

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

|                        |                         | District Overall |     | Clerical/ Secretarial |     | Custodial/ Maintenance |    | Food Services |     | Health/ Student Services |    | Instructional Assistants |     | Skilled Trades |    | Technical Services |    | Transportation |     |
|------------------------|-------------------------|------------------|-----|-----------------------|-----|------------------------|----|---------------|-----|--------------------------|----|--------------------------|-----|----------------|----|--------------------|----|----------------|-----|
| <b>Total Responses</b> |                         | 114              |     | 15                    |     | 9                      |    | 18            |     | 1                        |    | 33                       |     | 0              |    | 1                  |    | 36             |     |
| <b>Demographics</b>    |                         |                  |     |                       |     |                        |    |               |     |                          |    |                          |     |                |    |                    |    |                |     |
| Job category           | Clerical                | 15               | 13% |                       |     |                        |    |               |     |                          |    |                          |     |                |    |                    |    |                |     |
|                        | Custodial               | 9                | 8%  |                       |     |                        |    |               |     |                          |    |                          |     |                |    |                    |    |                |     |
|                        | Food Services           | 18               | 16% |                       |     |                        |    |               |     |                          |    |                          |     |                |    |                    |    |                |     |
|                        | Inst. Assts.            | 33               | 29% |                       |     |                        |    |               |     |                          |    |                          |     |                |    |                    |    |                |     |
|                        | Health/Student Services | 1                | 1%  |                       |     |                        |    |               |     |                          |    |                          |     |                |    |                    |    |                |     |
|                        | Skilled Trades          | 0                | 0%  |                       |     |                        |    |               |     |                          |    |                          |     |                |    |                    |    |                |     |
|                        | Security Services       | 0                | 0%  |                       |     |                        |    |               |     |                          |    |                          |     |                |    |                    |    |                |     |
|                        | Tech. Services          | 1                | 1%  |                       |     |                        |    |               |     |                          |    |                          |     |                |    |                    |    |                |     |
|                        | Transportation          | 36               | 32% |                       |     |                        |    |               |     |                          |    |                          |     |                |    |                    |    |                |     |
| Work location          | Elementary              | 51               | 45% | 6                     | 40% | 0                      | 0% | 13            | 72% | 0                        | 0% | 26                       | 79% | 0              | 0% | 0                  | 0% | 4              | 11% |
|                        | Middle                  | 16               | 14% | 3                     | 20% | 0                      | 0% | 5             | 28% | 0                        | 0% | 5                        | 15% | 0              | 0% | 0                  | 0% | 0              | 0%  |
|                        | High School             | 1                | 1%  | 0                     | 0%  | 0                      | 0% | 0             | 0%  | 0                        | 0% | 1                        | 3%  | 0              | 0% | 0                  | 0% | 0              | 0%  |
|                        | District Wide           | 24               | 21% | 4                     | 27% | 0                      | 0% | 0             | 0%  | 0                        | 0% | 0                        | 0%  | 0              | 0% | 0                  | 0% | 14             | 39% |
|                        | Other Dist. Site        | 3                | 3%  | 2                     | 13% | 0                      | 0% | 0             | 0%  | 0                        | 0% | 0                        | 0%  | 0              | 0% | 0                  | 0% | 1              | 3%  |
|                        | Combination             | 10               | 9%  | 0                     | 0%  | 0                      | 0% | 0             | 0%  | 0                        | 0% | 1                        | 3%  | 0              | 0% | 0                  | 0% | 9              | 25% |
| Years employed         | 1 year                  | 6                | 5%  | 1                     | 7%  | 0                      | 0% | 1             | 6%  | 0                        | 0% | 2                        | 6%  | 0              | 0% | 0                  | 0% | 2              | 6%  |
