

2011 KEA ESP Survey Results: Boone County Statewide

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Total Responses		462		69		50		66		8		120		4		3		141	
Demographics																			
Job category	Clerical	69	15%																
	Custodial	50	11%																
	Food Services	66	14%																
	Inst. Assts.	120	26%																
	Health/Student Services	8	2%																
	Skilled Trades	4	1%																
	Security Services	0	0%																
	Tech. Services	3	1%																
	Transportation	141	31%																
Work location	Elementary	213	46%	37	54%	23	46%	33	50%	0	0%	95	79%	0	0%	0	0%	16	11%
	Middle	48	10%	12	17%	11	22%	9	14%	0	0%	14	12%	0	0%	0	0%	1	1%
	High School	63	14%	11	16%	14	28%	24	36%	0	0%	8	7%	0	0%	0	0%	3	2%
	District Wide	38	8%	3	4%	2	4%	0	0%	0	0%	1	1%	0	0%	0	0%	32	23%
	Other Dist. Site	15	3%	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	14	10%
	Combination	69	15%	1	1%	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%	65	46%
Years employed	1 year	17	4%	2	3%	1	2%	5	8%	0	0%	1	1%	0	0%	0	0%	8	6%
	2-5 years	114	25%	14	20%	16	32%	22	33%	0	0%	22	18%	0	0%	0	0%	39	28%
	6-9 years	100	22%	14	20%	11	22%	12	18%	0	0%	30	25%	0	0%	0	0%	24	17%
	10-14 years	101	22%	8	12%	13	26%	19	29%	0	0%	30	25%	0	0%	0	0%	28	20%
	15-19 years	65	14%	17	25%	2	4%	6	9%	0	0%	23	19%	0	0%	0	0%	15	11%
	20-24 years	40	9%	9	13%	5	10%	1	2%	0	0%	10	8%	0	0%	0	0%	14	10%
	25 or more	21	5%	4	6%	1	2%	0	0%	0	0%	4	3%	0	0%	0	0%	12	9%
Years in district	1 year	65	14%	17	25%	2	4%	6	9%	0	0%	23	19%	0	0%	0	0%	15	11%
	2-5 years	40	9%	9	13%	5	10%	1	2%	0	0%	10	8%	0	0%	0	0%	14	10%
	6-9 years	21	5%	4	6%	1	2%	0	0%	0	0%	4	3%	0	0%	0	0%	12	9%
	10-14 years	4	1%	1	1%	1	2%	1	2%	0	0%	0	0%	0	0%	0	0%	1	1%
	15-19 years	27	6%	2	3%	3	6%	7	11%	0	0%	1	1%	0	0%	0	0%	13	9%
	20-24 years	129	28%	18	26%	17	34%	22	33%	0	0%	27	23%	0	0%	0	0%	41	29%
	25 or more	105	23%	12	17%	13	26%	12	18%	0	0%	33	28%	0	0%	0	0%	29	21%

