

E R S C

# Staff Statistical Profile



**EMPLOYEE & RETIREE SERVICE CENTER**  
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<http://www.montgomeryschoolsmd.org/departments/ersc/>

**(A199)**

### *Sections of the Staff Statistical Profile*

- Montgomery County Public Schools Personnel
- Montgomery County Association of Administrative and Supervisory Personnel (MCAAP)
- Montgomery County Association of Administrative and Supervisory Personnel (MCAAP)—Principals
- Montgomery County Association of Administrative and Supervisory Personnel (MCAAP)—Assistant Principals
- Montgomery County Association of Administrative and Supervisory Personnel (MCAAP)—Assistant School Administrators
- Montgomery County Business and Operations Administrators (MCBOA)
- 12-Month Montgomery County Education Association Personnel (MCEA)—Other Professionals
- 10-Month Montgomery County Education Association Personnel (MCEA)—New Teachers
- 10-Month Montgomery County Education Association Personnel (MCEA)—Teachers
- 10-Month Montgomery County Education Association Personnel (MCEA)—Counselors
- 10 and 12-Month SEIU Local 500 Personnel

**Montgomery County Public Schools Personnel:**

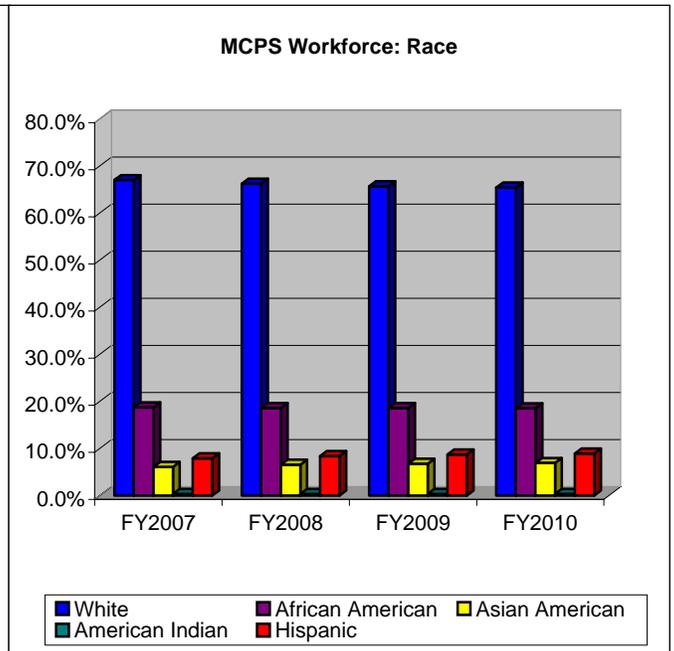
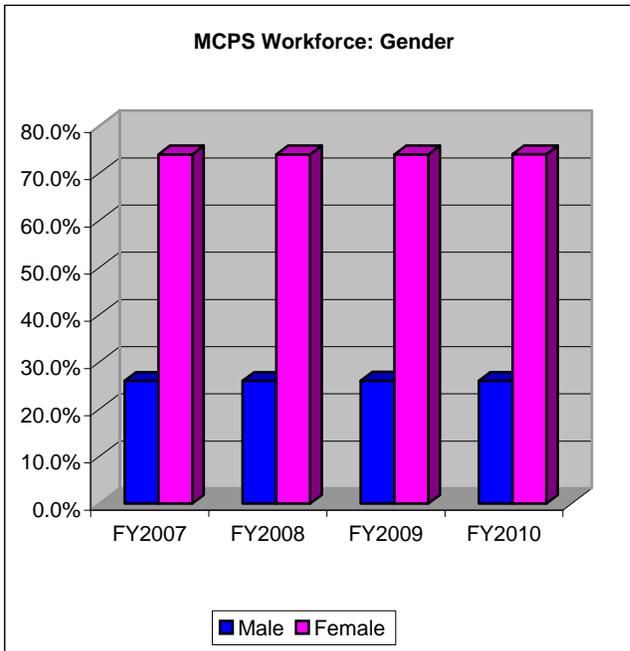
MCPS Workforce Demographic Profile  
MCPS Workforce Residence Profile  
MCPS Turnover  
MCPS Fact Sheet

# MCPS Workforce: Demographic Profile

	FY2007		FY2008		FY2009		FY2010	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>GENDER</b>								
Male	5,681	26.0%	5,755	26.0%	5,731	26.0%	5,779	26.0%
Female	16,159	74.0%	16,367	74.0%	16,283	74.0%	16,450	74.0%
<b>TOTAL</b>	<b>21,840</b>	<b>100.0%</b>	<b>22,122</b>	<b>100.0%</b>	<b>22,014</b>	<b>100.0%</b>	<b>22,229</b>	<b>100.0%</b>
<b>RACE</b>								
White	14,634	67.0%	14,649	66.2%	14,457	65.7%	14,535	65.4%
African American	4,084	18.7%	4,114	18.6%	4,087	18.6%	4,111	18.5%
Asian American	1,327	6.1%	1,443	6.5%	1,481	6.7%	1,537	6.9%
American Indian	66	0.3%	67	0.3%	67	0.3%	69	0.3%
Hispanic	1,729	7.9%	1,849	8.4%	1,922	8.7%	1,977	8.9%
<b>TOTAL</b>	<b>21,840</b>	<b>100.0%</b>	<b>22,122</b>	<b>100.0%</b>	<b>22,014</b>	<b>100.0%</b>	<b>22,229</b>	<b>100.0%</b>
<b>AGE</b>								
Under 20	21	0.1%	12	0.1%	10	0.1%	2	0.0%
20 - 29 years	3,338	15.3%	3,263	14.8%	3,043	13.8%	2,925	13.2%
30 - 39 years	4,507	20.6%	4,566	20.6%	4,561	20.7%	4,604	20.7%
40 - 49 years	5,562	25.5%	5,569	25.2%	5,448	24.7%	5,496	24.7%
50 - 59 years	6,446	29.5%	6,418	29.0%	6,489	29.5%	6,461	29.1%
60+ years	1,966	9.0%	2,294	10.4%	2,463	11.2%	2,741	12.3%
<b>TOTAL</b>	<b>21,840</b>	<b>100.0%</b>	<b>22,122</b>	<b>100.0%</b>	<b>22,014</b>	<b>100.0%</b>	<b>22,229</b>	<b>100.0%</b>

1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included.

2. Data was captured on October 15.



## MCPS Workforce: Residence Profile

County	FY2010									
	MCAAP		MCBOA		SEIU		MCEA		Grand Total	
	#	%	#	%	#	%	#	%	#	%
<b>Montgomery</b>	<b>464</b>	<b>64.4%</b>	<b>51</b>	<b>53.7%</b>	<b>7,458</b>	<b>79.7%</b>	<b>8,255</b>	<b>68.5%</b>	<b>16,228</b>	<b>73.0%</b>
Frederick	54	7.5%	24	25.3%	722	7.7%	1096	9.1%	1896	8.5%
Prince George's	66	9.2%	3	3.2%	496	5.3%	612	5.1%	1177	5.3%
Howard	48	6.7%	5	5.3%	136	1.5%	788	6.5%	977	4.4%
Carroll	8	1.1%	5	5.3%	107	1.1%	175	1.5%	295	1.3%
Anne Arundel	9	1.3%	0	0.0%	52	0.6%	176	1.5%	237	1.1%
Baltimore	13	1.8%	0	0.0%	41	0.4%	115	1.0%	169	0.8%
Washington	7	1.0%	1	0.1%	101	1.1%	49	0.4%	158	0.7%
Baltimore City	2	0.3%	0	0.0%	12	0.1%	52	0.4%	66	0.3%
Calvert	1	0.1%	1	0.1%	11	0.1%	16	0.1%	29	0.1%
Charles	2	0.3%	0	0.0%	8	0.1%	10	0.1%	20	0.1%
Harford	0	0.0%	0	0.0%	0	0.0%	6	0.0%	6	0.0%
Queen Anne's	0	0.0%	0	0.0%	2	0.0%	4	0.0%	6	0.0%
Allegany	0	0.0%	0	0.0%	1	0.0%	1	0.0%	2	0.0%
Dorchester	0	0.0%	0	0.0%	2	0.0%	0	0.0%	2	0.0%
Talbot	0	0.0%	0	0.0%	1	0.0%	1	0.0%	2	0.0%
Worcester	1	0.1%	0	0.0%	1	0.0%	1	0.0%	3	0.0%
Caroline	0	0.0%	0	0.0%	1	0.0%	0	0.0%	1	0.0%
Wilcomico	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Kent	0	0.0%	0	0.0%	0	0.0%	1	0.0%	1	0.0%
<i>Subtotal Maryland</i>	675	93.8%	90	94.7%	9,152	97.8%	11,358	94.2%	21,275	95.7%
District of Columbia	21	2.9%	0	0.0%	57	0.6%	385	3.2%	463	2.1%
Pennsylvania	0	0.0%	0	0.0%	24	0.3%	18	0.1%	42	0.2%
Virginia	19	2.6%	2	2.1%	39	0.4%	248	2.1%	308	1.4%
West Virginia	4	0.6%	3	3.2%	81	0.9%	45	0.4%	133	0.6%
Other States*	1	0.1%	0	0.0%	2	0.0%	5	0.0%	8	0.0%
<b>TOTAL</b>	<b>720</b>	<b>100.0%</b>	<b>95</b>	<b>100.0%</b>	<b>9,355</b>	<b>100.0%</b>	<b>12,059</b>	<b>100.0%</b>	<b>22,229</b>	<b>100.0%</b>

1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included.

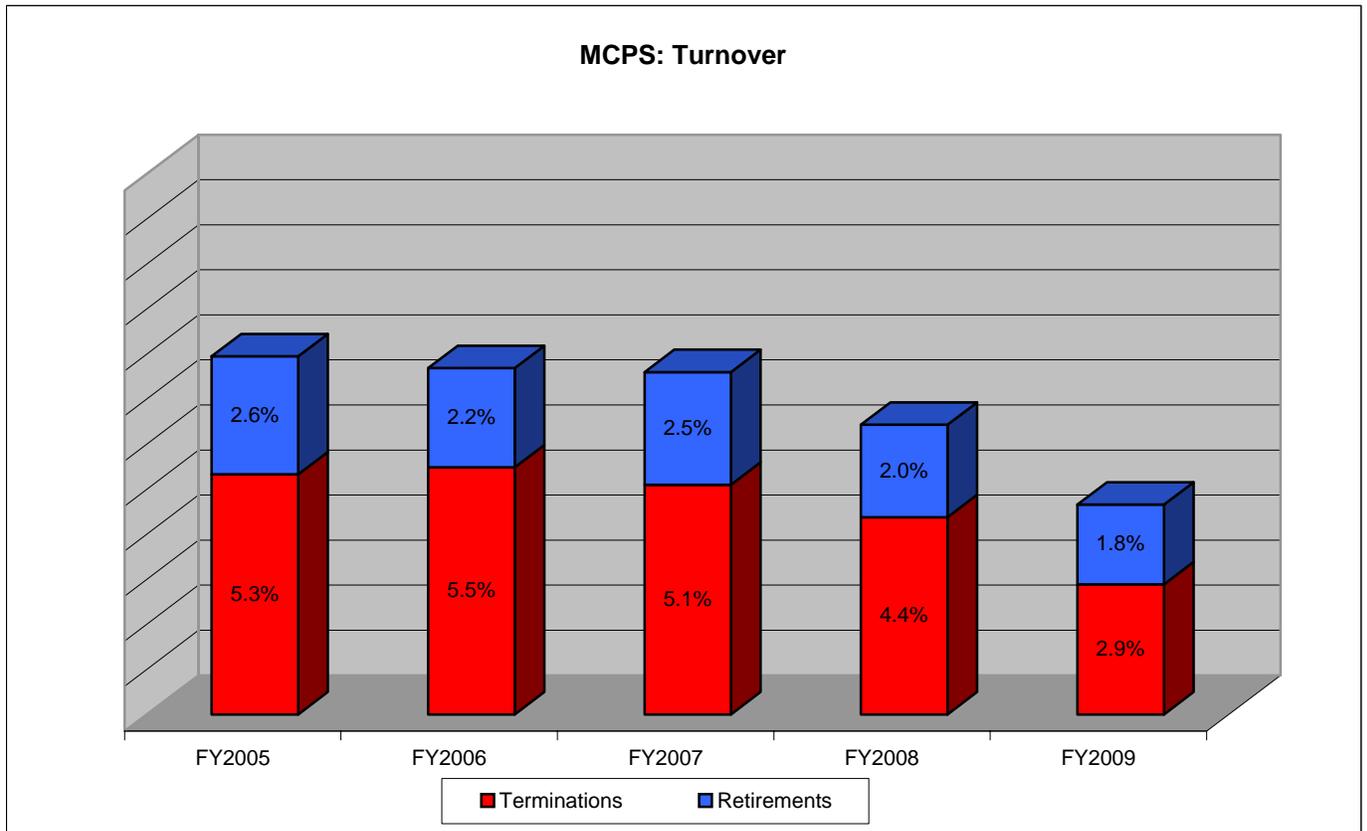
\* Employees living in 'Other States' include new employees who haven't completed a change of address.

Fiscal Year	Montgomery County Residence Profile									
	MCAAP		MCBOA		SEIU		MCEA		Grand Total	
	#	%	#	%	#	%	#	%	#	%
<b>FY2010</b>	464	64.4%	51	53.7%	7,458	80.0%	8,255	68.5%	16,228	73.0%
<b>FY2009</b>	466	64.4%	49	53.8%	7,358	79.3%	8,210	68.9%	16,083	73.1%
<b>FY2008</b>	473	64.0%	51	59.3%	7,378	79.4%	8,300	69.1%	16,202	73.2%

# MCPS: Turnover

Fiscal Year	Number of Employees*	Terminations		Retirements		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent
FY2009	22,527	651	2.9%	398	1.8%	1,049	4.7%
FY2008	22,647	992	4.4%	464	2.0%	1,456	6.4%
FY2007	22,434	1,160	5.1%	555	2.5%	1,715	7.6%
FY2006	21,870	1,199	5.5%	482	2.2%	1,681	7.7%
FY2005	21,260	1,133	5.3%	557	2.6%	1,690	7.9%

\* Total number of employees is based upon a snapshot taken in the fall of each fiscal year.



# FY 2010 MCPS Fact Sheet

(as of 10/15/2009)

Employee Type	Number of Employees (Head Count)	Number of Filled Positions (FTE)	Average Annual Salary (salaries/ head count)	Average FTE (salaries/ filled FTE)*
Executive Staff	21	21	\$169,781	<b>\$169,781</b>
Administrative & Supervisory (MCAAP)	699	699	\$124,654	<b>\$124,654</b>
Supervisor (MCBOA)	95	95	\$93,844	<b>\$93,844</b>
<b>Teachers &amp; Other Professional (MCEA)</b>	12,065	11,654	\$106,851	<b>\$109,518</b>
<i>Other Professionals (12-Month MCEA)</i>	386	377		
<i>Teachers (10-Month MCEA)</i>	11,679	11,277		
Support Staff (SEIU)	9,363	7,949	\$36,765	<b>\$43,306</b>
<b>GRAND TOTAL</b>	<b>22,243</b>	<b>20,418</b>		

1. FTE of filled positions is less than head count of employees when scheduled FTE is less than 1.0.

2. No. of Filled Positions (FTE) includes employees in non-budgeted grants.

**\*Use this column to respond to average salary inquiries/surveys.**

**Official 9-30-2009 Student Enrollment = 142,189**

**Montgomery County Association of Administrators and Principals (MCAAP):**

Demographic Profile  
Degree  
Years of Experience in MCPS  
Total Years of Experience  
Turnover  
Salary Schedule Placement  
Initial Appointment to Administrative Positions  
Retirement Eligibility  
School Based Retirement Eligibility  
Non-school Based Retirement Eligibility  
Retirement Eligibility by Level

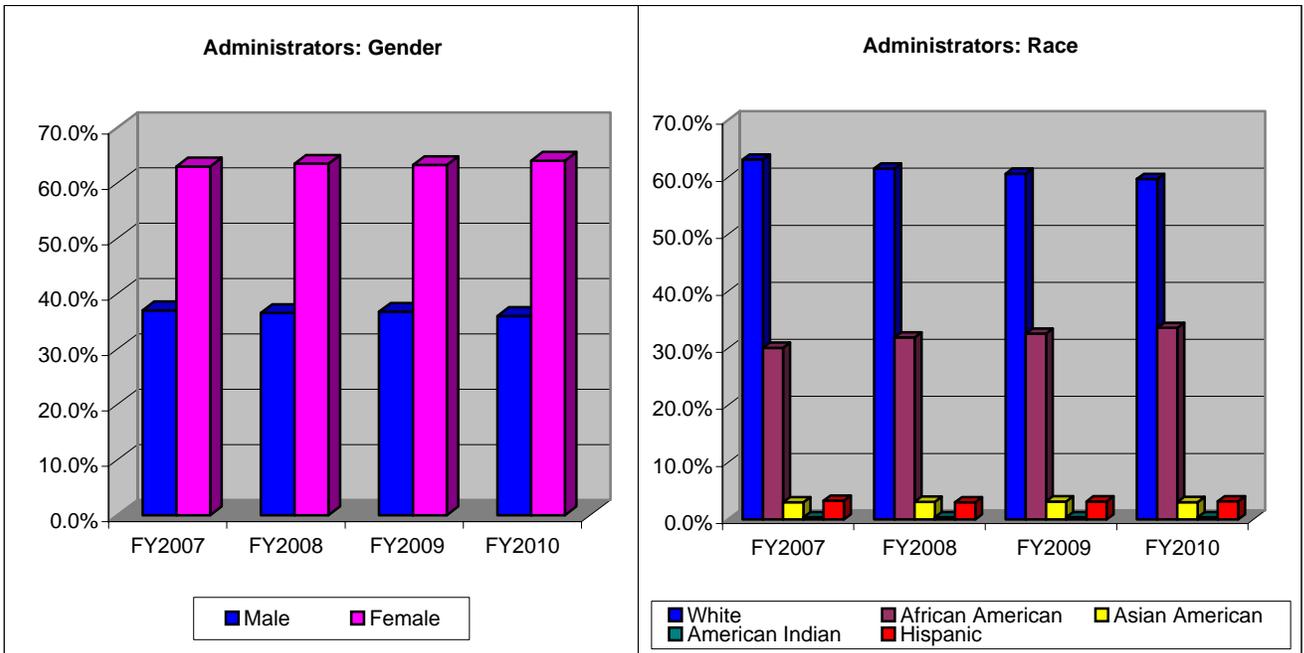
# Administrators: Demographic Profile

	FY2007		FY2008		FY2009		FY2010	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>GENDER</b>								
Male	269	37.0%	270	36.5%	266	36.7%	259	36.0%
Female	458	63.0%	469	63.5%	458	63.3%	461	64.0%
<b>TOTAL</b>	<b>727</b>	<b>100.0%</b>	<b>739</b>	<b>100.0%</b>	<b>724</b>	<b>100.0%</b>	<b>720</b>	<b>100.0%</b>
<b>RACE</b>								
White	459	63.1%	455	61.6%	439	60.6%	430	59.7%
African American	219	30.1%	236	31.9%	236	32.6%	242	33.6%
Asian American	22	3.0%	23	3.1%	23	3.2%	22	3.1%
American Indian	3	0.4%	3	0.4%	3	0.4%	3	0.4%
Hispanic	24	3.3%	22	3.0%	23	3.2%	23	3.2%
<b>TOTAL</b>	<b>727</b>	<b>100.0%</b>	<b>739</b>	<b>100.0%</b>	<b>724</b>	<b>100.0%</b>	<b>720</b>	<b>100.0%</b>
<b>AGE</b>								
20 - 29 years	7	1.0%	10	1.4%	6	0.8%	4	0.6%
30 - 39 years	187	25.7%	200	27.1%	198	27.3%	188	26.1%
40 - 49 years	159	21.9%	179	24.2%	179	24.7%	193	26.8%
50 - 59 years	305	42.0%	273	36.9%	257	35.5%	236	32.8%
60+ years	69	9.5%	77	10.4%	84	11.6%	99	13.8%
<b>TOTAL</b>	<b>727</b>	<b>100.0%</b>	<b>739</b>	<b>100.0%</b>	<b>724</b>	<b>100.0%</b>	<b>720</b>	<b>100.0%</b>

1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included.

2. Data was captured on October 15.

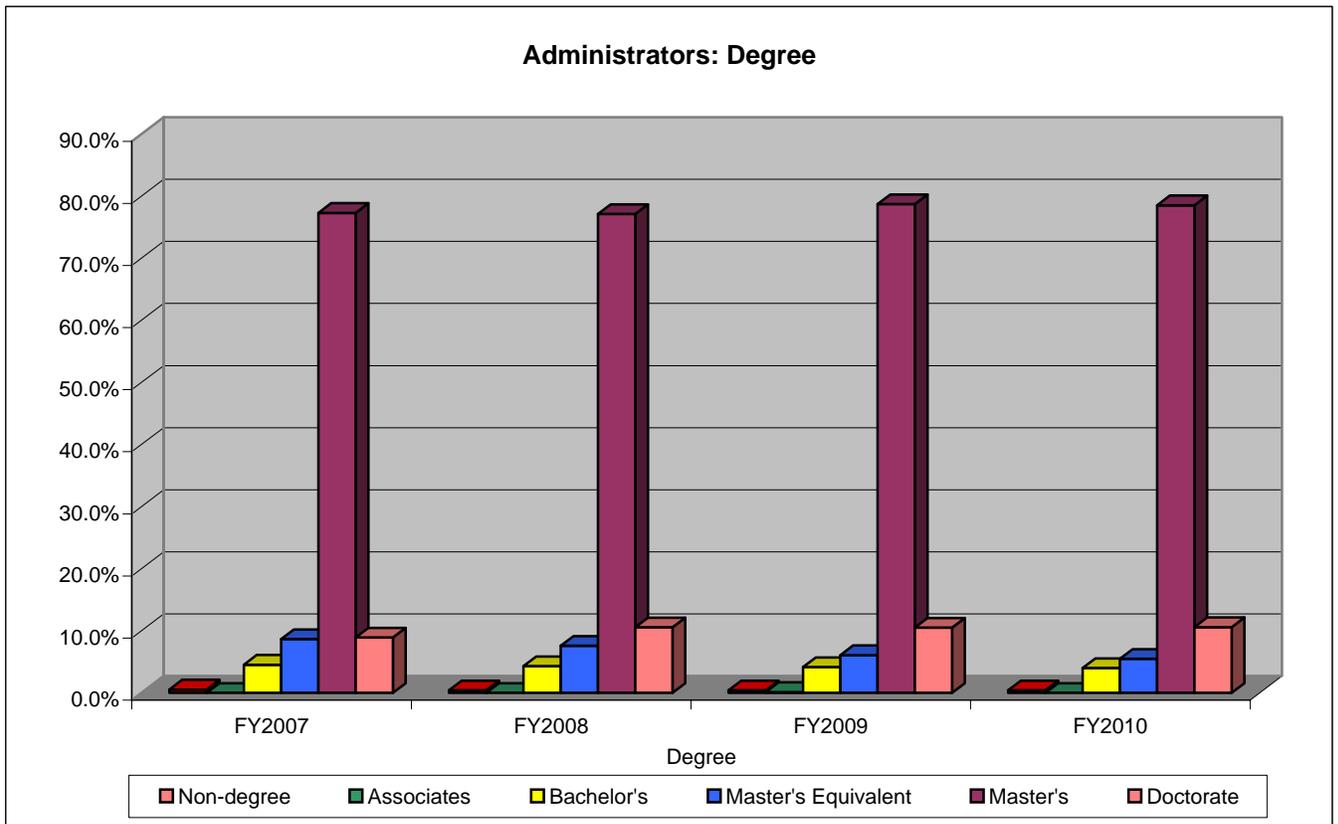
3. The 'Administrators' category includes school based and non-school based administrative personnel.



# Administrators: Degree

DEGREE	FY2007		FY2008		FY2009		FY2010	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Non-degree	4	0.6%	3	0.4%	3	0.4%	3	0.4%
Associates	0	0.0%	0	0.0%	1	0.1%	0	0.0%
Bachelor's	33	4.5%	32	4.3%	30	4.1%	29	4.0%
Master's Equivalent	63	8.7%	56	7.6%	44	6.1%	40	5.5%
Master's	562	77.3%	570	77.1%	570	78.7%	571	78.5%
Doctorate	65	8.9%	78	10.6%	76	10.5%	77	10.6%
<b>TOTAL</b>	<b>727</b>	<b>100.0%</b>	<b>739</b>	<b>100.0%</b>	<b>724</b>	<b>100.0%</b>	<b>720</b>	<b>99.0%</b>

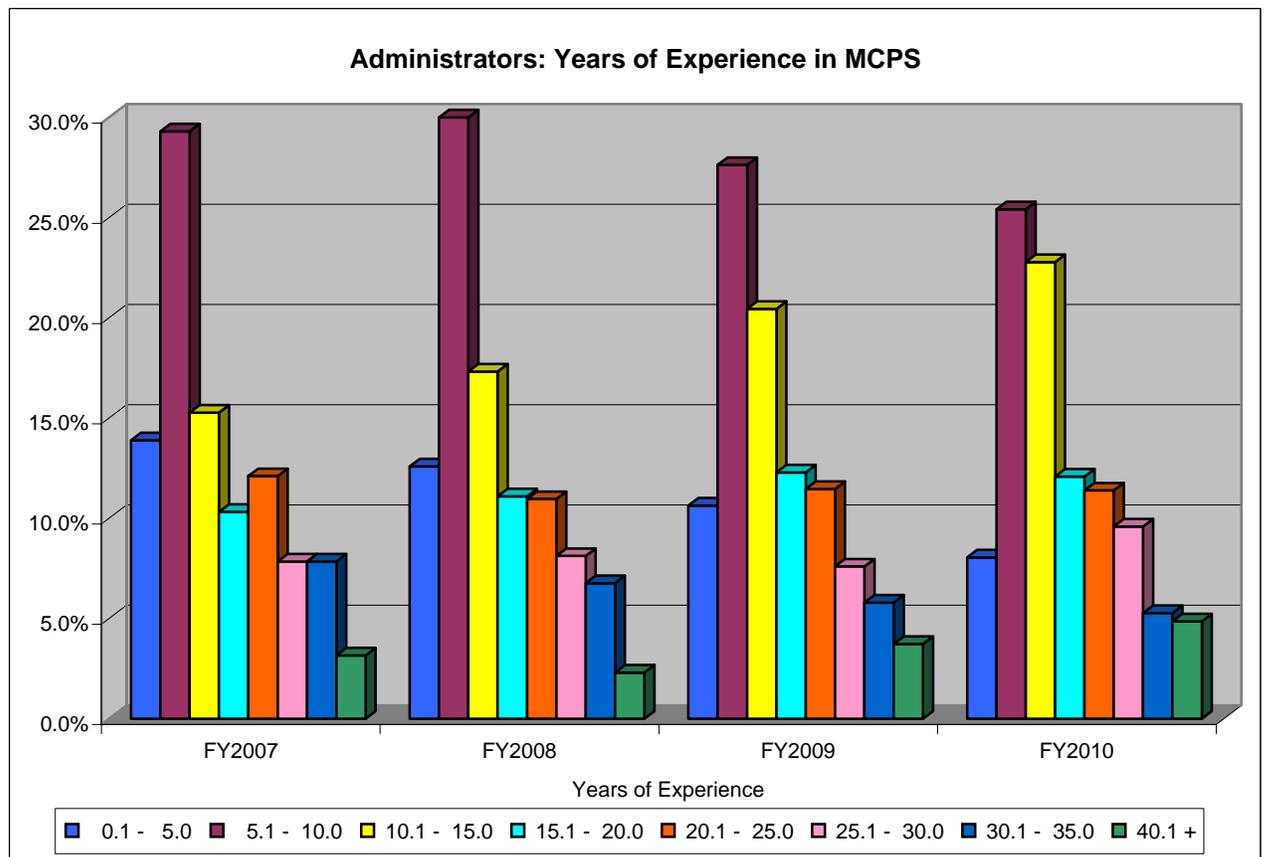
1. Master's Equivalent is additional professional education course work directly related to public school education and earned after the conferral of a bachelor's degree.



## Administrators: Years of Experience in MCPS

Years of Experience	FY2007		FY2008		FY2009		FY2010	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	101	13.9%	93	12.6%	77	10.6%	58	8.1%
5.1 - 10.0	213	29.3%	226	30.6%	200	27.6%	183	25.4%
10.1 - 15.0	111	15.3%	128	17.3%	148	20.4%	164	22.8%
15.1 - 20.0	75	10.3%	82	11.1%	89	12.3%	87	12.1%
20.1 - 25.0	88	12.1%	81	11.0%	83	11.5%	82	11.4%
25.1 - 30.0	57	7.8%	60	8.1%	55	7.6%	69	9.6%
30.1 - 35.0	57	7.8%	50	6.8%	42	5.8%	38	5.3%
35.1 - 40.0	23	3.2%	17	2.3%	27	3.7%	35	4.9%
40.1 +	2	0.3%	2	0.3%	3	0.4%	4	0.6%
<b>TOTAL</b>	<b>727</b>	<b>100.0%</b>	<b>739</b>	<b>100.0%</b>	<b>724</b>	<b>100.0%</b>	<b>720</b>	<b>100.0%</b>

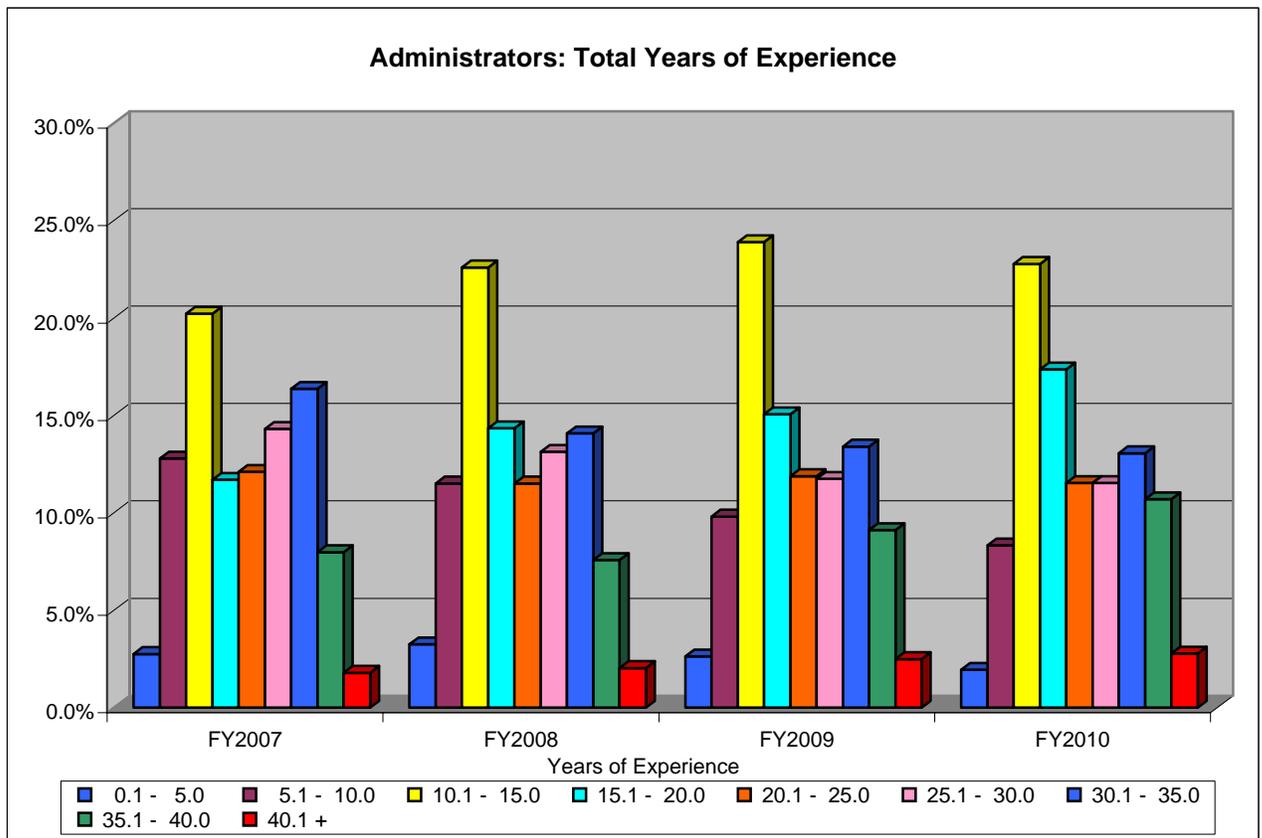
1. Data reflects prior and continuous years worked in MCPS in an administrative or professional position (adjusted for periods of long term leave). Distinct years of experience for either teaching or administrative positions are not available.



# Administrators: Total Years of Experience

Years of Experience	FY2007		FY2008		FY2009		FY2010	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	20	2.8%	24	3.2%	19	2.6%	14	1.9%
5.1 - 10.0	93	12.8%	85	11.5%	71	9.8%	60	8.3%
10.1 - 15.0	147	20.2%	167	22.6%	173	23.9%	164	22.8%
15.1 - 20.0	85	11.7%	106	14.3%	109	15.1%	125	17.4%
20.1 - 25.0	88	12.1%	85	11.5%	86	11.9%	83	11.5%
25.1 - 30.0	104	14.3%	97	13.1%	85	11.7%	83	11.5%
30.1 - 35.0	119	16.4%	104	14.1%	97	13.4%	94	13.1%
35.1 - 40.0	58	8.0%	56	7.6%	66	9.1%	77	10.7%
40.1 +	13	1.8%	15	2.0%	18	2.5%	20	2.8%
<b>TOTAL</b>	<b>727</b>	<b>100.0%</b>	<b>739</b>	<b>100.0%</b>	<b>724</b>	<b>100.0%</b>	<b>720</b>	<b>100.0%</b>

1. Data reflects years worked as an administrator or professional within MCPS or other agency. Distinct years of experience for either teaching or administrative positions are not available.

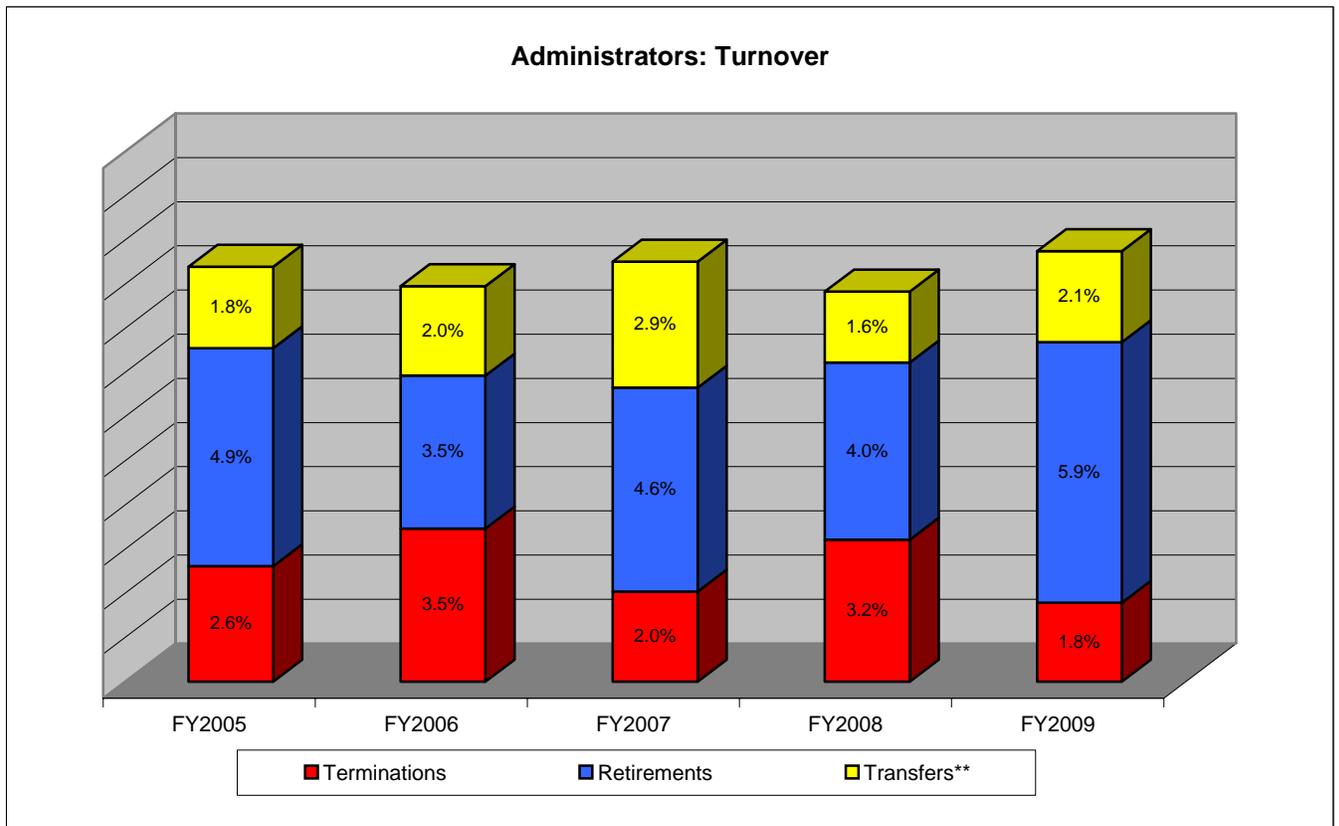


# Administrators: Turnover

Fiscal Year	Number of Administrators*	Terminations		Retirements		Transfers**		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2009	728	13	1.8%	43	5.9%	15	2.1%	71	9.8%
FY2008	747	24	3.2%	30	4.0%	12	1.6%	66	8.8%
FY2007	736	15	2.0%	34	4.6%	21	2.9%	70	9.5%
FY2006	692	24	3.5%	24	3.5%	14	2.0%	62	9.0%
FY2005	649	17	2.6%	32	4.9%	12	1.8%	61	9.4%

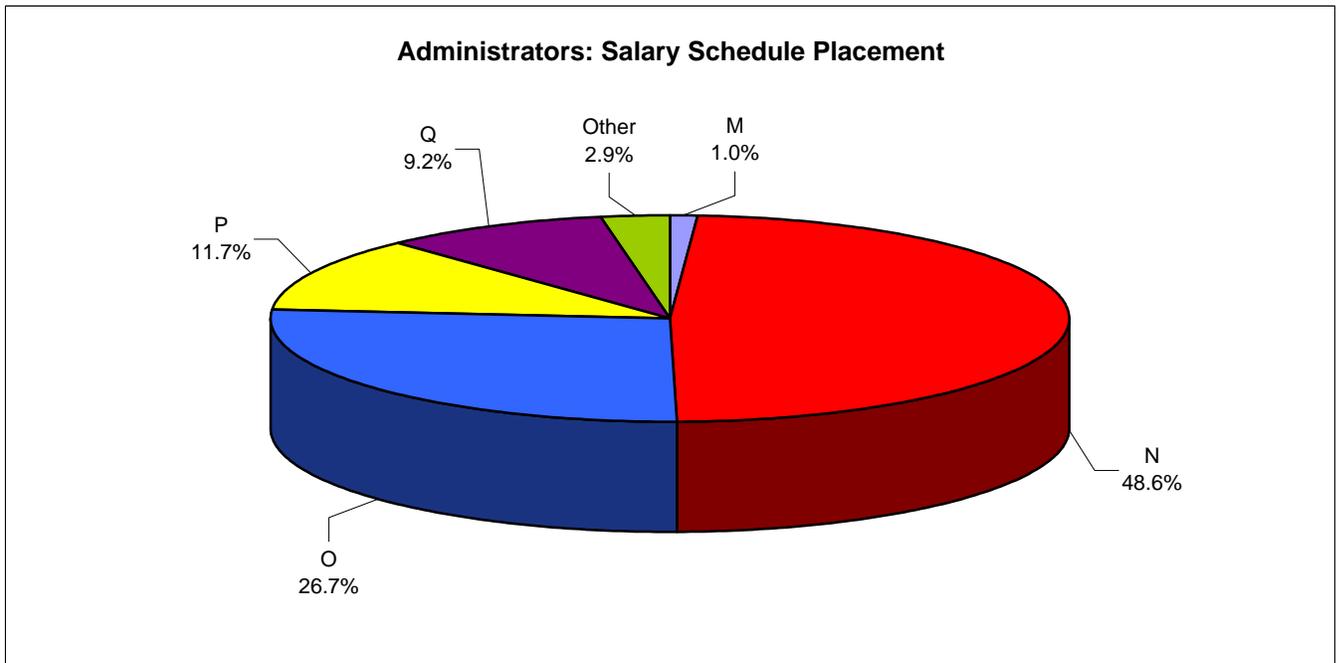
\* Total number of administrators is based upon a snapshot taken in the fall of each fiscal year.

