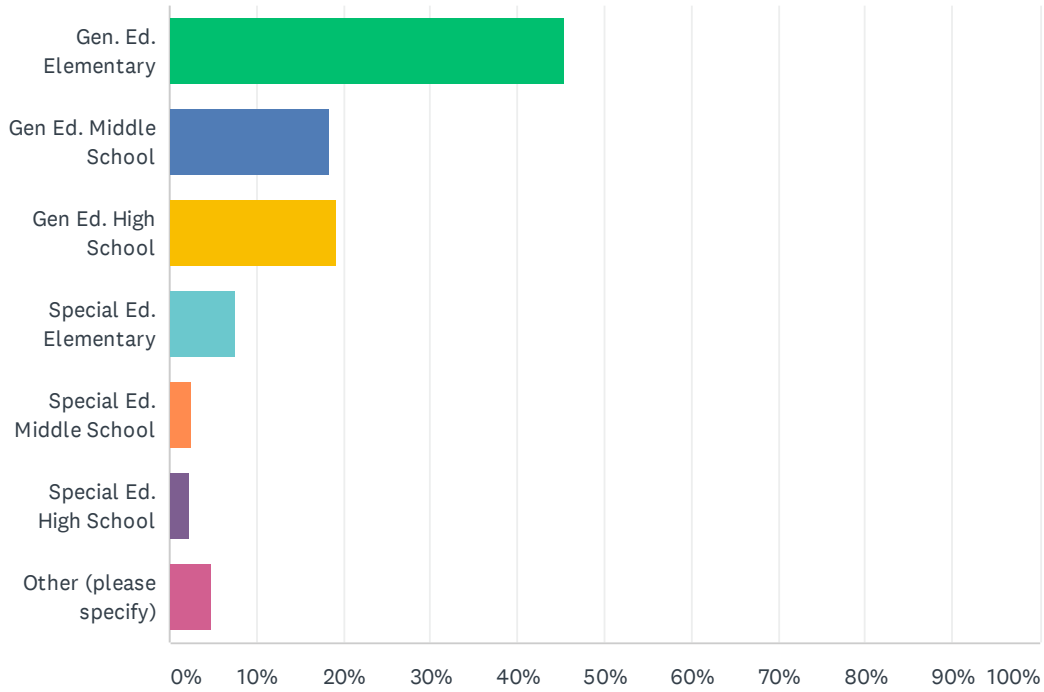


## Q1 Which of the following matches your current assignment?

Answered: 437 Skipped: 0



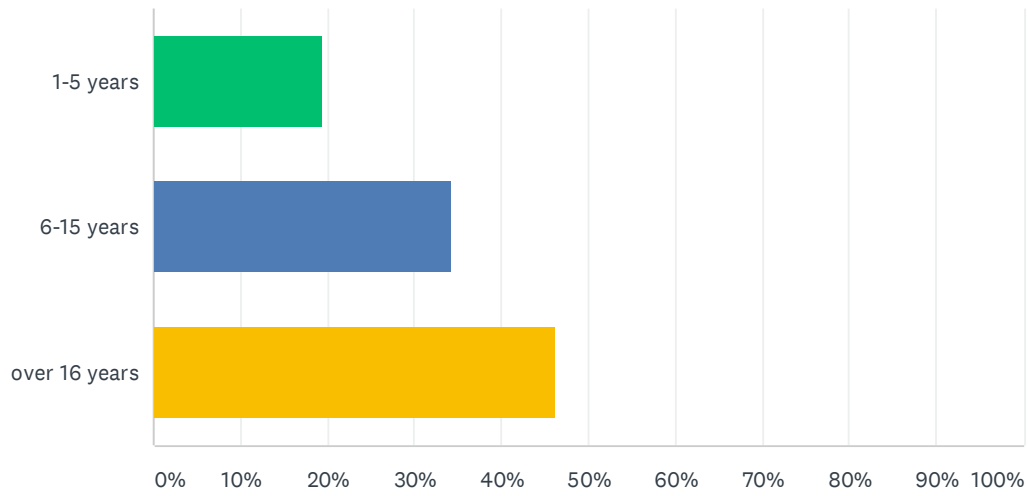
ANSWER CHOICES	RESPONSES	
Gen. Ed. Elementary	45.31%	198
Gen Ed. Middle School	18.31%	80
Gen Ed. High School	19.22%	84
Special Ed. Elementary	7.55%	33
Special Ed. Middle School	2.52%	11
Special Ed. High School	2.29%	10
Other (please specify)	4.81%	21
<b>TOTAL</b>		<b>437</b>

2019-2020 PFT Bargaining Interest Survey

#	OTHER (PLEASE SPECIFY)	DATE
1	Special Ed. Middle & HS	1/14/2020 12:52 PM
2	District Office, Special Ed.	1/10/2020 3:46 PM
3	SPED preschool	1/7/2020 7:21 AM
4	TOSA X-Ploration	1/6/2020 12:41 PM
5	Sped preschool	1/6/2020 12:40 PM
6	X-proration Teacher	1/4/2020 8:27 PM
7	Band middle school	1/4/2020 4:43 PM
8	Na	1/3/2020 1:15 PM
9	Preschool	12/28/2019 12:26 AM
10	Gen ed preschool	12/23/2019 1:23 PM
11	TOSA	12/21/2019 7:26 PM
12	PPAP	12/21/2019 7:13 AM
13	Special Ed. Preschool	12/20/2019 8:33 PM
14	TOSA	12/20/2019 6:28 PM
15	TOSA	12/20/2019 3:55 PM
16	TOSA	12/20/2019 3:46 PM
17	SPED Preschool	12/20/2019 3:31 PM
18	Music	12/20/2019 12:24 PM
19	Special Ed. Preschool NSH	12/20/2019 11:53 AM
20	Behavior specialist	12/20/2019 11:50 AM
21	Sped all grade levels	12/20/2019 11:43 AM