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

2011 KEA ESP Survey Results: Boone County Statewide

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Education level	HS or GED	203	44%	20	29%	33	66%	41	62%	0	0%	45	38%	0	0%	0	0%	62	44%
	tech/vocational	38	8%	4	6%	6	12%	5	8%	0	0%	10	8%	0	0%	0	0%	11	8%
	some college	109	24%	26	38%	9	18%	11	17%	0	0%	30	25%	0	0%	0	0%	33	23%
	associate's	40	9%	5	7%	1	2%	2	3%	0	0%	17	14%	0	0%	0	0%	14	10%
	bachelor's	60	13%	13	19%	1	2%	6	9%	0	0%	17	14%	0	0%	0	0%	14	10%
	master's	10	2%	1	1%	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%	6	4%
Additional jobs in district?	None	380	82%	51	74%	45	90%	60	91%	0	0%	88	73%	0	0%	0	0%	125	89%
	1	66	14%	14	20%	4	8%	6	9%	0	0%	25	21%	0	0%	0	0%	12	9%
	2	11	2%	3	4%	0	0%	0	0%	0	0%	6	5%	0	0%	0	0%	2	1%
Additional jobs outside district?	None	329	71%	52	75%	40	80%	51	77%	0	0%	84	70%	0	0%	0	0%	92	65%
	1	101	22%	12	17%	7	14%	13	20%	0	0%	31	26%	0	0%	0	0%	35	25%
	2	30	6%	5	7%	3	6%	1	2%	0	0%	5	4%	0	0%	0	0%	13	9%
Hours worked per week	0-10 hours	14	3%	1	1%	0	0%	6	9%	0	0%	3	3%	0	0%	0	0%	4	3%
	11-20 hours	33	7%	4	6%	3	6%	21	32%	0	0%	2	2%	0	0%	0	0%	3	2%
	21-30 hours	73	16%	0	0%	0	0%	21	32%	0	0%	4	3%	0	0%	0	0%	48	34%
	31-40 hours	293	63%	54	78%	41	82%	16	24%	0	0%	103	86%	0	0%	0	0%	68	48%
	over 40 hours	48	10%	10	14%	6	12%	2	3%	0	0%	8	7%	0	0%	0	0%	17	12%
Earn more than half household income?	Yes	305	66%	53	77%	21	42%	50	76%	0	0%	103	86%	0	0%	0	0%	68	48%
	No	146	32%	14	20%	29	58%	16	24%	0	0%	16	13%	0	0%	0	0%	65	46%
Gender	Female	343	74%	69	100%	15	30%	62	94%	0	0%	117	98%	0	0%	0	0%	66	47%
	Male	113	24%	0	0%	35	70%	2	3%	0	0%	3	3%	0	0%	0	0%	71	50%
Age	under 25	4	1%	0	0%	4	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	25-29	6	1%	0	0%	3	6%	0	0%	0	0%	1	1%	0	0%	0	0%	1	1%
	30-39	48	10%	6	9%	7	14%	12	18%	0	0%	15	13%	0	0%	0	0%	5	4%
	40-49	143	31%	31	45%	15	30%	20	30%	0	0%	44	37%	0	0%	0	0%	28	20%
	50-59	153	33%	24	35%	11	22%	18	27%	0	0%	45	38%	0	0%	0	0%	50	35%
	60-64	59	13%	7	10%	6	12%	6	9%	0	0%	11	9%	0	0%	0	0%	28	20%
	65 or older	47	10%	0	0%	4	8%	10	15%	0	0%	4	3%	0	0%	0	0%	28	20%

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

2011 KEA ESP Survey Results: Boone County Statewide

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Racial group	American Indian	11	2%	2	3%	1	2%	1	2%	0	0%	3	3%	0	0%	0	0%	3	2%
	Asian	3	1%	1	1%	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%	1	1%
	Black/African American	7	2%	2	3%	1	2%	0	0%	0	0%	1	1%	0	0%	0	0%	3	2%
	Caucasian	442	97%	66	96%	48	96%	65	98%	0	0%	114	96%	0	0%	0	0%	133	96%
	Hawaiian/ Pacific Islander	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Span./Hispanic	2	0%	0	0%	0	0%	0	0%	0	0%	2	2%	0	0%	0	0%	0	0%
Association Membership																			
KEA member?	Yes	161	35%	10	14%	21	42%	11	17%	0	0%	26	22%	0	0%	0	0%	89	63%
	No	281	61%	58	84%	26	52%	46	70%	0	0%	92	77%	0	0%	0	0%	48	34%
Satisfied with KEA?	satisfied/very	89	19%	5	7%	11	22%	4	6%	0	0%	17	14%	0	0%	0	0%	51	36%
	neither	40	9%	3	4%	7	14%	1	2%	0	0%	6	5%	0	0%	0	0%	21	15%
	unsatisfied/ very	20	4%	0	0%	3	6%	3	5%	0	0%	2	2%	0	0%	0	0%	12	9%
	not applicable	281	61%	58	84%	26	52%	46	70%	0	0%	92	77%	0	0%	0	0%	48	34%

