

Q8 If you had the opportunity to have a one-on-one conversation with the AEA Bargaining Team, what would you share or ask for that would positively impact your job?

Answered: 553 Skipped: 239

#	RESPONSES	DATE
1	I think the transition to Elementary being the first group out of school makes it even more important that elementary teachers have access to addendas for the work they do. There will be an increased desire for after school programs to help fill the gap between when Elementary School and High School ends. Currently the amount of offerings at elementary schools are limited due to the number of addendas available. I strongly believe more teachers would love to start after school clubs if there was actually compensation for this extra work. Also we need more mental health professionals in our school. This is partially because we have an increase in mental health needs post pandemic, but also because we had approx. 3 years where students were not being identified for behavior concerns or learning disabilities. It is hard to get more than 2 or 3 students through SST in a year, especially when it is more behavior focused over academic concerns. For students I did help identify this year (ADHD, Autism...), the parents and the students were excited to finally have an understanding as to why they were seeing these struggles and realizing it wasn't their fault, but that they just need some extra support to learn how to work with their brain, not against it. But there were more students that could have benefitted from this as well, who probably would have already been identified in a more "normal" school progression.	7/7/2023 10:16 AM
2	support for behaviors	6/27/2023 3:56 PM
3	More administrative support, better access to substitutes	6/8/2023 6:26 PM
4	Having principals also be accountable for environments at schools and getting supports we need. I would like to see a climate survey for principals every year and see them step into classrooms instead of being in meetings all the time and unavailable to really meet needs of students. Also unrealistic job expectations with behaviors and the lack of support.	6/1/2023 4:09 PM
5	I would ask that the district/administration stops adding additional responsibilities and expectations on to teachers without taking others off their plate. Some examples are: planning for additional WIN groups, performing additional assessments/progress monitoring, multiple before and after school duty days without compensation, lack of support for student behaviors, etc. I would also ask for some sort of protection from administration targeting/micromanaging teachers. Things like being overly/unnecessarily critical, changing grade level assignments that aren't really necessary, and treating teachers as if they aren't competent, experienced, and/or good at their jobs happens far too often throughout the district. I would also ask that primary grades get the most support and regard when it comes to things like schedules, behavior and academics.	6/1/2023 3:53 PM
6	Minimum Day Wednesday's for PLC Time	5/30/2023 6:32 AM
7	Leave out the politics. All decisions need to center around teaching students core content.	5/28/2023 9:46 AM
8	Retirement plan for tier three employees. Bring back the 90 credit step option. Longer lunch (no more lunch duty while kids are eating)	5/26/2023 10:48 AM
9	unsure	5/25/2023 7:39 PM
10	We need more flexibility within our teaching day. The required minutes for elementary math, reading, writing, and WIN blocks leave little to no time for science or social studies instruction. This is doing a huge disservice to our students.	5/25/2023 11:37 AM
11	We need to make sure our teachers feel safe. We are allowing children to kick, punch, and physically abuse our adults in elementary school with no support from the district or union. We are not providing a least restrictive environment if the child is out of control. We need more	5/25/2023 10:17 AM

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classrooms that meet their needs. Not just putting them into a regular classroom with supportive staff. Everyone in those rooms are being traumatized. It's not right.

12	We really need ASD to stop micromanaging the schedules and instructional time of Elementary schools. Children are people too. The district admin requires schedules that do not allow for teachers to care for the needs of their students. For instance, every year we have primary age classes that have 5 minute transition times to get from Lunch/recess in full snow gear to PE or other specials. That means changing out of gear, and getting all the way across the school to the special class. The result of this is that either classroom teachers routinely lose 5 minutes of planning (adding up to 20 minutes a week every week...) or the specialist comes to the classroom to finish the transition and the students lose time in the special class. It is just one frustrating and ridiculous example of how ASD micromanages student schedules to maximize learning in a way that is stressful to everyone involved and does not add anything to the student's overall learning. These problems started when ASD began taking over control of elementary schedules and forcing a 90/40/40 block for ELA and a 60 minute math block. Then they wonder why we don't teach science...	5/25/2023 10:00 AM
13	An option to opt out.	5/25/2023 8:42 AM
14	I love my job. I love my principal. I feel very respected and supported at my school. I just know that is not the case everywhere. I would love for all other teachers to experience this, however.	5/24/2023 9:45 PM
15	Salary, benefits, social security, retirement	5/24/2023 8:44 PM
16	Kinder TAs assigned to classroom and not used for noon duties, coverage elsewhere. Time to prep and plan.	5/24/2023 7:34 PM
17	We need subs! How can we attract people to help? Special Educators need support. Our kids on IEPs need support. New teachers need to have a basic retirement (I know that is more on the state level).	5/24/2023 6:57 PM
18	Firm up contract language for specialists schedules and for Librarians. Many more are leaving as we are being pulled to sub for classroom teachers and TA's. I teach WIN twice daily and never get time to plan for these lessons. This year I was told to teach nonfiction text features, enrichment, or comprehension but it was up to me to create lessons for small groups of 24-28. My groups finally in second semester were under 20.	5/24/2023 5:00 PM
19	I have tried this before and it took years for a response, so I do not feel very confident with AEA right now.	5/24/2023 2:35 PM
20	n/a	5/24/2023 1:35 PM
21	Thank you for the hard work you are doing on my behalf. My areas of greatest concern at the moment are class sizes and Tier III retirement.	5/24/2023 12:17 PM
22	We need subs, lower class sizes and at this point every additional work requirement from the district needs to be accompanied by one less work requirement. Teachers cannot absorb any more.	5/24/2023 12:16 PM
23	School districts in the lower 48 offer students up to 32 hour of pay to work over the summer on curriculum. All work has to do documented. I feel like it is a small compensation but acknowledges the work we do during the summer time.	5/24/2023 12:15 PM
24	Get rid of PLCs and CT. Big wastes of time. Not relevant or helpful for kids or adults.	5/24/2023 11:36 AM
25	Concerns about reporting co-workers.	5/24/2023 10:27 AM
26	The lack of quality subs is a huge problem and will not be getting better. Is there some solution like each school getting two long term subs (maybe retired teachers) that can stay at our school all year to cover classes? This would help as then us teachers would not have to give up our conference period or end up combining classes together during the day due to lack of a sub.	5/24/2023 10:15 AM
27	decrease class sizes	5/24/2023 10:10 AM
28	Increase pay.	5/24/2023 9:48 AM
29	Re-instating the IEP clerical position. This would allow teachers to put more time/effort into teaching and meeting IEP objectives and not have to deal with as much paperwork.	5/24/2023 9:33 AM

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30	I would use that time to thank them for the work they do. That is a difficult position to be in, while still teaching. We cannot thank them enough for what they go through for all of us.	5/24/2023 9:11 AM
31	Explain statutory language within the State of Alaska Nurse Practice Act that explains delegation of nursing skills as it relates to the concept of a "duty free" lunch.	5/24/2023 9:09 AM
32	Bring back pension for Tier 3.	5/24/2023 8:27 AM
33	Allowing the ability to have donated sick leave used when caring for family members. The sick leave set up by the district does not account for people with families to take care of, and it caused significant financial and emotional stress for me and my family this year.	5/24/2023 8:07 AM
34	I cannot think of anything at this time. Thank you for supporting us!	5/23/2023 10:19 PM
35	PLEASE step up and support elementary specialists	5/23/2023 9:09 PM
36	First, I'd say thank you. I'm exhausted and didn't realize this was for our bargaining team. Please feel free to send my angry ASD headshed answer to the appropriate channel! If we do not change this trajectory we are doomed as a district. We need principals that can lead. That have enough experience as TEACHERS that they truly understand what they are asking of, and doing to, their staff. A principal who was only a kindergarten teacher for a few years has no idea what her job really entails or what the jobs of other grades' teachers are. How can they protect and advocate for their teachers? They don't even know what they don't know!! We need support for the increasingly out of control student behaviors. I no longer feel safe working for ASD. When I'm witnessing violent or threatening behavior from students on a daily basis you know we have a problem. Why would any teacher continue to do this? I love kids. I love teaching. But one is increasingly out of control with no consequences and I'm not being allowed to do the other. So why am I here? We CANNOT increase class sizes. We have to get TAs. Our SPED kids have to have support. This is broken. So broken.	5/23/2023 9:09 PM
37	Let us please focus on looking at the kids in front of us, and give us the professional freedom to do what is best for them. Being locked into a minute-by-minute schedule for our youngest students and giving them cookie-cutter learning does not meet their needs. We need to have support for students SEL needs at every school. -Learn to treat staff with dignity and respect.	5/23/2023 9:02 PM
38	NO START TIME CHANGE!	5/23/2023 8:15 PM
39	NOT SURE	5/23/2023 7:25 PM
40	We deserve a better raise than what we have gotten in past contracts.	5/23/2023 7:21 PM
41	Special education is not the dumping ground for principals and general education teachers. MTSS needs to be followed or you will lose even more resource teachers.	5/23/2023 5:55 PM
42	n.a	5/23/2023 5:52 PM
43	What incentives are in place for recruiting special education teachers to our district?	5/23/2023 4:34 PM
44	Having elementary principals treat teachers the same as secondary principals. So much more micromanaging at the elementary level.	5/23/2023 3:48 PM
45	Can't really think of anything, my job is pretty great. The only thing that I dislike is having staff meetings in the mornings, as I really need my morning planning time. Would prefer afternoons. I also like the idea of PLCs and am eager to see how those go in 23/24.	5/23/2023 3:21 PM
46	Smaller class sizes would make a huge difference. I can handle student behaviors much easier in a class of 20 than 30. Schools with high needs need smaller classes.	5/23/2023 3:19 PM
47	Better retirement and changes to the salary schedule, not one time pay-offs	5/23/2023 3:17 PM
48	What I mentioned in the previous question and I would advocate for the ability to move more sick days into a retirement account at the end of the school year.	5/23/2023 2:42 PM
49	I would love to have one day a quarter to clean, organize, plan, and grade. Nothing else would be expected of me, but the time would be set aside to do those things.	5/23/2023 2:30 PM
50	I would ask for compensation as someone who was negatively impacted by the last contract. BA90 individuals did not receive an increase that kept up with inflation and with medical costs rising that is a scary prospect. More compensation would really help and I would not have to consider a side job.	5/23/2023 2:21 PM

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51	Teachers need to be respected and allowed to teach instead of micromanaged by the district. There needs to be consequences for student behavior. Students are allowed to be violent, disruptive, distracting, with little to no consequences.	5/23/2023 2:16 PM
52	Have 2 great resource grade-leveled colleagues and never felt that any of the questions I asked any staff member was not answered and made seem not a great question.	5/23/2023 2:02 PM
53	My conversations with AEA staff have been mostly helpful.	5/23/2023 1:54 PM
54	Having an increase in pay and state retirement.	5/23/2023 1:52 PM
55	The lack of time and support for the amount heaped on SpEd teachers is the key reason we have so many open and they are so hard to fill.	5/23/2023 1:37 PM
56	A higher budget for supplies. Able to pull students when needed- not based on teachers schedules	5/23/2023 1:31 PM
57	I would like to see admin take on poor colleague performance. I would also like consistent discipline for student behavior.	5/23/2023 1:31 PM
58	If area wide administrators would work more to empower on site principals to make more decisions, and those principals would empower teachers to make more decisions, and those teachers would empower students to take more control over their learning. In short, if administrators stopped treating teachers like their enemy.	5/23/2023 1:30 PM
59	I think I want what everyone wants - to do a job I am proud of and earn a reasonable wage and have reasonable benefits. We are highly educated & valuable people who shouldn't be afraid to ask for what we want.	5/23/2023 1:24 PM
60	To fight for an earlier release time for middle school. 3 things happen after school - homework - extra curriculars - family time One this is going to have to give and it's likely going to be family time when our students need it the most.	5/23/2023 1:22 PM
61	My principal set up Leadership Team meetings outside the contractual workday more three times at the end of the school year. In addition, he requested that I spend duty-free lunch time and after-school time meeting with him or with parents to deal with parental concerns. I found myself checking my contract language several times throughout the school year to find out if what I was being asked to do what supported by the AEA contract. This was his first year as an administrator, but he has been an teacher in the district for over ten years, and I felt that he knew these requests were breaking contract. This bothered me a lot. At one point, I simply refused to meet, stating that meetings should not take up so much planning time. I felt that he was trying to meet stakeholder needs and not abiding by our teaching contract.	5/23/2023 1:12 PM
62	This is a good question that I can't really answer at the moment.	5/23/2023 1:03 PM
63	Generally, I would ask that the District stop outsourcing MILLIONS of dollars for programs and testing that could easily be done in-house, or ignored altogether. The District has lost control of its own entity; the quality of education is evaporating, there is no accountability anywhere, and our community is paying the price for it. Far more specifically, I will (again) ask AEA to revisit the addenda level of Track and Field coaches across the District. Currently, most head coaching positions are a Level 7 addendum. Track and field coaches receive a Level 6, while carrying teams well in excess of 100 athletes each season, each of whom participate in a variety of events that require specialized equipment and coaching/attention.	5/23/2023 12:57 PM
64	The conversation would center on a couple of items: 1) the need to have a compensation package that is actually gaining dollars, rather than losing money to inflation. 2) class size and lack of FTE to provide a well-rounded list of course offerings. At ERHS this year I had to cut an AP course (which had 20 student requests) in order to offer more Tier 2 classes due to a lack of FTE.	5/23/2023 12:56 PM
65	I would express how this district is turning us all into curriculum robots. It is frustrating to not be trusted to teach my kids how I feel is necessary. I am a trained professional with countless hours of PD in GT, ESL, some SPED, science, and math. The professional development is only for teaching the curriculum and assuming every child fits in their box. Trust me to do my job with my own teaching style.	5/23/2023 12:51 PM
66	The need to advocate the impact of the current education system has on teachers and not just the children. The requirements for teachers even with the decrease in the number of teachers applying and the number of teachers resigning or retiring, need to be revamped. The testing	5/23/2023 12:50 PM

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requirement for teachers should not be timed, or additional time needs to be given to teachers too without additional questions on the test.

