



HILLSBOROUGH CLASSROOM TEACHERS ASSOCIATION  
Serving Education Professionals since 1921



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# Instructional Employee Voice Vote: Support Our Contract

*A clear message to the School Board and Superintendent*

872

Instructional  
Staff Submitted  
Responses

98%

Support HCTA  
Proposals

1.5 % needed more information before deciding  
& 0.5% didn't support because proposals didn't  
address compensation.

710

Written  
comments  
analyzed

## What employees are asking for:

360

Planning time &  
workload  
improvements

277

Respect &  
professionalism  
in the workplace

158

Pay & cost of  
living  
improvements

141

Student learning  
conditions  
improved

83

ESE, testing,  
caseloads  
addressed

42

Retention/  
burnout support

**Respect:** "Respect our profession and treat us like the professionals that we are."

**ESE:** "Give us more time for all this paperwork or cut down on our paperwork. Our caseloads are overwhelming and we just can not keep up."

**Pay:** "All of this, AND raise our pay!! We're still one of the worst paid states for another year in a row!"

**Retention:** "These proposals make a huge difference in teacher retention, morale, and the quality of education for all students."

**Burnout:** "Alleviate teacher burnout by protecting teacher planning time and reducing unnecessary workload."

**Duty Boundaries:** "Extra duties without compensation is a reduction in pay."

**Time:** "No more working for free on Tuesdays!"

**Planning:** "Please respect our planning time and workload. When we have testing we lose planning."

**Students:** "When teachers are supported, students succeed. Our working conditions are our students' learning conditions."

**Time:** "Remember all the extra paperwork takes time either from students or after hours. Pay us for the extra or hire more people."

**Class Size:** "Please protect class sizes. Thirty plus class sizes in middle school in no way supports a quality education."

**Workload:** "Speech Language Pathologists need a caseload cap."

**Student Support:** "Support teachers so they can support students to move forward without burning out."

Do you support HCTA's contract proposals and call on the School Board and Superintendent to adopt meaningful improvements to employee working conditions?	What is your role?	What is one message you have for the School Board and Superintendent? (Example: "Protect our planning time" or "Respect educators' time and workload" or a personal note)
1 <input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
2 <input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect our time
3 <input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
4 <input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	ESE give us more time for all this paperwork or cut down on our paperwork. Our caseloads are overwhelming and just can not keep up !
5 <input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	No more working for free on Tuesday
6 <input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Fix what you have broken
7 <input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Teacher salary raise!!
8 <input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Please help us.
9 <input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	We work for them please work for us. We pu our heart and soul to educate the future of our country. Be fair and compensate accordantly to the present cost of life. It is not fair that after spent 8 hours with children I still have to go to my second job to afford to provide to my child a decent life, hopping that the after care staff help her complete homework so I don't have to seat for another hour after my second shift to go over homework. By 8pm my child should be sleeping not receiving another lecture. Get rid of administrative staff who seat on their desk from 8-5 and earn the salary of CEOs a school requires teachers no bureaucrats that have to check documents for a second time.
10 <input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
11 <input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Treat us like professionals
12 <input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Leave specials teachers where they are. They were hired to do a job at a school, not to be put anywhere it suits the district.
13 <input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
14 <input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
15 <input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	We are tired. The sate is making it hard on us please make it easier on us when you can.
16 <input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect our profession and treat us like the professionals that we are.
17 <input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Please respect our planning time and workload. When we have testing we lose planning. We presented our admin with a testing day schedule and they refuse to even consider it.

18	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	All of this, AND raise our pay!! We're still one of the worst paid states, for another year in a row! It's getting to the point that teachers literally have to choose between gas to drive to work or putting food on the table
19	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Would you honestly oppose any of these request if YOU were in our shoes? Treat us how you would expect to be treated.
20	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Don't cut tpay for IB teachers
21	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Do what is right for educators and students despite the state's effort to destroy public education.
22	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
23	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	The system is failing as respect continues to decline.
24	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators' time & workload
25	<input checked="" type="checkbox"/> NO – I do not support these proposals	Instructional Staff	You have the energy transfer. Reduction of miles has nothing to do with energy transfer. It is the ability of the principles to say no!! so I will not support the union anymore until this becomes clear!
26	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Pay us more.
27	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	
28	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators' time and workload
29	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	These proposals make a huge difference in teacher retention, morale, and the quality of education for all students.
30	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Treat us like professionals!
31	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	When teachers are supported, students succeed. Our working conditions are our students' learning conditions.
32	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect academic coaches and ERTs time and limit extra duties to allow time to work with teachers and complete compliance paperwork
33	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Living expenses are increasing, but our pay is not. We need to make a living wage to stay in education.
34	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
35	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators time and workload.
36	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators' time and workload. If meeting informations can be sent in an email please have the information dispersed via email. Many times faculty meetings are held with information that could be read in an email.
37	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Cost of living is going up and teachers need help.
38	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators' time and workload as well as them as professionals.
39	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect time and workload and class size
40	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Why are we ranked 50 in teacher pay?
41	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	

42	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Add in funeral leave
43	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Other HCPS Employee	Respect our time, work smarter not harder.
44	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	<p>Planning time and duty expectations should be clearly defined by school level—elementary (PK–5), middle (6–8), high (9–12), and PK–8. Establishing level-specific guidelines will ensure consistent and equitable expectations, as teacher availability during non-instructional time varies significantly across these settings. For example, deducting 15 minutes from a high school teacher’s planning period—typically 55–60 minutes—has a different impact than removing 15 minutes from an elementary teacher’s significantly more limited planning time. Additionally, many kindergarten teachers do not have dedicated planning time unless supported by a paraprofessional, which is not consistently available across schools. Without clear distinctions, applying uniform contract expectations across all levels does not reflect the realities of each setting and may lead to inequitable practices.</p>
45	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Morale boosts and teacher retention can be gained without much expense. These issues are key to maintaining our schools with qualified educators.
46	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators as the professionals we are by supporting the requests to our time and workload.
47	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect planning time.
48	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Better use of existing structures: limiting on multi school assignments. When teachers stay in one school they can provide more support, leverage and build upon a community. Connections happen.
49	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators’ time and workload.
50	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	We have experienced frequent interruptions to our instructional time, which has made it increasingly difficult to fully support our students. At the same time, expectations for planning have grown significantly—ranging from analyzing data to designing targeted, individualized lessons. While these are important tasks, the time needed to complete them is often taken from the very planning periods meant to support this work.
51	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Please protect our planning time and respect us a professionals.
52	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Pay us what we are worth!
53	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
54	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect your teachers! Education is being attacked on a daily basis. Many teachers are feeling defeated. BACK US UP

55	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Everything cannot fall on the teachers without compensation for it!!
56	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect educators and protect our planning time
57	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect, educators, time and workload
58	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
59	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Take meaningful steps to attract and retain school psychologists, who are in critical shortage!
60	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Little things mean a lot in times like these. Please show your support for teachers!
61	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	ESE teachers were hit with new required paperwork this year. The SDI minute are documented for each student and then that document is uploaded to focus monthly. Some students have 5-10 documents each month. Please protect our planning time so we can get these paperwork completed
62	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Please stop testing elementary school students three times a year using three different assessments: FAST (STAR, DIBELS); i-Ready Diagnostic, QMTs. Elementary students are being overtested which impacts meaningful instructional time and the time needed to process and practice academic skills.
63	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Value and respect your educators.
64	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Show teachers real appreciation!
65	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators' time and workload.
66	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Our comp time is earned and we shouldn't need permission about when to use our earned time!
67	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Please treat us with the dignity and respect we deserve as professionals.
68	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect teachers' time and workload
69	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
70	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators!
71	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Start giving teachers flexibility to do our jobs. Respect teachers
72	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
73	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	When you fight these common sense proposals, your lower the morale of mid career teachers.
74	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Please protect our planning time
75	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Support teachers and help improve our work conditions.
76	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educator's time and workload
77	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	"Value our profession"
78	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
79	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect our planning time. Elementary gets so little in comparison and it is often used for extra duties
80	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Please respect educators' time and workload!!

