			sctrict verall	Cle	rical/ etarial	Cust	odial/ enance		Gervices	Hea Stu	alth/ dent vices	Instru	ictional stants	Skilled	d Trades		nnical vices	Transp	ortation
Total Responses			15		3		2		0		0		10		0		0		0
Demographics					į				•		į		ļ				į		
Job category	Clerical	3	20%		İ				İ		ļ		İ				ļ		
	Custodial	2	13%						İ		ļ		İ				ļ		
	Food Services	0	0%						ļ				ļ						
	Inst. Assts.	10	67%		Î				ĺ		Î		ĺ				Î		
	Health/Student Services	0	0%								 						 		
	Skilled Trades	0	0%																<u> </u>
	Security Services	0	0%																
	Tech. Services	0	0%						ļ		 		ļ				 		
	Transportation	0	0%		!				ļ		} !		ļ				} !		
Work location	Elementary	15	100%	0	0%	0	0%	0	0%	0	0%	10	100%	0	0%	0	0%	0	0%
	Middle	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	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	0	0%	0	0%	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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	2-5 years	2	13%	0	0%	0	0%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%
	6-9 years	2	13%	0	0%	0	0%	0	0%	0	0%	2	20%	0	0%	0	0%	0	0%
	10-14 years	3	20%	0	0%	0	0%	0	0%	0	0%	2	20%	0	0%	0	0%	0	0%
	15-19 years	5	33%	0	0%	0	0%	0	0%	0	0%	3	30%	0	0%	0	0%	0	0%
	20-24 years	1	7%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	25 or more	2	13%	0	0%	0	0%	0	0%	0	0%	2	20%	0	0%	0	0%	0	0%
Years in district	1 year	5	33%	0	0%	0	0%	0	0%	0	0%	3	30%	0	0%	0	0%	0	0%
	2-5 years	1	7%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
6-	6-9 years	2		0	0%	0	0%	0		0	0%	2	20%	0	0%	0	0%	0	0%
	10-14 years	0	-	0	0%	0	0%	0	i	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	2	<u>.</u>	0	0%	0	0%	0	<u> </u>	0	0%	1	10%	0	0%	0	0%	0	0%
	25 or more	2	13%	0	0%	0	0%	0	0%	0	0%	2	20%	0	0%	0	0%	0	0%

<sup>\*</sup>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		uctional stants	Skille	d Trades		nnical vices	Transp	ortation
Education level	HS or GED	7	47%	0	0%	0	0%	0	0%	0	0%	6	60%	0	0%	0	0%	0	0%
	tech/vocational	1	7%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	some college	4	27%	0	0%	0	0%	0	0%	0	0%	2	20%	0	0%	0	0%	0	0%
	associate's	1	7%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	bachelor's	2	13%	0	0%	0	0%	0	0%	0	0%	2	20%	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	None	12	80%	0	0%	0	0%	0	0%	0	0%	8	80%	0	0%	0	0%	0	0%
district?	1	2	13%	0	0%	0	0%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%
	2	1	7%	0	0%	0	0%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%
Additional jobs	None	10	67%	0	0%	0	0%	0	0%	0	0%	8	80%	0	0%	0	0%	0	0%
outside district?	1	3	20%	0	0%	0	0%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%
	2	1	7%	0	0%	0	0%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%
Hours worked per	0-10 hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
week	11-20 hours	1	7%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	21-30 hours	8	53%	0	0%	0	0%	0	0%	0	0%	8	80%	0	0%	0	0%	0	0%
	31-40 hours	6	40%	0	0%	0	0%	0	0%	0	0%	2	20%	0	0%	0	0%	0	0%
	over 40 hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Earn more than half							! !				ļ								
household income?	Yes	13	87%	0	0%	0	0%	0	0%	0	0%	9	90%	0	0%	0	0%	0	0%
	No	2	13%	0	0%	0	0%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%
Gender	Female	13	87%	0	0%	0	0%	0	0%	0	0%	10	100%	0	0%	0	0%	0	0%
	Male	2	13%	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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	30-39	2	13%	0	0%	0	0%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%
	40-49	8	53%	0	0%	0	0%	0	0%	0	0%	5	50%	0	0%	0	0%	0	0%
	50-59	2	13%	0	0%	0	0%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%
	60-64	3	20%	0	0%	0	0%	0	0%	0	0%	3	30%	0	0%	0	0%	0	0%
	65 or older	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
																			1

