

**Results View**

*****Survey For the Housing Task Force*****

results as of **Jan. 13, 2008 09:18PM**[reload for latest results](#)[view full version](#)

Result Calculation Parameters

Applied Conditions: none**Respondent Set:** all**Result Duplication Filter:** off[turn Result Duplication Filter on](#)[Preview your survey...](#)[Download all raw results...](#)Right-Click and "**Save Target As...**" to download[START Over](#)

Sex:

Total number of responses to this question: 597

[Graph](#)

Male	<input type="checkbox"/>	18.76% (112 out of 597)
Female	<input type="checkbox"/>	81.24% (485 out of 597)

Marital Status:

Total number of responses to this question: 591

[Graph](#)

Single	<input type="checkbox"/>	34.35% (203 out of 591)
Married	<input type="checkbox"/>	65.65% (388 out of 591)

Place of Birth:

Total number of responses to this question: 595

[Graph](#)

The Keys	<input type="checkbox"/>	14.79% (88 out of 595)
Florida	<input type="checkbox"/>	13.45% (80 out of 595)
Out of the State of Florida	<input type="checkbox"/>	71.76% (427 out of 595)

Job Classification:

Total number of responses to this question: 591

[Graph](#)

Teacher <input type="checkbox"/>	69.37% (410 out of 591)
Support Staff <input type="checkbox"/>	19.97% (118 out of 591)
Administrative <input type="checkbox"/>	10.32% (61 out of 591)
Personnel	
Executive Staff <input type="checkbox"/>	0.34% (2 out of 591)

Years Employed in our District:

Total number of responses to this question: 594

[Graph](#)

1-3 <input type="checkbox"/>	23.91% (142 out of 594)
4-6 <input type="checkbox"/>	14.31% (85 out of 594)
6-10 <input type="checkbox"/>	17.34% (103 out of 594)
11-14 <input type="checkbox"/>	11.78% (70 out of 594)
15-20 <input type="checkbox"/>	14.48% (86 out of 594)
21-25 <input type="checkbox"/>	7.41% (44 out of 594)
More than 25 yrs. <input type="checkbox"/>	10.77% (64 out of 594)

Regular Work Location:

Total number of responses to this question: 594

[Graph](#)

Key West <input type="checkbox"/>	47.64% (283 out of 594)
Lower Keys <input type="checkbox"/>	11.11% (66 out of 594)
Middle Keys <input type="checkbox"/>	11.78% (70 out of 594)
Upper Keys <input type="checkbox"/>	18.35% (109 out of 594)
Key Largo <input type="checkbox"/>	11.11% (66 out of 594)

Present Home Location:

Total number of responses to this question: 579

[Graph](#)

Key West <input type="checkbox"/>	34.20% (198 out of 579)
Lower Keys <input type="checkbox"/>	25.56% (148 out of 579)
<input type="checkbox"/>	

Middle Keys <input type="checkbox"/>	12.09% (70 out of 579)
Upper Keys <input type="checkbox"/>	13.30% (77 out of 579)
Key Largo <input type="checkbox"/>	14.85% (86 out of 579)

Preferred Home Location:

Total number of responses to this question: 589

[Graph](#)

Key West <input type="checkbox"/>	38.71% (228 out of 589)
Lower Keys <input type="checkbox"/>	22.07% (130 out of 589)
Middle Keys <input type="checkbox"/>	10.87% (64 out of 589)
Upper Keys <input type="checkbox"/>	15.28% (90 out of 589)
Key Largo <input type="checkbox"/>	13.07% (77 out of 589)

Current Housing:

Total number of responses to this question: 583

[Graph](#)

Rental <input type="checkbox"/>	30.36% (177 out of 583)
Ownership <input type="checkbox"/>	69.64% (406 out of 583)

Family Size:

Total number of responses to this question: 595

[Graph](#)

1 <input type="checkbox"/>	18.49% (110 out of 595)
2 <input type="checkbox"/>	39.33% (234 out of 595)
3 <input type="checkbox"/>	17.14% (102 out of 595)
More than 3 <input type="checkbox"/>	25.04% (149 out of 595)

Household Income:

Total number of responses to this question: 588

[Graph](#)

One Income <input type="checkbox"/>	33.16% (195 out of 588)
Two Incomes <input type="checkbox"/>	66.84% (393 out of 588)

Household Salary Range:


[Graph](#)

Total number of responses to this question: 568

\$30,000	<input type="checkbox"/>	11.80% (67 out of 568)
\$35,000	<input type="checkbox"/>	8.27% (47 out of 568)
\$40,000	<input type="checkbox"/>	6.87% (39 out of 568)
\$45,000	<input type="checkbox"/>	7.75% (44 out of 568)
\$50,000	<input type="checkbox"/>	8.63% (49 out of 568)
\$55,000	<input type="checkbox"/>	5.99% (34 out of 568)
\$60,000	<input type="checkbox"/>	13.56% (77 out of 568)
More than \$70,000	<input type="checkbox"/>	37.15% (211 out of 568)

What do you Consider "Affordable" for Housing (Rental):


[Graph](#)

Total number of responses to this question: 566

\$800/Mo	<input type="checkbox"/>	63.96% (362 out of 566)
\$1000/Mo	<input type="checkbox"/>	23.85% (135 out of 566)
\$1200/Mo	<input type="checkbox"/>	8.48% (48 out of 566)
\$1400/Mo	<input type="checkbox"/>	1.77% (10 out of 566)
\$1600/Mo	<input type="checkbox"/>	1.06% (6 out of 566)
\$1800/Mo	<input type="checkbox"/>	0.88% (5 out of 566)

Household Needs:


[Graph](#)

Total number of responses to this question: 572

One bedroom	<input type="checkbox"/>	11.71% (67 out of 572)
Two bedroom	<input type="checkbox"/>	49.13% (281 out of 572)
Three or more bedrooms	<input type="checkbox"/>	39.16% (224 out of 572)

Type of Housing Preferred:


[Graph](#)

Total number of responses to this question: 573

Apartment	<input type="checkbox"/>	3.14% (18 out of 573)
Small family house	<input type="checkbox"/>	54.10% (310 out of 573)
Large family house	<input type="checkbox"/>	33.33% (191 out of 573)

Townhouse/Condo 9.42% (54 out of 573)

Are you Considering leaving Monroe County?

