



VALLEY STREAM TEACHERS' ASSOCIATION
LOCAL 1633 - IN SOLIDARITY

**2022 VALLEY STREAM TEACHERS'
ASSOCIATION NEGOTIATIONS
SURVEY RESULTS & APPENDIX**

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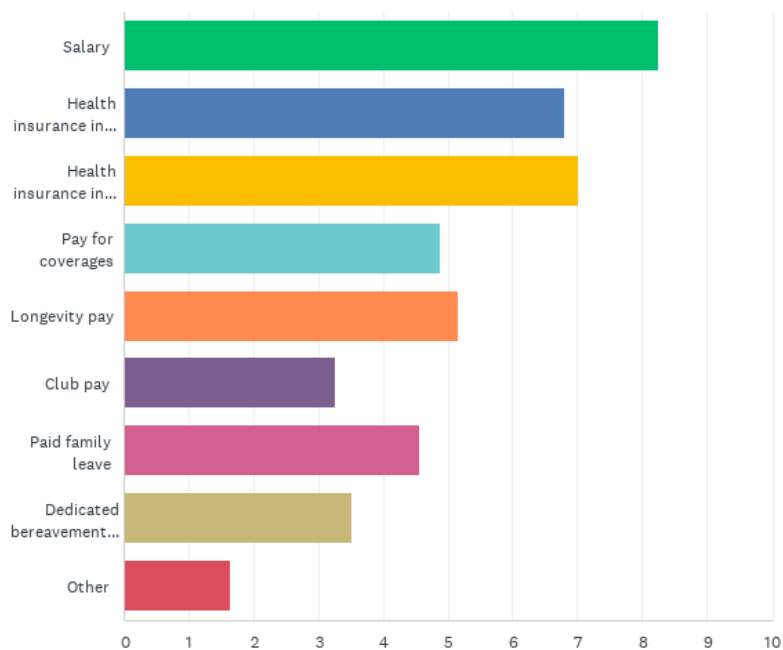
2022 Valley Stream Teachers' Association Negotiations Survey N=470

Pay and Benefits

1. Please rank the following issues to you in order of important from 1-9, with 1 being most important and 9 being the least important.

	1	2	3	4	5	6	7	8	9
a. Salary N=465	284/61%	93/20%	56/12%	9/2%	11/2%	7/2%	2/0%	3/1%	0/0%
b. Health insurance inactive employment N=461	22/5%	169/37%	141/31%	53/12%	32/7%	16/3%	11/2%	12/2%	5/1%
c. Health insurance in retirement N=466	120/26%	97/21%	110/23%	52/11%	36/8%	17/4%	16/3%	15/3%	3/1%
d. Pay for coverages N=462	14/3%	33/7%	44/10%	97/21%	76/16%	75/16%	60/13%	51/11%	12/3%
e. Longevity pay N=465	6/1%	38/8%	45/10%	104/22%	105/23%	92/20%	59/13%	15/3%	1/0%
f. Club pay N=464	1/0%	10/2%	14/3%	36/8%	45/10%	67/14%	93/20%	146/31%	52/11%
g. Paid family leave N=463	11/2%	24/5%	35/8%	71/15%	79/17%	90/19%	97/21%	46/10%	10/2%
h. Dedicated bereavement days N=464	1/0%	2/0%	17/4%	33/7%	71/15%	80/17%	110/24%	136/29%	14/3%
i. Other N=420	7/2%	1/0%	4/1%	9/2%	9/2%	16/4%	10/2%	34/8%	330/79%

Q1 Please rank the following issues to you in order of importance from 1-9, with 1 being most important and 9 being the least Important.



2. Please use the space below to specify the Other or add comments about items above.

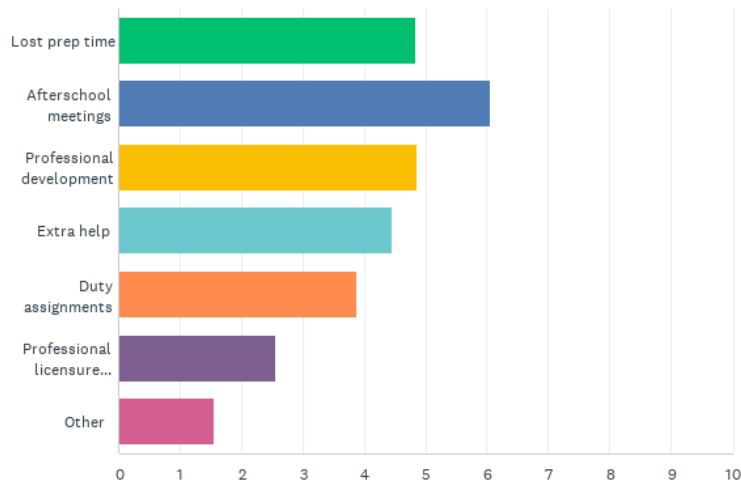
Please see Appendix.

Working Conditions

3. Please rank the following issues to you in order of important from 1-7, with 1 being most important and 7 being the least important.

	1	2	3	4	5	6	7
a. Lost prep time N=451.....	103/23%	75/17%	85/19%	79/18%	66/15%	29/6%	14/3%
b. Afterschool meetings N=458.....	220/48%	123/27%	63/14%	30/7%	16/3%	6/1%	0/0%
c. Professional development N=461.....	50/11%	110/24%	120/26%	102/22%	65/14%	12/3%	2/0%
d. Extra help N=454.....	34/7%	88/19%	101/22%	109/24%	80/18%	34/7%	8/2%
e. Duty assignments N=454.....	25/6%	49/11%	65/14%	91/20%	160/35%	58/13%	6/1%
f. Professional licensure concerns N=447.....	13/3%	10/2%	21/5%	32/7%	55/12%	276/62%	40/9%
g. Other N=373.....	18/5%	5/1%	2/1%	9/2%	8/2%	25/7%	306/82%

Q3 Please rank the following issues to you in order of importance from 1-7, with 1 being most important and 7 being the least Important.



4. Please use the space below to specify the Other or add comments about items above.

Please see Appendix.

5. Please tell us about a challenge you face at work

Please see Appendix.

6. Please tell us one thing that would make your day at work better.

Please see Appendix.

7. Please tell us about anything that isn't in the contract now that you would like to see included.

Please see Appendix.

8. Please tell us a little bit about yourself:

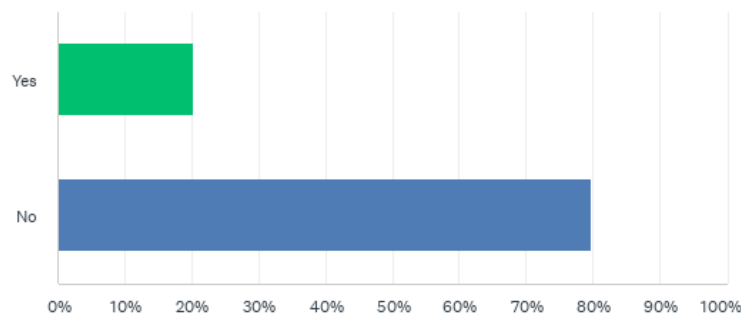
Name: Please see Appendix.

Building: Please see Appendix.

Years in the district: Please see Appendix.

	Yes	No
9. I am interested in getting more involved with the union. Please give me more information. N=406	82/20%	324/80%

Q9 I am interested in getting more involved with the union. Please give me more information.



10. Please use the space below for any additional comments you would like to share.

Please see Appendix.

Thank you for your time and input!

APPENDIX

2. Please use the space below to specify the Other or add comments about items above.

- ?
- ??
- 1-8 covered my most important needs.
- A) No increase in unpaid coverages b) Diwali and Lunar New Year should be observed holidays, even if we have to start the year earlier to preserve the full week breaks c) Optional days should be added to Memorial Day weekend to use in case we don't use all four snow days. d) Science electives should be every-other day for the full year, allowing science teachers to teach a consistent five periods per day.
- Ability to donate sick time. Ability to contribute to a 529 plan pre-tax
- Absolutely NO FREE COVERAGES! We need more than just the 1% annual raise- does not keep up with the cost of inflation. Steps should no longer be stopping at 26 since many teachers will be working for more than 26 years. We need better healthcare in retirement - not the state minimum. Better buyout incentive for declining health care. Should allow teachers to work towards MA +75. Better pay for all clubs, coaches and supervisions - Personally, I gave up coaching because it was not worth it financially to stay at school and pay for childcare.
- Accumulative sick day pay two-for-one not four-for-one.
- Additional club pay for shows and performances
- ALL coverages should be PAID - why would we work for FREE? **INCREASE in buy-out for declining benefits is a MUST - it has not increased in years, and we are THOUSANDS behind other districts!!!!
- Amount of time required for two-hour meetings, staff development, conferences, etc.
- An option for a master's degree plus 75 credits. We have been held at 60 in every contract, for my entire career in this district
- Anniversary date
- Any elimination of salary half steps or other
- Are these ranked items "only for appearance's sake"? Sure, I can give input and rank items, but if the will to actually negotiate as per the feedback is not there then this will prove to be a futile exercise. Clarity, transparency and communicated ideas are required here.
- As a part-time employee, I really appreciate that VSTA offers me health insurance including a buy-up for vision and dental.
- Assistant coaches for middle school sports
- Better buy out for declining the health insurance
- Better health insurance in retirement is a MUST. It is ridiculous to be paying approximately 2000 per month as a retired member for family plan. There is no way to afford living in New York and having to pay for health insurance when retiring at 55 with 30 years. Some of the teachers in this district do not have spouses who have health insurance and solely rely on VS health insurance in retirement. Additionally, there should be absolutely NO FREE COVERAGES. The district obviously does not value our expertise and commitment to this profession if they are asking us to work for free. It is insulting to me as someone with 60 credits beyond a Master's degree to work for free. Also, a retirement incentive for people who have given this district their time and commitment would be nice. I have never abused sick time and feel that my commitment to this district is not valued or appreciated.

- Building conditions! Air-conditioned classrooms.
- Class size for labs. Thirty kids is a huge risk without the proper equipment and or arrangement in a classroom.
- Class sizes in phys. ed.
- Coach's salary
- Coaching pay for Middle School, JV, and Varsity
- Coaching salary.
- Committee Participation Pay
- Compensation for writing recommendation letters.
- Cost of living increases
- Curriculum work
- Day off for unused snow days. Paid to turn on camera for remote students due to illness or quarantine. Unconditional personal days. Add master's plus 75. Increase assistant coaches pay. Increase coverage pay above 16 coverages. Restrict duties to hall duty and study hall with other duties paid like lunch supervision. Have a start date and end date for observations (between October 1 and April 30). Some people are not observed until June -why? Excess snow days will be remote. Eliminate parent/teacher conferences at the high school level. Increase pay for Regents and AP review to the same as Suspension pay (\$75 per hour?)
- DECREASING HEALTH COST DURING RETIREMENT IS CRUCIAL
- Disability and extended sick leave. Adding a 457 plan for retirement. Other districts have the 403b and the 457
- District buy-in into state short term disability/family leave
- Equity of stipend pay based upon bereavement and frequency of meetings.
- Extra help flexibility
- Fewer demands on school day. Our working conditions are wearing out every teacher and needs addressing. Teachers are over worked during day and have less time to do their actual job to be with kids or to plan. Meetings every Wednesday are not necessary in a digital age.
- Fewer meetings, less coverages, no free coverages
- Fewer time commitments (fewer faculty meetings or PD days)
- Free coverages are unacceptable; actual raises for older teachers; retirement incentive
- Gender equity for females. Use absent days for maternity, more than 40. Insurance for retirement
- Get rid of the third week Wednesday meeting. Parent teacher conference on election day during the day.
- Get rid of the two-hour meetings and three meetings a month
- Go to 75 Credits. Other districts pay between 8-10k for not taking their insurance. Ours comes to 1700-1800 after taxes. It would be better to receive it in a separate check around the holidays instead of in June.
- Health care coverage in retirement until Medicare kicks in
- Health insurance in retirement should be pushed aggressively for our members.
- Health insurance is getting too high.
- Health insurance is priority. Cost too high.
- Healthcare for retirees makes retirement cost prohibitive for many people.
- Healthcare is the most important factor to consider
- Hire a high-level negotiations/contract lawyer to assist VSTA
- Home instruction tutoring pay should be higher (teacher rate) rather than flat rate of \$45/hour before taxes.
- I am especially concerned about cost of health insurance after retirement.

- I am the extra-curricular treasurer. We worked to try and negotiate a stipend comparable with the student activities director in the past. I would appreciate if that could be considered again as the time and importance of accuracy in the extracurricular treasury position is extremely critical.
- I believe that every employee deserves an increase of salary, no employee should be paid the same salary for five years.
- I feel as if our FMLA/maternity leave must be renegotiated. It's very outdated and unfair to working mothers whose spouses often have better paternity leave than we have maternity leave. I am not sure what is standard practice in other districts, but I believe that teachers should be allowed to use 6/8 weeks paid without having to use our sick days. Then, having the option of using our sick days for the remainder of time we would like to stay out. I understand that districts need to be able to plan ahead so there must be a few set options such as 6/8 weeks or 12. However, if we have the sick days in our bank, we should be allowed to use them to get paid for the time we are out.
- I feel like our health insurance costs are a bit expensive. We pay about 600 a month and then include co-pays and it quickly jumps up. Pair that with the dictated way we have to take family leave it makes it feel impossible. The district should not determine how or when we use our accrued time off for family leave.
- I think it is very important that we fight against covering classes without getting paid and the fact that our health insurance after retirement is extremely expensive
- I think it's extremely important to be offered PFL - using only our sick days to be paid for maternity leave or any kind of leave isn't acceptable.
- I think it's very important that they look at retirement and that we don't get any health coverage them. This is really something that should be looked at. Next would be salary.
- I think that being on Long Island which is a very expensive place to live and the fact that the prices for everything has skyrocketed, we should have competitive pay. I would like to not have to work a second job to be able to afford basic needs. NO FREE COVERAGES Much better raises past STEP 15 (currently only get slightly over 6k for the last 15 years of your career) Steps don't stop at 26 but go to 30 Longevity Pay. Eliminate steps for all Clubs or Coaches. Playoff pay. Longevity pay bonus for years of service in a club or coaching a sport. Better pay for all clubs, coaches, supervisions, etc. Better healthcare in Retirement (NOT THE STATE MINIMUM) An actual Retirement incentive. Better buy out for declining the health care. MA+75
- I would like to see coverage pay greatly increased
- I would like to see salary increases overstep 15. It seems as though the more experience, the less we are compensated. In addition, medical benefits after retirement are crucial!!!! Being that subs are not being hired, more money for the coverages we are required to do would be important.
- I'm not sure what longevity pay is. Class size was way too large before COVID and it is especially important to KEEP THE CLASS SIZES DOWN!
- If we could bring down the percentage that we pay for insurance in retirement more teachers would retire at the 30-year mark. It would be a win-win for both teachers & administration. If we could drop it from 50% to 35%, that would be ideal. Jumping from 20% (as active) to 50% (retired) is a huge burden. There are districts that do not change the percentage for insurance in retirement.
- In general, salary has not reflected increase in cost of living on Long Island

- In order to retire at a reasonable age and to live a healthy, happy life after retirement, we need better health coverage after retirement. After years of love and dedication to our craft and to our district, it would be the noble and right thing for our district to do for the retirees who have spent our lives making our district one where children learn and love to be. We should always care for the young and honor the old. Taking care of those who have taken care of others for years, speaks volumes to who we are as a society, as a district and as human beings.
- In our last contract, we allowed anniversary dates to be pushed to the first of the month. This mainly affected women who had given birth and taken time off to be with their children. I realize that this is a small percentage of our staff, but it was a major injustice and should NEVER happen again. I personally had an original anniversary date of January 2, and because of the last contract, it was pushed to February 1. I lost an entire month of pay even though I did not take that additional time at home with my child. I do not want this to happen to anyone else in the future. We should receive a better buy out for declining the health care. We should be able to use personal days for anything that is needed, without requiring prior approval.
- In the contract there is a section that says extension of school day for chaperoning events that if you start after school the rate of pay is almost half of that at \$48.38 and if it starts at 4pm it is \$96.77. It should be the same.
- In the elementary schools there isn't an AP. Staff members who are considered coverage for an administrator for the year should get an additional stipend or extra pay for days covered. We have seen this already done in District 13 when the Asst. Supt. Covered the Supt while doing her job and when at Coach was given additional pay to cover duties of the Asst. Supt. For additional information, please see the district board minutes for rates and details.
- Incentivize teacher attendance and have each department cover themselves.
- Increase in salary for last five designated steps. Longevity pay. Better health insurance options when retired
- Inequity on approval of salary advancement PD courses. Newer teachers can't catch up to the salaries of their colleagues who were able to move through the steps with less stringent requirements also not imposed on teachers in other districts.
- It would be nice to reduce the eight "free" and eight "Paid" mandatory coverages. Since that most likely will not happen, INCREASE the pay; and/or shift the numbers (six free, 10 paid, or similar)
- It would be very difficult to pay a mortgage and other bills associated with it, in addition to other living costs while having to pay for healthcare for a whole family. Also, our salary increases are woefully low. I basically feel like I have had the same salary for years. What is longevity pay?
- Less PD. Five two-hour meetings is excessive. Meeting every Wednesday - also excessive.
- Longevity pay is very important in keeping our good educators in our districts. Many districts either have longevity pay or are looking to adopt it/improve it. Medical in retirement is also very important. At the very least until one reaches a certain age.
- Lunch duty coverage
- Make up lost steps for employees here during freeze and half steps. Redefine sick/personal days to allow true, unapproved personal days. Decrease number of after school meetings. Eliminate night meetings. Increase supervision/coverage pay.

- Make up steps for the freeze/half steps in current contract. MA+75 option. Better buy out for declining health care. Better step pay. Longevity pay. Eliminate defined "sick days." We get 15 days a year, added to a bank and should use them as we need without them being defined. Reduce number of after school meetings. Elementary school has parent/teacher conferences during the school day, why don't we? If virtual evening meetings continue, it shouldn't be mandatory to be done in the buildings. Eliminate free coverages, increase pay for required/voluntary coverages.
- Master's plus 75
- Maternity leave is a current hot topic in the states. Employers everywhere, specifically in NY, are increasing their maternity leave offered. I do not believe it is fair that we have to use our sick days during the first six weeks of paid leave. Many unions on Long Island have successfully negotiated this and teachers have gotten their days back. I feel really strongly that we should bring this up especially while it's a current hot topic being discussed in many places of work.
- Maternity leave separate from sick days.
- Meetings: We have too many meetings and the two-hour meeting is not necessary. The district wants our time and just tries to keep us busy each week with nonsense at times.
- Mental health days
- Money paid when declining district health insurance - we get back crap compared to other districts. Unacceptable and bullshit
- More affordable/better health plan during retirement, bigger percentage raise and step movement no more half steps or freezes.
- More equity amongst the duty periods. Higher pay for coverages. When you retire, being able to be paid for more of your unused sick days.
- More time to complete paperwork and planning. Maybe one of the Wed afternoon meeting times or a half day every marking period or an extra prep every month.
- More vacation time and sick leave
- More years for FMLA
- N/A
- N/A
- N/A
- N/A
- N/A
- N/A
- N/A
- N/A
- N/A
- N/A
- N/A
- N/A
- No comment
- No comments
- No free coverages! No mandatory coverages! Higher pay for coverages!

