



# Staff Statistical Profile



## EMPLOYEE & RETIREE SERVICE CENTER

45 W. Gude Drive, Suite 1200

Rockville, MD 20850

<http://www.montgomeryschoolsmd.org/departments/ersc/>

## *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

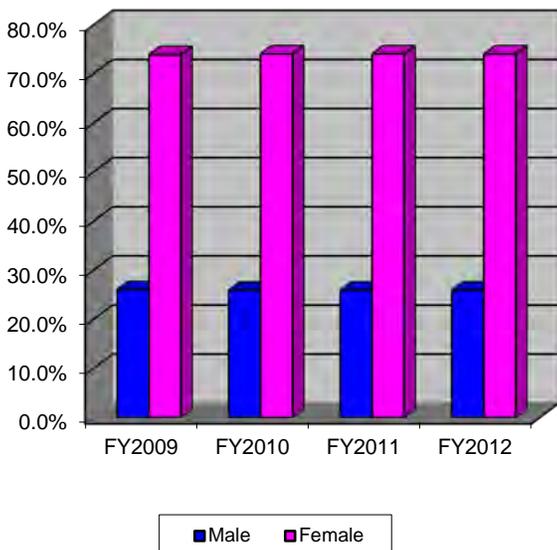
	FY 2011		FY 2012		FY 2013		FY 2014	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>GENDER</b>								
Male	5,748	26.1%	5,688	25.9%	5,759	25.9%	5,865	26.0%
Female	16,311	73.9%	16,243	74.1%	16,457	74.1%	16,732	74.0%
<b>TOTAL</b>	<b>22,059</b>	<b>100.0%</b>	<b>21,931</b>	<b>100.0%</b>	<b>22,216</b>	<b>100.0%</b>	<b>22,597</b>	<b>100.0%</b>
<b>RACE</b>								
White	14,297	64.8%	13,966	63.7%	14,062	63.3%	14,226	63.0%
Black or African American	4,067	18.4%	3,870	17.6%	3,888	17.5%	3,937	17.4%
Asian	1,595	7.2%	1,596	7.3%	1,670	7.5%	1,708	7.6%
American Indian or Alaskan Native	63	0.3%	62	0.3%	62	0.3%	59	0.3%
Hispanic/Latino	2,037	9.2%	2,176	9.9%	2,265	10.2%	2,392	10.6%
Native Hawaiian or Pacific Islander *			9	0.0%	9	0.0%	10	0.0%
Two or More *			252	1.1%	260	1.2%	265	1.2%
<b>TOTAL</b>	<b>22,059</b>	<b>100.0%</b>	<b>21,931</b>	<b>100.0%</b>	<b>22,216</b>	<b>100.0%</b>	<b>22,597</b>	<b>100.0%</b>
<b>AGE</b>								
Under 20	2	0.0%	4	0.0%	3	0.0%	3	0.0%
20 - 29 years	2,737	12.4%	2,605	11.9%	2,669	12.0%	2,774	12.3%
30 - 39 years	4,530	20.5%	4,529	20.7%	4,603	20.7%	4,744	21.0%
40 - 49 years	5,540	25.1%	5,519	25.2%	5,576	25.1%	5,630	24.9%
50 - 59 years	6,362	28.8%	6,312	28.8%	6,208	27.9%	6,174	27.3%
60+ years	2,888	13.1%	2,962	13.5%	3,157	14.2%	3,272	14.5%
<b>TOTAL</b>	<b>22,059</b>	<b>100.0%</b>	<b>21,931</b>	<b>100.0%</b>	<b>22,216</b>	<b>100.0%</b>	<b>22,597</b>	<b>100.0%</b>

