

2011 KEA ESP Survey Results: Nelson County

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation		
Total Responses		59		9		7		13		3		17		2		0		7		
Demographics																				
Job category	Clerical	9	15%																	
	Custodial	7	12%																	
	Food Services	13	22%																	
	Inst. Assts.	17	29%																	
	Health/Student Services	3	5%																	
	Skilled Trades	2	3%																	
	Security Services	0	0%																	
	Tech. Services	0	0%																	
	Transportation	7	12%																	
Work location	Elementary	34	58%	0	0%	0	0%	8	62%	0	0%	15	88%	0	0%	0	0%	0	0%	
	Middle	3	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	High School	5	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	District Wide	1	2%	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	15	25%	0	0%	0	0%	5	38%	0	0%	1	6%	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	10	17%	0	0%	0	0%	3	23%	0	0%	3	18%	0	0%	0	0%	0	0%	
	6-9 years	9	15%	0	0%	0	0%	1	8%	0	0%	2	12%	0	0%	0	0%	0	0%	
	10-14 years	13	22%	0	0%	0	0%	3	23%	0	0%	4	24%	0	0%	0	0%	0	0%	
	15-19 years	15	25%	0	0%	0	0%	3	23%	0	0%	6	35%	0	0%	0	0%	0	0%	
	20-24 years	9	15%	0	0%	0	0%	2	15%	0	0%	2	12%	0	0%	0	0%	0	0%	
	25 or more	2	3%	0	0%	0	0%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%	
Years in district	1 year	15	25%	0	0%	0	0%	3	23%	0	0%	6	35%	0	0%	0	0%	0	0%	
	2-5 years	9	15%	0	0%	0	0%	2	15%	0	0%	2	12%	0	0%	0	0%	0	0%	
	6-9 years	2	3%	0	0%	0	0%	1	8%	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	12	20%	0	0%	0	0%	3	23%	0	0%	3	18%	0	0%	0	0%	0	0%	
	25 or more	9	15%	0	0%	0	0%	2	15%	0	0%	2	12%	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	
Education level	HS or GED	33	56%	0	0%	0	0%	12	92%	0	0%	11	65%	0	0%	0	0%	0	0%
	tech/vocational	5	8%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	some college	6	10%	0	0%	0	0%	0	0%	0	0%	2	12%	0	0%	0	0%	0	0%
	associate's	6	10%	0	0%	0	0%	1	8%	0	0%	2	12%	0	0%	0	0%	0	0%
	bachelor's	3	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	master's	3	5%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
Additional jobs in district?	None	44	75%	0	0%	0	0%	7	54%	0	0%	16	94%	0	0%	0	0%	0	0%
	1	7	12%	0	0%	0	0%	3	23%	0	0%	1	6%	0	0%	0	0%	0	0%
	2	5	8%	0	0%	0	0%	2	15%	0	0%	0	0%	0	0%	0	0%	0	0%
Additional jobs outside district?	None	46	78%	0	0%	0	0%	12	92%	0	0%	15	88%	0	0%	0	0%	0	0%
	1	8	14%	0	0%	0	0%	0	0%	0	0%	2	12%	0	0%	0	0%	0	0%
	2	2	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Hours worked per week	0-10 hours	2	3%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	11-20 hours	3	5%	0	0%	0	0%	0	0%	0	0%	3	18%	0	0%	0	0%	0	0%
	21-30 hours	12	20%	0	0%	0	0%	7	54%	0	0%	3	18%	0	0%	0	0%	0	0%
	31-40 hours	30	51%	0	0%	0	0%	6	46%	0	0%	7	41%	0	0%	0	0%	0	0%
	over 40 hours	12	20%	0	0%	0	0%	0	0%	0	0%	3	18%	0	0%	0	0%	0	0%
Earn more than half household income?	Yes	44	75%	0	0%	0	0%	8	62%	0	0%	15	88%	0	0%	0	0%	0	0%
	No	13	22%	0	0%	0	0%	5	38%	0	0%	2	12%	0	0%	0	0%	0	0%
Gender	Female	52	88%	0	0%	0	0%	12	92%	0	0%	17	100%	0	0%	0	0%	0	0%
	Male	6	10%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Age	under 25	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	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	7	12%	0	0%	0	0%	2	15%	0	0%	4	24%	0	0%	0	0%	0	0%
	40-49	25	42%	0	0%	0	0%	4	31%	0	0%	9	53%	0	0%	0	0%	0	0%
	50-59	19	32%	0	0%	0	0%	5	38%	0	0%	4	24%	0	0%	0	0%	0	0%
	60-64	4	7%	0	0%	0	0%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%
	65 or older	1	2%	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	
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	3	5%	0	0%	0	0%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%
	Caucasian	55	95%	0	0%	0	0%	12	92%	0	0%	17	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	1	2%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
Association Membership																			
KEA member?	Yes	12	20%	0	0%	0	0%	6	46%	0	0%	1	6%	0	0%	0	0%	0	0%
	No	45	76%	0	0%	0	0%	6	46%	0	0%	16	94%	0	0%	0	0%	0	0%
Satisfied with KEA?	satisfied/very	8	14%	0	0%	0	0%	4	31%	0	0%	1	6%	0	0%	0	0%	0	0%
	neither	4	7%	0	0%	0	0%	3	23%	0	0%	0	0%	0	0%	0	0%	0	0%
	unsatisfied/ very	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	45	76%	0	0%	0	0%	6	46%	0	0%	16	94%	0	0%	0	0%	0	0%

