

FEBRUARY 23, 2024

MILLAGE SURVEY

HILLSBOROUGH ASSOCIATION OF SCHOOL ADMINISTRATORS



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ABOUT THE SURVEY

Questions were created and approved by the HASA Executive Board. The survey was distributed via personal email to HASA membership on Monday, February 20, 2024. Responses were accepted through Thursday, February 22, 2024.

Participation was voluntary, and answers were submitted anonymously.

PURPOSE

The purpose of the Millage Survey was to provide formative feedback to district administrators and HCPS Board Members about issues related to administrator pay and retention. .

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QUESTION 1

WHAT CHALLENGES HAVE YOU SEEN IN OUR DISTRICT THAT WERE CREATED OR MADE WORSE BY A LACK OF COMPETITIVE PAY FOR SCHOOL LEADERS/ADMINISTRATORS (CHECK ALL THAT APPLY)?

Administrators leaving for another district, a charter or private school, or leaving the field of education entirely **93.7%**

Administrators or other school staff taking on additional roles (paid or unpaid) to fill in gaps created by administration vacancies or inexperience / difficulty creating connections with students or identifying and addressing students' individual needs **93.7%**

Conditions that get in the way of school staff doing their best possible work for students. **72.2%**

OTHER CONCERNS

The number of administrators has been reduced while the expectations and number of students has remained the same or increased. This has had a negative impact on morale and mental health. Concurrently, responsibilities including the number of tests has increased. As a result, the quality of work and connections has suffered.

Turnover; inability to offer certain courses; difficulty retaining employees

Making end meet every month, especially with a child away in college and another who is about to be.

Inability to attract effective leaders and teachers. Ineffective leaders leads to ineffective teachers due to admin hiring and maintaining standards. I've seen a considerable decline in quality people wanting to become admin in HCPS. We used to see 20 applicants for an AP1 job and now we could advertise 4 times and be lucky to get 3 applicants that are very sub par. Admin can make more money with supplements being a teacher and not have to dedicate duty after hours so much. Leadership HCPS has left admin priorities in the wind years ago and catching up seems like an impossible task.

Morale is low. As more people leave, more people leave. As more people leave, administrative vacancies are filled by less experienced educators, which creates a knowledge deficit for everyone trying to support schools and departments.

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Hiring qualified teachers (or any teachers) is challenging when the starting pay is \$3k less in our district than in others surrounding our district.

Increased responsibilities and the expectation to "absorb them"; loss of assistant principals; lack of a "bench" for APs and Principals; high school APAs having year-round responsibilities with a 10.5 month contract; Principal and AP work hours oftentimes lasting 12-15 hours, especially APs; lack of consistent communication and support for administrators under scrutiny and facing a reassignment; general perception of a lack of understanding of the role of the site administrator. Currently, I am doing my job as well as 2 others.

Negative dispositions related to the pressure of the job and not being able to pay your bills when you are a college graduate with two degrees has a way of affecting daily interactions and focus on student learning.

Less qualified teachers

Too many jobs for one person to complete.

Recruiting of teachers / administrators. The culture and dedication is impacted.

Not as many qualified candidates going into leadership roles. A lot of the teachers in our district make more than AP's. Why go into leadership, when you can make more to stay in the classroom or be a resource/coach?

Administrative apathy

Admin Staff leaving for other districts

Top of pay scale, need to seek other position or job opportunities

Low morale - Many administrators at school sites for district level barely make more than the highest paid teachers in the district. It is disheartening to receive a promotion from AP to Principal and notice your hourly rate is less than when you were an AP and your way to earn extra money is now taken from you! Our district has to make this right!

Unfilled vacancies. Employees being asked to do more than is possible during an 8 hour day.

No incentive to move into administration

Having to work supplemental jobs on nights/weekends

It's depressing knowing that we are so underpaid. I'm tired of the term "servant leader" -

Everything in the world has gone up in price but not our salaries. We're supposed to just be happy to serve children and families rather than be able to provide for our families.

Vacancies, T-pays creating teacher fatigue, teacher fatigue creating high absenteeism, high absenteeism creating loss of instructional time

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Vacancies, students without teachers, learning gaps

Losing highly qualified candidates from out of state to other districts.

