

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

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation		
<b>Total Responses</b>		35		4		4		7		6		12		0		1		0		
<b>Demographics</b>																				
Job category	Clerical	4	11%																	
	Custodial	4	11%																	
	Food Services	7	20%																	
	Inst. Assts.	12	34%																	
	Health/Student Services	6	17%																	
	Skilled Trades	0	0%																	
	Security Services	0	0%																	
	Tech. Services	1	3%																	
	Transportation	0	0%																	
Work location	Elementary	18	51%	0	0%	0	0%	0	0%	0	0%	9	75%	0	0%	0	0%	0	0%	
	Middle	9	26%	0	0%	0	0%	0	0%	0	0%	2	17%	0	0%	0	0%	0	0%	
	High School	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	District Wide	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	Other Dist. Site	4	11%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	Combination	2	6%	0	0%	0	0%	0	0%	0	0%	1	8%	0	0%	0	0%	0	0%	
Years employed	1 year	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	2-5 years	9	26%	0	0%	0	0%	0	0%	0	0%	3	25%	0	0%	0	0%	0	0%	
	6-9 years	2	6%	0	0%	0	0%	0	0%	0	0%	1	8%	0	0%	0	0%	0	0%	
	10-14 years	9	26%	0	0%	0	0%	0	0%	0	0%	3	25%	0	0%	0	0%	0	0%	
	15-19 years	6	17%	0	0%	0	0%	0	0%	0	0%	3	25%	0	0%	0	0%	0	0%	
	20-24 years	4	11%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	25 or more	4	11%	0	0%	0	0%	0	0%	0	0%	2	17%	0	0%	0	0%	0	0%	
Years in district	1 year	6	17%	0	0%	0	0%	0	0%	0	0%	3	25%	0	0%	0	0%	0	0%	
	2-5 years	4	11%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	6-9 years	4	11%	0	0%	0	0%	0	0%	0	0%	2	17%	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	6%	0	0%	0	0%	0	0%	0	0%	1	8%	0	0%	0	0%	0	0%	
	20-24 years	7	20%	0	0%	0	0%	0	0%	0	0%	2	17%	0	0%	0	0%	0	0%	
	25 or more	7	20%	0	0%	0	0%	0	0%	0	0%	2	17%	0	0%	0	0%	0	0%	

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

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

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Education level	HS or GED	13	37%	0	0%	0	0%	0	0%	0	0%	4	33%	0	0%	0	0%	0	0%
	tech/vocational	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	some college	9	26%	0	0%	0	0%	0	0%	0	0%	4	33%	0	0%	0	0%	0	0%
	associate's	10	29%	0	0%	0	0%	0	0%	0	0%	4	33%	0	0%	0	0%	0	0%
	bachelor's	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	master's	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Additional jobs in district?	None	26	74%	0	0%	0	0%	0	0%	0	0%	8	67%	0	0%	0	0%	0	0%
	1	4	11%	0	0%	0	0%	0	0%	0	0%	2	17%	0	0%	0	0%	0	0%
	2	4	11%	0	0%	0	0%	0	0%	0	0%	2	17%	0	0%	0	0%	0	0%
Additional jobs outside district?	None	28	80%	0	0%	0	0%	0	0%	0	0%	11	92%	0	0%	0	0%	0	0%
	1	6	17%	0	0%	0	0%	0	0%	0	0%	1	8%	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	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	11-20 hours	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	21-30 hours	4	11%	0	0%	0	0%	0	0%	0	0%	2	17%	0	0%	0	0%	0	0%
	31-40 hours	24	69%	0	0%	0	0%	0	0%	0	0%	9	75%	0	0%	0	0%	0	0%
	over 40 hours	5	14%	0	0%	0	0%	0	0%	0	0%	1	8%	0	0%	0	0%	0	0%
Earn more than half household income?	Yes	28	80%	0	0%	0	0%	0	0%	0	0%	11	92%	0	0%	0	0%	0	0%
	No	7	20%	0	0%	0	0%	0	0%	0	0%	1	8%	0	0%	0	0%	0	0%
Gender	Female	31	89%	0	0%	0	0%	0	0%	0	0%	12	100%	0	0%	0	0%	0	0%
	Male	4	11%	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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	30-39	7	20%	0	0%	0	0%	0	0%	0	0%	2	17%	0	0%	0	0%	0	0%
	40-49	12	34%	0	0%	0	0%	0	0%	0	0%	3	25%	0	0%	0	0%	0	0%
	50-59	11	31%	0	0%	0	0%	0	0%	0	0%	5	42%	0	0%	0	0%	0	0%
	60-64	4	11%	0	0%	0	0%	0	0%	0	0%	2	17%	0	0%	0	0%	0	0%
	65 or older	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.