81	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Ability to earn comp time and also better tracking of comp time.
82	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Limit duty assignments with clear time and frequency requiring a master duty list with names not just grade levels (elementary)
83	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	Let's go
84	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect planning time
85	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	protect planning time
86	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
87	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	RESPECT TEACHERS' TIME, PAY, & WORKLOAD! Really consider union requests that add ZERO additional dollars but improved workplace.
88	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect your staff!
89	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
90	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
91	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	No meetings on early release or test days
92	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	As a second generation Hillsborough County educator, please respect our time and workload.
93	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Elementary teachers need serious behavior support...ESPECIALLY with increased class sizes coming our way. Students hitting and cursing at teachers and classmates should NOT be tolerated.
94	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	We are drowning in workload. Please help us
95	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	reduce unnecessary duties and workload
96	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Remember all the extra paperwork takes time either from students or after hours. Pay us for the extra or hire more people.
97	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Help our community by helping our teachers teach and learn to make our students more productive.
98	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Other HCPS Employee	Related service professionals licensed by the department of health (speech pathologists) should be doing nothing but giving therapy. They are not teachers, should continue to not have duty, not be asked to do things out of scope.
99	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educator's time and workload.
100	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators' time and workload
101	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Actions speak louder than words. Do what's right by your employees and they will in turn do right by you.
102	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect Educators!
103	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	I would only ask that you give to us and do for us what you would want us to give to you and do for you.
104	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	If you can't provide a decent Living Wage with a Cost-of-Living Raise, you can at least approve these simple requests

105	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators’ time and workload.
106	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	Protect our planning time
107	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	These protections for employees are long overdue. The massive exodus from teaching is a clear indicator of that. Thank you in advance for your attention to these crucial matters that will help with employee satisfaction and retention.
108	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Allow remote working on non student days
109	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
110	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	Protect and respect our teacher's. They are core to our children's education and growth.
111	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect our time and make us feel appreciated
112	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Other HCPS Employee	There needs to be a better path to hiring CTE instructors that are professionals in their field with years of experience. Costly training requirements and low pay hinder the process !!
113	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Educators face many challenges. Anything you can do to create better working conditions boosts morale and makes teacher recruitment and retention easier. It's a win-win.
114	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Planning time
115	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect our planning time! I’m VE and work at least 3 hours per week overtime, sometimes more, to get my paperwork done.
116	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	We need a livable wage.
117	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Put full time specials teachers at all schools
118	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
119	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
120	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators’ time and workload
121	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
122	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect our time and workload (and pay us more)
123	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
124	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Another way to respect employees as professionals is to put more expectations on parents for their children. It's a partnership. We are here to educate them, NOT parent them too..
125	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Increase travel reimbursement for itinerant teachers to meet the IRS standard of 72.5 cents per mile. Current district reimbursement is 42 cents, which is not acceptable!
126	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
127	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
128	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
129	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educator's time throughout the year by providing regular hourly pay for summer work
130	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	

131	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	School Social Workers are essential!
132	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Other HCPS Employee	Time and workload are important.
			Treat educators with the respect they deserve and not as resources to be taken advantage of, depleted, abused, and over-used. Actively look for ways to support educators to make their jobs easier and more efficient rather than seeking out ways to purposefully belittle them, demean them, over-extend them, embarrass them, and drive them from the profession. Value public educators in a way that is far, far superior than how the state leaders do. Be better than them. Show them the RIGHT way to treat and support educators in this state.
133	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
134	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect planning time
			Teachers are caregivers by nature, and devote SO much to our students. We deserve duty boundaries that are respectful of our worktime and personal/off duty time to spend with our loved ones and taking care of ourselves.
135	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
			We need more money and smaller class sizes. Any money you can get us is more important than any software company you partner with or educational guru that you buy a program from. The students can't learn without teachers first and teachers can't continue to make such pitiful wages while inflation and gas prices sore!
136	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
137	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Pay us a living wage
138	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
139	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
			Please increase our pay, so we are not the lowest in the US. I'm not asking for top 10, but even middle of the pack would be nice. I just want to afford to live on my salary and with increased cost of everything on the rise I would like to be able to pay my bills without having to have a second job.
140	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
141	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect us by respecting our time and compensation
142	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
143	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
144	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
			Please be considerate of the time every additional spreadsheet, form and document takes us. We need to maximize our planning time to create the best learning experience for our students.
145	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
146	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators' time and treat us as professionals in all aspects of our work.

147	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Thank you for protecting public educators All teachers have at least a 4 year college degree -- compare us only to other jobs with that same college requirement and you'll see our benefits, pay, and career respect need boosting.
148	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
149	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect us for the professionals we are! Protect our planning time!
150	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	We need support and respect from the school board.
151	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Help us help you! Respect our time and workload.
152	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Treat us as the professionals we are.
153	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Speech Language Pathologists need a caseload cap
154	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect our time and workload especially in elementary schools.
155	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
156	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Train administrators to support teachers better
157	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	thank you for all that you do
158	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
159	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect our planning time, better planning = better outcomes
160	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Consequences for poor behavior needs to be enforced more. Kids are threatening to hurt others, fighting in elementary and ISS is not enough. We have multiple repeat offenders. Protect planning time. Please work on reducing the amount of testing per grading period. Also, we need to work towards changing the 3rd grade retention policy. It's not research based and we need to make data driven decisions about retention in Kg and 1st without the worry of a possible retention in 3rd grade.
161	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
162	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
163	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
164	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators' time and workload
165	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators time and workload. Pay raise
166	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
167	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
168	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
169	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
170	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	These cost nothing and will improve morale! We need to retain good teachers!
171	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	protect our planning time
172	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	

173	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Please support media specialists to do our actual jobs of instructional media specialists. We are finding it more and more difficult to complete our jobs when we have the added responsibilities of site-wide inventory and handling classes on a rigid specials rotation.
174	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	
175	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect time and workload with accurate and functional platforms (Focus) and not requiring student services personnel to document same thing across platforms/systems
176	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators' time & workload!
177	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect student services members time, dedication, and hard work covering multiple roles when faced with wide spread vacancies amongst our disciplines.
178	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	
179	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	As inflation and gas prices continue to rise it's ever important teacher's earn a living wage that supports us being able to stay in this profession!!
180	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect our planning time, please!
181	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	I am drowning. I am single woman trying to afford life. I have been with the district for almost 20 years as a teacher, reading coach and now a SLP. I am having to consider getting another job or getting another job to afford my house, car and bills. I am not sure if I will actually will be able to afford to stay. I am having medical surgery on top of already not being able to afford life so it is very likely that this summer I will be looking for a potential job that pays way more in the private or medical sector. It is very sad because I love working with the children at the school; however, the cost of living and not the increase in pay is really forcing me out.
182	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Save public education. Right now its on the verge of extinction!!!!!!
183	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Teacher WORKING conditions = Student LEARNING conditions. If their stresses from home create a barrier to learning and feeling safe (a data-driven statistic), then how can we possibly give them what they deserve & need with LESS than bare minimum?
184	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Why is it necessary to have PLCs every other week? It is actually counter-productive and all we do is talk about the same things over and over. It would be more beneficial to have a PLC once a month to discuss major issues, concerns, or new ideas.

			Our pay is devastating in these days of inflated economy. Please do something to take care of us. We strive to do everything Tallahassee throws at us, keep our numbers for testing pass rates high, and work diligently throughout the year. Please show us some respect and appreciate that we do this for our students every day!! The least we should have is a decent cost of living raise.
185	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
186	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Please respect educators' time and workload
187	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
188	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
189	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Support
190	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators' time and workload.
191	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators time and workload and compensate justly
192	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
			Protect planning time, ESE TEACHERS need to have their instructional time protected from miscellaneous duties. The ESE department needs to find a process to log service that doesn't require multiple time consuming steps that detract form planning and personal time.
193	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
194	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	We are educated professionals, please treat us that way.
195	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	We're losing great educators yearly at an alarming rate! Please pay us, so we're not drowning in Florida's housing market!
196	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Follow the law with the Class Size Amendment that the people of Florida voted for!!!!
197	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect our time and workload
198	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
			We are professionals who have worked hard to earn our roles and deserve to be treated with respect. We ask for fair recognition and compensation for the time and commitment we continue to give.
199	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
			Support staff play a major role in how our school runs, and many of our responsibilities directly affect students' learning and safety. Because of that, we'd like to be included in some of the same conversations and benefits that teachers receive. When decisions are made that impact our work, it helps everyone if we're invited to the table to share our perspective. Our input strengthens the school, not complicates it.
200	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	
201	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Prevent burnout and retain talented, well qualified teachers by protecting our planning time and being mindful of our workload!

