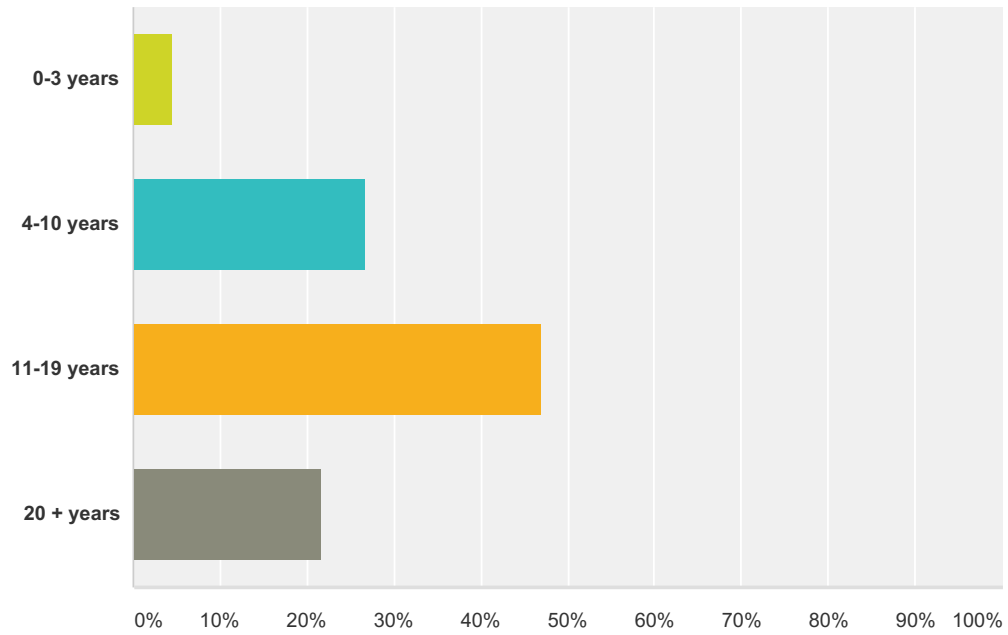


Membership New Agreement

Q1 Please share your length of ETA membership

Answered: 194 Skipped: 0

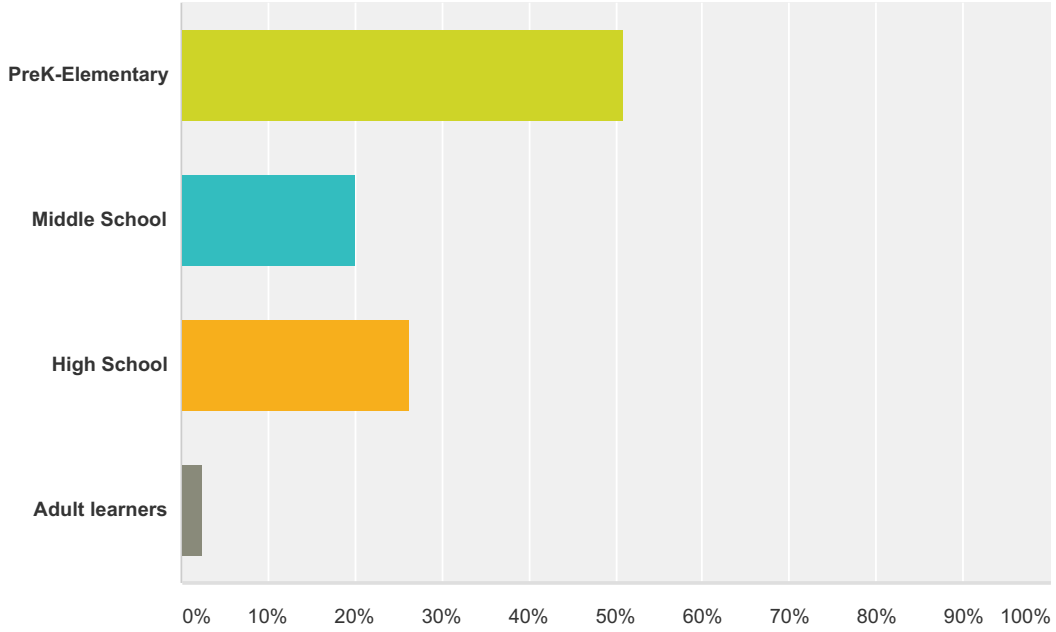


Answer Choices	Responses
0-3 years	4.64% 9
4-10 years	26.80% 52
11-19 years	46.91% 91
20+ years	21.65% 42
Total	194

