

2011 KEA ESP Survey Results: Franklin County

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Total Responses		125		25		17		14		8		53		2		5		0	
Demographics																			
Job category	Clerical	25	20%																
	Custodial	17	14%																
	Food Services	14	11%																
	Inst. Assts.	53	42%																
	Health/Student Services	8	6%																
	Skilled Trades	2	2%																
	Security Services	1	1%																
	Tech. Services	5	4%																
	Transportation	0	0%																
Work location	Elementary	70	56%	9	36%	5	29%	11	79%	0	0%	39	74%	0	0%	0	0%	0	0%
	Middle	9	7%	2	8%	2	12%	0	0%	0	0%	3	6%	0	0%	0	0%	0	0%
	High School	28	22%	9	36%	9	53%	1	7%	0	0%	7	13%	0	0%	0	0%	0	0%
	District Wide	5	4%	2	8%	0	0%	2	14%	0	0%	0	0%	0	0%	0	0%	0	0%
	Other Dist. Site	4	3%	3	12%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Combination	5	4%	0	0%	0	0%	0	0%	0	0%	2	4%	0	0%	0	0%	0	0%
Years employed	1 year	12	10%	1	4%	0	0%	3	21%	0	0%	6	11%	0	0%	0	0%	0	0%
	2-5 years	27	22%	2	8%	4	24%	4	29%	0	0%	13	25%	0	0%	0	0%	0	0%
	6-9 years	32	26%	10	40%	5	29%	3	21%	0	0%	11	21%	0	0%	0	0%	0	0%
	10-14 years	31	25%	7	28%	3	18%	1	7%	0	0%	14	26%	0	0%	0	0%	0	0%
	15-19 years	14	11%	2	8%	3	18%	1	7%	0	0%	7	13%	0	0%	0	0%	0	0%
	20-24 years	5	4%	2	8%	1	6%	2	14%	0	0%	0	0%	0	0%	0	0%	0	0%
	25 or more	3	2%	1	4%	1	6%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
Years in district	1 year	14	11%	2	8%	3	18%	1	7%	0	0%	7	13%	0	0%	0	0%	0	0%
	2-5 years	5	4%	2	8%	1	6%	2	14%	0	0%	0	0%	0	0%	0	0%	0	0%
	6-9 years	3	2%	1	4%	1	6%	0	0%	0	0%	1	2%	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	18	14%	1	4%	0	0%	3	21%	0	0%	9	17%	0	0%	0	0%	0	0%
	20-24 years	29	23%	4	16%	4	24%	4	29%	0	0%	14	26%	0	0%	0	0%	0	0%
25 or more	27	22%	8	32%	5	29%	3	21%	0	0%	8	15%	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	44	35%	7	28%	14	82%	10	71%	0	0%	12	23%	0	0%	0	0%	0	0%
	tech/vocational	4	3%	1	4%	1	6%	1	7%	0	0%	0	0%	0	0%	0	0%	0	0%
	some college	34	27%	7	28%	1	6%	3	21%	0	0%	20	38%	0	0%	0	0%	0	0%
	associate's	15	12%	5	20%	1	6%	0	0%	0	0%	7	13%	0	0%	0	0%	0	0%
	bachelor's	20	16%	4	16%	0	0%	0	0%	0	0%	11	21%	0	0%	0	0%	0	0%
	master's	8	6%	1	4%	0	0%	0	0%	0	0%	3	6%	0	0%	0	0%	0	0%
Additional jobs in district?	None	108	86%	21	84%	12	71%	13	93%	0	0%	48	91%	0	0%	0	0%	0	0%
	1	14	11%	3	12%	4	24%	0	0%	0	0%	5	9%	0	0%	0	0%	0	0%
	2	1	1%	0	0%	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Additional jobs outside district?	None	92	74%	19	76%	12	71%	9	64%	0	0%	42	79%	0	0%	0	0%	0	0%
	1	29	23%	5	20%	5	29%	5	36%	0	0%	9	17%	0	0%	0	0%	0	0%
	2	4	3%	1	4%	0	0%	0	0%	0	0%	2	4%	0	0%	0	0%	0	0%
Hours worked per week	0-10 hours	1	1%	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
	11-20 hours	2	2%	0	0%	0	0%	0	0%	0	0%	2	4%	0	0%	0	0%	0	0%
	21-30 hours	10	8%	3	12%	1	6%	1	7%	0	0%	4	8%	0	0%	0	0%	0	0%
	31-40 hours	91	73%	16	64%	11	65%	8	57%	0	0%	44	83%	0	0%	0	0%	0	0%
	over 40 hours	21	17%	6	24%	5	29%	5	36%	0	0%	2	4%	0	0%	0	0%	0	0%
Earn more than half household income?	Yes	74	59%	14	56%	2	12%	10	71%	0	0%	42	79%	0	0%	0	0%	0	0%
	No	48	38%	10	40%	14	82%	4	29%	0	0%	10	19%	0	0%	0	0%	0	0%
Gender	Female	100	80%	25	100%	5	29%	12	86%	0	0%	47	89%	0	0%	0	0%	0	0%
	Male	19	15%	0	0%	10	59%	1	7%	0	0%	4	8%	0	0%	0	0%	0	0%
Age	under 25	2	2%	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
	25-29	5	4%	3	12%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	30-39	23	18%	3	12%	1	6%	3	21%	0	0%	13	25%	0	0%	0	0%	0	0%
	40-49	49	39%	8	32%	8	47%	4	29%	0	0%	20	38%	0	0%	0	0%	0	0%
	50-59	40	32%	9	36%	7	41%	6	43%	0	0%	18	34%	0	0%	0	0%	0	0%
	60-64	6	5%	2	8%	1	6%	1	7%	0	0%	1	2%	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%