202	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Support teachers to they can support students to move forward without burning out.
203	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Other HCPS Employee	
204	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	
205	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Students need consequences from admin for behavior
206	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Lower class sizes
207	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect our time and pay us our share
208	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect our planning time
209	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	More money!
210	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect is shown through your action, demonstrate your respect for your teachers with appropriate wages.
211	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect our planning time
212	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	
213	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	
214	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Compensate ESE staff for workload outside of the contract day to meet state statute and federal reporting guidelines
215	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Do the right thing!
216	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators' time and workload
217	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Focus on student behaviors and many problems will improve.
218	<input checked="" type="checkbox"/>	NO – I do not support these proposals	Instructional Staff	
219	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect our rights and support the backbone of your schools!
220	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect teachers.
221	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators' time and workload.
222	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	These changes have little to do with money and will make for a happier workspace.
223	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	
224	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	
225	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	
226	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect our insurance
227	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators' time and workload
228	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Continue support in all areas.
229	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	
230	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect our time and workload as well as support teachers in discipline situations.
231	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators' time and workload
232	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	
233	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Alleviate teacher burnout by protecting teacher planning time and reducing unnecessary workload
234	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Improve educators' time and workload.
235	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	
236	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators time, workload, and outside life.

237	I need more information before deciding	Instructional Staff	
238	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect our time and our workload.
239	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators time
240	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect our planning time” and “Respect educators’ time and workload” Also keep increasing our Pay
241	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Please improve working conditions
242	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
243	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Higher raises for those who have dedicated decades to teaching and better Healthcare that’s more affordable for Families please!
244	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
245	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
246	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
247	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
248	I need more information before deciding	Other HCPS Employee	Extra duties without compensation is a reduction in pay
249	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
250	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	
251	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Please reduce meetings
252	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Support teachers by creating and consistently enforcing appropriate rules and expectations, as well as by paying a fair wage.
253	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Please pay us more! We are losing excellent teachers because they don't make enough to pay their bills!
254	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
255	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	
256	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	You will lose educators if you do not respect our time and workload. We are educators, not miracle workers, and it's unfair to keep saying to do more and more 'for the kids' at the expense of our own health and families.
257	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect our time, we are professionals. If we come in at 615 every day there is no reason we should have to stay until 330.
258	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Mandate MTSS time and allow virtual option for non-student days.
259	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
260	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educator's time and workload - it is A LOT more than 40 hours per week. Respect our professional opinions regarding what is best for our students.
261	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	We need more money.
262	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Take care of our teachers' mental health and personal health by keeping our time sacred
263	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Be fair

264	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	
265	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	
266	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Other HCPS Employee	
267	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educator's time and workload. Pay a living wage.
268	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Please give us a better and more affordable healthcare plan! Aetna is awful and a \$4k individual deductible is crazy for what we pay!
269	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators' time and workload
270	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators time and workload, no after school Tuesday meetings
271	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	
272	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	The more optimum the working environment, the more optimum the quality of work. Please allow us the tools to work better.
273	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators as the professionals we are!
274	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	I will volunteer, but being "Volun-told" is a whole other issue.
275	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators' workload, some educators are doing a lot more work for no extra compensation.
276	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect our time and our workloads
277	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators' time and workload
278	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Make healthcare benefits for families affordable
279	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Act
280	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Help our class sizes. Very overwhelming in a room that is legally only supposed to hold 25 students per the fire Marshal.
281	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	
282	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	

			ProtTeachers value collaboration and recognize the important role that PLCs and instructional coaches play in supporting student achievement. However, for these supports to be effective and sustainable, teacher planning time must remain protected and purposeful. Educators need adequate uninterrupted time to plan high-quality instruction, analyze student data, differentiate lessons, and meet the diverse needs of students. When PLCs, meetings, or coaching responsibilities consistently replace teacher planning time, it can negatively impact instructional preparation, teacher morale, and ultimately student outcomes. Teachers are asking to be meaningfully included in decisions regarding the structure and implementation of PLCs and instructional support systems. A collaborative approach that respects educator expertise and professional time will strengthen both teacher effectiveness and student success. Protecting teacher planning time is not only a working conditions issue — it is a student learning issue.ect
283	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
284	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators’ time and workload.
285	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
286	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	Support any available resources for staff salary increases in an effort for the Florida Educators to be in line with other higher paying states.
287	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
288	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators’ time and workload
			Improvements MUST be made to our Health Insurance plan! I can not afford 80\$ for a specialist co-pay visit or 40\$ for a co-pay to see my Primary Care doctor. I have had the Coverage First Local (no cost plan) since I began working here in 2011. Our pay is already one of the lowest in the country for School district personal. Upon renewal our health plan must be re-negotiated to protect employees who have Chronic health conditions who must see their doctors on a regular basis. These continued high cost copays will force people into just using the ER as a primary care doctor. This helps no one. Please address this issue.
289	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	
290	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	No more working for free
291	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect our planning time and have clear cut information on specific paper work that needs to be conducted.
292	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect planning
293	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Protector planning and pay us what we are worth!

294	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect our planning time, and respect our responsibilities
295	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators’ time, workload as well as work/life balance.
296	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect elementary teachers and their workload. Stop adding more and more demands for elementary school teachers.
297	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	We build up every generation for success, why do we not get the same support?
298	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
299	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
300	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
301	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
302	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
303	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
304	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect planning and respect our time
305	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
306	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	We need better insurance as our copays and deductibles have skyrocketed!
307	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Please support specials teachers and do not split 5 day positions to drive between two schools. Support them as equal teachers and not fillers.
308	<input type="radio"/> I need more information before deciding	Education Support Professional (ESP)	Comp time for paras covering any class time where teachers aren't present. Such as IEPs and testing.
309	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Revisit the pay for teachers with Masters and PhD. It should be increased.
310	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Restoration of civil rights, including 2nd Amendment Rights for teacher vehicles
311	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect specials units so that double classes are NEVER an option for administrators. Our students and teachers deserve better!
312	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Please protect class sizes. Thirty plus class sizes in Middle School in no way support a quality education.
313	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Workload needs to be decreased or at least do not increase workload.
314	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
315	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
316	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	We need support with increased behavior issues
317	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
318	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect our planning time
319	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect planning time.
320	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
321	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	

322	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	
323	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Look at the cost of health insurance. The co-pays and deductibles are out of control and life-changing. People cannot afford to ensure their children or their spouses.
324	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Essential rule for an effective manager, take care of those who take care of you.
325	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect our planning time!
326	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
327	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect our workload
328	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	No more double classes for specials teachers! Managing over 45 kids in a class is CRAZY! And not safe at all.
329	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Please compensate elementary music teachers for running extracurricular music programs like secondary teachers are. We are often single handedly running multiple after school programs and performances and the ELP funds were cut for us this year.
330	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Remember Itinerant Teachers Splitting our attention is also splitting our efforts. A school site deserves 100%, as do our students at all campuses! Not a drained, stretched-thin person trying to do it all at two sites or more for twice the amount of students depending on them! Full and COMPLETE units!!!
331	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
332	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
333	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	We need a cost of living increase...
334	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	If you don't make it worth staying with the increased challenges we are facing that I have never seen in my 33 year career, educators will walk. If admin does not support us with behavioral breaches, student misbehavior will continue to increase with students feeling there is no limit to what they can get away with. Educators will not continue to fight this fight alone!!
335	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators time and workload!
336	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Just treat us with dignity
337	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
338	<input checked="" type="checkbox"/> NO – I do not support these proposals	Instructional Staff	Provide a livable wage and better health Benefits
339	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
340	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
341	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect our planning time and workload.

