

**2011 KEA ESP Survey Results: Bath County**

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
<b>Total Responses</b>		60		17		6		11		3		20		2		1		0	
<b>Demographics</b>																			
Job category	Clerical	17	28%																
	Custodial	6	10%																
	Food Services	11	18%																
	Inst. Assts.	20	33%																
	Health/Student Services	3	5%																
	Skilled Trades	2	3%																
	Security Services	0	0%																
	Tech. Services	1	2%																
	Transportation	0	0%																
Work location	Elementary	35	58%	5	29%	0	0%	7	64%	0	0%	18	90%	0	0%	0	0%	0	0%
	Middle	12	20%	5	29%	0	0%	4	36%	0	0%	0	0%	0	0%	0	0%	0	0%
	High School	8	13%	3	18%	0	0%	0	0%	0	0%	2	10%	0	0%	0	0%	0	0%
	District Wide	4	7%	3	18%	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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Years employed	1 year	2	3%	1	6%	0	0%	1	9%	0	0%	0	0%	0	0%	0	0%	0	0%
	2-5 years	10	17%	2	12%	0	0%	3	27%	0	0%	4	20%	0	0%	0	0%	0	0%
	6-9 years	6	10%	1	6%	0	0%	2	18%	0	0%	0	0%	0	0%	0	0%	0	0%
	10-14 years	9	15%	3	18%	0	0%	3	27%	0	0%	3	15%	0	0%	0	0%	0	0%
	15-19 years	16	27%	6	35%	0	0%	1	9%	0	0%	6	30%	0	0%	0	0%	0	0%
	20-24 years	12	20%	2	12%	0	0%	1	9%	0	0%	4	20%	0	0%	0	0%	0	0%
	25 or more	4	7%	2	12%	0	0%	0	0%	0	0%	2	10%	0	0%	0	0%	0	0%
Years in district	1 year	16	27%	6	35%	0	0%	1	9%	0	0%	6	30%	0	0%	0	0%	0	0%
	2-5 years	12	20%	2	12%	0	0%	1	9%	0	0%	4	20%	0	0%	0	0%	0	0%
	6-9 years	4	7%	2	12%	0	0%	0	0%	0	0%	2	10%	0	0%	0	0%	0	0%
	10-14 years	1	2%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	15-19 years	2	3%	1	6%	0	0%	1	9%	0	0%	0	0%	0	0%	0	0%	0	0%
	20-24 years	11	18%	2	12%	0	0%	3	27%	0	0%	4	20%	0	0%	0	0%	0	0%
	25 or more	8	13%	1	6%	0	0%	3	27%	0	0%	0	0%	0	0%	0	0%	0	0%

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Education level	HS or GED	27	45%	4	24%	0	0%	9	82%	0	0%	10	50%	0	0%	0	0%	0	0%
	tech/vocational	3	5%	2	12%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	some college	19	32%	9	53%	0	0%	2	18%	0	0%	5	25%	0	0%	0	0%	0	0%
	associate's	4	7%	1	6%	0	0%	0	0%	0	0%	3	15%	0	0%	0	0%	0	0%
	bachelor's	6	10%	1	6%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	master's	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Additional jobs in district?	None	51	85%	16	94%	0	0%	10	91%	0	0%	14	70%	0	0%	0	0%	0	0%
	1	8	13%	1	6%	0	0%	0	0%	0	0%	6	30%	0	0%	0	0%	0	0%
	2	1	2%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%	0	0%	0	0%
Additional jobs outside district?	None	44	73%	12	71%	0	0%	7	64%	0	0%	16	80%	0	0%	0	0%	0	0%
	1	13	22%	3	18%	0	0%	3	27%	0	0%	4	20%	0	0%	0	0%	0	0%
	2	2	3%	2	12%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Hours worked per week	0-10 hours	1	2%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%	0	0%	0	0%
	11-20 hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	21-30 hours	2	3%	2	12%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	31-40 hours	48	80%	13	76%	0	0%	9	82%	0	0%	17	85%	0	0%	0	0%	0	0%
	over 40 hours	8	13%	2	12%	0	0%	1	9%	0	0%	2	10%	0	0%	0	0%	0	0%
Earn more than half household income?	Yes	41	68%	12	71%	0	0%	8	73%	0	0%	16	80%	0	0%	0	0%	0	0%
	No	19	32%	5	29%	0	0%	3	27%	0	0%	4	20%	0	0%	0	0%	0	0%
Gender	Female	51	85%	15	88%	0	0%	11	100%	0	0%	20	100%	0	0%	0	0%	0	0%
	Male	5	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Age	under 25	1	2%	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	25-29	1	2%	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	30-39	6	10%	2	12%	0	0%	1	9%	0	0%	1	5%	0	0%	0	0%	0	0%
	40-49	15	25%	7	41%	0	0%	2	18%	0	0%	5	25%	0	0%	0	0%	0	0%
	50-59	30	50%	5	29%	0	0%	5	45%	0	0%	13	65%	0	0%	0	0%	0	0%
	60-64	5	8%	1	6%	0	0%	1	9%	0	0%	1	5%	0	0%	0	0%	0	0%
	65 or older	2	3%	0	0%	0	0%	2	18%	0	0%	0	0%	0	0%	0	0%	0	0%