|                        | 2-5 years               | 28               | 25% | 2                     | 13% | 0                      | 0% | 6             | 33% | 0                        | 0% | 9                        | 27% | 0              | 0% | 0                  | 0% | 9              | 25% |
|                        | 6-9 years               | 26               | 23% | 0                     | 0%  | 0                      | 0% | 4             | 22% | 0                        | 0% | 8                        | 24% | 0              | 0% | 0                  | 0% | 11             | 31% |
|                        | 10-14 years             | 19               | 17% | 2                     | 13% | 0                      | 0% | 5             | 28% | 0                        | 0% | 5                        | 15% | 0              | 0% | 0                  | 0% | 6              | 17% |
|                        | 15-19 years             | 14               | 12% | 4                     | 27% | 0                      | 0% | 1             | 6%  | 0                        | 0% | 5                        | 15% | 0              | 0% | 0                  | 0% | 1              | 3%  |
|                        | 20-24 years             | 8                | 7%  | 2                     | 13% | 0                      | 0% | 1             | 6%  | 0                        | 0% | 3                        | 9%  | 0              | 0% | 0                  | 0% | 2              | 6%  |
|                        | 25 or more              | 11               | 10% | 3                     | 20% | 0                      | 0% | 0             | 0%  | 0                        | 0% | 1                        | 3%  | 0              | 0% | 0                  | 0% | 5              | 14% |
| Years in district      | 1 year                  | 14               | 12% | 4                     | 27% | 0                      | 0% | 1             | 6%  | 0                        | 0% | 5                        | 15% | 0              | 0% | 0                  | 0% | 1              | 3%  |
|                        | 2-5 years               | 8                | 7%  | 2                     | 13% | 0                      | 0% | 1             | 6%  | 0                        | 0% | 3                        | 9%  | 0              | 0% | 0                  | 0% | 2              | 6%  |
|                        | 6-9 years               | 11               | 10% | 3                     | 20% | 0                      | 0% | 0             | 0%  | 0                        | 0% | 1                        | 3%  | 0              | 0% | 0                  | 0% | 5              | 14% |
|                        | 10-14 years             | 2                | 2%  | 1                     | 7%  | 0                      | 0% | 0             | 0%  | 0                        | 0% | 0                        | 0%  | 0              | 0% | 0                  | 0% | 0              | 0%  |
|                        | 15-19 years             | 6                | 5%  | 1                     | 7%  | 0                      | 0% | 1             | 6%  | 0                        | 0% | 2                        | 6%  | 0              | 0% | 0                  | 0% | 2              | 6%  |
|                        | 20-24 years             | 30               | 26% | 2                     | 13% | 0                      | 0% | 6             | 33% | 0                        | 0% | 11                       | 33% | 0              | 0% | 0                  | 0% | 9              | 25% |
| 25 or more             | 27                      | 24%              | 1   | 7%                    | 0   | 0%                     | 4  | 22%           | 0   | 0%                       | 8  | 24%                      | 0   | 0%             | 0  | 0%                 | 11 | 31%            |     |

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

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|---------------------------------------|-----------------|------------------|-----|-----------------------|------|------------------------|----|---------------|------|--------------------------|----|--------------------------|-----|----------------|----|--------------------|----|----------------|-----|
|                                       |                 |                  |     |                       |      |                        |    |               |      |                          |    |                          |     |                |    |                    |    |                |     |
| Education level                       | HS or GED       | 65               | 57% | 8                     | 53%  | 0                      | 0% | 15            | 83%  | 0                        | 0% | 14                       | 42% | 0              | 0% | 0                  | 0% | 21             | 58% |
|                                       | tech/vocational | 6                | 5%  | 0                     | 0%   | 0                      | 0% | 2             | 11%  | 0                        | 0% | 2                        | 6%  | 0              | 0% | 0                  | 0% | 2              | 6%  |
|                                       | some college    | 15               | 13% | 4                     | 27%  | 0                      | 0% | 1             | 6%   | 0                        | 0% | 7                        | 21% | 0              | 0% | 0                  | 0% | 3              | 8%  |
|                                       | associate's     | 13               | 11% | 1                     | 7%   | 0                      | 0% | 0             | 0%   | 0                        | 0% | 4                        | 12% | 0              | 0% | 0                  | 0% | 5              | 14% |