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

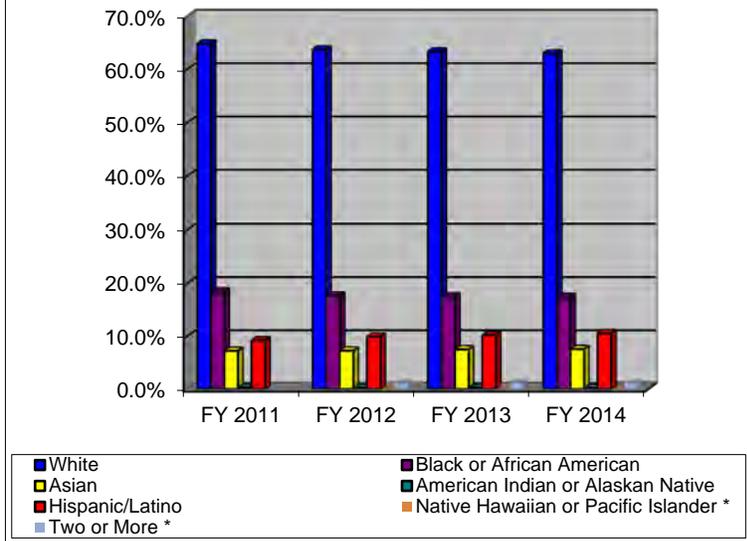
2. Data was captured on October 15.

3. \* Data tracked starting FY 2012

MCPS Workforce: Gender



MCPS Workforce: Race



## MCPS Workforce: Residence Profile

County	FY 2014									
	MCAAP		MCBOA		SEIU		MCEA		Grand Total	
	#	%	#	%	#	%	#	%	#	%
<b>Montgomery</b>	<b>453</b>	<b>64.2%</b>	<b>52</b>	<b>53.6%</b>	<b>7,537</b>	<b>80.6%</b>	<b>8,362</b>	<b>67.2%</b>	<b>16,404</b>	<b>72.6%</b>
Frederick	60	8.5%	22	22.7%	678	7.3%	1,257	10.1%	2,017	8.9%
Prince George's	65	9.2%	4	4.1%	509	5.4%	636	5.1%	1,214	5.4%
Howard	43	6.1%	5	5.2%	130	1.4%	807	6.5%	985	4.4%
Carroll	12	1.7%	4	4.1%	89	1.0%	195	1.6%	300	1.3%
Anne Arundel	8	1.1%	0	0.0%	50	0.5%	224	1.8%	282	1.2%
Baltimore	9	1.3%	0	0.0%	41	0.4%	141	1.1%	191	0.8%
Washington	5	0.7%	1	0.1%	94	1.0%	53	0.4%	153	0.7%
Baltimore City	4	0.6%	0	0.0%	13	0.1%	66	0.5%	83	0.4%
Calvert	1	0.1%	0	0.0%	8	0.1%	12	0.1%	21	0.1%
Charles	2	0.3%	0	0.0%	7	0.1%	8	0.1%	17	0.1%
Harford	0	0.0%	0	0.0%	1	0.0%	10	0.1%	11	0.0%
Queen Anne's	0	0.0%	0	0.0%	3	0.0%	5	0.0%	8	0.0%
Saint Mary	0	0.0%	0	0.0%	0	0.0%	1	0.0%	1	0.0%
Dorchester	0	0.0%	0	0.0%	1	0.0%	0	0.0%	1	0.0%
Talbot	1	0.1%	0	0.0%	1	0.0%	2	0.0%	4	0.0%
Worcester	1	0.1%	0	0.0%	1	0.0%	0	0.0%	2	0.0%
Caroline	0	0.0%	0	0.0%	0	0.0%	1	0.0%	1	0.0%
<b>Subtotal Maryland</b>	<b>664</b>	<b>94.1%</b>	<b>88</b>	<b>90.7%</b>	<b>9,163</b>	<b>98.0%</b>	<b>11,780</b>	<b>94.6%</b>	<b>21,695</b>	<b>96.0%</b>
District of Columbia	18	2.5%	0	0.0%	55	0.6%	348	2.8%	421	1.9%
Pennsylvania	0	0.0%	0	0.0%	23	0.2%	35	0.3%	58	0.3%
Virginia	20	2.8%	3	3.1%	39	0.4%	237	1.9%	299	1.3%
West Virginia	3	0.4%	6	6.2%	62	0.7%	40	0.3%	111	0.5%
Other States*	1	0.1%	0	0.0%	6	0.1%	6	0.0%	13	0.1%
<b>TOTAL</b>	<b>706</b>	<b>100.0%</b>	<b>97</b>	<b>100.0%</b>	<b>9,348</b>	<b>100.0%</b>	<b>12,446</b>	<b>100.0%</b>	<b>22,597</b>	<b>100.0%</b>

