

2011 KEA ESP Survey Results: Mercer Independent

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Total Responses		55		7		7		11		2		7		1		1		18	
Demographics																			
Job category	Clerical	7	13%																
	Custodial	7	13%																
	Food Services	11	20%																
	Inst. Assts.	7	13%																
	Health/Student Services	2	4%																
	Skilled Trades	1	2%																
	Security Services	0	0%																
	Tech. Services	1	2%																
	Transportation	18	33%																
Work location	Elementary	26	47%	0	0%	0	0%	5	45%	0	0%	0	0%	0	0%	0	0%	3	17%
	Middle	5	9%	0	0%	0	0%	5	45%	0	0%	0	0%	0	0%	0	0%	0	0%
	High School	3	5%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%	0	0%	0	0%
	District Wide	8	15%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	17%
	Other Dist. Site	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	6%
	Combination	6	11%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	6	33%
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	15	27%	0	0%	0	0%	5	45%	0	0%	0	0%	0	0%	0	0%	6	33%
	6-9 years	7	13%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%	0	0%	4	22%
	10-14 years	12	22%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%	0	0%	4	22%
	15-19 years	8	15%	0	0%	0	0%	2	18%	0	0%	0	0%	0	0%	0	0%	2	11%
	20-24 years	6	11%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%	0	0%	1	6%
	25 or more	6	11%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%	0	0%	1	6%
Years in district	1 year	8	15%	0	0%	0	0%	2	18%	0	0%	0	0%	0	0%	0	0%	2	11%
	2-5 years	6	11%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%	0	0%	1	6%
	6-9 years	6	11%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%	0	0%	1	6%
	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	18	33%	0	0%	0	0%	6	55%	0	0%	0	0%	0	0%	0	0%	7	39%
	25 or more	6	11%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%	0	0%	3	17%

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Education level	HS or GED	41	75%	0	0%	0	0%	9	82%	0	0%	0	0%	0	0%	0	0%	14	78%
	tech/vocational	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	6%
	some college	7	13%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%	0	0%	3	17%
	associate's	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	bachelor's	3	5%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%	0	0%	0	0%
	master's	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Additional jobs in district?	None	39	71%	0	0%	0	0%	7	64%	0	0%	0	0%	0	0%	0	0%	14	78%
	1	10	18%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%	0	0%	4	22%
	2	3	5%	0	0%	0	0%	2	18%	0	0%	0	0%	0	0%	0	0%	0	0%
Additional jobs outside district?	None	41	75%	0	0%	0	0%	11	100%	0	0%	0	0%	0	0%	0	0%	10	56%
	1	7	13%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	17%
	2	5	9%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	4	22%
Hours worked per week	0-10 hours	1	2%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%	0	0%	0	0%
	11-20 hours	14	25%	0	0%	0	0%	5	45%	0	0%	0	0%	0	0%	0	0%	8	44%
	21-30 hours	5	9%	0	0%	0	0%	3	27%	0	0%	0	0%	0	0%	0	0%	1	6%
	31-40 hours	24	44%	0	0%	0	0%	2	18%	0	0%	0	0%	0	0%	0	0%	4	22%
	over 40 hours	11	20%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	5	28%
Earn more than half household income?	Yes	34	62%	0	0%	0	0%	8	73%	0	0%	0	0%	0	0%	0	0%	8	44%
	No	17	31%	0	0%	0	0%	2	18%	0	0%	0	0%	0	0%	0	0%	9	50%
Gender	Female	44	80%	0	0%	0	0%	10	91%	0	0%	0	0%	0	0%	0	0%	10	56%
	Male	10	18%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%	0	0%	8	44%
Age	under 25	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	25-29	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	30-39	8	15%	0	0%	0	0%	3	27%	0	0%	0	0%	0	0%	0	0%	2	11%
	40-49	15	27%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%	0	0%	4	22%
	50-59	21	38%	0	0%	0	0%	3	27%	0	0%	0	0%	0	0%	0	0%	7	39%
	60-64	7	13%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%	0	0%	4	22%
	65 or older	4	7%	0	0%	0	0%	3	27%	0	0%	0	0%	0	0%	0	0%	1	6%