342	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators' instructional decisions in THEIR classrooms and decrease the workload of elementary teachers... especially reading teachers! Put an MTSS/RTI coordinator in all Title I elementary schools!
343	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect our planning time and workload - especially with paperwork/time needed outside of the traditional lesson planning/planning for instruction
344	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Cost of living adjustments.
345	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators' time and workload.
346	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Teachers have to work at home because the planning time provided is not sufficient to get everything done!
347	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Please respect us, our time, and our work life balance! Our mental health matters!
348	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	Our wages don't match our workload. Being overworked and underpaid is what is driving people to leave. The pay is not in alignment with the cost of living and most of us live paycheck to paycheck but still don't have enough to pay all of our bills.
349	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
350	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
351	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Please do what is RIGHT by your teachers !!!
352	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
353	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Reduce class size
354	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
355	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Please pay us more
356	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Inappropriate principals make this job harder
357	<input type="checkbox"/> I need more information before deciding	Instructional Staff	
358	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators' time and workload
359	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
360	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	PLEASE add funeral leave! I lost 2 grandparents this year back to back (on different sides of the family, almost 2 months apart) and had to use the majority of my sick time for grieving and funeral services... other than that, protect our planning time!
361	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
362	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
363	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
364	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Do something with the INCREASE in disruptive students!!! Enough with the PBIS nonsense! REAL consequences need to be administered.
365	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	

			Adopt meaningful improvements to employee's working conditions and protect our planning time. Ensure fair compensation for employees doing extra work.
366	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff
367	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff
368	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff
369	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff
370	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff
			Respect our time and workload
			Please make our Healthcare affordable again!
			Quit adding to my workload for less pay.
			Respect educators time and workload! Allow more time for ESE paperwork and data tracking, and checklists, and forms etc...
371	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff
372	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff
			Better pay for health professionals with advanced degrees. Better pay for all staff. Related services should have a work from home option for non-treatment time, when documenting can be completed at an alternate site.
373	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff
374	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff
375	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff
376	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)
377	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff
378	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff
379	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff
380	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff
381	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff
			Please respect educators' time & workload.
			Something needs to happen with student behaviors from prek- 12th. It's no longer funny and more teachers will quit.
382	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff
383	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff
384	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff
			Media Specialist are not robots and cannot do 100 different jobs every day. Administrators should do inventory!
385	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff
386	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff
387	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff
			Respect educator's time & workload!
			In this critical time of educational uncertainty due to the state government literally giving money away and taking from the schools, please consider how overwhelmed and over worked the teachers are, especially ESE teachers. Our caseload are huge and the amount of hours it takes to complete ESE paperwork in addition to SDI logs, lesson planning, and grading, we truly do not get paid the amount hours we are required to work!
388	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff
389	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff
390	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff
391	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff
			Respect educators time and workload!
			Time and Workload acknowledged.

392	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	
393	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	
394	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Reduce burden on teachers. Allow work from home nonstudent
395	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect us all
396	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	
397	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect Class Size - Minimum to ensure best instructional outcomes
398	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	
399	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Workload
400	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	
401	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Start supporting your employees, teachers and student services are leaving in droves....
402	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Please pay us our worth! I've been here more than 30 years. It's truly shameful what we make.
403	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	
404	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators' time and workload
405	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect our planning time and make coverage more transparent.
406	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators' time and workload
407	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Please show that you value us by respecting our time and workload!
408	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect our planning time!
409	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	A salary that is based on the economy.
410	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	
411	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	
412	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Let teachers focus on teaching.
413	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	
414	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators' time and workload
415	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	We need a meaningful raise this year. With all the costs of life going up, we can't accept a few pennie's extra. We will lose so many teachers simply because we can't afford this job anymore
416	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Better pay for our time
417	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	School psychologists are in critical shortage. Make HCPS the district in which they want to work!
418	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Respectful pay a teacher's hourly rate when planning time is interrupted to sub for another class. Teachers should be paid for T payroll class or classes when taking the day off. I would really enjoy a living wage and benefits equal to that of a first responder - to include hazard pay.

419	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect our benefits and pay Respect us period. My father passed away and I had to worry about time off. Relatives were so offended that I didn't get up front paid bereavement leave
420	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators' time and workload, and improve discipline in middle school.
421	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
422	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Make working conditions the BEST in the state of Florida... keep the BEST teachers!!
423	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
424	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Give us more control over the work day. Virtual options for teacher work days and conference night would be amazing and not cost a cent!
425	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators time and workload
426	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators expertise and raise our pay
427	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Pay living wages
428	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators' and staff time
429	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators' time and workload
430	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators workload and protect planning time
431	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Time to Protect Educators
432	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
433	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Trust us as professionals when it comes to doing a full day's work. Ask teachers rather than the union or administrators- planning time gets used for everything but planning
434	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
435	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Being forced to basically follow only what the district provides even if they say you don't have to. Also having to now put up success criteria everyday on the board when it's on the PowerPoint
436	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
437	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Believe in and protect your teachers and they will give you their best!
438	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
439	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect our Union and rights to unionize. Protect our planning time!
440	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Our voices need to be heard
441	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educator's time, workload, break times, and equitable pay!
442	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
443	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Na
444	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators time and workload

445	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	As we try to do more and more, with less and less--respect educators' time and workload!
446	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect our Planning Time!!
447	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
448	<input type="checkbox"/> I need more information before deciding	Instructional Staff	Protect our class size load
449	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Give us time to plan and do the job right a.nd
450	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Planning time is critical for delivering effective instruction
451	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators time and workload!
452	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educations time. We don't need meetings just to have a meeting. Do not expect teachers to work outside our workday so make sure the work load is manageable.
453	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	We need to retain staff! We will never get veteran teachers if we keep training people for a year and then they leave!
454	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Please protect our planning time
455	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Make the unsatisfactory evaluation penalty when placing new teachers to the district on the salary scale go back ten years. It isn't fair to penalize a teacher for one unsatisfactory evaluation nearly 20 years ago.
456	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect planning time, reduce multiple preps in secondary (3 or more is unacceptable), and if we are having to cover classes during our planning time, pay us our hourly wage instead of comp time or a reduced hourly pay.
457	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Loosing planning time to do class coverage without extra pay is unacceptable. Comptime is not paying me for lost planning time.
458	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect our planning time and respect the educators please! We are professionals
459	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
460	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
461	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
462	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Pay us what we are worth and what we deserve. Make decisions student-centered ALWAYS
463	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect our personal time in regards to workload.
464	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
465	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	We're professionals, recognize us as such.
466	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Stop pouring money into apps and platforms that drain our time to learn them, only to change for something else in a few years
467	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
468	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Raise our pay! 50th out of 50 is unacceptable.

			Í would like to be included in meetings, at the end they always come to me asking questions and I can't help because they didn't invite us as secretaries.
469	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	
470	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Allow us to work from home on planning days.
471	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	
472	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
473	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Need more paid planning time
474	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
475	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators time and workload
476	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators time and workload.
			The cost of living is high and our checks is not pacing the inflation prices so higher pay is important to me. I work 3 jobs and this is not enough money for the amount of money I receive
477	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
478	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
479	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
			Protect media specialists' time so we can provide equitable services to the whole school. Media specialists support literacy, research, technology, digital citizenship, book access, and student reading motivation across every grade level, but when we are placed on a kindergarten specials rotation, assigned responsibility for whole-school inventory, or used as flexible coverage for unrelated duties, students lose access to the library services they deserve. The media center should be a schoolwide instructional resource, not a catch-all for systemic staffing gaps and extra responsibilities. Research consistently shows that strong school library programs and access to high-quality, self-selected reading materials are connected to stronger literacy outcomes and academic achievement, so protecting media specialist schedules, planning time, and instructional roles directly supports student success across the entire school.
480	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
481	<input type="radio"/> I need more information before deciding	Instructional Staff	It's time to pay the teachers.
482	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect our planning time and respect our workload.
483	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
484	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
485	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	Respect educators time and workload
			Respect planning and grading time (limit meetings and additional training)
486	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
487	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	

488	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect speech language pathologist’s and all educator’s time and workload! We work very hard to make sure student’s learning is exceptional, please give us the time to do so.
489	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
490	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
491	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators’ time and workload and compensate us so we can afford to live and not work 2 jobs
492	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	A salary that would allow me to be able to afford to live alone would be nice. A single teacher can’t even afford to live in a trailer park and be able to pay the bills, and that’s really sad.
493	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
494	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	Protect planning time.
495	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators time and workload
496	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Please show you respect our time and money.
497	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
498	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect out class sizes
499	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
500	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect our planning time. Elementary teachers need more planning. Secondary educators get a planning period every day.
501	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	better pay for the best workers
502	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
503	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
504	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Please respect educators and protect their time and workload so that we may give our best to our students.
505	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
506	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect our time and workload!
507	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators’ time and workload
508	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	Increase pay 15 -\$16 new ones make more \$\$
509	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect our planning time
510	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	Make our Insurance more affordable. Or atleast cover more medications. We sit behind a desk all day make GLP1 a part of our insurance.
511	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Please help professionals be seen and valued.
512	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	We value your leadership of our district, please value ours within your schools!
513	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators’ time and workload
514	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	The workload vs our pay vs the districts expectations vs the legalities that come with ESE and IEP paperwork. It is out of control and we continue to lose amazing teaches.
515	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	