Total number of responses to this question: 580



[Graph](#)

Yes 49.31% (286 out of 580)
 No 50.69% (294 out of 580)

If you are planning on leaving Monroe County, when?

Total number of responses to this question: 334



[Graph](#)

Within 1 year 11.68% (39 out of 334)
 1-2 years 27.84% (93 out of 334)
 3 years or more 60.48% (202 out of 334)

What is the Major Factor affecting your Decision?

Total number of responses to this question: 404



[Graph](#)

Housing 22.28% (90 out of 404)
 Salary 19.31% (78 out of 404)
 Benefits 2.72% (11 out of 404)
 Cost of Living 38.12% (154 out of 404)
 Social Activities 0.50% (2 out of 404)
 Lack of Advancement 2.23% (9 out of 404)
 Other 14.85% (60 out of 404)

If housing is the major factor in your consideration to leave Monroe County, would you consider remaining in Monroe County if there were OWNERSHIP UNITS available at a more affordable prices?

Total number of responses to this question: 327



[Graph](#)

Yes 75.84% (248 out of 327)
 No 24.16% (79 out of 327)

If housing is the major factor in your consideration to leave Monroe County, would you consider remaining in Monroe County if there were RENTAL UNITS available at a more affordable prices?



Total number of responses to this question: 324

Yes	<input type="checkbox"/>	41.67% (135 out of 324)
No	<input type="checkbox"/>	58.33% (189 out of 324)

If housing is the major factor in your consideration to leave Monroe County, would you consider remaining in Monroe County and living in a multi-family development if owner/tenants were restricted to school district employees?



Total number of responses to this question: 325

Yes	<input type="checkbox"/>	49.54% (161 out of 325)
No	<input type="checkbox"/>	50.46% (164 out of 325)

Please rank from 1-4 the most (1) to the least (4) appealing type of assistance.

Affordable Rentals



Total number of responses to this question: 432

1	<input type="checkbox"/>	28.47% (123 out of 432)
2	<input type="checkbox"/>	15.74% (68 out of 432)
3	<input type="checkbox"/>	11.11% (48 out of 432)
4	<input type="checkbox"/>	44.68% (193 out of 432)

Please rank from 1-4 the most (1) to the least (4) appealing type of assistance.

Affordable Ownership (with resell restrictions)



Total number of responses to this question: 438

1	<input type="checkbox"/>	32.65% (143 out of 438)
2	<input type="checkbox"/>	21.00% (92 out of 438)
3	<input type="checkbox"/>	25.34% (111 out of 438)
4	<input type="checkbox"/>	21.00% (92 out of 438)

Please rank from 1-4 the most (1) to the least (4) appealing type of assistance.

Financing Assistance (with no resell restrictions)



Total number of responses to this question: 442

1	40.72% (180 out of 442)
2 <input type="checkbox"/>	21.49% (95 out of 442)
3 <input type="checkbox"/>	16.74% (74 out of 442)
4 <input type="checkbox"/>	21.04% (93 out of 442)

Please rank from 1-4 the most (1) to the least (4) appealing type of assistance.



[Graph](#)

Assistance with a down payment

Total number of responses to this question: 429

1 <input type="checkbox"/>	32.17% (138 out of 429)
2 <input type="checkbox"/>	23.54% (101 out of 429)
3 <input type="checkbox"/>	23.54% (101 out of 429)
4 <input type="checkbox"/>	20.75% (89 out of 429)

Comments: Other assistance desired?



[Graph](#)

Number of respondents answering at least one part of this question: 597

16.25% (97 respondents answered)

View responses

- (750856) Our salaries need to increase to reflect the cost of living. I want to be able to live, not just survive
- (750865) I especially would like to see greater assistance with our health insurance. It is frustrating as a professional to be expected to meet the growing premiums, deductibles, and additional costs that appear every year. Many teachers in other counties have the luxury of carrying coverage from more recognized companies with no premium costs. Salary of course is another concern. For instance, Miami-Dade teachers continue to reject a 3% salary increase feeling the raise is insufficient. Being that this is our neighboring county we should attempt to maintain comparable salaries.
- (750875) Affordable ownership without restrictions is the most desirable situation.
- (750893) NO DOWN PAYMENT
- (750903) Recognize the high cost of living in Monroe County and pay your professional employees a decent salary so that they can afford to choose their own housing!
- (750940) better salary
- (750992) salary increase

- (751026) pay increase
- (751153) POSSIBLE ASSISTANCE WITH UNDERSTANDING THE RED TAPE ISSUES IN BUILDING THE THE FLORIDA KEYS OR REMODELING IN KEY WEST.
- (751163) as long as I can Live where I am I'm fine.
- (751237) A higher salary would make it possible for me to have just one job and still make my mortgage each month.
- (751247) Salary that would allow support persons to pay rent, house payment, etc. We are addressing teachers only at this time, but support must be addressed along with them.
- (751260) a better health plan would go a long way to decreasing living expenses
- (751272) Thank you for addressing this very serious issue...it is a disgrace that the teachers are not paid an affordable salary, we are educating the next generation, isn't that worth treating the teachers as professionals. we are living in a park avenue, nyc environment and making 33,000 a year, i bring home 889 every two weeks, it has cost me money to live here, my savings is dwindling quickly. thank you for listening and for your help.
- (751275) housing allownace for those of us who have stretched and borrowed from peter to pay paul and work three jobs to be able to own a home already- I am considering selling beacuse of the profit that I can make and then relocate somewhere else more comfortably
- (751279) Increased salary then I would have the sole responsibility of my financial investments.
- (751308) Though rental assistance is admirable, and in the short run more "doable", the prospect for teachers to survive long term depends on the ability to purchase a home. It is difficult to establish long term financial stability on mid level income without the benefit of real estate ownership. It is a daunting task, one that is worthy to take on.
- (751330) In addition to affordable rent/mortgages, the cost associated with security deposits, first and last month rent is outrageous. How many teachers can afford \$4000 just to get in an apartment?
- (751338) Whatever available
- (751339) increased salary for teachers/better medical coverage/bonusesfor relocation with work contract/low down payment on home buy for school employees
- (751346) 800 is not affordable housing on our salaries. That gets you a very poorly conditioned

