			sctrict verall		erical/ etarial	Cus	todial/ itenance		Services	He Stu	alth/ udent rvices	Instr	uctional istants	Skille	ed Trades		hnical vices	Transı	portation
Total Responses			125		24		13		11		5		48		2		3		18
Demographics			į		İ		İ				İ		Ì		ĺ		Ì		1
Job category	Clerical	24	19%		1		1		į				İ		İ				
	Custodial	13	10%																
	Food Services	11	9%		Ì		İ				Ì								1
	Inst. Assts.	48	38%		1				1						ĺ				Ì
	Health/Student Services	5	4%																
	Skilled Trades	2	2%																
	Security Services	0	0%																
	Tech. Services	3	2%		i !		İ		į				Ì		Ì		İ		
	Transportation	18	14%						į										
Work location	Elementary	79	63%	10	42%	8	62%	9	82%	0	0%	47	98%	0	0%	0	0%	0	0%
	Middle	1	1%	1	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	High School	2	2%	0	0%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%	1	6%
	District Wide	20	16%	4	17%	3	23%	2	18%	0	0%	0	0%	0	0%	0	0%	6	33%
	Other Dist. Site	10	8%	8	33%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
	Combination	9	7%	0	0%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%	8	44%
Years employed	1 year	6	5%	0	0%	2	15%	1	9%	0	0%	1	2%	0	0%	0	0%	1	6%
	2-5 years	26	21%	1	4%	5	38%	0	0%	0	0%	13	27%	0	0%	0	0%	5	28%
	6-9 years	27	22%	3	13%	3	23%	3	27%	0	0%	11	23%	0	0%	0	0%	6	33%
	10-14 years	27	22%	7	29%	1	8%	4	36%	0	0%	10	21%	0	0%	0	0%	2	11%
	15-19 years	25	20%	9	38%	1	8%	1	9%	0	0%	9	19%	0	0%	0	0%	2	11%
	20-24 years	3	2%	0	0%	0	0%	1	9%	0	0%	2	4%	0	0%	0	0%	0	0%
	25 or more	10	8%	4	17%	1	8%	1	9%	0	0%	2	4%	0	0%	0	0%	1	6%
Years in district	1 year	25	20%	9	38%	1	8%	1	9%	0	0%	9	19%	0	0%	0	0%	2	11%
	2-5 years	3	2%	0	0%	0	0%	1	9%	0	0%	2	4%	0	0%	0	0%	0	0%
	6-9 years	10	8%	4	17%	1	8%	1		0	0%	2	4%	0	0%	0	0%	1	6%
	10-14 years	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	6%
	15-19 years	7	6%	0	0%	3	23%	1	9%	0	0%	1	2%	0	0%	0	0%	1	6%
	20-24 years	30	24%	3	13%	4	31%	0	0%	0	0%	16	33%	0	0%	0	0%	5	28%
	25 or more	24	19%	3	13%	2	15%	3	27%	0	0%	8	17%	0	0%	0	0%	6	33%

