

2011 KEA ESP Survey Results: Lee County

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Total Responses		49		10		2		8		1		13		1		0		12	
Demographics																			
Job category	Clerical	10	20%																
	Custodial	2	4%																
	Food Services	8	16%																
	Inst. Assts.	13	27%																
	Health/Student Services	1	2%																
	Skilled Trades	1	2%																
	Security Services	0	0%																
	Tech. Services	0	0%																
	Transportation	12	24%																
Work location	Elementary	15	31%	2	20%	0	0%	0	0%	0	0%	9	69%	0	0%	0	0%	0	0%
	Middle	5	10%	2	20%	0	0%	0	0%	0	0%	1	8%	0	0%	0	0%	0	0%
	High School	9	18%	2	20%	0	0%	0	0%	0	0%	1	8%	0	0%	0	0%	0	0%
	District Wide	8	16%	3	30%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	5	42%
	Other Dist. Site	3	6%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	17%
	Combination	6	12%	0	0%	0	0%	0	0%	0	0%	2	15%	0	0%	0	0%	3	25%
Years employed	1 year	2	4%	0	0%	0	0%	0	0%	0	0%	1	8%	0	0%	0	0%	1	8%
	2-5 years	8	16%	1	10%	0	0%	0	0%	0	0%	1	8%	0	0%	0	0%	1	8%
	6-9 years	6	12%	0	0%	0	0%	0	0%	0	0%	2	15%	0	0%	0	0%	2	17%
	10-14 years	12	24%	3	30%	0	0%	0	0%	0	0%	5	38%	0	0%	0	0%	2	17%
	15-19 years	11	22%	1	10%	0	0%	0	0%	0	0%	3	23%	0	0%	0	0%	5	42%
	20-24 years	3	6%	3	30%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	25 or more	6	12%	2	20%	0	0%	0	0%	0	0%	1	8%	0	0%	0	0%	1	8%
Years in district	1 year	11	22%	1	10%	0	0%	0	0%	0	0%	3	23%	0	0%	0	0%	5	42%
	2-5 years	3	6%	3	30%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	6-9 years	6	12%	2	20%	0	0%	0	0%	0	0%	1	8%	0	0%	0	0%	1	8%
	10-14 years	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	15-19 years	4	8%	0	0%	0	0%	0	0%	0	0%	2	15%	0	0%	0	0%	1	8%
	20-24 years	6	12%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	8%
25 or more	6	12%	0	0%	0	0%	0	0%	0	0%	2	15%	0	0%	0	0%	2	17%	

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

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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	17	35%	3	30%	0	0%	0	0%	0	0%	4	31%	0	0%	0	0%	3	25%
	tech/vocational	10	20%	3	30%	0	0%	0	0%	0	0%	2	15%	0	0%	0	0%	4	33%
	some college	10	20%	2	20%	0	0%	0	0%	0	0%	3	23%	0	0%	0	0%	4	33%
	associate's	4	8%	0	0%	0	0%	0	0%	0	0%	2	15%	0	0%	0	0%	1	8%
	bachelor's	3	6%	2	20%	0	0%	0	0%	0	0%	1	8%	0	0%	0	0%	0	0%
	master's	2	4%	0	0%	0	0%	0	0%	0	0%	1	8%	0	0%	0	0%	0	0%
Additional jobs in district?	None	29	59%	5	50%	0	0%	0	0%	0	0%	7	54%	0	0%	0	0%	9	75%
	1	10	20%	1	10%	0	0%	0	0%	0	0%	3	23%	0	0%	0	0%	2	17%
	2	3	6%	0	0%	0	0%	0	0%	0	0%	2	15%	0	0%	0	0%	0	0%
Additional jobs outside district?	None	33	67%	9	90%	0	0%	0	0%	0	0%	10	77%	0	0%	0	0%	5	42%
	1	12	24%	0	0%	0	0%	0	0%	0	0%	2	15%	0	0%	0	0%	5	42%
	2	3	6%	1	10%	0	0%	0	0%	0	0%	1	8%	0	0%	0	0%	1	8%
Hours worked per week	0-10 hours	2	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	8%
	11-20 hours	6	12%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	6	50%
	21-30 hours	4	8%	0	0%	0	0%	0	0%	0	0%	1	8%	0	0%	0	0%	0	0%
	31-40 hours	28	57%	9	90%	0	0%	0	0%	0	0%	11	85%	0	0%	0	0%	2	17%
	over 40 hours	8	16%	1	10%	0	0%	0	0%	0	0%	1	8%	0	0%	0	0%	3	25%
Earn more than half household income?	Yes	27	55%	8	80%	0	0%	0	0%	0	0%	10	77%	0	0%	0	0%	5	42%
	No	20	41%	2	20%	0	0%	0	0%	0	0%	3	23%	0	0%	0	0%	7	58%
Gender	Female	36	73%	10	100%	0	0%	0	0%	0	0%	13	100%	0	0%	0	0%	2	17%
	Male	12	24%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	10	83%
Age	under 25	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	25-29	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	30-39	4	8%	1	10%	0	0%	0	0%	0	0%	2	15%	0	0%	0	0%	1	8%
	40-49	15	31%	1	10%	0	0%	0	0%	0	0%	4	31%	0	0%	0	0%	5	42%
	50-59	23	47%	7	70%	0	0%	0	0%	0	0%	6	46%	0	0%	0	0%	3	25%
	60-64	4	8%	0	0%	0	0%	0	0%	0	0%	1	8%	0	0%	0	0%	2	17%
	65 or older	3	6%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	8%