## Q2 How many years of experience do you have in Poway Unified School District?

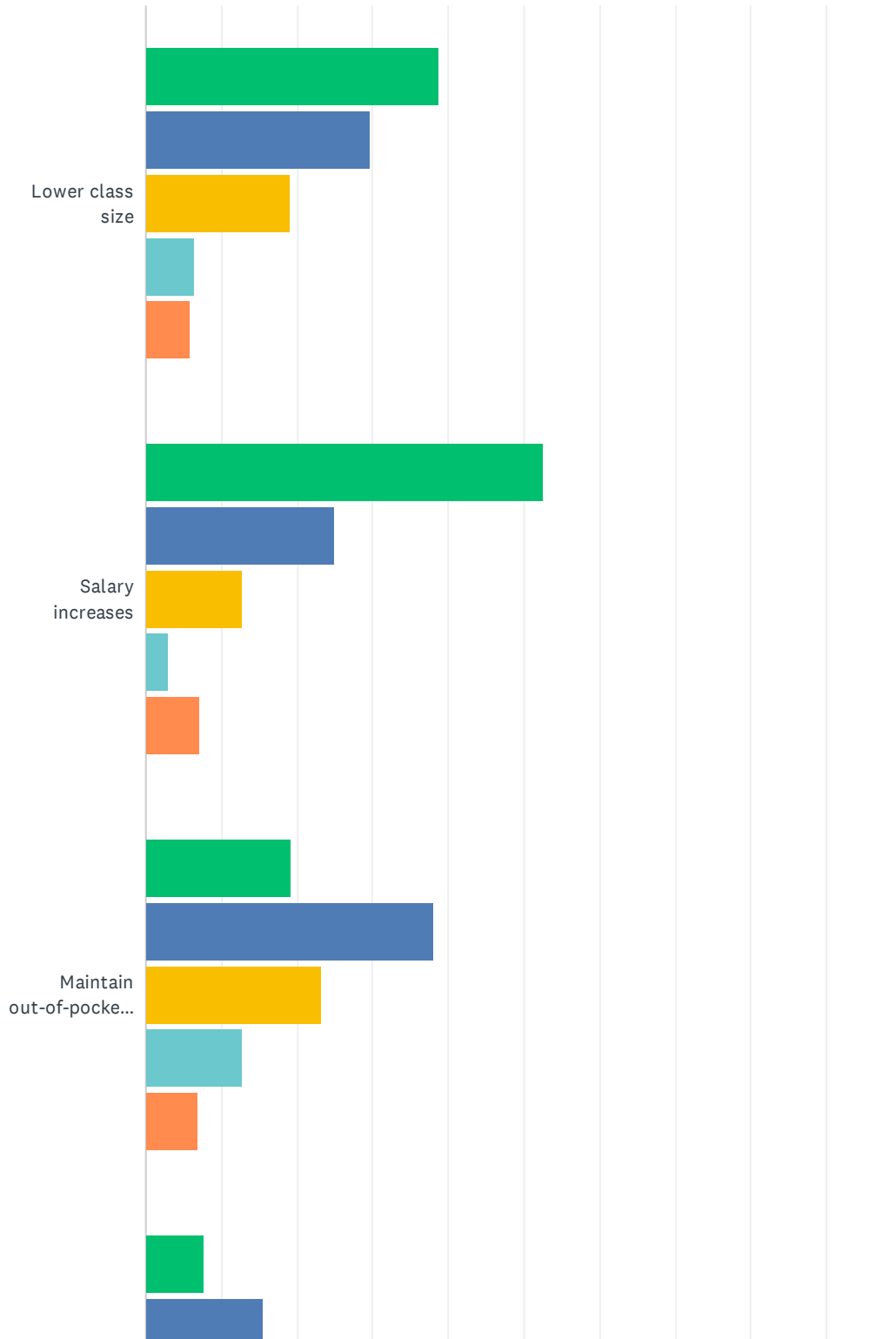
Answered: 437 Skipped: 0



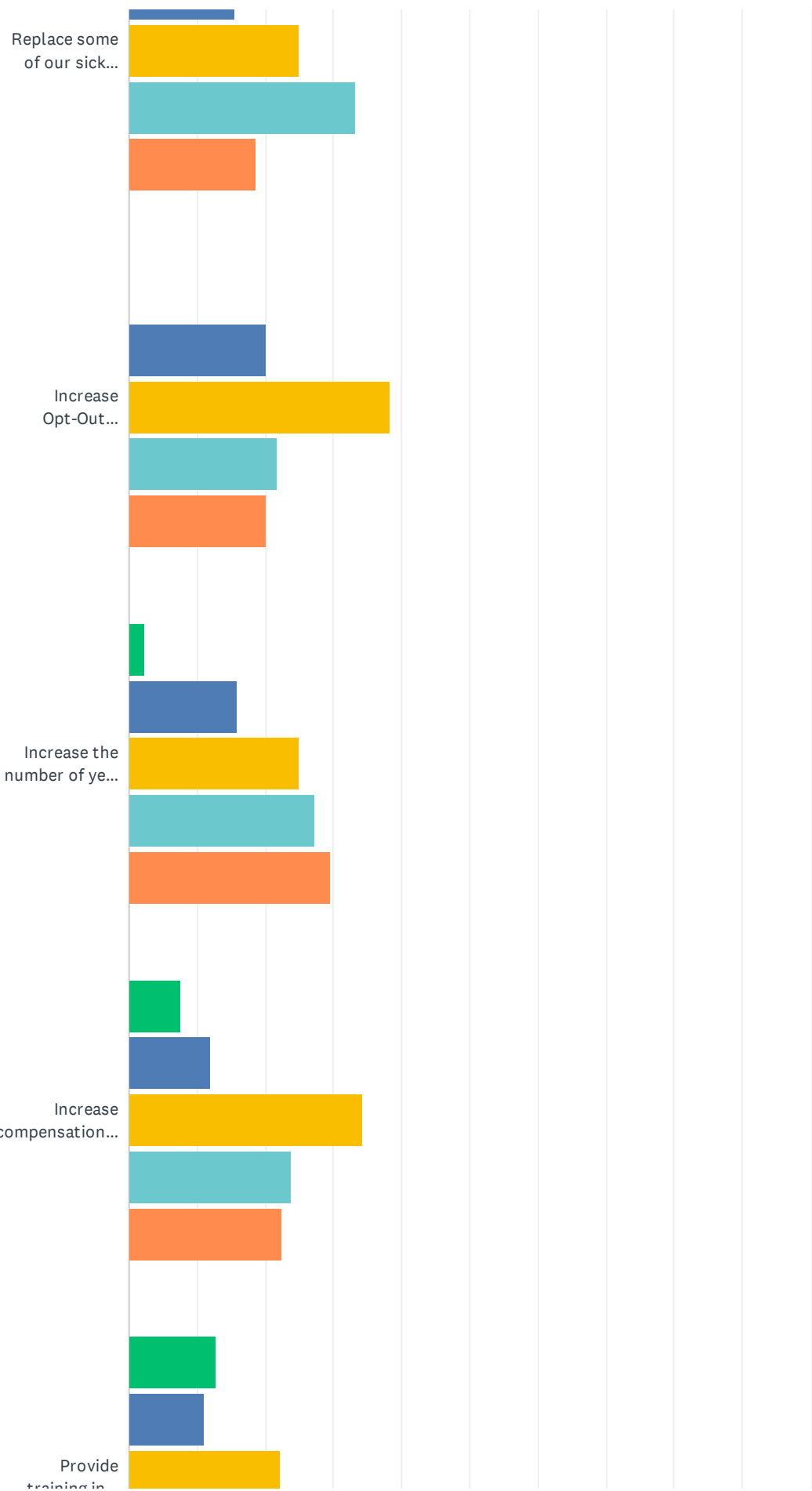
ANSWER CHOICES	RESPONSES	
1-5 years	19.45%	85
6-15 years	34.32%	150
over 16 years	46.22%	202
TOTAL		437

Q3 As we prepare to enter negotiations, we are trying to identify our collective priorities as PFT Members. Please rank your priorities 1-5 below, with 1 being the issue most important to you. You can use each number one time.

