
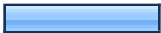






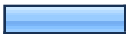










1. Where is your primary teaching/contracted assignment?

		Response Percent	Response Count
Elementary		44.9%	317
Middle School		23.1%	163
High School		29.0%	205
Multiple Buildings		1.4%	10
Other, please specify		1.8%	13
	Other (please specify)		12
		answered question	706
		skipped question	0



2. How many years have you been with Millard?

		Response Percent	Response Count
0-3 years		13.0%	92
4-8 years		28.5%	201
9-12 years		18.3%	129
13-18 years		17.8%	126
19-25 years		11.6%	82
25+ years		10.8%	76
		answered question	706
		skipped question	0






3. What is the highest degree you hold?

		Response Percent	Response Count
BA		4.2%	30
BA + Additional Hours		19.5%	138
MA		24.8%	175
MA + Additional Hours		49.6%	350
Ed. Specialist		1.4%	10
Doctorate		0.4%	3
answered question			706
skipped question			0






4. When did you earn your Master's Degree?

		Response Percent	Response Count
Before June 1, 2005		61.4%	360
After June 1, 2005		38.6%	226
answered question			586
skipped question			120





5. How do you feel about the following statement: MPS should have a transparent pay system, where you can sit down with a calculator, and based on your graduate hours and years of service figure out your accurate salary without assistance from Human Resources.

		Response Percent	Response Count
Strongly Agree		60.1%	420
Somewhat Agree		24.5%	171
Neutral		11.2%	78
Somewhat Disagree		2.4%	17
Strongly Disagree		1.9%	13
answered question			699
skipped question			7




6. How do you feel about the following statement: The MPS pay system should be equitable, meaning your pay should be the same as everyone else in the district having the same degree and years.

		Response Percent	Response Count
Strongly Agree		56.9%	397
Somewhat Agree		26.5%	185
Neutral		5.3%	37
Somewhat Disagree		7.7%	54
Strongly Disagree		3.6%	25
answered question			698
skipped question			8




7. Based on your answers to the two previous questions, are you comfortable with some receiving more of a pay increase than you to ensure that there is a fair, equitable, and transparent pay system?

		Response Percent	Response Count
Completely Comfortable		39.0%	270
Somewhat Comfortable		39.8%	276
Somewhat Uncomfortable		15.0%	104
Completely Uncomfortable		6.2%	43
answered question			693
skipped question			13


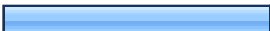
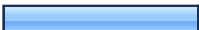
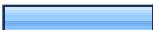
8. In our current CBA there is a Voluntary Separation Program in place as an incentive for leaving when you are eligible for state retirement and giving veteran staff compensation for their years in Millard. It has recently come under scrutiny by the Omaha World-Herald. Which best reflects your view on VSP?

		Response Percent	Response Count
Keep VSP in place with modifications that keep it viable for the future.		63.3%	432
Reduce VSP so that there is still some money at retirement but more money for current salary.		26.7%	182
Do away with VSP to free up dollars for current salary.		10.0%	68
answered question			682
skipped question			24



9. In regards to the MPS Wellness Program, which best reflects your views.

		Response Percent	Response Count
I am only okay with wellness if it continues as is, an alternative to premium sharing.		61.8%	423
I am okay with wellness moving to an outcome-based model as long as it is well-defined in the contract. Outcomes-based meaning a model where your score would determine whether or not you needed to pay a portion of your premium.		11.1%	76
I am still not okay with the wellness program.		27.0%	185
answered question			684
skipped question			22




10. In this wellness scenario the program has moved to an outcome-based model but has a point system for those below a healthy score as a means to qualify for participation. This new wellness program is well-defined in the 2012-2014 CBA. How comfortable are you with this scenario?

		Response Percent	Response Count
I am completely comfortable with this type of program.		8.7%	43
I am somewhat comfortable with this type of program.		40.0%	199
I am somewhat uncomfortable with this type of program.		29.0%	144
I am completely uncomfortable with this type of program.		22.3%	111
answered question			497
skipped question			209

11. You are uncomfortable with an outcome-based wellness program. Are you comfortable with premium sharing (meaning you will pay a percentage of your premium versus the district paying 100%) as an alternative to such a program?

		Response Percent	Response Count
Yes		13.4%	60
No		86.6%	389
answered question			449
skipped question			257

12. Thinking about the next contract, which of the following statements best reflects your views?

		Response Percent	Response Count
"A salary increase, a real increase in take home pay comparable to the previous agreement, can and should happen."		70.9%	486
"Take home pay doesn't have to increase this time around, but there's no reason, given district finances, that it should decrease."		20.0%	137
"Teachers and counselors should be willing to take a pay cut given economic conditions."		0.0%	0
None of these statements reflects my views.		9.1%	62
answered question			685
skipped question			21

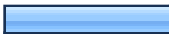




13. What would you consider to be a fair negotiations outcome regarding salary for the next contract, beginning in September of 2011 and running through August of 2012?

		Response Percent	Response Count
1% to 2%		2.0%	10
2% to 3%		24.9%	122
3% to 4%		35.4%	173
4% to 5%		22.9%	112
5% to 6%		14.7%	72
answered question			489
skipped question			217






14. In the last two years, have you considered (or known someone who has) leaving Millard for a higher-paying or similar position in another district?

		Response Percent	Response Count
Yes		70.6%	485
No		29.4%	202
answered question			687
skipped question			19

15. Would you apply for the opportunity to work per diem on district directed projects outside the contract calendar?

		Response Percent	Response Count
No		24.8%	170
Yes, 1-2 days		26.1%	179
Yes, 3-5 days		21.9%	150
Yes, 6-10 days		7.1%	49
Yes, as many days as I could		20.1%	138
answered question			686
skipped question			20

16. When would you be willing to work extra days?

		Response Percent	Response Count
Prior to the start of the school year		20.2%	104
At the end of the school year		8.9%	46
Split between the beginning and end of the school year		25.2%	130
During the school year including winter and spring breaks		3.5%	18
Makes no difference		42.2%	218
answered question			516
skipped question			190

17. What else should the bargaining team know?

**Response
Count**

275

answered question

275

skipped question

431

Page 1, Q1. Where is your primary teaching/contracted assignment?

1	Interventionist	Mar 28, 2012 8:38 AM
2	SLP for ECSE birth to 3 program	Mar 26, 2012 12:10 PM
3	district level leader	Mar 24, 2012 8:41 AM
4	District Level Leader	Mar 23, 2012 4:03 PM
5	Title Preschool	Mar 23, 2012 3:58 PM
6	All grade levels k-young adult program	Mar 23, 2012 3:38 PM
7	Early Childhood	Mar 23, 2012 2:57 PM
8	psychologist	Mar 23, 2012 2:55 PM
9	Early Childhood	Mar 23, 2012 2:55 PM
10	District	Mar 23, 2012 2:30 PM
11	middle and high schools	Mar 23, 2012 2:28 PM
12	district intervention	Mar 23, 2012 2:16 PM

Page 14, Q17. What else should the bargaining team know?

1	KEEP VESP AT ALL COSTS	Mar 30, 2012 8:31 PM
2	Move the date for VSP to later - July 31. If I'm 55 by the beginning of the next school year I should have been able to leave. Also, teachers should have to be here longer than 10 years to be eligible for VSP - that would put more money in the program. Keep cash option. Get us a raise! It is not always about the new teachers and getting them to come to Millard, what about those that have been here awhile. Thanks for what you do!	Mar 30, 2012 8:00 AM
3	The wellness program needs to be repealed; it is NOT a group health insurance plan Teachers with longevity need to gain pay increases more than new hires Extra contract time should be at MY per diem rate not \$31.25 per hour Wages MUST be transparent The current Master's stipend needs to become part of the base pay Length of the elementary day should be renegotiated! Do NOT accept any rollbacks in salary or freezes on years of service	Mar 29, 2012 6:09 PM
4	Inflation and the fact that there was very little change in my paycheck this year, makes me feel like we had a decrease instead of an increase. Also as professionals our "sick days" should all be changed to personal leave. We should be able to take them when we NEED them. Having to lie because you have to be gone for something is ridiculous. It would be better that the district know so that subs can be arranged. It is very difficult to get ready for a sub, it is difficult the day you come back and we are committed to be here for our students. I really am bugged that we are treated like we would abuse our days.	Mar 29, 2012 3:57 PM
5	there needs to be a REAL LIVE copy of the salary pay scale that is followed district wide. There should be no questions in what people make regarding salaries. A stair-step scale that is based on years and hours earned.	Mar 29, 2012 1:32 PM
6	Make sure you get things fair for those of us who were in the middle of our masters when all the changes happened and now are paid unfairly.	Mar 29, 2012 10:59 AM
7	The time taken away from elementary teachers has resulted in my feeling unhealthy. I work 8-5 daily, plus at least 5+ hours overtime weekly, usually putting in an hour or two at night after my kids go to bed. I am continually tired from staying up late working, which prevents me from being the best teacher I can be. It prevents me from managing stress and getting adequate sleep for a healthy lifestyle. If you want healthy teachers and need to take away plan time for financial reasons, then at least take some things off of our plates. Doing too many things at half-energy and in a hurry does not create the intended (research-based) results we want, but doing a few things very well and with energy to do so DOES make the most impact and keeps staff ENGAGED. We have so many things to do while not with students that we can't even conceivably do them in the time allowed, and several have little to no impact on students. If we were to do a cost-benefit analysis of some of these responsibilities, I'm confident that there would be some things cut, resulting in much happier and healthier teachers (and higher student achievement, healthcare savings, reduced staff turn-over savings, and higher productivity). You asked if we know teachers interested in leaving MPS for jobs in other districts for higher pay. The answer is no, however, I do know teachers interested in leaving for other careers which will pay more and be less draining. The wording of that question could be misleading. The wellness plan is a good idea, however, it shouldn't be "give blood or pay up," which is essentially what it	Mar 28, 2012 9:20 PM

Page 14, Q17. What else should the bargaining team know?

is right now. How about providing healthy school lunches for teachers? How about getting some things off our plates so we have time to sleep and time to go home at a reasonable time and exercise (which also relieves the stresses of challenging days, leading to better teaching - What happened to the "How Was Your Day at School?" book that was promoted? I liked that one. It has some great points.) There are so many positive ways to support teachers through this program and yet, it got off to a bad start because we didn't see any tangible changes that would impact our daily routine, enabling us to make life-changing healthy habits.

