

2011 KEA ESP Survey Results: Erlanger-Elsmere Independent

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Total Responses		91		19		10		15		4		43		0		0		0	
Demographics																			
Job category	Clerical	19	21%																
	Custodial	10	11%																
	Food Services	15	16%																
	Inst. Assts.	43	47%																
	Health/Student Services	4	4%																
	Skilled Trades	0	0%																
	Security Services	0	0%																
	Tech. Services	0	0%																
	Transportation	0	0%																
Work location	Elementary	51	56%	7	37%	4	40%	7	47%	0	0%	31	72%	0	0%	0	0%	0	0%
	Middle	14	15%	5	26%	2	20%	0	0%	0	0%	6	14%	0	0%	0	0%	0	0%
	High School	22	24%	5	26%	3	30%	8	53%	0	0%	6	14%	0	0%	0	0%	0	0%
	District Wide	3	3%	1	5%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Other Dist. Site	1	1%	1	5%	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	2%	0	0%	1	10%	1	7%	0	0%	0	0%	0	0%	0	0%	0	0%
	2-5 years	24	26%	2	11%	3	30%	6	40%	0	0%	12	28%	0	0%	0	0%	0	0%
	6-9 years	23	25%	6	32%	2	20%	2	13%	0	0%	11	26%	0	0%	0	0%	0	0%
	10-14 years	17	19%	4	21%	2	20%	2	13%	0	0%	9	21%	0	0%	0	0%	0	0%
	15-19 years	10	11%	2	11%	1	10%	1	7%	0	0%	6	14%	0	0%	0	0%	0	0%
	20-24 years	8	9%	3	16%	1	10%	1	7%	0	0%	2	5%	0	0%	0	0%	0	0%
	25 or more	6	7%	2	11%	0	0%	2	13%	0	0%	2	5%	0	0%	0	0%	0	0%
Years in district	1 year	10	11%	2	11%	1	10%	1	7%	0	0%	6	14%	0	0%	0	0%	0	0%
	2-5 years	8	9%	3	16%	1	10%	1	7%	0	0%	2	5%	0	0%	0	0%	0	0%
	6-9 years	6	7%	2	11%	0	0%	2	13%	0	0%	2	5%	0	0%	0	0%	0	0%
	10-14 years	1	1%	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
	15-19 years	3	3%	0	0%	1	10%	1	7%	0	0%	1	2%	0	0%	0	0%	0	0%
	20-24 years	30	33%	4	21%	3	30%	7	47%	0	0%	14	33%	0	0%	0	0%	0	0%
25 or more	21	23%	5	26%	2	20%	1	7%	0	0%	12	28%	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	
Education level	HS or GED	31	34%	6	32%	6	60%	6	40%	0	0%	13	30%	0	0%	0	0%	0	0%
	tech/vocational	6	7%	2	11%	2	20%	1	7%	0	0%	1	2%	0	0%	0	0%	0	0%
	some college	30	33%	10	53%	1	10%	6	40%	0	0%	13	30%	0	0%	0	0%	0	0%
	associate's	13	14%	1	5%	1	10%	0	0%	0	0%	9	21%	0	0%	0	0%	0	0%
	bachelor's	5	5%	0	0%	0	0%	0	0%	0	0%	4	9%	0	0%	0	0%	0	0%
	master's	3	3%	0	0%	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%
Additional jobs in district?	None	71	78%	17	89%	9	90%	13	87%	0	0%	29	67%	0	0%	0	0%	0	0%
	1	14	15%	2	11%	0	0%	1	7%	0	0%	11	26%	0	0%	0	0%	0	0%
	2	5	5%	0	0%	1	10%	1	7%	0	0%	2	5%	0	0%	0	0%	0	0%
Additional jobs outside district?	None	62	68%	9	47%	9	90%	11	73%	0	0%	30	70%	0	0%	0	0%	0	0%
	1	25	27%	10	53%	1	10%	2	13%	0	0%	11	26%	0	0%	0	0%	0	0%
	2	2	2%	0	0%	0	0%	1	7%	0	0%	1	2%	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	6	7%	0	0%	0	0%	6	40%	0	0%	0	0%	0	0%	0	0%	0	0%
	21-30 hours	9	10%	2	11%	0	0%	4	27%	0	0%	3	7%	0	0%	0	0%	0	0%
	31-40 hours	67	74%	16	84%	7	70%	5	33%	0	0%	36	84%	0	0%	0	0%	0	0%
	over 40 hours	9	10%	1	5%	3	30%	0	0%	0	0%	4	9%	0	0%	0	0%	0	0%
Earn more than half household income?	Yes	69	76%	15	79%	3	30%	13	87%	0	0%	34	79%	0	0%	0	0%	0	0%
	No	20	22%	4	21%	7	70%	2	13%	0	0%	7	16%	0	0%	0	0%	0	0%
Gender	Female	79	87%	18	95%	0	0%	14	93%	0	0%	43	100%	0	0%	0	0%	0	0%
	Male	12	13%	1	5%	10	100%	1	7%	0	0%	0	0%	0	0%	0	0%	0	0%
Age	under 25	1	1%	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
	25-29	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	30-39	5	5%	0	0%	1	10%	1	7%	0	0%	2	5%	0	0%	0	0%	0	0%
	40-49	30	33%	7	37%	2	20%	2	13%	0	0%	19	44%	0	0%	0	0%	0	0%
	50-59	36	40%	7	37%	4	40%	9	60%	0	0%	15	35%	0	0%	0	0%	0	0%
	60-64	12	13%	4	21%	1	10%	1	7%	0	0%	5	12%	0	0%	0	0%	0	0%
	65 or older	6	7%	1	5%	2	20%	2	13%	0	0%	1	2%	0	0%	0	0%	0	0%

