			sctrict verall	Cle	erical/ etarial	Cust	todial/ tenance		SUITS: I	He Stu	alth/ ident vices	Instru	uctional istants	Skille	d Trades		hnical vices	Transp	oortation
Total Responses			16		4		0		0		1		11		0		0		0
Demographics					İ		-						ļ		-		İ		Ì
Job category	Clerical	4	25%						İ										
	Custodial	0	0%																
	Food Services	0	0%		1														Ī
	Inst. Assts.	11	69%				İ		Î		Ì		İ		İ				Ì
	Health/Student Services	1	6%																
	Skilled Trades	0	0%																
	Security Services	0	0%																
	Tech. Services	0	0%				į						İ						<u> </u>
	Transportation	0	0%						ļ				ļ		-		!		
Work location	Elementary	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Middle	6	38%	0	0%	0	0%	0	0%	0	0%	4	36%	0	0%	0	0%	0	0%
	High School	2	13%	0	0%	0	0%	0	0%	0	0%	2	18%	0	0%	0	0%	0	0%
	District Wide	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Other Dist. Site	2	13%	0	0%	0	0%	0	0%	0	0%	1	9%	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	1	6%	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%
	2-5 years	3	19%	0	0%	0	0%	0	0%	0	0%	3	27%	0	0%	0	0%	0	0%
	6-9 years	4	25%	0	0%	0	0%	0	0%	0	0%	3	27%	0	0%	0	0%	0	0%
	10-14 years	3	19%	0	0%	0	0%	0	0%	0	0%	2	18%	0	0%	0	0%	0	0%
	15-19 years	1	6%	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%
	20-24 years	3	19%	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%
	25 or more	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Years in district	1 year	1	6%	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%
	2-5 years	3	19%	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%
	6-9 years	1	6%	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	6%	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%
	20-24 years	4	25%	0	0%	0	0%	0	0%	0	0%	3	27%	0	0%	0	0%	0	0%
	25 or more	4	25%	0	0%	0	0%	0	0%	0	0%	3	27%	0	0%	0	0%	0	0%

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

			ctrict erall	Cler	ical/ etarial	Cust	P Surv odial/ enance		Services	Hea Stu	alth/ dent vices	Instru	ctional stants	Skilled	d Trades		nnical vices	Transp	ortation
Education level	HS or GED	4	25%	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%
	tech/vocational	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	some college	7	44%	0	0%	0	0%	0	0%	0	0%	6	55%	0	0%	0	0%	0	0%
	associate's	3	19%	0	0%	0	0%	0	0%	0	0%	3	27%	0	0%	0	0%	0	0%
	bachelor's	2	13%	0	0%	0	0%	0	0%	0	0%	1	9%	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	None	13	81%	0	0%	0	0%	0	0%	0	0%	10	91%	0	0%	0	0%	0	0%
district?	1	2	13%	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%
	2	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Additional jobs	None	13	81%	0	0%	0	0%	0	0%	0	0%	9	82%	0	0%	0	0%	0	0%
outside district?	1	3	19%	0	0%	0	0%	0	0%	0	0%	2	18%	0	0%	0	0%	0	0%
	2	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Hours worked per	0-10 hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
week	11-20 hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	21-30 hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	31-40 hours	14	88%	0	0%	0	0%	0	0%	0	0%	9	82%	0	0%	0	0%	0	0%
	over 40 hours	2	13%	0	0%	0	0%	0	0%	0	0%	2	18%	0	0%	0	0%	0	0%
Earn more than half							i !		i !										
household income?	Yes	13	81%	0	0%	0	0%	0	0%	0	0%	8	73%	0	0%	0	0%	0	0%
	No	3	19%	0	0%	0	0%	0	0%	0	0%	3	27%	0	0%	0	0%	0	0%
Gender	Female	16	100%	0	0%	0	0%	0	0%	0	0%	11	100%	0	0%	0	0%	0	0%
	Male	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Age	under 25	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	25-29	1	6%	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%
	30-39	8	50%	0	0%	0	0%	0	0%	0	0%	6	55%	0	0%	0	0%	0	0%
	40-49	2	13%	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%
	50-59	5	31%	0	0%	0	0%	0	0%	0	0%	3	27%	0	0%	0	0%	0	0%
	60-64	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	65 or older	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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

