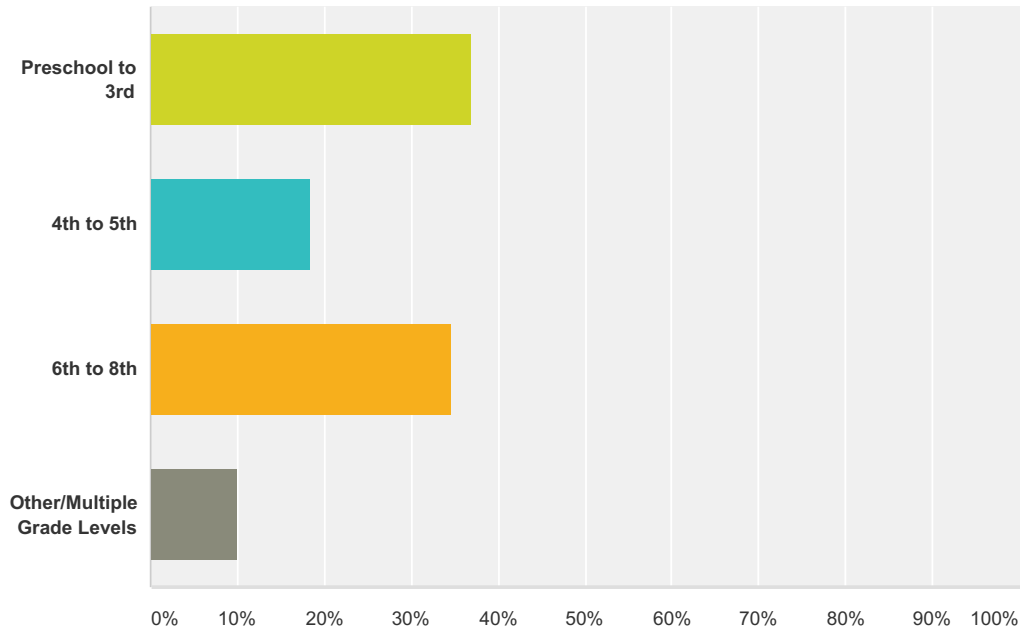


### Q1 Which grade level do you teach?

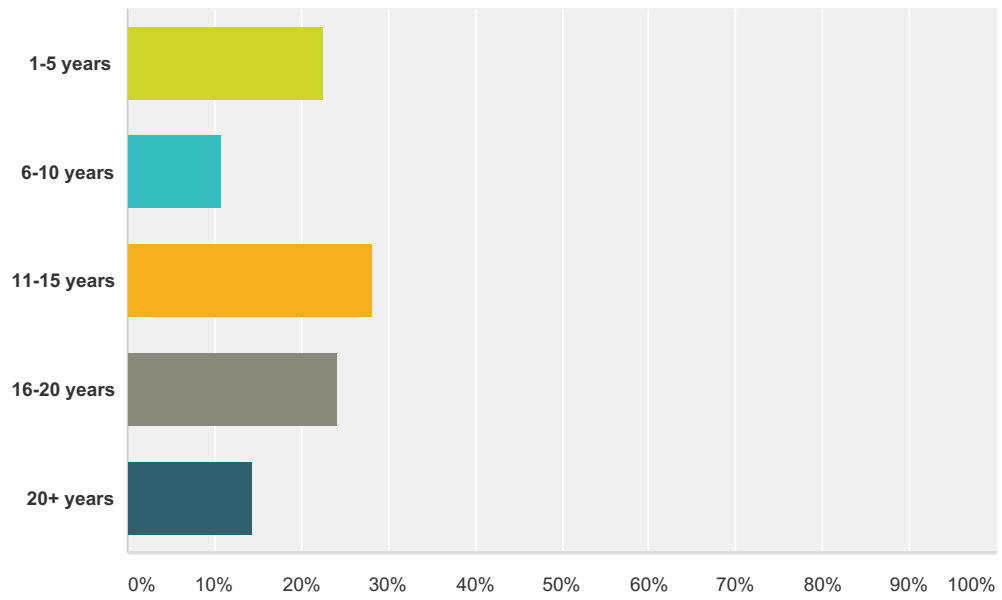
Answered: 398 Skipped: 1



Answer Choices	Responses
Preschool to 3rd	36.93% 147
4th to 5th	18.34% 73
6th to 8th	34.67% 138
Other/Multiple Grade Levels	10.05% 40
<b>Total</b>	<b>398</b>