\*\* Transfer is defined to be an administrator no longer in an administrative position.



# Administrators: Salary Schedule Placement

Step	FY2010							Total	%
	M	N	O	P	Q	Other			
1	0	11	1	0	0		12	1.7%	
2	0	10	0	1	0		11	1.5%	
3	0	35	1	1	0		37	5.1%	
4	1	30	3	0	0		34	4.7%	
5	0	27	8	5	0		40	5.6%	
6	0	17	9	5	1		32	4.4%	
7	2	22	22	6	4		56	7.8%	
8	0	18	10	9	2		39	5.4%	
9	0	18	12	57	59		146	20.3%	
10	4	162	126				292	40.6%	
Executive						21	21	2.9%	
<b>Total</b>	7	350	192	84	66	21	720	100.0%	
<b>% of Schedule</b>	1.0%	48.6%	26.7%	11.7%	9.2%	2.9%			

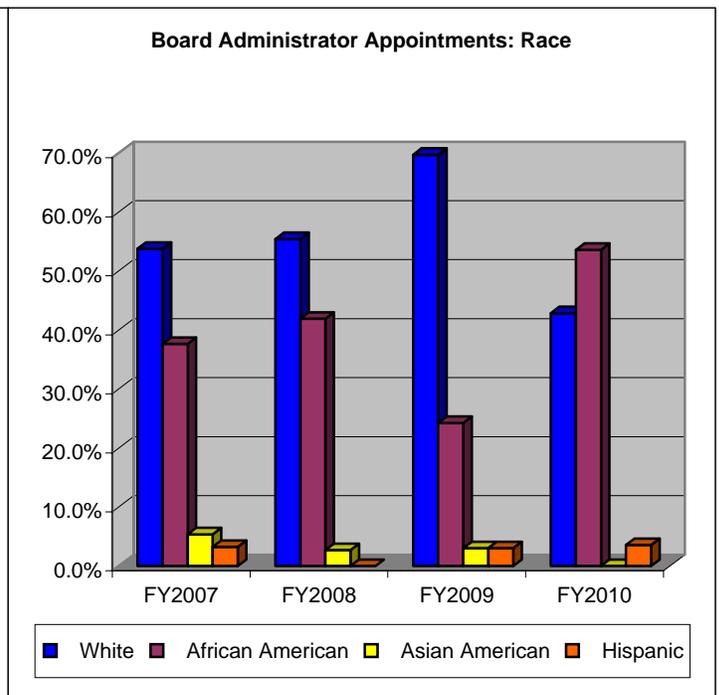
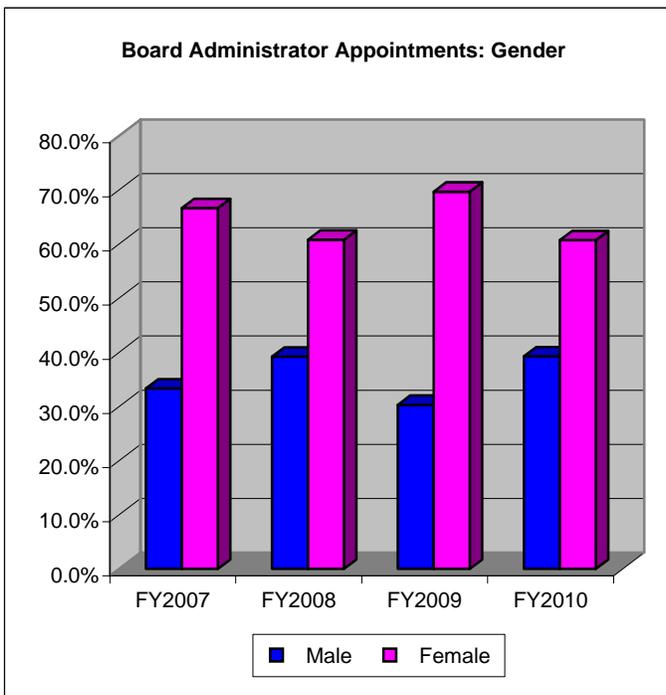


# Administrators: Initial Appointments to Administrative Positions

	FY2007		FY2008		FY2009		FY2010	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>BOARD APPOINTMENTS</b>								
External Candidates	16	17.2%	9	12.2%	2	6.1%	2	7.1%
Internal Candidates	77	82.8%	65	87.8%	31	93.9%	26	92.9%
<b>TOTAL</b>	<b>93</b>	<b>100.0%</b>	<b>74</b>	<b>100.0%</b>	<b>33</b>	<b>100.0%</b>	<b>28</b>	<b>100.0%</b>
<b>GENDER</b>								
Male	31	33.3%	29	39.2%	10	30.3%	11	39.3%
Female	62	66.7%	45	60.8%	23	69.7%	17	60.7%
<b>TOTAL</b>	<b>93</b>	<b>100.0%</b>	<b>74</b>	<b>100.0%</b>	<b>33</b>	<b>100.0%</b>	<b>28</b>	<b>100.0%</b>
<b>RACE</b>								
White	50	53.8%	41	55.4%	23	69.7%	12	42.9%
African American	35	37.6%	31	41.9%	8	24.2%	15	53.6%
Asian American	5	5.4%	2	2.7%	1	3.0%	0	0.0%
Hispanic	3	3.2%	0	0.0%	1	3.0%	1	3.6%
<b>TOTAL</b>	<b>93</b>	<b>100.0%</b>	<b>74</b>	<b>100.0%</b>	<b>33</b>	<b>100.0%</b>	<b>28</b>	<b>100.0%</b>

1. Data reflects the number of permanent employees by head count.

2. Data reflects employees who were hired or promoted into an A&S position for the first time.



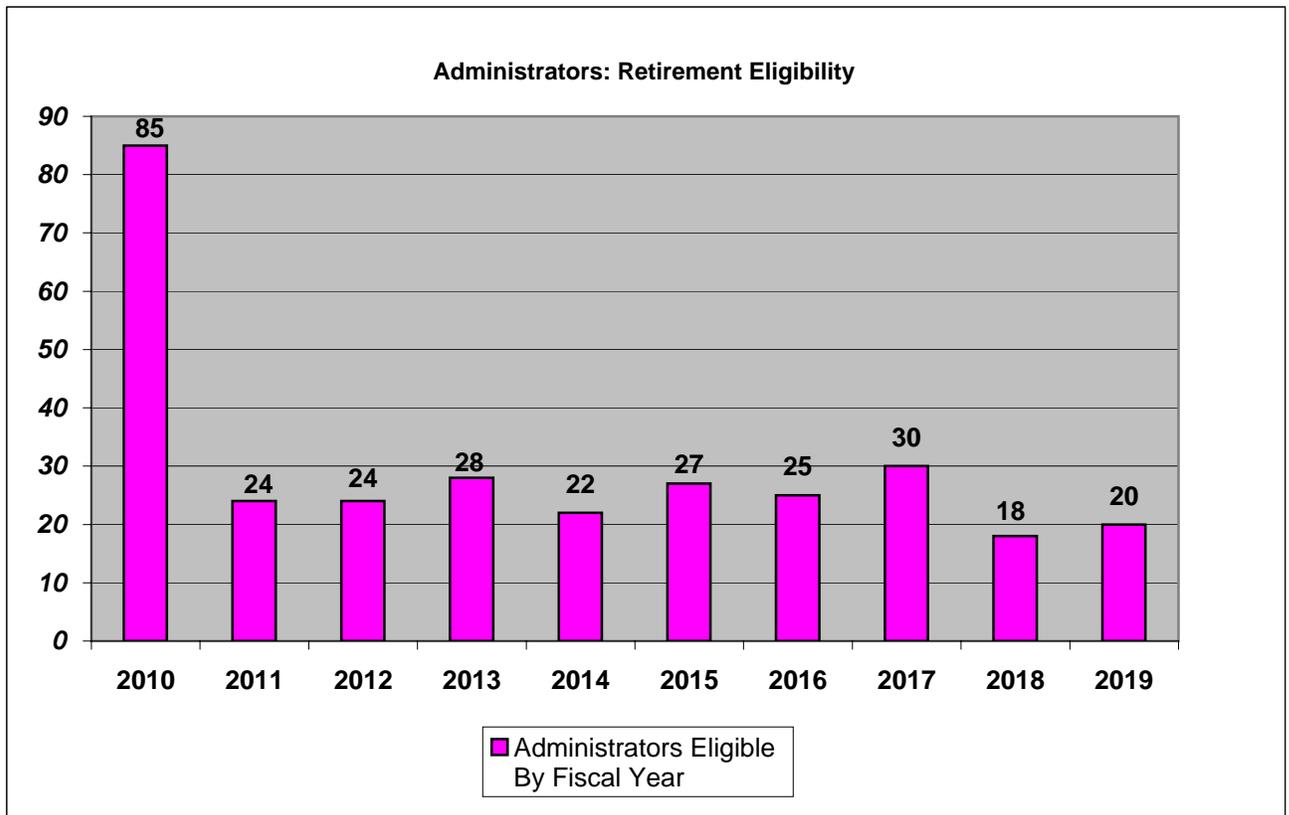
# Administrators: Retirement Eligibility

Fiscal Year	Administrators Eligible By Fiscal Year	Percent of Total
2010	85	11.8%
2011	24	3.3%
2012	24	3.3%
2013	28	3.9%
2014	22	3.0%
2015	27	3.7%
2016	25	3.5%
2017	30	4.2%
2018	18	2.5%
2019	20	2.8%
<b>Eligible within 10 years</b>	<b>303</b>	<b>42.0%</b>
<b>Total Administrators</b>	<b>722</b>	<b>100.0%</b>

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members are eligible for retirement after 30 years of service or at age 62 with at least 5 years of service.

3. Certain service data history for old Retirement Plan members is not maintained in the new computerized retirement system and therefore information for Retirement Plan members is not included in the above chart.



# Administrators, School-Based: Retirement Eligibility

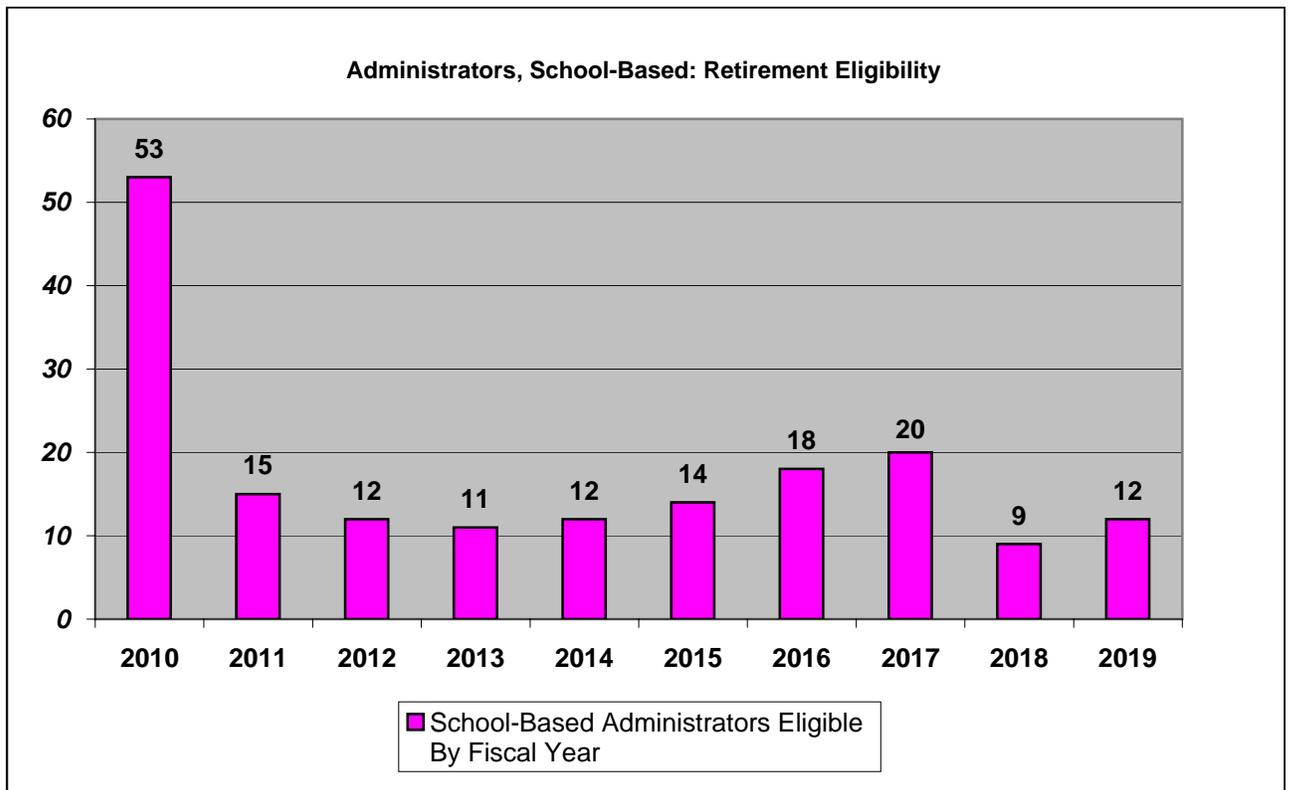
Fiscal Year	School-Based Administrators Eligible By Fiscal Year	Percent of Total
2010	53	10.8%
2011	15	3.0%
2012	12	2.4%
2013	11	2.2%
2014	12	2.4%
2015	14	2.8%
2016	18	3.7%
2017	20	4.1%
2018	9	1.8%
2019	12	2.4%
<b>Eligible within 10 years</b>	<b>176</b>	<b>35.7%</b>
<b>Total School-Based Administrators</b>	<b>493</b>	<b>100.0%</b>

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members are eligible for retirement after 30 years of service or at age 62 with at least 5 years of service.

3. Certain service data history for old Retirement Plan members is not maintained in the computerized retirement system and therefore information for Retirement Plan members is not included in the above chart.

4. School-Based Administrators include Principals, Assistant Principals, and Assistant School Administrators.



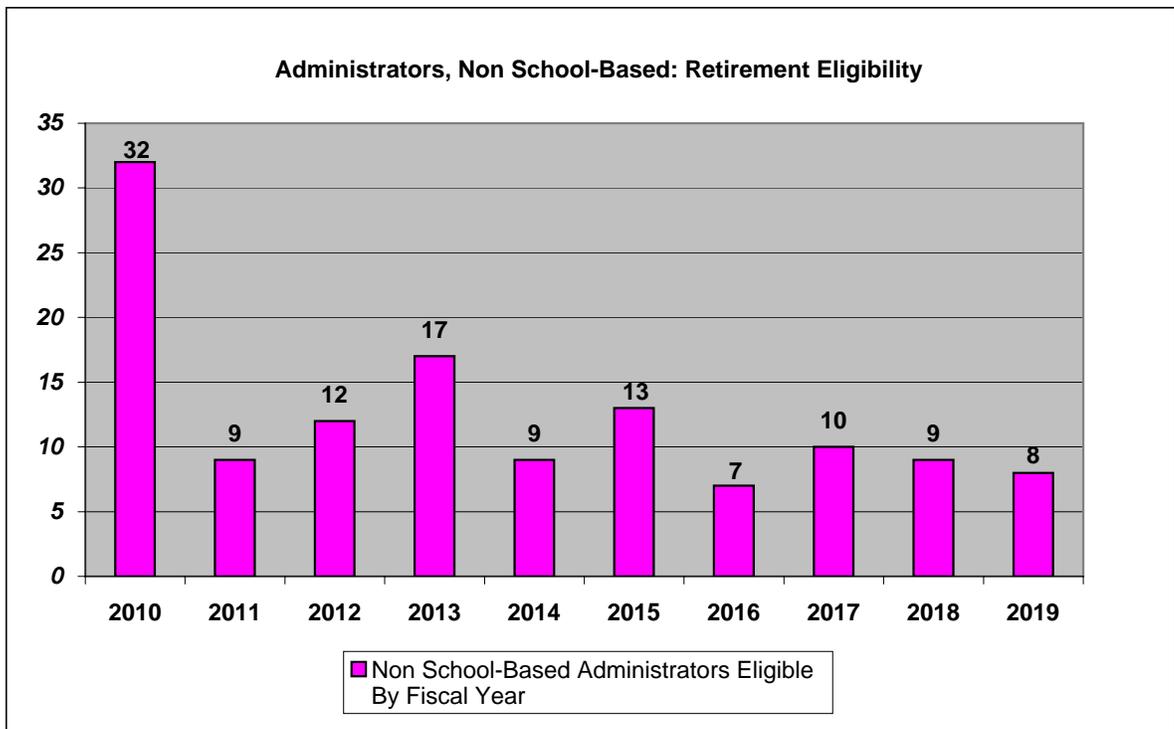
# Administrators, Non School-Based: Retirement Eligibility

Fiscal Year	Non School-Based Administrators Eligible By Fiscal Year	Percent of Total
2010	32	14.0%
2011	9	3.9%
2012	12	5.2%
2013	17	7.4%
2014	9	3.9%
2015	13	5.7%
2016	7	3.1%
2017	10	4.4%
2018	9	3.9%
2019	8	3.5%
<b>Eligible within 10 years</b>	<b>126</b>	<b>55.0%</b>
<b>Total Non School-Based Administrators</b>	<b>229</b>	<b>100.0%</b>

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members are eligible for retirement after 30 years of service or at age 62 with at least 5 years of service.

3. Certain service data history for old Retirement Plan members is not maintained in the computerized retirement system and therefore information for Retirement plan members is not included in the above chart.



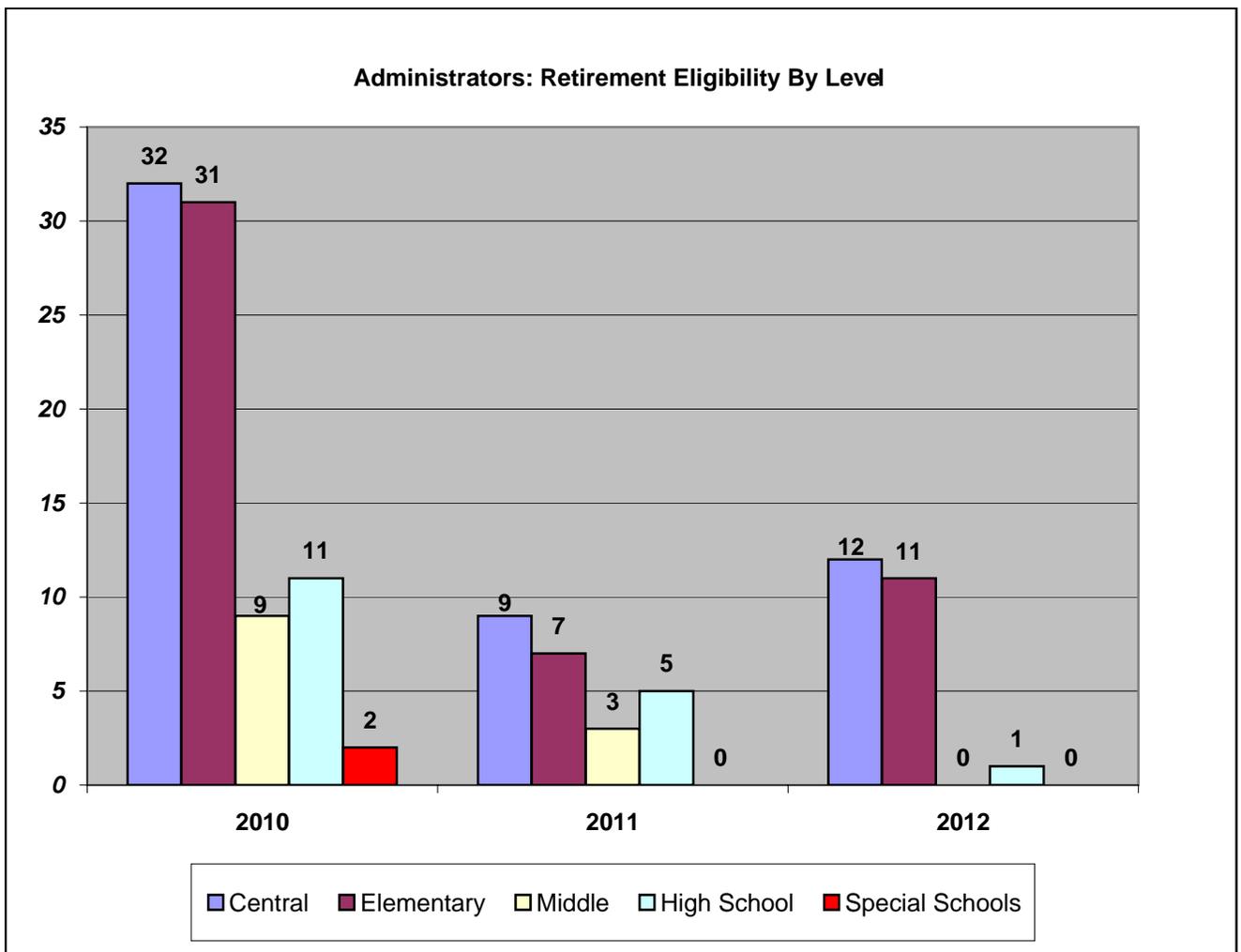
# Administrators: Retirement Eligibility By Level

Level	Total Administrators	Percent of Total	Eligible in FY 2010	Eligible in FY 2011	Eligible in FY 2012	Eligible Within 3 Years	Percent Eligible Within 3 Years
Central	229	31.7%	32	9	12	53	23.1%
Elementary	243	33.7%	31	7	11	49	20.2%
Middle	126	17.5%	9	3	0	12	9.5%
High School	119	16.5%	11	5	1	17	14.3%
Special Schools	5	0.7%	2	0	0	2	40.0%
<b>Total Administrators</b>	<b>722</b>	<b>100.0%</b>	<b>85</b>	<b>24</b>	<b>24</b>	<b>133</b>	<b>18.4%</b>

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members are eligible for retirement after 30 years of service or at age 62 with at least 5 years of service.

3. Certain service data history for old Retirement Plan members is not maintained in the computerized retirement system and therefore information for Retirement Plan members is not included in the above chart.



**Montgomery County Association of Administrators and Principals (MCAAP) –  
Principals:**

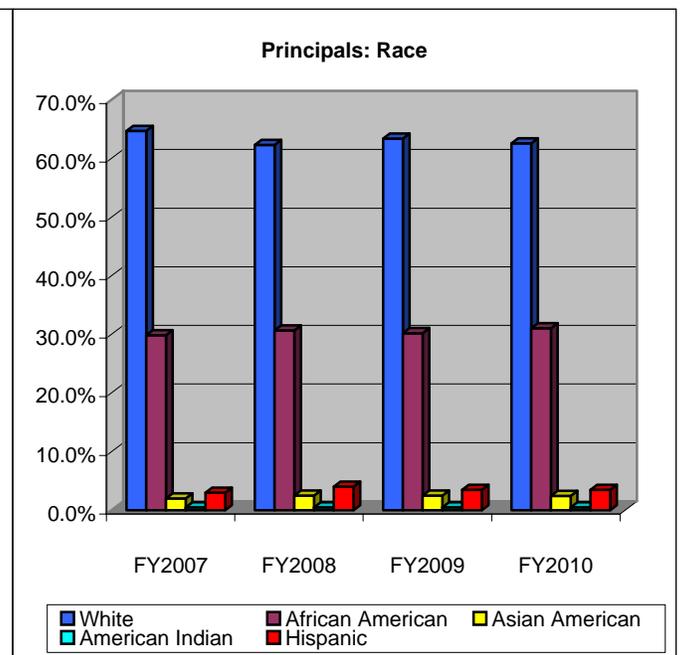
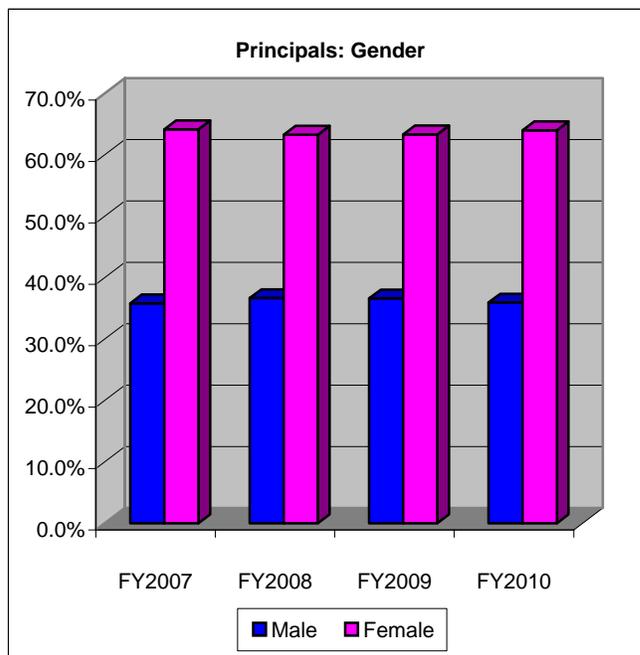
Demographic Profile  
Years of Experience as MCPS Principal  
Total Years of Experience  
Certification Type  
Turnover  
New Principal Demographic Profile  
Retirement Eligibility  
Retirement Eligibility by Level

# Principals: Demographic Profile

	FY2007		FY2008		FY2009		FY2010	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>GENDER</b>								
Male	72	35.8%	73	36.7%	74	36.6%	73	36.0%
Female	129	64.2%	126	63.3%	128	63.4%	130	64.0%
<b>TOTAL</b>	<b>201</b>	<b>100.0%</b>	<b>199</b>	<b>100.0%</b>	<b>202</b>	<b>100.0%</b>	<b>203</b>	<b>100.0%</b>
<b>RACE</b>								
White	130	64.7%	124	62.3%	128	63.4%	127	62.6%
African American	60	29.9%	61	30.7%	61	30.2%	63	31.0%
Asian American	4	2.0%	5	2.5%	5	2.5%	5	2.5%
American Indian	1	0.5%	1	0.5%	1	0.5%	1	0.5%
Hispanic	6	3.0%	8	4.0%	7	3.5%	7	3.4%
<b>TOTAL</b>	<b>201</b>	<b>100.0%</b>	<b>199</b>	<b>100.0%</b>	<b>202</b>	<b>100.0%</b>	<b>203</b>	<b>100.0%</b>
<b>AGE</b>								
20 - 29 years	0	0.0%	0	0.0%	0	0.0%	0	0.0%
30 - 39 years	40	19.9%	48	24.1%	48	23.8%	43	21.2%
40 - 49 years	43	21.4%	46	23.1%	46	22.8%	54	26.6%
50 - 59 years	97	48.3%	81	40.7%	77	38.1%	69	34.0%
60+ years	21	10.4%	24	12.1%	31	15.3%	37	18.2%
<b>TOTAL</b>	<b>201</b>	<b>100.0%</b>	<b>199</b>	<b>100.0%</b>	<b>202</b>	<b>100.0%</b>	<b>203</b>	<b>100.0%</b>

1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included. Data includes principals on special assignment.

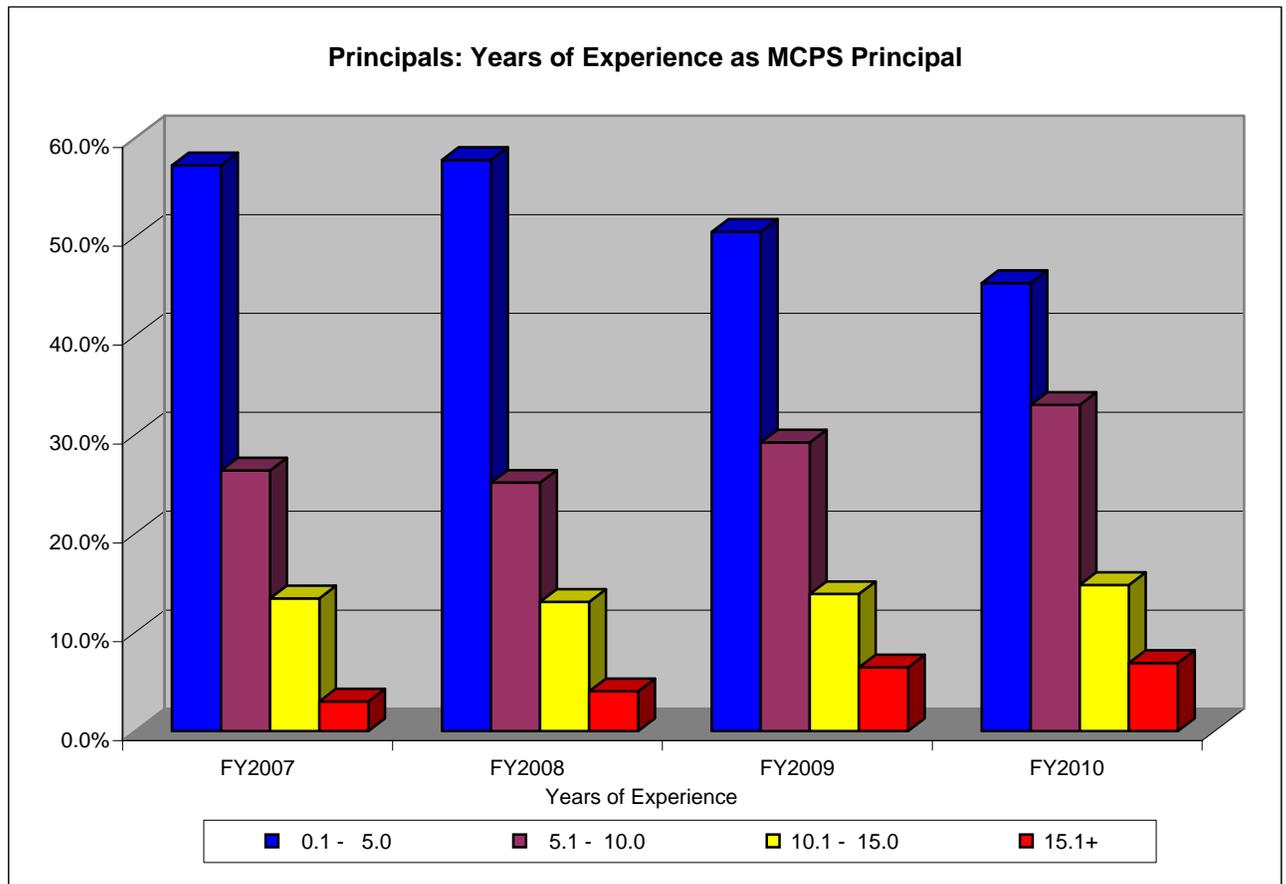
2. Data was captured on October 15.



# Principals: Years of Experience as MCPS Principal

Years of Experience	FY2007		FY2008		FY2009		FY2010	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	115	57.2%	115	57.8%	102	50.5%	92	45.3%
5.1 - 10.0	53	26.4%	50	25.1%	59	29.2%	67	33.0%
10.1 - 15.0	27	13.4%	26	13.1%	28	13.9%	30	14.8%
15.1+	6	3.0%	8	4.0%	13	6.4%	14	6.9%
<b>TOTAL</b>	<b>201</b>	<b>100.0%</b>	<b>199</b>	<b>100.0%</b>	<b>202</b>	<b>100.0%</b>	<b>203</b>	<b>100.0%</b>

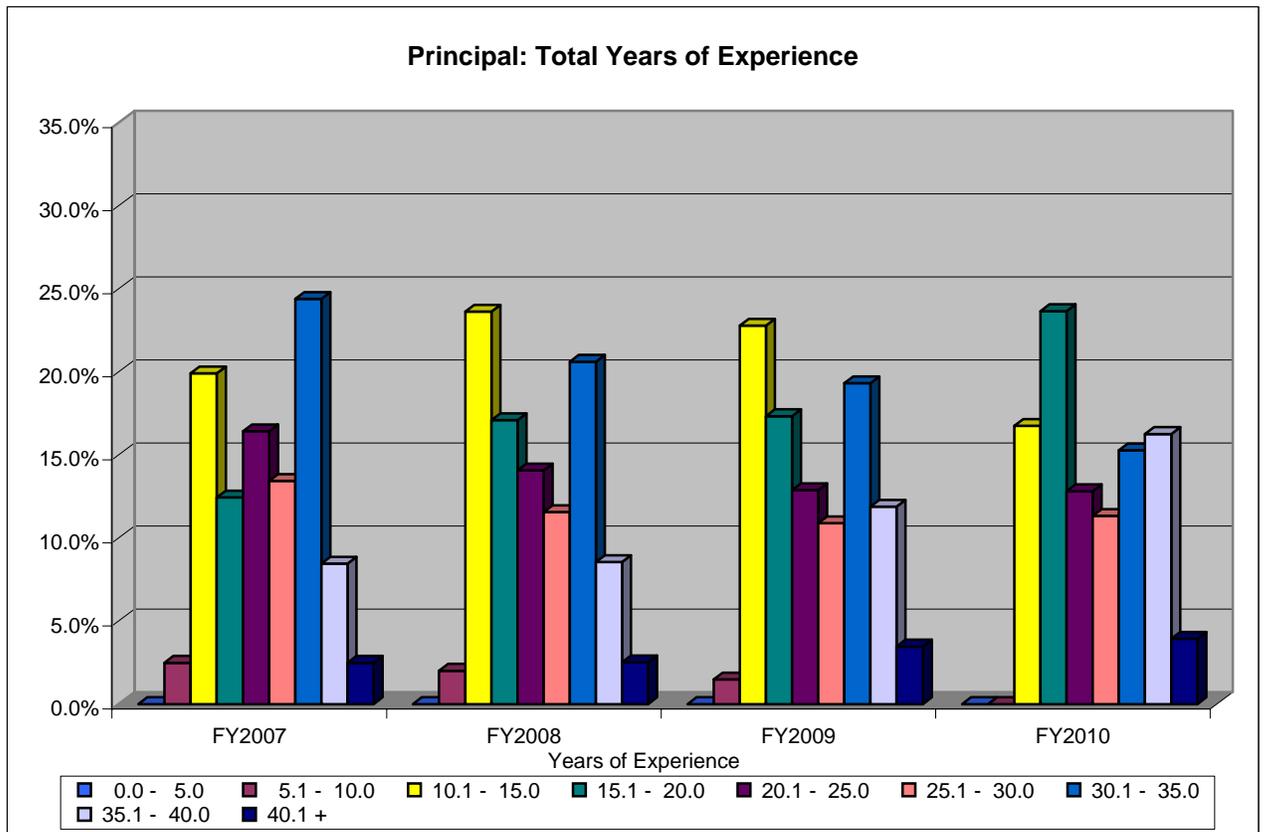
1. Data reflects years worked in MCPS as a principal.



# Principals: Total Years of Experience

Years of Experience	FY2007		FY2008		FY2009		FY2010	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.0 - 5.0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
5.1 - 10.0	5	2.5%	4	2.0%	3	1.5%	0	0.0%
10.1 - 15.0	40	19.9%	47	23.6%	46	22.8%	34	16.7%
15.1 - 20.0	25	12.4%	34	17.1%	35	17.3%	48	23.6%
20.1 - 25.0	33	16.4%	28	14.1%	26	12.9%	26	12.8%
25.1 - 30.0	27	13.4%	23	11.6%	22	10.9%	23	11.3%
30.1 - 35.0	49	24.4%	41	20.6%	39	19.3%	31	15.3%
35.1 - 40.0	17	8.5%	17	8.5%	24	11.9%	33	16.3%
40.1 +	5	2.5%	5	2.5%	7	3.5%	8	3.9%
<b>TOTAL</b>	<b>201</b>	<b>100.0%</b>	<b>199</b>	<b>100.0%</b>	<b>202</b>	<b>100.0%</b>	<b>203</b>	<b>100.0%</b>

1. Data reflects years worked as an administrator or professional within MCPS or other agency. Distinct years of experience for either an administrator or a professional are not available.

