

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

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
<b>Total Responses</b>		39		6		2		12		1		11		3		1		1	
<b>Demographics</b>																			
Job category	Clerical	6	15%																
	Custodial	2	5%																
	Food Services	12	31%																
	Inst. Assts.	11	28%																
	Health/Student Services	1	3%																
	Skilled Trades	3	8%																
	Security Services	0	0%																
	Tech. Services	1	3%																
	Transportation	1	3%																
Work location	Elementary	23	59%	0	0%	0	0%	4	33%	0	0%	10	91%	0	0%	0	0%	0	0%
	Middle	10	26%	0	0%	0	0%	8	67%	0	0%	1	9%	0	0%	0	0%	0	0%
	High School	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	District Wide	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Other Dist. Site	2	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Combination	1	3%	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	7	18%	0	0%	0	0%	2	17%	0	0%	3	27%	0	0%	0	0%	0	0%
	6-9 years	8	21%	0	0%	0	0%	0	0%	0	0%	5	45%	0	0%	0	0%	0	0%
	10-14 years	11	28%	0	0%	0	0%	3	25%	0	0%	3	27%	0	0%	0	0%	0	0%
	15-19 years	8	21%	0	0%	0	0%	5	42%	0	0%	0	0%	0	0%	0	0%	0	0%
	20-24 years	2	5%	0	0%	0	0%	2	17%	0	0%	0	0%	0	0%	0	0%	0	0%
	25 or more	3	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Years in district	1 year	8	21%	0	0%	0	0%	5	42%	0	0%	0	0%	0	0%	0	0%	0	0%
	2-5 years	2	5%	0	0%	0	0%	2	17%	0	0%	0	0%	0	0%	0	0%	0	0%
	6-9 years	3	8%	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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	20-24 years	10	26%	0	0%	0	0%	2	17%	0	0%	5	45%	0	0%	0	0%	0	0%
25 or more	7	18%	0	0%	0	0%	1	8%	0	0%	3	27%	0	0%	0	0%	0	0%	

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Education level	HS or GED	22	56%	0	0%	0	0%	11	92%	0	0%	6	55%	0	0%	0	0%	0	0%
	tech/vocational	1	3%	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%
	some college	4	10%	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%
	associate's	5	13%	0	0%	0	0%	1	8%	0	0%	1	9%	0	0%	0	0%	0	0%
	bachelor's	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	master's	4	10%	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%
Additional jobs in district?	None	29	74%	0	0%	0	0%	10	83%	0	0%	9	82%	0	0%	0	0%	0	0%
	1	7	18%	0	0%	0	0%	2	17%	0	0%	1	9%	0	0%	0	0%	0	0%
	2	2	5%	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%
Additional jobs outside district?	None	32	82%	0	0%	0	0%	11	92%	0	0%	8	73%	0	0%	0	0%	0	0%
	1	7	18%	0	0%	0	0%	1	8%	0	0%	3	27%	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	3	8%	0	0%	0	0%	2	17%	0	0%	1	9%	0	0%	0	0%	0	0%
	11-20 hours	1	3%	0	0%	0	0%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%
	21-30 hours	8	21%	0	0%	0	0%	7	58%	0	0%	0	0%	0	0%	0	0%	0	0%
	31-40 hours	19	49%	0	0%	0	0%	2	17%	0	0%	8	73%	0	0%	0	0%	0	0%
	over 40 hours	7	18%	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%
Earn more than half household income?	Yes	31	79%	0	0%	0	0%	11	92%	0	0%	10	91%	0	0%	0	0%	0	0%
	No	7	18%	0	0%	0	0%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%
Gender	Female	38	97%	0	0%	0	0%	12	100%	0	0%	11	100%	0	0%	0	0%	0	0%
	Male	1	3%	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	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	30-39	8	21%	0	0%	0	0%	0	0%	0	0%	4	36%	0	0%	0	0%	0	0%
	40-49	15	38%	0	0%	0	0%	3	25%	0	0%	7	64%	0	0%	0	0%	0	0%
	50-59	10	26%	0	0%	0	0%	5	42%	0	0%	0	0%	0	0%	0	0%	0	0%
	60-64	3	8%	0	0%	0	0%	2	17%	0	0%	0	0%	0	0%	0	0%	0	0%
	65 or older	2	5%	0	0%	0	0%	2	17%	0	0%	0	0%	0	0%	0	0%	0	0%