|                                       | bachelor's      | 7                | 6%  | 2                     | 13%  | 0                      | 0% | 0             | 0%   | 0                        | 0% | 5                        | 15% | 0              | 0% | 0                  | 0% | 0              | 0%  |
|                                       | master's        | 0                | 0%  | 0                     | 0%   | 0                      | 0% | 0             | 0%   | 0                        | 0% | 0                        | 0%  | 0              | 0% | 0                  | 0% | 0              | 0%  |
| Additional jobs in district?          | None            | 76               | 67% | 13                    | 87%  | 0                      | 0% | 17            | 94%  | 0                        | 0% | 14                       | 42% | 0              | 0% | 0                  | 0% | 24             | 67% |
|                                       | 1               | 23               | 20% | 1                     | 7%   | 0                      | 0% | 1             | 6%   | 0                        | 0% | 11                       | 33% | 0              | 0% | 0                  | 0% | 8              | 22% |
|                                       | 2               | 8                | 7%  | 1                     | 7%   | 0                      | 0% | 0             | 0%   | 0                        | 0% | 3                        | 9%  | 0              | 0% | 0                  | 0% | 4              | 11% |
| Additional jobs outside district?     | None            | 69               | 61% | 11                    | 73%  | 0                      | 0% | 13            | 72%  | 0                        | 0% | 19                       | 58% | 0              | 0% | 0                  | 0% | 17             | 47% |
|                                       | 1               | 34               | 30% | 4                     | 27%  | 0                      | 0% | 4             | 22%  | 0                        | 0% | 9                        | 27% | 0              | 0% | 0                  | 0% | 15             | 42% |
|                                       | 2               | 8                | 7%  | 0                     | 0%   | 0                      | 0% | 0             | 0%   | 0                        | 0% | 5                        | 15% | 0              | 0% | 0                  | 0% | 3              | 8%  |
| Hours worked per week                 | 0-10 hours      | 4                | 4%  | 1                     | 7%   | 0                      | 0% | 0             | 0%   | 0                        | 0% | 1                        | 3%  | 0              | 0% | 0                  | 0% | 1              | 3%  |
|                                       | 11-20 hours     | 18               | 16% | 1                     | 7%   | 0                      | 0% | 0             | 0%   | 0                        | 0% | 0                        | 0%  | 0              | 0% | 0                  | 0% | 16             | 44% |
|                                       | 21-30 hours     | 17               | 15% | 1                     | 7%   | 0                      | 0% | 0             | 0%   | 0                        | 0% | 11                       | 33% | 0              | 0% | 0                  | 0% | 5              | 14% |
|                                       | 31-40 hours     | 61               | 54% | 9                     | 60%  | 0                      | 0% | 15            | 83%  | 0                        | 0% | 21                       | 64% | 0              | 0% | 0                  | 0% | 10             | 28% |
|                                       | over 40 hours   | 12               | 11% | 3                     | 20%  | 0                      | 0% | 3             | 17%  | 0                        | 0% | 0                        | 0%  | 0              | 0% | 0                  | 0% | 4              | 11% |
| Earn more than half household income? | Yes             | 74               | 65% | 10                    | 67%  | 0                      | 0% | 12            | 67%  | 0                        | 0% | 25                       | 76% | 0              | 0% | 0                  | 0% | 23             | 64% |
|                                       | No              | 33               | 29% | 3                     | 20%  | 0                      | 0% | 4             | 22%  | 0                        | 0% | 7                        | 21% | 0              | 0% | 0                  | 0% | 12             | 33% |
| Gender                                | Female          | 79               | 69% | 15                    | 100% | 0                      | 0% | 18            | 100% | 0                        | 0% | 29                       | 88% | 0              | 0% | 0                  | 0% | 13             | 36% |
|                                       | Male            | 31               | 27% | 0                     | 0%   | 0                      | 0% | 0             | 0%   | 0                        | 0% | 3                        | 9%  | 0              | 0% | 0                  | 0% | 22             | 61% |
| Age                                   | under 25        | 1                | 1%  | 0                     | 0%   | 0                      | 0% | 0             | 0%   | 0                        | 0% | 1                        | 3%  | 0              | 0% | 0                  | 0% | 0              | 0%  |
|                                       | 25-29           | 1                | 1%  | 0                     | 0%   | 0                      | 0% | 0             | 0%   | 0                        | 0% | 1                        | 3%  | 0              | 0% | 0                  | 0% | 0              | 0%  |
