

**2011 KEA ESP Survey Results: Elizabethtown Independent**

|                        |                         | District Overall |     | Clerical/ Secretarial |    | Custodial/ Maintenance |    | Food Services |    | Health/ Student Services |    | Instructional Assistants |     | Skilled Trades |    | Technical Services |    | Transportation |    |
|------------------------|-------------------------|------------------|-----|-----------------------|----|------------------------|----|---------------|----|--------------------------|----|--------------------------|-----|----------------|----|--------------------|----|----------------|----|
| <b>Total Responses</b> |                         | 32               |     | 3                     |    | 2                      |    | 6             |    | 0                        |    | 19                       |     | 1              |    | 1                  |    | 0              |    |
| <b>Demographics</b>    |                         |                  |     |                       |    |                        |    |               |    |                          |    |                          |     |                |    |                    |    |                |    |
| Job category           | Clerical                | 3                | 9%  |                       |    |                        |    |               |    |                          |    |                          |     |                |    |                    |    |                |    |
|                        | Custodial               | 2                | 6%  |                       |    |                        |    |               |    |                          |    |                          |     |                |    |                    |    |                |    |
|                        | Food Services           | 6                | 19% |                       |    |                        |    |               |    |                          |    |                          |     |                |    |                    |    |                |    |
|                        | Inst. Assts.            | 19               | 59% |                       |    |                        |    |               |    |                          |    |                          |     |                |    |                    |    |                |    |
|                        | Health/Student Services | 0                | 0%  |                       |    |                        |    |               |    |                          |    |                          |     |                |    |                    |    |                |    |
|                        | Skilled Trades          | 1                | 3%  |                       |    |                        |    |               |    |                          |    |                          |     |                |    |                    |    |                |    |
|                        | Security Services       | 0                | 0%  |                       |    |                        |    |               |    |                          |    |                          |     |                |    |                    |    |                |    |
|                        | Tech. Services          | 1                | 3%  |                       |    |                        |    |               |    |                          |    |                          |     |                |    |                    |    |                |    |
|                        | Transportation          | 0                | 0%  |                       |    |                        |    |               |    |                          |    |                          |     |                |    |                    |    |                |    |
| Work location          | Elementary              | 28               | 88% | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 16                       | 84% | 0              | 0% | 0                  | 0% | 0              | 0% |
|                        | Middle                  | 4                | 13% | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 3                        | 16% | 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                  | 2                | 6%  | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 1                        | 5%  | 0              | 0% | 0                  | 0% | 0              | 0% |
|                        | 2-5 years               | 7                | 22% | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 2                        | 11% | 0              | 0% | 0                  | 0% | 0              | 0% |
|                        | 6-9 years               | 9                | 28% | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 6                        | 32% | 0              | 0% | 0                  | 0% | 0              | 0% |
|                        | 10-14 years             | 9                | 28% | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 7                        | 37% | 0              | 0% | 0                  | 0% | 0              | 0% |
|                        | 15-19 years             | 5                | 16% | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 3                        | 16% | 0              | 0% | 0                  | 0% | 0              | 0% |
|                        | 20-24 years             | 0                | 0%  | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 0                        | 0%  | 0              | 0% | 0                  | 0% | 0              | 0% |
|                        | 25 or more              | 0                | 0%  | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 0                        | 0%  | 0              | 0% | 0                  | 0% | 0              | 0% |
| Years in district      | 1 year                  | 5                | 16% | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 3                        | 16% | 0              | 0% | 0                  | 0% | 0              | 0% |
|                        | 2-5 years               | 0                | 0%  | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 0                        | 0%  | 0              | 0% | 0                  | 0% | 0              | 0% |
|                        | 6-9 years               | 0                | 0%  | 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             | 3                | 9%  | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 1                        | 5%  | 0              | 0% | 0                  | 0% | 0              | 0% |
|                        | 20-24 years             | 10               | 31% | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 5                        | 26% | 0              | 0% | 0                  | 0% | 0              | 0% |
|                        | 25 or more              | 7                | 22% | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 5                        | 26% | 0              | 0% | 0                  | 0% | 0              | 0% |