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Working Conditions																			
Job description?	Yes	85	93%	19	100%	10	100%	15	100%	0	0%	37	86%	0	0%	0	0%	0	0%
	No	5	5%	0	0%	0	0%	0	0%	0	0%	5	12%	0	0%	0	0%	0	0%
Is it accurate?	Yes	59	65%	13	68%	8	80%	14	93%	0	0%	21	49%	0	0%	0	0%	0	0%
	No	30	33%	6	32%	2	20%	1	7%	0	0%	20	47%	0	0%	0	0%	0	0%
Duties beyond primary ones?	Yes	55	60%	11	58%	8	80%	8	53%	0	0%	25	58%	0	0%	0	0%	0	0%
	No	34	37%	7	37%	2	20%	7	47%	0	0%	17	40%	0	0%	0	0%	0	0%
% beyond primary responsibilities	0%	25	27%	1	5%	3	30%	7	47%	0	0%	13	30%	0	0%	0	0%	0	0%
	1-10%	37	41%	11	58%	2	20%	3	20%	0	0%	18	42%	0	0%	0	0%	0	0%
	11-15%	9	10%	2	11%	1	10%	1	7%	0	0%	5	12%	0	0%	0	0%	0	0%
	16-25%	6	7%	3	16%	1	10%	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%
	more than 25%	9	10%	0	0%	3	30%	2	13%	0	0%	4	9%	0	0%	0	0%	0	0%
Have adequate tools to do your job?	agree/strongly	65	71%	17	89%	6	60%	14	93%	0	0%	25	58%	0	0%	0	0%	0	0%
	neither	12	13%	0	0%	1	10%	1	7%	0	0%	9	21%	0	0%	0	0%	0	0%
	disagree/ strongly	12	13%	2	11%	2	20%	0	0%	0	0%	8	19%	0	0%	0	0%	0	0%
Employ monitors for every bus?	Yes	50	55%	9	47%	6	60%	9	60%	0	0%	24	56%	0	0%	0	0%	0	0%
	No	19	21%	5	26%	2	20%	1	7%	0	0%	9	21%	0	0%	0	0%	0	0%
Administer medications?	Yes	50	55%	9	47%	6	60%	9	60%	0	0%	24	56%	0	0%	0	0%	0	0%
	No	62	68%	10	53%	9	90%	11	73%	0	0%	31	72%	0	0%	0	0%	0	0%
If so, properly trained?	Yes	28	31%	9	47%	0	0%	2	13%	0	0%	13	30%	0	0%	0	0%	0	0%
	No	7	8%	2	11%	1	10%	2	13%	0	0%	2	5%	0	0%	0	0%	0	0%
	not applicable	17	19%	0	0%	1	10%	7	47%	0	0%	9	21%	0	0%	0	0%	0	0%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	58	64%	11	58%	9	90%	13	87%	0	0%	21	49%	0	0%	0	0%	0	0%
	No	30	33%	7	37%	1	10%	1	7%	0	0%	21	49%	0	0%	0	0%	0	0%
Seniority recognized for awarding job positions?	Yes	35	38%	5	26%	6	60%	6	40%	0	0%	16	37%	0	0%	0	0%	0	0%
	No	47	52%	12	63%	2	20%	8	53%	0	0%	23	53%	0	0%	0	0%	0	0%

