

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

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
<b>Total Responses</b>		66		6		10		14		2		10		0		0		24	
<b>Demographics</b>																			
Job category	Clerical	6	9%																
	Custodial	10	15%																
	Food Services	14	21%																
	Inst. Assts.	10	15%																
	Health/Student Services	2	3%																
	Skilled Trades	0	0%																
	Security Services	0	0%																
	Tech. Services	0	0%																
	Transportation	24	36%																
Work location	Elementary	5	8%	0	0%	1	10%	1	7%	0	0%	1	10%	0	0%	0	0%	2	8%
	Middle	34	52%	0	0%	7	70%	10	71%	0	0%	8	80%	0	0%	0	0%	2	8%
	High School	4	6%	0	0%	1	10%	1	7%	0	0%	1	10%	0	0%	0	0%	1	4%
	District Wide	8	12%	0	0%	0	0%	1	7%	0	0%	0	0%	0	0%	0	0%	7	29%
	Other Dist. Site	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Combination	10	15%	0	0%	0	0%	1	7%	0	0%	0	0%	0	0%	0	0%	9	38%
Years employed	1 year	1	2%	0	0%	0	0%	1	7%	0	0%	0	0%	0	0%	0	0%	0	0%
	2-5 years	13	20%	0	0%	2	20%	3	21%	0	0%	2	20%	0	0%	0	0%	6	25%
	6-9 years	21	32%	0	0%	3	30%	6	43%	0	0%	0	0%	0	0%	0	0%	9	38%
	10-14 years	10	15%	0	0%	1	10%	3	21%	0	0%	3	30%	0	0%	0	0%	3	13%
	15-19 years	9	14%	0	0%	3	30%	0	0%	0	0%	2	20%	0	0%	0	0%	3	13%
	20-24 years	8	12%	0	0%	1	10%	1	7%	0	0%	2	20%	0	0%	0	0%	3	13%
	25 or more	4	6%	0	0%	0	0%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%
Years in district	1 year	9	14%	0	0%	3	30%	0	0%	0	0%	2	20%	0	0%	0	0%	3	13%
	2-5 years	8	12%	0	0%	1	10%	1	7%	0	0%	2	20%	0	0%	0	0%	3	13%
	6-9 years	4	6%	0	0%	0	0%	0	0%	0	0%	1	10%	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	1	2%	0	0%	0	0%	1	7%	0	0%	0	0%	0	0%	0	0%	0	0%
	20-24 years	14	21%	0	0%	2	20%	4	29%	0	0%	2	20%	0	0%	0	0%	6	25%
	25 or more	22	33%	0	0%	3	30%	6	43%	0	0%	2	20%	0	0%	0	0%	8	33%

