

REPORT

**EDUCATORS' CONDITIONS OF
EMPLOYMENT QUESTIONNAIRE**

presented to:

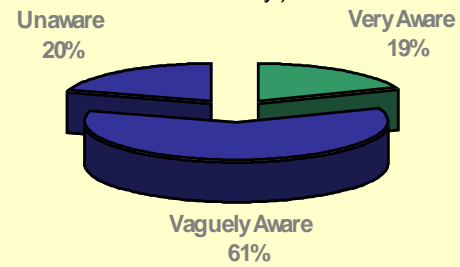
**TASK FORCE ON TEACHERS SALARIES &
BENEFITS**

NOVEMBER 23RD 2006

Appendix 2

312 teachers out of a total of 494 responded to the questionnaire. The response rate was 63%.

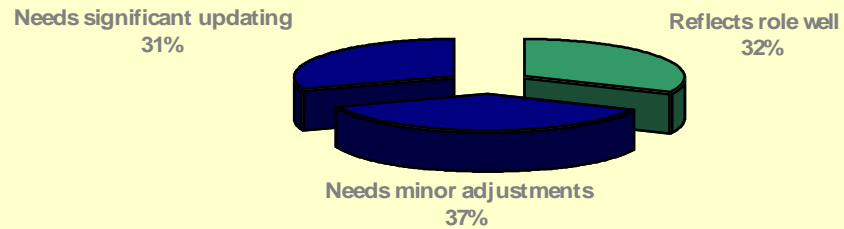
Question 2: How aware are you of the full scope and benefits included in your remuneration and benefit package (beyond salary)?



81% of teachers are vaguely aware or unaware of the full scope of their benefits

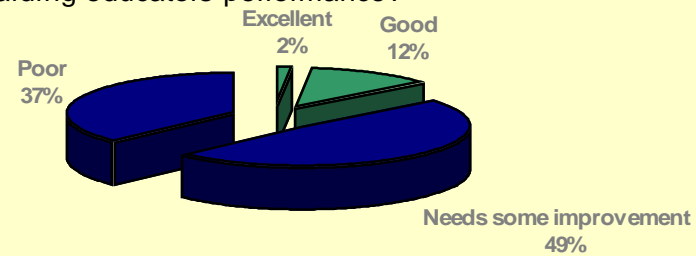
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Question 3 How well does your job description reflect your actual role and responsibilities



68% of teachers feel that their job description needs to be adjusted

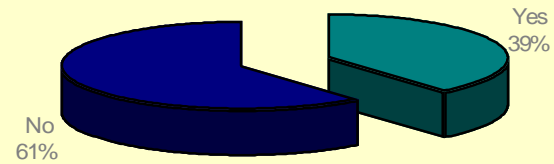
Question 4: How adequate is the existing performance management process for appraising an rewarding educators' performance?



88% of teachers feel that the existing performance management process is inadequate.

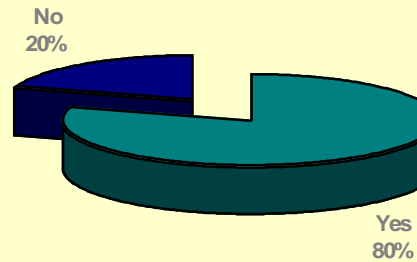
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Question 5: Would you prefer a 'pay for performance' based system that truly compensates differential performance?



61% of teachers do not favor a pure 'pay for performance' based system.

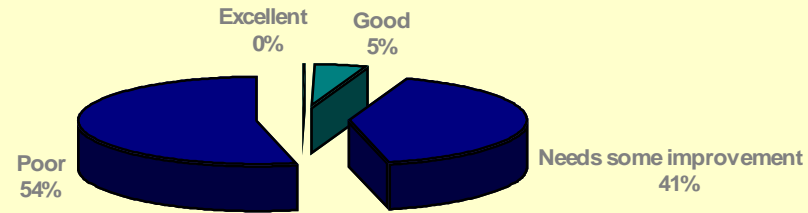
Question 6: Would you support a system of remuneration that considers both length of service and performance?



80% of teachers support a system for remuneration that considers both length of service and performance.