8 stay strong! The wellness program you said was only for one year and now you are talking about an outcome based model. That is a discrimination to older workers! Mar 28, 2012 6:18 PM

9 I first want to thank the negotiation and district teams for acquiring a shorter calendar year. I love the later start date (Aug. 15 with students), shorter breaks (i.e, Christmas and Spring Break) and knowing we can still get out before Memorial Day or close to it. I feel moving our fall conference compensation day to the day before Thanksgiving is unacceptable. We put in long hours that week and are entitled to a true compensation for our time relative to time served; not a month+ later. If you want to keep the Wed. before Thanksgiving as a holiday, that is okay with me, but I also think we need to put our compensation day back to the week of conferences. Other districts can do it. Why can't we? I also feel that we have failed to be compensated in ANY way for losing 2 1/2 hours of plan time a week by starting earlier and dismissing later. Yet, our curriculum demands stay the same or have increased. I don't necessarily want money. I want more time to complete work without adding hours to the contract day. Mar 28, 2012 4:44 PM

10 Find a way to eliminate the outdated cash option and put funds back to the general fund to go to teacher salaries. Mar 28, 2012 4:26 PM

11 Try to find a way to stop paying the outdated "cash out" option for benefits and put that money into the general fund for teacher's salaries and benefits. Mar 28, 2012 4:26 PM

12 Just because the bond issue didn't pass, teachers shouldn't have to take a pay cut. We also shouldn't have to have bigger class sizes. In the news and other letters, it sounds negative and makes it seem like we will have to "pay the price" in other ways. I also think extra duty pay should be looked at again. Mar 28, 2012 4:19 PM

13 You increased the amount of time we work with children during the day, any good teacher needs a certain amount of time to prepare for the day (cleaning and preparing the classroom and lessons to be given), every teacher I know has increased the amount of time they are spending in the classroom our salary should reflect that increase. I know I have been at school at least 45min.- 1 hour more per day since the time change, especially when the paras we work with in our building have same hours they have always had and are not here to help, so it's been the teachers who are picking up the slack. Mar 28, 2012 3:26 PM

14 I'm glad and thankful that you want to do this kind of work. Mar 28, 2012 3:24 PM

15 Last contract was a virtual cut in pay when factoring in the increase in health costs and change from per diem to flat rate for extra duties. Elementary teachers have 3 and 1/2 more hours of teaching time per week with corresponding 3 and Mar 28, 2012 2:53 PM

Page 14, Q17. What else should the bargaining team know?

1/2 hours less planning time this year. Pay should reflect that increase in instruction and decrease in planning time!

16	I did not answer Wellness questions as I do not take Millard Insurance and do not participate in the Wellness program.	Mar 28, 2012 2:49 PM
17	It may not be possible, but I wish there was a way to educate the younger teachers about the effects of the negotiations on all teachers. Sometimes when you are young, you don't think about what is best for the long term. VSP seems so far away.	Mar 28, 2012 2:37 PM
18	I don't like that longevity was taken away from my coaching contract.	Mar 28, 2012 2:15 PM
19	There really should be a substantial increase in pay for the next 2-year pay period. The cost of living is going up faster than what teachers received as a so-called 'raise' last year. Single and family medical should still remain as 100% paid by the district - this is very lucrative for people to stay and people to join the teaching force, and the wellness program should have no influence over if we should have to pay for our health insurance or not. I'd like to see the staff development days be spent where teachers could work out, exercise, focus on mental fitness, etc. Thank-you.	Mar 28, 2012 11:49 AM
20	Good luck with all this. I'm thankful this team and truly appreciate the the extensive time and energy you put into advocating for the teachers. I am thankful that there are people that will take this on, even when quite frankly, I don't completely understand all that you are negotiating! So THANKS!	Mar 28, 2012 11:26 AM
21	I understand that economic situations means cuts. However, we need to be wise about where the cuts are being made. People are the districts most valuable resources, not technology or equipment. I approve of the district cutting food, snacks, etc at district meetings; it made sense to get rid of the Welcome Back Millard days, but we need to keep the good people we have in this district. I have looked at other districts salary charts. They make much more sense. They are clear. They have a path that tells you your salary with years of experience on one side and your education along the top. Millard seems to have gotten way too secretive when it comes to salary, insurance/wellness and it doesn't come off in a positive light.	Mar 28, 2012 11:24 AM
22	We need to keep VSP as is... If not good teachers will flee to other Districts for more money. Our Sup should not get a 30 grand performance bonus when we take no increase in pay...	Mar 28, 2012 11:19 AM
23	The cost of living goes up more than .75% a year and the raise we received last year was an insult to all educators.	Mar 28, 2012 11:16 AM
24	VSP should NOT be changed.	Mar 28, 2012 10:48 AM
25	If we are not taking home an increase in pay, we should not have an increase in the amount we pay for our health insurance premiums.	Mar 28, 2012 10:09 AM
26	What is the difference in starting salary for an SLP and one who has been working for 17 years? Does this difference make sense?	Mar 28, 2012 10:06 AM

Page 14, Q17. What else should the bargaining team know?

27	I feel that the wellness program has a penalizing attitude to it. In talking with state employees who also have a wellness program, they take a more proactive stance. I think we should start with everyone having to pay a premium and then you can reduce it if you set goals and try to work toward those goals. I don't think the premium reduction should be tied to reaching or not reaching a goal, but setting them and participating in activities (such as the water challenge or the fitness challenge). If some one chooses to not participate. The way it is set up is you are penalized for not participating. Make it a reward for penalizing. I would have a slight increase in salary and a reduction in premiums that can be gained back by wellness participation. Make it positive to participate!	Mar 28, 2012 9:58 AM
28	It is not inconsistent to be dissatisfied with the current wellness program but still be ok with some kind of more reasonable and positive wellness program. The survey you have given us does not allow me to reflect that view, which I am giving you now. Be more careful in how you give folks options on a survey such as this in the future. I am quite sure I am not the only person who feels this way, but I am probably one of the few people who will tell you this option wasn't available, and that it should have been available.	Mar 28, 2012 9:33 AM
29	The wellness program is the biggest element that I think NEEDS TO GO!!!!!!!!!!!!!! It is extremely coercive to gain acceptance by penalizing non acceptance. That is just plain wrong. In addition, there is no reason for a company (or government) to have access to such personal information. It is quite uncomfortable. I would much rather pay part of the premium than allow someone such unmitigated access to confidential information.	Mar 28, 2012 9:33 AM
30	I feel that not enough information is being provided to us regarding the wellness program.... how are you differentiating between people who don't "meet the standard" and who are trying to do something about it and those who "don't meet the standard" and are NOT doing anything about it. I found it very difficult to "vote" no having this information. PLEASE tell us more about how the wellness program would work! How can we vote on something without the FACTS????	Mar 28, 2012 9:33 AM
31	My 12 days of sick leave should be used as I see fit	Mar 28, 2012 9:30 AM
32	I still feel that speech language pathologists do not get a clear voice when it comes to bargaining and MEA. The other 2 therapy professions (OT and PT) get paid more, even though SLPs have to have more training in order to obtain their licensure and certification. This has never been addressed, but as a SLP, I know we have brought it to the MEA SEVERAL times. IF OT and PT are to make more, do less paper work (as in casemanager responsibilities, less students on their case load, etc) then they should be paid the same as SLPs and take a decrease in salary or the SLPs should get the increase in salary. It is HIGHLY inequitable in MPS compared to other districts in NE.	Mar 28, 2012 9:21 AM
33	If we do away with VSP money I would rather see the VSP money split between insurance and salary. This might be away to keep 100% coverage by the district without having employees pay a premium percentage.	Mar 28, 2012 9:12 AM
34	I simply feel that there needs to be more clarification with the pay scale. It is very unclear when it comes to my salary; I am always a bit confused on how much I will be making and where that beginning number came from. As far as wellness goes, I believe that we should continue with health initiatives; however I	Mar 28, 2012 9:09 AM

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	do not believe my coverage should be based on whether or not I meet a certain goal. We are all human and sometimes we will face health issues that are unavoidable; life happens. I do, though, think that those that "choose" (ie: smoking) should have to pay more. I don't think others' premiums should go up because of another's choice to engage in an unhealthy lifestyle.	
35	This year has been the first time I have had issues with medicines that are critical for my family's needs. Coventry has declined numerous times and we are still in the process of fighting due to my husband's condition. I am not sure if this is more common due to the rising cost of healthcare, but when illness strikes loved ones, the LAST thing you want to have to do is bargain/fight/ research medicines that would benefit a family member ; (Mar 28, 2012 9:06 AM
36	keep pharmacy co-pays at a manageable rate; no increases	Mar 28, 2012 9:06 AM
37	na	Mar 28, 2012 9:04 AM
38	Why do social workers have to work 210 days a year and make less money than counselors/teachers and they have to have a masters plus a state license to maintain?	Mar 28, 2012 9:04 AM
39	I think that speech-language pathologists who hold their Certificate of Clinical Competence (CCC) should be compensated for the \$225 annual fee we need to pay to maintain that certification.	Mar 28, 2012 9:02 AM
40	I feel that if the vsp goes away that a grandfather clause needs to be put in place for a couple of years for people that are close and planning for this.	Mar 28, 2012 8:59 AM
41	Maybe we should hire a labor lawyer to negotiate on our behalf? It seems like Chad is setting policy on his own.	Mar 28, 2012 8:57 AM
42	The questions given seem to give ultimatums versus solutions. Its difficult for this survey to truly gage how I feel about the current negotioation. I think coming to the schools and talking with members is a much better option.	Mar 28, 2012 8:52 AM
43	I find it confusing how a district can claim to be world quality if... There is little/no support for full time Kindergarten paras to help make it more Early Childhood appropriate, increasing student/teacher ratio, and a wellness program that gives encouragement for healthy life style but little time exercise or stress relief support.	Mar 28, 2012 8:43 AM
44	If anything our pay should stay the same or go up. We work too hard for our pay to decrease.	Mar 28, 2012 8:41 AM
45	I believe the wellness program is a "trap door" that the district will use to force us to pay premiums without raising our salaries. This is effectively a pay cut. I understand the financial burden to the district in providing insurance, but if we are going to be forced to pay a 10% premium, our salaries must be adjusted to compensate for the loss of income. I propose a 10% increase in salaries (if the district insists on 10% premiums) so that we can negotiate future salaries in relation to future premium hikes, and prevent a loss of income.	Mar 28, 2012 8:35 AM
46	I feel that the team should advocate for those employees who are continuing to	Mar 28, 2012 8:35 AM

Page 14, Q17. What else should the bargaining team know?

educate themselves. I would like to be compensated for my two masters degrees. I am also working on my doctorate and can only get pay credit for three hours because I am not taking one of the "district approved" classes. That is BS! My doctorate level courses are way better than the "differentiation" or "small group" courses, etc. With all my years of experience and education, I do not need "district approved" courses. I have had those courses over and over again. Plus, it upsets me that they continue to advertise those courses as "the courses to take". I think that Millard has something with UNO. I am teaching for Doane and do not get a fair shake with advertising my course. Bottom line- I would like to get paid for all my courses and experience. I have worked very hard to get where I am today. I have a lot of knowledge to share with Millard, and I am not getting compensated for it.