-					2011 K	EA ES	P Surv	<u>ey Re</u>	sults: I	VicCre	eary Co	ounty							
			ctrict erall		rical/ etarial		odial/ enance	Food S	Services	Stu	alth/ ident vices		uctional stants	Skille	d Trades		hnical rvices	Transp	ortation
Racial group	American Indian		00/	0	00/	0	00/	0	00/	0	00/	0	00/	0	100/	0	00/	0	00/
	American Indian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Asian Black/African	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	American	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Caucasian	16	100%		0%		0%	0	0%	0	0%	11	100%		0%	0	0%	0	0%
	Hawaiian/ Pacific	10	100%	0	10%	0	0%	U	0%	U	0%	11	100%	0	0%	U	0%	U	0%
	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	, , , ,	ĺ					!		!	1		Ť		1	!	f			!
Membership					İ		<u> </u>						į						<u> </u>
KEA member?	Yes	3	19%	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%
	No	13	81%	0	0%	0	0%	0	0%	0	0%	10	91%	0	0%	0	0%	0	0%
Satisfied with KEA?	satisfied/very	2	13%	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%
	neither	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
			İ		1		<u> </u>				ļ ļ		ļ		İ		1		
	unsatisfied/ very	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	13	81%	0	0%	0	0%	0	0%	0	0%	10	91%	0	0%	0	0%	0	0%
																			1
																			+
																			+
																			+
																			
																			<u> </u>
																			1
				1				1	1			1		1			_1	1	

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

					<u>:011 K</u>	EA ES	<u>P Surv</u>	<u>ey ke</u>	sults: I	<u>vicur</u>	eary Co	ounty							
			ctrict erall		rical/ etarial		todial/ tenance	Food	Services	St	ealth/ udent ervices		uctional sistants	Skille	d Trades		hnical rvices	Transp	ortation
Wages and Benefits											į				į				
Required overtime?	Yes	1	6%	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%
	No	- 15	94%	0	0%	0	0%	0	0%	0	0%	10	91%	0	0%	0	0%	0	0%
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	1	6%	0	0%	0	0%	0	0%	0	0%	1	9%	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	15	94%	0	0%	0	0%	0	0%	0	0%	10	91%	0	0%	0	0%	0	0%
If so, compensated?	Yes	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	1	6%	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%
	not applicable	15	94%	0	0%	0	0%	0	0%	0	0%	10	91%	0	0%	0	0%	0	0%
Benefits a main factor in	Yes	9	56%	0	0%	0	0%	0	0%	0	0%	7	64%	0	0%	0	0%	0	0%
employment?	No	7	44%	0	0%	0	0%	0	0%	0	0%	4	36%	0	0%	0	0%	0	0%
% salary going	0%	3	19%	0	0%	0	0%	0	0%	0	0%	2	18%	0	0%	0	0%	0	0%
toward health	1-10%	10	63%	0	0%	0	0%	0	0%	0	0%	6	55%	0	0%	0	0%	0	0%
insurance	11-25%	2	13%	0	0%	0	0%	0	0%	0	0%	2	18%	0	0%	0	0%	0	0%
	26-50%	1	6%	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%
	51-75%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	over 75%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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

					OTT K	EA ES	P Surv	ey kes	<u>sults: N</u>			unty							
			ctrict erall		rical/ etarial		odial/ enance	Food S	Services	Stu	alth/ dent vices		ictional stants	Skilled	l Trades		nnical vices	Transp	ortation
Training and PD					ļ		1				ļ		-				!		
Where received	department	3	19%	0	0%	0	0%	0	0%	0	0%	3	27%	0	0%	0	0%	0	0%
initial training?	school district	13	81%	0	0%	0	0%	0	0%	0	0%	9	82%	0	0%	0	0%	0	0%
	college	4	25%	0	0%	0	0%	0	0%	0	0%	3	27%	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	2	13%	0	0%	0	0%	0	0%	0	0%	2	18%	0	0%	0	0%	0	0%
From inside district,	within school																		į
outside or both?	district outside school district	13 1	81% 6%		0% 0%	0	0% 0%	0	i !	0	0% 0%	9	82% 0%	0	0% 0%	0	0% 0%	0	0% 0%
	both	2	13%	0	0%	0	0%	0	0%	0	0%	2	18%	0	0%	0	0%	0	0%
Do you receive ongoing PD from District?	Yes No	8	50% 50%	0	0% 0%	0 0	0% 0%	0 0	0% 0%	0	0% 0%	5 6	45% 55%	0	0% 0%	0	0% 0%	0	0% 0%
How many days?	0 days	7	44%	0	0%	0	0%	0	0%	0	0%	5	45%	0	0%	0	0%	0	0%
	1-4 days	8	50%	0	0%	0	0%	0	0%	0	0%	5	45%	0	0%	0	0%	0	0%
	5-8 days	1	6%	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%
	more than 8 days	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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