2011 KEA ESP Survey Results: Boone County Statewide

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Wages and Benefits																			
Required overtime?	Yes	42	9%	6	9%	3	6%	4	6%	0	0%	11	9%	0	0%	0	0%	11	8%
	No	414	90%	62	90%	47	94%	61	92%	0	0%	108	90%	0	0%	0	0%	127	90%
If so, how many hours?	0 hours	6	1%	0	0%		0%	0	0%	0	0%	1	1%	0	0%	0	0%	3	2%
	1-4 hours	28	6%	3	4%	0	0%	4	6%	0	0%	9	8%	0	0%	0	0%	7	5%
	5-8 hours	2	0%	2	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	more than 8 hours	2	0%	0	0%	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%	0	0%
	not applicable	414	90%	62	90%	0	0%	61	92%	0	0%	108	90%	0	0%	0	0%	127	90%
If so, compensated?	Yes	15	3%	1	1%	0	0%	0	0%	0	0%	2	2%	0	0%	0	0%	8	6%
	No	23	5%	4	6%		0%	4	6%	0	0%	9	8%	0	0%	0	0%	1	1%
	not applicable	414	90%	62	90%	0	0%	61	92%	0	0%	108	90%	0	0%	0	0%	127	90%
Benefits a main factor in employment?	Yes	207	45%	26	38%	0	0%	26	39%	0	0%	47	39%	0	0%	0	0%	69	49%
	No	191	41%	38	55%		0%	32	48%	0	0%	65	54%	0	0%	0	0%	38	27%
% salary going toward health insurance	0%	141	31%	25	36%	Where	10%	22	33%	0	0%	52	43%	0	0%	0	0%	31	22%
	1-10%	136	29%	23	33%	0	0%	12	18%	0	0%	27	23%	0	0%	0	0%	45	32%
	11-25%	79	17%	6	9%	0	0%	15	23%	0	0%	12	10%	0	0%	0	0%	29	21%
	26-50%	54	12%	9	13%	0	0%	8	12%	0	0%	11	9%	0	0%	0	0%	22	16%
	51-75%	22	5%	4	6%	0	0%	4	6%	0	0%	9	8%	0	0%	0	0%	4	3%
	over 75%	4	1%	1	1%	0	0%	0	0%	0	0%	2	2%	0	0%	0	0%	1	1%

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

2011 KEA ESP Survey Results: Boone County Statewide

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Training and PD																			
Where received initial training?	department	174	38%	33	48%	0	0%	32	49%	0	0%	45	38%	0	0%	0	0%	48	35%
	school district	298	65%	42	61%	0	0%	41	63%	0	0%	85	71%	0	0%	0	0%	92	67%
	college	37	8%	4	6%	0	0%	1	2%	0	0%	18	15%	0	0%	0	0%	4	3%
	KEA	5	1%	1	1%	0	0%	0	0%	0	0%	2	2%	0	0%	0	0%	2	1%
	NEA	4	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	2%
	other professional organization	85	19%	19	28%	0	0%	5	8%	0	0%	18	15%	0	0%	0	0%	24	17%
From inside district, outside or both?	within school district	297	64%	41	59%	0	0%	52	79%	0	0%	71	59%	0	0%	0	0%	96	68%
	outside school district	33	7%	6	9%	0	0%	1	2%	0	0%	8	7%	0	0%	0	0%	4	3%
	both	122	26%	21	30%	0	0%	11	17%	0	0%	39	33%	0	0%	0	0%	37	26%
Do you receive ongoing PD from District?	Yes	276	60%	30	43%	0	0%	33	50%	0	0%	115	96%	0	0%	0	0%	86	61%
	No	166	36%	39	57%	0	0%	26	39%	0	0%	5	4%	0	0%	0	0%	44	31%
How many days?	0 days	145	31%	39	57%	0	0%	16	24%	0	0%	7	6%	0	0%	0	0%	30	21%
	1-4 days	245	53%	27	39%	0	0%	31	47%	0	0%	94	78%	0	0%	0	0%	86	61%
	5-8 days	21	5%	0	0%	0	0%	2	3%	0	0%	10	8%	0	0%	0	0%	7	5%
	more than 8 days	13	3%	0	0%	0	0%	1	2%	0	0%	5	4%	0	0%	0	0%	6	4%

