

Superintendent Jim Notter Report Card

Introduction

Report Card

Comments

Participant Demographics

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Miami Herald Report Card Advertisement

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Official SBBC Notter Photo

Introduction

The Superintendent James Notter Online Report Card was launched on Tuesday, January 27, 2009. All BTU members received two invitations via e-mail to participate. BTU stewards also encouraged members to participate. Each evaluation category was taken from Association of School Administrator superintendent evaluation samples.

More than 2,232 Broward school employees participated in grading the superintendent and many included their comments.

Report Card Grades

Personnel Management: Grade Superintendent Notter's ability to create a workplace environment that promotes high employee morale and achievement.

2% A - Excellent

9% B - Good

23% C - Fair

30% D - Poor

37% F – Failure

Employee Relations: Grade Superintendent Notter's ability to work cooperatively with employees.

3% A - Excellent

10% B - Good

24% C - Fair

28% D - Poor

35% E – Failure

Fiscal Management: Grade Superintendent Notter's ability to prepare a budget that meets the needs of the district, employees and students.

1% A - Excellent

6% B - Good

11% C - Fair

27% D - Poor

54% E – Failure

Budget Management: Grade Superintendent Notter's ability to provide overall financial planning for the district including long-range budgeting for employee compensation.

1% A - Excellent

5% B - Good

10% C - Fair

28% D - Poor

56% E – Failure

Labor Management: Grade Superintendent Notter's ability to negotiate contracts with employee groups.

2% A - Excellent

4% B - Good

8% C - Fair

21% D - Poor

65% E – Failure

Operations Management: Grade Superintendent Notter's ability to provide an efficient work environment.

2% A - Excellent

11% B - Good

27% C - Fair

28% D - Poor

32% E – Failure

Leader Management: Grade Superintendent Notter's ability to recruit, develop and lead district officials who inspire staff achievement.

- 1% A - Excellent
- 9% B - Good
- 24% C - Fair
- 28% D - Poor
- 37% E – Failure

Waste Management: Grade Superintendent Notter's ability to create policies and procedures for identifying, reporting and eliminating waste of district resources.

- 2% A - Excellent
- 6% B - Good
- 20% C - Fair
- 29% D - Poor
- 43% E – Failure

Communications Management: Grade Superintendent Notter's ability to create formal and informal systems that promote two-way information sharing between district leaders and employees.

- 2% A - Excellent
- 9% B - Good
- 21% C - Fair
- 27% D - Poor
- 41% E – Failure

Comments: (Not all comments are included)

He's no Frank Till... who at least went out to meet his employees

You cannot have schools without teachers, yet Notter seems to forget that. Treat us like the professionals we are.

When deciding to make repeated budget cuts that negatively influence the quality of the learning environment of students, Superintendent Notter should think about turning the air down when the weather is in the 50s to 70s.

The worst year I have experienced in Broward County in the past 5 years.

Mr. Notter lost all of my respect when he stated at an open forum at my school that teachers should "entertain" students in order to improve attendance. He also stated we should be using new technologies that we have no access to.

Although Mr. Notter took the time to come and meet with us, he did not listen to our concerns and left many with teachers disillusioned and frustrated.

Mr. Notter does not seem to value teacher experience and input. He is a top down manager.

When was the last time he or any of his policy making administrators and area administrators been in a classroom and try to provide essential student instruction?

I am soooo disappointed that we have NO contract and it's Feb. already. Can we expect this every year from now on?

I really wanted to find a redeeming quality so that I would not simply be clicking "Failure" for every statement. Unfortunately, this year has proved to teachers across the county that we are not appreciated. The lack of contract agreement has left teachers feeling as if our time is not valued, we are expected to put in much more effort than we are compensated for, and the classroom is the least important when it comes to budget concerns.

When there is such a large salary discrepancy between the superintendent and classroom teachers, it leaves citizens to question priorities. Is a \$1,400 monthly allowance for cars and other expenses in addition to a six-figure salary more important than paying instructional staff a wage comparable with South Florida's high cost of living? It's unfortunate that we will lose many good teachers to other districts and other states before we learn the answer to that question.

Until You are honest and sincere with teachers, You will be characterized as a FAILURE.....

Morale is at its poorest level this year, and it has nothing to do with the budget. Teachers are not acknowledged for the good they do, only the (potential) weaknesses in schools.

It is amazing to me that every other group got its raises, but teachers are hung out to dry. What kind of message does that send? It makes for a very frustrated group of educators.

PLEASE HELP OUR CHILDREN BY PRESERVING OUR CLASSES WITH TEACHERS.

Your paycheck far outweighs your skill at running our school district. You should take a voluntary cut.

There are ethical issues surrounding the non-pay increase- there is a lack of honesty and trust.

Superintendent needs to remember from whence he came.

Mr. Notter is not performing up to expectations. He can't provide reasonable solutions or alternatives to the many problems that exist in education today. He is not surrounded by Board

members who are knowledgeable or experienced enough to handle or provide advice on these problems and issues.

It's a shame what is happening to Broward County Schools. Being a teacher in the same school for 20 years I, have seen such waste. The results being, children's needs not being met and the morale of teachers the lowest I have ever seen. This is not a recipe for success!

Dr. Notter has been a failure at leading this district. His lack of leadership has trickled down to his administrators and teachers. The work environment he has fostered has become toxic. I cannot wait for his termination and a new leadership vision.

Administrators are allowed to bully employees. If they complain, they are removed. Employees have no respect. Schools are not student-focused. They are only administration-focused.

Mr. Notter has made "across-the-board" decisions that have severe impacts after ignoring some recommendations of ELT. This is not a one man band operation. He needs to look at the bigger picture, not do what he feels like doing.

HE AND THIS DISTRICT ARE THE POOREST EXCUSE FOR A PUBLIC SCHOOL SYSTEM THAT I HAVE EVER SEEN. I HAVE BEEN IN THIS COUNTY FOR 29 YEARS AND HAVE NEVER BEEN TREATED SO UNPROFESSIONALLY AND NOT BEEN GIVEN A FAIR SALARY. DON'T WONDER WHY THE FCAT SCORES ARE POOR. WHEN YOU HAVE HAPPY TEACHERS YOU HAVE HAPPY AND HIGH-ACHIEVING STUDENTS. I DO NOT KNOW A HAPPY TEACHER IN MY D-RATED SCHOOL.

Budgets...Teachers are not compensated fairly. NBCT's in Title 1 schools can receive 10K for 25 hours of loosely defined mentoring!!! STAR \$ can't be put to fair and equitable use???

He does not work well with the Charter System or his teachers. All his LT's have their own personal agendas

Easiest grades I've ever given.

A huge disappointment in all aspects.

Is slavery back? Work for no pay. Dump Notter, save money.

This man knows squat about education. How in the world did the School Board think it was a sound idea to appoint Mr. Notter as Broward County's Superintendent? I think we were better off with till. No wait better yet, I think Pat Santeramo should be the Superintendent!!!!!!!!!!!!!!

It seems that the only way we get rid of "nutjob principals" is when they are ARRESTED! Surely our superintendent knows that his administration protects principals who are ineffective and downright mean-spirited! Working in a "sea of negative energy" is bad for teachers and children.

I have been teaching in Florida for 3 years and cannot believe how Notter still has a job. He makes way too much for doing way too little. Now, you are looking to cut more from the schools and the teachers, but will not cut any from your own pocket.

I am at a superintendent's school for years and have yet to see the superintendent. The right hand doesn't know what the left hand is doing in this county...and we classroom teachers are expected to figure out whos directives to follow. We are then punished by the one we didn't follow. There seems to be NO accountability for ANY but classroom teachers. We are told not to say anything but positive comments to students and parents who do nothing. We are sooooo far

away from teaching them what they need to enter the workforce it is ridiculous. We know the FCAT is wrong...but we will keep going in the wrong direction simply because a new test is not ready yet. We are given impossible calendars to follow and asked to teach at absurd speeds not following any reasonable hierarchy of skills. NO ONE disciplines the students. Control has been given to the parents, the very people who have raised the students who do not know how to behave and have no expectations or drive for academics.

