

**2011 KEA ESPSurvey Results: Union County**

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
<b>Total Responses</b>		104		16		10		5		1		21		1		0		48	
<b>Demographics</b>																			
Job category	Clerical	16	15%																
	Custodial	10	10%																
	Food Services	5	5%																
	Inst. Assts.	21	20%																
	Health/Student Services	1	1%																
	Skilled Trades	1	1%																
	Security Services	0	0%																
	Tech. Services	0	0%																
	Transportation	48	46%																
Work location	Elementary	22	21%	4	25%	6	60%	0	0%	0	0%	10	48%	0	0%	0	0%	1	2%
	Middle	19	18%	5	31%	4	40%	0	0%	0	0%	5	24%	0	0%	0	0%	0	0%
	High School	10	10%	4	25%	0	0%	0	0%	0	0%	5	24%	0	0%	0	0%	1	2%
	District Wide	13	13%	2	13%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	11	23%
	Other Dist. Site	16	15%	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	14	29%
	Combination	15	14%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	14	29%
Years employed	1 year	8	8%	1	6%	2	20%	0	0%	0	0%	1	5%	0	0%	0	0%	2	4%
	2-5 years	25	24%	1	6%	2	20%	0	0%	0	0%	6	29%	0	0%	0	0%	15	31%
	6-9 years	13	13%	2	13%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%	9	19%
	10-14 years	17	16%	3	19%	2	20%	0	0%	0	0%	3	14%	0	0%	0	0%	7	15%
	15-19 years	25	24%	7	44%	1	10%	0	0%	0	0%	7	33%	0	0%	0	0%	9	19%
	20-24 years	12	12%	2	13%	1	10%	0	0%	0	0%	3	14%	0	0%	0	0%	5	10%
	25 or more	3	3%	0	0%	1	10%	0	0%	0	0%	1	5%	0	0%	0	0%	1	2%
Years in district	1 year	25	24%	7	44%	1	10%	0	0%	0	0%	7	33%	0	0%	0	0%	9	19%
	2-5 years	12	12%	2	13%	1	10%	0	0%	0	0%	3	14%	0	0%	0	0%	5	10%
	6-9 years	3	3%	0	0%	1	10%	0	0%	0	0%	1	5%	0	0%	0	0%	1	2%
	10-14 years	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	15-19 years	10	10%	1	6%	2	20%	0	0%	0	0%	2	10%	0	0%	0	0%	3	6%
	20-24 years	25	24%	1	6%	2	20%	0	0%	0	0%	6	29%	0	0%	0	0%	15	31%
	25 or more	12	12%	2	13%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%	8	17%

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Education level	HS or GED	52	50%	4	25%	9	90%	0	0%	0	0%	4	19%	0	0%	0	0%	31	65%
	tech/vocational	5	5%	0	0%	1	10%	0	0%	0	0%	1	5%	0	0%	0	0%	3	6%
	some college	30	29%	8	50%	0	0%	0	0%	0	0%	11	52%	0	0%	0	0%	10	21%
	associate's	9	9%	2	13%	0	0%	0	0%	0	0%	3	14%	0	0%	0	0%	2	4%
	bachelor's	7	7%	2	13%	0	0%	0	0%	0	0%	2	10%	0	0%	0	0%	2	4%
	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	89	86%	16	100%	9	90%	0	0%	0	0%	20	95%	0	0%	0	0%	40	83%
	1	11	11%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	8	17%
	2	2	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Additional jobs outside district?	None	64	62%	11	69%	7	70%	0	0%	0	0%	16	76%	0	0%	0	0%	25	52%
	1	31	30%	5	31%	3	30%	0	0%	0	0%	4	19%	0	0%	0	0%	17	35%
	2	7	7%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	5	10%
Hours worked per week	0-10 hours	2	2%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	11-20 hours	5	5%	1	6%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%	2	4%
	21-30 hours	38	37%	1	6%	0	0%	0	0%	0	0%	2	10%	0	0%	0	0%	35	73%
	31-40 hours	48	46%	14	88%	7	70%	0	0%	0	0%	15	71%	0	0%	0	0%	6	13%
	over 40 hours	10	10%	0	0%	1	10%	0	0%	0	0%	3	14%	0	0%	0	0%	5	10%
Earn more than half household income?	Yes	66	63%	13	81%	4	40%	0	0%	0	0%	18	86%	0	0%	0	0%	27	56%
	No	33	32%	3	19%	5	50%	0	0%	0	0%	1	5%	0	0%	0	0%	20	42%
Gender	Female	79	76%	15	94%	6	60%	0	0%	0	0%	20	95%	0	0%	0	0%	31	65%
	Male	23	22%	0	0%	4	40%	0	0%	0	0%	1	5%	0	0%	0	0%	17	35%
Age	under 25	1	1%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	25-29	6	6%	0	0%	2	20%	0	0%	0	0%	1	5%	0	0%	0	0%	2	4%
	30-39	13	13%	3	19%	0	0%	0	0%	0	0%	3	14%	0	0%	0	0%	6	13%
	40-49	26	25%	6	38%	1	10%	0	0%	0	0%	8	38%	0	0%	0	0%	8	17%
	50-59	42	40%	7	44%	6	60%	0	0%	0	0%	7	33%	0	0%	0	0%	19	40%
	60-64	11	11%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	9	19%
	65 or older	4	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	4	8%

