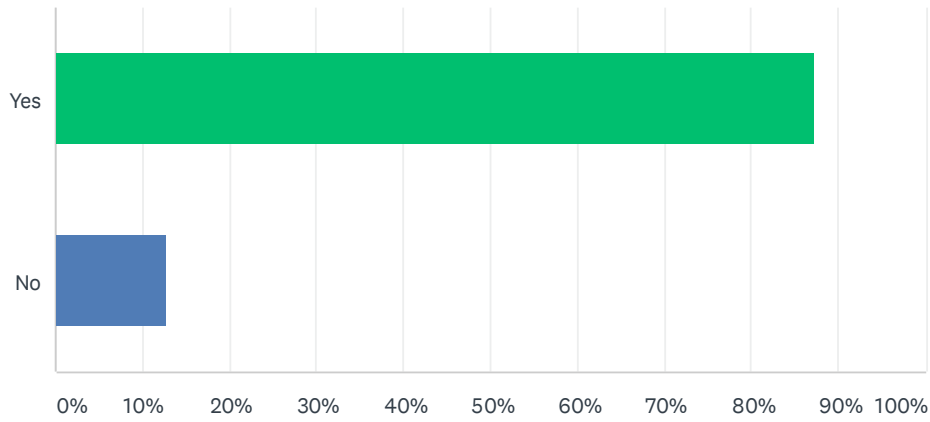


Q1 Has your state issued guidelines for the re-entry of school in the fall?