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Education level	HS or GED	34	52%	0	0%	7	70%	11	79%	0	0%	1	10%	0	0%	0	0%	14	58%
	tech/vocational	2	3%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%	1	4%
	some college	25	38%	0	0%	2	20%	3	21%	0	0%	7	70%	0	0%	0	0%	8	33%
	associate's	1	2%	0	0%	0	0%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%
	bachelor's	3	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	4%
	master's	1	2%	0	0%	0	0%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%
Additional jobs in district?	None	49	74%	0	0%	7	70%	12	86%	0	0%	8	80%	0	0%	0	0%	15	63%
	1	7	11%	0	0%	1	10%	0	0%	0	0%	1	10%	0	0%	0	0%	4	17%
	2	7	11%	0	0%	2	20%	2	14%	0	0%	1	10%	0	0%	0	0%	2	8%
Additional jobs outside district?	None	46	70%	0	0%	7	70%	11	79%	0	0%	6	60%	0	0%	0	0%	16	67%
	1	17	26%	0	0%	3	30%	3	21%	0	0%	3	30%	0	0%	0	0%	6	25%
	2	3	5%	0	0%	0	0%	0	0%	0	0%	1	10%	0	0%	0	0%	2	8%
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	13	20%	0	0%	0	0%	1	7%	0	0%	0	0%	0	0%	0	0%	12	50%
	21-30 hours	16	24%	0	0%	1	10%	6	43%	0	0%	3	30%	0	0%	0	0%	6	25%
	31-40 hours	34	52%	0	0%	9	90%	7	50%	0	0%	7	70%	0	0%	0	0%	4	17%
	over 40 hours	2	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	4%
Earn more than half household income?	Yes	33	50%	0	0%	2	20%	7	50%	0	0%	7	70%	0	0%	0	0%	14	58%
	No	31	47%	0	0%	8	80%	6	43%	0	0%	3	30%	0	0%	0	0%	10	42%
Gender	Female	51	77%	0	0%	5	50%	12	86%	0	0%	10	100%	0	0%	0	0%	16	67%
	Male	13	20%	0	0%	4	40%	1	7%	0	0%	0	0%	0	0%	0	0%	8	33%
Age	under 25	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	4%
	25-29	3	5%	0	0%	0	0%	1	7%	0	0%	0	0%	0	0%	0	0%	2	8%
	30-39	7	11%	0	0%	1	10%	3	21%	0	0%	1	10%	0	0%	0	0%	0	0%
	40-49	23	35%	0	0%	1	10%	6	43%	0	0%	6	60%	0	0%	0	0%	8	33%
	50-59	25	38%	0	0%	5	50%	3	21%	0	0%	2	20%	0	0%	0	0%	12	50%
	60-64	6	9%	0	0%	2	20%	1	7%	0	0%	1	10%	0	0%	0	0%	1	4%
	65 or older	1	2%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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<b>Working Conditions</b>																			
Job description?	Yes	64	97%	0	0%	10	100%	14	100%	0	0%	9	90%	0	0%	0	0%	23	96%
	No	2	3%	0	0%	0	0%	0	0%	0	0%	1	10%	0	0%	0	0%	1	4%
Is it accurate?	Yes	56	85%	0	0%	8	80%	10	71%	0	0%	9	90%	0	0%	0	0%	23	96%
	No	9	14%	0	0%	2	20%	4	29%	0	0%	0	0%	0	0%	0	0%	1	4%
Duties beyond primary ones?	Yes	36	55%	0	0%	5	50%	10	71%	0	0%	5	50%	0	0%	0	0%	12	50%
	No	28	42%	0	0%	5	50%	4	29%	0	0%	5	50%	0	0%	0	0%	10	42%
% beyond primary responsibilities	0%	19	29%	0	0%	5	50%	3	21%	0	0%	4	40%	0	0%	0	0%	6	25%
	1-10%	35	53%	0	0%	3	30%	9	64%	0	0%	5	50%	0	0%	0	0%	14	58%
	11-15%	3	5%	0	0%	0	0%	0	0%	0	0%	1	10%	0	0%	0	0%	1	4%
	16-25%	3	5%	0	0%	2	20%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	more than 25%	3	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	8%
Have adequate tools to do your job?	agree/strongly	37	56%	0	0%	4	40%	5	36%	0	0%	8	80%	0	0%	0	0%	14	58%
	neither	3	5%	0	0%	0	0%	1	7%	0	0%	1	10%	0	0%	0	0%	1	4%
	disagree/ strongly	25	38%	0	0%	5	50%	8	57%	0	0%	1	10%	0	0%	0	0%	9	38%
Employ monitors for every bus?	Yes	4	6%	0	0%	3	30%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%
	No	53	80%	0	0%	6	60%	10	71%	0	0%	9	90%	0	0%	0	0%	22	92%
Administer medications?	Yes	4	6%	0	0%	3	30%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%
	No	46	70%	0	0%	9	90%	10	71%	0	0%	9	90%	0	0%	0	0%	14	58%
If so, properly trained?	Yes	14	21%	0	0%	0	0%	1	7%	0	0%	1	10%	0	0%	0	0%	8	33%
	No	3	5%	0	0%	1	10%	1	7%	0	0%	0	0%	0	0%	0	0%	1	4%
	not applicable	20	30%	0	0%	3	30%	4	29%	0	0%	3	30%	0	0%	0	0%	10	42%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	29	44%	0	0%	0	0%	3	21%	0	0%	6	60%	0	0%	0	0%	13	54%
	No	30	45%	0	0%	9	90%	6	43%	0	0%	4	40%	0	0%	0	0%	10	42%
Seniority recognized for awarding job positions?	Yes	31	47%	0	0%	2	20%	5	36%	0	0%	7	70%	0	0%	0	0%	11	46%
	No	31	47%	0	0%	7	70%	7	50%	0	0%	3	30%	0	0%	0	0%	12	50%

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Instructional Assistants expected to cover classes?	Yes	2	3%	0	0%	0	0%	0	0%	0	0%	2	20%	0	0%	0	0%	0	0%
	No	7	11%	0	0%	0	0%	0	0%	0	0%	7	70%	0	0%	0	0%	0	0%
	not applicable	56	85%	0	0%	10	100%	14	100%	0	0%	0	0%	0	0%	0	0%	24	100%
If so, how often?	once/week	1	2%	0	0%	0	0%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%
	2-3 times/week	1	2%	0	0%	0	0%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%
	4-5 times/week	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	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	63	95%	0	0%	10	100%	14	100%	0	0%	7	70%	0	0%	0	0%	24	100%
<b>Work Environment</b>																			
Work in a safe environment?	Yes	44	67%	0	0%	7	70%	7	50%	0	0%	8	80%	0	0%	0	0%	14	58%
	No	21	32%	0	0%	3	30%	7	50%	0	0%	2	20%	0	0%	0	0%	9	38%
District's student discipline policy consistently followed?	Yes	22	33%	0	0%	3	30%	1	7%	0	0%	6	60%	0	0%	0	0%	6	25%
	No	37	56%	0	0%	6	60%	7	50%	0	0%	4	40%	0	0%	0	0%	18	75%
Trained on student discipline policies and processes?	Yes	31	47%	0	0%	1	10%	2	14%	0	0%	7	70%	0	0%	0	0%	16	67%
	No	30	45%	0	0%	8	80%	8	57%	0	0%	3	30%	0	0%	0	0%	8	33%
Peer to peer bullying or harassment an issue?	Yes	25	38%	0	0%	5	50%	3	21%	0	0%	3	30%	0	0%	0	0%	13	54%
	No	36	55%	0	0%	4	40%	7	50%	0	0%	7	70%	0	0%	0	0%	11	46%
Bullying or harassment by supervisor an issue?	Yes	15	23%	0	0%	3	30%	3	21%	0	0%	1	10%	0	0%	0	0%	8	33%
	No	48	73%	0	0%	7	70%	9	64%	0	0%	9	90%	0	0%	0	0%	15	63%
Enjoy working in this school district?	agree/strongly	43	65%	0	0%	7	70%	8	57%	0	0%	9	90%	0	0%	0	0%	13	54%
	neither	13	20%	0	0%	1	10%	3	21%	0	0%	0	0%	0	0%	0	0%	9	38%
	disagree/ strongly	10	15%	0	0%	2	20%	3	21%	0	0%	1	10%	0	0%	0	0%	2	8%

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