

De Soto Teachers' Association Negotiations Survey Results

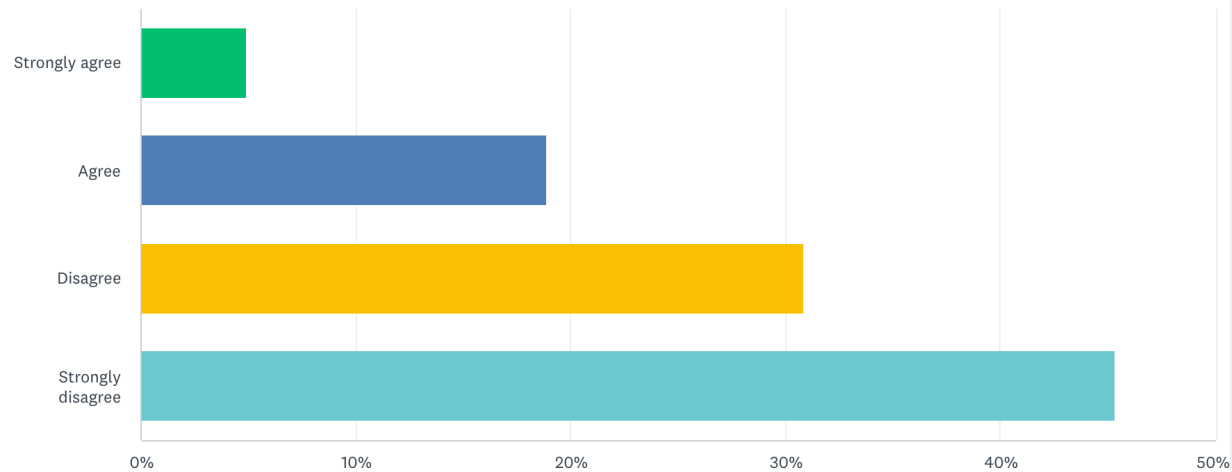
September 2026

Q1



Salary Schedule: The Board of Education proposal would add 1.26% to each cell on the salary schedule. Including step movement, the average increase in pay would be 2.49%.To what degree would you agree with the following statement regarding the salary schedule:The proposed increase to the salary schedule would fairly compensate me for the work I do.

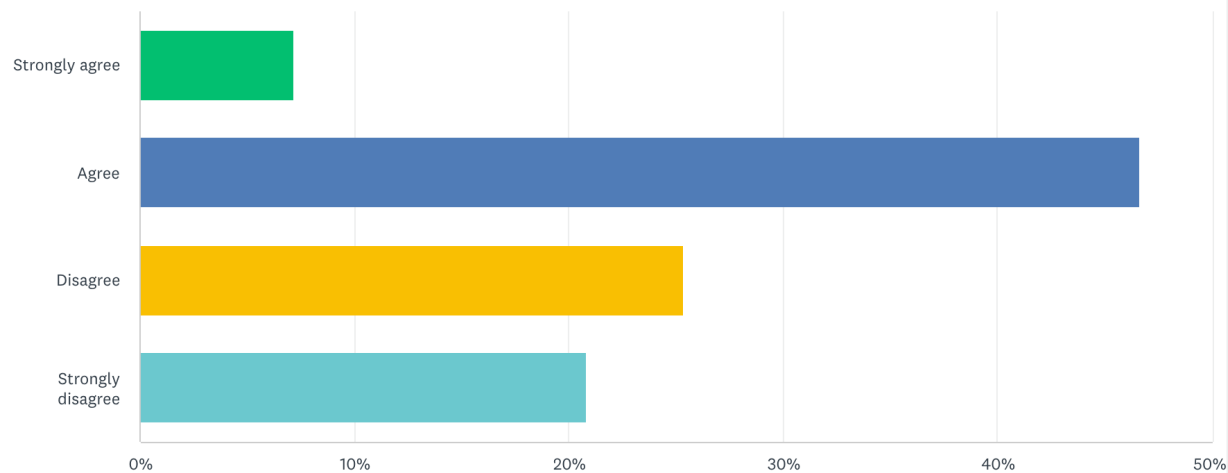
Answered: 386 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly agree	4.92%	19
Agree	18.91%	73
Disagree	30.83%	119
Strongly disagree	45.34%	175
TOTAL		386

Supplemental Salary Schedule: The Board of Education proposal would add 2.4% plus step movement to each cell on the supplemental salary schedule.To what degree would you agree with the following statement regarding the supplemental salary schedule:The proposed increase to the supplemental salary schedule would fairly compensate our coaches and sponsors for the work they do.