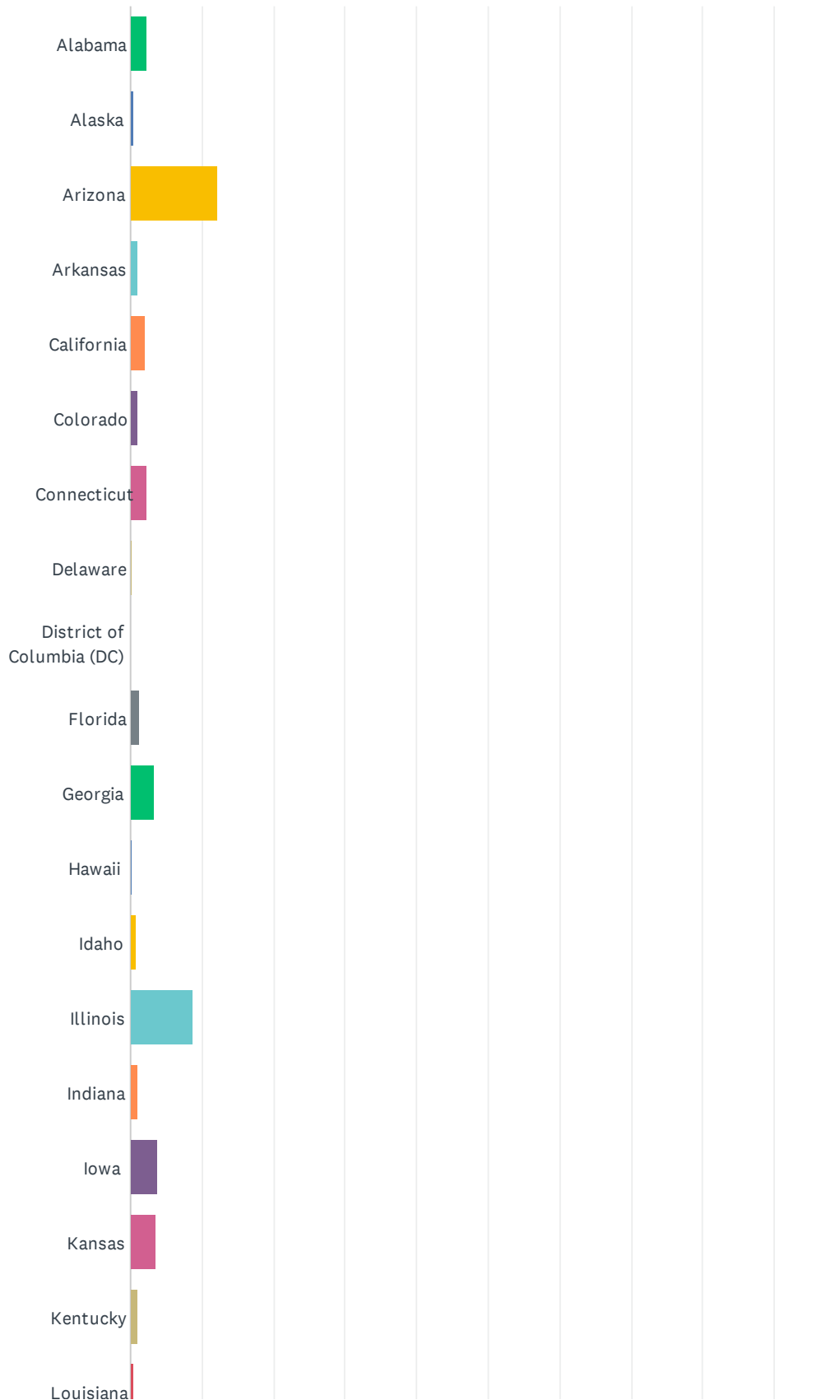
Answered: 393 Skipped: 8



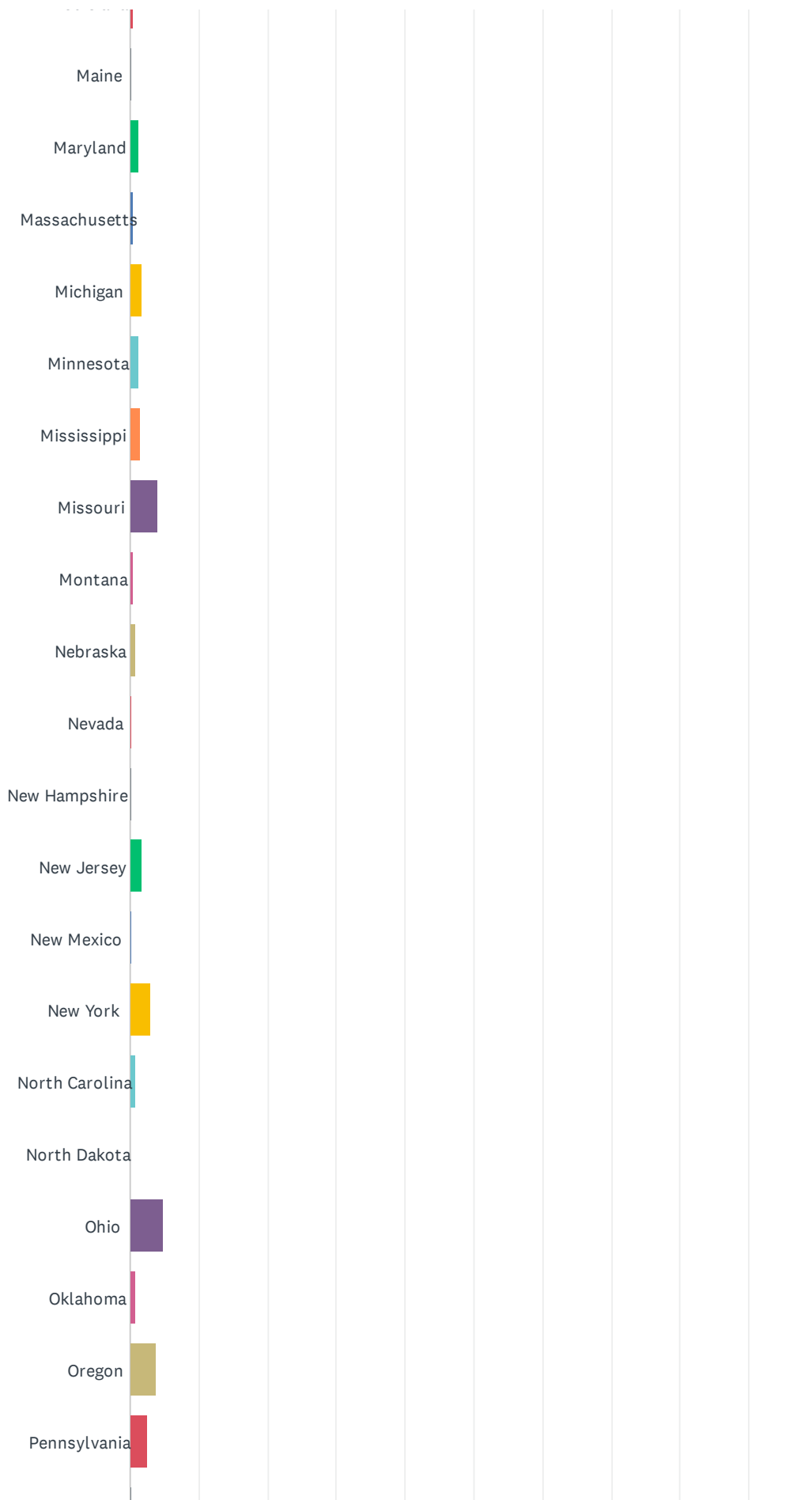
ANSWER CHOICES	RESPONSES	
Yes	87.28%	343
No	12.72%	50
TOTAL		393

Q2 What state is your district in?

