

## CCEA End of Year Survey: 2019

### Please provide any comments you wish to share with us

- ❖ \*get serious with discipline at elementary level \*get serious with students/parents with more than 10 absences because their scores and teacher pay depends on them being here \*please put an end to collaborative planning---it doesn't work and is a waste of time we could be planning for our individual classrooms \*start giving bonuses for teachers that remain in the classroom continuously every 5 years. Give monetary bonuses for 5, 10, 15, 20, 25, 30 years-----experience should be rewarded (and give this retroactive to existing veteran teachers) \*give the CORE teachers more help (all day) \*allow up to 2 hours of homework (like the charter school)----they have the highest scores because of it...and they have better discipline because they can remove students who don't behave. You want higher scores, make parents and students more accountable. Teachers can't do it alone in just the 4.5 actual contact hours we have a day. \*make another Related Arts for elementary.... character education where once a week elementary students get lessons on character traits like Responsibility, Accountability, Respect, etc. \*go back to traditional report cards in elementary school-----more similar to middle school. Elementary report cards do not hold students accountable enough for actual earned grades (tests, missing work, missing homework, etc.) and make the transition to middle school more difficult because the expectations for middle school are more in line with REAL LIFE.
- ❖ \*reading coach and media specialist need to be helping teach Tier 2 and Tier 3 students, especially since VES is not a Title 1 school, and we have less resources for that. The CORE teachers need more help and it should NOT be an option for admin to ask CAMBRIDGE teachers to give up time in our classrooms away from our students in order to give Tier 2 and Tier 3 lessons to those CORE students. Other staff needs to be doing this, not CAMBRIDGE teachers.
- ❖ Admin. Should be supporting teachers, not pushing them to do more and more. Visitors from the Ad. center treat us like we are lazy idiots and refuse to listen to us.
- ❖ A living wage so that I don't have to work 3 jobs would also be really nice.
- ❖ Adding more time to the daily contract will only provide benefits to those in HS that work 7/7 periods as the additional time then allows for them to get additional pay for a planning. This only works for planning if it is crunched in the middle of the day to assure all are on campus...
- ❖ Administrators favor science and math teachers offering "highly effective" ratings while passing by teachers who work hard and extend long hours to planning, grading, and student projects. Why does favoritism persist?
- ❖ Again, we are thankful for your assistance and representation. Your services are invaluable.
- ❖ All teachers should be held to the same expectations.
- ❖ Anonymous surveys about admin should be put out by the district for us to be able to make them aware of things anonymously. They can make it so it is not a bitch fest.
- ❖ Are we still trying to get a four-day work week in Immokalee?
- ❖ Bookkeeper positions should be re-evaluated and upgraded
- ❖ budgets are not transparent, "no one" seems to know how much money is available for different programs. I am not asking to manage all the accounts, I would like to know what I am working with.
- ❖ Cambridge and Core should not exist in Primary grades
- ❖ Cambridge is a horrible thing - kids are pitted against kids, parents think it means gifted and low are only with low. It is awful.
- ❖ CCEA needs to make sure that pro-teacher decisions also elevate the profession / professionalism of teachers.

- ❖ CCEA does a wonderful job and Kenny Mouton is great!
- ❖ CCEA talks a lot. Takes lots of surveys. Rarely accomplishes anything. Disappointed.
- ❖ Classrooms need to be cleaner.
- ❖ Cleanliness of school this year was highly in acceptable
- ❖ Custodians are not to blame, they are working hard for minimum wage. We need to look into having our own school custodians so that students and staff can get to know them and they feel like family to all.
- ❖ Discipline office supports the students and not the teachers. Consequences have to be tougher and more consistent.
- ❖ Effective teachers spend hours outside of contract time planning and execution. To produce quality work and not burn out teachers, High schools should not have more than 9 grades to enter per quarter.
- ❖ FAC committee notes only went to principal never out to the whole school. Principal would call a meeting under false pretenses and then reprimand you. She would catch you walking to say things off the record. Case and point the principal at Pinecrest needs to be moved before you have another Parkside situation.
- ❖ Frankly I am happy with my job and the people I work with.
- ❖ Giving up the automatic step was an error. Addressing this in future talks would be good.
- ❖ GO CCEA!
- ❖ Good job
- ❖ Happy Summer
- ❖ Have a good summer!
- ❖ Have a great summer
- ❖ Have a great summer.
- ❖ Have a good summer.
- ❖ Have a nice summer.
- ❖ Have in the past.
- ❖ Having an Early release one day each week for us to grade and prepare lessons will provide us with more time to get things done but not for meetings. Too many meetings already. I'm on board for early release once a week ONLY if teachers get to use it for what we need to do in the classroom. Not for principals to make us do more
- ❖ High school does not need to have 7 period / day. Many students come to high school with 2-3 credits and only need 24 total to graduate. This makes juniors and seniors extremely difficult to teach because they are taking classes they neither need nor want. It is also a waste of our limited budget.
- ❖ I absolutely love teaching at PCR and I feel I have become a better teacher. I would just like to be paid for what I have earned so maybe I would not have to work two jobs.
- ❖ I agree with a month of 1-hour early release for meeting, planning etc. Maybe every other week, but not every week.
- ❖ I am disappointed with the district's policy for nursing mothers. Hourly employees have more rights than those on salary. If I'm a working mother I should be supported rather than feeling like I don't have the right to provide for my child. It's unreasonable to expect me to sit in a dirty bathroom to pump.
- ❖ I entered education to make a difference but now am just holding on to be able to retire. Very sad. :(I am unable to think of something at this time.
- ❖ I appreciate all of your support!!!

