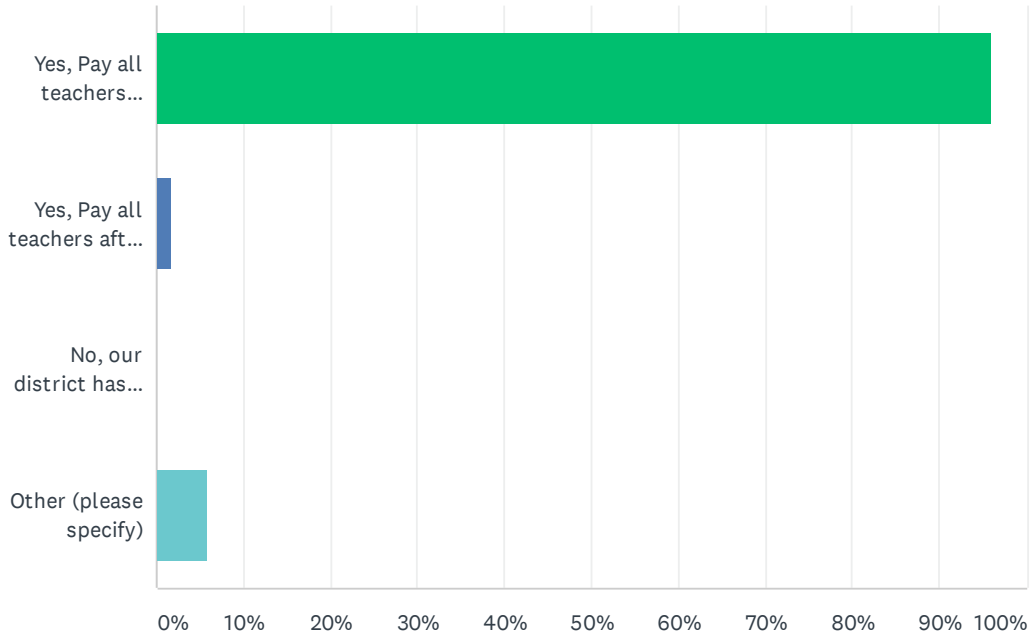


Q1 Are you compensating teachers during COVID-19 closure? Check all that apply

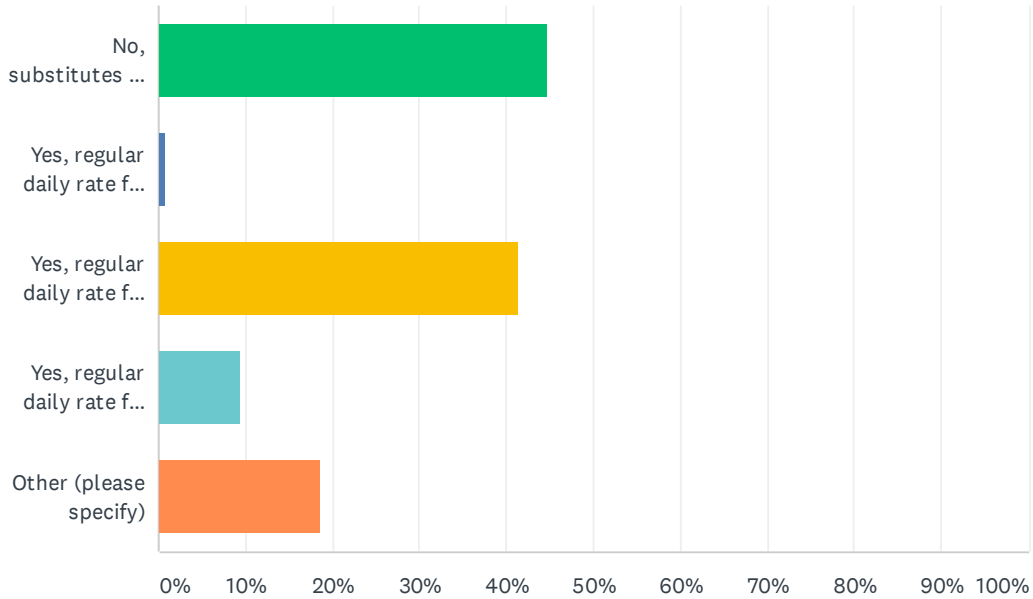
Answered: 446 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes, Pay all teachers regardless of category, hours or telecommuting opportunities.	95.96%	428
Yes, Pay all teachers after they have used sick leave and/or PTO.	1.57%	7
No, our district has elected to not compensate teachers at this time.	0.00%	0
Other (please specify)	5.83%	26
Total Respondents: 446		

Q2 Are you compensating substitute employees during COVID-19 closure? Check all that apply