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<b>Wages and Benefits</b>																			
Required overtime?	Yes	8	21%	0	0%	0	0%	0	0%	0	0%	5	45%	0	0%	0	0%	0	0%
	No	29	74%	0	0%	0	0%	11	92%	0	0%	5	45%	0	0%	0	0%	0	0%
If so, how many hours?	0 hours	1	3%	0	0%	0	0%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%
	1-4 hours	6	15%	0	0%	0	0%	0	0%	0	0%	4	36%	0	0%	0	0%	0	0%
	5-8 hours	1	3%	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	29	74%	0	0%	0	0%	11	92%	0	0%	5	45%	0	0%	0	0%	0	0%
If so, compensated?	Yes	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	8	21%	0	0%	0	0%	0	0%	0	0%	6	55%	0	0%	0	0%	0	0%
	not applicable	29	74%	0	0%	0	0%	11	92%	0	0%	5	45%	0	0%	0	0%	0	0%
Benefits a main factor in employment?	Yes	15	38%	0	0%	0	0%	3	25%	0	0%	5	45%	0	0%	0	0%	0	0%
	No	18	46%	0	0%	0	0%	5	42%	0	0%	5	45%	0	0%	0	0%	0	0%
% salary going toward health insurance	0%	9	23%	0	0%	0	0%	3	25%	0	0%	2	18%	0	0%	0	0%	0	0%
	1-10%	14	36%	0	0%	0	0%	2	17%	0	0%	6	55%	0	0%	0	0%	0	0%
	11-25%	10	26%	0	0%	0	0%	4	33%	0	0%	1	9%	0	0%	0	0%	0	0%
	26-50%	3	8%	0	0%	0	0%	0	0%	0	0%	2	18%	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	3%	0	0%	0	0%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%

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<b>Training and PD</b>																			
Where received initial training?	department	10	27%	0	0%	0	0%	2	20%	0	0%	3	27%	0	0%	0	0%	0	0%
	school district	25	68%	0	0%	0	0%	10	100%	0	0%	10	91%	0	0%	0	0%	0	0%
	college	6	16%	0	0%	0	0%	0	0%	0	0%	2	18%	0	0%	0	0%	0	0%
	KEA	1	3%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%
	NEA	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	other professional organization	5	14%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
From inside district, outside or both?	within school district	16	41%	0	0%	0	0%	5	42%	0	0%	6	55%	0	0%	0	0%	0	0%
	outside school district	5	13%	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%
	both	16	41%	0	0%	0	0%	7	58%	0	0%	3	27%	0	0%	0	0%	0	0%
Do you receive ongoing PD from District?	Yes	32	82%	0	0%	0	0%	9	75%	0	0%	11	100%	0	0%	0	0%	0	0%
	No	6	15%	0	0%	0	0%	2	17%	0	0%	0	0%	0	0%	0	0%	0	0%
How many days?	0 days	4	10%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	1-4 days	28	72%	0	0%	0	0%	10	83%	0	0%	8	73%	0	0%	0	0%	0	0%
	5-8 days	6	15%	0	0%	0	0%	2	17%	0	0%	2	18%	0	0%	0	0%	0	0%
	more than 8 days	1	3%	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%