- ❖ I appreciate all that you guys do but we know if we give up any ground our fight for fair pay then we lose ground. We need to push the limits set high standards
- ❖ I appreciate having dedicated people in our union.
- ❖ I appreciate the ability to express concerns but for now I am very happy to be working for CCPS
- ❖ I appreciate what you all do
- ❖ I don't know if you can do this, but can you make a who to vote for card or something I can refer families to? I have made a point to talk about voting and civic duty to students and parents when they complain about things that are required for the school to do because of the decisions of elected officials.
- ❖ I don't like tomatoes.
- ❖ I fear for public education. Students are bereft of basic core knowledge. Teachers are under enormous stress. I have seen an increase in health issues. Many fear for their jobs with the year to year contracts. Conditions for optimal instruction have deteriorated.
- ❖ I feel fortunate to work in CCPS but dislike the state's stand on testing and teacher evaluation/pay based on test results.
- ❖ I feel nothing is done when we complain.
- ❖ I felt quite alone this year. I saw problems coming from a mile away and wish the union would have stepped in to help and stop further issues and the continued harassment. Perhaps it is just unalterable in Florida, my experience is in Texas. Just a fraction of what happened to me this year would have resulted in an attorney sitting with me to put a stop to the abuse
- ❖ I had a great experience with the union and really feel supported.
- ❖ I have never had a principal go back on her word as much as I have this year. She is losing trust of her faculty.
- ❖ I hope that Florida will one day have a democratic governor who will recognize that demonizing teachers doesn't nothing but work against education. I believe the GOP knows this and thus, it continues. Once public schools completely fail, for-profits will be able to take over further deteriorating our "democracy."
- ❖ I know I have said plenty, but I have never considered leaving the teaching profession until this year. We are stretched to the max, always more added, and nothing ever taken away...for the same pay.
- ❖ I love my job, but it comes with so many challenges. I feel that I do have the support at my school most of the time, but I don't see others implementing the rules and therefore kids are not facing consequences.
- ❖ I love my PLE family. We have always had great administrators that bend over backwards trying to support their MC teachers. But, our administrators are not behavior specialists, nor is our ESE specialist a behavior specialist. We need more consistent, daily support in this area.
- ❖ I love working for CCPS and I'm hoping that next year will be great! I love the admin staff at GGM and am hoping that we are given opportunities to do what we know works for our students to succeed.
- ❖ I love working in Collier county
- ❖ I really appreciate all the hard work CCEA is doing for us teachers.
- ❖ I really appreciate it what you guys do for us!! Thank you so much!!!
- ❖ I really feel lucky to be able to work for CCPS. I feel as if I get all the training and support that I could ever need. Not to mention the pride I feel at the end of each year.
- ❖ I really like the school that I work with, the teachers, and administration. I really appreciate the financial support from our Superintendent and CCEA.
- ❖ I teach an elective in a career preparation academy for college credit that offers four years of classes in high school. My classes are too large, have two courses enrolled in one class period, and are filled with

students who did not choose the class and cannot read the college textbook because they are in intensive reading and math. This also leads to behavior problems.