Wages HCPS IS CONTINUALLY TO BE THE LOWEST PAID DISTRICT THEN SOME OF THE SURROUNDING COUNTY

Having an adequate pool of candidates for administrator positions. Teachers making more money than administrators no motivation to become administrators

1. Reduced ability to recruit quality administrators 2. Reduction in ability to encourage individuals in district to aspire to administration.

Just paying my own bills. Student loans must be repaid.

Unable to establish deep bench and recruitment

More is being asked of administrators, but nothing gets taken away. Because of teacher turnover, you can not delegate tasks and there some tasks that only we have access to do.

Staff who remain are spread even more thin, exacerbating the challenges exponentially

We need credit experience to get better salaries.

School administrations getting "lumped" into a category of district admin; lack of PD

compensation; teachers on staff with same amount of experience earning more than school based administration; not being 12 months.

Just not enough staff and spending way too much for subpar contract work.

Stress levels, lack of motivation, just pure burnout. The stress of the expenses of life that come daily interfere with the ability to give our all into our students sometimes and the children absolutely deserve it!

Negative attitude and talk toward the district, ideas not based on fact which are shared with others as truth because they dont understand how doistrict money (different buckets) works. Often they will say...the district needs to lower salaries of big wigs and give it to the teachers.

Having to work multiple jobs or look for jobs outside education to make ends meet.

Advancing from AP to Principal, no monetary incentive.

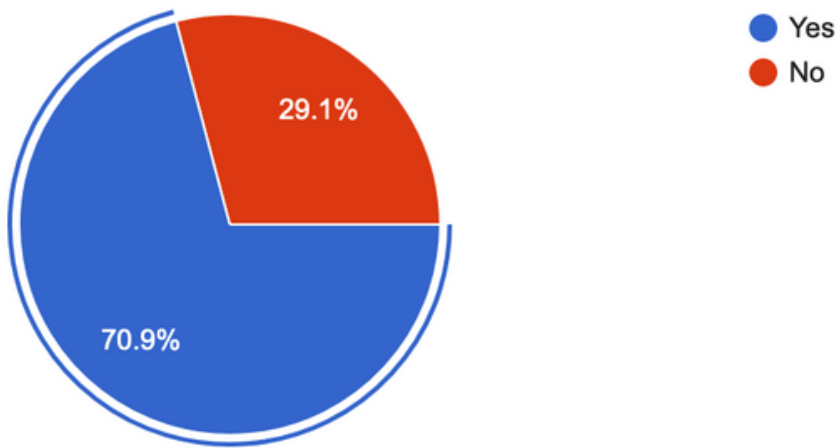
Administrators returning to the classroom because the hourly rate of administrators and teachers is comparable. In some cases, the administrators would make more per hour if they returned to the classroom.

Fewer quality teachers and support staff.

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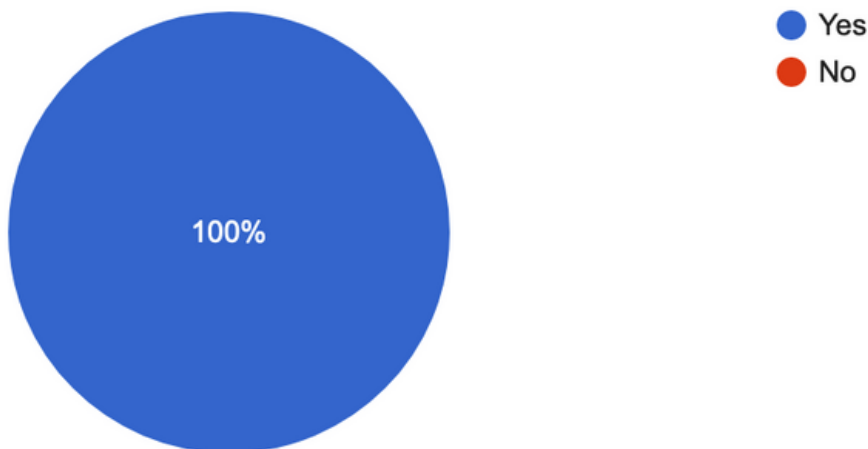
QUESTION 2

HAVE YOU CONSIDERED LEAVING HCPS TO GO TO ANOTHER SCHOOL DISTRICT, A CHARTER OR PRIVATE SCHOOL, OR LEAVING THE FIELD OF EDUCATION ENTIRELY IN THE PAST 24 MONTHS?