|                                       | 30-39           | 19               | 17% | 1                     | 7%   | 0                      | 0% | 4             | 22%  | 0                        | 0% | 9                        | 27% | 0              | 0% | 0                  | 0% | 3              | 8%  |
|                                       | 40-49           | 26               | 23% | 2                     | 13%  | 0                      | 0% | 6             | 33%  | 0                        | 0% | 10                       | 30% | 0              | 0% | 0                  | 0% | 5              | 14% |
|                                       | 50-59           | 42               | 37% | 10                    | 67%  | 0                      | 0% | 4             | 22%  | 0                        | 0% | 10                       | 30% | 0              | 0% | 0                  | 0% | 13             | 36% |
|                                       | 60-64           | 11               | 10% | 2                     | 13%  | 0                      | 0% | 1             | 6%   | 0                        | 0% | 1                        | 3%  | 0              | 0% | 0                  | 0% | 5              | 14% |
|                                       | 65 or older     | 14               | 12% | 0                     | 0%   | 0                      | 0% | 3             | 17%  | 0                        | 0% | 1                        | 3%  | 0              | 0% | 0                  | 0% | 10             | 28% |
|                                       |                 |                  |     |                       |      |                        |    |               |      |                          |    |                          |     |                |    |                    |    |                |     |
|                                       |                 |                  |     |                       |      |                        |    |               |      |                          |    |                          |     |                |    |                    |    |                |     |
|                                       |                 |                  |     |                       |      |                        |    |               |      |                          |    |                          |     |                |    |                    |    |                |     |

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|--|--------------------|------------------|-----|-----------------------|------|------------------------|----|---------------|------|--------------------------|----|--------------------------|-----|----------------|----|--------------------|----|----------------|-----|
| <b>Working Conditions</b>  |                    |                  |     |                       |      |                        |    |               |      |                          |    |                          |     |                |    |                    |    |                |     |
| Job description?   | Yes                | 109              | 96% | 15                    | 100% | 0                      | 0% | 18            | 100% | 0                        | 0% | 29                       | 88% | 0              | 0% | 0                  | 0% | 35             | 97% |
|  | No                 | 5                | 4%  | 0                     | 0%   | 0                      | 0% | 0             | 0%   | 0                        | 0% | 4                        | 12% | 0              | 0% | 0                  | 0% | 1              | 3%  |
| Is it accurate?  | Yes                | 91               | 80% | 11                    | 73%  | 0                      | 0% | 15            | 83%  | 0                        | 0% | 24                       | 73% | 0              | 0% | 0                  | 0% | 33             | 92% |
|  | No                 | 19               | 17% | 3                     | 20%  | 0                      | 0% | 3             | 17%  | 0                        | 0% | 8                        | 24% | 0              | 0% | 0                  | 0% | 1              | 3%  |
| Duties beyond primary ones?  | Yes                | 49               | 43% | 9                     | 60%  | 0                      | 0% | 6             | 33%  | 0                        | 0% | 14                       | 42% | 0              | 0% | 0                  | 0% | 11             | 31% |
|  | No                 | 60               | 53% | 5                     | 33%  | 0                      | 0% | 12            | 67%  | 0                        | 0% | 18                       | 55% | 0              | 0% | 0                  | 0% | 22             | 61% |
| % beyond primary responsibilities  | 0%                 | 53               | 46% | 4                     | 27%  | 0                      | 0% | 9             | 50%  | 0                        | 0% | 16                       | 48% | 0              | 0% | 0                  | 0% | 21             | 58% |
|  | 1-10%              | 22               | 19% | 2                     | 13%  | 0                      | 0% | 4             | 22%  | 0                        | 0% | 8                        | 24% | 0              | 0% | 0                  | 0% | 4              | 11% |
|  | 11-15%             | 9                | 8%  | 3                     | 20%  | 0                      | 0% | 1             | 6%   | 0                        | 0% | 3                        | 9%  | 0              | 0% | 0                  | 0% | 2              | 6%  |
|  | 16-25%             | 6                | 5%  | 0                     | 0%   | 0                      | 0% | 1             | 6%   | 0                        | 0% | 1                        | 3%  | 0              | 0% | 0                  | 0% | 2              | 6%  |
