

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

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
<b>Total Responses</b>		34		3		4		5		0		22		0		0		0	
<b>Demographics</b>																			
Job category	Clerical	3	9%																
	Custodial	4	12%																
	Food Services	5	15%																
	Inst. Assts.	22	65%																
	Health/Student Services	0	0%																
	Skilled Trades	0	0%																
	Security Services	0	0%																
	Tech. Services	0	0%																
	Transportation	0	0%																
Work location	Elementary	34	100%	0	0%	0	0%	0	0%	0	0%	22	100%	0	0%	0	0%	0	0%
	Middle	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	High School	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	District Wide	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Other Dist. Site	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Combination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Years employed	1 year	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	2-5 years	11	32%	0	0%	0	0%	0	0%	0	0%	6	27%	0	0%	0	0%	0	0%
	6-9 years	6	18%	0	0%	0	0%	0	0%	0	0%	4	18%	0	0%	0	0%	0	0%
	10-14 years	10	29%	0	0%	0	0%	0	0%	0	0%	7	32%	0	0%	0	0%	0	0%
	15-19 years	3	9%	0	0%	0	0%	0	0%	0	0%	2	9%	0	0%	0	0%	0	0%
	20-24 years	4	12%	0	0%	0	0%	0	0%	0	0%	3	14%	0	0%	0	0%	0	0%
	25 or more	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Years in district	1 year	3	9%	0	0%	0	0%	0	0%	0	0%	2	9%	0	0%	0	0%	0	0%
	2-5 years	4	12%	0	0%	0	0%	0	0%	0	0%	3	14%	0	0%	0	0%	0	0%
	6-9 years	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	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	3%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	20-24 years	11	32%	0	0%	0	0%	0	0%	0	0%	6	27%	0	0%	0	0%	0	0%
	25 or more	5	15%	0	0%	0	0%	0	0%	0	0%	3	14%	0	0%	0	0%	0	0%

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Education level	HS or GED	14	41%	0	0%	0	0%	0	0%	0	0%	8	36%	0	0%	0	0%	0	0%
	tech/vocational	3	9%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	some college	9	26%	0	0%	0	0%	0	0%	0	0%	6	27%	0	0%	0	0%	0	0%
	associate's	5	15%	0	0%	0	0%	0	0%	0	0%	5	23%	0	0%	0	0%	0	0%
	bachelor's	1	3%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	master's	1	3%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
Additional jobs in district?	None	31	91%	0	0%	0	0%	0	0%	0	0%	20	91%	0	0%	0	0%	0	0%
	1	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	2	1	3%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
Additional jobs outside district?	None	24	71%	0	0%	0	0%	0	0%	0	0%	15	68%	0	0%	0	0%	0	0%
	1	9	26%	0	0%	0	0%	0	0%	0	0%	6	27%	0	0%	0	0%	0	0%
	2	1	3%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
Hours worked per week	0-10 hours	1	3%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	11-20 hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	21-30 hours	2	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	31-40 hours	30	88%	0	0%	0	0%	0	0%	0	0%	21	95%	0	0%	0	0%	0	0%
	over 40 hours	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Earn more than half household income?	Yes	25	74%	0	0%	0	0%	0	0%	0	0%	18	82%	0	0%	0	0%	0	0%
	No	9	26%	0	0%	0	0%	0	0%	0	0%	4	18%	0	0%	0	0%	0	0%
Gender	Female	30	88%	0	0%	0	0%	0	0%	0	0%	20	91%	0	0%	0	0%	0	0%
	Male	2	6%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
Age	under 25	1	3%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	25-29	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	30-39	5	15%	0	0%	0	0%	0	0%	0	0%	3	14%	0	0%	0	0%	0	0%
	40-49	9	26%	0	0%	0	0%	0	0%	0	0%	4	18%	0	0%	0	0%	0	0%
	50-59	13	38%	0	0%	0	0%	0	0%	0	0%	9	41%	0	0%	0	0%	0	0%
	60-64	3	9%	0	0%	0	0%	0	0%	0	0%	3	14%	0	0%	0	0%	0	0%
	65 or older	1	3%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%