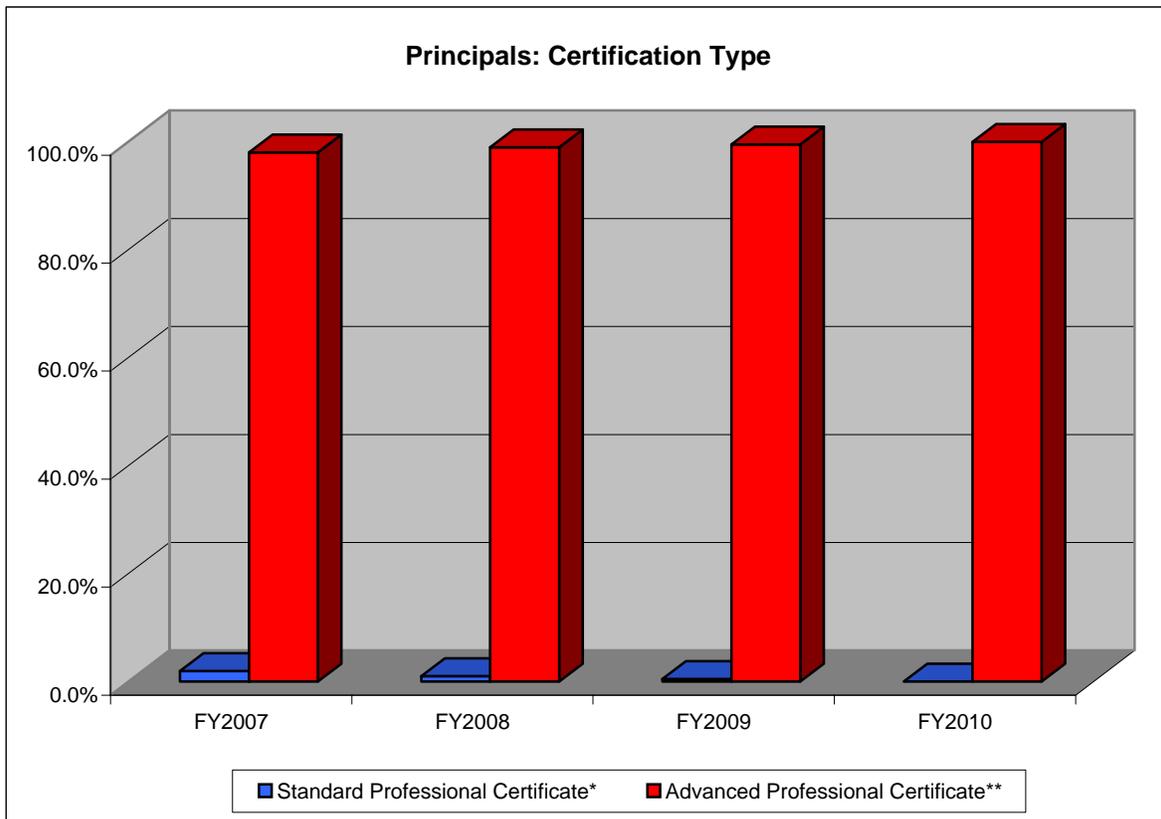


# Principals: Certification Type

Fiscal Year	Number of Principals	Standard Professional Certificate*		Advanced Professional Certificate**	
		Number	Percent	Number	Percent
FY2010	203	0	0.0%	203	100.0%
FY2009	202	1	0.5%	201	99.5%
FY2008	199	2	1.0%	197	99.0%
FY2007	201	4	2.0%	197	98.0%

\* The Standard Professional Certificate is a professional certificate in the State of Maryland.

\*\*The Advanced Professional Certificate is the highest professional certificate in the State of Maryland.

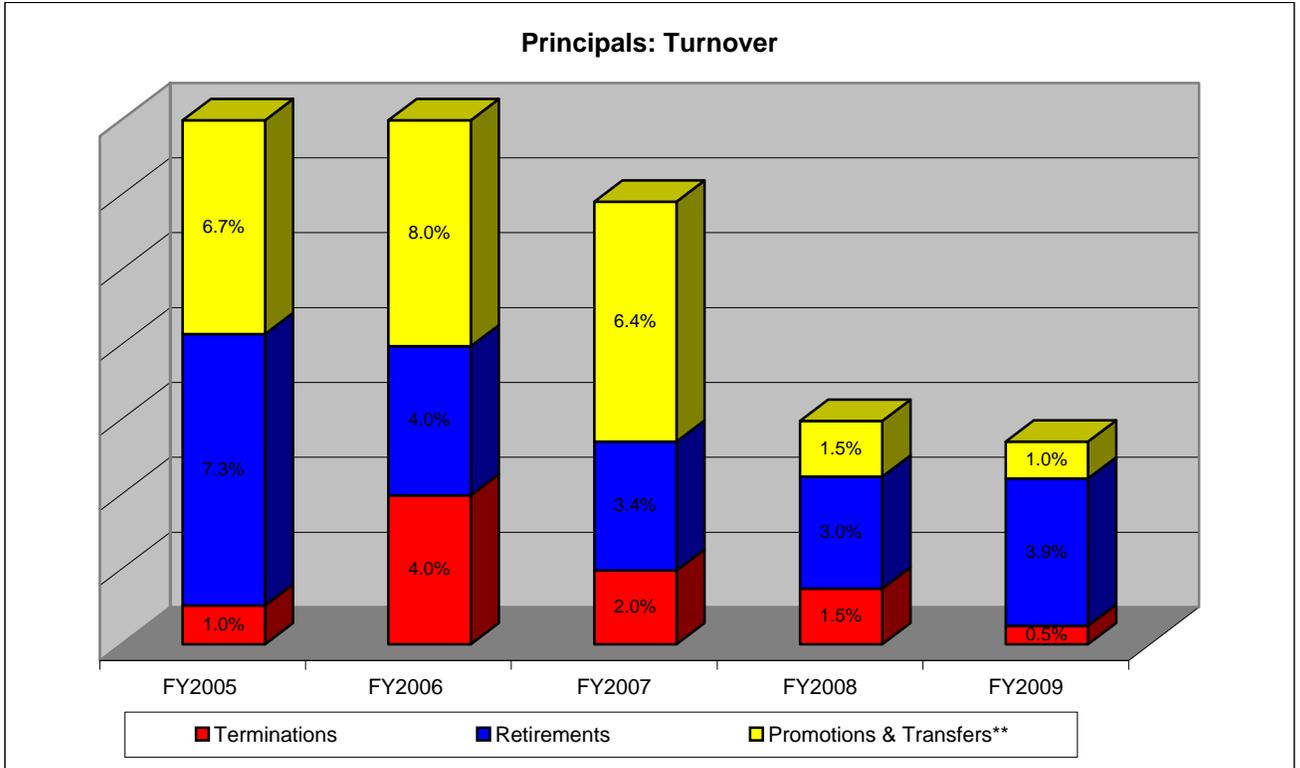


# Principals: Turnover

Fiscal Year	Number of Principals*	Terminations		Retirements		Promotions & Transfers**		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2009	203	1	0.5%	8	3.9%	2	1.0%	11	5.4%
FY2008	201	3	1.5%	6	3.0%	3	1.5%	12	6.0%
FY2007	203	4	2.0%	7	3.4%	13	6.4%	24	11.8%
FY2006	201	8	4.0%	8	4.0%	16	8.0%	32	15.9%
FY2005	193	2	1.0%	14	7.3%	13	6.7%	29	15.0%

\* Total number of principals is based upon a snapshot taken in the fall of each fiscal year.

\*\* Promotion is defined to be a principal moving to a higher graded non-principal position. A principal moving from one school to another is not counted as a promotion. Transfer is defined to be a principal no longer in a principal position.

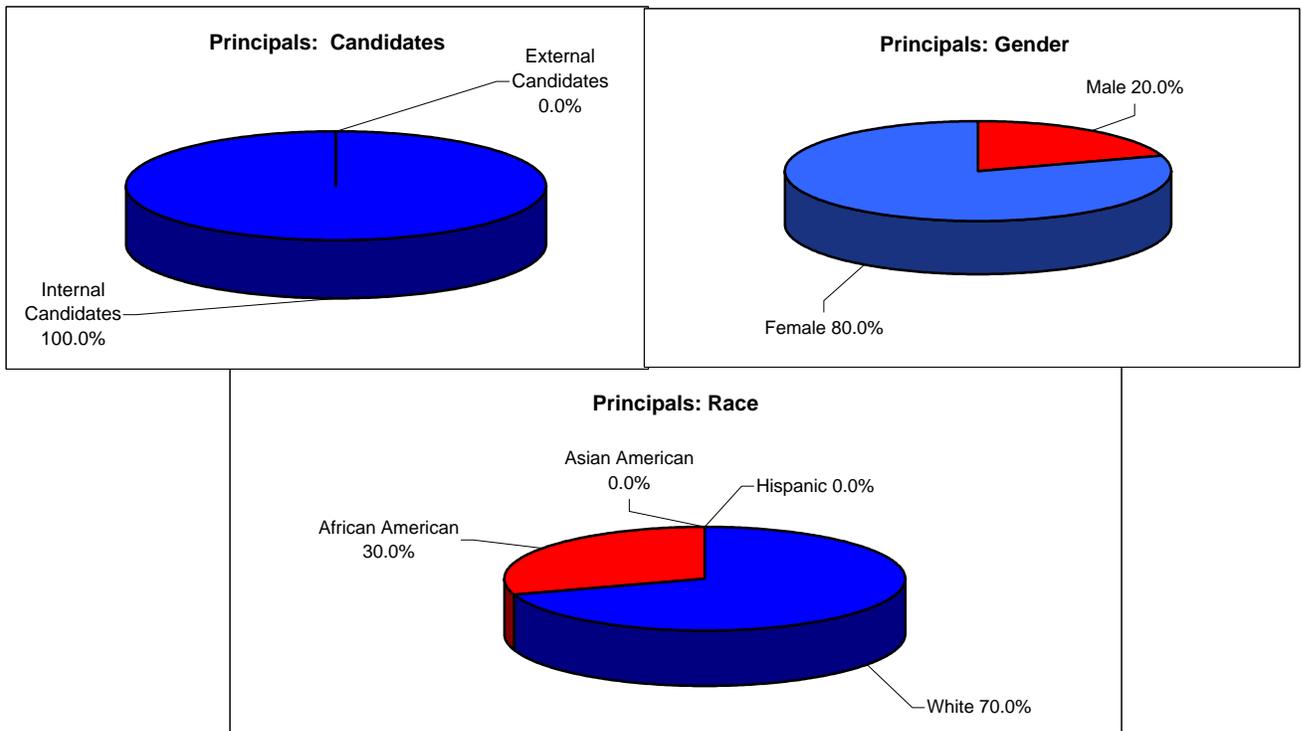


# Principals: New Principal Demographic Profile

FY2010					
	Elementary School	Middle School	High School	Total	
				Number	Percent
<b>PRINCIPAL NEW HIRES &amp; PROMOTIONS</b>					
External Candidates	0	0	0	0	0.0%
Internal Candidates	3	5	2	10	100.0%
<b>TOTAL: External &amp; Internal Candidates</b>	<b>3</b>	<b>5</b>	<b>2</b>	<b>10</b>	<b>100.0%</b>
<b>GENDER</b>					
Male	1	1	0	2	20.0%
Female	2	4	2	8	80.0%
<b>TOTAL</b>	<b>3</b>	<b>5</b>	<b>2</b>	<b>10</b>	<b>100.0%</b>
<b>RACE</b>					
White	2	3	2	7	70.0%
African American	1	2	0	3	30.0%
Asian American	0	0	0	0	0.0%
Hispanic	0	0	0	0	0.0%
<b>TOTAL</b>	<b>3</b>	<b>5</b>	<b>2</b>	<b>10</b>	<b>100.0%</b>

1. Data reflects the number of permanent employees by head count. Employees in an acting position are not included.

2. Data as of October 15, 2009.



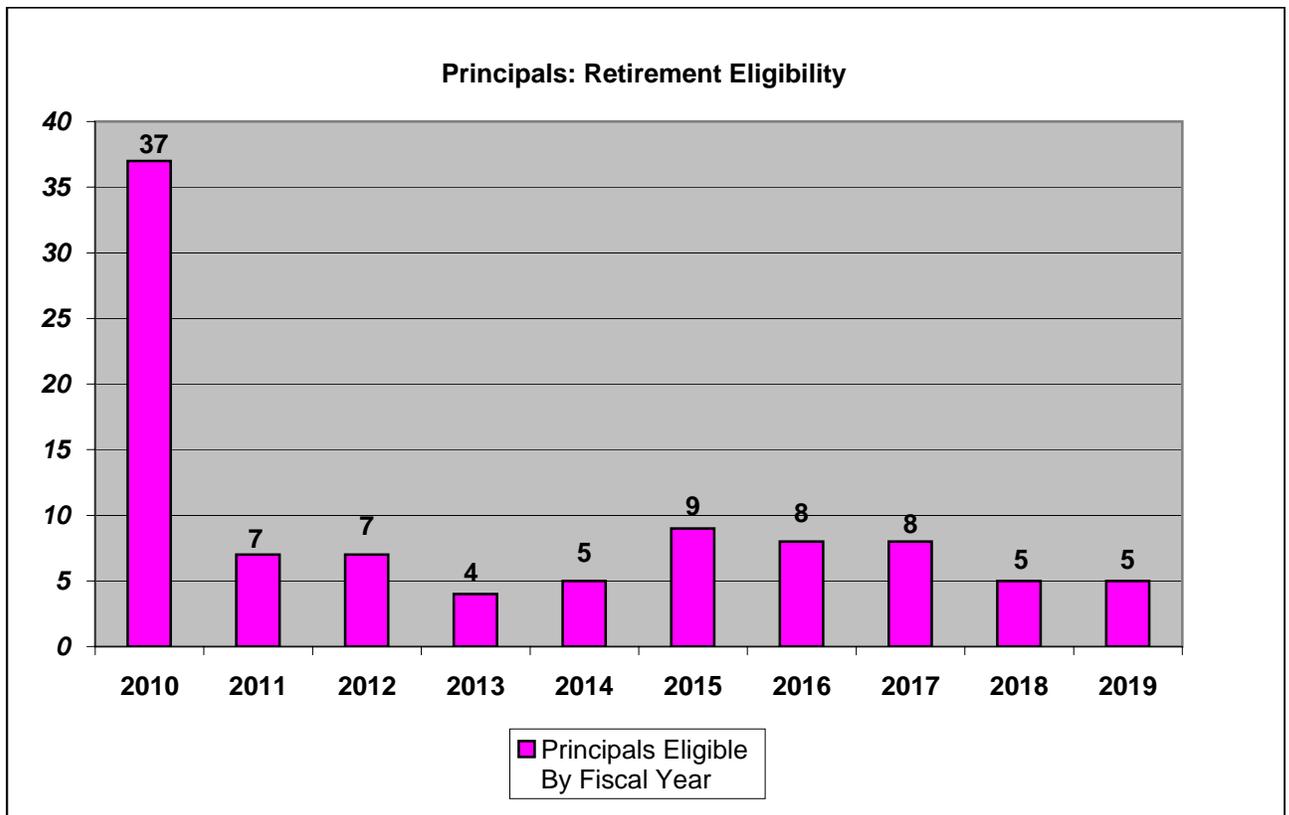
# Principals: Retirement Eligibility

Fiscal Year	Principals Eligible By Fiscal Year	Percent of Total
2010	37	18.6%
2011	7	3.5%
2012	7	3.5%
2013	4	2.0%
2014	5	2.5%
2015	9	4.5%
2016	8	4.0%
2017	8	4.0%
2018	5	2.5%
2019	5	2.5%
<b>Eligible within 10 years</b>	<b>95</b>	<b>47.7%</b>
<b>Total Principals</b>	<b>199</b>	<b>100.0%</b>

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members are eligible for retirement after 30 years of service or at age 62 with at least 5 years of service.

3. Certain service data history for old Retirement Plan members is not maintained in the computerized retirement system and therefore information for Retirement Plan members is not included in the above chart.



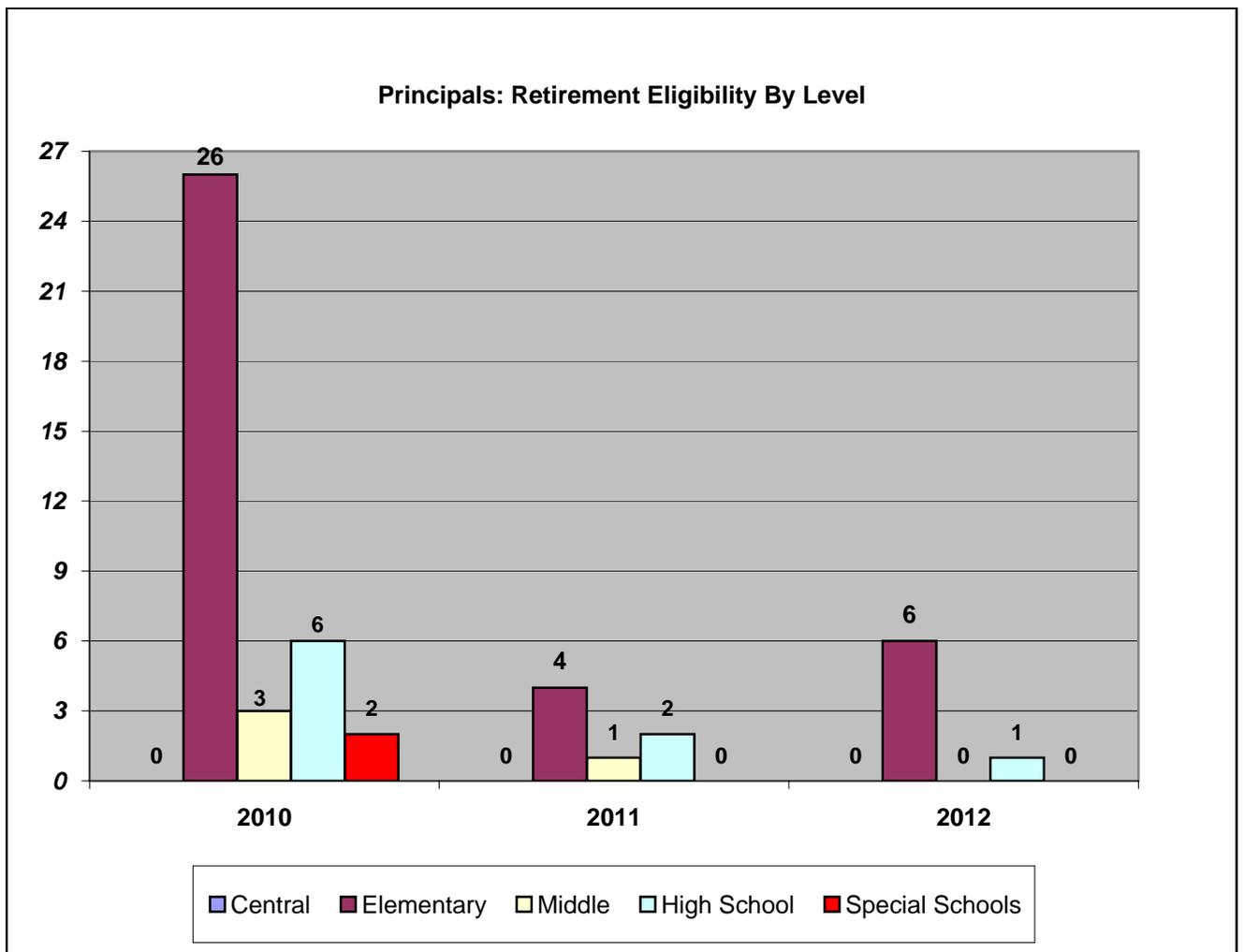
# Principals: Retirement Eligibility By Level

Level	Total Principals	Percent of Total	Eligible in FY 2010	Eligible in FY 2011	Eligible in FY 2012	Eligible Within 3 Years	Percent Eligible Within 3 Years
Central	0	0.0%	0	0	0	0	0.0%
Elementary	131	65.8%	26	4	6	36	27.5%
Middle	38	19.1%	3	1	0	4	10.5%
High School	27	13.6%	6	2	1	9	33.3%
Special Schools	3	1.5%	2	0	0	2	66.7%
<b>Total Principals</b>	<b>199</b>	<b>100.0%</b>	<b>37</b>	<b>7</b>	<b>7</b>	<b>51</b>	<b>25.6%</b>

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members are eligible for retirement after 30 years of service or at age 62 with at least 5 years of service.

3. Certain service data history for old Retirement Plan members is not maintained in the computerized retirement system and therefore information for Retirement Plan members is not included in the above chart.



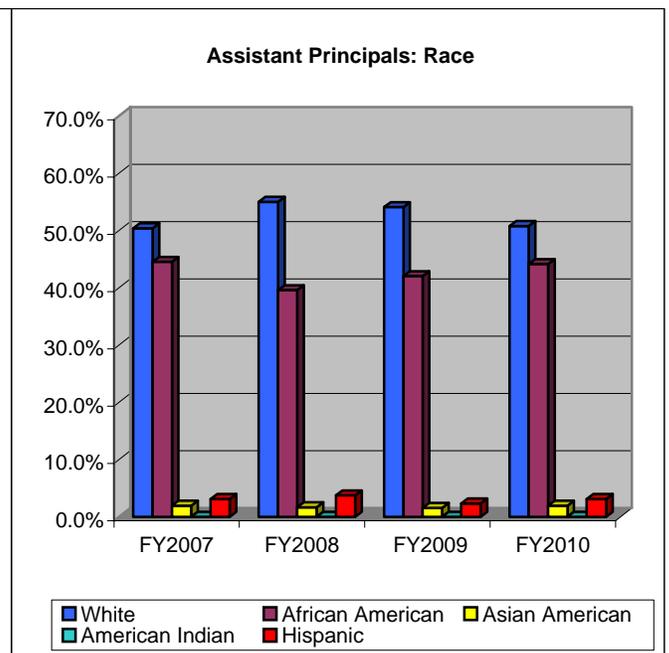
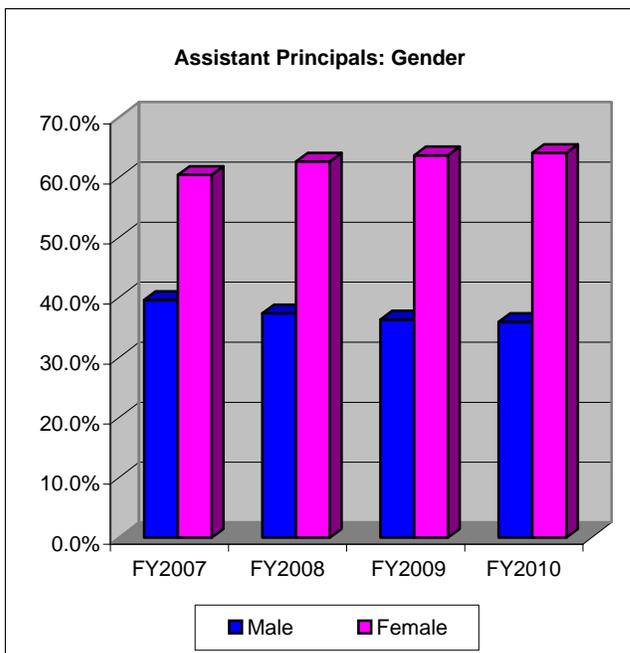
**Montgomery County Association of Administrators and Principals (MCAAP) –  
Assistant Principals:**

Demographic Profile  
Certification Type  
Turnover  
New Assistant Principal Demographic Profile  
Retirement Eligibility  
Retirement Eligibility by Level

# Assistant Principals: Demographic Profile

	FY2007		FY2008		FY2009		FY2010	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>GENDER</b>								
Male	95	39.6%	96	37.4%	93	36.3%	92	35.9%
Female	145	60.4%	161	62.6%	163	63.7%	164	64.1%
<b>TOTAL</b>	<b>240</b>	<b>100.0%</b>	<b>257</b>	<b>100.0%</b>	<b>256</b>	<b>100.0%</b>	<b>256</b>	<b>100.0%</b>
<b>RACE</b>								
White	132	55.0%	139	54.1%	130	50.8%	129	50.4%
African American	95	39.6%	108	42.0%	113	44.1%	114	44.5%
Asian American	4	1.7%	4	1.6%	5	2.0%	5	2.0%
American Indian	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Hispanic	9	3.8%	6	2.3%	8	3.1%	8	3.1%
<b>TOTAL</b>	<b>240</b>	<b>100.0%</b>	<b>257</b>	<b>100.0%</b>	<b>256</b>	<b>100.0%</b>	<b>256</b>	<b>100.0%</b>
<b>AGE</b>								
20 - 29 years	4	1.7%	6	2.3%	3	1.2%	3	1.2%
30 - 39 years	99	41.3%	109	42.4%	112	43.8%	110	43.0%
40 - 49 years	53	22.1%	58	22.6%	58	22.7%	68	26.6%
50 - 59 years	71	29.6%	67	26.1%	67	26.2%	58	22.7%
60+ years	13	5.4%	17	6.6%	16	6.3%	17	6.6%
<b>TOTAL</b>	<b>240</b>	<b>100.0%</b>	<b>257</b>	<b>100.0%</b>	<b>256</b>	<b>100.0%</b>	<b>256</b>	<b>100.0%</b>

1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included.
2. Data was captured on October 15.

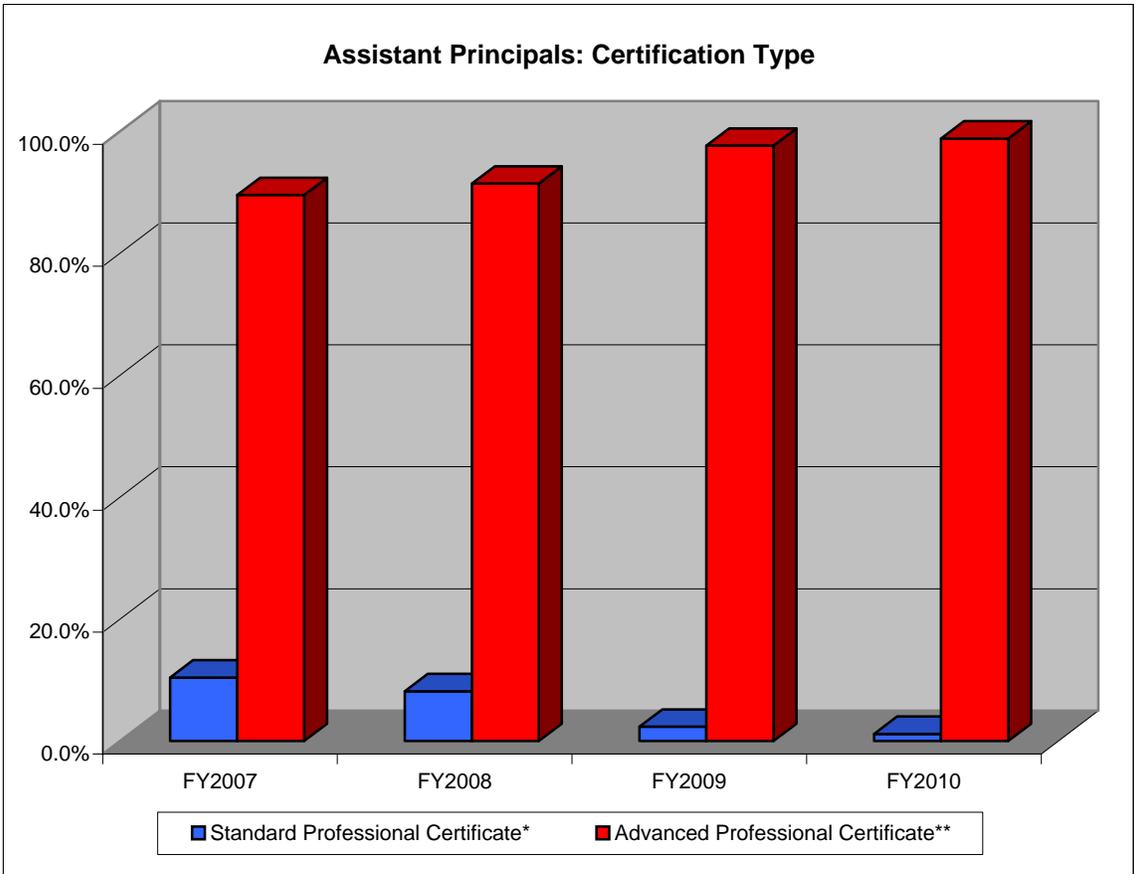


# Assistant Principals: Certification Type

Fiscal Year	Number of Assistant Principals	Standard Professional Certificate*		Advanced Professional Certificate**	
		Number	Percent	Number	Percent
FY2010	256	3	1.2%	253	98.8%
FY2009	256	6	2.3%	250	97.7%
FY2008	257	21	8.2%	235	91.4%
FY2007	240	25	10.4%	215	89.6%

\* The Standard Professional Certificate is a professional certificate in the State of Maryland.

\*\*The Advanced Professional Certificate is the highest professional certificate in the State of Maryland.

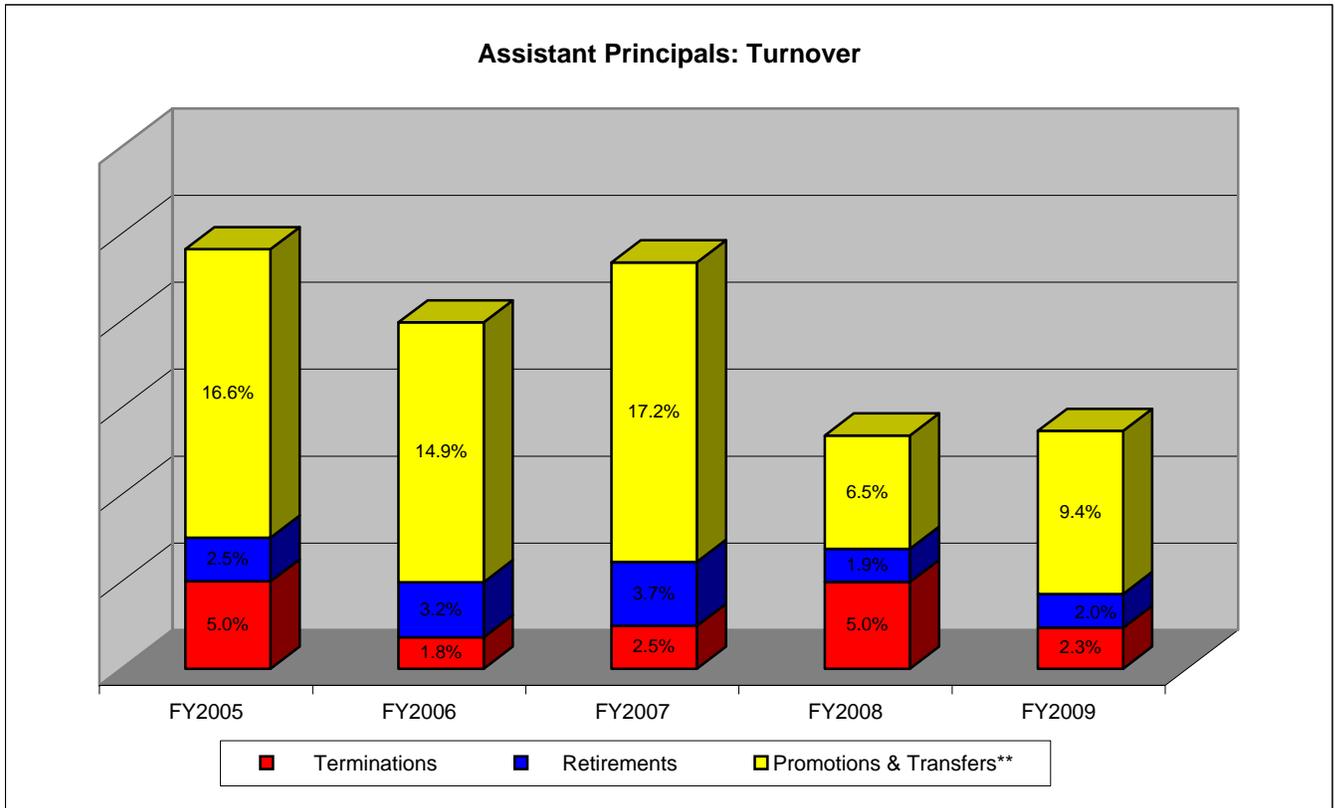


# Assistant Principals: Turnover

Fiscal Year	Number of Assistant Principals*	Terminations		Retirements		Promotions & Transfers**		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2009	256	6	2.3%	5	2.0%	24	9.4%	35	13.7%
FY2008	261	13	5.0%	5	1.9%	17	6.5%	35	13.4%
FY2007	244	6	2.5%	9	3.7%	42	17.2%	57	23.4%
FY2006	221	4	1.8%	7	3.2%	33	14.9%	44	19.9%
FY2005	199	10	5.0%	5	2.5%	33	16.6%	48	24.1%

\* Total number of assistant principals is based upon a snapshot taken in the fall of each fiscal year.

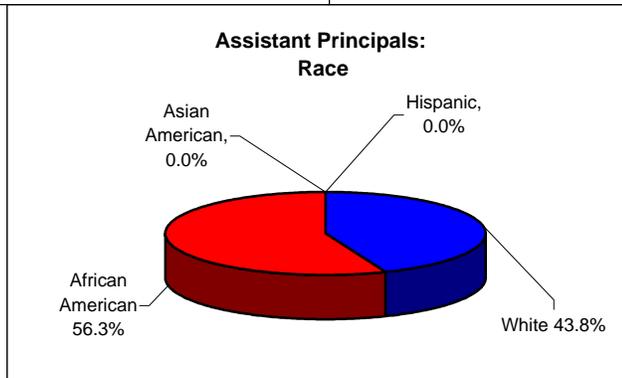
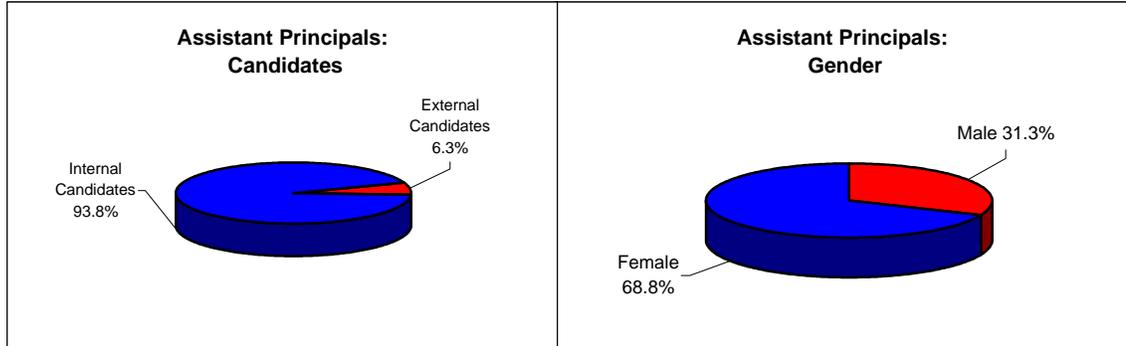
\*\* Promotion is defined as an assistant principal moving to a higher graded non-assistant principal position. An assistant principal moving from one school to another is not counted as a promotion. Transfer is defined to be an assistant principal no longer in an assistant principal position.



# Assistant Principals: New Assistant Principal Demographic Profile

FY2010		
	Number	Percent
<b><u>Assistant Principal New Hires &amp; Promotions</u></b>		
External Candidates	1	6.3%
Internal Candidates	15	93.8%
<b>TOTAL: External &amp; Internal Candidates</b>	<b>16</b>	<b>100.0%</b>
<b><u>GENDER</u></b>		
Male	5	31.3%
Female	11	68.8%
<b>TOTAL</b>	<b>16</b>	<b>100.0%</b>
<b><u>RACE</u></b>		
White	7	43.8%
African American	9	56.3%
Asian American	0	0.0%
Hispanic	0	0.0%
<b>TOTAL</b>	<b>16</b>	<b>100.0%</b>

1. Data reflects the number of permanent employees by head count. Employees in an acting position are not included.  
 2. Data as of October 15, 2009.