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2011 KEA ESP Survey Results: Franklin County

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Racial group	American Indian	2	2%	0	0%	0	0%	0	0%	0	0%	1	2%	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	7	6%	0	0%	2	13%	2	14%	0	0%	3	6%	0	0%	0	0%	0	0%
	Caucasian	117	94%	25	100%	14	88%	12	86%	0	0%	51	96%	0	0%	0	0%	0	0%
	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%
Association Membership																			
KEA member?	Yes	15	12%	5	20%	0	0%	2	14%	0	0%	7	13%	0	0%	0	0%	0	0%
	No	105	84%	19	76%	14	82%	12	86%	0	0%	46	87%	0	0%	0	0%	0	0%
Satisfied with KEA?	satisfied/very	6	5%	1	4%	0	0%	1	7%	0	0%	4	8%	0	0%	0	0%	0	0%
	neither	5	4%	2	8%	0	0%	0	0%	0	0%	2	4%	0	0%	0	0%	0	0%
	unsatisfied/ very	4	3%	2	8%	0	0%	1	7%	0	0%	1	2%	0	0%	0	0%	0	0%
	not applicable	105	84%	19	76%	14	82%	12	86%	0	0%	46	87%	0	0%	0	0%	0	0%

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2011 KEA ESP Survey Results: Franklin County