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Working Conditions																			
Job description?	Yes	55	100%	0	0%	0	0%	11	100%	0	0%	0	0%	0	0%	0	0%	18	100%
	No	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Is it accurate?	Yes	46	84%	0	0%	0	0%	10	91%	0	0%	0	0%	0	0%	0	0%	16	89%
	No	9	16%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%	0	0%	2	11%
Duties beyond primary ones?	Yes	26	47%	0	0%	0	0%	5	45%	0	0%	0	0%	0	0%	0	0%	6	33%
	No	28	51%	0	0%	0	0%	5	45%	0	0%	0	0%	0	0%	0	0%	12	67%
% beyond primary responsibilities	0%	24	44%	0	0%	0	0%	6	55%	0	0%	0	0%	0	0%	0	0%	10	56%
	1-10%	17	31%	0	0%	0	0%	3	27%	0	0%	0	0%	0	0%	0	0%	6	33%
	11-15%	4	7%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	6%
	16-25%	2	4%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%	0	0%	0	0%
	more than 25%	5	9%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	6%
Have adequate tools to do your job?	agree/strongly	44	80%	0	0%	0	0%	9	82%	0	0%	0	0%	0	0%	0	0%	16	89%
	neither	5	9%	0	0%	0	0%	2	18%	0	0%	0	0%	0	0%	0	0%	1	6%
	disagree/ strongly	6	11%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	6%
Employ monitors for every bus?	Yes	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	51	93%	0	0%	0	0%	10	91%	0	0%	0	0%	0	0%	0	0%	18	100%
Administer medications?	Yes	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	37	67%	0	0%	0	0%	9	82%	0	0%	0	0%	0	0%	0	0%	10	56%
If so, properly trained?	Yes	17	31%	0	0%	0	0%	2	18%	0	0%	0	0%	0	0%	0	0%	7	39%
	No	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	6%
	not applicable	15	27%	0	0%	0	0%	5	45%	0	0%	0	0%	0	0%	0	0%	3	17%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	33	60%	0	0%	0	0%	6	55%	0	0%	0	0%	0	0%	0	0%	11	61%
	No	22	40%	0	0%	0	0%	5	45%	0	0%	0	0%	0	0%	0	0%	7	39%
Seniority recognized for awarding job positions?	Yes	22	40%	0	0%	0	0%	4	36%	0	0%	0	0%	0	0%	0	0%	11	61%
	No	29	53%	0	0%	0	0%	6	55%	0	0%	0	0%	0	0%	0	0%	7	39%

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Instructional Assistants expected to cover classes?	Yes	2	4%	0	0%	0	0%	0	0%	0	0%	0	0%	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%
	not applicable	48	87%	0	0%	0	0%	11	100%	0	0%	0	0%	0	0%	0	0%	18	100%
If so, how often?	once/week	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	2-3 times/week	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	4-5 times/week	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	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	51	93%	0	0%	0	0%	11	100%	0	0%	0	0%	0	0%	0	0%	18	100%
Work Environment																			
Work in a safe environment?	Yes	51	93%	0	0%	0	0%	10	91%	0	0%	0	0%	0	0%	0	0%	17	94%
	No	4	7%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%	0	0%	1	6%
District's student discipline policy consistently followed?	Yes	36	65%	0	0%	0	0%	6	55%	0	0%	0	0%	0	0%	0	0%	11	61%
	No	13	24%	0	0%	0	0%	3	27%	0	0%	0	0%	0	0%	0	0%	7	39%
Trained on student discipline policies and processes?	Yes	28	51%	0	0%	0	0%	4	36%	0	0%	0	0%	0	0%	0	0%	14	78%
	No	24	44%	0	0%	0	0%	6	55%	0	0%	0	0%	0	0%	0	0%	4	22%
Peer to peer bullying or harassment an issue?	Yes	13	24%	0	0%	0	0%	3	27%	0	0%	0	0%	0	0%	0	0%	3	17%
	No	39	71%	0	0%	0	0%	7	64%	0	0%	0	0%	0	0%	0	0%	15	83%
Bullying or harassment by supervisor an issue?	Yes	3	5%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%	0	0%	1	6%
	No	50	91%	0	0%	0	0%	10	91%	0	0%	0	0%	0	0%	0	0%	17	94%
Enjoy working in this school district?	agree/strongly	48	87%	0	0%	0	0%	11	100%	0	0%	0	0%	0	0%	0	0%	15	83%
	neither	5	9%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	17%
	disagree/ strongly	2	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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