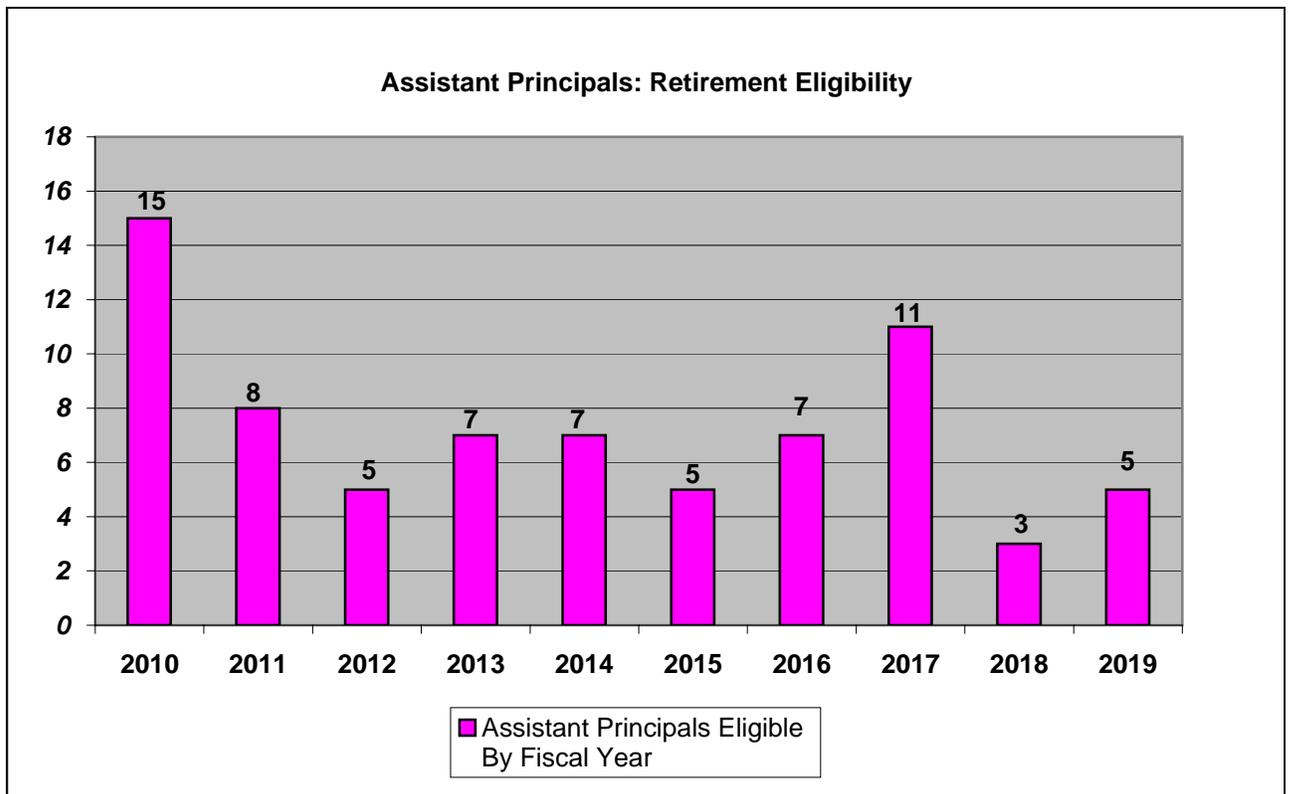
# Assistant Principals: Retirement Eligibility

Fiscal Year	Assistant Principals Eligible By Fiscal Year	Percent of Total
2010	15	5.8%
2011	8	3.1%
2012	5	1.9%
2013	7	2.7%
2014	7	2.7%
2015	5	1.9%
2016	7	2.7%
2017	11	4.3%
2018	3	1.2%
2019	5	1.9%
<b>Eligible within 10 years</b>	<b>73</b>	<b>28.4%</b>
<b>Total Assisant Principals</b>	<b>257</b>	<b>100.0%</b>

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members are eligible for retirement after 30 years of service or at age 62 with at least 5 years of service.

3. Certain service data history for old Retirement Plan members is not maintained in the computerized retirement system and therefore information for Retirement Plan members is not included in the above chart.



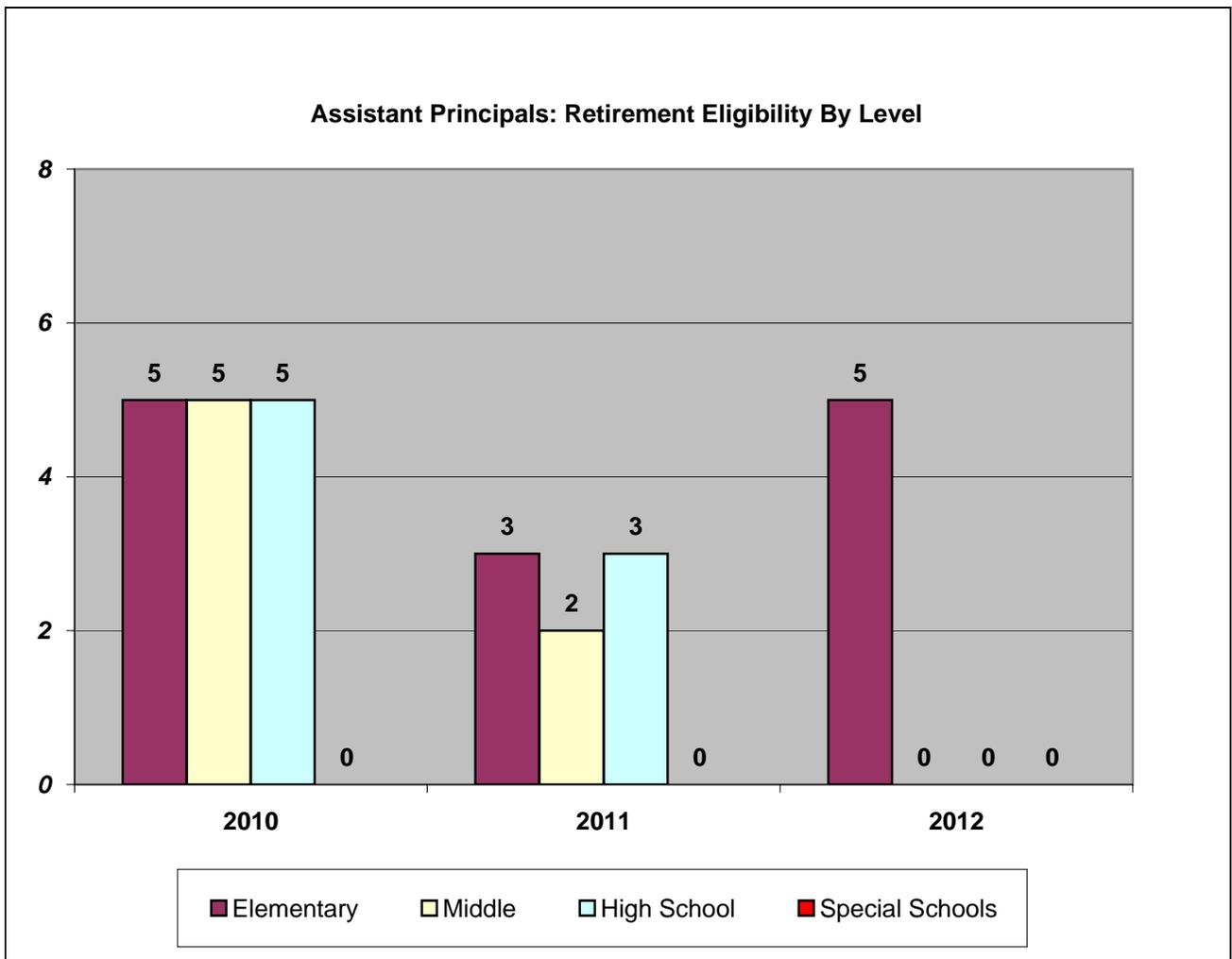
# Assistant Principals: Retirement Eligibility By Level

Level	Total Assistant Principals	Percent of Total	Eligible in FY 2010	Eligible in FY 2011	Eligible in FY 2012	Eligible Within 3 Years	Percent Eligible Within 3 Years
Elementary	111	43.2%	5	3	5	13	11.7%
Middle	68	26.5%	5	2	0	7	10.3%
High School	76	29.6%	5	3	0	8	10.5%
Special Schools	2	0.8%	0	0	0	0	0.0%
<b>Total Ass't Principals</b>	<b>257</b>	<b>100.0%</b>	<b>15</b>	<b>8</b>	<b>5</b>	<b>28</b>	<b>10.9%</b>

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members are eligible for retirement after 30 years of service or at age 62 with at least 5 years of service.

3. Certain service data history for old Retirement Plan members is not maintained in the computerized retirement system and therefore information for Retirement Plan members is not included in the above chart.



**Montgomery County Association of Administrators and Principals (MCAAP) –  
Assistant School Administrators:**

Demographic Profile

Certification Type

New Assistant School Administrators Demographic Profile

Turnover

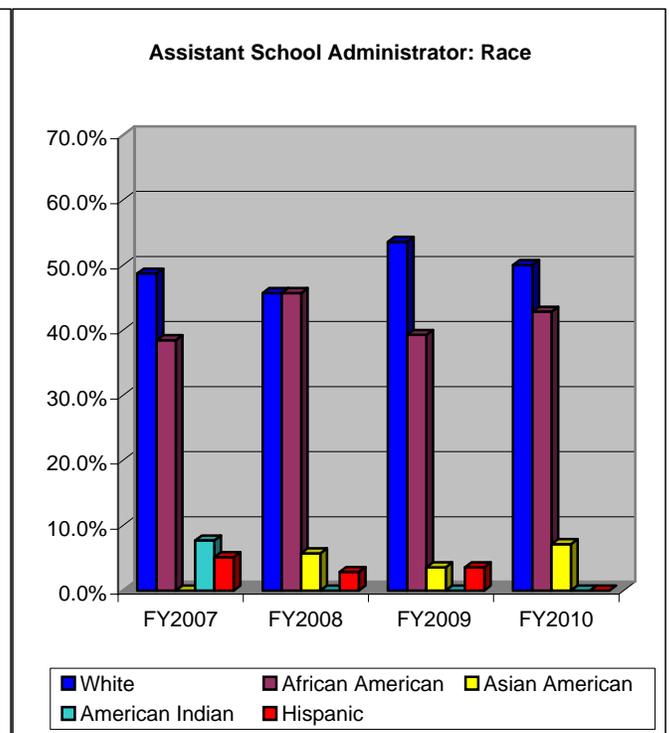
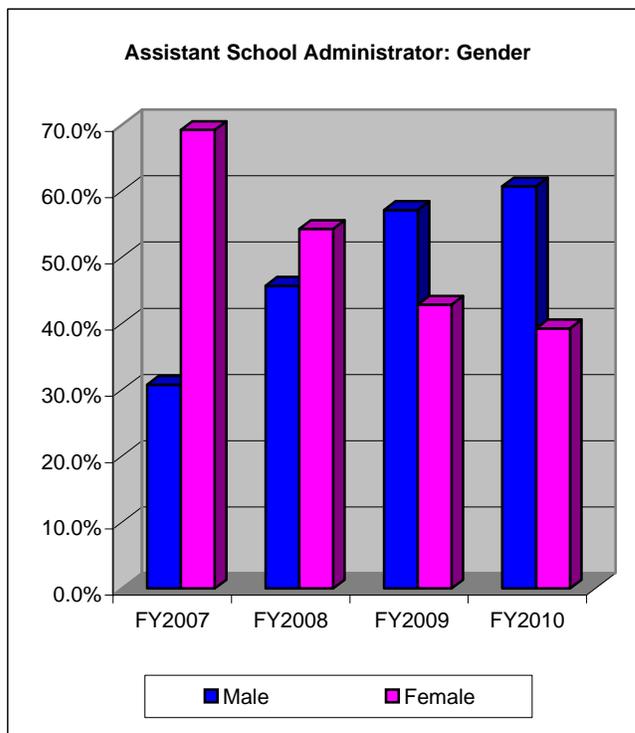
Retirement Eligibility

# Assistant School Administrators: Demographic Profile

	FY2007		FY2008		FY2009		FY2010	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>GENDER</b>								
Male	12	30.8%	16	45.7%	16	57.1%	17	60.7%
Female	27	69.2%	19	54.3%	12	42.9%	11	39.3%
<b>TOTAL</b>	<b>39</b>	<b>100.0%</b>	<b>35</b>	<b>100.0%</b>	<b>28</b>	<b>100.0%</b>	<b>28</b>	<b>100.0%</b>
<b>RACE</b>								
White	19	48.7%	16	45.7%	15	53.6%	14	50.0%
African American	15	38.5%	16	45.7%	11	39.3%	12	42.9%
Asian American	0	0.0%	2	5.7%	1	3.6%	2	7.1%
American Indian	3	7.7%	0	0.0%	0	0.0%	0	0.0%
Hispanic	2	5.1%	1	2.9%	1	3.6%	0	0.0%
<b>TOTAL</b>	<b>39</b>	<b>100.0%</b>	<b>35</b>	<b>100.0%</b>	<b>28</b>	<b>100.0%</b>	<b>28</b>	<b>100.0%</b>
<b>AGE</b>								
20 - 29 years	3	7.7%	4	11.4%	2	7.1%	0	0.0%
30 - 39 years	22	56.4%	16	45.7%	15	53.6%	14	50.0%
40 - 49 years	6	15.4%	11	31.4%	8	28.6%	9	32.1%
50 - 59 years	7	17.9%	4	11.4%	3	10.7%	5	17.9%
60+ years	1	2.6%	0	0.0%	0	0.0%	0	0.0%
<b>TOTAL</b>	<b>39</b>	<b>100.0%</b>	<b>35</b>	<b>100.0%</b>	<b>28</b>	<b>100.0%</b>	<b>28</b>	<b>100.0%</b>

1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included.

2. Data was captured on October 15.

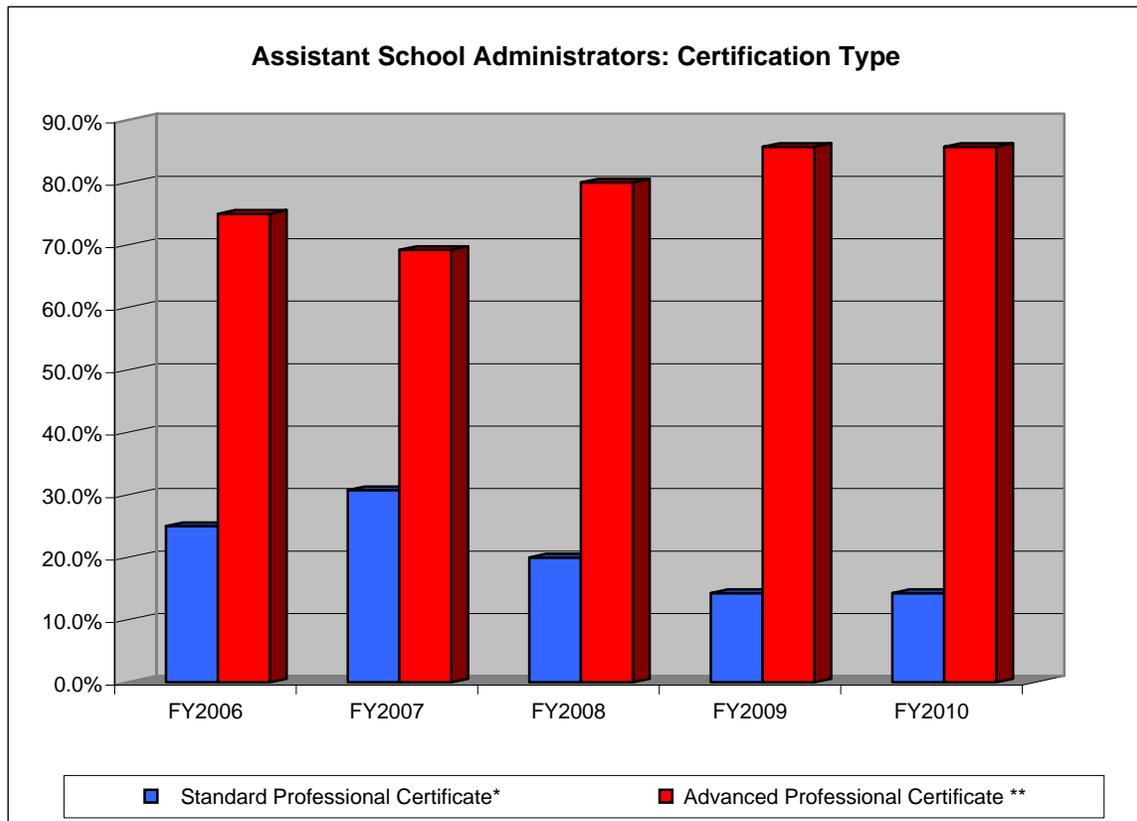


## Assistant School Administrators: Certification Type

Fiscal Year	Number of Student Support Specialists	Standard Professional Certificate*		Advanced Professional Certificate **	
		Number	Percent	Number	Percent
FY2010	28	4	14.3%	24	85.7%
FY2009	28	4	14.3%	24	85.7%
FY2008	35	7	20.0%	28	80.0%
FY2007	39	12	30.8%	27	69.2%
FY2006	32	8	25.0%	24	75.0%

\* The Standard Professional Certificate is a professional certificate in the State of Maryland.

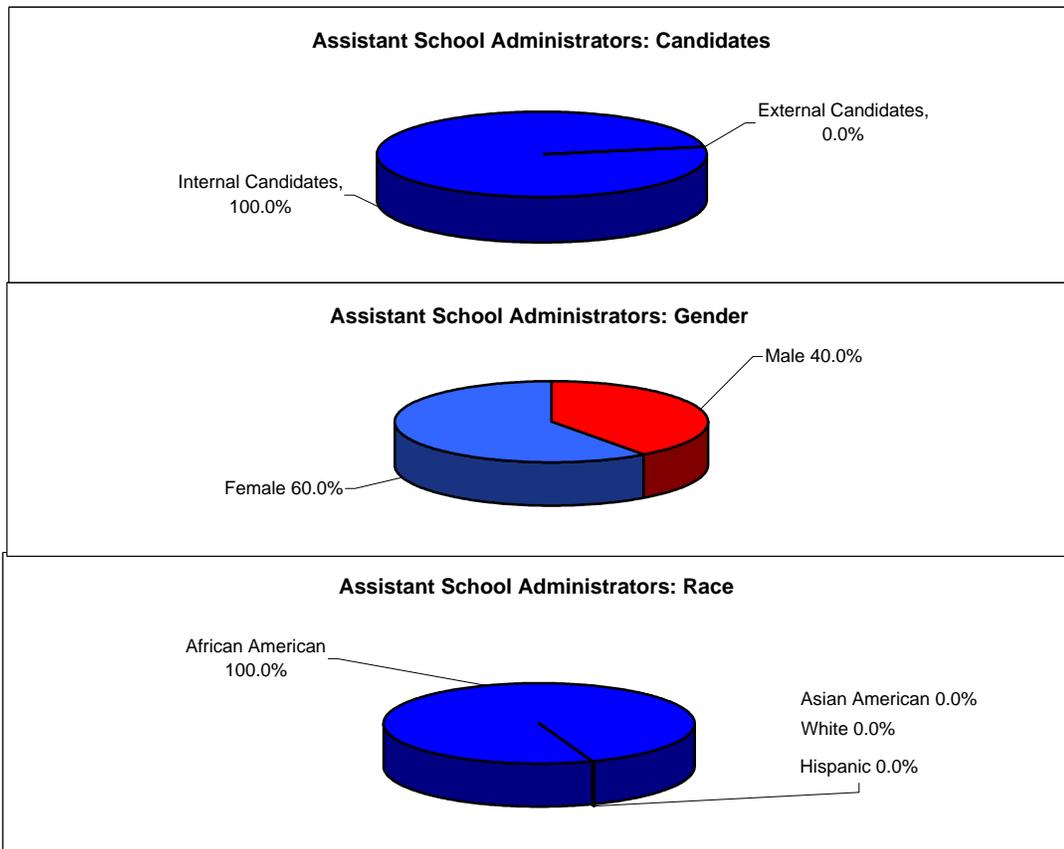
\*\* The Advanced Professional Certificate is the highest professional certificate in the State of Maryland.



# Assistant School Administrators: New Assistant School Administrators Demographic Profile

FY2010		
	Number	Percent
<b>Student Support Specialist New Hires &amp; Promotions</b>		
External Candidates	0	0.0%
Internal Candidates	5	100.0%
<b>TOTAL: External &amp; Internal Candidates</b>	<b>5</b>	<b>100.0%</b>
<b>GENDER</b>		
Male	2	40.0%
Female	3	60.0%
<b>TOTAL</b>	<b>5</b>	<b>100.0%</b>
<b>RACE</b>		
White	0	0.0%
African American	5	100.0%
Asian American	0	0.0%
Hispanic	0	0.0%
<b>TOTAL</b>	<b>5</b>	<b>100.0%</b>

\* Data as of October 15, 2009.

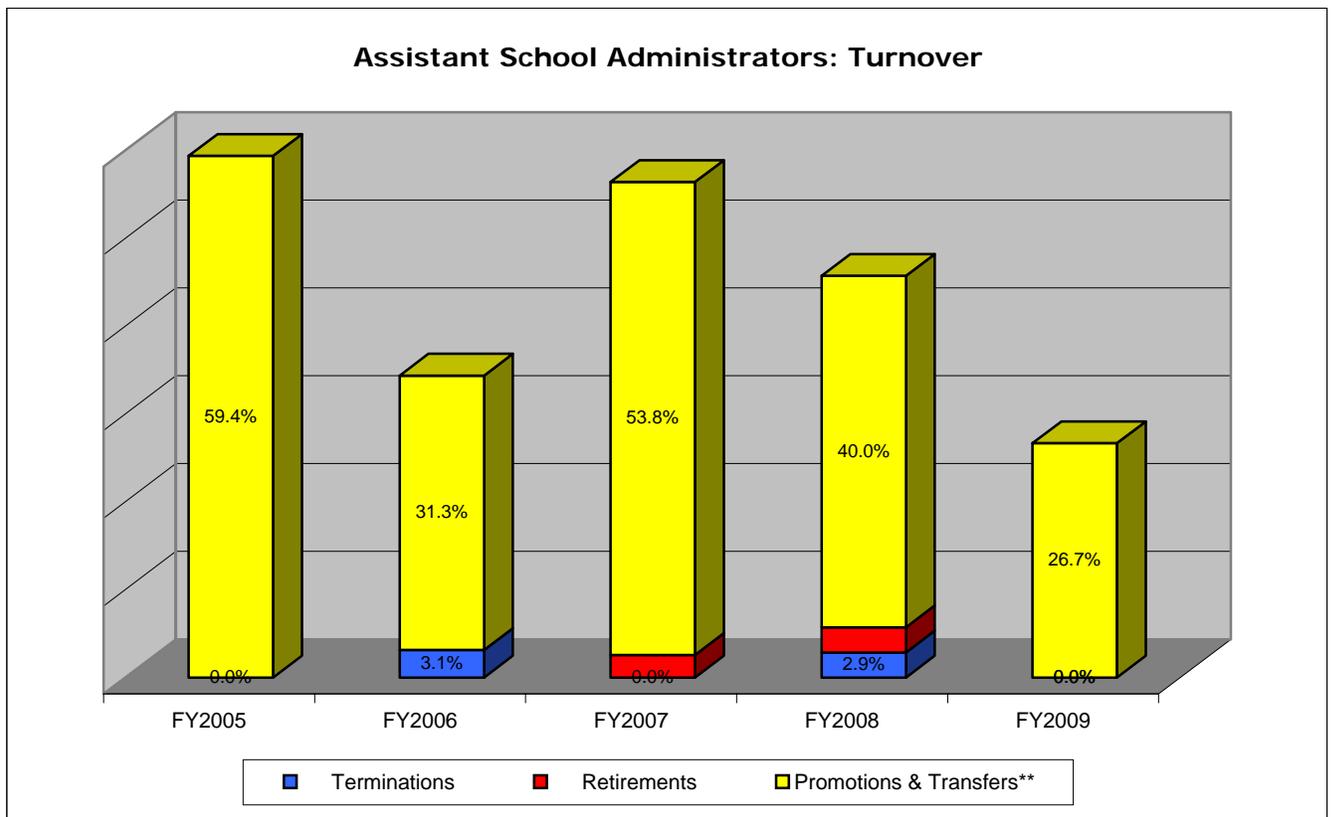


# Assistant School Administrators: Turnover

Fiscal Year	Number of Student Support Specialist*	Terminations		Retirements		Promotions & Transfers**		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2009	30	0	0.0%	0	0.0%	8	26.7%	8	26.7%
FY2008	35	1	2.9%	1	2.9%	14	40.0%	16	45.7%
FY2007	39	0	0.0%	1	2.6%	21	53.8%	22	56.4%
FY2006	32	1	3.1%	0	0.0%	10	31.3%	11	34.4%
FY2005	32	0	0.0%	0	0.0%	19	59.4%	19	59.4%

\* Total number of assistant school administrators is based upon a snapshot taken in the fall of each fiscal year.

\*\* Promotion is defined to be an assistant school administrator moving to a higher graded non-assistant school administrator position. An assistant school administrator moving from one school to another is not counted as a promotion. Transfer is defined to be an assistant school administrator no longer in an assistant school administrator position.



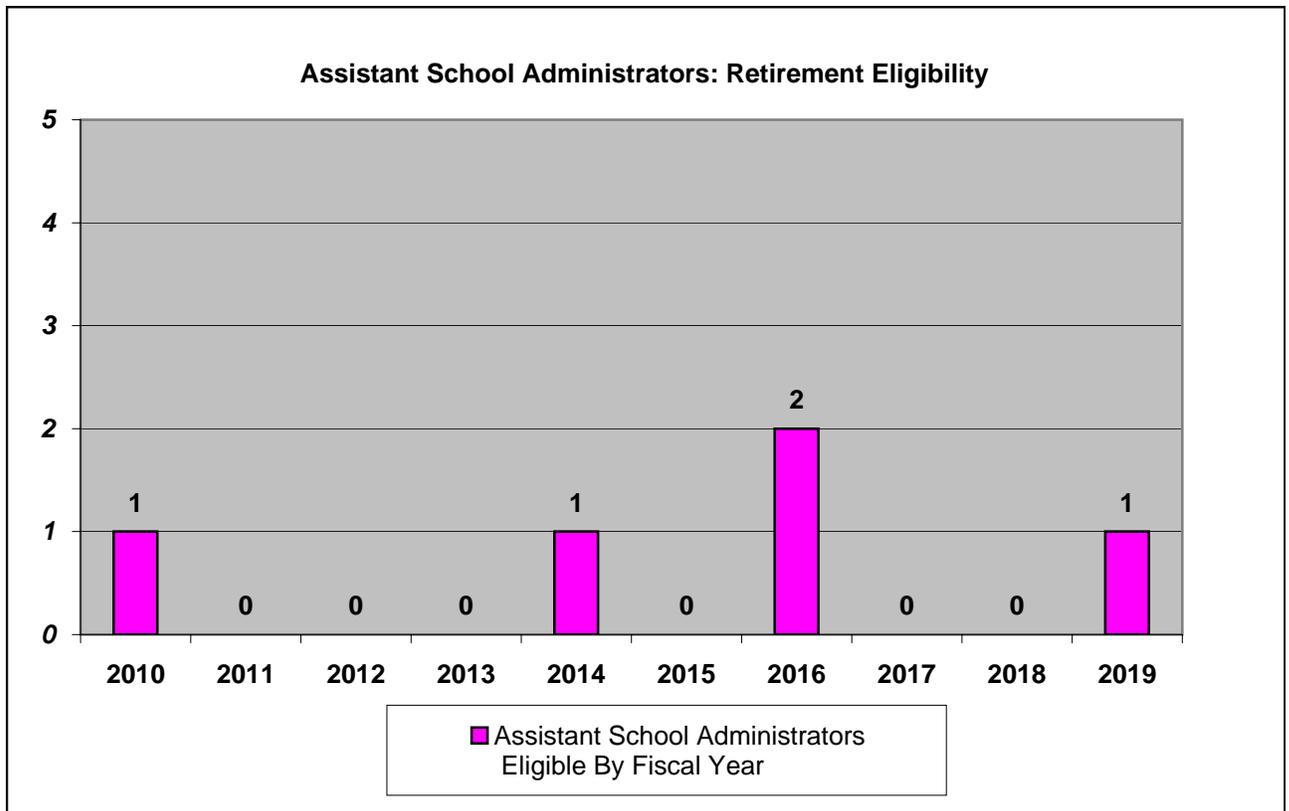
# Assistant School Administrators: Retirement Eligibility

Fiscal Year	Assistant School Administrators Eligible By Fiscal Year	Percent of Total
2010	1	3.6%
2011	0	0.0%
2012	0	0.0%
2013	0	0.0%
2014	1	3.6%
2015	0	0.0%
2016	2	7.1%
2017	0	0.0%
2018	0	0.0%
2019	1	3.6%
<b>Eligible within 10 years</b>	<b>5</b>	<b>17.9%</b>
<b>Total Assistant School Administrators</b>	<b>28</b>	<b>100.0%</b>

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members are eligible for retirement after 30 years of service or at age 62 with at least 5 years of service.

3. Certain service data history for old Retirement Plan members is not maintained in the new computerized retirement system and therefore information for Retirement Plan members is not included in the above chart.



**Montgomery County Business and Operations Administrators (MCBOA):**

Demographic Profile  
Degree  
Total Years of Experience  
Retirement Eligibility

# MCBOA: Demographic Profile

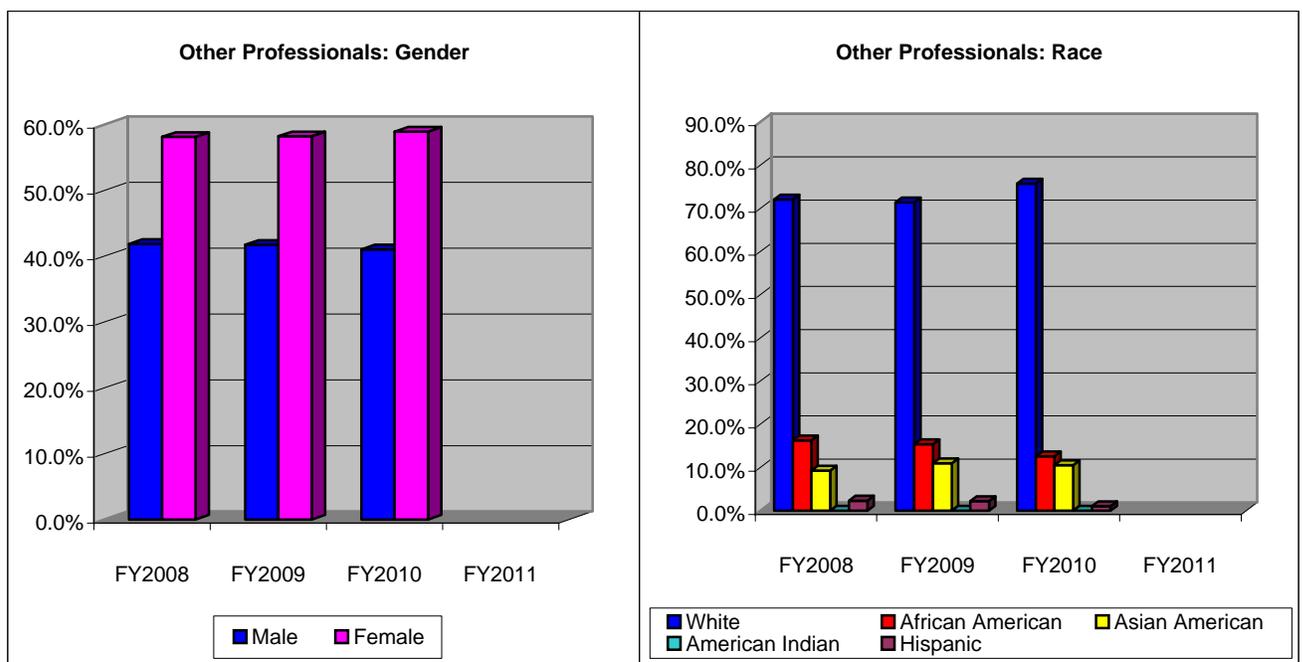
	FY2008		FY2009		FY2010		FY2011	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>GENDER</b>								
Male	36	41.9%	38	41.8%	39	41.1%		
Female	50	58.1%	53	58.2%	56	58.9%		
<b>TOTAL</b>	<b>86</b>	<b>100.0%</b>	<b>91</b>	<b>100.0%</b>	<b>95</b>	<b>100.0%</b>		
<b>RACE</b>								
White	62	72.1%	65	71.4%	72	75.8%		
African American	14	16.3%	14	15.4%	12	12.6%		
Asian American	8	9.3%	10	11.0%	10	10.5%		
American Indian	0	0.0%	0	0.0%	0	0.0%		
Hispanic	2	2.3%	2	2.2%	1	1.1%		
<b>TOTAL</b>	<b>86</b>	<b>100.0%</b>	<b>91</b>	<b>100.0%</b>	<b>95</b>	<b>100.0%</b>		
<b>AGE</b>								
20 - 29 years	0	0.0%	0	0.0%	1	1.1%		
30 - 39 years	11	12.8%	12	13.2%	10	10.5%		
40 - 49 years	25	29.1%	26	28.6%	27	28.4%		
50 - 59 years	35	40.7%	39	42.9%	38	40.0%		
60+ years	15	17.4%	14	15.4%	19	20.0%		
<b>TOTAL</b>	<b>86</b>	<b>100.0%</b>	<b>91</b>	<b>100.0%</b>	<b>95</b>	<b>100.0%</b>		

1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included.

2. Data was captured on October 15.

3. The Montgomery County Business and Operations Administrators (MCBOA) unit was created on July 1, 2007. The unit is comprised of all non-certificated supervisory employees who provide responsible direction to other employees and do not report to members of the Service Employees International Union (SEIU).

4. FY2011 is a space holder for next year.

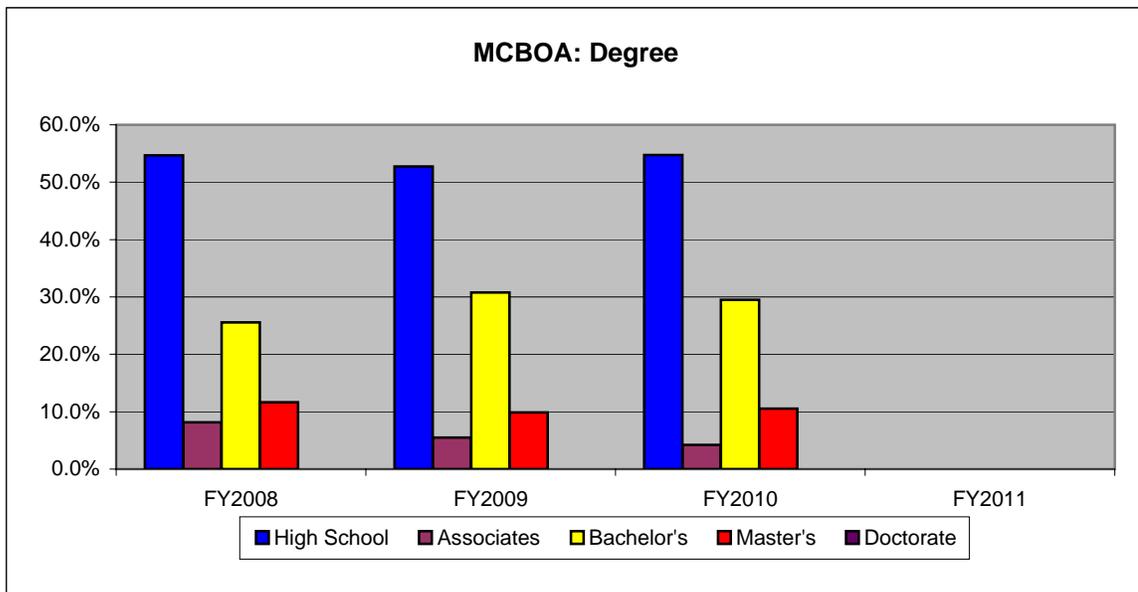


# MCBOA: Degree

	FY2008		FY2009		FY2010		FY2011	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>DEGREE</b>								
Below HS	0	0.0%	1	1.1%	1	1.1%		
High School	47	54.7%	48	52.7%	52	54.7%		
Associates	7	8.1%	5	5.5%	4	4.2%		
Bachelor's	22	25.6%	28	30.8%	28	29.5%		
Master's	10	11.6%	9	9.9%	10	10.5%		
Doctorate	0	0.0%	0	0.0%	0	0.0%		
<b>TOTAL</b>	<b>86</b>	<b>100.0%</b>	<b>91</b>	<b>100.0%</b>	<b>95</b>	<b>100.0%</b>		

1. The Montgomery County Business and Operations Administrators (MCBOA) unit was created on July 1, 2007. The unit is comprised of all non-certificated supervisory employees who provide responsible direction to other employees and do not report to members of the Service Employees International Union (SEIU).

2. FY2011 is a space holder for next year.



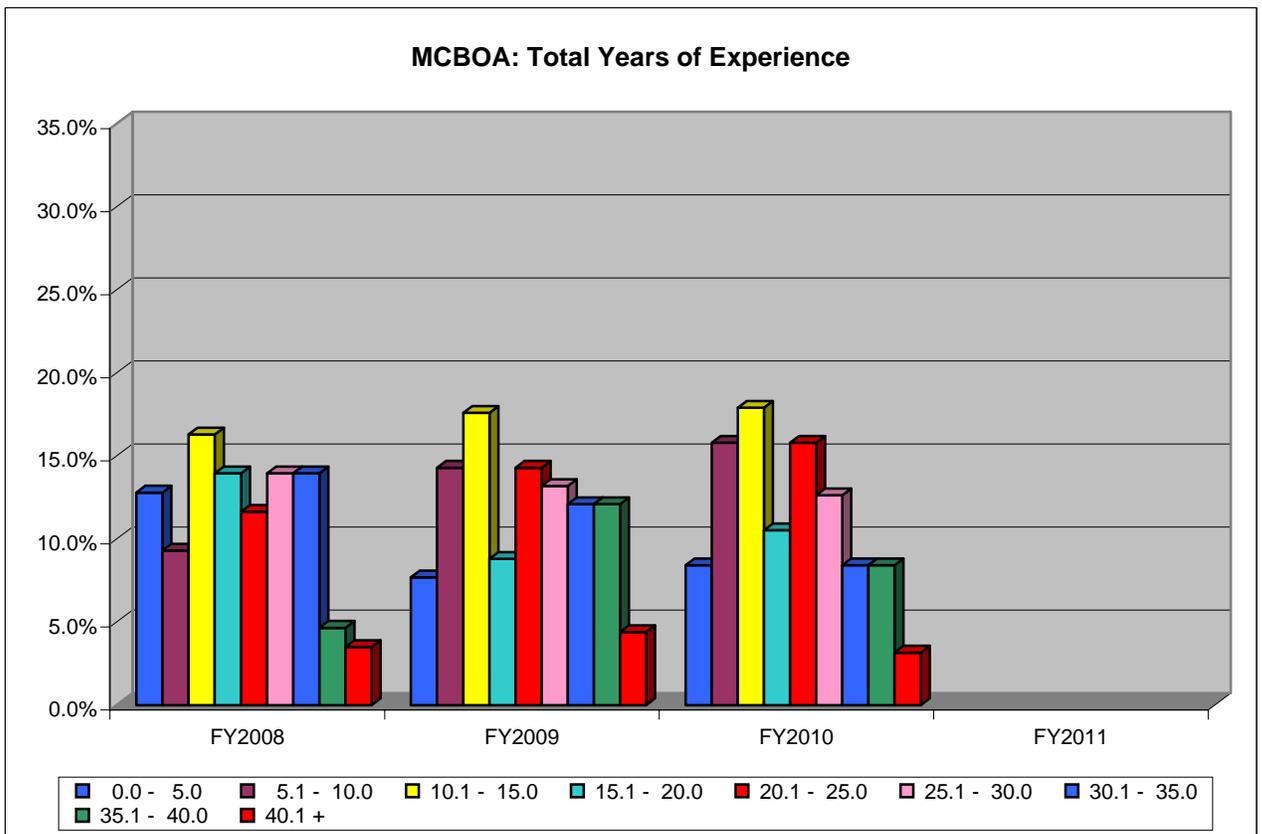
# MCBOA: Total Years of Experience

Years of Experience	FY2008		FY2009		FY2010		FY2011	
	Number	Percent						
0.0 - 5.0	11	12.8%	7	7.7%	8	8.4%		
5.1 - 10.0	8	9.3%	13	14.3%	15	15.8%		
10.1 - 15.0	14	16.3%	16	17.6%	17	17.9%		
15.1 - 20.0	12	14.0%	8	8.8%	10	10.5%		
20.1 - 25.0	10	11.6%	13	14.3%	15	15.8%		
25.1 - 30.0	12	14.0%	12	13.2%	12	12.6%		
30.1 - 35.0	12	14.0%	11	12.1%	8	8.4%		
35.1 - 40.0	4	4.7%	7	7.7%	7	7.4%		
40.1 +	3	3.5%	4	4.4%	3	3.2%		
<b>TOTAL</b>	<b>86</b>	<b>100.0%</b>	<b>91</b>	<b>100.0%</b>	<b>95</b>	<b>100.0%</b>		

1. Data reflects years worked within MCPS or other county agency.

2. The Montgomery County Business and Operations Administrators (MCBOA) unit was created on July 1, 2007. The unit is comprised of all non-certificated supervisory employees who provide responsible direction to other employees and do not report to members of the Service Employees International Union (SEIU).