housing area

- (751358) Salary to meet cost of living expenses
- (751359) Number 12 does not have a choice for under \$30,000.00 a year.
- (751360) none
- (751394) better financing options like lower interest rates for teachers
- (751431) salary increases for teachers
- (751443) Teacher's salary is very low. With all the tourism and money in Monroe County, teachers should be getting paid MUCH MUCH more. A teacher salary here is not competitive with the rest of the nation when taking cost of living into consideration.
- (751456) Forgiveness of loans or grants for years of service
- (751459) Salary is a major consideration, as well.
- (751463) Increase salaries to make life affordable in the Keys. Forget charity.
- (751466) Lower property taxes for full time residences.
- (751474) Salary commensurate with cost of living increases
- (751493) forgive past credit
- (751499) I do not need housing assistance
- (751522) relocate admin bldg to Middle Keys would save time & \$\$ in the long haul
- (751560) We need less of a deductible on our insurance.
- (751569) Better health care! Please!!!!
- (751579) more steps available for support staff. Once you reach a certain point you can't advance anymore. I make under \$30,000 and have worked here 12 years
- (751584) middle keys involvement
- (751608) Low salary causes me to work 2 extra jobs to maintain my household.
- (751650) Increased salary and health benefits
- (751659) affordable medical
- (751674) locating apartments around town for teacher/staff not from the area
- (751681) Better pay for all staff. For what the aides, the office and all support staff do it is not enough pay. That is why no one can afford to live here.
- (751695) please reduce the deductible on the insurance, or have the insurance cover all costs above the deductible. Thank you!
- (751704) Better insurance plan for employees
- (751710) Salary increases
- (751712) Low down payment requirements and low interest rate negotiated with local banks for teachers

- and other community service providers.
- (751713) retirement package/lower health insurances
 - (751733) Instead of finding ways to provide affordable housing, why don't you focus on paying us what we deserve?
 - (751747) salary and benefit package are the most important factors
 - (751762) I am much more concenerd with our high insurance rate and terrible insurance plan. Doctors are beginning to refuse Millinium and I am considering going uninsured until I can relocate out of the keys.
 - (751763) Better salary and benefits for those of us who did go the distance and continue to stay with the cost of living making it hard for us to do so. At this point in our lives what choice do we have and it seems that situation is being taken advantage of.
 - (751768) Raise salaries that are compatitible with other luxury resort towns.
 - (751769) How about teachers who already have a high mortgage....How about help for them?
 - (751789) no
 - (751808) Assistance with finding employment for other family members
 - (751810) Higher salaries
 - (751878) better benefits
 - (751904) Nurses with degrees on same level as teachers.
 - (751914) Although affordable housing and assistance to buy are good starters, we own our home and we are being suffocated by exhorbitant flood-wind/storm insurance; by our inadequate health care coverage and rising utility costs. Our salary goes to cover all "necessities" and nothing left for emergencies or extras.
 - (751929) higher wages
 - (751995) Salary
 - (752001) Child care benefits are drastically needed. Two years ago the KWHS childcare program was spontaneously deleted which left many teachers in a frantic search to find affordable care for their infants and toddlers this was one of the worst experiences of my life. I have since made a decsiion not to expand my family because of the unaffordability of child care in this city.
 - (752024) Salary
 - (752162) You should pay us more and let us choose how to spend the money. We are 47th is pay of all the states. Why should the new people get assistance when wehave worked tow and three jobs to buy!!!!

- (752224) Keep taxes down and better medical insurance
- (752225) I think that the community as a whole needs to realize the value of a teacher and pay accordingly
- (752242) affordable dockage for liveaboard boaters
- (752312) Mileage compensation would help.
- (752330) low cost loans
- (752372) Health Care-Insurance
- (752373) medical
- (752448) I think we should help the teachers who already are here in the district before helping new teachers. Right now, the majority of the teachers are working two jobs. We have proved to be committed to this district and it is only fair that we get help first.
- (752505) salary increase
- (752523) No, this is my major concern.
- (752525) If you paid me the same salary I earned in my previous teaching job, I could afford to live here without working three additional jobs. Yes, I have three jobs in addition to teaching, so I can live here. My only other option is to wait tables in the evenings. I don't want to do that, because I know my teaching will suffer more!
- (752552) more money for aide ans staff
- (752567) Higher salary to make the mortgage payment I already have.
- (752576) higher salary is needed
- (752584) Better Health coverage. 80% is not enough to assure safety from financial catastrophe due to serious health problems
- (752589) Salary Increase
- (752616) Possible cost of living allowance on top of regular salary like state and federal employees?
- (752625) I would like to begin my Doctorate. I may have to leave the Keys to accomplish this.
- (752654) Increasing teacher salaries is a much better way to keep techers. They would then be paid more like professionals and would also be able to afford to stay here.
- (752674) higher salary
- (752716) Medical Benefits
- (752742) AFFORDABLE INSURANCE FOR TEACHERS AND THEIR FAMILIES
- (752817) salary should be commesurate with teh Cost of Living / importance of jobs
- (752819) Even though I own a house I can not aford the taxes and utilities plus a morgage. The salary is so low and housing so high I have to move after 15 years in Key West. I can't even afford the health

insurance.