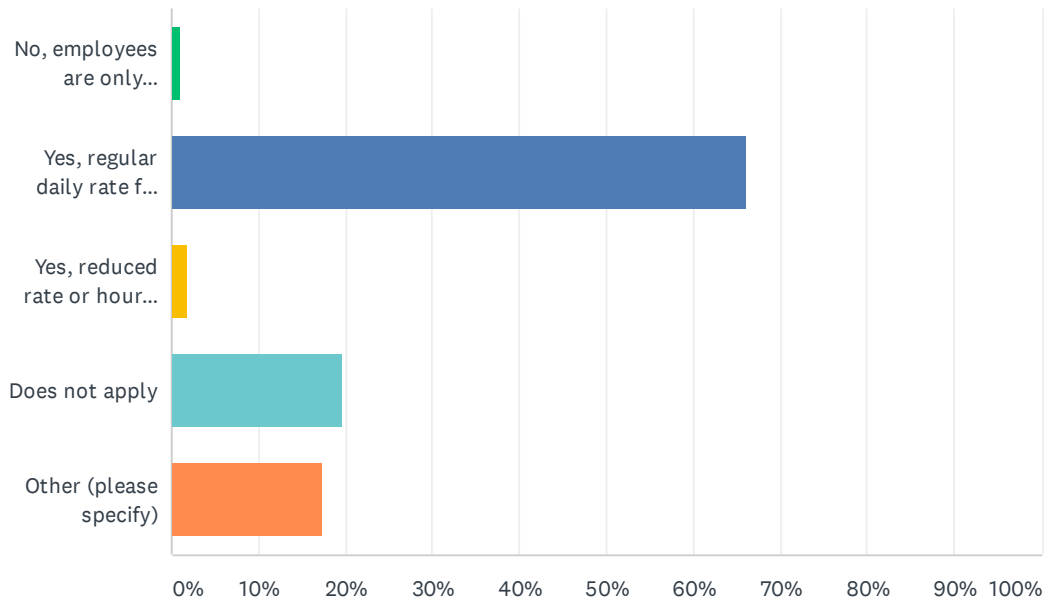
Answered: 447 Skipped: 0



ANSWER CHOICES	RESPONSES	
No, substitutes are only compensated for hours worked.	44.74%	200
Yes, regular daily rate for all substitutes for the entirety of the closure.	0.89%	4
Yes, regular daily rate for long-term substitutes who were working at the time of closure.	41.39%	185
Yes, regular daily rate for substitutes who were currently working and/or had assignments scheduled in the future.	9.40%	42
Other (please specify)	18.57%	83
Total Respondents: 447		

Q3 Are you compensating food service employees during COVID-19 closure?

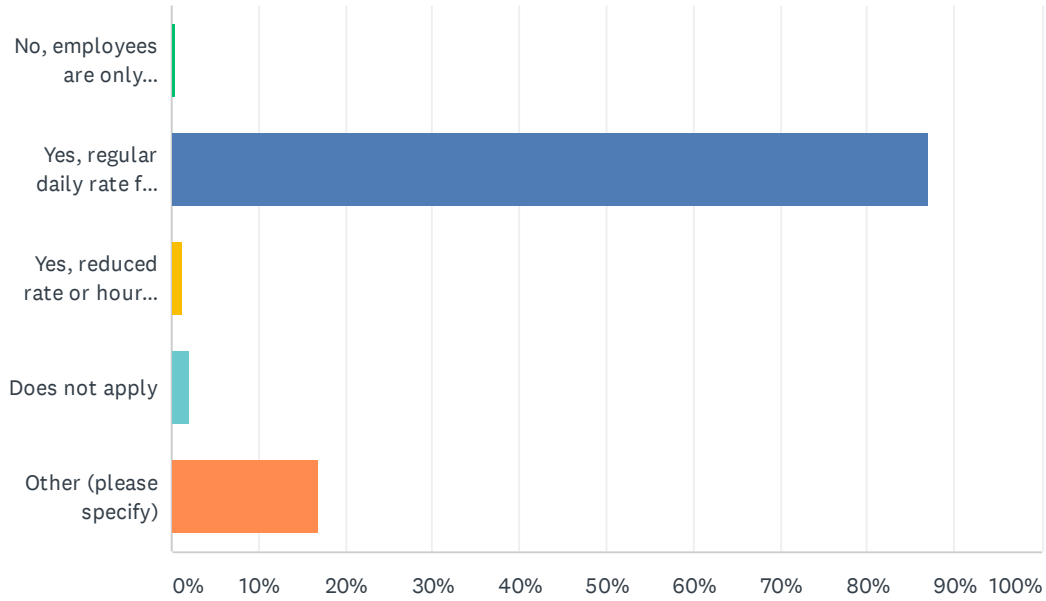
Answered: 446 Skipped: 1



ANSWER CHOICES	RESPONSES	
No, employees are only compensated for hours worked.	1.12%	5
Yes, regular daily rate for all employees for the entirety of the closure.	66.14%	295
Yes, reduced rate or hourly rate based on time worked	1.79%	8
Does not apply	19.73%	88
Other (please specify)	17.26%	77
Total Respondents: 446		

Q4 Are you compensating maintenance/facilities employees during COVID-19 closure?

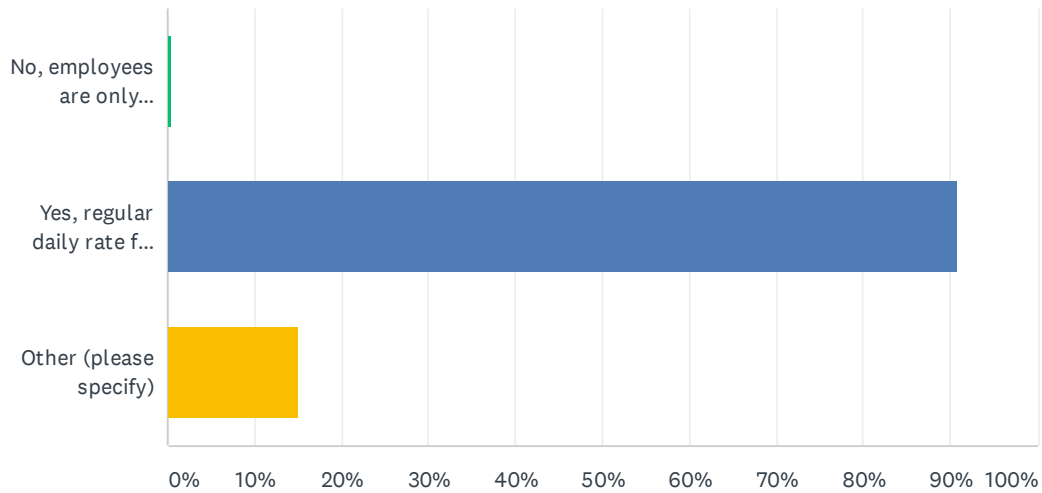
Answered: 447 Skipped: 0



ANSWER CHOICES	RESPONSES	
No, employees are only compensated for hours worked.	0.45%	2
Yes, regular daily rate for all employees for the entirety of the closure.	87.02%	389
Yes, reduced rate or hourly rate based on time worked	1.34%	6
Does not apply	2.01%	9
Other (please specify)	17.00%	76
Total Respondents: 447		

Q5 Are you compensating support staff employees during COVID-19 closure?