								ey Ke	esults: I		reary Co lealth/	ounty T	<u> </u>	ı				1	
			ctrict verall		rical/ etarial		todial/ tenance	Food	Services	S	tudent ervices		ructional sistants	Skille	ed Trades		chnical rvices	Trans	portation
Job Performance			İ				İ		İ		į		İ						į
Regularly	Yes	10	63%	0	0%	0	0%	0	0%	0	0%	6	55%	0	0%	0	0%	0	0%
evaluated?	No	4	25%	0	0%	0	0%	0	0%	0	0%	4	36%	0	0%	0	0%	0	0%
How often?	once/month	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
1	once/quarter	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
1	every 6 months	1	6%	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%
	once/year	13	81%	0	0%	0	0%	0	0%	0	0%	9	82%	0	0%	0	0%	0	0%
Who evaluates?					į		ŀ												
	supervisor	7	44%	0	0%	0	0%	0	0%	0	0%	5	45%	0	0%	0	0%	0	0%
	administrator	5	31%	0	0%	0	0%	0	0%	0	0%	3	27%	0	0%	0	0%	0	0%
	colleagues	1	6%	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%
	combination of people	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
My supervisor helps		10	63%	0	0%	0	0%	0	0%	0	0%	6	55%	0	0%	0	0%	0	0%
me be effective in	neither	2	13%	0	0%	0	0%	0	0%	0	0%	2	18%	0	0%	0	0%	0	0%
my job.			1070	_	10,70		10,0		10,0		10,0		12070				10,0		10,0
	disagree/ strongly	2	13%	0	0%	0	0%	0	0%	0	0%	2	18%	0	0%	0	0%	0	0%
<u> </u>																			
<u> </u>																			

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

		Die	ctrict		rical/		odial/	ey Ke	sults: I		alth/	1	uctional			Too	hnical		
			erall		etarial		tenance	Food S	Services		ident vices		istants	Skille	d Trades		vices	Transp	ortation
Working Conditions			-																
Job description?	Yes	14	88%	0	0%	0	0%	0	0%	0	0%	10	91%	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%
Is it accurate?	Yes	11	69%	0	0%	0	0%	0	0%	0	0%	8	73%	0	0%	0	0%	0	0%
	No	3	19%	0	0%	0	0%	0	0%	0	0%	2	18%	0	0%	0	0%	0	0%
Duties beyond primary ones?	Yes	9	56%	0	0%	0	0%	0	0%	0	0%	6	55%	0	0%	0	0%	0	0%
	No	5	31%	0	0%	0	0%	0	0%	0	0%	4	36%	0	0%	0	0%	0	0%
% beyond primary	0%	4	25%	0	0%	0	0%	0	0%	0	0%	3	27%	0	0%	0	0%	0	0%
responsibilities	1-10%	4	25%	0	0%	0	0%	0	0%	0	0%	3	27%	0	0%	0	0%	0	0%
	11-15%	4	25%	0	0%	0	0%	0	0%	0	0%	2	18%	0	0%	0	0%	0	0%
	16-25%	1	6%	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%
	more than 25%	1	6%	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%
Have adequate	agree/strongly	11	69%	0	0%	0	0%	0	0%	0	0%	8	73%	0	0%	0	0%	0	0%
tools to do your	neither	2	13%	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%
job?	disagree/ strongly	1	6%	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%
Employ monitors for every bus?	Yes	3	19%	0	0%	0	0%	0	0%	0	0%	3	27%	0	0%	0	0%	0	0%
Tor every bus:	No	11	69%	0	0%	0	0%	0	0%	0	0%	7	64%	0	0%	0	0%	0	0%
Administer	Yes	3	19%	0	0%	0	0%	0	0%	0	0%	3	27%	0	0%	0	0%	0	0%
medications?	No	13	81%	0	0%	0	0%	0	0%	0	0%	9	82%	0	0%	0	0%	0	0%
If so, properly	Yes	2	13%	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%
trained?	No	3	19%	0	0%	0	0%	0	0%	0	0%	3	27%	0	0%	0	0%	0	0%
	not applicable	2	13%	0	0%	0	0%	0	0%	0	0%	2	18%	0	0%	0	0%	0	0%
Opportunity to give input into decision making for job category at the																			
worksite or district	Yes	8	· .	0	0%	0	0%	0	<u> </u>	0	0%	5	45%	0	-i	0	0%	0	0%
level?	No	6	38%	0	0%	0	0%	0	0%	0	0%	5	45%	0	0%	0	0%	0	0%
Seniority recognized for	Yes	2	13%	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%		0%
awarding job positions?	No	12	75%	0	0%	0	0%	0	0%	0	0%	9	82%	0	0%	0	0%	0	0%
ροσιτίστο:	<u></u>	12	15%	U	U70	U	U70	U	U70	U	U70	9	0470	U	U70	U	U70	U	U70