3. FY2011 is a space holder for next year.



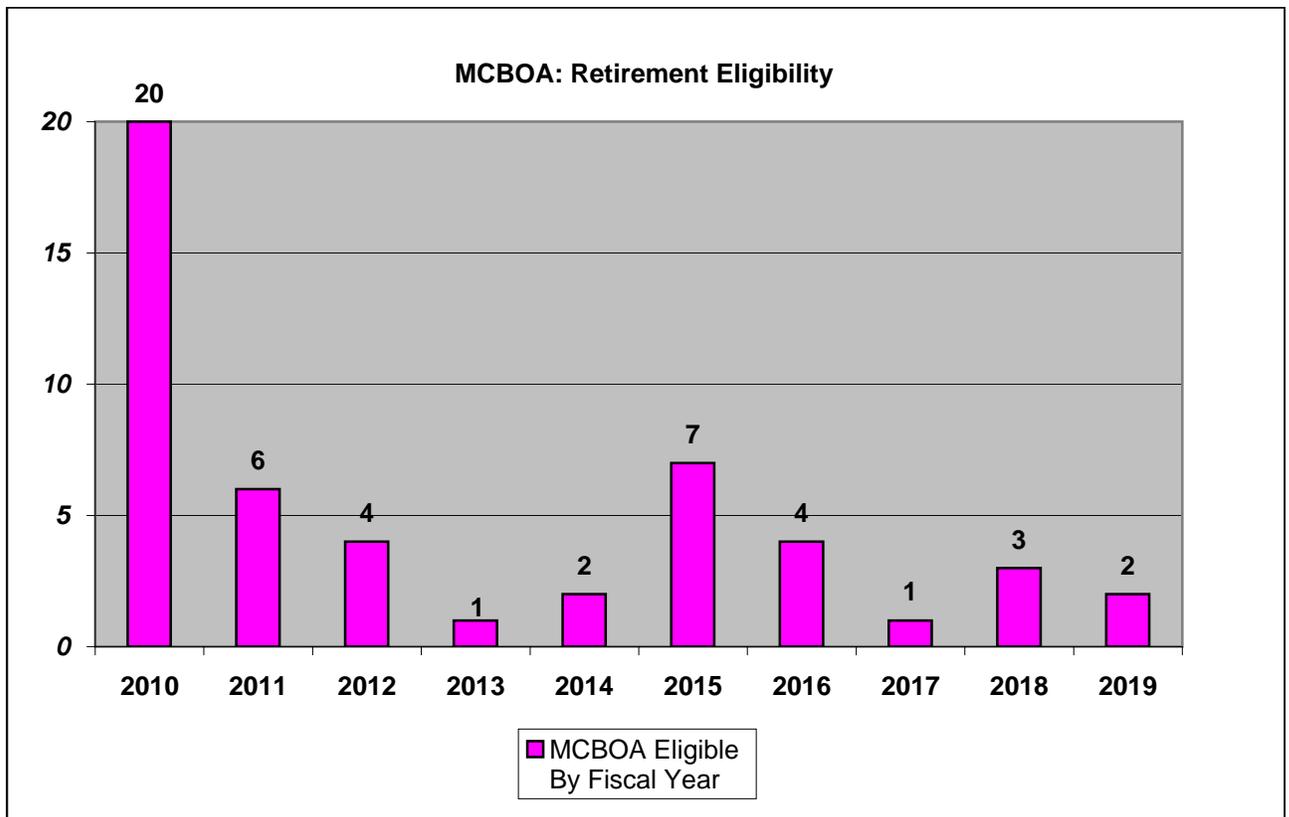
# MCBOA: Retirement Eligibility

Fiscal Year	MCBOA Eligible By Fiscal Year	Percent of Total
2010	20	21.1%
2011	6	6.3%
2012	4	4.2%
2013	1	1.1%
2014	2	2.1%
2015	7	7.4%
2016	4	4.2%
2017	1	1.1%
2018	3	3.2%
2019	2	2.1%
<b>Eligible within 10 years</b>	<b>50</b>	<b>52.6%</b>
<b>Total MCBOA</b>	<b>95</b>	<b>100.0%</b>

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members are eligible for retirement after 30 years of service or at age 62 with at least 5 years of service.

3. Certain service data history for old Retirement Plan members is not maintained in the computerized retirement system and therefore information for Retirement plan members is not included in the above chart.



**12-Month Montgomery County Education Association Personnel (MCEA) – Other Professionals:**

Demographic Profile  
Degree  
Certification Type  
Years of Experience in MCPS  
Total Years of Experience  
Salary Schedule Placement  
Annual Salary  
Retirement Eligibility

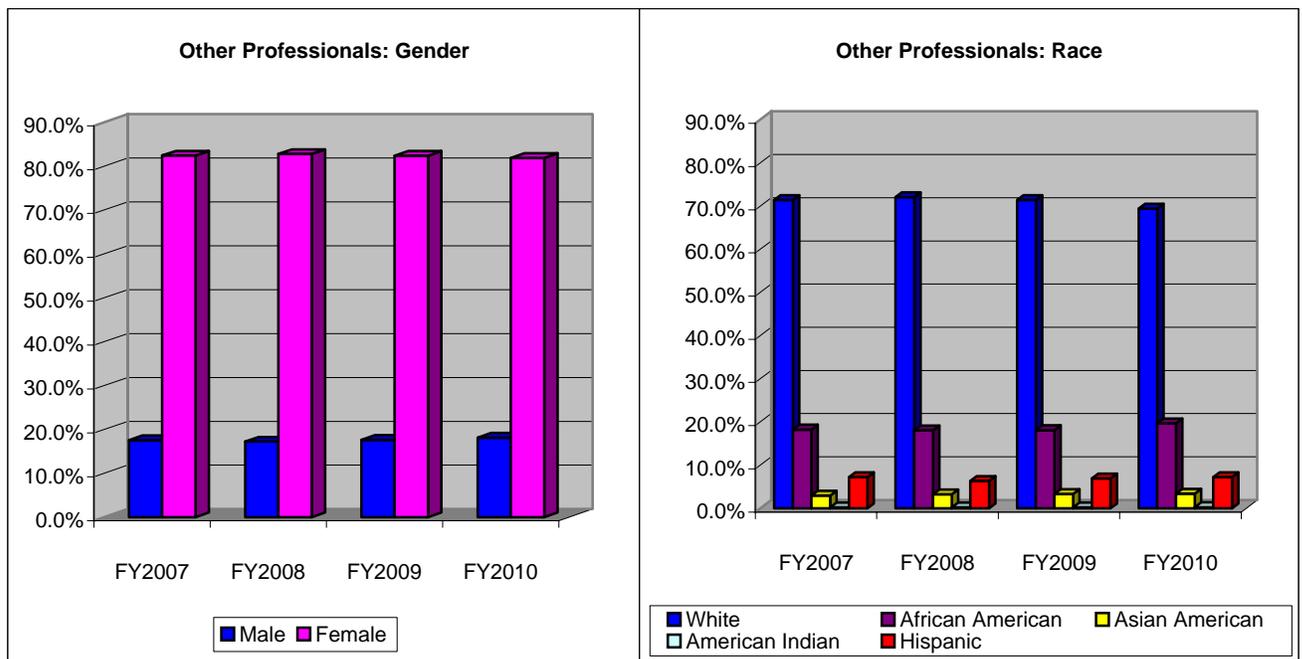
# Other Professionals: Demographic Profile

	FY2007		FY2008		FY2009		FY2010	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>GENDER</b>								
Male	78	17.6%	79	17.2%	74	17.6%	70	18.1%
Female	366	82.4%	380	82.8%	346	82.4%	316	81.9%
<b>TOTAL</b>	<b>444</b>	<b>100.0%</b>	<b>459</b>	<b>100.0%</b>	<b>420</b>	<b>100.0%</b>	<b>386</b>	<b>100.0%</b>
<b>RACE</b>								
White	317	71.4%	331	72.1%	300	71.4%	268	69.4%
African American	81	18.2%	83	18.1%	76	18.1%	76	19.7%
Asian American	13	2.9%	15	3.3%	14	3.3%	13	3.4%
American Indian	1	0.2%	1	0.2%	1	0.2%	1	0.3%
Hispanic	32	7.2%	29	6.3%	29	6.9%	28	7.3%
<b>TOTAL</b>	<b>444</b>	<b>100.0%</b>	<b>459</b>	<b>100.0%</b>	<b>420</b>	<b>100.0%</b>	<b>386</b>	<b>100.0%</b>
<b>AGE</b>								
20 - 29 years	16	3.6%	14	3.1%	6	1.4%	3	0.8%
30 - 39 years	100	22.5%	114	24.8%	99	23.6%	84	21.8%
40 - 49 years	85	19.1%	82	17.9%	76	18.1%	79	20.5%
50 - 59 years	179	40.3%	172	37.5%	163	38.8%	140	36.3%
60+ years	64	14.4%	77	16.8%	76	18.1%	80	20.7%
<b>TOTAL</b>	<b>444</b>	<b>100.0%</b>	<b>459</b>	<b>100.0%</b>	<b>420</b>	<b>100.0%</b>	<b>386</b>	<b>100.0%</b>

1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included.

2. Data was captured on October 15.

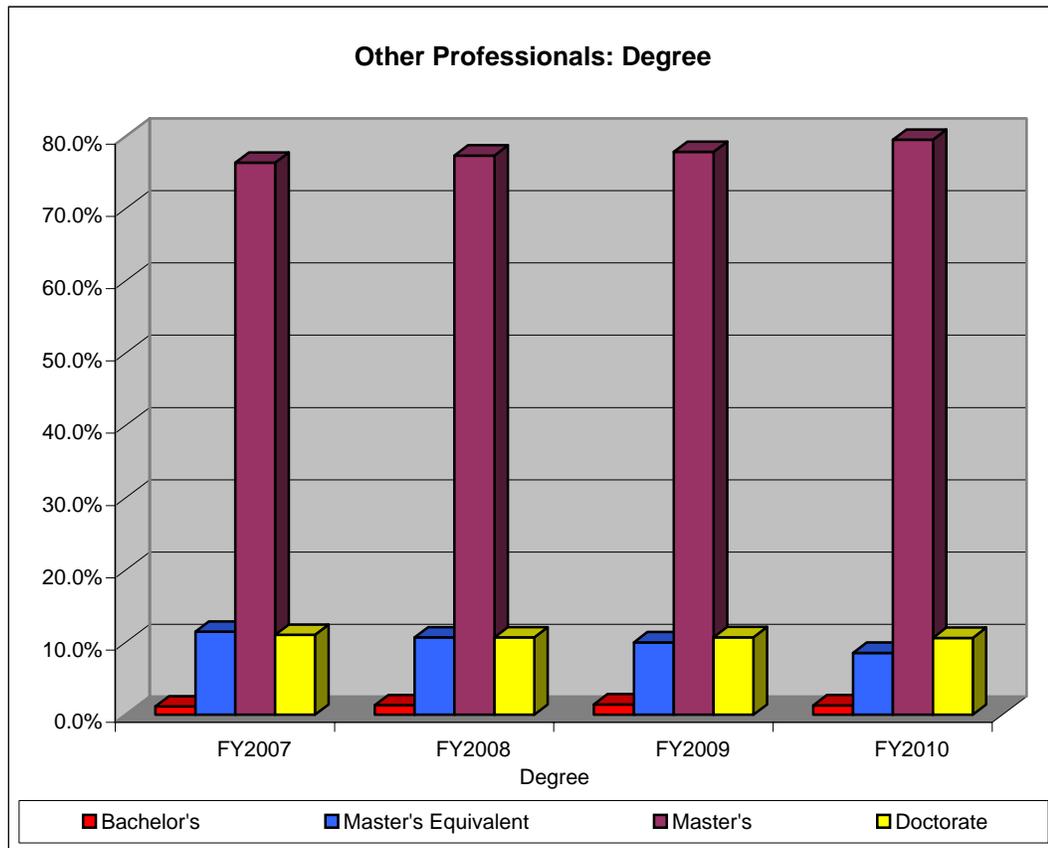
3. Other Professionals include: Instructional Specialists, Pupil Personnel Workers, Social Workers, and Psychologists.



# Other Professionals: Degree

DEGREE	FY2007		FY2008		FY2009		FY2010	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Bachelor's	5	1.1%	6	1.3%	6	1.4%	5	1.3%
Master's Equivalent	51	11.5%	49	10.7%	42	10.0%	33	8.5%
Master's	339	76.4%	355	77.3%	327	77.9%	307	79.5%
Doctorate	49	11.0%	49	10.7%	45	10.7%	41	10.6%
<b>TOTAL</b>	<b>444</b>	<b>100.0%</b>	<b>459</b>	<b>100.0%</b>	<b>420</b>	<b>100.0%</b>	<b>386</b>	<b>100.0%</b>

1. Master's Equivalent is additional professional education course work directly related to public school education and earned after the conferral of a bachelor's degree.



## Other Professionals: Certification Type

Fiscal Year	Number of Other Professionals	Standard Professional Certificate*		Advanced Professional Certificate**		Maryland Board of Examiners License***		Conditional Degree Certificate****		Certification Data not Available or Not Required	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2009	417	18	4.3%	373	89.4%	1	0.2%	0	0.0%	25	6.0%
FY2008	451	32	7.1%	391	86.7%	1	0.2%	0	0.0%	27	6.0%
FY2007	458	45	9.8%	381	83.2%	1	0.2%	1	0.2%	30	6.6%
FY2006	444	50	11.3%	345	77.7%	16	3.6%	3	0.7%	30	6.8%

1. Certification data is collected in June of the fiscal year.

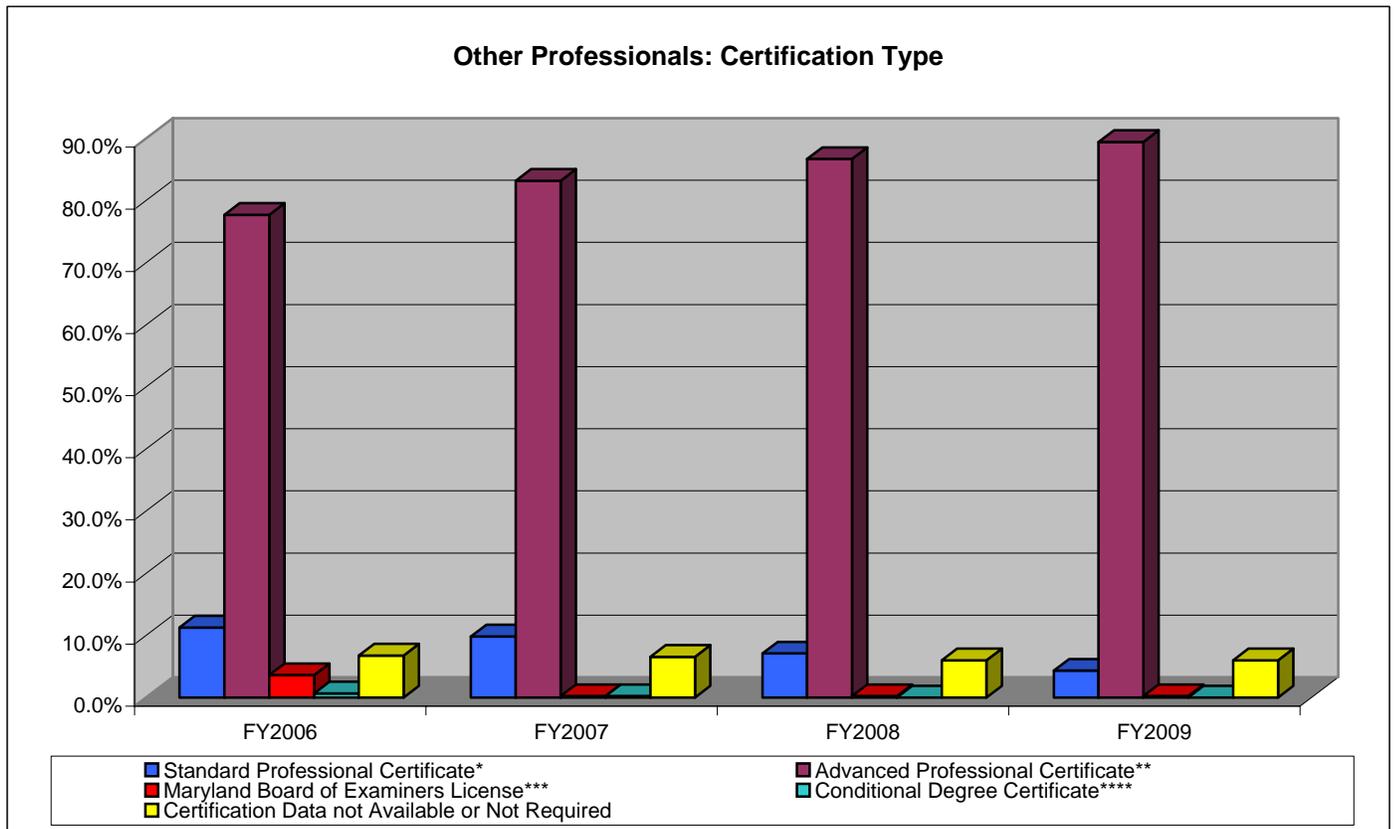
2. Some employees categorized as 'Other Professionals' are not required to hold a Maryland certificate. Examples include: Parent Educators, Employee Assistance Specialist & Evaluation Specialists.

\* The Standard Professional Certificate is a professional certificate in the state of Maryland.

\*\* The Advanced Professional Certificate is the highest professional certificate in the state of Maryland.

\*\*\* Maryland Board of Examiners License is required for speech pathologists, occupational & physical therapists, and social workers hired by MCPS.

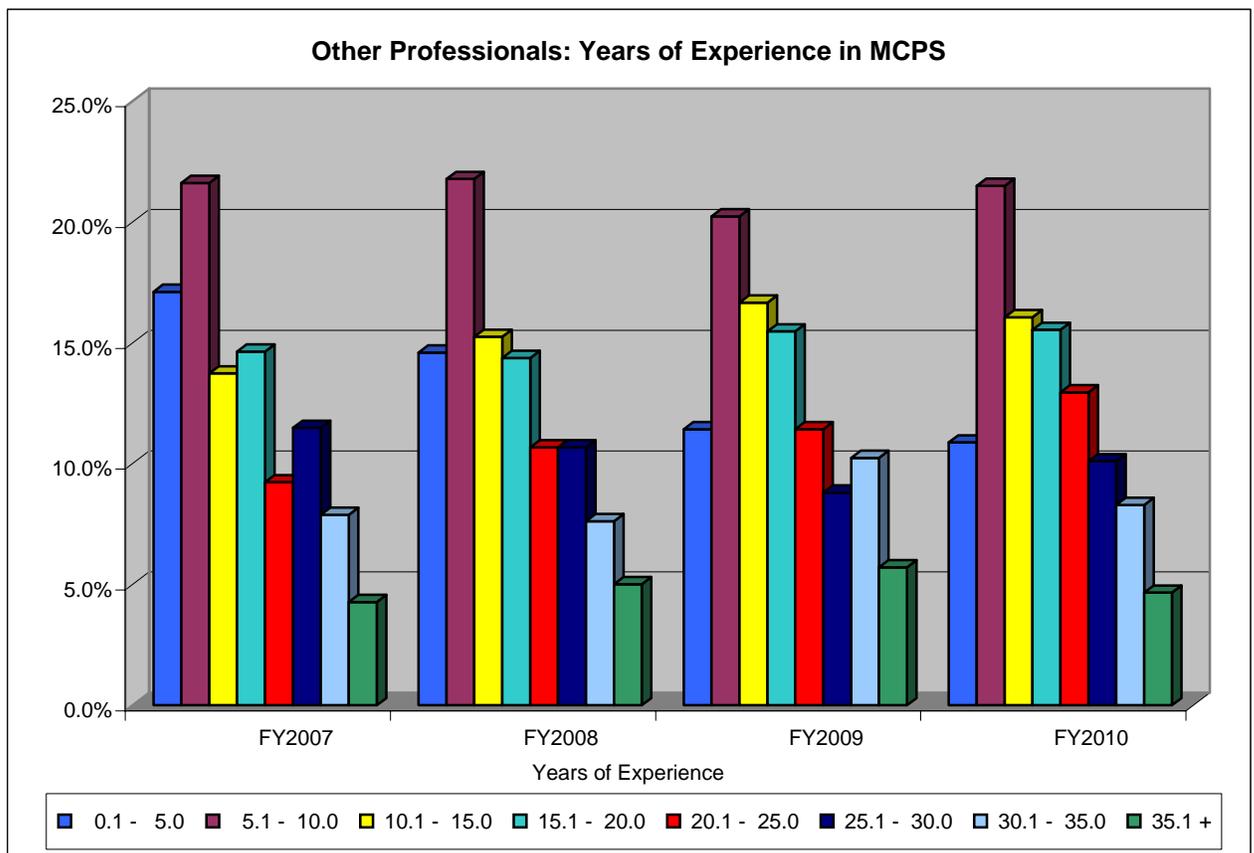
\*\*\*\* Conditional Degree Certificate is one held by an educator holding a bachelor's degree or higher who does not meet the requirements for a standard or advanced certificate.



## Other Professionals: Years of Experience in MCPS

Years of Experience	FY2007		FY2008		FY2009		FY2010	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	76	17.1%	67	14.6%	48	11.4%	42	10.9%
5.1 - 10.0	96	21.6%	100	21.8%	85	20.2%	83	21.5%
10.1 - 15.0	61	13.7%	70	15.3%	70	16.7%	62	16.1%
15.1 - 20.0	65	14.6%	66	14.4%	65	15.5%	60	15.5%
20.1 - 25.0	41	9.2%	49	10.7%	48	11.4%	50	13.0%
25.1 - 30.0	51	11.5%	49	10.7%	37	8.8%	39	10.1%
30.1 - 35.0	35	7.9%	35	7.6%	43	10.2%	32	8.3%
35.1 +	19	4.3%	23	5.0%	24	5.7%	18	4.7%
<b>TOTAL</b>	<b>444</b>	<b>100.0%</b>	<b>459</b>	<b>100.0%</b>	<b>420</b>	<b>100.0%</b>	<b>386</b>	<b>100.0%</b>

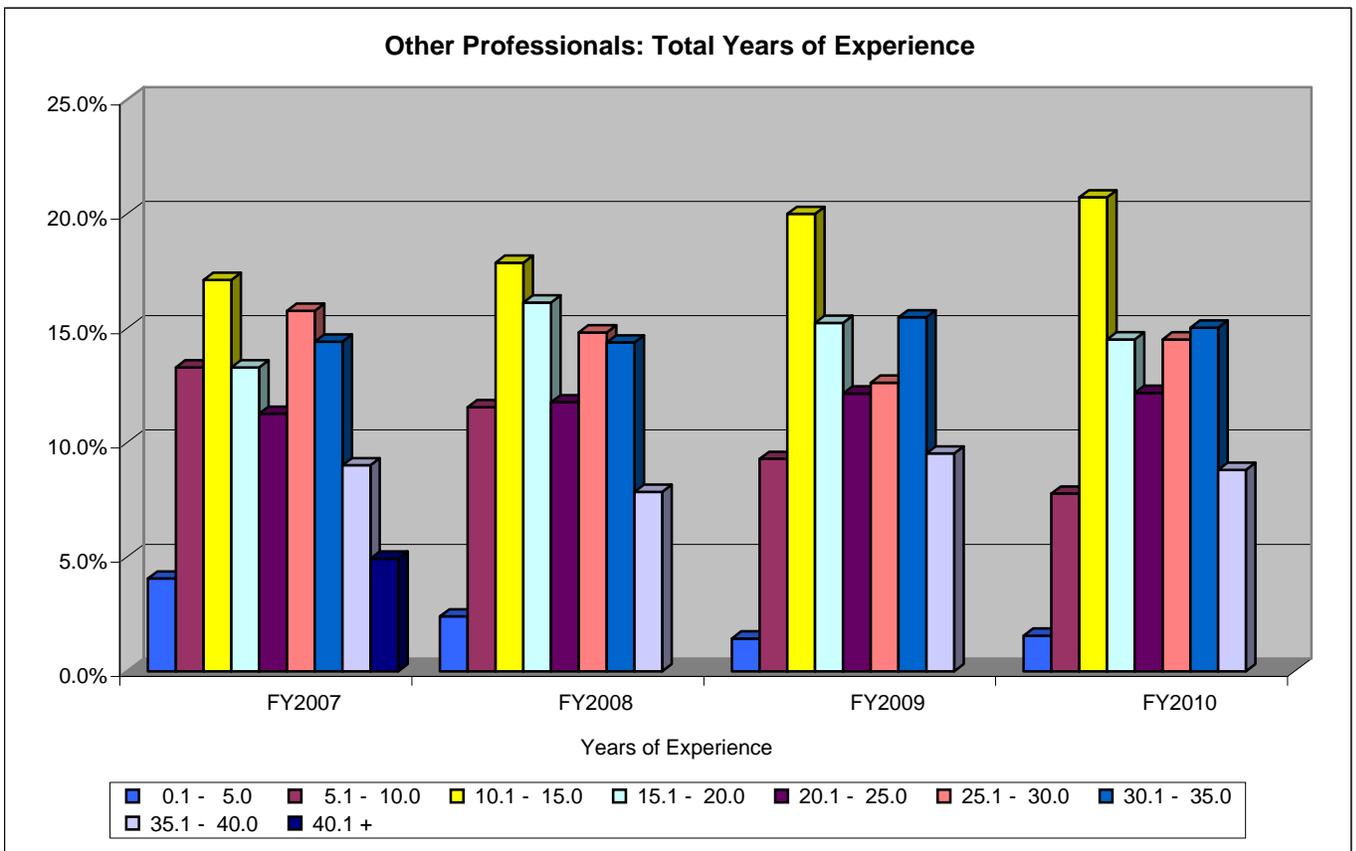
1. Data reflects prior and continuous years worked in MCPS in an administrative or professional position (adjusted for periods of long term leave). Distinct years of experience for either teaching or administrative positions are not available.



# Other Professionals: Total Years of Experience

Years of Experience	FY2007		FY2008		FY2009		FY2010	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	18	4.1%	11	2.4%	6	1.4%	6	1.6%
5.1 - 10.0	59	13.3%	53	11.5%	39	9.3%	30	7.8%
10.1 - 15.0	76	17.1%	82	17.9%	84	20.0%	80	20.7%
15.1 - 20.0	59	13.3%	74	16.1%	64	15.2%	56	14.5%
20.1 - 25.0	50	11.3%	54	11.8%	51	12.1%	47	12.2%
25.1 - 30.0	70	15.8%	68	14.8%	53	12.6%	56	14.5%
30.1 - 35.0	64	14.4%	66	14.4%	65	15.5%	58	15.0%
35.1 - 40.0	40	9.0%	36	7.8%	40	9.5%	34	8.8%
40.1 +	8	1.8%	15	3.3%	18	4.3%	19	4.9%
<b>TOTAL</b>	<b>444</b>	<b>100.0%</b>	<b>459</b>	<b>100.0%</b>	<b>420</b>	<b>100.0%</b>	<b>386</b>	<b>100.0%</b>

1. Data reflects years worked as an administrator or professional within MCPS or other agency. Distinct years of experience for either teaching or administrative positions are not available.



# Other Professionals: Salary Schedule Placement

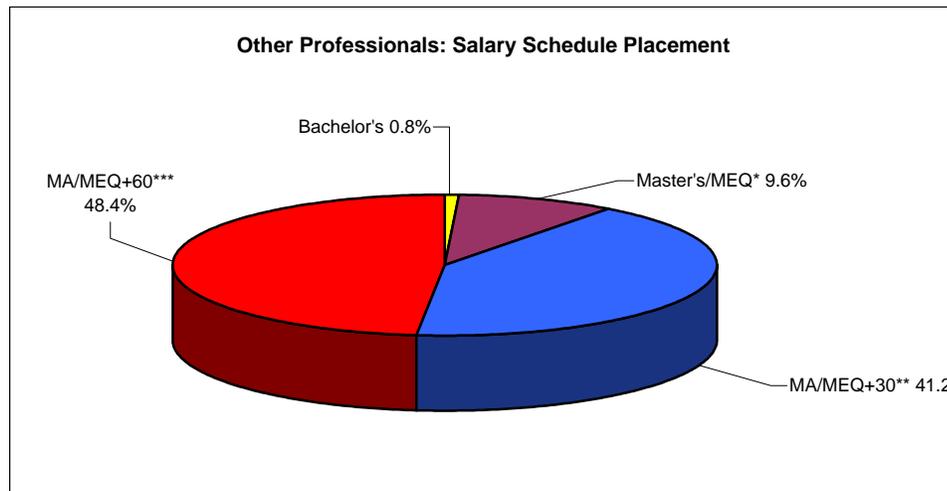
Step	FY2010									
	Bachelor's		Master's/MEQ*		MA/MEQ+30**		MA/MEQ+60***		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
1	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
2	0	0.0%	0	0.0%	1	0.6%	2	1.1%	3	0.8%
3	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
4	0	0.0%	0	0.0%	2	1.3%	0	0.0%	2	0.5%
5	0	0.0%	0	0.0%	0	0.0%	2	1.1%	2	0.5%
6	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
7	0	0.0%	0	0.0%	2	1.3%	2	1.1%	4	1.0%
8	1	33.3%	0	0.0%	7	4.4%	4	2.1%	12	3.1%
9	0	0.0%	3	8.1%	5	3.1%	3	1.6%	11	2.8%
10	2	66.7%	0	0.0%	2	1.3%	3	1.6%	7	1.8%
11	0	0.0%	2	5.4%	6	3.8%	3	1.6%	11	2.8%
12	0	0.0%	1	2.7%	6	3.8%	11	5.9%	18	4.7%
13	0	0.0%	1	2.7%	10	6.3%	7	3.7%	18	4.7%
14	0	0.0%	4	10.8%	9	5.7%	7	3.7%	20	5.2%
15	0	0.0%	2	5.4%	9	5.7%	7	3.7%	18	4.7%
16	0	0.0%	2	5.4%	7	4.4%	5	2.7%	14	3.6%
17	0	0.0%	0	0.0%	5	3.1%	4	2.1%	9	2.3%
18	0	0.0%	0	0.0%	5	3.1%	10	5.3%	15	3.9%
19 - 24	0	0.0%	10	27.0%	23	14.5%	34	18.2%	67	17.4%
25	0	0.0%	12	32.4%	60	37.7%	83	44.4%	155	40.2%
<b>TOTAL</b>	<b>3</b>	<b>0.8%</b>	<b>37</b>	<b>9.6%</b>	<b>159</b>	<b>41.2%</b>	<b>187</b>	<b>48.4%</b>	<b>386</b>	<b>100.0%</b>

1. Data reflects the number of permanent employees by head count.

\* Master's/MEQ: Master's degree or Master's Equivalent.

\*\* MA/MEQ+30: Master's degree or Master's Equivalent plus 30 additional credit hours.

\*\*\* MA/MEQ+60: Master's degree or Master's Equivalent plus 60 additional credit hours.



## Other Professionals: Annual Salary FY2010

Annual Salary	Number	Percent
Less than \$39,999	2	0.5%
\$40,000 - \$44,999	0	0.0%
\$45,000 - \$49,999	2	0.5%
\$50,000 - \$54,999	3	0.8%
\$55,000 - \$59,999	4	1.0%
\$60,000 - \$64,999	3	0.8%
\$65,000 - \$69,999	4	1.0%
\$70,000 - \$74,999	6	1.6%
\$75,000 - \$79,999	13	3.4%
\$80,000 - \$84,999	9	2.3%
\$85,000 - \$89,999	17	4.4%
\$90,000 - \$94,999	12	3.1%
\$95,000 - \$99,999	34	8.8%
\$100,000 - \$104,999	26	6.7%
\$105,000 - \$109,999	23	6.0%
\$110,000 +	228	59.1%
<b>TOTAL</b>	<b>386</b>	<b>100.0%</b>

Data as of October 15, 2009.

Other Professionals: Average Salaries*		
FY2010		\$109,470
FY2009		\$106,204
FY 2008		\$102,108
FY 2007		\$95,016

\*Average salary calculation: Salaries/filled FTE.

- Salaries presented reflect actual salaries not adjusted for full time equivalency (FTE).
- Data reflects the number of permanent employees by head count.



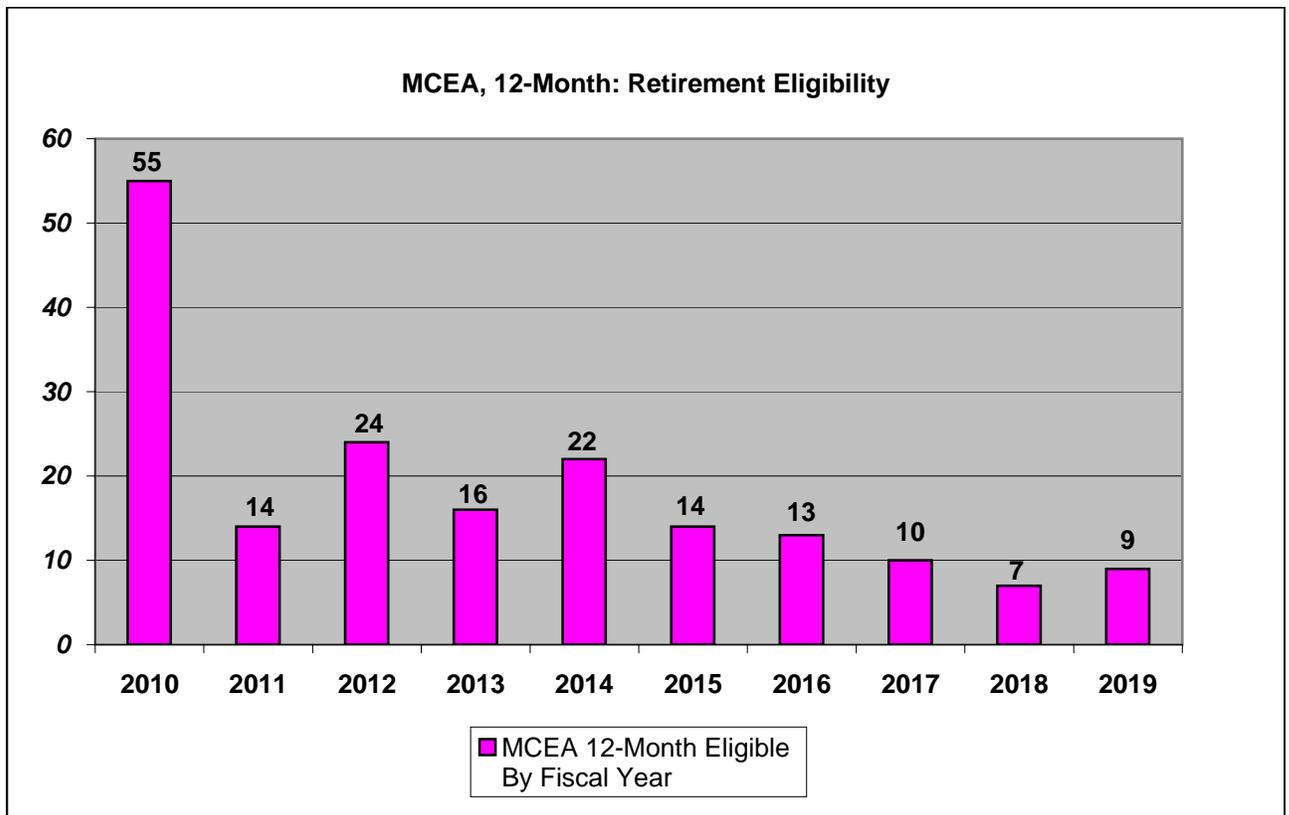
# Other Professionals: Retirement Eligibility

Fiscal Year	MCEA 12-Month Eligible By Fiscal Year	Percent of Total
2010	55	14.0%
2011	14	3.6%
2012	24	6.1%
2013	16	4.1%
2014	22	5.6%
2015	14	3.6%
2016	13	3.3%
2017	10	2.6%
2018	7	1.8%
2019	9	2.3%
<b>Eligible within 10 years</b>	<b>184</b>	<b>46.9%</b>
<b>Total MCEA 12-Month</b>	<b>392</b>	<b>100.0%</b>

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members are eligible for retirement after 30 years of service or at age 62 with at least 5 years of service.

3. Certain service data history for old Retirement Plan members is not maintained in the new computerized retirement system and therefore information for Retirement plan members is not included in the above chart.