Answered: 447 Skipped: 0



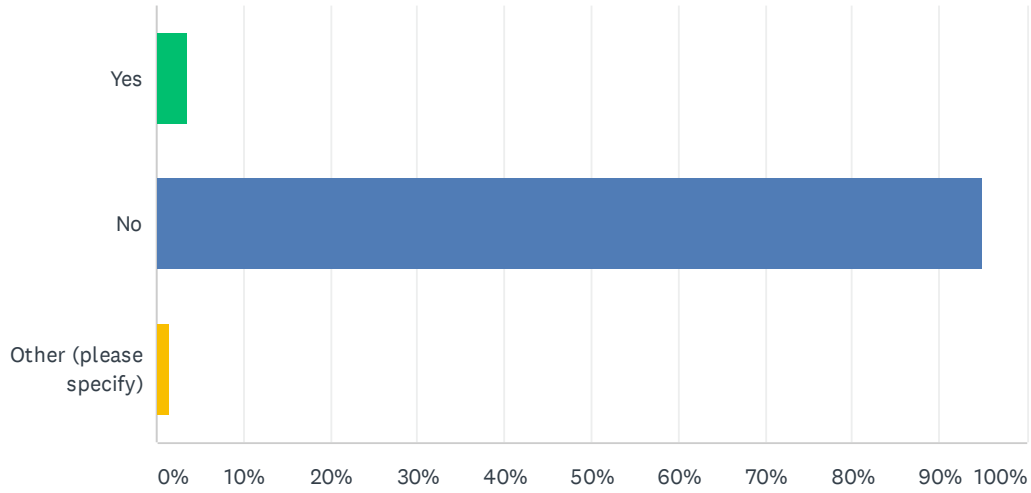
ANSWER CHOICES	RESPONSES	
No, employees are only compensated for hours worked.	0.45%	2
Yes, regular daily rate for all employees for the entirety of the closure.	90.83%	406
Other (please specify)	14.99%	67
Total Respondents: 447		

Q6 Have you developed any creative solutions to address paying employees during this time of closure? If yes, please describe.

Answered: 245 Skipped: 202

Q7 Have you currently made adjustments to your benefits package (excluding pay) for employees?

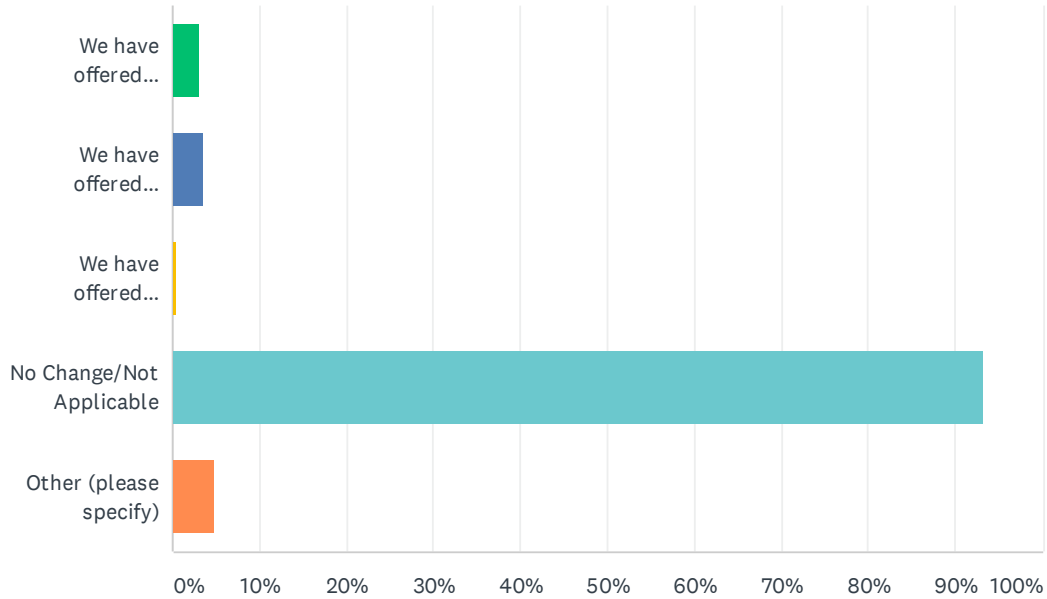
Answered: 440 Skipped: 7



ANSWER CHOICES	RESPONSES	
Yes	3.64%	16
No	95.00%	418
Other (please specify)	1.36%	6
TOTAL		440

Q8 What adjustments have you made to your benefits (excluding pay) package (check all that apply)?