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Instructional Assistants expected to cover classes?	Yes	22	24%	0	0%	0	0%	0	0%	0	0%	22	51%	0	0%	0	0%	0	0%
	No	19	21%	0	0%	0	0%	0	0%	0	0%	19	44%	0	0%	0	0%	0	0%
	not applicable	48	53%	19	100%	10	100%	15	100%	0	0%	0	0%	0	0%	0	0%	0	0%
If so, how often?	once/week	7	8%	0	0%	0	0%	0	0%	0	0%	7	16%	0	0%	0	0%	0	0%
	2-3 times/week	3	3%	0	0%	0	0%	0	0%	0	0%	3	7%	0	0%	0	0%	0	0%
	4-5 times/week	4	4%	0	0%	0	0%	0	0%	0	0%	4	9%	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	4	0%	0	0%	0	0%	0	0%	0	0%	4	0%	0	0%	0	0%	0	0%
	not applicable	67	74%	19	100%	10	100%	15	100%	0	0%	19	44%	0	0%	0	0%	0	0%
Work Environment																			
Work in a safe environment?	Yes	84	92%	18	95%	9	90%	15	100%	0	0%	39	91%	0	0%	0	0%	0	0%
	No	4	4%	1	5%	1	10%	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%
District's student discipline policy consistently followed?	Yes	60	66%	13	68%	8	80%	12	80%	0	0%	24	56%	0	0%	0	0%	0	0%
	No	25	27%	6	32%	1	10%	2	13%	0	0%	16	37%	0	0%	0	0%	0	0%
Trained on student discipline policies and processes?	Yes	52	57%	10	53%	3	30%	7	47%	0	0%	30	70%	0	0%	0	0%	0	0%
	No	34	37%	9	47%	6	60%	6	40%	0	0%	12	28%	0	0%	0	0%	0	0%
Peer to peer bullying or harassment an issue?	Yes	14	15%	3	16%	2	20%	1	7%	0	0%	8	19%	0	0%	0	0%	0	0%
	No	71	78%	15	79%	7	70%	12	80%	0	0%	34	79%	0	0%	0	0%	0	0%
Bullying or harassment by supervisor an issue?	Yes	4	4%	0	0%	1	10%	0	0%	0	0%	3	7%	0	0%	0	0%	0	0%
	No	82	90%	19	100%	8	80%	13	87%	0	0%	39	91%	0	0%	0	0%	0	0%
Enjoy working in this school district?	agree/strongly	78	86%	17	89%	10	100%	13	87%	0	0%	35	81%	0	0%	0	0%	0	0%
	neither	5	5%	0	0%	0	0%	0	0%	0	0%	5	12%	0	0%	0	0%	0	0%
	disagree/ strongly	4	4%	2	11%	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%

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