- [\(752847\)](#) no
- [\(752919\)](#) no
- [\(752932\)](#) I would definitely be interested in affordable housing. Right now, one paycheck doesn't even cover my monthly rental payment, and that's after teaching for 10 years. I looked into buying something, but I completely missed the boat on that. The mortgage would be thousands of dollars a month, which is more than I even make.
- [\(753099\)](#) aide need more money to live on
- [\(753585\)](#) SHIP
- [\(753601\)](#) salary to buy what we choose and not what you choose for us.
- [\(753624\)](#) I believe we need to look at a more global subsidy for teacher such as a county property tax credit for those of us who currently own a home as well as a means to assist new/young/single teachers.
- Blank responses from [751691](#) , [753631](#) , [751448](#) , [751614](#) , [752077](#) , [752028](#) , [751675](#) , [751778](#) , [753064](#) , [753067](#) , [751893](#) , [751380](#) , [751714](#) , [751934](#) , [751295](#) , [752664](#) , [751289](#) , [751656](#) , [751352](#) , [750870](#) , [752487](#) , [751680](#) , [751783](#) , [751223](#) , [751726](#) , [751788](#) , [751594](#) , [751325](#) , [751333](#) , [751962](#) , [751285](#) , [752302](#) , [751405](#) , [751296](#) , [751525](#) , [751389](#) , [752442](#) , [752322](#) , [751941](#) , [751779](#) , [753735](#) , [752621](#) , [752113](#) , [751506](#) , [750895](#) , [751371](#) , [751945](#) , [751754](#) , [751689](#) , [751460](#) , [751253](#) , [751248](#) , [751921](#) , [751370](#) , [751444](#) , [751630](#) , [751959](#) , [752548](#) , [752054](#) , [751543](#) , [751267](#) , [751489](#) , [753634](#) , [751999](#) , [751381](#) , [751648](#) , [751583](#) , [752254](#) , [751590](#) , [751500](#) , [751882](#) , [751819](#) , [751638](#) , [751277](#) , [751900](#) , [752421](#) , [752721](#) , [751263](#) , [752702](#) , [751478](#) , [751356](#) , [752497](#) , [752240](#) , [751031](#) , [752391](#) , [751899](#) , [751217](#) , [750309](#) , [752532](#) , [751924](#) , [751886](#) , [752573](#) , [752280](#) , [751652](#) , [752982](#) , [751715](#) , [752675](#) , [751749](#) , [751559](#) , [752920](#) , [751436](#) , [752208](#) , [751920](#) , [750910](#) , [752358](#) , [753730](#) , [753154](#) , [752727](#) , [750924](#) , [753669](#) , [752319](#) , [751429](#) , [752309](#) , [751812](#) , [752818](#) , [752435](#) , [751871](#) , [751241](#) , [752217](#) , [752170](#) , [751520](#) , [751292](#) , [752000](#) , [751905](#) , [751554](#) , [752506](#) , [751479](#) , [752363](#) , [752524](#) , [751515](#) , [751996](#) , [751997](#) , [751677](#) , [751533](#) , [751411](#) , [751491](#) , [751283](#) , [751408](#) , [753105](#) , [751751](#) , [751628](#) , [752067](#) , [751307](#) , [752950](#) , [751276](#) , [750987](#) , [752049](#) , [752862](#) , [752146](#) , [752087](#) , [751815](#) , [751337](#) , [752496](#) , [750980](#) , [751806](#) , [753092](#) , [750972](#) , [753605](#) ,

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[751849](#), [751434](#), [751697](#), [752216](#), [751917](#),
[751345](#), [751834](#), [751252](#), [751828](#), [752771](#),
[753652](#), [751249](#), [751593](#), [752608](#), [752896](#),
[751817](#), [751450](#), [751496](#), [751692](#), [752631](#),
[752096](#), [753030](#), [751335](#), [752577](#), [751992](#),

[751231](#) , [752354](#) , [752123](#) , [751238](#) , [753687](#) ,
[751792](#) , [752874](#) , [752836](#) , [752318](#) , [752700](#) ,
[752377](#) , [752063](#) , [751858](#) , [751804](#) , [752041](#) ,
[751300](#) , [751471](#) , [752493](#) , [752025](#) , [751734](#) ,
[751379](#) , [752832](#) , [752543](#) , [751384](#) , [752012](#) ,
[750854](#) , [752685](#) , [751501](#) , [752080](#) , [751925](#) ,
[751315](#) , [750872](#) , [751414](#) , [751863](#) , [751355](#) ,
[750860](#) , [751322](#) , [751555](#) , [752074](#) , [751037](#) ,
[751476](#) , [752995](#) , [751588](#) , [752622](#) , [752445](#) ,
[752198](#) , [751582](#) , [751885](#) , [751537](#) , [752178](#) ,
[751454](#) , [751775](#) , [753656](#) , [752894](#) , [751299](#) ,
[752678](#) , [751936](#) , [751465](#) , [752756](#) , [751402](#) ,
[751887](#) , [751417](#) , [751958](#) , [751811](#) , [751240](#) ,
[751671](#) , [750878](#) , [752827](#) , [751891](#) , [751822](#) ,
[751438](#) , [752749](#) , [751623](#) , [750939](#) , [751645](#) ,
[751707](#) , [752707](#) , [752423](#) , [751512](#) , [751311](#) ,
[751658](#) , [751852](#) , [750913](#) , [752132](#) , [751396](#) ,
[751585](#) , [751805](#) , [752183](#) , [751545](#) , [753089](#) ,
[752730](#) , [751629](#)

View checked responses

Would you like to add any other Comments?

Number of respondents answering at least one part of this question: 597



[Graph](#)

Comments: 26.63% (159 respondents answered)

View responses

- [\(750865\)](#) Actually, I cannot afford to live in the Keys. I presently live in Homestead, Florida and commute to the Keys.
- [\(750875\)](#) The most logical method of bringing property costs down to realistic levels is to severely restrict vacation rentals. This would open up much more housing to full time residents. This is not unfair to the investor/owners. All investors take risks, so this is not an "unfair" solution.
- [\(750893\)](#) DEED RESTRICTIONS OKAY
- [\(750940\)](#) This does not take the length of time salaries were and continue to be so low.
- [\(750992\)](#) I have already been interviewing elsewhere to find a place to teach and to be able to buy a house to own when i retire. This is a serious consideration for me.
- [\(751153\)](#) THANK YOU FOR ADDRESSING THIS ISSUE
- [\(751260\)](#) I feel like I'm a quality teacher and am

frustrated that I can't make enough money to live in the Keys.

