			sctrict verall	Cle	erical/ retarial	Cus	stodial/ ntenance		Services	He Stu	ealth/ udent rvices	Instr	uctional istants	Skille	ed Trades		hnical	Trans	portation
Total Responses			79		11		14		16		0		19		2		3		14
Demographics			İ		İ		Ì						Ì				İ		İ
Job category	Clerical	11	14%						İ										
	Custodial	14	18%								İ								İ
	Food Services	16	20%														-		
	Inst. Assts.	19	24%				i !		i !		Î Î								
	Health/Student Services	0	0%																
	Skilled Trades	2	3%		<u> </u>		-						-		-		<u> </u>		
	Security Services	0	0%		İ														
	Tech. Services	3	4%				i !				İ		i !						j
	Transportation	14	18%								į				İ				İ
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		0	0%	1	5%	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		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%

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

			ctrict erall	Cler	ical/ etarial	Cust	odial/ enance		SUITS: L	Hea Stu	alth/ ident vices	Instru	ictional stants	Skilled	d Trades		hnical vices	Transp	oortation
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	None	60	76%	11	100%	11	79%	15	94%	0	0%	11	58%	0	0%	0	0%	10	71%
district?	1	9	1	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	None	56	71%	10	91%	9	64%	10	63%	0	0%	15	79%	0	0%	0	0%	8	57%
outside district?	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	0-10 hours	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
week	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	Yes	57	72%	11	100%	7	50%	13	81%	0	0%	15	79%	0	0%	0	0%	8	57%
household income?	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%

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

			sctrict verall		rical/ etarial		todial/ tenance	Food	Services	St	ealth/ cudent ervices		ructional sistants	Skille	ed Trades		echnical ervices	Tran	sportation
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	0	070	0	070	U	070	U	070	U	070	0	070	U	070	U	070	0	070
	American	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Caucasian	79	100%	11	100%	14	100%	16	100%	0	0%	19	100%	0	0%	0	0%	14	100%
	Hawaiian/ Pacific		1		ļ		İ						İ						
	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	22	28%	5	45%	5	36%	3	19%	0	0%	4	21%	0	0%	0	0%	3	21%
	No	55	70%	6	55%	8	57%	13	81%	0	0%	15	79%	0	0%	0	0%	10	71%
Satisfied with KEA?	satisfied/very	15	19%	2	18%	3	21%	3	19%	0	0%	4	21%	0	0%	0	0%	2	14%
-	neither	4	5%	2	18%	1	7%	0	0%	0	0%	0	0%	0	0%	0	0%	1	7%
	unsatisfied/ very	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	55	70%	6	55%	8	57%	13	81%	0	0%	15	79%	0	0%	0	0%	10	71%

					<u>011 K</u>	<u>EA ES</u>	<u>P Surv</u>	<u>ey ke</u> s	<u>sults: L</u>	ivings	ston C	<u>ounty</u>	<u></u>						
			ctrict erall		rical/ etarial		odial/ tenance	Food S	Services	Stu	alth/ udent rvices		uctional	Skille	ed Trades		chnical ervices	Trans	portation
Wages and Benefits													i						
Required overtime?	Yes	13	16%	0	0%	3	21%	1	6%	0	0%	5	26%	0	0%	0	0%	2	14%
	No	66	84%	11	100%	11	79%	15	94%	0	0%	14	74%	0	0%	0	0%	12	86%
If so, how many	0 hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
hours?	1-4 hours	9	11%	0	0%	2	14%	1	6%	0	0%	4	21%	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	2	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	14%
	not applicable	66	84%	11	100%	11	79%	15	94%	0	0%	14	74%	0	0%	0	0%	12	86%
If so, compensated?	Yes	3	4%	0	0%	1	7%	0	0%	0	0%	0	0%	0	0%	0	0%	2	14%
	No	9	11%	0	0%	1	7%	1	6%	0	0%	5	26%	0	0%	0	0%	0	0%
	not applicable	66	84%	11	100%	11	79%	15	94%	0	0%	14	74%	0	0%	0	0%	12	86%
Benefits a main factor in	Yes	39	49%	4	36%	9	64%	12	75%	0	0%	7	37%	0	0%	0	0%	6	43%
employment?	No	26	33%	7	64%	2	14%	2	13%	0	0%	9	47%	0	0%	0	0%	3	21%
% salary going	0%	19	24%	5	45%	1	7%	2	13%	0	0%	4	21%	0	0%	0	0%	5	36%
toward health	1-10%	20	25%	2	18%	3	21%	8	50%	0	0%	4	21%	0	0%	0	0%	1	7%
insurance	11-25%	20	25%	3	27%	5	36%	4	25%	0	0%	5	26%	0	0%	0	0%	2	14%
	26-50%	9	11%	0	0%	4	29%	0	0%	0	0%	3	16%	0	0%	0	0%	2	14%
	51-75%	7	9%	1	9%	1	7%	1	6%	0	0%	1	5%	0	0%	0	0%	3	21%
	over 75%	1	1%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
									1										

