Teacher Compensation Survey (Winter 2017) Results

Q1. Approximately how much of your non-instructional time do you spend on the following activities (record your responses in percentages that sum to 100%)?

<table>
<thead>
<tr>
<th>Responses</th>
<th>Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>Planning for instruction</td>
<td>35.4</td>
</tr>
<tr>
<td>Grading/Reviewing student work</td>
<td>19.5</td>
</tr>
<tr>
<td>Creating assessments</td>
<td>11.2</td>
</tr>
<tr>
<td>Professional development</td>
<td>8.5</td>
</tr>
<tr>
<td>Communicating with parents, students, and/or colleagues</td>
<td>20.1</td>
</tr>
<tr>
<td>Other</td>
<td>5.3</td>
</tr>
<tr>
<td><strong>Total Responses</strong></td>
<td><strong>702</strong></td>
</tr>
</tbody>
</table>

Q2. Do you feel that your compensation is adequate for the work that you do?

<table>
<thead>
<tr>
<th>Responses</th>
<th>Responses</th>
<th>%</th>
<th>Percentage of total respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>48</td>
<td>6.5%</td>
<td></td>
</tr>
<tr>
<td>No</td>
<td>690</td>
<td>93.5%</td>
<td></td>
</tr>
<tr>
<td><strong>Total Responses</strong></td>
<td><strong>738</strong></td>
<td></td>
<td><strong>20%</strong> 40% 60% 80% 100%</td>
</tr>
</tbody>
</table>

Q3. What contributes to your lack of appropriate compensation (check all that apply)?

<table>
<thead>
<tr>
<th>Responses</th>
<th>Responses</th>
<th>%</th>
<th>Percentage of total respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Buying my own supplies</td>
<td>419</td>
<td>61.3%</td>
<td></td>
</tr>
<tr>
<td>High medical contribution</td>
<td>281</td>
<td>41.1%</td>
<td></td>
</tr>
<tr>
<td>Work too many hours beyond contract hours</td>
<td>623</td>
<td>91.1%</td>
<td></td>
</tr>
<tr>
<td>Work too many extra activities at school (i.e. dances, concerts, sports)</td>
<td>157</td>
<td>23.0%</td>
<td></td>
</tr>
<tr>
<td>A long commute to my work site</td>
<td>94</td>
<td>13.7%</td>
<td></td>
</tr>
<tr>
<td>Other (Please specify)</td>
<td>201</td>
<td>29.4%</td>
<td></td>
</tr>
<tr>
<td><strong>Total Responses</strong></td>
<td><strong>1775</strong></td>
<td></td>
<td><strong>20%</strong> 40% 60% 80% 100%</td>
</tr>
</tbody>
</table>

Multiple answers per participant possible. Percentages added may exceed 100 since a participant may select more than one answer for this question.

Q4. Do you supplement your ACPS salary with additional income?

<table>
<thead>
<tr>
<th>Responses</th>
<th>Responses</th>
<th>%</th>
<th>Percentage of total respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>523</td>
<td>70.9%</td>
<td></td>
</tr>
<tr>
<td>No</td>
<td>215</td>
<td>29.1%</td>
<td></td>
</tr>
<tr>
<td><strong>Total Responses</strong></td>
<td><strong>738</strong></td>
<td></td>
<td><strong>20%</strong> 40% 60% 80% 100%</td>
</tr>
</tbody>
</table>
Q5. How do you supplement your basic income (check all that apply)?

<table>
<thead>
<tr>
<th>Responses</th>
<th>Responses</th>
<th>%</th>
<th>Percentage of total respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stipends for school-related work (i.e.</td>
<td>288</td>
<td>55.2%</td>
<td></td>
</tr>
<tr>
<td>vertical team)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Stipends for coaching/extra duties</td>
<td>197</td>
<td>37.7%</td>
<td></td>
</tr>
<tr>
<td>Outside job (non-educational work)</td>
<td>340</td>
<td>65.1%</td>
<td></td>
</tr>
<tr>
<td>Other (Please specify)</td>
<td>161</td>
<td>30.8%</td>
<td></td>
</tr>
<tr>
<td>Total Responses</td>
<td>986</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Multiple answers per participant possible. Percentages added may exceed 100 since a participant may select more than one answer for this question.

Q7. Rank order the following areas in order of importance to you as a teacher in this division (1 = most important, 4 = least important):

<table>
<thead>
<tr>
<th>Answer</th>
<th>Rank 1</th>
<th>Rank 2</th>
<th>Rank 3</th>
<th>Rank 4</th>
<th>Weighted Rank (Score)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Compensation</td>
<td>481</td>
<td>172</td>
<td>54</td>
<td>27</td>
<td>1 (2575)</td>
</tr>
<tr>
<td>Class Size</td>
<td>191</td>
<td>367</td>
<td>111</td>
<td>65</td>
<td>2 (2152)</td>
</tr>
<tr>
<td>Technology Resources and Support</td>
<td>23</td>
<td>92</td>
<td>327</td>
<td>292</td>
<td>3 (1314)</td>
</tr>
<tr>
<td>Professional Development</td>
<td>39</td>
<td>103</td>
<td>242</td>
<td>350</td>
<td>4 (1299)</td>
</tr>
<tr>
<td>Total Responses</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>734</td>
</tr>
</tbody>
</table>

Q8. Rank order the following areas in order of importance to you as a teacher in this division (1 = most important, 4 = least important):

<table>
<thead>
<tr>
<th>Answer</th>
<th>Rank 1</th>
<th>Rank 2</th>
<th>Rank 3</th>
<th>Rank 4</th>
<th>Weighted Rank (Score)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trust</td>
<td>275</td>
<td>238</td>
<td>154</td>
<td>59</td>
<td>1 (2181)</td>
</tr>
<tr>
<td>Relationships</td>
<td>194</td>
<td>194</td>
<td>193</td>
<td>145</td>
<td>2 (1889)</td>
</tr>
<tr>
<td>Professionalism</td>
<td>145</td>
<td>155</td>
<td>221</td>
<td>205</td>
<td>3 (1692)</td>
</tr>
<tr>
<td>Autonomy</td>
<td>112</td>
<td>139</td>
<td>158</td>
<td>317</td>
<td>4 (1498)</td>
</tr>
<tr>
<td>Total Responses</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>726</td>
</tr>
</tbody>
</table>

9 (a) : I feel like I belong at this school

<table>
<thead>
<tr>
<th>Answer</th>
<th>Responses</th>
<th>%</th>
<th>Percentage of total respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Disagree</td>
<td>21</td>
<td>2.8%</td>
<td></td>
</tr>
<tr>
<td>Disagree</td>
<td>23</td>
<td>3.1%</td>
<td></td>
</tr>
<tr>
<td>Neutral</td>
<td>79</td>
<td>10.7%</td>
<td></td>
</tr>
<tr>
<td>Agree</td>
<td>257</td>
<td>34.9%</td>
<td></td>
</tr>
<tr>
<td>Strongly Agree</td>
<td>357</td>
<td>48.4%</td>
<td></td>
</tr>
<tr>
<td>Total Responses</td>
<td>737</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
9 (b) : I feel that co-workers cares about me

<table>
<thead>
<tr>
<th>Answer</th>
<th>Responses</th>
<th>%</th>
<th>Percentage of total respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Disagree</td>
<td>9</td>
<td>1.2%</td>
<td></td>
</tr>
<tr>
<td>Disagree</td>
<td>17</td>
<td>2.3%</td>
<td></td>
</tr>
<tr>
<td>Neutral</td>
<td>70</td>
<td>9.5%</td>
<td></td>
</tr>
<tr>
<td>Agree</td>
<td>323</td>
<td>43.9%</td>
<td></td>
</tr>
<tr>
<td>Strongly Agree</td>
<td>317</td>
<td>43.1%</td>
<td></td>
</tr>
<tr>
<td><strong>Total Responses</strong></td>
<td><strong>736</strong></td>
<td></td>
<td><strong>20% 40% 60% 80% 100%</strong></td>
</tr>
</tbody>
</table>

9 (c) : I feel enthusiastic about my work

<table>
<thead>
<tr>
<th>Answer</th>
<th>Responses</th>
<th>%</th>
<th>Percentage of total respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Disagree</td>
<td>9</td>
<td>1.2%</td>
<td></td>
</tr>
<tr>
<td>Disagree</td>
<td>23</td>
<td>3.2%</td>
<td></td>
</tr>
<tr>
<td>Neutral</td>
<td>61</td>
<td>8.4%</td>
<td></td>
</tr>
<tr>
<td>Agree</td>
<td>276</td>
<td>37.8%</td>
<td></td>
</tr>
<tr>
<td>Strongly Agree</td>
<td>361</td>
<td>49.5%</td>
<td></td>
</tr>
<tr>
<td><strong>Total Responses</strong></td>
<td><strong>730</strong></td>
<td></td>
<td><strong>20% 40% 60% 80% 100%</strong></td>
</tr>
</tbody>
</table>

9 (d) : I feel recognized for good work

<table>
<thead>
<tr>
<th>Answer</th>
<th>Responses</th>
<th>%</th>
<th>Percentage of total respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Disagree</td>
<td>49</td>
<td>6.7%</td>
<td></td>
</tr>
<tr>
<td>Disagree</td>
<td>140</td>
<td>19.0%</td>
<td></td>
</tr>
<tr>
<td>Neutral</td>
<td>199</td>
<td>27.0%</td>
<td></td>
</tr>
<tr>
<td>Agree</td>
<td>255</td>
<td>34.6%</td>
<td></td>
</tr>
<tr>
<td>Strongly Agree</td>
<td>93</td>
<td>12.6%</td>
<td></td>
</tr>
<tr>
<td><strong>Total Responses</strong></td>
<td><strong>736</strong></td>
<td></td>
<td><strong>20% 40% 60% 80% 100%</strong></td>
</tr>
<tr>
<td>Answer</td>
<td>Responses</td>
<td>%</td>
<td>Percentage of total respondents</td>
</tr>
<tr>
<td>---------------------</td>
<td>-----------</td>
<td>----</td>
<td>---------------------------------</td>
</tr>
<tr>
<td>Strongly Disagree</td>
<td>4</td>
<td>0.5%</td>
<td></td>
</tr>
<tr>
<td>Disagree</td>
<td>8</td>
<td>1.1%</td>
<td></td>
</tr>
<tr>
<td>Neutral</td>
<td>19</td>
<td>2.6%</td>
<td></td>
</tr>
<tr>
<td>Agree</td>
<td>306</td>
<td>41.7%</td>
<td></td>
</tr>
<tr>
<td>Strongly Agree</td>
<td>396</td>
<td>54.0%</td>
<td></td>
</tr>
<tr>
<td><strong>Total Responses</strong></td>
<td><strong>733</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Answer</th>
<th>Responses</th>
<th>%</th>
<th>Percentage of total respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Disagree</td>
<td>9</td>
<td>1.2%</td>
<td></td>
</tr>
<tr>
<td>Disagree</td>
<td>20</td>
<td>2.7%</td>
<td></td>
</tr>
<tr>
<td>Neutral</td>
<td>47</td>
<td>6.4%</td>
<td></td>
</tr>
<tr>
<td>Agree</td>
<td>326</td>
<td>44.3%</td>
<td></td>
</tr>
<tr>
<td>Strongly Agree</td>
<td>334</td>
<td>45.4%</td>
<td></td>
</tr>
<tr>
<td><strong>Total Responses</strong></td>
<td><strong>736</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Answer</th>
<th>Responses</th>
<th>%</th>
<th>Percentage of total respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Disagree</td>
<td>25</td>
<td>3.4%</td>
<td></td>
</tr>
<tr>
<td>Disagree</td>
<td>85</td>
<td>11.5%</td>
<td></td>
</tr>
<tr>
<td>Neutral</td>
<td>146</td>
<td>19.8%</td>
<td></td>
</tr>
<tr>
<td>Agree</td>
<td>293</td>
<td>39.8%</td>
<td></td>
</tr>
<tr>
<td>Strongly Agree</td>
<td>188</td>
<td>25.5%</td>
<td></td>
</tr>
<tr>
<td><strong>Total Responses</strong></td>
<td><strong>737</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### 10 (a) : I work with people who treat me with respect

<table>
<thead>
<tr>
<th>Answer</th>
<th>Responses</th>
<th>%</th>
<th>Percentage of total respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Disagree</td>
<td>15</td>
<td>2.0%</td>
<td></td>
</tr>
<tr>
<td>Neutral</td>
<td>87</td>
<td>11.8%</td>
<td></td>
</tr>
<tr>
<td>Agree</td>
<td>634</td>
<td>86.1%</td>
<td></td>
</tr>
<tr>
<td>Total Responses</td>
<td>736</td>
<td></td>
<td><img src="chart_a.png" alt="Bar Chart" /></td>
</tr>
</tbody>
</table>

### 10 (b) : I work with people who listen if I have ideas about doing things better

<table>
<thead>
<tr>
<th>Answer</th>
<th>Responses</th>
<th>%</th>
<th>Percentage of total respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Disagree</td>
<td>47</td>
<td>6.4%</td>
<td></td>
</tr>
<tr>
<td>Neutral</td>
<td>178</td>
<td>24.3%</td>
<td></td>
</tr>
<tr>
<td>Agree</td>
<td>509</td>
<td>69.3%</td>
<td></td>
</tr>
<tr>
<td>Total Responses</td>
<td>734</td>
<td></td>
<td><img src="chart_b.png" alt="Bar Chart" /></td>
</tr>
</tbody>
</table>

### 10 (c) : I work with people who treat all students with respect and honor their differences

<table>
<thead>
<tr>
<th>Answer</th>
<th>Responses</th>
<th>%</th>
<th>Percentage of total respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Disagree</td>
<td>32</td>
<td>4.4%</td>
<td></td>
</tr>
<tr>
<td>Neutral</td>
<td>147</td>
<td>20.0%</td>
<td></td>
</tr>
<tr>
<td>Agree</td>
<td>555</td>
<td>75.6%</td>
<td></td>
</tr>
<tr>
<td>Total Responses</td>
<td>734</td>
<td></td>
<td><img src="chart_c.png" alt="Bar Chart" /></td>
</tr>
</tbody>
</table>

### 12 (a) : My supervisor treats me with respect

<table>
<thead>
<tr>
<th>Answer</th>
<th>Responses</th>
<th>%</th>
<th>Percentage of total respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Disagree</td>
<td>31</td>
<td>4.2%</td>
<td></td>
</tr>
<tr>
<td>Neutral</td>
<td>93</td>
<td>12.7%</td>
<td></td>
</tr>
<tr>
<td>Agree</td>
<td>609</td>
<td>83.1%</td>
<td></td>
</tr>
<tr>
<td>Total Responses</td>
<td>733</td>
<td></td>
<td><img src="chart_a.png" alt="Bar Chart" /></td>
</tr>
</tbody>
</table>
12 (b) : My supervisor listens if I have ideas about doing things better

<table>
<thead>
<tr>
<th>Answer</th>
<th>Responses</th>
<th>%</th>
<th>Percentage of total respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Disagree</td>
<td>62</td>
<td>8.5%</td>
<td></td>
</tr>
<tr>
<td>Neutral</td>
<td>151</td>
<td>20.6%</td>
<td></td>
</tr>
<tr>
<td>Agree</td>
<td>520</td>
<td>70.9%</td>
<td></td>
</tr>
<tr>
<td>Total Responses</td>
<td>733</td>
<td>100%</td>
<td></td>
</tr>
</tbody>
</table>

12 (c) : My supervisor treat all students with respect and honor their differences

<table>
<thead>
<tr>
<th>Answer</th>
<th>Responses</th>
<th>%</th>
<th>Percentage of total respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Disagree</td>
<td>19</td>
<td>2.6%</td>
<td></td>
</tr>
<tr>
<td>Neutral</td>
<td>80</td>
<td>10.9%</td>
<td></td>
</tr>
<tr>
<td>Agree</td>
<td>634</td>
<td>86.5%</td>
<td></td>
</tr>
<tr>
<td>Total Responses</td>
<td>733</td>
<td>100%</td>
<td></td>
</tr>
</tbody>
</table>
Comments on compensation

Themes:
- Raises in the past few years have not increased take-home pay
- Planning time is inadequate; being eroded by additional meetings
- Student needs are outpacing available time for teachers to work with them; teachers are giving up planning time/lunch to work with high need students
- Teachers’ materials budget is too small, especially as it relates to consumables and P-based work
- Too many new initiatives; not enough full implementation of them or they get layered to create more work than teachers can handle
- Teachers are increasingly given too many different preps/additional responsibilities

Individual Responses:
- I spend a lot of my own money on my classroom. 2. I am doing twice as much work now than I did when I came to work for the county more than 5 years ago.
- 130+ students is not reasonable for teachers to perform at their expectation level.
- A significant portion of the planning time is spent in mandatory meetings with specialists, administrators, and parents. True planning and lesson preparation happens at home or at school after contract hours. There is not enough team money to cover technology needs and new curriculum support. Teachers need more input into "textbook" budget.
- A typical work-week is usually about 50 hours, sometimes at school 6 days in a week. These extra hours are "donated." We have 1 hour of planning per day, which not all schools provide, yet it's not nearly enough. In order to maintain close communication with other teachers and parents, that hour is often used for meetings and parent meetings (PLC, SBIT, and conferences, etc.) I feel that we are able to purchase what is needed for instruction, or parents/PTO will also provide what is needed.
- ACPS might feel uncomfortable about the number of post contract and weekend hours I invest in order to do an adequate job. It will be a happy day when teachers are respected and trusted enough to use professional development days for self driven tasks which would allow each teacher to more efficiently design opportunities for maximum learning leverage.
- After teaching for 10 years I would have expected that my compensation would have increased more than it has. Also the material funds allowance seems to be less than adequate for the materials required to provide authentic learning experiences in this day and age.
- Ah, retirement does not look very promising but scary indeed.
- Although I teach [subject] in a small school, being the only one trying to serve kids in six grade levels makes scheduling and providing services in a way that's best for students impossible.
- An adequate job can be done with the few funds we receive and little planning time. Everybody in every industry is expected to do more with less. However, it is nearly impossible to continually challenge our students with meaningful, creative, and engaging activities in the environment we find
ourselves-- and certainly not in "contract time." The tugs on our daily schedule makes it mandatory to use massive amounts of personal time to provide timely feedback and excellent instruction.

- as a counselor I don't have planning times or a materials allowance. It is frustrating for counselors to continually be lumped into one big group with teachers, when the jobs are very different.
- As a family that cannot afford to live in the county, but educates the population, I feel that we should be able to bring our children into Albemarle Schools at no cost, or at least at a reasonable discount. The current discount is impossible to afford.
- As a part time teacher it all works out ok.
- "As a registered nurse with [redacted] experience, I am disappointed that the compensation isn’t more fair. It certainly doesn't match that of the teachers with the same degree of training and experience. I don't know exactly what starting teachers are offered this year but I know it is tens of thousands of dollars more than what I am earning as a nurse.
- At times, I have felt that we were very unvalued and insignificant as far as the county is concerned."
- "As a [job role] teacher in an elementary school it is very difficult to have a scheduled planning time due to serving students in multiple grades.
- As far as compensation - I take home less this year than I did last year and will probably take home less again next year."
- As a [job role] teacher, I have *no* materials allowance that I know of, even though I provide supplies for many projects and other supplemental activities.
- "As a teacher new to the district, had I not brought a plethora of school supplies and educational resources with me, I would not have been able to deliver a quality program this year. There were science focus areas where I had no hands on materials for a primary class. I spent several hundred dollars on science alone. My building budget covered basic consumables and nothing more.
- No equip.inventory process, and hoarding with minimal sharing is a waste of tax dollars and hurts learning."
- As a teacher, it is clear that we are going to be paid far less than is expected with the amount of time and effort we put into our jobs. We are asked to attend extra meetings before and after school that we are not compensated for on a regular basis. We continuously have parent meetings on our time and we have additional work that is being placed on us to complete to increase our workload without an increase in planning time or compensation.
- As Albemarle County expectations of teachers increase so should compensation for the expectations should increase.
- As an elementary classroom teacher, I often feel our planning time is taken for granted. It is very important that we have time to get materials organized, grade, and plan together as a team. Please make this a priority!
- As an English teacher, it would be extremely helpful & practical to allow for grading time to be built into the school day. With each essay taking an average of 15 minutes to grade, my 70 student load takes approximately 18 hours to grade 1 assignment. Even if I can only grade 4 papers in an unencumbered planning of an hour, that would allow me to have personal time on some weekends during each quarter and still provide my students with quality instruction & feedback.
As much as this county says it wants the best qualified employees, and as wealthy as this county is, teachers and staff are not compensated well enough to LIVE in this county where we work. Very sad.

As one of the lowest paid county employees, I feel that we are often overlooked in terms of compensation for the amount, quality, quantity of work/services provided. We are playing an ever increasing role in the support of our schools and county. Although teachers may not receive raises, they have received step increases based on years in the system. Classified staff does not receive this benefit. I also believe that classified staff should be allowed to receive stipends for addtl roles.

As the # of classes, # of students and workload rose, there was neither a compensation increase nor any more time allotted for grading, planning and all the other associated demands. It saddens me that I am unable to be as good as I was 4 years ago instructionally as a DIRECT result of decisions made at central office, by the school board and other decision makers that affect my job. The increases are not restricted to staff and many students are crumbling under the stress. Do something..

As the [job role] and a teacher, I'm finding that I don't get home until 8pm most nights. I could use more planning time.

As with many, I feel that I put in substantially more hours than I am compensated for. I easily put in 3 hours per day outside of school answering emails, dealing with parents, grading and planning - and more on the weekends catching up. Teaching is quickly becoming a 24/7 job as parents/students and administrators expect answers to emails more promptly than the next day.

At Catec you don't have a planning time you do it from home or on your own time.

because of increasing deductions, my pay goes down every year. This is demoralizing.

"Classroom allowance is much less than is needed to help supply students with what they need. Consumables need to be replaced as well as project materials for students who cannot supply what they need to be on the same playing field as those who can afford them.

Teacher's salaries are not meeting the needs for paying back student loans, paying for childcare, cost of living PERIOD."

clinic budget was cut by 16% last year. No planning time in my position (nurse). Salary not raised in many years. Still love what I am doing!

Comfortable for my job anything I need or request it's granted without any delay. I am well pleased and thoroughly enjoy what I am doing.

Compensation has to be a priority. Many of us are getting less take home pay while the expectations of the job are increasing. This is untenable.

Compensation matching expectations! You've got to be kidding. My take home pay drops two years in a row and you ask me this! I keep getting asked to do more for less, which is what I have come to expect from Alb County.

Compensation seems to be decreasing as expectations continue to increase.

Core+ needs more, recent textbooks...so we really could use some more funding. We also need more supplies.

Due to the decreased budget I've had to spend over $350 of my own money for classroom supplies, such as dry erase markers. As a professional I expect to have a classroom that is properly stocked with materials needed for effective teaching.
• Each year more is added to our expectation and there is less compensation to accompany the addition.
• Each year we are expected to do more work for less pay. Often have to purchase supplies out of pocket b/c there is no money in the budget.
• Each year we’re asked to do more and more with less and less - less time, less money, more students, more demands. (And I’m really not a whiner)
• Each year, my take home pay is less. My workload is more.
• Each year, we’re expected to work harder and longer while getting compensated at the same rate we were in 2008. Although is has been published that we’ve been getting "raises", my take home pay has not changed.
• Elementary teachers teach all subject areas. This requires so much planning time. With a 20 min. lunch everyday, and some days no other breaks as PE has been reduced to fewer days, it requires long hours of planning. I usually work 7:30 - 5:30 or 6:00 and must continue to work at home. Materials allowance is nowhere near the amount needed to teach the way the county expects us to teach, and I must dip into my own personal funds constantly. Compensation not equal to cost of living.
• Every year I get more students and more needy students. This results in all of my time being spent grading papers and contacting parents and none of my time being spent creating innovative lesson plans or lessons. This drastically reduces the quality of education in the classroom. All the teachers I have spoken to say the same thing: we are all just barely keeping our heads above the water and go home exhausted every day, only to have to do hours of school work.
• Every year my time as a teacher has been encumbered more and more (i.e., more classes, more students, more non-instructional obligations, etc.) without compensation but with the ever-present motto of "you're a professional, find a way to make it work." In other words, do more with less. Unfortunately, the answer is to do less in the classroom and on the athletic fields so that I can do more to take care of my family and myself. I am still a dedicated teacher, but something has to give.
• Every year we are asked to do more with less. Please support the educators in this county who exceed your expectations every year.
• Everyone here is overworked and underpaid. There is general outrage that teaching positions are being cut and class sizes increased while a huge, unnecessary amount of technology is being infused into the schools via the 1:1 initiatives, without adequate tech support or training. ACPS can’t even afford to support their many & new, highly touted "academies."
• expected to do a lot on our own time now that technology is involved and we can complete activities on our own time.
• Finding functional therapy spaces in all of the environments I work in can be tricky, but hasn’t been a problem this year.
• For a newer teacher the amount of planning time (once meeting time is removed) is less than ideal. That being said, the compensation when calculated on an hourly basis is quite low compared to the degree level. The material allowance has been relatively non-existent as we were just informed of grade-level discretionary funds at the end of May.
For additional times that I come into school to work with students, teams, etc, I am either not compensated or receive $25 an hour (that is taxed and processed through payroll). Despite my lack of proper payment for several of these additional hours/services to the school, I still come in and help my students. I come in because I care about them. The money is just a bonus, but it would be nice to have more money for resources and for additional time given to ACPS.

For the past 3 years, the number of students I work directly with has increased, my budget for materials has decreased and my salary, without a raise but with raises to insurance and retirement, has decreased.

For the work I perform ([job role]), I am grossly underpaid. People wonder why there's a revolving door for these positions...

Given that I've taught in the county for several years, it was difficult to answer "than I expected" questions. If the purpose is to determine if it is less than I believe is necessary/acceptable then I have answered the questions correctly. My compensation increase this year will barely cover the increase in county taxes that I will pay to fund my increase. I work at home many nights to make up for a lack of adequate planning/grading time, and I purchase out of pocket materials annually.

Goals and direction from leadership is not always clear or consistent which at least to me is a fundamental expectation.

Happy to be at ACPS but....really? These questions are a bit......different.

Have you read "Drive." It repeatedly says motivate you need to first adequately compensate before motivation becomes intrinsic. 1% is not adequate compensation after 6 years, (since 2008.) At the same time we are expected to create technology related lessons -this takes time that is largely uncompensated.

I am a [years of service] veteran and am still making the salary of a 30 year vet. I think the salary cap is antiquated and should be abolished if we are going to call ourselves world class educators.

I am a library media specialist.... .. The expectations for the forward movement of libraries is unrealistic when I am confined within the walls of the library.. I need coverage so that I can attend PLC meetings and work more closely in the classrooms... Closing the library to allow me to do these things is neither a fair or reasonable option for the student body and faculty. I believe that I, like all other employees, am entitled to a lunch break,which I have never had as there is no coverage

I am a new teacher in a school who had no materials to start with. I was not given a clearly defined materials allowance at the beginning of the year so did not know what I could spend, and had to ask various people in order to find out what I could purchase for supplies. I ended up using someone else’s allowance since they didn’t need it.

I am a part time teacher (5/6) who works about 50 to 60 hours per week in school because I am the [job role]. Because of my part time status, I do not get very much in the way of medical benefits and receive no retirement benefits. I have no planning period. I make 45,000 per year. I feel absurdly underpaid.

I am a part-time employee. I am contracted for six hours a day, but I am expected to attend faculty meetings, professional development, sessions, PLC meetings that occur outside of my contract and
other school activities that take place in the evenings. I am part-time in name only. My pay is reduced as are my benefits, but my work load is full-time.

