

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

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation		
<b>Total Responses</b>		57		6		2		16		3		29		0		1		0		
<b>Demographics</b>																				
Job category	Clerical	6	11%																	
	Custodial	2	4%																	
	Food Services	16	28%																	
	Inst. Assts.	29	51%																	
	Health/Student Services	3	5%																	
	Skilled Trades	0	0%																	
	Security Services	0	0%																	
	Tech. Services	1	2%																	
	Transportation	0	0%																	
Work location	Elementary	27	47%	0	0%	0	0%	0	0%	0	0%	21	72%	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	28	49%	0	0%	0	0%	16	100%	0	0%	8	28%	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%	0
Years employed	1 year	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	2-5 years	13	23%	0	0%	0	0%	4	25%	0	0%	5	17%	0	0%	0	0%	0	0%	
	6-9 years	11	19%	0	0%	0	0%	4	25%	0	0%	5	17%	0	0%	0	0%	0	0%	
	10-14 years	21	37%	0	0%	0	0%	2	13%	0	0%	15	52%	0	0%	0	0%	0	0%	
	15-19 years	5	9%	0	0%	0	0%	1	6%	0	0%	3	10%	0	0%	0	0%	0	0%	
	20-24 years	4	7%	0	0%	0	0%	3	19%	0	0%	1	3%	0	0%	0	0%	0	0%	
	25 or more	2	4%	0	0%	0	0%	2	13%	0	0%	0	0%	0	0%	0	0%	0	0%	
Years in district	1 year	5	9%	0	0%	0	0%	1	6%	0	0%	3	10%	0	0%	0	0%	0	0%	
	2-5 years	4	7%	0	0%	0	0%	3	19%	0	0%	1	3%	0	0%	0	0%	0	0%	
	6-9 years	2	4%	0	0%	0	0%	2	13%	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	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	20-24 years	17	30%	0	0%	0	0%	6	38%	0	0%	7	24%	0	0%	0	0%	0	0%	
25 or more	12	21%	0	0%	0	0%	3	19%	0	0%	7	24%	0	0%	0	0%	0	0%		

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

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		Disctrict Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Education level	HS or GED	27	47%	0	0%	0	0%	13	81%	0	0%	8	28%	0	0%	0	0%	0	0%
	tech/vocational	3	5%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%
	some college	11	19%	0	0%	0	0%	1	6%	0	0%	9	31%	0	0%	0	0%	0	0%
	associate's	9	16%	0	0%	0	0%	1	6%	0	0%	8	28%	0	0%	0	0%	0	0%
	bachelor's	5	9%	0	0%	0	0%	0	0%	0	0%	4	14%	0	0%	0	0%	0	0%
	master's	2	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Additional jobs in district?	None	48	84%	0	0%	0	0%	16	100%	0	0%	22	76%	0	0%	0	0%	0	0%
	1	7	12%	0	0%	0	0%	0	0%	0	0%	5	17%	0	0%	0	0%	0	0%
	2	1	2%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
Additional jobs outside district?	None	50	88%	0	0%	0	0%	15	94%	0	0%	26	90%	0	0%	0	0%	0	0%
	1	6	11%	0	0%	0	0%	0	0%	0	0%	3	10%	0	0%	0	0%	0	0%
	2	1	2%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%
Hours worked per week	0-10 hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	11-20 hours	2	4%	0	0%	0	0%	2	13%	0	0%	0	0%	0	0%	0	0%	0	0%
	21-30 hours	6	11%	0	0%	0	0%	4	25%	0	0%	0	0%	0	0%	0	0%	0	0%
	31-40 hours	40	70%	0	0%	0	0%	10	63%	0	0%	25	86%	0	0%	0	0%	0	0%
	over 40 hours	9	16%	0	0%	0	0%	0	0%	0	0%	4	14%	0	0%	0	0%	0	0%
Earn more than half household income?	Yes	45	79%	0	0%	0	0%	12	75%	0	0%	24	83%	0	0%	0	0%	0	0%
	No	10	18%	0	0%	0	0%	2	13%	0	0%	5	17%	0	0%	0	0%	0	0%
Gender	Female	54	95%	0	0%	0	0%	15	94%	0	0%	28	97%	0	0%	0	0%	0	0%
	Male	2	4%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
Age	under 25	1	2%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	25-29	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	30-39	8	14%	0	0%	0	0%	1	6%	0	0%	4	14%	0	0%	0	0%	0	0%
	40-49	21	37%	0	0%	0	0%	3	19%	0	0%	11	38%	0	0%	0	0%	0	0%
	50-59	19	33%	0	0%	0	0%	10	63%	0	0%	8	28%	0	0%	0	0%	0	0%
	60-64	6	11%	0	0%	0	0%	2	13%	0	0%	4	14%	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.