- NO FREE COVERAGES!! BETTER PAY FOR COVERAGES!! BETTER HEALTHCARE IN RETIREMENT NOT JUST STATE MINIMUM - going to the state minimum was a horrific choice by previous negotiators!!
- NO FREE COVERAGES!!! We should be paid \$50 per coverage. District should pay more towards health benefits in retirement. We also need a retirement incentive. Longevity pay and better pay for club advisors/coaches. NO FREE COVERAGES!!!!!!
- NO FREE COVERAGES!!!!!! I used to cover many classes every school year. I thought that the pay was too low, but I wished to pitch in and lend a hand whenever possible. I thought that my contribution was valued. That illusion was shattered by our last contract when we were told that the value of eight of the coverages was exactly \$0.00. Perhaps, I should have expected our Board to maximize their effort to extract the labor of our membership at no cost to them. But I was disgusted and appalled that our Union leadership would agree to their design. We have been repeatedly told by our Union leadership that eight free coverages, is the only equivalent of around \$250. That thinking is deeply flawed. We work an eight-period day in the VSCHSD. We gave the Board a day of labor for FREE. Would we ever agree to adding a DAY to our annual school calendar for no commensurate raise in salary? Listen to your membership! NO FREE COVERAGES!!!!!!
- No free coverages, better raises past STEP 15. Longevity pay bonus for years of service in a club or coaching a sport. Better pay for all clubs, coaches, supervisions, etc. Better healthcare in retirement (not the state minimum). A retirement incentive. MA+75. Cap on class size. Equity in schedule (can't teach four or five classes in a row). Duty assignments detailed. Change the language for sickness with immediate family to be the number of sick days you have in your sick bank not 15 per school year. Personal days for anything that is needed. Extra help is time is picked by teacher.
- NO FREE COVERAGES. Better buy out for declining the health care. Much better raises past STEP 15. Longevity pay. Eliminate steps for all Clubs or Coaches. Better pay for all clubs, coaches, supervisions, etc. Better healthcare in retirement. Retirement incentive. Extra help is time is picked by teacher. Cap on class size. Cap on preps no more than two preps per year. Change the language for sickness with immediate family to be the number of sick days you have in your sick bank not 15 per school year. Donation of sick days to help a co-worker if they need it. Personal days for anything that is needed. Parent/teacher conference on election day during the day. Get back unused snow days, like at the end of year, around Memorial Day.
- -NO FREE COVERAGES. Increased Mental Health benefits or reimbursement (OR VSTA Welfare Fund?). Coaches pay and supervision pay should be on this list. Eliminate steps for clubs in order to retain and sustain excellent student activities
- NO FREE COVERAGES. Much better raises past STEP 15 (currently only get slightly over 6k for the last 15 years of your career). Steps don't stop at 26 but go to 30. Longevity pay. Better healthcare in retirement (NOT THE STATE MINIMUM). An actual retirement incentive. Better buy out for declining the health care.
- NO FREE COVERAGES. Much better raises past STEP 15 (currently only get slightly over 6k for the last 15 years of your career). Steps don't stop at 26 but go to 30. Longevity pay. Eliminate steps for all Clubs or Coaches. Playoff pay. Longevity pay bonus for years of service in a club or coaching a sport. Better pay for all clubs, coaches, supervisions, etc. Better healthcare in retirement (NOT THE STATE MINIMUM). An actual retirement incentive. Better buy out for declining the health care. MA+75

- NO FREE COVERAGES. Much better raises past STEP 15 (currently only get slightly over 6k for the last 15 years of your career). Steps don't stop at 26 but go to 30. Longevity pay. Eliminate steps for all Clubs or Coaches. Pay for playoffs. Longevity pay bonus for years of service in a club or coaching a sport. Better pay for all clubs, coaches, supervisions, etc. -Better healthcare in retirement (NOT THE STATE MINIMUM). An actual retirement incentive. Better buy out for declining health care. MA+75. GETTING DAYS OFF FOR NOT USING ALL SNOW DAYS.
- NO FREE COVERAGES. Much better raises past STEP 15. Steps don't stop at 26 but go to 30. Longevity pay. Eliminate steps for all Clubs or Coaches. Pay for playoffs. Longevity pay bonus for years of service in a club or coaching a sport. Better pay for all clubs, coaches, supervisions, etc. Better healthcare in retirement. An actual retirement incentive. Better buy out for declining health care. MA+75. Equity in schedule (can't do four or five in a row). Personal days for anything that is needed.
- No free coverages. Stipend for pit orchestra director of musicals should be greatly increased. Stipend for marching band should be its own entity and not lumped in with my "music stipend." My chorus and orchestra colleagues' music stipends are more than mine and none of them are partaking in home football games or marching festivals. Marching band directors should be paid a second stipend on top of the music stipend to balance out this inequity. Eliminate steps for all clubs. Better pay for all clubs
- NO free coverages...take the free coverages back and go back to the old contract...eight paid coverages (not 16 and nothing for free)
- No longer needing to indicate reasons for personal days.
- -NO MORE FREE COVERAGES!! A better buy out for declining the health care. Offer MA+75. -Better healthcare in retirement. Better raises after step 15. Steps continue to step 30
- No more free coverages, continued steps to 30, better healthcare buyout, clear duty assignment, no restriction on personal days
- No more free coverages. No more coverages PERIOD. This has caused nothing but divisiveness. Has done nothing but disrespect our profession and hurts kids in the end. Teachers just call out more.
- No others
- None
- None
- None
- None
- None
- Nothing comes to mind. I do not like doing unpaid coverages
- Nothing specific at this time.
- Ob
- One personal day That you don't have to give a reason for.
- Other - Better buy out for declining the health care plan through VS. Coverage pay has not/minimally moved up in rate in the 16 years that I have been here. It is time for this rate to increase to be comparable to other districts.
- Other - sub coverage for meetings throughout school day.
- Other includes school year scheduling, PD time and how time is allotted in general, teacher expectations and curricular requirements, class assignments, etc.

- Other than bereavement days, all of the above-mentioned items can be ranked first. We need to significantly improve each and of them. Increase the health care declination buy back to 50% like other multiple HS districts around us. Provide an incentive to retire at age 55 or when first eligible to retire. Coaching salary issues from the last contract needs to be corrected. All coaches need to be paid at the median county level, not just head varsity coaches on step 3 and beyond. Eliminate coaching salary steps
- Other: allow us to share our sick days with colleagues who have run out. Cap on class size and preps.
- Other: personal days should not need administrative approval
- Our salary increase is limited when compared with the rate of inflation. Health insurance costs during retirement needs to be looked at carefully.
- Our salary needs to be increased significantly. The increases have not been commensurate with the cost of living.
- Overall condition of building.
- Paid family leave and a better rate for declining health insurance is important
- Paid family leave should be extended beyond six or eight weeks. There should be incentives for health benefits if a leave extends beyond 60 days.
- Paid family leave should be for everyone. Teachers take care of other people's children, and we should be able to prioritize our own families for the first few months after the birth of a new child.
- Paid Family Leave: Maternity Leave Extensions (not from sick time).
- Paid Family Leave, specifically Maternity Leave needs to improve
- Paid maternity leave
- Paid maternity leave/or at least something like for every sick bank day we get two/three days of maternity leave, days for miscarriage or loss
- Paid stipend to organize/run District Science Symposium similar to stipends to organize music events. Payment for research teachers to do after school research competition practice similar to Regents/AP review
- Pay for committee work
- Pay is the most important.
- Pay raise to keep up with inflation
- Payment beyond the eight coverages, there should be more of an incentive to cover beyond the eight.
- Payout for sick and personal days at retirement.
- Personal days and no reason necessary for approval.
- Personal days are personal, we should not have to write an explanation. Snow days. If we don't use them, we get them added to a vacation.
- Personal days include events for family members such as parents, spouse, and siblings. It should not need to be so specified. Many families are non-traditional; they can be excluded.
- Personal days should be personal. I should not have to justify or ask permission to utilize personal days; it's literally the definition of personal. It's personal!!!
- Personal days should be personal. We should be able to take them for what we see fit. Discretionary days!!!
- Please address the issue of health coverage for retirees. This is a major issue.
- Please consider increasing health benefit coverage in retirement.
- Please do not allow them to add more paid/unpaid coverages. Much of our time is already spent doing duties, meetings, and professional development. They will never give us health insurance in retirement because of the cost...even though many districts do offer it.

- Please make clear to all members how expensive health insurance is in retirement. I just found out recently. I have a long time until I retire, but this is one of my top concerns.
- Please, please, please reduce the meetings after school. Change the three nights we have to be at school to one night and one after school. There's no reason we should have to be at school until 9 o'clock, especially if it's going to be virtual
- PPS staff are not provided paid mentorship opportunities to mentor new PPS staff members.
- Prep equity. Duty equity. Two days of morning extra help. Fewer department meetings
- Preps
- Real salary increases need to be considered.
- Retirement incentive; health insurance; personal days should be personal
- Retirement incentives.
- Return of unused snow days, teacher prep/rating days, consistency in the buildings, more money for coverages
- Salary increase needs to increase to help with current inflation!
- Salary needs to be consistent throughout the years. For example, people over 15 years are screwed with our pay scale. With the half years I have been in the 15-20 range for a long time, so I have not gotten any type of raise.
- Several other districts get longevity pay to make up for the years at a standstill salary.
- Sick bank - possibly a shared bank that teachers can utilize when they need to.
- Sick bank for employees
- Sick days...one-to-four ratio
- Smaller class sizes
- Snow days
- So many of us are looking at retirement within the next few years. We need to consider health benefits for retired. So many other government jobs offer this
- Steps should not stop till 30 years. Masters+75. Greater increase in pay after 15 years. NO FREE COVERAGES.
- Stipend pay and tutoring pay
- Stipends for proper translators so bilingual teachers are not taken advantage of.
- Supervision compensation for events and games. Should be hourly compensation and should be over \$50 per hour.
- Teacher coverage is not about the money. It's about being treated like a professional and not a babysitter. My prep periods are for prep. That's why they were negotiated into our contract.
- Teacher job and tenure protection when dealing with COVID issues or any other health/safety issues.
- Teacher professional day at the end of each marking period to grade reflect and plan. Compensation for mentoring a student teacher or student observer. Work 181 days instead of the 184 days with virtual learning as a back for extra snow days
- The ability to gift sick days
- The amount of time we sit in after school meetings. Reduction in two hours, elimination of district department meetings altogether

- The contract where we only moved 1/2 a step set us behind in our salary. If we could get compensated in other ways, it will offset this disparity. For example, getting the days back we don't use in snow days - we are scheduled to work 184 days instead of 180; why?. We shouldn't start before Labor Day - we still end the same day as all the other Districts. The fact that we have to do coverages mandatory should be disputed. This only encourages the District to not hire the substitute teachers needed. There's simply a lot more we should be getting than what we are receiving from the District.
- The district needs to spend their money more wisely, treat teachers with the respect they deserve. District administration is TOOOOO top heavy. Put the money into hiring more teachers and making classroom sizes smaller.
- The form needs to be changed for personal days. We should not need to list a reason for personal days since they are personal.
- The most important issue for me is health insurance in retirement.
- The number of mandated coverages
- The stipend for declining health benefits is much too low and has not been changed in decades. This is a big issue for people like me.
- The two-hour PD days need to go. An absolute waste of time and one thing is known ...time is not guaranteed! Use it for things like family and friends rather than wasting it on pointless after school meetings.
- There should be NO FREE coverages. When we do coverages, the pay should reflect our salary. I also would like to be able to get paid past step 26. We should have the option to go for MA +75 to increase our pay. We are giving up entirely too much and not getting adequately compensated for our workday. We should also be compensated for declining health care. Every other district does this because we are saving the district money.
- Three classes in a row plus a coverage is too much at once
- Today, February 18th marks the twentieth time I have had to cover for someone and sub instead of doing my job. It's incredibly unfair to my students, their education and well-being, and to me. I want to no longer cover to sub for anyone. But if I have to continue to do this, then I at the very least want to be paid for it. So many other school districts get paid for this, so why can't we?
- Two-hour PD meetings need to be removed along with the Gate.
- Virtual learning pay should be higher than \$42
- We are one of the FEW districts who pay the entirety of health insurance in retirement. This means almost \$20k a year while living on Long Island-heaviest taxed counties. Given that we froze our steps/salaries for almost four years, it seems it would be time for a balance.
- We have four extra days for snow days. If we do not use, then we must get them back like other districts do. If we cannot get them back, then we must take some out. This year we have only used one. It's March so we will most likely have worked three extra days with no additional compensation.
- We have to stay firm on salary and benefits. We pay a high percentage for our benefits. That should not increase. The world is an expensive place right now. Everything has gone up in price. Our salaries need to increase as well.
- We need to have better benefits for when a teacher is out for maternity. Businesses have grown so much with maternity leaves, and we have not.
- We need to honor the need to increase salary and minimize the additional expectations. The 16 mandatory coverages was a big give, and nothing in return addition to our last contract
- We should be offered lifetime health care as other districts do
- We should not be concerned about 2% tax cap. That is districts concern. With inflation so high we are losing a tremendous amount of money

- While club pay only effects a few people the pay in the elementary schools is extremely low and needs to be moved higher
- Why are we doing free coverages? It is not fair.
- With a current 7.5% inflation rate and reduced pay raises/step raises in past contracts due to recessions it is time for a decent pay increase despite a tax cap. I will vote down any contract that includes me providing the district anything for free. My time is valuable, and I should be compensated for it. Better health care in retirement is a must as the costs are high and many members will struggle to afford it. Since most teachers will not retire before 30 years why isn't there a salary step 30???
- With the cost of living up and the increase in price of everything, salary is #1
- With the lack of substitutes district-wide, special-area teachers have had to sub for teachers the entire year, causing their own programs to suffer. If we are told to sub, we should be paid for that time to sub.
- Would like an incentive for retiring. Health care in retirement. Raises in our steps. Change parent- teacher day to election day
- Would like more pay for NOT taking health insurance with the district

4. Please use the space below to specify the Other or add comments about items above.

- ?
- ?
- 1. I have bus duty nearly every day. I understand things have changed with COVID, and students do not sit outside in the hallways before 8am, so teachers are needed in the classrooms prior to 8am for supervision. Going forward, I wonder if the bus duty assignments will go back to how they used to be (rotating schedule with each teacher having bus duty about 5 to 7 weeks total for the year). 2. The district uses my professional license to bill for Medicaid reimbursement. Paperwork for this reimbursement takes time but is not built into my schedule. In addition, I pay yearly dues to maintain this license. The district could compensate for this, either by providing time for paperwork or paying for licensure fees.
- Ability to be in car during Google meet meetings
- After school meetings and professional development should be meaningful.
- After school meetings and professional development should be relevant to your position. Sitting through meetings that have nothing to do with what you teach or experiences you are exposed to are a waste of time.
- After school meetings are a waste of time. We should not have any two-hour meetings especially after we have experienced what the district has prepared for us.
- After school meetings have do negotiated. One less two-hour meeting and third Wednesday meeting should be eliminated. Extra help needs to the choice of the teacher. Twice per week in the morning or afternoon.
- After school meetings seem unproductive and unnecessary.
- After school meetings should only be once a month.
- After school meetings shouldn't be more than one hour. Or, on two-hour meeting days, give one of those hours to the teacher for prep or special Ed IEP prep.
- Again, because of all the subbing I have to do, I sometimes lose my prep. I know that I sometimes do this willingly because I want to teach my kids as much as I can if I only sub for half a day, but I would rather my kids see me and learn and lose a prep on those days. However, I want to be compensated rather than told not to teach and force myself to take a prep.
- All duty assignments be emailed or put in Google drive for our records.
- All sports need to have an away supervisor. Currently four do not

- Allow more remote options for after school meetings and PDs. Allow us to do more from home like the rest of the workforce.
- Allow teachers to choose their own extra help time, duty assignments need guidelines
- AM and PM bus duty or an AM and PM duty each day should be consistent. Some teachers have two duties each day and some do not. Being assigned two duties is not equitable. Traveling teachers don't have AM or PM duty. They should do at least one in their "home" building. This isn't equitable either.
- Better use of our time at after school meetings. More time to plan with colleagues, less on things that don't relate to us.
- BTSN has become irrelevant; Parent-Teacher conferences during the day.
- Building conditions are unhealthy.
- Bus duty everyday not equitable as classroom teachers are able to begin their day in their classrooms getting ready for the day but special areas are required to stand at a post EVERYDAY of the school year - effort should be made to rotate the schedule by administration.
- Can professional development be remote? Can team meetings be done on common prep instead of after school?
- Can we eliminate the half steps?
- Cap on class size. Cap on preps no more than two preps per year. Equity in schedule (can't to four or five in a row). Duty assignments detailed. Not just anything District wants. Change the language for sickness with immediate family to be the number of sick days you have in your sick bank not 15 per school year. Donation of sick days to help a co-worker if they need it. Personal Days for anything that is needed. Get rid of the third week Wednesday meeting. Parent teacher conference on election day during the day. Extra help is time is picked by teacher.
- Cap on class size. Cap on preps no more than two preps per year. Equity in schedule (can't do four or five in a row). Duty assignments need guidelines. Not just anything the District/school wants. Change the language for sickness with immediate family to be the number of sick days you have in your sick bank, not 15 per school year. Donation of sick days to help a co-worker if they need it. Personal Days for anything that is needed. Get rid of the third week Wednesday meeting. Parent-teacher conference on election day during the day. Extra help is time that is picked by the teacher.
- Cap on class size. Cap on preps no more than two preps per year. Equity in schedule (can't to four or five in a row). Duty assignments detailed. Not just anything district wants. Change the language for sickness with immediate family to be the number of sick days you have in your sick bank not 15 per school year. Donation of sick days to help a co-worker if they need it. Personal Days for anything that is needed. Get rid of the third week Wednesday meeting. Parent teacher conference on election day during the day. Extra help is time is picked by teacher.
- Cap on class size. Cap on preps no more than two preps per year. Equity in schedule (can't to four or five in a row, teach either first or ninth). Duty assignments detailed. Not just anything District wants. Change the language for sickness with immediate family to be the number of sick days you have in your sick bank not 15 per school year. Donation of sick days to help a co-worker if they need it. Personal Days for anything that is needed. Get rid of the third week Wednesday meeting. Parent-teacher conference on election day during the day/ half days? They still count for attendance. Extra help time is picked by teacher (AM/PM). Honor actual anniversary dates NOT force people to lose money because they can't do paperwork at district
- Cap on class size. Cap on preps no more than two preps per year. Equity in schedule. Duty assignments need guidelines. Donation of sick days to help a co-worker if they need it. Get rid of the third week Wednesday meeting. Parent teacher conference on election day during the day. Extra help is time that is picked by the teacher.

- Cap on class size. Duty assignments detailed. Not just anything District wants donation of sick days to help a co-worker if they need it. Get rid of the third week Wednesday meeting. Parent-teacher conference on election day during the day. Extra help is time is picked by teacher
- Cell phone policy
- Class size
- Class size is a huge concern. Especially since my inclusion sections are the two largest sections of the course in my building. Consideration needs to be made for inclusion classes and all classes to make class sizes more manageable. We lack regularly available common planning with our colleagues. When we all teacher three or more preps and have large class sizes and no time to common plan, we are given a more stressful work environment
- CLASS SIZE. Capped at 25. Balance classes so one period is not 31 students and another 20
- Comment for #1- Extra Help: Extra help should be under the teacher's discretion, not the principal. Two AM sessions should be allowed (just as two pm sessions are allowed) as that is what we thought we won at first until seven days later into the school year with this new contract.
- Concern about being forced into covering classes past the required amount and being made to feel bad if we say no.
- Contractual coverages are irresponsible, at best. I do not want to do coverages in the first quarter of the year. Being forced to cover when I am working on lesson plans and focusing on teaching the new students I have, takes away from students learning. Having classes that I don't get paid for is ridiculous. The APs I teach, switch every year so you always have a new prep. Other courses are modified every few years because that is the nature of the curriculum. The students change every year, and the gaps are different, so teachers have to adjust. You cannot adjust if you are covering classes for free. Everything we do is not in a book, which by the way we don't buy anymore.
- Contractual obligation to be in the building first and ninth period if a staff member has an off period.
- Definition of professional development in contract
- DO NOT ADD ANY MORE EXTRA HELP TIME!!!
- Do not want to give back any more extra help time
- Duty assignments are not equitable. Some are clerical related tasks
- Duty assignments are NOT equitable. Some of us have morning and afternoon duties, while other people have one or none. I understand if you're a traveling teacher you can't possibly have a duty if you're no longer in the building, but why does that excuse someone from a duty if they're already there? I travel too. I have to commute an hour each way. Bus duty is absolutely ridiculous. Why do we need 15+ staff members waiting for a bus if it's late? There have been numerous days we were waiting past 3:25. Why should I have to get out late every day while classroom teachers/other teachers are strolling out the door at 3:15 when they dismiss their walkers? Duties should be done on a rotating basis, or we should come up with a new system. Why can't the students line up in the gym for their buses?
- Duty assignments should be 1/2 year.
- Duty assignments should be equitable across the HS district. NO TEACHER should have to work in attendance or the nurse's office!!!! Extra help hours should be a teacher's choice and should be flexible based on needs of the current week's assessments. Meaningful professional development should be offered and created for veteran teachers.
- Eight unpaid coverages - fine, but no more in this contract - more paid - fine - but NO MORE unpaid please.

