

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

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
<b>Total Responses</b>		79		11		14		16		0		19		2		3		14	
<b>Demographics</b>																			
Job category	Clerical	11	14%																
	Custodial	14	18%																
	Food Services	16	20%																
	Inst. Assts.	19	24%																
	Health/Student Services	0	0%																
	Skilled Trades	2	3%																
	Security Services	0	0%																
	Tech. Services	3	4%																
	Transportation	14	18%																
Work location	Elementary	38	48%	4	36%	6	43%	11	69%	0	0%	15	79%	0	0%	0	0%	2	14%
	Middle	3	4%	0	0%	1	7%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	High School	14	18%	2	18%	5	36%	4	25%	0	0%	1	5%	0	0%	0	0%	1	7%
	District Wide	9	11%	3	27%	1	7%	0	0%	0	0%	0	0%	0	0%	0	0%	2	14%
	Other Dist. Site	5	6%	2	18%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	21%
	Combination	6	8%	0	0%	1	7%	1	6%	0	0%	0	0%	0	0%	0	0%	4	29%
Years employed	1 year	4	5%	0	0%	1	7%	0	0%	0	0%	3	16%	0	0%	0	0%	0	0%
	2-5 years	18	23%	2	18%	6	43%	3	19%	0	0%	3	16%	0	0%	0	0%	3	21%
	6-9 years	19	24%	3	27%	3	21%	2	13%	0	0%	4	21%	0	0%	0	0%	7	50%
	10-14 years	13	16%	3	27%	1	7%	3	19%	0	0%	4	21%	0	0%	0	0%	2	14%
	15-19 years	15	19%	1	9%	1	7%	7	44%	0	0%	3	16%	0	0%	0	0%	0	0%
	20-24 years	6	8%	2	18%	1	7%	0	0%	0	0%	1	5%	0	0%	0	0%	2	14%
	25 or more	4	5%	0	0%	1	7%	1	6%	0	0%	1	5%	0	0%	0	0%	0	0%
Years in district	1 year	15	19%	1	9%	1	7%	7	44%	0	0%	3	16%	0	0%	0	0%	0	0%
	2-5 years	6	8%	2	18%	1	7%	0	0%	0	0%	1	5%	0	0%	0	0%	2	14%
	6-9 years	4	5%	0	0%	1	7%	1	6%	0	0%	1	5%	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	6	8%	0	0%	2	14%	0	0%	0	0%	3	16%	0	0%	0	0%	1	7%
	20-24 years	17	22%	2	18%	5	36%	3	19%	0	0%	3	16%	0	0%	0	0%	3	21%
	25 or more	18	23%	3	27%	3	21%	2	13%	0	0%	4	21%	0	0%	0	0%	6	43%

