

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

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
<b>Total Responses</b>		37		4		3		4		3		21		0		2		0	
<b>Demographics</b>																			
Job category	Clerical	4	11%																
	Custodial	3	8%																
	Food Services	4	11%																
	Inst. Assts.	21	57%																
	Health/Student Services	3	8%																
	Skilled Trades	0	0%																
	Security Services	0	0%																
	Tech. Services	2	5%																
	Transportation	0	0%																
Work location	Elementary	30	81%	0	0%	0	0%	0	0%	0	0%	16	76%	0	0%	0	0%	0	0%
	Middle	5	14%	0	0%	0	0%	0	0%	0	0%	4	19%	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	2	5%	0	0%	0	0%	0	0%	0	0%	1	5%	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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	2-5 years	5	14%	0	0%	0	0%	0	0%	0	0%	3	14%	0	0%	0	0%	0	0%
	6-9 years	8	22%	0	0%	0	0%	0	0%	0	0%	4	19%	0	0%	0	0%	0	0%
	10-14 years	8	22%	0	0%	0	0%	0	0%	0	0%	6	29%	0	0%	0	0%	0	0%
	15-19 years	7	19%	0	0%	0	0%	0	0%	0	0%	4	19%	0	0%	0	0%	0	0%
	20-24 years	4	11%	0	0%	0	0%	0	0%	0	0%	2	10%	0	0%	0	0%	0	0%
	25 or more	5	14%	0	0%	0	0%	0	0%	0	0%	2	10%	0	0%	0	0%	0	0%
Years in district	1 year	7	19%	0	0%	0	0%	0	0%	0	0%	4	19%	0	0%	0	0%	0	0%
	2-5 years	4	11%	0	0%	0	0%	0	0%	0	0%	2	10%	0	0%	0	0%	0	0%
	6-9 years	5	14%	0	0%	0	0%	0	0%	0	0%	2	10%	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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	20-24 years	7	19%	0	0%	0	0%	0	0%	0	0%	4	19%	0	0%	0	0%	0	0%
	25 or more	5	14%	0	0%	0	0%	0	0%	0	0%	3	14%	0	0%	0	0%	0	0%

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Education level	HS or GED	18	49%	0	0%	0	0%	0	0%	0	0%	9	43%	0	0%	0	0%	0	0%
	tech/vocational	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	some college	7	19%	0	0%	0	0%	0	0%	0	0%	5	24%	0	0%	0	0%	0	0%
	associate's	2	5%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	bachelor's	6	16%	0	0%	0	0%	0	0%	0	0%	4	19%	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	28	76%	0	0%	0	0%	0	0%	0	0%	17	81%	0	0%	0	0%	0	0%
	1	6	16%	0	0%	0	0%	0	0%	0	0%	2	10%	0	0%	0	0%	0	0%
	2	2	5%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
Additional jobs outside district?	None	24	65%	0	0%	0	0%	0	0%	0	0%	13	62%	0	0%	0	0%	0	0%
	1	12	32%	0	0%	0	0%	0	0%	0	0%	8	38%	0	0%	0	0%	0	0%
	2	1	3%	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	3	8%	0	0%	0	0%	0	0%	0	0%	2	10%	0	0%	0	0%	0	0%
	21-30 hours	3	8%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	31-40 hours	23	62%	0	0%	0	0%	0	0%	0	0%	13	62%	0	0%	0	0%	0	0%
	over 40 hours	8	22%	0	0%	0	0%	0	0%	0	0%	5	24%	0	0%	0	0%	0	0%
Earn more than half household income?	Yes	27	73%	0	0%	0	0%	0	0%	0	0%	19	90%	0	0%	0	0%	0	0%
	No	10	27%	0	0%	0	0%	0	0%	0	0%	2	10%	0	0%	0	0%	0	0%
Gender	Female	33	89%	0	0%	0	0%	0	0%	0	0%	20	95%	0	0%	0	0%	0	0%
	Male	4	11%	0	0%	0	0%	0	0%	0	0%	1	5%	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	1	3%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	30-39	2	5%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	40-49	14	38%	0	0%	0	0%	0	0%	0	0%	8	38%	0	0%	0	0%	0	0%
	50-59	10	27%	0	0%	0	0%	0	0%	0	0%	7	33%	0	0%	0	0%	0	0%
	60-64	8	22%	0	0%	0	0%	0	0%	0	0%	3	14%	0	0%	0	0%	0	0%
	65 or older	2	5%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%