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<b>Working Conditions</b>																			
Job description?	Yes	55	92%	15	88%	0	0%	11	100%	0	0%	18	90%	0	0%	0	0%	0	0%
	No	5	8%	2	12%	0	0%	0	0%	0	0%	2	10%	0	0%	0	0%	0	0%
Is it accurate?	Yes	49	82%	11	65%	0	0%	11	100%	0	0%	17	85%	0	0%	0	0%	0	0%
	No	10	17%	5	29%	0	0%	0	0%	0	0%	3	15%	0	0%	0	0%	0	0%
Duties beyond primary ones?	Yes	37	62%	10	59%	0	0%	6	55%	0	0%	11	55%	0	0%	0	0%	0	0%
	No	23	38%	7	41%	0	0%	5	45%	0	0%	9	45%	0	0%	0	0%	0	0%
% beyond primary responsibilities	0%	20	33%	5	29%	0	0%	4	36%	0	0%	8	40%	0	0%	0	0%	0	0%
	1-10%	24	40%	5	29%	0	0%	6	55%	0	0%	8	40%	0	0%	0	0%	0	0%
	11-15%	2	3%	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	16-25%	7	12%	2	12%	0	0%	1	9%	0	0%	3	15%	0	0%	0	0%	0	0%
	more than 25%	3	5%	2	12%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Have adequate tools to do your job?	agree/strongly	49	82%	13	76%	0	0%	11	100%	0	0%	15	75%	0	0%	0	0%	0	0%
	neither	4	7%	0	0%	0	0%	0	0%	0	0%	4	20%	0	0%	0	0%	0	0%
	disagree/ strongly	7	12%	4	24%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
Employ monitors for every bus?	Yes	15	25%	6	35%	0	0%	0	0%	0	0%	4	20%	0	0%	0	0%	0	0%
	No	39	65%	8	47%	0	0%	9	82%	0	0%	15	75%	0	0%	0	0%	0	0%
Administer medications?	Yes	15	25%	6	35%	0	0%	0	0%	0	0%	4	20%	0	0%	0	0%	0	0%
	No	59	98%	17	100%	0	0%	11	100%	0	0%	19	95%	0	0%	0	0%	0	0%
If so, properly trained?	Yes	1	2%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	No	1	2%	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	11	18%	2	12%	0	0%	2	18%	0	0%	4	20%	0	0%	0	0%	0	0%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	45	75%	11	65%	0	0%	11	100%	0	0%	15	75%	0	0%	0	0%	0	0%
	No	14	23%	5	29%	0	0%	0	0%	0	0%	5	25%	0	0%	0	0%	0	0%
Seniority recognized for awarding job positions?	Yes	21	35%	9	53%	0	0%	2	18%	0	0%	4	20%	0	0%	0	0%	0	0%
	No	33	55%	5	29%	0	0%	9	82%	0	0%	15	75%	0	0%	0	0%	0	0%

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Instructional Assistants expected to cover classes?	Yes	8	13%	0	0%	0	0%	0	0%	0	0%	8	40%	0	0%	0	0%	0	0%
	No	12	20%	0	0%	0	0%	0	0%	0	0%	12	60%	0	0%	0	0%	0	0%
	not applicable	40	67%	17	100%	0	0%	11	100%	0	0%	0	0%	0	0%	0	0%	0	0%
If so, how often?	once/week	6	10%	0	0%	0	0%	0	0%	0	0%	6	30%	0	0%	0	0%	0	0%
	2-3 times/week	2	3%	0	0%	0	0%	0	0%	0	0%	2	10%	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	52	87%	17	100%	0	0%	11	100%	0	0%	12	60%	0	0%	0	0%	0	0%
<b>Work Environment</b>																			
Work in a safe environment?	Yes	58	97%	16	94%	0	0%	11	100%	0	0%	20	100%	0	0%	0	0%	0	0%
	No	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
District's student discipline policy consistently followed?	Yes	46	77%	14	82%	0	0%	7	64%	0	0%	17	85%	0	0%	0	0%	0	0%
	No	6	10%	1	6%	0	0%	1	9%	0	0%	2	10%	0	0%	0	0%	0	0%
Trained on student discipline policies and processes?	Yes	27	45%	6	35%	0	0%	5	45%	0	0%	12	60%	0	0%	0	0%	0	0%
	No	28	47%	10	59%	0	0%	5	45%	0	0%	7	35%	0	0%	0	0%	0	0%
Peer to peer bullying or harassment an issue?	Yes	9	15%	3	18%	0	0%	1	9%	0	0%	4	20%	0	0%	0	0%	0	0%
	No	47	78%	12	71%	0	0%	9	82%	0	0%	16	80%	0	0%	0	0%	0	0%
Bullying or harassment by supervisor an issue?	Yes	5	8%	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	53	88%	15	88%	0	0%	11	100%	0	0%	20	100%	0	0%	0	0%	0	0%
Enjoy working in this school district?	agree/strongly	50	83%	12	71%	0	0%	11	100%	0	0%	20	100%	0	0%	0	0%	0	0%
	neither	5	8%	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	disagree/ strongly	3	5%	2	12%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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