

2011 KEA ESP Survey Results: Menifee County

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Total Responses		29		5		2		4		2		16		0		0		0	
Demographics																			
Job category	Clerical	5	17%																
	Custodial	2	7%																
	Food Services	4	14%																
	Inst. Assts.	16	55%																
	Health/Student Services	2	7%																
	Skilled Trades	0	0%																
	Security Services	0	0%																
	Tech. Services	0	0%																
	Transportation	0	0%																
Work location	Elementary	21	72%	0	0%	0	0%	0	0%	0	0%	12	75%	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	7	24%	0	0%	0	0%	0	0%	0	0%	4	25%	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	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Years employed	1 year	2	7%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	2-5 years	9	31%	0	0%	0	0%	0	0%	0	0%	6	38%	0	0%	0	0%	0	0%
	6-9 years	5	17%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	10-14 years	3	10%	0	0%	0	0%	0	0%	0	0%	3	19%	0	0%	0	0%	0	0%
	15-19 years	6	21%	0	0%	0	0%	0	0%	0	0%	4	25%	0	0%	0	0%	0	0%
	20-24 years	2	7%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	25 or more	2	7%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Years in district	1 year	6	21%	0	0%	0	0%	0	0%	0	0%	4	25%	0	0%	0	0%	0	0%
	2-5 years	2	7%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	6-9 years	2	7%	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	2	7%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	20-24 years	10	34%	0	0%	0	0%	0	0%	0	0%	7	44%	0	0%	0	0%	0	0%
25 or more	5	17%	0	0%	0	0%	0	0%	0	0%	1	6%	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	14	48%	0	0%	0	0%	0	0%	0	0%	7	44%	0	0%	0	0%	0	0%
	tech/vocational	2	7%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	some college	7	24%	0	0%	0	0%	0	0%	0	0%	5	31%	0	0%	0	0%	0	0%
	associate's	3	10%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	bachelor's	3	10%	0	0%	0	0%	0	0%	0	0%	2	13%	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	21	72%	0	0%	0	0%	0	0%	0	0%	12	75%	0	0%	0	0%	0	0%
	1	4	14%	0	0%	0	0%	0	0%	0	0%	2	13%	0	0%	0	0%	0	0%
	2	3	10%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
Additional jobs outside district?	None	25	86%	0	0%	0	0%	0	0%	0	0%	14	88%	0	0%	0	0%	0	0%
	1	3	10%	0	0%	0	0%	0	0%	0	0%	2	13%	0	0%	0	0%	0	0%
	2	1	3%	0	0%	0	0%	0	0%	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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	21-30 hours	1	3%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	31-40 hours	24	83%	0	0%	0	0%	0	0%	0	0%	14	88%	0	0%	0	0%	0	0%
	over 40 hours	4	14%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
Earn more than half household income?	Yes	19	66%	0	0%	0	0%	0	0%	0	0%	9	56%	0	0%	0	0%	0	0%
	No	9	31%	0	0%	0	0%	0	0%	0	0%	7	44%	0	0%	0	0%	0	0%
Gender	Female	27	93%	0	0%	0	0%	0	0%	0	0%	15	94%	0	0%	0	0%	0	0%
	Male	2	7%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
Age	under 25	2	7%	0	0%	0	0%	0	0%	0	0%	2	13%	0	0%	0	0%	0	0%
	25-29	2	7%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	30-39	6	21%	0	0%	0	0%	0	0%	0	0%	4	25%	0	0%	0	0%	0	0%
	40-49	12	41%	0	0%	0	0%	0	0%	0	0%	6	38%	0	0%	0	0%	0	0%
	50-59	6	21%	0	0%	0	0%	0	0%	0	0%	3	19%	0	0%	0	0%	0	0%
	60-64	1	3%	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 KEA ESP Survey Results: Menifee County

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Racial group	American Indian	1	3%	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	28	97%	0	0%	0	0%	0	0%	0	0%	16	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%
Association Membership																			
KEA member?	Yes	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	26	90%	0	0%	0	0%	0	0%	0	0%	15	94%	0	0%	0	0%	0	0%
Satisfied with KEA?	satisfied/very	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	neither	0	0%	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	26	90%	0	0%	0	0%	0	0%	0	0%	15	94%	0	0%	0	0%	0	0%