- (751272) please help teachers buy a place to live, then we would at least be building equity.
- (751275) Benefits and health care are another consideration in all of this- please consider the quality of life that we give up to remain here- a lot of us work more than one job besides our teaching careers to be able to have a comfortable life style.
- (751288) Key West has a serious housing crisis for numerous groups of people. Key West is a transient town and no matter what housing you provide, teachers will come and go. If you provide housing for some teachers, then how will you compensate those that would not qualify for housing?
- (751297) In the school district where I used to live and teach there was a program for teachers who had taught five years or less in the county. They offered a 5% interest rate for home buyers from the state. It was unassumable when you sold your property and you had to live in that residence for three years. It was a great idea because it brought teachers into the county and then kept them.
- (751308) The concept of tracts of land being purchased and managed by the board is rather revolutionary, restricted resale however seems to negate the one dramatic advantage of home ownership, in effect denying owners the investment of ownership.
- (751331) The current salary schedule for teachers offers little incentive for experience. I took almost a \$20,000.00 cut in pay from my teaching salary in California. Plus I had much better benefits in California. If you want teachers to stay, you must offer more incentives (Salary and benefits).
- (751334) Hopefully this will help to trim down our high rate of turnover. Great idea!
- (751338) No
- (751339) The district/state/ needs to treat teachers as professionals. Florida has one of the most elaborate programs for teacher certification yet it ranks among the lowest for education. Florida is pumping out and attracting good teachers yet they do not stay. Better medical coverage, stronger unions, increased salary comparable with some Northern states and affordable housing for school employees should begin. If you want respect you have to earn respect but care for those in your keep. I love the kids and employees I have met down here but I can't afford to be paid a year or more less than what I have earned, little or no

adequate medical coverage and a house payment that starts at \$2000 a month-not to mention the lack of personal leave or sick leave for three to five months in your first year as a teacher in Monroe County! Most professions have relocation packages and incentives but Florida treats it's teachers like second class citizens. I don't want to leave here adn I bust my rear making it work for the kids in my care. I wouldn

- (751340) housing is a huge cost, insurances and taxes are just as big a problem. to handle this salary issues, med insurance costs have to be addressed. assistance with houseing may influence new teachers to the county but it will not help the ones that are here as much.
- (751346) If salaries were on par with other counties and their keeping up with the cost of living there would be a housing problem. The salaries are terrible compared to our cost of living and when comparing them to other counties in South Florida.
- (751358) If "highly" paid district and/or administrative personnel are experiencing problems meeting cost of living expenses, try to do it on the salaries paid to people "ranking" under them. You need "workers" to keep the administrations going.
- (751360) no
- (751370) My husband is in the military, and we live in base housing. Fortunately, housing costs have not been a major concern for us.
- (751381) I have lived in the keys for over 25 years. I have attended Sue Moore, Stanley Switlik, Marathon High, and even FKCC. I live with my parents who were lucky enough to invest in property and build a house over 2o years ago. I still live with them but mu husband and I would like our own place to raise our family.
- (751384) The rent choices should start at \$600 a month not \$800
- (751400) I would just like to own a home with a yard that was spacious enough to have my family live comfertably and affordably.
- (751412) with all due respect I feel that teacher are the ones in greatest need. WE do not recieve the same benefits or contributions topension and health insurrance, nore do we have the options for advancement and pay increase that other members of our school community do. Owning a home offers a type of security that is missing in our lives.
- (751414) I am a single mom who has lived in the Keys for 20 years. I went back to college in my late

twenties to obtain a teaching degree. I am very proud to say that I graduated #1 in my class with a 4.0GPA. However, I find that even though I truly enjoy my occupation, I am struggling to stay afloat in the Florida Keys. My dream of owning a home is basically non-existent as long as I live in the Florida Keys. I think that it is pretty pathetic that even though I worked so hard in school to become a "professional" I still qualify for Section 8 Housing through the Monroe County Housing Authority. Even with this help, my salary simply does not meet my monthly bills. I am very excited about any kind of help that can be provided to teachers. I see no reason why both my dreams should not be fulfilled-Being the best teacher that I can be AND owning a home in the community that I love.

- (751417) Where were you when I bought a house?
- (751424) \$800 a month is not affordable to a lot of working employees
- (751431) I believe that Monroe County could attract excellent educators and KEEP them if affordable housing and better salaries met today's cost of living.
- (751438) With more than ten years in Monroe County, with 3 incomes between us, my husband and I have already sold our house and will have to leave in three years because (1) the county keeps changing the codes, (2) homeowner's insurance is higher than we can afford, (3) can't handle the trips to Miami for major medical needs as we grow older.
- (751451) Housing is the worst of the cost of living expenses but overall in general KW has a problem. For those of us with grown or near grown children, where will they live, where will they make a proper salary. We have many problems in this area in the keys.
- (751456) This is a Keys-wide problem, not just Key West.
- (751457) More Steps in pay ranges. Chance for higher rank based upon performance.
- (751461) I'm getting ready to retire and I will struggle to stay in my hometown--even my retirement would hardly cover the cost of renting --after 33 years I will retire at 300 dollars more than my Dad who retired in 1968 from the AirForce reserve!! I own my home because I bought it 30 years ago, but new teachers are dead ducks--they will never be able to afford a house here on the salary we get paid and living in a dorm or housing project with other employees is going to be an insult--like the factory towns of old.
- (751463) I think it's insulting to teachers to consider

that they deserve housing of lesser quality than any other professional person. The only answer is to pay teachers rather than subsidize their "housing".

- (751466) Building of resorts in Key West is out of control. Cruise ship traffic, although helpful for some businesses, does not benefit all and I believe is a detriment to our environment and that home owners will pay the price for environmental damages via taxes and utility services in the long run.
- (751474) It's a complex issue involving not just lack of housing or affordable housing but living wages as well. Have worked two jobs for 17 years here just to make ends meet. Was fortunate to be offered the home I rented from the owners at an affordable price (not market value) otherwise I'd be gone from the Keys already.
- (751479) FOR A SINGLE PERSON
AFFORDABLE RENTAL \$500.00 A MONTH
- (751483) I hope that these comments are taking seriously. My entire family works for the Monroe County School Board. I have been teaching for six years and I have a master's degree and after looking at the salaries from Keys Energy it is an embarrassment to see people who I personally know make more than I do and have no college degree and have been working less time than myself. I teach because I love children but when it is time to pay my bills and to support my family love isn't enough!!
- (751488) yes
- (751491) no
- (751499) new employees need this assistance.
- (751521) Although I have had the good fortune of owning my house, working for the district for over 20 years, I have seen a lot of good teachers come and go, and the number one reason for them leaving the area was that they could not afford housing rental or ever able to purchase one.
- (751522) Housing should only consume 1/4 of ones income. My housing cost is more than half my income for a rental. i cannot save toward even the cost to move elsewhere.
- (751526) Lag in pay to job compared to other places. I make 1/3 here compared to what I would make in Broward or Dade County.
- (751541) Take care of the teachers you have employed 10+ years in the county. Most of us have to work 2+ jobs to survive. I can barely pay my mortgage every month.
- (751543) Higher pay for employers period. I do not know of any other organization or employee that