- Equity and balance in scheduling (teaching three or four in a row with duty or other responsibilities around those groupings often creates five or six). Contract language regarding "up to 20" PD periods. It should be no more than 10. Transferrable sick day bank like other districts have (If there is not going to be paid family leave or bereavement days, then district should allow for a bank). AND/OR Remove restrictions on how many times a teacher can request absences for ILLNESS IN IMMEDIATE FAMILY. OPT BACK INTO short/long term disability benefits for employees. Separate negotiations for HS vs. Elementary without separating membership in VSTA. Half days in the HS and Elementary districts for Parent-Teacher conferences. VSTA HAS A LOT OF MONEY, according to the Financial Report. WE NEED A LAWYER TO DEFEND US AND HELP US NEGOTIATE AGAINST Guercio & Guercio, seasoned and ruthless firm negotiating for the districts. We need to put our resources toward our contract negotiations.
- Every year we are slowly chipping away at the visions we all once had as teachers. We wanted to teach, teach well and see our students succeed. Between, duty periods, PD periods, after school meetings, coverages and an overall sense that we are not valued, teachers are losing their passion for teaching. Our time is valuable. I do not know any teacher who does not continue to work after school ends, or on the weekends, breaks or over the summer. We need time during the school day and year to prepare, grade and catch-up. Asking for more time does not make a teacher embrace their passion for teaching; it makes teachers resentful.
- Everyone should be held accountable for their extra help.
- Extra help should be a once-a-week commitment.
- Fewer meetings. I can tell my students to wear an ID in an email. The meetings are useless
- Gate evaluations at VS30 should be eliminated or the increase in pay should be more significant.
- Gate observations
- Get rid of the third week Wednesday meeting!! Make PD asynchronous. Schedule parent teacher conferences on election day during the day. Allow teachers to choose their extra help time - should be able to do BOTH in the morning. Cap on class size. Cap on preps. Ability to donate sick days to help a co-worker if they need it.
- Get rid of the third week Wednesday meeting. Cut down the number of hours required for professional development during the day and at after-school meetings. Parent-teacher conferences should be held on Election Day during the day. Extra help days/times should be the teacher's choice. There should be a cap on preps; no more than two preps per year. There should be more equity in our schedules. We should not teach four or five periods in a row. Duty assignments should be detailed. We shouldn't be pulled from a duty to do a coverage.
- Get rid of the third week Wednesday meeting. Parent teacher conference on election day during the day. Extra help is time is picked by teacher.
- Given the extra burdens added to our workday, professional development hours should be used for common planning time with our colleagues.
- Have one night of parent-teacher conferences during the school day. Shorten the period to include extra help built into the school day again.
- Having classes over 30 students becomes a logistical issue when some have more than 120 students annually. Time to prep and grade is overwhelming.
- Having five preps a day and no time to "prep" with other obligations
- I am concerned about the loss of prep time when having to do coverages.
- I do not have concerns with any of these items.

- I don't think coverages should be in the contract. I do not want mandatory coverages. They should be voluntary.
- I hate wasting time.
- I think the number of meetings after school, and how long they can be, when teachers have taught the whole day, can be exhausting. Team building and faculty trainings may be more productive if they aren't always after school when people are worried about traffic, getting home to their kids, etc., I know there needs to be some meetings after school, but staff may get more out if they don't always need to get home by 6 or 7pm burnt out and exhausted.
- I would like my time after school back - there are far too many meetings that could be handled by email and the two-hour meetings make five days incredibly long and are rarely meaningful.
- I would like to see more in school days or times offered for letting teachers prep
- I would love to see common prep times for Grade Level planning to be done.
- I would love to see common prep times for Grade Level planning to be done.
- I would not want to have an additional extra help session.
- If I could wish for anything, it would be an art classroom. It would really allow me to take our students learning in the subjects of Art and STEAM to a new level.
- In a lieu of a duty co-teachers should be given common planning time. The same as AP teachers.
- In district 24 there is a huge inequity in our prep time. There was a side agreement made to the contract where different grades have different amounts of prep time and that means some classroom only get 30 minutes of half a day which is really not fair. Especially when the special teachers and non-mass room teachers mainly get more. In the high school district teachers get a lot more than that. Each teacher should get at least 45 minute a day and we should get once a week for common planning. In addition to the 45 minutes that's what most other elementary districts do. Also, we are supposed to do a lunch duty but right now with the way the prep time works it really would not work out that most teachers could do one because they would need to have two more preps in their day with one backing lunch. This past year with the way our district did our allotment of prep time, that's impossible.
- In lieu of a duty co-teachers should be given common planning time and the same way AP teachers were
- Increase the number of supervisors in the cafeterias
- Inequity of class/prep schedules
- It is impossible to prep for classes when we are being pulled to cover classes for free, being pulled for team meeting or parent meetings. Additionally, extra help days and times should be left for the teacher to decide since they know the needs of particular students in class. After school meetings often are a waste of time, especially the third Wednesday meeting, which in my opinion, should be eliminated. Special education teachers should also be given time to write IEPs as they are legal documents that take time to write correctly.
- It seems like at some point After School Meetings and PDs were negotiated by the districts. However, it seems like every PD session and After School meeting is an afterthought. In my five years, I have never come to a PD or meeting with a meaningful agenda, and if the district doesn't seem to value them, why should we continue to do them in mass?
- Less meeting time after school
- Less meeting time required after school. Duty assignment given to certain departments and not all.
- Loss prep time should be more than \$37
- Lost prep time needs to be addressed.

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- No more third week Wednesday meeting. Personal days should be personal -we should be able to use for whatever we need. Sick days should not be limited to 15 for immediate family, should be unlimited. People should be able to donate sick days into a bank for co-workers who may need them. Parent/Teacher conference on election day or Superintendent's conference day, during the day. Extra help time should be picked by the teacher, not assigned. Equity in schedule (shouldn't be teaching 4-5 periods in a row).
- No other comments
- No others
- None
- None
- None
- None
- None
- None
- None
- None
- None of these things are an issue for me. Better PD, more productive after school meetings would be beneficial.
- Not enough prep time ... grading days... one at the end of each Marking Period.
- Not enough support for AIS services and mental health care
- Nothing to add for other.
- Number of meetings need to be taken away. We often are set to meet and the administration doesn't have anything new to inform us and it ends up wasting everyone's time. We meet more than doctors do...
- Only having to stay for one extra help rather than two. Eliminating two-hour meetings. Parent-teacher conferences during the day or you can do them remotely from home.
- Other refers to the additional demands placed on teachers and club advisors (i.e. additional meetings, expectations, etc.); it often feels like workloads are not equitable. There is also a lot of concern about kids and use of devices - recording teachers, lacking focus in class, etc. We get very little support from administration re: discipline and enforcing rules.
- Other: N/A
- Our professional development seriously needs an overhaul.
- Payment should be higher for coverages. \$30 is insulting. Other districts pay at least \$50. Also, payment should be higher for after school jobs. I think right now the rate is \$48/hour.
- PD is offered during inconvenient times during the week instead of during designated PD times like the one- or two-hour meetings on Wednesdays.
- Planning time
- PLEASE DO NOT ADD ANY MORE TWO-HOUR MEETINGS OR COVERAGES.
- Prep equity
- Prep time
- Primary grades and intermediate grades do not have equitable prep time. There are different total minutes for specials among different grades.

- Professional development - we are often briefly trained in new programs but need more time to explore the programs or resources. I would like to see follow up PD giving time to delve into materials & plan accordingly.
- Professional development after school should be eliminated since the past two years more have been canceled anyway. If they are to continue need to give special area teachers more specific PD or use the times for meetings of the special area groups
- Professional development should be asynchronous, not two hours after school or election day. Eliminate the third Wednesday meeting and perhaps change it to an independent meeting for paperwork and grading, Duty assignments should be detailed/outlined
- Recent staff development sessions have sometimes been insulting and generally seem ineffective. As teachers, we have little say in what we need and no opportunity to provide feedback without fear of retribution. Teachers do need the opportunity to have meetings with same grade colleagues to share and catch up. There is no cohesion. All is an insane schedule with a “get it done” attitude on the part of administration. Meetings for my department and other staff are now often being called during our morning prep time in order to “jam then in” with little thought to the inconvenience and stress imposed on teachers. On the elementary level, that should be our prep time!
- Reduce hours of after school requirements.
- School safety is a priority. Doors left open. Outside vendors wandering around.
- Since I am a support area teacher, losing prep time is not something that affects me as we have more flexibility in our schedules.
- Sixteen mandatory Coverages. Eight without pay
- Special Education teachers have no time to do IEPs when preps are taken away for coverages or meetings.
- SpEd teachers have to do duties when there are co-teachers we need to meet with and IEPs and so much paperwork to complete.
- Students at-home assignments
- The current duties are not equal amounts of work. A large study hall is much harder than a hall duty. Lunch detention should be a paid duty.
- The district has opted out of paid leave for organ donations.
- The health insurance in retirement needs to be addressed. If we do not get a 2-3% a year we need to start taking back time (meetings, coverages and/or nights.)
- The meetings are a waste of our time. Please condense to an email.
- The number of afterschool meetings is out of control! In addition to all these meetings, we have two parent-teacher conference nights and one back to school night. It is excessive the amount of time we have to dedicate afterschool as our professional responsibilities without compensation. We should hold conferences on election day allowing more time for parents to schedule an appointment with teachers. If there were less afterschool, professional responsibilities, the overall moral would be much better. In addition, perhaps teachers would look forward to these events. Teachers should not have more than two preps per year. Having two+ preps, makes it very difficult to create meaningful, engaging lessons while trying to incorporate all the standards and differentiate instruction. Our duty assignments need to be AS DETAILED AS POSSIBLE. Coworkers should be allowed to donate sick days to help those in need. EXTRA HELP SHOULD BE AT THE DISCRETION OF THE TEACHER. In addition, we should be able to determine whether or not they are in the morning or afternoon. We already have to dedicate so much time afterschool to meetings, that we should have the option to hold extra help in the morning.

- The number of before/after school meetings/afterschool professional development we have is surmounting and way more than most other districts. The time is not put to good use and impedes on our own time with our families. To have a meeting every single Wednesday of the school year, even a fifth Wednesday, and then professional development meetings after school on top of that is just too much at this point when we don't get anything in return.
- The professional development dates for the two-hour staff development should be provided by the first day of school as per the contract, not whenever the district decides to give them. They should look at the calendar for religious holidays prior to scheduling them. They should also have a real plan in place. Not make us suffer through DEI training all year long without any real examples of how to apply to our classrooms.
- The professional developments do not meet the needs of teachers anymore. Every teacher, classroom and special area deserves appropriate professional development based on their specific teaching title. Teachers need to have input on professional development and not only administration.
- The subbing issue is a serious one. Services are canceled often. It makes the Service Providers look unprofessional to the parents.
- The third Wednesday Department meeting serves no purpose. If the District refuses to adequately increase our salaries, get us our time back!
- There are too many unnecessary meetings.
- There is no need to hold after school meetings just for the sake of meetings. It is actually professionally insulting to have to sit for two hours and paint or join in a zumba/yoga session. That is does not better me as a teacher - all it does is waste my time and frankly the district's money. The third Wednesday meetings are also not needed. Again, the district is keeping me for more time and not compensating me for it. We also should not be forced to stay in the building from 7-9 at night for Back-to-School night and parent teacher conferences. They should be held during the conference days like other buildings do. Again, keeping us here for MORE time.
- There is no professional development.
- They do not take into account how much extra work they give us. And what it means for us to get it all done.
- Third Wednesday meetings are useless. If we cannot be compensated with a more significant salary increase then it is imperative that our time spent at work is reduced. Back-to-School night is pointless.
- To put this simply - third Wednesday meetings need to end. We have to start somewhere.
- Too many after school meetings and requirements that just seem to be punitive. Our time is not respected. Mandatory extra help too adds to the workday and week with students not attending and is a time waste. Let us teach. Let us do our clubs and contribute to our classes and after school activities and stop wasting our time with meetings and mandates that feel purely punitive.
- Too many after school professional development requirements that are unproductive. Extra help is extra babysitting, should be offered Oct-May...class size a huge problem...
- Too many coverages; none should be for free
- TOO MANY SCHEDULED AFTERNOON PD!
- Too much wasted time at meetings/ professional development
- Total number of days we report to work is greater than other Nassau districts. Unused snow days are never returned. School day ends too late, ending 10 minutes earlier (maybe beginning five minutes later) would be a significant improvement.

- Two-hour meetings are ridiculous. Nothing gets accomplished. Some administrators want to judge you/your words etc. so teachers don't feel comfortable to speak. They need to end
- Two-hour PDs need to be useful as well as superintendent conference days. More time is needed to prep at the beginning of the year where teachers get paid. If we are going to learn a new program (new grade book) then ample time needs to be provided to the teachers to learn it.
- Unfortunately, there are too many meetings without substance and a total waste of time. Would love to see less after school meetings.
- Unused snow days
- Use of cell phones/recording devices in the classroom. Use of "unrestrained" student devices. Disable chat feature entirely. Add screen monitoring software.
- Verbiage about lost prep time for elementary school teachers needs to be addressed. Our agreement is very vague in when a lost prep needs to be paid for or made up (i.e., I get pulled for a meeting and miss my prep, district does not want to cover the lost prep).
- Wasted evenings for back to school because of the low attendance, yet we do not receive enough time before school year. Two days superintendent's conference days are necessary to prepare. Each year the district rolls out more changes, requirements and programs. We are given NO time to learn a new system, initiative, or program and expected to figure it out in our copious spare time. There needs to be more development PRIOR to the start of the year or when we are expected to "roll out" an initiative. We spend the first day back in useless meetings and are not given adequate time to learn Hochmann, iReady, No Red Ink College Board, Teams, the new Eschool that will be coming out, etc.
- We are expected to update curriculum, yet we are not given time to meet with colleagues or planning time. Many districts do not offer extra help as part of teachers' schedule.
- WE MUST NEGOTIATE THE CONTRACT WITH A LAWYER, NOT A SALARIED PERSON FROM NYSUT!!!
- We need to keep the a.m. extra help. I do have students that attend. And it reduces the number of kids in the hall after school. We also need to not allow the kids into school until 740. Most kids are not using their lockers. The hallways are crazy
- We should not have to add any additional time to meetings or extra help. Administration often doesn't have work for us to do and just make us stay to fulfill contract hours. Teachers then have to use own time to actually get work done.
- We should not have to do free coverages, we should be paid more if we decline health insurance, we should get back snow days if not used, we should do something to make up for the years we were frozen. Parent-teacher conference day should be on Election Day during the day. Much better pay raises past step 16. Steps to 30, MA+75
- Why does elementary school need to offer extra help? Is it really working? What is the end goal? To make a few parents happy? How many students actually show up? I feel forced to work extra hours as opposed to meeting the needs of my students while in school. We offer AIS and RtI too. How about we offer paid academic and social clubs instead? Also, other schools have PD on half days, without having extended workdays with meetings before and after school. I strongly suggest that model.
- Working conditions should improve with regards to cleanliness. Especially during this time of COVID. The rooms are not adequately cleaned and disinfected. The female faculty bathrooms need an upgrade - the ceiling is falling, and the toilets don't flush properly. Finally, the building is very cold and many times the heat is not working.

5. Please tell us about a challenge you face at work.

- 1) Being asked to implement “SEL” curriculum when students don’t know how to read, write or compute basic mathematical operations. 2) Having to spend a decent amount of time inputting information into the RtI database only to see limited progress made in having students identified early in the year.
- A challenge I face at work is class size. I have some very large classes and with three different preps, it makes it very difficult to find time in my workday to get everything done. Example: grading, creating meaningful lessons, differentiating instruction, creating authentic assessments, etc.
- A challenge I face at work is coming up with center time activities.
- A challenge we face at work is that the demands from administration continue to increase from year to year, yet our time remains the same. For example, we are asked to input enormous amounts of data, yet we are not given any additional time to do this. We still have the same amount of prep time and do not have any Wednesday meetings that are devoted to this task.
- A challenge would be the number of things being placed on a classroom teacher. More help from building as a whole for communication with families, intervention with children and families and tougher discipline.
- A hostile, unsupportive, unappreciative, and hypocritical building administration that depresses morale, energy, and desire to contribute to the school community more than the bare minimum.
- A lot of social emotional issues of our student population and lack of socialization skills due to COVID. A lack of screening of incoming new entrants leads to inappropriate class assignments due to lack of knowledge of incoming students. More needs to be done since there is a greater population of kids moving into the district.
- A principal that focuses on the wrong tiny issues instead of taking in the big picture. No positivity from her, only gives negative feedback. She also holds no respect for athletics and coaches.
- A schedule that is very unbalanced in terms of prep periods
- Ability to focus on being good educators while the trivial nonsense of students is not addressed
- Add snow days into vacations and then if we use them, they get taken away
- Administration does not stand strong on issues, with regard to the parent community. I do not feel as if staff perspective, being in the trenches, is taken into account when making decisions of any kind.
- Administration has become more demanding putting unnecessary tasks on teaches in addition to all the work we do already.
- Administration needs to have better communication skills with its staff. The district does not meet the same standards that teachers are looking for.
- Advisory
- After school meetings are unproductive and not a good use of time. Please try to reduce the hours we have after school.
- Again, the cleanliness of the building facilities is unacceptable. We don't have a female faculty bathroom on the third floor, so we are forced to either leave our classrooms and go to a bathroom in another floor or use the female student bathroom. Moreover, the female student bathroom is frequently closed. Thus, we are forced to use the second-floor bathroom, which takes us away from preparing for class, and/or classwork itself. Finally, my room is very cold in the winter, as the heater is not working.
- All the extra meetings and PD is stressful.
- An ongoing challenge is students that are not placed in the right settings, and we don’t have a setting for the emotionally disturbed child.
- Arranging and hosting parent meetings during prep/PD/lunch time. No reimbursement.

