

Responses Overview Closed

Responses

212



Average Time

18:49



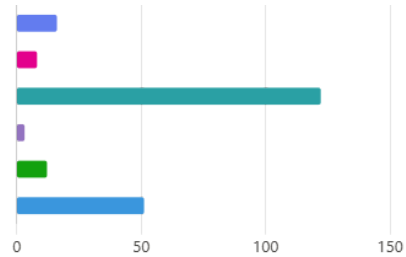
Duration

14 Days



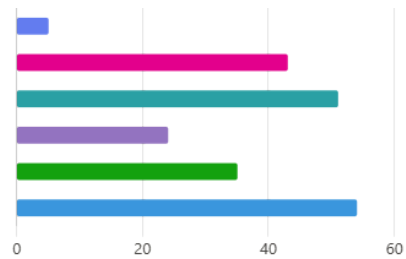
1. What is your current job classification?

● Bus Operator	16
● Bus Attendant	8
● Paraprofessional / Aide	122
● Custodian	3
● Food Service Worker	12
● Skilled Trade (Mechanic, Plant Operator, etc.)	51



2. How many years have you worked for the School Board of Highlands County?

● Less than 1 year	5
● 1-3 years	43
● 4-6 years	51
● 7-10 years	24
● 11-5 years	35
● 16+ years	54



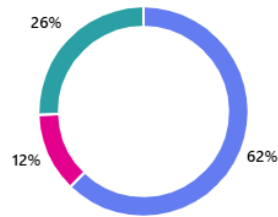
3. What is your employment status?

● Full-time (4+ hours/day, 20+ hours/week)	206
● Part-time	6



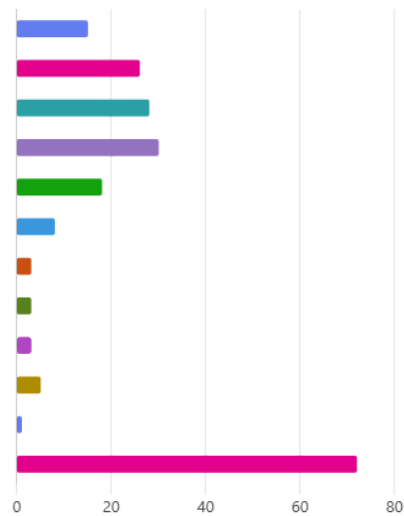
4. What is your contract length (work year)?

10-month (187 duty days + holidays)	132
11-month (210 duty days + holidays)	26
12-month (248 duty days + holidays)	54



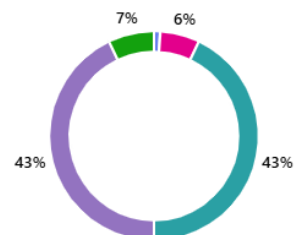
5. What is your current pay grade (refer to your pay stub, HR or review online: <https://www.prbsu.com/highlands-co-educ-supp-pros-assoc>)

Pay Grade 7	15
Pay Grade 8	26
Pay Grade 9	28
Pay Grade 10	30
Pay Grade 11	18
Pay Grade 12	8
Pay Grade 13	3
Pay Grade 14	3
Pay Grade 15	3
Pay Grade 16	5
Pay Grade 17	1
Not Sure	72



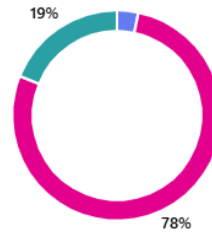
6. How satisfied are you with your current hourly wage? Current Wage Schedule ranges from \$15.83/hr to \$35.65/hr:

Very satisfied	2
Satisfied	13
Dissatisfied	91
Very dissatisfied	91
Neutral	15



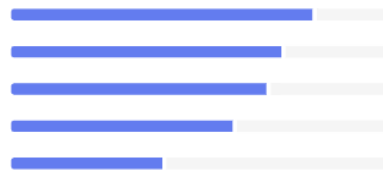
7. Do you feel your pay is fair compared to similar positions in other Florida school districts?

Yes	7
No	165
Not Sure	40



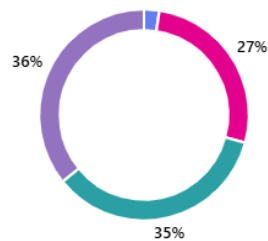
8. How important are the following wage improvements to you (Use the arrows to move the most important to the top and so on)

- Higher pay for experience employees (step increases)
- Cost of Living Adjustment (COLA) tied to inflation
- Across-the-board percentage wage increase
- Longevity pay or bonuses for years of service
- Higher starting wages to attract new employees



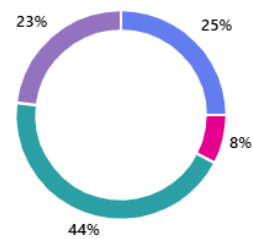
9. What percentage wage increase would you like to see in the next contract?

3% or less	5
4-5%	57
more than 5%	74
COLA adjustment (tied to inflation)	76



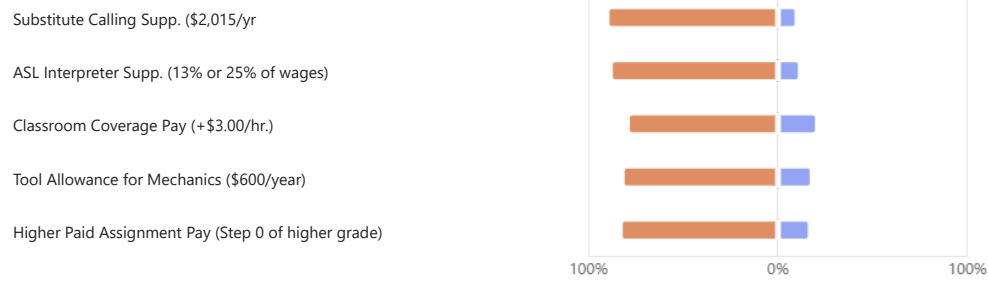
10. Should the district allow new employees to bring in more than 5 years of outside experience credit? (Currently limited to 5 years, or 10 in critical shortage areas)

Yes, increase to 10 years for everyone	53
Yes, increase to 10 years for critical shortage only (current)	16
No, keep at 5 years	94
Not sure	49



11. Are you aware of and have you received the following wage supplements/differentials?

● Aware of it? ● Have receive it?



12. Do you feel the current wage schedule provides adequate pay progression for long-term employees?



13. Should the district adjust the pay scale to better reflect cost of living in Highlands County?



14. What is your SINGLE MOST IMPORTANT wage or benefit issue for the next contract?

165

Responses

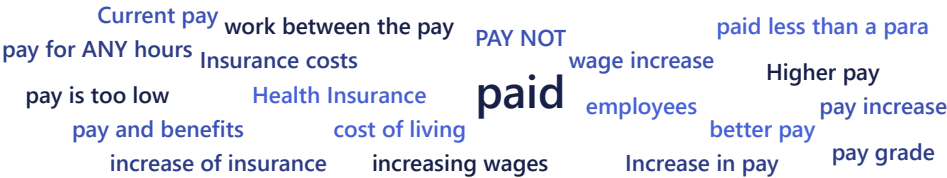
Latest Responses

"Life insurance"

"step increase no way to move higher pay 30 + years/ INSURANCE"

...

68 respondents (41%) answered paid for this question.



15. What benefits or compensation are MISSING from the current contract?

114

Responses

Latest Responses

"None"

"alot"

...

37 respondents (32%) answered pay for this question.