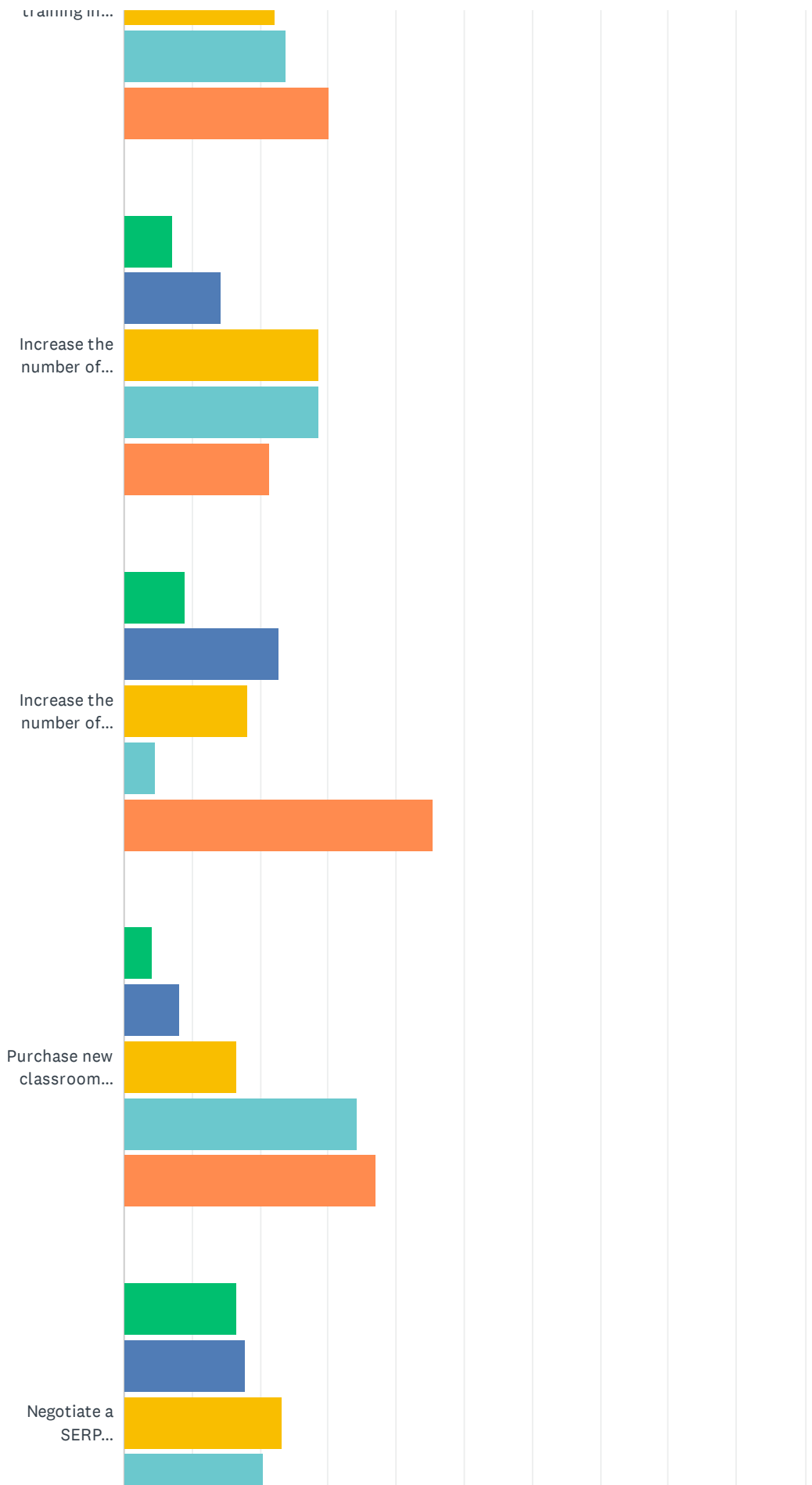
Answered: 437 Skipped: 0



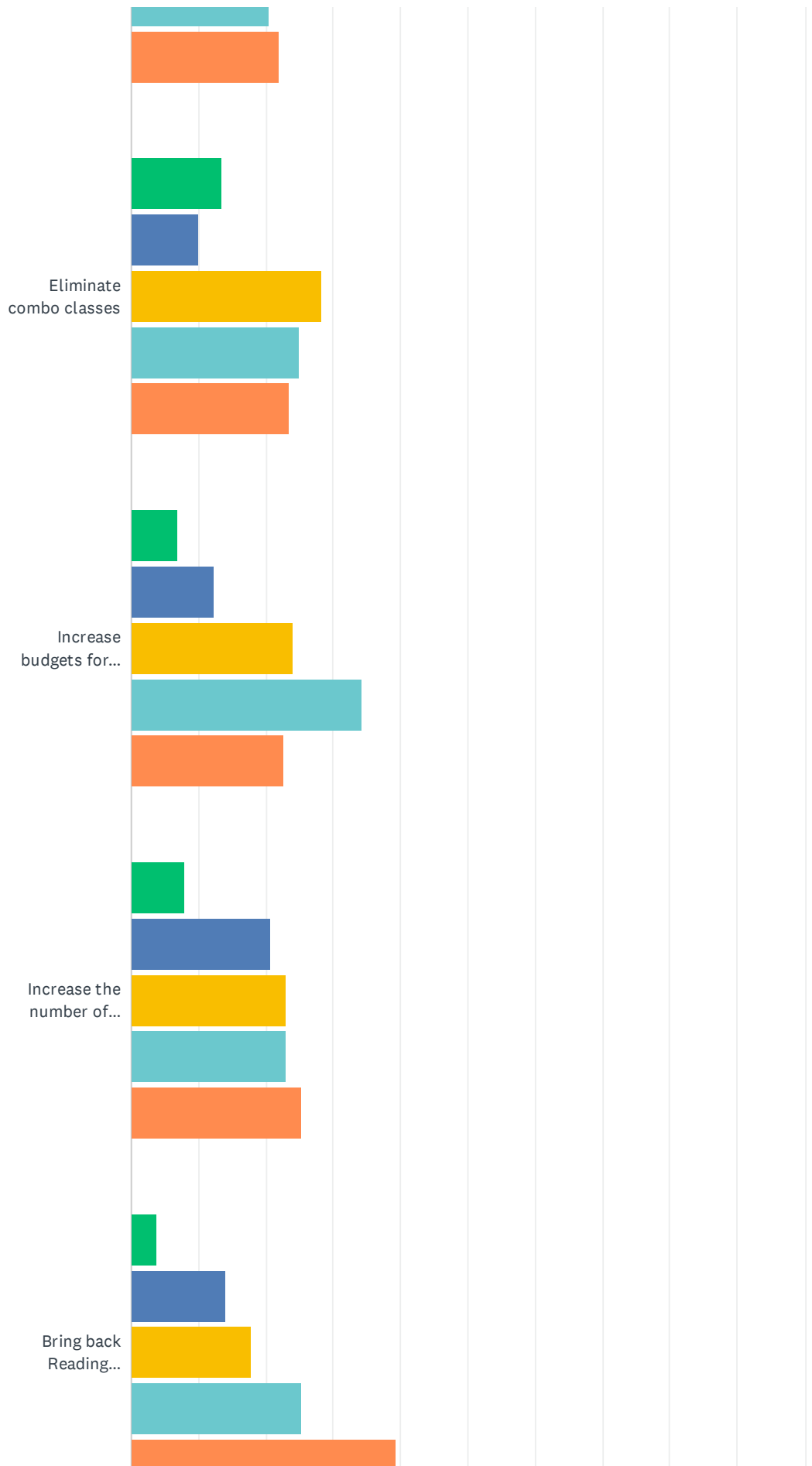
# 2019-2020 PFT Bargaining Interest Survey



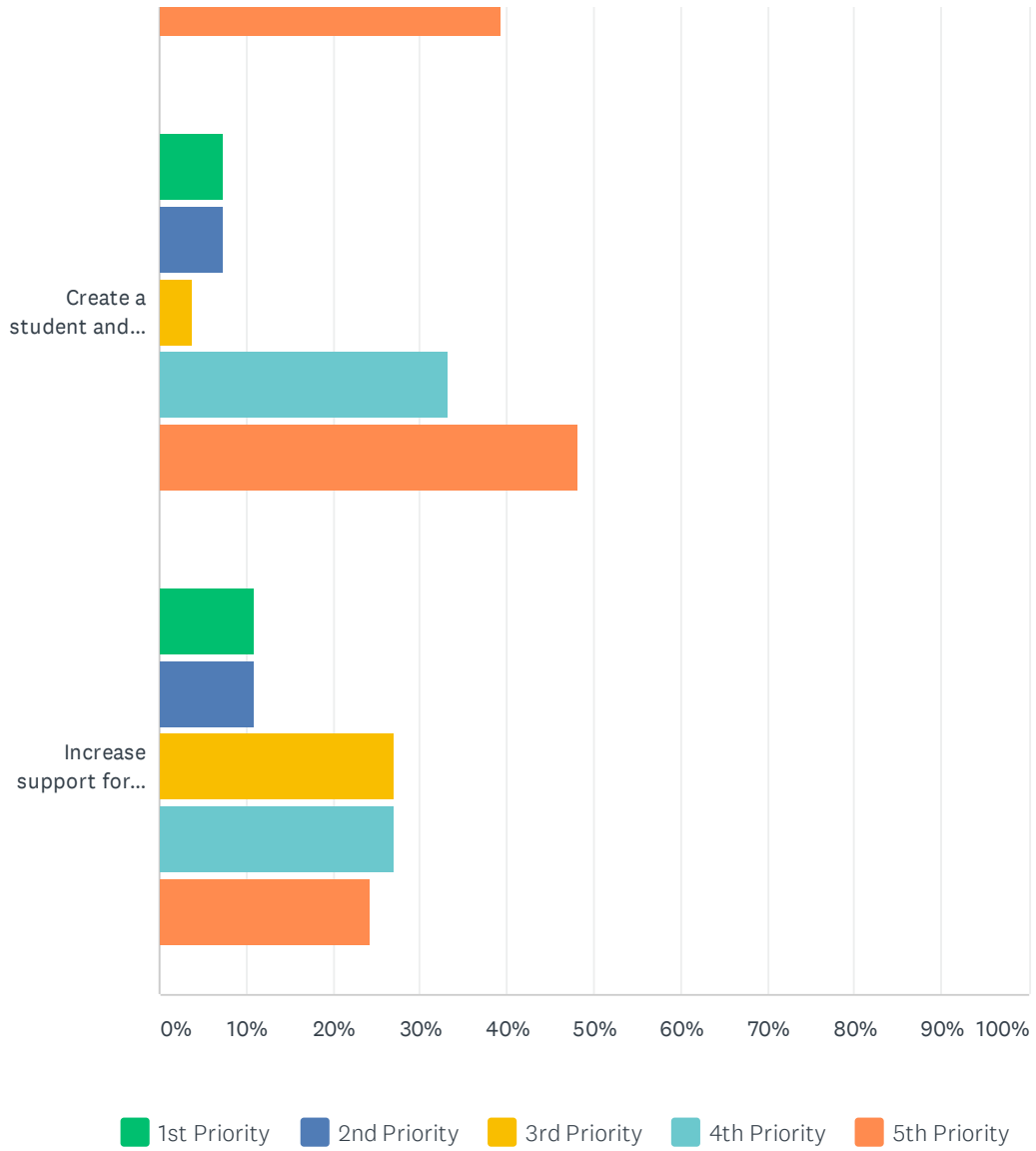
# 2019-2020 PFT Bargaining Interest Survey