67	There has to be movement on a better retirement plan. The state is pushing mid-career teachers in their prime out to more competitive states as they eye retirement in the next twenty years. This is after significant investment by the state to train these veteran educators.	5/23/2023 12:45 PM
68	I am a teacher looking to make a home in Anchorage and truly invest in the community and ASD. I can't afford to buy a home here though with the salary I have and the cost of homes/rent. Bonuses don't help. We need to fight for higher salaries across the salary schedule. If I plan to teach here for 30 years that \$1000 bonus would have been worth >\$80,000 to teachers if applied to salaries instead. Please reach out to me if desire more help with the numbers of this nature. -Klepinger	5/23/2023 12:45 PM
69	I think the moral is very low across the board. I don't know specifically how this can change but, the conditions and expectation set up school staff is too much. There is not enough hours in the day or weeks to complete everything that is expected. People are stretched thin and when they are not back up, they will leave. That is a known fact in our working world today. We need more respect, I know trying to bargain for an intangible thing is hard but I feel moving ahead it will make or break it. But a more tangible item would be health care and amount that we pay for premiums. Also, thank you to the team for taking this on.	5/23/2023 12:44 PM
70	We need more support in the classroom with behavior issues. Students need to be held accountable for their actions. Persuade community members to sign up as subs, or have district office fill in instead of pulling specialist and other positions that work directly with students.	5/23/2023 12:44 PM
71	Please specifically include "nurse" in the language that outlines the certification benefit. We are receiving the benefit but are not specifically listed along with our colleagues from other disciplines.	5/23/2023 12:43 PM
72	This year I have seen a tremendous increase in disruptive student behaviors. I'm very concerned about managing these behaviors in ever-increasing class sizes. Decreasing class sizes and increasing planning time are the two biggest needs that I have (even as a 15 year veteran teacher).	5/23/2023 12:43 PM
73	I wish there was some way that the district could look at work load and provide upper limits and then compensate accordingly.	5/23/2023 12:41 PM
74	That there is a testing team/reading coach to administer all the progress monitoring on a weekly basis.	5/23/2023 12:37 PM
75	Tier 3 increase in number of days we can roll into retirement account. we should be able to roll over three if we have them with out having a minimum requirement for each amount. start with a 10% pay increase	5/23/2023 12:36 PM
76	1) Adjust PLCs times & days of the week...why not create an early release Wed or Fri and have it during that time?? 2) Insert teacher workdays into the schedule AFTER spring break. We have them in October...so why not split them up and leave one for during the LONGEST stretch with no school/student "holidays"?	5/23/2023 12:35 PM
77	Increase allocations for additional paraprofessionals in Special Education.	5/23/2023 12:32 PM
78	Not for my job specifically but for others, I would ask that middle school band directors be compensated appropriately for teaching jazz band before school. They teach an extra class and are paid an addenda as oppose to having it count towards their FTE.	5/23/2023 12:31 PM
79	we need to fight for more compensation that goes directly to our retirement. bonuses do not make up for lack of pay increases that we have not gotten over the decades I have worked.	5/23/2023 12:28 PM
80	More planning time and/or a less mandated collaboration time so that we could do things like plan cross-curricular projects.	5/23/2023 12:28 PM
81	We need better pay that keeps up with COLA	5/23/2023 12:25 PM
82	We should be paying certified sped teachers more money than alt cert teachers even if they have less experiences because the certified sped teachers have more responsibility. We should also have incentives for Sped teachers to stay in the field and be compensated more without throwing extra work on their plate.	5/23/2023 12:25 PM

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83	While it may only impact a small number of teachers, please consider negotiating higher-level addenda for coaching, Student Government, Yearbook, musicals, gym managers, advising, etc. These are key positions, especially in grades 7-12 and soon folks aren't going to want to take these jobs and then there will be no one to coach and manage activities which in secondary are some of the only reasons we can keep kids in school. A level one addendum for \$1200 is about \$950 after taxes which is a joke for 40 hours worth of work.	5/23/2023 12:24 PM
84	More than 10 days of paternity leave would be nice. I was lucky to be able to afford to take unpaid FMLA this year but I can't imagine what it is like for my colleagues who had to return to the building less than two weeks after the birth of their child.	5/23/2023 12:24 PM
85	having a reason to stay like a retirement package. A 401k style package does not encourage me to stay with the district. We are currently considering leaving the state because there is none.	5/23/2023 12:24 PM
86	I would mention that no matter how many state mandated classes/endorsements students receive, until families are help accountable for students missed school days test scores and academics will not improve.	5/23/2023 12:23 PM
87	What can be done to have a smaller class size or lower teacher to student ratio? Aides? Budget? Any increase to PTO? Or a better tier 3 retirement?	5/23/2023 12:22 PM
88	Increase district contribution to health care. Also, cash in more than 3 days of unused sick leave at the end of the year,	5/23/2023 12:22 PM
89	Reduce the amount of extra tasks for teachers.	5/23/2023 12:21 PM
90	Get rid of Ashlock and WIN time!	5/23/2023 12:21 PM
91	na	5/23/2023 12:20 PM
92	Retirement	5/23/2023 12:20 PM
93	Accountability for administrators, there is NONE!	5/23/2023 12:19 PM
94	Flexible schedules for non-classroom staff that is mutually beneficial.	5/23/2023 12:18 PM
95	Students have no real consequences. They know this and abuse it.	5/23/2023 12:17 PM
96	I am just very concerned about our state and district and all districts. I am concerned for all K-2 teachers and that the AK Reads Act is great, but that it will fall on teachers and principals unfairly without support and training that is enough for what is needed. I just hope this doesn't cause more stress or unfair evaluations. I don't understand where some principals are coming from where they wouldn't want to support teachers in this culture. Unless there is some neglect or unsafe practice. I am thankful to have the same schools and supportive principals again next year. But, this is not the case for many colleagues; not just IGNITE	5/23/2023 10:09 AM
97	What about a listing of senior/experienced teachers for every grade or specialty to contact for advise?	5/23/2023 6:24 AM
98	If no SSI or pension, ASD should increase salary by the 6.2% they would normally be required to contribute to SSI as employees still have to increase contributions by a minimum of 6.2% in retirement to make up for reduced SSI benefits	5/22/2023 10:28 PM
99	Resource sped teachers and paras need the same extra pay as intensive and sped pre staff gets. The intensity and severity of resource student needs is increasing along with the caseload. The paperwork and data clerical work is overwhelming. Resource gets scant professional development. Too many unpaid hours. Too little respect. Too many kids. Too many hats. I can do a lot oh this, but not all. I miss being able to work with students and time to plan lessons instead of paperwork.	5/22/2023 7:19 PM
100	Moving from 3 personal days to 5 has been huge. Life has been so insane the last few years, and being able to have time off to help balance the immense amounts of stress has been so valued.	5/22/2023 6:00 PM
101	Retain Sped teachers by compensating their paperwork hours. Many other states do that. Bilingual teachers also get addenda because we do double the job.	5/22/2023 4:49 PM
102	Keeping class sizes small and holding kids accountable for their behaviors.	5/22/2023 2:47 PM
103	A limit to how many classes we have to sub for in a week. Also, we must be notified by x time	5/22/2023 1:46 PM

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that we are subbing so we do not get pulled in the middle of planning time.

104	Keep class sizes down - more teachers per building	5/22/2023 11:25 AM
105	As the smallest fish in the pond, middle school often gets the shortest stick. We are secondary educators and students, yet high school educators and students get a full period for lunch. I don't know a single adult who would want to repeat their early adolescent years, and yet I feel our students are often overlooked when the district prioritizes funding, makes cuts, etc.	5/22/2023 10:29 AM
106	Lower number of students in classroom. Some of our teachers have upwards of 34 with multiple behaviors concentrated and no help.	5/22/2023 10:28 AM
107	Work with the bargaining units that support our TAs and get them a living wage so we have support in our buildings.	5/22/2023 10:10 AM
108	We need to improve the substitute teaching position so that we can have a much, much larger substitute pool. We are so short on subs that it is impacting the entire school when teachers need to take leave for any reason.	5/22/2023 9:25 AM
109	Thank you for being on the Bargaining Team! It is really important to me to protect our instructional planning time, especially when teachers like me have three preps and many students on 504s and IEPs.	5/22/2023 9:21 AM
110	.	5/22/2023 9:16 AM
111	For nurses to be recognized and get support that we need but usually get looked over. To get paid for what we do and addendas for missed planning and lunches since we do not get duty free lunches since there is not another nurse to pass off to and if we were to leave campus this would be patient abandonment and go against the nurse practice act.	5/22/2023 9:01 AM
112	Specialists need a mandatory 5 minutes between classes written into the contract. Classes are being scheduled on top of each other with no time in between. One class walks in as the other walks out, if the teachers arrive on time. It's stressful and impossible to transition smoothly.	5/22/2023 8:58 AM
113	To increase recruitment and retention of related service providers (which have always been hard to fill), consider flexibility and creativity in what you can offer. Compensation is not likely to match private sectors but including contract language that allows for flexibility for non-teaching staff, working from home for paperwork days, and/or caseload caps are options to help recruit and retain providers (and keep the district from turning to virtual and contract therapists).	5/22/2023 8:47 AM
114	ALL special education positions are hard to fill and if one group is going to receive monetary compensation for teaching in positions that are considered hard to fill, then all positions should receive that.	5/22/2023 8:46 AM
115	Increased pay for special educators. These are hard to fill positions with many going unfilled, increasing our overall workload. This is a hard to fill position, resource AND life skills.	5/22/2023 8:34 AM
116	Additional compensation for special education teachers. We have to deal with the hardest kids in the school, teach, write lesson plans, and collect and report grades in addition to all of the paperwork, testing and meetings. It is way beyond what is expected of a gen. ed. teacher - I know - I was previously a gen. ed. teacher.	5/22/2023 7:48 AM
117	Less duty time.	5/21/2023 10:13 PM
118	Stop PLC! Stop stupid meetings! Quit putting pressure on teachers to pass students. Keep us up with inflation in our pay that Joe Biden has screwed everyone on!	5/21/2023 9:24 PM
119	The locked in timeframe is absolutely not working for students. Cutting science/social studies/SEL time in the classroom is in direct correlation with the uprise in student behaviors. They need the ability to learn outside of ELA and math!	5/21/2023 6:55 PM
120	All of the items in my answer for #7. I also think that AEA Committee Chairs need an addenda.	5/21/2023 6:06 PM
121	---dependable subs ---higher wages for TAS so that we attract quality people who stay. ---max class sizes for sped caseloads ---more paid set-up/take down days on our contract. It is impossible to pack up a preschool classroom and do all my progress reports in one single day.	5/21/2023 5:47 PM

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122	Better benefits. Medical insurance is high and the yearly pay increase is low.	5/21/2023 5:46 PM
123	Clear communication to Building Principals that Paperwork days are not optional for Sped Teachers even if there are no subs to cover! I was pressured NOT to take my paperwork days.	5/21/2023 5:44 PM
124	Keep protecting instructional planning and advocating for ASD to hire quality substitutes and TAs. Not related to the AEA contract, but directly related to job satisfaction of AEA members is the horribly low pay that is earned by TAs and security. Sub pay could be worse, but could be significantly improved.	5/21/2023 4:26 PM
125	Retaining the quality teaching staff that is hired; there are incentives in place for teachers to notify the district early if they plan on not returning the next year. Creating an avenue for teachers to address any administrative concerns. Teacher and principals are not two different bargaining teams; a combined effort would be stronger and more effective.	5/21/2023 3:06 PM
126	Addendas for all added duties. HS received addendas for bus duty during bus shortage. This is highly insulting to all elementary employees who are assigned these as part of the job every year all year.	5/21/2023 2:00 PM
127	I would ask them to fight harder for more salary. Every year Alaska experiences inflation and our pay increases don't even keep up with it. With a net effect of a pay cut, it's tempting to leave the profession, and/or the state for a district with better pay, access to social security that we currently don't enjoy, and a pension. If the retirement system doesn't improve soon, I'll be forced to leave Alaska. I was born and raised here so I am a product of ASD and the University of Alaska system. I started teaching late in life because I was raising my kids. I will not be able to retire from here if I am not allowed to access the social security I paid into all the decades prior to entering teaching. I have a lot to give back to my hometown/state, but not if I can literally never afford to retire.	5/21/2023 12:53 PM
128	Teachers being used to supervise and control student behaviors outside of classrooms in place of disciplining rule breakers	5/21/2023 10:09 AM
129	Don't continue to let the poor (extreme) behaviors of a few students continue to impact all of the students in a classroom. Additionally, time with documentation and family follow-up on these "poor" behavior kiddos is unreasonable and overwhelming for a classroom teacher. The TIFF process (and getting support) takes way too long! COUNSELORS and permanent health teachers (teaching more than just Great Body Shop, MEANING more flexibility with SEL/mental health) in every elementary!!!!!!!!!!!!!! Then maybe this would help with the "poor (extreme)" behaviors that are happening in EVERY building.	5/21/2023 9:33 AM
130	More time to use as a professional to do my job.	5/21/2023 7:24 AM
131	I would share that if the District truly wants to see gains in student performance and retention they need to understand that students need to be engaged. Our goal is to create lifelong learners and good citizens. We need to help kids develop a sense of hope for their future and love of life. SEL time and hands-on projects are essential to this learning. Additionally, we are testing our kids to death. Standardized tests take away from classroom instruction and do not help teachers. Any test that teachers aren't allowed to look at should be viewed with suspicion.	5/20/2023 6:56 PM
132	Teachers need more time to collaborate, professional development in general, and support when it comes to administering tests, collecting data for TIFs.	5/20/2023 5:18 PM
133	A big thank you for being our voice! A open invitation to visit my classroom any time to get a feel for what daily life actually looks and feels like in my school. I would ask for help in securing smaller class sizes for ALL teachers (if team sizes are x, why aren't all classes x—they have the same students all year, many others get all new students quarterly/at the semester they need to build relationships with).	5/20/2023 4:33 PM
134	See the above answers.	5/20/2023 1:24 PM
135	We need positive support from Admin. We need behavioral support from Admin. We really just need appropriate Admin support.	5/20/2023 1:07 PM
136	Duty-Free Lunch block essential. Supports for dedicated WIN or Study Hall time to provide differentiated instruction to help fill in gaps in learning or enrichment--need TA or Specialist support to create targeted learning groups.	5/20/2023 12:05 PM
137	We need to find a solution to so many combo classes happening in elementary. It is more work than a normal class and the same teachers get them year after year with no extra help. We	5/20/2023 11:53 AM