One of the biggest wastes of our county resources is the policy that permits retired personnel to return at excessive salaries. This goes for the administrators who are brought back on a full-time basis, those brought back as "Consultants", as well as extending the drop period over the five year limit. This policy, especially at this time, is a terrible waste of money, and it is happening at many of our schools. I am saddened when I think how these funds could be utilized for the education of our children, and the much-needed raises for those teachers who are working two jobs in a valiant effort to support their families, keep their houses, and stay in a profession that they love.

Poor fiscal planning? No, CRIMINAL SPENDING.

I think a lot of money has been wasted on unnecessary positions as well as other unimportant items, and now the school board is paying dearly for its costly mistakes.

I have been a teacher here in Broward for 10 years and have never seen such incompetence at the administrative level including the area superintendents! Morale is the lowest I have ever seen. You will continue to lose quality teachers if this keeps up!

After witnessing the horrific things that go on in the Broward schools, I will be leaving to teach at another institution next year. Mr. Notter has done NOTHING to help the TEACHERS, or even support them in any way. This district is in jeopardy of losing many GREAT teachers because of the lack of support the teachers get when it comes to behavior management.

Give me a break. This is pathetic. And when it comes to educating and testing our students are failing time after time. When we teach to a test that really assesses nothing our students lose. We suspend curriculum to teach to a test. So I guess when and if these students get to college they will know how to take a test, but will know nothing about what's on that test because they do not have that basic knowledge they should have gotten in middle and high school.

This district lies about everything. It all comes down to the district trying to get more money for its salaries, but in the process it leaves out the most important ones...the TEACHERS! The district hides money so it doesn't have to give the teachers their earned raises, and cheats them on a daily basis. In the end its the children who are losing out. Supt. Notter should be ashamed at his effort, and at hiding money that the schools should get, not his raise or his friends' raises. I am so relieved this is my last semester as a teacher in Broward County. I can't wait to go somewhere where they actually appreciate the teachers and want the students to succeed.

We need a new Superintendent who is willing to work with teachers. After all, teaching is the primary function of any school district, including Broward County. Before Mr. Notter there was already a huge division between administrators and teachers. Mr. Notter made it even bigger. We need a leader not a bureaucrat.

I was at first in favor of hiring someone in house as Superintendent and I thought he fit the criteria. Boy was I wrong!!!!

I am new to the county, and I am not impressed with the negotiations or the way teachers are treated in the school as well as the community. I have never hated teaching as much as I do now because of the politics that are involved in this county. Teachers are treated as if they are not needed in this community.

I have a master's degree, and I am treated as a fool. I do not feel respected by the district or by my peers.

This is a very unfriendly environment. I am highly disappointed with this county and its lack of ability to manage money and keep its teachers.

Dr. Notter should be in Tallahassee daily lobbying for Broward County education funding. He simply delegates this to others. He is not effective as a leader.

Teachers are giving more than 100% of themselves to their students and their responsibilities. Notter should do the same in his support of the teachers, and his negotiations staff should be directed to do likewise.

As a teacher in this county for more than 33 years, I do NOT feel valued or appreciated!!!! The only thing being emphasized is the FCAT. The focus should be on how to reward teachers for achieving success. There has been NO recognition for that during negotiations. Show support for us!

The problem is the District keeps doing the same thing and expects different results. Last time I checked that was a clear sign of insanity. Based on the aforementioned information we should be calling for the dismissal of the entire School board of Broward as well as the Florida DOE. These people have been misappropriating funds and creating policies that are totally against the best interest of our children. Their job is education yet it seems all they are doing is undermining real educators and creating an environment where true learning and social growth are being stifled nay destroyed. We need to let the masses know how grossly negligent these so-called boards of education have become. They are decadent in their folly. They shine a false light on poor teaching when the problem has been their poor management all along. Remember the easiest way to hide your own incompetence is to shift the blame on someone else, and the school board and FDOE have done this well. The SBBC and FLDOE must be removed from office and new boards created that will put our children first and not themselves.

I feel that Mr. Notter would have shown more of a community stance if he turned down his raise in order to show support for the county. He also should help our budget by not taking a car allowance. He makes enough money to support his own car payment.

He gets an 'A' for increasing his salary by \$80,000 and his perks, which include his snazzy auto. Good looking out, Notter-----for yourself!!!!

Very autocratic system under Notter. Info travels down-hill only. We are never asked for our suggestions or opinions at the teachers' level.

He appears to a complete failure. For the first time in the almost 10 years I have been at our school, the staff is discouraged about their future in teaching. Our best teachers have taken on second and third jobs and some are even looking to leave teaching. It's a sad day when great teachers, who love their jobs, are being forced to look for a job that will put food on the table. We have more nationally board certified teachers. Do you think he offered our national board

certified teachers a penny when the state cut the money? No! But yet he loves to brag about them. It is truly a sad day in education, and Superintendent Notter has done NOTHING to show he is trying to help. In fact he hires a lawyer who put teachers down in a hearing that he himself never showed up at. Why was he too busy to come to the hearing to support teachers' cry for a step? He does not care! It's time he pack his bags. We need a Superintendent who cares about children, teachers, and people...not money, cars and himself only.

I think the way the board hood-winked Dr. Till and then changed the rules so that Notter could take over was completely politically motivated and "masterminded" by him and that political hack Stephanie Kraft! Given this perception, I think he operates status quo with only poor rhetoric to replace actual performance. He speaks of the district as a "corporation," yet there is nothing corporate about the operation. The waste and inefficient management alone would put a company out of business within weeks. The guy may have worked for the district for two centuries, but that in no way qualifies him for the job he basically stole from Dr. Till!

It is a problem rating someone who you really don't have any contact with. The county should be rating the principals because they are the ones who are making the big bucks and not standing up for teachers. Principals need to be the one to say to the supt. that teachers need more. They just sit back and let the lowly teachers fight the battle.

No respect for teachers. He has made no sacrifices for teachers. Under budget in instruction to spend on nonsense.

I had much confidence in Supt. Notter's ability to improve our district's performance, morale, and communication among the board, administration and teaching staff. I am sorely disappointed and frankly outraged at his failure to perform even adequately, let alone well.

Superintendent Notter has treated teachers like second class citizens. He makes over 200k and has expense accounts. He sits pretty. We on the other hand make barely enough to pay our mortgage. He says that teachers work hard and make Broward County an A district. Why doesn't he pay those teachers an honest day's wage? He is a FAT CAT. I say fire him. We don't need him.

I believe he has done a great job with an impossible set of tasks and with uncontrollable circumstances. He's stayed above the pettiness and bitter, resentfulness and been equitable to all.

It is with great HOPE that these grades will improve soon! TEACHERS NEED A CONTRACT. THEY WORK

THEY SHOULD BE PAID!!!

I would like to see someone fight for the teachers...besides the teachers! It is not fair that we live hand to mouth when the "big wigs" receive bonus after bonus. We are the ones in the trenches helping the students...where are our bonuses? I am still waiting for my "raise".

How sad it is that teachers are not thought of each year for a raise. We all know there is money to be found and a lot of waste in the county year after year. Teachers are educating children of the future, but we are not thought of with respect.

Get rid of him...he was a poor choice from the beginning. It's time to find a superintendent who actually cares about the students and the teachers, not the salary

His address in August was inspirational, but to this date I have been continuously disappointed. How can a Superintendent not follow through and still keep his job? I'm sure if I wasn't doing what I promised or was contracted to do, I be UNEMPLOYED.