# 2019-2020 PFT Bargaining Interest Survey



# 2019-2020 PFT Bargaining Interest Survey





2019-2020 PFT Bargaining Interest Survey

	1ST PRIORITY	2ND PRIORITY	3RD PRIORITY	4TH PRIORITY	5TH PRIORITY	TOTAL
Lower class size	38.75% 124	29.69% 95	19.06% 61	6.56% 21	5.94% 19	320
Salary increases	52.54% 186	24.86% 88	12.71% 45	2.82% 10	7.06% 25	354
Maintain out-of-pocket health care costs (The amount that is deducted from a teacher's pay warrant to cover their dependents)	19.21% 44	37.99% 87	23.14% 53	12.66% 29	6.99% 16	229
Replace some of our sick leave with PTO (Personal Time Off)	7.69% 12	15.38% 24	25.00% 39	33.33% 52	18.59% 29	156
Increase Opt-Out payments for teachers that decline district insurance (\$1250 yearly)	0.00% 0	20.00% 12	38.33% 23	21.67% 13	20.00% 12	60
Increase the number of years between evaluation cycles for tenured teachers	2.27% 3	15.91% 21	25.00% 33	27.27% 36	29.55% 39	132
Increase compensation for required duties outside of the workday (6th grade camp, ticket sales @ HS football games, etc.)	7.46% 5	11.94% 8	34.33% 23	23.88% 16	22.39% 15	67
Provide training in behavior de-escalation	12.70% 8	11.11% 7	22.22% 14	23.81% 15	30.16% 19	63
Increase the number of Xploration Teachers at elementary to support SPED classes	7.14% 1	14.29% 2	28.57% 4	28.57% 4	21.43% 3	14
Increase the number of Professional Growth Days	9.09% 2	22.73% 5	18.18% 4	4.55% 1	45.45% 10	22
Purchase new classroom furniture	4.11% 3	8.22% 6	16.44% 12	34.25% 25	36.99% 27	73
Negotiate a SERP (Supplemental Early Retirement Plan)	16.44% 12	17.81% 13	23.29% 17	20.55% 15	21.92% 16	73
Eliminate combo classes	13.33% 8	10.00% 6	28.33% 17	25.00% 15	23.33% 14	60
Increase budgets for curriculum, materials, and supplies	6.85% 10	12.33% 18	23.97% 35	34.25% 50	22.60% 33	146
Increase the number of Behavior Specialists	8.05% 7	20.69% 18	22.99% 20	22.99% 20	25.29% 22	87
Bring back Reading Specialists	3.80% 3	13.92% 11	17.72% 14	25.32% 20	39.24% 31	79
Create a student and master teacher program	7.41% 2	7.41% 2	3.70% 1	33.33% 9	48.15% 13	27
Increase support for interns to fill high need teaching positions like Special Education	10.81% 4	10.81% 4	27.03% 10	27.03% 10	24.32% 9	37

2019-2020 PFT Bargaining Interest Survey

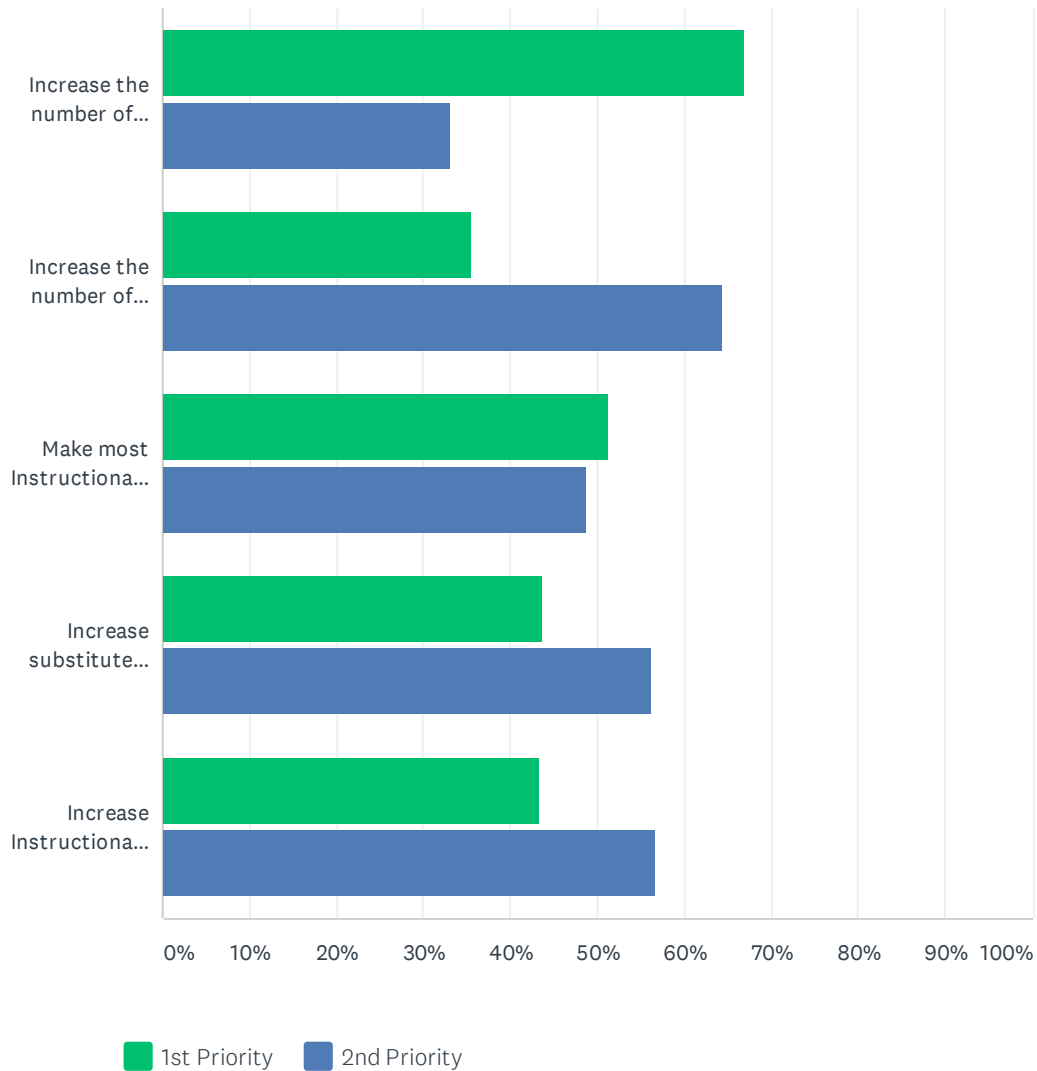
#	OTHER (PLEASE SPECIFY)	DATE
1	Increase Special Ed Teachers (3)	1/17/2020 5:51 PM
2	More support is needed for the huge amount of assessments we are being asked to give. District need to supply subs days for teachers and make it equatable around the district.	1/17/2020 3:36 PM
3	More training g for IAs and more counselors.	1/17/2020 1:38 PM
4	My number one priority is to have SLPs actually have a caseload cap. It is crazy that caseloads are so unbalanced in our district and that some people have so many students on their caseload. If I am overwhelmed with 60 on my caseload I can't imagine how the people with 70 plus feel. And I know I'll never get any help and shouldn't ask, because the people with 70 don't seem to be getting the help they need.	1/11/2020 7:11 AM
5	In my old district, we had a position called a "cadre". This person was a sub, but was assigned to a school. They got paid daily (sub pay) and they also got medical benefits. This would be your go-to sub, but if no one needed a sub that day, they would help in special ed classes/the office/on the playground, etc. I just think this would help alleviate some of the pressure to find a sub when last minute things come up-specifically at an elementary school where there aren't teachers on prep who can cover, etc. Just an idea with the shortage of subs!	1/9/2020 3:11 PM
6	There is a huge need to decrease the caseload numbers on Resource Specialists/ hire more Resource Specialist and/or reduce the overall workload	1/9/2020 10:08 AM
7	Daily or weekly prep time for elementary school teachers. Xploration is not prep, principals assign work to to do.	1/8/2020 9:32 PM
8	I'm not sure what it means to maintain "out of pocket" health care costs, but I would like to see a PPO offered, (that includes Scripps), without the plan being the highest cost.	1/7/2020 4:12 PM
9	Allow credentialed teachers to sub for IAs at the teacher daily sub rate.	1/6/2020 7:33 PM
10	Provide support to teachers who now have to spend personal time to enter data from testing. Also provide teachers with support now that we have more special needs students and individual aids	1/6/2020 7:23 PM
11	Phase out TLCs and just give 3% raise to all teachers	1/6/2020 12:43 PM
12	Special Education Stipend like Speech Pathologist received	1/6/2020 12:40 PM
13	up to date text books and curriculum k-12 for all courses	1/3/2020 1:15 PM
14	Eliminate Xploration, or, at a minimum, make exploration relevant with quality instruction that includes quality 'products' Revealing students understanding of the instruction.	1/2/2020 9:10 PM
15	Please make our 10 sick days usable fir anything ... without having to explain what we are using the days for. I have been requesting this for years and it never gets addressed. Grossmont High School District does this do I know it is possible.	12/29/2019 2:58 PM
16	1) increase pay for special education teachers in order to hire AND retain quality teachers	12/28/2019 5:02 PM
17	supplies	12/27/2019 1:25 PM
18	Increase SPED support or in-class support for inclusion	12/23/2019 8:06 PM
19	Maintain or provide better health care benefits would be first priority for me if this is offered as one of the selections!	12/21/2019 6:56 PM
20	increase in TOSA positions to support district initiatives	12/21/2019 4:00 PM
21	More support for the ever increasing number of special Ed students who are fully included in the gen ed classroom	12/21/2019 8:12 AM
22	Pay IA's better so we can attract more/better candidates. Increase sub pay rate so we attract better subs	12/20/2019 7:53 PM
23	Help with administering core assessments in the elementary schools.	12/20/2019 7:52 PM
24	Facilities for PE	12/20/2019 5:30 PM
25	Paid days to administer CORE assessments	12/20/2019 4:18 PM