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	have 8 teachers and 4 will be combo classes next year, including me again.	
138	N/A.	5/20/2023 11:20 AM
139	Communication between ASD and teachers needs to be more direct- cut out the principals in the middle. Principals need to be held accountable for following contract language and given less freedom to do as they please. Teachers are professionals and need to be respected as equals by admin and principals, not regarded as replaceable units with no knowledge. Teachers- not admin are classroom experts.	5/20/2023 10:18 AM
140	1. Language that defines the addendum rate for virtual teachers, with an increase in pay as we are paying the same currently as we were 12 years ago, while the caseload has increased by 40% for that pay. 2. Overall increase in pay for addenda ranges. Not only will this better compensate those of us working those extra positions, it will also allow the district to fill the positions with competitive applicants instead of settling for whoever doesn't realize what they are signing up for and will end up quitting the addenda position after one year because it wasn't worth it (and the cycle then repeats the next year). Many important district functions are filled by addenda positions, and it allows teachers to step up and lead in their profession, so we should be compensated at a higher rate for overtime work (instead of getting roughly 50% of our normal pay rate for overtime work). 3. A significant increase in salary. I would not accept anything less than what APA just got, but really, it should be more. I would rather a 1 year deal with a larger raise if budget concerns limit a longer deal, than lock in 3 years of low raises. The nationwide teacher shortage is driving up wages everywhere, and we should not settle for less.	5/20/2023 9:47 AM
141	REDUCE CLASS SIZES.	5/20/2023 9:23 AM
142	I feel that positions with fewer members may not always get what they need in a contract. I get that the contract is what is best for the majority of members, but I feel that since it represents all the different positions that each position type should have a say whether by survey on what impacts them the most.	5/20/2023 8:37 AM
143	Less standardized assessment for data collecting and more freedom to meet the needs of each student. Let teachers teach. They know what each of their students need.	5/19/2023 11:35 PM
144	More TA support in the classroom. More subs so we aren't missing planning time when teachers can't find a sub.	5/19/2023 11:05 PM
145	How can we regenerate a good pool of substitutes?	5/19/2023 7:52 PM
146	We are in desperate need of substitutes. It would be helpful if the classroom coverage on our paychecks listed the dates that are being paid, right now it is just a dollar amount and it is hard to know what dates are included. More behavior coaches to help support students. Additional SpEd paras would be helpful.	5/19/2023 7:21 PM
147	Lower class sizes. 20 for primary, 25 for intermediate MAX!!!	5/19/2023 6:50 PM
148	Raise to inflation. able to get 403b payment to them same day	5/19/2023 6:23 PM
149	Feeling safe (I feel like I work in war zone sometimes) in my environment and like I don't have to work with kids that are abusive and I have to take it with a smile. I really wanted to be treated like I know what I'm doing. I appreciate curriculum but I would like freedom to do what I have been trained to do without every little thing being dictated to me. It was really hard this year to have kids starting 2nd grade not knowing letter sounds ranging to chapter book readers but being told to teach the same things to everyone. I feel like my low kids were overwhelmed and my high kids were bored which created behavior issues which then made it hard for the kids who were on level and could actually benefit from the level I was teaching.	5/19/2023 6:07 PM
150	This is hard. I have been so happy with our bargaining committees and everything they do for us. I really do feel that we need more academic freedom, although I do understand the importance of consistency across the school district.	5/19/2023 5:05 PM
151	4 day weeks	5/19/2023 4:56 PM
152	A lot of people already leave Alaska because of the no defined retirement/also no Social Security issue. It is a lot to ask people to stay in a state with such a high cost of living into their old age with neither of those things. More teacher autonomy to differentiate instruction would be nice as well, but that does require extra planning on the teacher's part and the ability to work with small groups while other students are doing something else, which in younger	5/19/2023 4:38 PM

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grades requires a TA. First grade should get TAs as well as Kindergarten and TAs need to be paid more with benefits.

153	Fair compensation for the work I do. We are falling behind the lower 48 in salary. With prices so high now, we need at least a 20% raise to keep up with inflation.	5/19/2023 4:18 PM
154	consistent behavior supports	5/19/2023 4:17 PM
155	I would share some things that we had in our contract at my previous district such as collaborative time	5/19/2023 4:03 PM
156	Compensation for elementary specialists when pulled to sub for a classroom teachers absence. ALL other AEA teachers get compensation when covering additional classes.	5/19/2023 3:58 PM
157	If you want teachers to remain for the long-haul, you have to have a long-term retirement program that rewards longevity (defined benefit).	5/19/2023 3:57 PM
158	Uninterrupted planning time.	5/19/2023 3:50 PM
159	Additional human resources in buildings. Counselors, teachers, t.a.'s etc..... and an end to the B.S. number of assessments that take away an inordinate amount of teaching time.	5/19/2023 3:48 PM
160	Behaviors have been such a huge challenge. I wish we could support parents in their parenting and children's attendance.	5/19/2023 3:48 PM
161	We need to be assured of academic freedom within a curriculum. A teacher should be expected to use a curriculum as they see fit; not be expected to be on the same page and lesson as everyone else. It doesn't work with the many variables within a day or week that prevent this from being possible.	5/19/2023 3:32 PM
162	Unsure	5/19/2023 3:29 PM
163	Administrative support in dealing with student infractions. Increase in accountability for students who are absent. Retention for students who do not demonstrate proficiency using gradebook as evidence.	5/19/2023 2:41 PM
164	I would ask for more time for completion of sped paperwork.	5/19/2023 2:36 PM
165	Having substitute teachers so we can stay home when we are sick and not have to double up classrooms due to a lack of substitutes. Doubling up special needs preschool classrooms is very hard.	5/19/2023 2:35 PM
166	So many things for Special Education	5/19/2023 2:35 PM
167	Missed planning time and lunches and pay for additional duties should be based on our per diem. It doesn't even come close to making up for the work we are doing and we are exhausted. And thank you for advocating for all of us.	5/19/2023 2:27 PM
168	Holding admin accountable for climate surveys	5/19/2023 2:21 PM
169	Please allow more special ed time in the elementary schools for writing IEPs. Special ed teachers should not have before and after school duty--just like psychologists, counselors, and speech pathologists etc.	5/19/2023 2:16 PM
170	We need more time to get our work done. ASD keeps giving teacher more to do, but not more time to do it in. Other districts in other states allow more days prior to the beginning of the year to prepare for classes, some have an entire week. We have very few hours that are set aside for planning and prep for the year. I think this year I had a total of 4 hours that weren't filled with meetings or trainings. This is only because I did not complete my mandatory trainings before school started. Also, if we need to do a training as a part of our job, it should be available on paid time, either during the work day or during an inservice day. Not 4:00 - 6:00 in the evening. I'm not getting a babysitter so I can go to work and not get paid.	5/19/2023 2:09 PM
171	I have always enjoyed what I do. Recent reforms in special education have saddened and depressed me. From Resource to Intensively Funded students. The bargaining team could recommend to District Administration to simply recommend something as simple as a "WooHoo" button upon completion of paperwork. Or even, as we had done at East prior to 2 years ago, ROSE awards, or even just kudos in completing required paperwork. As it is we get nothing back. Nothing to put a positive light on the really tough job we already do.	5/19/2023 2:08 PM
172	Making sure schools understand special education and supports	5/19/2023 2:04 PM

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173	More pay for all special education teachers, training in NCI for all educators (not holds), letting staff know that this job has equity for all.	5/19/2023 2:04 PM
174	It's an impossible ask, but I would love for the Bargaining Team to be able to clearly communicate that teachers feel completely disrespected in every aspect of their job due to the ridiculous micromanagement that is in place by a majority of building principals.	5/19/2023 2:04 PM
175	Support - more money, public support, time to do the work, and encouragement to keep going.	5/19/2023 1:57 PM
176	There are too many demands on teachers' time, and it takes away from their ability to do their job effectively. This leads to low morale, which negatively impacts students. When teachers feel supported and have the time and resources to do their job well, it bring much joy and satisfaction (and children are very sensitive to this)! Heaven knows we're not in it for the money. It seems like the district wants to improve teachers' mental health, but we don't have time for free yoga. We need ASD to take something OFF our plate, decrease class sizes, provide well-trained/paid TA's to help with Tier 2/3 supports, enough time to complete administrative tasks and trainings within contract time but without using prep time.	5/19/2023 1:52 PM
177	Who specifically is on the chain that I lobby to for more for my programs? I would love to develop my program but the conversations seem to stop with my immediate supervisors. I need someone who's willing to look at a multi-year plan with me that isn't necessarily reliant on the personnel who may or may not be employed and involved in the process (like changing principals, directors, and such). I'll be on my 4th director in 4 years next fall, senior teachers like me (40 years old and 4th oldest in content) are becoming frustrated with the constant retraining instead of growing, so if the headshed can either address the workload or invest a little more into the person who takes the job, hopefully it will lead to longevity in our leadership.	5/19/2023 1:52 PM
178	As a master teacher I would like the ability to use whatever resources I want without having to follow a scripted program.	5/19/2023 1:50 PM
179	Making sure that principals didn't have so much control over transfers if they don't like you. If a principal doesn't like you they can easily give a terrible evaluation and there is nothing you can really do. It prevents you from leaving and forces many out. The union has not helped many of my colleagues in these situations that I have seen with numerous principals in several schools.	5/19/2023 1:44 PM
180	salary & benefits increases My family and I really appreciate our NEA Health Trust!	5/19/2023 1:41 PM
181	District needs to recruit heavily in lower 48 for hard to fill positions.	5/19/2023 1:41 PM
182	It would be absolutely amazing if specialists no longer had to cover classroom teachers when they are absent. Since Covid, this has become a task put on specialists. We don't even have classroom certifications, why are we being sent into the classroom? It would also be nice if we weren't required to get the reading specialization. I don't require classroom teachers to go take a class on my subject and make them pay for it. I know this is a state issue, but specialists should be getting this credit as a free option if it is being forced upon them by the state.	5/19/2023 1:40 PM
183	The district needs to make time for Staff to be able to take courses directed specifically for instruction without a PD of something they already have had training on. Let staff choose their needs and make it available to attend.	5/19/2023 1:37 PM
184	Honor what elementary specialist bring to their students and school community and let them do their jobs... Through the specialists, students are able to embrace 'the whole child'. When specialists are taking away from their job to teach math or reading, it takes away from the students and learning opportunities.	5/19/2023 1:31 PM
185	Working conditions need huge improvement. Staff is expected to do more and more with less support. We have paraprofessionals and teachers who can't do their jobs but nothing is done to retrain or let them go. It's like as long as the person is 18 and breathing, they are hired. Have to go through so many hoops in order to follow doctors' orders. My body is failing more because I couldn't follow the doctors' orders. AEA told me it was an ADA concern. ADA told me it was an AEA concern. Both pretty much told me it was a principal concern. To me it was a human concern.	5/19/2023 1:27 PM
186	Having paraprofessionals to cover all students in SPED and finding sub coverage if we do not have enough	5/19/2023 1:25 PM
187	I wish there was more two-way communication between teachers and the district. Teachers	5/19/2023 1:20 PM

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should be consulted whenever a change is made, and teachers should have an opportunity to schedule one-on-one talks with people designing new policies. Only if the two sides work well together on new policies, will the policies be the best they can be.

188	Same response as #7 above. There needs to be an understanding that at the K-6 elementary level, being paid for lost planning time does not make up for the time needed to prep for students. Last minute notification on the morning intercom makes preparation difficult. THIS CAN'T CONTINUE TO BE THE STATUS QUO.	5/19/2023 1:18 PM
189	I would say thank you for everything you try to do for us!	5/19/2023 1:17 PM
190	A raise. More teachers.	5/19/2023 1:13 PM
191	Bring back a defined benefit retirement. Give teachers more autonomy in their classrooms.	5/19/2023 1:07 PM
192	The behavior policies of the district need to be seriously evaluated. Too many children get away with misbehaving and continue with destructive and disruptive behavior. It is demoralizing to the staff and the rest of the students. It creates a negative learning and working environment.	5/19/2023 1:07 PM
193	More planning time	5/19/2023 1:04 PM
194	I would like to not be pulled to cover classes because I am a specialist.	5/19/2023 1:02 PM
195	Smaller class size! The large class sizes contribute to more behavior issues, less teacher/student relationships. This has a direct impact on academic progress and behaviors out of the classroom such as recess and specials.	5/19/2023 12:59 PM
196	Retirement	5/19/2023 12:59 PM
197	COLA + 10% every year over the next three years. To make up for that Joke of a contract you brought to us the last time. Zero (0) copay on anything to do with medical, we work in a petri dish, any and every disease that lands at the TSI Airport will be in our classrooms within three (3) days. Start learning how to say and use the concept of striking, we are WAY overdue. The ASD can't even get enough subs, you think they can find 4K teachers? Our bargaining has been a joke for over a decade do a LOT better, shouldn't be that hard if you are willing to Strike. I am more than willing. Oh, our union president should be smart enough not to be part of the bargaining team so that said president can actually communicate with members and lead the fight and the strike. It is the only way we will get anything from the ASD.	5/19/2023 12:58 PM
198	The district should quit buying new programs in an effort to find the magical answer to everything. Give teachers the time in the classroom with their students, and without ineffective testing.	5/19/2023 12:56 PM
199	Additional planning time for Canvas/Q integration (to include building and maintaining modules). Smaller class sizes. TA support for special education needs. Additional planning time for modifying work to meet special education needs.	5/19/2023 12:48 PM
200	I'd ask AEA to work with ASD on plans to mitigate increasingly egregious behavior. We also need to identify recourse for parents who act or communicate inappropriately. They should not be empowered to speak to staff members in accusatory or profane ways.	5/19/2023 12:46 PM
201	We are being asked to find our own subs for days off. I have gotten phone calls from my work on days off. There are no real consequences for student behaviors at the school where I work.	5/19/2023 12:45 PM
202	Everything I mentioned in my comments.	5/19/2023 12:44 PM
203	6% for all Sped Teachers not just the Self-Contained ones.	5/19/2023 12:44 PM
204	Sped workload conceptualizations	5/19/2023 12:43 PM
205	Reduced class sizes, hire more skilled TAs, and provide sped teachers with more time so they can help us modify curriculum. Salary increase so we can better afford housing. Protect insurance benefits. It's more of a state issue, but social security weighs heavily on my mind. Makes me nervous that I don't qualify for my husband's survival benefits. It's one of the many reasons we're looking to leave--I don't want to be financially penalized for teaching here. Especially since I can't afford to be a reasonable house.	5/19/2023 12:43 PM
206	Student behavior issues are increasing, but the district cut our discipline admin position for next year. Cell phones are a huge distraction in classrooms and the punishment of a lunch	5/19/2023 12:42 PM

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detention does not seem to be fixing the problem. We need a community conversation and solution to address this problem. Why is the district allowing students to take classes online while physically in the school building?! We are paying an online teacher to assess work AND an in-person teacher to babysit during the school day. I believe that FTE could be put to much better use. High school teachers are being required to co-teach "tier II" classes but without any additional time provided to collaborate. This is not a sustainable or effective model.