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Education level	HS or GED	37	47%	4	36%	9	64%	11	69%	0	0%	7	37%	0	0%	0	0%	5	36%
	tech/vocational	9	11%	1	9%	2	14%	2	13%	0	0%	2	11%	0	0%	0	0%	2	14%
	some college	18	23%	3	27%	1	7%	2	13%	0	0%	5	26%	0	0%	0	0%	5	36%
	associate's	6	8%	2	18%	0	0%	1	6%	0	0%	2	11%	0	0%	0	0%	1	7%
	bachelor's	3	4%	0	0%	0	0%	0	0%	0	0%	2	11%	0	0%	0	0%	0	0%
	master's	2	3%	0	0%	1	7%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
Additional jobs in district?	None	60	76%	11	100%	11	79%	15	94%	0	0%	11	58%	0	0%	0	0%	10	71%
	1	9	11%	0	0%	0	0%	0	0%	0	0%	6	32%	0	0%	0	0%	1	7%
	2	8	10%	0	0%	3	21%	1	6%	0	0%	2	11%	0	0%	0	0%	1	7%
Additional jobs outside district?	None	56	71%	10	91%	9	64%	10	63%	0	0%	15	79%	0	0%	0	0%	8	57%
	1	12	15%	0	0%	3	21%	4	25%	0	0%	4	21%	0	0%	0	0%	1	7%
	2	8	10%	1	9%	2	14%	2	13%	0	0%	0	0%	0	0%	0	0%	2	14%
Hours worked per week	0-10 hours	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	11-20 hours	7	9%	0	0%	0	0%	1	6%	0	0%	1	5%	0	0%	0	0%	5	36%
	21-30 hours	10	13%	0	0%	0	0%	7	44%	0	0%	0	0%	0	0%	0	0%	3	21%
	31-40 hours	49	62%	10	91%	12	86%	7	44%	0	0%	13	68%	0	0%	0	0%	4	29%
	over 40 hours	12	15%	1	9%	2	14%	1	6%	0	0%	5	26%	0	0%	0	0%	2	14%
Earn more than half household income?	Yes	57	72%	11	100%	7	50%	13	81%	0	0%	15	79%	0	0%	0	0%	8	57%
	No	19	24%	0	0%	7	50%	3	19%	0	0%	3	16%	0	0%	0	0%	4	29%
Gender	Female	66	84%	10	91%	8	57%	16	100%	0	0%	16	84%	0	0%	0	0%	11	79%
	Male	8	10%	0	0%	5	36%	0	0%	0	0%	1	5%	0	0%	0	0%	2	14%
Age	under 25	3	4%	0	0%	0	0%	1	6%	0	0%	2	11%	0	0%	0	0%	0	0%
	25-29	3	4%	1	9%	1	7%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	30-39	12	15%	1	9%	1	7%	1	6%	0	0%	3	16%	0	0%	0	0%	5	36%
	40-49	27	34%	7	64%	5	36%	1	6%	0	0%	7	37%	0	0%	0	0%	5	36%
	50-59	21	27%	2	18%	5	36%	6	38%	0	0%	5	26%	0	0%	0	0%	1	7%
	60-64	4	5%	0	0%	1	7%	2	13%	0	0%	0	0%	0	0%	0	0%	1	7%
	65 or older	7	9%	0	0%	1	7%	3	19%	0	0%	1	5%	0	0%	0	0%	2	14%

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<b>Working Conditions</b>																			
Job description?	Yes	58	73%	4	36%	12	86%	15	94%	0	0%	13	68%	0	0%	0	0%	11	79%
	No	21	27%	7	64%	2	14%	1	6%	0	0%	6	32%	0	0%	0	0%	3	21%
Is it accurate?	Yes	52	66%	2	18%	11	79%	12	75%	0	0%	14	74%	0	0%	0	0%	10	71%
	No	22	28%	7	64%	3	21%	4	25%	0	0%	2	11%	0	0%	0	0%	4	29%
Duties beyond primary ones?	Yes	47	59%	6	55%	8	57%	11	69%	0	0%	11	58%	0	0%	0	0%	8	57%
	No	32	41%	5	45%	6	43%	5	31%	0	0%	8	42%	0	0%	0	0%	6	43%
% beyond primary responsibilities	0%	23	29%	3	27%	2	14%	5	31%	0	0%	6	32%	0	0%	0	0%	6	43%
	1-10%	36	46%	7	64%	5	36%	9	56%	0	0%	7	37%	0	0%	0	0%	4	29%
	11-15%	4	5%	1	9%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	2	14%
	16-25%	7	9%	0	0%	2	14%	1	6%	0	0%	3	16%	0	0%	0	0%	1	7%
	more than 25%	9	11%	0	0%	5	36%	1	6%	0	0%	2	11%	0	0%	0	0%	1	7%
Have adequate tools to do your job?	agree/strongly	52	66%	10	91%	6	43%	8	50%	0	0%	14	74%	0	0%	0	0%	10	71%
	neither	13	16%	0	0%	3	21%	4	25%	0	0%	4	21%	0	0%	0	0%	2	14%
	disagree/ strongly	13	16%	1	9%	4	29%	4	25%	0	0%	1	5%	0	0%	0	0%	2	14%
Employ monitors for every bus?	Yes	7	9%	1	9%	1	7%	0	0%	0	0%	2	11%	0	0%	0	0%	3	21%
	No	69	87%	10	91%	12	86%	16	100%	0	0%	15	79%	0	0%	0	0%	11	79%
Administer medications?	Yes	7	9%	1	9%	1	7%	0	0%	0	0%	2	11%	0	0%	0	0%	3	21%
	No	66	84%	7	64%	13	93%	14	88%	0	0%	18	95%	0	0%	0	0%	10	71%
If so, properly trained?	Yes	10	13%	3	27%	1	7%	1	6%	0	0%	1	5%	0	0%	0	0%	3	21%
	No	3	4%	1	9%	0	0%	2	13%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	25	32%	1	9%	3	21%	8	50%	0	0%	8	42%	0	0%	0	0%	4	29%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	45	57%	7	64%	9	64%	7	44%	0	0%	12	63%	0	0%	0	0%	6	43%
	No	32	41%	4	36%	5	36%	8	50%	0	0%	6	32%	0	0%	0	0%	8	57%
Seniority recognized for awarding job positions?	Yes	24	30%	4	36%	6	43%	1	6%	0	0%	7	37%	0	0%	0	0%	5	36%
	No	50	63%	7	64%	8	57%	13	81%	0	0%	10	53%	0	0%	0	0%	8	57%

