

2011 KEA ESP Statewide Survey Results

		Statewide Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Total Responses		11683		1785		1119		1772		446		4480		176		177		1618	
Demographics																			
Job category	Clerical	1785	15%																
	Custodial	1119	10%																
	Food Services	1772	15%																
	Inst. Assts.	4480	38%																
	Health/Student Services	446	4%																
	Skilled Trades	176	2%																
	Security Services	19	0.2%																
	Tech. Services	177	2%																
	Transportation	1618	14%																
Work location	Elementary	5959	51%	665	37%	493	44%	981	55%	220	49%	3186	71%	54	31%	57	32%	252	16%
	Middle	1569	13%	304	17%	236	21%	384	22%	70	16%	514	12%	11	6%	10	6%	30	2%
	High School	1457	13%	341	19%	237	21%	312	18%	51	11%	424	10%	18	10%	18	10%	40	3%
	District Wide	888	8%	200	11%	87	8%	25	1%	44	10%	28	0.6%	52	30%	61	35%	385	24%
	Other Dist. Site	354	3%	152	9%	11	1%	9	0.5%	10	2%	65	2%	9	5%	12	7%	83	5%
	Combination	969	8%	49	3%	42	4%	44	3%	36	8%	110	3%	18	10%	12	7%	655	41%
Years employed	1 year	570	5%	49	3%	92	8%	98	6%	31	7%	201	5%	7	4%	10	6%	81	5%
	2-5 years	2534	22%	266	15%	287	26%	418	24%	106	24%	949	21%	37	21%	26	15%	426	26%
	6-9 years	2221	19%	280	16%	229	21%	339	19%	78	18%	888	20%	32	18%	27	15%	328	20%
	10-14 years	2587	22%	369	21%	203	18%	394	22%	109	24%	1079	24%	34	19%	51	29%	332	21%
	15-19 years	1888	16%	387	22%	140	13%	263	15%	59	13%	759	17%	37	21%	36	20%	184	11%
	20-24 years	1134	10%	260	15%	99	9%	146	8%	44	10%	402	9%	15	9%	18	10%	144	9%
	25 or more	671	6%	162	9%	61	6%	103	6%	19	4%	178	4%	13	7%	9	5%	115	7%
Years in district	1 year	737	6%	68	4%	105	9%	123	7%	36	8%	277	6%	10	6%	14	8%	103	6%
	2-5 years	2528	24%	311	17%	312	28%	460	26%	122	27%	1069	24%	43	24%	27	15%	460	28%
	6-9 years	2219	19%	284	16%	226	20%	334	19%	75	17%	887	20%	29	17%	29	16%	331	21%
	10-14 years	2442	21%	360	20%	195	17%	368	21%	102	23%	1002	22%	41	23%	50	28%	307	19%
	15-19 years	1783	15%	371	21%	132	12%	246	14%	55	12%	713	16%	30	17%	32	18%	180	11%
	20-24 years	1023	9%	239	13%	86	8%	137	8%	39	9%	361	8%	12	7%	17	10%	128	8%
	25 or more	595	0.5%	146	8%	56	5%	93	5%	16	4%	155	4%	11	6%	8	5%	101	6%