- I am a TA and do not have allowances for materials.
- I am a TA w/ VA teaching endorsements. Although, it has been my decision to work as a TA the last few years while polishing my technology skills, I would like to see a higher level of compensation for those of us who have our college degrees (esp. in Education).
- I am allotted less than $1 per pupil that I teach to replenish equipment. Have to make hard choices about what to purchase or else actively try to get grants.
- I am not a teacher so two of the questions above do not apply.
- I am not aware of "materials allowance"
- I attend all classes get students off the bus also put them on the bus also helping students get dressed for gym.
- I came from a district with more than nationally average funds and a school with a higher 'at-risk' population. I notice that the schools seem to have fewer resources here than in Northern Virginia. Also, professional expectations are much more lenient here - for better or worse. There is less accountability for planning, less frequent data collection/analysis, etc.
- I came into my position fully aware of the time and financial realities of teaching.
- I cannot provide a quality learning environment with the planning time allotted.
- I definitely don't have enough money to buy supplies - simple things like poster boards & glue sticks & markers - I buy out of my own pocket. Would also like more money to purchase subscriptions to more online tools.
- I did not expect teaching to be easy by any means, but I have been surprised by the mental and physical energy it demands from me. I love my job and I would not change it, but I would also love to have about 8 more hours in each day in order for me to truly differentiate instruction, use formative assessment, maintain parent contact, update my online presence, integrate technology purposefully, share with my school colleagues as well as county-wide, and provide student feedback in a timely way.
- I did not expect to have 20 kindergarteners and a teacher assistant for only four hours to assist me. This has forced me to do more work at home and stay longer at school each day to make sure that my students get what they deserve. For the upcoming school year they are keeping the t.a. time the same but have increased the possibility of a greater number of students in the classroom before receiving any additional help!
- I did not expect to have four preps this year, until late in the summer. Two of the preps were courses I had not taught before. I spent an inordinate amount of time on preparation every day.
- I did not expect to have such a struggle in finding replacement equipment for technology consumables that need to be replaced due to use or damage. This includes cables, video dongles, smartboard pens, etc. There is frequently a shortage of useful equipment, always paired with a lot of time scouring for bits and pieces scattered around that need to be borrowed or reconstituted to give teachers what they need to do their jobs.
- I do not get planning time, I am an Office Associate.
• I do not have a materials allowance. I drive a school bus full time and if I had a family to support, we would be on welfare. Something seems wrong with that.
• I do not have a scheduled planning time. I spend a lot of my personal money, especially on projects that are done with the kids.
• I don't believe these are concerns limited to ACPS, but public education as a whole. I am grateful to be employed by a county that provides all that it does, but the profession itself is more challenging than I could have imagined.
• I don't get planning time in my position, which would be useful. The last two questions do not pertain to me.
• "I don't have planning during the school day but rather before and after school. This is ok but not ideal. It is the make up of the program and the population...so I understand.
• Salaries have been held for a number of years. When it first began I was much more understanding...now it is getting old."
• I don't have planning time
• I don't know if I received an allowance for materials because I came in late and am a half-time teacher. An allowance was never specifically stated.
• I don't think any teacher would argue that they are surprised by the amount of outside time required to prepare and grade, nor that they anticipated higher compensation for their work. I think initially, people want to "power through," but over time, the increasing amount of efforts and focuses of the division and your school wear on your ability to do anything well, and can cause disillusionment with the profession.
• "I enjoy doing my job to the best of my abilities. It is very discouraging to do a great job and be recognized and then it held against you because it puts you into OT that was approved in order to accomplish what was asked of you.
• We have too many in top leadership positions. When the right people are in the right positions doing their job the job gets done and done right with fewer people. Which in turn is less money coming out of the budget! Proven fact!"
• I feel that at the beginning of each year we are given initiatives that we are going to work on for the year or a book we will read together. We start off working toward these goals during the first quarter, and then there is no mention of them throughout the rest of the year. It's kind of like having the kids do a project and then never collecting it and giving feedback on it.
• I find it incredibly discouraging to be making less money towards the end of my career than I was a few years ago.
• I find myself spending my own money on materials I want and need.
• I get to work at 6:45 every morning and leave no earlier than 5pm. Sometimes this is to prepare for a special lesson or activity. However, the majority of the extra time I spend outside of regular business hours is just to prepare for the following day. Rarely is there a weekend that I am not at school for a few hours. I've been teaching for 12 years and I can only imagine how much more time new teachers are needing beyond regular school hours! I would love to punch a clock before/after hours!
I had 4x4 classes this year and was able to update grades in a timely manner. During Family Life, I lost my planning pd for 4 wks and that was stressful. I had to stay after school to prepare for the next day and not compensated for it.

I have a regular class load, but very full classes, this increases my work load quite a bit.

I have always felt that certain content areas have a larger workload and greater expectations and that there should be some way to compensate those areas for this additional workload. For example, language arts and math are required to do additional testing throughout the year and along with these contents come a larger amount of grading. Having an administration/board that understood this and worked towards acknowledging would be so wonderful!

I have been very lucky this year with my planning time - since I have planning during 2nd block, which is also lunchtime, it is never cut short, sacrificed, or in any way taken from me. The result is that I have been happier, more balanced, and more available to my students all year.

I have felt lucky that we've been able to buy supplies for our classrooms, especially when I hear stories of paper-rationing in other places. The money matches my expectations since I had such low hope for compensation when I entered teaching: a sad commentary. The workload has far exceeded expectations, and continues to worsen, even after more than [years of service] at this job. Please stop w/ the busy work and new initiatives, especially when they are not known to get results; read ALL the research.

I have spent almost $1000 out of pocket this year stay supplied with materials and equipment to support a transition to a maker classroom.

I have to prepare (develop preparation materials, tests, PowerPoints, question frames, assessments, and differentiate materials) for four different courses, grade, contact parents, PLC, and learn some of the material since it is the first time I am teaching some of the classes. 90 minutes a day (and I stay after school each day!) does not suffice.

I have to spend large amounts of time in the evenings and on weekends to get my work completed and create new and interesting learning experience for my students. I spend a great deal of my own money each year purchasing books at a level and on topics of interest to my students. I have also spent my own money on craft and science unit supplies.

I have to spend money out of my own pocket to make sure my students are able to have materials that they need.

I have very high expectations, on the one hand, because I know how incredible our school system could be, with more money to teachers, more money for supplies and field trips, etc. However, I also live in the real world, where the military is currently sucking up most of the budget across the country. Education has to take second fiddle until we evolve further. To that end, I am working as hard as I can to help kids think through where their priorities lie.

I hoped for the same amount of planning as a content teacher and I have much less.

I know I could have said no to some of the requested additional duties, but it seemed that there was pressure to say yes to the requested assignments (digital learning project as an example).

I love my job and it requires a lot of sacrifices. I often stay very late at night. It is not unusual for me to leave school when the janitors leave at 11:00pm. I spend a lot of money for the needs and supplies of the children and the classroom.
I love my job! I wish that there was more respect for and understanding of how hard good teachers really do work. It is disheartening to see salaries stagnate for so long. I know that the school system is at the mercy of many different groups for funding. It seems like public servants are the first to have salaries frozen and the last to see them grow again. I worry that I will earn less as I have more experience because of the lack of salary growth.

I mistakenly believed that the schools would provide basic requirements—paper, white board markers, staplers... They do not, and the items they do provide are substandard—lap tops that don’t work. We are asked to do more with less support and for less compensation.

I really don't know what the survey is trying to get at? My expectations as I came into the profession have been tempered by experience. I know what to expect in all the areas, so the reality I dealt with last year has defined my expectations for the coming year.

I respect and appreciate that ACPS holds employees to a high standard. I feel appropriately compensated as a professional and believe I have adequate materials and allowance for all needed materials. On the rare occasion when I need something beyond my material allowance, I feel I have plenty of places where I can seek additional funds (PTO, Shannon grant, other grants, etc.)

I spend about $3000 a year of my own money to purchase supplies that enhance learning and make implementation of the county vision possible. Salary increases fail to even keep up with inflation. Basically the question is "how much does it cost you to teach?" Duties do not exceed expectations because I KNOW it is a 50-60 hour per week job. I do manage my time and prioritize what I can do. This is essential to avoid burn-out.

I spend about $800 to $1000 dollars a year of my own money. This past year I spent over $1000.00. When you are only given $15 per student you can't do much when you are trying to enrich their learning experiences and provide them with the right materials. Disappointed that we have not had a raise (teachers with [years of service]) in five years. With other increases I am bringing home about $200.00 less (over the five years) and I haven't changed a thing.

I spend enormous amounts of time in off school hours working to keep up with my teaching duties. I teach 12 different classes each semester.

"I spend hundreds of dollars every year on class materials that I need to make my classes fun, different, interesting in uncommon ways. Usually I can be reimbursed, but not always. Teachers are provided VERY little monies for classroom expenses-

I teach 4 different classes and 3 grade levels. My planning time is not adequate to meet grading and class prep needs. In addition, required PD, meetings, collab. and prep for next year in the summer leave little time to decompress and re-generate."

I think it would be wise to take on one or two (max) new initiatives per year in an effort to maximize the effect of their implementation. It is also discouraging if we, as a county, adopt a certain mindset and then, once it is mostly mastered, move on to something else as if the former initiative didn’t matter as much as its initial year. I've heard many people say that our county moves on too quickly from major initiatives year to year.
I understand that teaching is a 12 month job condensed into 10 months and that stipends are abysmal and that we don’t have nearly the resources available that we should, which means that I give up a ton of my own time & money to provide my students with the instruction that they deserve. I am fortunate to be in a school where many parents can help 'close the gap' by supplying the extras that I need to implement STEM into my teaching.

I was working in another county in VA where I was paid more. I thought it would be easier to make the adjustment since I did not have to commute as far. The cost of living is high in Charlottesville and I am trying to learn ways to stay within my teacher salary. I do work and extra job on the weekend and hope to work through the summer.

I work after school and weekends consistently. I am not getting paid to do this. I make do with few funds to purchase new materials. I am going to be losing my iMac computer (due to age) and will have, unless other arrangements are made, only my personal laptop with nothing for my students. This seems a little desperate.

I work hard enough to earn $100,000/year. But the pay is not equal to that. In addition, I have been growing a program that began in 2008, and it has never been adequately funded.

I would like to see data on planning time between schools, levels and feeder patterns. Personally I feel that elementary planning time pale in comparison to secondary but would like to see the data.

I would love a pay raise (more than 1%) from time to time.

I wrote that compensation is less than I expected, mainly because the workload is greater than I expected, considering all the time at night, weekends and summer that I spend on work.

I’m incredulous about the compensation/expectations questions. Essentially I’ve gone without a raise for two years. I am at the top of the pay scale for experience, and now do not even receive the 1% that others will receive. The county now regards my additional experience as valueless. If there can’t be raises, there has to be some adjustment in the level of new initiatives. You can pay us in "time" if you can't in dollars.

I'm not sure whether expectations is the right word; it's more like needs. Obviously when you become a teacher, you know you won't be paid much and you know you will be overworked.

In many cases, I knew what to expect, but the workload is far too high and the planning time too low.

In terms of compensation, I am in the middle range of step increases and feel that often our section of the pay scale does not get the same attention as the beginning salaries or the ending salaries with regard to salary increases. I know that the current budget season has been extremely difficult. However, it is frustrating to watch my take home salary decrease.

In the past three years, our salary increases to the public appear that we have received more than we actually see. 5% increase=5% to pay for retirement...broke even with no raise even though it looked like we got one. This year...1% is like $600, and I only get $10 per student in school funds and I'm expected to teach through project based learning...again, losing money. I also have fed 6 students snack nearly every school day.

Increasing workload comes at the expense of quality work. One day a quarter (or month) for planning and collaborating would be more useful than weekly rushed meetings.
• It can be difficult on where we have lunch duty and meetings during planning.
• It is crucial that lead teaching assistants get planning time. It is crucial all hired special needs teaching assistants have some prior experience with special needs children before ever stepping foot in the school. Not enough diligence is put into that hiring process.
• It seems every year we are given less planning time and more extra responsibilities are placed upon the teachers. After 20 years of teaching, I'm still spending 10-12 hours on school related work daily and another 6-8 hours of work on the weekend.
• It stinks that I have to spend my money and then get reimbursed. That puts my family budget in a bad spot. I don't have disposable income.
• It would be helpful to have planning time each day during both semesters instead of every other day without planning (and with four different courses) for a semester.
• It would be nice to have more funds for my classroom. It is hard being at a low income school where a lot of the students aren't able to provide their own basic supplies.
• It's really not true that my workload is "more than I expected," because I expect the County to try to bleed every last bit of blood out of me for as little as they can possibly give in return. The column should read "More than it should be."
• I've been employed in many, many different jobs, and this one is the most time-consuming, working hours on end after coming home. I feel like I spend a LOT of my own money for supplies and my class library that the school could/should cover. Now we are being told that teachers need to cut down on paper usage! I do not own a smart phone, but I am feeling pressure to purchase one to 'keep up' with technology at school.
• I've been teaching in the division for [years of service], and each year my workload has increased exponentially. There is always more work and more initiatives being piled on. At the high school level, you all sprung the 4X4 schedule on us, and then when you took it away you left the extra class. We still get paid the same but we teach 6 classes instead of 5. Good teachers are leaving in droves because it's just too much work and not enough pay. Please fix this by lessening the demands on teachers.
• I've come from a division where our budget for any classroom materials was completely eliminated, so I had gotten used to that. I marked that my budget was more than I expected, but I do not believe it is more than is appropriate or necessary.
• I've found it impossible to do everything that is expected from administration, what is required to create an innovative classroom, and to effectively communicate with my student's parents during contract hours. All grading, planning, creating, & organization are done on my own time with no compensation.
• Keep the expectations low ... That's the key to happiness!
• Like most people, probably, I don't feel I'm paid according to my value. The county is certainly getting more than its money's worth!
• "Like so many of us in education, I do not routinely get time for lunch. Lunch is a time when students are available and seeking help, so I often can not eat without rushing, if at all, in order to be available to students.
• I think that the salaries for those in education across this country are below what they should be. The documentation that I have seen and discussions that I have heard point to a national trend of underfunding good educational staff. Virginia and ACPS are no different."
• Matching the expectations is not the same as matching needs...
• "Materials allowance continues to decrease. I spend more out of pocket each year.
• PTO money decreases.
• Planning time is not enough to prepare for the day. Majority of planning is done on my own time."
• Materials were supposed to be provided by the PTO (instead of parents providing materials from a supply list as in past years). We received very limited amount and had to purchase consumable supplies from our own money.
• More each year is expected from teachers in the EDEP program. I am highly qualified as a Virginia licensed teacher and am held to the same accountability as a salaried person. Yet I feel that my services are not highly regarded. My personal leave is automatically deducted for the built-in weather related days that salaried people are afforded. I cannot use sick days to make up other weather related missed days. My income increase comes in the form of cents and not dollars.
• More gets added to the workload each year with nothing taken away.
• More requirements and responsibilities added each year that amount to more hours of work. It feels interminable. Salary not even keeping up with inflation is insulting when we are expected to supply a world class education to our affluent county.
• "Most of my materials allowance comes from the PTO and doesn't come close to what I end up spending out of pocket. And that doesn't count what I spend on Professional Development. The PD offered through the county rarely supports roles beyond the general classroom and the PDRP is cumbersome and minimal.
• As for workload and planning, I generally work several hours a day beyond contract time to get done what I need to."
• Most of my materials I bought on my own, especially the first five years of employment. The professional development is rarely geared toward Speech Pathology.
• My classroom financial support is mostly supplied by the school's PTO. The instructional money needs to be used by midyear and many lessons require supplies that can not be obtained in advanced or first time teaching that grade and the needed supplies are not fully understood. Typically, this means it comes out of the teachers own finances. Never in my wildest dreams did the workload match my expectations and I am shocked that it was not fully discussed in college to prepare.
• my earnings are not keeping up with the cost of living
• My expectation is to have some what of a budget to buy materials needed and a updated laptop to use and larger space to operate in because of the number of students and parents I see daily. In order for me to meet my job expectation I often have to seek support outside of my school and ask the community business for their kindness, but I am working for Albemarle County Public School System and their Students.
• "My expectations are informed by years of experience teaching. Teaching well requires a significant amount of time outside of the 'contract hours' for which, historically, I am not compensated. Teaching six classes increased the amount of time I spend outside of 'contract hours' preparing and grading.
• With respect to my expectations in general, the observations and concerns I share about my students need to be taken seriously and not reimagined as my inadequacy"
• My expectations are minimal regarding equipment. Even though
• My expectations are that I should have team meetings not during my lunch time. I also expect to have at least a 30 minute planning period every day.
• My job duties and expectations are equally met.
• My job is such that I do not have planning time per se. I do notice that some teachers are more demanding of planning time than others at the expense of nonclassroom teachers in the building. Perhaps a balance should be reached.
• My position is unique and I set my own schedule and caseload.
• My position with [job role] is paid below teacher scale despite requiring a Master's degree and including duties comparable to other positions (School Psychologist, School Counselor).
• "My schedule and working conditions are nothing of what I had expected. We have fluff..teachers not teaching while others have to be the worker bees and pick up the slack. Every certified person in the building should be teaching at least 2-6 academic classes so that others do not have to pick up the slack. We have queen bees and we have worker bees.
• There are several reasons why it would be a great idea for each administrator to be responsible to teach at least one class."
• My school is very easy to talk with about needs. There is little money because of the dire budget circumstances so it is expected we will have less to work with.
• My workload is absolutely crushing. Not only am I working 80 hours per week, but I find it increasingly difficult to give my students the individual attention that they deserve. I am frustrated & exhausted. I am upset that the county is moving to the 1:1 but not providing textbooks. While I incorporate many articles & widely varied materials, textbooks are carefully designed to meet the basic content demands of the curriculum. Students need to become proficient in reading such texts.
• "Need technology to meet needs of student driven projects such as Macs, cameras, staff support, etc.
• Also, not enough support for students with special needs and collab classes. They are too large, therefore, with too many discipline problems -say in a class of 28. Too many needs to cover and students feeding off of one another. Many students below grade level in performance and expectations and cannot successfully meet the needs of all students with current staffing."
• "No money for supplies throughout the year, so I have to dip into personal funds. Compensation is pitiful, not keeping up with cost of living.
• Elementary teachers need more planning time! 20 minutes for lunch doesn't cut it!!"
• No.
• On average, I work between a 50-60 hour work week (sometimes more during report card season). These are hours I stay after school or work from home in the afternoons and weekends. This does not include babysitting and tutoring on the side to supplement my income.

• One expectation that I have that is NOT being met is money for professional development. It is very disappointing that, as professionals, if we wish to attend even one in-state conference each year, there is no money for travel or hotel stay...............maybe even not enough to cover the registration! The inservices/workshops we get "in house" attempt to address our needs, but we don't get a more global picture of what's happening elsewhere if we don't have the opportunity due to cost.

• Over the past few years, it feels we are getting paid less to do more. We are expected to keep up with more deadlines, duties, expectations, training, etc. There isn't enough time during the school year to get things accomplished so many of us end up working through a lot of the summer.

• Planning periods are being turned over, more and more, to remediation, thus significantly increasing my take-home workload.

• Planning time is grossly inadequate. As our job requirements INCREASE, our compensation DECREASES. So demoralizing.

• Planning time is insufficient for the demands of creative teaching, especially when doing labs and other activities requiring significant set-up time. Almost all lunch breaks are working lunches, especially when working with multiple preps. ALL grading gets done at home. In addition, the increase in classes (6 out of 8) dramatically impacted workload. Teachers feel like there is no time to breathe during the day and then have HOURS of work that they take home. Grading 25-30 EXTRA papers....

• Planning times during the elementary school day are often filled with tending to student needs, making parent phone calls, and completing other tasks not related to planning. As our planning period is often only 30 minutes this does not allow for much planning time during the school day. Most of my planning and lesson prep takes place after the school day on my own time. It would be nice to have more time allotted during the school day for actual planning and prep time.

• Preparation for classes is very time consuming if you are doing a good job

• recently a lot more work has been placed on employees while providing less time, materials and compensation.

• Science dept. budget has gone down every year, more hold back money taken, the 4X4 requires a lot more lab setup $ separately each semester, especially for local purchases i.e. flowers for the flower dissection lab. For the last 2 years I've taught 3 totally different classes (not 2 levels of the same class, but literally 3 different curricula) both in the fall and in the spring (planning, grading, setting up labs, etc). I don't have time to provide ALL students with the education they deserve

• Seems to be a movement toward multiple preps and cross-grading in middle school. Why is that? All the advantages of specialization are lost, and our teachers are over-extended working on an inefficient assembly line.
• Several years of not receiving merit increases, even when I am aware that other organizations are not giving them is difficult. I feel like employees contributions while appreciated aren't adequately recognized because merit increases have gone unfunded for such a long time (with the exception of last sy) and the difference in increase amounts between the levels is not motivating or rewarding. I believe others are recognized outside of the merit cycle with pay adjustments because they complain

• Since I am a specialist, I was not provided with a mentor to help guide me through the first year in Albemarle County. I am up for recertification this year and I am discovering that it would have been nice to have known some things along the way. I am now having to go back in old agendas to request points for things that I attended.

• Since my salary is practically frozen the past 5 years because it has not matched inflation, I am being asked to do much more for less money. Two areas are primarily responsible for this increased workload: teaching a 6th class and the greatly increased demands of the new TPA. Both of these issues detract from my primary focus as a teacher which is to make a difference with students. My workload and stress level have greatly increased over the last few years, while my compensation has not.

• Specifically in small schools there are "more hats to wear" because things can not be dispersed but so much which requires a significant amount of extra time. Also having only "one person" who services things makes for extended hours and meetings. The amount of hours I put in, in order to be successful does not match my compensation, on top of being asked to attend meetings/outside of school functions etc.

• Spending over $500 a year!

• Staff should not have to give up hours of personal evening and weekend time to meet expectations, whether county or parent. I work with countless teachers who comment that they "could not do this job" without constantly working far beyond contract hours. I feel that it is expected that I check and respond to e-mail 24/7, in addition to complete work on my own time that does not fit into an 8 hour day. On average I would say I work at least 50 hours a week; I'm lucky if I take 5 minutes for lunch

• Stipends do not begin to match the amount of time and effort expended on activities.

• Students need more than LA and LLLS. They need: supplies, a quiet time to finish homework/projects (because it is not quiet at their home), role models who are professional and who care and nurture them, high, but attainable expectations (no matter what level they are on), a smile greeting them (because that might be the only smile they get throughout their entire day), snacks (because they can't concentrate when they are hungry), exposure to a variety of experiences (f.trips,3-D, tech)

• Teacher pay historically does not account for the many hours of out-of-school work we do.

• Teachers "planning time" is continuously eroded, with meetings such as sbit, special ed., evaluations, etc. being scheduled during it.

• Teachers are asked to do more and more, without being compensated for it. The switch to a 1-1 computer model is going to take a lot of work on the teachers end and yet our salaries are barely increasing each year. Our class sizes are increasing as well.
• Teachers are expected to do much more with a lot less money. When school's budgets are cut, that means teachers can't provide needed materials to their students.

• Teachers are given more and more work. Less and less pay. More and more students with special needs and less resources to help (not enough RTI and SPED).

• Teachers need more time and more money! I know this has always been an issue. We are constantly expected to do more but we are not compensated for the increase in workload or time spent.

• Teachers put in countless hours after school to develop/score assessments, create lessons, meet with parents, attend extra curricular activities as spectators for students to build relationships, etc. There is little if any compensation for these hours. Teachers teach to touch your minds and because they enjoy what they do. It's not about the money. However, it would be nice to be compensated for the extra mile.

• Teaching 6/8 classes has been a negative impact on teacher's time. There are more students/teacher and we are not given more time, but the expectations for parental contact and feedback/child remained the same.

• Teaching itself is not more than I expected. It is the demands that the county administration puts on us as teachers that is overwhelming. Not only is it many expectations, but they are changing constantly with new initiatives. So just when you starting getting one into your routine, the county changes it and now we need to learn something else. Usually the "great ideas" formed around a board table are not realistic or manageable in the time we have in a 7.25 hour day. You want more!

• Teaching six classes is discouraging to us all. If I were an English teacher, I would have to quit teaching. Multiple preps and six classes do not suffice a 1.5 hour planning period that often is spent in conferencing, PLC, or other requirements. I also have a family to support and hours of grading and planning from home takes me away from them, and it hurts. The low stipend and work load I receive is not in par with most other schools across the nation.

• The "other duties as assigned" portion continues to grow almost every day and is overwhelming at times. You already know that our pay DOES NOT INCREASE.

• The amount of money that we are allotted to go towards our yearly expenditure is not even reasonable. This upcoming year each teacher is allowed around $200, because we have to put some of our money towards our grade workroom order. $200 does not even cover the basics, only the bare minimum. If teachers are expected to support students in the way that is needed for their best learning environment, we should have more money available to help us create that level of learning.

• The compensation piece is a joke. It is hard to make a solid argument for the importance the County places on education when they pay teachers what they do.

• The D2015 initiative took up an inordinate amount of my time. While it was a great success, I spent many hours at home on my personal time learning how to use the devices and designing opportunities for my students.

• The ever increasing workload is having a negative impact on instruction, employee morale, and employee heath.
• The instructional money dedicated to my department is much too small to run an functioning chorus department. Stipends for the performing arts teachers should be at least the equivalent of those of athletic coaches. hours should be kept that each spends on their extra curricular activities. In my opinion paying performing arts teachers less than a coach is degrading and sends a questionable message to our community.

• The load of teaching six classes (and many people are teaching three or more preps because of the scheduling difficulties to limit preps under this schedule) continues to be unbearable. Scheduled planning time is not nearly enough to meet these needs and there are still only 24 hours in a day.

• The longer I am in Education the more expectations are put upon the classroom teacher - longer work hours after school with very little if any monetary incentive.

• The move to 6/8 has increased the workload significantly more than expected. The move to the 4x4 has increased the cost of materials since it is more difficult to stretch materials each semester. Despite this increase cost there has actually been a decrease in money for materials.

• The office associate job description has not changed in the last 10 years. Over that period of time we have had huge amount of extra work placed on us to the point we can not keep up without taking work home to complete the job expectations on a timely manner. I feel we are so short staffed it is impossible to have the time we need to spend on all of the tasks that we are expected to complete.

• The pay is extremely low compared to the hours worked. I put in 70+ hours per week; I work from home nights and weekends, I work through lunch every day, and I come to work an hour early most days and stay late. I calculated the hourly pay and I was making about $11.00 per hour. I feel that no one (except a core high school classroom teacher) understands the amount work and preparation. With all of the technology initiatives yet...which we are expected to teach ourselves, the work load is crazy.

• The primary grades do not have textbooks; most of the teaching is through hands-on activities and involves consumables. This type of teaching is very effective; it is also more expensive. Teachers have to use personal funds in order to provide high quality experiences.

• The workload for an OA 4 in a small school without an AP is increased. If there is an additional OA, they are usually part time; I know the OA job description is up for review this fall so hopefully the change will encompass the true nature of the job. The small school setting typically requires the OA 4 to handle PS (most of it), GP, BuySpeed, Purchase Card, front desk responsibilities, and any other jobs that arise. An increase in salary would be a big benefit considering the responsibility

• The workload put on elementary teachers is rather high. While we don't have more than 26 kids in our classrooms, we teach all subjects and must prep for those. PLC meetings take up at least one planning period a week and then if you have any students in SBIT or SPED, those meeting also happen during your planning.

• The workloads are greater, which would be fine if it had to do with the children. Less time is spent on planning.

• There are many times that I need to complete work at home as time does not allow for me to do it at work. I don't mind this at times but I feel that my compensation for my position does not match what I do.
• There is always more work to get done with less time to do it and expectations outside of the normal job description without the title or compensation based on performance/experience.
• There is more responsibility thrust upon instructors as compared to other districts. This infringes on planning time.
• There is never enough planning time as a teacher, but it is expected that you will also use time outside of school hours for planning/grading/reflection about how lessons went and how to better them.
• There is no 'planning' time .... I have to build it in.
• There never seems to be enough planning time in the schedule unless there are double special blocks each day of the week for all grade levels.
• There's always more and more work to be done in order to get the job done effectively. But, I love the work w/my students and joy of witnessing the miracles, so I do what it takes. It just would be nice to be valued with raises that help come close to cost of living increases.
• There's just too much to do, and our time is filled with meetings. Our PLCs aren't effective because the expectations aren't clear, so everyone comes in with different objectives and we end up doing our planning outside of school hours.
• These are difficult questions. I've been teaching for [years of service] and know what to "expect." That does not mean that these expectations match the education I have or compare with those with a similar education in non-teaching fields. Nor does it mean that the time we have the time we really need to properly do our jobs.
• Things have slowly been getting worse and tighter over the years especially in the [years of service] teaching in the county. The lack of real and substantial growth in salary is starting to really be an issue.
• This is a great profession and I'm truly enjoying every day. However, More and more responsibilities get piled on our laps each year. Planning time needs to be guaranteed and uninterrupted. This is not always the case.
• This is a weird and bad survey. "Expectations" is not the right measure at all. Expectations in light of what? Probably you're not asking how we think teachers in America should properly be compensated. I knew ahead of time what my salary would be, so why wouldn't it (and workload, etc) match my "expectations"? What are you really hoping to find out? Sheesh.
• This is my first year here from another division, and I am so happy with everything in ACPS!
• This school year has been extremely disappointing which is why I've requested a transfer. I've taught for around 14 years in various counties, and I've never requested a transfer in all of the past years. It has been extremely trying, but all students needs were met and all parents were satisfied as far as I know.
• "This year I had a multi-grade classroom. One of the grades was completely new to me. I felt overwhelmed by the expectations of getting third graders prepared for their first SOL year and to teach second graders how to be scientist and historians.
• On top of having two grade level SOLs to cover, I had to add Maker Space into the schedule. The lack of materials available for Maker Space really hindered the projects. The time constraints and lack of materials presented limitations."
• Three college level preps in one year (six total classes) is too much for any one!! College professors don't even have three preps in a semester - and most only have ONE....plus the room I teach is was used for study hall and I did not have a quiet place to plan my lessons and grade assessments - not a good year
• Through inflation, our real purchasing power is decreasing each and every year.
• Very disappointed with salaries paid to part time employees
• "Way over worked - typical day averages 6:45 am through about 7:30 pm.
• One administrator in a significantly at risk building requires me to spend a majority of my day out in the building leaving 4:00-7:30 for all the email and paperwork that requires my attention.
• I also have attend every single meeting and event adding more to the day as I am the only administrator and need to sign off on things and/or be present to the community sees a strong administration presence in the school."
• Way too much reinventing the wheel across the county when things could be made at one place and shared. Very time consuming.
• We are given so many expectations that are completely divorced from the reality of interacting with students that this question sounds like a joke. We are asked to learn new jargon each year that we know will change or be gone in a year or two and are in more and more meetings filled with "eduspeak" and having little to do with spending time planning for students. Luckily we still love the kids, but often must steal away time to do what is in their best interests.
• We are over worked and not paid a living wage
• We do not use any textbooks so our paper allowance needs to include enough paper to provide each child with an interactive notebook. For some reason this is not included in the textbook money.
• we don't get paid enough for all the work we do, and when do get a raised they always taking in out in insurance are whatever.
• "We have not received any materials money since Dr. King came. We only receive money from our PTO which does not even begin to cover the cost of art supplies.
• It seems we have been given more and more work from downtown and less time to focus on planning lessons based on the needs of our kids. It's too much coming down - seems like we are back to the triangle with the workers on the bottom getting dumped on with new initiatives that don't necessarily meet the educational needs of our students"
• We went to an 8 period day to save money and get teachers to teach more classes. The planning time we have even though on the book is adequate turns out to be less than what is scheduled. I teach more students and have more work to try and have more "connections/relationships" with students. The workload actively works against the County's priorities of rigor, relevance and relationships. There is no time for relationships because I am being stretched too thin. You get what you pay for.
• When I changed to CTE, I assumed my workload would be enormous and that I wouldn't have enough time. I knew what my compensation would be.
• When the steps have decreased from last year, it seems deceptive to say that there has been a "raise."
While I can get basic supplies for my class, many times I have to spend my own money for special projects or tasks that we work on.