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

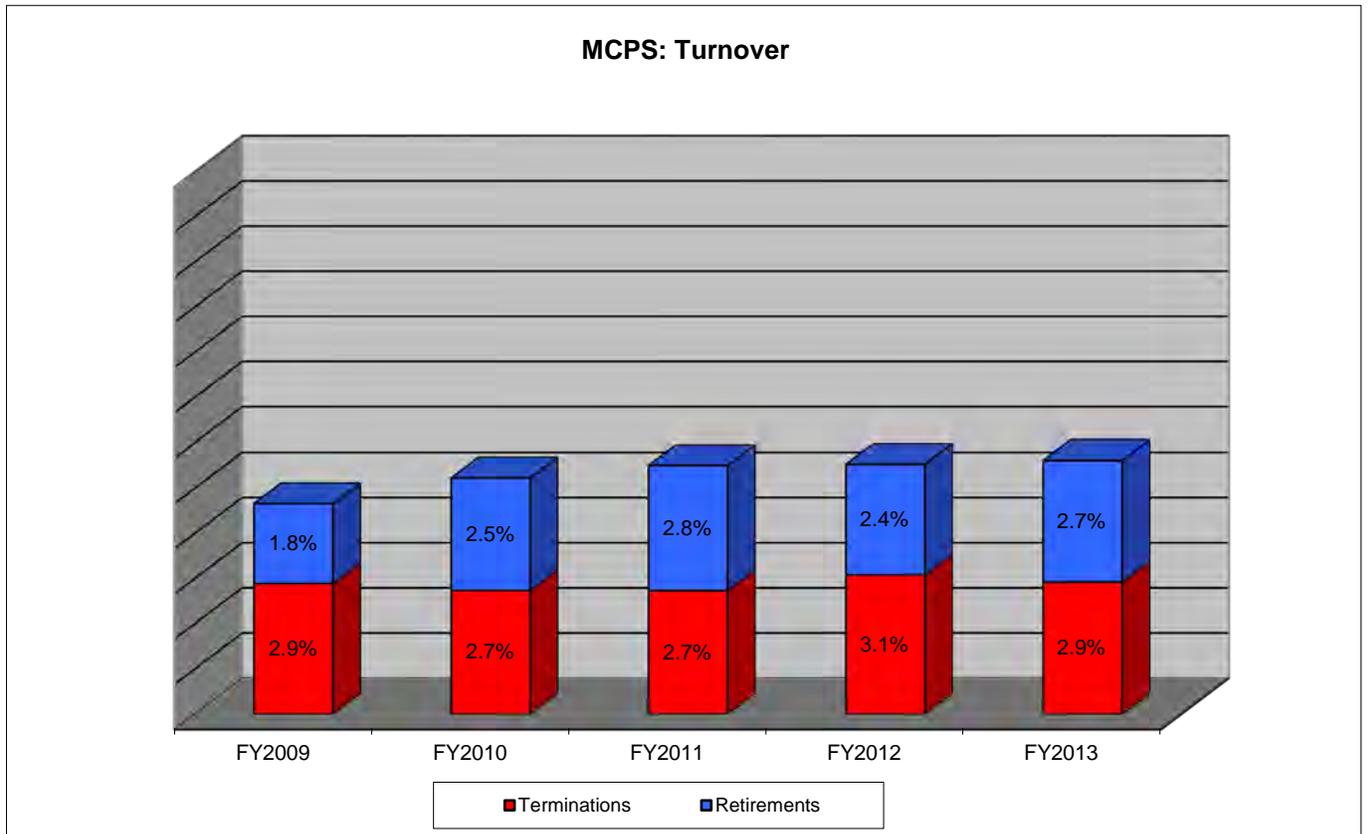
\* Employees living in 'Other States' include new employees who have not completed a change of address.