- would assist there personal in purchasing a home. Why not help with college education then too.
- (751545) Monroe County School Board employees are very underpaid. It is very hard to make it in the Keys with the salary that we are given. I feel that there should be some kind of job reclassification system.
 - (751547) Affordable housing is a problem in the Keys, however you need to consider other costs such as food, water, electric, insurance, property taxes. The salaries need to meet the cost of living.
 - (751560) Teachers cannot live in Monroe county on a beginning salary. The entire range would need to be increased to offer a better starting salary. Limited years of credit keeps the District from attracting experienced teachers.
 - (751565) Low salary is a problem too. Dade county teachers get paid much more and have lower housing costs.
 - (751569) I'm very disheartened that the poor rate of yearly raises for teachers combined with a HUGE health care deductible translates into teachers that are actually getting paid less every year when compared with the ratye of inflation. This is unbelievable!
 - (751581) I was born and raised here. Most of my family is still here, including my son and his family. I would like to remain in Key West and hope someday Key West will be affordable. I currently live in a mobile home which I own, butr I pay close to \$600.00 in lot rent a month. I also have two jobs. I know quite a few people who have to work two and three jobs just to live here. This is my home and I hope I can continue to live and work here.
 - (751583) I rent currently in Key West (efficiency) for \$725 a month. I'm in my 3rd year teaching in Monroe County and I work a second job (15 hours a week) to make ends meet. I consider affordable rental housing to be something less than \$650 a month for one bedroom.
 - (751584) Despertely needed area- glad to see it being pursued honestly!
 - (751589) I dont' consider \$800.00 as the beginning of an affordable house payment. I also believe that if you increased our salary, to match our cost of living in Monroe, then there wouldn't even be a problem with affordable housing. The cost of housing is not going down, don't penalize us for this, but increase our salary to match it.
 - (751590) #12 even though I have been employed for

15 years with the school district I make less than 30,000.00 per year. You did not have an amount lower than \$30,000.00 on the survey.

- (751594) We are a military family and will be moving due to a change in orders.
- (751616) Better health insurance, with a lower deductible!!!
- (751630) I wish I had been able to mark more than one answer in each section. In many cases there were more that applied to me. I feel that not only housing is a factor in why or why not I may stay but also benefits, salary and lack of advancement. I also feel that 800/month is not affordable rent for someone only making 32000 a year that takes up almost a whole paycheck. I live in Dade county because the rent is almost half of what it is here and the teachers are paid more. I love working for Monroe County and would stay if only it was somewhere else.
- (751638) I don't want an affordable unit, I want to make enough money to be able to buy my own house for my family. Our salary needs to keep up with the cost of living. I was born and raised here, and can't even think about buying a home. Our salary should allow for me to have this as an option.
- (751650) A \$10,000.00 out of pocket expense for health insurance is a hardship for many teachers and should be addressed.
- (751659) new to area
- (751674) I feel even 800/month to rent a tiny apartment is appalling. Elsewhere, I can make less than what I make now and have a house/apartment that is twice the size of the one I am in now. Yes, we have a higher price for paradise, but let me get paid counteractively to that. Otherwise, the one job that consumes my life must become one of many jobs I must have to be able to pay rent alone!
- (751675) I'm a Permanent Sub and my husband is on disability. I work at school and also run a business. We figured it out and it cost us \$500 a month just for taxes and insurance on our home. We are lucky to have it paid off, but \$500 a month plus utilities is almost what I take home a month at school. Something needs to give.
- (751680) It is a good idea to help young teachers with housing. Otherwise it is going to be difficult to replace those of us who will retire in the near future.
- (751681) If we didn't have to pay so much for the admistration of this district we may have more money for the students and faculty and support staff of this district. All of the money seems to go to the

top.

- (751689) It is impossible to afford housing in Key Largo on a single income of approximately \$47,000.00. I cannot qualify for a mortgage loan, nor can I make the payments on a loan that would put me in a house in Key Largo. I don't feel like a professional if I can't even afford a home in the community that I teach in.
- (751699) I'm a native of Key West. I Own My House since 1964, and I am not leaving Key West at any time. I agree that we need affordable housing for our teachers. The cost of living in my opinion is getting out of control and many of our local conchs have had to sell their homes in order to survive. It's very sad when your own children that are born here in Key West have had to leave their Island which were the home town of their Great - Great Grandparents. I worked for the school system for 10 years from 1980 to 1990 and had to return to work because of the cost of living. I myself have 13 grandchildren and many of them live with me and I'm running out of room and can't afford to buy them a home. Unless I decided to move out of my home town. I pray to God that the cost of living would change. We as good citizens should have a say in reference to the cost of living should be here in Key West. I'm a concerned mother and grandmother of my community.
- (751704) lower insurance rates and better plan needed
- (751706) The keys are in Florida.
- (751710) Teachers need MORE money to live and work in Key West.
- (751712) The major draw back of working in the public schools in Monroe county is lack of respect for the teachers from administrators, parents, and even the students. If teachers were respected, they would be paid a decent wage, have adequate health coverage, they would have adequate supplies to perform their jobs, and they would have adequate classrooms (doors and walls).
- (751713) a good survey
- (751715) My husband and I have worked extra jobs to maintain an affordable housing option over the past 11 years. With the rising costs in real estate values it will be impossible for teachers and educational professionals to find appropriate housing at the current rate of prices; especially if they will require additional space to raise a family. I would prefer to see salary increases so that teachers can choose their own option of housing. The overall

availability will still continue to be an issue. Providing sub-standard group housing for teachers or educational professionals such as dormitories or barracks may be suitable for a single younger teaching force but not for a young family who would like to remain in the county and be a part of the community. By only raising salaries, and insurance benefits will we be attracting the type of professionals that our community will want to maintain in the future.