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2011 KEA ESP Survey Results: Lee County

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Racial group	American Indian	0	0%	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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Caucasian	48	100%	10	100%	0	0%	0	0%	0	0%	13	100%	0	0%	0	0%	12	100%
	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	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	8%
	No	44	90%	10	100%	0	0%	0	0%	0	0%	12	92%	0	0%	0	0%	11	92%
Satisfied with KEA?	satisfied/very	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	8%
	neither	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	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	44	90%	10	100%	0	0%	0	0%	0	0%	12	92%	0	0%	0	0%	11	92%

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2011 KEA ESP Survey Results: Lee 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	3	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	43	88%	10	100%	0	0%	0	0%	0	0%	12	92%	0	0%	0	0%	12	100%
If so, how many hours?	0 hours	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	1-4 hours	2	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	5-8 hours	0	0%	0	0%	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	43	88%	10	100%	0	0%	0	0%	0	0%	12	92%	0	0%	0	0%	12	100%
If so, compensated?	Yes	2	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	43	88%	10	100%	0	0%	0	0%	0	0%	12	92%	0	0%	0	0%	12	100%
Benefits a main factor in employment?	Yes	32	65%	9	90%	0	0%	0	0%	0	0%	8	62%	0	0%	0	0%	9	75%
	No	7	14%	1	10%	0	0%	0	0%	0	0%	3	23%	0	0%	0	0%	2	17%
% salary going toward health insurance	0%	4	8%	1	10%	0	0%	0	0%	0	0%	2	15%	0	0%	0	0%	0	0%
	1-10%	17	35%	3	30%	0	0%	0	0%	0	0%	2	15%	0	0%	0	0%	4	33%
	11-25%	19	39%	6	60%	0	0%	0	0%	0	0%	5	38%	0	0%	0	0%	7	58%
	26-50%	2	4%	0	0%	0	0%	0	0%	0	0%	1	8%	0	0%	0	0%	1	8%
	51-75%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	over 75%	1	2%	0	0%	0	0%	0	0%	0	0%	1	8%	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	10	22%	4	40%	0	0%	0	0%	0	0%	3	23%	0	0%	0	0%	3	25%
	school district	32	71%	7	70%	0	0%	0	0%	0	0%	8	62%	0	0%	0	0%	11	92%
	college	6	13%	1	10%	0	0%	0	0%	0	0%	2	15%	0	0%	0	0%	0	0%
	KEA	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	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	4	9%	1	10%	0	0%	0	0%	0	0%	1	8%	0	0%	0	0%	0	0%
From inside district, outside or both?	within school district	27	55%	5	50%	0	0%	0	0%	0	0%	9	69%	0	0%	0	0%	11	92%
	outside school district	4	8%	0	0%	0	0%	0	0%	0	0%	2	15%	0	0%	0	0%	0	0%
	both	13	27%	5	50%	0	0%	0	0%	0	0%	2	15%	0	0%	0	0%	1	8%
Do you receive ongoing PD from District?	Yes	40	82%	8	80%	0	0%	0	0%	0	0%	11	85%	0	0%	0	0%	12	100%
	No	2	4%	0	0%	0	0%	0	0%	0	0%	2	15%	0	0%	0	0%	0	0%
How many days?	0 days	2	4%	1	10%	0	0%	0	0%	0	0%	1	8%	0	0%	0	0%	0	0%
	1-4 days	20	41%	6	60%	0	0%	0	0%	0	0%	4	31%	0	0%	0	0%	4	33%
	5-8 days	19	39%	0	0%	0	0%	0	0%	0	0%	8	62%	0	0%	0	0%	7	58%
	more than 8 days	1	2%	1	10%	0	0%	0	0%	0	0%	0	0%	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		
Job Performance																				
Regularly evaluated?	Yes	37	76%	5	50%	0	0%	0	0%	0	0%	12	92%	0	0%	0	0%	12	100%	
	No	6	12%	2	20%	0	0%	0	0%	0	0%	1	8%	0	0%	0	0%	0	0%	
How often?	once/month	4	8%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	8%	
	once/quarter	3	6%	0	0%	0	0%	0	0%	0	0%	1	8%	0	0%	0	0%	1	8%	
	every 6 months	3	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	25%	
	once/year	28	57%	3	30%	0	0%	0	0%	0	0%	12	92%	0	0%	0	0%	7	58%	
Who evaluates?	supervisor	22	45%	3	30%	0	0%	0	0%	0	0%	4	31%	0	0%	0	0%	11	92%	
	administrator	9	18%	1	10%	0	0%	0	0%	0	0%	7	54%	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	4	8%	0	0%	0	0%	0	0%	0	0%	1	8%	0	0%	0	0%	1	8%	
My supervisor helps me be effective in my job.	agree/strongly	34	69%	7	70%	0	0%	0	0%	0	0%	10	77%	0	0%	0	0%	10	83%	
	neither	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	8%	
	disagree/ strongly	4	8%	0	0%	0	0%	0	0%	0	0%	2	15%	0	0%	0	0%	1	8%	