The fact that Notter's first official act was to give himself a raise and then institute a hiring freeze says a great deal about the man. When questioned, he responded that he was only one person so it was easier to give him a raise! This from the man who told teachers that if they were more entertaining, students would come to school.

This is the first year anything has been done about waste. Much of it comes from the top. Many positions in KC Wright could be eliminated. Notter gets an F- if he continues to encourage elimination of DROP extension, DROP, and our most experienced faculty. The savings in money will be lost to more expenses in the long run, as additional inexperienced teachers are hired. Many cannot handle these students, plus two hires of beginning teachers to replace one veteran teacher will cost the county more in insurance coverage and training in the long run.

The superintendent is just a "yes man". The teachers are underpaid and don't have enough resources to be effective classroom teachers.

I'm disgusted with the lack of respect we have been shown by the school board. I'm an educated professional and an excellent teacher, and I should be paid for my achievements. This is a shame!!!!

No one talks about all of the cuts to support personnel. How many support teachers have been forced back into other positions to save money. Teachers cannot do what is expected of them without the support staff who makes it work.

Mr. Notter has not learned to work cooperatively with the teachers or BTU representatives in Broward. It's a shame that he has been hired for this position when Broward requires a younger, more energetic and likeable person for the high-powered position. Teachers not having a raise this year is abominable, and Mr. Notter hiding the millions of dollars in funds that should be going for teachers raises is disgraceful. Also, the fact that Mr. Notter cannot move principals in schools where morale is so low is a shame.

SUPERINTENDENT NOTTER IS A PRIME EXAMPLE OF THE PETER PRINCIPLE IN ACTION - HE HAS RISEN TO HIS LEVEL OF COMPETENCE. HE IS UNDOUBTABLY A PUPPET OF THE BOARD AND DOES NOT LEAD FROM THE FRONT. HIS ELEVATION TO THIS POSITION HAS RESULTED IN CONSIDERABLE DECLINES IN MORALE AND MOTIVATION TO THE 25K PLUS EMPLOYEES OF THIS THE 5TH LARGEST SCHOOL DISTRICT IN THE NATION. HE, LIKE OUR FORMER PRESIDENT, IS RECEIVING DEFECTIVE INFORMATION AND AS A CONSEQUENCE IS MAKING DEFECTICE DECISIONS. HE SHOULD BE REPLACED IMMEDIATELY.

Supervisors and administration have forgotten what it is like to be in the classroom. More input from classroom teachers is needed. Elective teachers are being unfairly burdened with larger class size and smaller budgets. \$400 for 200 students for an entire year is a ridiculous amount for a fine art where all materials are consumable.

One of his most important jobs is to take care of the employees in his district. His failure to get a contract signed shows that he can't get the job done. The school board's attempt to remove automatic step advancement is criminal, and the entire board and Notter should be voted out / removed.

Step is more important than cost of living.

He has never shown up to any meetings or gatherings where teachers were asking for equitable pay and treatment as professionals. He doesn't seem to care about our issues.

Mr. Notter I am absolutely disgusted with the way you are treating the teachers here in Broward County. You should be fired by the county commission.

Are you going to take a cut in pay? Bring back Till!!!!!!

Interesting that he continues to accept a handsome car allowance in addition to all the other supplements to his six figure salary while we scramble for supplies and beg for a decent wage.

Notter does not take into account the needs of the teachers! He has yet to come and walk in our shoes on any day. Perhaps this would allow him to see how we struggle with the lack of necessities and low morale that has existed since his predecessor. So much for trying to make improvements. He needs to be more positive, and work much harder.

We need a superintendent who cares about, considers, and appreciates the work of the teachers.

Student achievement should be a priority and that will be hindered by the proposed cuts in education. Research has constantly shown that students are often motivated by the Arts, PE and Music, so cutting them is taking away the only motivation some students have. I feel we would save millions of dollars cutting school transportation and using municipal transportation instead. Yes, it may make an inconvenience for some, but isn't it about time we looked at ALL students as "ours" and not minorities or under-achieving students. We need to fund schools and programs not areas where municipalities and county has options available such as transportation.

He needs to go..he is not pro education or pro professional respect. Superintendent Notter didn't seem to make any changes from the past Superintendent that would benefit the teachers or paras.

SUPERINTENDENTS SHOULD BE ELECTED AND NOT APPOINTED. WE NEED A PERSON WHO HAS KNOWLEDGE OF HOW TO RUN A MAJOR A MAJOR BUSINESS Final Grade F

He is bad as President Bush. He is financially incompetent. He has the public relation skills of a Dixie cup. The only thing i like about him is his Corvette. It's all about him and not the teachers

Supt. Notter has not been forthcoming with his employees.

He seems very quiet on the issues that affect teachers.

Mr. Notter is not a leader!

I think it is a shame that they spend so much money on "experts", and that they have such a backwards way of doing purchases with vendors who hike the prices up and make us pay more in the long run.

ONE WORD = FAILURE

Teachers deserve a contract!

He is not worthy of being the superintendent.

He is getting an excellent salary, while we wait to get nothing!!!!

Everyone in the district has received a raise this year except teachers. Trim off two or three layers of top management (Area Directors, Area Sup's), then we will have monies in the budget. Most of them failed as principals.

THIS HAS BEEN GOING ON FOR 30 YEARS IN THIS COUNTY. THE PROBLEM IS THE FUNDING MECHANISMS ARE NOT THERE. IF WE WANT QUALITY EMPLOYEES WE NEED TO FIND A WAY TO FUND THE SYSTEM. NOTTER IS THE EFFECT NOT THE CAUSE. HE CAN DO BETTER WITH THE WASTE IN THE BUILDING DEPARTMENT, BUT HE PROBABLY HAS HIS CONSTRAINTS WITH THE MONEY HE IS GIVEN.

I believe Dr. Till was superior in all respects to the present Superintendent.

Notter is FAILING children.

Why doesn't HE take a pay cut? HE should be replaced!!!!!!!!!!!!!!

Unable to communicate effectively with the union and its delegates, worse so with employees.

Some of the grades given to Superintendent Notter are a direct result of the actions of his subordinates. While Superintendent Notter may say he supports certain business practices, his district managerial staff continue to operate according to its own agenda. This results in the waste, the poor morale, etc.

I did realize it is a tough time to be in charge of a large organization, but I do not have confidence I am hearing the whole story in regards to the budget. Lack of confidence.

He is out of touch. He is not trying to work with teachers. He is feeding them false information.

Someone has had a hand in making this district work off the backs and sweat of its workers... too many Chiefs and not enough Indians. I guess that would be Notter, past leaders and school board members who hire them, then fire them with large severances...Who should be held accountable for that....I know, the teachers.

Until you settle the teachers contract (The most important cog of the education wheel), you will continue to receive a grade of POOR.....

Create budgets that include teacher raises yearly. This district is administration heavy, and those positions should be cut before you cut teachers and others jobs who do not make a lot of money to begin with.

Where's the money? NO one asked to even budget for teacher raises!!!!!! Shame!!!!!!!

Mr. Notter came to our school last year. He was against a strong attendance policy for students. He told us we were responsible for poor student motivation because we do not make our lessons entertaining enough. He totally alienated our staff with his comments. He is asking high school teachers to teach six classes each day. If things are so tough and that is the only way we

will survive, then how come administrators got a 3.25% raise before teachers at the top of the scale got a cent?

How come Mr. Notter took his raise and drives a fancy car at the district's expense? If we all have to sacrifice, shouldn't he lead by example?

It is unfair that after 20 years of solid dedication my step is in question.

The way to succeed in student achievement is through the educators, not from the administration. He does not get that.

I have not found Mr. Notter to be helpful. in assisting Broward County schools to become the best schools. Even with severe budget cuts, there is always a way to better the district.

The school district has become more divided in the distribution of information and funds. The people hired downtown should follow the lead of our new president and come in the classroom-teach for a semester before they are able to make policies for teachers. Maybe they should do this every 5 yrs. in the worst schools in the district.