<sup>\*</sup>No reporting was done for job categories with less than 10 respondents.

			sctrict verall	Cle	rical/ etarial	Cust	odial/ tenance		Services	He Stu	alth/ udent rvices	Instr	uctional istants	Skille	ed Trades		chnical rvices	Transp	ortation
Racial group	American Indian	1	7%	0	0%	0	0%	0	0%	0	0%	0	0%	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%
i	Black/African		070		070	Ü	070	Ü	070	0	070		070	0	070	O .	1070	o .	070
	American	1	7%	0	0%	0	0%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%
	Caucasian	14	93%	0	0%	0	0%	0	0%	0	0%	9	90%	0	0%	0	0%	0	0%
	Hawaiian/ Pacific								1								1		
	Islander	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Span./Hispanic	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Association							!								!				!
Membership			<u> </u>		<u> </u>		<u> </u>		<u> </u>		<u> </u>						<del> </del>		<u> </u>
KEA member?	Yes	3	20%	0	0%	0	0%	0	0%	0	0%	2	20%	0	0%	0	0%	0	0%
	No	12	80%	0	0%	0	0%	0	0%	0	0%	8	80%	0	0%	0	0%	0	0%
Satisfied with KEA?	satisfied/very	2	13%	0	0%	0	0%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%
	neither	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	6. 1/								<b>!</b>										
	unsatisfied/ very	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	12	80%	0	0%	0	0%	0	0%	0	0%	8	80%	0	0%	0	0%	0	0%
<u> </u>																			
		-		1			1				1								
		-		1														1	
		1																	

<sup>\*</sup>No reporting was done for job categories with less than 10 respondents.

			ctrict rerall	Clei	rical/ etarial	Cust	odial/ enance		Gervices	He Stu	alth/ ident vices	Insti	ructional sistants	Skilled	d Trades		nnical vices	Transp	ortation
Wages and Benefits							İ		i !		i		İ		!		İ		
Required overtime?	Yes	3	20%	0	0%	0	0%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%
	No	12	80%	0	0%	0	0%	0	0%	0	0%	9	90%	0	0%	0	0%	0	0%
If so, how many	0 hours	0	0%	0	0%	0	0%	0	1	0	0%	0	0%	0	0%	0	0%	0	0%
hours?	1-4 hours	2	13%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	5-8 hours	1	7%	0	0%	0	0%	0	0%	0	0%	1	10%	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	12	80%	0	0%	0	0%	0	0%	0	0%	9	90%	0	0%	0	0%	0	0%
If so, compensated?	Yes	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	3	20%	0	0%	0	0%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%
	not applicable	12	80%	0	0%	0	0%	0	0%	0	0%	9	90%	0	0%	0	0%	0	0%
Benefits a main factor in	Yes	10	67%	0	0%	0	0%	0	0%	0	0%	5	50%	0	0%	0	0%	0	0%
employment?	No	3	20%	0	0%	0	0%	0	0%	0	0%	3	30%	0	0%	0	0%	0	0%
% salary going	0%	2	13%	0	0%	0	0%	0	0%	0	0%	2	20%	0	0%	0	0%	0	0%
toward health	1-10%	2	13%	0	0%	0	0%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%
insurance	11-25%	4	27%	0	0%	0	0%	0	0%	0	0%	2	20%	0	0%	0	0%	0	0%
	26-50%	3	20%	0	0%	0	0%	0	0%	0	0%	2	20%	0	0%	0	0%	0	0%
	51-75%	1	7%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	over 75%	3	20%	0	0%	0	0%	0	0%	0	0%	3	30%	0	0%	0	0%	0	0%
																			<u> </u>
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<sup>\*</sup>No reporting was done for job categories with less than 10 respondents.