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Wages and Benefits																			
Required overtime?	Yes	7	6%	4	16%	1	6%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
	No	118	94%	21	84%	16	94%	14	100%	0	0%	52	98%	0	0%	0	0%	0	0%
If so, how many hours?	0 hours	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	1-4 hours	4	3%	3	12%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
	5-8 hours	1	1%	1	4%	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	118	94%	21	84%	16	94%	14	100%	0	0%	52	98%	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	5	4%	4	16%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
	not applicable	118	94%	21	84%	16	94%	14	100%	0	0%	52	98%	0	0%	0	0%	0	0%
Benefits a main factor in employment?	Yes	60	48%	13	52%	10	59%	7	50%	0	0%	24	45%	0	0%	0	0%	0	0%
	No	54	43%	11	44%	5	29%	4	29%	0	0%	25	47%	0	0%	0	0%	0	0%
% salary going toward health insurance	0%	36	29%	8	32%	2	12%	3	21%	0	0%	19	36%	0	0%	0	0%	0	0%
	1-10%	47	38%	12	48%	12	71%	3	21%	0	0%	13	25%	0	0%	0	0%	0	0%
	11-25%	24	19%	1	4%	1	6%	4	29%	0	0%	14	26%	0	0%	0	0%	0	0%
	26-50%	8	6%	4	16%	1	6%	0	0%	0	0%	2	4%	0	0%	0	0%	0	0%
	51-75%	5	4%	0	0%	0	0%	4	29%	0	0%	1	2%	0	0%	0	0%	0	0%
	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		
Training and PD																				
Where received initial training?	department	34	28%	12	50%	1	6%	4	29%	0	0%	12	23%	0	0%	0	0%	0	0%	
	school district	85	69%	14	58%	14	82%	9	64%	0	0%	41	79%	0	0%	0	0%	0	0%	
	college	21	17%	3	13%	0	0%	0	0%	0	0%	12	23%	0	0%	0	0%	0	0%	
	KEA	5	4%	0	0%	0	0%	1	7%	0	0%	1	2%	0	0%	0	0%	0	0%	
	NEA	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	other professional organization	22	18%	4	17%	2	12%	3	21%	0	0%	5	10%	0	0%	0	0%	0	0%	
From inside district, outside or both?	within school district	68	54%	13	52%	13	76%	9	64%	0	0%	31	58%	0	0%	0	0%	0	0%	
	outside school district	15	12%	2	8%	1	6%	1	7%	0	0%	5	9%	0	0%	0	0%	0	0%	
	both	40	32%	9	36%	3	18%	4	29%	0	0%	16	30%	0	0%	0	0%	0	0%	
Do you receive ongoing PD from District?	Yes	55	44%	5	20%	2	12%	8	57%	0	0%	33	62%	0	0%	0	0%	0	0%	
	No	61	49%	17	68%	9	53%	6	43%	0	0%	20	38%	0	0%	0	0%	0	0%	
How many days?	0 days	61	49%	16	64%	10	59%	6	43%	0	0%	22	42%	0	0%	0	0%	0	0%	
	1-4 days	41	33%	6	24%	0	0%	7	50%	0	0%	23	43%	0	0%	0	0%	0	0%	
	5-8 days	7	6%	0	0%	1	6%	0	0%	0	0%	4	8%	0	0%	0	0%	0	0%	
	more than 8 days	3	2%	0	0%	0	0%	0	0%	0	0%	2	4%	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		
Job Performance																				
Regularly evaluated?	Yes	110	88%	24	96%	16	94%	10	71%	0	0%	45	85%	0	0%	0	0%	0	0%	
	No	12	10%	1	4%	0	0%	4	29%	0	0%	6	11%	0	0%	0	0%	0	0%	
How often?	once/month	3	2%	0	0%	0	0%	0	0%	0	0%	2	4%	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	3	2%	0	0%	0	0%	0	0%	0	0%	2	4%	0	0%	0	0%	0	0%	
	once/year	111	89%	25	100%	17	100%	12	86%	0	0%	44	83%	0	0%	0	0%	0	0%	
Who evaluates?	supervisor	56	45%	12	48%	6	35%	14	100%	0	0%	13	25%	0	0%	0	0%	0	0%	
	administrator	48	38%	10	40%	11	65%	0	0%	0	0%	24	45%	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	18	14%	2	8%	0	0%	0	0%	0	0%	14	26%	0	0%	0	0%	0	0%	
My supervisor helps me be effective in my job.	agree/strongly	95	76%	17	68%	12	71%	11	79%	0	0%	43	81%	0	0%	0	0%	0	0%	
	neither	14	11%	3	12%	2	12%	2	14%	0	0%	4	8%	0	0%	0	0%	0	0%	
	disagree/ strongly	11	9%	3	12%	1	6%	1	7%	0	0%	5	9%	0	0%	0	0%	0	0%	

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Working Conditions																			
Job description?	Yes	117	94%	21	84%	17	100%	13	93%	0	0%	50	94%	0	0%	0	0%	0	0%
	No	5	4%	2	8%	0	0%	1	7%	0	0%	2	4%	0	0%	0	0%	0	0%
Is it accurate?	Yes	93	74%	14	56%	16	94%	11	79%	0	0%	38	72%	0	0%	0	0%	0	0%
	No	27	22%	8	32%	1	6%	3	21%	0	0%	13	25%	0	0%	0	0%	0	0%
Duties beyond primary ones?	Yes	72	58%	17	68%	13	76%	8	57%	0	0%	24	45%	0	0%	0	0%	0	0%
	No	50	40%	6	24%	4	24%	6	43%	0	0%	28	53%	0	0%	0	0%	0	0%
% beyond primary responsibilities	0%	37	30%	3	12%	2	12%	4	29%	0	0%	23	43%	0	0%	0	0%	0	0%
	1-10%	50	40%	7	28%	7	41%	6	43%	0	0%	22	42%	0	0%	0	0%	0	0%
	11-15%	9	7%	4	16%	2	12%	0	0%	0	0%	2	4%	0	0%	0	0%	0	0%
	16-25%	6	5%	3	12%	1	6%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
	more than 25%	13	10%	5	20%	2	12%	3	21%	0	0%	2	4%	0	0%	0	0%	0	0%
Have adequate tools to do your job?	agree/strongly	97	78%	19	76%	13	76%	10	71%	0	0%	41	77%	0	0%	0	0%	0	0%
	neither	11	9%	3	12%	1	6%	2	14%	0	0%	4	8%	0	0%	0	0%	0	0%
	disagree/ strongly	15	12%	2	8%	3	18%	2	14%	0	0%	7	13%	0	0%	0	0%	0	0%
Employ monitors for every bus?	Yes	32	26%	6	24%	4	24%	2	14%	0	0%	14	26%	0	0%	0	0%	0	0%
	No	62	50%	12	48%	5	29%	8	57%	0	0%	31	58%	0	0%	0	0%	0	0%
Administer medications?	Yes	32	26%	6	24%	4	24%	2	14%	0	0%	14	26%	0	0%	0	0%	0	0%
	No	87	70%	8	32%	17	100%	12	86%	0	0%	39	74%	0	0%	0	0%	0	0%
If so, properly trained?	Yes	33	26%	16	64%	0	0%	1	7%	0	0%	12	23%	0	0%	0	0%	0	0%
	No	4	3%	0	0%	0	0%	0	0%	0	0%	4	8%	0	0%	0	0%	0	0%
	not applicable	25	20%	2	8%	5	29%	6	43%	0	0%	10	19%	0	0%	0	0%	0	0%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	71	57%	15	60%	8	47%	8	57%	0	0%	27	51%	0	0%	0	0%	0	0%
	No	47	38%	8	32%	7	41%	6	43%	0	0%	23	43%	0	0%	0	0%	0	0%
Seniority recognized for awarding job positions?	Yes	51	41%	7	28%	5	29%	2	14%	0	0%	31	58%	0	0%	0	0%	0	0%
	No	54	43%	11	44%	12	71%	8	57%	0	0%	17	32%	0	0%	0	0%	0	0%