- | | | |
|----|--|----------------------|
| 47 | There needs to be a true take-home pay increase. When I hear "in these hard economic times..." I feel that is just an easy out for business/companies to not pay their employees what they truly should. "In these hard economic times" I am working full time for Millard and two part time jobs just to try and make ends meet for my family of five. "In these hard economic times" the cost of fuel, groceries and utilities continues to increase, significantly, and yet there is no cost of living increase to my paycheck, let alone a real, take-home pay "raise". I am well educated and dedicated to my students and their learning, and yet I struggle to give my own children what they need because my salary does not even come close to providing for my family "in these hard economic times" and now I have to work several part time jobs to try to begin to make up the difference. I am missing out on precious and valuable time with my children due to the fact that my salary is no where close to where it should be to provide basic need for a family of five, yet the years of experience and level of degree should reflect otherwise. | Mar 28, 2012 8:33 AM |
| 48 | There needs to be some type of compensation for teachers who have a spouse working in the district in regards to health care and insurance. We are losing out on thousands of dollars! | Mar 28, 2012 8:31 AM |
| 49 | The universities and colleges won't allow Gradutae hours beyond a certain time limit, so trying to attain a master's degree to increase a salary becomes meaningless. I gave up on my masters degree years ago when I found this out, and am probably the lowest paid teacher in the district that has 26 years of teaching experience. | Mar 28, 2012 8:30 AM |
| 50 | VSP should be clarified to the World Herald, not as a bonus but as a means for a teacher to retire and be able to live until retirement starts. Reported approximate monthly, not lump sum. Health care issues are based on averages and are not a true measure of the best scenario for each individual. So no matter how the numbers turn out, some of the healthiest people still scored poorly. I would hope the tests we took last year would be a baseline and as long you maintain or improve they leave you alone. | Mar 28, 2012 8:28 AM |
| 51 | I thought the questions about equitable pay were vaguely worded. I believe teachers with more experience and/or more credit hours should receive more of a pay raise than me - I assume that is what the questions were asking. Also, the second question about the wellness program asked for my opinion without really defining the proposed changes of the wellness program very clearly. Due to these weaknesses, I am not sure that I answered these questions accurately. | Mar 28, 2012 8:28 AM |

Page 14, Q17. What else should the bargaining team know?

52	I believe we should work to a traditional salary schedule like almost every other district in the state uses. It is the only way to accurately evaluate how we stack up with other districts.	Mar 28, 2012 8:25 AM
53	It is important that we can figure our own salary with a scale like we used to do.	Mar 28, 2012 8:20 AM
54	Does VSP actually save money? If it saves money it should be worked back into teachers salaries. If not, cut it and work it into the teachers that have been 'taken over'. Extra work days need to be meaningful. It's not as much when they are offered. We should look at the number of days worked in addition to the salaries of other districts. I personally believe we should freeze our pay and work 5 less days (contact and non-contact days). This would in fact be a raise. Give us 12 days, not 'sick days' I am questioning the transparency of the district and our association. It has been suggested that we have a forum to share thoughts and possible solutions. Still the same???	Mar 27, 2012 2:40 PM
55	If the pay situation (overtake and non-transparency) does not get fixed, there will be many more teachers looking for new jobs. Also, given that almost every other district can manage it, there is NO reason why Millard doesn't have a transparent pay scale. If two teachers have the same number of years of experience and same education, they should make the same amount of money. PLEASE fix the problem!!	Mar 27, 2012 1:52 PM
56	I think moving our compensation day for fall conferences to the day before Thanksgiving is unacceptable. This may benefit the district and placate parents, but it does not compensate staff for a very difficult work week the week of conferences. I also find the extension of the school day without additional pay to be an issue. While technically our contract hours haven't changed, we have lost 2 1/2 hours of plan time each week, which has to be made up on our own time. Class sizes are increasing, our plan time is decreasing, and teachers are feeling the stress of the increased workload.	Mar 27, 2012 1:29 PM
57	Please be sure that pay is reflective of the years of training I have. I feel it is unfair that I have worked hard over the past few years to receive my masters and find out that a new hire can make more than I. Please make the pay comparable across the board but provide opportunities to advance that are NOT associated with my level of education. Experience means a quite a bit in this business. Also protect the extra duty system. I spend many more DAYS at school away from my family than most of the regular staff and should get something for it as compensation.	Mar 27, 2012 11:51 AM
58	Highly qualified teachers are leaving our district. We need to remain world class by starting with a world class salary.	Mar 27, 2012 11:19 AM
59	singletons being department heads should get paid as department heads as they have most of the responsibilities of a department head.	Mar 27, 2012 9:53 AM
60	THANK YOU!	Mar 26, 2012 6:04 PM
61	A statement for each teacher explaining their current salary. For a clear understanding of salary.	Mar 26, 2012 4:14 PM
62	The impact of the additional 30 minutes to the elementary school day. Meetings,	Mar 26, 2012 4:05 PM

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staff development, IEP/MDT meetings...etc all have been affected as well as planning before and after school. At least moving the start time back to 8:35 and keeping 3:45 dismissal would be very helpful to students, staff and parents.

63 Wed. time for planning is a necessity for elem. teachers; Wellness needs to be explained point by point with no room for changes once we have voted; elem teachers continue to struggle with a lack of time before and after school; Mar 26, 2012 3:08 PM

64 When we vote, I think certain issues should be considered. First I think all areas need to be known before we can vote. Secondly, if an issue doesn't affect me, I shouldn't vote on it. For example, extra duty pay not affect me so I don't care if a raise is approved/not approved. I am more likely to not vote for it if it means extra salary. It might be time to vote for our contract in sections, rather than a whole. Mar 26, 2012 2:36 PM

65 It is very apparent that Millard is lacking in salary, has longer duty hours, and more contract days than many comparable districts. While I am committed to students, I am extremely disappointed that Millard cannot offer the financial resources of other districts. I am actively pursuing other teaching positions. Mar 26, 2012 2:23 PM

66 In regards to the points based healthcare. I am in great shape. But, I am 35 years old and I am only going to go down hill as I age. What happens then? I get the boot or start to pay because I get older. That is wrong. Plus, why should there be no pay increase to make it more equal in pay. I know that people who come in from outside the district have made more money than me. That is wrong. I thought that was what the union should be looking out for. Not new members or new employees. I have considered dropping the union because of this. Mar 26, 2012 2:19 PM

67 The extra 30 minutes to our school day has done me in! Help! Mar 26, 2012 1:58 PM

68 There needs to be a serious consideration of middle school football. It is NOT an intramural sport and should not be treated as such. There needs to be more coaches per team as to help ensure safety and effectively teach the players fundamentals. Mar 26, 2012 1:22 PM

69 thanks for your hard work Mar 26, 2012 1:08 PM

70 Insurance should stay as a full benefit like it was before wellness. it seems to me the district is forking out more money for wellness than if they kept the insurance the way it was Mar 26, 2012 12:42 PM

71 No changes should be made to the VSP without some kind of grandfather clause. Also those who have sought other positions outside of district have done so because they want a less stressful job and acknowledgement for a job well done. Mar 26, 2012 12:41 PM

72 I am highly concerned about the outcome based wellness initiative. I am two weeks away from delivering a baby and had this been a year where weight was part of the equation and so forth, I think that would be too much pressure given by an employer on an employee. Everyone is so different when it comes to weight gain, loss, metabolism, blood pressure....etc. I don't see how we can expect all people to fit into one mold. I also have to wonder, how much is the Mar 26, 2012 12:19 PM

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district spending on this program? There are websites, building coordinators, etc. It sure seems to me that they are spending much more on just "taking a look at wellness" than actually having to pay for bills. That might be a very naive way to look at it, but at some point I think the district needs to see how effective the program will be and what would cost more in the long-run. If employers are going to mandate fitness and wellness, then they also need to provide avenues to do so. Gym memberships, physicals that don't count against deductibles and so on. Those are my opinions about this topic. Hopefully our team can reflect those of some of us who are a bit weary about where wellness is heading. Thank you.