Notter doesn't get it!!!

Grade him on his ability to turn down a raise that amounts to is more than two teachers' salaries.

Failure

There seems to be a disconnect between district personnel in the schools and those in the district. Those employees in the schools are the only ones who have time constraints and are held accountable. There is also a disregard for senior teachers. No increase for those at the top of the pay scale!!!

Teachers are his most valuable "front line" asset! He needs to meet their salary needs NOW - perhaps he could take a lesson from President Obama and FREEZE the upper-tier salaries! The turn-over rate is getting higher each year, which in the long run will cost more than retaining his current teachers. Furthermore, it is the EXPERIENCED teachers who best recognized and adapt to the students needs.

Re-hiring of retired admin. into teaching or any positions at HIGH salaries isn't fair! We need to pay our bills & support our families,... Remember where you came from,... most admin. started out as teachers,...To take our STEPS away is crazy and unfair too!!

Mr. Notter has failed to budget for the employees who directly impact student learning and in doing so has shown his lack of understanding or caring for the students and employees of this district.

We need to settle the contract and receive the raise we work hard for and DESERVE!

I find it interesting that he gets a car allowance and drives around in a convertible corvette!

There is a tremendous amount of extraneous personnel at all levels in the county, especially program monitors, coaches and behavior specialists who should be cut in order to save our salaries.

Mr. Notter refers to the schools in Broward as a "company." This is a sad commentary for where we are and what we have become.

After 20+ years in the district and 30+ in education, I have never seen such incompetent, unresponsive "leadership." The schools are violent, undisciplined, and focused only on testing. The district is locked in a crystal palace.

Why does Superintendent Notter, already making a high six-figure salary and getting other bonuses, qualify for a big raise in salary? He makes 10 times what a starting teacher makes, and teachers can't get even a 1 or 3% raise for all the work we do to make Mr. Notter look good in the county.

Impasses and horrible employee communications! The worst employee morale I've ever experienced at ANY job!!!

Let's put superintendent Notter on a 90 day PDP. If he does not meet ALL the required criteria, he will be fired!

Having a 65 million unassigned "left over" fund account is an insult to the District's teachers and more importantly to the taxpayers of Broward County. Both groups have been lied to about the budget.

How can someone be a leader when he/she implies that the budget doesn't "having money for a step" and yet, that leader never asked for budget with that inclusion?

We, the instructional staff, are more important than any group to keeping your (Mr. Notter's) schools running. No one else matters more than US.

It is an embarrassment to have someone in charge who would never face "us" during negotiations and/or the impasse hearing. It is a disgrace that the Board is not calling for a resignation.

The Superintendent does not seem to have any sense of the hierarchy of importance in the District. Students and Teachers FIRST, then all the other nonsense. Waste of money on huge salaries at the top levels and at middle management. Wasteful projects that impact a minimal amount of students. Lack of concern for Professional Development of teachers.

I am embarrassed by the way we do not work as a team. It is a terrible way to communicate with our community, our parents, and most of all, our children. Supt. Notter has not demonstrated respect towards his teachers. It is shameful.

We deserve to get paid what we are worth! The achievements of our students are built on the shoulders of your instructional staff who dedicate themselves to children. We devote our time, our resources and our hearts to our kids and families and many of us go way beyond what is required of us. Treat me like the professional I am!

GIVE US THE MONEY WE DESERVE!!! WE HAVE FAMILIES AND MANY OF US ARRIVE EARLY, LEAVE LATE, AND A LOT OF SUPPLIES COME OUT OF OUR OWN POCKETS!!! MY MASTER'S DEGREE AVERAGES OUT TO ABOUT AN EXTRA \$20 A PAY CHECK. ADDING AN EXTRAVAGANT, UNNECESSARY REPORT CARD FOR NEXT YEAR IS OVERWORKING TEACHERS. MANY AT MY SCHOOL ARE THINKING OF QUITTING. DISTRICT KEEPS ADDING MORE DEMANDS, MORE STRESS, AND NO MONEY!!! IT'S ALL ON YOU NOTTER!!!

As parents and educators we are to set the example, and this is expected by our superiors; however it appears as though we have people in positions who approve excessive spending (ex. car allowance amts that far exceeds a two family grocery bill for a month) I hope I am not speaking out of total ignorance because I don't have a county budget on hand. I can only make such a statement based on information that had been passed to me at some point.

The waste of money in this county is unbelievable. If teachers and paras could use the money allotted to them to get supplies from retail stores there would be more educational supplies for the children. Also, all the waste of printing testing materials and teaching sheets would be more cost efficient if workbooks were purchased. And if the free and reduced lunch papers would have to have W2 documentation there would not be so many title one schools. Teachers need to be able to live on their own and take care of themselves, and with the waste of money they are not able to do this without working two or three jobs. The superintendent and others should spend a year or two in the schools and see what the teachers and staff really have to put up with so that they would be more willing to shop cost effectively and really help the schools to educate our children. Even with all the tests our children are not being educated but taught only to be tested. He needs to talk to the real people who work in the schools and not just the politicians.

If anti-bullying is such an important issue this year, why is it ignored in administrators when this has been clearly brought to the attention of the superintendent and the school board? Politics should not supersede good education.

If what is best for the students is the primary focus, why is there a definite movement to push out successful veteran teachers and administrators in favor of younger ineffective ones because they are "cheaper?" If classroom sizes continue to grow would you want your grandchildren in a room with 40 students and a savvy veteran or with a new inexperienced educator? In this case less is not more. Giving someone without ability or even the desire to learn the huge responsibility of being an administrator and hoping that true leadership will somehow emerge is ridiculous. Ability not connections should dictate leadership opportunities.

I attended a leadership workshop in October at Stranahan H.S where Notter gave a closing speech. I was appalled to hear him say that he thought that Broward teachers made a "good salary." He was really proud, but I thought he was insensitive considering the audience was composed of mostly all teachers. What a fool! My opinion of him now has gone down considerably.

Administrators are held to a different standard than teachers. This is a double standard that alienates many teachers. Why are so many principals allowed to bully their employees and nothing happens to these administrators? Teachers deserve better! Fire him.

If teachers must sacrifice so should the leaders- Notter should at least give back his car allowance, etc. Administrators should not be brought back from retirement, but recruited from within.- He needs to be replaced

He appears to simply have no regard for those of us in the classroom. Lots of talk but no action.

Superintendent Notter is sadly a detriment to the district. He will be losing quality teachers to other states

Morale is low. Trust is gone. If the economy wasn't so bad many teachers would leave Broward County Schools. How dare Notter take a pay raise when teachers are the ones in the trenches everyday working hard to promote student achievement & struggling just trying to make it off of

a salary that causes teachers to live pay check to pay check. How can schools be effective when we don't have the tools we

need to operate? I am disgusted. From now on I will be doing extensive research on the school board members I vote for. If the board members continue not to support teachers I will not be voting for them during re-elections.

As an exceptional education teacher, I am very concerned about the lack of funding for vocational programs or the arts over the years--- This is what motivates and helps low functioning kids achieve. These kids are not able to get through FCAT or the stringent academic requirements---give them something they can do well at so that they can become productive citizens---rather than wind up incarcerated or in alternative school!!

He seems to ignore the fact that teachers made Broward an A district in spite of him. He needs to cut at the administration level, not teacher salaries.

Under Notter, expectations of student learning and responsibility as well as parent responsibility are at an all time low. Seems like the only people held accountable are the teachers.

My silence speaks volumes!

I commend Mr. Notter for not building new schools when we need to fill the ones we have. Great job!

Putting self in front of others is not a quality that a real leader should be exhibiting. To serve others is our profession.

My nickname for the Superintendent is Fluffer Notter because he is nothing more than a confection, a topping that adds no substance. The real confection at least looks like there is something there.