## Q2 How long have you taught in the district?

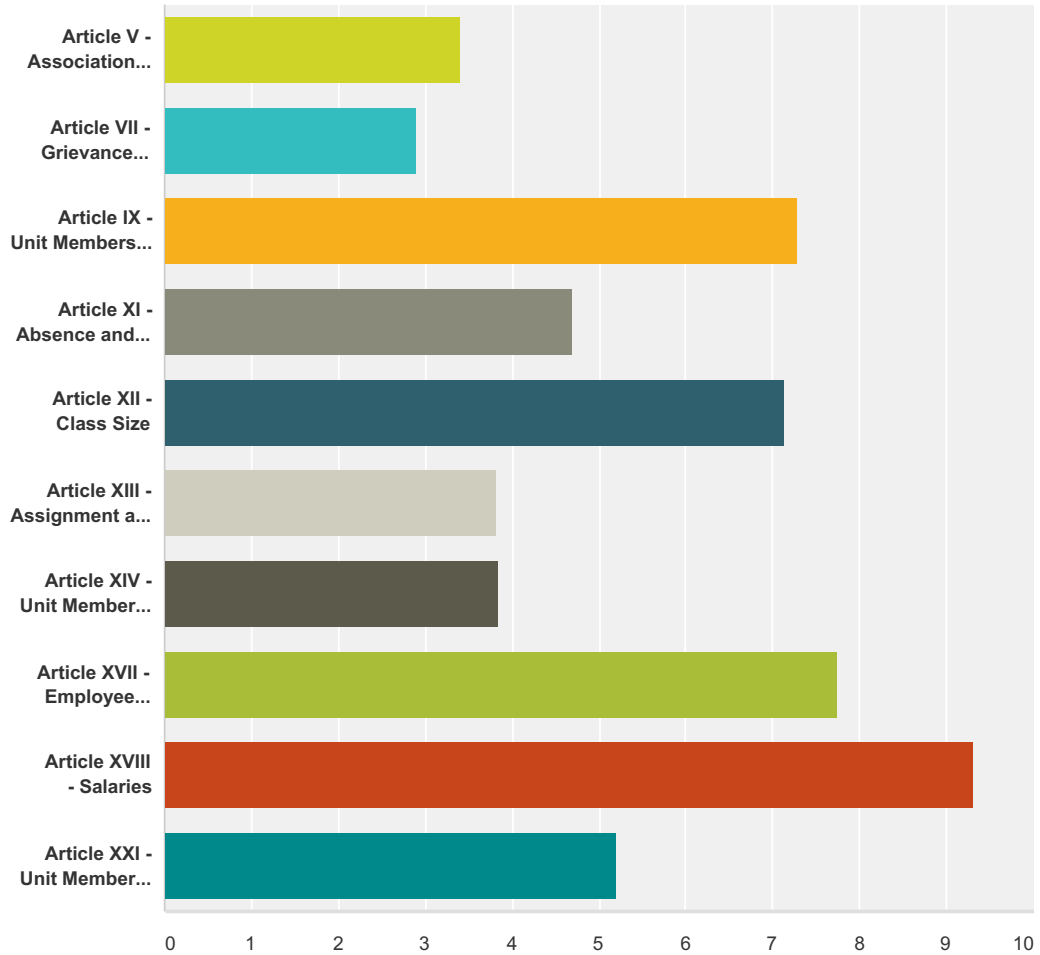
Answered: 398 Skipped: 1



Answer Choices	Responses	Count
1-5 years	22.61%	90
6-10 years	10.80%	43
11-15 years	28.14%	112
16-20 years	24.12%	96
20+ years	14.32%	57
<b>Total</b>		<b>398</b>

**Q3 Please rank the following contract articles from #1 (most important) to #10 (least important).**

Answered: 397 Skipped: 2



	1	2	3	4	5	6	7	8	9	10	Total	Score
Article V - Association Rights	1.34% 5	1.87% 7	3.48% 13	4.01% 15	7.49% 28	12.57% 47	12.30% 46	10.70% 40	19.52% 73	26.74% 100	374	3.41
Article VII - Grievance Procedures	0.80% 3	0.80% 3	1.07% 4	4.27% 16	5.87% 22	6.67% 25	10.93% 41	13.60% 51	28.00% 105	28.00% 105	375	2.91
Article IX - Unit Members Work Hours and Responsibilities	9.59% 37	18.13% 70	22.28% 86	22.28% 86	12.18% 47	6.99% 27	3.63% 14	2.85% 11	1.81% 7	0.26% 1	386	7.28
Article XI - Absence and Leave Provisions	0.27% 1	2.14% 8	6.15% 23	12.57% 47	15.51% 58	14.71% 55	16.04% 60	17.38% 65	11.50% 43	3.74% 14	374	4.69
Article XII - Class Size	14.62% 56	14.88% 57	21.93% 84	14.62% 56	15.93% 61	5.48% 21	4.18% 16	3.39% 13	1.83% 7	3.13% 12	383	7.15
Article XIII - Assignment and Transfer	0.80% 3	1.61% 6	3.22% 12	6.17% 23	6.17% 23	12.87% 48	20.11% 75	22.79% 85	13.94% 52	12.33% 46	373	3.82

## 2016-2017 Initial Bargaining Survey

Article XIV - Unit Member Evaluations	<b>0.53%</b> 2	<b>0.80%</b> 3	<b>3.46%</b> 13	<b>4.26%</b> 16	<b>8.24%</b> 31	<b>16.22%</b> 61	<b>21.54%</b> 81	<b>18.88%</b> 71	<b>15.16%</b> 57	<b>10.90%</b> 41	376	3.85
Article XVII - Employee Benefits	<b>6.51%</b> 25	<b>42.19%</b> 162	<b>20.05%</b> 77	<b>10.68%</b> 41	<b>8.07%</b> 31	<b>5.73%</b> 22	<b>1.56%</b> 6	<b>2.08%</b> 8	<b>1.04%</b> 4	<b>2.08%</b> 8	384	7.74
Article XVIII - Salaries	<b>65.99%</b> 260	<b>16.50%</b> 65	<b>9.14%</b> 36	<b>5.33%</b> 21	<b>1.02%</b> 4	<b>0.51%</b> 2	<b>0.76%</b> 3	<b>0.25%</b> 1	<b>0.25%</b> 1	<b>0.25%</b> 1	394	9.32
Article XXI - Unit Member Work Calendar	<b>1.05%</b> 4	<b>3.95%</b> 15	<b>10.26%</b> 39	<b>16.05%</b> 61	<b>19.21%</b> 73	<b>17.11%</b> 65	<b>8.42%</b> 32	<b>7.37%</b> 28	<b>5.26%</b> 20	<b>11.32%</b> 43	380	5.19

**Q4 If there was one thing that you would like the district to understand about your day to day life as an Etiwanda School District employee, what would it be?**

Answered: 305 Skipped: 94