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| 73 | Morale is poor. There are things that would help that would not cost money. e.g. comp time, time to go to an exercise class, less emphasis on "putting in your seat time," staff development that is relevant, fewer meetings | Mar 26, 2012 12:03 PM |
| 74 | Deductibles have gone up, out of pocket expenses have gone up, in my mind if we get no salary increase we are taking a pay cut and THAT IS NOT ACCEPTABLE! Add in what continues to sound like a wellness program that will eventually lead to premium sharing and now we're taking an even bigger pay cut. UNACCEPTABLE! No matter how the district spins it they will try to get us to work on the cheap and that cannot happen. Every year I suggest we look at other incentives in the contract. Things like free lunch from the cafeteria, the ability to work out during our plan time (especially w/ wellness no in full swing), and turning all sick days into personal days. If the district is not willing to budge then we better be in for a fight. The status quo is not cutting it anymore. | Mar 26, 2012 11:55 AM |
| 75 | This district is in a hot mess right now, and I want the district to know it is likely to lose several GOOD teachers if they don't fix the problems of the "soft middle", the Wellness "alternative" (which is not an alternative...just a kick in the pants for what we've previously accepted for a lower pay scale in comparison to other districts), and the overall tone of a condescending administration that doesn't value its teachers. | Mar 26, 2012 11:40 AM |
| 76 | I have a hard time seeing salary stay the same but cost of insurance goes up and hours increase. It seems to me, like we are taking pay cuts already. I find it hard to believe that Nebraska in general is one of the lowest paid states and you still want us to take no increase or a cut in pay? Shouldn't we be working to improve the pay, and at minimum putting us at the middle of the pack. I would like the union to make these items known to the public. I have seen to many other businesses around me make "cost of living" changes to keep employees up to others around them so not to lose employees. | Mar 26, 2012 11:34 AM |
| 77 | The master's degree stipend that has been given the past few years HAS to continue, it would not be fair to reduce the salary of those who have received it now. | Mar 26, 2012 11:12 AM |
| 78 | Masters degree does not equal a quality teacher. Performance based pay would be more equitable. Teachers who do not have BA + hours should still get credit for their years of experience not stuck at 6 yrs. just because they have not pursued a Masters degree. Elementary SPED teachers positions do not allow for them to do after school extra pay activities due to the number of meetings they must attend. | Mar 26, 2012 11:10 AM |

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79	There are too many restrictions on our leave days. What is the problem with 10 days, no questions asked?	Mar 26, 2012 11:05 AM
80	I do not feel that our Health insurance plan deductables and network expenses, benefits should be increased.	Mar 26, 2012 10:40 AM
81	It is imperative that employees who have a Masters or Masters + be compensated for that AS PART OF THE SALARY that grows exponentially. I am sick that I put myself through my Master's program RIGHT out of college to get the most of my money throughout my teaching career. I should not be given a "stipend" like it is extra duty. We need to have the salary schedule be a "step" schedule again so we know what we are making and we are being compensated fairly. I am losing out on money every year compared to other districts because my graduate credit pay is NOT growing.	Mar 26, 2012 10:23 AM
82	The team needs to look at people who do not hold a teaching certificate, such as school psychologists, yet are paid on the teachers salary schedule. Keep in mind they ALREADY work and extended contract just to have a salary that looks comparable to psychologists in other districts. That impacts and limits any "optional" days that we could choose to work for additional salary (since we already HAVE to work those to receive equitable pay and fulfill our contract as it is). We are treated like teachers when it is helpful for the district (ie: pay) yet other times we are asked to do things that teachers are not expected to do (ie: work extended contracts to make our pay equitable to other district psychologists, not receive pay for national accreditation, do "extra duty" jobs without compensations such as crisis team.)	Mar 26, 2012 10:03 AM
83	My belief is that our comp. day for conferences should occur during the week we put in the extra hours and not the day before a holiday/break. I think the day before Thanksgiving is great but I think it benefits Millard student attendance and not the actual compensation for the extra hours teacher put in during a given week. I also strongly feel there should be a work day built in BEFORE each report card is due. When do they really expect teachers to get 20 plus report cards completed?	Mar 26, 2012 10:01 AM
84	MPS teachers work longer and for less pay than all of the Metro schools. We will lose good teachers because of this fact. The district wants to say that there are budget issues, I think there are a lot of other cuts that should/need to be made before teacher salaries.	Mar 26, 2012 9:42 AM
85	Cost of living (gas, food, etc.) keeps going up so I feel teachers should get a decent cost of living increase.	Mar 26, 2012 9:40 AM
86	We need more plan time. The new hours at the elementary level have made it very difficult to be prepared as a teacher for the day.	Mar 26, 2012 9:27 AM
87	If stipends go away for specific jobs, then that duty should go with the pay. The duty should not be rolled into that job unless the job description is reflective of this duty and has compensation for the time it takes to do that duty.	Mar 26, 2012 9:27 AM
88	Family health insurance premiums keep me from fair compensation and reduce my actual salary. It's time heavy users and family pay a portion of their premiums. Please consider those of us who are single health &/or barely users	Mar 26, 2012 9:16 AM

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of health insurance. I need a raise.

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| 89 | I am not happy with the calendar changes for the next two years, and I didn't feel like all parties affected were fairly represented in the decision. | Mar 26, 2012 9:13 AM |
| 90 | I think they should re-evaluate our days off. Over the years, additional days have added to our contract, but they have not increased the number of days of leave we have. Also, very limiting, as things come up and not everyone can travel in the summer. | Mar 26, 2012 9:07 AM |
| 91 | Thanks for all that you do for us! I know quite a few teachers who are leaving teaching for higher paying jobs that have less stress. In the next few years, I think that number will keep going up unless the district financially compensates teachers for the extra work placed on them. | Mar 26, 2012 8:56 AM |
| 92 | Please explain why some people of equal years of experience and equal degrees are getting different pay as indicated in questions 2-4. | Mar 26, 2012 8:46 AM |
| 93 | We need to stand up here and say that this district is throwing money away. If we can afford that huge Gallop survey, we can afford raises. This is ridiculous. The calendar change was a joke. They asked if we would give up spring break to get out early. Now they can use our comp. day for conferences for spring break and are not getting out early next year. Class sizes are getting larger and teachers have less plan time. Millard is not taking care of their employees. I am not happy about the path this district is going and it is time to put students first. | Mar 26, 2012 8:42 AM |
| 94 | thank you for all your work | Mar 26, 2012 8:11 AM |
| 95 | I am willing to work on district related activities for pay during my breaks. Spring break, Christmas break, summer break. | Mar 26, 2012 8:06 AM |
| 96 | Take home pay needs to increase! It's nice having full coverage insurance for my daughter & myself, but that's obviously NOT paying the bills. I would be willing to pay partial insurance costs if we could simply increase the take-home pay. I took a pay cut to come to Millard from North Platte Public Schools and after 3 years, this pay cut hasn't evened out one bit. I am currently applying for positions in other districts so I can pay my bills. | Mar 26, 2012 7:54 AM |
| 97 | I don't think teachers should be penalized for the district mishandling the bond issue. Several buildings are asking for money to put the turf in with a grant from NIKE, The money they are donating will be more than their tax increase would have been. The district seems to get exactly what it wants with or without the tax increase. We are the ones who take it in the rear! If they want us to work more and harder they need to pay more! I can't afford to be a charitable institution. | Mar 26, 2012 7:52 AM |
| 98 | Getting rid of the ladder was the worst thing we could have done for me. I was in the middle when it happened, and for 4 years I made less than the person with the same years and education did the last year of the ladder. If we had kept the ladder in place and I made a percentage of the base, I'd be making what I could get now if I were hired in Gretna or Elkhorn. I figure I'm about \$3000 short, per year, of what I should be. | Mar 26, 2012 7:52 AM |
| 99 | We need a pay raise as EVERYTHING else has increased (such as gas prices) | Mar 26, 2012 7:49 AM |

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and my salary has NOT.

100	The district has the ability to increase the financials by increasing the levee or using the reserve. They should not threaten to cut teaching jobs when they don't have to!	Mar 26, 2012 7:36 AM
101	If VSP were to disappear, I would have no reason for continuing to work here for the next 10 years. I have earned the buyout over the past 20 plus years, and I would expect to make it elsewhere if they took it away!	Mar 26, 2012 7:31 AM
102	There are occasionally hard years for the economy but if we let that always be an excuse for not paying teachers enough, they will never get a raise.	Mar 26, 2012 7:31 AM
103	We have one of the highest paid superintendent teams and some of the lowest paid veteran teachers in Omaha. Seriously, it is completely obvious that they do not respect their teachers. If I take a pay cut, where are THEIR cuts? Why were we having these Embassy Suite pep rallies every new year when the money was going to be gone? Talk about mismanagement of tax payer money. I love my school, but so many are leaving and getting SO MUCH MORE for less work (like plan period every day, supplies that their district provides rather than their own personal bank accounts, health insurance, transparent pay, etc.) I used to feel that my district was the best district in the city, now, I feel pretty betrayed, and due to all of these concerns, I've learned to not trust anyone in DSAC.	Mar 25, 2012 8:39 PM
104	1 - I will reject any agreement that does not include a REAL INCREASE in take-home pay - with no loss of current benefits/coverages and no more work days. I'm expecting a 4-5% increase in salary this time around to help compensate for sacrifice this year. GAS PRICES ALONE have become a problem. 2 - Question 12 - DEFECTIVE QUESTION. first option says "real increase" like the previous contract. THERE WAS NO INCREASE FOR ME. I LOST MONEY! After state retirement took it's share I had LESS take home pay once union dues kicked in!! 3 - Question 15 about working per diem outside of contract - did not include an option for what I would consider the "JULY" time frame - just "after school ends" and "before school begins". 6- the salary formula idea has potential - BUT as no surprise, each person will want to make sure they don't LOSE MONEY. The cost of living has "skyrocketed" in my opinion the last couple years. 7 - One of the newsletters talked about union membership could only be canceled during the months at the end of the year (I'll have to look those up...). I believe that our membership should receive an email message to that effect, the week before canceling membership would begin - to inform those who did not read the update closely enough. 8 - IF we go to a "we pay portion of health premium", I say no - unless they raise salaries sufficiently to cover it in after tax dollars, and our portion in dollars NEVER INCREASES beyond the % our salaries are raised!	Mar 25, 2012 8:23 PM
105	I have heard about the inequity of current teacher salaries versus the salaries of the newest hired teachers. Although I know some things have been added such as Masters pay compensation, but it still seems that experience lacks in salary compensation.	Mar 25, 2012 6:26 PM
106	When will the administrators take a pay cut? Why don't we have access to their pay scales and increases?	Mar 25, 2012 3:55 PM