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

2011 KEA ESP Survey Results: Boone County Statewide

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Job Performance																			
Regularly evaluated?	Yes	413	89%	61	88%	0	0%	56	85%	0	0%	105	88%	0	0%	0	0%	129	91%
	No	41	9%	6	9%		0%	7	11%	0	0%	13	11%	0	0%	0	0%	11	8%
How often?	once/month	11	2%	1	1%		0%	2	3%	0	0%	2	2%	0	0%	0	0%	1	1%
	once/quarter	13	3%	1	1%	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%	10	7%
	every 6 months	17	4%	1	1%	0	0%	2	3%	0	0%	1	1%	0	0%	0	0%	13	9%
	once/year	401	87%	63	91%	0	0%	56	85%	0	0%	114	95%	0	0%	0	0%	109	77%
Who evaluates?	supervisor	207	45%	21	30%		0%	57	86%	0	0%	49	41%	0	0%	0	0%	54	38%
	administrator	106	23%	41	59%	0	0%	4	6%	0	0%	37	31%	0	0%	0	0%	3	2%
	colleagues	13	3%	0	0%	0	0%	0	0%	0	0%	3	3%	0	0%	0	0%	10	7%
	combination of people	90	19%	4	6%	0	0%	1	2%	0	0%	22	18%	0	0%	0	0%	49	35%
My supervisor helps me be effective in my job.	agree/strongly	310	67%	42	61%	0	0%	57	86%	0	0%	0	0%	0	0%	0	0%	97	69%
	neither	79	17%	18	26%	0	0%	4	6%	0	0%	1	1%	0	0%	0	0%	24	17%
	disagree/ strongly	62	13%	6	9%	#####	0%	2	3%	0	0%	119	99%	0	0%	0	0%	17	12%

2011 KEA ESP Survey Results: Boone County Statewide

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Working Conditions																			
Job description?	Yes	425	92%	57	83%	0	0%	64	97%	0	0%	62	52%	0	0%	0	0%	136	96%
	No	32	7%	11	16%		0%	1	2%	0	0%	54	45%	0	0%	0	0%	3	2%
Is it accurate?	Yes	309	67%	32	46%	0	0%	56	85%	0	0%	73	61%	0	0%	0	0%	119	84%
	No	140	30%	33	48%		0%	7	11%	0	0%	46	38%	0	0%	0	0%	20	14%
Duties beyond primary ones?	Yes	270	58%	43	62%	0	0%	42	64%	0	0%	43	36%	0	0%	0	0%	62	44%
	No	184	40%	24	35%		0%	23	35%	0	0%	31	26%	0	0%	0	0%	75	53%
% beyond primary responsibilities	0%	136	29%	19	28%		0%	19	29%	0	0%	8	7%	0	0%	0	0%	59	42%
	1-10%	167	36%	22	32%	0	0%	28	42%	0	0%	15	13%	0	0%	0	0%	53	38%
	11-15%	55	12%	10	14%	0	0%	7	11%	0	0%	15	13%	0	0%	0	0%	3	2%
	16-25%	29	6%	6	9%	0	0%	2	3%	0	0%	58	48%	0	0%	0	0%	3	2%
	more than 25%	56	12%	10	14%	0	0%	7	11%	0	0%	24	20%	0	0%	0	0%	16	11%
Have adequate tools to do your job?	agree/strongly	313	68%	57	83%	0	0%	53	80%	0	0%	0	0%	0	0%	0	0%	90	64%
	neither	55	12%	7	10%	0	0%	1	2%	0	0%	11	9%	0	0%	0	0%	22	16%
	disagree/ strongly	90	19%	4	6%	#####	0%	10	15%	0	0%	109	91%	0	0%	0	0%	28	20%
Employ monitors for every bus?	Yes	63	14%	9	13%	0	0%	17	26%	0	0%	40	33%	0	0%	0	0%	14	10%
	No	331	72%	51	74%		0%	28	42%	0	0%	79	66%	0	0%	0	0%	119	84%
Administer medications?	Yes	63	14%	9	13%	0	0%	17	26%	0	0%	40	33%	0	0%	0	0%	14	10%
	No	315	68%	44	64%		0%	65	98%	0	0%	12	10%	0	0%	0	0%	71	50%
If so, properly trained?	Yes	131	28%	23	33%	0	0%	0	0%	0	0%	49	41%	0	0%	0	0%	63	45%
	No	22	5%	4	6%		0%	0	0%	0	0%	70	58%	0	0%	0	0%	5	4%
	not applicable	96	21%	6	9%	0	0%	18	27%	0	0%	1	1%	0	0%	0	0%	36	26%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	224	48%	34	49%	0	0%	40	61%	0	0%	63	53%	0	0%	0	0%	75	53%
	No	217	47%	32	46%		0%	18	27%	0	0%	54	45%	0	0%	0	0%	61	43%
Seniority recognized for awarding job positions?	Yes	269	58%	40	58%	0	0%	29	44%	0	0%	78	65%	0	0%	0	0%	112	79%
	No	166	36%	23	33%		0%	27	41%	0	0%	40	33%	0	0%	0	0%	24	17%