Answered: 375 Skipped: 13

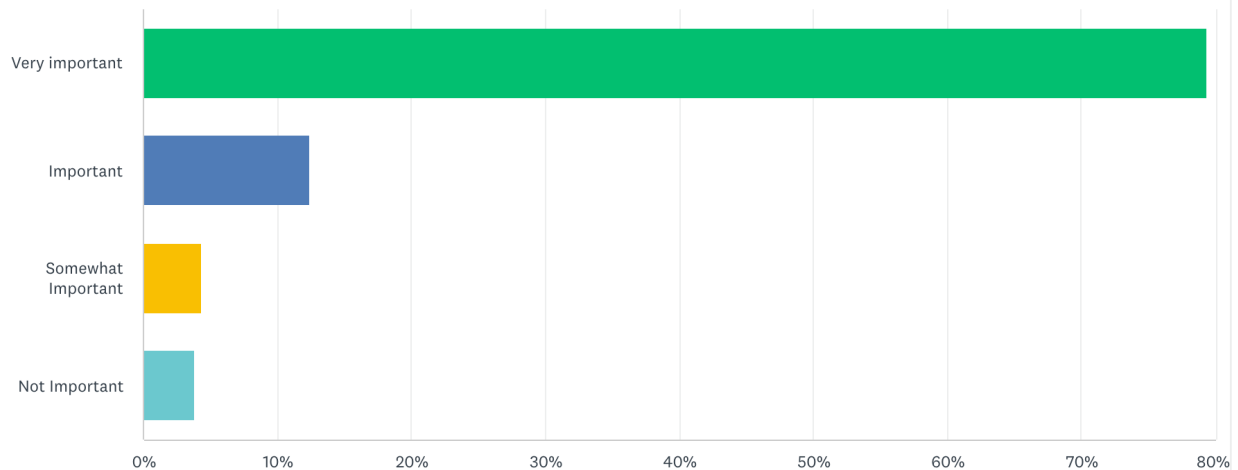


ANSWER CHOICES		RESPONSES	
Strongly agree		7.20%	27
Agree		46.67%	175
Disagree		25.33%	95
Strongly disagree		20.80%	78
TOTAL			375



Insurance Premiums: The Board of Education proposal would replace the current fully-funded single health membership with a specific monetary contribution of \$9,738 for a single health insurance membership. Unless the Board of Education were to increase that contribution prior to the new year, certified employees would pay the full 10.3% increase in insurance premiums (appx. \$84 per month for the lowest individual plan) out of their paychecks, beginning in January 2027. How important is it to you to keep a fully-funded single health membership?