Membership New Agreement

Q2 Please select the one option that best describes the major portion of your work day

Answered: 194 Skipped: 0

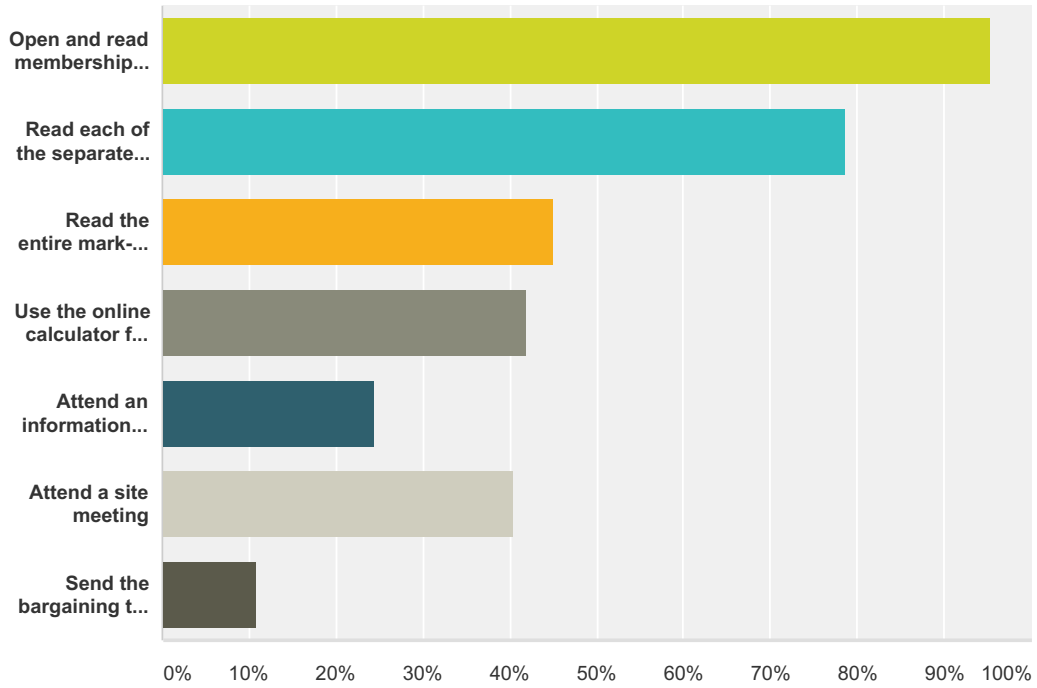


Answer Choices	Responses
PreK-Elementary	51.03% 99
Middle School	20.10% 39
High School	26.29% 51
Adult learners	2.58% 5
Total	194