516	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Adhere to the Florida Constitution regarding class size. Planning time should be protected. We are continually asked to do more, with no incentive.
517	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect our planning time
518	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
519	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect our planning time and less of the continually added paperwork!
520	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
521	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
522	<input type="checkbox"/> I need more information before deciding	Instructional Staff	Take a good hard look at all these made-up positions within the district that have zero meaningful impact on schools, staff, and students (ie. all those "supervisor positions" and middle management downtown, reading/math/science coaches ...) and pay teachers at the top of the scale who have been loyal all those years a decent salary.
523	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	More \$ for para
524	<input type="checkbox"/> I need more information before deciding	Instructional Staff	Figure out a way for veteran teachers to not be making similar pay as beginning teachers. We are at a fracturing point with salaries and the economy-I appreciate what was done already but there is still so much work that needs to be done to make this right and fair for ALL employees!
525	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators time and workload
526	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Resepct educators time and workload.
527	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Action always speaks louder than words. Please show teachers and schools that you value them by taking action to support, not just hollow word of support.
528	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect teachers time and stop making principals have meetings just to have meetings. LOOK AT OUR HEALTH insurance. Aetna is not a great alternative. Copays doubled this year. It's impossible to get pre-approvals and their services don't cover as much as they did last year.
529	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	You can find money to create more administrator and DRT positions that do not have direct influence on student's outcome. Stop wasting money on them and pay Teachers.
530	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	We are all a team
531	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators' time and workload!
532	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
533	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Other HCPS Employee	Protect our School Nurses!
534	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect planning time and the profession with sufficient pay raises.
535	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Other HCPS Employee	Protect teachers planning time


536	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Other HCPS Employee	
537	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	
538	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	I'd like a wage increase!
539	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	
540	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	
541	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect our planning time!!
542	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect teacher time & workload.
543	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	
544	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	Protect our planning time!
545	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Health care for retiring teachers
546	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect our planning time.
547	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Please increase salaries or bonuses.
548	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Class size is out of control. Something has to be done to fix this.
549	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Schools run better when the teachers are happy.
550	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect my planning time and workload. Provide salary levels at top US state comparisons.
551	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	
552	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Please support school psychologists and student services. We have been working with less staff and have more responsibilities. It is time to stand up for us so that we can retain and hire staff.
553	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	Protect our planning time.
554	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect what matters most. Support those in the trenches while the rest of the world abandons those who care enough to stay through the storms.
555	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators' time and workload.
556	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect our profession! We are vital for the future of this country. We deserved to be treated fairly.
557	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Thank you for listening!
558	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	
559	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect planning time.
560	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	
561	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	
562	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Working conditions for adults in the classroom is also the working condition for our students. We aren't just advocating for employees, we are advocating for the entire community.
563	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	
564	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Create expectations that are the same from site to site.
565	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	More support with behavior in the classroom.

566	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Time and workload in the classroom. There are many students in the classroom and the teacher has one job and that is to manage them all.
567	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Other HCPS Employee	How many students are enrolled in one classroom setting?
568	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Being an educator has so many dimensions and we should be adequately compensated; not just with money. Get rid of Equalized Pay and pay us 12 months. Most school districts pay their staff for 12 months. Provide better healthcare choices. Offer portable insurance plans. Assign tablets to all middle and high school students and require parents/guardians to purchase insurance. Mandate and provide free courses for custodial staff to learn to speak English in addition to their native language.
569	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators' time and workload
570	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators' time and workload.
571	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
572	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators' time and workload
573	<input type="radio"/> I need more information before deciding	Instructional Staff	I can't afford to live
574	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Thank you
575	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
576	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
577	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	If you want to see gains then please respect educators.
578	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Pay us our worth.
579	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Try to remove all excessive testing. Send a message to the state.
580	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	More time to plan quality instruction is needed!
581	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators time and workload
582	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	N/A
583	<input checked="" type="checkbox"/> NO – I do not support these proposals	Instructional Staff	Extend school psychologist contracts to 11–12 months in response to the critical workforce shortage and growing service demands.
584	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
585	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
586	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Give hardworking educators the support they need.
587	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Stop adding work to our already unmanageable workload for the current work hours we are given!
588	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	No work without pay
589	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators' time and workload
590	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Please help teacher actually have time to teach

591	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	Respect educators time, workload and remember they are human too. WE NEED MORE MONEY!!!!!!!
592	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Let's get back to basics with curriculum.
593	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect our time and workload. Respect our mental health and quality of life. Pay is what we're worth. 50th isn't a win!
594	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect our time and workload.
595	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	Increase salary
596	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
597	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Treat us and pay us like professionals! Stop micromanaging us and take away these ridiculous observations!
598	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	All of May is testing. Cut testing as possible.
599	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Other HCPS Employee	Please consider support staff more! The pay is so low for the work that is done and we are losing many good people due to this!
600	<input type="checkbox"/> I need more information before deciding	Instructional Staff	More support is needed for Access students, teachers, and staff. We are provided with minimal support and materials but held to the same standard as our colleagues, and the district further creates disparity by providing little to no instructional materials.
601	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Please put down the gloves...we're supposed to be on the same team. Help us so we can help our students!
602	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Give ESE teachers the planning time needed for all the additional paperwork and documentation that is required.
603	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Please respect educators' time and workload.
604	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Value Staff
605	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	Protect our planning time" or "Respect educators' time and workload" and the salary of teachers and support personal needs to be higher to keep up with inflation
606	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
607	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	"Suppose that time is not a quantity but a quality... Time exists, but it cannot be measured." We need quality time to do our jobs well!
608	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Please protect our planning time where we work hard to plan for effective lessons to help our students succeed.
609	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Other HCPS Employee	
610	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
611	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Please consider Cost of Living adjustments to our salaries. We are struggling to keep up with increasing costs of everything!
612	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
613	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators' time and workload
614	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Other HCPS Employee	Respect educators'

615	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	eliminate redundant testing
616	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	Protect planning time for teachers.
617	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
618	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators time and workload.
			If you can't compensate us financially, then please help improve our day-to-day quality of life! The demands of our job grow day after day, and we are struggling. Protected planning time and a manageable workload would help improve morale and retain veteran educators we can't afford to lose.
619	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Relieve extra duties from educators so they can focus on teaching students and developing quality lessons
620	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Other HCPS Employee	Please consider the work we do and all the overtime we put in without pay. I work two jobs to make ends meet.
621	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Increase pay
622	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	
623	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	
624	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Please compensate us fairly.
625	<input type="radio"/> I need more information before deciding	Instructional Staff	
626	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	
			I have been harassed in HCPS schools for six years now. I have been serving the district for 23 years and I am calling for help!
627	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
628	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
			These policies will protect our mental health and prevent burnout -- allowing us to show up as better educators for our students, who deserve the best versions of ourselves. Please, help us give our all to this profession that we love.
629	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Smaller class sizes are needed!
630	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators' time and workload
631	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	Comp time
632	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	support and build class placements of where educators believe students should be placed
633	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
634	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
			We are not receiving proper financial compensation, so at least provide us with these changes we deserve as professionals.
635	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators; time and workload
636	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	Media Specialists are not the dumping ground for every task principals cannot manage
637	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	

			Dear Superintendent, Van Ayres and Members of the School Board, I am writing to express my deep concern about the current working conditions in our schools. Many staff members are facing challenges such as excessive workload, inadequate resources and unsafe environments which are impacting on both employee well-being and the quality of education they can provide. I respectfully request that the Board and Administration prioritize addressing these concerns by improving resources and ensuring a safe working environment. We are committed to working toward solutions that support all staff. Thank you for your attention to this urgent matter. Sincerely, Kathy Lewis
638	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	
639	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
640	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Pay us more and don't add more to your plate.
641	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
642	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect our planning time so we do not have to take work home, so we can have home-work balance.
643	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	RESPECT EDUCATORS
644	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Please respect educators planning time
645	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
646	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators pay us what we are worth.
			1. Option to select a pay out of opt-out credit if employee elects to not use the HCPS medical benefit. The FSA does not work for everyone (people who have a HDHP with HSA through spouses employer). 2. Get rid of 10 hours days for 12month employees and offer a remote Friday or option to work 8 hours for 4 days and furlough 8 hours. 10 hours is not healthy in this type of job and is not equitable across the district.
647	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
648	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Cost of living increases
649	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Other HCPS Employee	
650	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	We need to earn a living wage that keeps up with inflation. Teachers should not need to be on public assistance to provide for their families.
651	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators' time & workload
652	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
653	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
654	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
655	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	We need a cost-of-living raise.
656	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Teachers are the backbone of education and should be treated as such.