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

2011 KEA ESP Survey Results: Boone County Statewide

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Instructional Assistants expected to cover classes?	Yes	78	17%	0	0%	0	0%	0	0%	0	0%	16	13%	0	0%	0	0%	0	0%
	No	40	9%	0	0%	0	0%	0	0%	0	0%	36	30%	0	0%	0	0%	0	0%
	not applicable	342	74%	69	100%	0	0%	66	100%	0	0%	7	6%	0	0%	0	0%	141	100%
If so, how often?	once/week	36	8%	0	0%	0	0%	0	0%	0	0%	10	8%	0	0%	0	0%	0	0%
	2-3 times/week	16	3%	0	0%	0	0%	0	0%	0	0%	110	92%	0	0%	0	0%	0	0%
	4-5 times/week	7	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	6-10 times/week	2	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	more than 10 times/week	3	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	382	83%	69	100%	0	0%	66	100%	0	0%	0	0%	0	0%	0	0%	141	100%
Work Environment																			
Work in a safe environment?	Yes	430	93%	62	90%	0	0%	64	97%	0	0%	85	71%	0	0%	0	0%	129	91%
	No	27	6%	4	6%	0	0%	1	2%	0	0%	33	28%	0	0%	0	0%	12	9%
District's student discipline policy consistently followed?	Yes	277	60%	49	71%	0	0%	41	62%	0	0%	80	67%	0	0%	0	0%	64	45%
	No	142	31%	13	19%	0	0%	9	14%	0	0%	40	33%	0	0%	0	0%	67	48%
Trained on student discipline policies and processes?	Yes	250	54%	30	43%	0	0%	13	20%	0	0%	17	14%	0	0%	0	0%	113	80%
	No	182	39%	34	49%	0	0%	41	62%	0	0%	102	85%	0	0%	0	0%	22	16%
Peer to peer bullying or harassment an issue?	Yes	84	18%	7	10%	0	0%	10	15%	0	0%	8	7%	0	0%	0	0%	31	22%
	No	363	79%	59	86%	0	0%	54	82%	0	0%	112	93%	0	0%	0	0%	105	74%
Bullying or harassment by supervisor an issue?	Yes	34	7%	3	4%	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%	14	10%
	No	413	89%	62	90%	0	0%	62	94%	0	0%	3	3%	0	0%	0	0%	123	87%
Enjoy working in this school district?	agree/strongly	386	84%	58	84%	0	0%	58	88%	0	0%	0	0%	0	0%	0	0%	110	78%
	neither	44	10%	3	4%	0	0%	4	6%	0	0%	0	0%	0	0%	0	0%	20	14%
	disagree/ strongly	26	6%	5	7%	0	0%	3	5%	0	0%	0	0%	0	0%	0	0%	10	7%

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