2011 KEA ESP Statewide Survey Results

		Statewide Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Education level	HS or GED	4970	43%	584	33%	734	66%	1226	69%	46	10%	1480	33%	27	15%	27	15%	808	50%
	tech/vocational	731	6%	1122	6%	95	9%	99	6%	22	5%	203	5%	21	12%	10	6%	162	10%
	some college	2914	25%	578	32%	188	17%	287	16%	56	13%	1355	30%	18	10%	48	27%	368	23%
	associate's	1227	11%	259	15%	51	5%	75	4%	83	19%	583	13%	21	12%	34	19%	112	7%
	bachelor's	1229	11%	215	12%	20	2%	31	2%	160	36%	633	14%	28	16%	42	24%	87	5%
	master's	346	3%	24	1%	3	0.3%	5	0.3%	65	15%	157	4%	42	24%	10	6%	32	2%
Additional jobs in district?	None	9250	80%	1480	83%	896	80%	1508	85%	346	78%	3451	77%	134	76%	131	74%	1237	77%
	1	1711	15%	185	10%	144	13%	190	11%	79	18%	777	17%	25	14%	25	14%	264	16%
	2	475	4%	64	4%	42	4%	49	3%	17	4%	172	4%	10	6%	10	6%	70	4%
Additional jobs outside district?	None	8613	74%	1436	80%	818	73%	1378	78%	316	71%	3404	76%	118	67%	128	72%	949	59%
	1	2421	21%	297	17%	220	20%	308	17%	107	24%	886	20%	44	25%	36	20%	492	30%
	2	475	4%	39	2%	58	5%	59	3%	19	4%	143	3%	10	6%	9	5%	131	8%
Hours worked per week	0-10 hours	249	2%	27	2%	16	1%	80	5%	4	0.9%	90	2%	1	0.6%	2	1%	25	2%
	11-20 hours	678	6%	32	2%	42	4%	142	8%	11	3%	118	3%	3	2%	1	0.6%	322	20%
	21-30 hours	1583	14%	70	4%	31	3%	526	30%	32	7%	411	9%	3	2%	10	6%	485	30%
	31-40 hours	7655	66%	1405	79%	848	76%	908	51%	283	64%	3383	76%	96	55%	122	69%	567	35%
	over 40 hours	1449	12%	243	14%	174	16%	106	6%	113	25%	454	10%	73	42%	42	24%	212	13%
Earn more than half household income?	Yes	7896	68%	447	25%	594	53%	447	25%	171	38%	884	20%	114	65%	87	49%	673	42%
	No	3456	30%	1309	73%	476	43%	1258	71%	268	60%	3499	78%	61	35%	87	49%	877	54%
Gender	Female	9604	82%	1739	97%	424	38%	1702	96%	413	93%	4187	94%	96	55%	112	63%	856	53%
	Male	1874	16%	27	2%	665	59%	31	2%	28	6%	237	5%	76	43%	64	36%	719	44%
Age	under 25	182	2%	7	0.4%	25	2%	5	0.3%	12	3%	115	3%	2	1%	2	1%	13	0.8%
	25-29	416	4%	42	2%	40	4%	21	1%	35	8%	219	5%	12	7%	10	6%	34	2%
	30-39	1714	15%	227	13%	131	12%	193	12%	118	27%	775	17%	38	22%	30	17%	171	11%
	40-49	3135	31%	608	34%	326	30%	495	28%	155	35%	1536	34%	55	30%	59	33%	367	23%
	50-59	3972	35%	681	38%	416	37%	670	38%	95	21%	1385	31%	58	33%	56	32%	579	36%
	60-64	1108	10%	168	9%	119	11%	206	12%	24	5%	325	7%	5	3%	15	9%	235	15%
	65 or older	593	5%	45	3%	59	5%	147	8%	6	1%	110	3%	5	3%	5	3%	208	13%

2011 KEA ESP Statewide Survey Results

		Statewide Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Racial group	American Indian	249	2%	23	1%	42	4%	43	3%	11	3%	62	1%	5	3%	2	1%	57	4%
	Asian	26	0.2%	5	0.3%	2	0.2%	8	0.5%	0	0%	7	0.2%	0	0%	0	0%	4	0.3%
	Black/African American	520	5%	52	3%	72	6%	67	4%	14	3%	204	5%	8	5%	8	5%	79	5%
	Caucasian	10860	94%	1713	96%	1011	92%	1637	94%	425	96%	4188	94%	163	94%	167	95%	1478	93%
	Hawaiian/Pacific Islander	11	0.1%	0	0%	3	0.3%	3	0.2%	0	0%	4	0.1%	0	0%	0	0%	1	0.1%
	Span./Hispanic	62	0.5%	6	0.3%	1	0.1%	5	0.3%	3	0.7%	40	0.9%	1	0.6%	2	1%	4	0.9%
Association Membership																			
KEA member?	Yes	2197	19%	179	10%	228	20%	241	14%	78	18%	778	17%	52	30%	33	19%	581	36%
	No	9143	78%	1581	89%	836	75%	1422	80%	365	82%	3638	81%	120	68%	142	80%	973	60%
Satisfied with KEA?	satisfied/very	1297	11%	92	5%	131	12%	159	9%	47	10%	473	11%	28	16%	17	10%	334	20%
	neither	460	4%	36	2%	39	4%	44	3%	13	3%	166	4%	13	7%	9	5%	134	8%
	unsatisfied/very	278	3%	14	1%	31	3%	22	1%	11	3%	93	2%	10	6%	5	3%	88	5%
	not applicable	9143	78%	1581	89%	836	75%	1422	80%	365	82%	3638	81%	120	68%	142	80%	973	60%
Wages and Benefits																			
Required overtime?	Yes	1127	10%	128	7%	206	18%	143	8%	81	18%	338	8%	62	35%	25	14%	125	8%
	No	10444	89%	1645	92%	899	80%	1605	91%	359	81%	4112	92%	114	65%	151	85%	1478	91%
If so, how many hours?	0 hours	153	1%	10	0.6%	41	4%	28	2%	10	2%	27	0.6%	15	9%	2	1%	15	0.9%
	1-4 hours	706	6%	86	5%	109	10%	88	5%	47	11%	250	6%	29	17%	16	9%	72	4%
	5-8 hours	125	1%	20	1%	28	3%	8	0.5%	14	3%	25	0.6%	7	4%	1	0.6%	15	0.9%
	more than 8 hours	81	0.7%	7	0.4%	14	1%	4	0.2%	7	2%	20	0.4%	8	5%	2	1%	18	1%
	not applicable	10444	89%	1645	92%	899	80%	1605	91%	359	81%	4112	92%	114	65%	151	85%	1478	91%
If so, compensated?	Yes	422	4%	40	2%	141	13%	53	3%	9	2%	59	1%	31	18%	8	5%	75	5%
	No	581	5%	76	4%	44	4%	55	3%	67	15%	251	6%	24	14%	13	7%	40	3%
	not applicable	10444	89%	1645	92%	899	80%	1605	91%	359	81%	4112	92%	114	65%	151	85%	1478	91%