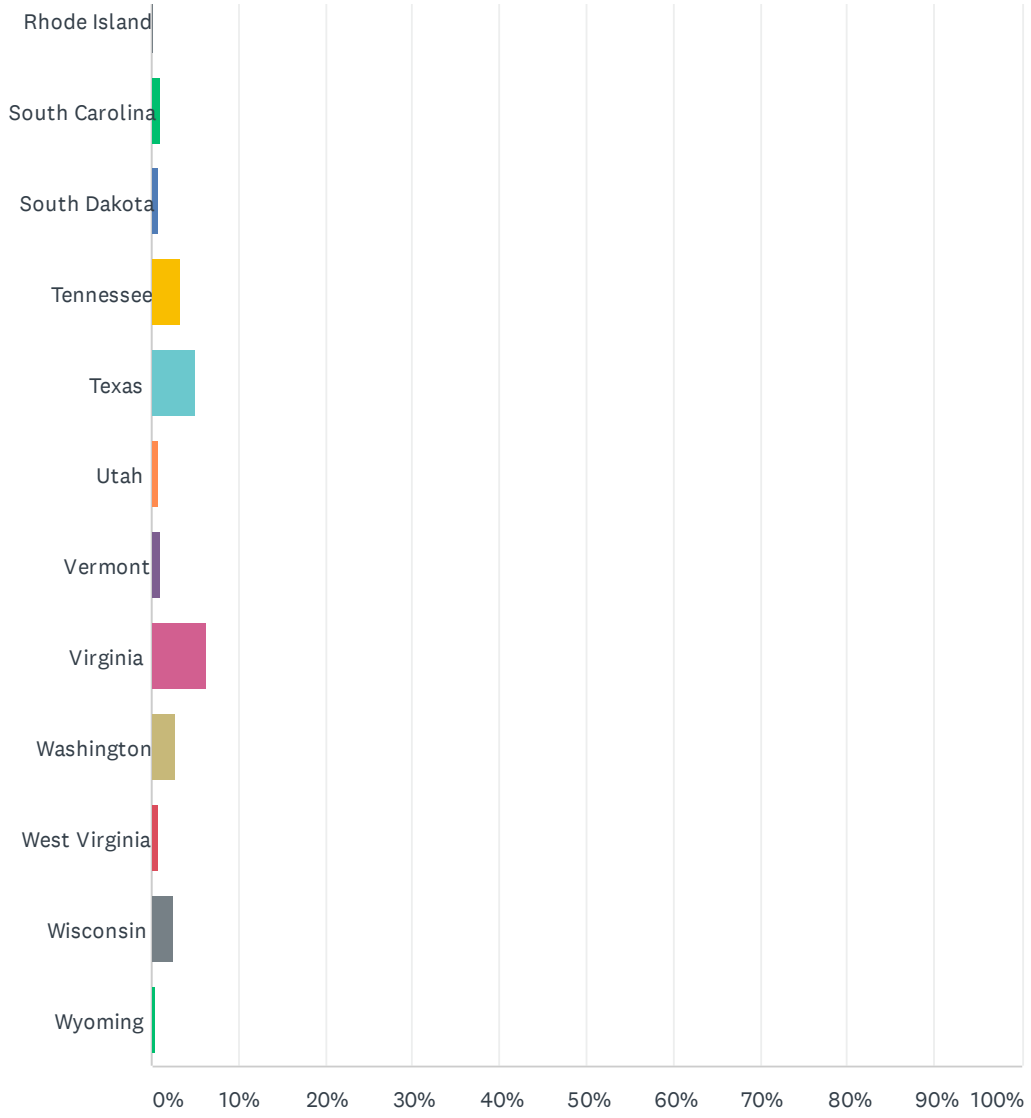
Answered: 399 Skipped: 2



AASPA Followup Survey on COVID-19 Response from PK-12



AASPA Followup Survey on COVID-19 Response from PK-12



AASPA Followup Survey on COVID-19 Response from PK-12

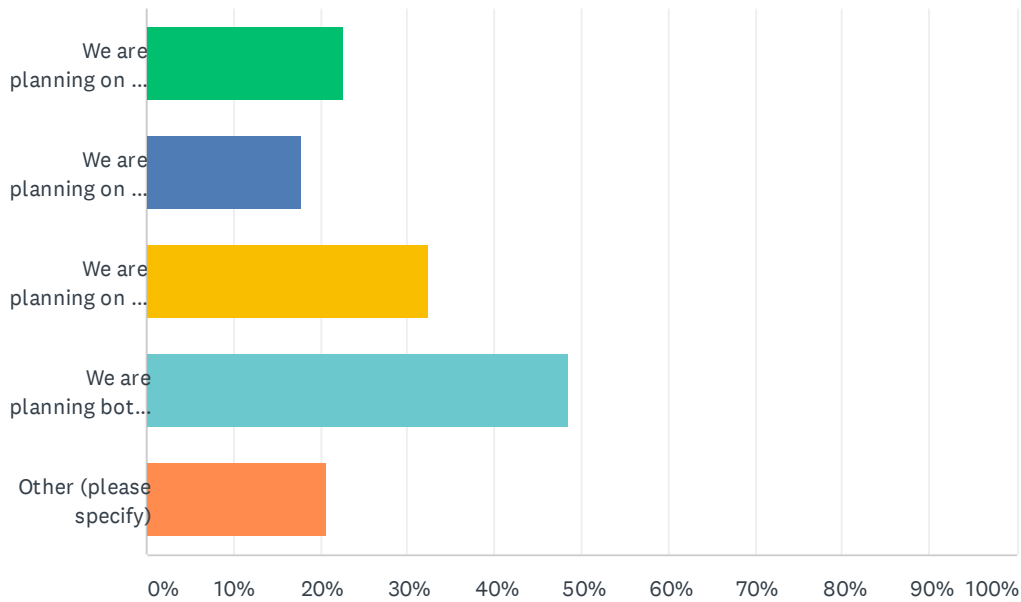
ANSWER CHOICES	RESPONSES	
Alabama	2.26%	9
Alaska	0.50%	2
Arizona	12.03%	48
Arkansas	1.00%	4
California	2.01%	8
Colorado	1.00%	4
Connecticut	2.26%	9
Delaware	0.25%	1
District of Columbia (DC)	0.00%	0
Florida	1.25%	5
Georgia	3.26%	13
Hawaii	0.25%	1
Idaho	0.75%	3
Illinois	8.77%	35
Indiana	1.00%	4
Iowa	3.76%	15
Kansas	3.51%	14
Kentucky	1.00%	4
Louisiana	0.50%	2
Maine	0.25%	1
Maryland	1.25%	5
Massachusetts	0.50%	2
Michigan	1.75%	7
Minnesota	1.25%	5
Mississippi	1.50%	6
Missouri	4.01%	16
Montana	0.50%	2
Nebraska	0.75%	3
Nevada	0.25%	1
New Hampshire	0.25%	1
New Jersey	1.75%	7
New Mexico	0.25%	1