While the planning time on the books looks more than sufficient, the number and intensity of meetings (RTI, SPED, 504, PLC) scheduled during planning is unbelievable. Nearly 90% of my planning, grading, and prepping for lessons occurs after contract hours. Since I work in a big school, the materials allowance is not measurable. All money is spent with many needs left unmet.

While the scheduled planning is what I expected, it is often taken for proctoring, remediation, meetings. In addition, meetings/PD over the summer and outside of contract time have increased without adding value. Some "free" changes to ask principals to make: preserve teacher planning time, do not ask teachers to proctor tests through their lunches and full planning periods, do not require summer PD without pay/earn time, observe norms so meetings are efficient and worth our time--not fluff

"With each passing year we are compensated much less for materials that are needed for the classroom. I spend quite a bit of my own money. Sometimes the children do not get to do a project because I have 2 of my own children in college & 1 in high school and need the money for my family.

There is very little planning time any more on my team. We meet during "planning" time at least 4, often 5 days a week. Every Thursday afternoon is taken with a meeting of some kind planned by administration."

With the addition of the 8 period day (high school level) and large class sizes of 25 or more in my discipline, it is very hard for me to keep up and current with grading, planning instruction, integrating technology, keeping a focus on writing, reading, etc while finding a balance with my life outside of work (family, church, etc). Something has to give. My stress level is at an all time high, and I find myself sacrificing content to be able to keep up.

With the new responsibility of bookkeeping, I find myself running out of time during the day to accomplish all that's needed. And next year my OA3 will be working 4 hours less due to enrollment so I will have those added responsibilities as well.

Worked here for [years of service] & love what I do. Have additional income from another source, that's the only reason I can afford to work for Albemarle County.

Workload expectations are unrealistic and result in lowering the quality of the work. There is a culture of doing the immediate and ignoring the important. My principal bullies teachers to try and get more work out of us. It doesn't work, we can't do anymore. I don't understand why I can arrive 1 hour early everyday, but can't leave 5 minutes early once a year. Teachers are cooperating less because of the new TPA (competing for jobs), this has also impacted workload.

Workload is rarely acknowledged nor does anyone seem to care to find out exactly how demanding it is.

Would love to work more hours.
Comments on why teachers work to supplement their income

Themes:

- Cost of living in Charlottesville/Albemarle County; pay has been stagnant or declining relative to cost of living
- College for themselves or a family member; repaying student loans needed for teacher licensure
- To pay for anything outside of basic family needs; afford more than to survive
- To save for retirement or an emergency fund
- Childcare expenses, both within and outside of school, including out-of-district tuition for their child(ren)
- Pay for additional school supplies not provided by the school

Individual Responses:

- To be able to send my children to college.
- So I can make rent payments, help pay for children’s college, unexpected costs.
- I live in this area and the cost of living here is higher than my teacher salary comfortably covers.
- For our family to be able to pay our monthly bills - utilities, house payment.
- I work an extra job in order to make ends meets so I am able to pay my mortgage along with my tuition since Albemarle will only by $500 per semester and I am working on my Masters.
- So I can afford to raise my family in Charlottesville. The cost of living and teacher compensation do not match!
- 2 teenage daughters planning for future expenses (college, Med school)...
- To pay for basic needs my family has such as childcare, housing and utilities.
- My husband and I both work full-time but our income is not enough to support our family of four.
- I want to be able to afford extras like vacations, hiring help to keep the house clean and spending money for clothes and other items for my family.
- I need the extra for added income. I need to use for paying bills
- While ACPS pays well compared to surrounding counties, we have not seen any real increases in the past few years while the cost of living in Albemarle continues to rise rapidly. It is not possible to support my family on the ACPS salary alone, so I have to supplement it with another income.
- Teach classes for Mary Baldwin
- ACPS doesn’t pay well for veteran teachers
- Because my household expenses are such that we need the extra income. We have one in college and one getting ready to go. I also needed the extra income to supplement the expenses related to teaching that are not reimbursed. Also licensure requires the need for PD points and it is hard to get the 180 point without taking a college level class. UVA’s tuition makes it really difficult. I do not have 500 to 1,000 dollars just sitting in an account to make that happen. I am living without an emergency fund so when something goes wrong it means using a credit card and that them compounds the financial issue.
- To pay for college tuitions.
• I work beyond my basic income because I'm anxious about 1) providing for myself/my family in the event of an emergency; 2) having and providing for my children; 3) retiring some day. My basic income covers my basic expenses.

• Family (opportunities for children), Housing, transportation

• I have two children, so I can make my pay check work for the month, but if I want any extras (going out to eat, shopping for clothes, etc.) I have to have more income.

• Because my husband and I are both teachers we find ourselves making less money than many of our college educated friends and family. We want to be able to support our children in the same way they do while also taking advantage of the opportunity to earn extra funds. We want our children to have experiences of activities, sports, and travel as others.

• To have enough money to pay bills.

• I work extra because my salary is barely enough to live on, and certainly not enough to pay for dance lessons and sports for the kids or vacations or anything outside of basic needs for the family.

• Because with four children, my income alone has me qualify for free and reduced lunch. I HAVE A MASTER"S!

• My income is not significant enough to support my family. My husband pays our bills, etc. I teach because I love it, not for the money.

• Because I need to make extra money to better support myself.

• To pay for vacations, travel, nice dinners - anything beyond our basic family needs.

• Even though part-time is not monetarily very appealing, being able to get benefits and spend time with my child at home makes it worth it. I work another job to provide additional money so I have the flexibility to work part-time.

• My salary does not support a family with 2 kids at home. Outside expenses outweigh any benefits of completing extra tasks at school.

• Because I have to.

• We do not make enough money to have two children in Albemarle County. I must have a second source of income to provide for my family.

• I need to build up my retirement income, and my school salary is not enough.

• The money I make teaching covers living expenses, student loans, and the occasional small treat, but not much else. If I ever plan to save money for a down payment on a house, a new car, or anything else, I need to supplement my teaching salary with additional income.

• Because I enjoy it and it helps pay the bills.

• The step raises do not keep pace with the cost of living, as well as being changed every year so that, say a step 21 this year does not make what a step 21 made last year. this only happens to a couple of step areas, not ALL.

• To pay for tutoring for my own children.

• I could not match my expenses without supplemental income. I typically work seven days a week, and I work extensively during the summer. I additionally work multiple evenings during the work week.

• Mostly to provide adequate outside of school activities for my children and to allow some type of vacation travel for our family.
• Cover the cost of paying for childcare which is outrageous. ACPS teachers should not have to pay to bring kids to ACPS if we live out of district. the small amount of money made by charging teachers is so negligible compared to a 360 million operating budget for Albemarle county. It basically equivocates us working for free so that our children can be educated here. Absurd!

• Tuition for college, sports

• My husband and I are both Teachers. We have one daughter. We have to supplement our income in order to pay our mortgage, student loans, car loan, day care tuition, and buy groceries. We do not live outside our means. However, grocery prices, gas prices, water bills, and electric bills keep climbing. Our salaries do not. Therefore, we need his extra summer job to pay all of our bills and my stipends.

• because I need the money to make ends meet

• Consulting work. Teach in the summer at UVA. (Your 1st question is difficult to respond to. Let me put this another way that i.e. easier to quantify. I work at least 21 hours a week outside of the contract hours working on school work for my teaching. Here’s another way to put this number in perspective, 21.5 % of the time I breathe during a 7 day week is spent in contract hours for the county. 12.5% of additional time that I breathe during the 7 day week is spent doing outside work related to school.)

• To pay monthly bills and supplement my cost of living expenses

• initially I did it for pleasure, but now I must to make ends meet. I teach private lessons and play musical gigs. I used to only pick the things I wanted to do, but now I do not have that luxury

• Given the cost of living increases over the years, teacher pay is simply not keeping up. Compared to other professions with similar qualifications, teacher pay is far behind.

• I work to support my family.

• In order to pay all of my bills. My husband & I are both teachers and we both have to work part-time jobs to make ends meet.

• While I feel my compensation is adequate, any extra monies go towards retirement, mortgage, and bills. That written, the cost of living continues to rise, but my salary does not.

• So I can afford to do more than just survive

• Need additional income to support family.

• While my income is ok, it does not cover all my extras. I could live on what I made, but there would not be any money left over for the items my family enjoys.

• Because the amount that I make does not adequately pay for the needs of my family.

• I don't earn enough money to save for retirement or play now. And, question 1 should not total up to 100% If you are only asking about contract hours, make that clear. I do much of that work afterschool and at home. Are you asking about 100% of my non-instructional time?

• I am considered part-time with ACPS. I wish I could receive some type of retirement.
• I cannot afford a house in the western part of the county and I am trying to save to do so but it has been a losing battle with expenses (child care and alimony payments). I need to supplement my income just to meet all my obligations. Even renting a 1000 sf house is costing me $1100/month + utilities. I only take home $2850/month after deductions and when you add in alimony and child support - I do not have anything left. I have been teaching for 15 years and I love teaching and feel good about being a teacher but I have considered looking for another profession in order to make more money.
• Cover health care cost. Single income employ.
• Because the base salary I get from teaching is not enough to pay all of my bills. Having three children and living in Albemarle County is not possible on $50,000/yr. The only way that I can afford to live in the county and have my children attend ACPS is to supplement my basic income. It's very sad to have to say that, but it's also very true.
• Bills to Pay, Child about to head to College, Just living Paycheck to Paycheck
• I need the income.
• I'm a teacher, my husband is not, but he makes a similar salary. Living in Albemarle County with two kids and two incomes of this level is quite difficult. Trying to put away enough for college tuition and retirement is next to impossible given the cost of living in our area relative to our pay.
• To relieve the tension on my monthly budget.
• because I am unable to live comfortably in Charlottesville on the ACPS school salary. My expenses are far beyond the pay.
• To make ends meet and to have some additional income for retirement and occasional vacations.
• Need to supplement income to meet living needs, build savings, and pay student loans.
• We live out of county, but pay for my daughter to attend a county school. This is very expensive, but important to us to have our family schedules be the same. Unfortunately, this extra expense means that we have to rely on extra work as well as help from my parents to afford it.
• My husband and I leave within our means; however, we had a baby about a year ago and now struggle to put anything into savings due to childcare costs.
• I enjoy the additional income as well as giving me some variety in my work experiences.
• Vertical team, team leader, tutoring
• If this was my only income, I would not be able to live in Albemarle County, it would be too expensive. I am working with single teachers that are buying clothes at the Salvation Army, etc., buying food in the discount aisles at the food store because they have school loans and are not making enough money to live. Thank goodness for a husband with another income.
• The basic income is not enough to meet needs of monthly expenses, particularly with high insurance premiums and the rate of inflation. We haven't had a decent raise in years! Our medical insurance is terrible. We have very few choices. On top of monthly premiums, deductibles are higher, as are maximum out of pocket costs. I had surgery this year and had to pay 1200 for it. I've also had to work with specialists and spent another 1000. That's a LOT of money!!!
• It is the only way I have vacation money.
• working from pay check to pay chec
• I have two kids at home and I am the primary earner in my household.
In order to maintain my home, insurance, my classroom and basic needs require that I work additional hours, jobs and take on other duties to make other money.

- Working part time somewhere else
- Retirement, childcare costs, home repair/improvement, general savings and emergency funds
- To pay my bills and afford to live in Charlottesville.
- A specific professional activity that actually improves my job performance at the school level.
- I supplement my basic income due to student loans and basic needs that need to be met. I cannot simply afford my living expenses on a one person income and save for the future. It has become increasingly difficult given the rising real estate costs and our health insurance increasing each year to get ahead so I have to supplement to provide for myself beyond a basic paycheck.
- We have two children and would like to help them with college tuition.
- Low wages require additional income to support the family
- To be able to pay my bills and support my family
- I supplement my income so I may keep my house.
- Because on my own, my three children would qualify for free & reduced lunch.
- My classroom receives about $150 per year which is to pay for all supplies for the year. Not nearly enough. I purchase reading books, markers, paper, card stock, etc using my own personal funds which total well of $1,500 per year. We are asked to do project based learning, but projects take supplies that parents no longer send in. I am barely making ends meet at home now, and need to supplement so that I can continue to make my class a fun and interactive learning environment.
- I work to supplement my basic income so that I have money to do extra things in life ~ besides just paying bills. I do not have any credit card debt or car payments.
- Salary compression (WHICH DOES EXIST FOR TEACHERS)... Teachers with 20 or more years of experience have seen their salaries rise at a much lower percentage than new or less experienced teachers. Rising healthcare costs - higher deductibles and new insurance isn't covering same amount on medical procedures as old insurance did. Only way to save anything substantial for retirement is to supplement your income.
- Why do you think? In order to pay all of my bills and save any money for college, medical deductibles, kids...... I have to work extra. We all do.
- I use extra income to pay college loans and buy supplies for my classroom. In order for me to "do my job" adequately, I work between 50-60 hours per week. On top of this time, I have been a team leader, work instructional programs, and tutor. My overall work time is 60-70 hours per week. This is time taken from my family, which is not the best choice, but I have bills to pay and need supplies for my classroom.
- To be able to afford to take vacations and to save more for retirement.
- To pay the bills.
- I need more money to pay my bills
- To address the needs of extended family members
- To keep a roof above my family's head. To occasionally do something nice like go out to dinner or take a cheap vacation once every 6 years
• Need additional income in order to eventually buy a home within the community. I would like my children to attend ACPS, but Albemarle’s property values are significantly higher than the surrounding counties.

• It is impossible to pay for college for my daughters on a teacher’s salary. The new procedure for buying supplies has the unintended consequence of making it nearly impossible for teachers to purchase supplies using school money, except at the very beginning of the year (or perhaps it was intended all along). The new policy has done away with the ability of teachers to get reimbursed for spending their own money on supplies. We are forced to borrow the school credit card during school hours in order to purchase supplies locally. This means that I have to take my entire planning block to go purchase even the smallest of items. For example, I ran out of colored marshmallows for a science activity. I did not have time during the school day to go purchase two bags of marshmallows, so I had to spend my own money without any possibility of getting reimbursed. This happens about for science supplies about once a month at my school.

• I can’t afford to live in Albemarle County and send my last child to school on a teacher’s salary

• To cover family expenses including caring for an elderly parent and 2 grandchildren whose parents have been deployed overseas. Unexpected medical expenses, rising grocery bills and taxes keep both my spouse and me working any pick up jobs we can.

• To help pay household bills including student loans and childcare.

• Two children in college.

• I have children in college and family expenses that are too much for my current salary to bear without the additional income.

• Take home pay had decreased or remained stagnant for several years and the demands of the job have increased. Teachers at the high school level teach 20 percent more students since the adoption of 8 periods. Time to grade/assess has been cut due to complaints made at the elementary level. The expectation in the county "Just make the teachers do it" makes teaching a much harder job than many years ago. Duties ranging from technology/computer inventory and check-in, to contacting parents when students are absent add to the non-instructional work-load of a teacher. Hours are spent on duties/tasks unrelated to teaching students.

• Because I cannot support my family on what I make at ACPS.

• I have a family with growing children....I have taken a take home pay cut for the last 5 years....and I'm told I should be thankful I have a job. And I am....Please know that I am...and I LOVE my job...which is why I am still here....BUT, I have bills to pay, children to raise, college tuitions to hopefully help pay for....and maybe retire some day?!? I'm not taking lavish vacations and buying expensive cars....I'm just trying to make ends meet...I knew when I got into teaching that I was not going to get rich...and I actively stayed away from my home state which has unions because I experienced a very negative/nasty side to a union once....BUT, I am not a punching bag....and I do believe I have a set of valuable skills that should be compensated fairly....which I don't think has been done for many years now. Newer, younger and flashier doesn't always turn out a better product. But, you don't have to pay them as much...

• To take care of additional or unexpected financial responsibilities.

• savings for retirement paying down mortgage and dental bills
• I want/need more take home pay.
• not enough money to live on while I'm still buying things for the children that don't have items needed. Trying to stay up with newest instruction requires a lot of extra time and resources.
• Children in college
• Because I have student loans to pay off, as well as a mortgage and months bills. There is no way to live in Albemarle County on our pay!
• I began a second job to help pay for my childrens' college expenses, and now use the income to buy some "indulgences".
• living expenses
• I don't make enough from teaching to support any more than the most basic, bare necessities of my family.
• dependent family members with medical issues
• To pay for child care. To pay the mortgage. It is much cheaper to live in a surrounding county but then I would have to pay tuition to send them to ACPS. I don't feel it is right to work tirelessly to make sure everyone else's kids get a high quality education and leave my kids to get a substandard educational experience somewhere else simply because real estate rates in ACPS are unaffordable (for a safe neighborhood) on a teacher salary.
• Because I don't make enough to pay for mortgage, bills, student loans, and save for retirement.
• To live an enjoyable lifestyle.
• I have three kids and live in Albemarle County. It is just hard month to month. Honestly, with the new insurance plan, I am trying to determine how to cover those bills now. I have to have blood work done throughout the year. I was never charged for these until the new insurance. I have had my blood drawn twice and so far have had to pay 160 out of pocket. I also have to have x-rays done and they are very expensive as well.
• Allows us to actually take vacation time away from home.
• For savings, home repair/maintenance, to remain with limited to no debt.
• To cover unexpected expenses and to make sure I will have enough for retirement. I live frugally and I could not live on what VRS would pay me upon retirement.
• Supplemental income opportunities help, but do not fill the gap caused by lack of salary increase and increased medical contribution.
• To save for my children's college fund.
• to make a better life for my family by making ends meet
• In order to make enough money to support my son and I, I have to do additional work. It's hard to be a single parent in the Albemarle County area due to the high cost of housing, and groceries. Teachers make too much for certain housing, but not enough for others. It's a fine line.
• Because otherwise I have to live month to month and can't save any money.
Our house is a fixer upper and we are constantly fixing things and making improvements. We want to live in Albemarle County so our children can attend ACPS. However the market is tough for working middle class like us to afford a house that is not a fixer upper. We used to live in a different county, but the cost of sending our children to ACPS was too expensive if we paid the teacher reduced tuition. That is why we decided to move to the county and why I need to work another part time job.

I basically live pay check to pay check, and try to make any extra money to help supplement the months that have extra costs such as Christmas and birthdays that aren't always covered by my monthly pay check. I have three children and paying for sports, gifts, clothes etc costs a lot of money.

My teaching salary does not allow me to save enough money to plan for retirement.

My husband is also a teacher. Our combined salaries do not provide enough money to live comfortably in the county. We live paycheck to paycheck and that includes the extra work he does coaching and supervising athletic events at AHS. We have 2 elementary children who are involved in a few sports/activities and also attend EDEP part time.

At first, I needed to work to pay for my graduate school tuition and related expenses in order to maintain my ACPS job. After that, the company my husband worked for for 16 years closed and his new job had no benefits at all, along with a lower rate of pay than his previous position. I had to cover his health expenses that had previously been covered at 100% along with company-provided 401K contributions. Despite having a graduate degree, my take home pay each year goes down, rather than up due to increasing costs across the board. With 14 more years on a mortgage, I must continue to work two jobs and do not see a time when one job will cover our expenses.

Medical bills have been hitting us hard. We have had three surgeries in the past four years, involving thousands of dollars out of pocket. We also have two daughters that will be attending college in the next five years, and those costs are very concerning.

My teaching income is not enough to live comfortably in Charlottesville.

To pay off bills and plan for retirement

Because it's excellent pay

My outside jobs provide additional professional development, contact with motivated colleagues, and personal reward. However, given the price of living in our area and that my spouse makes <20K as a teaching assistant with ACPS, the income extra work provides is important for our budget.

My salary covers our basic needs- food, housing, car. I work another job to pay for extras, such as soccer fees, basketball registration, one modest vacation a year.

I make barely enough money to pay my actual necessary bills, but then there's nothing left to improve my quality of life. I have many outside interests and a wide circle of friends and don't like to miss out on those opportunities/experiences due to lack of funds from the profession that I've chosen as my career.
• My husband and I, both county teachers, make just enough at the end of the month to cover our small town house, two old cars and basic items to support three school-aged children and two pets (using coupons, shopping at thrift stores). But we never have any extra for college savings or for putting money in a back-back-up fund (e.g., money for broken household appliances, car repairs, etc.). I've noticed that double teacher income families are the hardest it because there's no buffer salary. We have many double teacher salary friends who are in the same boat even though they are supplementing their income as well.

• Living in a high cost area such as Charlottesville makes it extremely difficult to afford housing. With the continuing rising costs of health care contributions and a stagnant income, my take home pay would have actually gone DOWN from previous years if not for taking on extra coaching roles, extra school related work, and an outside job.

• I work too hard to barely get by, so I choose to work more to ease that burden.

• Cost of living in Albemarle County vs. Income

• I need to supplement my income because I receive less money on my paycheck. The change took place when employees had to contribute to the current retirement system. The cost of medication with the current insurance company is higher, too.

• So that I can afford to own my own home in albemarle county. So that I can pay my bills, travel and enjoy my life.

• To make ends meet.

• Because otherwise I wouldn't be able to live here. I am not a dual-income household.

• Teacher pay alone is not enough to support the financial needs of my family.

• Cost of living has gone up consistently and my salary has not.

• Still paying off school debt and also on a single parent income

• We have four young children. The cost of childcare, and our mortgage, are incredibly high here in Albemarle County. As teachers in this county we know the high quality of education, and did not want our children attending school in any of the surrounding counties. Due to the fact that teachers have to pay tuition to bring their children to county schools we had to find a house within the county. We spend over $24,000 a year on childcare because preschools, and daycares in this county are incredibly expensive. Even with my husband working 6 out of the 8 weeks in the summer, me teaching summer school, and both of us working extra jobs and taking on stipend positions during the school year we are barely making it each month. We have budgeted everything down to the penny, and there's just nothing left. The health insurance has changed, and now the copays are so high we can barely afford sick visits. We get huge bills for everything from standard strep tests to blood work.

• I work to supplement my basic income to afford necessities.

• I do not get paid enough $.

• I work to supplement my income from teaching in order to be able to pay monthly bills. Without this extra income, I would need to sell my home and move to another area.

• Cannot afford daily expenses plus day care on two teacher salaries.

• Presently, the cost of living in Albemarle County is high. These costs are also hindering my ability to pay for my son's college expenses.
I sign up for just about any committee I can that offers a stipend. While the extra work only adds more to my workload, the additional monthly income is something that helps me pay for my child's preschool and extra curricular activities that otherwise, I may not be able to afford.

If not, I would not be able to continue to own my home in Albemarle County and lead a life of happiness. I would be living paycheck to paycheck if I did not supplement my income.

I work to supplement my income because we have two small children who need to be fed, need to be taken to the doctor, need clothing, and activities to enrich their lives. I work to supplement my income because if I didn't, we wouldn't have enough money to buy groceries every week.

I can't make ends meet with my salary alone.

I am an example of someone whom Albemarle County's compensation strategy failed. After 4 years of no raise, with 3 small children and a wife who stays at home to take care of them, I started looking for other employment. Our mortgage is less than $1000/mo., yet I could barely afford my mortgage, a single car payment, and other normal family expenses without supplementing my income. (For reference, at the time I had a master's degree and 10+ years experience, but my monthly check was barely over $3000.) I was offered a job in the private sector for significantly more money and couldn't in good conscience continue to ask my wife to continue making the sacrifice of my working extra hours away from the family (tutoring) + her own efforts at supplementing our income. I chose to remain part-time with the county out of love for my students and the profession - but ACPS has lost me as a full-time teacher because they refused to compensate me in a manner as to be able to support my family.

I am a school counselor so that may hinder the comparable data from above. I spend the majority of my time serving the individual social, emotional, and career needs of my students. You survey is limiting and assumes you only employ teachers which is concerning given that I have to work within a teacher pay scale but am not included in the research that leads to decisions. I realize that my income is established by the county which uses a model that pits us in the 75th percentile of comparable job markets. That model does not take into account the size of increases other school systems are providing in compensation but rather we maintain the same position. The top counties in that comparison continue to increase but as long as the counties below us don't, we remain at lowly 75th percentile. It also compares us to places whose cost of living is not comparable to Albemarle County. Albemarle remains an expensive place to live.

Because my salary does not provide enough to support a family of 4. My EDEP bill alone is $450 a month. I have to pay for full time EDEP so that I can work at one county school, while my children attend another.

To pay my mortgage, have car and car repairs.

Because I can't afford to pay all my bills if I don't.

to pay my mortgage to put food on the table to pay college tuition to pay county taxes to make ends meet

Hard to have families and make all payments with two teacher salaries after take home pay.