657	 I need more information before deciding	Education Support Professional (ESP)	Please treat paras with respect and take in consideration with pay and support. The (hard) classes could not be a success without us!
658	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators' time and workload
659	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	We have to continue to help the educators help the students, and keep the employees and children at the front of all the decisions.
660	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
661	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	We need a cost of living raise increase. It's a struggle to live on our salary given the rise in inflation in the Tampa area in the past few years.
662	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
663	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	Respect educators` time and workload
664	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
665	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators` time and workload!
666	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Help us help our students by supporting our planning time.
667	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	
668	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Support the lifeline of excellence in education by respecting teachers' workload and time.
669	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators time and workload
670	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	
671	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	If you *truly* value Mental Health, work on offering competitive salaries for School Counselors, Psychs, and Social Workers and an option for teachers who want to pursue School Counseling but can't afford the Semester UNPAID internship. Additionally, the recommended ratio for a Counselor is 250:1; we are at 500:1
672	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Please keep in mind that we are not only teaching curriculum, we are teaching children emathy, work ethic, honesty and how to be a good human being.
673	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	improve working conditions, protect planning time, and ensure fair compensation for employees doing extra work will help stop the revolving door or teachers moving to other districts and leaving the profession. Bring pride and honor to the profession. If we want the community to respect us we have to set the tone by improve working conditions, protect planning time, and ensure fair compensation for employees doing extra work.
674	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
675	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators' time and workload.
676	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	

677	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Please protect the profession.
678	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	
679	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Pay salary increase
680	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Other HCPS Employee	Less Duty for ESE and Student Services Staff so we can make ourselves more available to students
681	<input type="checkbox"/>	I need more information before deciding	Instructional Staff	
682	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	
683	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect our planning time!
684	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Please support teachers and students by approving this proposal.
685	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	Respect an educator's workload and time.
686	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect our time
687	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Remember you were all educated by teachers. Times are changing, conditions need to change as well.
688	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	
689	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	
690	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	
691	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Pay for advanced degrees per pay check.
692	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators' time and workload; specifically, the expectations for ESE staff and their increased workload.
693	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Please think of the impact teachers have on our students in the district.
694	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect your teachers
695	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Other HCPS Employee	Please continue to do right by teachers.
696	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Support full time specials units at all schools
697	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Twelve-month employees should not have their hourly pay reduced simply because we work year-round. Yes, our annual salary may be higher than a 10-month employee's salary, but that is because we are working additional months, additional days, and additional hours. The job responsibilities remain the same. Equal work deserves equal hourly compensation. Respect the time, workload, and commitment of employees who continue serving students, families, and schools all year long.
698	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	
699	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	other school districts in US have much more planning time than SDHC- Please fight for and INCREASE our allotted planning time-this is important
700	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	Increase School Staff pay across the board!
701	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Reasonable protections to the contract will prevent teacher burn-out (which is something I see happening more and more)

702	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators’ time and workload
703	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Put yourself in our shoes, with our pay and our workload. How would you like to be treated as a professional?
704	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Stop cutting our pay by providing unrealistically limited & expensive health insurance!
705	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
706	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	My mother passed recently. No paid funeral time??? That is not acceptable.
707	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Equitable work for school psychologists
708	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
			<p>My message to the School Board and Superintendent is this: teachers serving high-needs classrooms need consistent behavioral support, equitable evaluation practices, and access to the resources necessary to be successful. Student growth, instructional rigor, and professional practice should be evaluated within the full context of the classroom environment, including the level of support provided to both students and teachers. When teachers are expected to manage significant behavioral challenges without consistent intervention support, while simultaneously being held solely accountable for the resulting disruptions, it creates an unsustainable environment that impacts both staff morale and student learning. Additionally, greater support and mentorship should be provided for first-year administrators as they learn to evaluate instructional practice effectively. Evaluations should remain closely aligned to district rubrics, observable evidence, and the realities of specialized instructional settings. Too often, evaluations can become influenced by personal perceptions, emotions, or feelings about a teacher rather than the actual rubric indicators and documented evidence of practice. Effective evaluations should be objective, evidence-based, and consistent across classrooms, especially in high-needs settings where student behaviors and support gaps significantly impact instructional dynamics. I believe our district has many dedicated educators who want to stay, grow, and contribute positively to schools, but they need leadership systems that emphasize collaboration, fairness, consistency, and support in order to do so effectively.</p>
709	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
710	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect our planning time

			<p>Holds students accountable for their disciplinary actions. Students have no fear of consequences and are acting totally more and more disrespectful each day. It is a joke how kids are not consequence for poor inappropriate behavior. You wonder why teachers are leaving the profession and there is a shortage of quality experienced teachers. It's a total joke what is being allowed and tolerated in our schools!</p>
711	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
712	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	R.E.S.P.E.C.T.
713	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
			<p>Please hear our needs and raise our hourly pay. I am a single mom and have worked at district for over 12 years. Please! raise our Pay..... Love working for the district I just want our voices to be heard. Your office staff work very hard and deals with so much in general. Pay also 2+ \$ for those that are bilinguals. We are constantly pulled for translating services when we are not paid any extra for that. Pay us extra for being bilingual.</p>
714	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	
715	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Other HCPS Employee	<p>Take care of the future of America, by investing in the work today. Respect educators time and workload. Please do not add more to our plates!</p>
716	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
717	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
718	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	<p>Value us and our experiences and work to get us the pay we deserve!</p>
719	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	<p>Please protect our planning time! The stress we already are under on a daily basis is debilitating to our health!</p>
720	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	
			<p>Respect educators especially during a time when no one at the state or federal level does. Be the example that everyone needs to see.</p>
721	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Other HCPS Employee	
722	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	
			<p>When our planning time is protected, educators feel that our time and workload is being respected. It is impossible to meet the expectations of this district in the short amount of planning time that we have. That frustration is impacted when the little planning time that we have is taken for meetings that we do not schedule.</p>
723	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
724	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
725	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	
726	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	<p>We are tired of placing in bottom percent of the nation and putting in top level work.</p>

727	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
728	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	We are professionals. Please reward our dedication and hard work!
729	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect our planning time.
730	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
731	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Be in it for us!
732	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
733	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators' time and workload.
734	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
735	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Get this done
			Please show us that you appreciate us more than one week in May. Countries with better academic success, allow their teachers more time to look at data and plan together. Please protect our planning time and ensure that admin and teachers know that it is acceptable for students to visit the media center during instructional time. Our media specialists are assets to be utilized at every school!
736	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
737	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Think of your teachers!
738	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
739	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Pay needs to match inflation rates so we don't have to work multiple jobs.
740	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators' time and workload
741	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	The Esp staff is severely under paid
			Our ESE departments need increased funding to provide additional support staff for classrooms. With adequate staffing, teachers would be better supported and able to consistently take their required lunch and planning periods. More support staff directly improves working conditions for teachers and the quality of services provided to students with exceptional needs.
742	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
743	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	
744	<input type="radio"/> I need more information before deciding	Instructional Staff	
745	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educator's time and workload. Especially ESE/VE teachers.
746	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	We need more OT/PT's
			Staff our special education classrooms! These rooms need more adults to function safely and effectively!
747	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Other HCPS Employee	
748	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Please respect educators' time and workload
			Protect our planning time, Easier COMP TIME, and Respect educators' time and workload
749	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
750	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	

751	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Fix air-conditioning in schools. Sweating it out all day is not conducive to effective instruction or student learning.
752	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Be the Change! Set a legacy of supporting employees through actions.
753	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
754	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect and appreciate your teachers!
755	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	asst. teachers need a substantial raise. we make nothing after taxes
756	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect public schools!
757	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Fair Working Conditions are Essential for Student Success
			Without us and HE teaching, the state would come in and replace all of you. Respect your hard-working teachers and our planning time. We work beyond the school day and don't get any recognition to our pay. With the new laws, you need teachers and HCTA more than ever. You can't go after teachers without the state going after your positions and voters. We are the voters in this county that support public education.
758	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
759	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators' time and workload.
			Respect ESE needs for planning, paperwork and an overloaded caseload!
760	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
761	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect educators. Provide educators lunchroom and lunch at reasonable prices.
			The taxpayers get a huge value for their tax dollar, as I work 12 hour days. Mostly because as a Kindergarten teacher I do not have planning time EVERY day.
762	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
763	<input checked="" type="checkbox"/> NO – I do not support these proposals	Instructional Staff	\$\$\$\$\$
764	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
			Please fairly compensate educators and show your respect for the extraordinary time and effort we put into supporting and educating the future of our state and nation.
765	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
766	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect our planning time
767	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Support the proposals
			Build the pay scales to respect those who have been here for more than ten years, not just to attract new talent.
768	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
769	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
770	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
771	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	Let us pray together in order to stay together!
			Respect our rights to be compensated at our hourly rate for work done outside of our contract time.
772	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
773	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators' time and workload
774	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	