AASPA Followup Survey on COVID-19 Response from PK-12

New York	3.01%	12
North Carolina	0.75%	3
North Dakota	0.00%	0
Ohio	4.76%	19
Oklahoma	0.75%	3
Oregon	3.76%	15
Pennsylvania	2.51%	10
Rhode Island	0.25%	1
South Carolina	1.00%	4
South Dakota	0.75%	3
Tennessee	3.26%	13
Texas	5.01%	20
Utah	0.75%	3
Vermont	1.00%	4
Virginia	6.27%	25
Washington	2.76%	11
West Virginia	0.75%	3
Wisconsin	2.51%	10
Wyoming	0.50%	2
TOTAL		399

Q3 What are your re-entry plans for school in the fall? (Check all that apply)

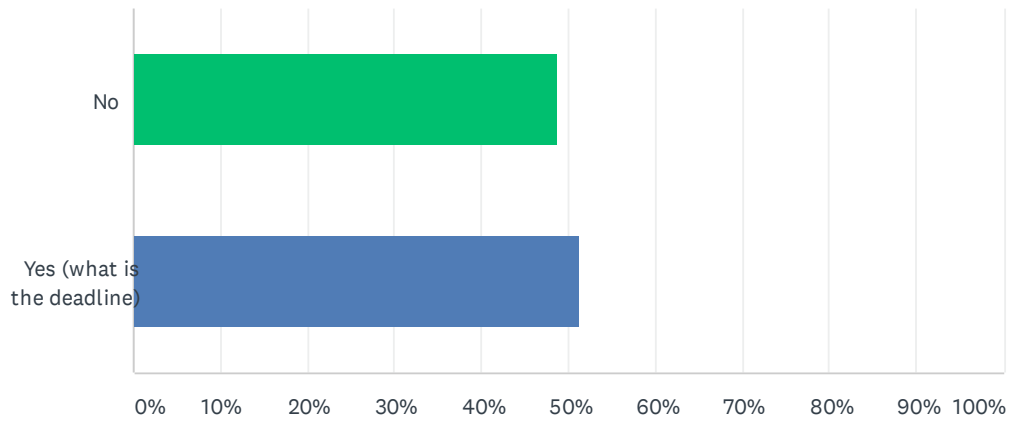
Answered: 399 Skipped: 2



ANSWER CHOICES	RESPONSES	
We are planning on all teachers, staff and students to return to school buildings.	22.56%	90
We are planning on a full virtual model for school in the fall.	17.79%	71
We are planning on a hybrid school model which includes some in person/building and some virtual.	32.33%	129
We are planning both a hybrid school model and giving parents/students the option to go fully virtual.	48.62%	194
Other (please specify)	20.80%	83
Total Respondents: 399		

Q4 Do you have a deadline for making decisions on how school will look in the fall?

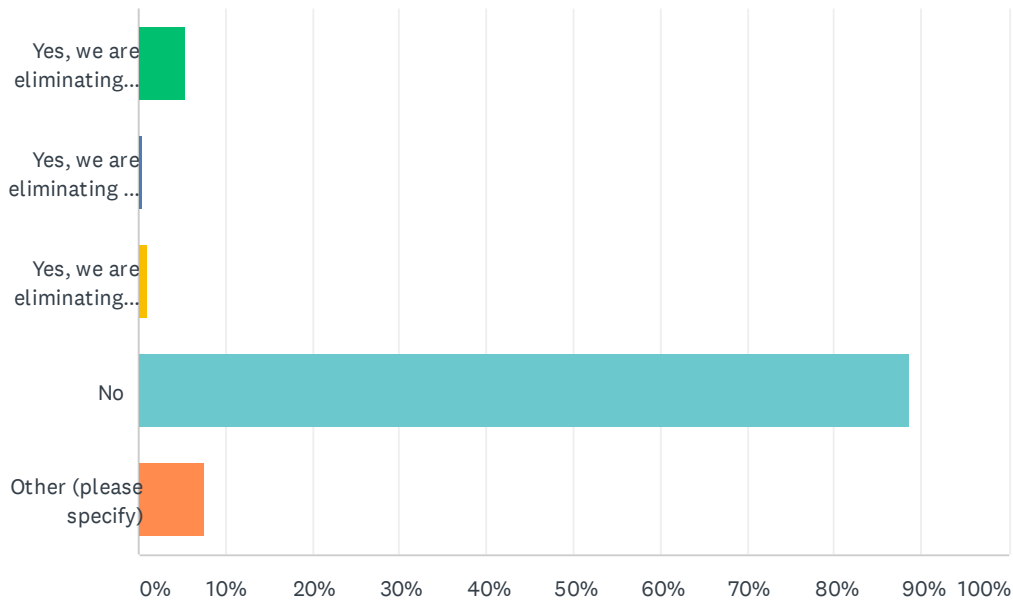
Answered: 389 Skipped: 12



ANSWER CHOICES	RESPONSES	
No	48.84%	190
Yes (what is the deadline)	51.16%	199
TOTAL		389

Q5 Are you planning on Teacher (non-classified) layoffs/furloughs for the fall? (Check all that apply)

