

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

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
<b>Total Responses</b>		703		141		75		61		12		242		28		31		107	
<b>Demographics</b>																			
Job category	Clerical	141	20%																
	Custodial	75	11%																
	Food Services	61	9%																
	Inst. Assts.	242	34%																
	Health/Student Services	12	2%																
	Skilled Trades	28	4%																
	Security Services	3	0%																
	Tech. Services	31	4%																
	Transportation	107	15%																
Work location	Elementary	270	38%	33	23%	14	19%	31	51%	2	17%	174	72%	3	11%	9	29%	2	2%
	Middle	123	17%	32	23%	15	20%	30	49%	0	0%	41	17%	0	0%	1	3%	4	4%
	High School	85	12%	34	24%	24	32%	0	0%	1	8%	20	8%	2	7%	1	3%	0	0%
	District Wide	98	14%	22	16%	13	17%	0	0%	3	25%	0	0%	14	50%	14	45%	31	29%
	Other Dist. Site	23	3%	13	9%	2	3%	0	0%	0	0%	1	0%	1	4%	4	13%	2	2%
	Combination	74	11%	1	1%	6	8%	0	0%	4	33%	4	2%	7	25%	1	3%	51	48%
Years employed	1 year	51	7%	8	6%	11	15%	4	7%	0	0%	16	7%	3	11%	1	3%	8	7%
	2-5 years	163	23%	24	17%	14	19%	21	34%	5	42%	48	20%	2	7%	3	10%	46	43%
	6-9 years	117	17%	21	15%	12	16%	11	18%	1	8%	34	14%	8	29%	6	19%	21	20%
	10-14 years	156	22%	20	14%	10	13%	14	23%	4	33%	67	28%	9	32%	8	26%	23	21%
	15-19 years	114	16%	38	27%	10	13%	3	5%	1	8%	47	19%	3	11%	6	19%	5	5%
	20-24 years	55	8%	20	14%	9	12%	2	3%	1	8%	15	6%	2	7%	4	13%	2	2%
	25 or more	45	6%	10	7%	9	12%	5	8%	0	0%	14	6%	1	4%	3	10%	2	2%
Years in district	1 year	114	16%	38	27%	10	13%	3	5%	1	8%	47	19%	3	11%	6	19%	5	5%
	2-5 years	55	8%	20	14%	9	12%	2	3%	1	8%	15	6%	2	7%	4	13%	2	2%
	6-9 years	45	6%	10	7%	9	12%	5	8%	0	0%	14	6%	1	4%	3	10%	2	2%
	10-14 years	2	0%	0	0%	0	0%	1	2%	0	0%	1	0%	0	0%	0	0%	0	0%
	15-19 years	68	10%	11	8%	14	19%	6	10%	1	8%	23	10%	4	14%	1	3%	8	7%
	20-24 years	170	24%	26	18%	12	16%	21	34%	5	42%	49	20%	3	11%	5	16%	49	46%
	25 or more	121	17%	21	15%	12	16%	12	20%	1	8%	38	16%	7	25%	6	19%	21	20%

