Q1 Did you substitute teach in 2019-2020?

Answered: 482  Skipped: 0

<table>
<thead>
<tr>
<th>ANSWER CHOICES</th>
<th>RESPONSES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>100.00%</td>
</tr>
<tr>
<td>No</td>
<td>0.00%</td>
</tr>
<tr>
<td>TOTAL</td>
<td></td>
</tr>
</tbody>
</table>
Q3 Do you plan to substitute teach during the 2020-2021 school year?

Answered: 482    Skipped: 0

<table>
<thead>
<tr>
<th>ANSWER CHOICES</th>
<th>RESPONSES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>32.78%</td>
</tr>
<tr>
<td>No</td>
<td>21.16%</td>
</tr>
<tr>
<td>Not sure</td>
<td>46.06%</td>
</tr>
<tr>
<td>TOTAL</td>
<td></td>
</tr>
</tbody>
</table>
Q4 Why have you decided that you will not substitute teach in the fall? Please select all that apply.

Answered: 316  Skipped: 166
<table>
<thead>
<tr>
<th>ANSWER CHOICES</th>
<th>RESPONSES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prefer not to answer</td>
<td>2.85%</td>
</tr>
<tr>
<td>Other (please specify)</td>
<td>8.86%</td>
</tr>
<tr>
<td>Other (please specify)</td>
<td>9.49%</td>
</tr>
<tr>
<td>Concern for colleagues' safety</td>
<td>18.99%</td>
</tr>
<tr>
<td>Concern for students' safety</td>
<td>22.15%</td>
</tr>
<tr>
<td>Schools do not have proper safeguards to transition back to in-person instruction</td>
<td>22.78%</td>
</tr>
<tr>
<td>A family member or someone you live with has an underlying health condition</td>
<td>23.42%</td>
</tr>
<tr>
<td>You have an underlying health concern</td>
<td>28.48%</td>
</tr>
<tr>
<td>A family member or someone you live with is in a high-risk age category</td>
<td>35.13%</td>
</tr>
<tr>
<td>You are in a high-risk age category</td>
<td>59.18%</td>
</tr>
<tr>
<td>General concern for your personal health and safety</td>
<td>60.76%</td>
</tr>
<tr>
<td><strong>Total Respondents:</strong> 316</td>
<td></td>
</tr>
</tbody>
</table>
Q8 Did the COVID-19 pandemic make you more likely to retire or leave education earlier than you'd planned?

Answered: 472  Skipped: 10

Yes: 71  (15.04%)
No: 401  (84.96%)

TOTAL: 472