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		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
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 American	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Caucasian	57	100%	0	0%	0	0%	16	100%	0	0%	29	100%	0	0%	0	0%	0	0%
	Hawaiian/ Pacific 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%
<b>Association Membership</b>																			
KEA member?	Yes	7	12%	0	0%	0	0%	0	0%	0	0%	5	17%	0	0%	0	0%	0	0%
	No	50	88%	0	0%	0	0%	16	100%	0	0%	24	83%	0	0%	0	0%	0	0%
Satisfied with KEA?	satisfied/very	6	11%	0	0%	0	0%	0	0%	0	0%	5	17%	0	0%	0	0%	0	0%
	neither	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	unsatisfied/ very	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	50	88%	0	0%	0	0%	16	100%	0	0%	24	83%	0	0%	0	0%	0	0%

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

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
<b>Wages and Benefits</b>																			
Required overtime?	Yes	9	16%	0	0%	0	0%	0	0%	0	0%	6	21%	0	0%	0	0%	0	0%
	No	48	84%	0	0%	0	0%	16	100%	0	0%	23	79%	0	0%	0	0%	0	0%
If so, how many hours?	0 hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	1-4 hours	7	12%	0	0%	0	0%	0	0%	0	0%	6	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	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	48	84%	0	0%	0	0%	16	100%	0	0%	23	79%	0	0%	0	0%	0	0%
If so, compensated?	Yes	4	7%	0	0%	0	0%	0	0%	0	0%	3	10%	0	0%	0	0%	0	0%
	No	3	5%	0	0%	0	0%	0	0%	0	0%	2	7%	0	0%	0	0%	0	0%
	not applicable	48	84%	0	0%	0	0%	16	100%	0	0%	23	79%	0	0%	0	0%	0	0%
Benefits a main factor in employment?	Yes	26	46%	0	0%	0	0%	12	75%	0	0%	9	31%	0	0%	0	0%	0	0%
	No	25	44%	0	0%	0	0%	3	19%	0	0%	15	52%	0	0%	0	0%	0	0%
% salary going toward health insurance	0%	21	37%	0	0%	0	0%	2	13%	0	0%	13	45%	0	0%	0	0%	0	0%
	1-10%	18	32%	0	0%	0	0%	10	63%	0	0%	5	17%	0	0%	0	0%	0	0%
	11-25%	9	16%	0	0%	0	0%	1	6%	0	0%	7	24%	0	0%	0	0%	0	0%
	26-50%	5	9%	0	0%	0	0%	1	6%	0	0%	3	10%	0	0%	0	0%	0	0%
	51-75%	2	4%	0	0%	0	0%	1	6%	0	0%	1	3%	0	0%	0	0%	0	0%
	over 75%	1	2%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%

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

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		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
<b>Training and PD</b>																			
Where received initial training?	department	18	32%	0	0%	0	0%	5	31%	0	0%	9	31%	0	0%	0	0%	0	0%
	school district	42	74%	0	0%	0	0%	12	75%	0	0%	25	86%	0	0%	0	0%	0	0%
	college	7	12%	0	0%	0	0%	0	0%	0	0%	5	17%	0	0%	0	0%	0	0%
	KEA	1	2%	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	7	12%	0	0%	0	0%	2	13%	0	0%	2	7%	0	0%	0	0%	0	0%
From inside district, outside or both?	within school district	34	60%	0	0%	0	0%	14	88%	0	0%	16	55%	0	0%	0	0%	0	0%
	outside school district	6	11%	0	0%	0	0%	1	6%	0	0%	2	7%	0	0%	0	0%	0	0%
	both	15	26%	0	0%	0	0%	1	6%	0	0%	9	31%	0	0%	0	0%	0	0%
Do you receive ongoing PD from District?	Yes	53	93%	0	0%	0	0%	16	100%	0	0%	28	97%	0	0%	0	0%	0	0%
	No	3	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
How many days?	0 days	3	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	1-4 days	14	25%	0	0%	0	0%	12	75%	0	0%	2	7%	0	0%	0	0%	0	0%
	5-8 days	39	68%	0	0%	0	0%	4	25%	0	0%	26	90%	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%

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		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
<b>Job Performance</b>																			
Regularly evaluated?	Yes	52	91%	0	0%	0	0%	16	100%	0	0%	26	90%	0	0%	0	0%	0	0%
	No	2	4%	0	0%	0	0%	0	0%	0	0%	0	0%	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%
	once/quarter	2	4%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	every 6 months	4	7%	0	0%	0	0%	0	0%	0	0%	2	7%	0	0%	0	0%	0	0%
	once/year	47	82%	0	0%	0	0%	16	100%	0	0%	22	76%	0	0%	0	0%	0	0%
Who evaluates?	supervisor	23	40%	0	0%	0	0%	13	81%	0	0%	6	21%	0	0%	0	0%	0	0%
	administrator	26	46%	0	0%	0	0%	2	13%	0	0%	17	59%	0	0%	0	0%	0	0%
	colleagues	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	combination of people	3	5%	0	0%	0	0%	1	6%	0	0%	2	7%	0	0%	0	0%	0	0%
My supervisor helps me be effective in my job.	agree/strongly	38	67%	0	0%	0	0%	13	81%	0	0%	21	72%	0	0%	0	0%	0	0%
	neither	10	18%	0	0%	0	0%	2	13%	0	0%	3	10%	0	0%	0	0%	0	0%
	disagree/ strongly	5	9%	0	0%	0	0%	0	0%	0	0%	2	7%	0	0%	0	0%	0	0%