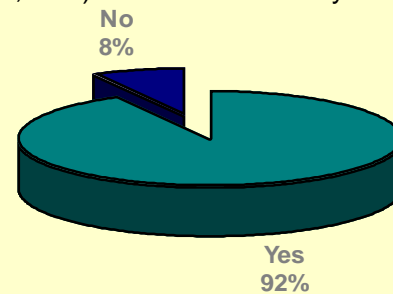
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Question 7: How would you describe the provision in the current system for educators' career development and long-term goals?



95% of teachers feel that provision for career development is inadequate
54% of teachers described the provision for career development as poor
41% of teachers feel that the provision for career development needs some improvement

Question 8 A: Should educators' remuneration be increased as they acquire additional qualifications (e.g. Masters Degree, PhD) from internationally recognized institutions?

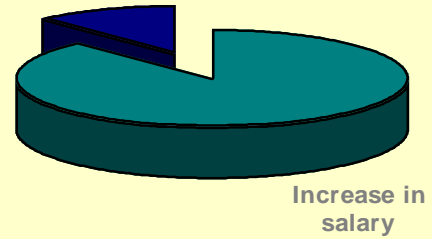


92% of teachers feel that remuneration should be increased as additional qualifications are acquired.

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Question 8 B: Which of the following rewards would be most appropriate?

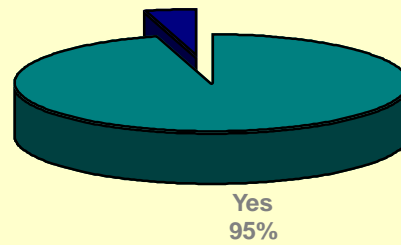
Achievement bonus
12%



88% of teachers feel that an increase in salary in salary would be the most appropriate reward for additional qualifications.

Question 9 A: Should educators' benefits include assistance for those studying for further qualifications

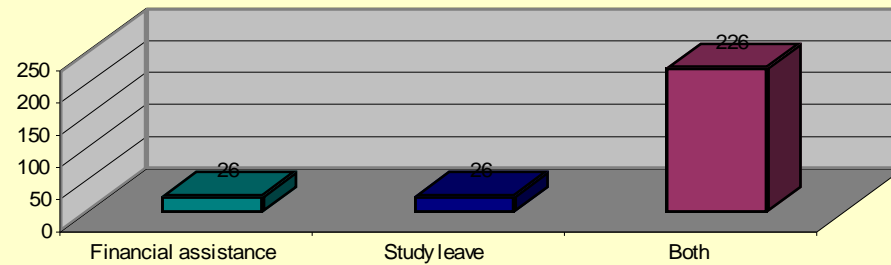
No
5%



95% of teachers feel that benefits should include assistance for those studying for further qualifications.

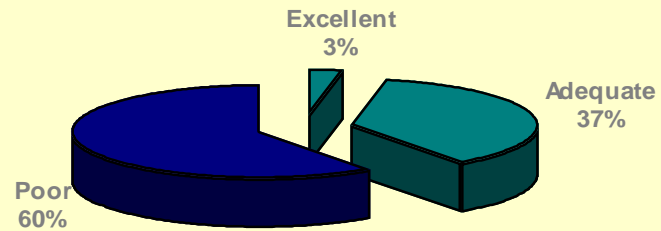
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Question 9 B: Which of the following benefits would be most appropriate?



226 out of 278 teachers felt that a combination of financial assistance and study leave would be most appropriate for those studying for further qualifications

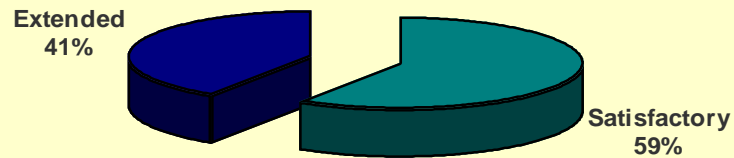
Question 10: Are current leave entitlements (e.g. maternity, compassionate) adequate?



37% of teachers felt that leave entitlements were adequate.
60% felt that leave entitlements were poor.

