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Interviews: 800 K-12 public school members, including 600 K-12 teachers and 200 PSRPs
Dates: February 4-6, 2021

[109]	<u>All Educators</u>	<u>Teachers</u>	<u>PSRPs</u>
Male	23	23	23
Female	77	77	77

FINAL

Study #14022
AFT Members School Reopening Survey
February 2021

Please note: all results are shown as percentages unless otherwise stated.

S1. Are you currently employed by a public school or school system?

	<u>All Educators</u>	<u>Teachers</u>	<u>PSRPs</u>		
Yes, currently employed	100	100	100	CONTINUE	[140]
No, not currently employed	-	-	-	TERMINATE	
Not sure	-	-	-		

S2. For statistical purposes only, would you please tell me how old you are? (IF "REFUSED," ASK:) Well, would you tell me which age group you belong to?

	<u>All Educators</u>	<u>Teachers</u>	<u>PSRPs</u>	
18-24	1	1	-	[141-142]
25-29	8	8	5	
30-34	11	12	8	
35-39	11	11	8	
40-44	16	16	12	
45-49	11	12	10	
50-54	13	13	14	
55-59	12	12	15	
60-64	9	8	16	
65-69	3	3	4	
70-74	2	2	3	
75 and over	1	-	2	
Refused/not sure.....	2	2	3	

S3ab. For statistical purposes only, do you consider yourself Hispanic or Latino, or of Mexican or Central or South American origin? (IF RESPONDENT SAYS "NO" OR "NOT SURE," ASK:) And to ensure that we have a representative sample, what is your race?

	<u>All Educators</u>	<u>Teachers</u>	<u>PSRPs</u>	
White/Caucasian	68	68	69	[145]
Black/African American	12	12	13	
Hispanic	15	15	13	
Asian/Pacific Islander.....	1	1	-	
American Indian/Alaskan native.....	1	-	1	
Other	1	1	2	
Not sure/refused	2	3	2	

1. When you think about the job Joe Biden is doing as president, do you strongly approve, mildly approve, mildly disapprove, or strongly disapprove of the job he is doing?

	<u>All Educators</u>	<u>Teachers</u>	<u>PSRPs</u>	
Strongly approve	45	45	39	[146]
Mildly approve	21	21	22	
Mildly disapprove	5	5	8	
Strongly disapprove	12	12	13	
Not sure	17	17	18	
Total Approve	66	66	61	
Total Disapprove	17	17	21	

2ab. Thinking about the impact the coronavirus has had on you and your family's day to day life, would you say it (READ LIST)?

	<u>All Educators</u>	<u>Teachers</u>	<u>PSRPs</u>	
Has changed your life in a very major way	47	47	48	[149]
Has changed your life in a fairly major way	33	34	32	
Has changed your life in only a small way.....	16	16	15	
Has not changed your life in any way	4	3	4	
Not sure.....	-	-	1	
Total Very/Fairly Major Way	80	81	80	
Total Small/Not Changed	20	19	19	

For the rest of this survey, we will refer to COVID-19, which is another name for the illness caused by the coronavirus that is currently affecting the United States and other countries around the world.

2c. The COVID-19 situation has affected people in different ways. Please tell me whether each of the following applies to you.

	<u>Applies To Me</u>	<u>Does Not Apply To Me</u>	<u>Not Sure</u>	
You have a condition that makes you high-risk for COVID-19				[150]
All Educators	36	63	1	
Teachers	36	63	1	
PSRPs.....	31	66	3	
Someone else in your household has a condition that makes them high-risk for COVID-19				[151]
All Educators	47	53	-	
Teachers	48	52	-	
PSRPs.....	42	58	-	
You have a family member in a nursing home or long-term care facility				[152]
All Educators	17	83	-	
Teachers	17	83	-	
PSRPs.....	20	80	-	
You or someone you know personally has been infected with COVID-19				[153]
All Educators	82	18	-	
Teachers	84	16	-	
PSRPs.....	74	25	1	

2d. Two different COVID-19 vaccines have been approved by the Food and Drug Administration, or FDA, as safe and effective, and other COVID-19 vaccines are also likely to be approved. What are your plans for getting the COVID-19 vaccine--will you get vaccinated as soon as the COVID-19 vaccine is available to you, within a few weeks of it being available to you, within a few months of it being available to you, will you wait longer than that, or will you not get vaccinated at all? If you have already been vaccinated against COVID-19, please just say so.