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		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Working Conditions																			
Job description?	Yes	44	90%	6	60%	0	0%	0	0%	0	0%	13	100%	0	0%	0	0%	12	100%
	No	3	6%	3	30%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Is it accurate?	Yes	36	73%	3	30%	0	0%	0	0%	0	0%	9	69%	0	0%	0	0%	11	92%
	No	10	20%	5	50%	0	0%	0	0%	0	0%	4	31%	0	0%	0	0%	1	8%
Duties beyond primary ones?	Yes	25	51%	6	60%	0	0%	0	0%	0	0%	8	62%	0	0%	0	0%	4	33%
	No	22	45%	3	30%	0	0%	0	0%	0	0%	5	38%	0	0%	0	0%	8	67%
% beyond primary responsibilities	0%	17	35%	2	20%	0	0%	0	0%	0	0%	4	31%	0	0%	0	0%	7	58%
	1-10%	14	29%	4	40%	0	0%	0	0%	0	0%	3	23%	0	0%	0	0%	2	17%
	11-15%	4	8%	0	0%	0	0%	0	0%	0	0%	2	15%	0	0%	0	0%	0	0%
	16-25%	5	10%	1	10%	0	0%	0	0%	0	0%	1	8%	0	0%	0	0%	1	8%
	more than 25%	4	8%	1	10%	0	0%	0	0%	0	0%	2	15%	0	0%	0	0%	1	8%
Have adequate tools to do your job?	agree/strongly	38	78%	8	80%	0	0%	0	0%	0	0%	12	92%	0	0%	0	0%	5	42%
	neither	6	12%	0	0%	0	0%	0	0%	0	0%	1	8%	0	0%	0	0%	5	42%
	disagree/ strongly	3	6%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	17%
Employ monitors for every bus?	Yes	3	6%	1	10%	0	0%	0	0%	0	0%	2	15%	0	0%	0	0%	0	0%
	No	38	78%	6	60%	0	0%	0	0%	0	0%	11	85%	0	0%	0	0%	10	83%
Administer medications?	Yes	3	6%	1	10%	0	0%	0	0%	0	0%	2	15%	0	0%	0	0%	0	0%
	No	27	55%	4	40%	0	0%	0	0%	0	0%	9	69%	0	0%	0	0%	2	17%
If so, properly trained?	Yes	14	29%	5	50%	0	0%	0	0%	0	0%	2	15%	0	0%	0	0%	6	50%
	No	4	8%	0	0%	0	0%	0	0%	0	0%	1	8%	0	0%	0	0%	3	25%
	not applicable	12	24%	0	0%	0	0%	0	0%	0	0%	4	31%	0	0%	0	0%	1	8%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	33	67%	4	40%	0	0%	0	0%	0	0%	10	77%	0	0%	0	0%	10	83%
	No	11	22%	5	50%	0	0%	0	0%	0	0%	3	23%	0	0%	0	0%	2	17%
Seniority recognized for awarding job positions?	Yes	21	43%	4	40%	0	0%	0	0%	0	0%	2	15%	0	0%	0	0%	6	50%