Membership New Agreement

Q3 Prior to the TA Vote did you

Answered: 193 Skipped: 1

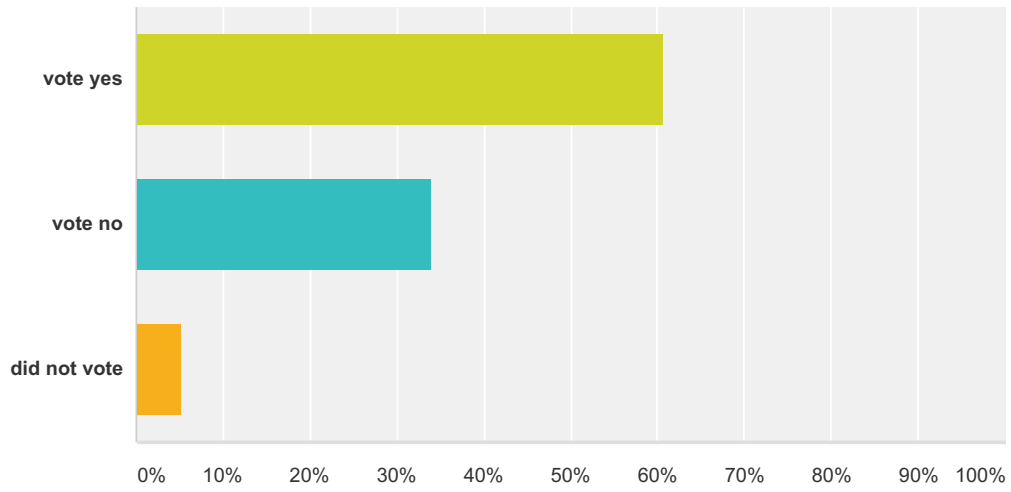


Answer Choices	Responses	Count
Open and read membership emails	95.34%	184
Read each of the separate posted Tentative Agreements	78.76%	152
Read the entire mark-up posted contract	45.08%	87
Use the online calculator for estimating benefits	41.97%	81
Attend an information meeting	24.35%	47
Attend a site meeting	40.41%	78
Send the bargaining team questions	10.88%	21
Total Respondents: 193		