	<u>All Educators</u>	<u>Teachers</u>	<u>PSRPs</u>	
As soon as available	42	43	35	[154]
Within a few weeks	5	5	5	
Within a few months	7	7	7	
Longer than a few months	6	5	9	
Will not get vaccinated at all	13	12	18	
Have already been vaccinated	23	24	19	
Not sure	4	4	7	
Total Already/ASAP	65	67	54	

Now I have some questions about work issues...

3a. Which of the following best describes how your school is currently operating?

	<u>All Educators</u>	<u>Teachers</u>	<u>PSRPs</u>	
Operating on a full in-person basis	17	17	20	[155]
Operating using a hybrid model of in-person and remote learning	60	60	59	
Operating using remote learning only	22	22	20	
Not sure.....	1	1	1	

3b. And regardless of what your school is currently doing, which of the following best describes how you think your school SHOULD be operating at this time?

	<u>All Educators</u>	<u>Teachers</u>	<u>PSRPs</u>	
Operating on a full in-person basis	24	23	27	[156]
Operating using a hybrid model of in-person and remote learning	40	40	41	
Operating using remote learning only	34	35	28	
Not sure.....	2	2	4	

4a. Is your school scheduled to change the way it operates sometime this spring?

	<u>All Educators</u>	<u>Teachers</u>	<u>PSRPs</u>	
Yes	29	29	30	CONTINUE [157]
No	49	50	45	Skip to Q.5
Not sure	22	21	25	

(ASK ONLY OF RESPONDENTS WHO SAY 'YES' IN Q.4a:)

4b Which of the following best describes how your school is scheduled to operate later this spring? **(READ LIST.)**

	<u>All Educators</u>	<u>Teachers</u>	<u>PSRPs</u>	
Will operate on a full in-person basis.....	28	26	46	[158]
Will operate using a hybrid model of in-person and remote learning....	58	59	46	
Will operate using remote learning only	3	3	-	
Not sure.....	11	12	8	

5. In your opinion, has your school system...(READ LIST)?

	<u>All Educators</u>	<u>Teachers</u>	<u>PSRPs</u>	
Gone too far resuming in-person instruction.....	16	17	12	[159]
Not done enough to resume in-person instruction...	15	15	15	
Struck a good balance on this issue.....	63	62	68	
Not sure.....	6	6	5	

(ASK ONLY OF RESPONDENTS WHO SAY THEIR SCHOOL OPERATES IN-PERSON OR HYBRID MODEL IN Q.3a.)

6a. Have you felt comfortable returning to work in-person so far this school year?

	<u>All Educators</u>	<u>Teachers</u>	<u>PSRPs</u>	
Yes	63	61	69	[160]
No	33	35	24	
Does not apply (VOL)	2	2	4	
Not sure	2	2	3	

(ASK ONLY OF RESPONDENTS WHO SAY THEIR SCHOOL OPERATES REMOTELY IN Q.3a.)

6b. Based on what you know now, would you feel comfortable returning to work in-person during the spring semester?

	<u>All Educators</u>	<u>Teachers</u>	<u>PSRPs</u>	
Yes.....	41	40	48	[161]
No	54	55	47	
Does not apply (VOL)	-	-	2	
Not sure	5	5	3	

7. In general, how satisfied are you with the way the school system you work for has handled the COVID-19 pandemic so far? **(READ LIST.)**

	<u>All Educators</u>	<u>Teachers</u>	<u>PSRPs</u>	
Very satisfied	29	28	37	[162]
Somewhat satisfied	39	39	41	
Somewhat dissatisfied	17	17	16	
Very dissatisfied	14	15	5	
Not sure	1	1	1	
Total Satisfied	68	67	78	
Total Dissatisfied	31	32	21	

8. How satisfied have you been with the way your school district has done each of the following--very satisfied, somewhat satisfied, somewhat dissatisfied, or very dissatisfied?