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

**2011 KEA ESP Survey Results: Elizabethtown Independent**

|                                       |                 | District Overall |     | Clerical/ Secretarial |    | Custodial/ Maintenance |    | Food Services |    | Health/ Student Services |    | Instructional Assistants |     | Skilled Trades |    | Technical Services |    | Transportation |    |
|---------------------------------------|-----------------|------------------|-----|-----------------------|----|------------------------|----|---------------|----|--------------------------|----|--------------------------|-----|----------------|----|--------------------|----|----------------|----|
|                                       |                 |                  |     |                       |    |                        |    |               |    |                          |    |                          |     |                |    |                    |    |                |    |
| Education level                       | HS or GED       | 9                | 28% | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 2                        | 11% | 0              | 0% | 0                  | 0% | 0              | 0% |
|                                       | tech/vocational | 1                | 3%  | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 1                        | 5%  | 0              | 0% | 0                  | 0% | 0              | 0% |
|                                       | some college    | 7                | 22% | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 6                        | 32% | 0              | 0% | 0                  | 0% | 0              | 0% |
|                                       | associate's     | 3                | 9%  | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 3                        | 16% | 0              | 0% | 0                  | 0% | 0              | 0% |
|                                       | bachelor's      | 11               | 34% | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 7                        | 37% | 0              | 0% | 0                  | 0% | 0              | 0% |
|                                       | master's        | 1                | 3%  | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 0                        | 0%  | 0              | 0% | 0                  | 0% | 0              | 0% |
| Additional jobs in district?          | None            | 28               | 88% | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 18                       | 95% | 0              | 0% | 0                  | 0% | 0              | 0% |
|                                       | 1               | 3                | 9%  | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 0                        | 0%  | 0              | 0% | 0                  | 0% | 0              | 0% |
|                                       | 2               | 1                | 3%  | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 1                        | 5%  | 0              | 0% | 0                  | 0% | 0              | 0% |
| Additional jobs outside district?     | None            | 26               | 81% | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 15                       | 79% | 0              | 0% | 0                  | 0% | 0              | 0% |
|                                       | 1               | 5                | 16% | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 3                        | 16% | 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      | 0                | 0%  | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 0                        | 0%  | 0              | 0% | 0                  | 0% | 0              | 0% |
|                                       | 11-20 hours     | 1                | 3%  | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 0                        | 0%  | 0              | 0% | 0                  | 0% | 0              | 0% |
|                                       | 21-30 hours     | 7                | 22% | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 1                        | 5%  | 0              | 0% | 0                  | 0% | 0              | 0% |
|                                       | 31-40 hours     | 20               | 63% | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 15                       | 79% | 0              | 0% | 0                  | 0% | 0              | 0% |
|                                       | over 40 hours   | 3                | 9%  | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 2                        | 11% | 0              | 0% | 0                  | 0% | 0              | 0% |
| Earn more than half household income? | Yes             | 27               | 84% | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 16                       | 84% | 0              | 0% | 0                  | 0% | 0              | 0% |
|                                       | No              | 5                | 16% | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 3                        | 16% | 0              | 0% | 0                  | 0% | 0              | 0% |
| Gender                                | Female          | 30               | 94% | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 18                       | 95% | 0              | 0% | 0                  | 0% | 0              | 0% |
|                                       | Male            | 2                | 6%  | 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           | 2                | 6%  | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 1                        | 5%  | 0              | 0% | 0                  | 0% | 0              | 0% |
|                                       | 30-39           | 3                | 9%  | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 1                        | 5%  | 0              | 0% | 0                  | 0% | 0              | 0% |
|                                       | 40-49           | 16               | 50% | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 9                        | 47% | 0              | 0% | 0                  | 0% | 0              | 0% |
|                                       | 50-59           | 8                | 25% | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 6                        | 32% | 0              | 0% | 0                  | 0% | 0              | 0% |
|                                       | 60-64           | 2                | 6%  | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 1                        | 5%  | 0              | 0% | 0                  | 0% | 0              | 0% |
|                                       | 65 or older     | 1                | 3%  | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 1                        | 5%  | 0              | 0% | 0                  | 0% | 0              | 0% |
|                                       |                 |                  |     |                       |    |                        |    |               |    |                          |    |                          |     |                |    |                    |    |                |    |
|                                       |                 |                  |     |                       |    |                        |    |               |    |                          |    |                          |     |                |    |                    |    |                |    |
|                                       |                 |                  |     |                       |    |                        |    |               |    |                          |    |                          |     |                |    |                    |    |                |    |