775	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators
776	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	
777	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	We need to make it mandatory for kindergarteners to be potty trained like other counties. We need more protection in the mainstream classroom for violent students with special needs.
778	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Restructure most elementary and middle schools to K-8 schools.
779	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Other HCPS Employee	Respect educators' time and workload
780	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	
781	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	respect educators' time and workload
782	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Remember that we are almost dead last in teacher's salaries of all 50 states. We do not want this to be Florida's legacy with regards to education.
783	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	
784	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect our time and workload, please.
785	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	
786	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	
787	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	"Hopeful"
788	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Pay us what we're worth
789	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	The region superintendents have way too much autonomy. Some of them need to be re evaluated on how many principals have their areas, and WHY they are leaving. Namely, Jaime Gerding in Elem region 4. Losing effective admin in this climate only weakens our schools.
790	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Allow family members to grieve and not have to choose between loss of pay and versus funeral planning. Non-Student days should be/have a remote option.
791	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect our benefits.
792	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	
793	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Give more control over time and workday and limit unnecessary duties
794	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect the need of educators to have time for planning.
795	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect our planning time
796	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	I spend way too many hours doing school work at night and on the weekends. I do not get paid enough for that.
797	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff	Please, protect our planning time, thanks!
798	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	When employees you deem "strong" in their roles ask for help do not just brush them off, if they are asking for help it is because it is needed, help us hold all appropriate parties responsible for poorly made decisions.
799	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	We need more pay please

800	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Please review the workload of ESE teachers and the new addition of SDI paperwork. This paperwork cannot be completed with one conference period. and some ESE teachers have elected not to be compliant.
801	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	We need meaningful raises AND affordable health insurance. One cannot keep negating the other. We are DROWNING
802	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Actions speak louder than words. Please Do what is right! Thank you
803	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	please respect educators as the professionals we are
804	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Just yesterday I read a discussion post about teachers leaving teaching as soon as they start in Florida due to the terrible conditions and low pay. Nobody wants to stay because of the disrespect and salary. These improvements are such a tiny step you can make to allow us to have some semblance of being in a profession.
805	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
806	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	please stop treating our schools like they are all the same. Each school has different needs of support.
807	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators
808	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Please address inequities in pay for veteran and 12 month teachers
809	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	50th out of 50 in paying our teachers this is ridiculous
810	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Please show us that we are valued.
811	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Teachers Matter too
812	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
813	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect Educators
814	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Plz protect specials teachers by splitting them and various schools and changing them around all the time! We need continuity to improve student learning gains!
815	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	As a teacher of 20 years, it is time to make educators the respect we deserve. It is time to make our workload easier not harder.
816	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect our insurance, planning period and respect educators time
817	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
818	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Other HCPS Employee	
819	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators' time and workload. We've earned it.
820	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Reduce unnecessary duties and workload
821	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect us as professionals.

822	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	The amount of work for ESE teachers is overwhelming. Please make sure we have time to get all paperwork done and service our kids.
823	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators need for proper planning
824	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect us as professional educators!
825	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Teachers are not magicians. We need help! Hire extra support people; not warm bodies that just take up space.
826	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Please protect our planning time
827	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect our planning time
828	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Why can't I afford health insurance for my children when I am in always taking care of other people's children. The district should pay our FLKidcare.
829	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
830	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators' time and workload. After 22 years I am considering a return to retail management as it is more respectful of our workload and time. Please help retain me and my fellow educators. Love our jobs but we cannot continue to sacrifice our family time.
831	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
832	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
833	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators' time and workload and Protect our planning time
834	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Need days without student on campus for planning
835	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Allow options for "Co- Teaching"
836	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	
837	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Give time for bereevement leave.
838	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect ESE Time and Workload (Caseload)
839	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	Lymarys Maldonado
840	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators' time and workload
841	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	
842	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Stop principals from the practice of retaliation and intimidation...moving teachers without regard or respect for the teacher.
843	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect our planning time and pay us what we are worth
844	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect our time
845	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
846	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Use of comp time
847	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Invest in those who invest in our future
848	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Other HCPS Employee	
849	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Use Comp time for days off.

850	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Add dedicated personnel to handle absence tracking and parental notifications
851	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educator's time and workload and allow teachers the flexibility to make adjustments to curriculum timelines based on student needs.
852	<input type="checkbox"/> I need more information before deciding	Instructional Staff	The average teacher salary in Florida is \$56,663, while the national average is \$74,495.
853	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect our time and pay us for out of schooltime training.
854	<input type="checkbox"/> I need more information before deciding	Instructional Staff	In respect to pay: Support teachers with more than 10 years, not just new(er) teachers. Pay increase for new teachers vs. veteran teachers is not the same.
855	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
856	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect your educators!
857	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Employee Tenure Recognition. Veteran employees should be recognized for their endurance and sustainability to this profession. I am concluding my 26th year. Thank you!
858	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	.
859	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	We need help. We are being asked to do more and more with less and less. We can't keep doing this!
860	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators' time and workload
861	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	We need more pay.
862	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	As a Lab Manager of Credit Recovery get 37.5 hours per week. required 40 hours per week for demanding work.
863	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
864	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Thanks for the support, it's been a nice change from the past. Please look @ reducing the percentage of VAM in the evaluation.
865	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Proper planning is integral to a smooth delivery of curriculum. It often requires multiple teachers for ESE and is used to prepare for ESE Meetings.
866	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
867	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Support your teachers
868	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect our workload and the overwhelming mental health needs of instructors.
869	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	Ensure staff are getting proper Administration support which includes protecting the planning time and respecting teacher's time and workload.
870	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
871	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	

872	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	The cost of living is getting mor expensive for everyone not just new teachers. Veteran teachers should have a salary that reflects their years of experience.
873	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Support MORE Public Education
874	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
875	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Other HCPS Employee	Great job
876	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Please consider protecting our planning time so we can be prepared daily for our students to learn
877	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	protect our planning time and respect educator's time and workload
878	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect teachers physically, financially, and emotionally.
879	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
880	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
881	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators by allowing us to plan and teach not just follow an instructional guide or Wonders.
882	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect our time
883	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
884	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	respect educators' time and workload
885	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	Respect the additional time we give to our students!
886	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	Please support the ESE Aides financially, we have to work 2 to 3 more jobs to be financially stable. All that has been doing is making great aides to quit. Then being replaced by unmotivated staff. With this being said, I hope you can reconsider paying us more.
887	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect World Languages programs (Elementary Spacials and MS electives), and include them in the regular system for reporting, for additional motivation and accountability. Thanks!
888	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
889	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect our children by respecting our educators!!!
890	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators' time, workload, professional/educational attainments
891	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Other HCPS Employee	
892	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Please respect educator's time and workload. Thank you.
893	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	The workload is too much.
894	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
895	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Please remove duty for ESE teachers and protect teacher planning time
896	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect our planning time!

897	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	I love my job; I help students learn how to read. I can only do my job effectively if given an appropriate amount of planning time!
898	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Stress is increasing, so many jobs were lost with Title 1 and we have to have time to meet our student needs. WE NEED time to plan and prepare, time for conferences and IEP 505 meetings.
899	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respecting time and workload as well hiring keeping more resources personnel aids. Keeping classroom units with reasonable class sizes not 23-26 students
900	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	Cost of living
901	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	
902	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Please listen to the needs of teachers!
903	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
904	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
905	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Please respect educators' time, workload, and compensation.
906	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
907	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	We are working harder than ever and really need your support right now.
908	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators time and work load.
909	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Give us the flexibility our professional status deserves!
910	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	They cannot continue to work in classrooms with no air conditioning where it is 80 to 87°. No company would put up with this. It's not OK for students or staff. Is diminished. We continue to have to do things outside of our work hours. I work 10 to 11 hours a day. A few hours on Sunday in addition. We also really need access to all of the copy paper we need. Some schools have unlimited. Our school does not and it is very stressful. Everything I would like to copy and send out to parents that I can't do without buying my own paper, which I have. But the main problem is the air-conditioning. For administration to say just go to another classroom is absurd. You don't have what you need. You can't transport everything you need. These need to be fixed. All of them. Day-to-day it's different ones that don't work. They come out and don't fix it or then come out and it's good for one day. Our school in the summer went 60 days without air-conditioning for the custodial staff, etc. That is not OK.

