

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

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
<b>Total Responses</b>		69		16		5		9		4		32		1		0		2	
<b>Demographics</b>																			
Job category	Clerical	16	23%																
	Custodial	5	7%																
	Food Services	9	13%																
	Inst. Assts.	32	46%																
	Health/Student Services	4	6%																
	Skilled Trades	1	1%																
	Security Services	0	0%																
	Tech. Services	0	0%																
	Transportation	2	3%																
Work location	Elementary	41	59%	9	56%	0	0%	0	0%	0	0%	23	72%	0	0%	0	0%	0	0%
	Middle	12	17%	4	25%	0	0%	0	0%	0	0%	5	16%	0	0%	0	0%	0	0%
	High School	5	7%	2	13%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	District Wide	8	12%	1	6%	0	0%	0	0%	0	0%	3	9%	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	3	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Years employed	1 year	1	1%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	2-5 years	8	12%	1	6%	0	0%	0	0%	0	0%	3	9%	0	0%	0	0%	0	0%
	6-9 years	16	23%	1	6%	0	0%	0	0%	0	0%	11	34%	0	0%	0	0%	0	0%
	10-14 years	22	32%	3	19%	0	0%	0	0%	0	0%	9	28%	0	0%	0	0%	0	0%
	15-19 years	4	6%	2	13%	0	0%	0	0%	0	0%	2	6%	0	0%	0	0%	0	0%
	20-24 years	9	13%	5	31%	0	0%	0	0%	0	0%	3	9%	0	0%	0	0%	0	0%
	25 or more	7	10%	3	19%	0	0%	0	0%	0	0%	2	6%	0	0%	0	0%	0	0%
Years in district	1 year	4	6%	2	13%	0	0%	0	0%	0	0%	2	6%	0	0%	0	0%	0	0%
	2-5 years	9	13%	5	31%	0	0%	0	0%	0	0%	3	9%	0	0%	0	0%	0	0%
	6-9 years	7	10%	3	19%	0	0%	0	0%	0	0%	2	6%	0	0%	0	0%	0	0%
	10-14 years	2	3%	1	6%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	15-19 years	1	1%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	20-24 years	12	17%	2	13%	0	0%	0	0%	0	0%	5	16%	0	0%	0	0%	0	0%
	25 or more	15	22%	1	6%	0	0%	0	0%	0	0%	10	31%	0	0%	0	0%	0	0%

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		Disctrict Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Education level	HS or GED	36	52%	9	56%	0	0%	0	0%	0	0%	15	47%	0	0%	0	0%	0	0%
	tech/vocational	2	3%	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	some college	19	28%	5	31%	0	0%	0	0%	0	0%	9	28%	0	0%	0	0%	0	0%
	associate's	4	6%	0	0%	0	0%	0	0%	0	0%	4	13%	0	0%	0	0%	0	0%
	bachelor's	2	3%	1	6%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	master's	4	6%	0	0%	0	0%	0	0%	0	0%	2	6%	0	0%	0	0%	0	0%
Additional jobs in district?	None	54	78%	14	88%	0	0%	0	0%	0	0%	24	75%	0	0%	0	0%	0	0%
	1	12	17%	1	6%	0	0%	0	0%	0	0%	7	22%	0	0%	0	0%	0	0%
	2	2	3%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
Additional jobs outside district?	None	48	70%	12	75%	0	0%	0	0%	0	0%	25	78%	0	0%	0	0%	0	0%
	1	19	28%	4	25%	0	0%	0	0%	0	0%	7	22%	0	0%	0	0%	0	0%
	2	2	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Hours worked per week	0-10 hours	3	4%	1	6%	0	0%	0	0%	0	0%	2	6%	0	0%	0	0%	0	0%
	11-20 hours	3	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	21-30 hours	9	13%	0	0%	0	0%	0	0%	0	0%	3	9%	0	0%	0	0%	0	0%
	31-40 hours	41	59%	12	75%	0	0%	0	0%	0	0%	20	63%	0	0%	0	0%	0	0%
	over 40 hours	13	19%	3	19%	0	0%	0	0%	0	0%	7	22%	0	0%	0	0%	0	0%
Earn more than half household income?	Yes	44	64%	14	88%	0	0%	0	0%	0	0%	21	66%	0	0%	0	0%	0	0%
	No	24	35%	2	13%	0	0%	0	0%	0	0%	10	31%	0	0%	0	0%	0	0%
Gender	Female	64	93%	16	100%	0	0%	0	0%	0	0%	31	97%	0	0%	0	0%	0	0%
	Male	5	7%	0	0%	0	0%	0	0%	0	0%	1	3%	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	3	4%	0	0%	0	0%	0	0%	0	0%	3	9%	0	0%	0	0%	0	0%
	30-39	12	17%	3	19%	0	0%	0	0%	0	0%	4	13%	0	0%	0	0%	0	0%
	40-49	20	29%	4	25%	0	0%	0	0%	0	0%	11	34%	0	0%	0	0%	0	0%
	50-59	21	30%	6	38%	0	0%	0	0%	0	0%	9	28%	0	0%	0	0%	0	0%
	60-64	10	14%	3	19%	0	0%	0	0%	0	0%	4	13%	0	0%	0	0%	0	0%
	65 or older	3	4%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%