Fiscal Year	Montgomery County Residence Profile									
	MCAAP		MCBOA		SEIU		MCEA		Grand Total	
	#	%	#	%	#	%	#	%	#	%
<b>FY 2014</b>	<b>453</b>	<b>64.2%</b>	<b>52</b>	<b>53.6%</b>	<b>7,537</b>	<b>80.6%</b>	<b>8,362</b>	<b>67.2%</b>	<b>16,404</b>	<b>72.6%</b>
<b>FY 2013</b>	<b>451</b>	<b>63.9%</b>	<b>49</b>	<b>52.1%</b>	<b>7,428</b>	<b>80.4%</b>	<b>8,242</b>	<b>66.2%</b>	<b>16,170</b>	<b>71.6%</b>
<b>FY 2012</b>	<b>455</b>	<b>63.7%</b>	<b>49</b>	<b>50.5%</b>	<b>7,356</b>	<b>80.0%</b>	<b>8,092</b>	<b>68.2%</b>	<b>15,952</b>	<b>73.0%</b>

# MCPS: Turnover

Fiscal Year	Number of Employees*	Terminations		Retirements		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent
FY2013	22,671	662	2.9%	610	2.7%	1,272	5.6%
FY2012	22,354	688	3.1%	547	2.4%	1,235	5.5%
FY2011	22,443	612	2.7%	622	2.8%	1,234	5.5%
FY2010	22,633	619	2.7%	564	2.5%	1,183	5.2%
FY2009	22,527	651	2.9%	398	1.8%	1,049	4.7%

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



# FY 2014 MCPS Fact Sheet

(as of 10/15/2013)

Employee Type	Number of Employees (Head Count)	Number of Filled Positions (FTE)	Average Annual Salary (salaries/head count)	Average FTE (salaries/filled FTE)*
<b>Executive Staff</b>	21	21.0	\$178,706	<b>\$178,706</b>
<b>Administrative &amp; Supervisory (MCAAP)</b>	684	684.0	\$124,619	<b>\$124,619</b>
<b>Supervisor (MCBOA)</b>	96	96.0	\$95,299	<b>\$95,299</b>
<b>Teachers &amp; Other Professional (MCEA)</b>	12,452	12,083.7	\$105,524	<b>\$107,954</b>
Other Professionals (12-Month MCEA)	342	334.3	\$73,205	<b>\$75,452</b>
Teachers (10-Month MCEA)	12,110	11,749.4	\$36,947	<b>\$43,578</b>
<b>Support Staff (SEIU)</b>	9,344	7,922.2		
<b>GRAND TOTAL</b>	<b>22,597</b>	<b>20,806.9</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 9-30-2013 Student Enrollment = 151,289**