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<b>Working Conditions</b>																			
Job description?	Yes	33	89%	0	0%	0	0%	0	0%	0	0%	18	86%	0	0%	0	0%	0	0%
	No	3	8%	0	0%	0	0%	0	0%	0	0%	2	10%	0	0%	0	0%	0	0%
Is it accurate?	Yes	29	78%	0	0%	0	0%	0	0%	0	0%	16	76%	0	0%	0	0%	0	0%
	No	6	16%	0	0%	0	0%	0	0%	0	0%	3	14%	0	0%	0	0%	0	0%
Duties beyond primary ones?	Yes	28	76%	0	0%	0	0%	0	0%	0	0%	15	71%	0	0%	0	0%	0	0%
	No	8	22%	0	0%	0	0%	0	0%	0	0%	5	24%	0	0%	0	0%	0	0%
% beyond primary responsibilities	0%	7	19%	0	0%	0	0%	0	0%	0	0%	4	19%	0	0%	0	0%	0	0%
	1-10%	19	51%	0	0%	0	0%	0	0%	0	0%	11	52%	0	0%	0	0%	0	0%
	11-15%	5	14%	0	0%	0	0%	0	0%	0	0%	4	19%	0	0%	0	0%	0	0%
	16-25%	1	3%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	more than 25%	3	8%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
Have adequate tools to do your job?	agree/strongly	32	86%	0	0%	0	0%	0	0%	0	0%	18	86%	0	0%	0	0%	0	0%
	neither	2	5%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	disagree/ strongly	3	8%	0	0%	0	0%	0	0%	0	0%	2	10%	0	0%	0	0%	0	0%
Employ monitors for every bus?	Yes	5	14%	0	0%	0	0%	0	0%	0	0%	3	14%	0	0%	0	0%	0	0%
	No	26	70%	0	0%	0	0%	0	0%	0	0%	16	76%	0	0%	0	0%	0	0%
Administer medications?	Yes	5	14%	0	0%	0	0%	0	0%	0	0%	3	14%	0	0%	0	0%	0	0%
	No	26	70%	0	0%	0	0%	0	0%	0	0%	14	67%	0	0%	0	0%	0	0%
If so, properly trained?	Yes	12	32%	0	0%	0	0%	0	0%	0	0%	8	38%	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	6	16%	0	0%	0	0%	0	0%	0	0%	2	10%	0	0%	0	0%	0	0%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	23	62%	0	0%	0	0%	0	0%	0	0%	14	67%	0	0%	0	0%	0	0%
	No	14	38%	0	0%	0	0%	0	0%	0	0%	7	33%	0	0%	0	0%	0	0%
Seniority recognized for awarding job positions?	Yes	17	46%	0	0%	0	0%	0	0%	0	0%	13	62%	0	0%	0	0%	0	0%
	No	16	43%	0	0%	0	0%	0	0%	0	0%	8	38%	0	0%	0	0%	0	0%

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Instructional Assistants expected to cover classes?	Yes	6	16%	0	0%	0	0%	0	0%	0	0%	6	29%	0	0%	0	0%	0	0%
	No	15	41%	0	0%	0	0%	0	0%	0	0%	15	71%	0	0%	0	0%	0	0%
	not applicable	16	43%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
If so, how often?	once/week	1	3%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	2-3 times/week	3	8%	0	0%	0	0%	0	0%	0	0%	3	14%	0	0%	0	0%	0	0%
	4-5 times/week	1	3%	0	0%	0	0%	0	0%	0	0%	1	5%	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	31	84%	0	0%	0	0%	0	0%	0	0%	15	71%	0	0%	0	0%	0	0%
<b>Work Environment</b>																			
Work in a safe environment?	Yes	37	100%	0	0%	0	0%	0	0%	0	0%	21	100%	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%
District's student discipline policy consistently followed?	Yes	26	70%	0	0%	0	0%	0	0%	0	0%	18	86%	0	0%	0	0%	0	0%
	No	5	14%	0	0%	0	0%	0	0%	0	0%	2	10%	0	0%	0	0%	0	0%
Trained on student discipline policies and processes?	Yes	22	59%	0	0%	0	0%	0	0%	0	0%	17	81%	0	0%	0	0%	0	0%
	No	13	35%	0	0%	0	0%	0	0%	0	0%	4	19%	0	0%	0	0%	0	0%
Peer to peer bullying or harassment an issue?	Yes	6	16%	0	0%	0	0%	0	0%	0	0%	4	19%	0	0%	0	0%	0	0%
	No	30	81%	0	0%	0	0%	0	0%	0	0%	17	81%	0	0%	0	0%	0	0%
Bullying or harassment by supervisor an issue?	Yes	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	35	95%	0	0%	0	0%	0	0%	0	0%	21	100%	0	0%	0	0%	0	0%
Enjoy working in this school district?	agree/strongly	36	97%	0	0%	0	0%	0	0%	0	0%	21	100%	0	0%	0	0%	0	0%
	neither	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	disagree/ strongly	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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