- ❖ I think we must have parents of students who are here illegally pay into the education system. No more FREE RIDES.
- ❖ I think you guys do a fantastic job working for the teachers. I also like being informed each week of what is going on. Teachers are leaving by the day, we need more reasons to want to stay. We should not be having to deal with working multiple jobs or having mental breakdowns because our data wasn't the best. it's just not worth it to most.
- ❖ I truly love working for CCPS and the Lorenzo Family
- ❖ I want to see our pay increased so that we are at least in the top 10 in the country.
- ❖ I wish our pay raises would be in sync with inflation.
- ❖ I wish that chiropractor appointments did not fall under specialists. Other insurances are appointment fee for evaluation and treatments are billed as a treatment, making it more affordable for those that need those services. When you have an issue, you have to go regularly before you reach the maintenance point and it gets very expensive.
- ❖ I work for a summer program as an administrator and I am always trying to stay aware of how my staff feels about their workload, pay, benefits, schedule etc. because i learned early in my career that you need a team or you will not be successful (example I had a staff member leave and i had to do her job and mine until i found a replacement a week later.). I think CCPS needs to remember that without custodians, bus drivers, office staff, ISS personnel, media specialists, nurses, and teachers a school can't function. Schools don't necessarily need administrators or district personnel training the trainer with the newest educational fad as much
- ❖ I would also like Coke machines at all schools where cans are at cost:)
- ❖ I would also like for unions to be lobbying against programs like the Best and the Brightest, which seem to benefit only a few, and the fact that such programs are subjective due to the fact that teachers must be evaluated as "highly effective." The differences between the populations of teachers rated "HE" in counties across the state are startling.
- ❖ I would make an educated guess that test scores & academic progress would absolutely soar, if the issue of students being slaves to their cell phones was addressed. It is so, so glaringly obvious that student's attention is 10% on learning & 90% on games, texting and videos on their phones. I am not naive, and know that it would be a real battle to dramatically reduce cell phone access between 8:45 - 3:45, but it would absolutely so beneficial!
- ❖ I'm grateful that you all work so hard for our best!
- ❖ I'd like to thank you for all the work you put in and for advocating for us. I love my profession and I love my school. Our administrators and leadership do a great job and you guys do so as well. Thank you!
- ❖ I'm concerned with CCEA pushing a Democrat agenda when I personally have a problem with what that party represents and most certainly the way they are "representing" their constituents. I just changed my party affiliation after many years. I hope I do not feel forced to drop my union membership because the union is stepping into issues and areas that are beyond public education. Sharing information and debating issues is part of our organization and something I appreciate, but don't alienate others for a more conservative view.
- ❖ I'm glad to be a member of CCEA. It's nice to know that someone has my back.
- ❖ I'm very very passionate about teaching. I love LOVE my job! I don't want to sound negative with these answers... but you asked :)
- ❖ I've been in the district for many years and am applaud by the hostile treatment towards teachers that do not cower to administration. Promises by administration as far as keeping teachers in grade level assignments and then pulling the rug from under them and moving. This constant change does not allow

teachers to become experts in their grade level. Other teachers have NEVER been moved, although administration asks us to fill out intent letters. No teacher input on class lists, and certain teachers are overloaded with ELL, ESE, behavior problems and low-performing students. Cambridge net spread out to wide. There were many students that struggled to keep up in Cambridge classes.