**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 and Principals: Demographic Profile

	FY2011		FY2012		FY2013		FY2014	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>GENDER</b>								
Male	253	35.7%	263	37.2%	249	35.8%	252	35.7%
Female	456	64.3%	444	62.8%	447	64.2%	453	64.3%
<b>TOTAL</b>	<b>709</b>	<b>100.0%</b>	<b>707</b>	<b>100.0%</b>	<b>696</b>	<b>100.0%</b>	<b>705</b>	<b>100.0%</b>
<b>RACE</b>								
White	412	58.1%	403	57.0%	391	56.2%	391	55.5%
Black or African American	247	34.8%	240	33.9%	241	34.6%	244	34.6%
Asian	22	3.1%	27	3.8%	26	3.7%	28	4.0%
American Indian or Alaskan Native	3	0.4%	2	0.3%	3	0.4%	3	0.4%
Hispanic/Latino	25	3.5%	27	3.8%	28	4.0%	30	4.3%
Native Hawaiian or Pacific Islander *			0	0.0%	0	0.0%	0	0.0%
Two or More *			8	1.1%	7	1.0%	9	1.3%
<b>TOTAL</b>	<b>709</b>	<b>100.0%</b>	<b>707</b>	<b>100.0%</b>	<b>696</b>	<b>100.0%</b>	<b>705</b>	<b>100.0%</b>
<b>AGE</b>								
20 - 29 years	7	1.0%	4	0.6%	3	0.4%	2	0.3%
30 - 39 years	175	24.7%	157	22.2%	135	19.4%	154	21.8%
40 - 49 years	199	28.1%	234	33.1%	258	37.1%	268	38.0%
50 - 59 years	215	30.3%	198	28.0%	191	27.4%	183	26.0%
60+ years	113	15.9%	114	16.1%	109	15.7%	98	13.9%
<b>TOTAL</b>	<b>709</b>	<b>100.0%</b>	<b>707</b>	<b>100.0%</b>	<b>696</b>	<b>100.0%</b>	<b>705</b>	<b>100.0%</b>

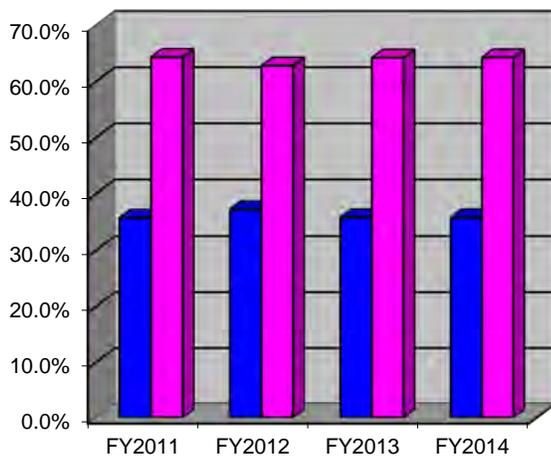
1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included.

2. Data was captured on October 15.

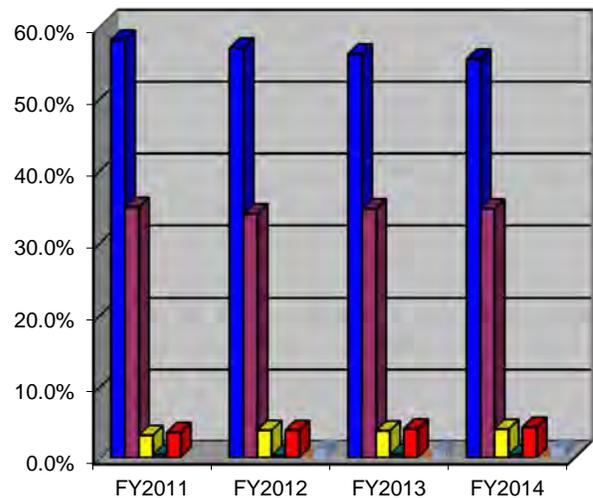
3. The 'Administrators' category includes school based and non-school based administrative personnel as well as executive staff.