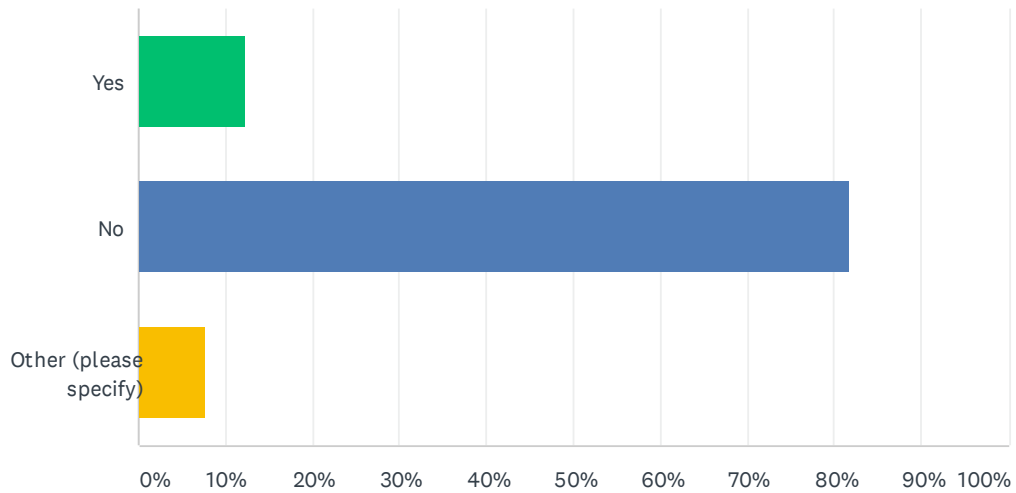
Answered: 400 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes, we are eliminating vacant positions.	5.50%	22
Yes, we are eliminating non fully certified teachers.	0.50%	2
Yes, we are eliminating fully certified teachers/licensed.	1.00%	4
No	88.75%	355
Other (please specify)	7.50%	30
Total Respondents: 400		

Q6 Are you planning on increasing your Teacher (non-classified) staff in the fall?

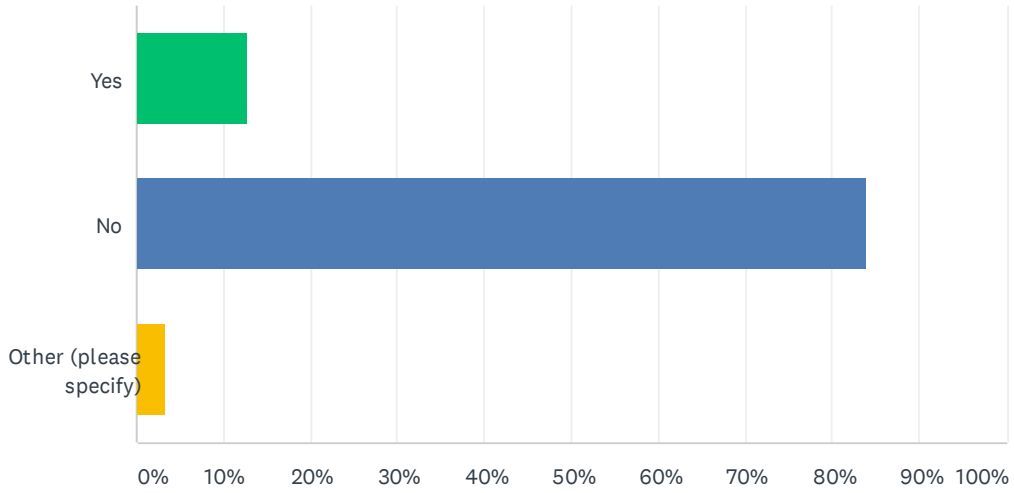
Answered: 399 Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes	12.28%	49
No	81.70%	326
Other (please specify)	7.77%	31
Total Respondents: 399		

Q7 Are you delaying your Teacher (non-classified) staff hiring for the fall?

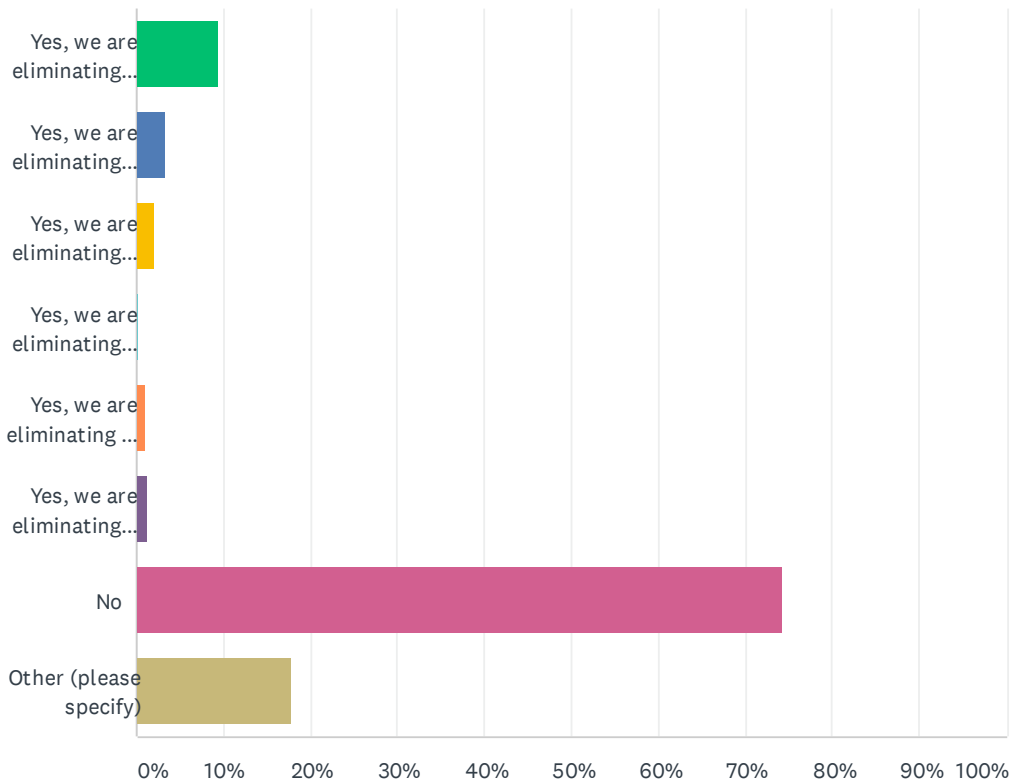
Answered: 398 Skipped: 3



ANSWER CHOICES	RESPONSES	
Yes	12.81%	51
No	83.92%	334
Other (please specify)	3.27%	13
TOTAL		398