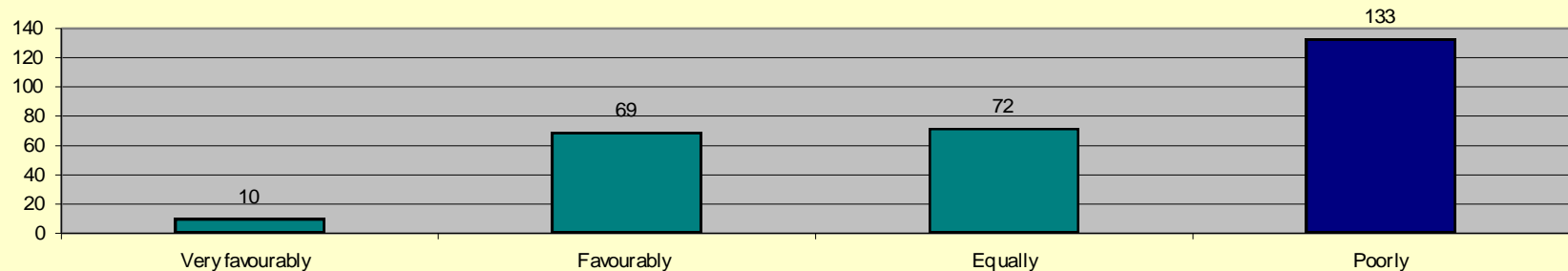
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Question 11: Are overseas educators' contract terms generally of satisfactory length, or should they be extended?



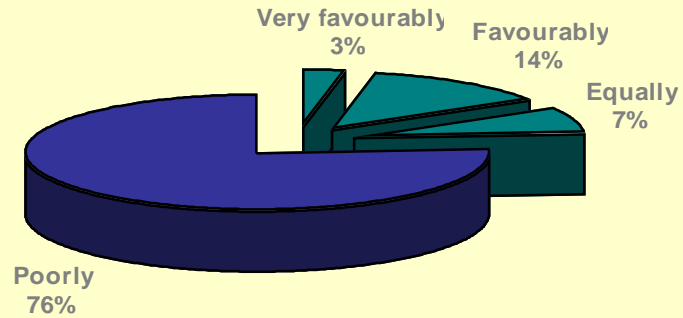
41% of teachers felt that overseas educators' contract length should be extended.
59% of teachers felt that overseas educators' contract length was satisfactory

Question 12: From your experience how does educators' remuneration in Cayman compare generally with other countries?

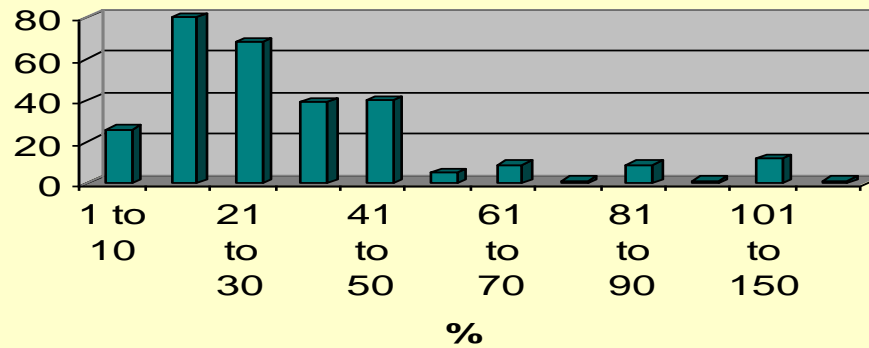


47% felt that educators' remuneration in Cayman compared poorly with other countries.
53% felt that educators' remuneration in Cayman compared either equally, favorably or very favorably with other countries.

Question 13: From your experience how does educators' remuneration compare generally with that of similarly qualified staff in the private sector?