- ❖ Is the push to do The Leader in Me coming from the superintendent
- ❖ It has been a challenging year with a principal and administration who sits in their office, tries to use hearsay to demean staff, and do not know what they are doing most of the time.....micromanaging staff and calling them in to accuse them of things is unfair and unprofessional....there is no Respect for teachers at this school this year....In fact, the name for the administration was "The Three Stooges"---very sad....
- ❖ It would be helpful if teachers had more time to integrate new curriculum.
- ❖ It's been a horrible year and I'm glad it's over. Worst principal ever.
- ❖ I've said it all.
- ❖ Keep fighting for better working conditions, smaller class sizes and better pay!
- ❖ keep on with the great work.
- ❖ keep up the good work
- ❖ keep up the good work
- ❖ Living in Naples and preferring to work out in Immokalee, I do appreciate the extra pay for miles and retention.
- ❖ Lower our union dues!
- ❖ Many teachers were laid-off at the end of the year due to budget cuts, despite the increase in state funding.
- ❖ more effort needed to acquire principal evaluations
- ❖ more experienced teachers get screwed when trying to transfer because of building staff budgeting
- ❖ More planning time at the beginning of the year. Inservice is not effective.
- ❖ not uncommon this year to have a child who was disrupting or removed for any reason from one class parked in another classroom for the remainder of the day
- ❖ Nothing
- ❖ Nothing further- remember to work for annual contracts too. Feel like always hearing pushes to add to top of scale for grandfathered ones.
- ❖ One benefit that should be automatic for employees is school choice for their kids. We are losing teachers to other counties because they can't get their OWN kids in schools closest to where THEY work. It's a hardship. Why do "WE" of all people have to worry about where OUR kids are. And for the MOST part our kids are the GOOD kids who are BOOSTING the scores. And they are being denied. It's sad. It was an issue when I had kids in the system and it's still a problem.
- ❖ Our Assistant principal is extremely dedicated, knowledgeable and very qualified! He is a huge asset to Big Cypress.
- ❖ Our campus representative is not an adequate representative of the true concerns of staff members both union and non-union alike. We would function better as a whole if she were not involved.
- ❖ Our district is financially very well off. District staff are forever bragging about all the land the district owns, and infrastructure they are building. I realize that different money goes to different areas, but come on throw us a bone, give us a significant raise not this piece meal stuff.
- ❖ Our union representation is great. Continue the hard work. Thanks!
- ❖ Our Union representative has been very effective and helpful.

- ❖ Overall satisfied/happy with my position, admin and Alt schools. I would like to earn more money. I have cousins that live and teach with a master's degree (same here) in the Northeast and their pay is extraordinary compared to Collier. They are also reimbursed/paid for more education/degrees.
- ❖ Pay raises!!!
- ❖ PAY the custodians more \$\$\$\$. This would be more incentive to keep a cleaner school.
- ❖ Please help stop collaborative planning.
- ❖ Please help the district realize that they either find the money to train all 2nd grade teachers in Cambridge or give us a book or training materials to read (their strategies can't be that hard for educators to follow and implement) so that segregation can stop!
- ❖ Please strongly advocate for better salaries. We can't continue at this rate. Salaries salaries salaries! Please do something! We are counting on you to fight for better salaries!!!!
- ❖ please support efforts against militarizing schools. Lead and advertise actions
- ❖ Principal schedules to many meetings.
- ❖ RA budgets at many schools has progressively dropped. There should be a minimum a principal has to give each RA teacher.
- ❖ Real change needs to happen. Our future as a society depends on quality teachers who can earn a decent living within our community.
- ❖ Salary, fair principals
- ❖ School rules and enforcement by all administrators. If they turn the other way when students break the rules (right in from of them), they can't expect the kids to take rule seriously.
- ❖ School should be more fun. Bring back teaming. Field trips and activities build relationships.
- ❖ So appreciate the maximum 30 minutes outside without a break from the heat you implemented for us. It's been a lifesaver.
- ❖ So thankful for the new Board.
- ❖ Some teachers and assistants work hard at our school but nothing is ever noticed
- ❖ Staff that are bi and trilingual should get a stipend or bonus
- ❖ Teacher allocations are used poorly (mainly saved for coaches) instead of English and Math state tested courses. Class sizes are not balanced! Even within the same course ie 25, 27, 28, 28, 31, 17!
- ❖ Teacher days changed to 182 not 196 like other states.
- ❖ Teaching in Immokalee stipend is very nice but not enough. The 8 hour days adds up and the amount of personal money that teachers spend is staggering.
- ❖ Thank you
- ❖ Thank you
- ❖ Thank you
- ❖ Thank you CCEA. You have been our only voice.
- ❖ Thank you for advocating for educators and all you do!
- ❖ Thank you for all of the very hard work that you do for us each and every day. It is appreciated. Please keep in mind those people at the very top of the scale that seem to get gypped a lot on the pay.
- ❖ Thank you for all of your hard work for us this year!