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2011 KEA ESP Survey Results: Menifee County

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Wages and Benefits																			
Required overtime?	Yes	2	7%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	27	93%	0	0%	0	0%	0	0%	0	0%	16	100%	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	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	5-8 hours	1	3%	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	27	93%	0	0%	0	0%	0	0%	0	0%	16	100%	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	2	7%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	27	93%	0	0%	0	0%	0	0%	0	0%	16	100%	0	0%	0	0%	0	0%
Benefits a main factor in employment?	Yes	19	66%	0	0%	0	0%	0	0%	0	0%	10	63%	0	0%	0	0%	0	0%
	No	7	24%	0	0%	0	0%	0	0%	0	0%	4	25%	0	0%	0	0%	0	0%
% salary going toward health insurance	0%	4	14%	0	0%	0	0%	0	0%	0	0%	3	19%	0	0%	0	0%	0	0%
	1-10%	15	52%	0	0%	0	0%	0	0%	0	0%	7	44%	0	0%	0	0%	0	0%
	11-25%	8	28%	0	0%	0	0%	0	0%	0	0%	4	25%	0	0%	0	0%	0	0%
	26-50%	2	7%	0	0%	0	0%	0	0%	0	0%	2	13%	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%

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2011 KEA ESP Survey Results: Menifee County

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Training and PD																			
Where received initial training?	department	8	28%	0	0%	0	0%	0	0%	0	0%	6	38%	0	0%	0	0%	0	0%
	school district	20	69%	0	0%	0	0%	0	0%	0	0%	10	63%	0	0%	0	0%	0	0%
	college	3	10%	0	0%	0	0%	0	0%	0	0%	3	19%	0	0%	0	0%	0	0%
	KEA	1	3%	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	3	10%	0	0%	0	0%	0	0%	0	0%	2	13%	0	0%	0	0%	0	0%
From inside district, outside or both?	within school district	17	59%	0	0%	0	0%	0	0%	0	0%	7	44%	0	0%	0	0%	0	0%
	outside school district	4	14%	0	0%	0	0%	0	0%	0	0%	2	13%	0	0%	0	0%	0	0%
	both	8	28%	0	0%	0	0%	0	0%	0	0%	7	44%	0	0%	0	0%	0	0%
Do you receive ongoing PD from District?	Yes	21	72%	0	0%	0	0%	0	0%	0	0%	13	81%	0	0%	0	0%	0	0%
	No	8	28%	0	0%	0	0%	0	0%	0	0%	3	19%	0	0%	0	0%	0	0%
How many days?	0 days	8	28%	0	0%	0	0%	0	0%	0	0%	3	19%	0	0%	0	0%	0	0%
	1-4 days	18	62%	0	0%	0	0%	0	0%	0	0%	10	63%	0	0%	0	0%	0	0%
	5-8 days	2	7%	0	0%	0	0%	0	0%	0	0%	2	13%	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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2011 KEA ESP Survey Results: Menifee County