2011 KEA ESP Statewide Survey Results

		Statewide Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Benefits a main factor in employment?	Yes	6001	51%	905	51%	693	62%	967	55%	205	46%	2082	47%	102	58%	97	55%	914	57%
	No	4107	35%	715	40%	256	23%	496	28%	197	44%	1884	42%	63	36%	66	37%	391	24%
% salary going toward health insurance	0%	2811	24%	477	27%	127	11%	390	22%	106	24%	1334	30%	19	11%	31	18%	295	18%
	1-10%	4066	35%	650	36%	528	47%	623	35%	182	41%	1311	29%	93	53%	88	50%	559	35%
	11-25%	2528	22%	359	20%	273	24%	370	21%	107	24%	935	21%	51	29%	36	20%	373	23%
	26-50%	1075	9%	164	9%	81	7%	156	9%	29	7%	442	10%	9	5%	14	8%	170	11%
	51-75%	370	3%	40	2%	18	2%	65	4%	7	2%	169	4%	0	0%	1	0.6%	67	4%
	over 75%	141	1%	13	0.7%	7	0.6%	30	2%	0	0%	54	1%	0	0%	0	0%	37	2%
Training and PD																			
Where received initial training?	department	3638	32%	732	42%	293	27%	536	31%	95	21%	1387	31%	26	15%	46	26%	495	31%
	school district	7873	69%	1109	63%	684	63%	1314	77%	187	42%	3221	73%	46	27%	89	51%	1165	73%
	college	1611	14%	248	14%	23	2%	22	1%	214	48%	895	20%	98	57%	54	31%	31	2%
	KEA	264	2%	19	1%	7	0.6%	68	4%	58	13%	65	2%	7	4%	8	5%	25	2%
	NEA	79	0.7%	3	0.2%	7	0.6%	31	2%	7	2%	17	0.4%	5	3%	2	1%	5	0.3%
	other professional organization	1621	14%	321	18%	255	24%	141	8%	106	24%	501	11%	60	35%	63	36%	151	9%
From inside district, outside or both?	within school district	6941	59%	997	56%	671	60%	1152	65%	81	18%	2648	59%	26	15%	54	31%	1272	79%
	outside school district	1154	10%	148	8%	140	13%	71	4%	175	39%	411	9%	76	43%	47	27%	62	4%
	both	3337	29%	601	34%	274	25%	502	28%	187	42%	1325	30%	74	42%	74	42%	263	16%
Do you receive ongoing PD from District?	Yes	7367	63%	802	45%	367	33%	1150	65%	299	67%	3362	75%	121	69%	101	57%	1099	68%
	No	3842	33%	933	52%	678	61%	479	27%	144	32%	1009	23%	52	30%	76	43%	437	27%
How many days?	0 days	3326	29%	851	48%	613	55%	355	20%	124	28%	916	20%	44	25%	65	37%	333	21%
	1-4 days	6284	53%	734	41%	355	32%	1102	62%	228	51%	2713	61%	80	46%	80	45%	938	58%