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2011 KEA ESP Survey Results: Nelson 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	6	10%	0	0%	0	0%	0	0%	0	0%	3	18%	0	0%	0	0%	0	0%
	No	53	90%	0	0%	0	0%	13	100%	0	0%	14	82%	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	3	5%	0	0%	0	0%	0	0%	0	0%	2	12%	0	0%	0	0%	0	0%
	5-8 hours	2	3%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	more than 8 hours	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	53	90%	0	0%	0	0%	13	100%	0	0%	14	82%	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	6	10%	0	0%	0	0%	0	0%	0	0%	3	18%	0	0%	0	0%	0	0%
	not applicable	53	90%	0	0%	0	0%	13	100%	0	0%	14	82%	0	0%	0	0%	0	0%
Benefits a main factor in employment?	Yes	30	51%	0	0%	0	0%	8	62%	0	0%	8	47%	0	0%	0	0%	0	0%
	No	17	29%	0	0%	0	0%	2	15%	0	0%	8	47%	0	0%	0	0%	0	0%
% salary going toward health insurance	0%	15	25%	0	0%	0	0%	3	23%	0	0%	7	41%	0	0%	0	0%	0	0%
	1-10%	20	34%	0	0%	0	0%	4	31%	0	0%	7	41%	0	0%	0	0%	0	0%
	11-25%	14	24%	0	0%	0	0%	2	15%	0	0%	3	18%	0	0%	0	0%	0	0%
	26-50%	4	7%	0	0%	0	0%	3	23%	0	0%	0	0%	0	0%	0	0%	0	0%
	51-75%	3	5%	0	0%	0	0%	1	8%	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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		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	18	31%	0	0%	0	0%	7	54%	0	0%	6	35%	0	0%	0	0%	0	0%
	school district	40	69%	0	0%	0	0%	9	69%	0	0%	14	82%	0	0%	0	0%	0	0%
	college	9	16%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	KEA	1	2%	0	0%	0	0%	0	0%	0	0%	1	6%	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	5	9%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
From inside district, outside or both?	within school district	32	54%	0	0%	0	0%	7	54%	0	0%	13	76%	0	0%	0	0%	0	0%
	outside school district	9	15%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	both	18	31%	0	0%	0	0%	6	46%	0	0%	3	18%	0	0%	0	0%	0	0%
Do you receive ongoing PD from District?	Yes	41	69%	0	0%	0	0%	11	85%	0	0%	13	76%	0	0%	0	0%	0	0%
	No	17	29%	0	0%	0	0%	2	15%	0	0%	4	24%	0	0%	0	0%	0	0%
How many days?	0 days	15	25%	0	0%	0	0%	1	8%	0	0%	4	24%	0	0%	0	0%	0	0%
	1-4 days	37	63%	0	0%	0	0%	12	92%	0	0%	9	53%	0	0%	0	0%	0	0%
	5-8 days	4	7%	0	0%	0	0%	0	0%	0	0%	3	18%	0	0%	0	0%	0	0%
	more than 8 days	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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Job Performance																				
Regularly evaluated?	Yes	55	93%	0	0%	0	0%	13	100%	0	0%	16	94%	0	0%	0	0%	0	0%	
	No	3	5%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%	
How often?	once/month	6	10%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	once/quarter	1	2%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%	
	every 6 months	2	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	once/year	48	81%	0	0%	0	0%	12	92%	0	0%	16	94%	0	0%	0	0%	0	0%	
Who evaluates?	supervisor	37	63%	0	0%	0	0%	13	100%	0	0%	7	41%	0	0%	0	0%	0	0%	
	administrator	18	31%	0	0%	0	0%	0	0%	0	0%	9	53%	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	4	7%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%	
My supervisor helps me be effective in my job.	agree/strongly	45	76%	0	0%	0	0%	10	77%	0	0%	15	88%	0	0%	0	0%	0	0%	
	neither	5	8%	0	0%	0	0%	2	15%	0	0%	1	6%	0	0%	0	0%	0	0%	
	disagree/ strongly	9	15%	0	0%	0	0%	1	8%	0	0%	1	6%	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	57	97%	0	0%	0	0%	13	100%	0	0%	17	100%	0	0%	0	0%	0	0%
	No	2	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Is it accurate?	Yes	46	78%	0	0%	0	0%	13	100%	0	0%	14	82%	0	0%	0	0%	0	0%
	No	12	20%	0	0%	0	0%	0	0%	0	0%	3	18%	0	0%	0	0%	0	0%
Duties beyond primary ones?	Yes	39	66%	0	0%	0	0%	9	69%	0	0%	13	76%	0	0%	0	0%	0	0%
	No	20	34%	0	0%	0	0%	4	31%	0	0%	4	24%	0	0%	0	0%	0	0%
% beyond primary responsibilities	0%	16	27%	0	0%	0	0%	4	31%	0	0%	5	29%	0	0%	0	0%	0	0%
	1-10%	23	39%	0	0%	0	0%	4	31%	0	0%	7	41%	0	0%	0	0%	0	0%
	11-15%	6	10%	0	0%	0	0%	4	31%	0	0%	1	6%	0	0%	0	0%	0	0%
	16-25%	4	7%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	more than 25%	6	10%	0	0%	0	0%	1	8%	0	0%	3	18%	0	0%	0	0%	0	0%
Have adequate tools to do your job?	agree/strongly	49	83%	0	0%	0	0%	11	85%	0	0%	15	88%	0	0%	0	0%	0	0%
	neither	3	5%	0	0%	0	0%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%
	disagree/ strongly	7	12%	0	0%	0	0%	1	8%	0	0%	2	12%	0	0%	0	0%	0	0%
Employ monitors for every bus?	Yes	4	7%	0	0%	0	0%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	52	88%	0	0%	0	0%	12	92%	0	0%	16	94%	0	0%	0	0%	0	0%
Administer medications?	Yes	4	7%	0	0%	0	0%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	45	76%	0	0%	0	0%	13	100%	0	0%	15	88%	0	0%	0	0%	0	0%
If so, properly trained?	Yes	13	22%	0	0%	0	0%	0	0%	0	0%	2	12%	0	0%	0	0%	0	0%
	No	2	3%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	not applicable	19	32%	0	0%	0	0%	9	69%	0	0%	3	18%	0	0%	0	0%	0	0%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	39	66%	0	0%	0	0%	10	77%	0	0%	12	71%	0	0%	0	0%	0	0%
	No	18	31%	0	0%	0	0%	2	15%	0	0%	5	29%	0	0%	0	0%	0	0%
Seniority recognized for awarding job positions?	Yes	28	47%	0	0%	0	0%	6	46%	0	0%	6	35%	0	0%	0	0%	0	0%
	No	24	41%	0	0%	0	0%	4	31%	0	0%	9	53%	0	0%	0	0%	0	0%