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

		_			OTT K	EA ES	P Surv	ey kes	sults: L			ounty							
		_	ctrict verall		rical/ etarial		odial/ tenance	Food S	Services	Stu	alth/ udent rvices		uctional istants	Skille	d Trades		hnical vices	Transp	ortation
Training and PD			-		-		!		!		-		-				}		
Where received	department	23	29%	6	55%	5	36%	3	19%	0	0%	8	42%	0	0%	0	0%	1	7%
initial training?	school district	54	68%	6	55%	7	50%	13	81%	0	0%	13	68%	0	0%	0	0%	14	100%
	college	7	9%	1	9%	0	0%	1	6%	0	0%	3	16%	0	0%	0	0%	0	0%
	KEA	1	1%	1	9%	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	16	20%	1	9%	2	14%	7	44%	0	0%	2	11%	0	0%	0	0%	0	0%
	within school						-				-		-				İ		
outside or both?	district outside school	43	54%	4	36%	11	79%	4	25%	0	0%	12	63%	0	0%	0	0%	12	86%
	district both	6 28	8% 35%	0	0%	2	14%	1	6% 69%	0	0%	2	11% 21%	0	0% 0%	0 0	0% 0%	0	0% 7%
Do you receive	botti	28	35%	/	64%	1	7%	11	69%	0	0%	4	21%	0	0%	U	0%	1	7%
ongoing PD from	Yes	35	44%	2	18%	2	14%	13	81%	0	0%	13	68%	0	0%	0	0%	3	21%
District?	No	43	54%	9	82%	12	86%	2	13%	0	0%	6	32%	0	0%	0	0%	11	79%
How many days?	0 days	34	43%	7	64%	11	79%	1	6%	0	0%	5	26%	0	0%	0	0%	8	57%
	1-4 days	33	42%	4	36%	1	7%	15	94%	0	0%	10	53%	0	0%	0	0%	3	21%
	5-8 days	6	8%	0	0%	0	0%	0	0%	0	0%	4	21%	0	0%	0	0%	0	0%
	more than 8 days	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
L																			

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

			sctrict verall	Cle	rical/ etarial	Cus	todial/ tenance		Services	H St	ealth/ udent ervices	Instr	uctional istants	Skille	ed Trades		chnical rvices	Trans	portation
Job Performance																			
Regularly	Yes	68	86%	11	100%	10	71%	15	94%	0	0%	15	79%	0	0%	0	0%	12	86%
evaluated?	No	9	11%	0	0%	3	21%	1	6%	0	0%	3	16%	0	0%	0	0%	2	14%
How often?	once/month	6	8%	2	18%	4	29%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	once/quarter	3	4%	0	0%	0	0%	0	0%	0	0%	2	11%	0	0%	0	0%	0	0%
	every 6 months	3	4%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	1	7%
	once/year	61	77%	9	82%	6	43%	16	100%	0	0%	15	79%	0	0%	0	0%	12	86%
Who evaluates?	supervisor	33	42%	1	9%	6	43%	13	81%	0	0%	4	21%	0	0%	0	0%	6	43%
	administrator	27	34%	7	64%	3	21%	0	0%	0	0%	10	53%	0	0%	0	0%	6	43%
	colleagues	1	1%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	combination of people	10	13%	2	18%	0	0%	3	19%	0	0%	3	16%	0	0%	0	0%	1	7%
My supervisor helps	agree/strongly	51	65%	8	73%	8	57%	10	63%	0	0%	16	84%	0	0%	0	0%	5	36%
me be effective in my job.	neither	14	18%	1	9%	3	21%	2	13%	0	0%	1	5%	0	0%	0	0%	7	50%
	disagree/ strongly	12	15%	2	18%	3	21%	3	19%	0	0%	2	11%	0	0%	0	0%	1	7%
																			_
																			+
																			+
																			+
																			+