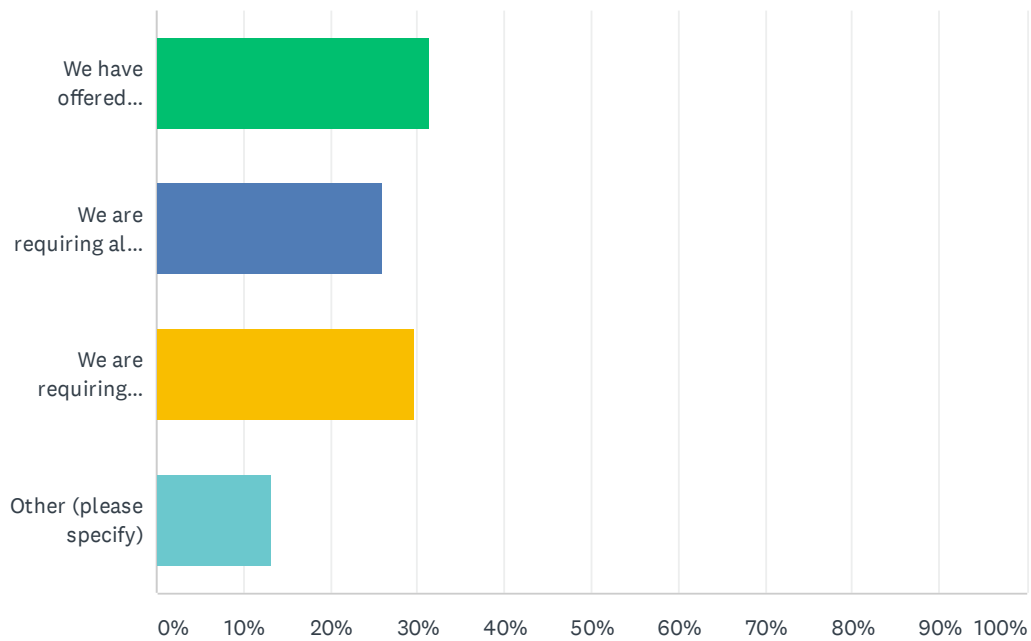
Answered: 439 Skipped: 8



ANSWER CHOICES	RESPONSES	
We have offered additional/extra/expanded benefits to current full time teacher (non-classified) employees.	3.19%	14
We have offered additional/extra/expanded benefits to current full time support staff (classified) employees.	3.64%	16
We have offered additional/extra/expanded to current part-time employees.	0.46%	2
No Change/Not Applicable	93.39%	410
Other (please specify)	4.78%	21
Total Respondents: 439		

Q9 If you are dealing with extended school closures, how are you handling working from home/telecommuting situations?

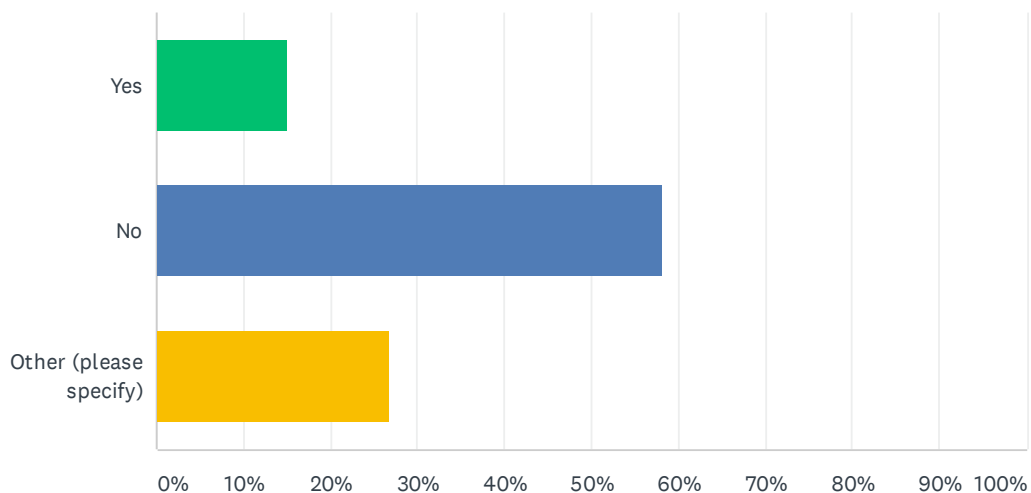
Answered: 441 Skipped: 6



ANSWER CHOICES	RESPONSES	
We have offered employees the opportunity to work from home.	31.29%	138
We are requiring all employees to work from home.	25.85%	114
We are requiring non-essential employees to work from home.	29.71%	131
Other (please specify)	13.15%	58
TOTAL		441

Q10 Are Administrators (Central Office, Principals, Supervisors, and/or Directors) required to report to their respective buildings?