- As a special education teacher, misplaced students are a huge challenge because it is nearly impossible to teach a wide range of intellectual levels in one class. There needs to be an increase in types and levels of special education classes so that we can appropriately place students within our own district to meet the needs of each student, which in my opinion is not happening.
- Assigned duties: having year-round assignments instead of rotated and/or shared assignments.
Communication/lack of
- Balancing time and commitments
- Battling students in the halls over IDs and not feeling supported
- Being asked to deal with issues outside of my area of expertise, such as student mental health.
- Being asked to sub for classroom teachers last minute and having to cancel the groups of students that I teach as a result.
- Being forced to do unpaid coverages has made it difficult for me to do my job to the best of my abilities.
- Being given a position with no training at all
- Being interrupted on a daily basis with someone coming in handing out detention slips.
- Being part-time is a challenge. I often feel like I am missing out on important information.
- Being split as two different music teachers. The inflexibility in my schedule forces me to have larger number students in music lesson groups, particular with beginner students who need the most focus for individualized instruction.
- Being used as a substitute teacher when there is a shortage of coverage is a challenge. The students are affected when the service is interrupted.
- Building gets hotter than inside a car in June and September.
- Bullying and intimidation by district administrators (XXXXXX)
- Burn out and overload over coverages
- Burnout
- Burnout. Stress. Regent's pressure. Class size. My dept has four Regents exams & six APs. We are beyond stressed out. Getting new technology with no warning and no training. Teaching six periods and then having to do a sub period. Difficult when you have three different classes to prep for and need a lunch. We all work through lunch just to stay on top of everything. Getting a sub pd after working three in a row and then having a teacher duty afterwards- that's five in a row with no break.
- Bus duty. It's such a small part of my day but it's always the worst part. I'm very frustrated that I have to wait past 3:25, then be late picking my daughter up at daycare, and then sit in more traffic. There needs to be a better system. There is no reason we all need to stand outside waiting for a bus. Scheduling. Guidelines for service providers are not solidified at all, which leads to ambiguity and inequity. When I'm told to use my own personal judgment for allocating service time and determining whether I should push into a classroom or not, that leaves me in the crosshairs when classroom teachers are not happy with what they're receiving. There should be specific directives from administration so that I can speak to this when explaining to teachers how I made decisions. Service isn't equitable across schools either. Some teachers push into ICT classes, others don't. Some pull students from ICT classes, others don't. Scheduling. It is nearly impossible to come up with a schedule when the master schedule has different time slots for every grade. If there were set 40-minute blocks, it would make service providers' lives so much easier. We could plan around specific blocks instead of using random time blocks when planning across grade levels. SUBBING. We have been asked to sub more than 20 times each this year. What upsets me most about this is having to constantly cancel on my students. It also happens most on Fridays, to the point that I had to change my schedule because I hadn't seen a Friday group in WEEKS.
- Can't use the copy machine because there's no toner.

- Challenges to time management; meetings called on prep, after school, extra help. Takes away time from planning and prepping
- Chaos in the hallways. Not enough time to plan creative and fun lessons. Too many meetings. We need to have more days without students so we can plan and grade. Also, teachers who are not doing their job need to be held accountable. It affects all of us.
- Children are screened coming into school as a kindergartener. Little, or close to nothing, is done when a child scores below average. Countless hours in ISTs, etc. are wasted after the fact when we already had the data.
- Class size
- Class size
- Class size can be an issue in the upper grades. There is always an influx of students in September and classes get overburdened.
- Class size MUST remain small. Get elementary kids OUT OF THE CLASSROOMS FOR LUNCH! We need our space back!!!
- Class size should not exceed 25 students in any grade.
- Class size!
- Class sizes and the demands put in teachers
- Class sizes are often very large and have certainly shown a trend of growing over the past decade.
- Class sizes are too big. Classes should be capped at 25. (Ideally even lower, but that's not realistic.) There also needs to be more support for students who struggle academically and have learning gaps but are not special Ed students. (AIS support, Tier 2 intervention) AIS cannot fall on the classroom teacher in a 1 to 30 ratio. Not good for teachers or students.
- Class sizes in phys ed
- Class sizes. Lack of common prep time. Number of new peeps assigned per year. Number of preps assigned to each teacher.
- Common planning time with colleagues on grade level instead of duty assignments.
- Communication from the district is poor. Administration makes poor decisions that affect our students/programs negatively, taking away opportunities. District is forcing each of the schools to be equal when we are different buildings.
- Communication is sometimes not clear from administration.
- Consistency among my colleagues.
- Consistency in expectations - Best practices
- Constant I gotcha mentality
- Copy machines breaking down.
- Coverages multiple times a week. I have had to do a coverage almost every day this week and I need that time to prep, grade, call home, meet with students, etc.
- Coverages, lunch duty
- COVERING CLASSES FOR MINIMAL PAY. LOSING PREP TIME AND FAMILY TIME AT HOME DUE TO CLASS COVERAGES.
- Covering for absences. Unable to hear or understand students through masks. Asked/expected to do too much building-wide
- Dealing with the demands of after school meeting times for a district that does not pay enough. We are not compensated enough for the amount of time that is put in. No district knows how to waste a teacher's time after the school day ends like VSCHSD does.

- Different teachers held to different standards
- Disgustingly unclean working conditions from my classroom to the bathrooms and everything in between. Also, not enough security guards available to assist in the hallways throughout the day.
- Doing coverages after I used to be paid for them. Too many two-hour meetings. I feel that the union administration is MIA.
- During the semester that I teach my half-year elective, every other day I have to teach six periods. That leaves less time for grading, parent-contact, and class preparations. A lot of that work cannot be done during the other half of the year, causing extra time-pressure and stress during that half of the year.
- Each year we are given three or more preps even though it is feasible to cut those down for teachers. Those classes are now filled to the max - not in all schools - and little time is available for preparation given the requirement to substitute 16 times. In addition, I team teach two inclusion classes and have not received any common time to prepare with my co-teacher. This is going on three years. The excuse is that it is not feasible when in fact it just isn't a priority. It was feasible for 16 years, but now it is not.
- **EFFECTIVE AND CONSISTENT SUPPORT FOR STUDENTS WITH A ACADEMIC NEEDS**
- Elementary classroom teachers are asked way too much of outside of curriculum.
- Elementary: Coteaching partnerships that work well should stay together! And ICTs should be FULL DAY not half day! Caseloads are way too big when split up between two classes. Planning is astronomical, especially when in two different grades! Please help make them full day in one class. Hire more special ed teachers.
- Engaging students/parents to utilize the tools (portal/Teams etc.) to accept their responsibilities.
- Ensuring all students' needs are met in the allotted time.
- Equity of morning duty. There are other teachers supposed to be posted with me who do not show up.
- Everything is last minute. Class sizes NOT balanced. AM classes too small. PM classes too BIG
- Expectations without compensation. Not trusting teachers' professionalism.
- Extra help should be done at the discretion of the teacher. I also feel that one teacher should never exceed two preps. It spreads us too thin and stresses us out with an unnecessary amount of work.
- **FAIRNESS and INPUT:** If teachers had more input and control over requesting classes and programs more tailored to individual work-life balance, day-to-day balance and to prevent punitive programming of schedules and reduce favoritism.
- Fear and frustration are my personal challenges. I fear that I may not be able to retire at a reasonable age because healthcare will be unaffordable. I am frustrated because I want to come to my classroom with the love and passion I have as a teacher and share that with my students and my colleagues. Yet, I am faced with unhappy coworkers who share similar sentiments as my own.
- Finding time to plan with my co-teacher. It's very difficult when you only have one free period in common, and it's the same period used for both of you for coverages.
- FMLA - I am a mom of 4. I have no sick days, my anniversary date is now almost a year behind because of each child, especially because of the new anniversary date nonsense. I encouraged R. Adams to fight against this with evidence and math and he never did.
- Full day inclusion/integrated coteaching is needed at district 30. There are inequities between the three buildings as to which student's intervention supports.
- Gates
- Hallway behavior and lateness to class
- Hallway safety and security.

- Harassment by building administration. Being held to ridiculous rules and standards while students get away with everything
- Having a coverage period with teaching three classes in a row
- Having an available restroom.
- Having enough time to input data.
- Having meetings every Wednesday.
- Having to cover classes quite frequently
- Having to cover multiple times a week. As an untenured teacher being "strongly suggested" to do many things.
- Having to travel to another school at the end of the day is not beneficial to the students at the home school.
- Having to use sick days for fertility treatments, which lessens the days available for when I take maternity leave. Having two children close together and not having enough days for leave
- Hearing student with masks in place
- Huge class sizes
- I am a senior staff member recently eligible for retirement. I wish to retire. I'm sure that fiscally the district wants me to retire in order to hire several other staff members whose salaries are significantly lower. I am unable to afford to retire given the percentage of health insurance we need to pay in order to maintain the empire plan. My family needs that level of quality health insurance...Though I love what I do when working with children, I am incredibly frustrated and sometimes sad that I cannot pass the torch! I am jealous of friends who do not face the financial burden of paying so much for insurance.
- I cannot teach because I cannot lock or control their computers. Students are playing video games and chatting all day. They refuse to buy GoGuardian or other resources to help our kids focus. Every other district has this or something like it. Now the kids are failing in droves, they want us to come in on Saturday?!?! Help us help our kids
- I feel it's very important for all teachers to have daily equitable prep time. Last year everyone was given an equal amount of 45 minutes and I feel it was the most fair.
- I have experienced over the course of my 25-year career in VSCHSD a degradation of my workplace conditions and environment. More work, including the utilization of new educational platforms (TEAMS), with little training and less pay.
- I have very little time to get work done in school with the excess meetings, afternoon extra help, and all of the coverages. Not to mention, my department has three new programs we have to implement all at the same time so the gift of time would be nice. And I'm talking about my time, not more time in meetings so I can be stuck in traffic driving home and yet again, have little time to plan to implement these new programs among my other responsibilities as a teacher.
- I wish I had more time to plan and collaborate with the other teachers in the Special Education Department.
- I'm concerned about my principal making me feel bad about taking a sick day because of fear of violence threat or COVID.
- Incompetent administration. Unprofessionalism
- Inconsistent follow through with policies and pushing the limits.
- Increase in students' social emotional needs
- Increased duties but same pay (department chairs)
- Increased mental health demands of students and families

- Inequity of expectations from one teacher to another. Some teachers are spoken to about time taken off and others can freely come in late or take off as often as they like with no discussion. Support area caseloads are not equitable, and some teachers can say no to any extra responsibility while others are expected to take on more.
- ISS room - I'm being asked to take attendance, write referrals, monitor kids screen time for a duty? Kids are even allowed to just have lunch in there. Why is this not paid like a lunch duty.
- It's hard to find time to complete work in school because we are asked to do coverages and given duties.
- Lack of authentic communication from administration
- Lack of classroom aides to float from classroom to classroom
- Lack of cleanliness
- Lack of communication between administration and the employees. Lack of respect for the jobs of educators
- Lack of communication from building and central administration with faculty.
- Lack of communication. Lack of empty room space to conduct meetings with parents.
- Lack of maternity leave
- Lack of prep time. There isn't enough time in the workday to complete all the tasks and responsibilities on top of teaching.
- Lack of qualified substitute teacher coverage. Building substitute teachers.
- Lack of space
- Lack of space, classroom sizes.
- Lack of student cell phone recording guidelines. No enforcing of school rules. Lack of leadership.
- Lack of student discipline and accountability for their actions.
- Lack of sub coverage
- Lack of substitute teachers. Have to cancel mandated services at times to cover classroom teachers.
- Lack of support from administration. Money - everything is more expensive
- Lack of support from the administration
- Lack of support from the administration concerning discipline. Students are not being disciplined in a timely or consistent manner.
- Lack of support from the principal and administration regarding discipline issues. Some kids need more severe consequences. However, the school report card and pleasing parents ranks higher
- Lack of time to plan with co teacher for ICT class.
- Lack of transparency and communication from administration
- Lack of transparency. Inconsistent communication between administration. Large class sizes. Daily expectations and responsibilities constantly are increasing. Stress on NWEA and state testing
- Large class size 26, 27, 28 students is too many. This is why more planning and clerical work time is needed.
- Large class size without help.
- Large class size. Lack of support and understanding from administration especially during the pandemic
- Large class sizes cap at 25. No more than two preps. Teach in one classroom
- Large class sizes, not enough time to complete administrative tasks
- Large class sizes. Reflection time with our own class
- Last minute changes to schedules, due to meetings or absent teachers. Missed preps.

- Lifeless students and no support from administration this year. Hearing different philosophies from the administration in my building is confusing. Also, everyone knows how difficult this year has been for the students and the teachers but there are so many missed opportunities for the administration to show us that they appreciate us.
- Limited prep time to address mounting responsibilities.
- Limited time for paperwork and writing IEPs.
- Losing ais time due to coverage issues.
- Loss of prep time. Preps cancelled because of lack of subs. Preps being backed up to lunch and at the end of the day are directly impacting my planning time and my 50-minute lunch period (as per our contract of uninterrupted time). I must return at least five minutes early from my lunch hour to take the students to their special on time. Buses are dismissing ten minutes before the end of my last period prep. Two time a week I am losing 20 minutes in prep time because of this. I feel we are not heard regarding issues like this, and now it is just expected. Time was also taken from us each morning. Our arrival time is at 8:15 AM, and school begins at 8:25 AM. Now, we are expected to cover the arrival of the students in our room from 8:15 AM. Again, taking away 50 minutes of prep time we had in the past each week.
- Lost prep time.
- Lunch, PD periods and prep periods can change without notification. We have to actually ask to see a master schedule to find out when they are, they are not told to us even when switched from semester 1 to 2.
- Mainstreaming special ed students in special area classrooms with no co-teacher nor inclusion aide but class sizes pushing towards 30 or more students. And this seems to occur at just one school within a district - again not equitable across the district.
- Maternity leave being part of sick days. Sick days should be separate from maternity leave
- Meetings, meetings, meetings. Please give us our time back. Two-hour meets are a waste of time and rarely used for anything of significance.
- Micromanagement of activities by administration
- Micromanagement of professional duties by administrators, unsupportive administrators, vindictive administrators.
- Moral blows
- More time with kids is fine, less time with Admin. is better.
- Morning extra help is at the discretion of principal. Should be able to choose morning extra help with no stipulations.
- Moving up in steps, lack of communication, excessive meetings after school
- Multiple preps in different contents and grade levels.
- My department is asked to sub frequently. There has been great improvement over the last month, as I believe we were only asked to sub 1 day. However, this is not a new issue and our department has been doing a moderate amount of subbing even before COVID. We are always happy to help, but it does affect the services we provide to our students.
- N/A
- N/A
- N/A
- N/A
- N/A
- N/A
- Need more direction from Curriculum Leader (ex. Curriculum map when we get new ELA program)

- Need more direction from Curriculum Leader (ex. Curriculum map when we get new ELA program)
- Negativity all over the district!!
- Never enough time. Forty-five minutes prep/day was great back in 1980 when all you had to do was correct work and call parents/plan. However, now we have emails to go through, RTI/data entry/parent square/remind messages/planning with ICT/ENL specialists/grading, planning, copies etc. and our prep time has not changed one bit - it's still just 45 minutes. Perhaps an added prep 1x/cycle to input data would be helpful.
- No auditorium/real performance space. No TV/technology in the band room
- No consistency with discipline. Special Education scheduling
- No prep time with co-teaching partner.
- No subs
- No teacher input on class size based on meeting the needs of a growing number of at-risk students. We have been given added responsibilities of SEL and overall mental health while also overcoming a pandemic personally and professionally with increases in class size.
- No time to collaborate with grade level peers. No consistency throughout the districts.
- None at the moment
- Not being acknowledged for hard work and dedication during pandemic. Teacher mental health (not just focusing on students' wellbeing but also the teachers). Unhealthy work environment with lack of communication within and throughout district buildings and inconsistencies.
- NOT being paid after having a baby. Ridiculous we have to use our sick days.
- Not enough classroom aides
- Not enough hours in the workday to complete work due to removal of prep time.
- Not enough materials for all students. Some services being canceled due to meetings or lack of coverage.
- Not enough prep time and not enough time in our rooms by ourselves. We are struggling with our mental wellness as well as something such as having students leave the room for specials is in the best mental interest of both, us as educators, and our students. They are in one room for too long of a time period during the day. We also need more time to plan 25 minutes is often not enough.
- Not enough prep time!!!
- Not enough time
- Not enough time for planning, prep, grading
- Not enough time for prep
- Not enough time to do everything that is expected
- Not enough time to get artwork presentable for displays and exhibitions in and around the school district as well as to local Galleries and museums around Long Island
- Not enough time to get things done.
- Not enough time to prep with co-teachers. Large class sizes. Duty assignments. Too many after school meetings
- Not have flexibility for meeting and extra help. Extra Help sessions that must be after school and meetings that are after school without a virtual option. There is a population of teachers who commute, and they all talk about how negatively an afterschool commitment affects them. It is a quality-of-life thing.
- Not having adequate time to plan, grade, etc. due to coverages and duties. Needing to take work home in order to complete it in a timely fashion.
- Not having enough clerical time to keep up with paperwork

- Not having enough prep time has been a huge challenge. It's gotten worse over the years.
- Not having enough time to get all of the paper and data completed. Always getting emails requesting more from us and not getting recognition for the work we are doing especially during this pandemic.
- Not having enough time to get work done during the day. Too many preps and coverages.
- Not having five minutes in between classes as a special area. Any additional time would prevent issues with double classes waiting as well as having time to set up for the next class.
- Not having sufficient prep time to accomplish all of the demands that continue to be placed on classroom teacher.
- Not having supplies and ability to copy when needed. No working laminator, one copy machine with limited amount of paper available and copy requests aren't always met from sister school. We are Not allowed to buy own printer for our room. Many teachers agreed they would not have a problem with buying our own printers toner paper.
- Not paid enough for time outside classroom. Too many meetings
- Not sure.
- Number of students and principal switching students into my classes
- Offer options for meetings, extra help and PDs before OR after school
- Often, I have to cancel my own classes for coverages which puts the coverages above my actual responsibilities. I'm completely understanding of coverages when I am free, but canceling other scheduled classes is tough when they're expected to be made up, but then there is no time to do so.
- One challenge I feel we all face is the inability to choose whether or not to attend meetings with administration or parents virtually, if I so choose. I am frustrated with the fact that we MUST be in the building when I can conduct a perfectly professional meeting, virtually, from any location.
- One challenge is not being able to work in small groups and the present restrictions due to COVID.
- One challenge is that it is difficult to get services for children who are not classified.
- Other districts allow one to three days for their teachers to complete IEP reports. Each takes at least two hours.
- Our building culture is awful - teacher morale is at an all-time low, leaving many teachers feeling frustrated, defeated, and disheartened. It is not a positive, comfortable, or collegial place to work because of the tone of our administration. We are bombarded with additional demands on our time with no consideration for collaboration, prep time, and the balance of work. For instance, some teachers are given new preps every single year, while others continue to teach the same grades or subject areas. Often times the reason given for this is because some teachers "can handle" this, while others cannot.
- Our salary does not keep up with inflation for those over 15+
- Over size classes. Moving from room to room. No place to work without students around. Cafeteria duty needs at least three teachers and more pay!
- Overly large classes mean an increase in work - between class management, grading, extra help and parent contact. I have classes of 30 and 31 this year, but in the past few years has had as many as 34 students in English, a core academic subject whose Regents results reflect many colleagues end of the year evaluations.
- Overt sexism and gender equity (against females) especially those who are pregnant.
- Pack of bathrooms
- Parent-Teacher Conferences are now via Zoom...telephone or in person. Cell phone reception in my part of the school is horrible. During the fall conferences I dropped two calls while I was on the phone with parents. We need school phones.
- Parking lot. Staff don't get treated equally. Disrespected. Uncleanliness

- Phones and EarPods - Push to use technology but no provision of a program to monitor what the students are doing.
- Poor administration interfering with real teaching
- Poor building conditions. Windows do not open in my classroom. One window is nailed shut and has been for 10 years and the other window will decapitate you and I am not allowed to open it. Sewage leaks from the ceiling. Water/pipes leak from a different area in the ceiling. Very poor ventilation in basement. Poor Wi-Fi in basement.
- Poor building conditions. Working in a classroom that has windows which have been sealed shut since reporting they were dangerously broken and slammed shut when touched. Was informed by custodial staff that it has been formally acknowledged that the windows are dangerous and need to be replaced, yet that has not happened, and it has been several years. This has become a greater concern since the Pandemic as well as the increase in school shootings nationwide. It feels unsafe on all levels of health and safety to be in a classroom with no working windows. For several years we have also experienced and frequent leaks from sewage pipes in ceilings and ceiling tiles missing
- Prep time per day for primary teachers is not enough time to do our proper prep for the day/week. The time each grade is given is still not equitable.
- Prep time, students in the room for lunch, recess, and preps
- Professional development is repetitive and time consuming. I understand the value of PD but don't feel like we are getting anything out of it other than losing two hours after work.
- Professionalism from administration - lack of concern - treated as "do as I say, not as I do"
- Providing common planning time for teachers
- Providing for my family has become increasingly more difficult as the cost of everything rises. Our salary has not kept pace
- Repetitive professional development. Lack of targeted professional development during pandemic. Large class size with inadequate support for the level of needs.
- Respect for our time and energy and the daily work we put in with students. Guidance and support staff keeping information from teachers (who are actually WITH the struggling students) about at risk and struggling students which is so backwards. Usually, we can inform guidance and support staff more about these kids than they will ever know yet they meet behind closed doors and then refuse to tell teachers what is going on... which can actually lead to a dangerous situation when these at risk and struggling kids are then in front of us in class. Too much of a divide between teachers and support staff/guidance. They seem to take pleasure in keeping information from us and "knowing more" about kids.... even when they are self-harming or suicidal. It's a complete disrespect to our place in these kids' lives and in the classroom.
- Responsibilities to families: proper communication channels are followed yet more is required on my end to make families feel valued.
- Room and class size
- Room share with five other teachers.
- Safety in the parking lot, hallways, before and after school and during any emergency situations is not seriously addressed by administrators.
- Scheduling services with block time.
- Seems like we are not giving consequences for behavior that is not appropriate it. Trying to be the child's friend instead of teaching what is appropriate & what is not.
- Short maternity leave
- Short prep times (25 minutes) three out of six days. Difficulty getting services for students.