- (751732) Increase salary so that one does not feel poor
- (751733) An increase in salary would be much better because then we could be in charge of our own financial future.
- (751735) My husband and I have been very fortunate in that we were able to build our home at a price we could afford. I can tell you that if we would not have been able own our home then we would have left the Keys. I think the most important thing that you can do to help the situation is pay teachers more.
- (751747) Homestead is a strong options for buyers who work in Key Largo.
- (751763) There are many other comments but this is not the forum and what good would it do?
- (751768) Until we have salaries and health insurance that allows for teachers, staff to continue living in the Keys, then people will continue to move here for a year and then move on. Think about the time, energy and educational assistance tenure teachers have already invested. There is never any compensation for that in our district. I am nearing retirement but still have a lot of energy, teaching ideas, and wonderful attitudes toward teaching my angels; however, I am ready to sell my ocean home and move to another county where districts or universities appreciate my experience and mentoring abilities I have. I can't afford hurricane insurance, health insurance and taxes down in the Keys.
- (751769) How about teachers who already have a high mortgage....How about help for them?
- (751779) If my husband, another teacher, and I did not buy our house when we did, we would not have been able to stay. Look at the market. How can a teacher making 30k pay for a 270000 home?
- (751788) My household salary range is less than \$30,000
- (751789) I am planning on retiring in 8 years, I have already taught and retired with 31 years of experience from Ohio. I am not a typical person who

teaches in Monroe county; however, my income from teaching here would not allow me to live here. My other sources of income is what allows me to live here.

- (751814) the development of a bank of people already living here who may be certified is one we really need to pursue
- (751815) My salary continues to be too low to afford to live in the Keys.
- (751817) Affordable housing is an excellent start to solving the problem, but it is only a start. Educators need to earn a respectable salary for the job entrusted to them. Increased salary is the ultimate solution.
- (751834) For those of us that are not leaving I would like to see the salary schedule upgraded to be in line with Keys Energy and the Aqueduct
- (751852) I currently live in a very small cottage, located on my Mother's property.
- (751878) we need a system in place that would help with better health care. I've been with the county for 10 years in we have lost a great portion of our health benefits and cost has gretly increased.
- (751895) My husband's job pays a good salary- This is the only reason we are able to own a home and remain in the Keys. If he were lose his job, we would have to leave.
- (751900) We were fortunate enough to purchase our home when we moved here at a greatly reduced price...otherwise, housing is very scarce and expensive here.
- (751905) I have barely survived raising two children on my school board income. With a special needs child, I had to give up my second job and it has been financially devastating to my financial situation. Because of my circumstances and low pay I am considered a 'risk' for homeowners insurance, as well and pay top dollar for coverage. I also pay 12 % interest on my home.
- (751929) better benefits
- (751968) Please do not get the school district involved in the housing industry. Use the money for teacher salaries, and then they can afford the going rate...
- (751992) I applaud the superintendent for his sensitivity to a critically important issue
- (751995) no
- (751999) no
- (752001) Also, I am a graduate of KWHS and have lived here all my life, but I feel I am going to be run out of my home town because of the cost of living

- and a salary that is not compensatory to it.
- (752002) I am fortunate and live with my mother, who does not hold a mortgage on the house. But if she was not alone I would want to have the opportunity to live on my own.
 - (752024) It is embarrassing to think that professional educators have to rely on affordable housing!
 - (752040) I am a professional with a Masters degree plus and would prefer to make bigger salary leaps and have better benefits than receiving low income housing.
 - (752061) The district faces an influx of teacher departures yearly due primarily to the lack of affordable housing. Yes, there are a few units that have become available, but many of us who work in Key West do not want to drive an hour each way so that we can afford a place to live. The district needs to investigate affordable options near every school location.
 - (752074) Other costs are also the issue. As in Electricity and water, Garbage and Sewer, Phone and Cable are extremely expensive down here.
 - (752077) I have a rental home on big Pine. I would love to rent it to a couple of teachers. It's a three bedroom on canal. Please call Cadwell, Rita @ 289-2490 ex. 344 This home is available Jan. 1 2004
 - (752123) No. 12 Why were there no choices for salary under \$30,000 - There are alot of single people in the district who do not make close to \$30,000 and they have to pay for their insurance. How they can do it, is beyond me. The district wonders why we have such a big turnover, well the package isn't very pretty. The school district insurance is outrageous. There has to be a better plan out there somewhere. Or to help this problem, everyone needs to pay something toward their insurance.
 - (752125) I am not affected by lack of affordable housing.
 - (752131) There should be affordable housing (ownership and rentals) throughout the keys, not just Key West
 - (752135) I live on a boat because it si all I can afford. Subsidised marina space my be a viable alternative.
 - (752141) already living in dade and commuting due to these issues
 - (752170) thanks
 - (752194) Raise salaries
 - (752198) Higher salaries which are comparable to other salaries of professionals in the community.
 - (752203) I answered as if I lived in Monroe county. I

do not. I could not afford living in the Florida Keys based on the salary that I earn. I commute from Dade county.

- (752224) Our health insurance is a disgrace!
- (752271) Better health insurance...the plan currently in place is grossly over price for the benefits provided
- (752274) Options need to be available to current homeowners who find the cost of living restrictive .
- (752296) The housing situation is not necessarily the problem. An increase in salary would be more beneficial to everyone rather than affordable housing.
- (752302) I am happy that the City of Marathon is offering "affordable" one bedroom homes for \$140,000.00. However, that is still not in the price range of a single teacher. I gave up on housing in this county and recently purchased a home in Citrus County. I do not plan to leave the Keys, but if something were to happen and I was no longer able to rent the apartment I currently occupy, I would have few options but to leave.
- (752312) I appreciate the efforts to solve this problem.
- (752322) I finally bought a small condo - a one bedroom, and I live with 2 sons. I cannot afford anything larger. I need a LARGER SALARY! Rental assistance will not keep me in this county. I would like assistance in purchasing something that would meet my needs with my family, but at my salary that will be impossible.
- (752330) salaries and benefits need to improve
- (752354) Cost of living is a major factor including those who presently own property. It is a struggle meeting the needs of family members, utilities, taxes mortgages and insurance, both health, property and life.
- (752358) I think the salaries should match the cost of living.
- (752373) insurance is a lot, benefits not as good as they used to be.
- (752377) Housing is not an issue for me because I am military.
- (752505) low interest rates/no down payment
- (752506) The current financial situation in the Keys for all educators is so bleak, that many consider leaving and going to Dade County, who pays for their teachers through benefits and better salaries. The district needs to consider the fact that a person only needs to go over the stretch to be paid \$10,000 more/year at times. Our household income is well-over \$100,000/yr and we cannot afford a 900 square-

foot house in the Upper Keys. We will eventually leave so that our children will have a place to call home. We are not willing to scrape by much longer to live in "paradise". Luckily we do not have to be on the school district's medical plan. We would already have been gone. That has created negative income for many of my colleagues.