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Education level	HS or GED	170	24%	29	21%	39	52%	35	57%	0	0%	22	9%	8	29%	2	6%	35	33%
	tech/vocational	37	5%	9	6%	5	7%	3	5%	1	8%	5	2%	4	14%	0	0%	9	8%
	some college	208	30%	52	37%	19	25%	13	21%	0	0%	77	32%	6	21%	6	19%	33	31%
	associate's	85	12%	16	11%	7	9%	3	5%	0	0%	33	14%	4	14%	8	26%	14	13%
	bachelor's	148	21%	29	21%	4	5%	4	7%	6	50%	83	34%	3	11%	10	32%	8	7%
	master's	43	6%	6	4%	1	1%	0	0%	4	33%	20	8%	3	11%	4	13%	4	4%
Additional jobs in district?	None	584	83%	128	91%	62	83%	56	92%	10	83%	180	74%	25	89%	26	84%	93	87%
	1	95	14%	10	7%	11	15%	4	7%	2	17%	50	21%	3	11%	3	10%	10	9%
	2	15	2%	1	1%	0	0%	0	0%	0	0%	9	4%	0	0%	1	3%	4	4%
Additional jobs outside district?	None	475	68%	112	79%	54	72%	39	64%	8	67%	150	62%	16	57%	25	81%	66	62%
	1	186	26%	27	19%	17	23%	19	31%	4	33%	75	31%	8	29%	5	16%	31	29%
	2	39	6%	2	1%	4	5%	3	5%	0	0%	16	7%	3	11%	0	0%	10	9%
Hours worked per week	0-10 hours	15	2%	4	3%	0	0%	6	10%	0	0%	4	2%	0	0%	0	0%	1	1%
	11-20 hours	31	4%	3	2%	3	4%	17	28%	0	0%	7	3%	0	0%	0	0%	1	1%
	21-30 hours	47	7%	4	3%	0	0%	20	33%	1	8%	9	4%	0	0%	2	6%	11	10%
	31-40 hours	497	71%	114	81%	57	76%	11	18%	4	33%	183	76%	22	79%	22	71%	81	76%
	over 40 hours	111	16%	16	11%	14	19%	7	11%	7	58%	38	16%	6	21%	7	23%	13	12%
Earn more than half household income?	Yes	347	49%	73	52%	23	31%	32	52%	1	8%	157	65%	7	25%	10	32%	43	40%
	No	334	48%	67	48%	49	65%	28	46%	11	92%	76	31%	20	71%	21	68%	58	54%
Gender	Female	510	73%	139	99%	17	23%	56	92%	10	83%	203	84%	7	25%	17	55%	58	54%
	Male	178	25%	2	1%	57	76%	2	3%	2	17%	35	14%	20	71%	14	45%	43	40%
Age	under 25	10	1%	0	0%	1	1%	1	2%	0	0%	6	2%	0	0%	0	0%	2	2%
	25-29	53	8%	8	6%	8	11%	1	2%	2	17%	24	10%	0	0%	0	0%	10	9%
	30-39	102	15%	15	11%	11	15%	9	15%	2	17%	26	11%	10	36%	7	23%	20	19%
	40-49	178	25%	26	18%	23	31%	19	31%	3	25%	69	29%	9	32%	8	26%	19	18%
	50-59	237	34%	62	44%	23	31%	17	28%	3	25%	81	33%	8	29%	8	26%	34	32%
	60-64	81	12%	26	18%	6	8%	6	10%	2	17%	24	10%	0	0%	7	23%	10	9%
	65 or older	35	5%	3	2%	2	3%	7	11%	0	0%	10	4%	0	0%	1	3%	11	10%

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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	20	3%	1	1%	3	4%	3	5%	2	17%	2	1%	1	4%	0	0%	8	8%
	Asian	2	0%	0	0%	0	0%	1	2%	0	0%	1	0%	0	0%	0	0%	0	0%
	Black/African American	183	26%	21	15%	21	29%	18	31%	1	8%	67	28%	5	19%	4	13%	43	41%
	Caucasian	487	70%	116	83%	50	68%	38	64%	11	92%	163	68%	22	81%	27	87%	56	54%
	Hawaiian/ Pacific Islander	1	0%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%
	Span./Hispanic	12	2%	3	2%	0	0%	0	0%	0	0%	8	3%	0	0%	0	0%	1	1%
<b>Association Membership</b>																			
KEA member?	Yes	163	23%	20	14%	17	23%	5	8%	5	42%	54	22%	5	18%	6	19%	47	44%
	No	532	76%	120	85%	57	76%	53	87%	7	58%	186	77%	23	82%	25	81%	59	55%
Satisfied with KEA?	satisfied/very	86	12%	10	7%	10	13%	2	3%	2	17%	34	14%	2	7%	2	6%	23	21%
	neither	29	4%	2	1%	0	0%	1	2%	1	8%	9	4%	1	4%	2	6%	12	11%
	unsatisfied/ very	25	4%	3	2%	3	4%	0	0%	1	8%	5	2%	2	7%	1	3%	9	8%
	not applicable	532	76%	120	85%	57	76%	53	87%	7	58%	186	77%	23	82%	25	81%	59	55%

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<b>Wages and Benefits</b>																			
Required overtime?	Yes	76	11%	12	9%	20	27%	9	15%	4	33%	7	3%	8	29%	4	13%	9	8%
	No	623	89%	129	91%	53	71%	51	84%	8	67%	234	97%	20	71%	27	87%	98	92%
If so, how many hours?	0 hours	10	1%	0	0%	2	3%	2	3%	0	0%	3	1%	2	7%	1	3%	0	0%
	1-4 hours	46	7%	11	8%	13	17%	5	8%	1	8%	3	1%	3	11%	1	3%	8	7%
	5-8 hours	8	1%	1	1%	1	1%	0	0%	2	17%	0	0%	0	0%	1	3%	1	1%
	more than 8 hours	4	1%	0	0%	1	1%	0	0%	1	8%	1	0%	1	4%	0	0%	0	0%
	not applicable	623	89%	129	91%	53	71%	51	84%	8	67%	234	97%	20	71%	27	87%	98	92%
If so, compensated?	Yes	44	6%	11	8%	7	9%	5	8%	2	17%	3	1%	5	18%	2	6%	6	6%
	No	23	3%	1	1%	12	16%	0	0%	2	17%	3	1%	1	4%	1	3%	3	3%
	not applicable	623	89%	129	91%	53	71%	51	84%	8	67%	234	97%	20	71%	27	87%	98	92%
Benefits a main factor in employment?	Yes	371	53%	75	53%	50	67%	30	49%	5	42%	105	43%	19	68%	21	68%	64	60%
	No	240	34%	52	37%	15	20%	15	25%	6	50%	114	47%	6	21%	9	29%	21	20%
% salary going toward health insurance	0%	146	21%	39	28%	5	7%	21	34%	0	0%	65	27%	2	7%	4	13%	9	8%
	1-10%	261	37%	56	40%	40	53%	13	21%	7	58%	72	30%	16	57%	21	68%	34	32%
	11-25%	189	27%	31	22%	25	33%	12	20%	5	42%	67	28%	7	25%	2	6%	37	35%
	26-50%	53	8%	5	4%	2	3%	7	11%	0	0%	16	7%	2	7%	3	10%	18	17%
	51-75%	16	2%	1	1%	0	0%	3	5%	0	0%	9	4%	0	0%	0	0%	3	3%
	over 75%	4	1%	0	0%	1	1%	1	2%	0	0%	1	0%	0	0%	0	0%	1	1%