### 2011 KEA ESP Survey Results: Trimble County

		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	34	97%	0	0%	0	0%	0	0%	0	0%	12	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	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Association Membership</b>																			
KEA member?	Yes	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	35	100%	0	0%	0	0%	0	0%	0	0%	12	100%	0	0%	0	0%	0	0%
Satisfied with KEA?	satisfied/very	0	0%	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	35	100%	0	0%	0	0%	0	0%	0	0%	12	100%	0	0%	0	0%	0	0%

**2011 KEA ESP Survey Results: Trimble 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	3	9%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	32	91%	0	0%	0	0%	0	0%	0	0%	12	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	3	9%	0	0%	0	0%	0	0%	0	0%	0	0%	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	32	91%	0	0%	0	0%	0	0%	0	0%	12	100%	0	0%	0	0%	0	0%
If so, compensated?	Yes	2	6%	0	0%	0	0%	0	0%	0	0%	0	0%	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%
	not applicable	32	91%	0	0%	0	0%	0	0%	0	0%	12	100%	0	0%	0	0%	0	0%
Benefits a main factor in employment?	Yes	13	37%	0	0%	0	0%	0	0%	0	0%	6	50%	0	0%	0	0%	0	0%
	No	17	49%	0	0%	0	0%	0	0%	0	0%	6	50%	0	0%	0	0%	0	0%
% salary going toward health insurance	0%	10	29%	0	0%	0	0%	0	0%	0	0%	5	42%	0	0%	0	0%	0	0%
	1-10%	14	40%	0	0%	0	0%	0	0%	0	0%	5	42%	0	0%	0	0%	0	0%
	11-25%	2	6%	0	0%	0	0%	0	0%	0	0%	1	8%	0	0%	0	0%	0	0%
	26-50%	6	17%	0	0%	0	0%	0	0%	0	0%	1	8%	0	0%	0	0%	0	0%
	51-75%	2	6%	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.

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

		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	7	22%	0	0%	0	0%	0	0%	0	0%	3	30%	0	0%	0	0%	0	0%
	school district	20	63%	0	0%	0	0%	0	0%	0	0%	7	70%	0	0%	0	0%	0	0%
	college	8	25%	0	0%	0	0%	0	0%	0	0%	1	10%	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	4	13%	0	0%	0	0%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%
From inside district, outside or both?	within school district	18	51%	0	0%	0	0%	0	0%	0	0%	8	67%	0	0%	0	0%	0	0%
	outside school district	7	20%	0	0%	0	0%	0	0%	0	0%	1	8%	0	0%	0	0%	0	0%
	both	7	20%	0	0%	0	0%	0	0%	0	0%	1	8%	0	0%	0	0%	0	0%
Do you receive ongoing PD from District?	Yes	10	29%	0	0%	0	0%	0	0%	0	0%	2	17%	0	0%	0	0%	0	0%
	No	21	60%	0	0%	0	0%	0	0%	0	0%	8	67%	0	0%	0	0%	0	0%
How many days?	0 days	21	60%	0	0%	0	0%	0	0%	0	0%	8	67%	0	0%	0	0%	0	0%
	1-4 days	4	11%	0	0%	0	0%	0	0%	0	0%	2	17%	0	0%	0	0%	0	0%
	5-8 days	3	9%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	more than 8 days	2	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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

		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	33	94%	0	0%	0	0%	0	0%	0	0%	10	83%	0	0%	0	0%	0	0%
	No	1	3%	0	0%	0	0%	0	0%	0	0%	1	8%	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	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	every 6 months	3	9%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	once/year	30	86%	0	0%	0	0%	0	0%	0	0%	11	92%	0	0%	0	0%	0	0%
Who evaluates?	supervisor	25	71%	0	0%	0	0%	0	0%	0	0%	9	75%	0	0%	0	0%	0	0%
	administrator	8	23%	0	0%	0	0%	0	0%	0	0%	1	8%	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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
My supervisor helps me be effective in my job.	agree/strongly	17	49%	0	0%	0	0%	0	0%	0	0%	3	25%	0	0%	0	0%	0	0%
	neither	9	26%	0	0%	0	0%	0	0%	0	0%	2	17%	0	0%	0	0%	0	0%
	disagree/ strongly	8	23%	0	0%	0	0%	0	0%	0	0%	6	50%	0	0%	0	0%	0	0%