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Instructional Assistants expected to cover classes?	Yes	10	8%	0	0%	0	0%	0	0%	0	0%	10	19%	0	0%	0	0%	0	0%
	No	41	33%	0	0%	0	0%	0	0%	0	0%	41	77%	0	0%	0	0%	0	0%
	not applicable	72	58%	25	100%	17	100%	14	100%	0	0%	0	0%	0	0%	0	0%	0	0%
If so, how often?	once/week	1	1%	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
	2-3 times/week	4	3%	0	0%	0	0%	0	0%	0	0%	4	8%	0	0%	0	0%	0	0%
	4-5 times/week	2	2%	0	0%	0	0%	0	0%	0	0%	2	4%	0	0%	0	0%	0	0%
	6-10 times/week	2	2%	0	0%	0	0%	0	0%	0	0%	2	4%	0	0%	0	0%	0	0%
	more than 10 times/week	0	2%	0	0%	0	0%	0	0%	0	0%	0	4%	0	0%	0	0%	0	0%
	not applicable	113	90%	25	100%	17	100%	14	100%	0	0%	41	77%	0	0%	0	0%	0	0%
Work Environment																			
Work in a safe environment?	Yes	117	94%	23	92%	16	94%	14	100%	0	0%	48	91%	0	0%	0	0%	0	0%
	No	7	6%	2	8%	1	6%	0	0%	0	0%	4	8%	0	0%	0	0%	0	0%
District's student discipline policy consistently followed?	Yes	80	64%	13	52%	6	35%	6	43%	0	0%	44	83%	0	0%	0	0%	0	0%
	No	23	18%	7	28%	4	24%	4	29%	0	0%	7	13%	0	0%	0	0%	0	0%
Trained on student discipline policies and processes?	Yes	44	35%	7	28%	3	18%	3	21%	0	0%	24	45%	0	0%	0	0%	0	0%
	No	70	56%	15	60%	13	76%	9	64%	0	0%	28	53%	0	0%	0	0%	0	0%
Peer to peer bullying or harassment an issue?	Yes	23	18%	7	28%	2	12%	0	0%	0	0%	10	19%	0	0%	0	0%	0	0%
	No	94	75%	15	60%	13	76%	13	93%	0	0%	41	77%	0	0%	0	0%	0	0%
Bullying or harassment by supervisor an issue?	Yes	3	2%	1	4%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
	No	112	90%	22	88%	15	88%	12	86%	0	0%	49	92%	0	0%	0	0%	0	0%
Enjoy working in this school district?	agree/strongly	104	83%	21	84%	14	82%	10	71%	0	0%	47	89%	0	0%	0	0%	0	0%
	neither	8	6%	2	8%	0	0%	2	14%	0	0%	3	6%	0	0%	0	0%	0	0%
	disagree/ strongly	11	9%	2	8%	3	18%	1	7%	0	0%	2	4%	0	0%	0	0%	0	0%

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