May not all be his fault, but as they say you start at the top. If he was willing to work with employees, there would be fewer issues for us to be upset about.

STEP RAISE PLEASE!

I am not thrilled at this point with how things in the school system are being run now. Too much violence, poor system in place to control behavior and consequences seriously do not fit the offenses.

Superintendent Notter is not following the contract negotiated by BTU. It was agreed that teachers two insurance companies to chose from.

Adjust the air conditioning so money can be saved. Schools are too cold.

There is something wrong when administrators who have retired can come back to the district as teachers and get paid as administrators.

All we are asking for is a small raise so we can pay for our meager homes.

Mr. Notter, if you can't negotiate contracts for teachers, in a fair and realistic manner, you and the principals should not get raises. The cost of living is constantly going up, the economy is out of control and teachers are expected to give until it hurts. At what point do you say to yourself,

there's something wrong with the system and I will take a step back, analyze and create change for the better?

If I had done as poorly in my classroom as Superintendent Notter and some of the school board members, I would have been fired. Mr. Notter balances the budget on the backs of teachers. It is just wrong. Not only do I give Mr. Notter a failing grade, but I would fire him as well. Then I would fire those members of the school board who would vote to give him the rest of his contract. Teachers vote.

Mr. Notter has received his salary increase. I want to know how he would feel working hard all year at last year's salary with the economy at its worst in years?

I think he is the reason we are in this mess-giving money to the high ups and forgetting about the people who make him look good in Tallahassee!!! We are struggling to keep our homes car and sanity with all that's going on in the school (violence), and then we go home and pray that there is no eviction note on the door!!

How can he condone his salary when the workers in the trenches (teachers) are being shortchanged like we are????? Of course this report card will go unnoticed, but at the least we can express our dissatisfaction of him...I truly hope he can turn it around for us and give us what we deserve.. Thank you

NOT NOTTER is the cry of the teachers and students.

Notter and the entire school board need to sit back and give some serious thought to the way they are impacting the lives of their teachers. They need to show that they care by stopping this nonsense concerning the steps and raises. Maybe they just don't know how much teachers give of themselves, financially and emotionally, to their students. If actions truly speak louder than words, then it is obvious that they just don't care.

Notter's ability to effectively encourage, motivate teachers and do what's best for the good of the school system is extremely poor!

No one seems to like him???

When students don't respect teachers because "you have to be dumb to be a teacher and make such a low salary" it is demoralizing. If we are stressing the importance of being highly educated, then we need to be paid as a professional. The custodians and garbage men earn more than teachers with a Masters or Doctorate Degree. Teaching is one of the highest stress jobs today, which causes many health-related problems. With today's arrogant, poorly disciplined and unmotivated students, is it worth your health for what we get paid? The teacher shortage answers this question. By putting money into educators and education NOW we will save millions on housing our students in prisons. I say prevention is our hope for the youth of today and our next generation.

All about looks and no substance. There are serious issues here that are not being addressed effectively. Lots of excuses, no real solutions. The tragedy is that the students of Florida are cheated out of a meaningful, relevant and challenging education, especially the brightest students (FCAT levels 3 and above).

Keep our steps.....teachers with 20 years and more should not be punished!!!

Until Mr. Notter eliminates the waste of money on non-essential county supervisors, area superintendents, teachers on special assignments, and other non essential management personnel I cannot and will not support his administration.

He is unapproachable and uninterested in meeting with teachers both professionally or personally to discuss issues related to students' achievement. Sets up barriers. Discourse is one way: him telling and not listening. Out of touch with all that educators provide for students and the limitations and pressures placed on teachers for inadequate compensation...

Too much waste on the top. District is spending too much on computer programs that the teachers don't use. Take a survey of all district teachers and ask them which programs they use. Have each teacher list them don't give them a list. If they use them, they'll know the names.

I see many areas where the district would save money from air conditioning to use of bus transportation to buying supplies.

Mr. Notter is a FAILURE! He's only for himself -- getting ALL he can in his position to promote his flashy, selfish, and indulgent lifestyle.

Benchmark Testing school wide is not needed; we have FCAT scores. Too much is spent on FCAT info that many parents don't even read. Too many non school based employees whose jobs only take away from a teacher's job.

It is clear that pressure is being applied to administration in reference to passing students along regardless of their competency in the materials being taught. The passing of these students reflects poorly on the teachers and in no way helps these students. We must address different avenues to ensure that these students will succeed in life, not continue to push them through the system. The pressure being put on teachers and support staff is not the solution.

How can someone receive a passing grade of good or excellent when a large portion of his employees (teachers) are not being compensated (raises) for their job (and they want to eliminate the step increase?!!) Their job goes beyond the classroom!!!

Moral is at an all time low.

I feel as if I am at a dead-end job and do not feel that myself or other employees are set up for success.

At the limited number of meetings that I have attended, I found the superintendent talking too much and not enough active listening. I felt there was a lack of follow up on some of the concerns that were brought up and required feedback. I am a teacher that is at school by 6:15 AM and I usually do not leave until around 5-5:30 PM. When a teacher brought up the issue of truancy and possible alternative approaches to the problem, Mr Notter's response was that teachers need to do a better job of making the class more appealing to the students!!!!!!!!!!!!

With that response I put my hand down!!

In my opinion Mr Notter has yet to meet the needs of his employees or the students of the Broward County school system. He has to GO!!!!

I don't see any difference between him & the last Super. Let's start cutting the budget! Let's start at the TOP!!! He doesn't need to make the \$ he makes or get the perks he does. Then start with

the next person under him & so on. Let's start cutting the FAT at the TOP! IF you can't or won't take the job without the high salary/perks then move on!!

Mr. Notter needs to provide the RAP program to all employees, not just teachers. We are not second hand employees', we provide other services to the district that are just as valuable and important as teaching.

Personally I think Mr. Notter is doing a fine job with this district in continuing to move it forward considering the financial crises this country is in. Yet he's trying to do all he can to make sure current employees are remain on their jobs and not be laid off due to budget problems!

Perhaps Mr. Notter is too far removed from the nitty-gritty of managing financial matters, allowing the reins to be too loose on financial operatives. If his confidence is misplaced, perhaps it is time for him to demonstrate fiscal responsibility and honesty to the tax-paying public and the employees of the Broward County School District.

Having his principals spread "scare" tactics regarding potential job loss does nothing to promote a positive work environment. He should remember that it is the teachers who prepare the children in school to be successful in 92% of our schools.

It is apparent that there is a very paternalistic approach and lack of appreciation of the employees. The "good all boy" network operations is at an all time high. It appears that the "no bullying" practices don't apply to employee management. The waste continues and there have been no improvement in the operations.

These are not passing grades. Unfortunately, Mr. Notter is not meeting criteria for promotion?

There has not been any reduction within the system to reduce privatization of employee's jobs. There has not been any effort to better morale or make our jobs easier to do by using less paper work. They are and strangling us with needless procedures and duplication tasks and effort.

It's unfortunate that Supt. Notter became superintendent during these trying economic times.

What kind of leader gives himself a raise when there is no money to give his employees a raise?????? Who can respect a person like that????

Getting rid of Mr. Notter will not solve the district's problems. Change is needed at higher levels, but also middle management. With no real consequences and so many ways to circumvent "edicts", the situation will remain at the status quo. Principals can still "hide" purchases, middle management can still provide "rationales" for their expenditures - upper level management may say they are doing all they can to cut costs and reduce unnecessary spending but a true audit of expenditures in schools and departments would uncover things like supplements and one-time payments made for work undone; purchases for staff appreciation or food charged to school and department budgets; overstocking of supplies, etc.

Notter doesn't care about the students or the teachers.

TOTOO MUCH PORK!!!!

The entire school system has so much WASTE in spending it is disgrace! ex, Custodians who spend as much time in "workman's comp and lazing around as their inept cleaning. ex; \$20,000/yr to an

aide for ONE child ex: Luncheons, "workshops," and conventions that are merely "time-off situations extremely inefficient.

