

**2011 KEA ESP Survey Results: Augusta Independent**

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
<b>Total Responses</b>		18		0		0		0		0		0		0		0		18	
<b>Demographics</b>																			
Job category	Clerical	0	0%																
	Custodial	0	0%																
	Food Services	0	0%																
	Inst. Assts.	0	0%																
	Health/Student Services	0	0%																
	Skilled Trades	0	0%																
	Security Services	0	0%																
	Tech. Services	0	0%																
	Transportation	18	100%																
Work location	Elementary	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Middle	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	High School	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	District Wide	9	50%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Other Dist. Site	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Combination	5	28%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Years employed	1 year	2	11%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	2-5 years	5	28%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	6-9 years	5	28%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	10-14 years	4	22%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	15-19 years	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	20-24 years	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	25 or more	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Years in district	1 year	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	2-5 years	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	6-9 years	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	10-14 years	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	15-19 years	3	17%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	20-24 years	3	17%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	25 or more	5	28%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

\*No reporting was done for job categories with less than 10 respondents.

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		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Education level	HS or GED	9	50%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	tech/vocational	2	11%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	some college	6	33%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	associate's	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	bachelor's	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	master's	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Additional jobs in district?	None	13	72%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	1	3	17%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	2	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Additional jobs outside district?	None	13	72%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	1	5	28%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	2	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Hours worked per week	0-10 hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	11-20 hours	2	11%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	21-30 hours	7	39%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	31-40 hours	7	39%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	over 40 hours	2	11%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Earn more than half household income?	Yes	10	56%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	7	39%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Gender	Female	9	50%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Male	9	50%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Age	under 25	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	25-29	2	11%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	30-39	3	17%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	40-49	3	17%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	50-59	8	44%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	60-64	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	65 or older	2	11%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

\*No reporting was done for job categories with less than 10 respondents.

**2011 KEA ESP Survey Results: Augusta Independent**

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Racial group	American Indian	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Asian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Black/African American	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Caucasian	16	94%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Hawaiian/ Pacific Islander	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Span./Hispanic	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Association Membership</b>																			
KEA member?	Yes	10	56%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	8	44%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Satisfied with KEA?	satisfied/very	9	50%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	neither	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	unsatisfied/ very	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	8	44%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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**2011 KEA ESP Survey Results: Augusta Independent**

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
<b>Wages and Benefits</b>																			
Required overtime?	Yes	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	17	94%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
If so, how many hours?	0 hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	1-4 hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	5-8 hours	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	more than 8 hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	17	94%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
If so, compensated?	Yes	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	17	94%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Benefits a main factor in employment?	Yes	11	61%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	6	33%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
% salary going toward health insurance	0%	2	11%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	1-10%	13	72%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	11-25%	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	26-50%	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	51-75%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	over 75%	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
<b>Job Performance</b>																			
Regularly evaluated?	Yes	18	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
How often?	once/month	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	once/quarter	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	every 6 months	2	11%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	once/year	15	83%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Who evaluates?	supervisor	5	28%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	administrator	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	colleagues	3	17%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	combination of people	8	44%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
My supervisor helps me be effective in my job.	agree/strongly	7	39%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	neither	4	22%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	disagree/ strongly	7	39%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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**2011 KEA ESP Survey Results: Augusta Independent**

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
<b>Working Conditions</b>																			
Job description?	Yes	18	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Is it accurate?	Yes	17	94%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Duties beyond primary ones?	Yes	10	56%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	7	39%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
% beyond primary responsibilities	0%	4	22%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	1-10%	6	33%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	11-15%	2	11%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	16-25%	2	11%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	more than 25%	2	11%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Have adequate tools to do your job?	agree/strongly	10	56%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	neither	2	11%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	disagree/ strongly	6	33%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Employ monitors for every bus?	Yes	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	16	89%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Administer medications?	Yes	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	16	89%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
If so, properly trained?	Yes	2	11%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	2	11%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	8	44%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	3	17%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	15	83%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Seniority recognized for awarding job positions?	Yes	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	17	94%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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Instructional Assistants expected to cover classes?	Yes	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	18	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
If so, how often?	once/week	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	2-3 times/week	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	4-5 times/week	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	6-10 times/week	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	more than 10 times/week	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	18	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Work Environment</b>																			
Work in a safe environment?	Yes	9	50%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	9	50%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
District's student discipline policy consistently followed?	Yes	6	33%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	11	61%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Trained on student discipline policies and processes?	Yes	11	61%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	7	39%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Peer to peer bullying or harassment an issue?	Yes	11	61%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	6	33%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Bullying or harassment by supervisor an issue?	Yes	8	44%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	10	56%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Enjoy working in this school district?	agree/strongly	12	67%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	neither	5	28%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	disagree/ strongly	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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