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

			ctrict erall		ical/ etarial		odial/ enance	Food S	Services	Stu	alth/ dent vices		ictional stants	Skilled	d Trades		nnical vices	Transp	ortation
Education level	HS or GED	48	38%	8	33%	9	69%	5	45%	0	0%	16	33%	0	0%	0	0%	8	44%
	tech/vocational	5	4%	0	0%	0	0%	0	0%	0	0%	2	4%	0	0%	0	0%	2	11%
	some college	44	35%	11	46%	4	31%	5	45%	0	0%	16	33%	0	0%	0	0%	5	28%
	associate's	17	14%	3	13%	0	0%	1	9%	0	0%	8	17%	0	0%	0	0%	3	17%
	bachelor's	6	5%	2	8%	0	0%	0	0%	0	0%	3	6%	0	0%	0	0%	0	0%
	master's	4	3%	0	0%	0	0%	0	0%	0	0%	3	6%	0	0%	0	0%	0	0%
Additional jobs in	None	92	74%	17	71%	10	77%	11	100%	0	0%	37	77%	0	0%	0	0%	10	56%
district?	1	25	20%	4	17%	3	23%	0	0%	0	0%	10	21%	0	0%	0	0%	8	44%
	2	5	4%	2	8%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
Additional jobs	None	98	78%	23	96%	11	85%	8	73%	0	0%	38	79%	0	0%	0	0%	11	61%
outside district?	1	22	18%	1	4%	2	15%	3	27%	0	0%	7	15%	0	0%	0	0%	5	28%
	2	5	4%	0	0%	0	0%	0	0%	0	0%	3	6%	0	0%	0	0%	2	11%
Hours worked per	0-10 hours	1	1%	1	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
week	11-20 hours	11	9%	1	4%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%	9	50%
	21-30 hours	9	7%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%	0	0%	8	44%
	31-40 hours	94	75%	20	83%	11	85%	9	82%	0	0%	44	92%	0	0%	0	0%	1	6%
	over 40 hours	9	7%	2	8%	1	8%	0	0%	0	0%	4	8%	0	0%	0	0%	0	0%
Earn more than half household income?	Yes	83	66%	18	75%	8	62%	8	73%	0	0%	34	71%	0	0%	0	0%	9	50%
	No	40	32%	6	25%	4	31%	3	27%	0	0%	13	27%	0	0%	0	0%	9	50%
Gender	Female	103	82%	23	96%	6	46%	11	100%	0	0%	46	96%	0	0%	0	0%	10	56%
	Male	20	16%	1	4%	7	54%	0	0%	0	0%	1	2%	0	0%	0	0%	7	39%
Age	under 25	3	2%	0	0%	2	15%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
	25-29	3	2%	0	0%	1	8%	1	9%	0	0%	1	2%	0	0%	0	0%	0	0%
	30-39	22	18%	4	17%	4	31%	1	9%	0	0%	11	23%	0	0%	0	0%	1	6%
	40-49	32	26%	5	21%	2	15%	3	27%	0	0%	15	31%	0	0%	0	0%	3	17%
	50-59	47	38%	12	50%	4	31%	4	36%	0	0%	15	31%	0	0%	0	0%	6	33%
	60-64	10	8%	0	0%	0	0%	2	18%	0	0%	3	6%	0	0%	0	0%	5	28%
	65 or older	6	5%	3	13%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	2	11%

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

	•				201.	L NEA	E3P 3L	irvey	Results	o. DUy	a cou	nty							
			ctrict erall		rical/ etarial		codial/ tenance	Food	Services	Stu	alth/ udent rvices		uctional istants	Skille	ed Trades		chnical rvices	Transı	oortation
Racial group	American Indian	4	3%	0	0%	2	15%	0	0%	0	0%	2	4%	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	U	070	U	070	U	0%	U	0%	U	0%	U	0%	U	0%	U	0%	U	U%
	American	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Caucasian	121	98%	23	-		85%	11	100%	0	0%	48	100%	0	0%	0	0%	17	94%
I	Hawaiian/ Pacific	1	13070		10070		10370		10070		1070	1.0	10070		1070		070	1	13 170
	Islander	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Span./Hispanic	1	1%	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
Association			!		1				-		!		 		İ		!		
Membership			<u> </u>		<u> </u>		<u> </u>		i		į		<u> </u>		<u> </u>		į		<u> </u>
KEA member?	Yes	16	13%	0	0%	2	15%	1	9%	0	0%	10	21%	0	0%	0	0%	1	6%
	No	102	82%	24	100%	9	69%	7	64%	0	0%	37	77%	0	0%	0	0%	17	94%
Satisfied with KEA?	satisfied/very	11	9%	0	0%	1	8%	2	18%	0	0%	6	13%	0	0%	0	0%	1	6%
	neither	4	3%	0	0%	0	0%	0	0%	0	0%	4	8%	0	0%	0	0%	0	0%
			1		1		<u> </u>		 		1		!		ļ		•		!
	unsatisfied/ very	2	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	102	82%	24	100%	9	69%	7	64%	0	0%	37	77%	0	0%	0	0%	17	94%
<u> </u>																			
<u> </u>																			
											1								+

