



Human Resources and Employee Relations Division

This List: 2009 Negotiations S



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2009 Negotiations Survey- Instructional Personnel: Respond to this Survey

* indicates a required field

At what level is your teaching assignment? *

The Merit Award Program is funded by the state in accordance with Florida State Statute in order to reward "outstanding" teachers. To be eligible for this funding, the Lee County School District must submit a Merit Award Plan that provides for an assessment and an award based on the performance of the students assigned to the teacher. The funding is for the sole purpose of awarding merit pay and cannot be used in any other manner. If the District chooses not to participate the funding will not be allocated. Last year close to \$4 million was distributed to 30% of the teachers in the District. Do you believe the School District of Lee County should continue its participation in the Merit Award Program? *

- Yes, the District should continue participating and awarding merit pay to those teachers who are eligible.
- No, the District should NOT continue participating and forfeit the state funding for the program.

The traditional seven (7) period schedule at the secondary level is no longer a viable option due to the budget crisis. The adoption of either a "four by four" alternating block schedule or a six (6) period schedule would result in considerable cost savings to the District (approximately \$10 million), and help preserve positions. *

- I support adopting a "four by four" alternating block schedule at the secondary school level with the knowledge it would require teaching (7) out of (8) periods.
- I support adopting a six (6) period schedule at the secondary school level with the knowledge it will result in a greater loss of electives than the alternating block (e.g. art and music)

Would you support a salary reduction of approximately 3% if it resulted in saving approximately 800 District positions? *

- Yes, I am in favor of a 3% salary decrease if it means saving positions.
- No, I do NOT favor a 3% salary decrease even if it results in the potential loss of positions.

The District is currently facing funding reductions of approximately \$40-\$50 million. In order to balance the budget as required by law, we must make substantial cuts and reductions in many areas. Since approximately 80% of our costs are directly related to employee costs, these cuts will impact every employee in our district. Below is a list of some, but not all, of the reductions being considered which may directly affect you, the employee. While making these difficult decisions, the District and bargaining team would like your input related to these cuts. {Please rank order these reductions from #1 being the most preferred cut to #11 being the least desired cut}

- I understand the ranking scale of (1 through 11) with (1) representing the most preferred cut and (11) the least preferred cut.

Changing to a 4 x 4 alternating block schedule at secondary schools (impacts planning time) *



Changing to a (6) period day which will reduce elective offerings *



A 3% decrease in annual pay *



Reduction in work days (does not include teachers due to 196 day statutory requirement) *



Reduction in Contract hours *



Reduction in Elementary Specials (Art/Music) *



Reduction in Instructional staff without direct supervision of students (reading coaches, math coaches, staffing specialists, etc) *



Reduction in Administrative staff *



Reduction in Support staff *



Reduction in Insurance benefits *



Small increase in class size (1 or 2 students per class) *

