			sctrict verall		erical/ retarial	Cus	todial/ itenance		Services	He Stu	alth/ udent vices	Instr	uctional istants	Skille	ed Trades		hnical rvices	Trans	portation
Total Responses			104		16		10		5		1		21		1		0		48
Demographics			į		į		Ì		İ		į		İ				İ		i
Job category	Clerical	16	15%						į						-				
	Custodial	10	10%																
	Food Services	5	5%																
	Inst. Assts. Health/Student	21	20%														Ì		
	Services	1	1%								!								
	Skilled Trades	1	1%						-										<u> </u>
	Security Services	0	0%																
	Tech. Services	0	0%		į						į						<u> </u>		
	Transportation	48	46%		į		ļ				į								<u> </u>
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%

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

			ctrict verall		rical/ etarial		odial/ enance	Food S	Services	Stu	alth/ dent vices		uctional istants	Skille	d Trades		hnical rvices	Transp	oortation
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	None	89	86%	16	100%	9	90%	0	0%	0	0%	20	95%	0	0%	0	0%	40	83%
district?	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	None	64	62%	11	69%	7	70%	0	0%	0	0%	16	76%	0	0%	0	0%	25	52%
outside district?	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	0-10 hours	2	2%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
week	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	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%

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

	•				2011	. KEA	ESPSul	vey R	esults:	Unio	n Cou	nty						_	
			sctrict verall		rical/ etarial		odial/ tenance	Food	Services	Stu	alth/ ident vices		uctional stants	Skille	ed Trades		chnical rvices	Transp	oortation
Racial group	American Indian	5	5%	0	0%	1	13%	0	0%	n	0%	1	5%	0	0%	0	0%	2	4%
	Asian	1	1%	0	0%		13%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Black/African	1	1%	U	0%	1	13%	U	0%	U	0%	U	0%	U	0%	U	0%	U	0%
	American	13	13%	1	6%	2	25%	0	0%	0	0%	2	10%	0	0%	0	0%	7	15%
	Caucasian	87	85%	15	94%	8	100%	0	0%	0	0%	17	81%	0	0%	0	0%	39	81%
	Hawaiian/ Pacific	0,	0370	15	3470	0	10070	0	070	0	070	1	0170		070	o .	070	33	0170
	Islander	1	1%	0	0%	1	13%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Span./Hispanic	2	2%	0	0%	1	13%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
Association			ļ		ļ				 		!		!		İ		!		:
Membership			<u> </u>		į		į .		į		į		į		į		į		į
KEA member?	Yes	12	12%	2	13%	1	10%	0	0%	0	0%	2	10%	0	0%	0	0%	7	15%
	No	90	87%	14	88%	9	90%	0	0%	0	0%	19	90%	0	0%	0	0%	40	83%
Satisfied with KEA?	satisfied/very	5	5%	2	13%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	2	4%
	neither	4	4%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	3	6%
			İ		İ				İ		İ		İ		İ		ļ		İ
	unsatisfied/ very	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	90	87%	14	88%	9	90%	0	0%	0	0%	19	90%	0	0%	0	0%	40	83%
 I				1															
		1					1												

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

					2011	KEA	<u>ESPSur</u>	vey ĸ	esults:	Unic	n Cou	nty							
			ctrict erall		rical/ etarial		odial/ tenance	Food	Services	St	ealth/ udent rvices		uctional sistants	Skille	d Trades		hnical	Transı	portation
Wages and Benefits					i ! !														
Required overtime?	Yes	10	10%	1	6%	1	10%	0	0%	0	0%	4	19%	0	0%	0	0%	2	4%
	No	94	90%	15	94%	9	90%	0	0%	0	0%	17	81%	0	0%	0	0%	46	96%
If so, how many	0 hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
hours?	1-4 hours	6	6%	0	0%	0	0%	0	0%	0	0%	3	14%	0	0%	0	0%	1	2%
	5-8 hours	2	2%	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	2%
	more than 8 hours	1	1%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	not applicable	94	90%	15	94%	9	90%	0	0%	0	0%	17	81%	0	0%	0	0%	46	96%
If so, compensated?	Yes	4	4%	0	0%	1	10%	0	0%	0	0%	2	10%	0	0%	0	0%	1	2%
	No	2	2%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	not applicable	94	90%	15	94%	9	90%	0	0%	0	0%	17	81%	0	0%	0	0%	46	96%
Benefits a main factor in	Yes	51	49%	7	44%	8	80%	0	0%	0	0%	12	57%	0	0%	0	0%	21	44%
employment?	No	32	31%	8	50%	2	20%	0	0%	0	0%	8	38%	0	0%	0	0%	10	21%
% salary going	0%	25	24%	3	19%	3	30%	0	0%	0	0%	14	67%	0	0%	0	0%	4	8%
toward health	1-10%	38	37%	8	50%	6	60%	0	0%	0	0%	1	5%	0	0%	0	0%	20	42%
insurance	11-25%	23	22%	5	31%	1	10%	0	0%	0	0%	1	5%	0	0%	0	0%	14	29%
	26-50%	3	3%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	2	4%
	51-75%	5	5%	0	0%	0	0%	0	0%	0	0%	3	14%	0	0%	0	0%	1	2%
	over 75%	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	2%
	1	1	1	1	1	1	1	1	1		1		-	1	1	1	1	1	