It allows for a bit of wriggle room each month; otherwise, I am living paycheck to paycheck to feed, clothe, and support my three children.
• The cost of living in this area is very high. We have very dedicated, talented and well educated teachers. They should be compensated accordingly.
• Because I wouldn't be able to afford to live in Charlottesville and save for retirement, etc if I didn't have some extra income.
• To have some kind of money to save and/or have a vacation that otherwise would not be able to do.
• Because I am supporting my family and paying all of our medical insurance from my paycheck.
• I make barely enough to meet basic bills. This means I can not chip away at any outstanding debt. This does not mean I can send my child to any extra curricular activities such as, gymnastic class, summer camp, baseball or soccer, one would be good for her. Swim lessons were a struggle last year. I am continuing my education in order to better my financial situation. When I graduate I will have an additional 800+ monthly bill that is almost two car payments a month. I now have 3000 health deductible I am hoping no one gets sick until I have saved that much. I can't afford to fix things that are wrong with my house or do any improvements, I can not take on an additional payment. I run to zero in account about 14 days into month the rest I pay with supplementary income.
• I supplement my income to provide the basic necessities for my family, health and life insurance, aftercare fees for two children, and retirement.
• I do not make enough money in my full time job to pay my bills. I own my home, but I have additional bills such as student loans, car payment, other monthly bills.
• Provide for my family
• I am a single mother. Housing costs are so expensive, in addition to costs of raising a middle school child and the huge increase in medical costs over the last few years. I also have some debt (car loan) and some credit card debt. My basic income is not nearly enough for covering all that. Even with the 2+ extra jobs I do, this just covers all the costs. I do not have enough for vacations, big expenses, etc.
• I have a kid in college - and a house mortgage - and a car payment
• To be able to pay bills!
• I do not earn enough for my family to live comfortably in the county
• I cannot afford basic housing, food, bills & providing needs of my kids here in Charlottesville on my teacher salary alone
• financial security - acps salary just covers essentials. Need extra income for children's activities (music lessons, etc). Need additional salary for discretionary income (eating out, small trips, etc.)
• To afford standard cost of living
• because I'm paid too little? yes.
• Cover medical bills, pay for children's college, make basic bills
• To make money to pay car insurance, kids college costs, and credit cards
• family needs beyond my salary
• My basic income has not kept pace with the cost of living in this area.
• To buy additional supplies and STEM items for the classroom.
• Just getting paid on a teacher salary is not enough to live on.
• Maintain family.
• I like working at a camp during the summer. I don't need the extra income, but it is nice to be active during the summer.
• Because I need extra money in order to meet all my financial responsibilities. My salary alone cannot get me through the month. I can't even put extra money towards savings or retirement. I feel the stress every month of not knowing when an emergency will happen and where I will get the money to pay for it. Just paying back the student loans that I had to take in order to get my degree in education is a huge percentage of my financial responsibilities. I am constantly exhausted due to the stress of the daily pressures in teaching, the scheduling requirements of my outside job, and trying to find enough time to be able to exercise and spend time with family.
• To support my family and cover monthly bills.
• We need the extra money.
• I have two children who I hope to try to help attend college someday without lots of student loans. My husband also had student debt and we have a home outside of the county where I need to commute a considerable distance to get to work. The cost of childcare in the county for an infant and a pre-school child is OUTRAGEOUSLY expensive. I would also like my children to attend ACPS schools (because I obviously think they're the best in the area) but could not otherwise afford the $500 per month tuition for county employees. We have also not received raises that equate to the price of living increases/adjustments but our medical contributions have increased along with the basic cost of living in the area. Housing in this area is another source of outrageous expenditure. So...to live a normal life, I need to work in addition to my career as an educator. I'm passionate about doing a great job as a teacher and mother and want to offer my family and my students the best that I can!
• Quality of Life Putting kids through college
• To meet the basic needs of my family.
• Cost of living in the cville area is not commensurate with my teacher paycheck. I cannot support my family, drive a conservative used car, and afford mortgage/rent without finding ancillary support.
• To pay the bills for my family, we still overdraft often, even with my husband's salary, my own salary and two side hustle jobs.
• I work to supplement my basic income because my income does not cover all expenses for my family. Both my husband and I work extra to pay for activities for our 2 kids, extra wear and tear on my vehicle (because of distance to work), and to try to keep up with the rising cost of living. Our salary has not kept up with inflation or the true cost of living and working in Albemarle County.
I have three kids and have been teaching for thirteen years. I bring home $3,000 a month after taxes. My salary alone is not enough to raise a family comfortably in this area. We seriously struggle to put food on the table some weeks. We have no savings. Medical premiums, deductibles, and medical copays keep going up. You can't say no to your kid needing to go to the doctor when they have a bad cough or hurt their arm. For one of my kids to go to the doctor, it costs $25. If all three have a bad cold in one month, that's $75 in copays for the month. Then there's medicine. One of my kids has asthma. The medicine is $100 every two months. These are the normal costs of having a family. Last year when my insurance went up, I had to cut out the kids after school program because I couldn't pay for it anymore. The afterschool program at the school is $200 a month per child. Now my elementary kids have to wait at home for me for an hour and a half until I finish work without supervision.

I enjoy interacting with my school and community. Being a coach allows me to have a greater impact on our students' lives.

In order to pay for my own children's preschool tuition I have to supplement my income. My husband also works a second job to help contribute.

It allows me to take better care of my family. We have a little extra for projects to fix up our older home. I do save over 10% of my income for retirement too.

I have 2 children in college.

Making ends meet can be a challenge. The basic cost of living in our area, having a child in college, and planning for retirement, are the three main financial concerns for me at this time. In addition, the school year can be extremely limiting and stressful, so I am saving a little extra money for summer experiences that offer relaxation and adventure. These experiences are necessary to re-energize and motivate me for the next school year.

Because I need to pay my bills - I have a family - we need to eat.... This is not debt to pay, or vacations or entertainment - this is for housing, utilities, food, gas, etc....

So that I am able to retire in a timely fashion. So that I able to pay down my student debt. So that I am able to provide more opportunities to my classes.

Because I do not make enough money to do much else but live; I own a home but need to save for when things go wrong. My student loan payments are $500/month. I am only saving $100/month for retirement. My car is 11 years old.

The cost of living and Insurance premiums have increased significantly. Conversely, the insurance coverage has decreased with more out of pocket expense. Salaries have been effectively stagnant to lower actual take home pay.

Basic living expenses such as housing / food / etc had increased in cost much faster than income

To pay off student loans faster

Cost of living expenses.

My take home salary has really not increased enough to match the increase in cost of living and I have my own children who want to go on to college. What is frustrating is having family in the federal government consistently receive 6% or more raises every year and we sometimes do not see even a true 1-2%.....very depressing.
• My wife and I both work full-time in Master's level, professional jobs. However, the cost of living for us is extremely high, and it is all we can do to avoid going into further debt. Our debt is entirely related to the cost of getting the education needed for these jobs: cost of Master's degree, cost of living while supporting a full time Master's student on one salary. I anticipate being able to pay off these loans by the time we are 45. Also, childcare has reached a level that is unsustainable. We pay between $800-$1000 / month in childcare, which is more than one third of my take home pay.

• Some of the activities that I participate in (coaching etc.) also provide payment. I am a first-year married teacher with a dual-income household so compensation is not a major issue for me at this time.

• I work to supplement my basic income, because as a family of four with two working parents the combined income does NOT cover the living expenses. ACPS also did NOT grant me compensation for previous teaching experiences that they deemed part-time and thus my anticipated salary was much lower (which by the way was NOT communicated until after I had made the change… had I known before then, I would NEVER have left my former school system) than expected, which is one of the reasons that I am now seeking employment elsewhere where my skill set will be valued and compensated.

• Because I live pay check to pay check and try not to use credit
• Because I cannot meet my family's financial needs without this.
• Trying to recover from financial issues.

• I want additional income.

• I supplement my income by being married to someone who gets paid fairly.

• To make ends meet to raise my family. Without supplemental income we would not be able to pay our bills due to rapidly rising costs of food, healthcare, and real estate that far outpaces my annual pay increase.

• My stagnant salary is not enough to cover the cost of living even with my not being able to afford to live in the county where I work.

• To close the gap between compensation and cost of living expenses. Building a reasonable nest egg. Saving for retirement.

• To pay for basic necessities like the high cost of living, the medical expenses that have increased due to the change of insurance, and to cover student loan payments

• I work to supplement my basic income to help pay off student loans, have savings for emergencies, and eventually to have a down payment for a home.

• Based on my teaching salary alone, my family still requires extra income to pay monthly bills, including student loans.

• I can't work outside of the classroom because I need additional hours daily to plan lessons. I arrive at school 45 minutes before contract time and spend 2-3 hours daily after school prepping materials and planning.

• To meet the daily demands of my life to live in Albemarle County.

• I have too in order to make ends meet. We have such an important job but we aren't compensated in a manner that recognizes that importance.
• connect more with school, provide students with more tools and materials, learn more to bring to school, connect with local businesses, hone skills
• It is not cheap to live in Albemarle County. Our doctor/dentist bills have gone up and I feel I have to compensate for that....
• I work to supplement my income because I don’t earn enough money to meet my needs.
• To pay monthly bills, and support my family, childcare, (which I also pay TO ACPS in addition which reduces my salary,) because regular salary leaves us with a paycheck to paycheck (barely making it,) lifestyle each month.
• Even with two salaries, we cannot afford to live in Albemarle County. We must commute, which places additional burdens such as auto upkeep and gas. Childcare is another financial consideration that has a tremendous impact on a family budget.
• I recently moved to ACPS from a county in northern Virginia. When I relocated my salary decreased approximately $7,000 but my cost of living expenses did not decrease and in some areas increased (housing). I have been teaching for 11 years now and I have not received adequate salary to support a family. My starting salary as a teacher was sufficient because I was supporting only myself but in the past eleven years I have gotten married and started a family. As an experienced teacher my salary allows only for basic necessities such as a small rental townhome and bills as well as child care. To make a long story short I work to supplement my basic income because I want my family to have beyond the basic necessities. I want to one day own my own home and I want my children to participate in extra curricular activities without it burdening my finances. I work to supplement my basic income to provide for my family and save so that I can one day retire.
• to afford life: pay for my children's extra curricula's, pay off student loans, car payment, medical bills for family of 5, to be able to buy healthy foods, to send my younger children to daycare, to enjoy a summer vacation to the beach
• Every little bit counts for my family.
• I can't cover my monthly bills on my basic income.
• pay bills and college loans
• I do not get paid enough to cover the expenses of my household.
• To be able to afford a house, car, daycare, etc.
• To make ends meet.
• To pay for housing, transportation and prepare for retirement.
• To pay for health care and to supplement retirement.
• As there is very little grant-based aid available for graduate work, my masters in education (while valuable), left me with debt, and it is difficult to manage that along with expenses on my salary. However, the extensive time I spend working outside my contract hours makes working part time difficult.
• I make/take home less now than I did a few years ago!
• I coach because I am passionate about the sport and because I definitely enjoy the extra money. I also work over the summer to have extra income to help finance things that I purchase for my classroom throughout the school year.
Because I am a single parent of an autistic young adult that needs added support and my base pay does not cover all of our costs and still allow me to have savings for emergency situations. In order to be prepared for such emergencies it is necessary for me to add extra funds to my yearly income. I also spend a lot of my own money on my classroom because we get less each year from the county and the materials cost more each year. My income also does not seem to be rising to cover the cost of living increases that we have experienced for some time - while my base pay may increase, my take home has changed very little in the last 7-8 years!

The #1 reason that I work to supplement my income is because I have $40,000 in student loan debt that I hope to pay off in the next 5 years. The increasing cost of higher education makes it difficult to live on only my basic income with loan payments being $500 a month.

Professional development
I give private music lessons
To afford daily life in a safe home.
I don't make enough money teaching to pay for housing, childcare, basic needs by myself.
As a single person in this area, I don't make enough, so I have to supplement my income.
I supplement my income to meet the cost of living in Charlottesville.
To make ends meet
To pay for stuff and to have some extra pocket money.
two teenage daughters
Because I need the extra money to make it through the month. If it would be only me, my salary would be enough, but having a family, I need the extra cash to cover expenses that are outside my budget such as pharmacy and doctor's visits, etc.
This salary can not support a family. I cannot pay student loans off. I cannot save but work harder than any other professional I know in a career that should be valued and we should be compensated fairly.
I am currently single and early in my career, and am trying to prepare for the future when I know it will be difficult for my salary to support a family.
To make ends meet
The cost of living is too way high to be an active member within the community that I work/live. Housing, food, land, cars, taxes, etc take too much out of the mouths of my children.
I believe that we are compensated fairly but that is not to say that a more competitive salary would not minimize financial stress that my family feels. I will say that the contracted hours that we are payed for are too small to complete the job most teachers do. This is not a typical job where when you leave for the day you can leave work at work.
I am currently paying off student loans, and paying basic expenses which exceeds my base salary.
Because I would like to be able to afford to go on vacation once in awhile.
I am currently driving a 2002 car and my husband drives a 2005, but we can't afford a new car payment. We had to borrow money to pay for both of our children to attend college (in-state tuition at public schools) and we need to deal with our debt before we can do anything. We haven't had a vacation since the summer of 2009 because we can't afford to spend the money. I've worked for this county for almost 20 years and it is very disheartening that I now take home less money per month than I did in 2009. My expenses keep going up, but my take home pay does not. I'm seriously looking to leave teaching, despite the fact that I'm not at full retirement age. I work, on average, an extra 40-50 hours PER MONTH beyond my contract hours for teaching during the school year. This is unpaid work for ACPS that not only exhausts me, but also keeps me from being able to care for my family properly or hold down a second job during the school year. I can't keep living like this.

Because the cost of living in Albemarle County is high.

I do work to supplement my basic income because I don't make enough money take properly care for my family. Even with my spouse working, the expenses we have to manage-including daycare costs for two children and house payments with our annual income and time we put into work, is not conducive to our basic living needs to be even continue to work.

In addition to the rise in health insurance costs over the past several years, the cost of living in Albemarle county continues to rise. It has become increasingly difficult for teachers to live in Albemarle county due to the high cost of living. The amount of time worked outside of contract hours, while somewhat expected, is also very high compared to the level of compensation. Due to these factors, my wife (who is also a teacher) and I are forced to supplement our income.

My income does not cover my living expenses and I choose to engage in travel and recreational experiences to improve my quality of life.

So we are able to go on a vacation in the summer and have money for projects around the house.

So I can save for my children's college education.

for the extra income

A single teacher's salary is not sufficient to meet the needs of my household. I supplement with a variety of other tasks to bridge the gap between what I am paid for my work (which is far under than of comparable professions) and what is needed to live in the area.

If I did not, then my and my wife's income would only cover the basics and things like home and car repairs would require us to borrow from our family.

It is impossible to save any money month to month without extra income. My monthly base salary only covers basic bills and expenses. I also live in a very low rent area because of my salary.

To better support my family and plan for their future.

Can not meet bills otherwise.

I have to work tutoring after school and another job outside of school to afford my basic needs.

Our salary is not enough to make ends meet.

I can't support myself and my family with the salary provided.

Because I don't make enough money to live.

The income that I make from being an educator at this time is not enough to provide for my families living expenses. I take on additional roles and duties at school so that my family can have some breathing room, instead of living paycheck to paycheck.
• Because I enjoy working at the school and my family needs additional funds
• The cost of living in Charlottesville, housing in particular, is very high.
• High cost of housing in the area.
• My basic income is insufficient to allow me to meet my needs
to support my family
• My basic income is not always enough to pay all bills/expenses.
• Living in this area is very expensive and I have a one-paycheck household. I need to supplement my income to make ends meet.
• I have to support my family of 5. It is sad that I cannot afford to send my own children to the school district in which I work. We have to live out of district because Albemarle County is too expensive and the ACPS compensation model is not sufficient. We are one of the best school districts in the state (and country), and yet we are not compensated at the same level compared to other high achieving districts within Virginia. As a family, we do not buy expensive items, drive fancy cars, or take extravagant vacations. I have to work additional jobs outside of school just to support my family. We live pay check to pay check and have no chance to put away money in savings accounts or college savings plans. It takes everything just to support my family every month. I work hours upon hours before and after school and on the weekends, but do not see fair and just compensation for the time and dedication I put towards my job.
• Need the $ for college tuition, fills a school based need that I think is important
• In today's society things are now more expensive. I am trying to move to this area and it is really hard to afford even rent/buying a house. Therefore, i need to supplement my income to provide for myself and my family.
• I cost of living is tremendous in Albemarle County and I can't pay my bills on my teacher salary alone.
• I work to save for my children's continuing education and because I get no retirement benefits as a .83 teacher.
• Because we couldn't afford to live in this community on the salaries that we make with the county.
• To pay down mortgage and save for retirement
• So I can afford to live my daily life comfortably
• I use my supplement income to pay for my classroom supplies.
• The cost of living in this area is extraordinarily high. The cost of affordable/livable housing, taxes, food, etc is very high compared to other areas in the country compared to the little pay that is received for more work time than that of our colleagues in other parts.
• In order to have functioning vehicles, a roof over our heads, and daycare/after school care for our children, we need to have more money than my salary and my husbands salary can provide.
• Need to income to pay student loans and provide for my family.
• In order to provide for my family and offset the costs of living that continue to increase.
• At this point, my salary covers my basic bills but not all living expenses. Any pay increases I have received over the years have been offset by raises in medical insurance premiums or raises in taxes. A few years ago my raise matched the increase in my property taxes to pay for the raise. I work second and third jobs to have extra money to pay for items for my child like braces, glasses, doctor's visits, field trips, AP exams, dance class, etc.
• Need the income for living expenses and savings for child's college education.
• To pay the bills.
• To pay my bills.
• I have two children and can barely make ends meet as it is right now.
• Additional money is helpful.
• In the past to make ends meet. Now so I can take some time off during the summer.
• I don't make enough money as a teacher to support my family.
• To meet the increases in the cost of living and to provide for my family.
• It's not enough for our family
• I started working in education research prior to joining ACPS as a teacher. I wanted to stay on board part-time for the extra income and also out of deep interest for the research topic.
• cost of living /salary mismatch
• To pay for: mortgage, college loans, car maintenance and insurance, feeding / clothing my family My take home pay is the same as in 2011 from ACPS (perhaps even earlier; that info comes from a pay stub I ran across recently from 2011). Costs of living has risen enormously in Charlottesville; my salary has not kept up. I CANNOT meet basic living expenses with my teacher salary alone.
• I cannot pay all of my bills with the salary I earn in Albemarle County. I am short several hundred dollars each month. Furthermore, I have children and if one (or both, or I) get sick, I am only provided one paid sick day a month. If I surpass that amount, my check is even lower, as has been the case. I am coming from DC Public schools where everyone starts off with 14 sick days and significantly higher pay. People make the mistake of assuming that the pay is higher because the cost of living is higher in that area when I am, in fact, paying more to live in Charlottesville than I paid to live in the DC Metro area and making significantly less. Lastly, getting paid once a month is incredibly challenging, as unexpected expenses arise.
• To help support my family: childcare, transportation, school supplies for myself and my children and some of my students, etc.
• I need more money to provide basic needs for my family.
Our family struggles to make ends meet. My husband has an hourly job, so I am the "major bread winner" in our family. My son has several special need issues which have required surgery, treatments, and intensive therapies over the years. Both my husband and I work 2nd/3rd jobs (sports officiating, ACAC, Costco) to pay the bills, attempt to save for retirement, college funds, medical expenses, and to maintain/replace our cars (1999, 2006). My son wants to pursue a career in teaching next year in college. I have had several conversations with him that (while I believe he would make a great teacher) he needs to think about the money factor. Unfortunately it's incredibly difficult to survive on a teacher's pay in Charlottesville. He will always struggle if he chooses to teach. I LOVE "my kids", and I love my job, but teachers today are more than educators. We are therapists, mediators, behavior analysts, psychologists, encouragers, mentors, and super-heros. What we do matters.

My current salary is not enough to cover the cost of living. I never received my step raises due to the recession at the time, so therefore I make a significant lower salary than I should be. The difference between my salary and incoming new teachers is minimal. When filing my taxes this year, I made 3500 less than last year due to increase in health care and loss of stipends due to moving schools. My planning periods are full of meetings and school requirements which leaves no time for me to actually plan my instruction, which I then have to do outside of contract hours. Thus, the amount of time I put in per week is SIGNIFICANTLY higher than what I am actually being paid for. It is very frustrating, when I have to "serve" the people in central office during my second job in order to supplement my teacher salary (while I grade papers, or work on lesson plans in between waiting on tables in the back of the kitchen). It is somewhat degrading, I must say.

Because my basic income does not allow me to save.

Our income is not enough to meet our monthly expenditures. In addition to just a high cost of living in Charlottesville, our medical expenses are extensive due to a child with a medical condition.

To have supplemental income for holidays, vacations and special events (birthdays/weddings) since the majority of my regular salary goes towards cost of living/medical insurance/retirement.

To earn some additional money but not as a means to pay basic cost of living.

Because I do not make enough money to support my family otherwise.

To pay back my student loans.

So that I can afford to live in Charlottesville, live without multiple roommates, start a family, and save money.

Son in college!
• Relative to friends who have been in the private sector for 10 years, I make approximately 40K to 
50K less per year. After 30 years of teaching, I thought I would be able to retire and support myself. 
However, this is not the case. If I retire, I would be unable to pay medical bills, never be able to 
afford to build a house (a lifelong dream of mine), travel. Already I am unable to live the lifestyle of 
my parents which was simply middle class. My take home pay decreased significantly over 5 years of 
the last 10 and when it increased, it was generally about $60/month increase as my medical copays 
and unapproved prescription amounts increased by more than $100 per month. Therefore, I still 
have inadequate monies to do anything more than pay my bills and feed myself. As a single woman 
who has owned my home for 20 years and do not drive a fancy car, it seems very sad that after 30 
years of teaching children, I am unable to live as well as those children who have grown up to be 
citizens 
• I do not currently supplement my income as much as I used to, because I have a young child to care 
for. However, before he was born, I always got a summer job outside of teaching, or coached for 
extra income. I try to help the athletic department by selling tickets for events as much as my 
schedule allows. 
• I cannot maintain current standard of living without the job. Additionally, my family increased in size 
and I must work to provide adequate day care, clothes, food, etc. for my kids. Finally, I feel the need 
to be in a position to save for "emergencies", retirement, etc. 
• To pay my bills 
• As a single mom, my basic income does not adequately cover basic living expenses (mortgage, car 
payments, insurances, etc) as well as upcoming college tuition and costs of living once my student 
leaves home for school. Additionally, it does not take into account the countless hours spent 
working outside of the instructional day during the school year (i.e., nights, early mornings, holidays, 
and weekends), nor does it take into account summer responsibilities like planning, meetings, and 
professional development. 
• So that I can afford to own a home and feed my family. 
• Because I can't afford to live a decent life with the pay I make. 
• I need the money to cover my basic needs, such as housing and food. 
• Because what I make covers my kids school / day care costs and not much else. I work for medical 
insurance and retirement, even then I worry about that too. 
• I need more income in order to support my financial requirements. 
• To survive 
• Can not afford monthly expenses on my salary. 
• -Putting two kids through college (VA public universities) -Saving for retirement -Caring for aging 
relatives overseas 
• To pay bills and to eat. 
• I like doing those activities. 
• I am a single parent so I need extra money to support my family. 
• Because my income is not enough for the cost of living. 
• To afford food & to keep my 18 year old truck running
• To support my family. I do not make enough to pay monthly expenses and support a daughter in college with my salary alone.
• To be able to provide more for our students
• unforeseen financial expenses, health expenses, emergencies
• My current county paycheck does not cover my expenses.
• My salary puts me as in a middle income tax bracket. Having no subsidies for child care costs means that the majority of my income goes toward child care and housing. It is very hard to make ends meet with my regular teacher salary and so I must work additional jobs.
• When you deduct all of the various benefits and taxes, I find that what I take away is simply not enough to support myself and my husband while he continues to look for a higher-paying job. Charlottesville/Albemarle is an extremely expensive place to live and I do not feel that the salary reflects the high cost of living.
• To pay the bills.
• Because the income is not enough to live off of
• I am a retiree, and my retirement, plus my part-time ACPS employment is really not enough to support me long-term.
• Parks and Rec programs after school
• Because it does not cover the cost of childcare for two children in addition to other living expenses.
• Would not be able to sustain living in current house and have any extra income if I did not. I have spent close to $1000 this year in supplies for my classroom, this is does not account for gas or time spent going to purchase these items.
• To make sure that I do not have to live from check to check. I do not want to be stressed over paying bills such as rent. I Can not afford a mortgage.
• I can not afford my bills AND I have to live in another county because I can not afford to live in the county that I teach in. Medical expenses are high and I make less money teaching this year than I did 3 years ago.
• Some of my extra work (SCA Advisor and Diversity Resource teacher) directly impact students and teachers at my school. I like how I can interact with kids and adults in a different way. I have extra responsibilities in order to have a safety net in my bank account for emergencies.
• To have enough money to support myself.
• To help support my family, and to provide a comfortable living in today's world.
• My salary alone is not enough to meet expenses and I want to have more financial freedom to pay off student loans.
• My basic income covers my monthly bills (rent, utilities, gas, groceries, loan payments, etc.) with very little room to spare. If I want to put any money into my savings account each month, it must come from somewhere else.
• Need more money to live in albemarle county so my kids don't have to attend surrounding counties.
• I am not able to get by on my teaching salary.
• It allows me to save some money.
• I do not make enough money to pay my student loans back and all my bills, while supporting one child. It's impossible.
In order to insure a livable retirement. I worked several part time years for which I was offered no retirement credit and buying them back was unaffordable. One year I worked 80% Monday - Thursday with no credit toward retirement. There has been an inequitable distribution of retirement benefits in ACPS, offering no retirement benefits for five consecutive years before offering access to a retirement savings plan. Conversely, young mothers are given full VSR credit, despite taking Family Leave for 12 of the 36 week in a school year (and often multiple years). Part time benefits for retirement should be pro rated just as other benefits are for vested employees.

Living solely on my income would not allow me to be able to pay my bills, healthcare contributions, and save for retirement in addition to cost of living expenses for this area.

Cost of living in Albemarle County Public Schools

I am a single parent and need to make extra income to cover the cost of living in Charlottesville area.

For extra money for traveling.

I work in the summer.

Ironically, because of having so much debt to pay off from school loans, in order to be a teacher at all. And because of the cost of living in this area: teacher income isn't high enough to match that. I barely make enough to save anything.

I enjoy participating in other activities in the community and some of them provide additional income. Like teaching though it all starts with a passion for what I am doing and not the financial gain.

I cannot pay my mortgage on my very modest home, buy groceries, insurance, all the costs associated with living in the County. Its depressing and not right. The County's valuing teachers is just lip service.

We need more money than my wife's salary and my salary provide from our full time jobs.

N/A

I work in the summer and over breaks/weekends to supplement the basic teacher salary. I've pursued childcare opportunities, after school tutoring, and summer school to name a few.

duh

I'm a single parent and can't afford to live in Charlottesville area without it.

I need the additional income during the summer months to contribute fully to my family income.

I want to save for retirement.

The cost of housing in Charlottesville is very high in comparison to other areas. $50,000 doesn't go as far here as it does in other locales.

Because my basic income is not sufficient to live comfortably and save for the future.

My husband and I both teach but do not make enough to support our family's basic needs.

Ummm, because my "basic" income doesn't cover "basic" expenses that go along with raising a "basic" family.

In order to pay for daycare for my non-school aged children, I work a second job.

The low income is far less than what I would've gotten paid elsewhere. Cost of living in this County is excessive. EVERYTHING is expensive.

In order to save for the future - base compensation is enough to make ends meet for my family, but not enough to save any.
• I want to afford the relatively high cost of living in Charlottesville/Albemarle.
• I'm a school psychologist so the top part was hard. Most school psychologists are on a separate pay scale from teachers. School Psychologists are required to go to school for a significantly longer time than a teacher. Between student loan debt, buying a home, and significant medical bills from a significant medical issue that is not covered by our health insurance, I barely make it pay check to pay check. I took on extra work for a stipend and I have taken on extra work for Pearson as well as doing summer testing every summer to just try to make it. The pay here is not what most other districts pay for school psychologists. Being on a teacher salary and being asked to work administrative hours is infuriating.
• My income, plus my husband's teacher income, doesn't quite cut it for paying bills, providing for a family, and being able to enjoy things like a vacation in the summer.
• It's not enough.
• To support my family.
• The money I make as an ACPS teacher is not enough to make ends meet. The extra money contributes to paying the bills and day to day expenses. None of our money is used for vacations, new cars, fun outings. This is very frustrating.
• My income from ACPS does not cover all of my bills.
• My husband and adopted our son because of infertility problems. We would like to adopt again and I want my family to be able to live comfortably.
• To live in Albemarle County/Charlottesville is expensive. the only thing less expensive than nova is house prices (and they are not cheap still). why are we expected to perform in the top of the state and nationally but only be paid at the bottom of the top quartile? this doesn't make sense.
• To pay off student loans, put money into my child's college fund, pay off larger home repairs and medical expenses.
• Babysitting during the summer; part time job at grocery store during the school year
• Between increases in health care out of pocket costs (so much for the "great" deal that Anthem gave us) and overall increases in workload w/o increased pay, I have to work extra just to pay my bills.
• I get a paycheck 10 out of the 12 months, so I will pick-up a summer job in order to keep making an income on my time off.
• I am a single mother. Also I am contracted to teach 5 classes which is not full time.
• To provide for my family!!!!
• We can not afford to purchase a home in Albemarle County. I am commuting 75 miles/day to work. This has resulted in increase auto and gas expenses. I am also trying to get my salary high enough that I can resume contributing to a retirement savings account.
• I feel that I need to work outside of my teaching job to supplement my income if I would like to continue living in the county. The cost of living is high but it is a benefit to living close to my school I work in.
• To help support my own children's activities.
• Because as a single parent, I do not get paid enough money on my teacher salary to make ends meet.
• Pay for college.
• To earn more money and gain experience.
• My income does not meet my family's basic needs.
• I do not make enough money as a teacher to provide the basic needs for my family. For example mortgage, utilities, childcare etc...
• Family needs the income.
• I need to pay bill, feed my family, and cover any emergency expenses that crop up in life from time to time.
• To be able to pay monthly bills.
• Teacher's salary is not adequate.
• I do not make enough (from my salary alone) to pay my bills and pay for cost of living (rent, groceries, upfront professional development investments).
• My family's needs surpass my income.
• Although my spouse has a similar income to my own, the cost of living in our community is such that we can barely afford to live on the opposite side of the county, and even then it is a stretch. I work supplemental jobs to be able to have enough funds for emergencies (i.e., car breaks down).
• To support my family and help pay for professional development (Master's degree courses).
• Service industry, tutoring, anything to pay the bills.
• Living in Charlottesville is costly and my income does not take care of the bills I need to pay. My car and rent take up more than half of my paycheck and that is not even covering my loans that I accumulated to achieve my masters degree.
• To cover the cost of living. My salary doesn't come close to allowing me to afford to live here. I live in a neighboring county, because I am unable to afford to live where I teach. My base salary covers my mortgage, food, and insurance. My extra jobs cover cell phone bills, life insurance, incidentals, and my car payment.
• I really think in my field it's important to have professional experience - it's important to share how to succeed in the art world with our students. I've also never been satisfied with teacher income - I make no apologies for that. I really want to be able to make appropriate choices for my family that might have a monetary cost (medical, experiences, travel, investing for retirement, etc.)
• My family lives paycheck to paycheck, much less trying to save for retirement or college for my kids. We aren't poor, but we aren't even close to being able to do the things that I feel like we should be able to do. We don't live where we work either. We would never be able to live where I teach. It's way too expensive to live in the community where I teach. As a result, I have a long commute. We do everything we can to help make ends meet and provide for our kids.
• So that my family can afford groceries.
• To pay bills and hopefully have some type of savings before retiring so I do not have to live from retirement check to retirement check each month.
• Because I am not able to pay all my bills and add to my savings account if I don't work weekends and summers with my current income from the County.
2 teacher salaries + 2 kids college bound = need for additional income, cost of living...gas, food, clothing, medical expenses...has gone up and our salaries have not, all increases in pay over the past 7 years has gone toward an increase in contribution to retirement and net pay has shown minimal increase

New teachers get paid approximately $45000 per year. 30 years in Albemarle County has raised me to a whopping $61,000 per year. That is $15000 divided by 30 years of service. That averages out to be $500 per year. Divide that by a 10 month contract (220 days... up from 30 years ago) and that is $50 per month when expenses and insurance payments have skyrocketed. The county depends on the teachers' dedication to their students to keep them here rather than showing that their efforts to be the best are valued. What you're going to get is a lower standard of teachers and a sub-par school system.