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

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
<b>Working Conditions</b>																			
Job description?	Yes	31	89%	0	0%	0	0%	0	0%	0	0%	9	75%	0	0%	0	0%	0	0%
	No	4	11%	0	0%	0	0%	0	0%	0	0%	3	25%	0	0%	0	0%	0	0%
Is it accurate?	Yes	23	66%	0	0%	0	0%	0	0%	0	0%	6	50%	0	0%	0	0%	0	0%
	No	10	29%	0	0%	0	0%	0	0%	0	0%	5	42%	0	0%	0	0%	0	0%
Duties beyond primary ones?	Yes	21	60%	0	0%	0	0%	0	0%	0	0%	6	50%	0	0%	0	0%	0	0%
	No	13	37%	0	0%	0	0%	0	0%	0	0%	5	42%	0	0%	0	0%	0	0%
% beyond primary responsibilities	0%	9	26%	0	0%	0	0%	0	0%	0	0%	3	25%	0	0%	0	0%	0	0%
	1-10%	16	46%	0	0%	0	0%	0	0%	0	0%	5	42%	0	0%	0	0%	0	0%
	11-15%	4	11%	0	0%	0	0%	0	0%	0	0%	2	17%	0	0%	0	0%	0	0%
	16-25%	3	9%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	more than 25%	2	6%	0	0%	0	0%	0	0%	0	0%	1	8%	0	0%	0	0%	0	0%
Have adequate tools to do your job?	agree/strongly	24	69%	0	0%	0	0%	0	0%	0	0%	6	50%	0	0%	0	0%	0	0%
	neither	6	17%	0	0%	0	0%	0	0%	0	0%	2	17%	0	0%	0	0%	0	0%
	disagree/ strongly	4	11%	0	0%	0	0%	0	0%	0	0%	3	25%	0	0%	0	0%	0	0%
Employ monitors for every bus?	Yes	2	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	30	86%	0	0%	0	0%	0	0%	0	0%	10	83%	0	0%	0	0%	0	0%
Administer medications?	Yes	2	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	27	77%	0	0%	0	0%	0	0%	0	0%	10	83%	0	0%	0	0%	0	0%
If so, properly trained?	Yes	8	23%	0	0%	0	0%	0	0%	0	0%	1	8%	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	13	37%	0	0%	0	0%	0	0%	0	0%	4	33%	0	0%	0	0%	0	0%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	13	37%	0	0%	0	0%	0	0%	0	0%	2	17%	0	0%	0	0%	0	0%
	No	19	54%	0	0%	0	0%	0	0%	0	0%	8	67%	0	0%	0	0%	0	0%
Seniority recognized for awarding job positions?	Yes	10	29%	0	0%	0	0%	0	0%	0	0%	1	8%	0	0%	0	0%	0	0%
	No	18	51%	0	0%	0	0%	0	0%	0	0%	8	67%	0	0%	0	0%	0	0%

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

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

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Instructional Assistants expected to cover classes?	Yes	7	20%	0	0%	0	0%	0	0%	0	0%	7	58%	0	0%	0	0%	0	0%
	No	5	14%	0	0%	0	0%	0	0%	0	0%	5	42%	0	0%	0	0%	0	0%
	not applicable	23	66%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
If so, how often?	once/week	5	14%	0	0%	0	0%	0	0%	0	0%	5	42%	0	0%	0	0%	0	0%
	2-3 times/week	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	4-5 times/week	2	6%	0	0%	0	0%	0	0%	0	0%	2	17%	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	28	80%	0	0%	0	0%	0	0%	0	0%	5	42%	0	0%	0	0%	0	0%
<b>Work Environment</b>																			
Work in a safe environment?	Yes	33	94%	0	0%	0	0%	0	0%	0	0%	10	83%	0	0%	0	0%	0	0%
	No	2	6%	0	0%	0	0%	0	0%	0	0%	2	17%	0	0%	0	0%	0	0%
District's student discipline policy consistently followed?	Yes	16	46%	0	0%	0	0%	0	0%	0	0%	7	58%	0	0%	0	0%	0	0%
	No	17	49%	0	0%	0	0%	0	0%	0	0%	4	33%	0	0%	0	0%	0	0%
Trained on student discipline policies and processes?	Yes	12	34%	0	0%	0	0%	0	0%	0	0%	4	33%	0	0%	0	0%	0	0%
	No	22	63%	0	0%	0	0%	0	0%	0	0%	8	67%	0	0%	0	0%	0	0%
Peer to peer bullying or harassment an issue?	Yes	8	23%	0	0%	0	0%	0	0%	0	0%	3	25%	0	0%	0	0%	0	0%
	No	26	74%	0	0%	0	0%	0	0%	0	0%	9	75%	0	0%	0	0%	0	0%
Bullying or harassment by supervisor an issue?	Yes	3	9%	0	0%	0	0%	0	0%	0	0%	1	8%	0	0%	0	0%	0	0%
	No	31	89%	0	0%	0	0%	0	0%	0	0%	11	92%	0	0%	0	0%	0	0%
Enjoy working in this school district?	agree/strongly	30	86%	0	0%	0	0%	0	0%	0	0%	10	83%	0	0%	0	0%	0	0%
	neither	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	disagree/ strongly	4	11%	0	0%	0	0%	0	0%	0	0%	2	17%	0	0%	0	0%	0	0%

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