4. \* Data tracked starting FY 2012

**Administrators and Principals: Gender**



**Administrators and Principals: Race**

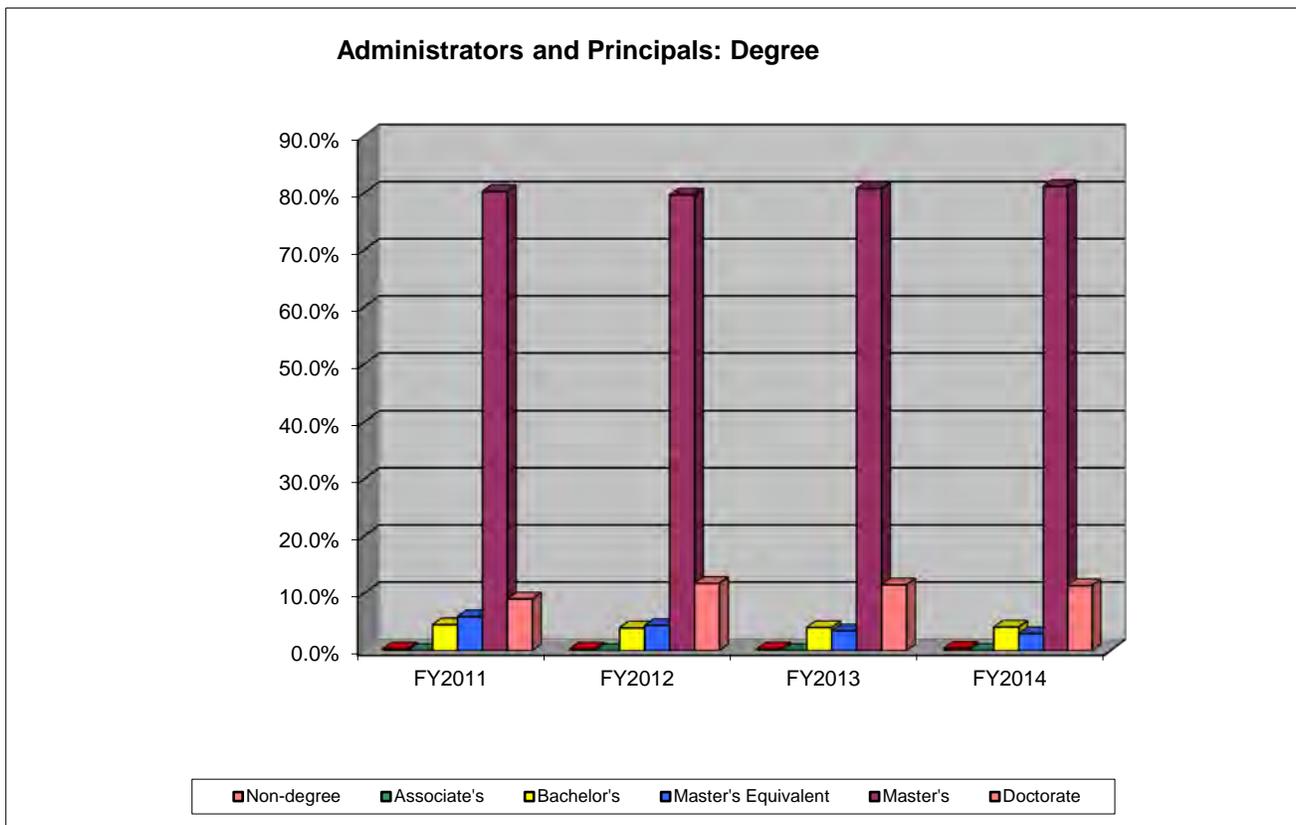


■ White  
■ Asian  
■ Hispanic/Latino  
■ Two or More \*  
■ Black or African American  
■ American Indian or Alaskan Native  
■ Native Hawaiian or Pacific Islander \*