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<b>Training and PD</b>																			
Where received initial training?	department	281	41%	60	43%	21	28%	24	41%	7	58%	90	38%	3	12%	10	32%	64	62%
	school district	375	54%	86	62%	39	52%	35	59%	7	58%	145	60%	6	23%	11	35%	46	44%
	college	148	21%	24	17%	1	1%	2	3%	7	58%	88	37%	8	31%	13	42%	2	2%
	KEA	7	1%	0	0%	0	0%	3	5%	0	0%	1	0%	1	4%	1	3%	1	1%
	NEA	7	1%	0	0%	0	0%	2	3%	0	0%	2	1%	1	4%	1	3%	0	0%
	other professional organization	131	19%	33	24%	24	32%	5	8%	3	25%	29	12%	14	54%	11	35%	9	9%
From inside district, outside or both?	within school district	389	55%	82	58%	32	43%	48	79%	3	25%	129	53%	3	11%	7	23%	85	79%
	outside school district	103	15%	14	10%	17	23%	6	10%	3	25%	33	14%	13	46%	10	32%	3	3%
	both	202	29%	43	30%	25	33%	6	10%	6	50%	77	32%	12	43%	14	45%	18	17%
Do you receive ongoing PD from District?	Yes	377	54%	55	39%	34	45%	37	61%	10	83%	149	62%	21	75%	18	58%	51	48%
	No	304	43%	80	57%	38	51%	21	34%	2	17%	91	38%	7	25%	13	42%	49	46%
How many days?	0 days	291	41%	80	57%	38	51%	16	26%	3	25%	91	38%	5	18%	13	42%	42	39%
	1-4 days	335	48%	43	30%	34	45%	32	52%	4	33%	134	55%	19	68%	14	45%	53	50%
	5-8 days	36	5%	12	9%	0	0%	5	8%	3	25%	5	2%	3	11%	3	10%	5	5%
	more than 8 days	13	2%	1	1%	0	0%	3	5%	1	8%	5	2%	1	4%	1	3%	1	1%