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









**2011 KEA ESP Survey Results: Elizabethtown Independent**

|  |                    | District Overall |      | Clerical/ Secretarial |    | Custodial/ Maintenance |    | Food Services |    | Health/ Student Services |    | Instructional Assistants |      | Skilled Trades |    | Technical Services |    | Transportation |    |
|--|--------------------|------------------|------|-----------------------|----|------------------------|----|---------------|----|--------------------------|----|--------------------------|------|----------------|----|--------------------|----|----------------|----|
| <b>Working Conditions</b>  |                    |                  |      |                       |    |                        |    |               |    |                          |    |                          |      |                |    |                    |    |                |    |
| Job description?   | Yes                | 32               | 100% | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 19                       | 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% |
| Is it accurate?  | Yes                | 31               | 97%  | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 18                       | 95%  | 0              | 0% | 0                  | 0% | 0              | 0% |
|  | No                 | 1                | 3%   | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 1                        | 5%   | 0              | 0% | 0                  | 0% | 0              | 0% |
| Duties beyond primary ones?  | Yes                | 11               | 34%  | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 5                        | 26%  | 0              | 0% | 0                  | 0% | 0              | 0% |
|  | No                 | 21               | 66%  | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 14                       | 74%  | 0              | 0% | 0                  | 0% | 0              | 0% |
| % beyond primary responsibilities  | 0%                 | 19               | 59%  | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 11                       | 58%  | 0              | 0% | 0                  | 0% | 0              | 0% |
|  | 1-10%              | 6                | 19%  | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 4                        | 21%  | 0              | 0% | 0                  | 0% | 0              | 0% |
|  | 11-15%             | 4                | 13%  | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 3                        | 16%  | 0              | 0% | 0                  | 0% | 0              | 0% |
|  | 16-25%             | 0                | 0%   | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 0                        | 0%   | 0              | 0% | 0                  | 0% | 0              | 0% |
|  | more than 25%      | 0                | 0%   | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 0                        | 0%   | 0              | 0% | 0                  | 0% | 0              | 0% |
| Have adequate tools to do your job?  | agree/strongly     | 25               | 78%  | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 16                       | 84%  | 0              | 0% | 0                  | 0% | 0              | 0% |
|  | neither            | 4                | 13%  | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 2                        | 11%  | 0              | 0% | 0                  | 0% | 0              | 0% |
|  | disagree/ strongly | 3                | 9%   | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 1                        | 5%   | 0              | 0% | 0                  | 0% | 0              | 0% |
| Employ monitors for every bus?   | Yes                | 3                | 9%   | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 1                        | 5%   | 0              | 0% | 0                  | 0% | 0              | 0% |
|  | No                 | 26               | 81%  | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 18                       | 95%  | 0              | 0% | 0                  | 0% | 0              | 0% |
| Administer medications?  | Yes                | 3                | 9%   | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 1                        | 5%   | 0              | 0% | 0                  | 0% | 0              | 0% |
|  | No                 | 27               | 84%  | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 17                       | 89%  | 0              | 0% | 0                  | 0% | 0              | 0% |
| If so, properly trained?   | Yes                | 5                | 16%  | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 2                        | 11%  | 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     | 7                | 22%  | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 3                        | 16%  | 0              | 0% | 0                  | 0% | 0              | 0% |
| Opportunity to give input into decision making for job category at the worksite or district level? | Yes                | 24               | 75%  | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 12                       | 63%  | 0              | 0% | 0                  | 0% | 0              | 0% |
|  | No                 | 8                | 25%  | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 7                        | 37%  | 0              | 0% | 0                  | 0% | 0              | 0% |
| Seniority recognized for awarding job positions?   | Yes                | 16               | 50%  | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 10                       | 53%  | 0              | 0% | 0                  | 0% | 0              | 0% |
|  | No                 | 13               | 41%  | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 7                        | 37%  | 0              | 0% | 0                  | 0% | 0              | 0% |

