

## 2014 – 2015 WBEA Staff Survey Results

\* 247 responses

**Q. 1. When negotiating cost of living increases do you believe such increases should be:**

58% Equal to the rate of inflation (pay plan would not lose value)

42% Higher than the rate of inflation (pay plan would gain value)

0.0% Lower than the rate of inflation (would lose value over time)

**Q. 2. When it comes to the distribution of the cost of living increases how do you believe the pot of money should be distributed among employees?**

68% An equal percentage amount applied to each employee's salary.

32% An equal dollar amount applied to each employee's salary.

**Q 3. How do you think pay increases should be determined?**

4% Allow the employer to give discretionary increases based upon criteria the employer develops

94% Develop a pay schedule through employee/employer collaboration that will not change until both groups discuss such changes

**Q. 4. Once employees sign a contract for a school year, changes should not be made to the handbook that year UNLESS those changes are mutually agreed to by staff.**

99% AGREE

1% Disagree

**Q. 5. Employees should be informed of any changes to the handbook for the following year (including changes to hours and working conditions) before they are asked to sign a teaching contract for that year so they are making an informed decision.**

99% AGREE

1% Disagree

**Q 6. If the employer chooses to make changes to the handbook for the following school year, when should employees be informed of these changes?**

74% At least 60 days before they are asked to sign contracts with the district.

26% At least 60 days before employees could be charged liquidated damages for breaking a contract.

Q.7. In October, 2014, the School Board voted to make substantial changes to the post-employment benefits of employees, based on the recommendation made by district administration. However, the district has as of yet to explain these substantial changes. **Do you think the district administration should explain these changes to all employees before they are asked to sign another contract so they can make an informed choice about signing?**

99% YES

1% No

Q.8. Many teachers invested \$1,000's in graduate credits and Master's degrees in anticipation that they would receive higher pay. For some, this meant taking on a debt that is still being paid off. **Do you believe it fair for the employer to unilaterally refuse to recognize these graduate credits and masters degrees under the new compensation plan?**

26% Yes

74% No

Q.9. During the passage of Act 10, a local conservative blogger said on public radio that he hoped that Act 10 would allow West Bend to pay elementary teachers less than those in secondary positions. **Do you believe it is fair for the new compensation to provide K - 4th grade teachers with fewer opportunities for salary growth than middle or high school teachers?**

4% Yes

96% No

Q. 10. The New Compensation Plan is based on student performance over a 3 year period of time. However, during this period of time, a variety of factors other than teacher performance, affect student outcomes including student demographics, class sizes, effectiveness of administration, availability of interventionists and aides, and access to resources. **Do you believe the New Compensation Plan is predictable enough for teachers to make sound major financial decisions like buying a house?**

7% Yes

93% NO

Q. 11. The substitute teacher shortage has led to K - 4th grade teachers sometimes teaching an additional third of an absent teacher's class in addition to their own class. Should K - 4th grade teachers receive some form of compensation for filling in for substitute teachers?

98% YES

2% No

**Q.12. Do you believe teachers who have an increase in workload, such as an additional section of students to teach, should receive additional compensation for the extra work that they perform?**

96% YES

4% No

**Q. 13. Do you believe it is fair for the employer to use student or parent ratings of teachers as a basis for their evaluations that determine their final evaluation and pay?**

6% Yes

94% NO.

**Q14. Which of the following is a concern you have with your employment in the West Bend School District?**

**Check all that apply - you can select more than one.**

57%, I feel like my Superintendent does not value my work in the district.

74%, I feel my workload is unreasonable and overwhelming.

76% I feel the additional Professional Development hours required this year interfere with my responsibilities outside of school.

50.6% I am unhappy with my employment in the West Bend School District

WBEA Conclusions for the West Bend School District Administration, School Board, and Community

After careful analysis of the data collected from the Staff Survey conducted in the spring of 2015, the WBEA drew the following conclusions about the West Bend School District's ability to attract and retain quality teachers.

***The ability of the West Bend School District to attract and retain good teachers will depend on the district's willingness to:***

- grant teachers raises that are at least equal to the cost of living
- sit down with teachers to develop and modify the compensation plan
- end the practice of changing the staff handbook once the year begins
- communicate, in a timely manner, any changes the board and district administration make to the salary and benefits of teachers
- create a compensation plan that is predictable enough to allow teachers to determine how much money they will make in the upcoming years
- end their current policy of using student and parent surveys to evaluate and compensate teachers
- encourage district administration to improve relationships with all staff
- adjust or eliminate the new mandate of Professional Development hours for teachers
- reduce teacher workload

Over half of the survey respondents reported that they are unhappy with their employment in the West Bend School District, suggesting that if these changes are not made, there will continue to be a concerning number of staff leaving the district for employment elsewhere.

The WBEA is happy to work with the West Bend School District Administration to determine and implement the most effective ways to address these important employee concerns.