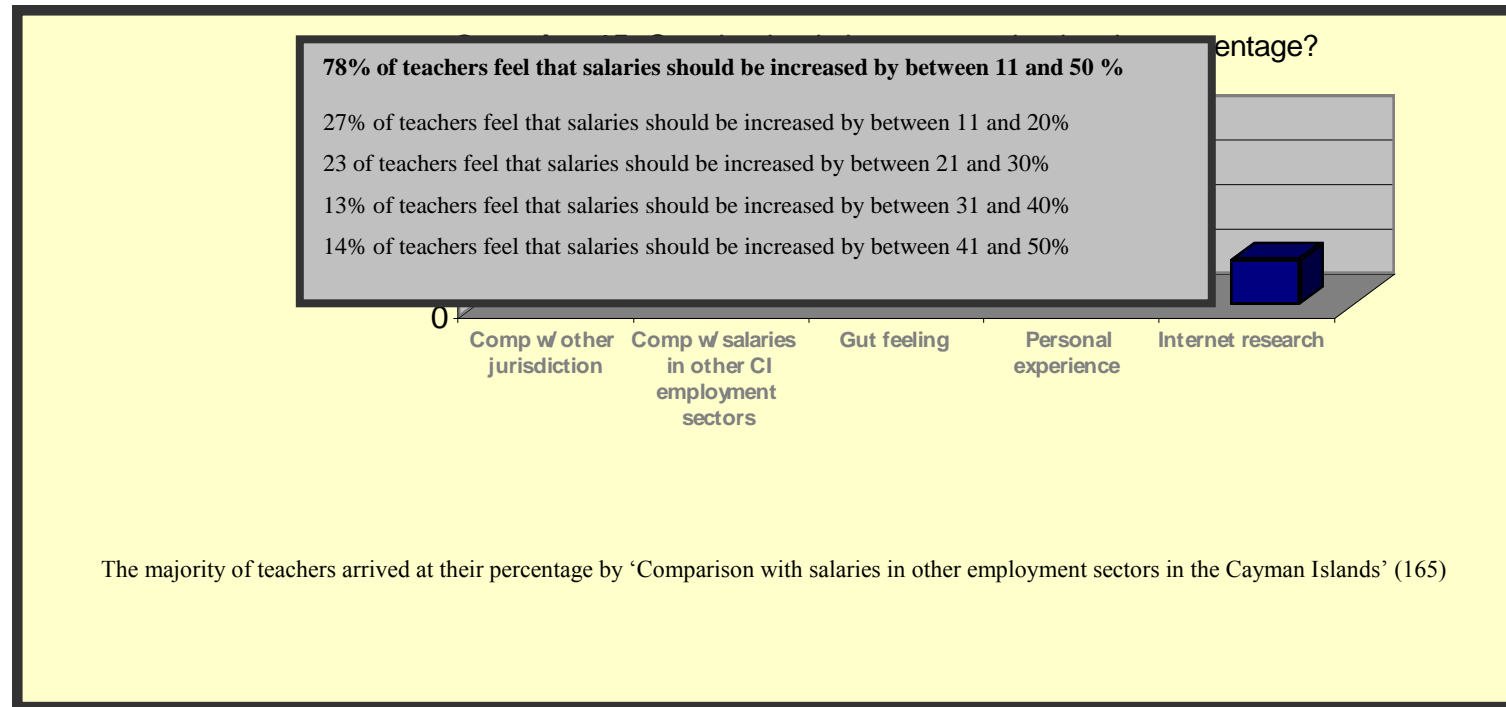
Question 14: By what percentage should teachers' salaries be increased to bring them up to a satisfactory level?



Percentage	Frequency
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1 to 10	26
11 to 20	80
21 to 30	68
31 to 40	39
41 to 50	40
51 to 60	5
61 to 70	9
71 to 80	1
81 to 90	9
91 to 100	1
101 to 150	12
151 to 200	1



Other:

- Cost of living
- Comparison to international salary increases
- Stuck on same pay scale
- To catch up on frozen salaries
- Bermuda/U.S.A/ England
- Comparison with other government departments.
- On the basis of my qualifications experience + duties
- Chamber of Commerce
- Work load

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Question 16

Other:

- Health Insurance
- Regular Substantial Increments
- Serving on Prof Dev Committee
- Study leave with pay
- Staff fitness area in new schools
- Car Loans
- Annual Increments
- Salary re-adjustments
- Family member sick, sick days should be automatic
- Mortgage incentive
- Assisted Mortgages/ Subsidised housing
- Scholarships
- Rent / mortgage allowance
- Not beneficial unless salaries are increased
- Fair increase in salary
- Rent Assistance Monthly
- Study leave with pay
- Lower mortgage rates & interest free loans
- 2- Remuneration for additional qualifications
- Continuing Education
- On-going training + networking opportunities
- Medical care, dental care: choose own doctor, dentist