THIS TABLE HAS BEEN RANKED BY THE PERCENTAGE OF EDUCATORS WHO SAY VERY OR SOMEWHAT SATISFIED

	<u>Total Satisfied</u>	<u>Total Dis-satisfied</u>	<u>Very Satisfied</u>	<u>Some-what Satisfied</u>	<u>Some-what Dis-satisfied</u>	<u>Very Dis-satisfied</u>	<u>Does Not Apply (VOL)</u>	<u>Not Sure</u>	
Setting and enforcing appropriate social distance and mask rules									[165]
All Educators	72	21	42	30	10	11	6	1	
Teachers.....	71	21	40	31	10	11	7	1	
PSRPs.....	76	17	54	22	7	10	4	3	
Having needed protective equipment for staff									[167]
All Educators	68	24	38	30	11	13	6	2	
Teachers.....	67	25	37	30	12	13	6	2	
PSRPs.....	76	15	41	35	5	10	4	5	
Communicating with staff about plans for school re-opening									[163]
All Educators	65	31	36	29	16	15	2	2	
Teachers.....	64	33	34	30	17	16	2	1	
PSRPs.....	74	19	50	24	8	11	3	4	
Providing accommodations for high-risk staff									[168]
All Educators	62	30	35	27	14	16	3	5	
Teachers.....	61	31	33	28	14	17	3	5	
PSRPs.....	64	26	44	20	15	11	5	5	
Providing adequate ventilation and sanitizing facilities									[166]
All Educators	62	32	33	29	13	19	4	2	
Teachers.....	60	33	30	30	13	20	5	2	
PSRPs.....	73	22	50	23	12	10	3	2	
COVID-19 testing									[169]
All Educators	54	30	27	27	11	19	12	4	
Teachers.....	54	31	26	28	11	20	11	4	
PSRPs.....	54	26	36	18	11	15	14	6	
Asking for input from school staff on how to safely operate schools									[164]
All Educators	53	43	24	29	17	26	3	1	
Teachers.....	52	44	22	30	17	27	3	1	
PSRPs.....	62	30	37	25	15	15	4	4	

9a. How satisfied are you with the way that your union has handled the COVID-19 pandemic so far? **(READ LIST.)**

	<u>All Educators</u>	<u>Teachers</u>	<u>PSRPs</u>	
Very satisfied	42	42	43	[170]
Somewhat satisfied	32	32	34	
Somewhat dissatisfied	12	13	10	
Very dissatisfied	9	9	7	
Not sure	5	4	6	
Total Satisfied	74	74	77	
Total Dissatisfied	21	22	17	

9b. In your opinion, has your union...(READ LIST)?

	<u>All Educators</u>	<u>Teachers</u>	<u>PSRPs</u>	
Done too little to help resume in-person instruction.....	8	8	8	[171]
Done too little to protect health of teachers and staff.....	18	18	16	
Struck the right balance on this issue	65	65	64	
Not sure	9	9	12	

10ab. Have you personally purchased masks, gloves, or other protective or cleaning products, for yourself or your students? **(IF RESPONDENT SAYS "YES," ASK:) Was that for yourself or your students?**

	<u>All Educators</u>	<u>Teachers</u>	<u>PSRPs</u>	
Yes, purchased protective or cleaning products for myself	48	48	48	[174]
Yes, purchased protective or cleaning products for my students ...	2	2	4	
Yes, both (VOL).....	34	35	27	
No, have not purchased protective or cleaning products for either.	15	14	20	
Not sure.....	1	1	1	
Total Yes	84	85	79	

11a. In terms of student learning, how well do you think distance learning has worked compared with traditional in-person teaching? Has it work just as well, nearly as well, somewhat less well, or much less well?

	<u>All Educators</u>	<u>Teachers</u>	<u>PSRPs</u>	
Just as well	5	5	3	[175]
Nearly as well	13	12	14	
Somewhat less well	31	31	33	
Much less well	48	49	44	
Not sure	3	3	6	
Total Just/Nearly As Well	18	17	17	
Total Somewhat/Much Less Well	79	80	77	

11b. In your opinion, how well has your school system done in preparing and supporting staff for distance learning? **(READ LIST.)**

	<u>All Educators</u>	<u>Teachers</u>	<u>PSRPs</u>	
Very well	23	21	32	[176]
Fairly well	28	28	26	
Just okay	29	29	31	
Not well	19	21	9	
Not sure	1	1	2	
Total Very/Fairly Well	51	49	58	
Total Just Okay/Not Well	48	50	40	

11c. Do you approve of class sessions that require individual teachers to teach both in-person and remote learning for students at the same time, or do you think each class should be held either in-person or remotely without trying to combine both at the same time?