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

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Racial group	American Indian	1	1%	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	4	6%	1	6%	0	0%	0	0%	0	0%	3	9%	0	0%	0	0%	0	0%
	Caucasian	64	93%	15	94%	0	0%	0	0%	0	0%	28	88%	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	1	1%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
<b>Association Membership</b>																			
KEA member?	Yes	7	10%	0	0%	0	0%	0	0%	0	0%	2	6%	0	0%	0	0%	0	0%
	No	61	88%	16	100%	0	0%	0	0%	0	0%	30	94%	0	0%	0	0%	0	0%
Satisfied with KEA?	satisfied/very	5	7%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	neither	1	1%	0	0%	0	0%	0	0%	0	0%	1	3%	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%
	not applicable	61	88%	16	100%	0	0%	0	0%	0	0%	30	94%	0	0%	0	0%	0	0%

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

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
<b>Wages and Benefits</b>																			
Required overtime?	Yes	5	7%	0	0%	0	0%	0	0%	0	0%	3	9%	0	0%	0	0%	0	0%
	No	64	93%	16	100%	0	0%	0	0%	0	0%	29	91%	0	0%	0	0%	0	0%
If so, how many hours?	0 hours	1	1%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	1-4 hours	2	3%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	5-8 hours	1	1%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	more than 8 hours	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	64	93%	16	100%	0	0%	0	0%	0	0%	29	91%	0	0%	0	0%	0	0%
If so, compensated?	Yes	3	4%	0	0%	0	0%	0	0%	0	0%	2	6%	0	0%	0	0%	0	0%
	No	2	3%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	not applicable	64	93%	16	100%	0	0%	0	0%	0	0%	29	91%	0	0%	0	0%	0	0%
Benefits a main factor in employment?	Yes	38	55%	6	38%	0	0%	0	0%	0	0%	15	47%	0	0%	0	0%	0	0%
	No	25	36%	8	50%	0	0%	0	0%	0	0%	13	41%	0	0%	0	0%	0	0%
% salary going toward health insurance	0%	16	23%	6	38%	0	0%	0	0%	0	0%	7	22%	0	0%	0	0%	0	0%
	1-10%	25	36%	8	50%	0	0%	0	0%	0	0%	14	44%	0	0%	0	0%	0	0%
	11-25%	14	20%	1	6%	0	0%	0	0%	0	0%	4	13%	0	0%	0	0%	0	0%
	26-50%	7	10%	1	6%	0	0%	0	0%	0	0%	3	9%	0	0%	0	0%	0	0%
	51-75%	4	6%	0	0%	0	0%	0	0%	0	0%	2	6%	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	
<b>Training and PD</b>																			
Where received initial training?	department	26	38%	12	75%	0	0%	0	0%	0	0%	6	19%	0	0%	0	0%	0	0%
	school district	42	62%	8	50%	0	0%	0	0%	0	0%	25	78%	0	0%	0	0%	0	0%
	college	8	12%	2	13%	0	0%	0	0%	0	0%	3	9%	0	0%	0	0%	0	0%
	KEA	3	4%	0	0%	0	0%	0	0%	0	0%	1	3%	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%
	other professional organization	11	16%	1	6%	0	0%	0	0%	0	0%	6	19%	0	0%	0	0%	0	0%
From inside district, outside or both?	within school district	37	54%	12	75%	0	0%	0	0%	0	0%	14	44%	0	0%	0	0%	0	0%
	outside school district	7	10%	1	6%	0	0%	0	0%	0	0%	3	9%	0	0%	0	0%	0	0%
	both	24	35%	3	19%	0	0%	0	0%	0	0%	15	47%	0	0%	0	0%	0	0%
Do you receive ongoing PD from District?	Yes	49	71%	3	19%	0	0%	0	0%	0	0%	32	100%	0	0%	0	0%	0	0%
	No	18	26%	12	75%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
How many days?	0 days	16	23%	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	1-4 days	46	67%	15	94%	0	0%	0	0%	0	0%	30	94%	0	0%	0	0%	0	0%
	5-8 days	2	3%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	more than 8 days	1	1%	0	0%	0	0%	0	0%	0	0%	1	3%	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>Working Conditions</b>																			
Job description?	Yes	68	99%	14	88%	0	0%	0	0%	0	0%	32	100%	0	0%	0	0%	0	0%
	No	0	0%	2	13%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Is it accurate?	Yes	58	84%	9	56%	0	0%	0	0%	0	0%	25	78%	0	0%	0	0%	0	0%
	No	8	12%	7	44%	0	0%	0	0%	0	0%	5	16%	0	0%	0	0%	0	0%
Duties beyond primary ones?	Yes	37	54%	5	31%	0	0%	0	0%	0	0%	17	53%	0	0%	0	0%	0	0%
	No	31	45%	7	44%	0	0%	0	0%	0	0%	15	47%	0	0%	0	0%	0	0%
% beyond primary responsibilities	0%	32	46%	1	6%	0	0%	0	0%	0	0%	16	50%	0	0%	0	0%	0	0%
	1-10%	23	33%	0	0%	0	0%	0	0%	0	0%	10	31%	0	0%	0	0%	0	0%
	11-15%	2	3%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	16-25%	4	6%	6	38%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	more than 25%	6	9%	9	56%	0	0%	0	0%	0	0%	3	9%	0	0%	0	0%	0	0%
Have adequate tools to do your job?	agree/strongly	58	84%	0	0%	0	0%	0	0%	0	0%	26	81%	0	0%	0	0%	0	0%
	neither	4	6%	1	6%	0	0%	0	0%	0	0%	3	9%	0	0%	0	0%	0	0%
	disagree/ strongly	6	9%	15	94%	0	0%	0	0%	0	0%	3	9%	0	0%	0	0%	0	0%
Employ monitors for every bus?	Yes	40	58%	6	38%	0	0%	0	0%	0	0%	23	72%	0	0%	0	0%	0	0%
	No	19	28%	10	63%	0	0%	0	0%	0	0%	4	13%	0	0%	0	0%	0	0%
Administer medications?	Yes	40	58%	6	38%	0	0%	0	0%	0	0%	23	72%	0	0%	0	0%	0	0%
	No	55	80%	0	0%	0	0%	0	0%	0	0%	26	81%	0	0%	0	0%	0	0%
If so, properly trained?	Yes	14	20%	13	81%	0	0%	0	0%	0	0%	7	22%	0	0%	0	0%	0	0%
	No	4	6%	3	19%	0	0%	0	0%	0	0%	2	6%	0	0%	0	0%	0	0%
	not applicable	11	16%	0	0%	0	0%	0	0%	0	0%	6	19%	0	0%	0	0%	0	0%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	38	55%	10	63%	0	0%	0	0%	0	0%	14	44%	0	0%	0	0%	0	0%
	No	29	42%	6	38%	0	0%	0	0%	0	0%	17	53%	0	0%	0	0%	0	0%
Seniority recognized for awarding job positions?	Yes	31	45%	0	0%	0	0%	0	0%	0	0%	15	47%	0	0%	0	0%	0	0%
	No	33	48%	0	0%	0	0%	0	0%	0	0%	15	47%	0	0%	0	0%	0	0%