## 2019-2020 PFT Bargaining Interest Survey

26	more opportunities for training/PD that is not guided by the DO	12/20/2019 1:56 PM
27	The number of students in Physical Education classes is ridiculous. We have some classes with close to 60 people.	12/20/2019 12:42 PM
28	make all PUSD elementary schools closed campuses in response to nationwide school shootings.	12/20/2019 12:20 PM
29	Stipends for SLPs to purchase therapy materials	12/20/2019 12:05 PM
30	Follow SDUSD who has 10 personal necessity days	12/20/2019 12:00 PM

Q4 Please rank your top two priorities below. These employees are not in the PFT unit. We can only negotiate for our unit members, but we have opportunities through our regular joint meetings with the district (PFT/PUSD Labor Relations, PFT/PUSD Special Ed Labor Relations, PFT/PUSD Teaching & Learning Steering Committee etc.) to share teacher views and advocate on issues that impact students and teachers.

Answered: 437 Skipped: 0



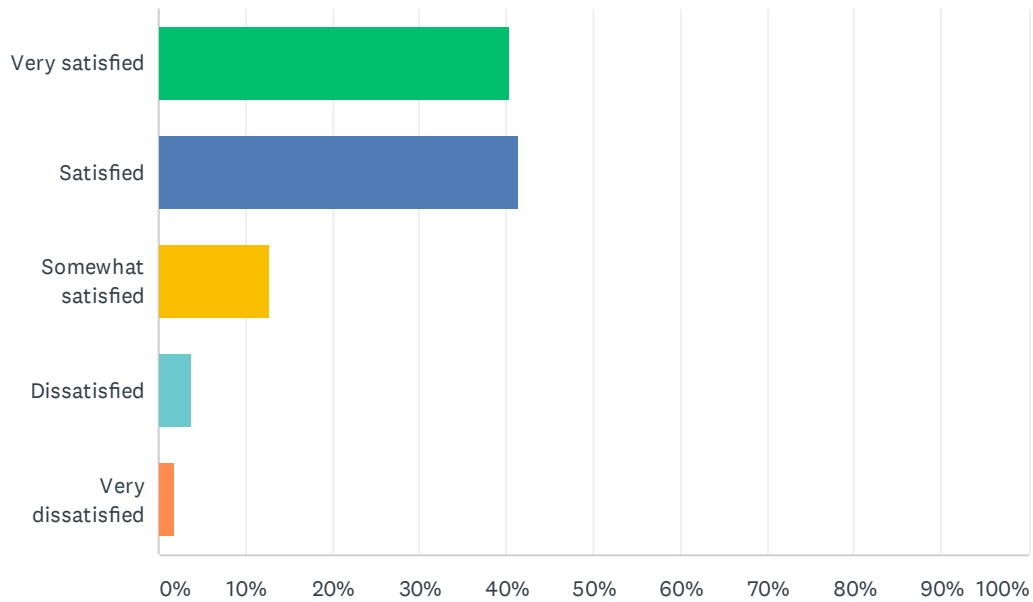
2019-2020 PFT Bargaining Interest Survey

	1ST PRIORITY	2ND PRIORITY	TOTAL
Increase the number of Counselors	66.95% 158	33.05% 78	236
Increase the number of School Psychologists	35.56% 48	64.44% 87	135
Make most Instructional Assistants full-time	51.28% 80	48.72% 76	156
Increase substitute teacher pay	43.66% 62	56.34% 80	142
Increase Instructional Assistant compensation to ensure we are competitive with other districts	43.23% 83	56.77% 109	192

#	OTHER (PLEASE SPECIFY)	DATE
1	Increase substitute pool, especially for math. There are not enough math subs in the district.	1/17/2020 9:03 PM
2	Increase number of District Resource Nurses, not enough for the number of students, Special Ed. students, screenings, trainings, IEPs, etc.	1/10/2020 3:46 PM
3	Increase training or collab time between teacher and Instructional assistant	1/8/2020 8:15 PM
4	Allow credentialed teachers to sub for IAs at the teacher daily sub rate.	1/6/2020 7:33 PM
5	Increase pay and make IAs full time	1/6/2020 12:43 PM
6	None	1/3/2020 1:15 PM
7	Increase RSP support that truly supports the co- teach model	12/22/2019 3:35 PM
8	Provide an sites with an on-campus personnel for technology support beyond requesting things to be fixed through "Track-it."	12/21/2019 6:56 PM
9	Re-evaluate process for qualifying SPED students	12/21/2019 11:41 AM
10	N/a	12/20/2019 5:55 PM
11	PE facilities	12/20/2019 5:30 PM
12	We need to do both IA full time and more money to help our sped students in need	12/20/2019 1:20 PM
13	Make Resource IA 6 hours with shared assignment on 1 campus	12/20/2019 12:49 PM
14	part time teacher assistants in kindergarten	12/20/2019 12:20 PM

## Q5 How satisfied are you with your ability to exercise professional discretion in the classroom?

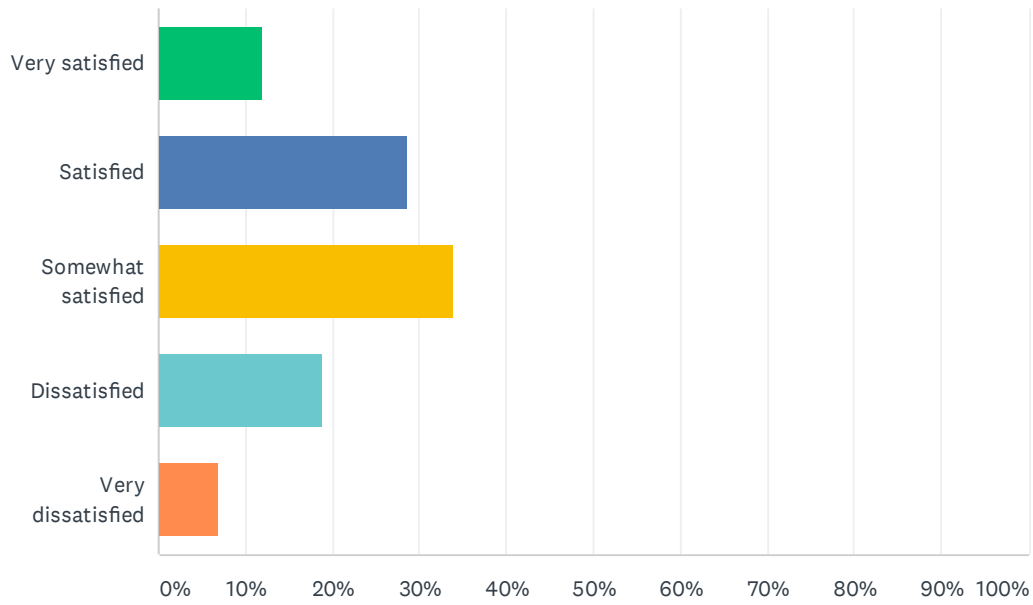
Answered: 437 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very satisfied	40.27%	176
Satisfied	41.42%	181
Somewhat satisfied	12.81%	56
Dissatisfied	3.66%	16
Very dissatisfied	1.83%	8
<b>TOTAL</b>		<b>437</b>