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<b>Working Conditions</b>																			
Job description?	Yes	664	94%	130	92%	72	96%	54	89%	11	92%	226	93%	28	100%	30	97%	107	100%
	No	29	4%	8	6%	3	4%	4	7%	1	8%	12	5%	0	0%	1	3%	0	0%
Is it accurate?	Yes	520	74%	87	62%	54	72%	48	79%	8	67%	184	76%	25	89%	22	71%	86	80%
	No	166	24%	47	33%	20	27%	9	15%	3	25%	54	22%	3	11%	9	29%	21	20%
Duties beyond primary ones?	Yes	413	59%	98	70%	50	67%	35	57%	7	58%	124	51%	13	46%	24	77%	60	56%
	No	273	39%	39	28%	25	33%	23	38%	5	42%	108	45%	15	54%	7	23%	47	44%
% beyond primary responsibilities	0%	214	30%	30	21%	19	25%	21	34%	5	42%	84	35%	10	36%	7	23%	35	33%
	1-10%	271	39%	54	38%	26	35%	23	38%	4	33%	96	40%	10	36%	17	55%	39	36%
	11-15%	65	9%	22	16%	6	8%	1	2%	1	8%	24	10%	0	0%	2	6%	9	8%
	16-25%	52	7%	12	9%	8	11%	3	5%	2	17%	14	6%	5	18%	4	13%	4	4%
	more than 25%	65	9%	16	11%	15	20%	6	10%	0	0%	11	5%	2	7%	1	3%	14	13%
Have adequate tools to do your job?	agree/strongly	536	76%	124	88%	54	72%	48	79%	11	92%	188	78%	23	82%	23	74%	60	56%
	neither	61	9%	6	4%	9	12%	1	2%	0	0%	27	11%	3	11%	1	3%	13	12%
	disagree/ strongly	92	13%	8	6%	12	16%	8	13%	1	8%	22	9%	2	7%	7	23%	32	30%
Employ monitors for every bus?	Yes	546	78%	96	68%	56	75%	45	74%	12	100%	186	77%	25	89%	27	87%	95	89%
	No	61	9%	12	9%	9	12%	4	7%	0	0%	24	10%	0	0%	2	6%	8	7%
Administer medications?	Yes	546	78%	96	68%	56	75%	45	74%	12	100%	186	77%	25	89%	27	87%	95	89%
	No	535	76%	77	55%	73	97%	57	93%	9	75%	189	78%	27	96%	31	100%	67	63%
If so, properly trained?	Yes	147	21%	59	42%	2	3%	0	0%	3	25%	50	21%	1	4%	0	0%	31	29%
	No	47	7%	14	10%	7	9%	1	2%	1	8%	13	5%	0	0%	4	13%	6	6%
	not applicable	131	19%	4	3%	26	35%	22	36%	0	0%	38	16%	9	32%	2	6%	29	27%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	386	55%	86	61%	48	64%	34	56%	6	50%	135	56%	19	68%	23	74%	33	31%
	No	295	42%	50	35%	27	36%	22	36%	6	50%	100	41%	9	32%	8	26%	70	65%
Seniority recognized for awarding job positions?	Yes	336	48%	49	35%	42	56%	27	44%	7	58%	128	53%	9	32%	14	45%	58	54%
	No	309	44%	75	53%	29	39%	25	41%	5	42%	89	37%	16	57%	17	55%	49	46%

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Instructional Assistants expected to cover classes?	Yes	73	10%	0	0%	0	0%	0	0%	0	0%	73	30%	0	0%	0	0%	0	0%
	No	153	22%	0	0%	0	0%	0	0%	0	0%	153	63%	0	0%	0	0%	0	0%
	not applicable	461	66%	141	100%	75	100%	61	100%	12	100%	0	0%	28	100%	31	100%	107	100%
If so, how often?	once/week	33	5%	0	0%	0	0%	0	0%	0	0%	33	14%	0	0%	0	0%	0	0%
	2-3 times/week	19	3%	0	0%	0	0%	0	0%	0	0%	19	8%	0	0%	0	0%	0	0%
	4-5 times/week	8	1%	0	0%	0	0%	0	0%	0	0%	8	3%	0	0%	0	0%	0	0%
	6-10 times/week	1	0%	0	0%	0	0%	0	0%	0	0%	1	0%	0	0%	0	0%	0	0%
	more than 10 times/week	5	0%	0	0%	0	0%	0	0%	0	0%	5	0%	0	0%	0	0%	0	0%
	not applicable	614	87%	141	100%	75	100%	61	100%	12	100%	153	63%	28	100%	31	100%	107	100%
<b>Work Environment</b>																			
Work in a safe environment?	Yes	612	87%	128	91%	69	92%	56	92%	9	75%	220	91%	24	86%	27	87%	73	68%
	No	72	10%	8	6%	4	5%	2	3%	2	17%	17	7%	2	7%	4	13%	33	31%
District's student discipline policy consistently followed?	Yes	393	56%	88	62%	43	57%	38	62%	8	67%	139	57%	19	68%	20	65%	33	31%
	No	249	35%	40	28%	21	28%	11	18%	3	25%	88	36%	4	14%	9	29%	72	67%
Trained on student discipline policies and processes?	Yes	316	45%	51	36%	22	29%	21	34%	6	50%	141	58%	10	36%	9	29%	53	50%
	No	350	50%	80	57%	50	67%	35	57%	5	42%	94	39%	14	50%	22	71%	47	44%
Peer to peer bullying or harassment an issue?	Yes	191	27%	34	24%	16	21%	4	7%	2	17%	69	29%	5	18%	9	29%	52	49%
	No	477	68%	97	69%	55	73%	49	80%	9	75%	163	67%	23	82%	22	71%	53	50%
Bullying or harassment by supervisor an issue?	Yes	102	15%	17	12%	13	17%	4	7%	1	8%	15	6%	3	11%	5	16%	44	41%
	No	573	82%	115	82%	60	80%	51	84%	10	83%	219	90%	25	89%	26	84%	61	57%
Enjoy working in this school district?	agree/strongly	570	81%	118	84%	62	83%	50	82%	11	92%	214	88%	24	86%	28	90%	58	54%
	neither	73	10%	12	9%	7	9%	6	10%	0	0%	12	5%	3	11%	2	6%	31	29%
	disagree/ strongly	43	6%	6	4%	6	8%	3	5%	0	0%	11	5%	1	4%	1	3%	15	14%

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