207	We need to be treated with much more respect by the principals and the administration. Most of us work way beyond our contracted ours to stay ahead.	5/19/2023 12:42 PM
208	The ability of elementary teachers to shuffle off the awful LA curriculum and get back to doing a more integrated and applicable classroom.	5/19/2023 12:42 PM
209	To have reduced caseload sizes for special education teachers especially SLC/SBBS.	5/19/2023 12:42 PM
210	Teachers need a better retirement system, they need support from admin and the school board, stop putting more and more on teacher's plates without monetary compensation, there needs to be more help with student behavior and discipline.	5/19/2023 12:41 PM
211	The new principal at Clark Middle School is doing an amazing job with the absolute mess she was handed from the previous administration. I would want training on how to handle "inner city" kids with abusive, violent, communities. The students are a representation of their community, and it's a violent representation right now. How do we bring more kindness, love, compassion, nurturing, understanding, constructive dialogue to a truly hurting community?	5/19/2023 12:40 PM
212	I don't know that there is anything our bargaining team CAN do. We need support from the top and I am not sure how that can be bargained. But, until that happens, combat pay, hazardous duty wages?	5/19/2023 12:40 PM
213	We need more adults and teachers in our school. My colleagues and I are spread too thin.	5/19/2023 12:38 PM
214	Combine ERHS and CHS not into one school, but provide bus transportation between the schools and offer a schedule between the schools so that kids have options to take more classes with our limited resources! PLEASE address the problem of our high schools being too small and all teachers having to teach 3-4 preps, we're exhausted.	5/19/2023 12:37 PM
215	More equality between different level of teachers.	5/19/2023 12:36 PM
216	Nothing really, but I do thing there should be a better emphasis on changing lanes and pay increases. No one sat down with me an explained how they work and why it's important to start earning credits as soon as possible.	5/19/2023 12:33 PM
217	Specialists have become the scullery maids of elementary schools, given every possible conceivable monitoring duty (outdoor before and after school, lunchtime, recess, hallway, bathrooms...) and progress monitoring all reading and simultaneously teaching all the students in their actual classes. The pace of maintaining all that and having only 4 hours planning and 30 minutes per day of lunch down to the minute is absolutely exhausting (no time off for recess like classroom teachers). And when you prepare all your lessons only to have your classes cancelled at the last minute so you can go sub for a missing classroom teacher... it absolutely makes people question why they worked so hard for their Master's degrees and multiple certifications. I do not feel like elementary specialists are treated like actual teachers, we have become just the catch-all.	5/19/2023 12:32 PM
218	Less PLC, more time in class and less changes in curriculum each year. Smaller class sizes would be great too.	5/19/2023 12:31 PM
219	Not having to cover other classes (sub coverage). Trying to bridge the gap in the cost of living increases / retirement with higher compensation.	5/19/2023 12:30 PM
220	Be tough and forceful. Show the district team that we are strong and mean business. Have we considered hiring an outside professional to lead our team? I'm tired of these shitty contracts that keep getting ratified. I've seen 20 years of bullshit and I'd walk out now if I could.	5/19/2023 12:30 PM
221	DEFINED BENEFITS!!!!!!!!!!!!!!!	5/19/2023 12:30 PM
222	Teacher Efficacy, Capacity Building, and Staffing/Retention need to be a larger part of ASDs language and initiatives. We have amazing teachers, but without the opportunities for growth, proper pay, and incentives to stay in the district we will continue to lose good teachers	5/19/2023 12:29 PM
223	I think our school does a good job with autonomy and protecting prep time. Generally, though,	5/19/2023 12:28 PM

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teachers could use more paid days to prep at the beginning of term, and for teaming. I also think high schools need a clear and universal cell phone policy because having to manage that as an individual teacher is extremely hard.

224	Additional non-instructional tasks required	5/19/2023 12:27 PM
225	Shorten after school meetings; IEP's, 504's, faculty meetings, etc	5/19/2023 12:27 PM
226	I think the school board members should have mandatory sub teaching days to better understand what it is like in the classroom as they make policy in a vacuum.	5/19/2023 12:26 PM
227	Not to allow the principal to change elementary teachers grade levels, staff meetings too many!, and the amount of paperwork and progress monitoring it TOO Much!	5/19/2023 12:26 PM
228	We need to address attendance, tardies, and trancies, as well as develop a better schedule. There are too many interruptions because of testing, sports, etc. We need to have a schedule where students are in the classroom without interruptions for testing or missing class because of extracurriculars. Extracurriculars are important but should not pull students from the classroom.	5/19/2023 12:26 PM
229	I understand and benefit from the practice of providing a salary adjust for hard to fill positions. At this time, I believe all special education positions should be considered hard to fill.	5/19/2023 12:25 PM
230	Better compensation for support personnel so that we aren't in staff shortages	5/19/2023 12:24 PM
231	language about online classes as compared to in person classes	5/19/2023 12:23 PM
232	Do not make teachers responsible for parent/student issues when students are failing. All students that are failing my classes have attendance issues and cell phone dependencies. Ban cellphones from all ASD Properties. Enforce student attendance.	5/19/2023 12:23 PM
233	Retirement! I am thinking about alternative places to teach because I can't retire on what is offered here. I just want what the people retiring now have, nothing more! I am doing the same work.	5/19/2023 12:22 PM
234	Let kindergarten teach to the standards instead of the curriculum that is not appropriate. Better sped services and supports and behavioral plans in place for all these students that aren't getting their needs met.	5/19/2023 12:22 PM
235	We need to be trusted. We need to be valued. We need to be able to teach. I was hit this year in the face by a kid and the kid, principal bit to draw blood twice, teacher and kinder ta kicked in stomach numerous times, Kid still has freedom to walk around the school without an aid, no support in the classroom from the district. Behaviors have go to stop. We need mental health support, sel support and strict consequences for kids.	5/19/2023 12:22 PM
236	.	5/19/2023 12:21 PM
237	Better insurance premiums (to allow more take home money.)	5/19/2023 12:21 PM
238	ASD's insurance contributions HAVE to be bigger. We are getting killed on insurance right now.	5/19/2023 12:20 PM
239	Too late, this profession has destroyed me.	5/19/2023 12:19 PM
240	More support for specialists: planning needs, overworked (lunch/recess/before&after duty), multiple WIN groups w/out support or plan time to administer what is needed, and scheduling needs.	5/19/2023 12:19 PM
241	Sub coverage or lack there of and lack of TA's in sped. Potential TAs can make more \$\$ in less challenging jobs. I can't do my job without TA support.	5/19/2023 12:18 PM
242	Less district mandates of time & scheduling--we are professionals! Also, something HAS TO BE DONE about he extreme behaviors and cruelty & violent words & actions that are consuming our classrooms!!!	5/19/2023 12:17 PM
243	Elementary teachers are tasked with doing everything because we have the students most of the day and yet we get the shortest lunch. We need longer to recharge.	5/19/2023 12:16 PM
244	What workplace conditions support the ideal education experience for students? What does ASD believe is the embodiment of an ideal educator? How can we meet in the middle to create workplace conditions that develop both?	5/19/2023 12:16 PM

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245	That those making the decisions have empathy. Teachers are doing their best given the support from the community and parents especially in regards to behaviors. We are often parents, counselors and then teachers.	5/19/2023 12:15 PM
246	Smaller Class Size for primary teachers.	5/19/2023 12:15 PM
247	More money. A lot more. We have taken a 15-20% pay cut due to the effects of inflation in the last 3 years alone.	5/19/2023 12:13 PM
248	Student behaviors are not adequately addressed by administration, via their hands being tied by district admin/school board. So often, our security tells us they can't administer consequences to students for certain behaviors because the school district wants students in seats as much as possible, regardless of behavior. Reimplementing ISS style consequences for truancy would be amazing.	5/19/2023 12:13 PM
249	Up addendums every time. Or have an addendum be a certain % of your salary if you are a teacher. Example head varsity football coach 10% of salary. Done in other districts around the country. St Helena School District addendum scale is either the addendum rate or if you are a teacher a % of your salary. This retains teachers as coaches. teacher.	5/19/2023 12:12 PM
250	Religious days. Child care on site. Less coverage to colleagues, we need to advocate for hiring more subs. What is the role of elective classes, more specifically world languages in the new CCL initiative?	5/19/2023 12:11 PM
251	If I don't have a retirement plan, I'm leaving. We need a more attractive workplace. It does no good to "advertise" for a hard job that pays less than McDonalds, because no one is going to apply, or stay.	5/19/2023 12:09 PM
252	More money and more para support. Totem needs to pay more to ensure they hire capable people to act as ta's	5/19/2023 12:09 PM
253	First, I'd say thank you for the work and support you do for teachers. Then, I would ask that they come to our school and see how unsupported we are with student behaviors.	5/19/2023 12:08 PM
254	The extra duty stipends, there needs to be a section for "pep band" that is a level 1 per semester.	5/19/2023 12:07 PM
255	The teaching profession has continued to be de-professionalized, in our District, state and country. Being able to safeguard and bolster our professionalism within our contracts through policies that support educators, give us credibility in our craft and to ensure that the District understands that we, the educators, are the reason students in our community are being educated; will in turn bolster a strong contract that can provide stability, keep up with increases to cost of living and retain educators in the field making above a living wage.	5/19/2023 12:07 PM
256	More planning time for elementary resource- Resource Teachers be included in getting an additional 6% like the rest of hard to fill sped job- tired of being overlooked and under appreciated by both the department and union.	5/19/2023 12:06 PM
257	Teaching is tough, special education is made more difficult by extreme caseloads and less planning time to reach expectations. The whole system is punitive and leads to people leaving.	5/19/2023 12:06 PM
258	There needs to be consequences for student behaviors. On a daily basis students are having behaviors that are negatively impacting classrooms and nothing is done about it. A student can totally destroy a classroom in an outburst and go to the office and come back with a prize for calming down - it is getting ridiculous and out of control	5/19/2023 12:05 PM
259	A pension system is needed for those who are keeping the schools open.	5/19/2023 12:05 PM
260	Teaching has never been a 9-5 job, but the increased hours I put in post-Covid are unsustainable. The more tier 3 teachers there are, the more fluctuation we'll have within our schools.	5/19/2023 12:04 PM
261	A retirement like tier one or tier two. I think that is out of AEA control though.	5/19/2023 12:04 PM
262	I would ask for support in clarification of counselor roles through articles 419 and 441. Every time a new principal comes in, we need to educate them on counselor roles and why pulling us into discipline situations ends up to be a conflict of interest. Students need to view us as a safe space and involving us in discipline situations breaks that trust.	5/19/2023 12:03 PM
263	Build the Benefits and Retirement systems! Build respect for teacher and our profession within	5/19/2023 12:03 PM

2023 End of the School Year Survey (From Your AEA Bargaining Team)

	the district as well as the community	
264	Funding for educational projects to do in this new block schedule they are asking us to go to in the Fall.	5/19/2023 12:01 PM
265	Administrative support for student behaviors in the classroom; student phone use in the classroom	5/19/2023 12:01 PM
266	Stop writing contracts that protect incompetent teachers and paraprofessionals. We should police our own members instead of blindly protecting them from administrative discipline.	5/19/2023 12:00 PM
267	higher pay no class coverage higher CTE class budget, admin too top heavy.	5/19/2023 12:00 PM
268	smaller classes, more discipline needed, higher pay	5/19/2023 12:00 PM
269	That assessment time is given or teams can come in to conduct them as in the past. It is so much more efficient and create a more positive atmosphere and better success for students	5/19/2023 12:00 PM
270	I'd like to be paid enough to justify the caseload, the hours off work when I'm working and not home with my kids, to pay the bills, and to not resent this profession which isn't supporting the people who do the direct work with the students.	5/19/2023 12:00 PM
271	I'm not sure at this time.	5/19/2023 11:59 AM
272	N/A at this time.	5/19/2023 11:59 AM
273	Better administration	5/19/2023 11:59 AM
274	Help us with behaviors and admin. Meanwhile I'm losing Social Security benefits the longer I stay for a non-existent retirement. If I make it to 5 years it will only be because I managed to get a transfer with a known admin that supports teachers. Have conversations 1:1 with all these teachers that are leaving. This is just a lot. Send us another survey after the last day too.	5/19/2023 11:58 AM
275	n/a	5/19/2023 11:58 AM
276	I would like them to really listen to teacher concerns and not just be interested in their preconceived ideas of concerns.	5/19/2023 11:58 AM
277	I'd like to see the AEA bargaining team have matching skills with ASD's team (ie a lawyer).	5/19/2023 11:58 AM
278	Please keep in mind that nurses and counselors are part of this team as well - we also need representation to meet with one another and better learn how to serve our students. As a nurse, I do have many options for other jobs and will be leaving soon as well if the retirement situation doesn't change.	5/19/2023 11:58 AM
279	More time for sped paperwork or less paperwork.	5/19/2023 11:57 AM
280	Salary, benefits, and time in school.	5/19/2023 11:57 AM
281	allow to teach outside curriculum	5/19/2023 11:57 AM
282	none	5/19/2023 11:56 AM
283	I'd like to be treated by ASD as a valued professional, it's time the district started treating employees like they value us, we are not dime a dozen and there needs to be more surveys showing how mentally draining and exhausting working in the school system is	5/19/2023 11:56 AM
284	I would want to know why students are not removed from a school after physical altercations, vaping, having drugs on campus with only 10 days, why no more expulsion?	5/19/2023 11:55 AM
285	Creative hiring practices for subs and paraprofessionals.	5/19/2023 11:55 AM
286	We need a hard line attendance policy along with a no phone policy	5/19/2023 11:55 AM
287	I would like less of a workload. We are being pushed to do way more with way less.	5/19/2023 11:55 AM
288	To support special education aspects of this district. Help figure out how to hire and KEEP TAs.	5/19/2023 11:54 AM
289	More in-class support for SPED and behavior issues and smaller class sizes. Without these things, there is no way for us to give each of our students the education that they deserve.	5/19/2023 11:54 AM