Membership New Agreement

Q4 On the recent vote for the Tentative Agreement, did you

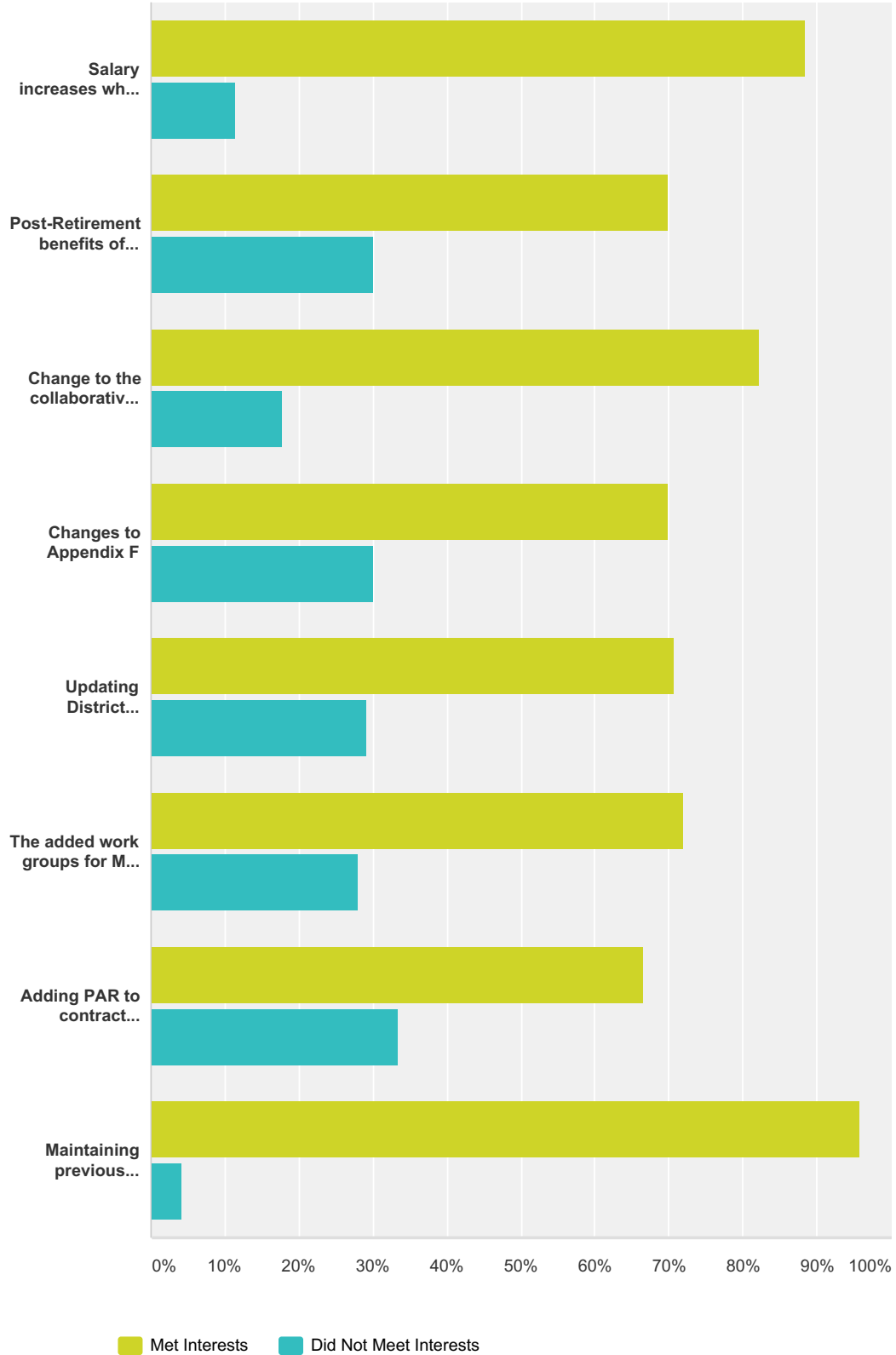
Answered: 194 Skipped: 0



Answer Choices	Responses
vote yes	60.82% 118
vote no	34.02% 66
did not vote	5.15% 10
Total	194

Q5 IF you voted yes, from the following list, which one of the following Articles best met your interests?

Answered: 110 Skipped: 84



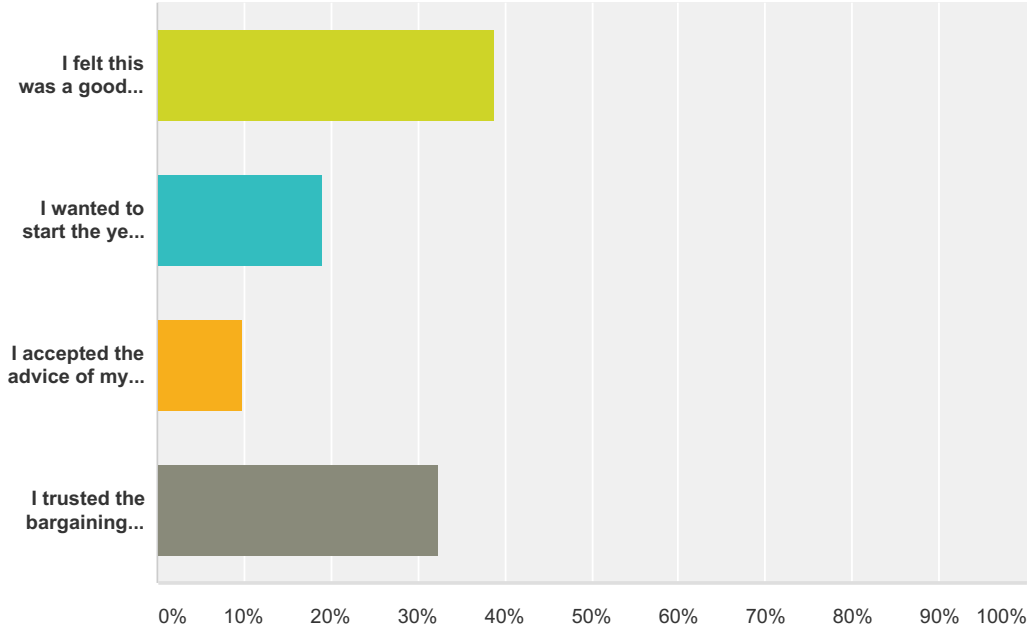
Membership New Agreement

	Met Interests	Did Not Meet Interests	Total
Salary increases which includes step, lane, and increases on the base.	88.57% 93	11.43% 12	105
Post-Retirement benefits of matching 403b and insurance stipend.	69.89% 65	30.11% 28	93
Change to the collaborative language including the added compensation for the days.	82.29% 79	17.71% 17	96
Changes to Appendix F	69.88% 58	30.12% 25	83
Updating District Committees language for IC, SEC, TMP, and PD	70.73% 58	29.27% 24	82
The added work groups for MTSS and Compensation	72.09% 62	27.91% 24	86
Adding PAR to contract language	66.67% 54	33.33% 27	81
Maintaining previous contractual benefits	95.83% 92	4.17% 4	96

Membership New Agreement

Q6 IF you voted yes, from the following, which was best describes your feelings in regards to your vote.