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

			ctrict		rical/	Custo	odial/		Services	Hea	alth/ dent	Instru	ıctional	Skilled	l Trades		nnical	Transp	ortation
		Ov	erall	Secre	etarial	Maint	enance				vices	Assi	stants	Januar		Ser	vices	. ransp	O' tation
Wages and Benefits																			
Required overtime?	Yes	11	9%	3	13%	3	23%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
	No	114	91%	21	88%	10	77%	11	100%	0	0%	47	98%	0	0%	0	0%	18	100%
If so, how many	0 hours	1	1%	0	0%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
hours?	1-4 hours	7	6%	3	13%	2	15%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
	5-8 hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	more than 8 hours	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	114	91%	21	88%	10	77%	11	100%	0	0%	47	98%	0	0%	0	0%	18	100%
If so, compensated?	Yes	8	6%	1	4%	3	23%	0	0%	0	0%	1	2%	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	114	91%	21	88%	10	77%	11	100%	0	0%	47	98%	0	0%	0	0%	18	100%
Benefits a main factor in	Yes	55	44%	10	42%	6	46%	5	45%	0	0%	22	46%	0	0%	0	0%	8	44%
employment?	No	51	41%	11	46%	4	31%	2	18%	0	0%	22	46%	0	0%	0	0%	6	33%
% salary going	0%	39	31%	11	46%	1	8%	2	18%	0	0%	20	42%	0	0%	0	0%	3	17%
toward health	1-10%	33	26%	6	25%	7	54%	2	18%	0	0%	8	17%	0	0%	0	0%	3	17%
insurance	11-25%	29	23%	6	25%	2	15%	4	36%	0	0%	11	23%	0	0%	0	0%	4	22%
	26-50%	11	9%	0	0%	2	15%	2	18%	0	0%	6	13%	0	0%	0	0%	1	6%
	51-75%	4	3%	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	3	17%
	over 75%	2	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	11%
																			_

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

								l vey i	kesuits		alth/					I			
			ctrict erall		rical/ etarial		odial/ enance	Food S	Services	Stu	dent vices		ctional stants	Skilled	l Trades		nnical vices	Transp	ortation
Training and PD					!		ļ								}		ļ		
Where received	department	47	38%	11	46%	5	38%	5	45%	0	0%	15	31%	0	0%	0	0%	9	50%
initial training?	school district	82	66%	10	42%	11	85%	6	55%	0	0%	36	75%	0	0%	0	0%	13	72%
	college	17	14%	2	8%	0	0%	1	9%		0%	10	21%	0	0%	0	0%	0	0%
	KEA	3	2%	1	4%	0	0%	1	9%	0	0%	0	0%	0	0%	0	0%	1	6%
	NEA	1	1%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%	0	0%	0	0%
		21	17%	7	29%	1	8%	0	0%	0	0%	7		0	0%	0	0%	1	6%
	within school district	01	65%	4.5	C20/	9	C00/		C 40/	0	00/	22	C00/	0	00/	0	0%	15	020/
	outside school district	81 7	6%	15 2	63% 8%	0	69% 0%	0	64% 0%	0	0% 0%	33 2	69% 4%	0	0% 0%	0	0%	0	83% 0%
	both	37	30%	7	29%	4	31%	4	36%	0	0%	13	27%	0	0%	0	0%	3	17%
Do you receive ongoing PD from	Yes	56	45%	14	58%	8	62%	7	64%	0	0%	10	21%	0	0%	0	0%	12	67%
	No	61	49%		42%	4	31%	3	27%	0	0%	32	67%	0	0%	0	0%	6	33%
How many days?	0 days	57	46%	8	33%	5	38%	1	9%	0	0%	37	77%	0	0%	0	0%	3	17%
	1-4 days	53	42%	12	50%	8	62%	9	82%	0	0%	8	17%	0	0%	0	0%	12	67%
	5-8 days	5	4%	3	13%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	6%
	more than 8 days	3	2%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%	0	0%	0	0%
	1	1	1		I.	1	1	1		-	1	1			1	1		1	