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Instructional Assistants expected to cover classes?	Yes	10	14%	0	0%	0	0%	0	0%	0	0%	10	31%	0	0%	0	0%	0	0%
	No	17	25%	0	0%	0	0%	0	0%	0	0%	17	53%	0	0%	0	0%	0	0%
	not applicable	37	54%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
If so, how often?	once/week	6	9%	0	0%	0	0%	0	0%	0	0%	6	19%	0	0%	0	0%	0	0%
	2-3 times/week	0	0%	16	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	4-5 times/week	1	1%	0	0%	0	0%	0	0%	0	0%	1	3%	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	1	0%	0	0%	0	0%	0	0%	0	0%	1	0%	0	0%	0	0%	0	0%
	not applicable	54	78%	0	0%	0	0%	0	0%	0	0%	17	53%	0	0%	0	0%	0	0%
<b>Work Environment</b>																			
Work in a safe environment?	Yes	66	96%	14	88%	0	0%	0	0%	0	0%	32	100%	0	0%	0	0%	0	0%
	No	1	1%	2	13%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
District's student discipline policy consistently followed?	Yes	51	74%	9	56%	0	0%	0	0%	0	0%	23	72%	0	0%	0	0%	0	0%
	No	14	20%	7	44%	0	0%	0	0%	0	0%	7	22%	0	0%	0	0%	0	0%
Trained on student discipline policies and processes?	Yes	39	57%	1	6%	0	0%	0	0%	0	0%	20	63%	0	0%	0	0%	0	0%
	No	27	39%	14	88%	0	0%	0	0%	0	0%	12	38%	0	0%	0	0%	0	0%
Peer to peer bullying or harassment an issue?	Yes	11	16%	0	0%	0	0%	0	0%	0	0%	7	22%	0	0%	0	0%	0	0%
	No	55	80%	16	100%	0	0%	0	0%	0	0%	25	78%	0	0%	0	0%	0	0%
Bullying or harassment by supervisor an issue?	Yes	4	6%	0	0%	0	0%	0	0%	0	0%	2	6%	0	0%	0	0%	0	0%
	No	64	93%	1	6%	0	0%	0	0%	0	0%	30	94%	0	0%	0	0%	0	0%
Enjoy working in this school district?	agree/strongly	59	86%	0	0%	0	0%	0	0%	0	0%	29	91%	0	0%	0	0%	0	0%
	neither	4	6%	0	0%	0	0%	0	0%	0	0%	2	6%	0	0%	0	0%	0	0%
	disagree/ strongly	5	7%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%

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