	<u>All Educators</u>	<u>Teachers</u>	<u>PSRPs</u>	
Both in-person and remotely at the same time	18	16	31	[177]
In-person or remote, but not both	75	78	55	
Not sure	7	6	14	

12. Which one of the following do you think should be the biggest factors in deciding whether, how, and when schools should re-open? **(READ LIST.)**

THIS TABLE HAS BEEN RANKED BY THE HIGHEST PERCENTAGE OF EDUCATORS

	<u>All Educators</u>	<u>Teachers</u>	<u>PSRPs</u>	
Protecting the health of students and staff	57	57	58	[178]
Limiting community spread of the virus	21	21	18	
Meeting the educational and social needs of students	17	17	16	
Allowing working parents to return to their jobs	2	2	4	
Not sure	3	3	4	

13. How much do you trust each of the following to make good decisions about whether, how, and when schools should re-open--a lot, somewhat, just a little, or not at all?

THIS TABLE HAS BEEN RANKED BY THE PERCENTAGE OF EDUCATORS WHO SAY TRUST A LOT OR SOMEWHAT

	Total Trust A Lot/Some-what	Total Trust Just A Little/Not At All	<u>Trust A Lot</u>	<u>Trust Some-what</u>	<u>Trust Just A Little</u>	<u>Do Not Trust At All</u>	<u>Not Sure</u>	
Centers for Disease Control, or CDC								[212]
All Educators.....	81	18	44	37	10	8	1	
Teachers.....	81	18	42	39	10	8	1	
PSRPs	78	19	53	25	13	6	3	
Teachers unions								[180]
All Educators.....	79	19	35	44	11	8	2	
Teachers.....	79	20	34	45	12	8	1	
PSRPs	78	16	39	39	9	7	6	
Your school district								[210]
All Educators.....	67	32	29	38	17	15	1	
Teachers.....	65	34	27	38	18	16	1	
PSRPs	76	22	43	33	14	8	2	
President Joe Biden								[179]
All Educators.....	65	28	30	35	12	16	7	
Teachers.....	66	28	30	36	12	16	6	
PSRPs	63	28	37	26	11	17	9	
The U.S. Department of Education								[211]
All Educators.....	57	38	14	43	19	19	5	
Teachers.....	57	38	12	45	19	19	5	
PSRPs	63	32	29	34	15	17	5	

Q.13 (cont'd)	Total Trust A Lot/Some-what	Total Trust Just A Little/Not At All	Trust A Lot	Trust Some-what	Trust Just A Little	Do Not Trust At All	Not Sure	
The governor of your state								[208]
All Educators.....	54	44	20	34	16	28	2	
Teachers.....	54	45	19	35	17	28	1	
PSRPs.....	57	37	28	29	10	27	6	
Your state legislature								[209]
All Educators.....	51	45	12	39	20	25	4	
Teachers.....	51	46	10	41	21	25	3	
PSRPs.....	52	43	21	31	19	24	5	
Parent organizations, such as the PTA								[213]
All Educators.....	47	44	16	31	22	22	9	
Teachers.....	47	45	16	31	23	22	8	
PSRPs.....	50	37	19	31	19	18	13	

14. As you may know, President Biden has said it should be a priority to re-open schools for in-person instruction as quickly as possible, and is proposing federal support to help schools re-open safely with proper COVID-19 testing and safety protocols. Do you strongly approve, mildly approve, mildly disapprove, or strongly disapprove of President Biden making it a priority to re-open schools with proper testing and safety protocols?

	All Educators	Teachers	PSRPs	
Strongly approve	49	49	53	[214]
Mildly approve	31	31	30	
Mildly disapprove	8	8	5	
Strongly disapprove	8	8	7	
Not sure	4	4	5	
Total Approve	80	80	83	
Total Disapprove	16	16	12	

Now looking ahead to the rest of the school year...