2023 End of the School Year Survey (From Your AEA Bargaining Team)

290	More TA time, more Tier II benefits for Tier III teachers, put more information out about the differences between charter/private/public schools what they can choose to do and how we have not choice	5/19/2023 11:54 AM
291	pay compensation for resource teachers that are doing more and more with less. They are doing two jobs and being paid for one. Some incentive to stay.	5/19/2023 11:54 AM
292	I changed schools this past year. The amount of administrative support that I have received this year compared to my last school has made my job immeasurably easier.	5/19/2023 11:53 AM
293	attendance enforcement, enforcement of behavior expectations	5/19/2023 11:52 AM
294	Inflation has been very high. We need to have our salaries increase commensurately.	5/19/2023 11:52 AM
295	School Uniforms.	5/19/2023 11:50 AM
296	Increased autonomy to teach the best way I can and meet the needs of my students rather than only being allowed to teach using district mandated curriculum and strategies. Example: Star binder, core plus, and Ashlock for all regardless of learning styles and needs.	5/19/2023 9:40 AM
297	I'm not sure if this is about bargaining. Student attendance is a big concern. Also, so many students are behind and I'm not sure how we are going to help them when the curriculum is too high for them. I'm also concerned about the unfilled teaching positions and sub shortage. It's challenging to support students when they don't have a permanent teacher. I think people are doing their best, but it does seem like an uphill battle. It also seems like teacher moral is down. On a positive note, I taught a UAA class this semester. The students were amazing and I left hopeful! They are passionate and have an understanding of child development and literacy instruction. I was impressed with the UAA Early Childhood faculty and students. Let's support these new teachers! I think the retirement issue is key. Also, it's important that the district people who support them are kind and supportive. I heard some stories that some of the directors were unkind and they left teachers in tears. Let's be kind to our new teachers and , of course, oldies like me. :) Thanks so much for all you do! I appreciate the bargaining team.	5/19/2023 9:26 AM
298	You all are pretty awesome!	5/19/2023 8:59 AM
299	One of the reasons teachers are leaving Alaska is lack of faith in the AEA and this next set of negotiations will make or break the union. Young teachers in tier 3 have seen huge pay cuts due to inflation and we cannot afford these when our paycheck has to be used to pay bills and invest for retirement. We certainly noticed that AEA did not stand up to protect teacher's time when Canvas was mandated as an additional duty or in the last set of negotiations when salaries were not kept up with inflation. Please fight for the future, not just the 20 year teachers.	5/18/2023 3:10 PM
300	I would ask for more support from sped dept. We don't have enough TA support in our school. We are covering so much behavior, especially in our primary classrooms. We need more consistency with our sub pool. We are only able to take IEP testing/paperwork days if we have a sub to cover our classrooms.	5/18/2023 10:22 AM
301	There are too many things that need to change about the education system.	5/18/2023 7:48 AM
302	more money, funding for classroom supplies, updated resources, repair teaching facilities	5/18/2023 7:27 AM
303	The increasing demands of Special Ed Teachers is A LOT. I feel like I don't have time for my students like they deserve because of the paperwork involved, behaviors and low TA support. The TA's deserve more money hands down!	5/18/2023 7:23 AM
304	I would ask for more support in Title 1 schools. Do not allow combination classes in Title 1 schools, even if some classes only have 15 students. Have full time literacy coaches (focus on literacy only) in every Title 1 school who can work on continuous coaching cycles. Having flexible walk to read groups with students receiving explicit rigorous academic instruction at their current ability level. Full time counselors in all Title 1 schools. Title 1 schools need behavioral supports for students who continually disrupt instruction. A salary that is adjusted above the inflation rate, and is competitive with Washington state. Recruiting for a large pool of substitutes. Ensuring students with IEPs are getting their full minutes and services. Yearly pay incentives for Sped Teachers, Title 1 teachers, foreign language teachers, and other hard to fill positions. Quality health insurance that is affordable. Bring back health incentives like Go365.	5/17/2023 10:54 PM
305	Better understanding and support for special education classrooms and stronger paraprofessional training for working with special needs	5/17/2023 10:09 PM

2023 End of the School Year Survey (From Your AEA Bargaining Team)

306	If we continue to be required to take 5 days of leave for COVID, we NEED to accrue sick leave at a significantly higher rate. Our family got COVID once this year and it decimated my sick leave. As a parent to young kids in daycare and who recently utilized my sick leave for maternity purposes, I don't have a huge bank of leave to fall back on. Apart from COVID, I have never taken five days of leave for an illness. Were I not directed that I must comply with CDC guidelines, I wouldn't have taken five days off for Covid (I tested positive on Monday). If the district is going to require we follow CDC guidelines and take 5 days of leave, they can't only give us 1.3 days per month. I got Covid in January and used all my accrued leave for the year on that one illness. That is just crazy! It is really, really stressful to be the parent of a child in daycare when you don't have sick leave available. If my child gets a fever, they're out for at least 2 days. I don't have any options, there is nowhere I can send a sick kid so that I can work. To know that I'll be on LWOP is incredibly stressful. It should not be the case in this salaried position! It has never been an issue that I've faced, in spite of this being my third child to go through daycare, which is why I attribute it to Covid leave policies that absolutely decimate our sick leave. The accrual rate is now inadequate in our current health climate and needs to be increased.	5/17/2023 9:36 PM
307	More effort to remove consistent behavioral distractions with real, consistent, fair, and progressive consequences, preventing trauma to other students and allowing teachers to provide a positive learning environment.	5/17/2023 9:20 PM
308	Keeping the start times the same, a better principal	5/17/2023 5:52 PM
309	We need to address the impact that terrorist kids have on a classroom and teachers. Those that constantly destroy other's learning time with their behavior should be removed so that other kids can get the education they deserve instead of getting PTSD by having to be in the same room with those kids every day, sometimes year after year. Teachers are leaving because they dread having to come to work and deal with the student behavior that is out of control and has no consequences. We need better protection so we can do our jobs and alternatives to dealing with that behavior other than "try to build a relationship" with that child.	5/17/2023 4:32 PM
310	This 3% stuff is totally ridiculous and a waste of everyone's time. If lawmakers can find the money for a 67% raise, then we shouldn't settle for anything less than 6%. And in watching the school board meetings talk about start times, it seems like striking would be an incredible move. The public needs to know we aren't babysitters. It would impact so many people so fast. That is why we need to not settle for this insulting 3% again. The last bargaining team was a huge insult to teachers. Please use AEA funds to pay for a lawyer or someone who can keep up with the districts team. The teams tries hard, but we need someone who really understands this sort of thing and not teachers.	5/17/2023 3:09 PM
311	1. Thank you, bargaining team, for your HARD work. 2. Working inservice time dedicated directly to our mandatory trainings would be a plus!	5/17/2023 2:42 PM
312	The article that deals with sick leave for TRS Tier 3 teachers to place sick days in the 403b is great and should be something to advocate towards keeping in subsequent contracts.	5/17/2023 2:08 PM
313	not sure	5/17/2023 1:08 PM
314	The declining real compensation we receive is not in any way keeping up with inflation... However this is mostly a state issue...	5/17/2023 9:43 AM
315	Sub pay must be increased. It is not sustainable to distribute multiple classrooms on a daily basis.	5/17/2023 8:40 AM
316	AEA needs to protect elementary specialists. They are being uniquely exploited by the district, and the union has established itself as their only recourse and needs to protect these educators.	5/17/2023 8:04 AM
317	I am so overwhelmed and have no trust in the district with all of the lies, I don't feel like the bargaining can even help. I'm just trying to hang on until my Public Service Loan Forgiveness Program payments are complete and then I'll leave teaching. This will be because of the disrespect of principals and the head shed and the school board, constant lies of the district, and no hope for retirement. If you can fix all of that I would love to stick around.	5/16/2023 9:40 PM
318	If our student test scores/growth are strong why do we need to change the manner in which we instruct?! One size does NOT fit all.	5/16/2023 8:36 PM
319	Be bold with demanding what is right for students to flourish--a culture of academics at school,	5/16/2023 7:52 PM

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not this laissez-faire, we're just grateful that they came, and we'll overlook that they're vaping, or cursing, or not able to use the restrooms, etc.

320	more specific language about what to do with behaviors, how can we continue to teach when students are violent/disruptive every day	5/16/2023 6:08 PM
321	Smaller class sizes.	5/16/2023 6:06 PM
322	I think every title school needs a behavior specialist. I would say the district needs to quit adding on requirements for classroom teachers as there isn't enough time in the day. I would say that elementary specialist are leaving because they are treated like subs and that we have a required curriculum to teach. In the case of PE it is a state mandate to have 90 minutes a week.	5/16/2023 5:39 PM
323	I would like to discuss how to incentivize subs - especially for Title I schools.	5/16/2023 4:18 PM
324	Set aside time for specialists to meet together as colleagues.	5/16/2023 3:29 PM
325	I think our AEA Bargaining team is awesome and I appreciate all that they do for us.	5/16/2023 2:16 PM
326	Better benefits and salary as behooves professionals with advanced graduate degrees.	5/16/2023 2:13 PM
327	The only thing I want AEA working on is defined benefit retirement. I'm ready to leave and have zero incentive to stay. I'm at the point in my career where comfortable, I know my job, and I know I'd be an asset elsewhere. Why shouldn't I leave?	5/16/2023 1:52 PM
328	Push for actual retirement benefits for teachers at the state level.	5/16/2023 1:45 PM
329	Work on hiring and staff retention. We are getting spread so thin and the expectations only seem to grow in conjunction with higher student need. Most don't feel like they can keep up and it is affecting staff mental health.	5/16/2023 1:06 PM
330	Could the district please take our concerns about student behavior seriously. There does not seem to be any consequences for insubordination or disrespect other than lunch detention and that is ineffective. Student behavior is out of control and next year ASD wants to increase classroom sizes.	5/16/2023 12:46 PM
331	Why are principals given the control to make or break a teacher. I have had several that made me feel that I would be fired. They are not supportive.	5/16/2023 11:29 AM
332	I'm not sure	5/16/2023 10:41 AM
333	Negotiate decrease in insurance rates and return to defined retirement.	5/16/2023 10:38 AM
334	More flexibility with how we use our leave would be excellent. I know many teachers who need mental health days and take sick days for that. It's been a rough few years, and it's not smoothing out as we all had hoped. More stress, more expectations, more outside-of-school factors (theirs and ours) that affect our ability to teach students. Flexibility to use sick leave for other reasons more broadly specified, without having to feel like we are breaking a contract rule or risking getting in trouble with HR, would be helpful. Maybe even quantifying 'mental health day' as a legit use of sick leave? Or maybe that's putting too fine a point on it. I trust our bargaining team, and I hope this can somehow be addressed without causing unintended consequences such as additional criticism of AEA and/or the teachers within ASD. The fact that I worry about that is telling. It seems sometimes that whatever we do as teachers gets criticized, more than any other profession! Maybe lawyers get more criticism, but they also get WAY more pay and benefits!	5/16/2023 8:50 AM
335	due to sub shortages the staff is really stepping up. That should be acknowledged in a meaningful way. Also, incentives for positions like new bus drivers but not offering incentives or appreciation for staff already on board is also unmotivating.	5/16/2023 8:47 AM
336	Increasing staff retention and decreasing disruptive student behaviors would make a significant difference for both students and staff here.	5/16/2023 8:46 AM
337	In order to answer this question, I am going to phrase it like this: If I had a magic wand, what would I change? 1. Title I teachers get more money because the issues are bigger. 2. Title I schools have smaller class sizes 3. SpEd teachers get paid more 4. Mental health professionals in schools - enough for every student 5. AN INSTRUCTIONAL COACH at every secondary school. A true coach, not a curriculum implementation specialist like the elementary schools have had. 6. A real retirement. We should have access to medical at 20 years, not	5/16/2023 7:34 AM

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working 12 consecutive months around the age of medicare retirement age. (What the actual hell!?) 7. Clear expectations and training for paraprofessionals. Also, they should be allowed to be in charge of students the same way a teacher or a substitute is. 8. Windows. Prisons have more windows than my classroom. 9. An attendance policy. 10. Continued Foundations, CHAMPS, Adaptive Schools training, especially for teacher leaders. 11. Department chairs should be replaced every three years. 12. There might be more, but that's a good start. I truly appreciate the teams who have given their time and heart for a difficult task. Thank you!