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107	Employees are continuing to hear of difficult economic times. However, we will more than likely increase class size next year. This past year elementary teachers have worked 90 more hours of student contact time (plan time is therefore decreased and often on our own time). Student populations are increasingly more challenging than in the past. We are expected to do more, yet understand limited funded. On the other hand our district continues to find dollars for administrative staff, technology, and special programs. It is difficult to believe that there are no dollars for a pay increase.	Mar 25, 2012 3:21 PM
108	I am not in favor of merit pay, if that is what question #6 is driving at, based on test scores alone. With that scenario I worry about an atmosphere of competition rather than cooperation in buildings. In addition there are so many factors affecting children that are out of our control.	Mar 25, 2012 12:52 PM
109	I feel when a teacher has longetivity there should be a stepped program like before last year.	Mar 25, 2012 12:16 PM
110	Our insurance is precious to us. I do not want it touched. I would choose insurance over salary increase.	Mar 25, 2012 10:00 AM
111	P Please let us know the results of this survey.	Mar 25, 2012 9:21 AM
112	With the increase in student hours, I am spending considerably more of my "free" time working on preparing for student needs, lessons, record keeping, meetings, etc. Keeping that in mind, an increase in pay above the projected cost of living increase for 2012-2013 would only begin to make up for the sacrifices we have made. Many feel as if we lost pay last year. We would like to recoup that loss with the next contract.	Mar 24, 2012 8:33 PM
113	We need a raise! I am making \$5000 less this year due to the negotiated contract and cut in extra duty pay.	Mar 24, 2012 3:07 PM
114	Speech Language Pathologists have more dues to pay than classroom teachers and should be given a stipend for ASHA dues.	Mar 24, 2012 1:53 PM
115	The extended school day, negatively impacts a teacher's plan time. Teachers are expected to do more with less plan time. Next year's calendar is going to be very hard on elementary students and teachers with NO time off the entire month of April and most of May. That is not in the best interest of our students!!!!	Mar 24, 2012 1:41 PM
116	Is the district planning on extending the contract hours due to the extended school day? If so-that should be reflected in our salary on top of a pay raise. Why can't we have all of our sick days be no questions asked?	Mar 24, 2012 10:23 AM
117	I want Wellness out - gone. I want the district to continue to pay 100% of my families health insurance - even if I don't get a raise. I don't want a pay decrease. I got my Master's Degree in May 2005 (that is when the ceremony was held.) That degree was not reflected in my next year's pay - where do I stand on that situation, 7 years later? Thank you all for your time and efforts in a most difficult job!	Mar 24, 2012 9:24 AM
118	VSP is a crucial and critical life issue for those who have been planning on it and planning for it to be a certain amount and do not have the years "left" at this point	Mar 24, 2012 8:47 AM

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to grow the \$\$ amount if reductions are made. Thank you for all you do!

119 Please do not negotiate away Cash Option. In fact, isn't it time to see if larger amounts are justifiable for this for those who have been grandfathered in. Isn't it time to see if perhaps that should be an option available to all once again if the district is citing health care costs as a major obstacle in significant salary increases? And please make sure this contract ensures adequate and fair pay raises for long term employees rather than allowing them to be passed by others. Mar 24, 2012 8:29 AM

120 Omaha is continuing to do well and has historically done well in this economy, which is improving nationwide. Do not let the Board think that we need to settle for less "because of the economy." Stand firm. There was no choice offered to keep VSP as is. The best choice for supporters of VSP was a "modified" VSP. Please do you best to keep the program, as is, in place. Tell the Board that assigning points to individuals with below par health performance is unfair and discriminatory. Provide a form that our doctors can complete that explain special medical circumstances, which make it difficult to meet the standard. Go got us the salaries that we deserve. Do not buy the bad economy story. Nebraska teachers are so underpaid...please bargain for us with confidence and conviction. Thank you! Mar 23, 2012 11:41 PM

121 Our health plan is horrible. But what is worse, is that "we" (the union) keep accepting it because the economy has changed or someone thinks forcing "healthy changes" on us will make everything better. I don't work less hours or put in less effort but my "benefits package" always decreases in value to me. It is completely insulting!!!! I support my family, yet we can't afford to go the doctor when we need to because our cost keeps going up and up. If my (so-called) benefits continue to be less effective for me, then my salary should be significantly compensated for that loss. Negotiations are just that - a time to negotiate for something - - - not just cave in to whatever the board thinks they can get by with. What is the point of having a union when they won't take a stand and say enough is enough. We aren't going to continue to let you push us around. We work hard and deserve the best benefits package available, even if it costs money. Happy employees are better employees. On another note, you might want to edit the "when did you get your master's degree" question. I needed to check off both options - before 2005 and after 2005. Mar 23, 2012 11:08 PM

122 I strongly feel that teachers need to be compensated in some way for the the increased # of hours spent with kids each day, and the reduction in planning time. For some teachers this reduced planning time means MANY more hours spent at home working on school related things, and for many other teachers it means less overall time devoted to preparing for daily activities, analyzing data to differentiate lessons, etc., which results in less quality educational experiences for our students. No other profession can require their staff to work longer hours or increase their work load without some sort of compensation, and education shouldn't be the exception! Mar 23, 2012 8:59 PM

123 Please fix the fairness in pay issue. This can and has impacted moral. Thank you for all you do!! Mar 23, 2012 8:49 PM

124 Please keep the (grandfathered) cash option to health insurance in place. Please retain the VESP program. Please determine salaries with a salary schedule that Mar 23, 2012 7:20 PM

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everyone can look at and immediately understand. Please do what it takes to not ever let MPS fall behind in clock hours and lose some of our state funding in the process. Here is a way to add some hours - discontinue the afternoon off in May for all middle schoolers when 5th graders have orientation. Our registration process (and some Jump Start programs) cover this transition aspect so the 1/2 day off is no longer necessary.

125 I feel it would be completely ok to do away with the Wed. early out as long as our start/end times could be amended so that we have a shorter day again. Mar 23, 2012 6:50 PM

126 The demands of our school day have significantly increased and has taken a toll on staff morale, school climate and staff wellbeing. If it's true that these elementary school minutes were inaccurately calculated, let's return to our previous school hours. In a financial crunch, this could be an option for negotiations as it would benefit all in a nontangible way. In addition, administrators are expecting staff to arrive at school before contract hours due to the time constraints for meetings. (i.e. 7:45, 7:50) TIME could be a negotiation factor to offset a minimal salary increase. Is there consistency between elementary/secondary levels with the new practice that staff members must have child care for their child whom attend the staff member's school? This should be consistent or redefined by the district. It's not fair for elementary teachers to be required to have child care due to their children's age if middle school children are allowed to "hang out" at staff member's school. Are we being family friendly? 22 minutes before school is a significant child care cost for our working parents. How about allowing us to have flex hours 15 minutes prior to our 8:00 contract start? Two choices for staff: 7:45 to 4:00 or 8:00-4:15? How about limiting or defining how many nights we are expected to attend night events? How about giving us 3 personal days and moving away from business/personal? What about us going to a leave allotment? Mar 23, 2012 6:27 PM

127 Would like to know what percentage of insurance premium you might have to pay prior to voting on a contract if it, Would it be a percent or a set amount, the same for everyone? How much are we talking???? As a new teacher I paid full family for 3 years when I started, then it became a benefit. Mar 23, 2012 5:56 PM

128 The VESP Program needs to be left alone. Or, if it must change, people who currently qualify for it, yet did not take advantage of it this school year should be grandfathered into continuation of the plan as it currently stands, and then retire next year. In addition, people who will qualify for it-say for the next 4 or 5 years - should also be grandfathered into the maintaining the current program. IF-as a result of the current negotiations- the program changes for next year, then reopen the opportunity for people to apply for it yet this year. We who qualify should not lose out on the current VESP program just because the upcoming negotiations contract might change it. We have worked too hard and long, waited too long, and earned (counted on) it for so long just to lose it without a chance to take advantage of it due to a contract negotiations change. It would be a real slap in the face to change/lose this program for the teachers who have been loyal to the Millard Public Schools for their entire careers. We have already taken huge hits on our retirements due to the stock market in recent years. Please don't allow our own school system and MEA to also jeopardize our upcoming retirements. Mar 23, 2012 5:23 PM

129 More teacher work days would be nice. No more on our "plate" or new district Mar 23, 2012 4:34 PM

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directives

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| 130 | As for the VSP, I don't understand how any option is good for me. I earned a master's in 2000, so my pay is most likely lower than it should be. If we use money from VSP to make an equitable salary for those that are in an overtake situation, we lose out on this early buy out option. If VSP is discontinued, will it ever be reinstated? How many years will it be gone? If it is never reinstated, then I will miss out on VSP, but I may have a salary increase. It will turn out to be a wash for me - no real gain. The only gain would be that I have a higher salary, which may stay, unlike VSP which could go away at any time. | Mar 23, 2012 4:29 PM |
| 131 | The change (cut for many of us) in per diem pay that happened last year was very wrong and I am very angry about it. MEA president said this was to the benefit of 52% of the staff, but you need to realize it was not fair to 48% of us! Part of our motivation for getting advanced degrees and years of experience is per diem pay and when you take that away from 48% of us, then we think about quitting MEA to make up the difference. Can MEA benefit by losing the dues from 48% of your dues- paying members? I think you need to try to work for all of your members and not just the younger ones without advantaged degrees. I would like to see this changed! | Mar 23, 2012 4:26 PM |
| 132 | It was very difficult to understand the difference in the insurance/wellness questions. I would agree for it to stay as it is now...take the yearly check up and premiums are paid as they are now-no checkup, then you share premium. When I chose to have the wellness program stay as is, then it went to outcome based healthiness in order to not have to share premium. I disagree with that unless we have some real changes in our contract allowing for more opportunities to take care of our health. | Mar 23, 2012 4:24 PM |
| 133 | In order to have equitable salary for all with the same years and degree, they need to bring the salary up incrementally, not one big leap in pay. That would result in fairness as everyone else took small steps to get there. | Mar 23, 2012 4:16 PM |
| 134 | Work on National Board Certification Language. | Mar 23, 2012 4:14 PM |
| 135 | Just the need for an increase in salary. | Mar 23, 2012 4:09 PM |
| 136 | Some of these questions were confusing | Mar 23, 2012 4:05 PM |
| 137 | SALARY Equity needs to be addressed IMMEDIATELY as this has been going on too long and some teachers have been HURT by this in a Compounded Way and it'll only get worse. Those who have been Passed By on Salary due to them obtaining their Masters prior to others is UNFAIR! | Mar 23, 2012 4:04 PM |
| 138 | Insurance is one of the main benefits of a career in education and our salary reflected that benefit. Teachers' salaries do not fairly reflect the level of expertise or years of experience as many other professional careers. We were satisfied because the district covered 100% of our insurance and that was an incredible benefit. For that reason alone, we accepted a less competitive salary than other comparable professions. That is no longer the case. Now we are to accept less salary and fewer benefits. Even in this economy, we shouldn't accept less because we'll never make up ground even if the economic situations change. | Mar 23, 2012 4:04 PM |