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

							P Surv	ey ke	suits. i		alth/					Ι			
			ctrict erall		rical/ etarial		odial/ tenance	Food S	Services		dent vices		ictional stants	Skilled	l Trades		nnical vices	Transp	ortation
Instructional	Yes	8	50%	0	0%	0	0%	0	0%	0	0%	8	73%	0	0%	0	0%	0	0%
Assistants expected to cover classes?	No	1	6%	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%
to cover classes:	not applicable	5	31%	0	0%	0	0%	0	ŀ		0%	0	0%	0	0%	0	0%	0	0%
If so, how often?	once/week	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	2-3 times/week	5	31%	0	0%	0	0%	0	0%	0	0%	5	45%	0	0%	0	0%	0	0%
	4-5 times/week	3	19%	0	0%	0	0%	0	0%	_	0%	3	27%	0	0%	0	0%	0	0%
	4 5 times/ week	3	15/0	U	070	U	070	U	070	U	076	3	27/0	U	076	U	076	U	070
	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				İ				i i		İ		i						
	times/week	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	6	38%	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%
Work Environment																			
Work in a safe	Yes	13	81%	0	0%	0	0%	0	0%	0	0%	9	82%	0	0%	0	0%	0	0%
environment?	No	1	6%	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%
District's student					<u> </u>				i I		İ						i !		1
discipline policy			•				į		į		ļ				į		į		İ
consistently followed?	Yes	11	69%	0	0%	0	0%	0	0%	0	0%	7	64%	0	0%	0	0%	0	0%
iollowed:	No	3	19%	0	0%	0	0%	0	0%	0	0%	3	27%	0	0%	0	0%	0	0%
Trained on student	140	3	1970	0	070	U	070	U	070	0	070	3	2770	U	070	0	070	O	1070
discipline policies									 		l l				l l		 		
and processes?	Vaa		F.60/	•	00/		00/		00/	0	00/	_	6.407		001	•	00/		
	Yes	9	56%	0	0%	0	0%	0	0%		0%	/	64%	0	 	0	0%	0	0%
Danatana	No	5	31%	0	0%	0	0%	0	0%	0	0%	3	27%	0	0%	0	0%	0	0%
Peer to peer bullying or											ļ						į		
harassment an	Yes	5	31%	0	0%	0	0%	0	0%	0	0%	3	27%	0	0%	0	0%	0	0%
issue?	No	9	56%	0	0%	0	0%	0	0%	0	0%	7	64%	0	0%	0	0%	0	0%
Bullying or		1							İ			1							†
harassment by	Yes	2	13%	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%
supervisor an issue?	No	12	75%	0	0%	0	0%	0	0%		0%	9	9% 82%	0	0%	0	0%	0	0%
Enjoy working in	agree/strongly	11	69%	0	0%	0	0%	_	0%		0%	9 8	73%		0%		1	0	0%
this school district?	neither	2	13%	0	0%	0	0%	0 0	0%	0	0%	0 1	9%	0	1	0 0	0% 0%	0	0%
	nciulei	۷	1370	U	U70	U	U70	U	U 70	U	U70	1	970	U	U70	U	U70	U	U70
	disagree/ strongly	1	6%	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%

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