Answered: 387 Skipped: 1



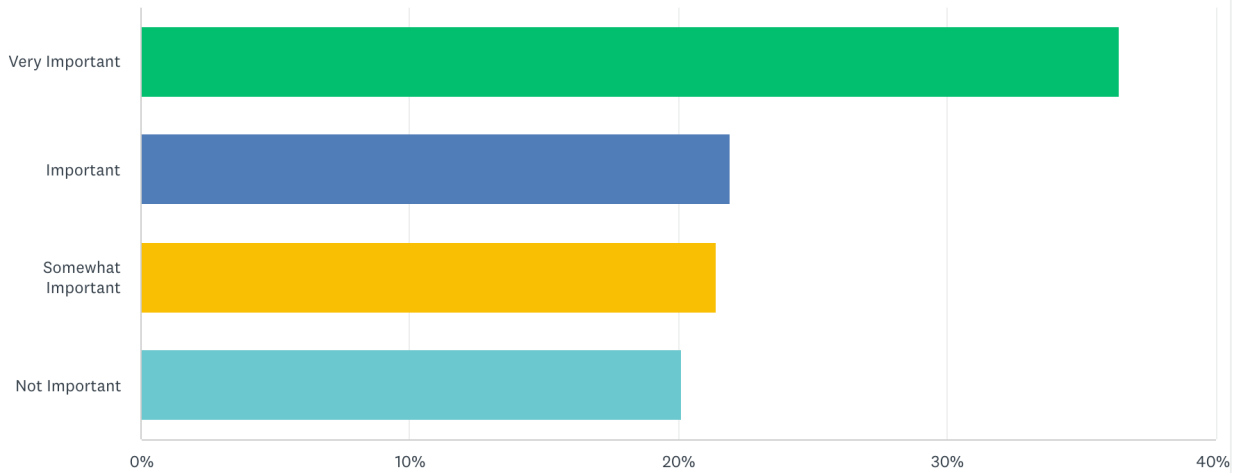
ANSWER CHOICES	RESPONSES	
Very important	79.33%	307
Important	12.40%	48
Somewhat Important	4.39%	17
Not Important	3.88%	15
TOTAL		387

Q4



Reducing the School Year: DTA has proposed reducing the number of contract days in the school year from 187 to 186, thereby increasing our daily rate of pay by appx. 0.5%,How important is it to you to work one fewer day during the school year?

Answered: 387 Skipped: 1



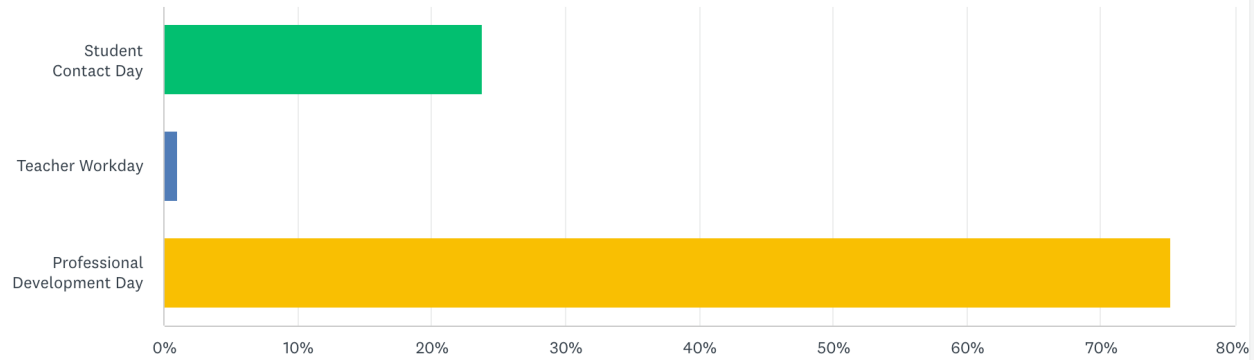
ANSWER CHOICES	RESPONSES	
Very Important	36.43%	141
Important	21.96%	85
Somewhat Important	21.45%	83
Not Important	20.16%	78
TOTAL		387

Q5



Reducing the School Year: If DTA and the Board of Education agreed to reduce the number of contract days from 187 to 186, which type of day would you want to eliminate?