	No	22	45%	5	50%	0	0%	0	0%	0	0%	11	85%	0	0%	0	0%	5	42%

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Instructional Assistants expected to cover classes?	Yes	9	18%	0	0%	0	0%	0	0%	0	0%	9	69%	0	0%	0	0%	0	0%
	No	2	4%	0	0%	0	0%	0	0%	0	0%	2	15%	0	0%	0	0%	0	0%
	not applicable	36	73%	10	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	12	100%
If so, how often?	once/week	7	14%	0	0%	0	0%	0	0%	0	0%	7	54%	0	0%	0	0%	0	0%
	2-3 times/week	1	2%	0	0%	0	0%	0	0%	0	0%	1	8%	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	1	2%	0	0%	0	0%	0	0%	0	0%	1	8%	0	0%	0	0%	0	0%
	more than 10 times/week	0	2%	0	0%	0	0%	0	0%	0	0%	0	8%	0	0%	0	0%	0	0%
	not applicable	38	78%	10	100%	0	0%	0	0%	0	0%	2	15%	0	0%	0	0%	12	100%
Work Environment																			
Work in a safe environment?	Yes	45	92%	9	90%	0	0%	0	0%	0	0%	12	92%	0	0%	0	0%	12	100%
	No	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
District's student discipline policy consistently followed?	Yes	32	65%	6	60%	0	0%	0	0%	0	0%	12	92%	0	0%	0	0%	7	58%
	No	12	24%	0	0%	0	0%	0	0%	0	0%	1	8%	0	0%	0	0%	5	42%
Trained on student discipline policies and processes?	Yes	27	55%	2	20%	0	0%	0	0%	0	0%	10	77%	0	0%	0	0%	9	75%
	No	16	33%	4	40%	0	0%	0	0%	0	0%	2	15%	0	0%	0	0%	3	25%
Peer to peer bullying or harassment an issue?	Yes	10	20%	1	10%	0	0%	0	0%	0	0%	4	31%	0	0%	0	0%	1	8%
	No	33	67%	6	60%	0	0%	0	0%	0	0%	8	62%	0	0%	0	0%	11	92%
Bullying or harassment by supervisor an issue?	Yes	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	44	90%	8	80%	0	0%	0	0%	0	0%	12	92%	0	0%	0	0%	12	100%
Enjoy working in this school district?	agree/strongly	38	78%	7	70%	0	0%	0	0%	0	0%	13	100%	0	0%	0	0%	7	58%
	neither	4	8%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	25%
	disagree/ strongly	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	8%

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