|  | more than 25%      | 16               | 14% | 5                     | 33%  | 0                      | 0% | 0             | 0%   | 0                        | 0% | 4                        | 12% | 0              | 0% | 0                  | 0% | 4              | 11% |
| Have adequate tools to do your job?  | agree/strongly     | 98               | 86% | 14                    | 93%  | 0                      | 0% | 15            | 83%  | 0                        | 0% | 26                       | 79% | 0              | 0% | 0                  | 0% | 35             | 97% |
|  | neither            | 10               | 9%  | 0                     | 0%   | 0                      | 0% | 2             | 11%  | 0                        | 0% | 5                        | 15% | 0              | 0% | 0                  | 0% | 1              | 3%  |
|  | disagree/ strongly | 6                | 5%  | 1                     | 7%   | 0                      | 0% | 1             | 6%   | 0                        | 0% | 2                        | 6%  | 0              | 0% | 0                  | 0% | 0              | 0%  |
| Employ monitors for every bus?   | Yes                | 21               | 18% | 2                     | 13%  | 0                      | 0% | 6             | 33%  | 0                        | 0% | 4                        | 12% | 0              | 0% | 0                  | 0% | 3              | 8%  |
|  | No                 | 79               | 69% | 11                    | 73%  | 0                      | 0% | 6             | 33%  | 0                        | 0% | 26                       | 79% | 0              | 0% | 0                  | 0% | 33             | 92% |
| Administer medications?  | Yes                | 21               | 18% | 2                     | 13%  | 0                      | 0% | 6             | 33%  | 0                        | 0% | 4                        | 12% | 0              | 0% | 0                  | 0% | 3              | 8%  |
|  | No                 | 77               | 68% | 7                     | 47%  | 0                      | 0% | 17            | 94%  | 0                        | 0% | 23                       | 70% | 0              | 0% | 0                  | 0% | 19             | 53% |
| If so, properly trained?   | Yes                | 35               | 31% | 8                     | 53%  | 0                      | 0% | 0             | 0%   | 0                        | 0% | 10                       | 30% | 0              | 0% | 0                  | 0% | 16             | 44% |
|  | No                 | 2                | 2%  | 0                     | 0%   | 0                      | 0% | 0             | 0%   | 0                        | 0% | 1                        | 3%  | 0              | 0% | 0                  | 0% | 1              | 3%  |
|  | not applicable     | 31               | 27% | 0                     | 0%   | 0                      | 0% | 7             | 39%  | 0                        | 0% | 8                        | 24% | 0              | 0% | 0                  | 0% | 10             | 28% |
| Opportunity to give input into decision making for job category at the worksite or district level? | Yes                | 62               | 54% | 7                     | 47%  | 0                      | 0% | 8             | 44%  | 0                        | 0% | 16                       | 48% | 0              | 0% | 0                  | 0% | 25             | 69% |
|  | No                 | 45               | 39% | 5                     | 33%  | 0                      | 0% | 10            | 56%  | 0                        | 0% | 15                       | 45% | 0              | 0% | 0                  | 0% | 10             | 28% |
| Seniority recognized for awarding job positions?   | Yes                | 20               | 18% | 2                     | 13%  | 0                      | 0% | 0             | 0%   | 0                        | 0% | 10                       | 30% | 0              | 0% | 0                  | 0% | 6              | 17% |
|  | No                 | 80               | 70% | 9                     | 60%  | 0                      | 0% | 16            | 89%  | 0                        | 0% | 20                       | 61% | 0              | 0% | 0                  | 0% | 27             | 75% |

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|---|-------------------------|------------------|-----|-----------------------|------|------------------------|----|---------------|------|--------------------------|----|--------------------------|-----|----------------|----|--------------------|----|----------------|------|
|   |                         |                  |     |                       |      |                        |    |               |      |                          |    |                          |     |                |    |                    |    |                |      |
| Instructional Assistants expected to cover classes?         | Yes                     | 11               | 10% | 0                     | 0%   | 0                      | 0% | 0             | 0%   | 0                        | 0% | 11                       | 33% | 0              | 0% | 0                  | 0% | 0              | 0%   |
|   | No                      | 20               | 18% | 0                     | 0%   | 0                      | 0% | 0             | 0%   | 0                        | 0% | 20                       | 61% | 0              | 0% | 0                  | 0% | 0              | 0%   |
|   | not applicable          | 81               | 71% | 15                    | 100% | 0                      | 0% | 18            | 100% | 0                        | 0% | 0                        | 0%  | 0              | 0% | 0                  | 0% | 36             | 100% |
| If so, how often?   | once/week               | 2                | 2%  | 0                     | 0%   | 0                      | 0% | 0             | 0%   | 0                        | 0% | 2                        | 6%  | 0              | 0% | 0                  | 0% | 0              | 0%   |