Answered: 387 Skipped: 1



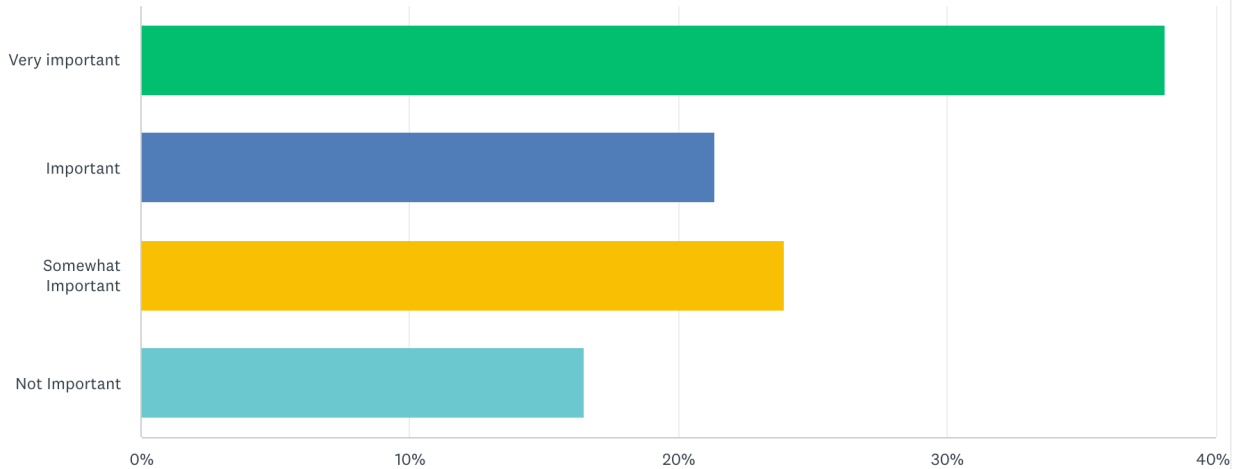
ANSWER CHOICES	RESPONSES	
Student Contact Day	23.77%	92
Teacher Workday	1.03%	4
Professional Development Day	75.19%	291
TOTAL		387

Q6



Required Evening Activities: DTA has proposed reducing the number of required activities outside of the contract day from three to two and the number of total hours from eight hours to five hours. How important is it to you to reduce the number of required activities outside the contract day to two?

Answered: 388 Skipped: 0



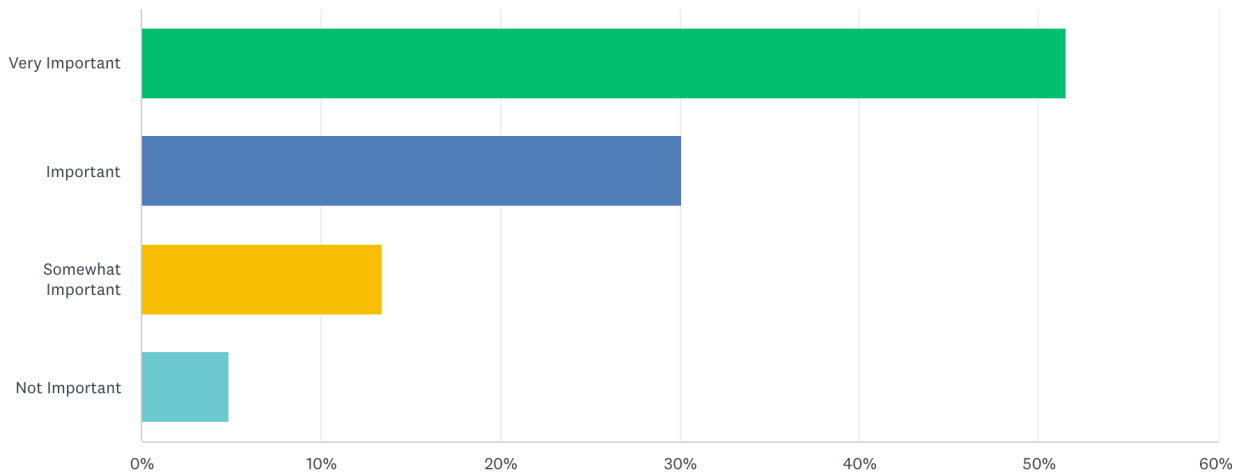
ANSWER CHOICES	RESPONSES	
Very important	38.14%	148
Important	21.39%	83
Somewhat Important	23.97%	93
Not Important	16.49%	64
TOTAL		388

Q7



Changes to Leave Policy: The Board of Education has proposed to amend our leave policy to eliminate separate categories of Sick Leave, Personal Leave, and Discretionary Leave, and allow accrued leave to be used “for any reason.” How important is it to you to eliminate leave categories and allow accrued leave to be used for any reason?

Answered: 388 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very Important	51.55%	200
Important	30.15%	117
Somewhat Important	13.40%	52
Not Important	4.90%	19
TOTAL		388