Answered: 111 Skipped: 83

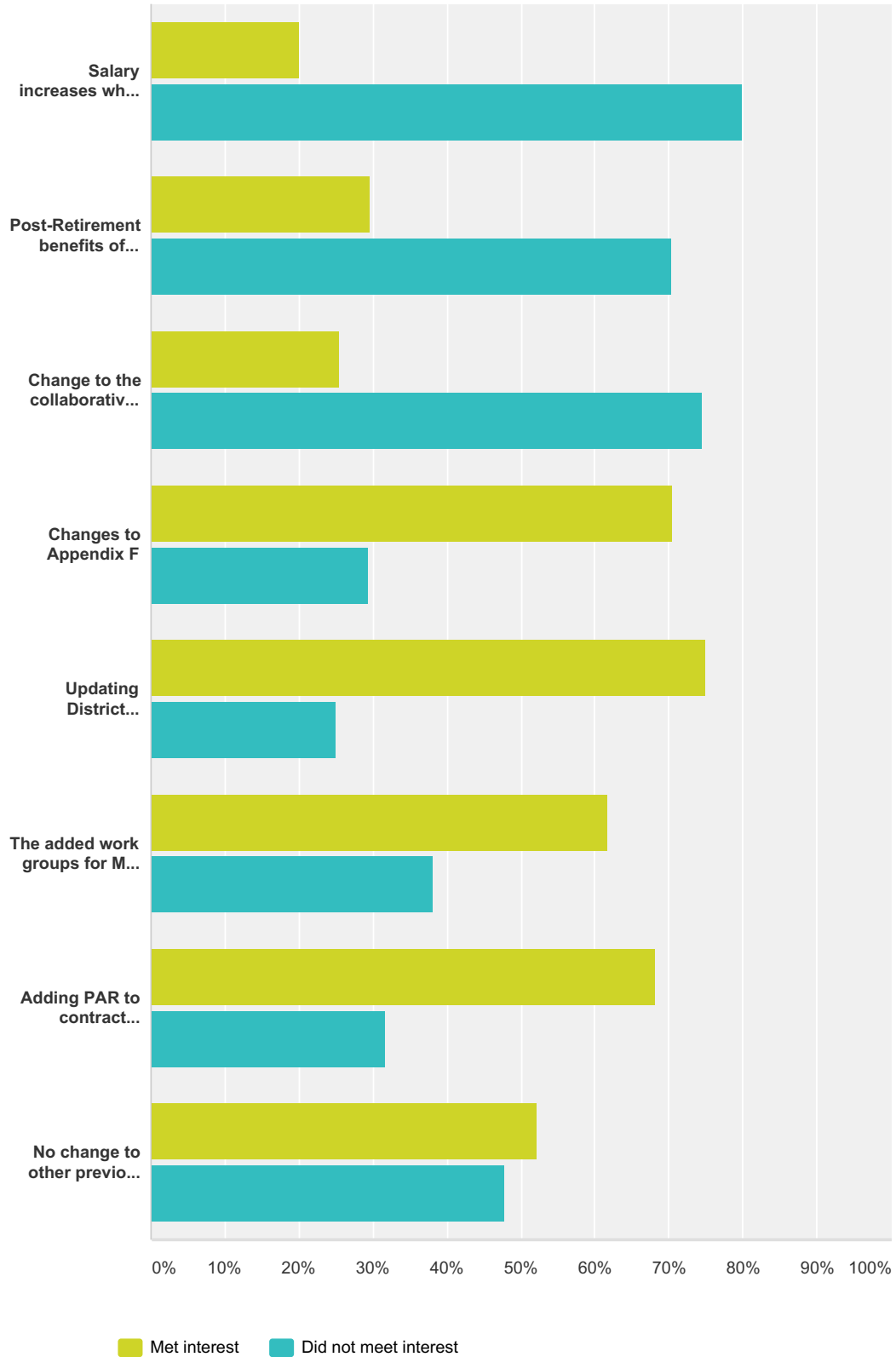


Answer Choices	Responses
I felt this was a good agreement.	38.74% 43
I wanted to start the year with a contract	18.92% 21
I accepted the advice of my colleagues that this should be supported	9.91% 11
I trusted the bargaining teams' judgment and recommendation	32.43% 36
Total	111

Membership New Agreement

Q7 IF you voted no, from the following list, which of the Articles did or did not meet your interests.