Q8 Are you planning on Classified layoffs/furloughs for the fall? (Check all that apply)

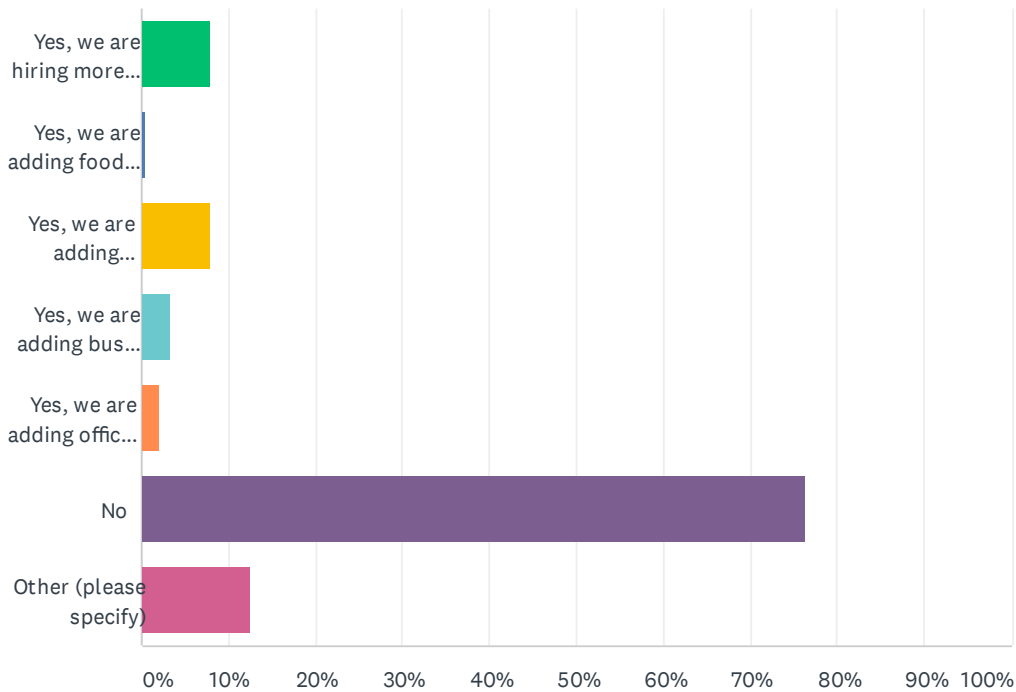
Answered: 400 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes, we are eliminating vacant positions.	9.50%	38
Yes, we are eliminating teacher assistants/paraprofessional.	3.25%	13
Yes, we are eliminating food service positions	2.00%	8
Yes, we are eliminating maintenance/facilities positions	0.25%	1
Yes, we are eliminating bus driver positions	1.00%	4
Yes, we are eliminating office support staff positions	1.25%	5
No	74.25%	297
Other (please specify)	17.75%	71
Total Respondents: 400		

Q9 Are you planning on increasing your Classified staff in the fall? (Check all that apply)

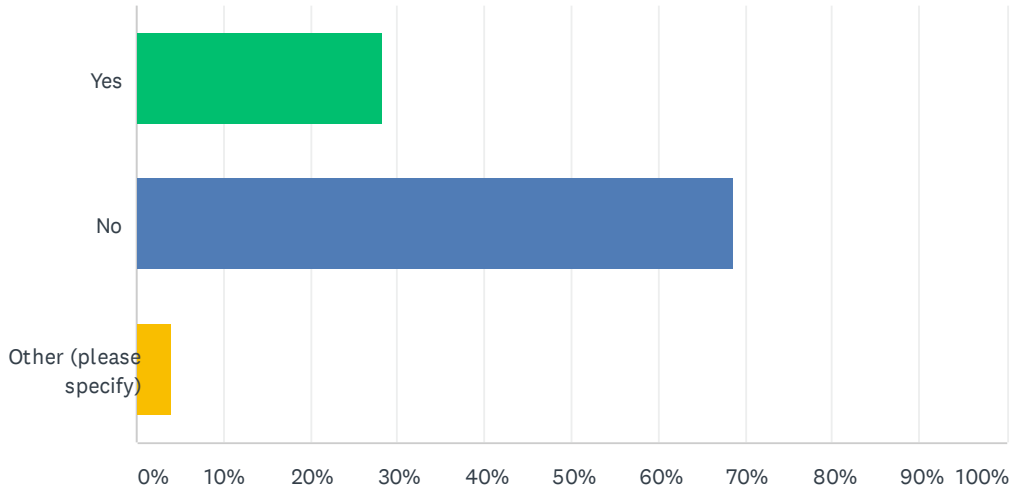
Answered: 399 Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes, we are hiring more teacher assistants/paraprofessional	8.02%	32
Yes, we are adding food service positions	0.50%	2
Yes, we are adding maintenance/facilities positions	8.02%	32
Yes, we are adding bus driver positions	3.26%	13
Yes, we are adding office support staff positions	2.01%	8
No	76.44%	305
Other (please specify)	12.53%	50
Total Respondents: 399		

Q10 Are you delaying your Classified staff hiring for the fall?