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

Job Performance Regularly evaluated?	Yes	O v 117	ctrict rerall		rical/ etarial 96%	Cust Maint	odial/ tenance	Food S	1	He Stu Ser	alth/ ident vices	Instru Assi	uctional stants	0	d Trades	Ser	hnical vices	Transp	94%
How often?	No once/month	6	5%	1	4%	1	8%	0	0%	0	0%	2	4%	0	0%	0	0%	1	6%
now orten:	once/month once/quarter	4	3%	0	0%	2	15%	0	0%	0	0%	1	2%	0	0%	0	0%	1	6%
	every 6 months	1	1%	0	0%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
		/	6%	0	0%	1	8%	1	9%	0	0%	1	2%	0	0%	0	0%	3	17%
NA/I I	once/year	109	87%	24	100%	9	69%	10	91%	0	0%	45	94%	0	0%	0	0%	14	78%
Who evaluates?	supervisor	76	61%	20	83%	11	85%	8	73%	0	0%	4	8%	0	0%	0	0%	10	56%
	administrator	22	18%	2	8%	0	0%	2	18%	0	0%	3	6%	0	0%	0	0%	6	33%
	colleagues	1	1%	0	0%	0	0%	0	0%	0	0%	2	4%	0	0%	0	0%	0	0%
	combination of people	19	15%	2	8%	1	8%	0	0%	0	0%	18	38%	0	0%	0	0%	2	11%
My supervisor helps		99	79%	21	88%	7	54%	11	100%	0	0%	0	0%	0	0%	0	0%	15	83%
me be effective in	neither	12	10%	2	8%	5	38%	0	0%	0	0%	0	0%	0	0%	0	0%	2	11%
my job.	disagree/ strongly	12	10%	1	4%	1	8%	0	0%	0	0%	48		0	0%	0	0%	1	6%
	3 . 3,		1070	_	170	_	670	J	070	J	070	10	10070	J	070	Ü	070	-	070

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

	T				201	LKEA	ESP 30	rvey i	Results			nty						•	
			ctrict erall		rical/ etarial		odial/ enance	Food S	Services	Stu	alth/ ident vices		uctional stants	Skille	d Trades		hnical rvices	Transp	oortation
Working			į		i		į		į		į		į		i i		į		Ī
Conditions			<u> </u>		!		<u> </u>		<u> </u>		<u> </u>		-		<u> </u>		-		
Job description?	Yes	122	98%	24	100%	13	100%	11	100%	0	0%	33	69%	0	0%	0	0%	18	100%
	No	2	2%		0%	0	0%	0	0%	0	0%	12	25%	0	0%	0	0%	0	0%
Is it accurate?			i		:		i		i		i		i		i		i		i
	Yes		83%		92%	11	85%	10		0	0%	21	44%	0	0%	0	0%	18	100%
Duties beyond	No	16	13%	2	8%	1	8%	1	9%	0	0%	23	48%	0	0%	0	0%	0	0%
primary ones?	Yes	57	46%	10	42%	11	85%	5	45%	0	0%	17	35%	0	0%	0	0%	3	17%
pa. y ees.	No	64	51%	14	58%	2	15%	6	55%	0	0%	17	35%	0	0%	0	0%	15	83%
% beyond primary	0%	53	42%	11	46%	3	23%	5	45%	0	0%	3	6%	0	0%	0	0%	13	72%
responsibilities	1-10%	40	32%	7	29%	7	54%	3	1	0	0%	1	2%	0	0%	0	0%	2	11%
	11-15%	7	6%	1	4%	1	8%	1	9%	0	0%	5	10%	0	0%	0	0%	1	6%
	16-25%	5	4%	0	0%	0	0%	0	0%	0	0%	27	56%	0	0%	0	0%	0	0%
	more than 25%	11	9%	2	8%	2	15%	0	0%	0	0%	12	25%	0	0%	0	0%	2	11%
Have adequate	agree/strongly	103	82%	22	92%	8	62%	10	91%	0	0%	0	0%	0	0%	0	0%	16	89%
tools to do your	neither	12	10%	0	0%	3	23%	1	9%	0	0%	2	4%	0	0%	0	0%	1	6%
job?			1070		070	3	2370		370		070		1770	Ü	070		1070		1070
	disagree/ strongly	10	8%	2	8%	2	15%	0	0%	0	0%	46	96%	0	0%	0	0%	1	6%
Employ monitors			-				<u> </u>] 				į		-		-		
for every bus?	Yes	43	34%	4	17%	6	46%	0	0%	0	0%	33	69%	0	0%	0	0%	6	33%
	No	71	57%	19	79%	6	46%	11	100%	0	0%	15	31%	0	0%	0	0%	12	67%
Administer	Yes	43	34%	4	17%	6	46%	0	0%	0	0%	33	69%	0	0%	0	0%	6	33%
medications?	No	74	59%	19	79%	12	92%	0	0%	0	0%	3	6%	0	0%	0	0%	9	50%
If so, properly	Yes	47	38%	5	21%	0	0%	7	64%	0	0%	29	60%	0	0%	0	0%	9	50%
trained?	No	3	2%	0	0%	0	0%	3	27%	0	0%	18	38%	0	0%	0	0%	0	0%
	not applicable	24	19%	5	21%	5	38%	1	9%	0	0%	1	2%	0	0%	0	0%	5	28%
Opportunity to give input into decision making for job																			
category at the worksite or district	Yes	82	66%	17	71%	6	46%	6	55%	0	0%	19	40%	0	0%	0	0%	13	72%
	No	39	31%	7	29%	6	46%	4	!	0	0%	27	56%	0	0%	0	0%	4	22%
Seniority		33	31/0		23/0	<u> </u>	70/0	т	3070		070		30/0	-	1070	<u> </u>	1070	-	122/0
recognized for					į		i !		i !										
awarding job	Yes	52	42%		42%	3	23%	0	0%	0	0%	13	27%	0	0%	0	0%	10	56%
positions?	No	64	51%	11	46%	9	69%	0	0%	0	0%	30	63%	0	0%	0	0%	8	44%