To live in Albemarle County and support my family at a middle income level

I enjoy being involved at school. I work my summer job because I love it and it helps me save money.

Serving as program director an independent lacrosse program.

I want to be able to provide for my family their basic needs. With three children, two in college, our budget is very tight. I provide snacks daily for students and purchase many supplies for my class out of my own money. My class budget was cut so I am having to purchase more with my own money. My husband can no longer be on my family plan insurance. Purchasing his own is costing us more money.

Even with two incomes we need the extra to help meet the needs of a family of four living in Albemarle County.

To make money.

I don't make enough money to support my family. That is with a Masters plus 30 stipend.

Because I don't make an adequate wage.

Because with insurance. missed days for child's health, and cost of living, I am not making enough to pay my bills.

Cost of living, cost of gasoline to/from work, cost of raising children, to provide things that my parents provided me when I was young, all the things anyone does to supplement basic income...

to support my family

I do not make enough money to pay for necessities.

Because my basic income is not sufficient for the cost of living for a family in this area.

I have a small stained glass business, teach summer school, and teach PVCC summer courses.

To pay for childcare, expenses for our child, mortgage, car insurance, taxes, student loans, groceries, disability insurance, long-term healthcare insurance, 401K. I am married to an Albemarle County teacher and it is extremely difficult to afford to live in the county. We chose to live in the county, however, so that our children will be able to attend ACPS without having to pay the monthly payments. My husband and I both take on multiple outside jobs (coaching, after school classes, stipends) in order to live in the county.

In order to support my family.

Because despite many years of working with ACPS, and two graduate degrees, the compensation is not adequate to live on.
• Cost of living has gone up and my salary seems to be going up slower than the cost of living.
• First, I have a son who just graduated college and tuition increased at least 5% each year; my salary no where comes close to that. We have had to take out parent plus loans the last two years to make ends meet. My husband and I have both taken on extra jobs to compensate for that as well as higher medical expenses out of pocket, and relatively high cost of living in Charlottesville.
• To cover my living expenses and because I enjoy the variety
• Our compensation is inadequate.
• to help pay for living expenses and additional classroom supplies because I teach kindergarten
• To earn enough money to live in the area
• To make ends meet for my family.
• So I can take my family on a vacation once in a while.
• I took a decrease in pay from my last teaching position in Prince William County, almost $5,000 less. I also had to wait almost 90 days before I was paid as a first year teacher in ACPS my first year. These things put me behind financially. Charlottesville is also an expensive and wonderful place to live, but the income from being an educator does not allow me to live with any margin. I need to work other jobs to supplement my income. And this is challenging since being an educator is so demanding. This week I have considered this week to return to dental hygiene, the career I had before teaching. I have been an educator for 18 years. And the work and the income is not coming in a flow that is necessary for me to have a higher quality of life.
• Because my pay has not kept up with cost of living and if I wish to save adequately for retirement and take annual vacations working outside allows for those two options.
• I would not be able to pay all my bills, raise 2 children and have a home that I own. I am single parent.
• Additional Money
• Money is tight on a monthly basis, and I am not able to be comfortable without having supplementary income.
• My monthly income is not enough to support 3 dependents in my family.
• 25% tax rate and expenses that go with a single mother with children
• I am saving for college tuition for my child and every little dollar helps.
• To more comfortably afford living in the county, and in the district, where I work.
• -to be able to afford a new and reliable car about every 10 years - to be able to take a vacation every year - to be able to afford attending conferences as airfare, hotels, and registration for some conferences (depending on location) can be anywhere from $300 to $1,000.
• I am only able to make monetary commitments because I am on my husband's insurance plan and that is not deducted from my check. My daughter who graduated from UVA in 2014 got a job that pays more than I make.
• To help pay for college funds and retirement.
• I need money to pay bills and have some so I can have some fun for myself or I'll go crazy!!! I need (not want) massages and get away trips.
• To help pay bills and support main income. It is very hard for many people (especially those that are single) to own property, pay for a vehicle and bills, and not live month to month. I am the main "bread winner" in the house and my wife works 3 jobs (1 main and 2 fillers) to help raise income. We are living comfortably but the extra income is often needed to support kids, trips, bills, etc.
• To ensure a retirement.
• My income is not enough to support my bills and lifestyle
• I seem to be on a low income/ fixed income as a teacher.
• To pay for extra things and have a saving account
• Because I live in Albemarle County and I can barely afford to. The tax burden on my property is enormous for the income bracket I fall into and they keep going up and up and up.
• I cannot afford to live strictly off of my salary. Aside from that, I cannot afford to live in the community in which I serve because the cost of living is too expensive.
• I work extra hours because the cost of living in Albemarle County mandates that. I also want to be able to save for my retirement.
• After benefits are taken out. My pay usually just covers my basic needs and expenses.
• I have to work in order to cover the cost of living.
• I want my child to go to good schools, so my husband and I bought our home in Albemarle County, particularly because students of Albemarle teachers cannot come to Albemarle schools for free if the teachers live outside the county. Home ownership in Albemarle is extraordinarily high compared to surrounding counties, but if we want our kids to go to the great schools where we teach, we are forced to purchase IN the county!
• I have three children to support.
• I have other jobs because the pay I bring home each month only covers my bills (rent, utilities, credit card, car payment, and school loans) and leaves little to none for my savings. I also have other jobs so I can have money to not only save for myself, but to also spend on supplies needed for the classroom (spend about $4,000 a year on classroom) because I usually spend the stipend my school gives first thing in the year for paint and construction paper. I have to buy everything else. It saddened me to see only a $250 increase between last school year and this school year. That is not even enough to cover a months worth of groceries or even come close to the amount I spent on the classroom before the school year even started. I am making $20,000+ less now in my 8th year than I did in my 3rd year of teaching in Arlington. The cost of living is not much more than that of Charlottesville. I can't even afford to live in Albemarle resulting in a long commute. I don't feel respected.
• I can't afford to cover my bills otherwise. I don't spend money on frivolous things like new clothes or vacations. I can't afford them. My money is spent on a mortgage, utility bills, insurance, tuition, gas, groceries etc. Even with mine and my husband's extra jobs (he is also a county teacher) some months we have to float certain bills to get to the next pay check if something unexpected happens like a car repair is needed.
• my basic income cannot cover my family needs
- I supplement my basic income because I am saving to pay for my children to attend ACPS schools. I am a teacher in the county but have to pay for my children, out of district, to attend school at ACPS. I realize the fee is a reduced rate, but I still can't afford that reduced rate with my current salary. My husband is a small business owner in a nearby county and we live near his business.
- I am a widowed mother w a disabled adult son & have not had a raise in 5 years because I have children in college and my husband has only been able to find a PT job.
- To pay basic bills every month and support my children.
- My family needs the extra income to pay bills.
- My husband works a part-time job for $15 an hour, with zero benefits, meaning no health care. Need to pay mortgage and car payment, etc.
- My salary just covers the cost of childcare. Without family support it would make no sense to work.
General Comments

Themes:
- Teacher pay needs to be scaled on cost of living in Albemarle/Charlottesville
- The salary caps/years of service caps hurt veteran teachers
- Working outside the Division is difficult because there is limited time and few opportunities for work
- Too few stipended positions available, and payment for them has decreased/stagnated
- Reduce out of district tuition for teachers who cannot afford to live in the County
- Compensation should be in the form of pay and time

Individual Responses:
- "1% raises when you are near the bottom of the totem pole in comparison to those near the top are pathetic. There is no comparison. If the top management would have to survive on the same 6 months salary of the lower 10% of the scale they may would treat them with more respect.
- If the County has Quality hired it means Quality Results and if they are treated like they are important and VALUED, it means the best for all concerned. From the tax payer to the employee and all in between."
- 2 of the multiple choice question do no apply to classified positions, suggest that there be a 4 field for Non Applicable
- After [years of service] with the county I am still not earning what I was in the private sector.
- Again, grossly underpaid...
- Albemarle should really fight to keep the teacher salaries comparable to the cost of living in Charlottesville and Albemarle County. The county will end up losing some great teachers if we continue to feel underpaid for the amount of work we do. None of us went into the teaching profession to make huge amounts of money, but at least look at the cost of living, the minimal step increases that are provided, and match our salaries more appropriately to the valuable teachers that you have.
- As a classroom teacher I feel that the restructuring of leadership positions has made my work at the "ground level" feel more supported. The work at the division level, such as vertical team and CAI, feels directly relevant and important to my classroom work, which motivates and inspires me. I feel the division is heading in a great division!
- As challenging as my first year of teaching was years ago, it is nothing compared to now. I will say that my experiences in the classroom compensating for these "new" challenges have molded me into a better teacher in some ways, but I wonder how much better I would be if I could truly
dedicate all the time necessary to my craft and if I felt truly appreciated. Of course, words of appreciation feel good, but unfortunately, they do not help pay the bills.

- As I am married, I can rely on the security of my husband's income.
- As the sole provider for my family I cannot rely upon a teaching salary to cover my family's financial needs.
- Because I am at the top of the scale, my salary has been relatively flat for years and years. This is not a good way to encourage high cost teachers to leave! This year it is absolutely the same as last year—so disrespectful!
- Because I am the second income
- Because I have a working spouse....
- Because my salary is not the primary salary for our family I do not need additional income in our household. If it was the primary I could not afford to be a TA because of the low income I currently take home.
- But my spouse is an ACPS teacher too, and it is imperative that we both work full time, even though we have our own children who need care and attention.
- Consider this: In 1983 I was paid $250 for a club sponsorship. About five years ago that amount went DOWN by a third. Where in the private sector would this ever occur?? Stipends for additional work are insulting for the net pay offered. If my wife's salary didn't help out, I'd be looking for part time work.
- Don't have time for an additional job for extra income.
- Don't make enough money throughout the year but I LOVE my JOB.
- First and form most have not had a cost of living increase. Need I say more.
- Have sought other employment opportunities to supplement income. Balancing family, a full-time job, and a part-time job is difficult. Seeking other temporary part-time work outside of the County.
- I also volunteer 2hrs/day 3x/week plus 5 full week-ends (Saturdays and Sundays) to coaching as a volunteer. Granted, I do it out of passion but a financial stipend would at least pay for the gas.
- I am trying to find ways to make extra money. Finding those things is not hard. What is hard is finding the time to make them actually happen. I spend so, so much time on my school-related duties - there is little time left!
- I am dependent on my spouse's income to be able to live in Alb. Co. and save a little for retirement. My income is considered a supplement to be able to do that.
- I am falling behind and am no longer able to sustain the quality of life that I had several years ago. (I was teaching then as well). I am applying for part time employment.
- I am leaving this county and one of the largest factors is work load vs. compensation. I love the school I teach in and I think I do a great job, but I can't continue to work as hard as I do while a BOS and a community continually tells me that I'm not worth it. I got a 20% raise just by taking a job in a different school district. If you want to keep quality people in the county, things need to change. If people are not tied to the area, they will leave.
- I am lucky to have a spouse who has a good paycheck. Otherwise I would definitely need to supplement my income.
- I am not able to supplement my income as we are discouraged from working overtime.
• I am not the primary breadwinner and am blessed with one who makes enough for us to live in Albemarle County. We couldn't live here on my salary.

• I am noticing a general decrease in morale and incentive in our school to go above and beyond because Alb. Co. Board of Supervisors do not share the same initiative. They need to go above and beyond and fund a quality school division. While I received a .8% raise the number of students also went up. So it really isn't a raise at all. And now with the digital initiative - implementation takes a lot of time and I'll be stuck with the same 90 minutes of planning. A mixed message being sent!

• I am paying off student loans, so after paying living expenses and medical bills--it is quite necessary for me to have an outside income.

• I am receiving Medicare which helps supplement my income. My basic income would be extrememly complicated to survive finacially.

• I am seriously considering leaving teaching. This is my fourth full year of teaching. I also spent four years as a teaching assistant in the county. Someone has decided that more technology takes the place of more teachers. Stop buying computers, ipads, ipods, and flat screen tvs for the schools. Start paying for more teachers, interventionists, and aides.

• I am trying to leave the teaching profession to provide better financial support for my own children.

• I am unable to afford to live or send my children to school in the county in which I work.

• I am unable to attend evening functions because I work evenings. Then I get a negative comment on my eval for not attending evening functions. If my salary was enough, I could quite my second job.

• "I am very dismayed by the number of things that ACPS expects us to do with little to no feedback from us. They make decisions and demands but do not come to see how that impacts the day to day teaching in the classroom. More demands and no extra time or help!

• The expectations for the lower grades are increasing and many of the children are not developmentally or socially ready for the demands."

• I can live without my supplemental income, however, I believe teachers should be allotted more money for supplies and materials than they are currently given.

• I can speak for most of the school nurses when I say that we are, as are the teachers, very dedicated to our jobs, to the schools and to the students. ACPS is very lucky that we are willing to work for low compensation, few if any opportunities for further professional training and no opportunities for county-wide school nurse meetings in order to learn from each other and share helpful ideas.

• I care that my students have all they need to get the task completed. These supplies add up. I need to actually work outside of school to obtain funds to ensure kids get what they need in school to make it successful for them.

• I could not support my family on my income. I think the fact that I'm a part of the community helps me develop & maintain relationships on a daily basis, yet without my husband's income, we could not afford to live in this community.

• I could not support myself, let alone a family based on the income provided by ACPS.

• I do not at this point have any additional employment. However, there are no stipends that I know of for classified staff even they attend the employee advisory meeting.

• "I do not have the same expenses other teachers with families have, so my answers to this line of questioning tells a different story than what others face economically.
• Some of the tasks assigned to me this year appeared to serve the purpose of making others feel important without helping me or my ability to carry out my responsibilities."
• I don’t supplement yet, but I may have to in the near future.
• I doubt that I would have time for Home Bound teaching if I were full time.
• I enjoy my job. It enables me to work with young people in more ways than just the punitive aspect.
• I enjoy my work very much.
• I feel that everyone in the school systems works extra hard to do our jobs and we are proud of the jobs we do. Being a classified employee I feel that sometimes we are pushed to the side and not recognized the amount of work it takes from us to make the school run efficiently. It takes a village of people to run a school not just teachers. Office Associates have a huge job and are not recognized or compensated for our position.
• I find it difficult to spend extra money for materials (PTO funds, etc) because I can't afford to pay for them up front and wait to be reimbursed.
• I have always wanted to be a teacher, but due to the high level of stress and limited compensation and support, it is becoming clear that I may have to look at the bigger picture in the coming future.
• I have elderly parents who live with me and children who have not yet landed jobs that allow them to support themselves.
• I have found that the shift from 5 to 6 classes has lowered teacher morale and made all of us feel a sense of desperation. Charlottesville teachers are happier with their five class load. None of the schools have a traditional 4 by 4. Most teachers teach six classes throughout the year. This is too much.
• I have had some changes that has reduce my household income so, I will need to do something to supplement my income.
• I have spent over $1,000 of my own money. I am OK doing this as long as basic supplies (paper, tape, pencils, markers, etc.) are not part of my expenses; if it is a non-consumable I can use from year to year, and it is my choice, I will spend my own money (because it is mine!)
• I have to have a 2nd job to meet the basic needs of my family. It is unthinkable to me that we are in the business of education and I am only given $300 to further my education. I hear people say that I should be happy that I have a job. And I agree. I also believe that out in the "real world" you get what you pay for. When people get tired of not getting a raise, they work to the time they are supposed to and do nothing more. If I were to do that in education I would be fired.
• I have to live in a county outside my school district because the area where I teach has priced me out of the market. In addition, the county should offer higher educational stipends for teachers who are going back to school.
• "I have to work 1.5 jobs to just barely afford to live in the area.
• Coming out of college means I have student loans, car loans, and other general bills to pay."
• "I have worked my part time job for the past 14 years.
• I also continue to tutor.
• I also continue to have a stipend position."
• I live alone, and could not pay all of my bills on my ACPS income.
I live in Alb. Co. where the cost of living is relatively high. I am the primary breadwinner for my family, and with a son in college with rising tuition costs, my family is strapped financially. My stipend amt. was cut in 2010 & has not been restored though I'm doing the same work. It was distressing to learn that my step "increase" in the salary scale for 2014-15 is $200 less than that step in 2013-14. Given very expensive initiatives in ACPS (ex tech), it seem that teachers are less valued.

I married well and do not require an additional job. My salary is not sufficient for anyone in Albemarle County to live on normally. If one did the math based on what additional hours I put in, I believe I make less than minimum wage. I have [qualifications].

I really feel that Teaching assists get extremely under paid for the work that we do. I think they we should be observed by administration once a quarter to be truly evaluated and get increases in pay. It is very frustrating that we don't.

I reside a ways from my employment and gas costs have really not helped with the cost of commuting to work.

I so enjoy my position as a [job role]; however, the compensation makes it difficult at best to 'survive' in this area. We work on the front line with some of the most challenging students in the district. I would also like to see my school form a TA committee that meets quarterly to discuss best practices, etc.

I spend so much of my personal time doing the job I was hired for...there is no time left over for a supplemental position. I definitely feel vastly underpaid. I do feel my supervisor has tried to ease the load, which is much appreciated. However, I still can't get the job done without considerable personal time devoted to fulfilling contractual obligations. This never seems to change.

I spend too many hours in my classroom to get another job.

I supplement my salary because I have children in college. Bills have to be paid and I want to live comfortably.

I thought stipended positions were supposed to be made available to every employee in the school, but I don't remember seeing a list at all last year, and nothing's been offered yet for next year. Some teachers have three or four stipends -- and have had them for multiple years -- meaning that the rest of the staff never has an opportunity to get one.

I took early social security because of loss of income in my household. My husband loss his job in 2008 when the economy took a nose dive. And if that wasn't bad enough, he also lost his 401k.

I used to receive additional stipends, but took on a new role (with more expectations) and lost the stipend positions and took a pay cut to fulfill expectations in new role.

I was not provided with any book series to teach reading in this county. I entered to an empty intervention room void of ANY supplies. STRANGE...since the much poorer county that I came from had a room full of supplies and multiple copies of books for the intervention teachers.

I will be giving up my school tutoring next year because it just doesn't pay enough. Instead, I will be starting a part-time job over the summer and continuing with the job during the school year. This will result in less time being spent doing the things I should be doing for school, but I need to be able to meet my financial obligations at home. Besides, it doesn't matter...teachers who work hard at home get paid the same amount as those who don't take home any work.
• I will be looking for additional extra employment for the summer and fall.
• I will be looking to retire as soon as possible. The workload and paperwork has become overwhelming.
• I work a 2nd job for sanity.
• I work an additional part time job to make ends meet living in Albemarle County
• I would be interested in seeing the response results and the actual breakout of response numbers per primary role groups.
• I would be very interested to see the results of this question.
• I would like to be able to have insurance, the only way I can afford that would be by working 7-8 hours a day. I would love to do that. I love what I do and I know that I make a difference with the children I work with.
• If I didn't have a unique living situation where I shared the income I would need to supplement my income or live outside of the county and commute. It would be very difficult to maintain my current level of comfort in Albemarle county living alone.
• If I had to choose between more money or more time, I'd take time! PLEASE stop with the extra training, paperwork, data collection, technology requirements, etc. that serve mainly to lessen the time I have to prepare quality lessons for my students or grade their work in a timely and thorough manner. Morale is low, largely because teachers feel helpless to do what we know is best for students due to lack of time and energy. And looking at larger class sizes next year isn't helping. Enough!
• If I had to live on my own with what I make I don't think I could afford it.
• I'm a single mom living in Albemarle County. Need I say more?
• I'm leaving the classroom because, even though I will be making less money next year, I will have time for my family that I have never had since I starting teaching in this system.
• "I'm married, so I have a spouse with another income. I have many colleagues w/o this income.
• Even so, I work far more hours as a teacher than for which I am compensated. If I truly worked only the time I'm compensated, I would not be able to fulfill my duties as a good teacher to my students.
• I spend personal funds to do fun and interesting things with my students in class. Some are reimbursed. Teachers receive too little spending monies to run a modern classroom."
• In order to keep up with the "local cost of living" it is often more comfortable for me to work odd jobs and bring in a little more income. It's not necessary to survive, but it is often necessary to balance our financial demands, both spending and saving. Taking on odd jobs also puts a strain on my personal time, and leaves me less time to donate to my teaching position.
• In the past five years, I have had two children while my pay with the County is stagnating. It is imperative that we supplement our income.
• Indeed, given the cost of living in Albemarle County versus our market comparisons, it is a necessity.
• Interesting that private tutoring is listed as an outside job; I thought that violated policy.
• It is challenging to live in Albemarle County with a teacher's income.
• It is frustrating to be at the top of the salary scale and not even get a cost of living increase.
• It is impossible for my family and I to live in Albemarle County and live on our teaching salaries alone. The salary we receive from the county does not appropriately reflect the work we do for our students, community, and school. Late nights grading papers, planning engaging lessons, supporting extracurriculars all take precious time and energy away from our own families. I'm tired of HEARING that the "higher up folks" value the work we do; show us through the financial compensation we deserve.

• It is incredible teachers are expected to teach and impart knowledge to our young and do so with out a raise. More and more is put on the teachers larger class size and less support and no more compensation.

• It is very sad that an individual with [qualification] can be making less than a secretary or a clerk in the private sector. These practices by the County do not motivate employees to give their best, and the results will show in the future. As an employee and parent, this is very disturbing to me.

• It is virtually IMPOSSIBLE for me to support my family in Charlottesville with the cost of child care. Child care is $1000 a month for an infant...plus extra costs. I feel as though I should have a right to have a child despite the fact that I make too much money to qualify for government assisted programs. I make too much to receive help and I make too little to not supplement my income with the addition of another job.

• It is what it is. I appreciate what I get, but it would be nice to have more substantial leadership opportunities.

• It would be absolutely necessary to supplement my income if it wasn't for the fact that my spouse makes a lot more money than I do. The cost of living in this area is too high for the wages. I watch my colleagues really struggle—especially when trying to send their own kids to college. I wonder how many young teachers will stick with this profession when they could make so much more elsewhere.

• It would be nice to get a raise again sometime. Too many surveys!

• It would be nice to make enough money to afford to live in the county you teach in.

• It's getting more difficult for me to live in the county I work in. I should not have to consider taking on a roommate or additional work in order to stay here.

• It's helpful but not essential.

• It's not a necessity, but definitely helps my two-teacher household have financial stability rather than being paycheck to paycheck.

• It's not economically necessary for me to supplement my income, but only because I have a spouse who earns significantly more than I do. It's unfortunate that so many of my colleagues are forced to take other jobs to supplement income - it makes it significantly harder for them to put the number of hours that need to be put in to provide a quality, integrated, differentiated curriculum to students.

• It's not necessary for me to supplement my income with extra duties, because my wife is working full time in another job that pays more.
• Living in Albemarle County is not cheap. We are one of the most affluent counties in Virginia, but we don't pay our teachers what they're worth. A single teacher can not even afford to own a home in the county in which he/she works. That is an atrocity. Most teachers I know have to live in Fluvanna, Nelson, Augusta, or Louisa counties. How sad is it that our teachers can't even afford to live in the division in which they work?
• Living in this area is difficult financially. Compared the the surrounding counties, we are paid well, but appears less compared the comparable counties.
• Mine is the main salary for our family. Living on one teacher's salary is very demanding.
• Most mandated meetings wind up being a waste of precious planning time.
• Most people feel that we are "off" during the summer; yet we are giving up pay during the year if we get 12 months pay. It is like being laid off for two months and being paid our deferred salary, yet the misconception persists. We do tons of additional work over the summer as well, and are not compensated for that.
• My family is having to sell our house outside of the county to move to Albemarle CO. for better schools. We cannot afford the discount rate for employees outside of the county. I will be leaving my dream home and 12 acres for a house half its size with .5 acres of land and it will still cost more. My child means more to me than a home, but as a career teacher with insufficient pay and increased workload, I am discouraged.
• My husband and I are both teachers. One of us has to bring in extra income. For the past few months, he has been [outside work]. In the past, I have [outside work] a few evenings/week.
• My husband is completing some schooling and we have two children headed to college.
• My income has not risen in years, but even tuna fish is higher with inflation. Everything is! I certainly cannot afford a house in Albemarle County which is comparable to the housing in Northern VA. I know as I am from Arlington and have family there.
• My income is secondary in my family.
• My major disappointment here is the lack of collegiality. Few opportunities for professional conversations and a total lack of "one for all and all for one" in my building. Why isn't there an attitude of we are here for all student's learning? From one year observation, I believe teachers do not feel safe/secure in their positions which breeds competition, one-upmanship, and a dearth of sharing, whether good ideas or materials. Why is this? A huge negative impact on student learning results.
• My only comment is TA. need to be recognize sometime for the hard work we do.
• My salary after [years of service] is not that different from teachers with 16 years experience and my take home pay has actually DECREASED over the last 5 years (according to IRS tax returns). There is very little communication within our department and very little communication or forethought within the building and the county. I had planned to teach for a long time, but with the workload and the lack of funding and the low pay and no input into what happens in the department or the school, I'm not sure
• My spouse and I both work in education and, while we do like our jobs, we both have to pick up some extra work to be able to support our family. Also, we do not live in the ACPS district, for financial reasons, and therefore must pay to tuition our kids into the county schools. It is easiest geographically and time-wise for our family to have them in the feeder pattern where we work, but it is an extra expense that is draining. I continue to hope ACPS will reconsider their employee tuition rate.
• "My summer work is necessary only as I try to pay off my student loans, which at the moment are substantial.
• It is impossible for me to attend summer PD as a result. I know that the summer PD is optional, but it is being presented as mandatory and frustrating many of my colleagues. If I could critique the summer PD, I would say redevelop the message so that all teachers know - as I know - that it is an optional session offered only as a trade-off to make the school year PD lighter."
• "My two main concerns are workload and respect. I already work 10 hours per week above contract time. If I actually went into teaching, which I would enjoy doing, it would be many more hours... I truly believe that the quality of our children's education is suffering because of the teacher workload and worry about it as a parent.
• I resent the fact that downtown does not respect teachers. Many committees' recommendations have been ignored. The administration's priorities are questionable at best."
• My wife works, too. We would be struggling without two incomes.
• My work is 30 miles one way from my house. That is 60 miles each day that I pay in gas to get to work. My out of pocket expenses for my classroom have been limited greatly due to the rise in gas prices. My classroom this year did not have a Shannon Grant as it has in the past two years and those extra supplies were sorely missed.
• N/A
• No only because my spouse is also employed.
• none
• Not now, but it was for the first 18 years I taught.
• Of course I would love more of everything but please understand that I am very grateful to have my job. Thank you!
• Often our planning time is taken up with various meetings that can usually be handled without meeting. If we are a tech savvy county, a lot of what happens in mtgs can usually be handled through email, google doc or other means. With our pay raises consistently being cut or not given, it seems that we could then be compensated with more time - for instance, was it really necessary to add the additional days on to the end of the school year?
• Oh how I would love to only teach 65 hours a week for the length of the contract without having to find more work.
• "One day a month without students would improve teaching more than any other initiative.
• At least at my school, agreeing with the principal counts more than SOL scores at evaluation time.
• Leadership is important. Fear and control is not leading. Teachers are ""afraid to talk to her (principal) because then she will trash talk me behind my back.""
Only because I have a husband with a job. The single people I work with, with college debt, I feel so sorry for them, they have to constantly find other means to supplement their salary.