338	1. Mental Health Counselors for Students to Reduce Behaviors 2. Smaller Class Sizes	5/16/2023 5:59 AM
339	time with resource paraprofessionals to discuss the day/data/student behaviors/teaching groups; addenda to do paperwork (I'd rather not have paperwork days as my population is the neediest, and even with paperwork days I continue to have paperwork demands outside the school day); higher pay as a resource teacher (we have every kind of student within our program and do several change of placements, with minimal staffing); Is there an opportunity to have a one on one conversation with an AEA bargaining team member?	5/15/2023 11:43 PM
340	Need mental health support & reduced workload to avoid burnout.	5/15/2023 10:54 PM
341	Sounds weird, but advocate for a better Totem pay and contract. Our Totem employees are like a revolving door or positions remain I filled. Between that and lack of subs, our highest needs kids have very little consistency in their world.	5/15/2023 9:11 PM
342	I would ask for GoGuardian to better monitor and help kids use technology effectively and with integrity for academic purposes.	5/15/2023 9:02 PM
343	Teachers that are told to physically change classrooms at the start of the year, should be offered 1 additional paid day for the inconvenience. I've moved 5 times in 8 years!	5/15/2023 8:39 PM
344	Lower class sizes More sped and behavior support (either more and effective TA's that are able to shadow the child for the full day or the ability to remove problem behaviors from the classroom).	5/15/2023 8:33 PM
345	Lower pupil-to-teacher ratio.	5/15/2023 8:20 PM
346	Smaller class sizes. Less canned curriculum. Strong language about being able to teach controversial issues in class with our professional judgement.	5/15/2023 8:06 PM
347	Thank you for stepping up to the plate and for sharing our needs and desires to be a better employee for this district.	5/15/2023 8:02 PM
348	I'd like a principal who would be supportive, who isn't a micromanager or controlling, one who doesn't purposefully seek ways to jeopardize the educators in the building. One who has better communication and is moral and ethical. I'd like a principal who can listen, take opinions into consideration and one to feel safe speaking with without the fear of retaliation.	5/15/2023 7:55 PM
349	Grading is overwhelming to me this year due to a large amount of students. go back to one grade a week maybe? Everything is overwhelming. I would leave if I could afford it.	5/15/2023 7:36 PM
350	Compensation & professional respect	5/15/2023 5:31 PM
351	Attract and retain special education and related services personnel. We work as a team, so a vacancy in one area (e.g. special education teacher) affects the ability of others on the team (e.g. speech therapist) to do their job.	5/15/2023 5:30 PM
352	I would ask for a bigger pay increase. We are not making enough money for the amount of workload we are asked to do. Not to mention student behaviors are out of control!	5/15/2023 5:09 PM
353	For me retirement from ASD is a huge concern. I can go to many other district that have a much better retirement. Student behavior in the classroom is causing me to leave too.	5/15/2023 5:07 PM
354	Building seniority in conjunction with district seniority. I know I've put in my time with the one school I've ever worked in with this district.	5/15/2023 4:56 PM
355	Less structured reading program. More science.	5/15/2023 4:28 PM
356	sub coverage. It is un reasonable to expect teachers to teach their own class and someone else's too and not get the planning time to do it. It is part of our contract that we get sick time and personal days, but I feel that I am unable to use this time because my students would be sitting in the back of someone else's class doing work that is not at their level all day.	5/15/2023 4:24 PM

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357	Pay raise of 7% or more for each year. I will vote no on any contract without this raise. Issues with the rise in student behavior. The amount of time spent with students, admin, and parents on behavior is out of control. All planning time is being used for this as well as time outside of contract hours. Much more money towards health insurance (on top of the pay raise). Raises mean nothing if they are eaten up in health costs. Teachers are being expected to do more with less time and are not respected. One way the district can show that they respect us at all is to show us with pay and time.	5/15/2023 3:55 PM
358	Help in primary, we seem to take the brunt of more, more, more and we get less, less, less with larger classes and more behaviors each year!	5/15/2023 3:12 PM
359	I don't see my summers as "time-off," rather I see them as comp time for all the non-paid extra hours I put in to do this job right. I want to see pay go up to reflect this reality.	5/15/2023 2:54 PM
360	Smaller class sizes Less non-instructional duties (lunch duty, playground duty, dismissal duty)	5/15/2023 2:53 PM
361	More planning time. More FTE for our buildings.	5/15/2023 2:40 PM
362	I WOULD LIKE ASD TO COME TO THE TABLE WITH A REALISTIC PROPOSAL SO THAT I COULD START THE YEAR WITH A CONTRACT AND NOT THE STRESS OF SAVING \$ IN CASE WE GO ON STRIKE.	5/15/2023 2:14 PM
363	The things that I think would make the biggest difference are from the State, not the Bargaining Team. I would just ask that we avoid losses as much as possible.	5/15/2023 1:39 PM
364	Teachers should not be responsible for before and after school drop off and pick ups. They should have every student-free moment to plan, prep and collaborate with their colleagues. Tier 3 teachers have zero reason to stay in Alaska to teach. Zero. What are we doing to encourage people to stay? How are we providing quality, consistent professional development to empower staff to be and do better?	5/15/2023 1:21 PM
365	Sped. needs more staff in general. Caseloads are big and one student with significant behavior can take away from other students getting their services.	5/15/2023 1:13 PM
366	Defined benefits for Tier 3	5/15/2023 1:00 PM
367	Equity in resources for the different schools. Especially facilities/maintenance and sub coverage.	5/15/2023 12:46 PM
368	Special education teachers need a clearly defined compensation plan for covering open positions to include expanded caseload and extra paperwork.	5/15/2023 12:46 PM
369	Felt I could never take a personal day (never took one) because there wasn't any sub coverage. I felt hostage to my job. It was the worst year ever. I also did not get any compensation when classes were distributed. On average, classes were distributed to other teachers at least 3 times/week. Sometimes it was 3 classes/day being distributed. We need more substitute teachers in the district or at least at our school.	5/15/2023 12:41 PM
370	safety for school staff and classmates is essential!! Administrators must support teachers to ensure a safe school environment.	5/15/2023 12:33 PM
371	setting up a good retirement	5/15/2023 12:12 PM
372	Continued emphasis on keeping hard-to-fill positions staffed (related services personnel) and a better retirement system to incentivize staff retention.	5/15/2023 12:10 PM
373	academic freedom and less testing of students. ASD needs to hire subs to replace the ones they purged.	5/15/2023 12:06 PM
374	The retirement benefits offer no incentive for teachers to stay. Even if they think things *might* get better.	5/15/2023 11:59 AM
375	Yes	5/15/2023 11:58 AM
376	CURRICULUM STABILITY WOULD BE A HUGE POSITIVE IMPACT FOR THE DISTRICT AND TEACHERS. IT WOULD STREAMLINE LESSONS, SAVE MONEY AND HELP STUDENTS TREMENDOUSLY.	5/15/2023 11:48 AM
377	Better retirement	5/15/2023 11:48 AM
378	I would ask for more pay so that I can take care of my family; now and in the future. I would	5/15/2023 11:46 AM

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ask for more support staff (TA's, ELA specialists, counselors, security) to assist students with their needs outside of the classroom so that I can focus on the students who are capable of learning (that day) when they come to the classroom.

379	Better retirement and look at the size of classes. 36 freshmen in an english class isn't conducive to anyone's learning.	5/15/2023 11:42 AM
380	See the previous comment.	5/15/2023 11:36 AM
381	I would love to be compensated for not using the district's health plan.	5/15/2023 11:31 AM
382	Better retirement and salary would make me feel comfortable staying here for the long term.	5/15/2023 11:18 AM
383	More support for roles that are not a classroom teacher. As a school psych I do not feel that my needs and perspective are always represented by AEA.	5/15/2023 11:16 AM
384	Salary and benefits are number one. Second is actually a feeling of the head shed seeking teacher advice and input. Were teachers actually asked about this idea of moving high schools to the model used in Nashville, or just told we will be doing it? Just like with the new mandated block scheduling. Our school liked how we were doing things before.	5/15/2023 11:15 AM
385	Concern: I think we are experiencing burnout many converging factors--post-COVID behaviors, changing curriculums, new workload expectations, lack of TA support and increasing numbers of IEP/504 students. My ask: Classroom TA support, class size cap at 32 for middle school	5/15/2023 10:57 AM
386	Having an active list of library subs.	5/15/2023 10:38 AM
387	Finding a way to impact class sizes. As a teacher and parent lower class sizes would have the greatest impact on student achievement and learning. (I realize this is largely a state funding issue)	5/15/2023 10:36 AM
388	I would love to have more open communication. This school year we lost many days due to weather and had to make that time up. The district offered to go to elearning and Corey stated that the union constituents were not ready for that, which caused use to go to late dismissal. Before speaking for the union constituents it would be great if we were actually asked our opinions and allowed to be apart of the collaborative problem solving process. More surveys, such as this, would be helpful and aren't a challenge to put out to AEA members. We also have a union rep, yet zero information is shared with our school. Instead he is frequently absent for union trainings and trips (which seem to be more of a party than a learning experience as no information is shared with staff) and we gain nothing from his involvement. It disappoints me that our union is so out of touch with their constituents.	5/15/2023 10:30 AM
389	Increased planning time More support staff (counselors, behavioral support staff, etc)	5/15/2023 10:26 AM
390	A retirement plan that doesn't just suck money from my account- and the social security situation.	5/15/2023 10:21 AM
391	More support for teachers, whether that is more teachers to lower class sizes or assistants to help share the workload and support students, and more realistic job demands that can actually be accomplished in our work day.	5/15/2023 10:15 AM
392	As a sped teacher, I believe that we should be (across the board at every school) part of the team regarding decision making when it comes to making Intervention groups, who uses what intervention, assigning students to sped teacher to teach a WIN group. This year was horrible, lack of respect for my time and as an experienced teacher (24 years). I basically was told what I was doing with zero input. I'm leaving the classroom this year because of the lack of support and honestly how I was being treated.	5/15/2023 10:14 AM
393	Give teachers back the power to teach. Emphasize proper placement of students inside classrooms and schools. Please parents is understandable but at some point that teachers voice must be heard and manageable solutions must be provided. Such as the child must be given a Sped t.a sooner than later and or moved to a school that can provide better services for that child. Lower classroom numbers because teachers can not reach all their students like they need to when their classrooms are overflowing with too many students, behavioral issues, IEP's and so forth. Teachers need to be given more respect and appreciation. We are raising our communities children with lack of support, and not give enough tools to do so either. Teachers are burning out quickly with all of these behaviors that are not being dealt with correctly. Teachers are being made to feel like they have to choose their job or their families and that's not okay.	5/15/2023 10:11 AM

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394	Student behaviors are becoming very big. They are manageable but not with so few teachers. We need either much smaller class sizes or 2 teachers in every room. I understand that is expensive but without serious recognition of the situation ASD will become trapped in a negative feedback loop. We also need more counselors to address mental health of students.	5/15/2023 10:08 AM
395	Reduce the ratio of adults to students at the elementary level to no more than 20:1. Classrooms are over crowded and the environment is NOT what's good for kids. More co-teaching scenarios as a whole especially in combo classrooms at the elementary level.	5/15/2023 10:07 AM
396	-Counselors are not in charge of the master schedule, we are here to support. -Counselors do not provide lunch duty/monitoring--it takes away from our time to help and be there for students at lunch -VOA therapists need to be removed from ASD schools	5/15/2023 10:05 AM
397	I would ask if it was possible to have our payday occur on the first of the month instead of the 15th. Those extra two weeks of waiting for the first paycheck is often a very difficult task, especially in September.	5/15/2023 10:05 AM
398	Behavior support building wide, teacher training to handle behavior issues other than sending to the office or calling on the radio for help. Less students in the room, freedom to teach to the student in the room--filling in the spaces they are missing in their academics to get them to the next grade level. Addressing the lack of learning that has occurred and allowing and/or providing ways to close the gap in the general Ed. classroom.	5/15/2023 10:01 AM
399	Support on caseload requirements for special education teachers.	5/15/2023 9:58 AM
400	Better scheduling or at least have a say. As a trained classroom teacher I know how difficult the job is and how challenging the schedule is so I am not looking to make it easier for "specialists" but manageable for everyone.	5/15/2023 9:57 AM
401	Please protect us more from students	5/15/2023 9:54 AM
402	That teachers are provided more education around mental health/how they can best support this in their classroom with students.	5/15/2023 9:53 AM
403	Incentivize attendance or hold parents accountable/Admin should drop students for non-attendance based on a rule.	5/15/2023 9:48 AM
404	Lowering the numbers of students in class, strengthening our retirement-making our job attractive again, supplying teachers with effective classroom management skills through classes/workshops.	5/15/2023 9:47 AM
405	na	5/15/2023 9:46 AM
406	I don't know what can be done about students behavior that continues to be disruptive despite all kinds of interventions and involvements. So, I would discuss health care expenses - I'd want to know how other school districts compensate educators relative to health care expenses. Alaska health care is so expensive...	5/15/2023 9:45 AM
407	1. Salary. WE deserve the same of more of a raise then the Principals just received. 2. Add the master's category back onto the salary schedule. This way our raises are added to our real salaries, not the salary w/ the 1% raise plus a bonus. 3. SB 88- make sure the last 5 years is our real pay not our base pay. Our real pay is base pay plus any and all addenda paid.	5/15/2023 9:44 AM
408	Thank you very much for representing us.	5/15/2023 9:40 AM
409	PLEASE pay and teachers enough, and provide competitive benefits to them, for us to keep the good ones!!! We are all worn out making up for the lack of needed teachers in our buildings!!! We do not feel respected or appreciated or able to continue to do what we love when our salaries do not even keep up with the cost of living. What are you saying about the value of our future generation?????	5/15/2023 9:36 AM
410	Tier III is horrible, pressure the district and state to create a livable long term contract/benefits so that educators are financially able to stay in the profession.	5/15/2023 9:36 AM
411	I would ask for a bereavement specific leave option. After having two immediate family members pass away this year, I had exhausted my sick leave and was not able to utilize the sick leave bank. My previous district had a five day bereavement leave per incident that was separate from sick leave.	5/15/2023 9:36 AM
412	Raise the teacher sub coverage per period allowance for teachers who are asked to give up	5/15/2023 9:33 AM