Notter is full of praise for the teachers of Broward County. He gloats about their success rate, or quality and commitment. He often speaks publically to this extent.

Talk is cheap. Praise means nothing without true, measurable actions to demonstrate it. The distant hope of flourishing as a teacher in the Broward County School System or as a secure member of the community is currently far off. The simple truth is, teachers are struggling for survival. They are expected to reach 21st century standards without 21st century resources. Each year teachers gain invaluable knowledge and share that knowledge with their students and colleagues. Yet, veteran teachers with twenty exemplary years of experience make the same amount as a first year vice principle with very little classroom time and a management degree to hang on the wall.

This begs the question, "Who is in charge of the budget?" There is no doubt of the arduousness of the task -- going through every line item, cutting bit by bit. Recalling back to Newt Gingrich's Welfare Reform, the rhetoric was impressive and sensible. Once the actual task was taken on, however, the reality proved contrapuntal to the ideology. Seeing the plan through was chaos. The politicians could not identify where, what or who the costs must be cut. There was no central point; there was no easy line item. The "ghetto" is rhetorical not geographical. One can stand on one designated street corner in one designated neighborhood in one designated city and one will know this is the ghetto. Yet, the politicians and bureaucrats could not find this place on a budget line. Except for the American Indians. Most Indian tribes are far from urban centers; they are isolated on reservations. They are some of the most deeply impoverished people in the United States. But they are very much a people: centralized, organized, perhaps ghettoize, yes, but they are a community. Before Gingrich's downfall, he settled on the Indian Reservations to focus his reform movement. Broward County Schools faces a similar dilemma.

The System is in trouble. We all know that. Teachers are being punished because of their size and concentration. They are simply the easiest line item in the budget to cut. Bureaucrats, politicians, curriculum developers, administrators, assistants to administrators, assistants to bureaucrats, assistants to politicians, and even assistants to assistants generate tons of paperwork, guidelines and directives for teachers. Are all these people not expendable? Surely many of them are most certainly not. Honestly, how many of the guidelines, reports, directives and dictates will be effective if due to lack of resources if they are not properly presented and training supplied. There is no money for training certainly. If there is, that money should be given to the teachers!

The most egregious area of misguided and misspent tax dollars is the construction development department. For example, the county has put a halt to all new construction projects. Yet, sixty-two project managers remain on the payroll. If there are no new projects, there is nothing for them to do. Additionally, that department is notoriously informed and inept. The subcontractors bilk the county for projects going over budget. Often it is merely because of their shoddy work. Who is supposed to be managing these contractors – the county project managers? Also, that department is rampant with the problem of the "400 dollar hammer." There is a need for more oversight and variety of suppliers.

While there are many more areas of the budget that need review, a thorough review of the bureaucracy, specifically curriculum and development, construction development and maintenance have plenty of fat. Teachers most certainly do not. Notter and the entire school board do not care about the teachers in Broward county. They should all be fired and real

teachers should be voted in. Nothing Notter could care less about his teachers. I am ashamed to work for the Broward County School system when I have to BEG for what should be given each year. Shame on Nothing Notter and the school board members.

Cut the fat. The fact that Mr. Notter gets a car allowance along with his large salary is a slap in the face to teachers. We are barely making ends meet and the tax payers of Broward County pay Mr. Notter's gas bill! Outrageous!

You hold the teacher's salary and step raise while granting raises to all other school employees. Why??? Administrators received the bulk of the raise as well....

Just like George Bush ,this guy has to be stopped or else education in general and teacher's rights will continue to die.

As a teacher, not only do I feel totally unsupported, I feel as if I am not appreciated. There is an atmosphere of fear having been communicated -- fear for my job. I have taught for 12 years and have never felt the atmosphere to be this poor. It has always been the philosophy to show appreciation and respect for teachers, just as teachers should show appreciation and respect to our students. We feel hostility and total disrespect.

Two faces has he: He is dishonest ...lies on tv about our raises and his policies on cell phones.... he is promoting the use of them. They should NOT be permitted. His polices are anti-teacher. Top heavy management and cutting spending in the wrong places at times.

Settle the teachers contract. Health care prices are terrible. At least we should be able to keep the step system and get a small raise.

No Contract and it is February!!!!

EMPLOYEES ARE AFRAID TO SPEAK OUT FOR FEAR OF RETRIBUTION. THE DISTRICT'S INSISTENCE ON SPENDING MONEY ON MATH TESTS FOR FIRST GRADERS IS A BIG WASTE. FOR THE PAST TWO YEARS, WE HAVE BEEN REQUIRED TO ADMINISTER A DISTRICT MATH TEST FOR FIRST GRADE IN LIEU OF THE SAT MATH, WHEN OUR MATH SERIES HAS COMPARABLE IF NOT BETTER TESTS THAT COORDINATE WITH OUR TEACHING, WHICH FOLLOWS THE PACING CALENDAR. OUR SCHOOL INSISTS ON SPENDING MONEY ON THE DIBELS FLUENCY TEST WHEN THE TEACHERS HAVE REPEATEDLY TRIED TO TALK TO OUR ADMINISTRATORS AND HAVE TRIED TO TELL THEM THAT NOT ONLY DOES THIS TEST NOT PROVIDE US WITH ANY INFORMATION THAT WE DO NOT ALREADY KNOW GOING INTO IT, BUT THAT ESPECIALLY IN FIRST GRADE, WE FEEL THAT THE TIME SPENT ON THIS TEST RATHER THAN INSTRUCTION IS DETRIMENTAL TO THE STUDENTS. ALL THIS FALLS ON DEAF EARS. PERHAPS WE NEED MORE ADMINISTRATORS WITH TEACHING BACKGROUNDS.

As a teacher without a contract, I am not a happy camper!

I don't believe that Superintendent Notter remembers he was once in the classroom. The Board needs to make the discipline tighter and hold the parents accountable. Classroom teachers also have families to support.

Mr. Notter has been a huge disappointment! One would think that someone who has risen through the ranks would understand the plight of teachers and other employees.

The district needs to prepare for the long haul, but that must include retaining quality experienced teachers and recruiting experienced teachers as well. Not recognizing years of teaching experience (i.e. salary step) is setting up the Broward Schools system for future failures. Experience in the classroom counts, and cannot be undermined.

I would like to know who is in the front line educating our students? Principals? School officials or teachers? If your answer is teachers, then why don't school officials work as a teacher for a day and experience what we are going through. Then they will understand how we are so underpaid while school officials keep adding pressure to teachers.

Have administrators work in the classroom.

We need to save money four days a week with extended hours to serve our students. Rotate administrators to different schools after three years of duties in one.

Teachers are concerned about budget cuts rather than the education of students because of poor planning on the part of our leaders. Rehiring retirees at the same rate they were making when they left makes it impossible to give productive teachers raises.

We are TOLD many things... we need to be SHOWN them as well.... particularly when it comes to remuneration.

Mr. Notter is out of touch with the teachers and other employees of the county. Too much like Ex-President Bush.

Maybe he SHOULD have that doctoral degree after all. He may have missed the requirements listed above as part of good leadership!

Superintendent Notter needs to work harder for better working conditions and maintain the budget so we can get our raises.

When teachers have to supply their own paper, something is wrong!

I've been involved in school systems for 50 years... yes I said 50 years! I'm tired of people claiming that they're about the children! rehiring retired principals and not allowing upward movement for Assistant Principals and leadership candidates causes new teachers to be surplussed and as a result bigger classes for teachers and students which impedes success. The good old boy network and churches in school systems is not beneficial for students, and I'm not referring to moral education. I'm talking about Nepotism.