Our increase in salary does not go up with the cost of living. The small raise that we receive is usually eaten up by insurance costs. I might see a few dollars a month increase in my check, that's not what I would consider a raise.

PD should be meaningful & targeted. Most PD is neither of these things. I am all for learning to improve my performance, but so many requirements have nothing to do with my everyday job. A perfect example is the technology in the classroom requirement. I'm not a teacher. I also know just about as much or more about technology than most of the presenters. I have to give up days of my summer to complete this requirement. I'd SO much rather do something that lines up with furthering my profession.

primary role is school counselor....I guess that is support services?

Principals need more training on how to be managers. Few of those I have experienced are fair, consistent or logical. Currently I feel that we get yelled at more than we are spoken to and we are rarely acknowledged for all the hard work that we do day to day. Motivation is not a part of their vocabulary. Being told "maybe it's time for you to find a new career" by your principal when you are expressing your concerns is hardly what you would expect to hear. Moral is low in the county!

Salaries have not increased nearly enough over the last 7 years. Inflation and cost of living have increased astronomically. Additionally, insurance rates have increased while coverage has decreased. It's a shame. I also find the fact that maternity and paternity leave are only done with FMLA offensive. In a job where we raise other people's children, shouldn't we receive compensation to raise our own, especially in their first weeks of life?

Salary hasn't kept up with inflation

Sometimes bit not always

Stipends and work I do during the summer are necessary for me to live a little beyond a baseline subsistence level.

"Stipends don't pay enough to be worthwhile.

A stu teacher came to me after 1 day and said - I realized I am not allowed to dress better than the principal. A week later she said - I am not even allowed to look better than the boss. Considering her history of inappropriate sexual conduct with co-workers, this needs to stop."

Stipends for schools is an issue that I believe needs to be looked at. There is an equity issue -- specialists who are paid for stipend position are completing their stipend jobs during their regular day. Not equitable for classroom teachers.

Stipends through summer grant opportunities

Teaching is a great fit while I have school age children. What's most frustrating is that our compensation seems to be a political "football" each and every spring, with the end result typically being that our increase is cut. At the same time however, we are implementing computers for each student. Why is it not possible for us to get a cost-of-living raise each year? without yearly discussion and demeaning comments from the public? Quality people leave each year because of this issue.
• Teaching is my passion and I love what I do. Unfortunately, I must also tutor, take babysitting jobs, summer jobs, etc. to make ends meet. I have also lived outside of the county of Albemarle in order to afford a decent place to live. I have worked in ACPS for nearly [years of service] and this year is the first time I am living in the county due to my significant other and I moving in together (that is the only way I could afford to live here). My payroll check has nearly stayed the same in the 6 years.
• Teaching is not as highly valued here as in other cultures, and salaries reflect that
• The compensation for a Masters Degree is not at all what I expected.
• The cost of living continues to rise each year. It's hard to believe that I got a raise last year and receive LESS MONEY on my paycheck. It might happen to me again this year too. In today's economy, it's hard to making a living on a teacher's salary without supplementing your income.
• The cost of living in Albemarle County and the compensation for working in Albemarle County seems to be imbalanced.
• The cost of living in Charlottesville and supporting a family is not feasible on a single teaching income, even after teaching in the county for [years of service].
• The cost of living in this county has increased dramatically over the past couple of years. A yearly cost of living adjustment would be welcome.
• The cost of living is rising faster than our teaching salaries.
• The current salary structure is not adequate for the cost of living for Albemarle County. With the changes in pensions and retirement, and the lack of respect for education in general, it's hard to imagine that a young person would choose teaching as a career. While there are few careers that provide such immediate and meaningful feedback, and provide the opportunity to make a real difference, the absence of respect and job and financial security makes teaching a far less attractive choice.
• The demands increased and the pay stayed the same or has decreased due to the removal or pay decrease of stipend positions. Many duties once delegated are now back on teachers. The hours this job demands limits the possibility of a second job for many. Those who are able to juggle two jobs must make huge sacrifices in family, career or both. The no child-left -behind often includes the teacher's child due to the workload. We love our children will do whatever it takes for a meaning education!
• The Health insurance the county provides is excellent.
• The issue here is the demands by the county for professional development during the summer when I must work another job to make ends meet. In addition, I must pay out of pocket for courses to fulfill licensure requirements. Albemarle County residents have made it very clear that they do not value the educators who live here. That is why I counsel student teachers to leave the area or to seek different employment. The demands of the job are not equal to the pay received.
• The stipend for team leader does not make enough of a difference to supplement my income - I will not be accepting that position again.
• The stipend I receive is so small, it really does not make that much of a difference.
• The stipends barely cover the amount of time that is required to fulfill the duties required. Many times other people receive the same stipend as me but do not attend or fulfill all of the same duties. That is quite frustrating. I work two other jobs to supplement my income, but have had to quit one so that I could still fulfill the excess hours outside of the contract time for school which has now also hindered my income as well.

• The stipends for school related work are pennies compared to the amount of work we all put in - i.e., department chair is $800 plus $500 for vertical team - it was $2000 for years, and vertical team was an additional amount (can't recall what it was, but it was more than $500) - the department chairs should be the BEST instructional LEADERS in the building and they should be compensated as such-paying only $800 sends the message that department chairs are not important - @HS they are invaluable!

• The workload has gotten to the point that more money would not make any difference - more time is what we need.

• These professional development days in mid-summer really mess up my summer employment! It would be great if downtown showed teachers some consideration in this area.

• This is my first year back teaching full time. I have not picked up any additional work just yet!

• This is such a waste of time and effort. If the budget process could have given us more money, it would have. Is this really about the "burdens" for some GRTs functioning as testing coordinators? AEA should get over it. We have known for years that we can't afford to hire outside testing coordinators. We don't have enough tech staff and they shouldn't be running tests, making student groups, etc. STC roles aren't desirable, but the stipend helps. I've worn many hats, inc STC, as have others!

• This necessity will increase once the hammer drops re: our health insurance employee contributions increase.

• To have money for hobbies/outside interests it is necessary to have additional income....

• To live in Albemarle County, I definitely have to supplement the teaching salary.

• Two girls in college....also I teach clubs after school sponsored by PTO. We are paid thru the county after it is taxed at a ridiculous rate.

• Unfortunately, my position does not allow me to receive stipends as a way to supplement my income. In the past, I have held stipended positions.

• Very careful budgeting is required to live off of the salary I make.

• Very frustrated and disappointed at this point with the teaching profession as a career due to salary related issues. I've been with the county for [years of service] and have [qualifications]. Step increases are minimal when compared to other occupations which give bonuses and raises to acknowledge loyalty and hard work. We get an email or a certificate stating "good job" and "thanks". That does not help me pay my bills or pay for childcare so I can work a second job to make ends meet.
• We have not had a meaningful raise in years while the rate of inflation continues to be 3 - 4%. Therefor we have lost significantly over the past few years. A true raise would be an automatic rate of inflation increase to keep us even and any "raise" on top of that. By the way, a 1% raise while you simultaneously and surreptitiously lower the payscale is not a raise at all. Many of us will be making less next year. You do seem to find plenty of money for Ira Sokol's ridiculousness however.

• We have three young children and are both teachers. We cannot afford childcare and to live in this county without working extra jobs.

• We need to evaluate time spent on assessing--both students and teachers.

• We obviously have fallen behind the cost of living vs where we were 6 years ago and that's been understandable to a degree, however, there is also a feeling that we spend more time on county requirements and less time doing things that actually relate to our specific students in that same period. Small things like allowing employees children to attend school in the county at a reasonable cost, allowing training swaps instead of requiring specific classes could really help.

• Well we haven't had a real raise in six years, so as the cost of living goes up we are already behind. We have less money allotted from PTO and from the school every year. This is another decrease in my salary because I like to do things for my class and provide things that allow them to be creative and in order to do these things they have to come out of my pocket. I love my job and my school, but the salary and little compensations are discouraging professionally.

• When I examined the salary scale, I found it disappointing that it tops out at under $70,000 year for 30 or more years of service.

• While I don't have the energy for a second job, given that I'm at school most days until as late as 5:00 (even though my contract allows me to leave at 2:45), I have had to cut down on my travels to see family in the summer, as well as rehoming some of my pets, as I can no longer afford regular or emergency vet care.

• While my salary sounds good on paper, what I bring home each month after taxes & health insurance is barely enough to survive. The cost of living in Charlottesville is too high. Rent & childcare costs alone drain my paycheck. If I brought home $200 less each month, I would qualify for public programs like WIC. And I'm not alone, many of my collegues are struggling to make it each month.

• While supplementing my income isn't necessary, it sure does help!

• With children and college expenses, additional income is necessary.

• With college students and the expectation that I will take courses as well, my salary is insufficient alone to support my family.

• With expanding family financial obligations it has become necessary to take on these additional tasks.

• With kids in school, to meet their needs, increase in the cost of living, I have no other choice but to supplement my income outside of Albemarle County.

• With rising prices on gas and food, as well as, college tuition prices, teacher salaries have not kept pace.

• would like more pay.
- Yes, this county has the best pay scale in the area, but the lack of a legitimate raise or year step is disappointing. It is sad that I have to take on extra jobs to help support my family.
- Yes, if I want to try to help my daughter pay for as much of college as possible. Yes if I want to retire anytime soon.
- Yes, with the compensation that I receive and with the economy the way it is I have a part-time job other than my full-time position with Alb Co to supplement my income. I also depend on my husband's income to supplement.
Please describe any items related to your job satisfaction as an ACPS teacher that were not covered in this survey.

Themes:

- Teachers deserve incentives, not just monetary, that recognize the additional work they do outside of the contract hours and expectations.
- More teacher input into what is funded (i.e. technology, new initiatives, adopted programs).
- Consider differentiated pay related to the diversity of the school in which teachers work.
- Attendance policies for teachers seem to be punitive or demonstrate a lack of respect for their professionalism.
- Be careful about adopting strategies that have been tried in the past and not been successful (i.e. multi-age, open classrooms, choice and comfort).
- Students have become more disrespectful with little to no accountability or support from Administration or parents.
- Overemphasis on SOL scores.
- Communication expectations for teachers are not codified.
- Quality of health insurance/care has decreased while costs have increased.
- Consider flexibility in the timing of pay periods.
- There is a perception that some schools/teachers are favored by central office staff.
- Central office is perceived to be overstaffed.
- A desire for clearer expectations around part-time teachers.
- Honor teacher work days/planning time without encumbrance.
- Professional development does not always match the work expectations.
- The TPA process is cumbersome and does not always lead to better teaching.
- Time being added to the school day.

Individual Responses:

- The over emphasis on SOL testing and making AYP is creating a very stressful and unhealthy environment in the classrooms and across the school environment. This current state of affairs have led to me considering retirement and seeking employment in a different field. I have taught in the county for over 25 years.
- I spend 5-15 hours a week beyond contract time communicating with parents and creating, preparing and purchasing materials for my students. I often have IEP or SBIT meeting with parents that are outside of contract hours. I also spend 2-4 hours a week on personal professional development connected to my teaching. I know it's hard to compare, but I think elementary school teachers have a larger work load that secondary teachers.
- sick day compensation at retirement! why eliminated!!!??
• (as a side note, the second ranking on this page--trust, autonomy, relationships, professionalism--does not make a lot of sense decontextualized as such. Do you mean relationships with colleagues? With students? Families? Trust from admin? Students? Families? I'm not sure that it's an effective question.) Though it's covered in this survey, the issues with compensation, especially compared to how much work we do and are expected to do is of paramount concern to me. While I've only been in the division for four years, I've observed that each year, more expectations are piled on with no regard for the other expectations already placed upon us. This lack of acknowledgment comes from all directions: administration, parents, and students. Though in many cases, I'm happy to meet these expectations (with the exception of increased paperwork for no apparent reason), it is demoralizing to realize how little I'm paid in comparison to the hours I work and the results I produce.

• I do not feel the school or the county is effectively run and waste time and money.

• High school teachers should only be teaching 5 of 7 classes. Ever since the change student and teacher anxiety has increased. The effectiveness of the teacher and learning has decreased especially with the ever growing class size. Also there is a problem with equity between staff members from class size to number of preparations to grading expectations. Also there is a problem of equity of voice between elementary and secondary. Each school is given one representative on various committees however there are many more elementary schools which minimizes the voice of especially the high schools. Finally, teachers should not be made to pay tuition to have their own children educated in Albemarle County. The cost of living in Albemarle county is very high in comparison to surrounding school districts, and having a teacher's salary limits the ability to live in this county. However it is a great either travel/scheduling or financial burden to education our own children.

• The cost of health care over the past 5 years has greatly overpowered the amount of pay increase for teachers. We are spending less in our household than we did 5 years ago, yet the cost of living has gone up exponentially. This means no money for home repairs, vacations, and extra teacher supplies that are needed in my classroom. We are making less and having to spend more on everything.

• Recognition of the additional planning demands on elementary teachers who teach all subjects.

• Flexibility of transfer. After you're a tenured teacher, it's difficult to move within buildings and jobs. I wish the transfer process were easier.

• I would like to have more say in what we do with technology. Much of it is not practical or useful to learners. I believe we need to be more responsive to the needs of children with diverse learning needs and staff collaborative classes in a more targeted way. Not all kids with great educational needs are SPED. I would like to see more teachers who can work with kids in smaller groups.
• Teachers who go above and beyond are continually assigned even more responsibilities. The same small group of teachers are on all of the committees with extra meetings and sponsor student clubs/grades. I get to school early, stay late, go to things on the weekend, and attend conferences/PD. I wrote 40 letters of recommendation this fall and helped former students with college essays. My salary does not even come close to covering all of my work. This level of dedication to my job is simply not sustainable. Not every teacher spends this much time at school and/or has as many papers to grade/parent meetings to attend, yet we all make the same salary. There should be more meaningful stipends/incentives to go above and beyond. I do too many things on my own time/dime simply because I care a lot about my students/school.

• I work a lot at home (in the evenings and on the weekends), and this is to be expected. While I am all for compensation that matches the work I do, I don't need that in order to do my job well. I worry about teachers who feel that they'll do more if they receive more. Realistically, we should be doing the maximum that we can do and then extra compensation feels like appreciation rather an an incentive. Conversely, I don't want the county to fall into the trap of giving us more, ostensibly in recognition of the work we're already doing, and then requiring more because there has been a raise or merit reward of some sort. Likewise, compensation tied to students SOL scores would be inappropriate as I don't work with students (as the GRT) in a traditional SOL setting. My work, by definition, should extend beyond the SOL and measuring my skills based on that measure would be inappropriate. Thanks for the chance to share my thoughts.

• SOL prep versus performance assessments - we seem to have lost ground on this matter....

• My workload has increased by at least 40% (higher student loads, more required activities, such as TPA and data collection, greater responsibility for student SOL pass rates, etc.) over the past 10 years, but my compensation has not increased accordingly. My health care coverage is more expensive and covers less.

• I feel like teachers should have more input as to which technology is researched and purchased by ACPS. I feel like the results of this survey need to be made available to participants.

• We have little to no input about how what we need will be funded. Choices about what we need is are imposed and lack proper feedback regarding effectiveness.

• I know so many teachers that cannot afford to live in this county because our salary does not compare to the housing and land markets here. If you really want to make your teachers happier, stop giving them more and extra jobs every year beyond teaching the kids (why we are in this business) and compensate them for the work that we do (very well). Let us bring our freaking kids to this county to be educated as a way to show us that you actually value the job we do (it would make many very happy), and if unwilling to do that, then pay us the difference in the education or offer a low interest loan option for teachers to afford to actually live here (which my family cannot under our current pay and cost of living in Western Albemarle district), look it up and see what normal size family homes cost here. Teachers don't make the 6 figures that people think we do to live in this part of the county. Half my department alone cannot afford to live here. Reward the loyalty employees have given.
• I am not satisfied with my pay - I have been with this county for 22 years and if something were to happen to my spouse, I would not be able to live here and take care of my children who are in high school. We need better teacher pay. Anthem insurance is stressful and expensive.

• I fill out the survey every year, but am still shocked that as an ACPS teacher I cannot bring my child to my ACPS school for free since I live out of the county. I cannot afford to live in the county, but I have to pay $5000 or more in order to have my child come to my school. It is a logistical and financial nightmare having a child in another school district. It certainly impacts my job satisfaction.

• All classrooms need windows or natural light, regular maintenance and modernization. I really want windows in my room.

• the county needs to increase the pay scale on all levels, reward people for staying in the profession and giving students and parents consistency. Also reward people for coming to work everyday, if they retire with a lot of days saved pay them. Make it an incentive so they stay in the classroom

• Being recognized for doing good work does not pay my utility bills. Why are there no pay increases above 31 years of teaching?

• I am put in a situation where staffing constraints have me teaching subjects that I am not certified to teach. I am spread to thin across various subjects and am not able to give all of my students the attention that they should have.

• I’d like my supervisor to know more about my content area so when I get feedback that I am not doing well they can be more specific

• I think we need to go back to teams at the middle school level for the benefit of students and teachers! Community building is hard when you have so many teachers split across grade levels.

• #1 I could not answer as written. I do most of those jobs at home.

• There are some amazing teachers in this division and I am grateful to be a part of it. I know we do our job to the best of our ability, we love kids, and we truly want to make a difference but it would be awful nice to be better appreciated and have it not just be a cursory thank you or an obligatory recognition. ACPS has been recognized as one of the top divisions in the state and just two weeks ago was rated 5th in the state and in the top 5% in the country by Niche. But yet, there is a group of divisions that ACPS has put together in their attempt to have compensation remain in the lower end of the upper quartile. With the outstanding rankings achieved by the division, the peer group of schools should include those other top schools within the state and ACPS employees should all be rewarded for their efforts. This is showing true appreciation for the job done by all - getting paid for all the hard work and recognition bestowed upon the county.

• Why is our school going 5 minutes longer than any other school? We are not receiving compensation for the additional time. In fact, we have been doing this a number of years. Students are making up 2 snow days, when they were told there would be no make ups days by adding 5 additional minutes. Too many non-essential people downtown. Coaches need to be eliminated & put back in the classroom. Haven't seen a coach all year.
Thank you for sending out the survey. I think we all enjoy our jobs, but the stress level is very high because we've been asked to do more over the years (teaching 6 classes instead of 5 at the high school level, more initiatives, more programs to learn, etc...) without getting more time or more money. That is very frustrating. We love helping the kids, but if we are ranked in the top 5% of all school divisions in the United States, we should be paid like it. Seems logical to me. If the old saying is true, "you get what you pay for," then ACPS is getting one hell of a deal. It might be time to pay us what we're worth. Top 5%.

I have continued to have a private business for the years that I have been employed as a teacher. It saddens me that I work 20-25 beyond my regular work week because I am appropriately compensated for my work in the county. I never participate in school activities beyond the normal contract hours because of my additional jobs.

[Middle school] is an incredible place to work. I do not have children now, but once I start a family, I will need to supplement my ACPS income.

It has been disappointing that compensation is so seemingly easily dismissed when real wages have declined when factoring in insurance increases and cost of living. Also, it is somewhat demoralizing to hear some of the statements made by school board members in relation to personal leave time. I've worked 20 years in private industry before teaching, and leave for a teacher is much different than that in the private sector or even most government sectors.

It is a challenge being a parent who works in the county who wants their kid in ACPS schools. the financial burden is large and I wish that it were greatly reduced so that my child could benefit from the quality schools that I work in. It is also a burden because my salary is reduced from that tuition.

Please reconsider reducing the cost for teachers to bring their out-of-county children to a county school.

Ask "Can you afford a yearly vacation?" Extra money spent - Now that we can't submit receipts, I am not getting money back that I did other years. Sometimes you are out and see something you can use or need and you don't go to the school treasurer to get a credit card. My time is valuable and the money spent does adds up. Also, I spend easily an extra 20-25 hours a week outside of contract hours. I love my job working with the children, but I don't like the extras that are forced on me when it might not be an opportune time. I should be looked at as a professional that knows what she needs in PD. I should be able to devote my time on the needs of the children and not rely on what I have to do for my supervisor.

Some schools have a far more diverse and demanding population - consider different compensation for teachers who work at those schools.

There are a number of things that are done that seem to be done in a vacuum and not for student benefit. It seems they are done to check off a list, rather to enhance student learning, such as mid-year review.

There needs to be some type of wellness program to reward teachers that do not miss days. Research shows that teacher attendance is vital to success of their students. I almost never miss time, but I am often asked to pick up slack for colleagues that do. There should be some type of incentive/recognition for teachers who are at school every day. Maybe teachers above a certain attendance threshold should have the option to do teacher work days from home.
• we are a progressive forward thinking education system.
• Not only the cost of healthcare, but the cost of medical bills. I am struggling to pay bills. I used to work additional jobs but the taxes were making it too difficult, as well. Also, a lack of equity in amount of grading depending on the subjects taught.
• Low morale, reactionary environment, and faulty technology combine to make our jobs more difficult. There's a distinct lack of respect for our professionalism.
• How about compensation... I do not feel that this survey asks if I feel adequately compensated for my work. Our district often lags behind in compensation - I also feel as if the last few increases were minimal for me, as I am at 23 years... it is time for a healthy raise to reflect changing economic conditions in the area. In particular, a significant increase in property assessment (not the tax rate) that makes my mortgage payment higher per month. it is very difficult to afford to live in this county and work for the school system. Please provide a good raise, this year.
• I find that my school is woefully out of date socially and politically. I believe my principal hides from any controversy that could possibly cause any kind of "stir." As a result, our students continue to believe that they can say and do things that are homophobic (gay baiting is not uncommon) or racist (fried chicken jokes) and there are no repercussions. When a female student was surrounded by football players in their jerseys this year and they defaced her club sign up and yelled at her, the outcome was a "talking to" even though according to our handbook, it was clearly sexual harassment. We have students who don't feel safe, but they continue to feel that way because heaven forbid we upset a parent. Most of my job is with students in groups and one on one. Many of them confess they feel marginalized at school, but though I have reported this and tried to discuss it, I usually hear that this is normal in high school.
• I feel that county administrators are out of touch with what is happening in our schools. Changing demographics, classroom needs, differences between the needs of high/middle school and elementary. Excessive assessing in younger grades takes approximately 9 weeks of instruction away, as the assessments are 1:1. The need in elementary schools for literacy and math interventionists/specialists to work with students. It is difficult to see instructional coaches in the building but not working with students. Students should be the #1 priority of every adult in the school. Poor technology and lack of updating and working technology. Go back to Apple - they were worth it. The students are great, but parents are less involved due to the need for both parents to work. Elementary students should have trimesters, rather than quarterly.
• The frequency with which we are asked to implement new "programs" mandated by the County is overwhelming. Often, inadequate training or inadequate training TIME is allotted.
• You have added to our day (5 minutes this year, 20 minutes about 10 years ago), you have added to our work load (having us teach an extra class). Our Insurance has gone up and deductibles/copays have gone up..... We are micro managed by administration and we have no voice within our school.... For some, the take home pay has gone down steadily over the years...... Doesn't sound good does it!!
• Teachers who have multiple endorsements routinely have more preps and we are not given any extra time or compensation for that. There does not seem to be any recognition of how difficult that it. Also, teachers who are teaching AP courses have increased workload relative to those classes and are not given any extra time or compensation for that. I routinely work 70 - 80 hours a week. I am exhausted. I love what I do, but I find my workload to be overwhelming.

• Teachers need to be compensated for the amount we actually do. If we were paid hourly, the public would be surprised at how much time is needed to do our job. Administration needs to help teachers feel like we are valued and give us, as professionals, the time to work on what we know we need to do. Many of us work well beyond the required school hours just to keep up with demands, both administrative and instructional.

• I am disturbed by the radical shift towards open classrooms and multi-age learning. These methods have been tried and were discarded for good reason. This shift is based on the whims of a few people with pull that far outweighs their qualifications or classroom experience. It will and is having a bad effect on morale and discipline in schools that can least afford that.

• The kids, the kids, the kids!! They are a terrific part of my daily job satisfaction: motivating; funny; inspiring; predictable and surprising all-at-once. They're the reason to do this even when the compensation is low. On matters of compensation: If there were compensation for unused sick leave (per day) at retirement, satisfaction with attending even when it requires a huge effort might be inspired. Optional health insurance for eyes/glasses/contacts would be appreciated. Additional steps on the pay scale, say to 35 years, would help veteran teachers feel their experience is valued.

• Teachers feel like we keep getting taken advantage of lately. (Raises that actually pay us less. Not allowing us to insure our spouses anymore if they can get an affordable (Code for: much more expensive policy) from their job. Treating everyone unprofessionally about attendance issues when only certain teachers were always absent. Why didn't they just speak to the teachers in question? On that note why do they separate our days off into categories (sick, personal, etc)? If we get a certain amount of days shouldn't we just be able to use them when we want? Most people are professionals and don't abuse these policies. Also on that note, what is our advantage to not using days off? We used to get paid for them upon retirement now we don't. Yet another benefit taken away. Anyway, thanks for listening to my rant.

• I feel that the there are too many students in the hallways during classes. We are spending resources on students that don't take advantage of the class time because they spend a good deal of time in the hall ways. I also feel like there is a high level of criminal activity that goes on in the school. Kids fight and find themselves right back in the class with minimal consequences. There is a tremendous amount of disrespect from students to teachers and administration needs to clamp down on this.
• The intensity of the student's disrespect towards staff in some places. Working where I do has had heavy costs for my mental health because of the way the children verbally abuse the adults around them. (I have contacted EAP but they do not have sufficient local counselors to make appointments outside of school hours). These kids need to be supported to learn how to interact in a positive way. However, I am burning out fast having to absorb so much hateful behavior myself. I would appreciate compensation or in-school access to mental health support while being asked to bear this burden.

• I feel that the powers that be downtown sometimes have ideas that are not in the best interests of the students or in line with the professed values of the ACPS school system. The focus on "choice and comfort" and the pronouncements that we get from Ira tend to run contrary to best practices and research based strategies. Setting up a laboratory science class with comfy lounge chairs and cafe tables does not add to the student's ability to think like scientists and act like scientists. On the contrary, these surroundings make our jobs as science teachers more difficult as students think they can lounge around and not take the safety or the rigor seriously.

• Communication. Discipline. Dress code Goals

• I understand that there are state requirements as far as professional development. However, as a special educator of students in the CBIP program, I find these days largely a waste of my time when I have other very important things to do.

• Parent expectations for communication have gotten increasingly challenging in recent years. Although I would request 24 hours response time from parents at back-to-school night, the expectation was clearly that I respond immediately. As a classroom teacher, responding to parent emails took a significant amount of my time outside of school hours.

• Biggest negative is time spent outside of the school day doing work. I expect to have to do some work at home, but the demands (3 preps, 130-140 students) equates to an extra 15+ hours of work at home each week.

• In a county that talks about having a "one student" approach, I feel the county doesn't have the same approach to its teachers. It has been made very clear at the school level that my certification areas and SOL scores are the two most important factors in my teaching assignment. I rarely teach the same subject two year in a row. How am I supposed to have creative and engaging lessons if I'm teaching something different every year?

• ACPS leave policy is different from school to school. Some schools have not experienced the recent "crack down" on leave. The county needs to treat teachers like professionals and allow them to use time during the day to address family/individual needs.

• We need more teacher work time w/o students. It should not be taken to make up snow days. Most teachers work hard every day to do their personal best for their students and school. They also work very hard to keep up with the changes and demands of the district leaders, curriculum changes, new technology, new teaching methods and practices, documentation of work, student needs, clubs and activities outside of the school day, but school related. However, teachers are kept to a rigid and relentless schedule with very little free time to plan, collaborate, share ideas. We should have more of that kind of time.
• The amount of pressure put on teachers to complete RTI with little to no support or materials provided. Useless, or out-of-date technology that doesn't help my teaching practices.

• Cell phones are a major problem. They are a major distraction and can be a tool for bullying. The cell phone has replaced the old note writing of the past, but teachers are not allowed to take up the phones. Parents text and call their children (according to the students) all hours of the day.

• I appreciate being treat as an honest, responsible professional. I work with others that are the same way and are ALWAYS putting kids first. We show this by buying items the kids that don't have, need. We are in this profession to make the world better and we give all we can. It is very difficult to make such little amounts to give to our own kids. There have been times that I even had to get food from a food bank b/c I didn't make enough to feed my family! I have always had at least 2 jobs while teaching- no other profession needs/requires that!

• Hiring and managing TA's

• There is such a focus on technology that at times can take away from the learning experience.