- (752523) Thank you for doing this.
- (752525) What does NOT make sense is my property taxes are more here than at my old system, yet I get paid \$20,000 dollars a year less here. I worked a lot harder there too.
- (752543) no
- (752552) start havibg christmas bones
- (752567) affordable home insurance plan.
- (752584) Teachers should be able to own homes like other professional workers. This is the American Dream. To exclude me, as a teacher, from obtaining this dream, is an insult. I will be responsible to myself and my financial security, and find employment in another industry or place. I do not want to be subject to increasing rents. Renting while sales prices escalate and rents increase, widen the gap for obtaining home ownership. What happens when I retire. I will not choose to stay here or in a profession that leads to poverty or will cause me to become a financial burden to those I love.
- (752608) There are many reasons why I am thinking about leaving the Keys. First it is the price for housing. Secondly, I am concerned about our benefits and teacher increases. Thirdly, the keys have grown and are not the place they used to be.
- (752622) I would like to see affordable housing for incomes in the 50,000-80,000 range. This is barely enough to live on down here if you want to own a home, particularly for divorced women who have raised children here and are now receiving alimony but claiming head of household
- (752654) Salary is the issue, not affordable housing , especially for those dedicated teachers whom have been here for years, and may already own.
- (752674) Why put teachers in ghetto housing. This is sad. Why not offer us salaries that would allow people to live here?
- (752707) no
- (752715) I believe affordable housing would be a moot issue if the district would pay us a salary that we could live on. I am not expecting to be paid a salary that my whole family could live on; just a salary comparable to other South Florida districts,

such as Palm Beach and Broward Counties. In addition to paying us a living wage, more of our insurance costs should be borne by the district, so our salaries would then be higher.

- (752716) The situation facing teachers is deplorable. Salaries, although ratified by the teachers, that are less than the cost of living raise is ridiculous. While grateful for any kind of insurance, i think our medical benefits and out of pocket costs are scarily insufficient. When I know that my teaching peers from the North are going to retire with double the salary and benefits that any of us can ever expect to make.....why on earth would I choose to stay in he Keys, Monroe Count or Florida for that matter? Additonally, the hoops that teachers are made to jump through down here, to stay certified OR GET certified are daunting. They may be fashioned with the intention of insuring the Professional nature of employyes, but they offend,and tire "professionals" such as me. There is no way thathousing is a viable alternative for people. Dorm life is for college and low income housing is for people that need a leg up in society, not for the ones that are helping others to acheive. It is insulting. The salry and benfiys are insulting. The only other occupations that are as underpaid and rrespected are law enforcementa and nurses.
- (752726) I deserve salary and benefits that are received by FKAA, CES, plummers, automachanics, electricians, and any other professional in Key West with six years of university studies and degrees.
- (752746) If housing could be spread out that would be great! We may work together however, we don't neccasarily People who work together shouldn't neccasarily live close together.
- (752749) salaries
- (752817) While born out of the state, I was raised here since I was 3 years old. I returned due to change in family status. The cost of living here/not owning a home, will end up driving me out of Monroe county within the next 3-5 years if the COL and salaries don't change.
- (752818) I have worked here for a while and my husband and I want to remain in the Keys for our future. We would like to be able to afford our own home and simply cannot with housing now minimally costing 200,00 and up. I like the idea of helping with down payment, and financing, and then having to pay back the down payment when sold.
- (752819) see above

- [\(752832\)](#) When I left teaching in RI, my salary dropped by \$20,000.
- [\(752847\)](#) no
- [\(752932\)](#) I am hoping that some affordable housing will be available for teachers in the future, or even rental assistance, or a taxbreak or some other incentive for landlords renting to teachers at an affordable rate. I was renting the same apartment for over a decade, then my landlord raised my rent 25% two years ago, and 5% a year since. I can barely afford to live here, but I love my job, and I teach kids how to read, so I want to continue doing so. Unless something changes, I too, will be forced to leave Key West. I don't know many other teachers who are willing to teach Kindergarten with class sizes close to 30 children, without a full time aide. Whatever assistance becomes available will be greatly appreciated and is definitely necessary for teachers like myself, that do not own a home. Thanks for your efforts so far.
- [\(752934\)](#) \$1000/mos. is not affordable housing!
- [\(752955\)](#) I would like to see benefits (salary, insurance, etc.) for those of us who have managed to remain in the area for a number of years and would like to stay. I think it's important that we address the "root" of this housing problem. Thank you.
- [\(753099\)](#) yes aide and staff need christmas bonos
- [\(753601\)](#) why should we have to buy with restrictions? why should housing be in a compound situation in order for us to afford it? ARe we not educated, liscenced, and certified professionals?
- [\(753605\)](#) Salary Increases Guaranteed
- [\(753632\)](#) The cost of living coupled with salary are the two major factors. slary increases are not keeping up with the cost of living and benefit increases.
- [\(753634\)](#) The reason I am thinking about leaving is we can't get a down payment saved to try and buy a home because the cost of living is so high. The houses cost so much I don't think we could get approved for a loan because I have a lot of high credit card card bills. My boyfriend is trying to start a bobcat business so it is really hard right now.
- [\(753663\)](#) This issue is critical to so many people! Thanks to the task force for working on it.
- Blank responses from [751691](#) , [753631](#) , [751448](#) , [751614](#) , [752028](#) , [750903](#) , [751778](#) , [753064](#) , [753067](#) , [751893](#) , [751380](#) , [751714](#) , [751934](#) , [751295](#) , [752664](#) , [751289](#) , [751656](#) , [751352](#) , [750870](#) , [752225](#) , [752487](#) , [751783](#) , [751223](#) , [751726](#) , [752372](#) , [751325](#) , [751333](#) , [751962](#) ,

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