Mr. Notter needs to assist teachers with materials for the significant cognitive students. These students are shortchanged in the classroom. If I hear we don't have any money again, I am going to scream. If the teachers cannot get a raise, should I really expect the students to get materials to assist them in the classroom. Shame on you Mr. Notter!!!! These students literally do not have a voice in this district.

Cutting up top will save teachers jobs. Don't deprive our children of art and music. Eliminate athletics while we have cities providing them through recreation programs. Put administrators who are uptown with 3 figure salaries back in the classroom and cut their wages too. Too many assistants to the assistants to the supers. We need teachers, aides, security, custodians paper and pencils. We don't need so many advisers and departments in the downtown offices. When

we have money, bring back the fluff. Please look at this like a business. Be accountable to the children as you have asked teachers to do.

I was very disappointed when Superintendent Notter gave himself a raise the first year before he even proved himself. He cares more about himself and what he wants than he does about the employees at the schools where the real work is done. He has yet to demonstrate any leadership skills.

I would like to see our step increase and also to hear that our jobs are safe from any layoffs.

Not sure whether I am describing ALL schools in district or by example of mine... I can only comment on mine.

We work our hearts out doing our job and go above and beyond what is required. I would like to be able to at least live comfortably as a single mom with two children. Help us to do this and make wages more fair for newer teachers also. I am barely surviving and would like to remain a teacher since I love my profession. Teachers need to be a priority. Education will be poor if teachers' morals are low. As with private corporations these days, the superintendent is enriched while his corporation goes down the toilet. But the Superintendent is a PUBLIC employee. Someone should tell him. He is doing nothing to help the school district and is just a drain.

He accepted his raise, and as a teacher at the top we have received \$0--no step, no raise. Lead money was not given to all those who actually work with kids. Principals "pets" do no work and get paid extra while the rank and file are asked to do more with less.

Employee surveys should be generated from bottom-up management style, with upper management reviewing strengths and weaknesses. Principals are given too much leeway in the day-to-day operations without being held accountable for school safety. Information is not being reported or it is being tampered with on how reports are being written.

Superintendent Notter has created a hostile relationship between teaching staff and the district. In addition, his management of the budget has been very poor.

Same circus, different clowns.

MR. NOTTER HAS BEEN LARGELY INVISIBLE

Mr. Notter has abused the spending privileges by hiring more than 900 employees when there was a "freeze," and he has used a "low ball" millage tax rate to estimate spending. He is an enemy and an economic bully!

He should try working under the same conditions as his teachers. Notter is totally out of touch with the Broward classroom teacher.

He's all for the parents, doesn't matter if they're right or wrong. He doesn't care for the students or district employees.

It is a total disgrace how he has no compassion for any of the teachers in the district. As part of his contract he received a "Corvette Allowance"---ask how many teachers are driving that car?????

Did he accept his raise? Hmmm, why is he deserving of a raise if, we, the teachers, are the ones raising and educating our future, to the best of our ability, with limited resources and man power, did not?

The contract negotiations have shown Dr. Notter to be short sighted as to how to promote student achievement. Teachers should be acknowledged with a raise - even minimal to show support. He also needs to allow for the issues related to the "stepless" teachers to be resolved - we are experienced and valuable assets.

Is it true monies were moved that could be used for teacher pay?

Give us a CONTRACT!

Let us be real teachers and trust us to teach!

The pay scale that has served the district was an incentive for teachers to remain in the education field. To dismiss this without an agreed upon replacement is irresponsible. Total merit evaluations are unfair because they are not objective. Teachers do not produce "widgets," nor do we want to go backwards with a factory mentality that tries to measure productivity, not learning.

Mr. Notter's decision (or the decision he allowed) to allow parents the choice of whether or not their child should take the twice-given BAT was severely wrong. ALL students should be mandated to take that test. The FCAT increases in difficulty from one grade to the next, so to say that a child received a good score one year and ASSUME that student will be just as successful the next is ridiculous. Not to mention the attitude of the students who HAVE to take the test as they watch the "exempt" students leave the room. Just my honest opinion.

In this climate of "executive excess" and the backlash it causes, Mr. Notter accepting a raise and a \$900 car allowance and other perks is purely obscene.

I work in a school and have to purchase with my own \$ a copy machine as ours is broken and not to be fixed according to our "budget crisis"....

I work 12 hours a day for my students and make less than I did 20 years ago. I am Nationally Board Certified and I NEED my raise and step. How dare he NOT show up at the hearing!

I am sad to say I am disappointed in the leadership from above. The teachers still do not have a salary agreement and it is the end of January. If you don't pay your people on the front lines what do you expect in return? Many teachers are disgusted to keep working with no raise. It is embarrassing to keep working for an employer who does not value what you do for them and the students. There is more than enough waste in the schools to pay the teachers. My school is freezing all the time. I'm sure the electric bill in all the schools would make up a big difference for the budget. Do the teachers believe there is no money for a raise? NO.

Mr. Notter needs to leave.

Any employer/administrator who takes a pay raise and allowances, but thinks that his/her employees don't deserve the same... is a hypocrite and is NOT a leader!

Because of the way things are going in this district, after 10 years of teaching students with disabilities in a Broward County school, I AM MOVING!!! This will be my last school year in

Florida...mostly due to the unprofessional treatment from my principal and the lack of leadership skills that are KILLING my school...And the county is doing NOTHING about it.

Superintendent Notter needs to suspend the practice of hiring back principals after they have finished DROP.

I believe that the school board should stop allowing schools to hire retired teachers back. The retired teachers are being paid doubled what a younger teacher would make. If the younger teachers are hired and properly trained, then technology would be more effective with the new generation of kids. The district is spending hundreds of thousands of dollars on the salaries of bringing back retired staff, including administration.

We need a new leader!!!!

NOTTER IS SOMEWHAT LIKE BUSH, WHO HAS CREATED A FARCE FOR A COUNTRY, AND NOTTER HAS CREATED NOTHING BUT AN INCREASE FOR HIMSELF AND A JOB THAT HE DID NOT QUALIFY FOR.

All funds were not included.

Teacher compensation was ignored and lied about.

He does not seem to tell the board the details.

I am not certain Superintendent Notter is responsible for the waste and negative atmosphere and poor environment in my high school. However, a negative situation is prominent at this school.

He should give up half his salary and all his perks so the students and teachers could have more of what they need, instead of always expecting the teachers to supply students with material things as well as hours of their time totally unpaid.

Notter and the board have done little to foster a high morale of all workers.

First, catering to the parents' wishes instead of the teachers'--who actually spend the most time with the students and who are the professionals--recommendations has created a generation of mediocre students. Year by year, this is expressed, and year by year standards for achievement fall. The "grades" given to the schools and district are a shiny veneer created by manipulation and do not reflect what is really happening in the classroom. But then, what do you expect from a man who hasn't been in the classroom for more than 20 years. Second, it's hard to have faith in and respect for a superintendent who tells his employees to suck it up in the hard times of recent years while he enjoys significant raises and perks for himself. We don't expect big raises in hard times, just a bit of solidarity. Join the Sacrifice Club, Notter, it's a great place to work.

The school board came out with the information that Broward County Schools were "not going to teach to the test." When giving a speech at a town hall meeting at Monarch High School this fall, Mr. Notter reaffirmed this directive. However, our new area superintendent recently spent some time with our team leaders. Ninety percent of the conversation centered on what our faculty was doing to insure the success of our students when taking the FCAT exams. Obviously Mr. Notter not only has little or no regard for BCS teachers but he doesn't follow the direction of our own school board. Maybe its time they reconsider the contents of his contract the way and he'll know how we feel!!!

I feel that Mr. Notter is the best Superintendent leading Broward County Public Schools. I couldn't be happier with Mr. Notter and his leadership. He certainly gets an "A+" from me.