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

**2011 KEA ESP Survey Results: Elizabethtown Independent**

|   |                         | District Overall |     | Clerical/ Secretarial |    | Custodial/ Maintenance |    | Food Services |    | Health/ Student Services |    | Instructional Assistants |      | Skilled Trades |    | Technical Services |    | Transportation |    |
|---|-------------------------|------------------|-----|-----------------------|----|------------------------|----|---------------|----|--------------------------|----|--------------------------|------|----------------|----|--------------------|----|----------------|----|
|   |                         |                  |     |                       |    |                        |    |               |    |                          |    |                          |      |                |    |                    |    |                |    |
| Instructional Assistants expected to cover classes?         | Yes                     | 7                | 22% | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 7                        | 37%  | 0              | 0% | 0                  | 0% | 0              | 0% |
|   | No                      | 12               | 38% | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 12                       | 63%  | 0              | 0% | 0                  | 0% | 0              | 0% |
|   | not applicable          | 13               | 41% | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 0                        | 0%   | 0              | 0% | 0                  | 0% | 0              | 0% |
| If so, how often?   | once/week               | 3                | 9%  | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 3                        | 16%  | 0              | 0% | 0                  | 0% | 0              | 0% |
|   | 2-3 times/week          | 2                | 6%  | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 2                        | 11%  | 0              | 0% | 0                  | 0% | 0              | 0% |
|   | 4-5 times/week          | 2                | 6%  | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 2                        | 11%  | 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          | 25               | 78% | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 12                       | 63%  | 0              | 0% | 0                  | 0% | 0              | 0% |
| <b>Work Environment</b>                                     |                         |                  |     |                       |    |                        |    |               |    |                          |    |                          |      |                |    |                    |    |                |    |
| Work in a safe environment?                                 | Yes                     | 31               | 97% | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 18                       | 95%  | 0              | 0% | 0                  | 0% | 0              | 0% |
|   | No                      | 1                | 3%  | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 1                        | 5%   | 0              | 0% | 0                  | 0% | 0              | 0% |
| District's student discipline policy consistently followed? | Yes                     | 20               | 63% | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 10                       | 53%  | 0              | 0% | 0                  | 0% | 0              | 0% |
|   | No                      | 10               | 31% | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 9                        | 47%  | 0              | 0% | 0                  | 0% | 0              | 0% |
| Trained on student discipline policies and processes?       | Yes                     | 16               | 50% | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 12                       | 63%  | 0              | 0% | 0                  | 0% | 0              | 0% |
|   | No                      | 15               | 47% | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 7                        | 37%  | 0              | 0% | 0                  | 0% | 0              | 0% |
| Peer to peer bullying or harassment an issue?               | Yes                     | 5                | 16% | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 5                        | 26%  | 0              | 0% | 0                  | 0% | 0              | 0% |
|   | No                      | 26               | 81% | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 14                       | 74%  | 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                      | 30               | 94% | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 19                       | 100% | 0              | 0% | 0                  | 0% | 0              | 0% |
| Enjoy working in this school district?                      | agree/strongly          | 27               | 84% | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 15                       | 79%  | 0              | 0% | 0                  | 0% | 0              | 0% |
|   | neither                 | 2                | 6%  | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 1                        | 5%   | 0              | 0% | 0                  | 0% | 0              | 0% |
|   | disagree/ strongly      | 3                | 9%  | 0                     | 0% | 0                      | 0% | 0             | 0% | 0                        | 0% | 3                        | 16%  | 0              | 0% | 0                  | 0% | 0              | 0% |

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