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation				
Job Performance																						
Regularly evaluated?	Yes	28	97%	0	0%	0	0%	0	0%	0	0%	16	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%			
How often?	once/month	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	once/quarter	1	3%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%	0	0%	
	every 6 months	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	once/year	27	93%	0	0%	0	0%	0	0%	0	0%	15	94%	0	0%	0	0%	0	0%	0	0%	
Who evaluates?	supervisor	15	52%	0	0%	0	0%	0	0%	0	0%	7	44%	0	0%	0	0%	0	0%	0	0%	
	administrator	8	28%	0	0%	0	0%	0	0%	0	0%	6	38%	0	0%	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%	0	0%	
	combination of people	4	14%	0	0%	0	0%	0	0%	0	0%	2	13%	0	0%	0	0%	0	0%	0	0%	
My supervisor helps me be effective in my job.	agree/strongly	21	72%	0	0%	0	0%	0	0%	0	0%	14	88%	0	0%	0	0%	0	0%	0	0%	
	neither	4	14%	0	0%	0	0%	0	0%	0	0%	2	13%	0	0%	0	0%	0	0%	0	0%	
	disagree/ strongly	3	10%	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	
Working Conditions																			
Job description?	Yes	27	93%	0	0%	0	0%	0	0%	0	0%	16	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%
Is it accurate?	Yes	26	90%	0	0%	0	0%	0	0%	0	0%	15	94%	0	0%	0	0%	0	0%
	No	2	7%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
Duties beyond primary ones?	Yes	13	45%	0	0%	0	0%	0	0%	0	0%	8	50%	0	0%	0	0%	0	0%
	No	15	52%	0	0%	0	0%	0	0%	0	0%	8	50%	0	0%	0	0%	0	0%
% beyond primary responsibilities	0%	14	48%	0	0%	0	0%	0	0%	0	0%	7	44%	0	0%	0	0%	0	0%
	1-10%	11	38%	0	0%	0	0%	0	0%	0	0%	6	38%	0	0%	0	0%	0	0%
	11-15%	1	3%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	16-25%	1	3%	0	0%	0	0%	0	0%	0	0%	1	6%	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	27	93%	0	0%	0	0%	0	0%	0	0%	14	88%	0	0%	0	0%	0	0%
	neither	2	7%	0	0%	0	0%	0	0%	0	0%	2	13%	0	0%	0	0%	0	0%
	disagree/ strongly	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Employ monitors for every bus?	Yes	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	27	93%	0	0%	0	0%	0	0%	0	0%	16	100%	0	0%	0	0%	0	0%
Administer medications?	Yes	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	28	97%	0	0%	0	0%	0	0%	0	0%	15	94%	0	0%	0	0%	0	0%
If so, properly trained?	Yes	1	3%	0	0%	0	0%	0	0%	0	0%	1	6%	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	8	28%	0	0%	0	0%	0	0%	0	0%	4	25%	0	0%	0	0%	0	0%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	20	69%	0	0%	0	0%	0	0%	0	0%	8	50%	0	0%	0	0%	0	0%
	No	9	31%	0	0%	0	0%	0	0%	0	0%	8	50%	0	0%	0	0%	0	0%
Seniority recognized for awarding job positions?	Yes	14	48%	0	0%	0	0%	0	0%	0	0%	8	50%	0	0%	0	0%	0	0%
	No	14	48%	0	0%	0	0%	0	0%	0	0%	7	44%	0	0%	0	0%	0	0%

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Instructional Assistants expected to cover classes?	Yes	10	34%	0	0%	0	0%	0	0%	0	0%	10	63%	0	0%	0	0%	0	0%
	No	6	21%	0	0%	0	0%	0	0%	0	0%	6	38%	0	0%	0	0%	0	0%
	not applicable	13	45%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
If so, how often?	once/week	8	28%	0	0%	0	0%	0	0%	0	0%	8	50%	0	0%	0	0%	0	0%
	2-3 times/week	1	3%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	4-5 times/week	1	3%	0	0%	0	0%	0	0%	0	0%	1	6%	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	19	66%	0	0%	0	0%	0	0%	0	0%	6	38%	0	0%	0	0%	0	0%
Work Environment																			
Work in a safe environment?	Yes	29	100%	0	0%	0	0%	0	0%	0	0%	16	100%	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%
District's student discipline policy consistently followed?	Yes	23	79%	0	0%	0	0%	0	0%	0	0%	15	94%	0	0%	0	0%	0	0%
	No	1	3%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
Trained on student discipline policies and processes?	Yes	13	45%	0	0%	0	0%	0	0%	0	0%	10	63%	0	0%	0	0%	0	0%
	No	13	45%	0	0%	0	0%	0	0%	0	0%	6	38%	0	0%	0	0%	0	0%
Peer to peer bullying or harassment an issue?	Yes	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	26	90%	0	0%	0	0%	0	0%	0	0%	15	94%	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	25	86%	0	0%	0	0%	0	0%	0	0%	15	94%	0	0%	0	0%	0	0%
Enjoy working in this school district?	agree/strongly	28	97%	0	0%	0	0%	0	0%	0	0%	16	100%	0	0%	0	0%	0	0%
	neither	0	0%	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%

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