- Shortage of mental health support
- Since my position is a mandated service, it's very disconcerting when I cannot service my ICT students because I have to sub. What then happens to them? Not fair!
- Six-day cycle
- Some days it is overwhelming teaching four preps and covering classes that getting a chance to eat lunch seems difficult. Most days I am grading papers and planning while trying to eat.
- Space
- Space for small group instruction is a challenge. I have groups that are larger than six. I cannot accommodate them in the small teaching area.
- Space to work. Lack of space when sharing classrooms. Designated space. Technology issues
- Space, I don't have the space to do groups. I have enough space for individual sessions for counseling but not for groups
- Spending too much valuable class time dealing with students on their cellphones.
- SS curriculum: most of resources do not work. Not enough materials. Science Curriculum: very rigorous and tough to understand. More support should be given.
- Staff/Admin communication. Student discipline plan.
- Student discipline, also a coverage should be counted any period you do one.
- Student lack of respect/school rules/electronics - social media/lockers to be used for books and bags the reason we have them. Consequences for behavior. Observation standards should be adapted to the changing of education environment.
- Students are constantly on their cell phones and have their air pods in.
- Students' reading skills have been negatively impacted by the pandemic - WE NEED READING TEACHERS BACK! Perhaps COVID money could be used to bring back a READING PROGRAM that is truly needed now unlike any other time in education!
- Students remaining in our most restrictive class setting in the upper grades (3-6) that are not fully toilet trained while going through puberty, and present with aggressive behaviors.
- Students who fail classes are moved on and then are unprepared for the following years material.
- Students' blatant disregard for District cell phone policy in classrooms and hallways. Lack of student focus/attention due to incorporation of devices with few restrictions.
- Students' cell phone usage and masks
- Students' phone usage
- Subbing
- Subbing!!! I am frequently subbing, and my students miss out on their education. It's infuriating that they do not get what they deserve, educationally and socially/emotionally. It has a great effect on their learning and they are behind schedule this year more than any other year. I am frequently asked to do a job that I was not hired for.
- Supply. Budget cuts
- Support
- Taking away progress reports in the last contract made more work for us now to make sure parents are aware of their child's grades. There is a lack of understanding and respect for our time when administrative needs are placed last minute upon us, or classroom disruptions are given to us last minute. We are expected to be prepared for our classes well in advance administration should pay us the same professional courtesy
- Teaching pre-K my hours are different making it difficult to be a part of before-school meetings and then waiting around for after school meetings to begin.

- Technology and smartphones in the classroom. Kids are addicts and they lack focus with phones in class.
- Terrible administrators, principal can't make decisions and that and her lack of leadership causes a bad work environment. Superintendent also lacks appropriate leadership; doesn't respect employees.
- Testing with limited testing time. Medicaid paperwork is excessive, and no time is given. They expect us to do everything on our own time. Blame us for canceling when it's not possible to get it done without doing so.
- The amount of time taken from us. On top of extra help one time per week, a meeting every week and a professional development or fifth Wednesday almost every month of the year, our preps and teacher time are not protected either. Grade level meetings, ISTs, CSEs, or any kind of meeting can be called as often as administrators want, often ending with additional assignments that need to be done on our time that we are always losing.
- The amount of time we are required to stay after school for extra help, PD, department meetings, faculty meetings, etc. Offer the option to have some of these things before school.
- The challenges are that too many initiatives are happening at once and we are mastering none.
- The consistent lack of communication about policies in our classrooms is infuriating. In the beginning of the pandemic, we were being heard; now all the decisions are being made without any consideration to the opinions or needs of the teachers. Also, our students are massively struggling right now. We need more mental health support in the schools.
- The frustration of a lack of respect from students and no action being taken to give them consequences. The schools aren't a safe environment with fights going on weekly since the beginning of the year and the fact of students getting in even air soft guns into school. Also, the frustration of coverages and how the union is linked to elementary schools who do not understand coverages as they don't have to deal with them but yet it's not taken into consideration when almost half of the members deal with it.
- The lack of healthcare in retirement (NOT THE STATE MINIMUM). Knowing that I don't have to wait to retire until 65 is a giant challenge. I'll be losing 10 years of my life because the cost of benefits post-retirement are much.
- The lack of hiring additional personnel to assist with mental health concerns.
- The masks, hoping that's gone soon
- The parent portal is open, and grades are available to parents throughout the marking period however I am still required to make frequent parent contact to let them know about their child's grades. I spend a considerable amount of my prep time contacting parents via email and phone.
- The process of getting special ed or academic support services for students in need.
- The professional development is not making me a better teacher. I feel that we are listening to lectures that are more to do with what teachers should look like versus what current teachers bring to the table.
- The responsibilities and demands on teachers have increased in recent years.
- The salary is a challenge as it is not increasing with the cost of living.
- The students are needy, more needy than in previous years if that is possible. The students all have anxiety due to the Pandemic. They are two years behind in math. They are two years behind emotionally and don't believe they have to do any work. District is not holding students accountable from an educational standpoint, so it is very difficult to encourage students to work hard. Students have commented, why, I passed the last two years anyway. These issues coupled with the social issues, mask mandates, should we have a vaccine mandate, COVID spreading, family members getting sick, and myself being at risk of getting sick has taken a toll. Teachers aren't getting time to do work that will help student's which adds to the frustration. PD is a waste of time because it is usually generalized and isn't flexible enough to allow teachers to work on material they need to work on.

- The superintendent is a bully. If you do not agree with him, he retaliates against you.
- The unappreciative and hostile climate by the administration. Being treated like children and not professionals
- The workload and no time to complete it - afterschool meetings should be allowed to complete work instead of having meetings that are not necessary
- There are several challenges we face during the school day, but as veteran teachers most of us can handle the daily obstacles. I think the feeling of being "watched" or the feeling that we are not treated as professionals is a challenge that is felt by all.
- There is a lack of time to prepare and grade. Furthermore, the district is throwing a lot of technology our way and not adequately giving time to learn the technology. Half of the apps I have access to in class link have never been explained to me.
- There is no department chairperson/head for health and PE in the building and that creates many problems. We have no voice and communication could be greatly improved if the position was reinstated. Overcrowded classes
- There is no joy left. I only do this job for the money and benefits. If I won the lottery tomorrow I would never work here another day.
- There is not enough time to plan new curriculum, assess students properly to align instruction to needs, and class size is too big.
- There is very little time to plan with teachers of same prep. Students are in consistent emotional needs so days are spent calming and helping kids. Which is the point. But when we have to sub on top of teaching five periods on top of grading on top of duty periods — there is little time to guide students who need it. We are stretched very thin. Kids don't come to extra help because they work or have after care needs in family. During day is only time they have to get help. But there's no time to devote to that.
- These last few years have not been easy for anyone. The challenges have been increasing by the day. The targets continually move, and we are expected to change on a whim. We have stayed strong. We have remained professional. We have not challenged much with administration because we all want what is best for the kids. I fear that overall morale is low and many teachers are going to soon reaching a breaking point.
- This is a tough year. We need more consistent discipline in our school and better support. More behavioral help and social work support.
- Time for IEPs, mandatory extra help (no one comes), mandatory coverages or the guilt of saying no because I have work to do.
- Time...teachers need more time to plan, prepare and collaborate professionally with each other
- Tired of attending professional developments that are not geared toward my profession (SLP). Where is the diversity and equity that is being promoted in every aspect of the school system? If this is what is important, then provide equal development for other professions beside general education teachers. If professional develop doesn't apply to the SLPs then they should be able to attend webinars that maintain their credentials, that are evaluated every three years by New York State and the American Speech Language Hearing Association. End of rant:)
- Too many added duties - undefined job parameters in contract for Guidance Counselors
- Too many afterschool meetings plus the two-hour meetings.
- Too many classes and different grade levels daily. Student behavior and consequences
- Too many coverages and not enough compensation for it.
- TOO MANY COVERAGES!
- Too many COVID restrictions

- Too many PD or fifth Wednesdays
- Too many students in classes. There should be a cap on class size to make educating the students more manageable. Covering a class and knowing that I am not being paid for it.
- Too many unexpected duties
- Too many waste-of-time meetings.
- Too much extra time spent outside of school day hours. Between Back-to-School night, parent-teacher conferences, and Wednesday meetings three times a month, we work at least an extra 40 hours a year WITHOUT compensation.
- Traveling from my main school to my second school during 8th period to teach 9th period. Prep is extremely difficult, and I usually end up staying very late when back at my main school for extra help
- Trying to
- Twenty-five-minute block prep time is not enough time to get anything accomplished. Better to have a 45-minute block once a day.
- Two-hour Wednesday meetings
- Unnecessary third Wednesday meeting eliminated. Workday ends too late and extra help is too long. Not many high schools end at 3:13, three days per week. Extra help is nearly a full additional period of instruction. Work too many days. More than other districts. Time to revisit this. Create designated “snow days” that get returned if not used? No free coverages, and coverage compensation should be no less than \$50 per class. Supervision compensation should be hourly, and no less than \$50 per hour. Masks should be optional.
- Unrealistic and constantly changing expectations as a special area teacher. One example- adding Pre-K to our schedule this year without being given any curriculum, professional development or budget for additional supplies needed.
- Way too many useless meetings that are made up for no other reason than to take our time
- We attend a lot of meetings and committees for no money. Extra work - no pay
- We have so many unnecessary meetings after school that we never have times to just meet with colleagues and plan or discuss students.
- Weak leadership! Low morale amongst fellow staff. A Union that is soft and never challenges district leadership.
- When a student needs to be evaluated, time is wasted.
- When they assign you a coverage and you are “teaching” five periods in a row; parent teacher conferences and how late they are in the day and in the year
- When trying to get students tested for disabilities, there is a lot of pushback and District does want us to have students tested.
- Will discuss privately with Noelle
- With all of the extra coverages, there is very little time left for planning.
- Work conditions... I need AC in my room!
- Working four periods in a row due to coverage requirements.
- Working under this horrible contract that you helped negotiate is a challenge. I hope you can bring a contract win for us.

6. Please tell us one thing that would make your day at work better.

- ?
- 1-9 does not work if you teach 1 and 9. We need to go back to having 1-8 or 2-9 with a period before or at end of day devoted to helping kids in school. We had this many years ago. Many of us have tons of family responsibilities — this would also help alleviate childcare and pick up issues. There was a time these things were cared about. And taken into consideration. Now we are treated like robots that must be everywhere all the time. It's impossible.
- A better contract with the above items that I listed.
- A later start
- A longer lunch.
- A more positive, collegial school culture and tone set by administration.
- A need for co-planning time for those of us that are co-teachers such as ENL with the classroom teacher. We end up losing our lunch because of trying to meet with the teachers or due to an IST or CSE meeting.
- A principal who is appreciative of a hard-working employee
- A SEL space for teachers
- A welcoming school climate amongst the staff and administration.
- A window for unannounced observations.
- A/C in my classroom.
- Accountability for inappropriate student behavior along with support from principal.
- Additional mental health support
- Additional prep time. Assigned time with teaching aides and assistants to support students.
- Additional support staff
- Adequate office space
- Adequate teaching space. Adequate travel time between schools.
- Allow us to choose our lunch period. If we are free tomorrow period 1,2,3,9 we can leave during that off period.
- Allowing for planning time. Smaller class sizes.
- Although not much of an issue this year, consistent 45-minute preps
- Always being validated for a job well done!
- Appreciation for going above and beyond, self-care time
- Appreciation/Respect - ALWAYS
- Articulation times between classroom teachers and service providers built into schedules.
- Being able to control my extra help schedule. Having fewer meetings especially two-hour meetings and being able to focus on my family after school. Have at least one parent-teacher conference during the day.
- Being able to get into parking lot without gridlock. Early buy out was coming
- Being compensated for each time I spend covering other people who are not there.
- Being listened to, flexibility...
- Being that the principal and the superintendent do not get along, our school receives less than the other schools in the district. If the two of them went to couples therapy and fixed their issues, the school would run better.
- Being treated more as a professional by administrators, fewer professional duties outside of teaching responsibilities and academic freedom for teachers within the classroom.

- Better communication
- Better communication
- Better communication among staff/administration
- Better communication between classroom teachers and support staff/special area teachers.
- Better compensation for the work I do. I bust my butt, daily. I love doing it, but I'd like to be compensated better. Share the duty assignment burden with all teachers. Stop exempting certain teachers and departments from duty assignments.
- Better pay for coaches, not just varsity coach at step 3.
- Better pay for coverages, more security guards in the hallway for safer conditions
- Better PD and more (any) department meeting time.
- Better schedule with time between classes to transition
- Built in extra help
- By having an effective principal.
- Cap on class size.
- Caps on class size as well as fewer preps. Also having fewer parent-teacher conference nights in the fall. Usually the only parents who show up for them are the parents who I don't need to have a conversation with, maybe we can do one during the day and only one at night similar to other districts. Increases in pay will also make the additional efforts seem a little better.
- Check-ins for students who need extra support.
- Common planning time
- Common planning time throughout the school day with co-teachers
- Common planning time with co-teachers and collaborative partners.
- Common prep time with teachers of the same subject
- Communication.
- Compassion from administration and not having the feeling that every little thing is under scrutiny.
- Curriculum map
- Decreasing the number of meetings or making them virtual so we can take them from home. So many of us have long commutes and when the "meetings" are used as prep time, we sit in traffic when we could be home with our families.
- Dedicated monthly push-in mental health support for students.
- Designated time for testing and Medicaid. Time allotted based on number of therapists in building. More speech help, not asking for us to combine groups to accommodate the need for time. This is unethical.
- Effective support from administration (recognizing the struggles teachers face)
- Eliminate duty periods. Reduce unnecessary meetings.
- Ending the day earlier. Days should end at 2:30 and begin at 7:45. Three days per week extra help ends at 3:13 pm, which is also too late.
- Enforced discipline and administrative and district support. Decisions that are made show how detached from the classroom everyone is. A positive instead of punitive environment.
- Ensuring that there are enough support personnel to assist the children (aides) in the case of special education students. Relevant staff development
- Equity in schedules (not working 4-5 periods in a row), Donation of sick days to co-workers in need. Eliminate announcements from period one, they are provided on TEAMS page digitally - eliminate the 8-9 minutes from period 1.

- Everyone being on the same page
- Expectations laid out ahead of time, rather than get this done for this week
- Extra help time chosen by the teacher
- Feeling appreciated
- Feeling like administration is on our team instead of against us or always looking for what we “didn’t” do
- Feeling supported by administration - specifically allowing students to be disciplined.
- Feeling supported by administration. Having “us” involved in the decision-making process.
- Fewer added “extra or holiday” projects. Let us teach the curriculum, with fewer added things to do.
- Fewer after school meetings. Being able to pick my extra help times. Being paid more money for my club. Having cafeteria selections for teachers/staff and an actual functioning staff cafeteria that people would actually use. And perhaps some outside tables for us to use when the weather is warm.
- Fewer after school meetings. Getting rid of two-hour meetings
- Fewer after school meetings. More time to prep and grade. Over the years we have been given more and more to do in less time for little monetary compensation. Technology that works and is up to date. Teacher input when installing the technology so it works best for where the teacher would like it placed and at what height it is placed. Training BEFORE technology is installed so I don’t just show up to work one day and it is there, and I don’t know how to use it! Being told thank you by the district administration instead of just being told what more we need to do.
- Fewer after school obligations
- Fewer after school PD sessions
- Fewer and shorter after-school meetings and requirements.
- Fewer coverages
- Fewer coverages
- Fewer coverages and more pay for coverages!
- Fewer extended faculty meetings
- Fewer extra requirements so I can focus more on teaching my students.
- Fewer free coverages or more pay for the ones we have to do.
- Fewer mandatory after-school meetings!
- Fewer meeting outside the school day
- Fewer meetings
- Fewer meetings - especially in person. The majority of companies have moved to the virtual world and yet we still cram into a cafeteria/classroom after a long day of teaching to attend a meeting. This could all be done much more effectively and give teachers a little bit more flexibility.
- Fewer meetings - no coverages, getting paid for presentations
- Fewer meetings - with the Tax Cap, let's focus on quality-of-life issues and get our time back.
- Fewer meetings after school. Better times/days for parent/teacher conferences.
- Fewer meetings after school. I can be told to remind students to wear their IDs in an email.
- Fewer meetings and being treated as a professional by administration
- Fewer meetings and especially the two-hour ones.
- Fewer useless meetings- fewer parent/teacher conference nights- being respected by admins as a professional
- First grade classes should have the support of a full-time classroom aide.
- Five minutes between classes

- Five minutes between classes so special area teachers can use the rest room.
- Following of school rules and policies and enforcing and holding students accountable
- Get rid of the extra ten minutes that are built into period 1, announcements never take that long and now that things like spartan update are sent out digitally, it is unnecessary to have such a long first period.
- Getting paid for coverages.
- Given more time to just do our jobs.
- Go back to teaching periods 1-8 or 2-9. Less after school meetings, higher increase in salary to match inflation, and open communication.
- Grade level prep time
- Have a strict disciplinarian for the constant negative behaviors
- Having a bigger workspace as well as more help to accommodate all students as well as more help to help meet their mandated times. Perhaps hiring another teacher in our department.
- Having a classroom aide at least for part of the day
- Having a department head for phys. ed and health and smaller classes
- Having a sound-proof door between the auditorium and the band room.
- Having air conditioning and a printer in the classroom.
- Having an aid come with all ICT classes. Since the start of the school year, an aid has not come with the majority of my ICT classes.
- Having assigned duties rotated among staff and making sure everyone is doing his/her part. Having “clerical” days or hours to keep up with all the input, paperwork and documentation of student information, data, test prep, etc. Not needing to travel. Knowing I can go to my administrator with a question or concern and with the hope of a positive or productive experience
- Having at least a 45-minute rep daily.
- Having fewer preps and smaller class sizes
- Having more planning time with colleagues rather than meeting with students for extra help.
- Having more time to plan.
- Having more time with the struggling students as opposed to a 20-minute time frame.
- Having my own classroom and having a private place to go to call parents.
- Having staff who are currently CPI training (no one is current).
- Having subs
- Having the salary increase to reflect our level of education and dedication to our careers.
- Having to move for "RIGHT at School"...the after-school program has made my life miserable.
- Having to teach classes that I am licensed in.
- Having two free periods back-to-back.
- Higher pay for coverages, not doing them for free
- Higher salary
- Hiring a high-level negotiations/contract lawyer to assist VSTA. I keep hearing that we have a Labor Rep from NYSUT. While I also hear she is smart, we have used a Labor Rep from NYSUT in the past, and our contracts do not seem to be better. I paid for a lawyer when I bought my house. I don't see why we don't for our contract negotiations. If this Labor Rep is as good as you say she is, then please bring her around to union meetings so we can meet her.
- Honestly... boundaries. Take the politics out of the workplace.
- I have a great day every day.