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139	Elementary teachers work 3.5 extra days without being compensated at all. Add to that 7:45 meetings, multiple PTO and school sponsored activities that are required for teachers in my building to attend, plus the 1/2 hour reduction in plan time due to the extension of the school day. This should be addressed in contractual negotiations.	Mar 23, 2012 4:01 PM
140	I actually took a cut in pay this year because of insurance deductible going up and prescriptions going up. I do not feel I should have to take another cut in pay. I would like to see our pay go up to cover my lose this year and give me an increast next year and leave insurance alone. Maybe the district needs to research if having self-funded is really the better option for insurance. If we have to pay more for insurance, I hope our raise covers it and increases above and beyond our lose. Over the years, we have been frozen, rolled back and this year a pay lose and I do not feel it is being fair to me. I know that people get compensated for masters before a certain time period because now masters teachers earn more, but that's the way it is and they should not get that extra money. I am not being compensated for the years I was frozen or rolled back-to me it's the same. That money should be put for ALL pay and so we all get a raise or I should get money for being frozen or rolled back. I appreciate all the time spent on negociations, but I hope there is an improvement this year that benefits all because like I said before, I took a lose in pay this year while others gained much. We are the district-what would they be without the hard-working teachers that have that make it a world class school system. Replace us with new young teachers like I feel we are threatened and see the results then. Please stand firm and do what's best for the teachers. Thank you.	Mar 23, 2012 4:00 PM
141	na	Mar 23, 2012 3:58 PM
142	Cutting or reducing pay increase for administrators and Superintendent, reduction in MEP's would all be areas to "trim" the excess and keep the staff members who are working in the "trenches" compensated.	Mar 23, 2012 3:48 PM
143	I think some sort of short-term disability program should be offered, even if the premium is fully paid for by the employee.	Mar 23, 2012 3:46 PM
144	Our insurance carrier is terrible. We have it but it is so difficult to have them pay for coverage we are suppose to have. I don't think our insurance carrier should be so difficult to work with.	Mar 23, 2012 3:45 PM
145	Equity in plan time between elementary teachers and secondary teachers with consideration for the amount of preps. Retention of band and strings programs for the elementary buildings. These programs both need to stay in place.	Mar 23, 2012 3:42 PM
146	I feel the administration in the buildings should REALLY look at "new" teachers during their 1st 3 years (pre-tenure) and NOT be afraid to release them if they are not QUALITY teachers. I'm seeing too many poor teachers reaching tenure, then "they are safe". Make the pre-tenure years a real trial period to determine whether or not they are of Millard quality. Also... part-time teachers are valuable and should be honored as such and not made to feel like they are second class citizens. We don't need to be weening them out. They are providing a valuable service and most are more happy than the full-time teachers because they don't reach burn out as quickly.	Mar 23, 2012 3:39 PM

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147	We need to bump all salaries as the base pay goes up. It is unfair for veteran educators to make the same or even less than first or second year educators.	Mar 23, 2012 3:37 PM
148	I am absolutely a proponent of merit pay. There are some bad teachers out there and they should not be making as much as I am. If we can find a fair evaluation model (based on student learning, not test scores) then I am all on board for merit pay.	Mar 23, 2012 3:32 PM
149	If you want to cut costs. Take away one half of the staff development days. Teachers are already busy enough TEACHING! Let the persons who want the continued ed. credits that Millard uses to justify not having to take college classes to keep licenses current, to pay for them themselves from approved institutions. The district could save quite a bit there by not having to pay the teachers extra salary for extra days.	Mar 23, 2012 3:32 PM
150	I appreciate all that you do for us! :) Thank you SO much for your time and efforts!	Mar 23, 2012 3:30 PM
151	My priorities are (in order)... - no jobs be lost - no insurance premiums - an increase in take home pay - world peace	Mar 23, 2012 3:30 PM
152	When NE is trying to decide what to do with a surplus teachers should not have a pay cut or freeze.	Mar 23, 2012 3:26 PM
153	VSP should be grandfathered to the employees that are currently eligible.	Mar 23, 2012 3:26 PM
154	I have worked a job outside of my full time teaching job for 10 of my 12 years to afford to live in Millard school district. I only recently had to quit due to the birth of my son.	Mar 23, 2012 3:25 PM
155	The voluntary early separation program saves money period. A \$70,000 teacher retires and a \$35,000 teacher is hired, do the math. It already creates more money to be distributed for our salaries. Change the date for which a person is eligible to 55 before July 1, or Aug 1. The more high salaries we get to retire, the sooner we recoup the money. If you guys start messing with the package you might eliminate the incentive to retire, then there really will be less money to go around. I can assure you the World Herald doesn't have many mathematically able writers on there staff. That was pretty apparent from their article. And the Legislature is not much brighter. You guys need to stand your ground. We should not back down every time we are confronted. We should take them on.	Mar 23, 2012 3:23 PM
156	Wellness program is NOT ok with the majority of the people I talk to. We are VERY concerned about losing Wednesday planning time and the new calendar spring break is very small, considering our release date is still VERY similar to this year without the shortened break. It just doesn't make sense to quite a few of us in primary.	Mar 23, 2012 3:20 PM
157	****Re-instate summer school pay as per diem!!! Continue to more closely align Calendar Days to surrounding Omaha districts. Get rid of tacked-on snow day policy.	Mar 23, 2012 3:20 PM
158	Teachers are what makes this business work, so please remember that all your decisions affect us. Please don't take advantage of our willingness to bend over	Mar 23, 2012 3:20 PM

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backwards for the students.

159	How does the teachers starting salary compare to the salary paid toward district administrators? Is is about the same % it was 25 years ago. The bond issue didnt pass but MW and MN will still get their turf fields, there is money out there, and Millard's teacher pay always seem to be the only the district doesnt care about being the best in. Would they be happy if the test scores throughout the district were at the same level nationally as our teacher pay?	Mar 23, 2012 3:19 PM
160	Don't give up the early seperation, it has been keeping alot of the older experienced teachers in the district. Or have a grandfather clause for teachers who have already qualified with 20 years in the district.	Mar 23, 2012 3:19 PM
161	They are doing a GREAT job and I will be happy with whatever the outcome!	Mar 23, 2012 3:17 PM
162	Pay scale needs to be on the MPS website in a clearly marked area. Thanks.	Mar 23, 2012 3:16 PM
163	Family coverage for health insurance should not be free. That means that an employee with a family essentially makes more money than a single employee.	Mar 23, 2012 3:15 PM
164	If I had to choose either a pay raise or pay part of my family insurance, I would rather my pay/salary remain the same as this year and not have to pay for any portion of my family insurance.	Mar 23, 2012 3:15 PM
165	Even though I received my Master's Degree after 2005 I was lumped into the before 2005 group. I had 24 graduate hours calculated into my salary prior to 2005 even though they had nothing to do with my Master's Degree. I feel as though the District found the cheapest way to hire me because of this but I have no way of really knowing.	Mar 23, 2012 3:14 PM
166	The people who have been in the district longer need to be compensated for the money they were cheated out of over the last 6-7 years when our pay scale changed. If this is not possible, then they need to increase our stipend next year to help make up for the difference. A new teacher does not make that much less than a veteran teacher. That needs to change.	Mar 23, 2012 3:14 PM
167	Of all the issues mentioned, VSP is the most important to me.	Mar 23, 2012 3:14 PM
168	A decrease in salary is completely unacceptable. I think a raise (even if it is as meager as the \$20 we got this year) should happen. I do not want the Wellness Program to be punitive.	Mar 23, 2012 3:14 PM
169	CHEAPER UNION DUES!!!! THIS WOULD GREATLY INCREASE MY TAKE HOME PAY!!	Mar 23, 2012 3:11 PM
170	I would like to have some additional type of compensation when a married couple works in the district with regards to benefits. The fact that family dental is paid is hardly comparable to full family health insurance. Perhaps some kind of contriubution to a 403b or something extra to equally compensate the employee for what is being paid for full family health coverage. I have considered leaving the district because of this and I know others have as well who are spouse's in the district. It is not fair.	Mar 23, 2012 3:10 PM

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171	I have lost ground to current teachers by being in this middle group. I've seen money go to beginning salaries to stay competitive and money go to retirees but nothing in the middle. New teachers make almost what I made with a masters and 10 yrs service. I have not seen that increase in any of my time in Millard.	Mar 23, 2012 3:08 PM
172	If we have to pay for our insurance, (or pay for the family portion), we should have some choices on coverage levels and deductibles.	Mar 23, 2012 3:08 PM
173	I am one of many who is being paid less than others in the district based solely on when I received my masters. My number 1 priority with this contract is to see that evened out. I also feel that any increase in insurance premium that employees will be asked to pay should at least be matched by increase in pay.	Mar 23, 2012 3:06 PM
174	Given the current economic climate, I am understanding of the difficulty that the negotiations team must face in regard to coming to a contractual agreement. With that being stated, there is one major area of concern that I have. I am not comfortable with an increase in insurance deductibles. I understand that insurance costs are on the increase, however, Blue Cross and Blue Shield policy holders have not seen a rate increase and likely will not see a rate increase in the next year, due to federal legislation prohibiting them from doing so. Many smaller districts in the state have better insurance and lower deductibles. For years, it has been explained that being "self insured" has benefited our district, but I have to ask, how has it benefited the policy holder when our premiums and deductibles have increased year after year?	Mar 23, 2012 3:04 PM
175	I know lots and lots of awesome tenured teachers looking for higher transparent pay in other districts or who want to stay in teaching but are being lured by other professions.	Mar 23, 2012 3:03 PM
176	That is essential to have a transparent and accessible salary schedule. Equity is essential to a staff. It would help to foster a trusting relationship between the district and the teachers/conselors who work for the district. It is hard to plan for your financial future when you can't see your potential salary in terms of advanced degrees and years of experience. I am new to the district and the lack of a transparent salary schedule was almost a cause for me to not accept the position. It was truly an issue and I considered to be very important.	Mar 23, 2012 3:02 PM
177	The people in our district are significantly underpaid relative to other local districts. This is reprehensible and should be remedied.	Mar 23, 2012 3:00 PM
178	Our accrued "sick" leave should be able to be used for any kind of absences...sick days, mental health days, mini-vacations, etc..	Mar 23, 2012 2:59 PM
179	I am a veteran teacher with a Masters Degree and years of dedication but my pay is very similar to my teammates who have been here less that 4 years.	Mar 23, 2012 2:58 PM
180	NO 2 year contract!!!!!!!!!!!!!! Only one year. Many things change except our salary. With gas prices and food going up, we make less than we ever have and the elementary teachers have given up many hours of planning time. I would like to know when we will be compensated for the lack of planning time. Maybe we should have a longer uninterrupted lunch time. Many of us work more than 3 1/2 hours without a break!!!!	Mar 23, 2012 2:58 PM