			ctrict erall		rical/ etarial		odial/ enance	Food S	Services	St	ealth/ udent rvices		uctional istants	Skilled	d Trades		nnical vices	Transp	ortation
Training and PD																			
Where received	department	4	27%	0	0%	0	0%	0	0%	0	0%	2	20%	0	0%	0	0%	0	0%
initial training?	school district	12	80%	0	0%	0	0%	0	0%	0	0%	8	80%	0	0%	0	0%	0	0%
	college	2	13%	0	0%	0	0%	0	0%	0	0%	2	20%	0	0%	0	0%	0	0%
	KEA	0	0%	0	0%	0	0%	0	0%	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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
, , , , , , , , , , , , , , , , , , , ,	within school				}		i						İ				ļ		Ī
outside or both?	district outside school district	6 1	40% 7%	0	0% 0%	0	0% 0%	0		0	0% 0%	5 0	50% 0%	0		0	0% 0%	0	0% 0%
	both	8	53%	0	0%	0	0%	0	0%	0	0%	5	50%	0	0%	0	0%	0	0%
Do you receive ongoing PD from District?	Yes No	9 6	60% 40%	0	0% 0%	0	0% 0%	0 0	0% 0%	0	0% 0%	7	70% 30%	0	0% 0%	0	0% 0%	0	0% 0%
How many days?	0 days	5	33%	0	0%	0	0%	0	0%	0	0%	3	30%	0	0%	0	0%	0	0%
	1-4 days	9	60%	0	0%	0	0%	0	0%	0	0%	7	70%	0	0%	0	0%	0	0%
	5-8 days	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	more than 8 days	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

<sup>\*</sup>No reporting was done for job categories with less than 10 respondents.

Job Performance Regularly	Yes		sctrict verall	Cle	erical/ retarial	Cus	todial/ tenance		Services	H <sub>0</sub> St	ealth/ udent ervices	Instr	uctional istants	<b>Skille</b>	ed Trades		hnical rvices	Transp	oortation
evaluated?	No	1	7%	0	0%	0	0%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%
How often?	once/month	1	7%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	once/quarter	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	every 6 months	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	once/year	14	93%	0	0%	0	0%	0	0%	0	0%	10	100%	0	0%	0	0%	0	0%
Who evaluates?			į		į				j		į		İ				İ		İ
	supervisor	7	47%	0	0%	0	0%	0	0%	0	0%	4	40%	0	0%	0	0%	0	0%
	administrator	7	47%	0	0%	0	0%	0	0%	0	0%	5	50%	0	0%	0	0%	0	0%
	colleagues	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	combination of people	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
My supervisor helps	agree/strongly	13	87%	0	0%	0	0%	0	0%	0	0%	8	80%	0	0%	0	0%	0	0%
me be effective in	neither	1	7%	0	0%	0	0%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%
my job.	disagree/ strongly	1	7%	0	0%	0	0%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%

<sup>\*</sup>No reporting was done for job categories with less than 10 respondents.