QUESTION 3

DO YOU PERSONALLY KNOW A TEACHER, SUPPORT STAFF MEMBER, OR ADMINISTRATOR WHO HAS LEFT OUR DISTRICT BECAUSE OF PAY?



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QUESTION 4

IN ADDITION TO HIGHER SALARIES FOR DISTRICT EMPLOYEES, WHAT OTHER WAYS SHOULD THE SCHOOL DISTRICT CONSIDER USING THE MONEY THAT A MILLAGE WOULD RAISE TO SUPPORT STUDENTS? (EXAMPLE: ARTS EDUCATION, RESILIENCY EDUCATION, CAREER AND VOCATIONAL PROGRAMS)

Arts

ESE programs for students that struggle in the traditional schooling approach.
enrichment activities and new programs

Student and family education on social media, vaping, and bullying. Career programs.

Streamlining district positions to make our district more lean on the top half. A real hard look needs to be made on district positions that has overlap or less than 80% effectiveness or job duties that do not justify the salary. Tons are there but it feels like no one wants to look hard at that.

Arts education, and career and vocational programs.

It would be ideal if we could offer teachers more paid planning time.

Let's get the salary inequities addressed and improved first.

Arts education (1 art teacher per school); PE in compliance with state law

None of these. There are other funding sources, grants etc. to support these areas. Focus on paying our people. The teacher and the principal are the number 1 and 2 factor influencing student achievement in a school. School based personnel should receive consideration over other factors. District employee pay is not nearly as "out of line" with surrounding school districts, including Pinellas, as the teacher and school based administrator salaries.

Extended schoolYear programs provided throughout the year, tutoring opportunities

Expansion of student programming

Trade skill programs are needed at additional sites.

KG should have special and ESE Programs for students not IND/ACCESS but the general education setting is NOT the least restrictive environment.

SALARY, SALARY, SALARY OF ALL HCPS EMPLOYEES!

MTSS/RtI Resource teacher at all TN schools

The 75% percent to employee pay in the last attempt was part of the reason many did not vote for it, along with a level of mistrust of the past administration. If there is a return to that or other %, it could cause a return to that mistrust. We definitely need an increase of these programs, but the priority at this time is Employees Compensation.

Mentorship Program

Mental health of all stakeholders, recruitment, parent engagement programs

career and vocational programs

Not only higher salaries, but additional teachers to lower class sizes.

Enhanced working conditions for staff. Better benefits such as more insurance options

Finance Education

Facilities; TTD positions

Arts Ed

Campus mentors for students

Kindergarten access to Art, Music, and Physical Education classes

Ensure all schools receive equitable dollars. Just because a school isn't transformation doesn't mean they are able to get good money from their population.

Resource teachers in all schools, not just Title 1. Administrators are pulled in many directions with not enough support.

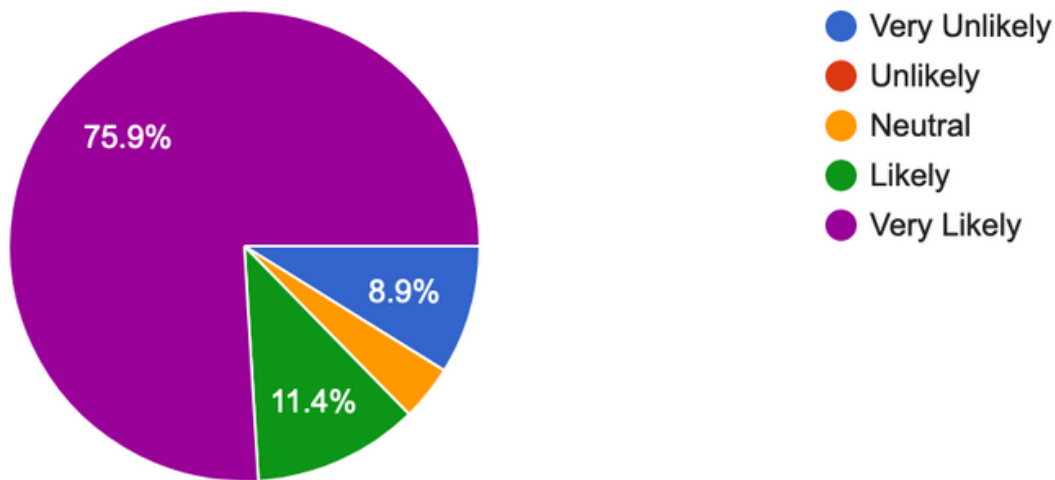
Arts education (having at least 1 full time specials teacher per site) and at least 1 full time instructional coach per site to support administrators and teachers with coaching, feedback, planning, data analysis, etc.