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Instructional Assistants expected to cover classes?	Yes	5	8%	0	0%	0	0%	0	0%	0	0%	5	29%	0	0%	0	0%	0	0%
	No	10	17%	0	0%	0	0%	0	0%	0	0%	10	59%	0	0%	0	0%	0	0%
	not applicable	42	71%	0	0%	0	0%	13	100%	0	0%	0	0%	0	0%	0	0%	0	0%
If so, how often?	once/week	2	3%	0	0%	0	0%	0	0%	0	0%	2	12%	0	0%	0	0%	0	0%
	2-3 times/week	2	3%	0	0%	0	0%	0	0%	0	0%	2	12%	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	1	0%	0	0%	0	0%	0	0%	0	0%	1	0%	0	0%	0	0%	0	0%
	not applicable	52	88%	0	0%	0	0%	13	100%	0	0%	10	59%	0	0%	0	0%	0	0%
Work Environment																			
Work in a safe environment?	Yes	55	93%	0	0%	0	0%	13	100%	0	0%	16	94%	0	0%	0	0%	0	0%
	No	4	7%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
District's student discipline policy consistently followed?	Yes	34	58%	0	0%	0	0%	9	69%	0	0%	10	59%	0	0%	0	0%	0	0%
	No	20	34%	0	0%	0	0%	2	15%	0	0%	6	35%	0	0%	0	0%	0	0%
Trained on student discipline policies and processes?	Yes	29	49%	0	0%	0	0%	6	46%	0	0%	12	71%	0	0%	0	0%	0	0%
	No	28	47%	0	0%	0	0%	5	38%	0	0%	5	29%	0	0%	0	0%	0	0%
Peer to peer bullying or harassment an issue?	Yes	10	17%	0	0%	0	0%	3	23%	0	0%	1	6%	0	0%	0	0%	0	0%
	No	49	83%	0	0%	0	0%	10	77%	0	0%	16	94%	0	0%	0	0%	0	0%
Bullying or harassment by supervisor an issue?	Yes	4	7%	0	0%	0	0%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	55	93%	0	0%	0	0%	12	92%	0	0%	17	100%	0	0%	0	0%	0	0%
Enjoy working in this school district?	agree/strongly	43	73%	0	0%	0	0%	11	85%	0	0%	14	82%	0	0%	0	0%	0	0%
	neither	6	10%	0	0%	0	0%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%
	disagree/ strongly	9	15%	0	0%	0	0%	1	8%	0	0%	3	18%	0	0%	0	0%	0	0%

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