2011 KEA ESP Statewide Survey Results

		Statewide Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
	5-8 days	1063	9%	82	5%	11	1%	103	6%	61	14%	562	13%	33	19%	21	12%	176	11%
	more than 8 days	241	2%	15	0.8%	12	1%	21	1%	15	3%	116	3%	12	7%	7	4%	42	3%
Job Performance																			
Regularly evaluated?	Yes	10332	88%	1563	88%	999	89%	1607	91%	397	89%	3916	87%	158	90%	160	90%	1436	89%
	No	1034	9%	170	10%	89	8%	107	6%	37	8%	450	10%	14	8%	12	7%	145	9%
How often?	once/month	560	5%	34	2%	102	9%	67	4%	20	5%	210	5%	15	9%	4	2%	104	6%
	once/quarter	352	3%	26	2%	27	2%	48	3%	15	3%	145	3%	10	6%	5	3%	76	5%
	every 6 months	540	5%	34	2%	45	4%	116	7%	21	5%	200	5%	11	6%	3	2%	105	7%
	once/year	9451	81%	1545	87%	873	78%	1425	80%	368	83%	3624	81%	132	75%	158	89%	1237	77%
Who evaluates?	supervisor	6113	52%	776	44%	648	60%	1407	79%	247	55%	1733	39%	103	59%	97	55%	1049	65%
	administrator	2941	25%	772	43%	242	22%	113	6%	106	24%	1486	33%	38	22%	60	34%	102	6%
	colleagues	114	1%	2	0.1%	0	0%	1	0.1%	2	0.4%	54	1%	0	0%	2	1%	52	3%
	combination of people	1577	14%	94	5%	139	12%	138	8%	68	15%	818	18%	24	14%	4	2%	276	17%
My supervisor helps me be effective in my job.	agree/strongly	8299	71%	1263	71%	743	67%	1405	79%	329	74%	3212	72%	116	66%	121	69%	1037	64%
	neither	1729	15%	268	15%	170	15%	172	10%	62	14%	668	15%	27	15%	34	19%	312	19%
	disagree/strongly	1225	11%	182	10%	159	14%	119	7%	43	10%	452	10%	27	15%	17	10%	216	14%
Working Conditions																			
Job description?	Yes	10907	93%	1605	90%	1062	95%	1712	97%	428	96%	4116	92%	164	93%	158	89%	1559	96%
	No	579	5%	139	8%	43	4%	34	2%	10	2%	285	6%	10	6%	15	9%	39	2%
Is it accurate?	Yes	8823	76%	1138	64%	876	78%	1553	88%	345	77%	3187	71%	141	80%	110	62%	1391	86%
	No	2435	21%	554	31%	218	20%	174	10%	88	20%	1097	25%	33	19%	60	34%	189	12%
Duties beyond primary ones?	Yes	6521	56%	1130	63%	744	67%	951	54%	291	65%	2368	53%	118	67%	130	73%	735	45%
	No	4820	41%	600	34%	354	32%	760	43%	145	33%	1965	44%	56	32%	44	25%	847	52%

2011 KEA ESP Statewide Survey Results

		Statewide Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
% beyond primary responsibilities	0%	3779	32%	433	24%	271	24%	626	35%	118	27%	1577	35%	40	23%	31	18%	650	40%
	1-10%	4278	37%	621	35%	434	39%	661	37%	194	44%	1616	36%	74	42%	79	45%	563	35%
	11-15%	1077	9%	223	13%	113	10%	110	6%	62	14%	388	9%	22	13%	19	11%	127	8%
	16-25%	802	7%	176	10%	97	9%	72	4%	31	7%	296	7%	23	13%	24	14%	77	5%
	more than 25%	987	8%	210	12%	131	12%	140	8%	26	6%	324	7%	10	6%	16	9%	120	7%
Have adequate tools to do your job?	agree/strongly	8895	77%	1513	85%	768	69%	1398	78%	358	80%	3351	74%	132	75%	125	71%	1166	72%
	neither	1156	10%	112	6%	121	11%	131	7%	40	9%	503	11%	15	9%	18	10%	204	13%
	disagree/strongly	1407	12%	127	7%	211	19%	197	12%	41	9%	536	12%	26	15%	31	18%	226	14%
Employ monitors for every bus?	Yes	2920	25%	405	23%	366	33%	490	28%	124	28%	1187	27%	57	32%	63	36%	200	12%
	No	7297	63%	1102	62%	565	51%	891	50%	264	59%	2869	64%	91	52%	85	48%	1367	85%
Administer medications?	Yes	2642	23%	657	37%	29	3%	58	3%	199	45%	1055	24%	14	8%	7	4%	600	37%
	No	8721	75%	1082	61%	1043	93%	1635	92%	236	53%	3339	75%	154	88%	166	94%	982	61%
If so, properly trained?	Yes	2588	22%	649	36%	21	2%	46	3%	206	46%	1103	25%	18	10%	6	3%	520	32%
	No	507	4%	77	4%	44	4%	54	3%	16	4%	168	4%	16	9%	18	10%	108	7%
	not applicable	2644	23%	171	10%	409	37%	627	35%	188	42%	878	20%	46	26%	24	14%	424	26%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	6650	57%	1084	61%	635	57%	1043	59%	316	71%	2456	55%	125	71%	124	70%	802	50%
	No	4527	39%	631	35%	427	38%	599	34%	121	27%	1869	42%	46	26%	47	27%	755	50%