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

					2011	KEAL	:5P5ur	vey K	<u>esults:</u>	Unio	n Coul	nty							
			ctrict verall		rical/ etarial		odial/ enance	Food S	Services	Stu	alth/ dent vices		uctional stants	Skille	d Trades		nnical vices	Transp	ortation
Training and PD			}		!		-		-		ļ		!		-		-		
	department	47	46%	11	69%	5	50%	0	0%	0	0%	9	45%	0	0%	0	0%	19	40%
initial training?	school district	66	65%	6	38%	6	60%	0	0%	0	0%	14	70%	0	0%	0	0%	35	73%
	college	6	6%	3	19%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	KEA	1	1%	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	11	11%	2	13%	1	10%	0	0%	0	0%	4	20%	0	0%	0	0%	3	6%
	within school										ļ		į		İ				
outside or both?	district outside school district	75 6	72% 6%	8	50% 25%	0	80% 0%	0	0% 0%	0	0% 0%	0	67% 0%	0	0% 0%	0	0% 0%	40	83% 2%
	both	22	21%	4	25%	2	20%	0	0%	0	0%	6	29%	0	0%	0	0%	7	15%
Do you receive ongoing PD from District?	Yes No	66 35	63% 34%	8	50% 50%	7	70% 30%	0	0% 0%	0	0% 0%	10 10	48% 48%	0 0	0% 0%	0 0	0% 0%	38 9	79% 19%
How many days?	0 days	27	26%	6	38%	3	30%	0	0%	0	0%	10	48%	0	0%	0	0%	7	15%
	1-4 days	57	55%	9	56%	3	30%	0	0%	0	0%	7	33%	0	0%	0	0%	34	71%
	5-8 days	8	8%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	4	8%
	more than 8 days	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	ESPSur	vey F	Results:			nty							
			sctrict verall		rical/ etarial		odial/ tenance	Food	Services	St	ealth/ tudent ervices		uctional istants	Skille	ed Trades		hnical vices	Trans	portation
Job Performance					i !														
Regularly	Yes	97	93%	16	100%	10	100%	0	0%	0	0%	17	81%	0	0%	0	0%	46	96%
evaluated?	No	5	5%	0	0%	0	0%	0	0%	0	0%	2	10%	0	0%	0	0%	2	4%
How often?	once/month	3	3%	0	0%	2	20%	0	0%	0	0%	0	0%	0	0%	0	0%	1	2%
	once/quarter	5	5%	1	6%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	2	4%
	every 6 months	7	7%	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	4%
	once/year	86	83%	14	88%	8	80%	0	0%	0	0%	20	95%	0	0%	0	0%	41	85%
Who evaluates?			į		į						į						į		
	supervisor	68	65%	11	69%	1	10%	0	0%	0	0%	6	29%	0	0%	0	0%	44	92%
	administrator	18	17%	4	25%	0	0%	0	0%	0	0%	11	52%	0	0%	0	0%	1	2%
	colleagues combination of	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	people	16	15%	1	6%	9	90%	0	0%	0	0%	2	10%	0	0%	0	0%	3	6%
My supervisor helps	agree/strongly	80	77%	13	81%	9	90%	0	0%	0	0%	13	62%	0	0%	0	0%	40	83%
me be effective in my job.	neither	7	7%	1	6%	0	0%	0	0%	0	0%	2	10%	0	0%	0	0%	4	8%
	disagree/ strongly	16	15%	2	13%	1	10%	0	0%	0	0%	6	29%	0	0%	0	0%	4	8%