Answered: 61 Skipped: 133



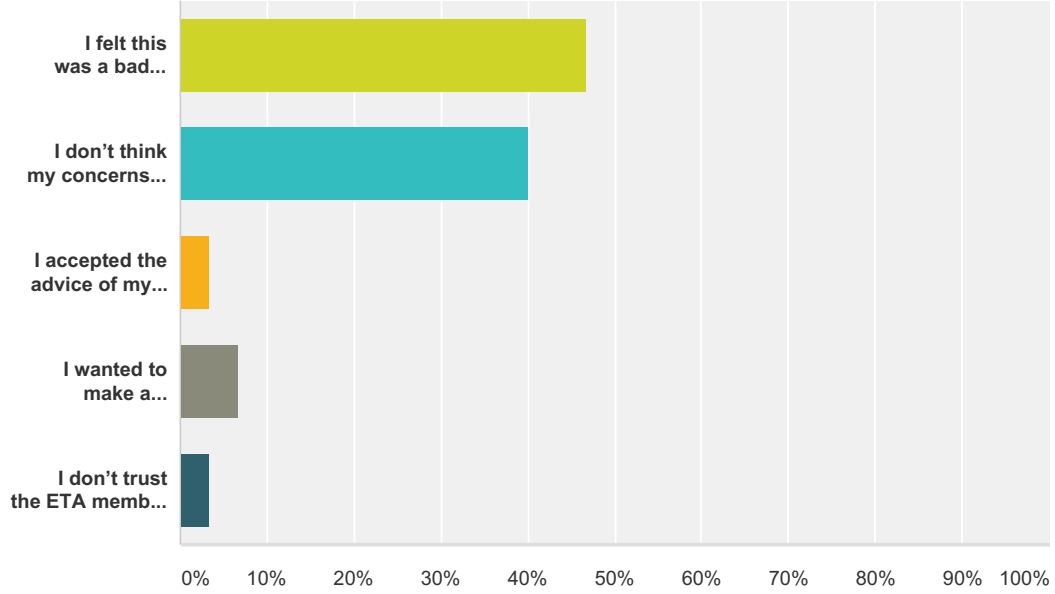
Membership New Agreement

	Met interest	Did not meet interest	Total
Salary increases which includes step, lane, and increases on the base.	20.00% 12	80.00% 48	60
Post-Retirement benefits of matching 403b and insurance stipend.	29.63% 16	70.37% 38	54
Change to the collaborative language including the added compensation for the days.	25.42% 15	74.58% 44	59
Changes to Appendix F	70.59% 36	29.41% 15	51
Updating District Committees language for IC, SEC, TMP, and PD	75.00% 36	25.00% 12	48
The added work groups for MTSS and Compensation	61.70% 29	38.30% 18	47
Adding PAR to contract language	68.18% 30	31.82% 14	44
No change to other previous contractual benefits	52.17% 24	47.83% 22	46

Membership New Agreement

Q8 If you voted no, from the following, please indicate the item that most closely matches the feelings for your vote