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<b>Working Conditions</b>																			
Job description?	Yes	30	88%	0	0%	0	0%	0	0%	0	0%	19	86%	0	0%	0	0%	0	0%
	No	4	12%	0	0%	0	0%	0	0%	0	0%	3	14%	0	0%	0	0%	0	0%
Is it accurate?	Yes	28	82%	0	0%	0	0%	0	0%	0	0%	17	77%	0	0%	0	0%	0	0%
	No	2	6%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
Duties beyond primary ones?	Yes	22	65%	0	0%	0	0%	0	0%	0	0%	16	73%	0	0%	0	0%	0	0%
	No	11	32%	0	0%	0	0%	0	0%	0	0%	5	23%	0	0%	0	0%	0	0%
% beyond primary responsibilities	0%	6	18%	0	0%	0	0%	0	0%	0	0%	2	9%	0	0%	0	0%	0	0%
	1-10%	18	53%	0	0%	0	0%	0	0%	0	0%	12	55%	0	0%	0	0%	0	0%
	11-15%	4	12%	0	0%	0	0%	0	0%	0	0%	3	14%	0	0%	0	0%	0	0%
	16-25%	2	6%	0	0%	0	0%	0	0%	0	0%	2	9%	0	0%	0	0%	0	0%
	more than 25%	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Have adequate tools to do your job?	agree/strongly	31	91%	0	0%	0	0%	0	0%	0	0%	20	91%	0	0%	0	0%	0	0%
	neither	2	6%	0	0%	0	0%	0	0%	0	0%	2	9%	0	0%	0	0%	0	0%
	disagree/ strongly	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Employ monitors for every bus?	Yes	7	21%	0	0%	0	0%	0	0%	0	0%	3	14%	0	0%	0	0%	0	0%
	No	25	74%	0	0%	0	0%	0	0%	0	0%	17	77%	0	0%	0	0%	0	0%
Administer medications?	Yes	7	21%	0	0%	0	0%	0	0%	0	0%	3	14%	0	0%	0	0%	0	0%
	No	32	94%	0	0%	0	0%	0	0%	0	0%	21	95%	0	0%	0	0%	0	0%
If so, properly trained?	Yes	2	6%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	No	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	12	35%	0	0%	0	0%	0	0%	0	0%	6	27%	0	0%	0	0%	0	0%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	16	47%	0	0%	0	0%	0	0%	0	0%	10	45%	0	0%	0	0%	0	0%
	No	17	50%	0	0%	0	0%	0	0%	0	0%	11	50%	0	0%	0	0%	0	0%
Seniority recognized for awarding job positions?	Yes	7	21%	0	0%	0	0%	0	0%	0	0%	5	23%	0	0%	0	0%	0	0%
	No	22	65%	0	0%	0	0%	0	0%	0	0%	14	64%	0	0%	0	0%	0	0%

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Instructional Assistants expected to cover classes?	Yes	12	35%	0	0%	0	0%	0	0%	0	0%	12	55%	0	0%	0	0%	0	0%
	No	10	29%	0	0%	0	0%	0	0%	0	0%	10	45%	0	0%	0	0%	0	0%
	not applicable	12	35%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
If so, how often?	once/week	4	12%	0	0%	0	0%	0	0%	0	0%	4	18%	0	0%	0	0%	0	0%
	2-3 times/week	4	12%	0	0%	0	0%	0	0%	0	0%	4	18%	0	0%	0	0%	0	0%
	4-5 times/week	1	3%	0	0%	0	0%	0	0%	0	0%	1	5%	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	1	0%	0	0%	0	0%	0	0%	0	0%	1	0%	0	0%	0	0%	0	0%
	not applicable	22	65%	0	0%	0	0%	0	0%	0	0%	10	45%	0	0%	0	0%	0	0%
<b>Work Environment</b>																			
Work in a safe environment?	Yes	33	97%	0	0%	0	0%	0	0%	0	0%	22	100%	0	0%	0	0%	0	0%
	No	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
District's student discipline policy consistently followed?	Yes	18	53%	0	0%	0	0%	0	0%	0	0%	11	50%	0	0%	0	0%	0	0%
	No	14	41%	0	0%	0	0%	0	0%	0	0%	10	45%	0	0%	0	0%	0	0%
Trained on student discipline policies and processes?	Yes	12	35%	0	0%	0	0%	0	0%	0	0%	11	50%	0	0%	0	0%	0	0%
	No	20	59%	0	0%	0	0%	0	0%	0	0%	9	41%	0	0%	0	0%	0	0%
Peer to peer bullying or harassment an issue?	Yes	9	26%	0	0%	0	0%	0	0%	0	0%	5	23%	0	0%	0	0%	0	0%
	No	23	68%	0	0%	0	0%	0	0%	0	0%	15	68%	0	0%	0	0%	0	0%
Bullying or harassment by supervisor an issue?	Yes	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	31	91%	0	0%	0	0%	0	0%	0	0%	20	91%	0	0%	0	0%	0	0%
Enjoy working in this school district?	agree/strongly	30	88%	0	0%	0	0%	0	0%	0	0%	22	100%	0	0%	0	0%	0	0%
	neither	3	9%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	disagree/ strongly	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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