|   | 2-3 times/week          | 2                | 2%  | 0                     | 0%   | 0                      | 0% | 0             | 0%   | 0                        | 0% | 2                        | 6%  | 0              | 0% | 0                  | 0% | 0              | 0%   |
|   | 4-5 times/week          | 4                | 4%  | 0                     | 0%   | 0                      | 0% | 0             | 0%   | 0                        | 0% | 4                        | 12% | 0              | 0% | 0                  | 0% | 0              | 0%   |
|   | 6-10 times/week         | 2                | 2%  | 0                     | 0%   | 0                      | 0% | 0             | 0%   | 0                        | 0% | 2                        | 6%  | 0              | 0% | 0                  | 0% | 0              | 0%   |
|   | more than 10 times/week | 1                | 2%  | 0                     | 0%   | 0                      | 0% | 0             | 0%   | 0                        | 0% | 1                        | 6%  | 0              | 0% | 0                  | 0% | 0              | 0%   |
|   | not applicable          | 101              | 89% | 15                    | 100% | 0                      | 0% | 18            | 100% | 0                        | 0% | 20                       | 61% | 0              | 0% | 0                  | 0% | 36             | 100% |
| <b>Work Environment</b>                                     |                         |                  |     |                       |      |                        |    |               |      |                          |    |                          |     |                |    |                    |    |                |      |
| Work in a safe environment?                                 | Yes                     | 110              | 96% | 15                    | 100% | 0                      | 0% | 18            | 100% | 0                        | 0% | 32                       | 97% | 0              | 0% | 0                  | 0% | 33             | 92%  |
|   | No                      | 2                | 2%  | 0                     | 0%   | 0                      | 0% | 0             | 0%   | 0                        | 0% | 1                        | 3%  | 0              | 0% | 0                  | 0% | 1              | 3%   |
| District's student discipline policy consistently followed? | Yes                     | 71               | 62% | 10                    | 67%  | 0                      | 0% | 12            | 67%  | 0                        | 0% | 23                       | 70% | 0              | 0% | 0                  | 0% | 20             | 56%  |
|   | No                      | 31               | 27% | 3                     | 20%  | 0                      | 0% | 5             | 28%  | 0                        | 0% | 9                        | 27% | 0              | 0% | 0                  | 0% | 12             | 33%  |
| Trained on student discipline policies and processes?       | Yes                     | 50               | 44% | 2                     | 13%  | 0                      | 0% | 3             | 17%  | 0                        | 0% | 15                       | 45% | 0              | 0% | 0                  | 0% | 27             | 75%  |
|   | No                      | 60               | 53% | 11                    | 73%  | 0                      | 0% | 15            | 83%  | 0                        | 0% | 18                       | 55% | 0              | 0% | 0                  | 0% | 8              | 22%  |
| Peer to peer bullying or harassment an issue?               | Yes                     | 10               | 9%  | 2                     | 13%  | 0                      | 0% | 0             | 0%   | 0                        | 0% | 3                        | 9%  | 0              | 0% | 0                  | 0% | 5              | 14%  |
|   | No                      | 97               | 85% | 11                    | 73%  | 0                      | 0% | 16            | 89%  | 0                        | 0% | 30                       | 91% | 0              | 0% | 0                  | 0% | 29             | 81%  |
| Bullying or harassment by supervisor an issue?              | Yes                     | 4                | 4%  | 0                     | 0%   | 0                      | 0% | 0             | 0%   | 0                        | 0% | 1                        | 3%  | 0              | 0% | 0                  | 0% | 2              | 6%   |
|   | No                      | 104              | 91% | 13                    | 87%  | 0                      | 0% | 17            | 94%  | 0                        | 0% | 32                       | 97% | 0              | 0% | 0                  | 0% | 33             | 92%  |
| Enjoy working in this school district?                      | agree/strongly          | 100              | 88% | 15                    | 100% | 0                      | 0% | 17            | 94%  | 0                        | 0% | 30                       | 91% | 0              | 0% | 0                  | 0% | 30             | 83%  |
|   | neither                 | 10               | 9%  | 0                     | 0%   | 0                      | 0% | 0             | 0%   | 0                        | 0% | 2                        | 6%  | 0              | 0% | 0                  | 0% | 4              | 11%  |
|   | disagree/ strongly      | 3                | 3%  | 0                     | 0%   | 0                      | 0% | 1             | 6%   | 0                        | 0% | 1                        | 3%  | 0              | 0% | 0                  | 0% | 1              | 3%   |

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