- I'd like more communication from upper administration. We always seem to be the last to know what they're planning.
- I'd like to be able to teach without restrictions; return to more interactive and engaging teaching.
- If class size was more even. I have some classes with 30 students and others with 20 or 14. This is in reference for the same grade and same prep (subject) and it happens semester after semester and year after year!
- If extra help could be part of the school day, I think more students would attend.
- If I do not have to have a first period to be able to come in second period or if I do not have a ninth period to be able to leave after eighth.
- If I was getting compensated better in my salary since inflation is up to a near all-time high and the district just got an additional 10 million dollars in funds, so they have the money to pay us more.
- If I was paid more money and not expected to be a miracle working martyr.
- If I were not mandated to stay after school for meetings that could've been a simple email. One meeting a month - meet with principal and afterward meet with department head is enough. We're competent professionals - no need to keep us after school to waste our time.
- If the heating was more uniform across the building. Some rooms are really cold, others become stifling with heat on. We need air conditioning in spring and fall months.
- If we were given fewer coverages and duties, we would have more time to complete work and prep.
- Impossible, but having more time to catch up on work would be wonderful!
- Improved building conditions, planning time with co teachers, health insurance in retirement
- Improved quality in building/classroom conditions. Salary increase. Decrease in the percentage of health insurance that I pay currently and during retirement.
- Incorporating PD/department meetings into our day not after.
- Increase in prep time. Forty-five minutes is not enough time to meet data input demands.
- Increase in salary and better benefits.
- Increase pay for coverages.
- Increased pay, fewer mandatory professional development meetings to allow for teachers to focus on being better teachers on their own time under the direction of dept chairs
- Kids not having their phones or ear buds
- Knowing that if we have a behavior problem with a student, it will be dealt with appropriately and immediately.
- Knowing that my future is more certain, having more time to plan and grade and feeling like we are valued would make all our workdays better.
- Leaders being supportive and positive instead of looking at how they can get you jammed up all the time
- Leaving at 2:43.
- Less data collection and paperwork.
- Less micromanagement
- Limit enrollment in classes
- Longer library time/prep.
- Longer lunch
- Longer lunch
- Longer lunch period -- full hour rather than 50 minutes
- Longer prep periods

- Longer prep times of 45 minutes
- Longer preps. Smaller classes divided fairly
- Mental health breaks for teachers or wellness programs for teachers
- Money, more of it. Student discipline.
- More actual support from the administration concerning state tests.
- More clarity on building procedures, routines, and expectations for new staff.
- More equitable leadership. More support.
- More flexibility in scheduling.
- More freedom to teach and do actual prep work
- More help
- More mental wellness for staff. I would love to have time by myself in my room during a prep other than for gym.
- More money and this year COVID family days
- More money in my salary
- More money. Smaller class sizes. Extra planning time. Time (paid or put into daily schedule) to complete IEPs. We get planning time, but IEPs are often done outside of contracted time!
- More opportunity to collaborate with grade level and district colleagues. Having uninterrupted prep time.
- More opportunity to collaborate with grade level and district colleagues. Having uninterrupted prep time.
- More pay, high steps, less meetings
- More planning time
- More planning time
- More positively engaged administrators!
- More prep time
- More prep time in the morning. Out start time is 8:35 and the kids arrive at 8:40 in the classroom since COVID. Hopefully the children can now gather in the gym or wherever until 8:50 next year. Having access to copy machines. Most of this year I print off of my computer.
- More prep time.
- More prep time; feel like you're being fairly compensated for the extra work and time you have to put in throughout the day. Fewer students you are responsible for. Building repairs - walls, teachers bathrooms etc.
- More reading n ELL support
- More staff appreciation
- More structure and disciplining of students from administration.
- More student discipline as it relates to cell phone use and use of student devices.
- More supervision of students in hallway before classes and in passing.
- More support for the students - consistent AIS for kids that need help.
- More support from administration, more consequences for bad student behavior
- More support to aid students in need. Our resources are spread thin. If there are two ABA classes in the building, then we need more mental health support.
- More TAs to help my position
- More time
- More time during the school day - no coverages or meetings.
- More time for planning, grading, and writing conferences with students.

- More time to actually work
- More time to complete daily administrative tasks, better use of our contractual Wednesday after school time.
- More time to develop lessons, complete paperwork
- More time to get my work done. No more than two preps. Less meetings a month.
- Morning Extra Help
- My day is fine because I work with colleagues who have become close friends. However, it was much better when I could see their smiling faces. Eliminating wearing masks in school and eliminating weekly COVID testing should occur district wide due to the decrease in COVID cases Island wide. Additionally, covering classes is an unnecessary task that creates exhaustion among staff. Hiring qualified subs and treating them with respect so they stay in the district would be beneficial to all.
- My workday would be improved if extra help was built into it like it was in the past. Shortened periods on certain days. I actually had the most student attendance during those times because it did not interfere with clubs or sports.
- N/A
- N/A
- N/A
- N/A
- N/A
- No after school meetings
- No after school meetings every Wednesday. I have children to get off busses and cannot make it home in time when there is extra help and meetings.
- No afternoon bus duty
- No coverages. Fewer meetings
- No duties
- No duty periods
- NO FREE COVERAGES - Covering a class and knowing that my valuable time is being compensated with reasonable pay.
- No free coverages for teachers and less meetings
- NO FREE COVERAGES!!!!
- NO FREE COVERAGES. HIGHER PAY FOR MANDATORY COVERAGES (no more than 8/return to 8 required, FOR pay: \$50 per coverage.) Twenty years ago, district paid \$30+ dollars per period. Now it's around \$36 and change. Twenty PLUS years, and no raise for coverages of classes.
- NO mask!
- No masks
- No masks
- No masks :-)
- No masks and smaller class sizes.
- No more masks!!!!
- No surprise coverages
- No unannounced observation anxiety
- No weekly meeting or ability to leave and log on to call driving home. Also weekly meetings based on “housekeeping” and important information so everyone is aware and on the same page.

- Not feeling watched all the time as though we can't make adult, professional decisions. Our contractual time is only convenient when they see it to be convenient for the administration, has no problem scheduling a meeting during a lunch period
- Not having a duty so I can meet with my co-teachers and do my paperwork.
- Not having a duty where I am responsible for students.
- Not having daily arrival/dismissal duties. If they were on a rotating basis, I think it would be more equitable.
- Not having forced coverages that reduce my prep time during the day.
- Not having my prep after dismissal
- Not having to count students in the bathroom during hall duty. And not having to cover classes when it puts me at four in a row.
- Not having to do a coverage every week/multiple times a week and be able to utilize my prep.
- Not having to do afternoon bus duty every day the way it runs now!!! PLEASE!
- Not having to stay after school to just stay. Of course, I understand faculty meetings but If we complete team meetings/IST meetings at other times/preps
- Not having to sub and being told last minute.
- Not having to sub!
- Not having to wear a mask teaching and learning
- Not having to worry about coverages.
- Not having two-hour meetings and extra help.
- NOT scheduling co-teaching core subject classes ninth period year after year!
- Not sure.
- Not to have am and pm duty every day for the entire year
- Not traveling
- Not traveling at the end of the day.
- Not wearing a mask!
- Not worrying if I'll have a coverage that day which will take away from a prep period. More time allocated to plan with other teachers. It would also be great to get a rating day every marking period to get the grades ready.
- Not worrying that people, both families and staff, were acting out about masking and vaccination and cared more about children and staffs' safety.
- Nothing, no complaints.
- One 45-minute prep per day. Help in the classroom during reading groups.
- One thing I find challenging during the workday is the Push-In/Pull-out services. I feel that we should be consistent with the way we service our students. In my opinion, Interventions should occur as pull-out only. The reason I feel this is because we are not given any planning time with our intervention teachers.
- One thing that would make my day better is to have access to a sink where I can wash materials and such from class. I currently use the faculty sink the most often and I feel like I'm in the way of everyone popping in.
- One thing that would make my day/week at work better would be just having more time. Weekly after school meetings that are sometimes two hours long and weekly extra help sessions continue to take up more of our time, without giving us time to accomplish what we need to do on a daily basis in order to perform our jobs efficiently.

- One thing that would make my work WEEK better is not having to stay weekly for meetings. Perhaps we should get rid of the third Wednesday meeting. Although I love my department, there are many things that can be sent in an email instead of sitting in another one-hour meeting.
- Option to attend meetings virtually and/or from home when possible.
- Our teacher time being protected. In VS 13, classroom teachers are required to now be in their classrooms at their teacher start time, essentially making our contact time with students longer and taking important time for us to use professionally to collaborate with teachers who work with our students who we don't have common preps with. Most, if not all, out of classroom teachers are assigned a duty every single day during that time. Any time it is brought up, we are told that it's our contractual time and the district can tell us to do whatever they want during that time. Our time matters and should be protected to be able to prepare for our students.
- Overstaff
- Pay increase. Less hostile working environment. More opportunities to promote camaraderie within disciplines.
- People being held accountable when not doing their job.
- Planning time with co-teachers
- Prep time longer than 30 minutes a day.
- Reading & math academic support everyday
- Recognizing that special area teachers have additional responsibilities that require time in addition to preps for lesson planning. For example, a Library Media Specialist needs time to manage the library (tasks that cannot be assigned to an aide such as collection development, managing the online catalog and circulation system, developing resource lists to share with teachers, etc.) On the elementary level we have been expected to use our prep time to complete these tasks which is unfair because we also teach a full schedule of classes and need prep time to lesson plan.
- Reduce class sizes
- Remove gate observation. Remove two-hour Wednesday meetings
- Removing some of the mandated PDs and moving some mandated information to online platform that we can do when we want. Also, if a teacher says they have work to do that is valid let them do it instead of some PD meeting that does not add to anything in their workday. For example, I had 22 letters of recommendations to do but I had to do SEL for students when clearly my SEL didn't count.
- Return of classroom furniture that allowed for small group instruction.
- Return of the 20-minute block for general "housekeeping" required paperwork and other such items that eat too much into lesson prep - actually usurps it.
- See 5.
- Smaller class size
- Smaller class size
- Smaller class size
- Smaller class size
- Smaller class size
- Smaller class size and common prep periods with a co-teacher.
- Smaller class size, no duty, one faculty, one department meeting a month, no more two-hour meetings
- Smaller class size. No mandatory subbing
- Smaller class sizes
- Smaller class sizes

- Smaller class sizes
- Smaller class sizes and fewer preps.
- Smaller class sizes.
- Smaller class sizes.
- Smaller class sizes. Get rid of state testing and APPR.
- Smaller classes.
- Staff morale
- Students being disciplined
- Students properly placed – i.e., special education program. Too many parents are dictating where students should be.
- Support from administration for putting some responsibility on the students.
- Support from our local boards and administration to make our work environments more functional. For example, we receive the same amount of money for supplies for our classroom that was received 10 years ago even though the prices of materials have gone up substantially.
- Support from top down
- Sweeps for AirPods and phones out. No duty, period. Extra help in the morning (both). No cover
- Table for small group instruction.
- Teachers who do their job getting recognized and not getting general emails about things some teachers are doing wrong - address the people individually who are partaking in the wrongdoing.
- Temperature controlled classroom
- The ability to be in one building rather than traveling through the district.
- The ability to have students lock up their cell phones in a protected location in each class they attend.
- The ability to offer PD time during lunch periods as opposed to after school hours.
- The need to give up personal planning time to cover classes.
- This district has been my other home for over three decades. I have many fond memories and have always taken pride in my accomplishments. With that said, I would love to feel that my perspectives, opinions, suggestions, etc., all based on years of experience, mattered to my administrators. However, there seems to be much more of a “get it done” mentality. Decisions/directives come down from those who have not been in the classroom for some time, or perhaps ever, with little input from those who are to carry them out. In my experience over the past couple of years, voicing concerns or opposing viewpoints has not been acceptable. It’s incredibly uncomfortable and professionally defeating to function in an atmosphere like this. I was encouraged by my building principal to basically “put up and shut up”. Sharing a different viewpoint or voicing concerns has been construed as being difficult, not being a team player. Really? So this is what we have become? It’s sad. I’m not sure what this has to do with contractual issues, but you asked! It does tie in with my desire to retire however. The change in the climate within our district is palpable over the past several years, and not for the better. Younger and older staff alike (those I have spoken to) feel similarly, at least in my building.
- TIME to do my work without more unnecessary work that is just micromanagement and numbers crunching for data that goes into an unread file.
- Timely communication from administration. Proper support for new and updated curriculum. Realizing that the block schedule of K-2 classes looks far different than those of 3-6.
- To have more time to
- Toner!! for the copy machines!!!
- Treating staff as people and eliminating meetings that are not necessary.

- True respect for staff, in decision making.
- Twenty-five-minute preps are not enough time to get anything done. The 45-minute preps during COVID time were much more reasonable
- Two meetings a month. Get rid of professional development
- Vending machine
- Virtual PD meetings
- When I am satisfied with my class routine
- Working heaters in the classrooms and turning off the vents that are blowing freezing cold air.
- XXXXXXXX should retire

7. Please tell us about anything that isn't in the contract now that you would like to see included.

- ?
- +75 and +90 salary increments
- 1. Extra help can be done before or after school. 2. We should make parent/teacher conferences earlier. We should have a day and evening conference.
- 1. One thing that is not currently in our contract which I feel should be is that ICT teachers should be given a stipend. The general education teacher who has an ICT class has significantly more responsibilities than a regular general education teacher. 2. I think we should start thinking out of the box in terms of giving working parents more options. There are many people within our district who would like to work part time. While switching to part-time for an already full-time teacher, would entail a lot of logistics, it is something that some teachers are interested in. There are some districts that allow two teachers to share a position. One teacher would be responsible for ELA and Social Studies and the other would be responsible for Math and Science. One teacher would work from 8:15-11:30, while the other would work 11:30-2:50. I know that this is a very out-of-the-box concept which involves a lot of logistics, especially in regard to salary, steps, and APPR. However, there are districts that are doing it. Maybe it is something that we could collaborate on with another district who is already doing it to see how to possibly approach it. In the long run it would also save districts money because you would have two teachers who would no longer be accepting health benefits while they are working part time. Again, I know this is something different but so think working parents would really appreciate possibly having some other options. The COVID pandemic has taught us all to be flexible and that we can often do things within our field of education that we did not think was possible. While this may seem like an impossible task, with appropriate dialogue, it could potentially work.
- 1. Parent teacher conferences should be eliminated or at least remain virtual and should be allowed to be conducted from any location. 2. Teachers should not be assigned four periods in a row with students 3. Personal days should be personal 4. Definition of professional development and who is responsible for providing it 5. Increase in money for declining medical insurance 6. Limit the class size to no more than 30 students 7. A return to 1-8 and 2-9 schedule for teachers 8. Weekly meetings should be an email
- 1. Not sure if this should be in contract but maybe something about future remote teaching. 2. Get back snow days if we don't use.
- A 457 plan. No additional after-school meetings.
- A better retirement incentive.
- A reasonable class size cap
- A sick day bank to donate and share days with people who need them

- A teacher who starts probationary and then receives tenure should then be able to move to a salary step that matches their years of experience.
- Absence days shouldn't be divided into sick/personal. They should just be ABSENCE days with no definition. When you're out you're out.
- Absolutely all coverages should be voluntary and paid. Can't think of any other Union that would agree to give up time for free
- Additional pay for large shows/events run by clubs
- All half steps should be rounded up. A teacher in the district for ten years only being on step 6 is unacceptable.
- Allow the high school district and elementary school district to negotiate SEPARATELY given that the needs are so different for high school teachers versus elementary school teachers.
- An incentive to retire.
- An opportunity to take a year of FMLA and return for only one year, due to age, longevity and otherwise running out of days. An alternate would be taking unpaid sick FMLA while still maintaining health coverage.
- As I said earlier, pay for covering for another position or administrator. A stipend for the year to those who are deemed next in charge of the building.
- Being able to buy into the pensions for years worked at a private school.
- Bereavement pay and time. Health insurance opt-out pay should be competitive with other districts. Other districts receive upwards of 8-10k per person. Snow days must be addressed. We are working for free when we don't get the days that are built into the calendar. If those days are not used, we should get paid, extra sick days or days off in the school year.
- Better buy out when declining health insurance. Better vision and dental plan at retirement.
- Better dental and eye coverage, now and in retirement years.
- Better family leave, especially for maternity.
- Better health insurance for current and retirees
- Better payback than 1-4 for unused sick time at retirement.
- Better payment of sick time - getting paid for one out of four is terrible. We need a better rate
- Better retirement benefits - the district pays the minimum -they need to pay for all or most of it. And NO FREE COVERAGES!!!
- Bring back the sabbatical.
- Cap on class size
- Cap on class sizes. Ability to donate days to a bank for colleagues in need
- Cap on preps no more than two preps per year.
- Cap on preps no more than two preps per year. Equity in schedule (can't do four or five in a row). NO FREE COVERAGES. Much better raises past STEP 15 (currently only get slightly over 6k for the last 15 years of your career). Steps don't stop at 26 but go to 30. Longevity pay. Eliminate steps for all Clubs or Coaches. Playoff pay. Longevity pay bonus for years of service in a club or coaching a sport. Better pay for all clubs, coaches, supervisions, etc. Better healthcare in Retirement (NOT THE STATE MINIMUM). An actual Retirement incentive. Better buy out for declining the health care. MA+75. Duty assignments detailed. Not just anything District wants. Change the language for sickness with immediate family to be the number of sick days you have in your sick bank not 15 per school year. Donation of sick days to help a co-worker if they need it. Personal Days for anything that is needed.
- Cap on Preps. No more than two preps
- Caps on class sizes particularly inclusion classes. Caps on number of preps

- Change the way they lied last contract about how all coaches would be paid at 50% of Nassau County not just varsity after three years. Complete joke
- Class size
- Class size and coverage pay increase
- Class size cap. Fewer mandatory coverages. Fewer after school meetings.
- Class size reduction and caps.
- Clear, FAIR COVID protocols. I was never informed that I could take half a day to get my COVID vaccine, so I scheduled my booster for 5:00 to not miss any work. The next day I spiked a fever and had to go home. I had to use a half day for trying to do the right thing, meanwhile people were taking half days on Friday afternoons without losing sick pay. To this day I'm very upset I had to use my precious sick days. Being a first-year teacher with a baby who gets sick frequently being in daycare, every sick day counts. The rest of the year I've been agonizing over whether to take my days. I have not gotten COVID, yet I've had to take more sick days than people who have gotten COVID because of my daughter's daycare's extreme COVID protocols. Someone who gets COVID or has to quarantine gets days off WITHOUT losing sick days, meanwhile I risked my and my family's health every single day at the peak of Omicron, losing half a day because I chose to responsibly get the booster.
- Clearly defined expectations for part-time employees - how many preps they get, if any.
- Clerical days/half days
- Club being added as a part of my salary since I don't have a choice not to do this club annually.
- Compensation for covering/subbing.
- Could we follow the actual contract?
- Days for fertility treatment, some sort of paid maternity leave, days for a miscarriage or loss
- Decrease insurance payments for retired. Personal days be just that, "personal".
- Dedicated bereavement days. Personal days that are truly personal
- Definition of professional development
- Dental and eyeglasses after retirement
- District pay a higher percentage of health insurance now and during retirement. I would like to teach periods 1-8 or 2-9. I would higher pay for teacher coverages.
- District pay higher percentage of health insurance now and at retirement. Higher pay for coverages. The option to teach 1-8 or 2-9
- Donation of sick days to colleagues
- Due to the two percent tax cap a raise of more than one percent per year is probably not realistic. Please negotiate the "little" things. For example, coaches pay. We were lied to in the past. All coaches at all levels were told they would be receiving median pay compared to the rest of the county. Only varsity coaches at step 3 received this. The health insurance buyout needs to increase. A family plan costs approximately \$30,000. The buyout is only \$2,500. Class coverage pay needs to increase. Supervision pay needs to increase, especially for working back-to-back events in which they only pay 1.25.
- Elementary school graduation - during the school day.
- Eliminate GATE requirement. Pay for IEP work.
- Eliminate steps for clubs and coaches
- Elimination of gates!
- Elimination of third Wednesday meetings. Longevity Pay. Better raises for teachers past Step 15. Many of us lost a tremendous amount of money during years where there was a freeze in the contract. BETTER

HEALTH CARE IN RETIREMENT! Better options for staff who become sick during the school year and require a long term leave.