- ❖ Thank you for all of your work.
- ❖ Thank you for all that you do!
- ❖ Thank you for all the hard work-
- ❖ Thank you for all the hard work ya'll do on behalf of the CCPS teachers.
- ❖ Thank you for all the wonderful work you are doing to advocate and support our profession.
- ❖ Thank you for all you do
- ❖ Thank you for all you do
- ❖ Thank you for all you do
- ❖ Thank you for all you do
- ❖ Thank you for all you do for teachers. We are so grateful for your advocacy on our behalf. It is essential that you have our backs.
- ❖ Thank you for all you do to help and support teachers!
- ❖ Thank you for all you do to support public school teachers and students!
- ❖ Thank you for all you do to support us!
- ❖ Thank you for all you do!
- ❖ Thank you for all you do!
- ❖ Thank you for all you do!!!!!!!
- ❖ Thank you for all you do.
- ❖ Thank you for all you do.
- ❖ Thank you for all your support!
- ❖ Thank you for asking for our opinions.
- ❖ Thank you for being there for teachers! We need you now more than ever!
- ❖ thank you for everything this year!
- ❖ Thank you for everything you already do for us. Your work is very much appreciated
- ❖ Thank you for fighting for us!
- ❖ Thank you for fighting for us.
- ❖ Thank you for letting us voice our concerns.
- ❖ thank you for supporting OMS faculty - I am excited about new admin change for the upcoming school year!
- ❖ Thank you for the hard work and dedication. We rely on you to be our voice.
- ❖ Thank you for what you do.
- ❖ Thank you for your continued hard work!
- ❖ Thank you for your efforts in providing teachers with the support that all of us need.
- ❖ Thank you for your hard work
- ❖ Thank you for your hard work on my behalf! I greatly appreciate it!
- ❖ Thank you for your support!



- ❖ Thank you for your support!!! We appreciate you!
- ❖ Thank you for your time and support.
- ❖ Thank you!
- ❖ thank you, our union members for all you do!
- ❖ Thank you.
- ❖ Thanks for all of your support.
- ❖ Thanks for all that you do Lisa!
- ❖ Thanks for all you do for getting the teachers who are not eligible for the Bright Futures to receive it based on performance. I appreciate this extra effort.
- ❖ Thanks for all you do on our behalf
- ❖ Thanks for ALL you do to support our profession
- ❖ Thanks for all you do!
- ❖ Thanks for all you do!
- ❖ Thanks for all you do.
- ❖ Thanks for all you do.
- ❖ Thanks for all your hard work for all of us! I'm a new member this year and feel I am in good hands
- ❖ Thanks for all your hard work.
- ❖ Thanks for everything you do!
- ❖ Thanks for fighting the good fight for us. Please let the top folks understand that we give our all (and thousands of dollars) and yet they treat us like we are not doing enough. This job is hard. Leave us alone and let us teach!
- ❖ Thanks for negotiating increase in salary
- ❖ Thanks for what you do.
- ❖ thanks for your support
- ❖ Thanks so much for advocating for us.
- ❖ That our school has needy students as well as many behavior problems and we should not be judged on our scores compared to higher socio-economic schools and having a low class penalizes
- ❖ The 2019-2020 school year will be my last. I love what occurs in my classroom with my kids. They are smart and make me laugh. It is everything else (especially the lack of respect shown to teachers by state politicians, district administrators, some school office personnel, and some community members) that has made me decide to retire.
- ❖ The CCEA does a great job representing teachers and we don't always show our appreciation properly but thank you. You do make a difference.
- ❖ The culture in our building has changed due to demographics, and the students have grouped themselves, many of whom are minorities and bullies. There are more drug issues on campus, and teachers are afraid of some students. This is an environment where kids are banding together to "revolt" against authority. It's unfortunate because there are many outstanding students whose education is disrupted due to certain students. The issues were school-wide and at all levels of education, including Cambridge students.
- ❖ the discipline issues due to social media