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181	<p>Pull out days for district initiatives have been used instead of off contract time. Teachers make less money because there is no stipend for working off contract time. However MEA should argue that there is a cost for pulling a teacher out of the classroom. The cost is planning for a sub and catching up after the absence besides the extra stress this puts on a teacher. There should be extra compensation for this! Or, pull people out on off duty times and pay for the time.</p>	Mar 23, 2012 2:58 PM
182	<p>We don't stay here for the salary. We stay here and produce positive results due to the benefits.</p>	Mar 23, 2012 2:58 PM
183	<p>As a veteran teacher of 20 years in the District, my biggest issue is the new teachers (CADRE) coming into the salary game at a number it took me 12 years to get to.</p>	Mar 23, 2012 2:57 PM
184	<p>The minimum salary increase should be at least a cost of living increase.</p>	Mar 23, 2012 2:54 PM
185	<p>I do not use Millard insurance. Although this is a very heated topic among employees, the survey did not reflect those of us that this wellness program does not involve. I was not sure how to skip those questions in the survey.</p>	Mar 23, 2012 2:54 PM
186	<p>How upset employees are at how the Wellness Program was not fully explained, ie: how can a "voluntary" program penalize you if you don't participate? While it was explained that non participation would require employees to pay 10% of their premium, it was never explained that in March, payment would be pro-rated back to September, resulting in double payments. No one from Human Resources was able to give an exact dollar amount, simply 10%.</p>	Mar 23, 2012 2:54 PM
187	<p>I would keep the same pay as long as my insurance doesn't go up or my deductible doesn't go up.</p>	Mar 23, 2012 2:52 PM
188	<p>In my second year of teaching, the incoming first year teachers made \$2000 more than I did. Had I not gone to grad school this would have been the case. I also believe that we deserve a pay raise and the wellness program should stay the same.</p>	Mar 23, 2012 2:51 PM
189	<p>I am not at all comfortable with any change in VSP.</p>	Mar 23, 2012 2:51 PM
190	<p>Teachers in Millard have been forgoing any major salary increases for many years. The budget is always tight, and our salaries seem to be where the district makes up their short fall. Because of that, we keep falling more and more behind. We are way behind the other school districts in the area, when it comes to salary. Because of this, we are losing many talented educators. This does not reflect well on Millard as a "world-class" school.</p>	Mar 23, 2012 2:51 PM
191	<p>I would like family insurance above every other bargaining piece.</p>	Mar 23, 2012 2:47 PM
192	<p>I really think a more detailed explanation should be given for VSP. We still have people voting/making decisions on this part of the contract and they don't know what it entails. For someone who has taught in the district for 32 years the VSP is important. For some it is the reason they have stayed in the district and not moved on to another district.</p>	Mar 23, 2012 2:46 PM

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193	taking away the comp day during the week of conferences is a big mistake. I do not agree with giving us that day a month after we worked the extra hours in both the fall and the spring. I feel we should get the comp day the same week we work the extra hours.	Mar 23, 2012 2:45 PM
194	I like how the wellness plan is currently. I will be very upset if people are penalized because of their health situation and it is not healthy by district standards!!!!	Mar 23, 2012 2:44 PM
195	Seems like a broken record from me, but I remain frustrated that staff members holding national certification in areas other than "teaching" are not recognized with the same stipend as are teachers who hold national teacher certification. My national certification program was easily more rigorous than that for teachers.	Mar 23, 2012 2:43 PM
196	Question #10 was somewhat confusing	Mar 23, 2012 2:42 PM
197	The following questions were not very defined and leave a lot of room for the board to maunver and twist the responses. Last year really was no raise if the higher deductables for our health insurance were factored in and there was actually a decrease in for extra duty jobs like selling tickets at activities, crowd control, etc. Can we take a little harder line with the board? It seems like we have been on the side that giving up more in the past couple of years. Atleast that is the perception of some of the teachers in my building, including me.	Mar 23, 2012 2:42 PM
198	I do not under any circumstances want a decrease in benefits that coordinates with a pay increase...therefor netting out at 0 or costing me more....again! Salaries MUST match inflation of cost of living. This is reasonable.	Mar 23, 2012 2:41 PM
199	That people say all kinds of crazy, mean, and selfish things because they aren't the ones going through this process. Know that you are valued. That the work you do is respected. That you are trusted - if they didn't trust you then they wouldn't come to you with their complaints either. Little solace, I know. Have a few cocktails when this is all done - you ALL deserve it. Keep Calm...	Mar 23, 2012 2:39 PM
200	Please look into the raising the coaching and activities pay too.	Mar 23, 2012 2:39 PM
201	You should name files after the colon.	Mar 23, 2012 2:38 PM
202	I would like to see the district move to leave days that can be used at the employee's discretion, for sickness, family illness, bereavement, or personal. My friends in the business world can't believe that teachers do not get paid time off that can be used as needed / desired.	Mar 23, 2012 2:38 PM
203	In my opinion our pay should definitely NOT decrease. I definitely want it to increase! If it comes down to everyone getting an increase and then some teachers getting a separation notice because of the increase in pay... that is not ok with me.	Mar 23, 2012 2:38 PM
204	It would be nice to feel that the teachers are actually appreciated and compensated by our Superintendent and Board. Their success and rewards come from the hard work of the staff of MPS. Seeing the different salaries and benefits of local superintendents has been the most eye opening. If you would survey the general public, all of the negative comments go to administrators'	Mar 23, 2012 2:38 PM

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inflated salaries and travel/spending budgets. My accountant was astounded at the amount of my own personal money goes into my classroom. I'm a teacher and proud of it, but each year it gets harder and harder to get by.

205	If there is a scenario where we must begin paying a portion of premiums, there should be absolutely NO circumstance where the pay increase results in a net decrease in the amount of compensation we receive as a part of the contract. If we have to 250 per month, than we should as part of our after-tax compensation receive a 250 per month pay increase.	Mar 23, 2012 2:37 PM
206	I want to see more than a \$5 increase in my take home pay. I would like to see a "sick leave bank" created. I would like to be paid per diem for extra work. I would like less complicated method for figuring out my salary.	Mar 23, 2012 2:37 PM
207	Any wellness point system would have to allow for people with low scores room for improvement without having to pay premium. As long as a member is making positive progress toward the goal, they should not be penalized.	Mar 23, 2012 2:37 PM
208	Thanks for the work you do! I know this is a difficult job, and I am happy you are willing to do it.	Mar 23, 2012 2:35 PM
209	Coaches salaries need to improve.	Mar 23, 2012 2:35 PM
210	When people were hired, they came in on higher steps on the pay scale based on previous years of teaching. For example, I came in on step 5 and have taught 20 years in Millard so my step should be the 25 year equivalent. We also took classes to advance horizontally. That agreement ended when tricked us by eliminating the transparent pay scale.. Also, it isn't fair to steal money from VESP to make teachers happy for the moment for salary increases. We gave up salary increases for years to keep it so It's not fair to get rid of it. Also, we took a rollback this year so everyone deserves a generous salary increase. Fight for us. Don't give in to the board year after year.	Mar 23, 2012 2:35 PM
211	An outcome-based scenario in regards to the wellness program is not the real issue. It is how the wellness "score" is determined that makes me fearful of that scenario. Hereditary conditions that cannot be controlled through diet and exercise can lower the score substantially.	Mar 23, 2012 2:34 PM
212	School should start around Aug. 25 - is that a problem? Could you just slip that in and see if anyone notices - summer should be summer.	Mar 23, 2012 2:34 PM
213	New insurance. Our current system is horrid, where MPS and insurance bureaucrats try to make health decisions.	Mar 23, 2012 2:33 PM
214	Keeping insurance as-is is more important to me than a raise. Wellness scares me, but illness prevention needs to be promoted.	Mar 23, 2012 2:33 PM
215	Make sure Coaching pay accurately reflect duties.	Mar 23, 2012 2:33 PM
216	My number one is having a decent pay raise of at least \$1,500-\$2,000.	Mar 23, 2012 2:32 PM
217	I think consideration should be given to high need areas and extra required work. In middle school most teachers have one prep yet receive the same	Mar 23, 2012 2:32 PM

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compensation as teachers who have multiple preps that require additional work. The expectations placed on the math teachers have become such that it is IMPOSSIBLE to complete our work during our contract time.

218	Allowed to take days for wellness activities.	Mar 23, 2012 2:32 PM
219	That I hope they are fighting for those of us in the middle. I am not new, I am not old. But, I am important.	Mar 23, 2012 2:31 PM
220	My enrollment in MEA could be at stake. If we don't get a noticeable raise soon, I plan to either leave Millard or drop MEA and pick up private insurance. I have looked into it. I can get private insurance for around \$200.	Mar 23, 2012 2:30 PM
221	If Wellness is going to be part of the contract it needs to be well defined and written out BEFORE a vote is taken. People also need to know that is Wellness is still a part of the contract that SimplyWell goes more tests than were agreed upon by our previous contract and as a group we were never told about these things.	Mar 23, 2012 2:29 PM
222	teachers that are LEAVING for other districts should be offered an amount per sick day NOT USED - even if it is as low as \$10 a day - because teachers that ARE leaving are now calling in to burn up those days and the STUDENTS really suffer!	Mar 23, 2012 2:29 PM
223	Please work hard to keep the Voluntary Separation Pay in place as it is now, or at the very least grandfather it so that teachers who have been with the district for at least 20 years can still use it.	Mar 23, 2012 2:27 PM
224	FIND a new flexible spending account company. Payflex is more trouble than it is worth!!!	Mar 23, 2012 2:27 PM
225	We want to know you're on our side and not just a patsy for admin.	Mar 23, 2012 2:26 PM
226	Please keep healthcare costs as low as possible,.	Mar 23, 2012 2:25 PM
227	morale is low leadership is lacking little communication or recognition for jobs well done	Mar 23, 2012 2:25 PM
228	One of the big draws to Millard is the free insurance for families. I would hate to see this go away.	Mar 23, 2012 2:25 PM
229	You've got to help people like me who've gotten left behind in the salary increases...we're stuck in the middle and the new hires are catching up to us.	Mar 23, 2012 2:24 PM
230	I am in what has been called the "soft middle" - meaning that new teachers coming in are making close to what I make, and the chances of my pay increasing to that of more veteran teachers is unlikely. I truly feel devalued and that Millard prizes young, inexperienced teachers over their veteran teachers who have given a large part of their careers to this district. I have interviewed with other districts, and will continue to do so until either Millard fixes the pay scale or I find a better fit in a district that respects and compensates me for my education and experience.	Mar 23, 2012 2:24 PM
231	We haven't had a significant pay raise in a while. That needs to happen to help	Mar 23, 2012 2:24 PM

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people feel engaged with their work. Elementary teachers have 30 minutes extra with students this year, which extends planning and assessment for that extra time, and more time needed to work outside the contract hours. The pay raise should reflect the extra work put into the longer school day. Even though contract hours are the same, more work is still done than before.