**10-Month Montgomery County Education Association Personnel (MCEA) – New Teachers:**

Demographic Profile (as of October 15 and June 30)

Degree

Salary Schedule Placement

Annual Salary

Total Years of Experience

Certification Type

# New Teachers: Demographic Profile

## AS OF OCTOBER 15

	FY2007		FY2008		FY2009		FY2010	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>GENDER</b>								
Male	244	22.0%	172	19.5%	127	17.6%	100	16.1%
Female	865	78.0%	708	80.5%	594	82.4%	520	83.9%
<b>TOTAL</b>	<b>1,109</b>	<b>100.0%</b>	<b>880</b>	<b>100.0%</b>	<b>721</b>	<b>100.0%</b>	<b>620</b>	<b>100.0%</b>
<b>RACE</b>								
White	824	74.3%	651	74.0%	512	71.0%	450	72.6%
African American	181	16.3%	136	15.5%	121	16.8%	77	12.4%
Asian American	54	4.9%	54	6.1%	44	6.1%	48	7.7%
American Indian	2	0.2%	2	0.2%	1	0.1%	3	0.5%
Hispanic	48	4.3%	37	4.2%	43	6.0%	42	6.8%
<b>TOTAL</b>	<b>1,109</b>	<b>100.0%</b>	<b>880</b>	<b>100.0%</b>	<b>721</b>	<b>100.0%</b>	<b>620</b>	<b>100.0%</b>
<b>AGE</b>								
Under 20 years	0	0.0%	0	0.0%	1	0.1%	0	0.0%
20 - 29 years	653	58.9%	517	58.8%	401	55.6%	387	62.4%
30 - 39 years	218	19.7%	193	21.9%	165	22.9%	130	21.0%
40 - 49 years	145	13.1%	117	13.3%	103	14.3%	70	11.3%
50 - 59 years	87	7.8%	48	5.5%	47	6.5%	31	5.0%
60+ years	6	0.5%	5	0.6%	4	0.6%	2	0.3%
<b>TOTAL</b>	<b>1,109</b>	<b>100.0%</b>	<b>880</b>	<b>100.0%</b>	<b>721</b>	<b>100.0%</b>	<b>620</b>	<b>100.0%</b>

1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included.

## AS OF JUNE 30

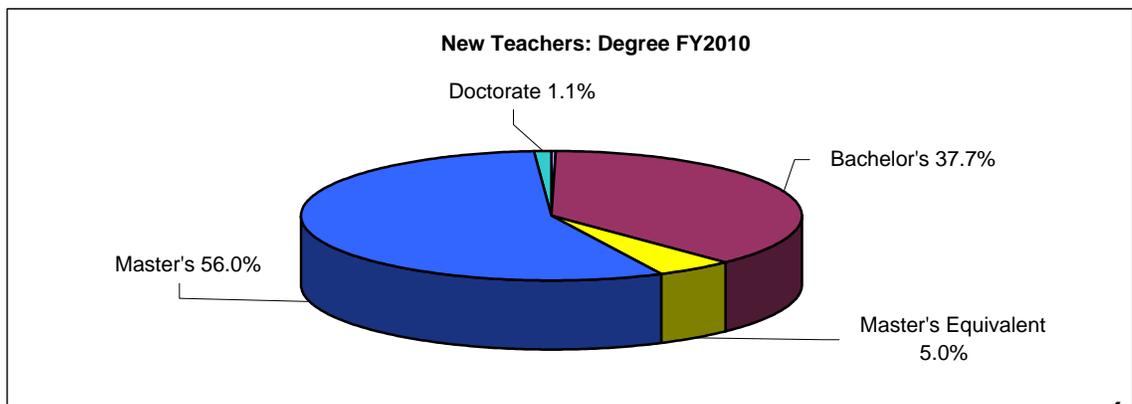
	FY2006		FY2007		FY2008		FY2009	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>GENDER</b>								
Male	246	20.0%	270	22.0%	183	19.6%	161	19.4%
Female	981	80.0%	959	78.0%	751	80.4%	670	80.6%
<b>TOTAL</b>	<b>1,227</b>	<b>100.0%</b>	<b>1,229</b>	<b>100.0%</b>	<b>934</b>	<b>100.0%</b>	<b>831</b>	<b>100.0%</b>
<b>RACE</b>								
White	930	75.8%	910	74.0%	689	73.8%	612	73.6%
African American	166	13.5%	202	16.4%	143	15.3%	126	15.2%
Asian American	70	5.7%	58	4.7%	59	6.3%	50	6.0%
American Indian	2	0.2%	2	0.2%	3	0.3%	3	0.4%
Hispanic	59	4.8%	57	4.6%	40	4.3%	40	4.8%
<b>TOTAL</b>	<b>1,227</b>	<b>100.0%</b>	<b>1,229</b>	<b>100.0%</b>	<b>934</b>	<b>100.0%</b>	<b>831</b>	<b>100.0%</b>
<b>AGE</b>								
20 - 29 years	692	56.4%	692	56.3%	502	53.7%	377	49.5%
30 - 39 years	263	21.4%	253	20.6%	234	25.1%	205	26.9%
40 - 49 years	156	12.7%	165	13.4%	119	12.7%	119	15.6%
50 - 59 years	108	8.8%	106	8.6%	72	7.7%	51	6.7%
60+ years	8	0.7%	13	1.1%	7	0.7%	10	1.3%
<b>TOTAL</b>	<b>1,227</b>	<b>100.0%</b>	<b>1,229</b>	<b>100.0%</b>	<b>934</b>	<b>100.0%</b>	<b>762</b>	<b>100.0%</b>

(A255)

# New Teachers: Degree

	FY2007		FY2008		FY2009		FY2010	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>ELEMENTARY SCHOOL</b>								
Non-degree	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Bachelor's	277	54.1%	207	51.8%	154	43.8%	171	48.2%
Master's Equivalent	27	5.3%	17	4.3%	21	6.0%	17	4.8%
Master's	207	40.4%	175	43.8%	177	50.3%	165	46.5%
Doctorate	1	0.2%	1	0.3%	0	0.0%	2	0.6%
<b>TOTAL</b>	<b>512</b>	<b>100.0%</b>	<b>400</b>	<b>100.0%</b>	<b>352</b>	<b>100.0%</b>	<b>355</b>	<b>100.0%</b>
<b>MIDDLE SCHOOL</b>								
Non-degree	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Bachelor's	82	35.5%	63	29.3%	45	24.9%	35	30.4%
Master's Equivalent	23	10.0%	12	5.6%	9	5.0%	6	5.2%
Master's	126	54.5%	138	64.2%	124	68.5%	74	64.3%
Doctorate	0	0.0%	2	0.9%	3	1.7%	0	0.0%
<b>TOTAL</b>	<b>231</b>	<b>100.0%</b>	<b>215</b>	<b>100.0%</b>	<b>181</b>	<b>100.0%</b>	<b>115</b>	<b>100.0%</b>
<b>HIGH SCHOOL</b>								
Non-degree	0	0.0%	0	0.0%	0	0.0%	1	0.8%
Bachelor's	104	32.5%	69	30.0%	50	30.3%	24	19.7%
Master's Equivalent	21	6.6%	21	9.1%	12	7.3%	7	5.7%
Master's	190	59.4%	138	60.0%	101	61.2%	85	69.7%
Doctorate	5	1.6%	2	0.9%	2	1.2%	5	4.1%
<b>TOTAL</b>	<b>320</b>	<b>100.0%</b>	<b>230</b>	<b>100.0%</b>	<b>165</b>	<b>100.0%</b>	<b>122</b>	<b>100.0%</b>
<b>CENTRAL OFFICE AND SPECIAL SCHOOLS</b>								
Non-degree	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Bachelor's	8	17.8%	7	20.0%	5	21.7%	4	14.3%
Master's Equivalent	6	13.3%	3	8.6%	2	8.7%	10	35.7%
Master's	31	68.9%	25	71.4%	16	69.6%	14	50.0%
Doctorate	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>TOTAL</b>	<b>45</b>	<b>100.0%</b>	<b>35</b>	<b>100.0%</b>	<b>23</b>	<b>100.0%</b>	<b>28</b>	<b>100.0%</b>
<b>ALL NEW TEACHERS</b>								
Non-degree	0	0.0%	0	0.0%	0	0.0%	1	0.2%
Bachelor's	471	42.5%	346	39.3%	254	35.2%	234	37.7%
Master's Equivalent	77	6.9%	53	6.0%	44	6.1%	31	5.0%
Master's	554	50.0%	476	54.1%	418	58.0%	347	56.0%
Doctorate	7	0.6%	5	0.6%	5	0.7%	7	1.1%
<b>GRAND TOTAL</b>	<b>1,109</b>	<b>100.0%</b>	<b>880</b>	<b>100.0%</b>	<b>721</b>	<b>100.0%</b>	<b>620</b>	<b>100.0%</b>

1. Master's Equivalent is additional professional education course work directly related to public school education and earned after the conferral of a bachelor's degree.



# New Teachers: Salary Schedule Placement

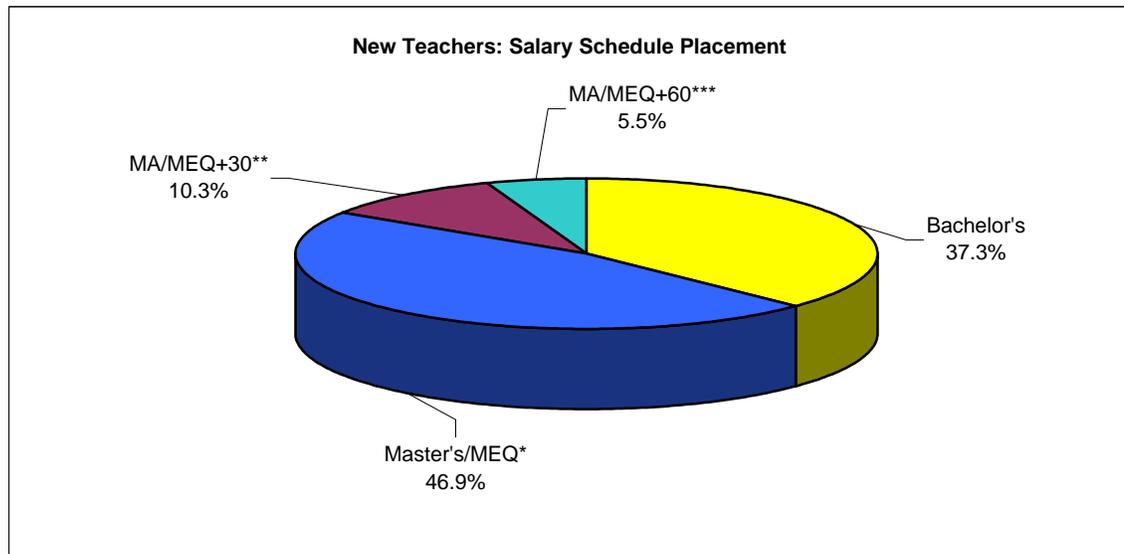
Step	FY2010									
	Bachelor's		Master's/MEQ*		MA/MEQ+30**		MA/MEQ+60***		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
1	175	75.8%	165	56.7%	19	29.7%	12	35.3%	371	59.8%
2	14	6.1%	11	3.8%	1	1.6%	1	2.9%	27	4.4%
3	8	3.5%	19	6.5%	3	4.7%	1	2.9%	31	5.0%
4	10	4.3%	14	4.8%	3	2.0%	0	0.0%	27	4.4%
5	7	3.0%	14	4.8%	5	7.8%	0	0.0%	26	4.2%
6	3	1.3%	11	3.8%	2	3.1%	4	11.8%	20	3.2%
7	13	5.6%	10	3.4%	4	6.3%	1	2.9%	28	4.5%
8	0	0.0%	11	3.8%	3	4.7%	4	11.8%	18	2.9%
9	1	0.4%	34	11.7%	6	9.4%	0	0.0%	41	6.6%
10		0.0%	1	0.3%	4	6.3%	4	11.8%	9	1.5%
11		0.0%	1	0.3%	14	21.9%	5	14.7%	20	3.2%
12		0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
13		0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
14		0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
15		0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
16		0.0%	0	0.0%	0	0.0%	1	2.9%	1	0.2%
17		0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
18		0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
19-24		0.0%	0	0.0%	0	0.0%	1	2.9%	1	0.2%
25		0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>TOTAL</b>	<b>231</b>	<b>37.3%</b>	<b>291</b>	<b>46.9%</b>	<b>64</b>	<b>10.3%</b>	<b>34</b>	<b>5.5%</b>	<b>620</b>	<b>100.0%</b>

1. Data reflects the number of permanent employees by head count.

\* Master's/MEQ: Master's degree or Master's Equivalent.

\*\* MA/MEQ+30: Master's degree or Master's Equivalent plus 30 additional credit hours.

\*\*\* MA/MEQ+60: Master's degree or Master's Equivalent plus 60 additional credit hours.



# New Teachers: Annual Salary FY2010

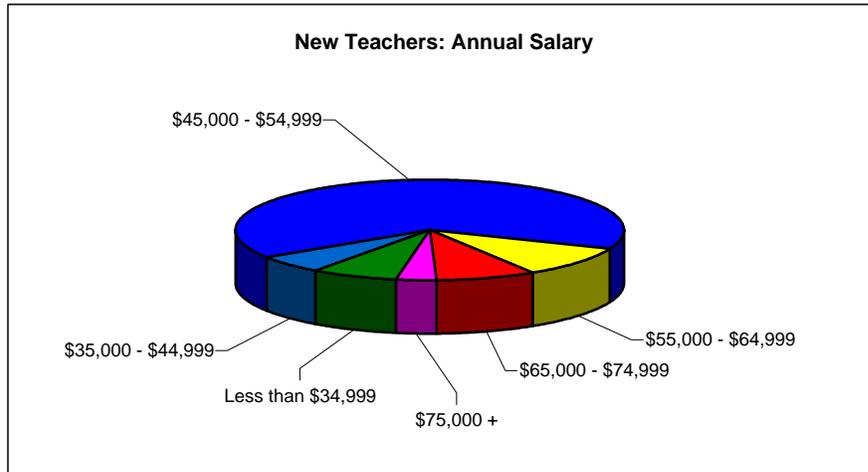
Annual Salary	Number	Percent
Less than \$29,999	29	4.7%
\$30,000 - \$34,999	16	2.6%
\$35,000 - \$39,999	17	2.7%
\$40,000 - \$44,999	19	3.1%
\$45,000 - \$49,999	191	30.8%
\$50,000 - \$54,999	213	34.4%
\$55,000 - \$59,999	39	6.3%
\$60,000 - \$64,999	24	3.9%
\$65,000 - \$69,999	43	6.9%
\$70,000 - \$74,999	8	1.3%
\$75,000 - \$79,999	19	3.1%
\$80,000 +	2	0.3%
<b>TOTAL</b>	<b>620</b>	<b>100.0%</b>

Data as of October 15, 2009.

New Teachers: Average Salaries*	
FY 2010	\$53,612
FY2009	\$51,300
FY 2008	\$50,132
FY 2007	\$48,780

\* Average salary calculation: Salaries/filled FTE.

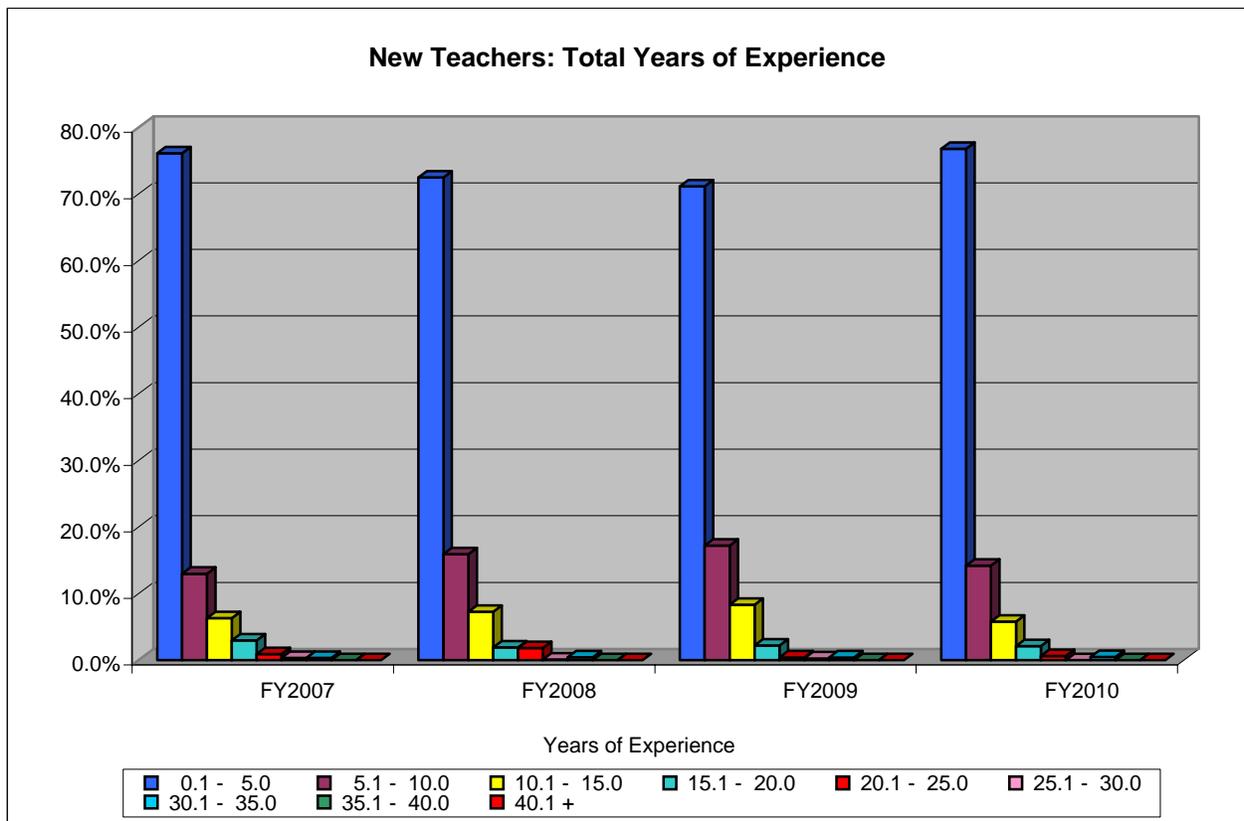
- Salaries presented reflect actual salaries not adjusted for full time equivalency (FTE).
- Data reflects the number of permanent employees by head count.



# New Teachers: Total Years of Experience

Years of Experience	FY2007		FY2008		FY2009		FY2010	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	844	76.1%	638	72.5%	513	71.2%	476	76.8%
5.1 - 10.0	144	13.0%	140	15.9%	124	17.2%	88	14.2%
10.1 - 15.0	70	6.3%	64	7.3%	60	8.3%	36	5.8%
15.1 - 20.0	33	3.0%	17	1.9%	16	2.2%	13	2.1%
20.1 - 25.0	10	0.9%	16	1.8%	3	0.4%	4	0.6%
25.1 - 30.0	4	0.4%	1	0.1%	2	0.3%	0	0.0%
30.1 - 35.0	4	0.4%	4	0.5%	3	0.4%	3	0.5%
35.1 - 40.0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
40.1 +	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>TOTAL</b>	<b>1,109</b>	<b>100.0%</b>	<b>880</b>	<b>100.0%</b>	<b>721</b>	<b>100.0%</b>	<b>620</b>	<b>100.0%</b>

1. Data includes years worked as a teacher in another school district.



# New Teachers: Certification Type

Fiscal Year	Number of New Teachers	Standard Professional Certificate*		Advanced Professional Certificate**		Maryland Board of Examiners License***		Conditional Degree Certificate****		Resident Teacher Certificate*****		Certification Data not Available or not Needed	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2009	762	492	64.6%	180	23.6%	39	5.1%	39	5.1%	0	0.0%	2	0.3%
FY2008	934	618	66.2%	232	24.8%	19	2.0%	57	6.1%	6	0.6%	2	0.2%
FY2007	1,229	781	63.5%	240	19.5%	20	1.6%	134	10.9%	13	1.1%	40	3.3%
FY2006	1,227	798	65.0%	238	19.4%	24	2.0%	143	11.7%	15	1.2%	9	0.7%

1. Certification data is not complete in the HR system until February. Data was collected in June of the fiscal year.

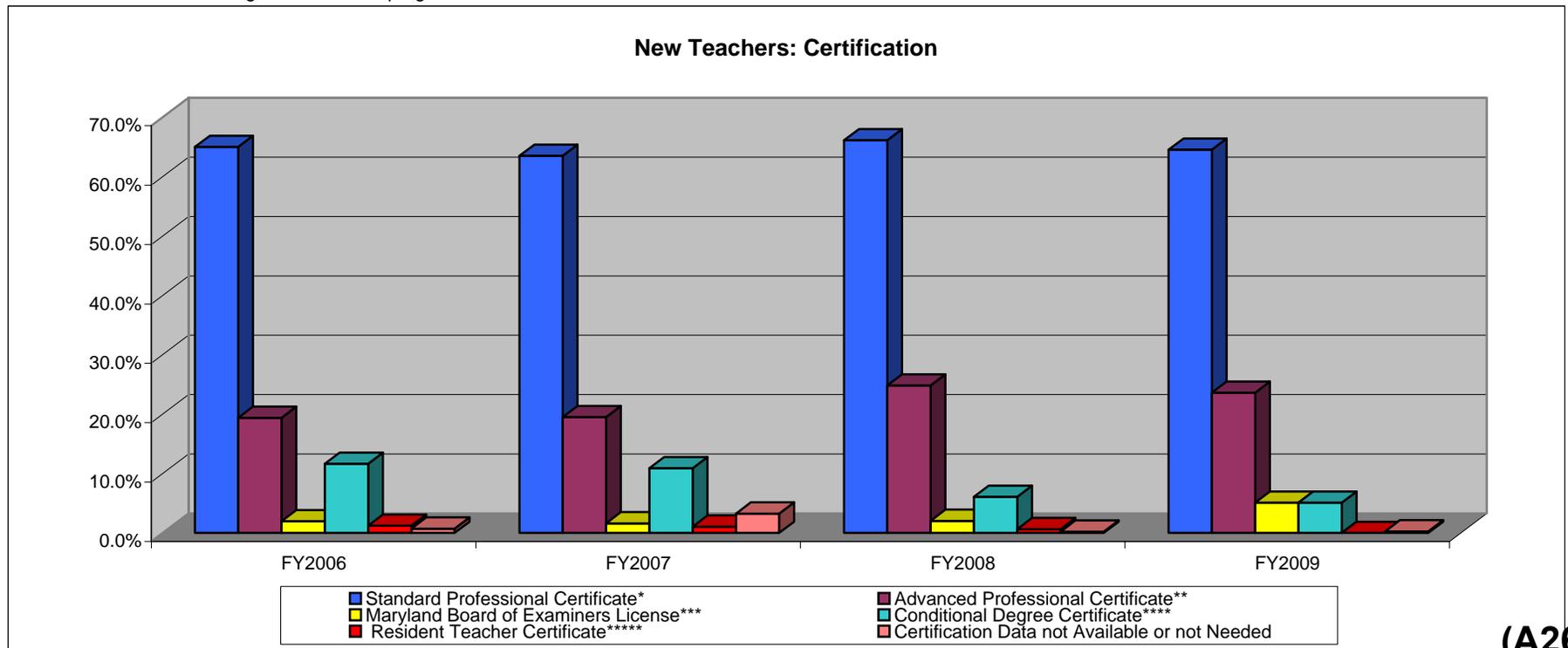
\* The Standard Professional Certificate is a professional certificate in the state of Maryland.

\*\* The Advanced Professional Certificate is the highest professional certificate in the state of Maryland.

\*\*\* Maryland Board of Examiners License is required for Speech Pathologists, Occupational & Physical Therapists, and Social Workers hired by MCPS.

\*\*\*\* Conditional Degree Certificate is one held by an educator holding a bachelor's degree or higher who does not meet the requirements for a standard or advanced certificate.

\*\*\*\*\* Resident Teacher Certificate is one held by an educator holding a bachelor's degree or higher who has content expertise, is highly qualified and is meeting the requirements for a standard or advanced certificate through an alternative program.



**10-Month Montgomery County Education Association Personnel (MCEA) - Teachers:**

Retention of Teachers  
Demographic Profile  
Gender by School Type  
Degree by School Type  
Years of Experience in MCPS  
Total Years of Experience  
Salary Schedule Placement  
Annual Salary  
Certification Type  
Turnover  
Retirement Eligibility

## RETENTION OF TEACHERS (new hire data based on fiscal year)

### Terminations only

	Number of Teachers Hired	FY1998		FY1999		FY2000		FY2001		FY2002		FY2003		FY2004		FY2005		FY2006		FY2007		FY2008		FY2009		Total # of Terminations	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
		FY1998	816	55	6.7%	58	7.1%	58	7.1%	28	3.4%	44	5.4%	27	3.3%	28	3.4%	18	2.2%	22	2.7%	12	1.5%	14	1.7%	4	0.5%
FY1999	1,221			119	9.7%	97	7.9%	37	3.0%	48	3.9%	45	3.7%	44	3.6%	42	3.4%	48	3.9%	23	1.9%	23	1.9%	11	0.9%	537	44.0%
FY2000	1,241					144	11.6%	79	6.4%	92	7.4%	56	4.5%	65	5.2%	40	3.2%	51	4.1%	27	2.2%	18	1.5%	19	1.5%	591	47.6%
FY2001	1,258							115	9.1%	112	8.9%	89	7.1%	80	6.4%	72	5.7%	44	3.5%	20	1.6%	35	2.8%	15	1.2%	582	46.3%
FY2002	1,275									160	12.5%	100	7.8%	84	6.6%	73	5.7%	37	2.9%	41	3.2%	27	2.1%	15	1.2%	537	42.1%
FY2003	1,094											132	12.1%	83	7.6%	91	8.3%	57	5.2%	39	3.6%	30	2.7%	25	2.3%	457	41.8%
FY2004	945													93	9.8%	111	11.7%	61	6.5%	32	3.4%	30	3.2%	24	2.5%	351	37.1%
FY2005	1,117															103	9.2%	102	9.1%	71	6.4%	45	4.0%	28	2.5%	349	31.2%
FY2006	1,297																	156	12.0%	124	9.6%	86	6.6%	24	1.9%	390	30.1%
FY2007	1,256																			121	9.6%	121	9.6%	56	4.5%	298	23.7%
FY2008	1,236																					102	8.3%	63	5.1%	165	13.3%
FY2009	777																							59	7.6%	59	7.6%
<b>Totals</b>	<b>13,533</b>																									<b>4,684</b>	<b>34.6%</b>

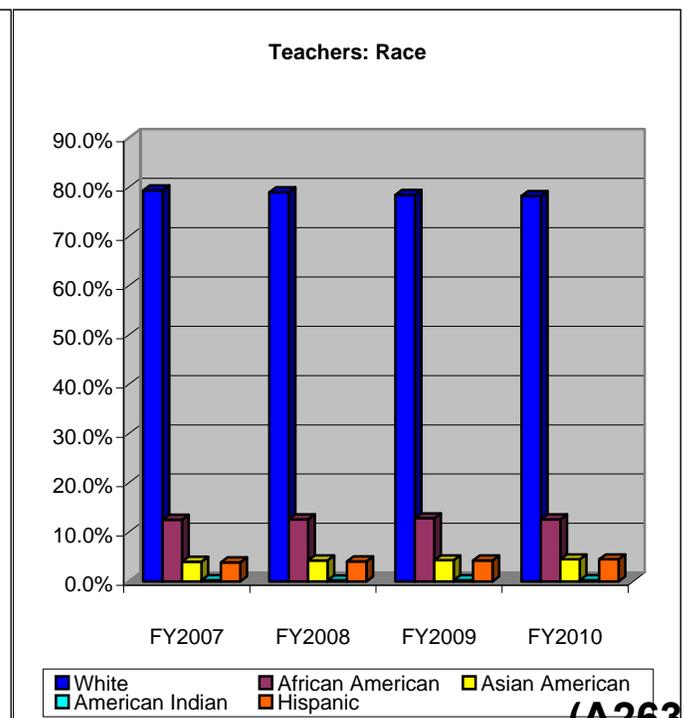
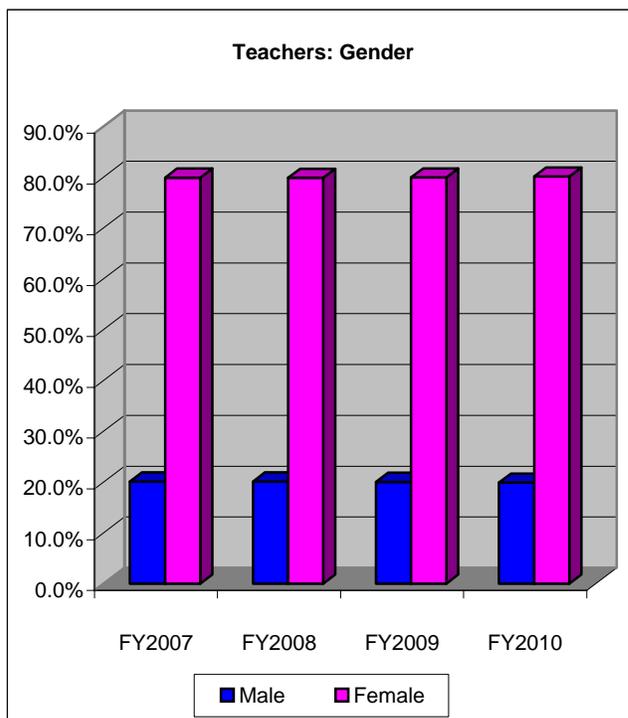
1. This chart shows the cohort of teachers hired in a fiscal year and (reading across the line) the number from that cohort that terminated employment in subsequent fiscal years.  
2. This chart does not include retirements.

# Teachers: Demographic Profile

	FY2007		FY2008		FY2009		FY2010	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b><u>GENDER</u></b>								
Male	2,310	20.1%	2,322	20.1%	2,305	20.0%	2,321	19.9%
Female	9,176	79.9%	9,222	79.9%	9,192	80.0%	9,352	80.1%
<b>TOTAL</b>	<b>11,486</b>	<b>100.0%</b>	<b>11,544</b>	<b>100.0%</b>	<b>11,497</b>	<b>100.0%</b>	<b>11,673</b>	<b>100.0%</b>
<b><u>RACE</u></b>								
White	9,116	79.4%	9,119	79.0%	9,018	78.4%	9,132	78.2%
African American	1,440	12.5%	1,450	12.6%	1,473	12.8%	1,467	12.6%
Asian American	458	4.0%	487	4.2%	492	4.3%	523	4.5%
American Indian	26	0.2%	24	0.2%	27	0.2%	28	0.2%
Hispanic	446	3.9%	464	4.0%	487	4.2%	523	4.5%
<b>TOTAL</b>	<b>11,486</b>	<b>100.0%</b>	<b>11,544</b>	<b>100.0%</b>	<b>11,497</b>	<b>100.0%</b>	<b>11,673</b>	<b>100.0%</b>
<b>Average Age</b>	41.7		41.8		42.1		41.3	
<b><u>AGE</u></b>								
Under 20 years					1	0.0%		0.0%
20 - 29 years	2,619	22.8%	2,571	22.3%	2,395	20.8%	2,316	19.8%
30 - 39 years	2,973	25.9%	3,053	26.4%	3,138	27.3%	3,242	27.8%
40 - 49 years	2,341	20.4%	2,388	20.7%	2,382	20.7%	2,484	21.3%
50 - 59 years	2,827	24.6%	2,701	23.4%	2,704	23.5%	2,631	22.5%
60+ years	726	6.3%	831	7.2%	877	7.6%	1,000	8.6%
<b>TOTAL</b>	<b>11,486</b>	<b>100.0%</b>	<b>11,544</b>	<b>100.0%</b>	<b>11,497</b>	<b>100.0%</b>	<b>11,673</b>	<b>100.0%</b>

1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included.

2. Data was captured on October 15.



## Teachers: Gender by School Type

	FY2007		FY2008		FY2009		FY2010	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b><u>ELEMENTARY SCHOOL</u></b>								
Male	457	8.6%	474	8.9%	470	8.8%	482	8.8%
Female	4,859	91.4%	4,868	91.1%	4,867	91.2%	4,990	91.2%
<b>TOTAL</b>	<b>5,316</b>	<b>100.0%</b>	<b>5,342</b>	<b>100.0%</b>	<b>5,337</b>	<b>100.0%</b>	<b>5,472</b>	<b>100.0%</b>
<b><u>MIDDLE SCHOOL</u></b>								
Male	636	26.5%	608	25.1%	586	24.5%	587	24.3%
Female	1,767	73.5%	1,810	74.9%	1,807	75.5%	1,828	75.7%
<b>TOTAL</b>	<b>2,403</b>	<b>100.0%</b>	<b>2,418</b>	<b>100.0%</b>	<b>2,393</b>	<b>100.0%</b>	<b>2,415</b>	<b>100.0%</b>
<b><u>HIGH SCHOOL</u></b>								
Male	1,136	35.9%	1,166	36.7%	1,177	37.1%	1,180	37.3%
Female	2,031	64.1%	2,008	63.3%	1,993	62.9%	1,985	62.7%
<b>TOTAL</b>	<b>3,167</b>	<b>100.0%</b>	<b>3,174</b>	<b>100.0%</b>	<b>3,170</b>	<b>100.0%</b>	<b>3,165</b>	<b>100.0%</b>
<b><u>CENTRAL OFFICE &amp; SPECIAL SCHOOLS</u></b>								
Male	45	10.1%	74	12.1%	72	12.1%	72	11.6%
Female	399	89.9%	536	87.9%	525	87.9%	549	88.4%
<b>TOTAL</b>	<b>444</b>	<b>100.0%</b>	<b>610</b>	<b>100.0%</b>	<b>597</b>	<b>100.0%</b>	<b>621</b>	<b>100.0%</b>
<b><u>ALL TEACHERS</u></b>								
Male	2,310	20.1%	2,322	20.1%	2,305	20.0%	2,321	19.9%
Female	9,176	79.9%	9,222	79.9%	9,192	80.0%	9,352	80.1%
<b>GRAND TOTAL</b>	<b>11,486</b>	<b>100.0%</b>	<b>11,544</b>	<b>100.0%</b>	<b>11,497</b>	<b>100.0%</b>	<b>11,673</b>	<b>100.0%</b>

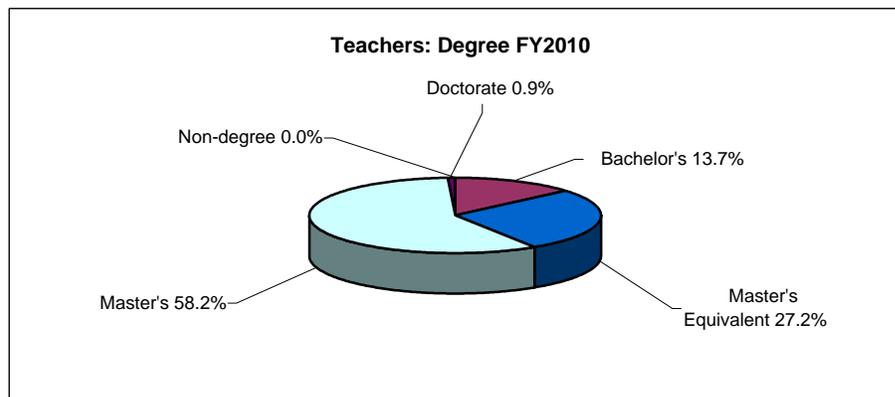
1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included.