**Q6 Teacher professionals have instructional and professional responsibilities. Our professional responsibilities include things like before and after school duties and other duties as assigned. How satisfied are you with the amount of time you spend on these duties?**

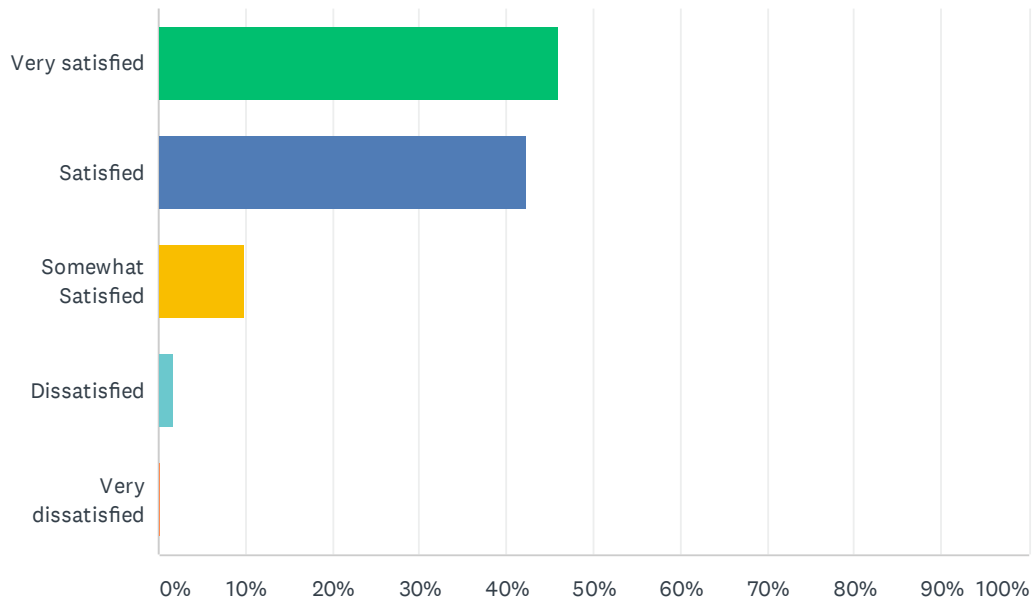
Answered: 437 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very satisfied	11.90%	52
Satisfied	28.60%	125
Somewhat satisfied	33.87%	148
Dissatisfied	18.76%	82
Very dissatisfied	6.86%	30
<b>TOTAL</b>		<b>437</b>

## Q7 How satisfied are you with PFT when it comes to communicating to keep you informed?

Answered: 437 Skipped: 0

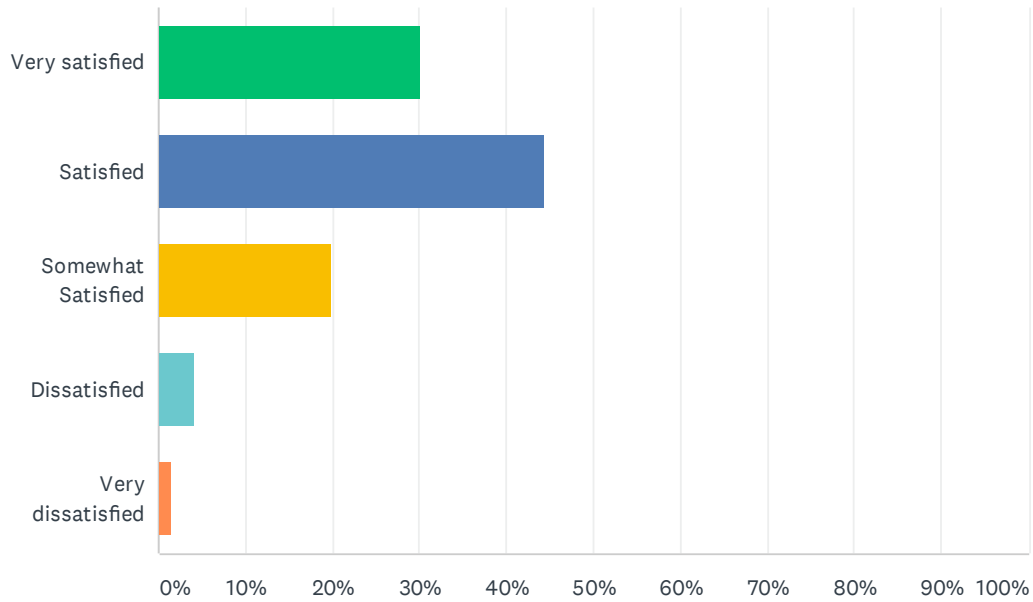


ANSWER CHOICES	RESPONSES	
Very satisfied	46.00%	201
Satisfied	42.33%	185
Somewhat Satisfied	9.84%	43
Dissatisfied	1.60%	7
Very dissatisfied	0.23%	1
<b>TOTAL</b>		<b>437</b>



### Q8 How satisfied are you with PFT when it comes to influencing policies affecting teaching and learning in PUSD? (i.e. PPAP, TLC's, TPLES, PLAB)

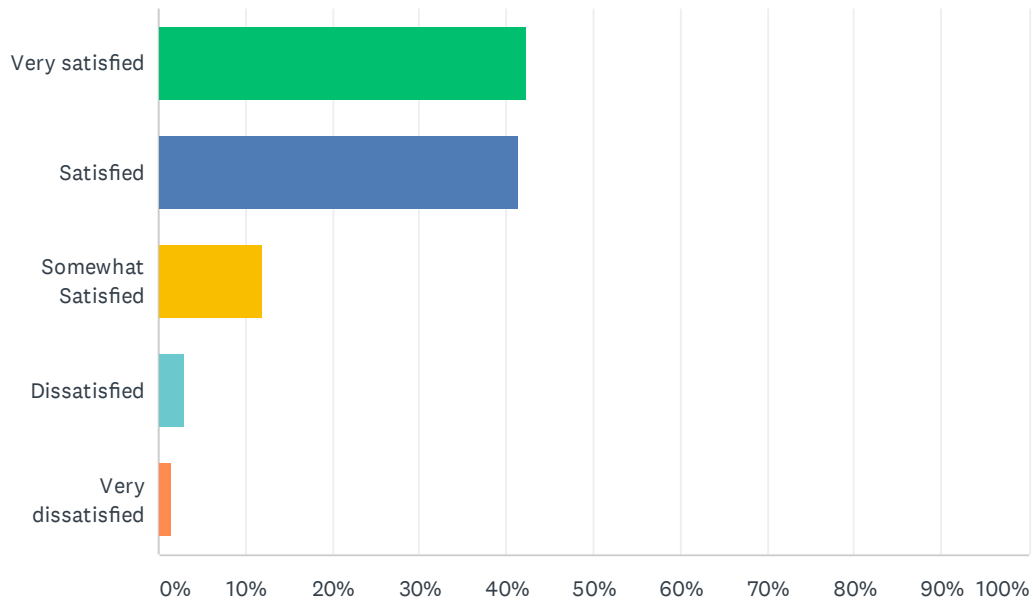
Answered: 437 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very satisfied	30.21%	132
Satisfied	44.39%	194
Somewhat Satisfied	19.91%	87
Dissatisfied	4.12%	18
Very dissatisfied	1.37%	6
<b>TOTAL</b>		<b>437</b>