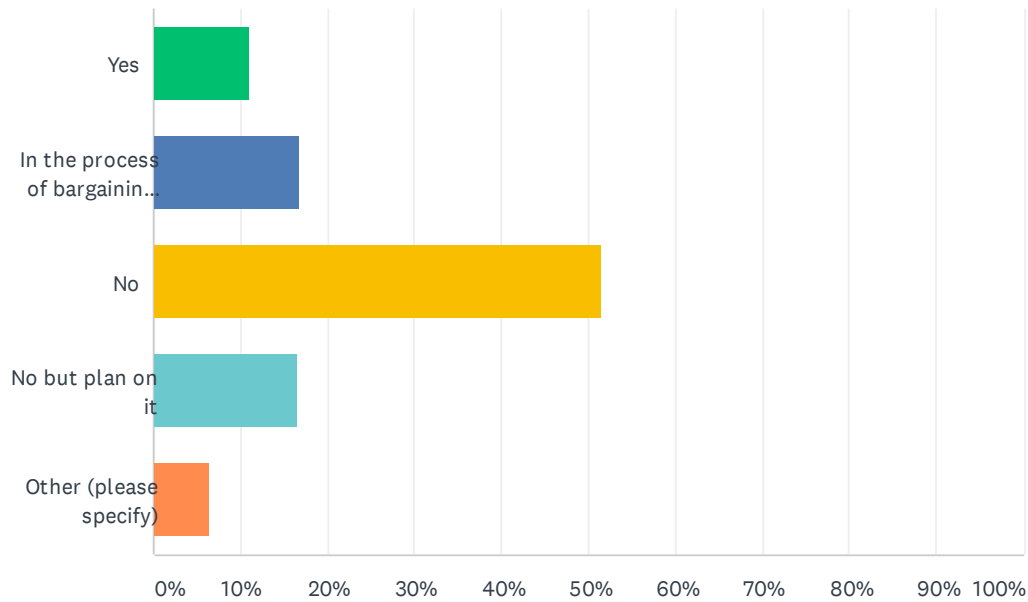
Answered: 399 Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes	28.32%	113
No	68.67%	274
Other (please specify)	4.01%	16
Total Respondents: 399		

Q11 Have you made any formal agreements with your teachers and/or unions regarding working conditions for the 2020-2021 school year?

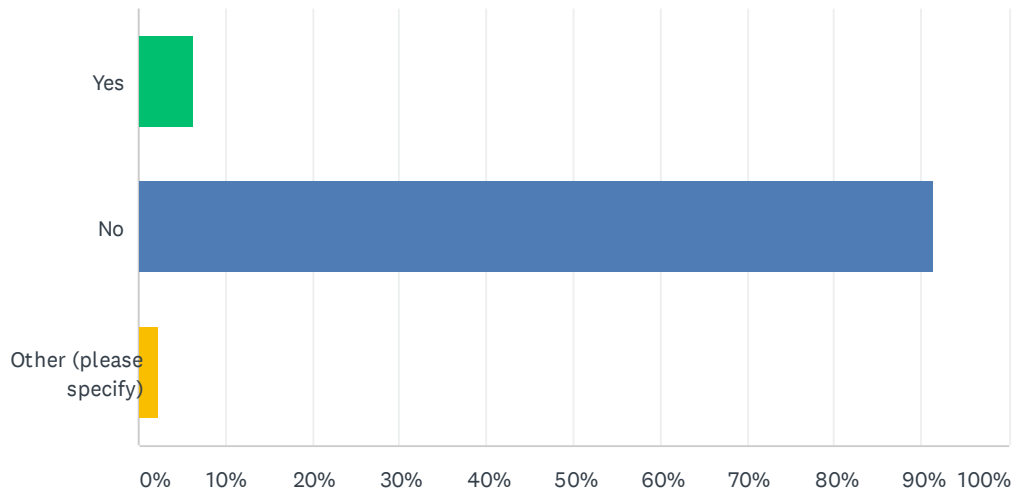
Answered: 398 Skipped: 3



ANSWER CHOICES	RESPONSES	
Yes	11.06%	44
In the process of bargaining currently	16.83%	67
No	51.51%	205
No but plan on it	16.58%	66
Other (please specify)	6.53%	26
Total Respondents: 398		

Q12 Have you currently made adjustments to your benefits package (excluding pay) for employees?

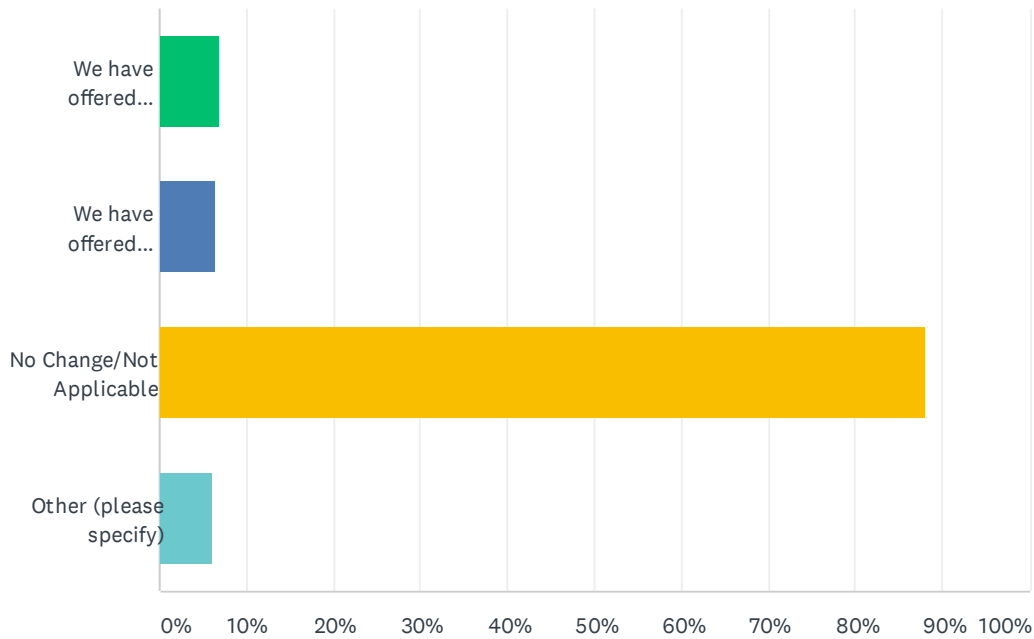
Answered: 399 Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes	6.27%	25
No	91.48%	365
Other (please specify)	2.26%	9
TOTAL		399