15. How confident are you that your school will take the steps necessary to keep staff safe this spring? (READ LIST.)

	All Educators	Teachers	PSRPs	
Very confident	36	34	47	[215]
Fairly confident	37	38	31	
Not that confident	16	17	12	
Not confident at all	9	9	8	
Not sure	2	2	2	
Total Confident	73	72	78	
Total Not Confident	25	26	20	

16a. How worried are you that you might get infected with COVID-19 at work? **(READ LIST.)**

	<u>All Educators</u>	<u>Teachers</u>	<u>PSRPs</u>	
Very worried	29	29	22	[216]
Somewhat worried	35	35	34	
Not that worried	18	18	20	
Not worried at all	15	15	17	
I have already gotten COVID-19 (VOL) ..	2	2	5	
Not sure.....	1	1	2	
Total Very/Somewhat Worried	64	64	56	
Total Not Worried	33	33	37	

16b. How worried are you that you might get COVID-19 at work and then infect someone in your family? **(READ LIST.)**

	<u>All Educators</u>	<u>Teachers</u>	<u>PSRPs</u>	
Very worried	44	45	38	[217]
Somewhat worried	27	26	29	
Not that worried	13	13	12	
Not worried at all	14	14	15	
I have already gotten COVID-19 (VOL) ..	1	1	4	
Not sure.....	1	1	2	
Total Very/Somewhat Worried	71	71	67	
Total Not Worried	27	27	27	

17. Which of these, if either, worries you more? **(READ LIST.)**

	<u>All Educators</u>	<u>Teachers</u>	<u>PSRPs</u>	
That your school system will go too far in fully re-opening schools.....	55	57	42	[218]
That your school system will move too slowly to fully re-open schools	21	20	25	
Neither is a concern for me (VOL)	19	18	25	
Not sure	5	5	8	

18. I'm going to describe a proposal by the American Federation of Teachers for safely re-opening schools for in-person instruction, and then get your reaction.

Full in-person learning can happen with the proper testing and safety protocols. COVID-19 testing must become a way of life in schools and we need to test regularly and rapidly to monitor the virus. We need to ensure the proper safety protocols, including masks, physical distancing, cleaning and sanitizing procedures, and ventilation upgrades in every school. High-risk teachers and school staff need appropriate accommodations to keep them safe. And we need to prioritize vaccinations for teachers and school staff.

Do you strongly favor, somewhat favor, somewhat oppose, or strongly oppose this policy for school re-opening?

	<u>All Educators</u>	<u>Teachers</u>	<u>PSRPs</u>	
Strongly favor.....	64	64	65	[219]
Somewhat favor	24	24	22	
Somewhat oppose	6	6	5	
Strongly oppose	5	5	5	
Not sure	1	1	3	
Total Favor	88	88	87	
Total Oppose	11	11	10	

19a. Now let me read you some specific steps that the American Federation of Teachers has advocated in order to re-open schools safely. For each one, please tell me whether you consider it to be essential, very important but not essential, somewhat important, or not that important.

THIS TABLE HAS BEEN RANKED BY THE PERCENTAGE OF EDUCATORS WHO SAY ESSENTIAL OR VERY IMPORTANT

	Total Essential/ Very Important	<u>Essential</u>	<u>Very Important, But Not Essential</u>	<u>Some- what Important</u>	<u>Not That Important</u>	<u>Not Sure</u>	
Ensure that schools have nurses							[229]
All Educators	93	71	22	4	2	1	
Teachers.....	94	71	23	3	2	1	
PSRPs.....	93	76	17	4	1	2	
Perform daily deep cleaning and sanitizing of school facilities							[225]
All Educators	92	69	23	6	2	-	
Teachers.....	92	68	24	6	2	-	
PSRPs.....	91	78	13	5	2	2	
Require students and staff to wear masks at all times							[223]
All Educators	91	69	22	5	4	-	
Teachers.....	91	68	23	5	4	-	
PSRPs.....	90	75	15	5	4	1	
Provide personal protective equipment and training for staff and students							[221]
All Educators	91	65	26	6	3	-	
Teachers.....	91	64	27	6	3	-	
PSRPs.....	91	71	20	5	3	1	
Require staff and students to maintain social distancing to the maximum degree feasible in classrooms, hallways, buses, cafeterias, and other common areas							[224]
All Educators	89	64	25	7	3	1	
Teachers.....	89	63	26	7	3	1	
PSRPs.....	88	70	18	6	4	2	
Expand mental health and other social and emotional services for students and staff							[227]
All Educators	87	57	30	9	3	1	
Teachers.....	87	56	31	9	3	1	
PSRPs.....	83	63	20	13	2	2	
Give priority to teachers and school staff for receiving the coronavirus vaccine							[228]
All Educators	86	62	24	7	5	2	
Teachers.....	87	62	25	7	5	1	
PSRPs.....	83	64	19	8	5	4	

