

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

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
<b>Total Responses</b>		37		5		3		7		0		5		1		0		16	
<b>Demographics</b>																			
Job category	Clerical	5	14%																
	Custodial	3	8%																
	Food Services	7	19%																
	Inst. Assts.	5	14%																
	Health/Student Services	0	0%																
	Skilled Trades	1	3%																
	Security Services	0	0%																
	Tech. Services	0	0%																
	Transportation	16	43%																
Work location	Elementary	10	27%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Middle	5	14%	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	9	24%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	5	31%
	Other Dist. Site	3	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	6%
	Combination	8	22%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	8	50%
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	9	24%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	5	31%
	6-9 years	8	22%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	19%
	10-14 years	10	27%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	4	25%
	15-19 years	3	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	6%
	20-24 years	3	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	25 or more	4	11%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	19%
Years in district	1 year	3	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	6%
	2-5 years	3	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	6-9 years	4	11%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	19%
	10-14 years	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	15-19 years	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	6%
	20-24 years	8	22%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	4	25%
25 or more	8	22%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	19%	

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

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Education level	HS or GED	27	73%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	11	69%
	tech/vocational	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	6%
	some college	5	14%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	13%
	associate's	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	bachelor's	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	6%
	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	24	65%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	8	50%
	1	9	24%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	6	38%
	2	4	11%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	13%
Additional jobs outside district?	None	22	59%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	4	25%
	1	11	30%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	9	56%
	2	2	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	6%
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	5	14%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	4	25%
	21-30 hours	5	14%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	5	31%
	31-40 hours	18	49%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	6%
	over 40 hours	9	24%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	6	38%
Earn more than half household income?	Yes	24	65%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	8	50%
	No	12	32%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	7	44%
Gender	Female	19	51%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	19%
	Male	16	43%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	11	69%
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	3	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	40-49	13	35%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	6	38%
	50-59	15	41%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	6	38%
	60-64	4	11%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	19%
	65 or older	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	6%

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		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation			
Racial group	American Indian	0	0%	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%		
	Black/African American	2	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	6%		
	Caucasian	34	94%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	15	94%		
	Hawaiian/ Pacific 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%		
<b>Association Membership</b>																					
KEA member?	Yes	4	11%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	19%
	No	33	89%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	13	81%
Satisfied with KEA?	satisfied/very	2	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	6%
	neither	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	unsatisfied/ very	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	33	89%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	13	81%

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<b>Wages and Benefits</b>																			
Required overtime?	Yes	5	14%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	4	25%
	No	30	81%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	12	75%
If so, how many hours?	0 hours	2	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	1-4 hours	2	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	6%
	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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	30	81%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	12	75%
If so, compensated?	Yes	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	4	11%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	19%
	not applicable	30	81%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	12	75%
Benefits a main factor in employment?	Yes	20	54%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	9	56%
	No	11	30%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	19%
% salary going toward health insurance	0%	4	11%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	6%
	1-10%	18	49%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	9	56%
	11-25%	5	14%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	19%
	26-50%	3	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	13%
	51-75%	4	11%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	6%
	over 75%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation			
<b>Training and PD</b>																					
Where received initial training?	department	14	38%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	5	31%
	school district	30	81%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	11	69%
	college	2	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	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%	0	0%
	NEA	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	other professional organization	1	3%	0	0%	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	24	65%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	12	75%
	outside school district	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	both	12	32%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	4	25%
Do you receive ongoing PD from District?	Yes	23	62%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	12	75%
	No	12	32%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	19%
How many days?	0 days	9	24%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	13%
	1-4 days	16	43%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	5	31%
	5-8 days	6	16%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	4	25%
	more than 8 days	4	11%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	19%

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		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
<b>Job Performance</b>																			
Regularly evaluated?	Yes	33	89%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	15	94%
	No	3	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	6%
How often?	once/month	3	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	13%
	once/quarter	4	11%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	19%
	every 6 months	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	once/year	28	76%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	10	63%
Who evaluates?	supervisor	24	65%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	12	75%
	administrator	8	22%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	6%
	colleagues	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	combination of people	2	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	6%
My supervisor helps me be effective in my job.	agree/strongly	29	78%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	15	94%
	neither	3	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	disagree/ strongly	2	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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<b>Working Conditions</b>																			
Job description?	Yes	35	95%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	16	100%
	No	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Is it accurate?	Yes	34	92%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	16	100%
	No	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Duties beyond primary ones?	Yes	19	51%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	10	63%
	No	16	43%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	6	38%
% beyond primary responsibilities	0%	6	16%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	19%
	1-10%	21	57%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	10	63%
	11-15%	2	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	6%
	16-25%	3	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	6%
	more than 25%	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	6%
Have adequate tools to do your job?	agree/strongly	30	81%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	13	81%
	neither	3	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	6%
	disagree/ strongly	2	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	13%
Employ monitors for every bus?	Yes	2	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	30	81%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	16	100%
Administer medications?	Yes	2	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	17	46%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	13%
If so, properly trained?	Yes	16	43%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	14	88%
	No	3	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	4	11%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	6%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	31	84%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	14	88%
	No	5	14%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	13%
Seniority recognized for awarding job positions?	Yes	16	43%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	7	44%
	No	16	43%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	8	50%

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Instructional Assistants expected to cover classes?	Yes	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	5	14%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	32	86%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	16	100%
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	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	37	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	16	100%
<b>Work Environment</b>																			
Work in a safe environment?	Yes	36	97%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	16	100%
	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	31	84%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	12	75%
	No	5	14%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	4	25%
Trained on student discipline policies and processes?	Yes	26	70%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	16	100%
	No	7	19%	0	0%	0	0%	0	0%	0	0%	0	0%	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%	0	0%	0	0%	0	0%	4	25%
	No	29	78%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	12	75%
Bullying or harassment by supervisor an issue?	Yes	3	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	13%
	No	33	89%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	14	88%
Enjoy working in this school district?	agree/strongly	33	89%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	13	81%
	neither	2	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	13%
	disagree/ strongly	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	6%

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