## Q9 How satisfied are you with PFT when it comes to negotiating good contracts?

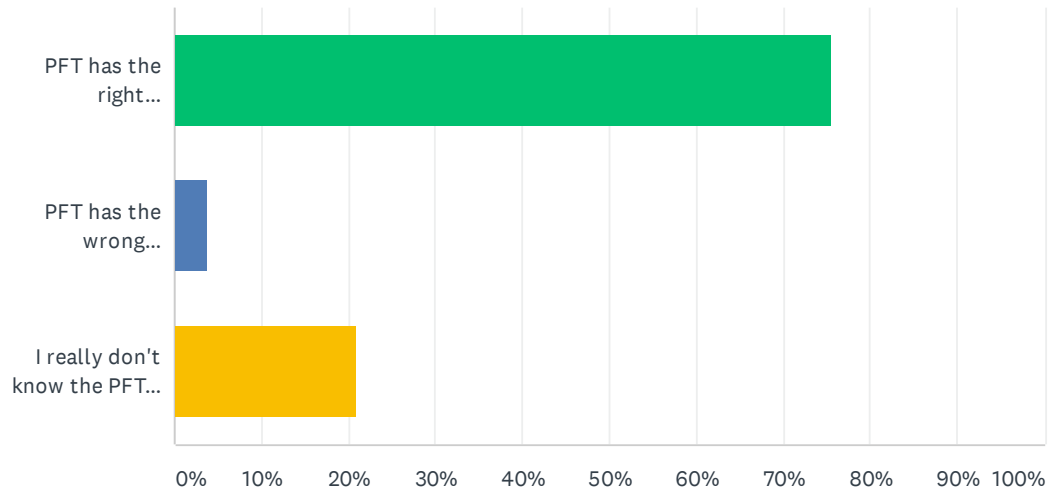
Answered: 437 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very satisfied	42.33%	185
Satisfied	41.42%	181
Somewhat Satisfied	11.90%	52
Dissatisfied	2.97%	13
Very dissatisfied	1.37%	6
<b>TOTAL</b>		<b>437</b>

## Q10 Which of the following best describes your feelings about the PFT?

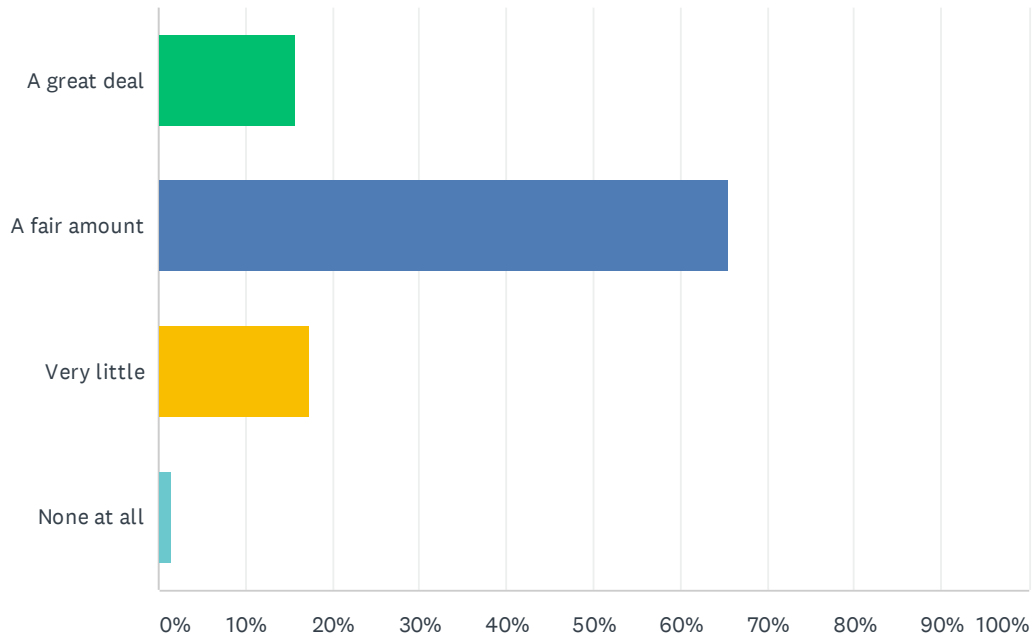
Answered: 437 Skipped: 0



ANSWER CHOICES	RESPONSES	
PFT has the right priorities and is moving in the right direction.	75.51%	330
PFT has the wrong priorities and is moving in the wrong direction.	3.66%	16
I really don't know the PFT's priorities or where it is heading.	20.82%	91
<b>TOTAL</b>		<b>437</b>

## Q11 How much do you feel you know about the PFT?

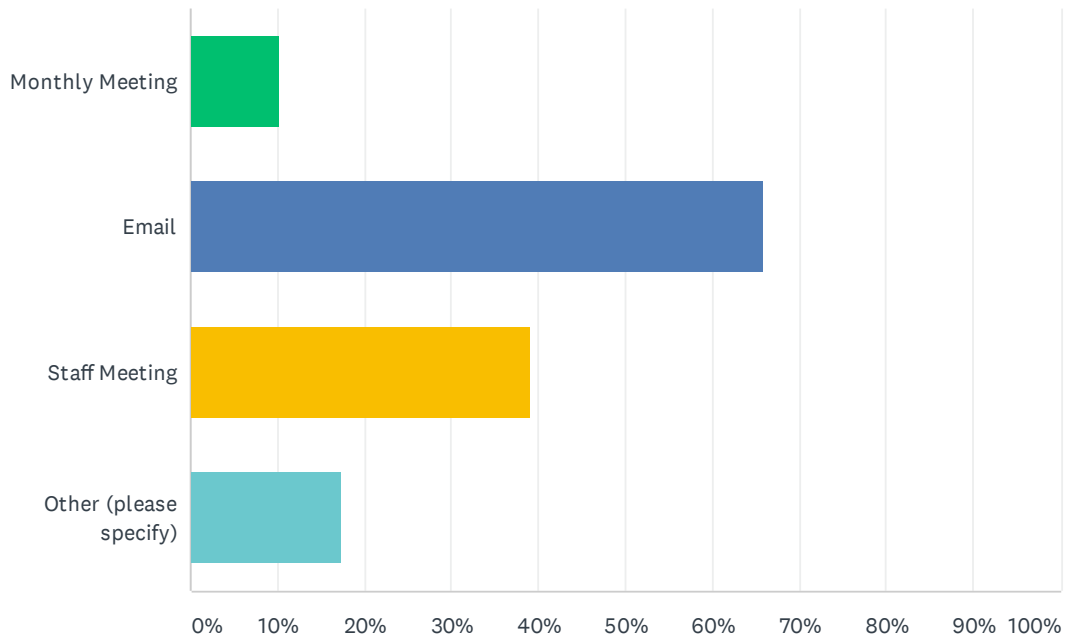
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ANSWER CHOICES	RESPONSES	
A great deal	15.79%	69
A fair amount	65.45%	286
Very little	17.39%	76
None at all	1.37%	6
<b>TOTAL</b>		<b>437</b>

## Q12 How does your PFT Rep communicate information to you? Check all that apply.

Answered: 437 Skipped: 0



ANSWER CHOICES	RESPONSES	
Monthly Meeting	10.30%	45
Email	65.90%	288
Staff Meeting	39.13%	171
Other (please specify)	17.39%	76
Total Respondents: 437		