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

	1			<u> </u>	011 K	EA ES	P Surv	ey ke: I	sults: L			ounty T		I	1				
			ctrict verall		rical/ etarial		odial/ tenance	Food	Services	Stu	alth/ ident vices		uctional istants	Skille	d Trades		hnical rvices	Transı	portation
Working Conditions																			
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	0%	23	29%	3	27%	2	14%	5	31%	0	0%	6	32%	0	0%	0	0%	6	43%
responsibilities	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%
	agree/strongly	52	66%	10	91%	6	43%	8	50%	0	0%	14	74%	0	0%	0	0%	10	71%
tools to do your job?	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	Yes	7	9%	1	9%	1	7%	0	0%	0	0%	2	11%	0	0%	0	0%	3	21%
for every bus?	No	69	87%	10	91%	12	86%	16	100%	0	0%	15	79%	0	0%	0	0%	11	79%
Administer	Yes	7	9%	1	9%	1	7%	0	0%	0	0%	2	11%	0	0%	0	0%	3	21%
medications?	No	66	84%	7	64%	13	93%	14	88%	0	0%	18	95%	0	0%	0	0%	10	71%
If so, properly	Yes	10	13%	3	27%	1	7%	1	6%	0	0%	1	5%	0	0%	0	0%	3	21%
trained?	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	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	Vos	24	2004		2694	c	420/	1	60/	0	00/		270/	0	00/	0	00/	_	2684
a.r.a. a.r.g job	Yes	24	30%	4	36%	6	43%	1	6%	0	0%	/	37%	0		0	0%	5	36%
positions?	No	50	63%	7	64%	8	57%	13	81%	0	0%	10	53%	0	0%	0	0%	8	57%

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

<u></u>		_			OTT K	EA ES	P Surv	ey kes	sults: L	ivings	ton Co	unty							
			ctrict erall		rical/ etarial		odial/ enance	Food S	Services	Stu	alth/ dent vices		ictional stants	Skilled	l Trades		nnical vices	Transp	ortation
Instructional	Yes	7	9%	0	0%	0	00/	0	0%	0	0%	7	37%	0	0%	0	0%	0	0%
Assistants expected	No	11	14%	0	0%	0	0% 0%	0	0%	0	0%	11	58%	0	0%	0	0%	0	0%
to cover classes?				_	•		!	_	!		į		1	-	•		İ		
16 1	not applicable	60	76%		100%	14	100%	16	<u> </u>	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 more than 10	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	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%
Work Environment																			
Work in a safe	Yes	74	94%	11	100%	14	100%	15	94%	0	0%	18	95%	0	0%	0	0%	11	79%
environment?	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 No	34 39	43% 49%	<u>4</u> 2	36% 18%	7 7	50% 50%	3 13	1	0 0	0% 0%	11 7	58% 37%	0 0	0% 0%	0 0	0% 0%	6 8	43% 57%
Trained on student discipline policies and processes?	Yes No	32 46	41% 58%	1	9% 82%	0	0% 100%	1	6% 94%	0	0% 0%	17 2	89% 11%	0	0% 0%	0	0% 0%	10	71% 29%
Peer to peer bullying or harassment an issue?	Yes No	19 58	24% 73%	0 11	0% 100%	4 9	29% 64%	5 10	31% 63%	0	0% 0%	3 16	16% 84%	0	0% 0%	0 0	0% 0%	7 7	50% 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	agree/strongly	63	80%	10	91%	10	71%	13	81%	0	0%	15	79%	0	1	0	0%	11	79%
this school district?	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%

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