Smaller class sizes

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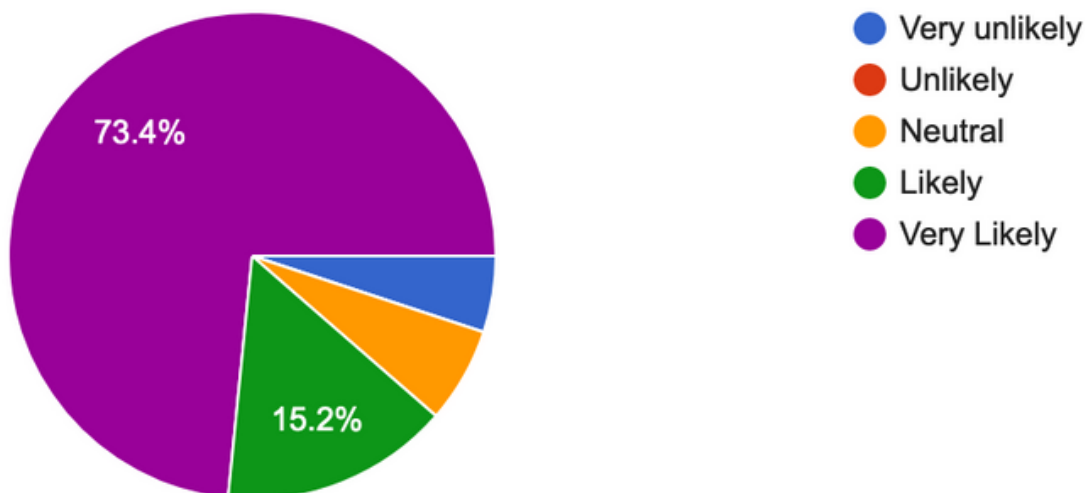
QUESTION 5

HOW LIKELY ARE YOU TO SUPPORT A MILLAGE IF BEFORE VOTERS DECIDE ON A MILLAGE, THE DISTRICT AGREES, IN WRITING, TO USE MOST OF THE MONEY COLLECTED TO INCREASE SALARIES FOR DISTRICT EMPLOYEES?



QUESTION 6

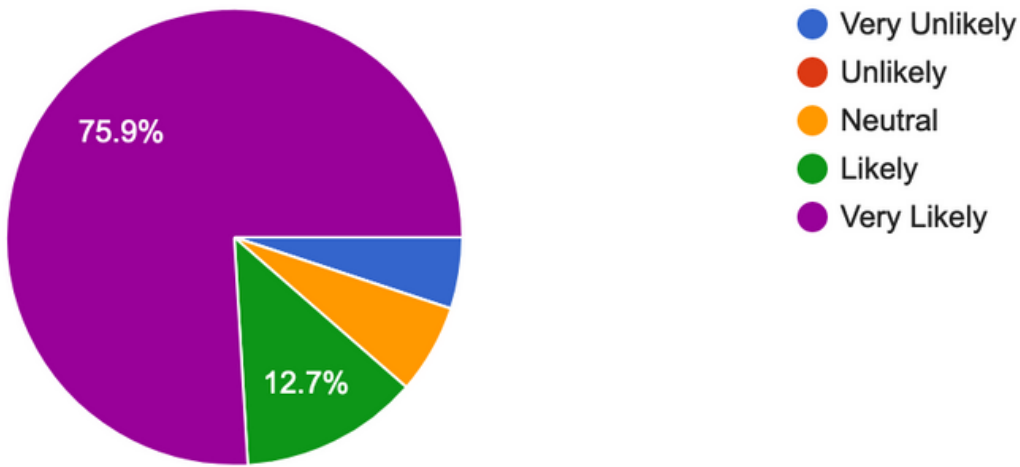
HOW LIKELY ARE YOU TO SUPPORT A MILLAGE IF, BEFORE VOTERS DECIDE ON A MILLAGE, THE SPECIFIC DOLLAR AMOUNTS OF SALARY INCREASES ARE AGREED TO, IN WRITING, BY THE SCHOOL DISTRICT?