232	Please consider what our administrators make when determining what our pay increase should be next year. The cost of living has gone up but our salaries have not met that. In my fifteen years of teaching this is by far the hardest year (added minutes, added duties, larger class) and yet didn't make any more money.	Mar 23, 2012 2:22 PM
233	That Wednesday planning time at the elementary level is not devoted to individual planning. We are required to do team planning and other meetings at that time. That time should not be calculated as individual classroom planning time for us.	Mar 23, 2012 2:22 PM
234	I am actually a person who has 2 master's degrees. One before and one after the specified date but I could not check both options	Mar 23, 2012 2:21 PM
235	don't do anything that will affect my retirement dollars once I'm retired (June 2012)	Mar 23, 2012 2:20 PM
236	I do not want any change on the retirement program. Just because the paper was incorrect in it's story is no reason to change it now!	Mar 23, 2012 2:19 PM
237	Thank you for working so hard. It is appreciated!	Mar 23, 2012 2:12 PM
238	The middle salary teachers should never have been overtaken in pay by teachers with fewer years and/or credits! This needs to be fixed without losing anything...even if the ones that did the overtaking don't get a raise...or even take a cut to make it happen!	Mar 23, 2012 2:12 PM
239	IMPORTANT: Get our salary schedule on paper like it used to be! I have been teaching in Millard for 28 years and have my Masters Degree. I want to make sure Millard is paying the "older" more experienced/dedicated teachers as well as they are paying thier NEW TEACHERS. It should be on paper and published, just like the superintendent's pay. This needs to be ahieved for the 2012-201 school year. It is NOT RIGHT and I NOT FAIR!	Mar 23, 2012 2:11 PM
240	The "raise" that we got for the current year has not kept up with the cost of goods and living expenses.	Mar 23, 2012 2:11 PM
241	Good luck.	Mar 23, 2012 2:09 PM
242	Not sure why there wasn't an option to keep VSP as is on this survey. If it had been there, I would have chosen that option.	Mar 23, 2012 2:06 PM
243	Increased salary and VSP are very important to me. Veteran teachers should receive the same compensation in the VSP that previous retirees have received. Employees should be able to take their "sick" days for whatever is needed without justifying their absences to an administrator.	Mar 23, 2012 2:01 PM

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244	I think that the district needs to go back to a pay scale system because you would at least get your years of service increase in your salary each year instead of just getting .75% increase in salary overall.	Mar 23, 2012 2:00 PM
245	I still feel strongly that our "sick days" should become "days off." It seems TOTALLY ridiculous to me to take loss of pay when I have over 70 days in my sick bank. The district is just going to buy those back from me anyway. I would really like this issue to be addressed in the next bargaining contract. The current system is only asking for employees to lie about there time off!	Mar 23, 2012 1:58 PM
246	I am very concerned about teachers that received their master's before the new incentive program took affect. They are making less than other teachers and I know that if this is not resolved Millard will lose good qualified teachers to other districts.	Mar 23, 2012 1:57 PM
247	The amount of time teacher's work on curriculum items with their homeroom students and we are not paid. Including work on PLP's and checking off PLP's.	Mar 23, 2012 1:55 PM
248	Keep the faith, Brothers.	Mar 23, 2012 1:49 PM
249	I do not want VSP to disappear	Mar 23, 2012 1:47 PM
250	I feel devalued as a veteran teacher. I would take a job in a neighboring district if offered. I have applied and interviewed. I'm just asking to earn what similar teachers in age and experience earn. If my salary were comparable, I'd even vote for a pay freeze but since I'm already \$6,000 to \$10,000 less than, say, Gretna or Elkhorn or Papio-Lavista or . . pretty much any school within a day's drive of here, I cannot in good conscience accept a pay freeze or cut.	Mar 23, 2012 1:44 PM
251	DSAC goofed on my salary when I was a first year teacher. Fortunately, someone caught it and credited me over \$3,000 after my second year of teaching. Although they fixed this to reflect my pay for the second year, they said that they could not fix my salary from my first year.	Mar 23, 2012 1:44 PM
252	People who receive the \$2,000 master's degree stipend should have that amount added to their base salary, not as a stipend.	Mar 23, 2012 1:43 PM
253	Keep up the good work. Being the low cost provider is not always a good thing.	Mar 23, 2012 1:43 PM
254	I'm not expecting any crazy increase in salary, but I do think it is only right that the district payroll is fair. Those of us who have been in the district for years should not be getting paid less than newer teachers because of the discontinuation of the pay scale. I also feel we deserve some type of compensation for the years we were not being paid what we should have been.	Mar 23, 2012 1:42 PM
255	This contract negotiation should be working towards a one year contract. I get state funding for public education will be tight this year (for the 2012-2013 school year), but I do see it loosening up in the next legislative session. The economy continues to show improvement. There should be more state money for districts to work with during the 2013-2014 school year. For instance, I see the new cancer center boosting tax revenue. Moreover, I see the same tax revenue rising because I see Union Pacific investing \$1 billion to upgrade their physical structure within the state of Nebraska, I see Kearney possibly landing a big	Mar 23, 2012 1:41 PM

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server farm if electrical rates can be worked out with NPPD. I also see ag commodity prices staying high. Corn is selling for \$6.00 per bushel. Soybeans are over \$12.00 per bushel. I don't see these prices going down any time soon with the continual rise in the demand for these products from around the world. Last month tax revenue came in \$36,000,000 above projections. I do believe the revenue will continue to come in above projections. Please give the revenue a chance to continue to come in, and then negotiate when there will be more cash to negotiate for.

256	I had a broken shoulder this year. It took over a week for the insurance company to approve a CT scan so that my doctor would know the degree of injury before my surgery. I also had to wait over a week to get an MRI after surgery. I am currently waiting on the insurance company to approve a prescription that my doctor prescribed for me. The doctors offices immediately know that they are going to have a problem with coventry. I don't understand why we continue to use this company. It is so frustrating when you are in pain and you have to wait for approval to get something approved. Secondly, If they want to keep the salary the same that's fine but take away some of our professional days. We work more days an almost everyone in the state and yet we get less pay. It's ridiculous.	Mar 23, 2012 1:39 PM
257	I would be willing to pay for a premium on the health insurance as long as it does not go over \$50.00 per month to make sure that the wellness plan is NOT outcome based. I believe the amount of money spent on paying for the outside company to "oversee" this is ridiculous. Also.....cut down on the amount of money we spend on Gallup Polls and Strategic Planning. We could also put the MEP facilitators BACK into the classrooms where they are desperately needed.....at least until our money difficulties subside. There are so many things that can be done. And....please get us up to speed with other districts as far as salary. Too many teachers go elsewhere because of this....WHY doesn't the district values us?	Mar 23, 2012 1:37 PM
258	FIX THE SOFT MIDDLE SALARIES!!!!	Mar 23, 2012 1:36 PM
259	The bargaining team should know that they are doing a wonderful job and even know a few members say otherwise they are truly appreciated.	Mar 23, 2012 1:36 PM
260	Be cautious and conservative with the direction of the wellness program	Mar 23, 2012 1:36 PM
261	I feel the salary master stipend should be added to my salary and not be a stipend that can be taken away. I worked hard for my degree. I also feel my pay should increase as much as a starting teacher's pay increases.	Mar 23, 2012 1:35 PM
262	I answered #11 based on Aug. 2012 - Sept 2013	Mar 23, 2012 1:35 PM
263	I can not afford to lose the cash option for insurance.	Mar 23, 2012 1:34 PM
264	It is more progitable for veteran teachers to quit and be re-hired. Other surrounding districts have up to \$5k more salary and up to 14 fewer contract days.	Mar 23, 2012 1:33 PM
265	We should have the same % increase (or decrease) as the superindent.	Mar 23, 2012 1:33 PM

Page 14, Q17. What else should the bargaining team know?

266	Don't let the district dictate what should happen. We have so many programs that spend and are foolish - try cutting them and people at the Stroh building.	Mar 23, 2012 1:32 PM
267	They should know that regardless of the irrational rants of some members, those of us with IQ's above room temperature appreciate all the hard work you do in our behalf.	Mar 23, 2012 1:32 PM
268	Only negotiate for a one year contract with the way the economy is. It is starting to turn around, so may be able to get more money next year. Teachers can be emailed or mailed notices if they need to vote over the summer as we have in the past. I don't agree with Molly when she says it has to be during the school year because we have voted over the summer before.	Mar 23, 2012 1:32 PM
269	Health insurance deductibles and out-of-pocket expenses should NOT be increased again!	Mar 23, 2012 1:32 PM
270	We are working longer days and haven't gotten any financial compensation for those longer days. More things need to be taken home to do on our own time due to the shorter amounts of teacher time before/after school. On a different note--- I think we need to look at the 2:15 dismissal and get rid of it at the elementary level.	Mar 23, 2012 1:32 PM
271	Why are you neg for 2011-Aug 2012?	Mar 23, 2012 1:31 PM
272	The amount of meetings and tranings during the week are too much. There is no time to plan for my students when I am here until 5pm every night. The majority of other districts have a defined work day, no later than 4pm. Teachers need time to plan for the next day. I have considered leaving because I have no plan time because I am sitting in meetings, filling out paperwork for meetings, and receiving undesirable and uneffective required trainings.	Mar 23, 2012 1:30 PM
273	The teachers pay should be comparable to the pay of administration and their increases.	Mar 23, 2012 1:25 PM
274	You asked about 2011-2012 school year, this should be 2012-2013.	Mar 23, 2012 1:23 PM
275	I am not sure I understand question 8 re: the wellness scenario.	Mar 23, 2012 1:17 PM