2. Data was captured on October 15.

# Teachers: Degree by School Type

	FY2007		FY2008		FY2009		FY2010	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>ELEMENTARY SCHOOL</b>								
Non-degree	0	0.0%	3	0.1%	0	0.0%	0	0.0%
Bachelor's	1,227	23.1%	1,154	21.6%	1,036	19.4%	994	18.2%
Master's Equivalent	1,518	28.6%	1,527	28.6%	1,506	28.2%	1,504	27.5%
Master's	2,552	48.0%	2,635	49.3%	2,774	52.0%	2,954	54.0%
Doctorate	19	0.4%	23	0.4%	21	0.4%	20	0.4%
<b>TOTAL</b>	<b>5,316</b>	<b>100.0%</b>	<b>5,342</b>	<b>100.0%</b>	<b>5,337</b>	<b>100.0%</b>	<b>5,472</b>	<b>100.0%</b>
<b>MIDDLE SCHOOL</b>								
Non-degree	0	0.0%	4	0.2%	0	0.0%	0	0.0%
Bachelor's	370	15.4%	350	14.5%	302	12.6%	264	10.9%
Master's Equivalent	726	30.2%	714	29.5%	678	28.3%	666	27.6%
Master's	1,284	53.4%	1,328	54.9%	1,394	58.3%	1,468	60.8%
Doctorate	23	1.0%	22	0.9%	19	0.8%	17	0.7%
<b>TOTAL</b>	<b>2,403</b>	<b>100.0%</b>	<b>2,418</b>	<b>100.0%</b>	<b>2,393</b>	<b>100.0%</b>	<b>2,415</b>	<b>100.0%</b>
<b>HIGH SCHOOL</b>								
Non-degree	2	0.1%	4	0.1%	5	0.2%	4	0.1%
Bachelor's	450	14.2%	403	12.7%	362	11.4%	301	9.5%
Master's Equivalent	940	29.7%	916	28.9%	892	28.1%	902	28.5%
Master's	1,733	54.7%	1,806	56.9%	1,865	58.8%	1,904	60.2%
Doctorate	42	1.3%	45	1.4%	46	1.5%	54	1.7%
<b>TOTAL</b>	<b>3,167</b>	<b>100.0%</b>	<b>3,174</b>	<b>100.0%</b>	<b>3,170</b>	<b>100.0%</b>	<b>3,165</b>	<b>100.0%</b>
<b>CENTRAL OFFICE AND SPECIAL SCHOOLS</b>								
Non-degree	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Bachelor's	58	9.7%	51	8.4%	46	7.7%	40	6.4%
Master's Equivalent	118	19.7%	112	18.4%	108	18.1%	104	16.7%
Master's	414	69.0%	434	71.1%	431	72.2%	465	74.9%
Doctorate	10	1.7%	13	2.1%	12	2.0%	12	1.9%
<b>TOTAL</b>	<b>600</b>	<b>100.0%</b>	<b>610</b>	<b>100.0%</b>	<b>597</b>	<b>100.0%</b>	<b>621</b>	<b>100.0%</b>
<b>ALL TEACHERS</b>								
Non-degree	2	0.0%	11	0.1%	5	0.0%	4	0.0%
Bachelor's	2,105	18.3%	1,958	17.0%	1,746	15.2%	1,599	13.7%
Master's Equivalent	3,302	28.7%	3,269	28.3%	3,184	27.7%	3,176	27.2%
Master's	5,983	52.1%	6,203	53.7%	6,464	56.2%	6,791	58.2%
Doctorate	94	0.8%	103	0.9%	98	0.9%	103	0.9%
<b>GRAND TOTAL</b>	<b>11,486</b>	<b>100.0%</b>	<b>11,544</b>	<b>100.0%</b>	<b>11,497</b>	<b>100.0%</b>	<b>11,673</b>	<b>100.0%</b>

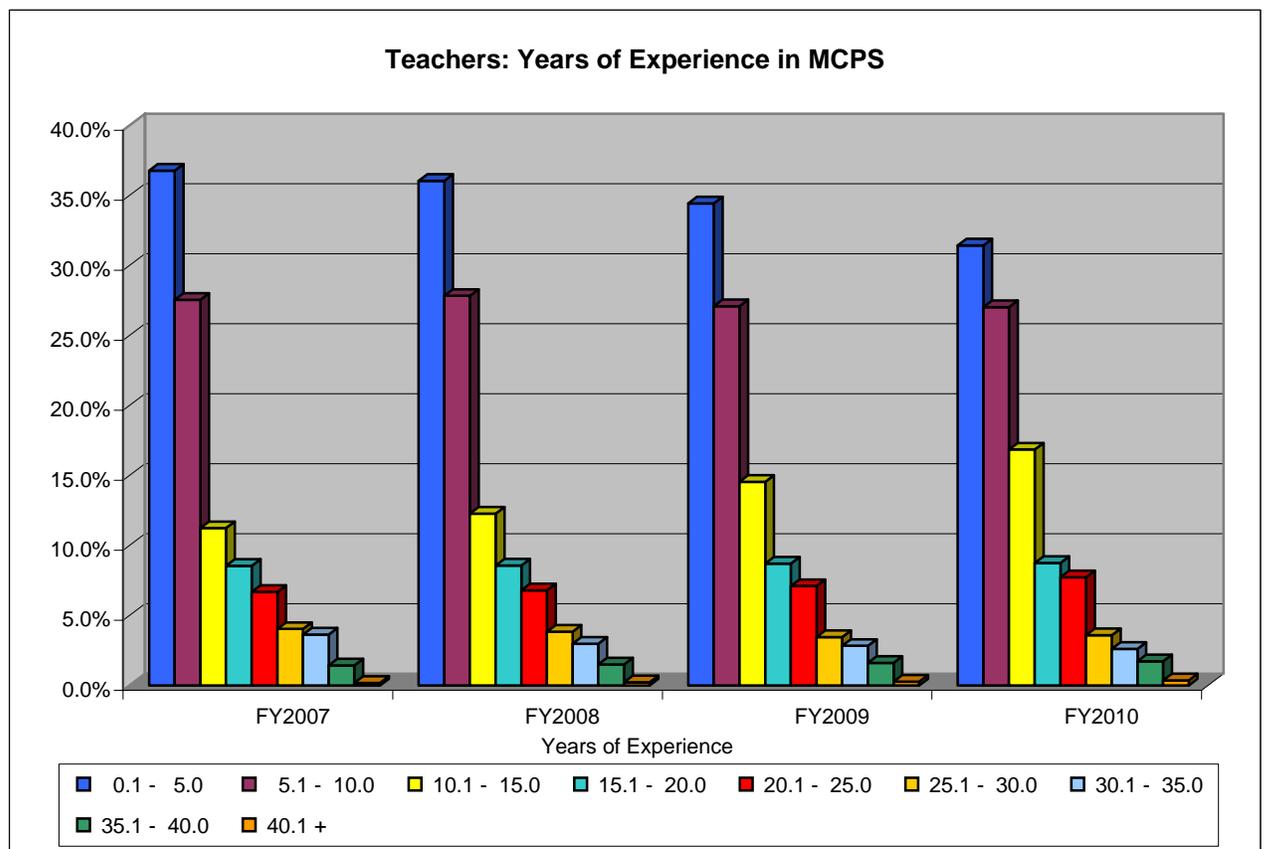
1. Data was captured on October 15.



# Teachers: Years of Experience in MCPS

Years of Experience	FY2007		FY2008		FY2009		FY2010	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	4,221	36.7%	4,159	36.0%	3,956	34.4%	3,667	31.4%
5.1 - 10.0	3,162	27.5%	3,211	27.8%	3,114	27.1%	3,153	27.0%
10.1 - 15.0	1,290	11.2%	1,416	12.3%	1,672	14.5%	1,966	16.8%
15.1 - 20.0	981	8.5%	989	8.6%	1,000	8.7%	1,021	8.7%
20.1 - 25.0	767	6.7%	784	6.8%	816	7.1%	901	7.7%
25.1 - 30.0	463	4.0%	443	3.8%	396	3.4%	418	3.6%
30.1 - 35.0	418	3.6%	343	3.0%	325	2.8%	304	2.6%
35.1 - 40.0	164	1.4%	172	1.5%	186	1.6%	201	1.7%
40.1 +	20	0.2%	27	0.2%	32	0.3%	42	0.4%
<b>TOTAL</b>	<b>11,486</b>	<b>100.0%</b>	<b>11,544</b>	<b>100.0%</b>	<b>11,497</b>	<b>100.0%</b>	<b>11,673</b>	<b>100.0%</b>

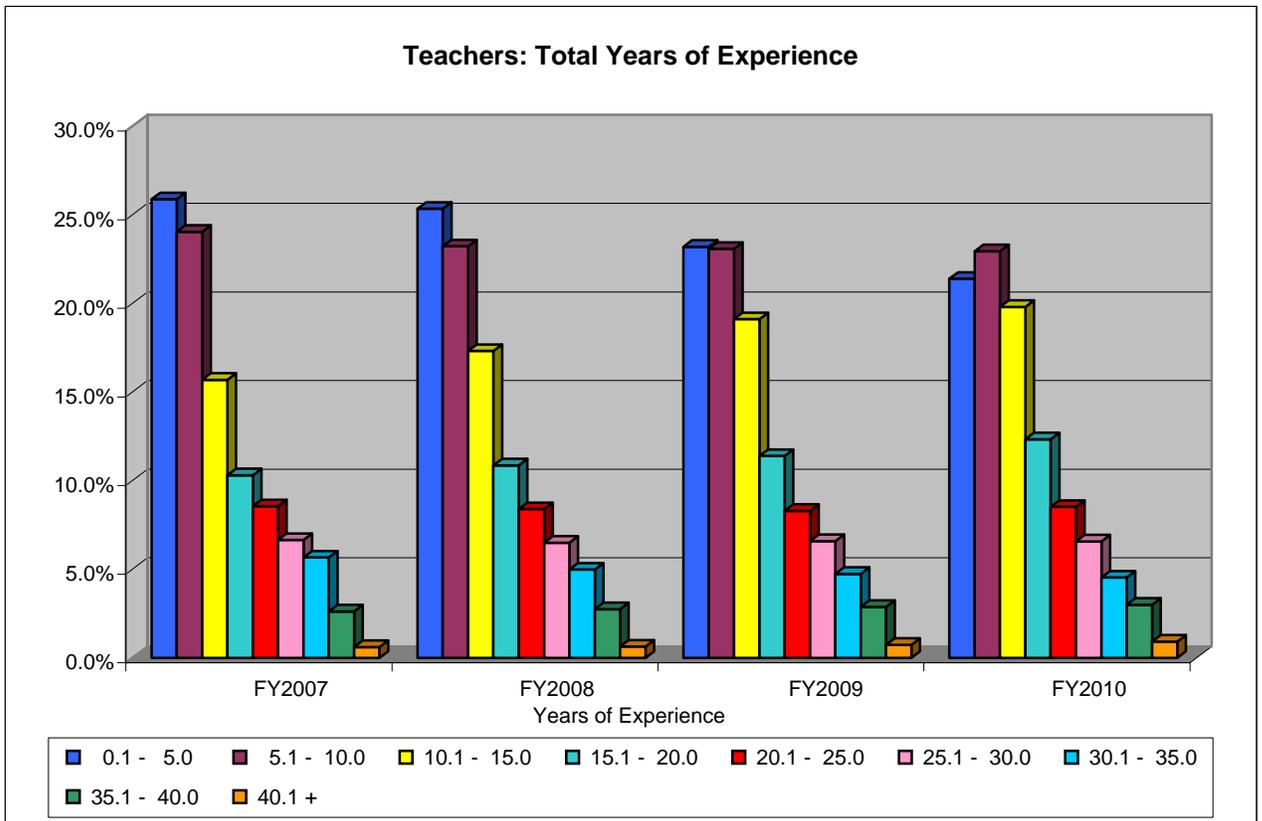
1. Data reflects prior and continuous years worked in MCPS in an administrative or professional position (adjusted for periods of long term leave). Distinct years of experience for either teaching or administrative positions are not available.



# Teachers: Total Years of Experience

Years of Experience	FY2007		FY2008		FY2009		FY2010	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	2,973	25.9%	2,926	25.3%	2,667	23.2%	2,497	21.4%
5.1 - 10.0	2,761	24.0%	2,681	23.2%	2,654	23.1%	2,678	22.9%
10.1 - 15.0	1,802	15.7%	1,999	17.3%	2,197	19.1%	2,312	19.8%
15.1 - 20.0	1,183	10.3%	1,254	10.9%	1,310	11.4%	1,440	12.3%
20.1 - 25.0	982	8.5%	969	8.4%	953	8.3%	994	8.5%
25.1 - 30.0	764	6.7%	750	6.5%	757	6.6%	767	6.6%
30.1 - 35.0	650	5.7%	575	5.0%	545	4.7%	529	4.5%
35.1 - 40.0	301	2.6%	317	2.7%	330	2.9%	349	3.0%
40.1 +	70	0.6%	73	0.6%	84	0.7%	107	0.9%
<b>TOTAL</b>	<b>11,486</b>	<b>100.0%</b>	<b>11,544</b>	<b>100.0%</b>	<b>11,497</b>	<b>100.0%</b>	<b>11,673</b>	<b>100.0%</b>

1. Data reflects years worked as an administrator or professional within MCPS or other agency. Distinct years of experience for either teaching or administrative positions are not available.



# Teachers: Salary Schedule Placement

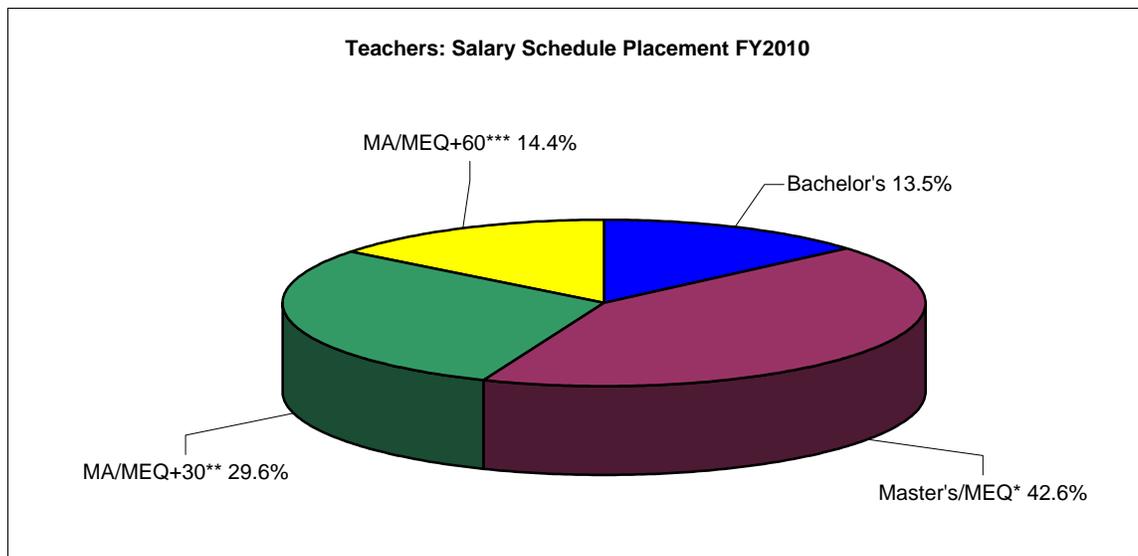
Step	FY2010									
	Bachelor's		Master's/MEQ*		MA/MEQ+30**		MA/MEQ+60***		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
1	185	11.8%	178	3.6%	20	0.6%	12	0.7%	395	3.4%
2	185	11.8%	185	3.7%	26	0.8%	18	1.1%	414	3.5%
3	246	15.6%	215	4.3%	55	1.6%	17	1.0%	533	4.6%
4	261	16.6%	243	4.9%	70	2.0%	30	1.8%	604	5.2%
5	216	13.7%	296	6.0%	90	2.6%	23	1.4%	625	5.4%
6	143	9.1%	297	6.0%	98	2.8%	39	2.3%	577	4.9%
7	94	6.0%	261	5.3%	107	3.1%	49	2.9%	511	4.4%
8	74	4.7%	297	6.0%	139	4.0%	44	2.6%	554	4.7%
9	52	3.3%	322	6.5%	165	4.8%	59	3.5%	598	5.1%
10	117	7.4%	324	6.5%	166	4.8%	70	4.2%	677	5.8%
11			291	5.9%	200	5.8%	59	3.5%	550	4.7%
12			286	5.8%	206	6.0%	76	4.5%	568	4.9%
13			221	4.4%	213	6.2%	79	4.7%	513	4.4%
14			198	4.0%	190	5.5%	88	5.2%	476	4.1%
15			135	2.7%	143	4.1%	71	4.2%	349	3.0%
16			140	2.8%	144	4.2%	77	4.6%	361	3.1%
17			111	2.2%	102	3.0%	69	4.1%	282	2.4%
18			106	2.1%	147	4.3%	62	3.7%	315	2.7%
19-24			414	8.3%	466	13.5%	316	18.8%	1,196	10.2%
25			448	9.0%	703	20.4%	424	25.2%	1,575	13.5%
<b>TOTAL</b>	<b>1,573</b>	<b>13.5%</b>	<b>4,968</b>	<b>42.6%</b>	<b>3,450</b>	<b>29.6%</b>	<b>1,682</b>	<b>14.4%</b>	<b>11,673</b>	<b>100.0%</b>

1. Data reflects the number of permanent employees by head count.

\* Master's/MEQ: Master's degree or Master's Equivalent.

\*\* MA/MEQ+30: Master's degree or Master's Equivalent plus 30 additional credit hours.

\*\*\* MA/MEQ+60: Master's degree or Master's Equivalent plus 60 additional credit hours.



# Teachers: Annual Salary FY2010

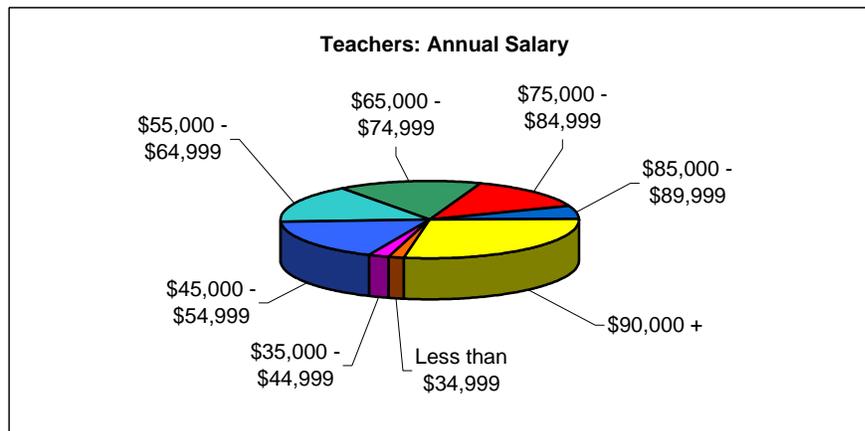
Annual Salary	Number	Percent
Less than \$29,999	89	0.8%
\$30,000 - \$34,999	95	0.8%
\$35,000 - \$39,999	130	1.1%
\$40,000 - \$44,999	144	1.2%
\$45,000 - \$49,999	896	7.7%
\$50,000 - \$54,999	1128	9.7%
\$55,000 - \$59,999	964	8.3%
\$60,000 - \$64,999	911	7.8%
\$65,000 - \$69,999	876	7.5%
\$70,000 - \$74,999	921	7.9%
\$75,000 - \$79,999	910	7.8%
\$80,000 - \$84,999	701	6.0%
\$85,000 - \$89,999	618	5.3%
\$90,000 - \$94,999	759	6.5%
\$95,000 +	2531	21.7%
<b>TOTAL</b>	<b>11,673</b>	<b>100.0%</b>

Data as of October 15, 2010.

Teachers: Average Salaries*	
FY 2010	\$76,486
FY2009	\$75,500
FY 2008	\$71,030
FY 2007	\$66,722

\* Average salary calculation: Salaries/filled FTE.

- Salaries presented reflect actual salaries not adjusted for full time equivalency (FTE).
- Data reflects the number of permanent employees by head count.



# Teachers: Certification Type

Fiscal Year	Number of Teachers	Standard Professional Certificate*		Advanced Professional Certificate**		Maryland Board of Examiners License***		Conditional Degree Certificate****		Resident Teacher Certificate*****		Certification Data not Available or Not Needed	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2009	11,421	3,761	32.9%	7,260	63.6%	276	2.4%	103	0.9%	11	0.1%	10	0.1%
FY2008	11,447	4,193	36.6%	6,845	59.8%	239	2.1%	154	1.3%	6	0.1%	10	0.1%
FY2007	11,415	4,189	36.7%	6,703	58.7%	227	2.0%	239	2.1%	14	0.1%	43	0.4%
FY2006	11,147	3,787	34.0%	6,897	61.9%	226	2.0%	224	2.0%	4	0.0%	9	0.1%

1. Certification data is not complete in the HR system until February. Data was collected June of the fiscal year.

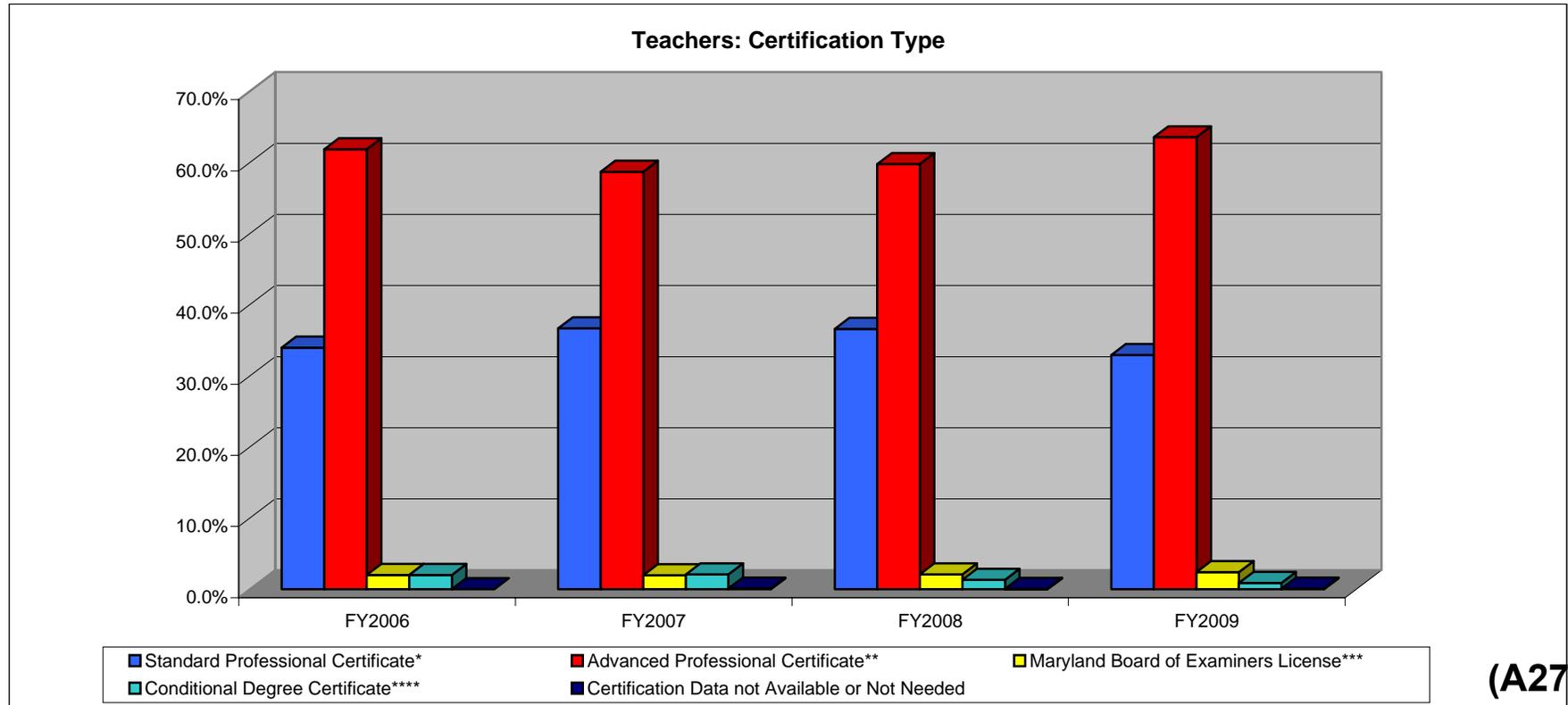
\* The Standard Professional Certificate is a professional certificate in the state of Maryland.

\*\* The Advanced Professional Certificate is the highest professional certificate in the state of Maryland.

\*\*\* Maryland Board of Examiners License is required for Speech Pathologists, Occupational & Physical Therapists, and Social Workers hired by MCPS.

\*\*\*\* Conditional Degree Certificate is one held by an educator holding a bachelor's degree or higher who does not meet the requirements for a standard or advanced certificate.

\*\*\*\*\* Resident Teacher Certificate is one held by an educator holding a bachelor's degree or higher who has content expertise, is highly qualified and is meeting the requirements for a standard or advanced certificate through an alternative program.

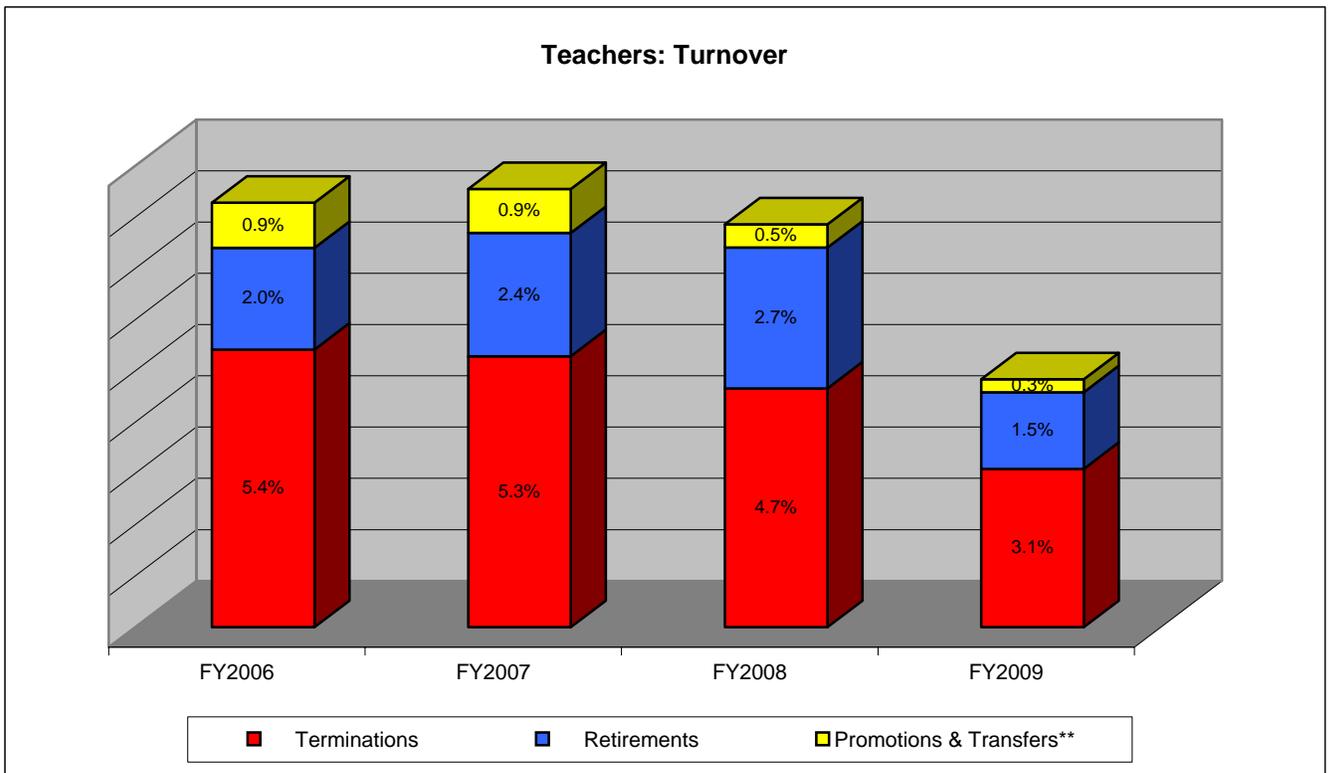


# Teachers: Turnover

Fiscal Year	Number of Teachers*	Terminations		Retirements		Promotions & Transfers**		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2009	11,905	368	3.1%	178	1.5%	30	0.3%	576	4.8%
FY2008	11,929	556	4.7%	328	2.7%	54	0.5%	938	7.9%
FY2007	11,929	631	5.3%	287	2.4%	102	0.9%	1020	8.6%
FY2006	11,661	632	5.4%	231	2.0%	103	0.9%	966	8.3%

\* Total number of teachers is based upon a snapshot taken in the fall of each fiscal year.

\*\* Promotion is defined to be a teacher moving to a higher graded non-teacher position. A teacher moving from one school to another is not counted as a promotion. Transfer is defined to be a teacher no longer in a teaching position.



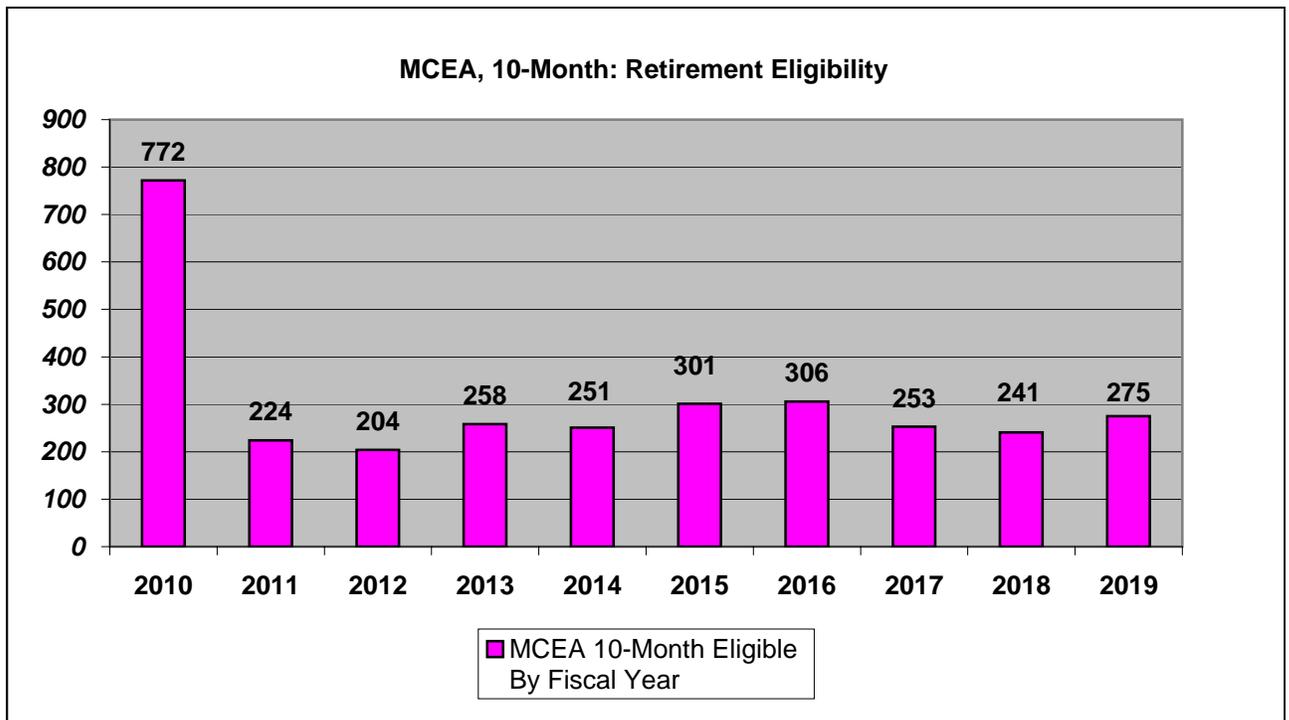
# Teachers: Retirement Eligibility

Fiscal Year	MCEA 10-Month Eligible By Fiscal Year	Percent of Total
2010	772	6.6%
2011	224	1.9%
2012	204	1.7%
2013	258	2.2%
2014	251	2.1%
2015	301	2.6%
2016	306	2.6%
2017	253	2.2%
2018	241	2.1%
2019	275	2.3%
<b>Eligible within 10 years</b>	<b>3,085</b>	<b>26.4%</b>
<b>Total MCEA 10-Month</b>	<b>11,704</b>	<b>100.0%</b>

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members are eligible for retirement after 30 years of service or at age 62 with at least 5 years of service.

3. Certain service data history for old Retirement Plan members is not maintained in the computerized retirement system and therefore information for Retirement plan members is not included in the above chart.



**10-month MCEA Montgomery County Education Association Personnel (MCEA) -  
Counselors:**

Demographic Profile by School Type

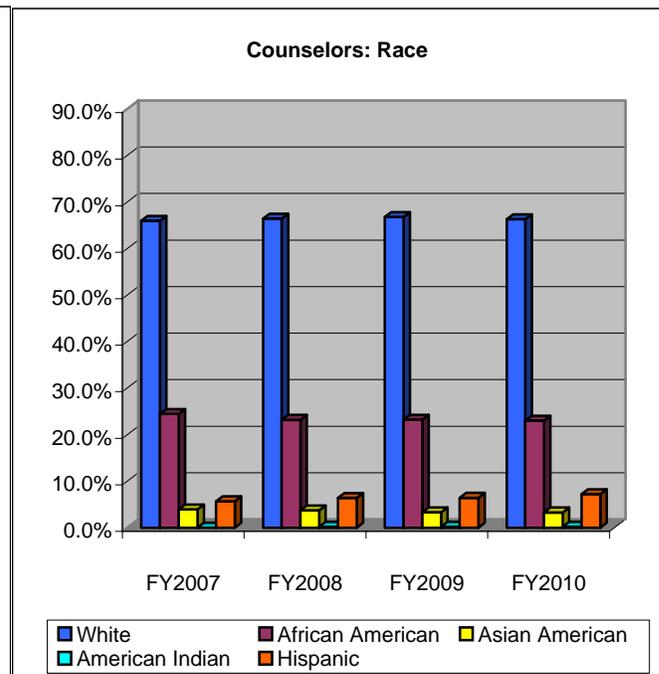
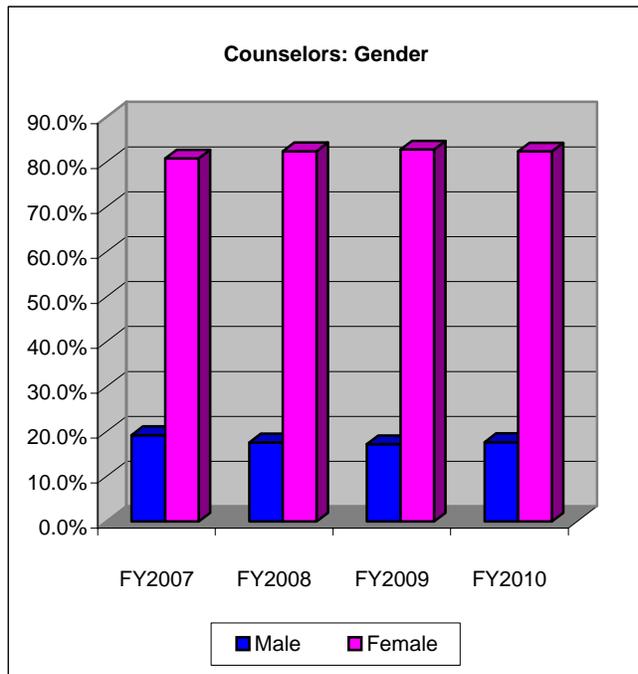
Demographic Profile

# Counselors: Demographic Profile

	FY2007		FY2008		FY2009		FY2010	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>GENDER</b>								
Male	88	19.2%	85	17.6%	83	17.2%	86	17.7%
Female	370	80.8%	398	82.4%	399	82.8%	401	82.3%
<b>TOTAL</b>	<b>458</b>	<b>100.0%</b>	<b>483</b>	<b>100.0%</b>	<b>482</b>	<b>100.0%</b>	<b>487</b>	<b>100.0%</b>
<b>RACE</b>								
White	302	65.9%	321	66.5%	322	66.8%	323	66.3%
African American	112	24.5%	112	23.2%	112	23.2%	112	23.0%
Asian American	18	3.9%	18	3.7%	16	3.3%	16	3.3%
American Indian	0	0.0%	1	0.2%	1	0.2%	1	0.2%
Hispanic	26	5.7%	31	6.4%	31	6.4%	35	7.2%
<b>TOTAL</b>	<b>458</b>	<b>100.0%</b>	<b>483</b>	<b>100.0%</b>	<b>482</b>	<b>100.0%</b>	<b>487</b>	<b>100.0%</b>

1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included.

2. Data was captured on October 15.



# Counselors: Demographic Profile

	FY2007		FY2008		FY2009		FY2010	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b><u>ELEMENTARY SCHOOL</u></b>								
<b><u>Gender</u></b>								
Male	8	6.2%	9	6.8%	7	5.3%	9	6.7%
Female	122	93.8%	123	93.2%	124	94.7%	126	93.3%
<b>TOTAL</b>	<b>130</b>	<b>100.0%</b>	<b>132</b>	<b>100.0%</b>	<b>131</b>	<b>100.0%</b>	<b>135</b>	<b>100.0%</b>
<b><u>Race</u></b>								
White	102	78.5%	105	79.5%	103	78.6%	106	78.5%
African American	20	15.4%	19	14.4%	20	15.3%	20	14.8%
Asian American	2	1.5%	3	2.3%	3	2.3%	4	3.0%
American Indian	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Hispanic	6	4.6%	5	3.8%	5	3.8%	5	3.7%
<b>TOTAL</b>	<b>130</b>	<b>100.0%</b>	<b>132</b>	<b>100.0%</b>	<b>131</b>	<b>100.0%</b>	<b>135</b>	<b>100.0%</b>
<b><u>MIDDLE SCHOOL</u></b>								
<b><u>Gender</u></b>								
Male	27	20.0%	25	16.9%	25	16.9%	25	16.7%
Female	108	80.0%	123	83.1%	123	83.1%	125	83.3%
<b>TOTAL</b>	<b>135</b>	<b>100.0%</b>	<b>148</b>	<b>100.0%</b>	<b>148</b>	<b>100.0%</b>	<b>150</b>	<b>100.0%</b>
<b><u>Race</u></b>								
White	86	63.7%	95	64.2%	96	64.9%	93	62.0%
African American	40	29.6%	42	28.4%	43	29.1%	46	30.7%
Asian American	4	3.0%	4	2.7%	2	1.4%	1	0.7%
American Indian	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Hispanic	5	3.7%	7	4.7%	7	4.7%	10	6.7%
<b>TOTAL</b>	<b>135</b>	<b>100.0%</b>	<b>148</b>	<b>100.0%</b>	<b>148</b>	<b>100.0%</b>	<b>150</b>	<b>100.0%</b>
<b><u>HIGH SCHOOL</u></b>								
<b><u>Gender</u></b>								
Male	50	27.8%	49	26.1%	50	26.6%	51	26.2%
Female	130	72.2%	139	73.9%	138	73.4%	144	73.8%
<b>TOTAL</b>	<b>180</b>	<b>100.0%</b>	<b>188</b>	<b>100.0%</b>	<b>188</b>	<b>100.0%</b>	<b>195</b>	<b>100.0%</b>
<b><u>Race</u></b>								
White	110	61.1%	116	61.7%	118	62.8%	121	62.1%
African American	51	28.3%	50	26.6%	48	25.5%	45	23.1%
Asian American	9	5.0%	8	4.3%	8	4.3%	8	4.1%
American Indian	0	0.0%	1	0.5%	1	0.5%	1	0.5%
Hispanic	10	5.6%	13	6.9%	13	6.9%	20	10.3%
<b>TOTAL</b>	<b>180</b>	<b>100.0%</b>	<b>188</b>	<b>100.0%</b>	<b>188</b>	<b>100.0%</b>	<b>195</b>	<b>100.0%</b>
<b><u>CENTRAL OFFICE AND SPECIAL SCHOOLS</u></b>								
<b><u>Gender</u></b>								
Male	3	23.1%	2	13.3%	1	6.7%	1	14.3%
Female	10	76.9%	13	86.7%	14	93.3%	6	85.7%
<b>TOTAL</b>	<b>13</b>	<b>100.0%</b>	<b>15</b>	<b>100.0%</b>	<b>15</b>	<b>100.0%</b>	<b>7</b>	<b>100.0%</b>
<b><u>Race</u></b>								
White	4	30.8%	5	33.3%	5	33.3%	3	42.9%
African American	1	7.7%	1	6.7%	1	6.7%	1	14.3%
Asian American	3	23.1%	3	20.0%	3	20.0%	3	42.9%
American Indian	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Hispanic	5	38.5%	6	40.0%	6	40.0%	0	0.0%
<b>TOTAL</b>	<b>13</b>	<b>100.0%</b>	<b>15</b>	<b>100.0%</b>	<b>15</b>	<b>100.0%</b>	<b>7</b>	<b>100.0%</b>
<b>GRAND TOTAL</b>	<b>458</b>		<b>483</b>		<b>482</b>		<b>487</b>	

1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included.