2019-2020 PFT Bargaining Interest Survey

#	OTHER (PLEASE SPECIFY)	DATE
1	Rarely	1/17/2020 6:17 PM
2	None	1/17/2020 3:51 PM
3	Will speak in person about pressing matters that requires signatures and support	1/17/2020 3:39 PM
4	as needed	1/17/2020 12:21 PM
5	No formal communication.	1/17/2020 10:14 AM
6	Very little communication has taken place but when it has occurred, its been at staff meetings.	1/11/2020 12:46 PM
7	Doesn't	1/10/2020 7:56 PM
8	Not sure	1/10/2020 4:15 PM
9	I've tried becoming a PFT member for years, but each year I have consistently not been given member status. Therefore I have received no information from PFT until now.	1/10/2020 3:59 PM
10	I don't know	1/10/2020 3:57 PM
11	Facebook	1/9/2020 9:32 PM
12	Communicates with me directly	1/9/2020 6:24 PM
13	Text when things arise.	1/9/2020 3:11 PM
14	Texts	1/9/2020 5:56 AM
15	They don't.	1/8/2020 9:32 PM
16	Meetings every couple of months	1/8/2020 7:12 PM
17	meeting as necessary; available at anytime for questions.	1/7/2020 4:12 PM
18	None	1/6/2020 9:52 PM
19	Bulletin board	1/6/2020 8:40 PM
20	Posts info on board	1/6/2020 7:09 PM
21	at some staff meetings	1/6/2020 2:06 PM
22	Shares items at lunch as needed.	1/6/2020 1:06 PM
23	Via text somewhat infrequently and last minute	1/6/2020 12:43 PM
24	texts	1/6/2020 12:16 PM
25	Not often	1/6/2020 12:11 PM
26	Doesnt really communicate	1/6/2020 11:00 AM
27	Meetings and/or emails as needed. One on one conversations during lunch time	1/3/2020 7:40 PM
28	PFT bulletin board	1/1/2020 8:09 PM
29	lunch meetlngs	1/1/2020 3:43 PM
30	He holds information meetings at lunch and makes himself available if people have questions before voting.	12/31/2019 8:38 PM
31	The reps at our school don't do a good job.	12/30/2019 8:30 PM
32	Have not heard from them this year	12/29/2019 2:58 PM
33	My PFT rep does not communicate information to me	12/27/2019 6:59 PM
34	bulletin board	12/26/2019 4:24 PM
35	a meeting in the classroom every once in a while	12/26/2019 3:57 PM
36	Personally talks with me about deadlines and coting	12/23/2019 1:23 PM

## 2019-2020 PFT Bargaining Interest Survey

37	UBC and face to face coversations	12/22/2019 11:09 AM
38	in person	12/22/2019 9:14 AM
39	Rarely inform unless we ask or have to vote on something. They never have meetings. Are they getting paid for being a rep?	12/22/2019 7:58 AM
40	n/a	12/21/2019 7:26 PM
41	Rarely	12/21/2019 6:30 PM
42	Lunch time	12/21/2019 2:56 PM
43	Grade level team meetings	12/21/2019 11:27 AM
44	I don't think they do?	12/21/2019 11:03 AM
45	N/A I'm not on a school site	12/21/2019 9:42 AM
46	Personalized letters in our mail boxes and brief announcements at lunch	12/21/2019 8:21 AM
47	Never	12/21/2019 7:39 AM
48	Not monthly, but ususly when there is something going on and after a staff meeting	12/21/2019 5:55 AM
49	Emails only if they deem info so important that we can't wait for minutes to be emailed	12/20/2019 10:07 PM
50	Paper in mailbox at school	12/20/2019 9:40 PM
51	Informal chats	12/20/2019 8:11 PM
52	After school meetings, but not every month	12/20/2019 7:53 PM
53	Text	12/20/2019 7:50 PM
54	Irregular meetings	12/20/2019 7:48 PM
55	Conversations as needed	12/20/2019 7:24 PM
56	Text	12/20/2019 7:03 PM
57	As needed	12/20/2019 6:37 PM
58	In the staff room	12/20/2019 4:31 PM
59	When needed	12/20/2019 4:07 PM
60	I don't have one as a tosa	12/20/2019 3:55 PM
61	Posting information in teacher workroom	12/20/2019 3:35 PM
62	Email I Ben something important is happening.	12/20/2019 2:58 PM
63	She doesn't	12/20/2019 2:32 PM
64	But not very often	12/20/2019 2:02 PM
65	I'm a TOSA and no longer have rep communication. This is probably a problem.	12/20/2019 1:56 PM
66	Bulletin boards	12/20/2019 1:47 PM
67	non of the above we dont here from them	12/20/2019 1:20 PM
68	Don't recall	12/20/2019 1:13 PM
69	She comes to team meetings too	12/20/2019 12:49 PM
70	Text as needed	12/20/2019 12:38 PM
71	Emails from oft not rep	12/20/2019 12:31 PM
72	When necessary	12/20/2019 12:24 PM
73	Seems like just Facebook?	12/20/2019 12:14 PM
74	Not sure	12/20/2019 11:57 AM

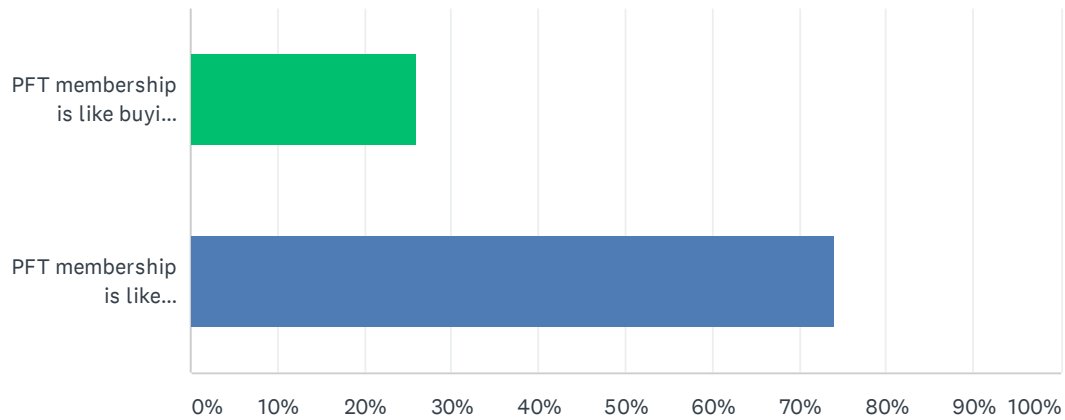
## 2019-2020 PFT Bargaining Interest Survey

75	Group meetings before or after school	12/20/2019 11:51 AM
76	I don't have one	12/20/2019 11:50 AM



### Q13 Which of the following two statements best describes what membership in PFT means to you?

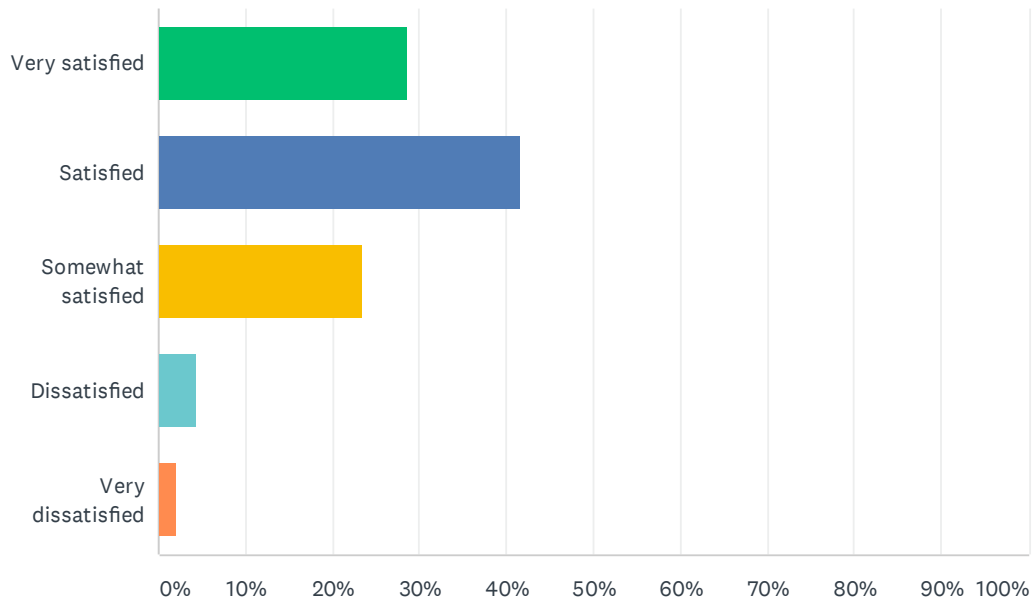
Answered: 437 Skipped: 0



ANSWER CHOICES	RESPONSES
PFT membership is like buying an insurance policy- it is mainly useful only if you need the union's help.	25.86% 113
PFT membership is like belonging to a community-it is about standing together with other members to make things better for everyone.	74.14% 324
TOTAL	437

### Q14 If you've ever contacted the PFT, how would describe your satisfaction with the PFT's ability to provide help or information?

Answered: 437 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very satisfied	28.60%	125
Satisfied	41.65%	182
Somewhat satisfied	23.34%	102
Dissatisfied	4.35%	19
Very dissatisfied	2.06%	9
<b>TOTAL</b>		<b>437</b>