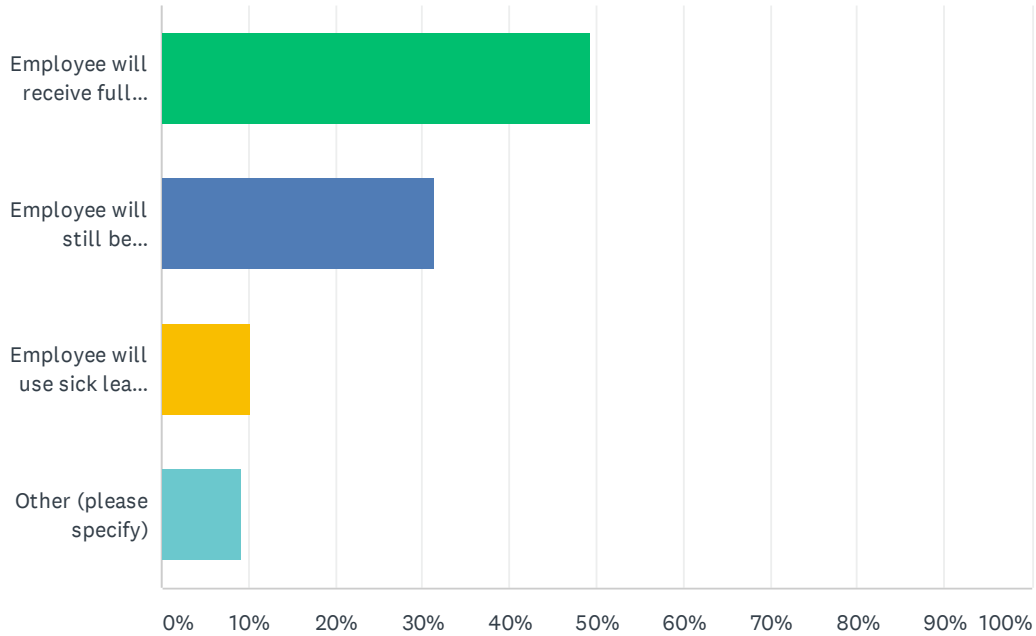
Answered: 444 Skipped: 3



ANSWER CHOICES	RESPONSES	
Yes	15.09%	67
No	58.11%	258
Other (please specify)	26.80%	119
TOTAL		444

Q11 If you are requiring employees to work from home/telecommute or you have employees who are required to come into the building and they have been "quarantined", how are you compensating them?

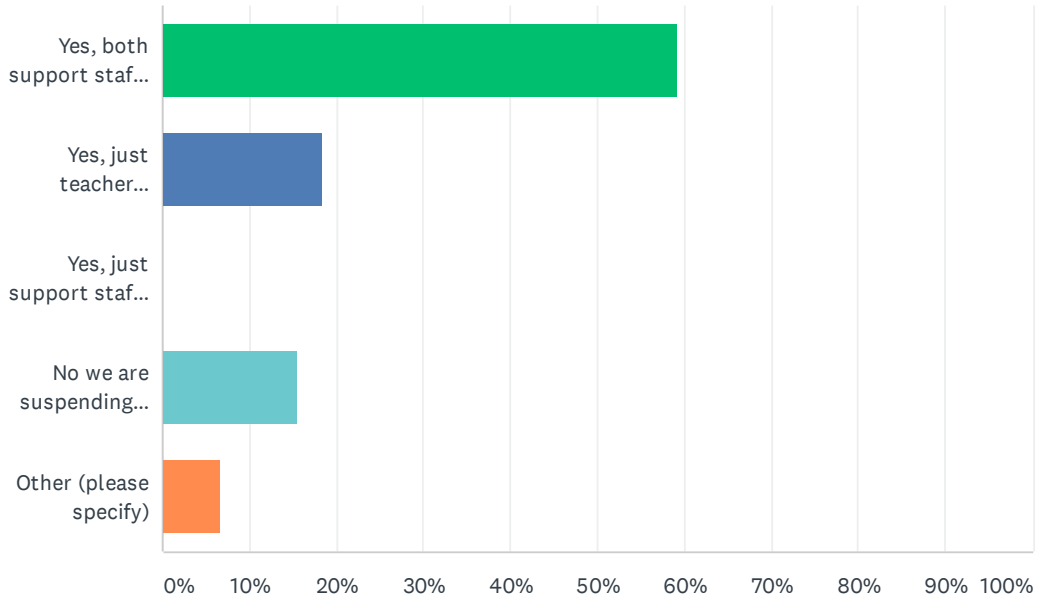
Answered: 438 Skipped: 9



ANSWER CHOICES	RESPONSES	
Employee will receive full pay during quarantined time.	49.32%	216
Employee will still be expected to work remotely and receive full pay during quarantined time.	31.28%	137
Employee will use sick leave to receive pay during quarantine time.	10.27%	45
Other (please specify)	9.13%	40
TOTAL		438

Q12 Are you proceeding with recruitment and hiring for the 2020-2021 school year during the current closures?

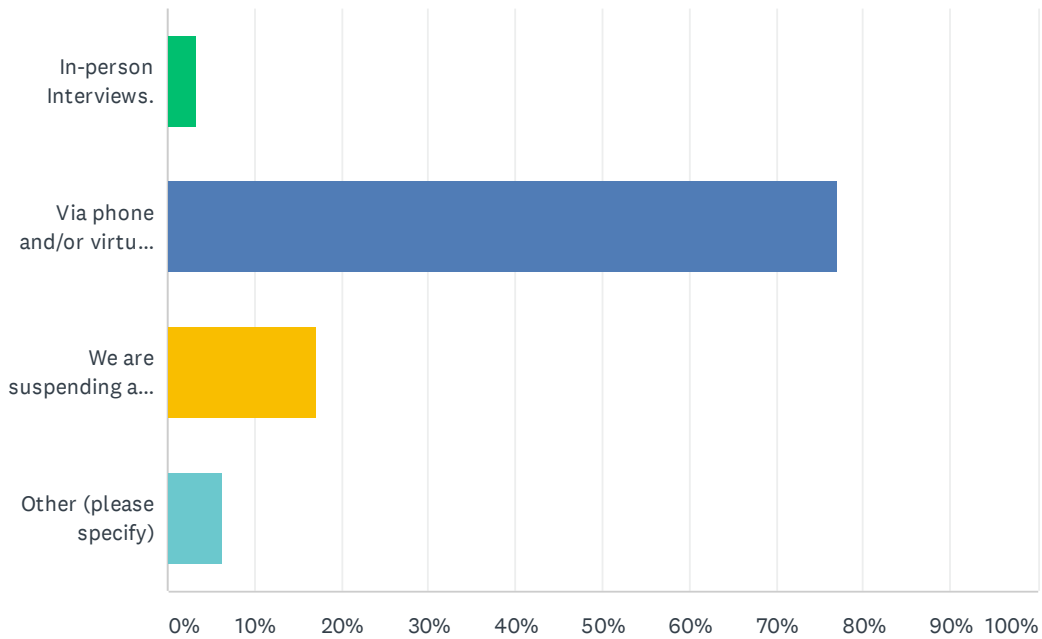
Answered: 444 Skipped: 3



ANSWER CHOICES	RESPONSES	
Yes, both support staff (classified) and teachers (non-classified) staff.	59.23%	263
Yes, just teacher (non-classified) staff.	18.47%	82
Yes, just support staff (classified) staff.	0.00%	0
No we are suspending recruitment and hiring until further notice.	15.54%	69
Other (please specify)	6.76%	30
TOTAL		444

Q13 If you are proceeding with recruitment and hiring for the 2020-2021 school year during closure, how are you conducting interviews?