- Elimination of two-hour meetings.
- Equitable representation of ALL departments at principal's cabinet. Building level department heads for ALL departments.
- Equitable time for prep periods among grades. Strong healthcare coverage.
- Equity in prep time across the grades
- Equity in schedule - teach either 1st or 9th period, (not both). No teaching four or five classes in a row.
- Extra help at the teacher's discretion, not the principals. I have seen two kids after school all year long, meanwhile, a bulk of my kids come in the morning. Why can't I only offer extra help in the morning?
- Extra pay for completing evaluations and Medicaid paperwork at home
- First six weeks of leave after giving birth should not use sick days.
- Four "snow days" given back if unused.
- Full day Inclusion - not sure if that is different amongst the VS districts
- Full health insurance in retirement, school year beginning after Labor Day
- Full medical insurance in retirement
- Gaining back snow days if not used — built into the calendar. Getting time to write IEPs. Having personal days without having to explain why you are taking one.
- GAINING BACK THE SNOW DAYS THAT AREN'T USED.
- Gate process - observations should be announced not unannounced to you have a chance to let administration know the makeup of your class and the challenges you may have
- Get back unused snow daytime
- Getting back unused snow days (add days off to breaks)
- Getting paid for all coverages without having to do unpaid ones, two percent pay increase, being able to leave if you don't have a ninth period or come in later if no first period. All teachers should either teach 1-8 or 2-9 not 1st and 9th. This would make many teachers content.
- Getting rid of gate observations. Already being observed by two administrators
- Getting time back would be amazing. Fewer weekly meetings. No two-hour meetings!! Being able to use personal days for whatever we want-even a trip!!
- Go back to the eight-period workday
- Grade level planning time.
- Grading day at end of each Marking Period and half day teacher conference one daytime and one night.
- Greater salary increases
- Half days during last week, half days during end of marking periods
- Have parent teacher conferences earlier and eliminate back to school night all together.
- Having off the day before Thanksgiving. (or getting rid of gates) Being allowed to leave school during prep.
- Health benefits and retirement
- Health benefits in retirement
- Health benefits regarding retirement
- Health care benefits after retirement
- Health care coverage in retirement. A pay scale that shows consistent growth in salary over the years. Paid coverages for every coverage, and an increase in pay for coverages. Longevity pay for anyone over 30 years. A separation in negotiations for the high school district from the elementary districts because our needs are

vastly different and it is clear that the Executive board, which is primarily made up of elementary school teachers does not understand nor do they care about the high school district teachers. At the very least, separate the contracts but ideally separate into two different unions. "Strength in numbers" is not a positive notion if the high school district teachers lose every time. Over the twenty years I have been teaching we lost 3/4 on sick days; 0-8 periods and 1-9 periods; extra help before school; extra help built-in to the day; PD periods, which resulted in additional after school meetings; teacher evaluations based on student results; a pay scale that put us at the top of Nassau County; a pay scale for coaches and clubs that put us at the top of Nassau County; clubs that went to other schools; yearly cost of living increases in additional paid items, such as coverages; 403B funds that don't charge 2-3% when companies like Vanguard charge 0.25%. The list goes on, but the bottom line is our union has not worked for the high school district since I started, in my opinion.

- Health care for retired teachers. Paid for all coverages. More Personal days - personal days are Personal!
- Health care in retirement (Honestly not sure if that is in the contract)
- Health coverage in retirement. Dedicated days for bereavement of family member instead of always taking our sick days. Consideration for COVID/quarantine of a child. Sick bank to help struggling colleagues. No loss of seniority for maternity leave.
- Health insurance after retirement.
- Health insurance coverage continued after retirement.
- Health insurance coverage in retirement.
- Health insurance in retirement
- Health insurance in retirement
- Health insurance in retirement and bereavement days or family illness days. Most district in West Chester's have 15 days and then for family illness on top of it and better bereavement
- Health insurance in retirement.
- Health insurance to continue in retirement without additional payments in retirement.
- Health retirement benefits! Full coverage.
- Healthcare at retirement
- Healthcare in retirement
- Higher paid coverages: no coverage should be free
- Hire a high-level negotiations/contract lawyer to assist VSTA
- I am not sure. If there is a general concern that VSTA members have, I support that as well.
- I believe that it would be best if we separate the High Schools from the Elementary Schools in terms of the contract. We are truly two different entities. The needs of the Elementary teachers are very different from the High School. Furthermore, I believe we would be able to obtain greater benefits in contract negotiations, if we were separate.
- I do think bereavement days should be given to an employee. Not sure why we have to use personal days
- I don't know why we gave up progress reports. They were much easier than dealing with the coverages
- I feel that we should be reimbursed for unused snow days, or that days should be extended to our existing vacation schedule if the snow days are unused.
- I think that we should add something that stipulates that a teacher cannot be moved up or down more than two grades at the end of a school year. Additionally, I think we need to include that a teacher cannot be asked to move rooms/grades too often as well. Our contract also needs to include more about equal treatment of male and female teachers.

- I WANT our negotiations to be handled by a lawyer. NOT a NYSUT "consultant". I would also like to be separated from the Elementary districts when negotiating. We have separate Superintendents, BOE's and job descriptions. There is NO need to do jointly negotiate. We should also cap our class size to make the learning environment effective. We should also focus on the language used for "duty" assignments. We need to take a stand on what district "assigns" us during those periods. We are not clerical/secretaries in addition to being teachers.
- I would like an attorney to negotiate the contract...VSTA has so much \$ in reserve...let's use it for a better future...an attorney is a wise investment for our teachers.
- I would like for personal days to be personal. No employee should need to explain their reasons for taking what is characterized as "personal".
- I would like the ability to use my personal days as actual personal days without having to have them pre-approved.
- I would like to see snow days returned to us if not used. I would like to see an improvement in parental leave as consistent with the NYS parental leave changes (12 weeks at partial pay).
- I would like to see that in teaching areas of shortage and in times of needing a chairperson to do a sixth assignment that it is allowed and get compensated.
- I'd really like to see the pay scale move to 75 credits. We also need a raise. Inflation has increased expenses an average of 250 a month. We need a 5% increase to counteract inflation as well as a quality-of-life increase.
- If there's any chance that we will do remote learning on "snow days" we should be contracted for fewer workdays.
- If we don't use snow days, we get them back!
- I'm not sure.
- Incentives for teachers such as MA+75
- Include heat days. Sometimes the air conditioner isn't enough during a heat wave.
- Insurance after I retire. I am single and will probably be in the future. I am worried and anxious that I am going to have to work beyond 65 just to make sure I have insurance.
- Is there something for "pay for credits earned beyond MA +60"?
- Items related to the science research program as described above: stipends for running/coordinating the district science symposium and payment for after school competition practice similar to Regents/AP review
- Kindergarten aides
- Less money up front (years 1-5) and more towards the back end where salaries remain stagnant.
- Longevity pay
- Longevity pay
- Longevity pay ASAP. For personal days - NO REASON should have to be given - PERSONAL BUSINESS is PERSONAL! Option of teaching schedule periods 1-8 or 2-9 as we had years ago. English teachers teaching four periods and the fifth is a mandatory WRITING LAB for students (other districts use this model).
- Longevity pay bumps, higher pay for coverages.
- Longevity pay, medical benefits in retirement, removal of gates
- Longevity pay. Ability to donate sick days to a colleague or a bank
- Lower health insurance deduction
- MA+75. Fight for FMLA paid time off like in NJ schools, they get up to eight weeks paid.

- Master's degree plus 75 credits as an option to raise salaries
- Master's plus 75, health insurance upon retirement, higher pay for coverages, higher coaching salaries for varsity sports some coaching positions, junior high sports gets paid more than varsity sports.
- Maternity leave separated from sick days.
- Max number of class preps for core academic classes. There is no reason that a math or English teacher should have to prepare for more than three different types of classes.
- Mental health days for teachers
- Mentor pay/assignment for PPS Staff. Improved Paid Family Leave policy.
- Monetary incentive for teachers who do not use their sick/personal days each year
- More choice when it comes to PD opportunities.
- More increases after step 15. Better health coverage after retirement or better payout on sick days.
- MORE money paid by district for retirement
- More paid coverages
- More sick days
- More superintendent conference days to work with co-workers on planning and sharing out ideas.
- More vacation time
- More years for FMLA like the DOE has
- Move parent teacher meetings to the daytime instead of at night
- Music ensemble stipends. NOT clubs.
- N/A
- N/A
- N/A
- N/A
- N/A
- N/A
- N/A
- N/A
- N/A
- N/A
- N/A
- N/A
- N/A
- N/A
- N/A
- Need more specific language. Everything is very vague and can be used to benefit the administration not the teachers
- No after school meetings
- No conditions for personal days. Personal days should be allowed to be personal.
- NO FREE COVERAGES. Better healthcare in Retirement (NOT THE STATE MINIMUM). Much better raises past STEP 15 (currently only get slightly over 6k for the last 15 years of your career). Steps don't stop at 26 but go to 30. Longevity Pay. Eliminate steps for all Clubs or Coaches. Playoff pay. Longevity pay bonus for years of service in a club or coaching a sport. Better pay for all clubs, coaches, supervisions, etc. An actual retirement incentive. Better buy out for declining the health care MA+75. Cap on class size. Cap on preps no more than two preps per year. Equity in schedule (can't to four or five in a row). Duty

assignments detailed. Not just anything District wants. Change the language for sickness with immediate family to be the number of sick days you have in your sick bank not 15 per school year. Donation of sick days to help a co-worker if they need it. Personal days for anything that is needed. Get rid of the third week Wednesday meeting. Parent teacher conference on election day during the day. Extra help is time is picked by teacher.

- NO FREE COVERAGES. Much better raises past STEP 15 (currently only get slightly over 6k for the last 15 years of your career). Steps don't stop at 26 but go to 30. Longevity pay. Eliminate steps for all Clubs or Coaches. Playoff pay. Longevity pay bonus for years of service in a club or coaching a sport. Better pay for all clubs, coaches, supervisions, etc. Better healthcare in Retirement (NOT THE STATE MINIMUM). An actual retirement incentive. Better buy out for declining the health care. MA+75. Cap on class size. Cap on preps no more than two preps per year. Equity in schedule (can't do four or five in a row). Duty assignments detailed. Not just anything District wants. Change the language for sickness with immediate family to be the number of sick days you have in your sick bank not 15 per school year. Donation of sick days to help a co-worker if they need it. Personal days for anything that is needed. Get rid of the third week Wednesday meeting. Parent-teacher conference on election day during the day. Extra help is time is picked by teacher.
- NO FREE COVERAGES. Personal days used when needed for whatever personal is.
- No mandatory coverages!
- No more free coverages, more pay for coverages
- No more gate! No more extra help. Better use of our Wednesday meeting time.
- No unpaid coverages and a smaller number of obligatory coverages. Extra help session times decided by teacher.
- NONE
- Not having to get written permission to use personal days. Just let us use them as needed. It's nobody's business why the days are needed - it's personal! Also more sick time in general should be provided. Teachers feel they should come to work when they don't feel well because of anticipated childcare or elder care needs. In a post COVID environment, this is especially important. Teachers should feel supported in the care of their health and their obligation to their children and elderly parents as needed.
- Not having to use our own time for maternity leave because if we don't have much, we either choose to not get paid/have to come back prematurely. I just had a baby in August and was not emotionally ready to return to work in October but had no choice financially.
- Not losing sick days for six weeks of maternity leave
- Not sure
- Not sure.
- Not taking seniority as well as days for maternity leave. It's horribly inequitable. Yes, male teachers are "offered" the same FLMA time, but do not take it, whereas recovering female teachers have the medical necessity of RECOVERING from CHILDBIRTH that male teachers do not have.
- Nothing
- Nothing at this point
- Nothing comes to mind.
- Nothing of note at this time.
- Number of preps that can be assigned. No more than three with effort of only two. NO TEACHER CAN BE ASSIGNED three in a row, not just wording "when possible". Two superintendent conference days prior to the start of school. Teachers can only teach 1 or 9, not both. Caps on classroom size

- Other districts have something in the contract about a stipend for Speech Language Pathologists to cover their annual ASHA dues (\$295). We need to maintain this certification in addition to our state license so that we can bill for Medicaid for the district. The district uses our certification to bring in additional funds. Without the certification, they cannot receive these funds.
- Our 35% healthcare coverage in retirement is a travesty! No one will be able to retire at 55 if this doesn't get fixed through negotiation - being paid \$34 dollars to cover classes is an embarrassment! And having to cover eight classes for free pisses off every colleague I have! VSTA really blew it giving those away!
- Our personal days should be personal. Discretionary days most districts call them.
- Paid coverages
- Paid family leave
- Paid family leave
- Paid family leave days.
- Paid family leave.
- Paid family leave. Movement on the salary scale (at either September or February) regardless of prior moves
- Paid Family Leave: Maternity Leave Extensions (not from sick time). Paid Coverages. Teacher Arranged Extra Help Days/Times. Parent/Teacher Conferences During Day
- Paid health insurance
- Paid maternity leave, paid for all coverages
- Paid maternity leave. I am a new employee and stressed about this!
- Paid maternity not removed from sick day bank. Personal days not needing approval.
- Paid maternity/family leave
- Paid maternity/family leave.
- Paid time (business day) for writing IEPs. Other districts give 2-3 days per year for their special education teachers. Also, additional paid time for testing and writing up reevaluations.
- Parent-teacher conferences shifting to being remote.
- Pay increase after 25 years steps continue
- Payment for all coverages. Personal Days for anything that is needed
- People on unpaid family leave should still be given the opportunity to pay into the Union and vote on contracts.
- Personal days as personal days without needing to categorize it as one of the reasons outlined
- Personal days need to be kept personal.
- Personal days should be personal - shouldn't have to tell district what I'm doing.
- Personal days should be personal and used for anything you need.
- Personal days should not require an approval or have to tell why u need them, isn't it personal?
- Planning time
- Please go back to the policy that if you teach period 1, you do not teach period 9 and vice versa.
- Please help your hard-working retirees who would like to make way for new blood. Help with the insurance benefits! It will not pay in the long run to have the district continue to pay my salary ... masters plus 60... for however many years I will need to continue working...simply to provide my family with coverage.
- Possible sick bank
- PPS paid mentorship opportunities
- Protections for teachers against untrue and unfounded allegations by students, ability to sue for defamation against students, parents, and administration

- Raise tutor pay, hasn't been touched in the contract and the rate of pay is awful.
- Raises past our steps. Healthcare in retirement. Incentives for retirement. Extra help picked by teachers
- Receiving in-service CTLE credits for teaching a class at the Teacher Center or leading a PD session.
- Reduction of medical/health insurance costs for retirees. Sharing/contribution of sick days to other colleagues as warranted. If duties are or have become year-round or semi-year-round assignments, then does this alter the contract? When does this become extra pay for extra duty as considered in the high schools?
- Removal of personal day reasons
- Remove/alter Gate process
- Retirement benefits
- RETIREMENT HEALTH BENEFITS LESS THAN THE COST OF A MORTGAGE.
- Retirement medical insurance
- Retro pay for the nonsense half steps from last contract.
- School year shortened if snow days aren't used OR shorten calendar and make all snow days remote days. PDs and after school meetings fully remote so teachers can be home. Time to change with the times! Healthcare in retirement.
- See above comments
- See above I have a long list. Feel Free to call me anytime for details on what I want and what the great teachers in Valley Stream want and deserve.
- See above.
- Separate contracts between elementary and high school. Definition of professional development. Fewer after school meetings. Change one of the parent conferences to a half day or 3-5. Calendar planning. We always have like a two meeting right before open school night or parent conferences for example
- Separate negotiations from the elementary school districts BECAUSE the high school needs/concerns are extremely DISSIMILIAR to the elementary teachers needs/concerns.
- Sick bank
- Sick day sharing
- Small class size
- Smaller class sizes
- Snow day give backs. If we don't use them then they get added to another vacation or around Memorial Day. Half days on parent-teacher conference night. Parent teacher nights start and end earlier.
- Snow days
- Snow days - although we have snow days built into our calendar, it would be nice to have them given back if we don't exhaust them all.
- Snow days added into the vacations and then get taken away if we use them
- Snow days remain as snow days and if we do not use them, we get the days back in May/June.
- Specified stipends for all clubs and coverages
- Steps after till 30 years. Health care retirement. Retirement incentives
- Steps for 18 and 23 years of service even if you have to take steps from year 2 or 3 and year 7 or 8 teachers.
- Stipend increases for department chairs. It hasn't changed in 10 years.
- Teacher input in hiring all levels of administration
- Teacher professional day at the end of each marking period to grade reflect and plan. Compensation for mentoring a student teacher or student observer. Work 181 days instead of the 184 days with virtual learning as a back for extra snow days

- Teachers can leave the building 1st or 9th period if they don't have a class or assigned coverage.
- Teachers need to be protected from crazy principals. We need to reduce the amount of time we have to be at school after school hours. School is stressful enough. Traffic is a nightmare.
- Teachers shouldn't have to do anything for free. No other job is expected to. Teachers already do a lot of work on their own time — grading, phone calls, planning. Free coverages should NOT be in the contract. Teachers should also not be forced to do coverages. That should be a professional choice based on his/her workload that day. When teachers are forced to do coverages and give up their prep, the performance in their actual job suffers. Teachers don't want to do coverages because they are already overworked, not because they don't want to work. If I take a coverage and don't grade the pile of essays I need to grade, that will cut into my family time at home. Instead of needing to grade for an hour, I will now need to dedicate two hours. This makes teachers bitter and burned out.
- Teachers work periods 1-8 (can leave 9th) or work periods 2-9 (don't have to arrive before 1st).
- The ability to donate unused sick days to members in need.
- The ability to gift or be gifted sick days by our colleagues.
- The ability to share our days with someone who may need them due to medical situations, example cancer
- The depletion of eight free coverages and us to get a lawyer on a retainer instead of having a former union president/guidance counselor as our advisor for negotiations when the district uses lawyers, and we have members on the negotiation committee who are not licensed or educated to do a legal negotiation to the expertise level of a lawyer. This is more than fair and logistical when thinking about how this functions. As educators who often see how common sense is less common nowadays on a daily basis, we should know better than anyone.
- The maximum number of periods that a teacher can be "teaching" in a row; limiting the number of meetings in the month (unnecessarily too many); donating sick days
- The union should encourage the districts to buy into the NYS paid family leave program.
- There should be something written about remote restrictions like class size and expectations.
- Time/compensation for writing college recommendation letters. The process is important and time consuming, with both letter writing and electronic follow up requirements. Some teachers write many and some write none.
- To be honest, I feel that we have been operating outside the contract for so long now that I think we need to revisit what is and isn't in the contract.
- Two extra helps in the morning - prep equity
- Unlimited sick time
- Unnecessary third Wednesday meeting eliminated. Workday ends too late. Change to 7:45 am - 2:30 pm high school day. Extra help is too long. 30-minute extra help session is nearly an additional period of teaching. Fewer days of work per year. We are in session more than other Nassau districts. Create designated "snow days" that get returned if not used, can be attached to Memorial Day weekend. No free coverages, and coverage compensation should be no less than \$50 per class. After school Supervision compensation should be hourly, and no less than \$50 per hour. Ability to change 403b contributions anytime we want. Increased compensation for not taking medical. Drastically improved medical coverage for retirees. Non-chargeable bereavement days. Masks should be optional.
- Unused sick days can get paid out at retirement regardless of the number.
- Value and love the teachers you hire and we will generously give back that same love and value.
- Voting of upcoming school year calendar.