- ❖ The district can be great teacher demeanor if the superintendent's words are shown that teachers are great assets!
- ❖ The pay needs to be addressed. Also, how about negotiating for getting more years of service credits from other systems and grandfathering time if we only got the ten years but came in with more years of experience. Also, giving us money for not taking the health insurance. It's time for the Union to work on money. Collier County is not a poor county. We should be getting paid better.
- ❖ The problem with retention of teachers is always an issue. Better salary for incoming teachers and yearly increases as well as continued contract would be a better way to keep teachers and create more leaders. Coming into a new school year, ALL Curriculum Maps should be ready to go. Each year it is getting slower to get these. And they should be prepared alike. Math led the way and reading followed, but the Science and SS maps are very very weak each year. It puts undue stress, time, and pressure on teachers to find their own materials to match the standards.
- ❖ the school and district are doing a wonderful job. I would like to see teachers get paid more to accommodate the degrees and certifications necessary to teach in CCPS.
- ❖ The union needs to become a stronger source of support for teachers that are being attacked
- ❖ The work climate is horrible. Manatee was a loss because of the court ruling but that doesn't mean that it didn't exist. The same is here. Another year has passed and more causalities have, transferred, retired, resigned or left for personal reasons. When will the district get it?
- ❖ There is not communication between administration and teachers when it comes down to what takes place as far as disciplinary measures. We are never informed about these measures, yet we frequently receive emails to send down work for students in ISS on the day that they are placed in ISS. They should have something to work on at all times, even if it is just reading a book. This cuts into our instructional time when we have to hurry and make up a work packet for a child that has ISS and we are not alerted sooner. There also needs to be much more surveillance around the campus, especially in the morning and during passing time.
- ❖ This District needs more options for students who do not belong in a traditional classroom setting.
- ❖ This has been the most disrespectful year that noninstructional have been treated in my entire 20 years working for the school
- ❖ This year the administration has shown a high level of incompetence when it came to supporting teachers and staff and having deaf ears when it came to discussions about students with behavior issues and special needs. The administration seemed to put the blame of the teaching staff and not holding the students accountable for their actions. This made it very difficult for many teachers to teach their students and forced them to focus more on disciplining the students. Please have this addressed for next year.
- ❖ This year they almost stopped paying long-term subs more money than day to day subs. That cannot happen. Schools like ours will lose too many full-time positions. There is no incentive to work full-time if you don't get paid more than a day to day sub.
- ❖ To make ends meet I coach, do HHB, teach extra classes and do summer school. It's difficult juggling so many things still being "on point" in the classroom meeting the student academic and emotional needs.
- ❖ too many added responsibilities
- ❖ too many questions and comments that this short survey makes it impossible to relate to you. I believe you have forgotten what the classroom is really like.
- ❖ Tuition reimbursement would be a huge incentive to stay. Also, we need to be paid more if you want to give an incentive to stay in Immokalee. A rental car service will not cut it, not by a long shot. I am personally planning to look to transfer.
- ❖ Union has done an amazing job this past year. More personalized reach out to teachers will provide more support for issues about the school system.

- ❖ Very disappointed that I asked the union for assistance after being attacked by the principal regarding FAC concerns and nothing was done. What's the point of paying my union dues??
- ❖ VERY hostile work environment. I'm tired of being asked how long before I retire!!!
- ❖ We are constantly asked to have new guest teachers shadow classroom teachers for a day. We answer questions and train these guest teachers with no stipend. Similar to mentor pay we should get a stipend for training guest teachers
- ❖ We are only as strong as our weakest link!
- ❖ We are still experiencing Administration at our collaboration meetings. We would like that to change.
- ❖ We have a lot of concerns to address for SLPs. Can we meet over the summer?
- ❖ We have an awesome district but the expectations of administration from building to building is drastically different. They all go to the principal meetings and are told how and when to do things. Then they go back and do whatever they want. It's frustrating when we talk to teachers at other schools and the expectations of data collection and the number of meetings differ from school to school. Our planning time is not really for planning for our classroom as much as it is for talking (repeatedly) about data. They say that is for planning. The data we discuss helps me plan for reading but not all the other subjects I teach.
- ❖ We must make public schools the priority.
- ❖ We need a living wage.
- ❖ we need more action and less conversation.
- ❖ We need more help/proper support to deal with the Youth Haven students. I had no idea what I was in for this past year. I had a student just pick up and leave my classroom anytime he felt like it. Where is the quality of instruction for the rest of these students? These students need to pass FSA? How is this possible when I was chasing the Youth Haven student(s)?
- ❖ We need step increase and salary increase.
- ❖ We work too hard to barely be able to afford living here. We are professionals with a lot of responsibility that really do make a difference. Please acknowledge by paying us what we are worth to the community.
- ❖ When will we hear about the survey we took in May? I think it was driven by the low principal opinion...
- ❖ Would love to see early dismissal days used for record keeping and adding more of them to the calendar.
- ❖ You are AMAZING! Thank you for all that you do for us.
- ❖ You are amazing! We appreciate all that you do for us teachers.
- ❖ You guys do a good job in trying to help us out.
- ❖ You guys do a great job. Thank you for having our backs.
- ❖ You guys do so much! Thank you
- ❖ You need to focus on the majority of your members, annual contract holders. It is very obvious to your annual contract members that you care more about the dwindling number of professional contract union members.
- ❖ You're doing a good job representing us.