people to come in as classified staff we can't provide a stable and safe learning environment for students. Thank you for asking.	10/10/2023 4:26 PM
97	Please don't over look the ones who continue working under this very hard time. Bonuses to those who stick around.	10/10/2023 4:18 PM
98	Thank you	10/10/2023 4:13 PM
99	Thank you for all you do for Totem , ASD Staff, and the kiddos.	10/10/2023 4:05 PM
100	We need to be paid for our worth. ASD doesn't seem to appreciate the work paras do.	10/10/2023 4:05 PM

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101	more knowledge and trainings that will help to be more productive and effective in Para pro teachers	10/10/2023 3:50 PM
102	Money more for living	10/10/2023 3:46 PM
103	The emails during school closure days leave Paras feeling expendable by ASD. Seeing "Teachers stay home and stay safe" and "Totem staff must check in to their building or use leave if they think it's unsafe to drive", in the same email, leaves a very negative feeling about how the district feels about our safety.	10/10/2023 3:29 PM
104	NA	10/10/2023 3:28 PM
105	We need a livable wage to match the cost of living in Alaska	10/10/2023 3:27 PM
106	There should be no such thing as a six hour paraprofessional employee. They should all be seven hours. I started out as six hours resource TA and have been used since working as more than resource. I've been working one on one with some of the most difficult behaviors in the building. This has even happened when a new seven hour employee was hired. I trained her to work resource and she took my position and was paid for the seven hours. I continued as a six hour doing the job she was hired for because I had experience and I was older. I was moved to a seven hour position in 2016, eight school years later.	10/10/2023 3:18 PM
107	There needs to be more recognition for staff that have worked with ASD passed the step increases. Also another level of leave accrual to match for employees who be Worked for ASD more than 18 years.	10/10/2023 3:17 PM
108	NA	10/10/2023 3:16 PM
109	I have been an employee and union meme er since 2005. It took me a long time to get where I am today on the pay scale and now new hires are making money faster than it took me. It's very frustrating. Where is the long term employee benefit??	10/10/2023 3:15 PM
110	We never got the snow days paid, most of the TA's ran out of leaves bc of the many days of snow we had last year, but still not paid as snow days.	10/10/2023 3:15 PM
111	I'd like to see the Paraprofessionals have the same pay raise.	10/10/2023 3:11 PM
112	We are the work horses of the district and receive the least compensation. If we all walked out one day it would cause many issues and disruption of everyday functions. Having "other duties as assigned" sets us up for abuse. We can't get addenda like AEA members, so if we do extra work there is no compensation. Most of us don't even make a living wage. Most teachers, even in the first year make at least double what we do. Our benefits have been reduced and our premiums have increased. We're given two "extra" holidays-but they don't come with compensation, so we have to work from home or use our leave. Many of use bring years of work experience and/or college degrees when we come to ASD. In order to get some compensation for our degree we have to complete 60+ hours of training and join NAEOP which costs us an additional \$50+ yearly. Then we get a mere 4% increase. Our admin positions used to be highly competitive and coveted positions. Now the number of open admin positions is increasing and many schools have only one person in the office.	10/10/2023 3:09 PM
113	Cost of living increase to meet the Alaska cost.	10/10/2023 3:08 PM
114	I appreciate all the negotiators. Just frustrating to see the difference between what AEA members get. They get per diem/addenda, missed planning time payment and classroom coverage compensation to name a few. They still complain about it not being enough compensation. When one of the office staff is absent for an entire day and one person does the job of two, we are compensated with \$1.50 an hour. That comes to \$12.00 a day. Listening to AEA complain about getting \$40 an hour for covering a teacher is a hard pill to swallow. Totem members make the whole machine run and don't make a living wage. I've worked for the district since 2002 and I just now make enough to get by on my wage. That is with my PSP. That is 21 years of dedication to the district and I can now pay my bills but have nothing left for extras. It is time that the district recognizes that without Totem members, the schools and the district would not be able to run or function.	10/10/2023 3:05 PM
115	I hope this time they understand that they find money for the things they want to do but give us pennies for a raise and say they have no money. The superintendent has his money and isn't qualified for the job.	10/10/2023 2:59 PM
116	I would like competitive wages, I have a bachelor's degree and would make more money	10/10/2023 2:57 PM

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working at Amazon, McDonald's, Walmart. The 2% increase is not enough. Our Para's are not paid enough and expected to do so much. It is not fair for any employees.

117	Need to make more money the bus drivers get more like the bus driver do.	10/10/2023 2:53 PM
118	Every time I sent an email, I got an answer the same day or next day, so I am very pleased with that and I thank you for it.	10/10/2023 2:49 PM
119	To attract quality employees, they need to be compensated. Starting secretaries make less than a Target employee. If we are tasked with being the face of our schools and making a good first impression, we should be compensated in a way that reflects our importance.	10/10/2023 2:48 PM
120	Everyone deserves a living wage and I'd like to not be homeless	10/10/2023 2:47 PM
121	I want the negotiators to push for more money to be paid across the board. It isn't fair that paraprofessionals are making so little when sometimes they are the ONLY adult in a classroom of 20-30 kids. It isn't fair that secretaries and AAs starting are at \$16 an hour when we have a position that greatly benefits the school. I think the district overall needs to reevaluate how PAs and other clerical staff have to do far more outside of just their job description	10/10/2023 2:43 PM
122	We are underpaid and there are now more jobs out there that will pay more and have more room for salary advancement. There are also jobs that do not require so much time off where you have to come up when PTO to cover time schools are closed. I feel at one point in time a lot of office jobs were taken by two income households. That isn't the case and wages at ASD are not livable in this day and age.	10/10/2023 2:42 PM
123	Principals should always allow work from home if a staff member can justify the work they do.	10/10/2023 2:42 PM
124	I am fed up with the lack of response from Totem leaders. We need a change of leadership. No one responds to emails or phone calls, even if I am told I will get a call back. Why exactly am I paying to be in this Union if I can't even get ahold of them? What are they doing all day, getting paid with my Union dues? I am seriously considering opting out of this Union, due to this issue.	10/10/2023 2:39 PM
125	Please work on higher wages. I enjoy working with the students, but it's difficult to want to stay with ASD if it means I am not able to support myself or my family.	10/10/2023 2:38 PM
126	None at this time	10/10/2023 2:37 PM
127	Student behavior needs to be addressed. It's have significant negative impact on the learning environment	10/10/2023 2:32 PM
128	I am very concerned about how much and how often leave is taken for Totem board use. I feel it is excessive.	10/10/2023 2:30 PM
129	Nothing as of now	10/10/2023 2:22 PM
130	NA	10/10/2023 2:19 PM