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Instructional Assistants expected to cover classes?	Yes	7	9%	0	0%	0	0%	0	0%	0	0%	7	37%	0	0%	0	0%	0	0%
	No	11	14%	0	0%	0	0%	0	0%	0	0%	11	58%	0	0%	0	0%	0	0%
	not applicable	60	76%	11	100%	14	100%	16	100%	0	0%	0	0%	0	0%	0	0%	14	100%
If so, how often?	once/week	1	1%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	2-3 times/week	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	4-5 times/week	5	6%	0	0%	0	0%	0	0%	0	0%	5	26%	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	71	90%	11	100%	14	100%	16	100%	0	0%	11	58%	0	0%	0	0%	14	100%
<b>Work Environment</b>																			
Work in a safe environment?	Yes	74	94%	11	100%	14	100%	15	94%	0	0%	18	95%	0	0%	0	0%	11	79%
	No	4	5%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%	0	0%	3	21%
District's student discipline policy consistently followed?	Yes	34	43%	4	36%	7	50%	3	19%	0	0%	11	58%	0	0%	0	0%	6	43%
	No	39	49%	2	18%	7	50%	13	81%	0	0%	7	37%	0	0%	0	0%	8	57%
Trained on student discipline policies and processes?	Yes	32	41%	1	9%	0	0%	1	6%	0	0%	17	89%	0	0%	0	0%	10	71%
	No	46	58%	9	82%	14	100%	15	94%	0	0%	2	11%	0	0%	0	0%	4	29%
Peer to peer bullying or harassment an issue?	Yes	19	24%	0	0%	4	29%	5	31%	0	0%	3	16%	0	0%	0	0%	7	50%
	No	58	73%	11	100%	9	64%	10	63%	0	0%	16	84%	0	0%	0	0%	7	50%
Bullying or harassment by supervisor an issue?	Yes	10	13%	0	0%	2	14%	3	19%	0	0%	1	5%	0	0%	0	0%	4	29%
	No	69	87%	11	100%	12	86%	13	81%	0	0%	18	95%	0	0%	0	0%	10	71%
Enjoy working in this school district?	agree/strongly	63	80%	10	91%	10	71%	13	81%	0	0%	15	79%	0	0%	0	0%	11	79%
	neither	11	14%	0	0%	3	21%	3	19%	0	0%	3	16%	0	0%	0	0%	2	14%
	disagree/ strongly	4	5%	1	9%	1	7%	0	0%	0	0%	0	0%	0	0%	0	0%	1	7%

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