As a person who has been in the position of dealing with millions of dollars within a budget situation, I have rarely seen such gross mismanagement and poor employee relations. Also, one leads by example -- get rid of the extras in your own household before asking your employees to cut off their very life so the leader can live in opulent splendor! Tighten the belt of your own pants first! It would certainly not take much time to find the over spending without cutting jobs or hours (for free!) and yet get no raises...deplorable behavior!

Notter has created a divisive working environment. He has not negotiated with his employees in good faith. He is constantly asking us to do more and more with less and less

I e-mailed several suggestions as to how to save \$ when the superintendent asked last year.....never heard a word back or any follow up.

All he has accomplished is taking care of his overpaid senior administrators who contribute nothing to the classroom.

Mr. Notter is doing his job. It isn't always the most friendly job and you don't always get to be the good guy, but he does it well.

Mr. Notter needs to really look into ways that this District can save money. There are several programs that can be modified to cut costs to this District. He needs to also look at making NOVA A BOUNDARY SCHOOL AND STOP PLAYING POLITICS.

Superintendent Notter is working way below his potential. His dictatorial ways and inability to communicate have trickled down to area superintendents and especially to principals. These principals have a hugh thumb in their backs, which is causing them to put enormous pressure on the classroom teacher. Somehow it is the belief of the district that high school teachers can correct and solve all of the problems that students have had in the lower grades, and come out smelling like a rose.

Reality check: High school teachers are not magicians. We can't take students on a third grade level in reading and math and get them to pass the FCAT.

PLEASE STOP mandating what teachers teach in their classrooms and let us follow the curriculum. PLEASE STOP demanding that we teach in a way that the current research says is correct. Remember the WHOLE LANGUAGE DEBACLE???

Teachers are professionals. PLEASE treat us and pay us as if YOU believe we are.

We need to stop waste - ex: rebuilding, etc and fix the real problems. No books, poor technology upkeep, lack of items like paper, paper towels, etc. The classes are overcrowded in some areas and under enrolled in others due to "caps." Seniors are sitting in classes in need of only two credits

with no alternatives. There should be options. It honestly may eliminate overcrowded classes and make learning happen.

Mr. Notter has been instrumental in maintaining the status quo. The system desperately needed a leader who would not continue the poor policies, but who would transform and rejuvenate the school system. Mr. Notter has failed. I think that the communication from the top down stinks.

There are too many egotistical people who forget they were where we are at and how they felt at that time.

He has let us ALL down!

I'm still trying to figure out what was wrong with Dr. Till. I see Mr. Notter as more of a politician than school board leader.

Although the nation is in recession and the states are cutting back, the last thing anyone should do is cut teacher funding as education is the long term answer to America's economic crisis. Invest in the teachers NOTTER!

A degree in Education Leadership does not prepare anyone for the tasks they face as an administrator today. We need an I/O Psychologist to be brought in in order to correct some of the morale issues that are being faced in schools around the county.

1) I was extremely shock that Mr. Notter would suggest in all his infinite wisdom that we spend bailout money to build new schools out west, when we can't afford to finance the schools we have. After they are built how are you going to maintain and finance them? You have so many under-enrolled schools. How about utilizing them? 2) To raise new teacher pay in the past without giving the same increase to all is discriminatory. On my seventh year a new teacher was starting at my salary. What's wrong with this picture. 3) Mr. Notter has no concept what it takes to teach in a classroom. Maybe he needs to cut the million dollar programs that are meaningless and trim his administrative staff and salaries. 4) You have so much redundancies and regurgitation of materials.

You've got to be kidding!!! Education is the LEAST priority of the leadership within this district.

He needs to get replaced!

Eliminate any staff person from the "Superintendents School Staff" that has been out of the classroom more than three years. Any of this staff should be required to teach level 1 & 2 students for at least 1 year within the past 5 years. If these positions were current teacher only it would reduce the salary levels by eliminating ex principals and VPs at their salary level.

Re: The Leader Management question (above), Mr. Notter has been a complete and utter failure on this matter.

We MUST get the raises we work so hard for and most definitely deserve. Please ensure that we don't become a statistic in this terrible economy. Cost of living and everything else has gone up in cost; therefore, our salaries must increase to offset these additional expenses. Thank you!

We need a contract! It's not fair!!

What a pity we lost Dr. Till, an intelligent leader.

MR. JAMES NOTTER IS AN EXTRAORDINARY LEADER STRONGLY COMMITTED WITH THE EDUCATIONAL GOALS OF THE STUDENTS, PARENTS AND COMMUNITY IN BROWARD. FURTHERMORE, MR. NOTTER HAS A DEEP UNDERSTANDING AND SENSITIVITY OF STATE AND NATIONAL AND INTERNATIONAL ISSUES IMPACTING THE EDUCATION. I FEEL VERY HONORED TO HAVE MR. NOTTER AS MY SUPERINTENDENT OF SCHOOLS. HE MAKE ME FEEL HIGHLY MOTIVATED TO WORK IN BROWARD

COUNTY SCHOOLS SYSTEM. THANK YOU MR. NOTTER FOR BEING THE LEADER THAT YOU ARE YOUR SERVICE ARE GREATLY APPRECIATED!

He is a yes man for a micromanaging school board that does things in the lobbyists' interests first.

It's hard to believe that we are still working without a contract. I am not sure who is to blame for this, but it is very disturbing. I still see waste at the top of management.

I am "just" a teacher, but I can see the employee morale at my school and within my own spirit dying. There doesn't seem to be any desire to make a commitment to us. The future does not seem hopeful. At the time, it seems bleak.

The years before him seem to have been better for our district.

The governor stated: "The most important ingredient in a world class education is our teachers, and high-performing teachers deserve financial recognition for their hard work."

He gets an "A" for the "CEO bank level" raise that he got for himself. A 95% increase in one year...not bad for himself when he took the job.

School District needs to adopt a stricter discipline matrix and become a zero tolerance school district. The students are getting away with way too much as repeat offenses are not dealt with. Some students who attend choice schools should be told that if they cannot have the correct behavior they need to go back to their home school. GET SOME BACKBONE AND STOP LETTING PARENTS AND STUDENTS RUN THE DISTRICT AND THE DECISIONS THAT ARE MADE.....

Superintendent Notter is to public education what George W. Bush was to the presidency: poor communication, only interested in his own personal gains, unconcerned with the needs of the people (in this case faculty, staff, and students).

He has made no real effort to trim the fat from district offices; instead many TSAs were simply moved into district jobs and given more money. On a daily basis, the district people do NOTHING for the classroom teacher. NOTHING!

I originally came from New Jersey and Penn. and I have never seen a school district that so blatantly puts the educators and students last.

He does not understand the financial needs of all of us. WE have families. We need a small salary increase that matches with cost of living. Don't eliminate the steps. We need them for retirement please.

I am very disappointed that I have to work without a contract this far in the year.

Mr. Notter should be required by the board to take a pay cut along with the proposed pay cuts for teachers. The board should also consider replacing him with a superintendent who will work with teachers for fair and equitable pay. In addition, there should be NO bonus packages for Mr. Notter, and his retirement package should be reduced an equal amount as those teachers whose retirement is affected by proposed pay cuts.

Participant Demographics

Gender:

31% Male

69% Female

District Assignment:

36% Elementary School

20% Middle School

31% High School

5% Special/Vocational Center

8% Other Worksite

Please check all that apply to you:

76% Union Member

18% Union Steward

2% Union Executive Board Member

4% Non-Union Member

Which of the following best describes you?

93% BTU - Education Professional (Broward Instructional Staff)

5% BTU - Technical Support Professional (Broward Technical Staff)

2% BTU - Education Support Professional (Broward Educational Assistant)

0% BTU - Charter School Professional (Pembroke Pines Charter School Staff)

How many years have you been employed as a Broward education professional?

19% 0-5 Years

19% 6-10 Years

14% 11-15 Years

15% 16-20 Years

14% 21-25 Years

10% 26-30 Years

6% 31-35 Years

2% 36-40 Years

1% 41+ Years