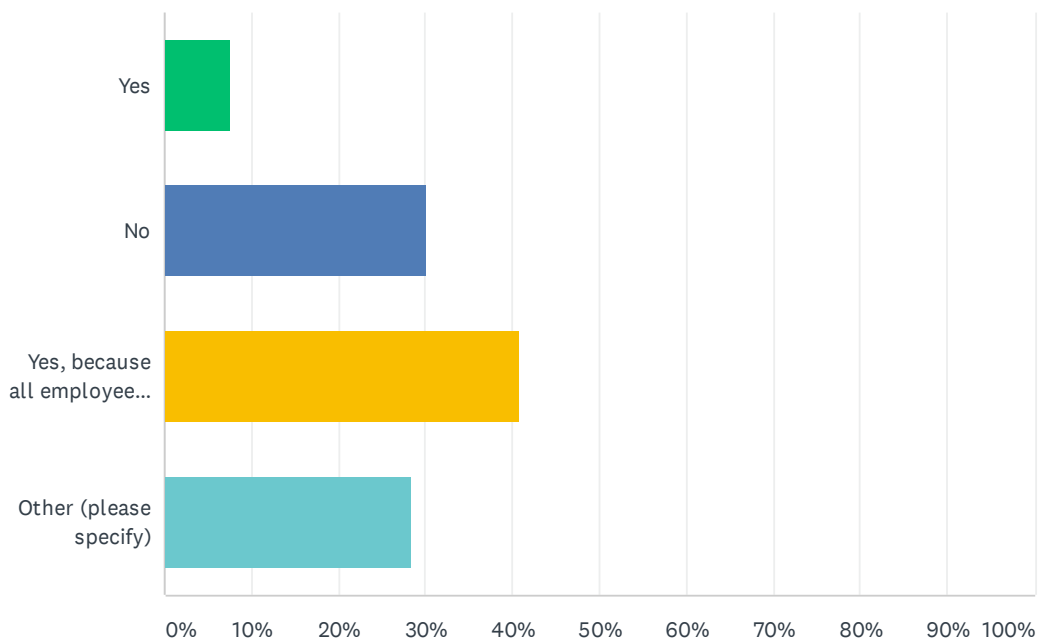
Answered: 431 Skipped: 16



ANSWER CHOICES	RESPONSES	
In-person Interviews.	3.25%	14
Via phone and/or virtual platform.	77.03%	332
We are suspending all interviews until further notice.	17.17%	74
Other (please specify)	6.26%	27
Total Respondents: 431		

Q14 Are you contesting any unemployment claims put forth by any employees?