- We need to be able to change our 403b contributions at any time during the year. In the contract it says that "class size shall average "x" number of students". The word average needs to be replaced with shall not "exceed" x number of students. We need longevity pay in all salary areas
- We should not need to request personal days. Common Planning time for co-teachers.
- Why we don't have half day for conferences like almost every other district is beyond my understanding. Tons of parents work nights. Keeping teachers at night for two nights instead of using a half day and day conferences makes so much more sense for both parties.
- Why we have a bank for days, but we cannot donate days. Maternity leave using sick days is bullshit
- You should not have to explain what your personal day is for it should be personal!!!

10. Please use the space below for any additional comments you would like to share.

- 1. Teacher observations have no merit and no ties to increased teacher productivity 2. Quarterly planning meetings for content teachers in place of PD
- Two-hour meetings are often no helpful/useful. I would love to be able to use some of the time to get things I need to of done like progress reports report card comments grading planning. Often, we finish agenda in one hour and just sit on the meet for the additional time.
- Always involved with the Union! Both Buildings. Have been for years.
- Appreciate you bringing this up and looking into other school districts that have changed their policy over the years.
- As someone who would like to plan for the future, I have found it challenging to find clear guidelines on maternity leave. I have no idea how that works with sick pay, FMLA, taking a leave, etc.
- At Howell, special areas are now traveling to Wheeler to cover additional sections. Could we rotate by building each year due to the increase in student population at Wheeler?
- Class size cap and health insurance in retirement
- Classrooms on third floor are excessively hot, especially in May, June, September and October. Air conditioning would help create a more comfortable, productive learning environment
- Connie once said that district 13 doesn't have a sub issue, it has an attendance issue. Perhaps financially rewarding teachers who take 10 or fewer days a year would improve attendance or paying teacher half instead of quarter at retirement time would be an incentive. They need to sweeten the pot. We've been through a lot these last few years. I hear morale in all four buildings is at an all-time low.
- Doing more with less has affected my mental health. I am anxious, stressed out and exhausted by the end of the day. I don't know how much longer I can maintain this, and I know that I have to because it's only me. Teacher wellness is ignored. Sure, we can make a pizza or do yoga - but that's not long term. Or district needs to be proactive and not reactive all the time.
- Good luck with settling the contract this year!
- Healthcare is the most important ... active and retirement.
- High school district should succeed from the union and have its own representation and contract.
- Hire a high-level negotiations/contract lawyer to assist VSTA.
- Hire a high-level negotiations/contract lawyer to assist VSTA.
- Hire a high-level negotiations/contract lawyer to assist VSTA.
- Hire a high-level negotiations/contract lawyer to assist VSTA. We NEED & DESERVE a good contract.
- Hire a high-level negotiations/contract lawyer to assist VSTA
- Hire a high-level negotiations/contract lawyer to assist VSTA.

- Hire a lawyer! Only eight paid coverages! Higher salary increases after step 15!
- I am a proud member of VSTA!
- I am more concerned with getting my time back than a salary increase.
- I appreciate all that you do for us.
- I appreciate all the union has done, and continues to do for its members
- I appreciate everything you do for us. I can't imagine the amount of work and commitment this work takes.
Thank you
- I appreciate the efforts of all union members. Thank you and push hard!
- I appreciate the hard work the union membership puts fourth. We all want more money. However, there are many victories, non-financial in nature, that union members would be proud to earn. They include working fewer days, ending the school day earlier, eliminating unnecessary meetings, reducing the duration of extra help and much more. In terms of compensation, we should look beyond the pay scale and fight for no free coverages, and minimum of \$50 or greater to cover a class. Increased compensation for supervising after school events and move to hourly compensation that is no less than \$50 per hour. Increased compensation for club supervisors and ALL coaches, not only step 3 head varsity coaches, some of which are not union members. Thank you
- I believe a push for the little details asked for by teachers, not directly related to main salary issues, would be greatly appreciated by staff and would raise morale.
- I believe the aides who work in our schools should not be a parent, and/or relative of any of the students. Sometimes they become too familiar and ask questions of teachers/workers about their child, such as about their progress.
- I feel as though for the past 10 years, the union has made many concessions to the district with nothing proffered in return. It would be nice to see some real gains for the membership this year especially when we pay over \$1000 in dues each year.
- I feel that our union has been catering to the district for a long time and giving the district what they want. And the only thing we have gotten in return is the lack of freezes. We give them a lot of our time!
- I have been very dismayed by the state of our union. The insane vote during the pandemic that pushed through this horrible contract. I have little faith
- I have shared my new personal email a number of times with my union rep, and have notified on the union website where designated, but am still not receiving notifications there.
- I have truly enjoyed becoming a part of the VSTA. As a new member, I feel very welcomed and supported. I look forward to many years of being a member of the VSTA community.
- I have volunteered for a Union committee for this year. Thank you for your hard work!
- I just want to thank you for your hard work in negotiating our contract for us! Go get 'em!
- I know for a fact that the negotiations committee did not put the requests of VSTA constituents at the forefront because I was on the last negotiations committee, and I saw the text messages saying so. I still have those text messages. I ask that if the VSTA members want it, you fight for it. Don't be afraid to walk away from the table and "work to the letter of the contract" while we are in the process of negotiations.
- I love the work environment at Shaw and would love to be more involved within the Union.
- I strongly feel that we need to invest in hiring an attorney to represent us in negotiations.
- I think over the last few years it is HIGHLY evident how important schools are and the role that teachers play in society. We cultivate the formation of our children and the society in which they grow into. Therefore, our salaries should be reflective of the POSITIVE and critical component we contribute to our communities. No excuses... PAY UP!!! 😊

- I think there should be two separate contracts for the high school and elementary because our needs are different. Or the union should be broken into two - one elementary one secondary. Again, because our needs are different.
- I understand all members must be considered, and that being said, can we please not forget the high school district teachers because it's extremely disheartening to be a part of a union that I have felt I've been fighting against while also fighting for our rights as educators with our district. If the union is supposed to represent All members, then let's really represent All members please. The last administration was not transparent at all, and people need to be made more aware of when information such as the negotiations committee is being assembled. This happened over the summer, which is when everyone was off for summer break. Besides an email, members should be sent texts or even a Robo call being encouraged to get involved because I know many members do not always check they're emails and most of the time the VSTA emails go in the spam folders for some reason. The communication aspect needs to be expanded, with all the technology we use in a classroom, how can we not have more communication resources as a union for adults on things that matter most for all of us.
- I was unaware until about three years ago that we were required to pay 65% of our family healthcare in retirement. To say I was blindsided is an understatement. It was never disclosed in my hiring package, so I thought it was the same as my home district which is 0%.
- I worked hard to educate members on why healthcare payments in retirement are very important. I hope one day the union works as hard to resolve a very foolish issue they allowed to happen. As I recall, it was customary for members to get healthcare coverage in retirement at 80% coverage, but it wasn't written in our contract, so it magically disappeared as did other things. We should be negotiating with a contracts lawyer not a Social Studies teacher, Elementary teacher, Math teacher, Gym teacher, etc. Someday someone might wake up and realize that it is in the best interest of the members to do so but I will not be here. I am retiring June 2022
- I would be involved but delegates have lack of input.
- I would like to see more efforts in negotiating a better health plan in retirement. Glasses are critical for many people the allowances reimbursed for glasses is horrible. I would like to see this upgraded to a fair amount being paid out of pocket. This has been the same for decades.
- I would like to see the union hire an attorney who has experience with school district negotiations. The district has one. I actually couldn't believe that we didn't have one when I found out!
- If things don't get better with coverages, I am going to leave the union.
- In the past twenty years we have given away or allowed district to mandate: schedule that was 1-8 or 2-9 mandatory days for extra help extended day coverages (16 mandatory), two-hour meetings (useless), benefits (amount we contribute), and the list goes on. IN ADDITION, we allowed the district to freeze our steps for many years. The workload increased and no extra pay came with it. I feel we gave away all of our bargaining power by acquiescing to fear. I hope that we remain steadfast with our demands and do not fear taking matters to the next step. We are working harder each day and given more to do, and we deserve to be rightfully compensated.
- Is the ability to buy back Catholic School time an individual district decision? Is that something that can be negotiated?
- It is in the best interest of elementary school teachers and high school teachers to negotiate separately for their contracts. A person does not understand the needs of another person's job and unfortunately issues that were extremely important to high school teachers were overlooked in the previous contract due to that lack of knowledge. I find it very frustrating that two very different jobs are negotiating for the same contract. If the Teacher Assistants and Security Personnel can negotiate different contracts because of the

different nature of their jobs, then the high school teachers should be able to negotiate separately as well. It is a complete disservice that Union leadership has not recognized this sooner and listened to its membership at the high school level. Although we are both teachers, our jobs are extremely different, making SEPARATE contracts necessary and FAIR. Furthermore, I would appreciate my dues going to the salary of a lawyer that would help the union negotiate a fairer contract with district in which we negotiate instead of capitulating.

- It would be nice to have more frequent updates about how negotiations are going as well as what points are actually being negotiated. The details are often not disclosed.
- Let me know your plan to make this a reality. I am willing to help.
- Morale at South High School is at an unprecedented low. The faculty is extremely competent, but the actions of administrators have a very negative effect on teachers' motivation to do what they do best. Administrators are visibly unhappy in their own jobs and often seem to implement policies as chastisement.
- More time for teachers to collaborate or plan without being obligated to fulfill an administrator's objectives...this way authentic and beneficial conversations can take place in regard to our students' needs.
- N/A
- N/A
- N/A
- N/A
- N/A
- N/A
- N/A
- N/A
- No "rounding up" on your anniversary date after taking a maternity leave. Being allowed to take off as many months at a time for maternity leave in your allotted two years per child. Example: Give birth in April and be allowed to come back in January of the following school year. The district makes us take the entire year off if we wanted to take additional time after FMLA. No free coverages. Better raises. Get rid of third week Wednesday meeting. Parent-teacher conferences should be during the day on Election Day. Extra help time is picked by the teacher.
- No after school meetings
- No comment
- NO FREE COVERAGES!!!! This is an issue that has resonated with membership at North.
- No thank you. Thank you for your hard work
- None
- None
- None
- None
- None
- None
- None at this time
- None at this time.
- Obviously, all shared on this survey is extremely personal and confidential, but I would be happy to speak to you further! I have joined the health and safety committee to have a role in the union this year.

- Our district needs full-day inclusion teachers for ALL ICT classrooms.
- Overall, for 16 years, I feel like I have been paying lots of money into a membership and getting nothing back in return. There needs to be a better working relationship between the school buildings and the head of this union. Union president and others in governing positions within our union need to start attending school union meetings and listening to the people who you represent! I have been here 16 years and I have yet to ever put a face with a union president's name. The people in this union aren't being heard which is discouraging. We don't work for free. The biggest mistake we ever made was agreeing to covering classes for free in the last contract. Our time as teachers is valuable and should be used to meet with colleagues to better understand the needs of our students, prepare lessons that are creative and motivating, communicating with parents, creating assessments and grading papers. On occasion, I don't mind covering classes, and putting my other responsibilities aside, but expect to be paid for my additional time. Other districts get paid substantially more than \$35.00 for each coverage. Additionally, high on the priority list for those of us who decline medical coverage, is the payout for not using our medical. We expect to see an increase in the check that we receive for opting out. The district pays out several thousand dollars more for those who opt in to medical coverage and save a ton of money on those of us who don't. There needs to be more of a return to those who don't use our medical. Other districts pay their employees \$7,000-\$14,000. We only get \$2,500!!! That is unacceptable. I would like to see parent teacher-conferences be held during Election Day during the day particularly since they aren't even being held in person anymore. This is an epic waste of our time to come back at night two times in a month. In addition, the inequity of these conferences. In many cases, there are teachers who have 15, and in some cases, teachers are coming back and sitting here for two hours with no parents showing up for conferences. Again, our time is valuable. I would really like to see an institution that was developed to educate students, understand the importance of putting a cap on class size. We have so many challenges as educators already, along with the sensitivity to the social/emotional learning of our scholars along with their academics. Have 30 students in a class makes it very challenging to meet the needs of all students consistently. Would like to see a better increase in steps past 15 years. DO NOT ever allow half steps to be considered again. That was a disaster and made it incredibly difficult for those behind me to every catch up. I would love unlimited sick to be discussed. I would love to see the district hire more full-time subs to provide consistency in coverage. Overall, the cost of living is increasing here on Long Island and somehow, I feel our salary and extra expectations need to be fairly compensated to match our cost of living. I love my job as an educator and all of the above would make this job much more enjoyable and manageable.
- Please be aggressive in negotiating. And not roll over and give them what they want, and we get nothing like we have the last several years
- Please be aware of the high school district needs when representing us as a whole at the negotiating table
- Please be sure to select people on the negotiation committee who will keep the items discussed secret. The last time around was embarrassing.
- Please don't accept another crap contract because we took it in the *&# the last two contracts only to give away the store and get \$*&@ on and more stuff asked of us. Have a backbone and stand up to these people and honestly, we should be separate from the elementary schools because they have different needs than the high school staff and they pretty much screwed us these past two contracts. Thanks a lot *&@\$
- Please fix the club section of the contract! There have been typos in it for my entire career here. And the language doesn't make sense, and no one even seems to know what it means!
- Please help with the subbing situation. Thank you so much for reading my comments and concerns. I appreciate what the union does for us.
- Please limit PD time, or if possible, negotiate some of the PD time as prep time so that we can input data and answer the inordinate number of emails we receive each day.

- Please take our recommendations into consideration. Also, please consider hiring a lawyer who will work with us to get the best possible contract
- Please, please, please: hire a high-level negotiations/contract lawyer to assist VSTA in contract negotiations.
- Previous contracts were written before digital devices became a basic component of instruction. The new contract absolutely needs language that clarifies protocol with digital devices including use of Teams, chat features, and recording of instruction.
- Protect maternity leave-do not steal seniority days anymore
- Q9: I am currently an EC rep so I am happy to be involved in our union. I'm hopeful that other members will want to get more involved.
- Some of my concerns are private. I will discuss with union leadership.
- Teachers should not be frozen at salary in the last 10 years. All teachers should get some kind of increase.
- Teachers work very hard and are always compliant with what the district demands. Therefore, we should be able to get better working conditions to include a more sanitary environment and staff appreciation.
- Thank you
- Thank you all for everything you do for us!
- Thank you all for the work you are doing. It is not easy but it is appreciated
- Thank you for all of your dedication!
- Thank you for all of your hard work
- Thank you for all of your hard work and dedication to our union members!
- Thank you for all that you do for us
- Thank you for all that you do for us.
- Thank you for all that you do!
- Thank you for all that you do! You are appreciated!
- Thank you for all that you do. I appreciate it especially since I am not able to be more involved in the union at this time.
- Thank you for all the time and dedication you put into supporting us during these negotiations. I appreciate all you do!
- Thank you for all you do
- THANK YOU for all you do - BE WELL!
- Thank you for all you do for VSTA!
- Thank you for all you do!!!!!!!
- Thank you for all you do. I notice an improvement in the level of communication and support from VSTA leadership.
- Thank you for allowing us to voice our concerns and frustrations. I hope we can all agree and be satisfied.
- Thank you for representing us all
- Thank you for survey and to those serving to negotiate.
- Thank you for taking the time to gather this data.
- Thank you for taking the time to look at our opinions/preferences!
- Thank you for this survey.
- Thank you for this survey.
- Thank you for your hard work and dedication our Valley Stream teachers!
- Thank you for your hard work on the contract negotiations. I know this is not easy and if there's a lot of different concerns. We appreciate you volunteering your time for this.

- Thank you for your time and effort to help VSTA members in all that you do.
- Thank you so much for all of your hard work and everything you do. I appreciate the time you invest in your responsibilities as part of the negotiating team. Furthermore, I appreciate you asking for feedback from each union member so everyone's voice can be heard. All of your hard work in fighting for us as union members does not go unnoticed. Thank you!!!
- Thank you so much to everyone for all you do for us.
- THANK YOU VERY MUCH FOR EVERYTHING YOU DO FOR OUR UNION!
- Thank you!
- Thank you!
- Thank You.
- Thank you.
- Thanks for all your do!
- Thanks for your efforts.
- The past few contracts have not had a signature win for teachers and that certainly needs to change. We understand the tax cap limits things so focus on quality-of-life issues like winning our time back.
- The profession of teaching needs to change and grow along with the rest of the world. After working through a pandemic while many workers had the luxury of working from home, one would hope that we would receive some sort of recognition in return. While I am certainly not looking for a reward, why not give us a Mental Health Day added to our sick bank. There is such a push for SEL in the district, but that does not apply to teachers. The number of meetings needs to end. There needs to be a more comfortable work environment. We need to have healthcare that is affordable after putting 30 years into this profession.
- The union rep at Central is amazing!
- There are more elementary teachers than high school teachers and we feel our concerns are not addressed when we have a new contract
- There should be separate union presidents for middle/high school and elementary as they are very different working environments. It's difficult to relate to a union president who does not teach in same/similar setting.
- There should be standards and professionalism in the way the Superintendent speaks to staff members and other administrators. Yelling at people is not appropriate.
- This union needs to better represent the needs of the high school district as we are often forgotten.
- This year, I have been dealing with many errors made through the Business Office. The errors, had I not caught them, would have affected my compensation. They did affect money put into my retirement account, money for which I will never be able to "make up." Aside from errors, communication is lacking. I know I am not the employee who has experienced this. Also, Thank you for all you do!
- Time is money. Please try to get back some of our time. We work long days in challenging situations. Sitting for meetings during the day and after school is not right. We would be a happier staff if we were treated like professionals.
- Top union leadership, most importantly the president, needs to visit each and every building to speak with teachers and witness issues that are unique to each building. In the many years I have worked in this district I have NEVER seen the president while they were serving in the role. That is not acceptable. How can you represent the interests of teachers when you have not stepped foot in the place where they work? In the numerous contracts our union has negotiated in the last 20+ years we have given up more and more without ever gaining anything significant. We are supposed to be negotiating not conceding to their best offer. They need to be giving up something as well. I do not view a slight raise as us "getting something". A

2% raise is a cost-of-living adjustment. Keep in mind that the inflation rate is now over 6% and costs of everything have risen. Our paychecks should reflect that. I have many friends and family members making as much or more than me without a college education. As I have four college degrees, I find that insulting. We are a staff of highly educated professionals and should be paid as such.

- TRANSPARENCY
- We union members look forward to their being significant positive changes especially regarding the increase in pay to reflect the increase in the cost of living. We also look forward to positive changes in the other issues addressed above.
- VSTA should be hiring an attorney to assist with our negotiations. We have \$800,000 available - let's use our union dues to hire an attorney to help us get a better contract. If we don't get a good contract for HS teachers, then I strongly believe that the HS and elementary districts should split in the VSTA - the HS can have their own contract and the Elementary districts can have their own contracts.
- We have tremendous leverage with class coverages in this negotiation!! Our district has money to spend and have been on everything but US!! We must not settle this negotiation! We have already given so much over the last several contracts!
- We need more resources moving forward during negotiations. We need to hire our OWN attorney and pay their fees to work for US. We need more communication between VSTA and all members about ALL topics and any changes in benefits or policies and expectations as soon as they happen especially where they relate to our basic workers' rights.
- We need to have health insurance until Medicare kicks in. Many, many school districts on Long Island provide this for their staff. Some have lifetime benefits. Some provide benefits until 65. We provide the minimum.
- We need to take a stand now. We cannot cower down and we have to fight for what we lost in our last contract. There is never a "give and take". Since I have been here, we have only given. The VSTA has done nothing to improve working conditions at the HS level.
- Would it be possible for faculty and staff to evaluate administrators?

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