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

			ctrict erall		rical/ etarial	Cust	odial/ enance		Gervices	He Stu	d Cour alth/ dent vices	Instru	ıctional stants	Skille	d Trades		hnical rvices	Transp	ortation
Instructional Assistants expected	Yes	13	10%	0	0%	0	0%	0	0%	0	0%	5	10%	0	0%	0	0%	0	0%
· ·	No	30	24%	0	0%	0	0%	0	0%	0	0%	3	6%	0	0%	0	0%	0	0%
	not applicable	77	62%	24	100%	13	100%	0	0%	0	0%	2	4%	0	0%	0	0%	18	100%
If so, how often?	once/week	3	2%	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
	2-3 times/week	5	4%	0	0%	0	0%	11	100%	0	0%	47	98%	0	0%	0	0%	0	0%
	4-5 times/week	2	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	6-10 times/week more than 10 times/week	0	0% 0%	0	0% 0%	0	0% 0%	0	0% 0%	0 0	0% 0%	0	0%	0	0% 0%	0	0% 0%	0	0%
	not applicable	107	86%	24	100%	13	100%	0	•	0	0%	0	0%	0	0%	0	0%	18	100%
Work Environment		107																	
Work in a safe	Yes	124	99%	24	100%	13	100%	7	64%	0	0%	42	88%	0	0%	0	0%	18	100%
environment?	No	1	1%	0	0%	0	0%	1	9%	0	0%	5	10%	0	0%	0	0%	0	0%
District's student discipline policy consistently followed?	Yes No	89 18	71% 14%	16 0	67% 0%	9	69% 23%	4 5	36% 45%	0 0	0%	36 11	75% 23%	0	0% 0%	0	0% 0%	10 7	56% 39%
Trained on student discipline policies and processes?	Yes No	65 49	52% 39%	8	33% 46%	2	15% 77%	2	18% 73%	0	0%	4	8% 88%	0	0% 0%	0	0% 0%	11	61%
Peer to peer bullying or harassment an issue?	Yes No	8	6% 88%	0	0% 92%	0	0% 92%	1 8	9%	0	0%	2 46	4% 96%	0	0%	0	0%	2	11%
Bullying or harassment by supervisor an issue?	Yes	5	4%	1	4%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	116	93%	22	92%	11	85%	0	0%	0	0%	3	6%	0	0%	0	0%	18	100%
Enjoy working in this school district?	agree/strongly neither	111 7	89% 6%	23 0	96% 0%	10 2	77% 15%	0 0	0% 0%	0 0	0% 0%	0 0	0% 0%	0 0	0% 0%	0 0	0% 0%	17 0	94% 0%
	disagree/ strongly	7	6%	1	4%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%	1	6%

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