Q.19a (cont'd)

	Total Essential/ Very Important	<u>Essential</u>	Very Important, But Not <u>Essential</u>	Some- what <u>Important</u>	Not That <u>Important</u>	Not <u>Sure</u>	
Allow at-risk staff to work remotely if they choose							[222]
All Educators	86	59	27	10	3	1	
Teachers.....	86	59	27	10	3	1	
PSRPs.....	83	56	27	11	4	2	
Have regular rapid-testing procedures for teachers, school staff, and students							[220]
All Educators	82	55	27	10	7	1	
Teachers.....	83	55	28	10	6	1	
PSRPs.....	81	55	26	10	8	1	
Consult with parents, workers, unions, and communities in determining re-opening plans							[226]
All Educators	82	49	33	13	3	2	
Teachers.....	82	48	34	14	3	1	
PSRPs.....	84	55	29	11	2	3	

19b. If these public health steps are taken, and there is adequate funding for schools to re-open, would you feel comfortable working inside your school or building?

	<u>All Educators</u>	<u>Teachers</u>	<u>PSRPs</u>	
Yes.....	85	85	82	[230]
No	10	10	11	
Does not apply (VOL)	1	1	2	
Not sure	4	4	5	

20. Of the following six safety measures, which one or two do you think are the most important in terms of safely working in-person at your school? **(READ LIST.)**

THIS TABLE HAS BEEN RANKED BY THE HIGHEST PERCENTAGE OF EDUCATORS

	<u>All Educators</u>	<u>Teachers</u>	<u>PSRPs</u>	
Everyone in schools wearing masks	48	49	46	[231]
Vaccinating school staff	44	45	37	
Sanitizing procedures in place	29	29	33	
Frequent COVID-19 testing	19	20	17	
Physical distancing	15	14	19	
Accommodations for at-risk staff	12	12	10	
Not sure.....	3	3	3	

FACTUALS: Now I am going to ask you a few questions for statistical purposes only.

F1ab. How would you describe your overall point of view in terms of the political parties? Would you say that you are mostly Democratic, leaning Democratic, completely independent, leaning Republican, or mostly Republican?

	<u>All Educators</u>	<u>Teachers</u>	<u>PSRPs</u>	
Mostly Democratic	42	43	35	[234]
Leaning Democratic	13	14	5	
Completely independent	21	20	28	
Leaning Republican	6	6	7	
Mostly Republican	11	11	14	
Not sure	7	6	11	
Total Democratic	55	57	40	
Total Republican	17	17	21	

F2. Thinking about your general approach to issues, do you consider yourself to be liberal, moderate, or conservative?

	<u>All Educators</u>	<u>Teachers</u>	<u>PSRPs</u>	
Liberal	33	34	27	[235]
Moderate	41	41	38	
Conservative	19	19	22	
Not sure	7	6	13	

F3. How active would you say you are in your union--very active, fairly active, just somewhat active, or not active at all?

	<u>All Educators</u>	<u>Teachers</u>	<u>PSRPs</u>	
Very active	13	12	15	[236]
Fairly active	22	23	18	
Just somewhat active	41	42	36	
Not active at all	21	21	26	
Not sure	3	2	5	
Total Very/Fairly Active	35	35	33	
Total Just Somewhat/Not Active	62	63	62	

F4a. How would you describe the area in which your school is located--a large city with more than a million people, a smaller city, a suburb near a city, a small town, or a rural area?

	<u>All Educators</u>	<u>Teachers</u>	<u>PSRPs</u>	
Large city	35	37	20	[237]
Smaller city	18	17	23	
Suburb	21	22	18	
Small town	12	11	19	
Rural	11	11	12	
Not sure/refused	3	2	8	

F4b. Which of the following best describes the economic background of most of the students in your school?
(READ LIST.)

	<u>All Educators</u>	<u>Teachers</u>	<u>PSRPs</u>	
Poor	29	31	17	[238]
Working class or lower-middle class	36	37	29	
Middle class	16	15	25	
Upper-middle class	7	7	7	
Wealthy or affluent	1	1	2	
Mix of backgrounds (VOL)	8	7	12	
Not sure.....	3	2	8	

DIVISION	
Teachers	87%
PSRPs.....	13%