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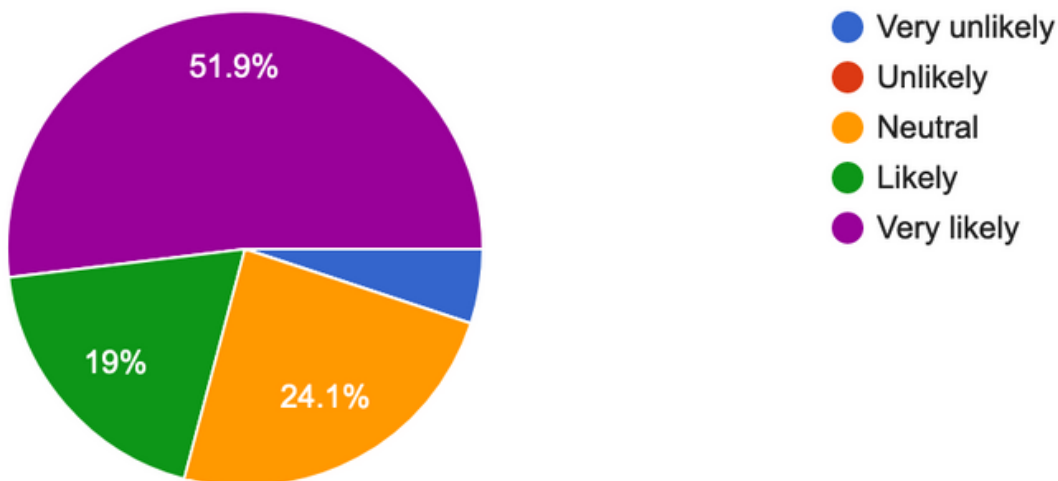
QUESTION 7

HOW LIKELY ARE YOU TO SUPPORT A MILLAGE IF DISTRICT EMPLOYEES WILL EARN AT LEAST FIVE TIMES MORE MONEY FROM SALARY INCREASES THAN WHAT THE MILLAGE WILL COST THEM IF THEY ARE AN AVERAGE HOMEOWNER?



QUESTION 8

HOW LIKELY ARE YOU TO SUPPORT A MILLAGE IF AN INDEPENDENT OVERSIGHT COMMITTEE MADE UP OF RESPECTED CITIZENS FROM THE COMMUNITY WILL REVIEW ALL SPENDING OF MONEY FROM A MILLAGE REFERENDUM?



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QUESTION 9

PLEASE EXPLAIN ANY REASONS YOU HAVE FOR NOT SUPPORTING A MILLAGE REFERENDUM.

This may lead to the creation of more district administrative positions rather than more intentional organizational structure and improvements to existing processes and structures

It hurts when our school board doesn't support it. They are saying to the community that we have done a poor job managing our finances. As a tax payer, that tells me that we elected the wrong people to the school board. If they can't balance the budget, why are they sitting in their seat? It's hard to work for hcps and have such a bad reputation among the school board, Tampa bay times, and what I hear from other employees.

In my humble opinion, any district employee NOT supporting the millage referendum 150% should strongly consider finding employment in another district or profession.

I support a millage increase 100%. I believe that the district needs to form a PAC and hire outside experts to lead the campaign. Hiring more highly qualified teachers and administrators should be the number 1 priority for our district and that will not become a reality until pay is increased.

THERE IS NO REASON WHEN ALL SURROUNDING COUNTIES HAVE A MILLAGE!

Lack of trust and accountability

Il support it; however we must stay laser focused on the improvement of the professional respect we deserve and once had as educators. Like doctors (who are paid immense salaries and treat ailments), we curate minds and grow students into adults that run society.

Lack of transparency

We DESPERATELY need this money to remain competitive

I will support the millage referendum so that HCPS can remain competitive with neighboring school districts.

If the overall impact to my property taxes makes an unreasonable (to my budget) increase

I will support the mileage! I'm excited!!!! Let's go!!!

My specific community is struggling financially so it will be difficult time. The lines get longer every week at food pantry when I drive by. Our community needs to feel as if they genuinely have choices, which we need to create in our existing spaces.