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

					2011	KEAI	<u> </u>	vey K	esults:	Unio	n Cour	ity							
			ctrict erall		rical/ etarial		odial/ enance	Food S	Services	Stu	alth/ dent vices		ictional stants	Skille	d Trades		hnical rvices	Transp	portation
Working			İ		İ		İ		İ		İ		İ		į		į		i
Conditions			!		<u> </u>		1		<u> </u>		ļ		<u> </u>		<u> </u>		<u> </u>		-
Job description?	Yes	95	91%	13	81%	10	100%	0	0%	0	0%	17	81%	0	0%	0	0%	47	98%
			<u> </u>				<u> </u>		<u> </u>	-	į			_			- <u>i</u>	47	- <u>i</u>
le it accurate?	No	8	8%		19%	0	0%	0	0%	0	0%	4	19%	0	0%	0	0%	1	2%
Is it accurate?	Yes	89	86%		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	Voc	F0	F 70/	o	F00/	10	1000/	0	00/	0	00/	17	010/	_	00/	_	00/	10	400/
primary ones?	Yes	59	57%	8	50%	10	100%	0	0%	0	0%	17	81%	0	0%	0	0%	19	40%
0/ 1	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%
responsibilities	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	agree/strongly	84	81%	14	88%	9	90%	0	0%	0	0%	13	62%	0	0%	0	0%	43	90%
tools to do your	neither	7	7%	1	6%	0	0%	0	0%	0	0%	3	14%	0	0%	0	0%	3	6%
job?			!		İ		!		1		İ		1						
	disagree/ strongly	11	11%	1	6%	1	10%	0	0%	0	0%	4	19%	0	0%	0	0%	2	4%
Employ monitors											ļ								<u>.</u>
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	Yes	6	6%	3	19%	0	0%	0	0%	0	0%	2	10%	0	0%	0	0%	1	2%
medications?	No	86	83%	14	88%	9	90%	0	0%	0	0%	16	76%	0	0%	0	0%	40	83%
If so, properly	Yes	13	13%	2	13%	0	0%	0	0%	0	0%	4	19%	0	0%	0	0%	6	13%
trained?	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	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					İ						i i		i i						
	Yes	43	41%	8	50%	2	20%	0	0%	0	0%	3	14%	0	0%	0	0%	28	58%
positions?	No	54	52%	5	31%	8	80%	0	0%	0	0%	16	76%	0	0%	0	0%	20	42%

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

		-			2011	KEAI	:3P3ur	vey K	<u>esults:</u>	Unio	n Cour	ity						_	
			ctrict erall		rical/ etarial		odial/ enance	Food S	Services	Stu	alth/ dent vices		ctional stants	Skilled	d Trades		nnical vices	Transp	ortation
Instructional	Yes	8	8%	0	0%	0	0%	0	0%	0	0%	8	38%	0	0%	0	0%	0	0%
Assistants expected	No	12	12%	0	0%	0	0%	0	0%	0	0%	12	57%	0	0%	0	0%	0	0%
to cover classes?			•	_	1		İ		1		į		!	-	•		İ		+
If so, how often?	not applicable	83	80%		100%	10	100%	0	0%	0	0%	0	0%	0	0%	0	0%	48	100%
ii so, now orten:	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%
Work Environment																			
Work in a safe	Yes	99	95%	15	94%	10	100%	0	0%	0	0%	21	100%	0	0%	0	0%	46	96%
environment?	No	1	1%	0	0%	0	0%	0	+	0	0%	0	0%	0	-	0	0%	0	0%
District's student			!		İ				İ		i !		i !				İ		i
discipline policy									į								ļ		
consistently	Yes	45	1420/	0	56%	4	40%	0	00/	0	00/	12	F70/	0	0%	0	00/	15	210/
followed?		45 	43%	9	 	4	<u> </u>	0	0%	0	0%	12	57%	0	†	0	0%	15	31%
Trained on student	No	51	49%	3	19%	6	60%	0	0%	0	0%	8	38%	0	0%	0	0%	32	67%
discipline policies													į		į				İ
and processes?									ļ								į		
	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									ļ		i !		i !		Ì		Ì		İ
bullying or harassment an	Yes	9	9%	1	6%	3	30%	0	0%	0	0%	0	0%	0	0%	0	0%	4	8%
issue?	No	92	88%	13	81%	7	70%	0	0%	0	0%	21	100%	0	0%	0	0%	44	92%
Bullying or		f -	1		10-70	ľ	1.0,0	Ť		<u> </u>		 	12070					† · ·	1
harassment by	W = =				001		001		201	_	201	_	221		100/		2001		
supervisor an issue?		2	2%	0	0%	0	0%	0	ļ	0	0%	0	0%	0	ł	0	0%	1	2%
Enjoy working in	No	98	94%	14	88%	10	100%	0	+	0	0%	21	100%	0	+	0	0%	45	94%
Enjoy working in this school district?	agree/strongly	89	86%	12	75%	10	100%	0	!	0	0%	17	81%	0		0	0%	43	90%
and seriour district:	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%

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