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<b>Working Conditions</b>																			
Job description?	Yes	95	91%	13	81%	10	100%	0	0%	0	0%	17	81%	0	0%	0	0%	47	98%
	No	8	8%	3	19%	0	0%	0	0%	0	0%	4	19%	0	0%	0	0%	1	2%
Is it accurate?	Yes	89	86%	12	75%	10	100%	0	0%	0	0%	13	62%	0	0%	0	0%	46	96%
	No	10	10%	3	19%	0	0%	0	0%	0	0%	4	19%	0	0%	0	0%	2	4%
Duties beyond primary ones?	Yes	59	57%	8	50%	10	100%	0	0%	0	0%	17	81%	0	0%	0	0%	19	40%
	No	44	42%	8	50%	0	0%	0	0%	0	0%	4	19%	0	0%	0	0%	29	60%
% beyond primary responsibilities	0%	33	32%	5	31%	0	0%	0	0%	0	0%	5	24%	0	0%	0	0%	20	42%
	1-10%	44	42%	5	31%	3	30%	0	0%	0	0%	10	48%	0	0%	0	0%	22	46%
	11-15%	5	5%	3	19%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	4%
	16-25%	7	7%	1	6%	2	20%	0	0%	0	0%	3	14%	0	0%	0	0%	0	0%
	more than 25%	9	9%	0	0%	5	50%	0	0%	0	0%	1	5%	0	0%	0	0%	3	6%
Have adequate tools to do your job?	agree/strongly	84	81%	14	88%	9	90%	0	0%	0	0%	13	62%	0	0%	0	0%	43	90%
	neither	7	7%	1	6%	0	0%	0	0%	0	0%	3	14%	0	0%	0	0%	3	6%
	disagree/ strongly	11	11%	1	6%	1	10%	0	0%	0	0%	4	19%	0	0%	0	0%	2	4%
Employ monitors for every bus?	Yes	6	6%	3	19%	0	0%	0	0%	0	0%	2	10%	0	0%	0	0%	1	2%
	No	92	88%	13	81%	8	80%	0	0%	0	0%	18	86%	0	0%	0	0%	47	98%
Administer medications?	Yes	6	6%	3	19%	0	0%	0	0%	0	0%	2	10%	0	0%	0	0%	1	2%
	No	86	83%	14	88%	9	90%	0	0%	0	0%	16	76%	0	0%	0	0%	40	83%
If so, properly trained?	Yes	13	13%	2	13%	0	0%	0	0%	0	0%	4	19%	0	0%	0	0%	6	13%
	No	4	4%	1	6%	0	0%	0	0%	0	0%	2	10%	0	0%	0	0%	1	2%
	not applicable	28	27%	1	6%	3	30%	0	0%	0	0%	5	24%	0	0%	0	0%	18	38%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	67	64%	11	69%	10	100%	0	0%	0	0%	10	48%	0	0%	0	0%	30	63%
	No	33	32%	4	25%	0	0%	0	0%	0	0%	11	52%	0	0%	0	0%	16	33%
Seniority recognized for awarding job positions?	Yes	43	41%	8	50%	2	20%	0	0%	0	0%	3	14%	0	0%	0	0%	28	58%
	No	54	52%	5	31%	8	80%	0	0%	0	0%	16	76%	0	0%	0	0%	20	42%

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Instructional Assistants expected to cover classes?	Yes	8	8%	0	0%	0	0%	0	0%	0	0%	8	38%	0	0%	0	0%	0	0%
	No	12	12%	0	0%	0	0%	0	0%	0	0%	12	57%	0	0%	0	0%	0	0%
	not applicable	83	80%	16	100%	10	100%	0	0%	0	0%	0	0%	0	0%	0	0%	48	100%
If so, how often?	once/week	3	3%	0	0%	0	0%	0	0%	0	0%	3	14%	0	0%	0	0%	0	0%
	2-3 times/week	2	2%	0	0%	0	0%	0	0%	0	0%	2	10%	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	95	91%	16	100%	10	100%	0	0%	0	0%	12	57%	0	0%	0	0%	48	100%
<b>Work Environment</b>																			
Work in a safe environment?	Yes	99	95%	15	94%	10	100%	0	0%	0	0%	21	100%	0	0%	0	0%	46	96%
	No	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
District's student discipline policy consistently followed?	Yes	45	43%	9	56%	4	40%	0	0%	0	0%	12	57%	0	0%	0	0%	15	31%
	No	51	49%	3	19%	6	60%	0	0%	0	0%	8	38%	0	0%	0	0%	32	67%
Trained on student discipline policies and processes?	Yes	60	58%	7	44%	0	0%	0	0%	0	0%	10	48%	0	0%	0	0%	39	81%
	No	42	40%	8	50%	10	100%	0	0%	0	0%	11	52%	0	0%	0	0%	8	17%
Peer to peer bullying or harassment an issue?	Yes	9	9%	1	6%	3	30%	0	0%	0	0%	0	0%	0	0%	0	0%	4	8%
	No	92	88%	13	81%	7	70%	0	0%	0	0%	21	100%	0	0%	0	0%	44	92%
Bullying or harassment by supervisor an issue?	Yes	2	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	2%
	No	98	94%	14	88%	10	100%	0	0%	0	0%	21	100%	0	0%	0	0%	45	94%
Enjoy working in this school district?	agree/strongly	89	86%	12	75%	10	100%	0	0%	0	0%	17	81%	0	0%	0	0%	43	90%
	neither	3	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	6%
	disagree/ strongly	9	9%	3	19%	0	0%	0	0%	0	0%	4	19%	0	0%	0	0%	2	4%

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