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<b>Working Conditions</b>																			
Job description?	Yes	54	95%	0	0%	0	0%	16	100%	0	0%	26	90%	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	45	79%	0	0%	0	0%	16	100%	0	0%	21	72%	0	0%	0	0%	0	0%
	No	9	16%	0	0%	0	0%	0	0%	0	0%	5	17%	0	0%	0	0%	0	0%
Duties beyond primary ones?	Yes	37	65%	0	0%	0	0%	13	81%	0	0%	15	52%	0	0%	0	0%	0	0%
	No	17	30%	0	0%	0	0%	3	19%	0	0%	11	38%	0	0%	0	0%	0	0%
% beyond primary responsibilities	0%	14	25%	0	0%	0	0%	3	19%	0	0%	9	31%	0	0%	0	0%	0	0%
	1-10%	31	54%	0	0%	0	0%	13	81%	0	0%	12	41%	0	0%	0	0%	0	0%
	11-15%	5	9%	0	0%	0	0%	0	0%	0	0%	3	10%	0	0%	0	0%	0	0%
	16-25%	3	5%	0	0%	0	0%	0	0%	0	0%	2	7%	0	0%	0	0%	0	0%
	more than 25%	1	2%	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	49	86%	0	0%	0	0%	15	94%	0	0%	24	83%	0	0%	0	0%	0	0%
	neither	2	4%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%
	disagree/ strongly	3	5%	0	0%	0	0%	0	0%	0	0%	2	7%	0	0%	0	0%	0	0%
Employ monitors for every bus?	Yes	5	9%	0	0%	0	0%	0	0%	0	0%	3	10%	0	0%	0	0%	0	0%
	No	42	74%	0	0%	0	0%	12	75%	0	0%	21	72%	0	0%	0	0%	0	0%
Administer medications?	Yes	5	9%	0	0%	0	0%	0	0%	0	0%	3	10%	0	0%	0	0%	0	0%
	No	34	60%	0	0%	0	0%	15	94%	0	0%	14	48%	0	0%	0	0%	0	0%
If so, properly trained?	Yes	21	37%	0	0%	0	0%	0	0%	0	0%	14	48%	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	21%	0	0%	0	0%	8	50%	0	0%	3	10%	0	0%	0	0%	0	0%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	27	47%	0	0%	0	0%	6	38%	0	0%	14	48%	0	0%	0	0%	0	0%
	No	27	47%	0	0%	0	0%	10	63%	0	0%	12	41%	0	0%	0	0%	0	0%
Seniority recognized for awarding job positions?	Yes	10	18%	0	0%	0	0%	6	38%	0	0%	3	10%	0	0%	0	0%	0	0%
	No	41	72%	0	0%	0	0%	10	63%	0	0%	20	69%	0	0%	0	0%	0	0%

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Instructional Assistants expected to cover classes?	Yes	11	19%	0	0%	0	0%	0	0%	0	0%	11	38%	0	0%	0	0%	0	0%
	No	14	25%	0	0%	0	0%	0	0%	0	0%	14	48%	0	0%	0	0%	0	0%
	not applicable	28	49%	0	0%	0	0%	16	100%	0	0%	0	0%	0	0%	0	0%	0	0%
If so, how often?	once/week	9	16%	0	0%	0	0%	0	0%	0	0%	9	31%	0	0%	0	0%	0	0%
	2-3 times/week	1	2%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	4-5 times/week	1	2%	0	0%	0	0%	0	0%	0	0%	1	3%	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	42	74%	0	0%	0	0%	16	100%	0	0%	14	48%	0	0%	0	0%	0	0%
<b>Work Environment</b>																			
Work in a safe environment?	Yes	52	91%	0	0%	0	0%	15	94%	0	0%	26	90%	0	0%	0	0%	0	0%
	No	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
District's student discipline policy consistently followed?	Yes	44	77%	0	0%	0	0%	16	100%	0	0%	20	69%	0	0%	0	0%	0	0%
	No	10	18%	0	0%	0	0%	0	0%	0	0%	6	21%	0	0%	0	0%	0	0%
Trained on student discipline policies and processes?	Yes	38	67%	0	0%	0	0%	6	38%	0	0%	24	83%	0	0%	0	0%	0	0%
	No	16	28%	0	0%	0	0%	10	63%	0	0%	2	7%	0	0%	0	0%	0	0%
Peer to peer bullying or harassment an issue?	Yes	4	7%	0	0%	0	0%	0	0%	0	0%	3	10%	0	0%	0	0%	0	0%
	No	49	86%	0	0%	0	0%	15	94%	0	0%	23	79%	0	0%	0	0%	0	0%
Bullying or harassment by supervisor an issue?	Yes	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	53	93%	0	0%	0	0%	15	94%	0	0%	26	90%	0	0%	0	0%	0	0%
Enjoy working in this school district?	agree/strongly	50	88%	0	0%	0	0%	15	94%	0	0%	25	86%	0	0%	0	0%	0	0%
	neither	3	5%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%
	disagree/ strongly	1	2%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%

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