911 <input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	<p>We need a salary that represents the amount of our teachers work. I am there 11 to 12 hours a day. And then bring Work home. Sunday afternoon is also spent planning for the next week. That’s about a 65 hour week. Your educators with degrees. Some at Masters degrees. It’s absurd to pay that we get that doesn’t even keep up with the cost of living. Also OSHA needs to be involved with the air-conditioning problem in the extreme heat conditions. Teachers and students are subjected to from day-to-day. No one should be teaching him at 85° classroom for months. We need money for air-conditioning. We spend money on polos for the school picture of staff every fall. Hardly anyone wears them afterward. To us that seems like a waste of money. We spend probably millions on a math program that we don’t even use other than maybe 20 pages a year. That money could be spent on air-conditioning. We also don’t use our science book. I’m sure that’s several million. Please use that money towards the air-conditioning and safe working conditions.</p>
912 <input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	<p>We would like all schools to provide the amount of paper we need without being questioned about it. Do you have to beg for paper and explain why you needed it is ridiculous and stressful to the point where we just buy our own paper. I’ve spent over \$200 in paper this year of my own money.</p>
913 <input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	<p>Are we getting very little money towards a science materials. It is a ridiculously small amount. We are expected to go by our own materials. If we don’t, the kids don’t understand the questions on the test because we haven’t been able to do the experiment. Every school should have the amount of money to cover every week of science materials. I’ve spent over \$100 this year. At times, we just don’t do the experiment because we don’t have the materials. It takes time to procure them let alone pay for them. The material should be roughly available in the school each year for each teacher and grade level. If you want students to learn the standards, the way the District has set out, then provide the supplies. .</p>
914 <input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	<p>Instructional aides being recognized as part of instructional staff</p>

915	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Teachers have WAY too many demands of them outside of their most important job which is to TEACH! Behaviors are out of control and admin does nothing to help fix the problem. Teachers and admin need to be able to give stricter consequences to these children in elementary school in order to help them make better choices by the time they get to middle and high. The school to prison pipeline is very real in this district.
916	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	More tenure recognition! Veteran employees should be publicly recognized for their years of service as committed professionals.
917	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect our planning time and our budgets.
918	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
919	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	Protect planning time, respect educators' and support professionals' time and workload, and advocate for better discipline and leadership in schools so that students can take accountability for actions.
920	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	respect educators
921	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educator's time and workload
922	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
923	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Support our teachers and give us the respect and professionalism we deserve.
924	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
925	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect the teachers every thing. We have so much and get less in return every new contract.
926	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	
927	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Improve our pay and working conditions.
928	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators' time and workload. We spent too many additional hours outside of school contractual time planning and grading.
929	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	Compensated fairly for the work we do
930	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Please protect educators' time and workload
931	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	
932	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect your employees with better healthcare options
933	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect our time and effort in the classroom
934	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators' time and workload.
935	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect public education
936	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Please listen to us
937	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators' time and workload
938	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Compensation should reflect risk to physical safety and mental wellbeing at ESE centers

939	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Maintain teacher workloads
940	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
941	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Please help respect the time, workload and pay we deserve as educated hard working teachers deserve. We are losing some of the finest educators because of the lack of respect to the profession.
942	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect what we do and show us the respect we deserve
943	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
944	<input checked="" type="checkbox"/> NO – I do not support these proposals	Education Support Professional (ESP)	Supporting ESP retention and well-being by providing raises and bonuses aligned with today's cost of living.
945	<input checked="" type="checkbox"/> NO – I do not support these proposals	Education Support Professional (ESP)	Despite the importance of OUR Role, many Paraprofessionals are struggling financially due to low wages that do not reflect the responsibilities we carry. Many of us are single and have to work second jobs and still struggle with rising living costs or leave the profession entirely because we cannot support our families on the current pay. And this impact students, classroom support and quality of education. Please, take in consideration educated PARAS and ESP wages: consider fair raises and improved compensation, invest in retaining experienced and educated staff. Summers are even worse staying without income due to not being allowed to receive unemployment or being hired somewhere for a month and half.

			It is time that we ESP workers are paid a livable wage. Our monthly salary does not even begin to cover our life expenses. Our salaries are less than what we pay in rent. Combined with groceries, insurance, and gasoline...it's just not enough to live. For example, my rent is \$2,500 a month. After deductions, my salary is \$2,200 a month. I am a Paraprofessional in a Pre-k class. Our roles in a classroom are not fully appreciated. If it were not for us, teacher would not be able to teach our students. We are the ones who do the diaper changes, clean the vomit, wipe the runny noses, and endure the coughing in our faces. We help set up the classroom for the day's lessons. We are not allowed to collect unemployment during the summer months because we are technically "still employed and will be returning to our jobs." We cannot survive on our salary. We are constantly being told that we could have money set aside for the summer months. Is this a serious question? If we are struggling so much throughout the year, how are we expected to have money taken out of our pay in order to receive a paycheck during the summer? This is absolutely ridiculous. This is not feasible. I am a single mother of 2 sons, both of which are on the autism spectrum. One more severe than the other. It is a major struggle to not be paid enough to live in this economy.
946	I need more information before deciding	Education Support Professional (ESP)	
947	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Increase pay for all teachers.
948	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
949	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Fair treatment, respect, equitable opportunities, and supportive and professional working conditions
950	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Make comp time easier to use
951	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	
952	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect our planning time
953	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect our planning time and respect our workload.
954	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Increase pay so we can afford to live and work in Hillsborough county. No one wants to work here because they can afford to live. Off to find another job to add to this job just to survive.
955	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
956	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Help us convince the State Legislature to get the money to meaningfully implement class sizes of 25 or less per room, not the garbage non-logic of school wide averages being used to satisfy the rule. Research does show class size matters when we're talking about a difference between 25 and 32 or more per class.

957	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	We need better health insurance and no afternoon duties
958	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Please work on behavior reform and more parental accountability. Please help protect our personal time and health, teachers deserve AFFORDABLE health insurance without high copays. We are constantly exposed to germs and viruses.
959	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect our planning time, reduce meetings, reduce testing and evaluations should be done before testing
960	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Ensure that all support and leadership roles in schools—especially team leaders, RTI/MTSS staff, and success coaches—have clear, consistent job expectations and are held accountable for actually supporting instruction and student outcomes. Too often, responsibilities overlap or are unclear, and classroom teachers end up absorbing the work those positions are supposed to handle. The district should evaluate whether these roles are actively improving intervention, behavior support, and instructional planning, and either retrain, restructure, or reassign positions that are not directly contributing to student success and teacher support.
961	<input type="radio"/> I need more information before deciding	Instructional Staff	Support and respect your teachers. Without us, you wouldn't have a job.
962	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Pay us more! Get us out of the last place NATIONALLY for teacher pay!
963	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Please support us
964	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
965	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
966	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	more consideration for ESE we already have a ton of paperwork to do in addition to teaching and constant testing. Reduce how many meetings and extra stuff we have to attend that has nothing to do with us
967	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Protect our planning time!
968	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
969	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
970	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Support us when we come for help with behaviors
971	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect teachers time
972	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Do the right thing
973	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	
974	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Other HCPS Employee	Comp time easier to use
975	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	Respect educators' time and workload
976	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Education Support Professional (ESP)	Respect educators time and workload
977	<input checked="" type="checkbox"/> YES – I support these proposals and call on the School Board to act	Instructional Staff	

Do better by your teachers that give it their all each and every day. Our insurance needs to be supportive of us going to the doctor for better health and wellness. We are scared to go because even though families are paying \$1,200 per month we still get large bills when going to the doctor. We make the lowest wages in the USA and what we do make you take it in another way. No way to make it make sense that teachers have to have multiple jobs or side hustles to live. Not for extra but to be able to have a roof over their heads. 🙏

978	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff
979	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff
980	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff
981	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff
982	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff
983	<input checked="" type="checkbox"/>	YES – I support these proposals and call on the School Board to act	Instructional Staff

We need higher wages