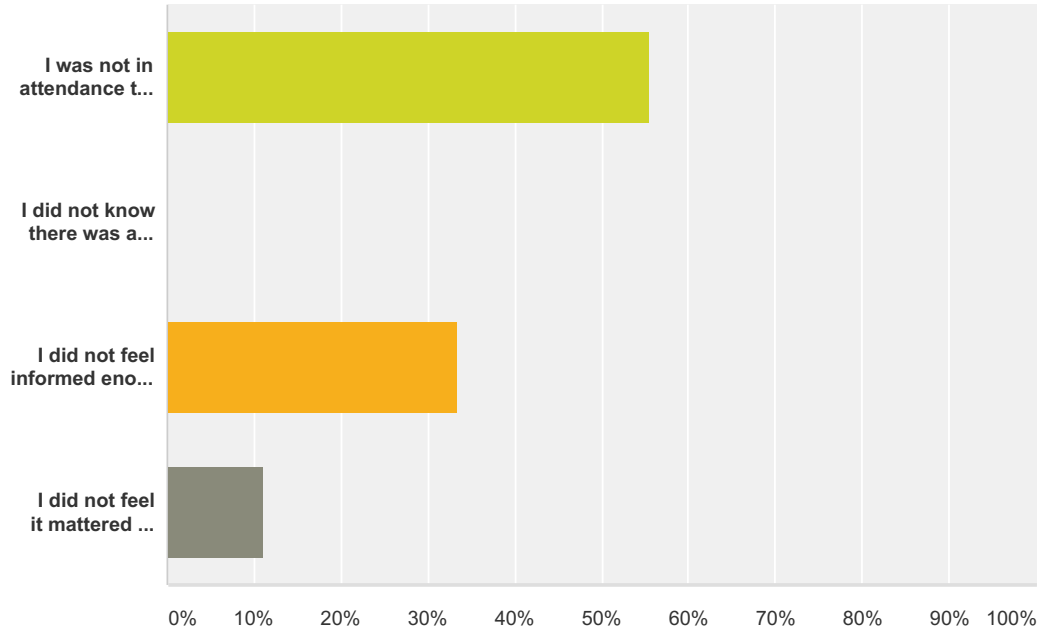
Answered: 60 Skipped: 134



Answer Choices	Responses
I felt this was a bad agreement as a whole	46.67% 28
I don't think my concerns were addressed by any changes	40.00% 24
I accepted the advice of my colleagues that there was something wrong	3.33% 2
I wanted to make a statement of anger or frustration	6.67% 4
I don't trust the ETA members that were a part of this bargaining	3.33% 2
Total	60

Q9 IF you did not vote for the Tentative Agreement, which statement best describes why

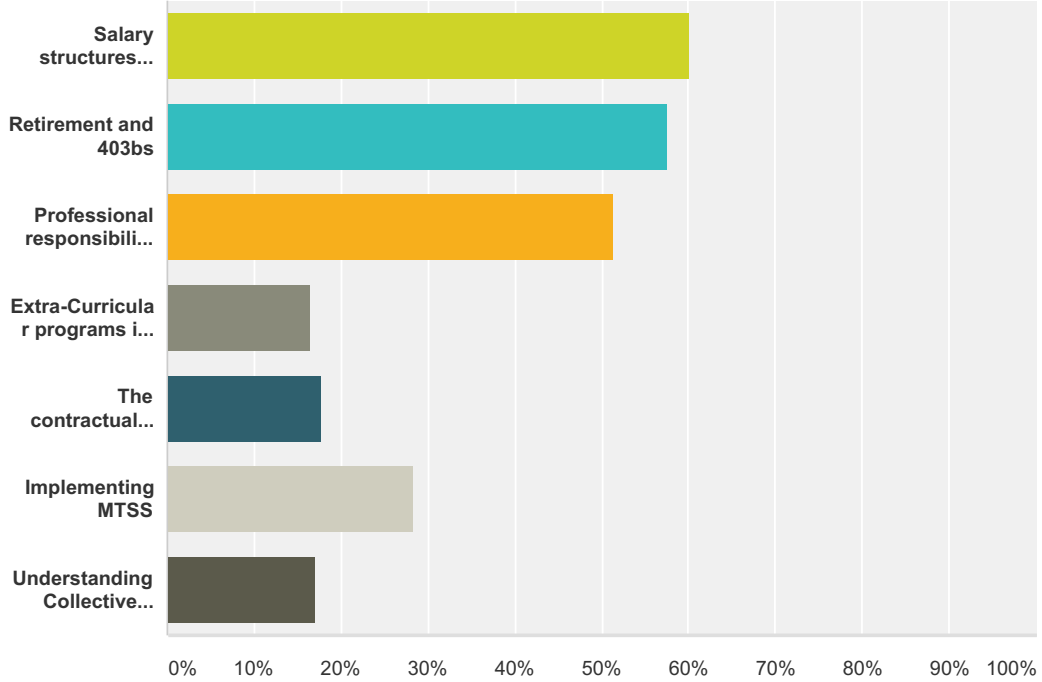
Answered: 9 Skipped: 185



Answer Choices	Responses
I was not in attendance that day to vote	55.56% 5
I did not know there was a vote	0.00% 0
I did not feel informed enough to vote	33.33% 3
I did not feel it mattered if I voted.	11.11% 1
Total	9

Q10 If you were to attend focused conversations with ETA members, which of the following topics would you attend.

Answered: 158 Skipped: 36



Answer Choices	Responses
Salary structures models	60.13% 95
Retirement and 403bs	57.59% 91
Professional responsibility and collaboration	51.27% 81
Extra-Curricular programs in today's schools	16.46% 26
The contractual committees for sites and the district	17.72% 28
Implementing MTSS	28.48% 45
Understanding Collective Bargaining	17.09% 27
Total Respondents: 158	