Q13 What adjustments have you made to your benefits (excluding pay) package? (Check all that apply)

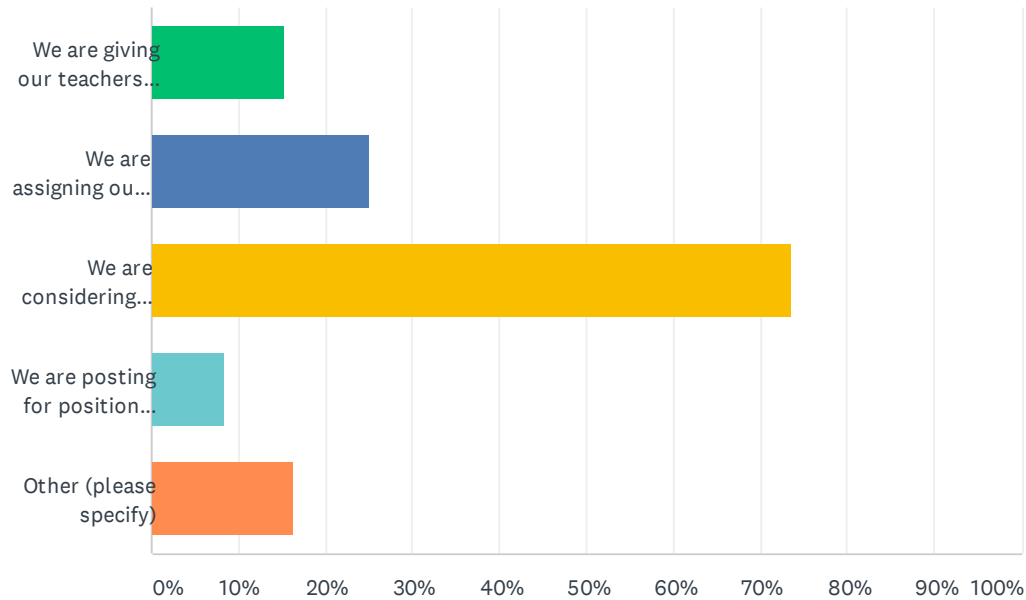
Answered: 395 Skipped: 6



ANSWER CHOICES	RESPONSES	
We have offered additional/extra/expanded benefits to current full time teacher (non-classified) employees.	6.84%	27
We have offered additional/extra/expanded benefits to current full time support staff (classified) employees.	6.58%	26
No Change/Not Applicable	88.10%	348
Other (please specify)	6.08%	24
Total Respondents: 395		

Q14 If you are planning virtual schooling or a hybrid model of virtual and in person this coming fall, how are you handling working from home/telecommuting situations with your teachers? (Check all that apply)

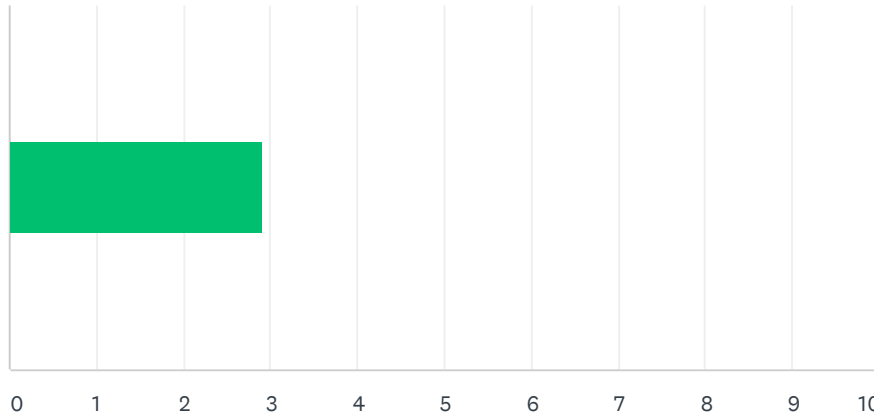
Answered: 387 Skipped: 14



ANSWER CHOICES	RESPONSES	
We are giving our teachers the option to teach virtually or in person	15.25%	59
We are assigning our teachers to work virtually or in person	25.06%	97
We are considering reasonable accommodations for teacher with a diagnosed medical condition, which may include working virtually in the fall	73.64%	285
We are posting for positions to teach virtually this fall	8.27%	32
Other (please specify)	16.28%	63
Total Respondents: 387		

Q15 As an HR Director, how has your attitude changed in regards to managing remote working or telecommuting during the pandemic? Please rate on a scale of 1-5

Answered: 387 Skipped: 14



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	3	1,127	387
Total Respondents: 387			