2011 KEA ESP Statewide Survey Results

		Statewide Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Seniority recognized for awarding job positions?	Yes	4655	40%	614	34%	391	35%	527	30%	190	43%	1927	43%	69	39%	71	40%	831	51%
	No	5902	51%	944	53%	619	55%	1012	57%	200	45%	2152	48%	93	53%	90	51%	736	46%
Instructional Assistants expected to cover classes?	Yes	1906	16%	0	0%	0	0%	0	0%	0	0%	1906	43%	0	0%	0	0%	0	0%
	No	2334	20%	0	0%	0	0%	0	0%	0	0%	2334	52%	0	0%	0	0%	0	0%
	not applicable	7203	62%	1785	100%	1119	100%	1772	100%	446	100%	0	0%	4480	100%	177	100%	1618	100%
If so, how often?	once/week	844	7%	0	0%	0	0%	0	0%	0	0%	844	19%	0	0%	0	0%	0	0%
	2-3 times/week	378	3%	0	0%	0	0%	0	0%	0	0%	378	8%	0	0%	0	0%	0	0%
	4-5 times/week	274	2%	0	0%	0	0%	0	0%	0	0%	274	6%	0	0%	0	0%	0	0%
	6-10 times/week	69	0.60%	0	0%	0	0%	0	0%	0	0%	69	2%	0	0%	0	0%	0	0%
	more than 10 times/week	149	1%	0	0%	0	0%	0	0%	0	0%	149	3%	0	0%	0	0%	0	0%
	not applicable	9537	82%	1785	100%	1119	100%	1772	100%	446	100%	2334	52%	4480	100%	177	100%	1618	100%
Work Environment																			
Work in a safe environment?	Yes	10728	92%	1673	94%	1042	93%	1638	92%	422	95%	4162	93%	153	87%	168	95%	1373	85%
	No	685	6%	60	3%	62	6%	92	5%	13	3%	222	5%	15	9%	6	3%	207	13%
District's student discipline policy consistently followed?	Yes	7351	63%	1238	69%	675	60%	979	55%	310	70%	3137	70%	112	64%	111	63%	722	45%
	No	3283	28%	368	21%	269	24%	461	26%	104	23%	1136	25%	40	23%	49	28%	830	51%
Trained on student discipline policies and processes?	Yes	5831	50%	701	39%	220	20%	466	26%	223	50%	2779	62%	95	54%	76	43%	1210	75%
	No	5049	43%	920	52%	783	70%	1062	60%	199	45%	1534	34%	61	35%	94	53%	360	22%

2011 KEA ESP Statewide Survey Results

		Statewide Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Peer to peer bullying or harassment an issue?	Yes	2017	17%	283	16%	158	14%	203	12%	104	23%	793	18%	33	19%	31	18%	389	24%
	No	9023	77%	1381	77%	858	77%	1394	79%	327	73%	3526	79%	131	74%	142	80%	1188	73%
Bullying or harassment by supervisor an issue?	Yes	698	6%	86	5%	79	7%	81	5%	31	7%	190	4%	21	12%	11	6%	193	12%
	No	10496	90%	1607	90%	968	87%	1559	88%	400	90%	4171	93%	147	84%	160	90%	1388	86%
Enjoy working in this school district?	agree/strongly	9769	84%	1502	84%	919	83%	1522	86%	379	86%	3838	86%	136	77%	143	81%	1240	77%
	neither	1008	9%	129	7%	114	10%	123	7%	36	8%	314	7%	22	13%	18	10%	243	15%
	disagree/strongly	649	6%	104	6%	69	6%	81	5%	21	5%	241	5%	12	7%	9	5%	108	7%