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	their prep time, and assigned to sub for others. I consider this is a serious issue across the district.	
413	I really love teaching the kids. I just hope I can have more lunch break time.	5/15/2023 9:32 AM
414	I would ask for the AEA B-Team to strategically look over the contract to where the workload matches pay. For example, sped caseloads over 25 should have a compensation pay	5/15/2023 9:32 AM
415	nothing at this time	5/15/2023 9:27 AM
416	Pay increase for addenda jobs, such as student council etc...	5/15/2023 9:21 AM
417	Contract Extensions be properly provided. Instructional Planning be protected and fair for all AEA teachers. Added duties be more specifically outlined for TEs and be compensated appropriately. Caseload coverage be properly compensated when SpeD teachers are asked to perform duties for students that are not on their caseloads.	5/15/2023 9:21 AM
418	The moral of the school among staff, a sense of community, guidance, structure, being better informed on district guidelines, concerns that teachers are not collecting data or using the data wall... this school does it's own thing and it is weird for me. I am use to structure and creating and collaborating together.	5/15/2023 9:20 AM
419	Special education teachers need more compensation for the work we do. We are inundated with paperwork. Department chairs are either a help or a hindrance. There needs to be more guidance as to the duties of department chairs. Decisions are being made by DCs that do not benefit the students nor the teachers. Illegal decisions are being made by DCs and administrators at the district office.	5/15/2023 9:20 AM
420	Retirement! I appreciate how much you all have been advocating for Tier 3 staff; however, this is still of great concern for my longevity in teaching in AK.	5/15/2023 9:20 AM
421	That PLC's apply to school nurses as well so there would be time for nurses to collaborate weekly.	5/15/2023 9:19 AM
422	1. The lack of substitutes. 2. The overly high caseloads and lack of special education teachers/support. 3. I would like to see AEA investigate the rumor that numerous educators used dubious credits from an Idaho college/university to move across columns during the pandemic.	5/15/2023 9:18 AM
423	Class size, some programs have more then enough maybe too much staff coverage for special ed, and regular ed classrooms especially K-3 staff are drowning with class size and student academic and behavioral needs.	5/15/2023 9:15 AM
424	pay increase to match the cost of living increase	5/15/2023 9:15 AM
425	I would like to look at the maternity leave that is offered and how this could be improved.	5/15/2023 9:14 AM
426	Retirement benefits	5/15/2023 9:13 AM
427	At some point in the future, to allow AEA nurses on teh bargaining team to provide fair representation.	5/15/2023 9:11 AM
428	Salary increase and increased healthcare contributions from the district	5/15/2023 9:09 AM
429	If we did not have to collect monthly data and put it into Powerschool. I preferred collecting our data in the form we want and just have it in our files. It takes more time to upload/input it into Powerschool. We are doing the data twice basically.	5/15/2023 9:07 AM
430	- More TAs in classrooms to help manage behavior (1st and 2nd grade). - Money and days off for continuing Ed	5/15/2023 9:07 AM
431	Adjusting the pay scale for Tier III with +90 / allowing more sick leave cash out to 403B	5/15/2023 9:05 AM
432	limiting the amount of students per specialist, 1,000 is too many. (especially without supplies or support)	5/15/2023 9:05 AM
433	I feel so many teachers talk and talk until they are blue in the face-- nothing happens	5/15/2023 9:05 AM
434	Work environment relationships and trust in AEA to support AEA members when there is consistent work place conflicts that effect that students.	5/15/2023 9:05 AM
435	There's so much! I know the bargaining team comes from a wide range of backgrounds and	5/15/2023 9:03 AM

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experience and know the issues we are facing. I am wrapping up my 30th year in the district. I was in tears on my way to school today not knowing what I was walking into, this is not sustainable.

436	sharing what I am seeing at all the different schools that I work at. The school communities are lacking, teachers don't want to come to school because they are stretched thin and their relationship with peers and higher ups are strained because nobody feels safe to share how they are really feeling.	5/15/2023 9:01 AM
437	We need a defined benefit program to recruit and retain teachers. How much of our union dues are going towards lobbyists who have this goal?	5/15/2023 9:00 AM
438	I would like the district to enforce the rules in the student handbook. There are many rules regarding attendance, cell phone use, dress policy, making up assignments, etc. where there is little to no effort made at enforcement. I feel that there are times when I try to enforce a rule that there is no backing in the face of a student or parent who disagrees with the rules.	5/15/2023 9:00 AM
439	More TA support in classes.	5/15/2023 9:00 AM
440	See question 7. Also, thank you for dedicating your time and energy to bargaining for us!	5/15/2023 9:00 AM
441	See 7	5/15/2023 8:56 AM
442	Retirement I would ask about if we could still get the air quality monitors you had going around from school to school a couple of years ago. I would ask about advice on documentation systems for instructional messages.	5/15/2023 8:56 AM
443	That the school start times should NOT be changed OR just push all the start times back and leave the order (high school first start, middle school second start and elem school last start)	5/15/2023 8:54 AM
444	Return of noon duties to monitor lunch/recess. Teachers able to have lunch and get things set-up for the afternoon. When teachers are having to escort students places during that time, it eats into a 30 minute lunch time. Between escorting, rushing to the bathroom, and time it takes to walk back and pick them up, teachers do good to have 15 minutes for a lunch that is regularly interrupted by support professionals or other colleagues needing something. It also takes away the ability of colleagues to converse about students or set things up for afternoon lessons. Setting up with students there takes instruction time away.	5/15/2023 8:54 AM
445	better discipline consequences in district	5/15/2023 8:52 AM
446	I'd ask for Academic Freedom.	5/15/2023 8:51 AM
447	I am one of the teachers who have quit. AK has to figure out what it values. Right now, education is not valued. My advice to all new teachers? Get out of the State as fast as you can.	5/15/2023 8:48 AM
448	First, thank you for being our voice. Salaries should keep up with inflation, health care costs are now starting to decrease our pay so that might be the most significant place that the bargaining team can help us financially. We need to have a conversation about protecting members from parents and community members that are malicious.	5/15/2023 8:46 AM
449	Social Security/Pension	5/15/2023 8:46 AM
450	Need to have a defined benefit plan since we do not contribute to Social Security	5/15/2023 8:46 AM
451	I would love to discuss the role of the school nurse and how there should be some separation in requirements for recertification, pay advancement, coverage, etc.	5/15/2023 8:45 AM
452	We simply need more supports in the building for our students. More teachers (= lower class sizes) more counselors, more mental health clinicians, para-educators. More adults for our kids. Our wider community is not thriving, and that is mirrored in our schools.	5/15/2023 8:44 AM
453	-Raises for all sped. 6% to some is an insult for resource, when I have SLC kids in my room and a higher caseload. -Lower sped caseloads. Instead we have more IEPs to write, more amendments to do, more data to collect, more forms, increased behaviors, increased class size, and less para support. Get our sped secretaries back. My workload and stress had increased in my 9 years to the point that I have seriously considered quitting and now seek counseling and medication for my mental health, mostly due to my job -Pay paraprofessional more. We can't hire anyone and this impacts my students -The added \$ for higher sped caseloads is appreciated -the 3 sped workdays are great, but it is still a lot of days I am out of	5/15/2023 8:44 AM

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my classroom and my students are often horrible to subs. An extra planning period for sped would be a dream! -If sped teachers are co-teaching, they need time to plan with their co-teacher and write IEPs -Behavior supports -Support from admin when I go to them with concerns. I wish they were more decisive, and had clear expectations set for staff so the school was more consistent -It's great staff have freedom, but some teachers need to grade more consistently and update grades more often. It's hard to support sped students in study skills when the grades in their classes are not updated or grading practices are unclear. Its confusing for students -I often feel like I am just surviving day to day and I cannot support students or give to them like I used to. Lesson planning or IEP writing? No para, so who gets my 1:1 help today while others don't? I have so many meetings after school I don't even get to making phone calls home -The trauma our students face is hard on me, not sure of the solution here but some acknowledgement would be useful I guess

454	I wish the people making decisions for our classrooms would spend some time with us in the classroom so they understand the impact their decisions will have. They could sub for us occasionally.	5/15/2023 8:37 AM
455	Student behavior, right now students have more rights in the classroom than the teacher does. A student can hold an entire room hostage with their behavior and it take a miracle and 8-10 weeks of data to support a move to proper placement. When a student is being physical and harming or threatening staff or peers, there needs to be an immediate response or at least much quicker than 8-10 weeks of data collection.	5/15/2023 8:36 AM
456	This year has been a big struggle with paperwork...The loss of our IEP clerical (which I heard about from our Speech teacher) with no plan or training to take on the role. No subs to allow SPED teacher to take paperwork days...I used zero of my days this year because there was never a sub available.	5/15/2023 8:35 AM
457	More professional learning for big behaviors	5/15/2023 8:33 AM
458	retention bonus	5/15/2023 8:32 AM
459	We need a minimum 8% raise to compensate for the cost of living and inflation increases. If we don not get that, we should vote to strike.	5/15/2023 8:32 AM
460	Less requirements from the district that are taking away from class time and learning.	5/15/2023 8:32 AM
461	My support lies with continuing to advocate for retirement plan for educators in Tier 3.	5/15/2023 8:31 AM
462	Have special education preschool stop sending intensive needs students to resource teachers. Lower class sizes. All I asked for in every survey was to not raise class sizes. Close any schools you need to, cut any positions, but don't raise class sizes. That's what the board did. I don't have any faith things will get better with the district.	5/15/2023 8:31 AM
463	The lack of subs needs to be addressed, especially for our paraprofessionals. My student's IEP hours have not been met at all this year due to not having TA support within the classroom because no subs. We need to pay them better. If you can make more at Target and get benefits why would you take a job that is that stressful? Teachers need support, especially with our special ed students that are behaviors and have no where else to go.	5/15/2023 8:31 AM
464	That librarians be recognized as teachers and managers of an asset that benefits students in ASD. When assigned mutiple duties, they are negatively impacted to be able to actively manage a collection to meet the needs of students as well as collaborating with colleagues to provide support.	5/15/2023 8:28 AM
465	We need to be able to get a substitute when needed.	5/15/2023 8:26 AM
466	There needs to be a better system in place for students that display problematic behaviors-there doesn't seem to be a step between the traditional classroom and Whaley. I received many new students this year that came from other schools in the district but moved to us because they were in constant trouble. It just ended up spreading that student's chaos to our population. I think enforcing online learning for students that repeatedly demonstrate disruptive classroom and/or hall behavior would be beneficial to everyone.	5/15/2023 8:26 AM
467	The ability to have some classroom autonomy. Block scheduling is great, but it is harder for sped teachers to pull all the groups during the instruction time because all kids have reading at the same time and all are not at the same level even in sped. This also means don't use sped for WIN or Walk to Read so we can actually meet our student needs and goals.	5/15/2023 8:26 AM

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468	Additional planning time, TRUE caps on the number of students allotted in a classroom(lower class numbers), and retirement plans.	5/15/2023 8:25 AM
469	More real clarity regarding restraint/seclusion changes, a greater sense that experienced schools (SBBS/Whaley) are being asked what they need, not told what they are going to get.	5/15/2023 8:24 AM
470	I need a more comprehensive package of benefits. Salary increases (not one time bonuses) and the district needs to increase their portion of the health benefits. I shouldn't be taking a pay cut each year just because I want to have health insurance.	5/15/2023 8:15 AM
471	SPED teachers need more support. They need people to support them in classroom, not more strategies from administrators.	5/15/2023 8:14 AM
472	More planning time. Planning/prepping for the whole school population is TOUGH.	5/15/2023 8:13 AM
473	Thank you for what you do to support us.	5/15/2023 8:12 AM
474	Being a first year teacher in ASD, getting involved was the best thing I could have done. I met so many people that I've grown close to and was able to bounce ideas off of, it's been great!	5/15/2023 8:08 AM
475	My job would be greatly improved by a district-wide attendance policy.	5/15/2023 8:07 AM
476	Please take things off the plate at the elementary division (I'm sure it would be fine for secondary as well).	5/15/2023 8:06 AM
477	we need a member of the union to come to schools about once a month to meet with teachers about concerns; none of our teachers feel comfortable reaching out to the union for fear of repercussions in doing so	5/15/2023 8:06 AM
478	-we need to stop the start times from changing -return to the old school schedule (Sep-June) - Annual raises are essentially cancelled out by increasing insurance premiums & rates - Teachers need to be supported by their principals when parents & challenges arise	5/15/2023 8:04 AM
479	I was very frustrated with the hiring process. I had to move across the state with no contract or even a letter of intent to hire. Started the school year with no contract. Took several month to get my pay check sorted and delivered properly. It was the worst on boarding experience in my life. AEA seems to do a good job protecting and supporting returning staff, but they need to also help new hires as well.	5/15/2023 8:01 AM
480	Trauma-informed training all around. Workplace supports need to be in place and functional.	5/15/2023 7:59 AM
481	Paraprofessional qualifications, mandatory behavior/classroom management training for paraprofessionals, trust based relational interventions, trauma informed practices, Autism awareness	5/15/2023 7:57 AM
482	My biggest need is having support in the classroom to deal with IEP and 504 students. I am unable to meet the needs of these students when there are multiple and diverse accommodations, and likewise unable to meet the needs of all the other students in the classroom. Everyone loses. I feel set up for failure in many of my classes because of this.	5/15/2023 7:52 AM
483	Just a huge thank you for stepping up!	5/15/2023 7:52 AM
484	to fight for our support for the TA/ParaEd positions, many of us can not full fill our commitments without them. ASD needs to realize how vital they are to the running of a successful educational environment for students. After COVID many of our students have not developed natural SEL charactericts that would have just normally developed and many need extra support for aggressive and inappropriate behaviors.	5/15/2023 7:50 AM
485	An extra period per day where the SPED teacher can collaborate with other teachers, take data, and support students.	5/15/2023 7:48 AM
486	Thank you!	5/15/2023 7:46 AM
487	Low pay, COLA, Inflation, more duties... People are leaving this career, young people are not looking to it as a viable way to make a living (and feel respected).	5/15/2023 7:46 AM
488	Controlling the cost of health care premiums.	5/15/2023 7:45 AM
489	I would love to know that there is an AEA rep that is familiar with the workload of AEA high school nurses and is in our corner when it comes to advocating for ways to help us be successful in managing not just medical treatments and our significant office traffic, but also	5/15/2023 7:45 AM

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special (huge) projects that literally can't be done without volunteer assistance. School nursing at each level varies greatly, and what works at elementary and middle school doesn't work in high school, yet we are held to the same standard. This is demoralizing, especially to those of us at the Big 8 high schools.