• I think that in order for the county to remain relevant, it needs to attract high level professionals that have degrees in their content areas. The current level of compensation does not meet that need.

• At my school, we have a meeting every Thursday afternoon (team PLC, vertical PLC, faculty). So time spent for planning instruction during the late part of the week occurs after 4:00pm on Thursdays and at home if not finished. It would be nice to have one Thursday a month designated specifically for individual teachers to prepare classroom lessons/activities.

• I regularly stay after my contracted time for at least one, and often up to three, additional hours in order to get everything on my list done to be ready for the next day (due to planning time being insufficient). I'm certain this is true of most teachers, and is why higher wages are such a hot topic. It's not that we feel we're not paid enough for the work we do during our time at school, but how many uncompensated hours we all give to the county during non-contract time.

• I feel much less support from central office than I did at the beginning of my tenure with ACPS sixteen years ago. 1. Although I am required to attend monthly meetings for my instructional area, central office staff are rarely seen at my school (this is especially troubling, considering several members of Leadership routinely tweet photos from only a handful of 'preferred' ACPS schools. Very damaging to morale.) 2. There have been several instances this year where my repeated email requests for help/information to different members of DART (not the help desk) and HR/Licensure have gone ignored and unanswered. This dismissive behavior does not send a signal of support and teamwork to school based personnel. 3. It appears that decisions are made well before teachers at the building level are consulted, if at all. 4. Expenditures for furniture and inequity among resources at school sites concern me as a tax payer.
• We do not live in Albemarle county, mostly because of the high cost of living versus what we make. We also have to pay to send our kids to county schools so that they can get the same great education that we give to other people's children. I find it very disheartening that we can't afford to live in the county we work in. I am also frustrated by the change in our insurance premiums, which to continue to rise, and the quality of the our insurance which continues to decline. I also think that only being allowed 2 personal days a year is absurd. I know that we have time off over the summer, but things always come up that require we take a day off that is not necessarily a sick day. I think 5 personal days would be a fairer and more reasonable.

• I feel supported and valued as a teacher in Albemarle County. However, it can be frustrating to work in a school district that places a high value on education, but that often chooses to invest in other educational expenditures/programs before its teachers. If you take care of your teachers, they will take care of your students.

• Planning periods are often not unencumbered time. They are often interrupted by requests to take care of student non-academic issues and fill in where substitutes are not available. 2) Wrap-up time at the end of the school year is disproportionately short as compared to the actual time needed to leave a classroom in the condition required by janitorial staff. In general, it takes 2 full days after grades and other end of year paperwork is submitted. As a result, many teachers are working beyond contract hours without pay to be considerate of the work that janitors and other maintenance staff. 3) Regarding professional development, teachers have been expected to attend courses/workshops that aren't a really good fit, yet are not allowed to substitute courses/workshops that are tailored to their needs & subject areas because they weren't offered by ACPS.

• I spend a lot of time copying papers and wish we had people in upper grades to help with clerical work that takes hours each week sometimes.

• As a teacher, in order to do our job well, we are required to volunteer many hours a year. These are hours above and beyond contract hours. There has never been enough time allotted in the work day to adequately take care of the countless tasks, outside of actual teaching, required to be a public school teacher. All the 'pats on the back', 'high fives', and 'good jobs' don't put dollars in the bank. At the end of the day we are doing a job and should be compensated for all that is required to do that job well.

• My biggest complaint with regard to compensation is the fact that those of us with more experience have not received the same pay raises as teachers with less experience. A much advertised pay raise resulted in a pay increase of $20 per month which is not nearly enough to offset the rise in cost of living. I understand part of this was the additional cost of health care, but it is frustrating when I see my salary would have been higher with the previous year's pay scale. Instead of having my experience in the classroom valued, I am penalized for it.

• I do not think administration is able to adequately support the needs of teachers in a timely manner.

• I love teaching for ACPS, but our family may need to move if we can't start making enough money to actually live here. It's been very difficult the last five years or so. The cost of everything from food to childcare to housing keeps going up, and our salary just hasn't at all. It's harder and harder to make ends meet.
• The survey conducted last year about December paycheck timing wasn't inclusive. Less than 60 people answered the survey, which was hidden in a larger Division e-publication. This survey needs to be done again, in a more transparent manner, in order to better reflect the desires of the majority of employees. The general lack of transparency in this decision led to many employees not being able to purchase Christmas presents since they had planned on having the money prior to Christmas (as was the case prior to 2016). Several employees in my building had planned to use their paycheck to pay for car repairs, rent, utilities, and food. Not having the check on the Friday before Christmas left many scrambling to find a way to pay for necessities, and in some cases resulted in late fees. I again encourage a second round of surveys on this issue.

• It's hard to be satisfied with your job when you bring home 30 hours of extra work some weeks, have to beg your parents to pay for your son's therapy treatments, and work in a school that many members of the county administration actively disdain.

• Under supplement income, I am retired from the US Air Force with a pension.

• While additional compensation would be wonderful blessing, I ,unlike some of my coworkers, have worked for other school divisions in the surrounding area. We as a whole, have very good insurance coverage and compensation. While there are always areas for improvement, I strongly believe that ACPS by far supercedes other divisions state-wide.

• Teachers are expected to put in many extra hours but are treated by administration like we are trying to do minimal work and get away with things. There is also not support for teachers if parents disagree with teachers.

• *We are not treated like professionals when we are outside of our building attending county obligations. We're expected to bring our own food and beverages. *Our leave policy is insulting. Our earned time, should be ours to use as we see fit. *Compared to the private industry, we receive very poor treatment = no bonuses, raises, expense accounts, trips, etc... *We don't have enough say about our physical environment, furniture, temperature of work space... *We are expected to attend summer PD without compensation.

• I cross referenced the ACPS teacher payscale to the qualifications for Free and Reduced Lunch. The county chart is here: https://www2.k12albemarle.org/acps/division/communications/newsroom/Pages/ACPS%20Issues%20Guidelines%20to%20Qualify%20for%20Federal%20Free%20or%20Reduced%20Price%20Meals%20for%20Children.aspx and clearly shows that for a household of 5 (my household), the cutoff for reduced meals is $52,559. Using the 2016-2017 payscale for Albemarle County, a teacher with a Master's degree and 10 yrs. of experience earns $52,215. This means that, if the employee is the sole wage earner for their household (like I am) -- you can have a Master's degree, 10 yrs. of experience, and still qualify for Federal assistance for your children's lunch. THAT IS WRONG.

• Elementary school teachers spend many, many hours of their own time filling in report card grades, typing comments specific to each student (not from a drop down menu), and filling in data when there is not a teacher workday attached and honored for this at the end of each nine weeks. Many elementary teachers have to plan outside of contract hours due to PLC meetings and other meetings being held during the school day.
Your survey was sent out to all employees which includes teachers, counselors, administrators, media specialists, instructional coaches, and teacher assistants to name a few. Please either have a more encompassing survey or send out specific surveys to each group. I think not recognizing that aspect in this decision process speaks largely to some of the lack of job satisfaction that I feel.

Central office is extremely unsupportive in every way. I rarely feel they have my students, my school community, or my best interests as a priority.

I love working for ACPS. I think it is an outstanding school system. I just wish teachers were paid at a more competitive rate.

I spend a lot of my extra time creating materials. Planning takes so long due to differentiated and targeted instruction. I am very deliberate and purposeful in my planning and I strive not to waste a minute of instructional time.

Treatment of teachers by APs and lack of concern over serious problems with other teachers

Even though I tend to buy a lot of materials for my students for classroom motivation, parties, science experiments, and things from TpT, I do think we have a lot of supplies provided to us from ACPS. I really appreciate having paper and paint for art projects. ACPS is an amazing school system. I feel lucky to work here. I think the technology and computer supply in the primary grades is lacking. We share 1 cart between 6 first grade classes. We only have time to use the cart for STMath. If we had more computer access or a lab at our school in addition to our computers on wheels we could be teaching the kids so much more with technology. It would be great to actually have them produce something from the computers than only practice math skills. In my last school my second graders produced power point presentations. We just do not have that capability in my school and some kids really thrive using technology. They should at least have that option.

We are teaching more classes than a few years ago, net raises have been non-existent, and more and more, I feel that teachers are seen as the problem that needs to be fixed. Although I want to be challenged and pushed to be my best, students should also have that expectation.

Principals need to be better instructional leaders - and have time to observe their teachers - this builds trust and professionalism!!

Support from admin regarding discipline & consequences

Ira Socol continues to be a blight upon this fine school system. The LTIs are also a waste of money; the regular coaches can do anything they can do. The emphasis on not taking leave time at the beginning of the school year was frustrating -- speak directly to the people abusing the system, rather than making all of us feel badly. I appreciate that my field trips are always approved.

Health insurance premium increases have been coupled with decreases in the amount care our plan provides. Compensation has not kept up with the cost of living in Albemarle County. As a high-school teacher, my workload was increased by 20% of few years back with no extra compensation.

Too many county initiatives being pushed at the same time so the execution of some of them is inefficient and/or poor quality
• The extra period that was added to the day several years ago has been detrimental to both teachers (who have essentially been working 20% more without any additional compensation) as well as students. More high level students are overworked and over-stressed trying to cram in as many top level classes as they can to be more appealing to colleges. This is leading to many widespread mental health issues within the student body. Please consider this when making compensation decisions.

• Instead of trying to compensate teachers with more money, I feel like ACPS should think about how to support staff and how to staff in a way that teachers are not over worked. I would work for less money if there were more ways to help lessen the hectic schedules that are less conducive to collaborative teaching strategies as well as intervention small group rotations in the general education classroom. Staffing to support those classroom teachers can be an effective strategy to help differentiate and target student needs.

• Attendance issues are not addressed in a timely manner, if it all, which creates an enormous burden on us as teachers to effectively teach and attempt to close the achievement gap.

• All in all, I love and have loved (loyally) working for Albemarle County Public Schools. I think we offer a highly effective, wonderful education to our students second to none. Given the high cost of living (real estate, rent, childcare, etc), I think it would be a grand gesture for employees to be able to have their children attend ACPS schools FOR FREE! I think it is a virtual "smack in the face" to give 100% of myself and my talents to the division each day only to know that my own children won't be able to attend ACPS schools because my husband and I don't make enough to pay the OVER-INFLATED tuition that ACPS charges. Attendance of employee children in ACPS schools should be an employee advantage and we shouldn't have to pay to educate our children in the best school division in Virginia just because we don't make enough to live in the county. I attended ACPS myself and can attest to the high level of preparedness I felt and it's only natural to want this for my own kids.

• I am proud to be a member of the ACPS community.

• I live in a nearby county and have worked in Albemarle Schools for over 15 years. I would like for my child to attend the school I work in. At this point in time, I understand that I would have to pay around $4000/year of tuition for my child to attend my school. I feel that teachers who work for over 10+ years in the county should get a credit or discount for student tuition. Or we should pay $1000/year like the city schools charge.

• Again, so many things could be mentioned here and plenty have been mentioned to administrators in and out of our school. However, most folks at my school do not feel that whatever we say is really heard or that we can even speak up without fear of either losing our jobs or being "punished" for speaking up.

• We need more pay to boost morale and keep good teachers! We also need to have shared governance where teachers, students, and parents have an institutionalized voice in decision making at the campus level. Admin have best intentions but they're too overworked to handle the big problems.
• The county needs to have better consistent standards for their part-time specials teachers. At one school, you can teach 18 classes at .60, while at another school you can teach 10 classes and be .50. I teach 2.35 more classes than my last job in the county and my pay went up .40. It does not make sense. The county does not seem to care about keeping the part-time teachers that are excellent. They move on to other counties. I was lucky to land a full-time job, but was frustrated with how underpaid I was when I was part-time. You can ask H.R., your principal and they all have great answers, but there is still no consistent rules for hours, number of classes, number of students taught, etc based on pay. I heard several times "it is up to the principal at that school." The principal should not be the supreme being over how much they want to pay their part-time teachers. I also feel that they county should do more to help their part-time teachers become full-time.

• I use to come in to work in my room on the weekends. This was my time, but I was able to clean and organize the classroom. The lack of heat in the building keeps me from coming in to tidy up my room. My room is messier now.

• The school is so big that scheduling takes precedent over doing what is best for kids.

• I love my job. But it's under-supported both financially and administratively to an unacceptable degree.

• lack of consistent admin support in areas that would help manage student behaviors that are not conducive to learning, and lack of student (and teacher) accountability that erode systems

• I feel like this division is more concerned with tweeting out the good photo than what is real. Teachers seem really resentful of that.

• all the PD and technology is of no value unless teachers have time to do the job one day a month for planning will pay back many times over in improved instruction - look at the volumes of research on employee productivity downtown suffers from an extreme lack of credibility / trust

• I just feel over worked and under paid.

• As a division, we recognize the wrong traits in looking at best practice in teaching. I see average or poor teachers getting recognition for "sexy" tech projects and PBL with questionable student learning involved. Meanwhile, teachers who achieve excellent results with their students go by unnoticed for years because their work is just about student learning and relationships as opposed to pushing the latest flashy project. Furthermore, we create programs that are novel and promising in nature, but we prioritize the advertising and public image of the program over the actual operational elements needed to make them successful.

• Albemarle County is a wealthy county and a very expensive county to reside in (home prices are comparable to Northern Virginia). However, teacher compensation in Northern Virginia (Loudoun, Fairfax, & Prince William County) is "on average" $30,000 more annually than Albemarle County. Real estate taxes in Albemarle County should be increased in order to pay teacher's what they are worth. They are on the front lines everyday, doing one of the most important jobs (teaching our children to better America's future).

• I enjoy my work immensely. There are increasingly more demands on teachers, that cause stress, and time outside of contract.
• Recognition - the only things celebrated or appropriately recognized are weddings and births. Advanced degrees, honors outside of the county, and other professional accomplishments are not celebrated or recognized as they should be. So many teachers are working towards additional degrees while still teaching to become better teachers and it is not acknowledged.

• I did not find the first question clear. I was not sure if non-instructional time meant my planning period or anytime that I’m not teaching when I do those activities. I based my responses off of my planning period alone. You will notice that I did not put a percentage for certain things because those are things that I do after contract hours to make sure I am meeting the needs of my students.

• Often times, I feel special education teachers are undervalued for the services they provide while managing a caseload that is often times too big.

• I have only been in a few systems in my career- this is hands down the worst I have ever been a part of- not even close!!

• How much more is asked if regular education teachers in light of continuingly diminishing support of special needs students. It should be addressed how much is asked of a teacher and of families to finally get their child identified, if/as appropriate, under SPED. It should be addressed that there is a high increase in the amount of families who are given guidance to have their child medicated as an intervention, (usually in regards to add/ADHD behaviors,) before testing is considered. Medication should be a private option that families consider on their own, it shouldn't be treated as a go to, to keep ACPS from testing a child. It is not an answer to special needs.

• Our students have many diverse needs, and as educators concerned with the whole well being of our youth, we want to meet all of those needs - social-emotional and academic, as we should for we know that unless students feel like their basic needs are met, they are less likely to be engaged in learning. Our employees want to help and bring a lot to the table for supporting our students, but we need to do a much better job providing supports to the adults who want to help our students. The most crucial factor in this equation is time. We don't have enough time in our day to do all that we need to do to maintain, much less improve upon, ACPS as a world class educational system. We are burning out our employees who do great work because we ask them to take on more and more without providing time and compensation for their work. Please help us both RETAIN and VALUE our educators. Thank you for taking the time to evaluate this feedback. We do appreciate your support.

• One area which would improve the overall satisfaction is having clear rules and expectations for students that have consistent consequences throughout the division. This would both increase safety and order and allow for continued focus on learning and building relationships with students.

• I think we have a problem with morale. Teachers tell me it does no good to send students to the office or write discipline referrals. Those teachers often let students run the classroom with negative behaviors as they are tired of asking for assistance and receiving none. I am sad in those classes as we get low quality work and students do not stretch their brains for real learning. They also do not learn to use social graces that relate to success and prosperity in a real way.
• With regards to compensation, one challenge not addressed in this survey was differences in teacher workloads. The main reason I spend 15-20hrs/wk (avg) working outside my contract hours is that I teach 3 preps (different classes, not just different levels), one of which is AP. 3 preps requires far more preparation time (planning as well as physical set up/cleanup of activity materials) than someone who teaches 1-2, and the level (high school honors & AP) requires far more grading time than other levels due to the amount of writing involved at that level. Yet I have the same amount of prep time in contract hours and the same pay as someone whose job requires far less non-instructional time (e.g. a middle school teacher with one prep, whose students write paragraphs not papers). Recognition of this discrepancy either through increased pay or increased planning time would go a long way towards improving my satisfaction. Equitable pay is only equitable if equal work is being done.

• I would like to see the county offer PD for PALS, ACAMB, SNAP, F&P reading levels, and other tools that are used at many grade levels throughout the county. A PD designed and presented by the county will give everyone the same training and the use of these tools will be standardized.

• Planning periods need to be reserved as much as possible for actual planning and grading, and less as convenient meeting times for other obligations. Out of five planning periods a week, it is very rare I get to use more than two for actual planning and grading. I have to put in a minimum of 15-20 hours of work a week outside of contract hours in part because so many planning periods are consumed by other obligations imposed on my time.

• It is overwhelming the number of non-teaching tasks and demands on educators today. It is impossible to do all that is required of us in the time we have each day. Students are our number one priority and as more administrative tasks are required of us, it takes away from classroom preparations and teacher-student interaction. I do feel that educators on the "front line" seem to be the last ones consulted when new policies and initiatives are introduced and budgets are trimmed. Most teachers would be able to share what kinds of things are necessary, and what areas could be eliminated to have a school and classroom run most efficiently.

• The student load in HS, about 150 for core teachers, is ridiculous. If you want people to assign valuable homework and give feedback, the student load and preps must be reduced. This is especially true in core departments where teachers typically have more students and papers than elective teachers. Let's go back to teaching 5 not 6. Two personal leave days that you have to explain to your supervisor - doesn't "personal" mean that? - are not enough. This encourages people to fake illness and imposes on secretaries and colleagues. If people are abusing the leave policy, address them directly. Don't tighten up on everyone for the errors of the few. We know funds are limited. If you can't raise salaries, at least consider making the working conditions less stressful - fewer students, fewer meetings, less PLC busy work. You could also save by not spending money on useless new initiatives and out of town conference expenses for downtown people while only giving $250 for teacher PD.
• My overall experience as an ACPS teacher is very positive. My primary frustration are the hours I put in outside of work. On average, I put in 3 hours of work outside of the school day (7:30-5:00) and approx. 5-6 hours every weekend. I teach three classes in two departments and there is simply not enough time in the day to accomplish what has been asked of me. I love what I do but feel completely stretched with my responsibilities. I have little time for anything other than work.
  o We have too many preps -- it's so hard to be ready for every class every day. 2. I sometimes do not feel that my particular student group has a voice at the school. 3. Many student issues at our school are related to anxiety and mental health -- not academics; we are understaffed in the area of mental health support, and teachers are inadequately trained to properly help students with these issues. This is enormously stressful for teachers.
• Fun and relaxed work atmosphere - let's not take ourselves too seriously! Also, an administration that listens and helps and is quick to praise, slow to criticize.
• I feel that I need to remove cell phones from students and I don't think that would be supported by my administration and all the other teachers imply that I am correct in thinking that.
• I teach at the high school level and my biggest frustration as a teacher is that student accountability for behavior is non-existent. There seems to be inadequate or no consequences to disrespectful behaviors. I know the administrators are overwhelmed at times with discipline referrals, so much so that often times they are not dealt with for days. I know many teachers don't bother addressing bad behaviors because we don't feel as though we will be supported when students disregard us, lie to us, or get disrespectful toward us for trying to redirect them.
• I am highly disappointed with both the central office staff and the School Board. They still do not seem to understand how dire the situation is in ACPS, both for our overworked teachers and our highly stressed students. Their job should be to make sense of the initiatives and find cohesive ways of leading our schools to accomplish the monumental task of educating our students in the 21st century. Instead, like fish, they constantly seem drawn to whatever the newest 'shiny' thing is in education. The expectations for teachers and the time given to us to accomplish them are completely at odds. We simply do not have the time or energy to do what is expected of us in anything more than a superficial way. Then, beyond that, to make us have to beg the School Board to give us raises each year is demeaning and demoralizing. I don't usually come begging for a raise, not because I don't need it, but because I don't HAVE TIME.
• Many of the county wide meetings are senseless. Better organization between feeder patterns would be time better spent.
I honestly do enjoy working with my students. They teach me a lot about myself as a person and educator. I do wish, however, that our salary/compensation reflected the time and energy we put into our students. We are forced to be burdened with so many unnecessary tasks because accountability is not taken in the correct areas and our hands are tied. Our motto is "all means all." This not only includes students and parents-- this includes teachers. We deserve the right to have a healthy classroom environment, but this not often accomplished because students get sent back to class after 15 min of being isolated. Being isolated doesn't fix the problem, it delays the problem. When students are aware that they will not be punished or reprimanded for their actions, they will continue to cause trouble during class which will disrupt all student learning. It's our job to educate students for the future, but we can't do that without parental support and disciplinary reinforcements that work.

Student discipline is a big problem. The message that teachers are powerless is widespread and consequences are mild if given. Disruptive and disrespectful behaviors are rampant as a result.

I am burned out by all the add-ons such as Developmental Design that are dumped on teachers with inadequate resources and poor rationale or justification. Too many hours beyond contract hours as planning and lunch are eaten up with useless meetings and duties.

Student misbehavior is not being adequately addressed. There are essentially no consequences for poor behavior. Students recognize that I have few disciplinary options and blatant misbehavior is on the rise. Contacting parents is something I do regularly, but this is not enough in many instances.

As a teacher with many years of experience and being at the top of the salary scale, I would like to see those at the top of the scale get the same percentage increase as everyone else.

Being asked to do more and more duties outside of my assigned job. Running clubs or other activities that take an excessive amount of time for a very small stipend amount. Lots of required hours after school or evenings.

There is a rampant lack of support across the whole county that contributes to the general lack of satisfaction across the county. Central office does not support the administration, which in turn does not support the teaching staff, which in turn is unable to adequately support the students.

It is difficult to get a thorough response regarding my license requirements from HR. I am very unhappy with how part-time employees are treated in this district. It makes no sense to me why each school's part-time employees are based on their principal's decisions. It should be a district-wide policy and it should be clearly defined for all to see. Maybe because there are no unions here. The previous schools I worked at (with unions) had clear definitions about part-time employees (i.e. school extra duties). I happen to work for an amazing principal who supports part-time employees but I would feel very unfairly treated if I were somewhere else and I worked the same amount of time in classroom and extra duties but wasn't compensated as such. Part-time employees should also know first if there is a full-time opening in the district. Please do a better job of supporting part-time employees or you will continue to lose them to other districts which is happening now. Thank you.
There has been little to no support from administration in dealing with chronic tardies and absences, yet the teacher is continually asked what is being done to get a student to pass. Students cannot pass if they are not present. Also, students are continually passed on to the next grade or graduation without actually doing the work. Students catch on to this and give less and less effort with each passing year. Students need to be held accountable. It burns a teacher out to extend deadlines, set up extra study sessions, follow up with parents, etc. and then have a counselor come tell him that he has to find a way to pass the student even though the student has not held up any part of the bargain. When the power of the teacher is undermined by no enforcement of consequence for student action, teachers want to throw in the towel.

Teachers who have been in the school district for a number of years, need to have a new compensation model. As the number of years one teaches in Albemarle County increases, the pay structure decreases and becomes much less reasonable. You need to support the teachers who have build an incredible education foundation and work tirelessly to help our students succeed every single day.

salary step scale ends at level 30, but a lot of the extra work load falls on the veteran teachers, and then the bonus is just consumed in the regular paycheck so that taxes eat it up...

Not enough recognition for those of us that are not in tight with downtown. Many of us are doing great work but if it is not related to maker space then we get over looked.

I do all grading of papers outside of contract time on my own personal time. A few categories that were missing from the first question were: - meetings - PLC with teammates - finding and vetting resources. During our planning time with teammates we also analyze student data as a part of our planning time.

The trend over the past decade has been to give teachers more responsibility, but no commensurate adjustment in increased pay.

In the development of a new SPED program at a school, there is often a lack of resources to teach, which means that everything has to be made up and developed by the teacher. Resources and materials would be nice.

The whole technology thing is challenging. They have a 1:1 student: computer initiative, but the quality of computers is such that they need frequent repair. There are not enough loaner computers or chargers when repair is needed, so students are too frequently out of computers. This impacts instruction as well as learning.

I complete all of my grading on my own personal time. I also spend many hours of my personal continuing to plan and research. I noticed that there was not a category for PLC time. Our team PLCs twice a week, and we do use some of that time for planning instruction, but we use a big chunk of that time to analyze student data and assessments.

Some items may not have been included like meetings and PLC time. Planning time requires analyzing data. Grading is completely done at home on my time.

To me the number one issue is that of teacher workload. I can't believe it wasn't one of the choices! Class size is no proxy for that. Our teachers are capable of changing instruction to focus on critical thinking, but the existing workload is an impediment. International comparisons show that American teachers are more burdened than others.
• Insane workload impacts quality of instruction. Why are we required to work extra hours, but can not ever arrange to take a few minutes off one afternoon or morning if we arrange coverage? We are at will when we work over and hourly when we need 10 min off.

• Students should take a maximum of 3 or 4 AP / dual enrollment courses. Their stress becomes our stress because we CARE! Teachers should have a maximum of 2 preps, 3 if absolutely necessary to make them full time, but no more! Teachers should only teach 5 classes! Students should only be allowed to take the number of credits needed to graduate. Their schedules should include a productive study hall each semester.

• Communication between admin and leaders in this building is lacking. Information seems to slowly trickle down or be hinted at, as opposed to a straightforward conversation stating "this is what we need to see" or "this is what you must do." Policies are inconsistent from the top down: cell phones, dress code (or lack thereof), etc. Choice and comfort is great, but students still need to be aware they are still in an academic setting. In order to prepare students for the real world, being aware of your surroundings and dressing/behaving accordingly is very important.

• Improving the number of windows and natural light in our schools would help make every school day more positive. Beige cinder blocks and fluorescent lights make the school a more depressing place.

• Honoring our work days is critical. I spend hours on report cards and planning with my colleagues for instruction on these work days. When you take away our work days at the end of the quarters, it shows us that you do not care about our time and commitment to communicating with parents and having time to collaborate with colleagues. They should be sacred. A work day provides MUCH MORE BENEFIT than the professional development days this county offers. True professional development needs to come from within the teams, and we need the TIME to actually plan and implement new ideas. Please keep our work days sacred, and do not use them as snow make up days. Also, looking at how Professional Development is done is extremely important. I have not found the professional development days to be of use. I would much prefer work days, and then have the county supplement or pay for the professional development course that I select which are the most relevant to my teaching position.

• Not having more room for feedback for new changes, initiatives, etc. A good example is the very small sampling of people involved in 2022 at each building. Poor communication from COB continues to be a great source of frustration; on many occasions I have reached out to people working in COB for assistance or information and wait several days to get a response, and most of the time I have to reach out more than once, and even then I could write a book about the number of times I get no response. Given the issues related to compensation (and knowing there would be several complaints about me if I did not respond to a parent in a timely manner) there is no excuse for this.

• I literally work 60-70 hours a week teaching and coaching, 3 seasons a year. When I take off time to be at a sporting event that I coach, it is counted as personal leave. At the high school they put it down as professional leave. This needs to be uniform across the county. I think I am paid fairly as a teacher, but as a coach, I would make more per hour working at McDonalds. : ( 
In reference to the first question - I was not sure how to best answer. The majority of my day is spent working with and/or observing students so almost all of the instructional planning, PD, communication with colleagues/parents takes place outside of my contract hours. My during school planning time is usually taken up by a meeting or consultation.

I chose teaching as a profession because I love my subject matter and like to help others understand things. It is fun working with kids and teaching ensures that you continue to learn throughout life. I have been teaching for about 10 years but feel overwhelmed by the amount of work. Teaching 6 classes a year instead of 5 like other counties in Virginia and needing to take on additional responsibilities which I feel should not rest on the teacher (i.e. managing attendance beyond taking roll at the beginning of class) as well as the exhaustive TPA process detract from time which could be spent on developing and improving lessons and working on strategies to work more effectively with students.

Correlation between job satisfaction and length of time teaching in ACPS -- may give some interesting data 2. Ways that we are supported at school -- principal/asst. principal, office support staff, paraprofessional staff (classroom/student aides), colleagues/PLC, instructional coaches, outside resources (TDT, Region Ten, Elk Hill) -- these resources are vital to ensuring that all students receive the education they deserve -- these resources also contribute to educators' job satisfaction and ability to be successful in our job.