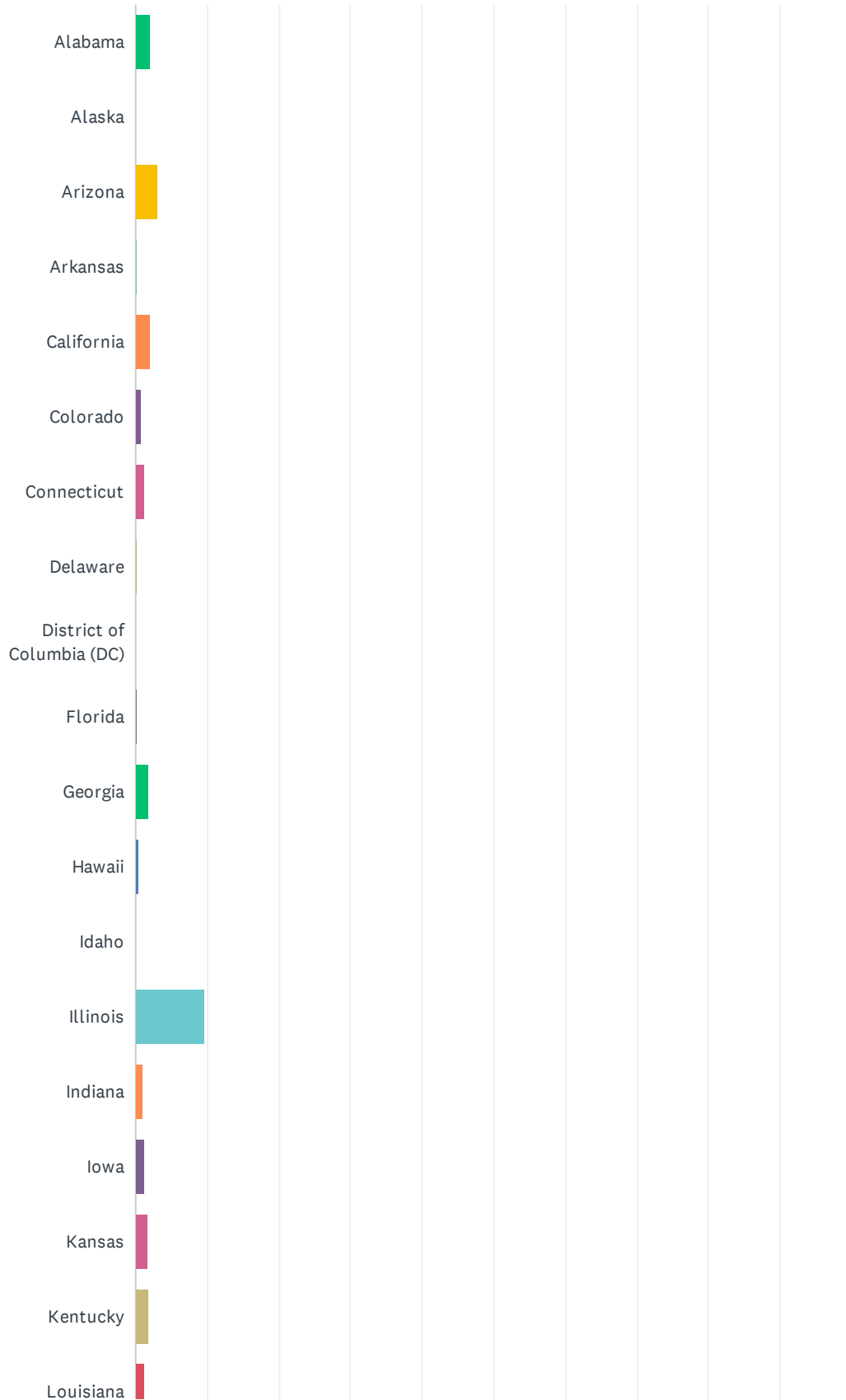
Answered: 444 Skipped: 3



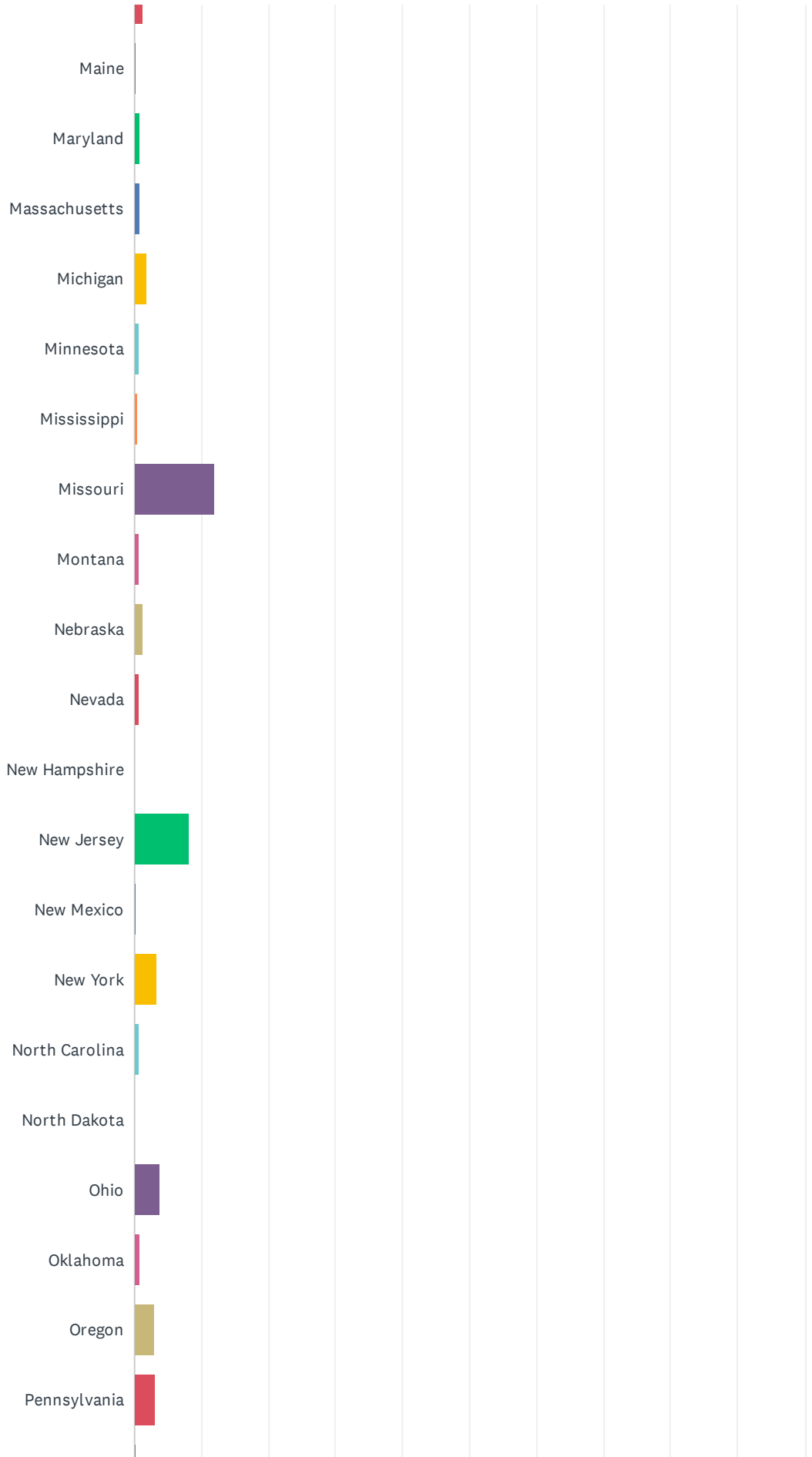
ANSWER CHOICES	RESPONSES	
Yes	7.43%	33
No	30.18%	134
Yes, because all employees are being paid.	40.77%	181
Other (please specify)	28.38%	126
Total Respondents: 444		

Q15 What state is your district in?