490	testing be taken off counselors plates	5/15/2023 7:44 AM
491	I would beg them to fight for more pay for staff. There are many, many teachers and other certified staff members that have to work during the summer to make ends meet due to our salaries not keeping up with the cost of living in Anchorage.	5/15/2023 7:37 AM
492	To advocate for sabbaticals earned after 7 years of service, covering 70% of salary and some medical benefits, to be reimbursed fi the following school year is not completed to term. A better sub pool that allows teachers to be sick- stay home when sick- and not need to worry about the chaos that is common to happen when out now- in addition subs or some other plan that allows a sick person to rest not work in order to not go to work. Training for PTA groups to learn how to best support a school	5/15/2023 7:36 AM
493	Getting better cooperation from the non ASD staff and us	5/15/2023 7:35 AM
494	I would say that the school start time change for 2024 is a problem. I teach CTE, and don't understand why we are moving start times to accommodate high schoolers when the expectation is that I am working to get them ready for the workforce and for them to meet workforce expectations. Additionally, this has a monetary effect on me as it means I will now have to pay for additional child care that I didn't before. Next time you bargain a contract, define the workday, instead of defining hours of responsibility around the school start time as dictated by the board	5/15/2023 7:35 AM
495	I realize that a defined benefit retirement is a state and not district issue, but it cannot be overstated how important that can be for retention.	5/15/2023 7:35 AM
496	I want to be able to do what's best for my students. I want to be given the parameters (standards to be taught) and the freedom to meet those parameters in a way that best suits my teaching style and my students needs.	5/15/2023 7:33 AM
497	More TA support for students with disabilities. Smaller class sizes.	5/15/2023 7:31 AM
498	A guidebook for new teachers on how exactly to do credits for advancement - I'm still not clear on the different types of credits and what they're good for. I think there are some you have to get like 15 of to count as a "real" credit? And where to find the forms to get approved for salary advancement credits, good places to get credits that aren't the frontline catalog, just a general crash course in getting to the next steps.	5/15/2023 7:27 AM
499	Higher addenda jobs for elementary, higher salary for all, K-3 teachers should get TRSable bonuses for staying K-3 with all of these new requirements	5/15/2023 7:26 AM
500	Middle school needs to count.....No more letting all students move on with out consequences.	5/15/2023 7:25 AM
501	lower class sizes and more severe consequences for student behavior	5/15/2023 7:24 AM
502	Unnecessary grade level movement, planning time, the targeting of veteran teachers. The need for other avenues of for teachers to be observed and evaluated besides a principal. One person shouldn't have all the power over one's career.	5/15/2023 7:24 AM
503	Library TAs in every library - not sure this is something the bargaining team can address. Admin needs to be willing to sub when specialists are out. Ours has never subbed once and teachers are constantly losing planning time. The upcoming PLC time needs to be teacher driven. Not something admin forces upon us.	5/15/2023 7:18 AM
504	We need a longer school day. We cannot teach everything we need to. Now we are losing another hour a week. Something has got to change. Make the day longer and adjust our pay to reflect the longer day.	5/15/2023 7:17 AM
505	School start time change - back to current schedule	5/15/2023 7:14 AM
506	Luckily, I am able to speak with a bargaining team member in my building. I feel very well informed by our AEA team and I think our team is doing a great job.	5/15/2023 7:14 AM
507	A pension plan, smaller class sizes, competitive pay, and protected planning time	5/15/2023 7:14 AM

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508	N/A	5/15/2023 7:12 AM
509	Staff input into selection of school administrators	5/15/2023 7:07 AM
510	Elementary principals each doing what they want... not the same at each school.	5/15/2023 7:03 AM
511	Keep our grading days!	5/15/2023 7:00 AM
512	I don't feel like my expertise or opinion is valuable or respected. That's not going to change in ASD. There's a big reason teachers/coaches are leaving in droves.	5/15/2023 6:59 AM
513	A pay raise or more contribution to our retirement	5/15/2023 6:57 AM
514	Asd needs a plan to solve the sub shortage and they need to communicate that plan to the teachers so we know they're doing something.	5/15/2023 6:55 AM
515	Change personal leave and sick leave for tier 3 educators. Since we are not allowed to cash out sick leave, I think there should be some way to use sick leave as personal days for educators that don't get or use sick leave. After two years I have 25 sick days and am only allowed to use once for my retirement. I would like to be able to cash some out for extra personal leave. Maybe something like cash out 3 sick days for 1 personal day, but have to use it, can't be paid out.	5/15/2023 6:51 AM
516	Above everything else, we need money and higher health insurance benefits. Inflation is killing me. I have had colleagues that have been working 20+ years say they are more broke now than ever before. We bargained at the wrong time with our tiny raises. The state of AK employees got a 3/2.5/5% three year contract. If the state can afford to give them those kind of raises, we should get a decent size one too. I will not vote for anything before a 10% raise, as we need to match inflation. I have been considering leaving the union for the last couple of years, and have held out until this bargaining round. But if we don't see a significant change, I will be leaving to save my union dues.	5/15/2023 6:50 AM
517	Better support for high needs students. More counseling and therapeutic services for these students. Perhaps therapeutic classrooms or highly structured classrooms for these students. Teachers are not therapists. Finally, better /alternative services for autistic, SED kids (partnering with non profits for support in the classroom).	5/15/2023 6:45 AM
518	1 - THANK YOU. 2 - Try to find a way to protect planning time from being pulled to cover classes, although I know this might not be possible.	5/15/2023 6:42 AM
519	.	5/15/2023 6:42 AM
520	As teaching professionals we need to be heard, trusted and supported.	5/15/2023 6:27 AM
521	None	5/15/2023 6:27 AM
522	Continued full benefits at .8 FTE	5/15/2023 6:25 AM
523	I would love to see some more time at the beginning of the year before we start with students. One day for district training, 1.5 days for school training, and 1.5 days of classroom prep time. Especially when we have meet the teacher one day, it is hard to get everything done in time.	5/15/2023 6:24 AM
524	No WIN time. No Ashlock, better insurance rates.	5/15/2023 6:23 AM
525	We need subs. Teachers are asked to cover classes. Lot this year.	5/15/2023 6:21 AM
526	Inappropriate placement of students is a major problem within our schools. This especially occurs within the elementary schools as students begin school. The amount of "data" needed for these students to be placed is ridiculous. These students take the instructional time of our SPED teachers and SPED TA's from the students who need it. They have to walk around the halls ALL day with these students, be one-on-one with them or anything else this child may need. This impacts the entire learning environment and the students they are supposed to provide services to. It is not healthy for the child who is inappropriately placed, other students, or the staff. This process should take no longer than a month of documentation. WIN time. The students dread it, the teachers dread it. Teachers are forced to use interventions that have consistently demonstrated that they do not work. Phonics for Reading was not designed for any grade below 3rd. However, it is used with our struggling second graders. This curriculum was field tested in a fourth grade classroom. I wrote to Anita Archer who provided me this information after 2 yrs of fighting with our admin and IC that the use of this curriculum for intervention was inappropriate. Furthermore, it states that it is used for grades 3-12 on their	5/15/2023 6:21 AM

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website. My concerns were ignored. WIN time should be used for teachers to provide intervention in BOTH math and reading to students we have identified and data. Those who are not in our classrooms should not dictate what should be done during this time. Those at grade level should not have to participate in WIN. It takes staff away from the groups who really need this time. Staffing WIN can be challenging due to staff numbers. If students are at grade level we do not have to have a WIN group which would provide staff for those who need it. ACADEMIC FREEDOM! Trust that we are the experts on our students as data can be skewed for a variety of reasons. Allow us to be flexible and use resources that are engaging and fun. I understand that we have teachers in ASD who are sub par and this may not work for them as they need "fidelity." However, those of us who are passionate and knowledgeable in our profession should be allowed this. It would make our jobs much more enjoyable. For example, UFLI is based on the SOR and has demonstrated huge success in the reading skills of our younger students throughout the nation. I should be able to use this in my classroom. I made the choice to pull my 4 lowest students out of their WIN group (Star Binder and PFR1) because they were not making any gains. I began UFLI with them 5 weeks ago and one has already moved out of my group. 2 of them can now decode text which they couldn't do before. The other student never comes to school. UFLI should be implemented as a reading intervention for WIN if ASD is "following" the science. Attendance- our school has 38% chronic absenteeism. ASD does absolutely nothing to enforce attendance which is child neglect. Students miss 100 days of school and there is zero accountability. The hen it falls on the teachers when they do show up. ASD must use our SRO's like the lower 48 does and go out to these homes and make parents accountable for not bringing their students to school.

527	I think they've done a really good job. Please continue to fight to keep our own health care and not include ASD's misleading numbers in our contract. Thank you so much for your service to us, it's a huge commitment with a lot of stress and not a lot of thanks.	5/15/2023 5:56 AM
528	Better PLC training to make the time more worthwhile.	5/15/2023 5:54 AM
529	More margin in the schedule for teachers to actually teach (guided by the needs of their students). And more direct support from the top down for student behavior, this has been a defining factor in our building and lack of consistent support has negatively impacted staff. Our staff love students but these factors have resulted in much greater burnout this year.	5/15/2023 5:52 AM
530	Same as Q7	5/15/2023 5:44 AM
531	We need to focus less on lunch break minutes and more on retirements, social security, and wages and lack of staff. Our work environments need to offer more than a wait and see or keep you fingers crossed strategy. In a few days, the same budget will pass again: requiring educators do more for less, with less and be ready to pivot to fill the holes . I would like AEA to focus on the system that is underfunded, has no retirement, and requires educators work in a system that has become accustomed to kicking the can down the road.	5/15/2023 5:32 AM
532	Besides the above comments I've already covered, I would like to see more of an effort to get subs and TA positions filled. Maybe separate the Kinder TA and Noon Duty positions again? We were without Kinder TA's (3 positions) almost the whole year because no one wants to be outside two hours a day. Even if we can't get noon duties, we could maybe get someone who wants the Kinder TA positions.	5/15/2023 5:29 AM
533	The importance of collaboration between team members within the school and across professionals in the district.	5/15/2023 5:14 AM
534	In elementary more than a 30 min lunch - due to lack of noon-duty teacher lunch is down to 30 and it's not really even that when getting kids ready etc. Pre-Covid it was a 45-50 min lunch and in that time you could actually eat lunch and prep for the next lesson. Also move qtr 3 conferences back to March. Feb conferences don't make sense to elementary and all of the days off during February cause parents to take a week vacation missing conferences and asking teachers to make up the conference at a later time. I am happy about this upcoming PLC time, hopefully it will include team time so that team collaboration can happen within the school day.	5/15/2023 5:14 AM
535	I cant imagine having time. Im one year out, so Im more focused on doimg what I can to make things more comfortable for my colleagues.	5/15/2023 5:02 AM
536	If they were magic? Reinstate pensions for incoming teachers. A retirement savings plan based on the salaries teachers make is laughingly pathetic. Why would a teacher want to come here and teach on a salary that never keeps up with inflation in a state with a higher	5/15/2023 4:20 AM

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COLA than almost anywhere? How are they supposed to buy a home? How are they supposed to retire? It's completely unrealistic. Also, student behavior is so terrible and such a drain on the emotional and physical health of staff, that we need to find a solution or just accept that the Governor and the rest of his cronies are trying to do away with public education. We need strict consequences, smaller class sizes, and the right to tell parents that an I.E.P. does not mean their student gets a pass, no matter what.

537	?	5/15/2023 4:16 AM
538	We need at least one full-time counselor for every school!!! This is very important, as I am seeing a lot of my students struggle emotionally and behaviorally. I fear for my safety sometimes. Also, we need to simplify the process of getting students on IEP and 504, or we need to offer more support to non-title schools, so that students who are struggling academically can get support a lot sooner.	5/14/2023 11:47 PM
539	More representation of specialists as equals to all other educators. We are just as qualified to teach our respective subject areas and should not STILL be thought of as emergency substitute teachers/given ALL of the "extra duties as assigned." I am moving out of state, but a large reason of why is because I've never been truly valued under any of my principals here for my content area -- despite being rated highly on all evaluations.	5/14/2023 11:43 PM
540	Decreased class sizes, and a limit on the number of secondary preps assigned.	5/14/2023 11:40 PM
541	We need more subs, SPED students need to be able to be pulled from gen Ed classrooms to go to the resource rooms for their services, SPED shouldn't have cover fir general educational staff shortages.	5/14/2023 11:29 PM
542	Capping the number of students in elementary classrooms to no more than 20 in primary and 24 in intermediate.	5/14/2023 11:29 PM
543	To make sure special education is not forgotten in the decision. As the expectations still out weigh that of their gen ed counterparts.	5/14/2023 11:26 PM
544	A better way to evaluate principals and actually be able to have some push. The district never listens to use and we have to put up with a bad administrator or we have to leave our school.	5/14/2023 11:22 PM
545	Why are we waiting for the state legislature to do something with the tier 3 debacle? How about AEA and ASD lead the state by addressing the problem within the district now.	5/14/2023 11:21 PM
546	Not sure at this time.	5/14/2023 11:20 PM
547	Supplies for my classroom or a stipend. I spend thousands of my own money each year on purchasing supplies for my students and classroom.	5/14/2023 11:15 PM
548	Sub coverage! Lack of planning, demands not adjusting when my world adjusts because people don't show up.	5/14/2023 11:14 PM
549	That school nurses are supported and valued by our union , currently we are not	5/14/2023 11:13 PM
550	Salary is the biggest thing. I always appreciate the other stuff (clarifying language about duties, etc.), but at this point, inflation is INSANE and we are making much less than we did a few years ago. At a minimum, our salary increase should cover average inflation, but as we all know, it should really be even more than that.	5/14/2023 11:12 PM
551	More TA support in lower primary grades, especially ones mostly affected by COVID year gaps.	5/14/2023 11:08 PM
552	We need incentives for subs to stay and there needs to be a position at each secondary school dedicated to getting chronically absent kids to school.	5/14/2023 11:06 PM
553	better support staff: behavior specialist, instructional coach, principal	5/14/2023 11:03 PM