

**EDUCATION SUPPORT PROFESSIONAL
NEEDS and INTERESTS SURVEY**

The Marana Education Support Professionals (MESP) is interested in the interests and concerns of non-certified education employees, both members and potential members. Please help us to improve services and resources by completing this survey and returning to Heather Johnson at Tortolita Middle School through interoffice mail.

Please mark one response for each statement.

Strongly Agree	Agree	Disagree	Strongly Disagree	Does not Apply	No Opinion
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Compensation and Salary:

1. My level of compensation meets my living expenses.
2. My compensation fairly reflects my skill level and effort.
3. I am fairly compensated for extra-curricular duties or roles. (open house, athletic events)
4. My compensation rewards additional education and training.
5. I receive fair compensation for work outside the regular work day. (overtime)

Other Comments:

Job Benefits:

6. I receive health and other insurance benefits at low out-of-pocket cost.
7. I have a comprehensive health benefit plan.
8. I have financial security after retirement.
9. My leave schedule is flexible.
10. Employee input into benefit decisions is fair and reasonable.
11. Sick leave benefits are adequate.
12. Personal leave benefits are adequate.

Other Comments:

Working Conditions:

13. I have adequate time to collaborate with other ESP or school staff.
14. I have sufficient personal time during the work day (i.e. lunch, breaks)
15. There are clear policies on handling student behavior and discipline.
16. There is respect and consideration for my ideas and suggestions.
17. ESP workloads are fair and equitable.
18. ESP are not pulled off their job to perform other duties except in an emergency.
19. I have adequate access to a telephone to make private calls.
20. My workplace is a safe environment.
21. ESP are encouraged to get additional education and/or training.

Other Comments:

Job Protections:

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- 22. I have regular evaluations of my job performance.
- 23. Performance evaluations are fair and reasonable.
- 24. I am treated with respect.
- 25. Transfer and dismissal protections are fair and reasonable.
- 26. I have a reasonable opportunity for promotion or advancement.
- 27. The performance expectations for my job are clear.
- 28. I am informed and advised of my rights and responsibilities as an employee.

Other Comments:

Demographic Information

Total years employed as an ESP: Mark the correct response.

0-4 years	<input type="checkbox"/>
5-12 years	<input type="checkbox"/>
13-20 years	<input type="checkbox"/>
Over 20 years	<input type="checkbox"/>

Current employment status: Mark the correct response.

Full-time, school year only	<input type="checkbox"/>
Full-time, year round	<input type="checkbox"/>
Part-time, school year only	<input type="checkbox"/>
Part-time, year round	<input type="checkbox"/>

Primary job position (Indicate one only)

Building and Grounds Maintenance	<input type="checkbox"/>
Custodial	<input type="checkbox"/>
Food Service	<input type="checkbox"/>
Health and Student Services, IBI/CAN	<input type="checkbox"/>
Library Manager	<input type="checkbox"/>
Paraprofessional	<input type="checkbox"/>
Transportation (bus driver)	<input type="checkbox"/>
Transportation (maintenance)	<input type="checkbox"/>
Secretarial	<input type="checkbox"/>
Other: _____	<input type="checkbox"/>

What is your membership status? (check one)

Member	<input type="checkbox"/>
Non-member	<input type="checkbox"/>

Why or Why not:

THANK YOU FOR YOUR TIME!