2. Data was captured on October 15.

3. Counselors assigned to non-school based offices service ESOL students, students in alternative programs, and students in special schools.

**10 and 12-month SEIU Local 500 Personnel:**

Demographic Profile  
Salary Schedule Placement  
Total Years of Experience  
Turnover

Paraeducators Demographic Profile  
Paraeducators Degree by School Type  
Paraeducators Degree (Summary and Graph)  
Paraeducators Title I Highly Qualified Competency  
Paraeducators Title I Competency by School  
Paraeducators Turnover

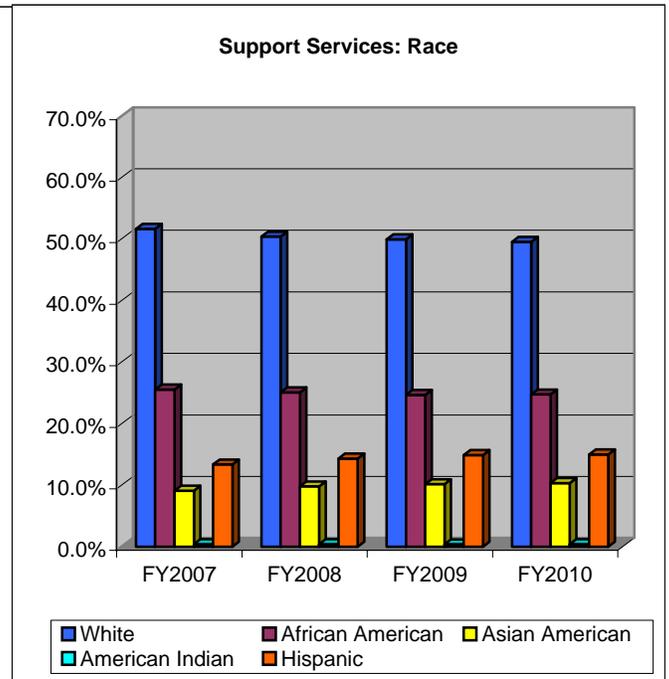
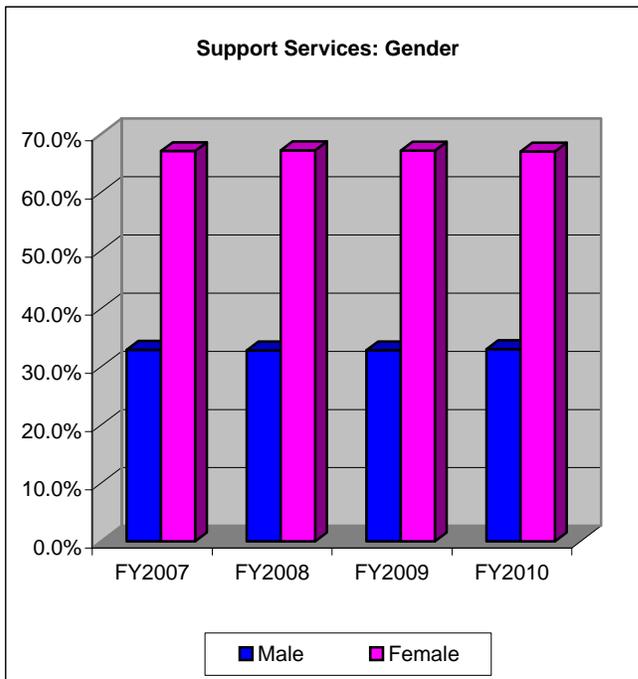
SEIU Retirement Eligibility

# Support Services: Demographic Profile

	FY2007		FY2008		FY2009		FY2010	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>GENDER</b>								
Male	3,024	32.9%	3,048	32.8%	3,048	32.8%	3,090	33.0%
Female	6,159	67.1%	6,246	67.2%	6,234	67.2%	6,265	67.0%
<b>TOTAL</b>	<b>9,183</b>	<b>100.0%</b>	<b>9,294</b>	<b>100.0%</b>	<b>9,282</b>	<b>100.0%</b>	<b>9,355</b>	<b>100.0%</b>
<b>RACE</b>								
White	4,742	51.6%	4,682	50.4%	4,635	49.9%	4,633	49.5%
African American	2,344	25.5%	2,331	25.1%	2,288	24.6%	2,314	24.7%
Asian American	834	9.1%	910	9.8%	942	10.1%	968	10.3%
American Indian	36	0.4%	39	0.4%	36	0.4%	38	0.4%
Hispanic	1,227	13.4%	1,332	14.3%	1,381	14.9%	1,402	15.0%
<b>TOTAL</b>	<b>9,183</b>	<b>100.0%</b>	<b>9,294</b>	<b>100.0%</b>	<b>9,282</b>	<b>100.0%</b>	<b>9,355</b>	<b>100.0%</b>
<b>AGE</b>								
Under 20 years	20	0.2%	12	0.1%	9	0.1%	2	0.0%
20 - 29 years	649	7.1%	668	7.2%	636	6.9%	601	6.4%
30 - 39 years	1,244	13.5%	1,188	12.8%	1,114	12.0%	1,080	11.5%
40 - 49 years	2,954	32.2%	2,895	31.1%	2,785	30.0%	2,713	29.0%
50 - 59 years	3,141	34.2%	3,237	34.8%	3,326	35.8%	3,416	36.5%
60+ years	1,175	12.8%	1,294	13.9%	1,412	15.2%	1,543	16.5%
<b>TOTAL</b>	<b>9,183</b>	<b>100.0%</b>	<b>9,294</b>	<b>100.0%</b>	<b>9,282</b>	<b>100.0%</b>	<b>9,355</b>	<b>100.0%</b>

1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included.

2. Data was captured on October 15.



# Support Services: Salary Schedule Placement

FY2010												
Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Total Count	Percent on Grade
	Count											
6	130	133	110	146	100	130	100	211	54	369	1,483	13.7%
7	140	74	142	103	89	153	59	53	41	298	1,152	10.7%
8	0	0	3	3	1	0	1	1	1	14	24	0.2%
9	0	4	3	1	0	1	3	2	8	34	56	0.5%
10	8	10	10	11	15	16	15	26	14	58	183	1.7%
11	227	174	268	185	104	72	130	144	147	473	1,924	17.8%
12	241	178	176	166	130	95	116	101	201	710	2,114	19.6%
13	12	50	88	102	114	110	155	106	169	759	1,665	15.4%
14	16	23	25	37	45	25	38	49	28	191	477	4.4%
15	10	9	16	16	19	18	24	23	47	188	370	3.4%
16	9	22	21	32	27	44	35	96	71	171	528	4.9%
17	2	6	15	13	7	9	13	16	25	90	196	1.8%
18	0	5	2	1	2	5	7	12	12	26	72	0.7%
19	0	4	2	3	5	7	5	9	19	38	92	0.9%
20	1	5	13	11	10	12	10	12	21	70	165	1.5%
21	0	0	1	1	3	4	2	2	6	13	32	0.3%
22	0	0	2	4	2	2	6	3	2	24	45	0.4%
23	1	1	1	9	4	10	21	6	2	32	87	0.8%
24	2	0	1	0	2	2	1	1	3	12	24	0.2%
25	0	0	2	3	3	3	3	3	5	39	61	0.6%
26	1	1	0	0	1	0	0	3	0	5	11	0.1%
27	0	0	0	0	0	0	2	1	0	28	31	0.3%
<b>TOTAL</b>	<b>800</b>	<b>699</b>	<b>901</b>	<b>847</b>	<b>683</b>	<b>718</b>	<b>746</b>	<b>880</b>	<b>876</b>	<b>3,642</b>	<b>10,792</b>	<b>100.0%</b>
<b>% on Step</b>	<b>7.4%</b>	<b>6.5%</b>	<b>8.3%</b>	<b>7.8%</b>	<b>6.3%</b>	<b>6.7%</b>	<b>6.9%</b>	<b>8.2%</b>	<b>8.1%</b>	<b>33.7%</b>	<b>100.0%</b>	

1. Currently there are no MCPS positions in grades 1,2,3 or 5.

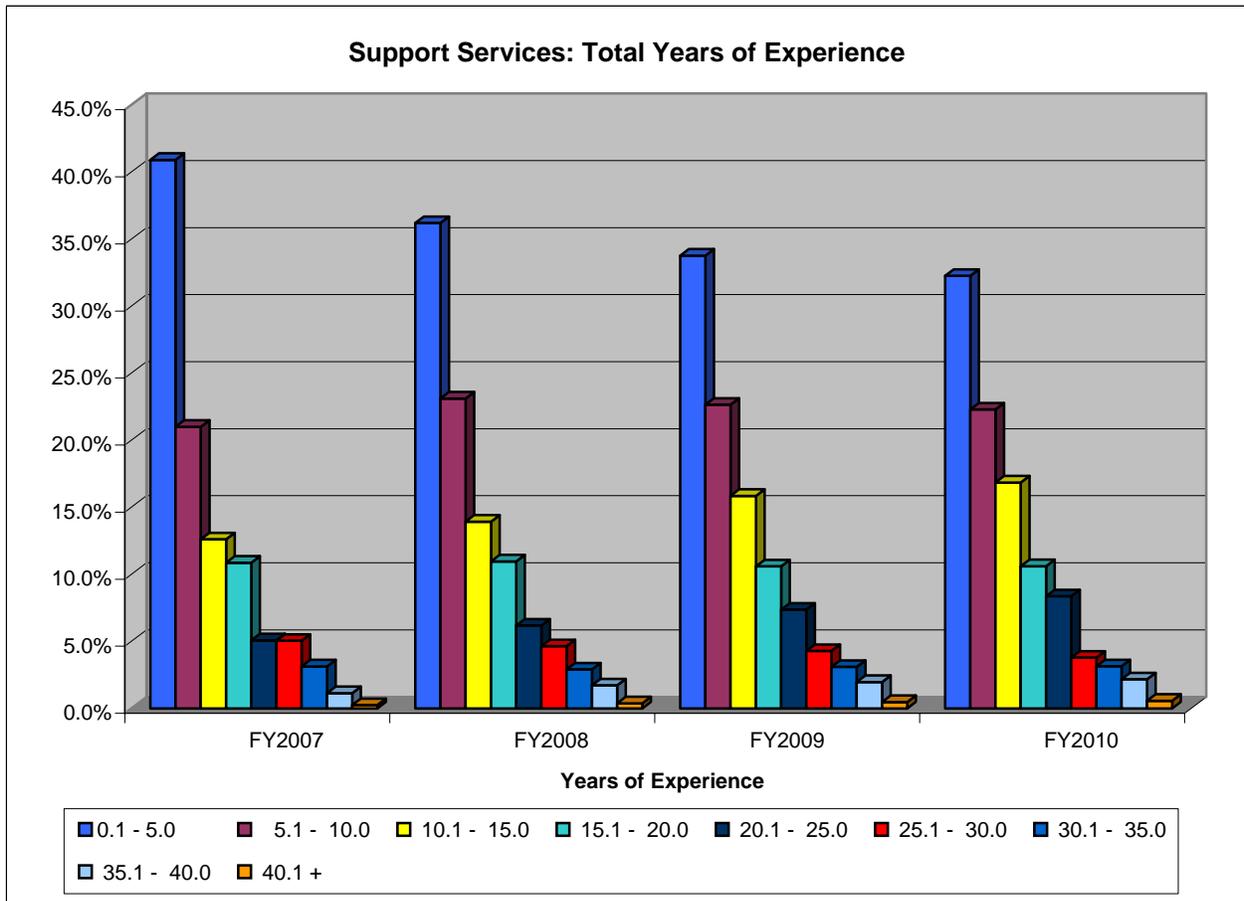
2. The figures above reflect number of assignments. An employee in multiple positions could be in multiple pay grades.

3. The figures above reflect filled positions as of October 15.

# Support Services: Total Years of Experience

Years of Experience	FY2007		FY2008		FY2009		FY2010	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	3,756	40.9%	3,364	36.2%	3,133	33.8%	3,017	32.3%
5.1 - 10.0	1,928	21.0%	2,147	23.1%	2,102	22.6%	2,085	22.3%
10.1 - 15.0	1,158	12.6%	1,294	13.9%	1,471	15.8%	1,575	16.8%
15.1 - 20.0	998	10.9%	1,019	11.0%	983	10.6%	992	10.6%
20.1 - 25.0	466	5.1%	574	6.2%	683	7.4%	782	8.4%
25.1 - 30.0	463	5.0%	431	4.6%	397	4.3%	354	3.8%
30.1 - 35.0	287	3.1%	270	2.9%	287	3.1%	294	3.1%
35.1 - 40.0	104	1.1%	160	1.7%	182	2.0%	203	2.2%
40.1 +	23	0.3%	35	0.4%	44	0.5%	53	0.6%
<b>TOTAL</b>	<b>9,183</b>	<b>100.0%</b>	<b>9,294</b>	<b>100.0%</b>	<b>9,282</b>	<b>100.0%</b>	<b>9,355</b>	<b>100.0%</b>

1. Data reflects years worked within MCPS or other county agency.

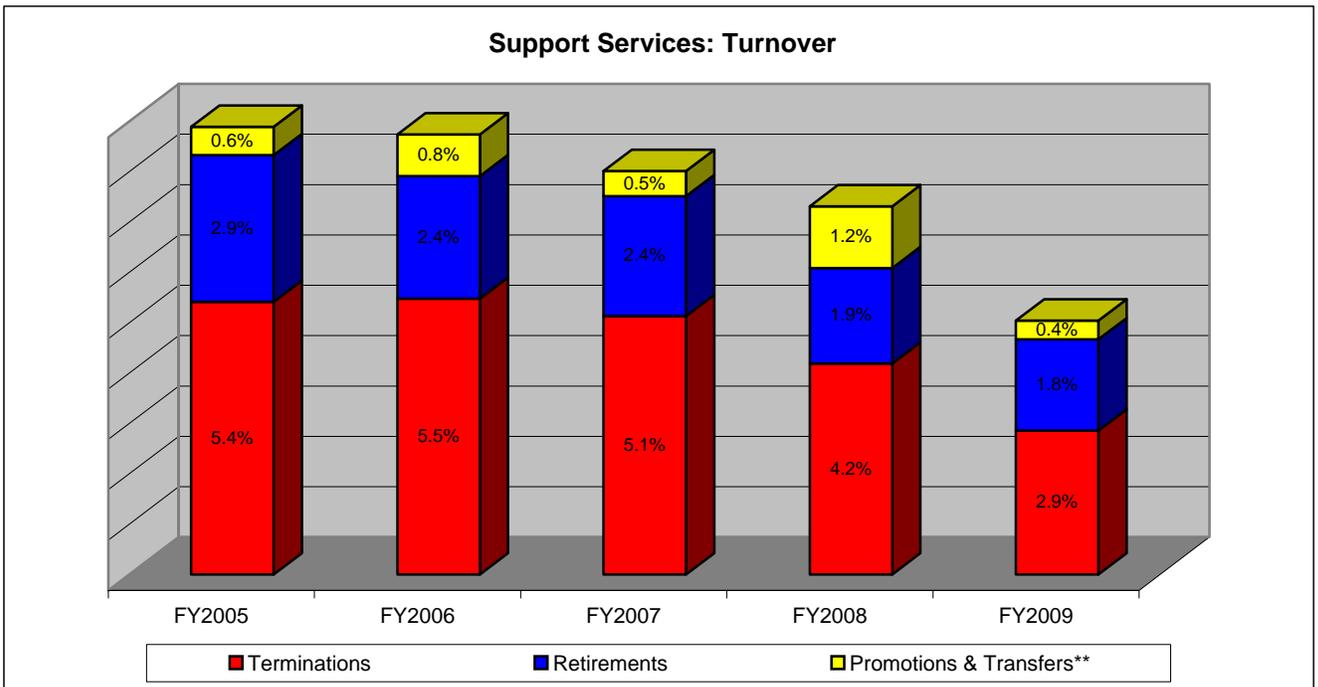


# Support Services: Turnover

Fiscal Year	Number of Support Services*	Terminations		Retirements		Promotions & Transfers**		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2009	9,384	268	2.9%	170	1.8%	35	0.4%	473	5.0%
FY2008	9,523	399	4.2%	180	1.9%	117	1.2%	696	7.3%
FY2007	9,323	478	5.1%	222	2.4%	47	0.5%	747	8.0%
FY2006	9,080	497	5.5%	221	2.4%	75	0.8%	793	8.7%
FY2005	8,831	478	5.4%	257	2.9%	50	0.6%	785	8.9%

\* Total number of support services is based upon a snapshot taken in the fall of each fiscal year.

\*\* Promotions & Transfers are defined to be a support services employee no longer in a support services position.



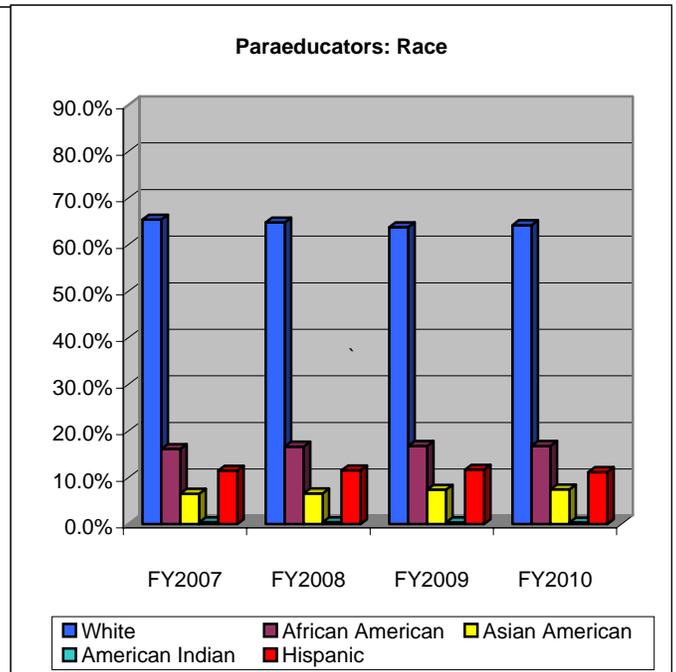
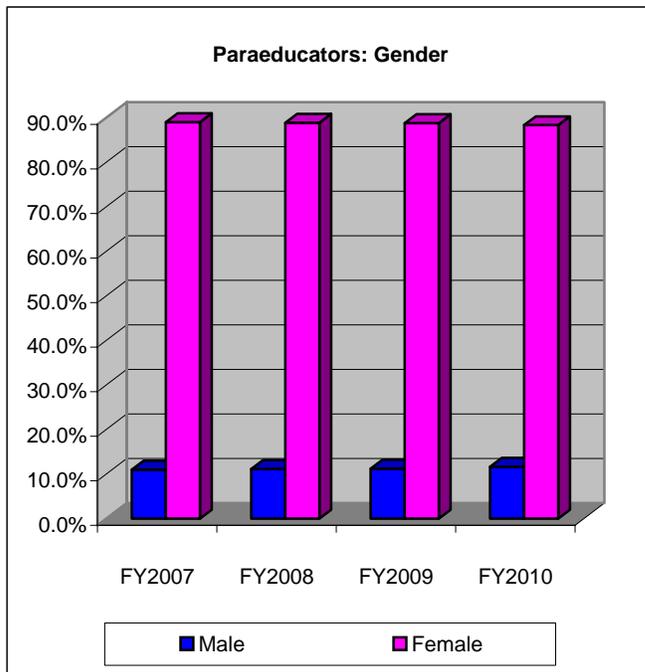
# Paraeducators: Demographic Profile

	FY2007		FY2008		FY2009		FY2010	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>GENDER</b>								
Male	272	11.0%	283	11.1%	289	11.2%	315	11.7%
Female	2,201	89.0%	2,263	88.9%	2,285	88.8%	2,386	88.3%
<b>TOTAL</b>	<b>2,473</b>	<b>100.0%</b>	<b>2,546</b>	<b>100.0%</b>	<b>2,574</b>	<b>100.0%</b>	<b>2,701</b>	<b>100.0%</b>
<b>RACE</b>								
White	1,617	65.4%	1,649	64.8%	1,641	63.8%	1,734	64.2%
African American	399	16.1%	424	16.7%	432	16.8%	453	16.8%
Asian American	162	6.6%	168	6.6%	190	7.4%	202	7.5%
American Indian	11	0.4%	11	0.4%	10	0.4%	10	0.4%
Hispanic	284	11.5%	294	11.5%	301	11.7%	302	11.2%
<b>TOTAL</b>	<b>2,473</b>	<b>100.0%</b>	<b>2,546</b>	<b>100.0%</b>	<b>2,574</b>	<b>100.0%</b>	<b>2,701</b>	<b>100.0%</b>

1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included.

2. Data reflects employees in the following positions: Paraeducator Special Education Itinerant, Paraeducator Special Education, Paraeducator (10&12 month), Paraeducator Special Programs, Paraeducator ESOL, Paraeducator Focus, Paraeducator PreK, Paraeducator Head Start, Paraeducator JROTC, Paraeducator Computer Lab, and Instructional Data Assistant.

3. Data was captured on October 15.



# Paraeducators: Degree by School Type

	FY2007		FY2008		FY2009		FY2010	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b><u>ELEMENTARY SCHOOL</u></b>								
Not available	37	3.0%	38	3.1%	38	3.1%	35	2.6%
HS	585	47.1%	579	46.6%	562	45.5%	569	42.1%
AA	124	10.0%	118	9.5%	116	9.4%	132	9.8%
Bachelor's	429	34.5%	443	35.6%	453	36.7%	533	39.4%
Master's	67	5.4%	67	5.4%	63	5.1%	81	6.0%
Doctorate	1	0.1%	2	0.2%	2	0.2%	3	0.2%
<b>TOTAL</b>	<b>1,243</b>	<b>100.0%</b>	<b>1,247</b>	<b>100.3%</b>	<b>1,234</b>	<b>100.0%</b>	<b>1,353</b>	<b>100.0%</b>
<b><u>MIDDLE SCHOOL</u></b>								
Not available	8	2.1%	10	2.6%	14	3.5%	9	2.1%
HS	165	44.0%	167	42.7%	170	42.8%	165	37.6%
AA	31	8.3%	31	7.9%	31	7.8%	47	10.7%
Bachelor's	149	39.7%	159	40.7%	158	39.8%	192	43.7%
Master's	22	5.9%	24	6.1%	24	6.0%	26	5.9%
Doctorate	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>TOTAL</b>	<b>375</b>	<b>100.0%</b>	<b>391</b>	<b>100.0%</b>	<b>397</b>	<b>100.0%</b>	<b>439</b>	<b>100.0%</b>
<b><u>HIGH SCHOOL</u></b>								
Not available	13	2.8%	11	2.2%	10	1.9%	6	1.2%
HS	199	42.3%	218	44.2%	217	40.6%	194	37.3%
AA	40	8.5%	37	7.5%	40	7.5%	46	8.8%
Bachelor's	181	38.4%	189	38.3%	222	41.6%	226	43.5%
Master's	35	7.4%	35	7.1%	42	7.9%	44	8.5%
Doctorate	3	0.6%	3	0.6%	3	0.6%	4	0.8%
<b>TOTAL</b>	<b>471</b>	<b>100.0%</b>	<b>493</b>	<b>100.0%</b>	<b>534</b>	<b>100.0%</b>	<b>520</b>	<b>100.0%</b>
<b><u>CENTRAL OFFICE AND SPECIAL SCHOOLS</u></b>								
Not available	15	3.9%	24	5.8%	23	5.6%	15	3.9%
HS	194	50.5%	197	47.5%	207	50.6%	165	42.4%
AA	34	8.9%	34	8.2%	33	8.1%	36	9.3%
Bachelor's	118	30.7%	131	31.6%	121	29.6%	144	37.0%
Master's	22	5.7%	28	6.7%	24	5.9%	28	7.2%
Doctorate	1	0.3%	1	0.2%	1	0.2%	1	0.3%
<b>TOTAL</b>	<b>384</b>	<b>100.0%</b>	<b>415</b>	<b>100.0%</b>	<b>409</b>	<b>100.0%</b>	<b>389</b>	<b>100.0%</b>
<b><u>ALL PARAEDUCATORS</u></b>								
Not available	73	3.0%	83	3.3%	85	3.3%	65	2.4%
HS	1,143	46.2%	1,161	45.6%	1,156	44.9%	1,093	40.5%
AA	229	9.3%	220	8.6%	220	8.5%	261	9.7%
Bachelor's	877	35.5%	922	36.2%	954	37.1%	1,095	40.5%
Master's	146	5.9%	154	6.0%	153	5.9%	179	6.6%
Doctorate	5	0.2%	6	0.2%	6	0.2%	8	0.3%
<b>GRAND TOTAL</b>	<b>2,473</b>	<b>100.0%</b>	<b>2,546</b>	<b>100.0%</b>	<b>2,574</b>	<b>100.0%</b>	<b>2,701</b>	<b>100.0%</b>

1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included.

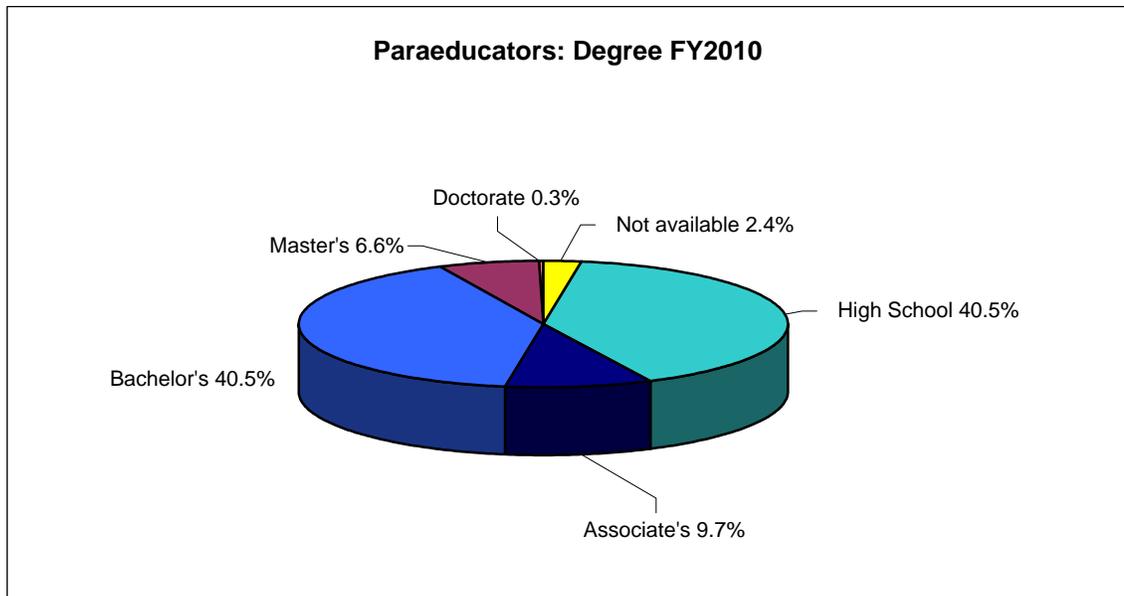
2. Data reflects employees in the following positions: Paraeducator Special Education Itinerant, Paraeducator Special Education, Paraeducator (10&12 month), Paraeducator Special Programs, Paraeducator ESOL, Paraeducator Focus, Paraeducator PreK, Paraeducator Head Start, Paraeducator JROTC, Paraeducator Computer Lab, and Instructional Data Assistant.

3. Data was captured on October 15.

# Paraeducators: Degree

	FY2007		FY2008		FY2009		FY2010	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>ALL PARAEDUCATORS</b>								
Not available	73	3.0%	83	3.3%	85	3.3%	65	2.4%
High School	1,143	46.2%	1,161	45.6%	1,156	44.9%	1,093	40.5%
Associate's	229	9.3%	220	8.6%	220	8.5%	261	9.7%
Bachelor's	877	35.5%	922	36.2%	954	37.1%	1,095	40.5%
Master's	146	5.9%	154	6.0%	153	5.9%	179	6.6%
Doctorate	5	0.2%	6	0.2%	6	0.2%	8	0.3%
<b>GRAND TOTAL</b>	<b>2,473</b>	<b>100.0%</b>	<b>2,546</b>	<b>100.0%</b>	<b>2,574</b>	<b>100.0%</b>	<b>2,701</b>	<b>100.0%</b>

1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included.
2. Data reflects employees in the following positions: Paraeducator Special Education Itinerant, Paraeducator Special Education, Paraeducator (10&12 month), Paraeducator Special Programs, Paraeducator ESOL, Paraeducator Focus, Paraeducator PreK, Paraeducator Head Start, Paraeducator JROTC, Paraeducator Computer Lab, and Instructional Data Assistant.
3. Data was captured on October 15.



# Paraeducators: Elementary School Title I Highly Qualified Competency

	FY2007		FY2008		FY2009		FY2010	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>Title I Elementary Schools</b>								
Highly Qualified	195	98.5%	223	100.0%	193	100.0%	224	100.0%
Not Highly Qualified	3	1.5%	0	0.0%	0	0.0%	0	0.0%
<b>TOTAL</b>	<b>198</b>	<b>100.0%</b>	<b>223</b>	<b>100.0%</b>	<b>193</b>	<b>100.0%</b>	<b>224</b>	<b>100.0%</b>

1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included.

2. Data reflects employees in the following positions: Paraeducator Special Education and Paraeducator (10 month). The following positions are **not** included: Paraeducator Special Education Itinerant, Paraeducator Special Programs, Paraeducator ESOL, Paraeducator Focus, Paraeducator PreK, Paraeducator Head Start, Paraeducator JROTC, Paraeducator Computer Lab, and Instructional Data Assistant.

3. Highly qualified designation is a requirement for all paraeducators allocated to a Title I school.

4. Highly qualified competency is defined as a paraeducator who has a college degree, 48 college credits or greater, or passes the Para Pro assessment exam with a score of 455 or higher.

5. A school is designated Title I by percentage of students who qualify for the Free and Reduced-price Meals (FARMS) program.

6. FY2007: 20 Title I schools, FY2008: 23 Title 1 schools, FY2009: 28 Title 1 schools, FY2010: 30 Title 1 schools.

7. FY2010 Data as of January 25, 2010.

# Paraeducators: Title I Competency

Title I Elementary Schools	FY2010					
	Highly Qualified		Not Highly Qualified		Total	
	Number	Percent	Number	Percent	Number	Percent
Arcola	9	100.0%	0	0.0%	9	4.0%
Broad Acres	5	100.0%	0	0.0%	5	2.2%
Brookhaven	15	100.0%	0	0.0%	15	6.7%
Brown Station	3	100.0%	0	0.0%	3	1.3%
Burnt Mills	3	100.0%	0	0.0%	3	1.3%
Clopper Mill	10	100.0%	0	0.0%	10	4.5%
Cresthaven	5	100.0%	0	0.0%	5	2.2%
East Silver Spring	4	100.0%	0	0.0%	4	1.8%
Gaithersburg	12	100.0%	0	0.0%	12	5.4%
Georgian Forest	9	100.0%	0	0.0%	9	4.0%
Glen Haven	9	100.0%	0	0.0%	9	4.0%
Harmony Hills	6	100.0%	0	0.0%	6	2.7%
Highland	7	100.0%	0	0.0%	7	3.1%
Jackson Road	10	100.0%	0	0.0%	10	4.5%
Kemp Mill	4	100.0%	0	0.0%	4	1.8%
Montgomery Knolls	9	100.0%	0	0.0%	9	4.0%
New Hampshire Estates	5	100.0%	0	0.0%	5	2.2%
Oak View	4	100.0%	0	0.0%	4	1.8%
R. Sargent Shriver	5	100.0%	0	0.0%	5	2.2%
Rolling Terrace	7	100.0%	0	0.0%	7	3.1%
Roscoe R. Nix	16	100.0%	0	0.0%	16	7.1%
Rosemont	16	100.0%	0	0.0%	16	7.1%
South Lake	3	100.0%	0	0.0%	3	1.3%
Summit Hall	6	100.0%	0	0.0%	6	2.7%
Twinbrook	8	100.0%	0	0.0%	8	3.6%
Viers Mill	13	100.0%	0	0.0%	13	5.8%
Washington Grove	5	100.0%	0	0.0%	5	2.2%
Watkins Mill	7	100.0%	0	0.0%	7	3.1%
Weller Road	5	100.0%	0	0.0%	5	2.2%
Wheaton Woods	4	100.0%	0	0.0%	4	1.8%
<b>TOTAL</b>	<b>224</b>	<b>100.0%</b>	<b>0</b>	<b>0.0%</b>	<b>224</b>	<b>100.0%</b>

1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included. If a paraeducator is working at multiple schools they will be counted multiple times.

2. Data reflects employees in the following positions: Paraeducator Special Education and Paraeducator (10 month). The following positions are **not** included: Paraeducator Special Education Itinerant, Paraeducator Special Programs, Paraeducator ESOL, Paraeducator Focus, Paraeducator PreK, Paraeducator Head Start, Paraeducator JROTC, Paraeducator Computer Lab, and Instructional Data Assistant.

3. Highly qualified designation is a requirement for all paraeducators allocated to a Title I school.

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5. A school is designated Title I by percentage of students who qualify for the Free and Reduced-price Meals (FARMS) program.

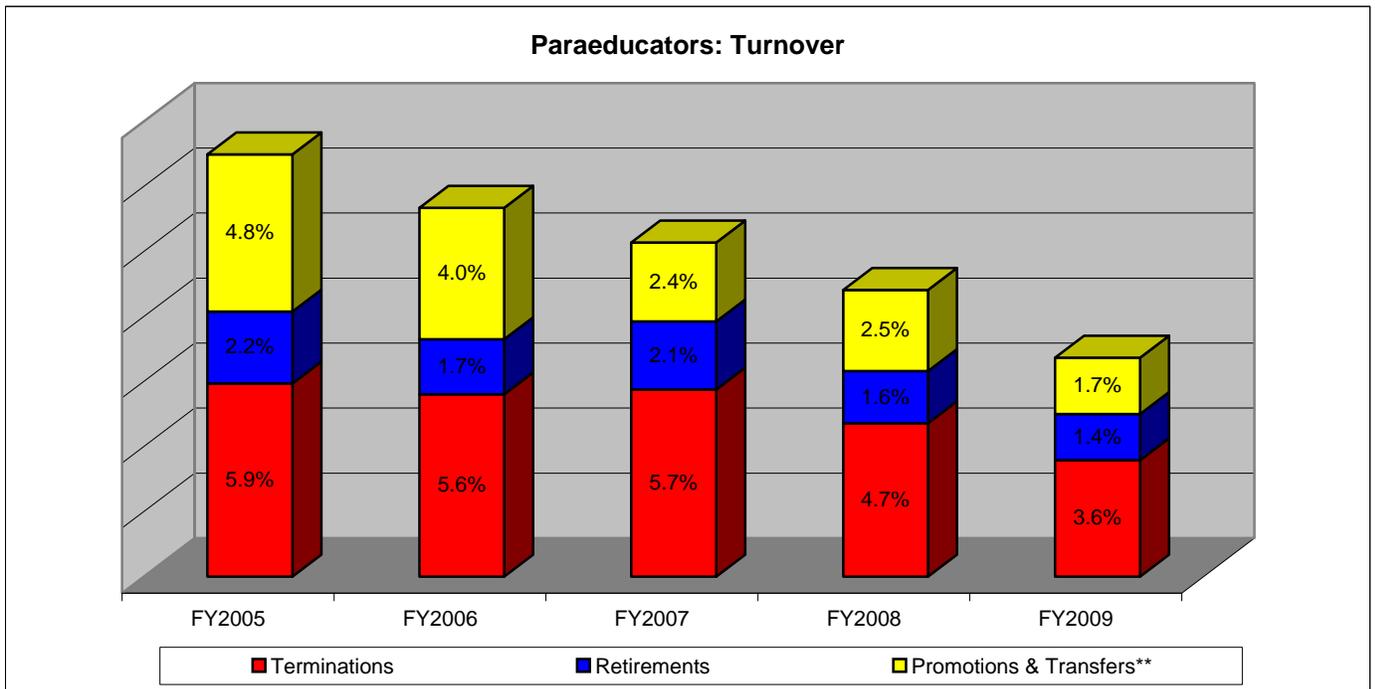
6. Data as of January 25, 2010.

# Paraeducators: Turnover

Fiscal Year	Number of Paraeducators*	Terminations		Retirements		Promotions & Transfers**		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2009	2,599	93	3.6%	37	1.4%	45	1.7%	175	6.7%
FY2008	2,610	123	4.7%	42	1.6%	65	2.5%	230	8.8%
FY2007	2,522	145	5.7%	53	2.1%	61	2.4%	259	10.3%
FY2006	2,425	136	5.6%	41	1.7%	98	4.0%	275	11.3%
FY2005	2,357	140	5.9%	52	2.2%	114	4.8%	306	13.0%

\* Total number of paraeducators is based upon a snapshot taken in the fall of each fiscal year.

\*\* Promotions & Transfers are defined to be a paraeducator no longer in a paraeducator position.



# SEIU: Retirement Eligibility

Fiscal Year	SEIU Eligible By Fiscal Year	Percent of Total
2010	1224	13.0%
2011	290	3.1%
2012	269	2.9%
2013	257	2.7%
2014	312	3.3%
2015	344	3.7%
2016	303	3.2%
2017	331	3.5%
2018	353	3.8%
2019	357	3.8%
<b>Eligible within 10 years</b>	<b>4,040</b>	<b>43.1%</b>
<b>Total SEIU</b>	<b>9,383</b>	<b>100.0%</b>

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members are eligible for retirement after 30 years of service or at age 62 with at least 5 years of service.

3. Certain service data history for old Retirement Plan members is not maintained in the computerized retirement system and therefore information for Retirement plan members is not included in the above chart.