We are asked to take on more responsibilities every year and see little to no increase in compensation. This does not happen in any other profession. We have also extended our day by 5 minutes and it doesn't appear that we will have any additional snow days. We should get the day back on March 31st and a day at the end of the year. Teachers are overworked and under-compensated for all that they do. If this is your profession it is because you strive to make the lives and education of your students better. At times, it feels as if your own family takes the hit for all of the time and effort you have to put in outside of the classroom to be a successful teacher.

There are hundreds of great approaches to educating children. They cannot all be implemented simultaneously and harmoniously. I fear that we attempt to do just that. We get excited about a new way of approaching something and off to the races we go, without reflecting on how that new approach will affect the good things we are already doing. New things are always being added to our plates, but rarely does something get removed. This leads to confusion and exhaustion.

The lack of "teeth" in many of the school policies that would allow students practice at people skills and work skills has caused a severe decrease in the respect of students toward adults in the building. In addition, as teachers our hands are tied. The county attorney must consider the impact of being scared to enforce a dress code. Students know that they can dress any way they want and nobody will do anything about it. The lack of a cell phone rule (discretion of the teacher) causes students to feel entitled to use their phones for videos or texting during classtime. Both of these are merely small examples of students having "license" to do what they want without respect to other students who are struggling to learn in a discordant environment. Teachers are held accountable for student behavior more than the students are. New ideas are not welcomed from teachers. Parents' convenience is considered before student negative behavior. No rules=chaos=disrespect=lack of learning.
• I feel that most people are indifferent as to the quality of the work I do in my class. I could easily do less and I feel that no one would notice or care. Quality does not seem to matter as much as simply keeping the parents pacified and the phones silent.

• I love my students and my subject area. I do what I do day in and day out because I am a teacher by calling, not just profession. I freely give of my time, emotion, spirit, and knowledge because I am dedicated to helping our young people become well-educated, mature, independent thinkers who will shape our tomorrows. Fortunately, most teachers find our satisfaction within our classrooms and within our own souls. Most of us are not in it for the money or the fame; we're in it for the kids who we deeply love. And it is because we are doing some of the most important work on the planet that we should be recognized and, may, thanked. Yes, we'll keep doing what we do because it's not all about us -- it's about our kids and about the world that we are shaping. But that doesn't excuse the way we are being treated - It doesn't mean we don't deserve to be fairly compensated for ALL the work we do. It doesn't mean things shouldn't change.

• I like living in and working for a district that provides me with a job I love and a quality education for my son with special needs.

• I am a language teacher and currently teach six preps with no textbook, online resources, etc. for four of those preps. I am spending incredible amounts of time outside of contract hours just to get my classes taught, much less grade or engage with students outside of class. I think we get paid too little, but I would be less upset about the pay if I really only worked during contract hours. It is the combination of working hours of "overtime" and incredibly low pay that makes the job feel overwhelming.

• The TPA process is cumbersome, confusing, inconsistent, and steals time and energy from the students.

• It can be frustrating to be told that the school division is great and that we are wonderful, but not to see any increase in compensation. Also, the workload is steadily increasing. Technology is wonderful, but in many ways it has increased our workload because we are expected to use it creatively, which means constantly learning new applications and programs. Although these are interesting and worthwhile, we are not been given extra time. In addition, I find that the curriculum (VA SOLs) is too strenuous and knowledge-based (especially in Social Studies), at times not developmentally appropriate (5th grade Science), which stresses students and teachers. I feel that we rush through everything. Students don't have time to really delve deeply into a subject and actually master it. Excessive testing adds to the overall stress.

• Years back we had 20 extra minutes added to the school year with the understanding that we would never make up any snow days. This equates 8 extra days that we are working without extra compensation for this extra time. This year we have again added 5 minutes to the school day with at first the understanding...again...that we would never make up any snow days. Now we are told that we have to make up the first two. This equates to 2 more extra days that we are working without extra compensation for this extra time. So, we sign a contract for 180 instructional days + 20 extra days when we are actually working 190 instructional days + 20 extra days. So should the county not reimburse us for those extra 10 days beyond the contract time?
• School climate---feeling like students break all sorts of rules and are disrespectful to teachers, late to classes and there is little being done to change this as a school.

• The increasing demands placed on teachers (time and stress) which diminish the quality and effectiveness of teacher performance was not addressed. Nor was the lowering of expectations on what is expected of students in terms of behavior and academic performance. School policies on cell phone, music, dress, academic rigor, and even attendance enable students to do significant harm to their educational experience while teachers find it increasingly difficult to build trust and respect.

• Discipline is a serious issue at my school. It is difficult to feel respected by your supervisor when disruptive students are expected to stay in the classroom.

• I am not valued nor listened to as a professional. Stop spending all of your time touting about the amazing things that are "working" and take the time to fix them.

• The change from 7 to 8 classes for students and 5 to 6 classes for teachers has had a harmful effect on students and teachers alike. The loss of the 8th period for students and teachers to consistently meet together outside class has severely hindered teachers from assisting students who most need the extra help but will not come in any other time. More opportunities do not always translate into progress, and that truth has become quite evident as students and teachers alike groan under the stressful added workload. Students and teachers need more time in order to truly do and give their best, and they are not being afforded this time during the school day, either individually or with one another. Another byproduct of this stress and lack of time is low teacher and student morale and a decreased interest in learning, as well as low energy levels and a significant increase in discouragement on both sides. These developments are disturbing and need to be addressed.

• I am exhausted and overwhelmed. My job requires me to be "on" all day, and when I get home I am depleted. There is not enough support at my school for the needs of our students, and teachers are bearing the brunt of this lacking support. Teachers are taking on counseling lessons and counselor roles for students because there isn't enough support. While my own children are taken care of, it's all I can do to read them a story at night. I care deeply about our students, and feel drawn to support them with all I have, but then feel guilty because I can't be the mother I want to be to my own children. I don't have time or energy to process ways to be more healthy and eat right - much less have the energy at the end of the day to exercise. I love working with my students and their families, and I love being surrounded by peers that are also passionate about our work - it is a supreme responsibility, but more and more I am realizing the cost and finding it much.

• I usually spend up to 3 hours a day extra trying to just keep up with the work load. We have so much that is expected of us and we never have the time to fully implement something before something new is added. I am spending the extra hours each day (before & after contract hours) just doing what I need to do to be prepared for the next day. One non encumbered teacher work day each month would be extremely helpful in trying to balance the expectations and allow teachers to feel they are making a dent in planning, emailing, discussions with colleagues, other expectations that are necessary for us to do our job effectively. Teacher morale and burnout is evident throughout the division because of the lack of compensation and time needed to do our job.

• Make up days unclear about the additional minutes to the day and having one of our make up days be one of our much needed Green Work Days...
I would like to see more teachers hired so our classes sizes would be reduced. I teach PE and Health classes and my largest class is 36 students. Usually additional teachers are for core classes and our classes continue to grow. The stress level continues to rise each year. I also feel that reoccurring student discipline issues are affecting the class learning environment for the other students.

I enjoy where I work, and the students and community are great. However, I have not had a raise since starting in Albemarle County 6 years ago. The small increases we have received have been taken with health care costs and VRS contributions. Of course, teachers are not in it for the money, but the amount of work I do outside of my regular hours, combined with the feeling that we are not appreciated for what we do is disheartening. Because I have not spent my entire career in Virginia, I am an experienced, successful teacher that earns far less than teachers around me with the same experience. Also, because of the way state pension programs are structured, I have to work into my late 60s (10+ years past those who spent their careers in VA) to receive a payout that I can live on. Therefore, lack of compensation definitely is part of my job satisfaction equation.

I would like to see more opportunities for larger PD. PD opportunities that would give you substantial points towards re-certification versus the 1-2 point programs currently offered. I also think it would be nice if the county as a whole would stand up to the parents who harass and bully teachers through vicious e-mails and notes about the way their child is being graded. We would never go to their place of business and tell them that the way they were performing their job was wrong and then tell them here is how it should be done, yet it is ok for them to come into our classroom and tell us we are doing it wrong. Demanding that work be faxed to their place of business immediately so they can look at how it was scored.

I am currently a department head, the chair for SBIT, the chair for Transition, and I teach 4 of 6 classes. I haven’t planned with my collab partner in MONTHS because we have to run SBIT meetings when we’re not teaching. I do not have protected lunch- we are averaging 4 SBIT meetings at lunch every week (the other day is my dept meeting.) All of this is taking its toll on my health and well-being. Also, it took about 7 months to get my teacher computer back after the screen broke (student broke it). During this time, I had a loaner but I couldn’t print anywhere and was told never to use google chrome because there was malware on the loaner. The technology that is meaningful to me and my students, like Snap and Read (text to speech) and Google Read and Write (speech to text) run off Chrome. I was supposed to present at a faculty meeting but couldn’t because of technology issues. I also had to get colleagues to print for me for 7 months. I am unhappy, overworked and underpaid.

Preparing engaging lessons for my students, seeing students learning new things, and building a strong relationship with each individual are the best parts of being a teacher. Extra professional development during the summer and school year (outside of contract hours), data collection, mountains of paperwork, and the worries and anxiety over my kiddos sometimes make this profession a difficulty one to be in.
I just feel overworked. I work with high needs students. Many cannot get the help they need just in class and CHAT. I stay after school 2-3 days a week to offer help. Furthermore, there seems to be a substitute shortage. Teachers are called on their planning period to cover. Although I want to help out your co-workers, I feel strapped because I have so much to do during planning and I meet with a PLC every other day.

I appreciate that ACPS is asking about satisfaction and compensation. I think there is more to be done to make ACPS competitive in this area- thanks!

I feel like if we treated our students the way that we are treated by administration, we would be severely reprimanded. I don't think my principal or asst. principal has any idea about what happens in my classroom. The amount of work that I do has increased, the expectations have increased, and yet my salary has actually decreased. The School Board has NEVER acknowledged that they increased our work loads by 20%. Honestly, I’d give up a raise if I could go back to teaching 5 classes. I’m lucky in that I have a very reasonable mortgage and don’t have student loans, but there are still many months where I am living paycheck to paycheck. This shouldn’t be the case for a 15+ year veteran teacher.

I truly enjoy working as an ACPS teacher, but Albemarle County is an expensive place to live!

Our short 30 minute lunch time was decreased by 5 minutes last year. Within my short 25 minute lunch, I am to check my mailbox and respond to any material such as mail for the kids to be placed in their mailboxes or magazines to purchase classroom supplies which is my responsibility. I am to check my e-mail for any schedule changes and reply to e-mails from the day. Many times it is to trash unwanted solicitors for educational material. This is also my only bathroom time on Fridays. This is if I don't have a social issue to help with due to limited guidance this year. And if I have a minute or two, I try to get something to eat. We have one small microwave in our teacher’s lounge and if another is using it, I must wait, which is more time from the already short and packed lunch. Some days I don’t eat lunch then when I get home I eat everything in sight while preparing dinner because I am so hungry and this behavior has led to being overweight! McDonald’s employees get 30 duty free min

Professional Development Opportunities do not reflect the respective needs of all teachers in the division. As a special educator, the opportunities that are available to us are typically offered in the after school hours during the school year. There has not been an opportunity to access PD on PD days. We are not given PD credit/or comp days against those days that are offered to others with meaningful learning opportunities. A week long conference have to hold weekly meetings with my TA’s. I attend monthly meetings with other teachers who share my job description. I used to have annual IEP meetings, that have now turned into quarterly meetings (all non contract) and then in addition have to plan for instruction. We talk about equity in education, perhaps but there is no effort to provide equity (rather than equal plus) to non traditional teachers. A week long conference in the summer was not considered valuable enough to count as PD, which I had to do in addition to my effort

Counseling staff, School Nurses, School Resource Officers, and support services for students- How can these services be implemented into every school building on a full-time basis?
• compensation of Substitute teachers must be addressed. There is a shortage of subs in the county.
• I love working in Albemarle and my school. I love teaching. Overall, I think that teachers are paid fairly if we didn't have so much work to do outside of school time. With the hours that I (we) put in each night and on the weekends, I feel that something needs to change. My preference is not more money. I'd prefer for my nights and weekends to be my own. In a perfect world, there would be two teachers (or a lead and an intern) in each classroom. We are expected to find our own materials, create our own assessments, analyze data (on an almost daily basis), differentiate for levels that vary widely (beyond the confines of our grade even), and be accessible and communicative with parents. I am not opposed to any of this as I think all of these roles are correct and appropriate. It's just really too much for one person (even with the help of a PLC). Richmond City/VCU has a pilot program that eases the teacher load and gives teacher candidates on the job experience. RTR program -genius!
• I think that there is an overemphasis on technology, in more than one way. I think too much money is spent on it, but I recognize the mindset that leads so many to believe it’s the only way of being successful in the future, although I disagree with that belief system because I don't define success in strictly monetary terms, personally speaking. I also do not believe it is the best way for children to learn some of the most important things in life - connection to others, connection to nature and the earth, connection to ourselves. We make these things lesser priorities, at our own peril. I don’t believe the ACPS system values educators who hold my position regarding technology - I feel we are effectively dismissed as old-fashioned, at the very least, as if our contributions matter less.
• I think core, Math, English, Science, Social Studies teachers who take work home to grade and plan should be compensated for that time.
• I feel I have support from the two AP’s with whom I work most closely with respect to my student population. I do not feel adequate attention is given to hiring and staffing for my department collaborative teachers who are interested or have the inclination to be full teaching partners- and that students suffer and I am 'down-graded' for lower student performance. My morale is LOW- no matter how hard I work or what I try, when my students do not meet the 'magical 100% SOL pass rate', I am judged to be inadequate as a teacher, regardless of students' effort, previous academic preparation or acquired skills, and attendance. My colleagues, however, are amazing!
• So much stuff that is introduced-then the following year it changes. I am so sick and tired of acronyms.
• This job is incredibly stressful because of the 8 period schedule. We can see a correlation between the inception of this schedule and a rise in teacher absenteeism, teacher turnover, and general job dissatisfaction.
• Snow make up days and the 5 minutes added to the day. If we have a lot of bank time and only use two snow days why do we need to make up the day before spring break? The 5 minutes adds two working days to the calendar. I feel we should have the two days back.
• I like working here but recognize the monetary sacrifice I make in order to do so. I do not know how long I will continue to make this choice.
I would like to know some of the details into why certain discipline actions are taken or not taken. There are times when discipline actions seem to be not matching what I think that it should be and not knowing why. This can be frustrating to a teacher.

I am an Instructional Coach, so my responses may seem skewed when compared to a Classroom Teacher.

Non-homeroom classroom teachers in elementary schools do not have report cards, parent-teacher conferences, data entry, quarterly review data, etc. that takes up a lot of time out of contract time. This inequality is felt by many classroom teachers with homeroom students.

I think that discipline in my school ([High School]) is entirely too lax. Students metaphorically get away with murder here and nothing is done about it. I have voiced this opinion to administration before but nothing has changed. I feel like administration does not care about disciplining students. so why should I put forth the effort?

I understand that each school should be run independently, but there are certain things that are "principal discretion" that shouldn't be, like personal days. some schools such as mine has poor morale because decisions that are made and it is so much more lenient at other schools.

I KNOW that ACPS teachers are experts in their fields and design instruction to meet student needs. I feel that other things besides pay are also factors in low morale and overwhelming feelings of frustration, including need for additional staffing (regular ed, SPED, ELL & TAs in elementary), acknowledgement of TIME for teachers within the school day to plan with ALL collaborating partners to maximize student instructional time, TIME for teachers to digest and think about students and to develop and follow-up completely on intervention plans to address specific student needs. These are just a couple of things that my colleagues and I wish for in order to see the results of our expert plans come to fruition. Teachers just want to be able to make a difference. They have the knowledge skills. They need the time to process and act thoroughly to help each child in their sphere of influence!

I have so much grading that there are times I've had to take a personal day to get everything done, even with working extra hours. This leaves very little work-home life balance, and keeps me in a constant state of stress.

Money from CO to support students has decreased over the last 8 years to less than half of what it was.

I am insulted by the changes in healthcare that do not allow me to keep my husband on my insurance. I spent numerous hours documenting his eligibility last year, at which point he became eligible through his employer. We then spent hours getting his information together and entered for insurance there. A couple months later, he was offered better employment, which did not offer insurance, so we had to again complete paperwork to add him to mine. His eligibility was questioned and I spent hours submitting proof that he is my husband. It wasn't enough. In order to get a mortgage approval, he needed a job that paid salary, so he returned to his previous employer-Through which he can get insurance... So I wasted time documenting it. If he changes jobs again, we will go through it all again. We are simply trying to afford the cost of living in this area, and can't seem to do that.
• I am dissatisfied with the lack of accountability for subpar teachers and teacher assistants. I am also dissatisfied with the lack of appropriate programming (e.g., teaching functional life and work skills) for the sizable population of what people refer to as "slow learners." These are students with low IQ, (too low to have a learning disability), but not low enough to be found to have an intellectual disability. These students have the potential to be employable someday, but are SOL tracked and are in over their heads in regular SOL classes. There needs to be programming that will meet the needs of these students. ACPS is missing the boat here, and many students are suffering as a result. The frustration I face as an educator watching this happen time after time, with teachers getting frustrated with these students, is exhausting. I have also had to work with hostile co-workers, and even when I approached them and my supervisor about the issues, nothing was done to remove them.

• Teachers are underpaid. Our profession pays much less than other professions that requires a high level of education (BA, MA, etc.).

• There is no specific professional development for specialized areas so new staff has to learn on their own how to do things like gradebook, powerschool, EasyIEP, time sheets, etc...Shared assessments across the county would be extremely beneficial. It would allow teachers the time to create more engaging, hands on lessons. It does not make sense to create an assessment on the water cycle when my colleague down the road just did the same thing.

• I think Salary and school sizes are the most important aspects. I can't have a second job, because of all the extra hours I employ preparing for my students. I do need that extra income, but my students are my priority after my family, and I wouldn't be accomplishing or working for excellence if I didn't put as many hours as I do in my job. I admire the teachers that have 1, 2, even 3 jobs...I honestly don't know how they do it, and is really disheartening to witness how stressed they are and how many sacrifices they have to make.

• I feel valued as a member of an educational team that has a primary goal - helping students learn and grow. I have noticed that our administration values contributions from my own expertise and offers effective feedback.

• Though I have not been in this county as long as some have been, I feel that the compensation given to teachers reflects a duel message. In our county we emphasize that we give opportunities to all our students to be pushed to excel. And our students do. But, in order to allow for our students to grow to such heights we are asking our teachers to constantly grow, constantly challenge themselves, and often we ask them to take above and beyond measures to ensure that students are given every possible opportunity to succeed. While this is the message that we advertise as a county, it is clear that the way that teachers are spoken about and treated through official policy behind closed doors is contrary to the message that we advertise publicly. While I believe that my own administrator has the interest of all teachers and students in heart, I cannot say that I feel that the county feels the same way. There is a two sidedness that I see which saddens me greatly.

• We do not have enough counselors to help with the high-needs of our students! We are overcrowded!
This is personal and I don't have a problem mentioning who I am in this survey. I teach [elective at a High School] and really would like to know if the school is interested in possibly redesigning the technology in the room to make for a better fit, etc. I have had a frustrating year in that regard. I don't want anyone to think I am personally frustrated, as I really love my job....just setting up a situation that is better for our students would be nice. I am certainly aware that there is an expense to this. Since the board changed its policy not allowing students to spend over $70, it has drastically changed the alternative projects we can pursue. I certainly thought we were in a better place when students provided their own supplies (or money for their own supplies). Point being - I think if we are going to have that many restrictions with 6-7 year old desktop computers, we need to rethink what the county spends on the program to continue its high level of success.

RELATED TO THE 1ST QUESTION IN THE SURVEY about a percentage breakdown of time spent not with students: I wrote 30% in the "Other" category. This "other" is always spent on pointless meetings and non-instructional tasks, literally weekly, such as creating "data" for someone to shove in a drawer somewhere (EX: TPA, smart goals, dial sheets, etc), or meeting to discuss issues that are not truly up for discussion, and aren't relevant to the instructional or content-related discussions that SHOULD be happening but are not. FLUFF THAT WASTES OUR VALUABLE TIME.

The most important thing to me in the school system is my relationship with the students.

We are too focused on subgroups. We hear the phrase "all means all"...which is great. However, all doesn't mean all when our focus on subgroups trumps other categories that need help. From first hand experience, I have heard quotes like, "Honors kids are fine...just give them a book, put them in the corner and they will do fine". From first hand experience, I have had a child who needed remediation on an SOL and she was overlooked because she wasn't in a subgroup.

Although I do not do additional work technically to supplement my income. I do rely on the income of my spouse as well. If I were to be alone, I would need to supplement my income.

I feel that as a Physical Education Teacher we have been marginalized as educators. We have been told over an over we are as important as the core classes but not shown this by the central office.

I would like to have more individual planning time.

N/A

The PD I need to do my job well is not offered by ACPS. I have to do that during my family time. Grading papers: yep, family time takes another hit. Creating assessments? Family time. A lot of planning? You guessed it -family time. What do we do during planning? Meet with colleagues, parents, and the team. Not nearly enough time to do what is needed to provide the best experience for our students. I am willing to work hard to do my job well, but that is balanced on the back of my family. At home, I have 3 ACPS students (who are GOOD students) who swear they will NEVER teach, because they see what a teacher’s life is. This is sad, because they would be good at it. For ACPS to really be considered a world class school system, teachers need to be treated with a greater degree of professionalism. We need useful PD, more planning, and resources appropriate to our positions. Our students -- and our families -- deserve this.
• Because I do not live in Albemarle County, I currently have to pay tuition for my son to attend the school I work in. Because so much of my family time goes into my job without pay, it is frustrating knowing I still have to pay a large amount back to my place of employment. I work extra unpaid hours, but still have to pay even more.

• We are such a large division that everyone is shouting to be noticed and to be recognized for promotion and recognition. I don't feel that our teacher evaluation process is a true picture of the work we do in our classrooms with the students we teach. Quiet teachers are doing amazing work that goes unnoticed amid the noise.

• I really enjoy teaching as a career, I love my students, and I feel like I am doing what I have been called to do. Weekly, however, I think of leaving the profession as my husband and I often worry about finances, are forced to work extra jobs in order to earn more money, and already work many hours beyond our contract hours. It is devastating to think of leaving a job I love in order to provide a better financial future for my family.

• The most difficult part is that as an elementary teacher we teach all of the subjects. This means we have to be on the top of our game in math, content and literacy. In each of those domains there are an infinite number of opportunities to better meet the needs of our students. However, we are left with only 24 hours in a day. This means I often have to eliminate one thing I am able to do in order to fit in another. Since we have so much to balance, having a second teacher/TA with us throughout the day would alleviate a great deal of this balancing act. Thank you for the opportunity to express this.

• The most precious thing to me beyond relationships is simply time. I'm a veteran teacher, but I often feel overwhelmed by new initiatives and requirements that take up so much time and detract from my teaching and time to spend with individual students especially. I have always believed that I have a calling to be a teacher -- I love what I do and do what I love most days. There's just too much of this job sometimes, and we're pulled in so many directions. We're working so much harder and more is being asked without taking something away in return. And we certainly feel like our compensation has lagged way behind the increases in our responsibilities.

• The sudden change in health insurance compensation for spouses amounted to a pay cut of over $10,000 for me and my family. I felt betrayed.

• Division wise, we have very little input in direction, policy and planning. Teacher Advisory has become an information Sharing Group rather than an actual source of feedback for division. I feel there are too many mid level manager type positions(Coaches, lead coaches, division supervisors, coordinators) all of which affect policy yet very few of which work directly with students or even in a building. There is a gap between decision makers and those affected.

• I am uncertain what this survey covers in several areas, or what conclusions you will attempt to draw from it. Therefore it is difficult to answer this question. I can say that I love teaching, but I do not think the county values its teachers by putting money into them as they should. Pay does not motivate, but lack of adequate increases does lead to dissatisfaction, feeling of a general lack of respect, and unrest.

• Autonomy, support, supplies and respect are the best where I teach.
• My role in the county is not as a teacher, but as an instructional coach. I'm scoring with the mindset of a generalization of all of the schools I'm assigned.

• Administrators cannot continue to push down policy requirements to the instructional staff out in the schools. Care for the younger population of our County needs to be a priority. Pre-school supports and childcare provisions for all employees of the County should be a focus for the future. It will support the County constituents, their families, their pocketbooks, and the well-being of the County. Also, there is a great 'push' to increase the technology demands in our educational culture. Although this plays well for "future preparedness, this cannot take priority over children and parents and families. No computer can empathize with the needs of a student or a parent. Consideration of a smaller proportion of funds to be given to computer technology might be a thoughtful enterprise.

• I spend an inordinate amount of time outside of school with kids. Often entire weekends. I am unable to pick up a second job if I wanted one because of my after school and weekend school-related commitments.

• Teachers who take on multiple roles (band and choir, gifted, art, CTE, drama) have above and beyond time expectations (Saturday band/choir performances, academic competitions, etc) that they are not adequately compensated for -- and in fact, are sometimes asked by administrators or central office staff why their school is not participating in additional extracurriculars beyond school hours. Additionally, some extracurriculars require technological knowledge (broadcasting) that advisors are not trained on, nor does DART know how to properly support if there are problems -- so the teacher becomes the point person for all complaints. We understand that there are stipends for many of these activities, but when the time spent is actually divided into the stipend, it is a meager compensation for the above and beyond work teachers do for their students (WITH DIRECT STUDENT CONTACT) outside of school hours.

• Personal Days/Sick Days. We earn one day a month, we do not receive any pay out when we retire if we do not use all of our personal/sick days. Many administrators/office staff are very particular about the fact that you can only have 2 personal days, and the rest have to be used for sick leave. This is extremely frustrating, as we cannot make the rest of the world cater to our school calendar. Teachers are forced to lie about "being sick" in order to use their earned days. There should be NO differentiation between sick days and personal days, they are ALL our earned days. No other job makes their employees differentiate in this way and then mandate that they are only allowed 2 days off a year for personal use, and that sick days have to be used for sick leave only. It is ridiculous.

• I was incredibly disturbed by Kate Acuff's demoralizing comment regarding filling teaching positions. She essentially indicated that if I'm not happy, then I could easily be replaced. I work so hard to build relationships with all my kids, I spend countless hours developing relevant, innovative, authentic lessons, I participate in my school community, I push myself to constantly learn and try new strategies, and I endeavor to be the best teacher I can, even getting National Board certified. For Ms. Acuff to publicly indicate I'm expendable if I'm not happy with my level of compensation is infuriating. I am not lucky to have Albemarle County. Albemarle County is lucky to have ME!

• I wish it didn't cost employees to bring their children to Albemarle County Schools when the teacher lives in a surrounding county.
• I don't feel valued or respected as a teacher in the county. You don't provide any worthwhile PD, therefore your teachers have to attend conferences and classes in order to get recertification points. These conferences and classes are not cheap and of course are not offered close by so we also have to cover transportation and lodging. You don't provide very much to our retirement. The pay is too low, which will drive highly qualified teachers away.

• I love the students and parents that I serve and I feel very lucky to have an excellent and supportive administration. I love my job and look forward to coming to work everyday. I do take my work home with me every night and on the weekends as the week is never long enough to get everything I feel needs to be done in order to give my students the education they deserve. My classroom is very diverse and has great need and it requires more time and effort on my part to make sure I am reaching all of the children I serve. I feel a sense of community with my co-workers, the students in my school and their families. I live in the neighborhood and have past students who are now in middle and high school return to my classroom to visit. I think this sense of community is important for all parties involved. My students and their families know that they can rely on me through the years to continue to serve them and I have had multiple siblings come through my class at this point.

• Get rid of all the fluff in Central Office it's a breeding ground of do nothings. You only get to be there & do nothing if you came in 1986 w/ Andy Overstreet's Orange County Rush, or are a member of admin who had sexual affairs w/ their staff, or you are a home wrecker---once young teachers having affairs w/ their male administrators or even the old superintendent! You don't get there through hard work, you win the prize by screwing up

• I have found that my health is precarious and that I'm continually getting bronchitis, that brings me very low, with very low energy levels, which makes it tough to keep up with my students and especially with my own standards of what great teaching is. It is unfair that I have to worry about not having enough sick leave days, especially since I have worked literally hundreds of extra unpaid days -- and nights -- for Albemarle County kids in the past twenty or more years. I never held back where kids' needs or my school's needs were concerned. I've given my all, and more to achieve dozens of projects. Even so, now that I'm ill, I have to worry that I'm using too many sick leave days. I missed 14 days last year, due to three illnesses and it went on my TPA as a problem. No matter how hard I've attempted to be healthy this year, and to lower my number of absences, I've already had bronchitis two times and missed 10 days from school. Why do teachers have to worry about this?

• I love my students and my school, but I have no rights or job security as a part time teacher. I am overqualified for my position, but I chose this job so I could balance time at home with my young children and pursuing the satisfaction and joy that comes from teaching. Every year I am at risk of losing my job, and my ability to provide for my family because as a part time teacher all that matters is my FTE.