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<b>Working Conditions</b>																			
Job description?	Yes	36	92%	0	0%	0	0%	11	92%	0	0%	9	82%	0	0%	0	0%	0	0%
	No	3	8%	0	0%	0	0%	1	8%	0	0%	2	18%	0	0%	0	0%	0	0%
Is it accurate?	Yes	33	85%	0	0%	0	0%	12	100%	0	0%	6	55%	0	0%	0	0%	0	0%
	No	5	13%	0	0%	0	0%	0	0%	0	0%	4	36%	0	0%	0	0%	0	0%
Duties beyond primary ones?	Yes	24	62%	0	0%	0	0%	5	42%	0	0%	7	64%	0	0%	0	0%	0	0%
	No	15	38%	0	0%	0	0%	7	58%	0	0%	4	36%	0	0%	0	0%	0	0%
% beyond primary responsibilities	0%	14	36%	0	0%	0	0%	6	50%	0	0%	3	27%	0	0%	0	0%	0	0%
	1-10%	14	36%	0	0%	0	0%	5	42%	0	0%	3	27%	0	0%	0	0%	0	0%
	11-15%	3	8%	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%
	16-25%	3	8%	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%
	more than 25%	3	8%	0	0%	0	0%	0	0%	0	0%	2	18%	0	0%	0	0%	0	0%
Have adequate tools to do your job?	agree/strongly	23	59%	0	0%	0	0%	8	67%	0	0%	6	55%	0	0%	0	0%	0	0%
	neither	8	21%	0	0%	0	0%	1	8%	0	0%	4	36%	0	0%	0	0%	0	0%
	disagree/ strongly	7	18%	0	0%	0	0%	2	17%	0	0%	1	9%	0	0%	0	0%	0	0%
Employ monitors for every bus?	Yes	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	34	87%	0	0%	0	0%	8	67%	0	0%	11	100%	0	0%	0	0%	0	0%
Administer medications?	Yes	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	28	72%	0	0%	0	0%	11	92%	0	0%	4	36%	0	0%	0	0%	0	0%
If so, properly trained?	Yes	10	26%	0	0%	0	0%	0	0%	0	0%	7	64%	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	8	21%	0	0%	0	0%	2	17%	0	0%	1	9%	0	0%	0	0%	0	0%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	27	69%	0	0%	0	0%	9	75%	0	0%	6	55%	0	0%	0	0%	0	0%
	No	10	26%	0	0%	0	0%	1	8%	0	0%	5	45%	0	0%	0	0%	0	0%
Seniority recognized for awarding job positions?	Yes	19	49%	0	0%	0	0%	3	25%	0	0%	6	55%	0	0%	0	0%	0	0%
	No	17	44%	0	0%	0	0%	7	58%	0	0%	5	45%	0	0%	0	0%	0	0%

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Instructional Assistants expected to cover classes?	Yes	4	10%	0	0%	0	0%	0	0%	0	0%	4	36%	0	0%	0	0%	0	0%
	No	6	15%	0	0%	0	0%	0	0%	0	0%	6	55%	0	0%	0	0%	0	0%
	not applicable	28	72%	0	0%	0	0%	12	100%	0	0%	0	0%	0	0%	0	0%	0	0%
If so, how often?	once/week	2	5%	0	0%	0	0%	0	0%	0	0%	2	18%	0	0%	0	0%	0	0%
	2-3 times/week	2	5%	0	0%	0	0%	0	0%	0	0%	2	18%	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	34	87%	0	0%	0	0%	12	100%	0	0%	6	55%	0	0%	0	0%	0	0%
<b>Work Environment</b>																			
Work in a safe environment?	Yes	38	97%	0	0%	0	0%	12	100%	0	0%	10	91%	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	29	74%	0	0%	0	0%	7	58%	0	0%	8	73%	0	0%	0	0%	0	0%
	No	7	18%	0	0%	0	0%	2	17%	0	0%	3	27%	0	0%	0	0%	0	0%
Trained on student discipline policies and processes?	Yes	21	54%	0	0%	0	0%	4	33%	0	0%	8	73%	0	0%	0	0%	0	0%
	No	17	44%	0	0%	0	0%	7	58%	0	0%	3	27%	0	0%	0	0%	0	0%
Peer to peer bullying or harassment an issue?	Yes	5	13%	0	0%	0	0%	1	8%	0	0%	1	9%	0	0%	0	0%	0	0%
	No	33	85%	0	0%	0	0%	10	83%	0	0%	10	91%	0	0%	0	0%	0	0%
Bullying or harassment by supervisor an issue?	Yes	3	8%	0	0%	0	0%	0	0%	0	0%	2	18%	0	0%	0	0%	0	0%
	No	36	92%	0	0%	0	0%	12	100%	0	0%	9	82%	0	0%	0	0%	0	0%
Enjoy working in this school district?	agree/strongly	33	85%	0	0%	0	0%	10	83%	0	0%	9	82%	0	0%	0	0%	0	0%
	neither	1	3%	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%
	disagree/ strongly	5	13%	0	0%	0	0%	2	17%	0	0%	1	9%	0	0%	0	0%	0	0%

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