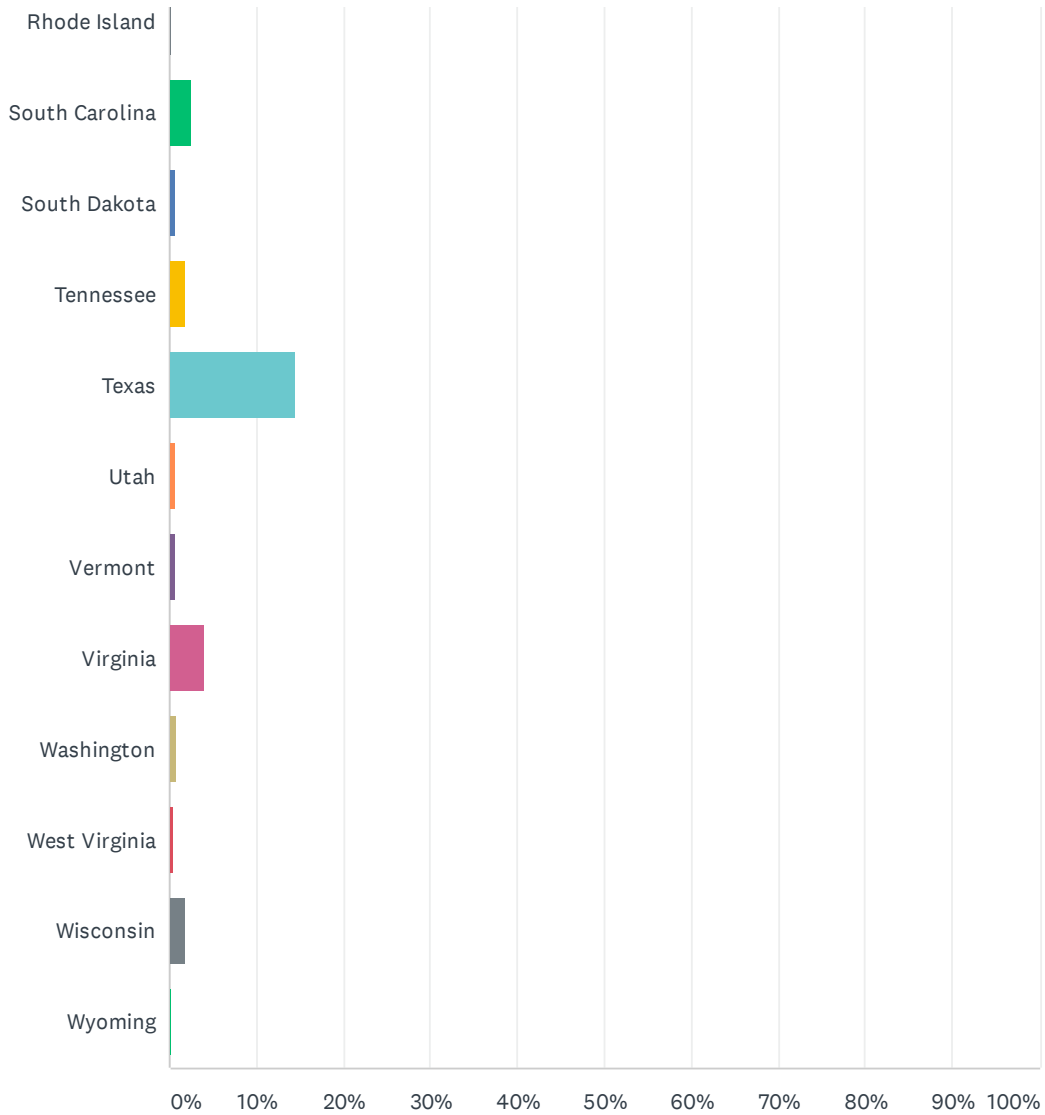
Answered: 446 Skipped: 1



AASPA Survey on COVID-19 Response from PK-12



AASPA Survey on COVID-19 Response from PK-12



AASPA Survey on COVID-19 Response from PK-12

ANSWER CHOICES	RESPONSES	
Alabama	2.02%	9
Alaska	0.00%	0
Arizona	3.14%	14
Arkansas	0.22%	1
California	2.02%	9
Colorado	0.90%	4
Connecticut	1.35%	6
Delaware	0.22%	1
District of Columbia (DC)	0.00%	0
Florida	0.22%	1
Georgia	1.79%	8
Hawaii	0.45%	2
Idaho	0.00%	0
Illinois	9.64%	43
Indiana	1.12%	5
Iowa	1.35%	6
Kansas	1.57%	7
Kentucky	1.79%	8
Louisiana	1.35%	6
Maine	0.22%	1
Maryland	0.90%	4
Massachusetts	0.90%	4
Michigan	1.79%	8
Minnesota	0.67%	3
Mississippi	0.45%	2
Missouri	11.88%	53
Montana	0.67%	3
Nebraska	1.35%	6
Nevada	0.67%	3
New Hampshire	0.00%	0
New Jersey	8.07%	36
New Mexico	0.22%	1

AASPA Survey on COVID-19 Response from PK-12

New York	3.36%	15
North Carolina	0.67%	3
North Dakota	0.00%	0
Ohio	3.81%	17
Oklahoma	0.90%	4
Oregon	2.91%	13
Pennsylvania	3.14%	14
Rhode Island	0.22%	1
South Carolina	2.47%	11
South Dakota	0.67%	3
Tennessee	1.79%	8
Texas	14.35%	64
Utah	0.67%	3
Vermont	0.67%	3
Virginia	4.04%	18
Washington	0.90%	4
West Virginia	0.45%	2
Wisconsin	1.79%	8
Wyoming	0.22%	1
TOTAL		446

Q16 Summary Data will be provided on our Website at: <https://www.aaspa.org/> Detailed data and individual responses will be available to AASPA members. If you are interested in receiving more information, what email address would you like to be contacted?

Answered: 273 Skipped: 174