			ctrict erall	Cle	rical/ etarial	Cust	odial/ enance		Gervices	He Stu	alth/ ident vices	Instru	ctional	Skilled	l Trades		nnical vices	Transp	ortation
Working					i i						İ				İ		İ		
Conditions Job description?					•		<u> </u>		<u> </u>		<u> </u>		<u> </u>		<u> </u>		<u> </u>		<del> </del>
Job description:	Yes	14	93%	0	0%	0	0%	0	0%	0	0%	10	100%	0	0%	0	0%	0	0%
	No	1	7%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Is it accurate?	Yes	11	73%	0	0%	0	0%	0	0%	0	0%	7	70%	0	0%	0	0%	0	0%
	No	3	20%	0	0%	0	0%	0	0%	0	0%	3	30%	0	0%	0	0%	0	0%
Duties beyond primary ones?	Yes	9	60%	0	0%	0	0%	0	0%	0	0%	5	50%	0	0%	0	0%	0	0%
	No	6	40%	0	0%	0	0%	0	0%	0	0%	5	50%	0	0%	0	0%	0	0%
% beyond primary	0%	6	40%	0	0%	0	0%	0	0%	0	0%	5	50%	0	0%	0	0%	0	0%
responsibilities	1-10%	4	27%	0	0%	0	0%	0	0%	0	0%	3	30%	0	0%	0	0%	0	0%
	11-15%	3	20%	0	0%	0	0%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%
	16-25%	1	7%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	more than 25%	1	7%	0	0%	0	0%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%
Have adequate	agree/strongly	14	93%	0	0%	0	0%	0	0%	0	0%	10	100%	0	0%	0	0%	0	0%
	neither	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
job?	disagree/ strongly	1	7%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Employ monitors	.,							_											
for every bus?	Yes	13	87%	0	0%	0	0%	0	0%	0	0%	9	90%	0	0%	0	0%	0	0%
Administer	No	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
medications?	Yes	13	87%	0	0%	0	0%	0	0%	0	0%	9	90%	0	0%	0	0%	0	0%
If so, properly	No	12	80%	0	0%	0	0%	0	0%	0	0%	9	90%	0	0%	0	0%	0	0%
trained?	Yes No	1	7%	0	0%	0	0%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%
		2	13%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Opportunity to give	not applicable	2	13%	0	0%	0	0%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%
input into decision making for job																			
category at the worksite or district	Yes	7	47%	0	0%	0	0%	0	0%	0	0%	4	40%	0	0%	0	0%	0	0%
	No	8	53%	0	0%	0	0%	0	0%	0	0%	6	60%	0	0%	0	0%	0	0%
Seniority recognized for	Vac	F	2264	0				0	00/	0	00/	_	500/	0	00/		00/		-00/
a.r.a. a.r.g job	Yes	5	33%		0%	0	0%		0%	0	0%	5	50%	0	0%	0	0%	0	0%
positions?	No	7	47%	0	0%	0	0%	0	0%	0	0%	3	30%	0	0%	0	0%	0	0%

<sup>\*</sup>No reporting was done for job categories with less than 10 respondents.

			ctrict erall	Cle	rical/ etarial	Cust	odial/ enance		Gervices	Hea Stu	alth/ dent vices	Instru	ictional stants	Skille	d Trades		nnical vices	Transp	ortation
Instructional Assistants expected	Yes	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
to cover classes?	No	9	60%	0	0%	0	0%	0	0%	0	0%	9	90%	0	0%	0	0%	0	0%
	not applicable	5	33%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
If so, how often?	once/week	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	2-3 times/week	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	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 more than 10	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	times/week	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Work Environment	not applicable	14	93%	0	0%	0	0%	0	0%	0	0%	9	90%	0	0%	0	0%	0	0%
Work in a safe	Yes	15	100%	0	0%	0	0%	0	0%	0	0%	10	100%	0	0%	0	0%	0	0%
environment?	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 No	7	47% 33%	0	0% 0%	0	0% 0%	0	0%	<u>0</u>	0% 0%	6	60% 30%	0	0%	0	0%	0	0%
Trained on student discipline policies and processes?	Yes	10	67%	0 0	0% 0%	0	0%	0	0%	0	0%	9	90%	0	0%	0	0%	0	0%
Peer to peer bullying or harassment an issue?	Yes No	1	7% 87%		0%	0	0%		0%	0	0%	0	0%	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	12	80%	0	0%	0	0%	0	0%	0	0%	9	90%	0	0%	0	0%	0	0%
Enjoy working in	agree/strongly	15	100%	0	0%	0	0%	0	0%	0	0%	10	100%	0	0%	0	0%	0	0%
this school district?	neither	0	0%	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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