# Administrators and Principals: Degree

	FY2011		FY2012		FY2013		FY2014	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>DEGREE</b>								
Non-degree	2	0.3%	2	0.3%	2	0.3%	3	0.4%
Associate's	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Bachelor's	32	4.5%	28	4.0%	28	4.0%	29	4.1%
Master's Equivalent	42	5.9%	31	4.4%	24	3.4%	21	3.0%
Master's	569	80.3%	563	79.6%	562	80.7%	572	81.1%
Doctorate	64	9.0%	83	11.7%	80	11.5%	80	11.3%
<b>TOTAL</b>	<b>709</b>	<b>100.0%</b>	<b>707</b>	<b>100.0%</b>	<b>696</b>	<b>100.0%</b>	<b>705</b>	<b>100.0%</b>

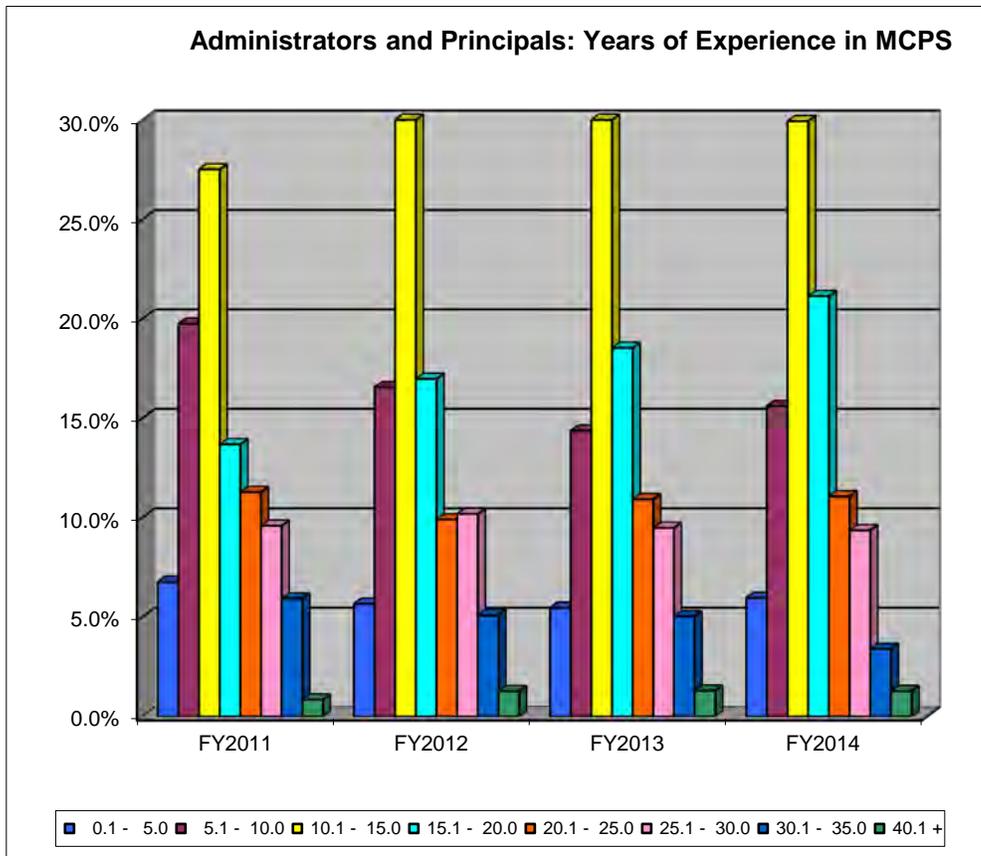
1. Master's Equivalent is additional professional education course work directly related to public school education and earned after the conferral of a bachelor's degree.



# Administrators and Principals: Years of Experience in MCPS

Years of Experience	FY2011		FY2012		FY2013		FY2014	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	48	6.8%	40	5.7%	38	5.5%	42	6.0%
5.1 - 10.0	140	19.7%	117	16.5%	100	14.4%	110	15.6%
10.1 - 15.0	195	27.5%	216	30.6%	224	32.2%	211	29.9%
15.1 - 20.0	97	13.7%	120	17.0%	129	18.5%	149	21.1%
20.1 - 25.0	80	11.3%	70	9.9%	76	10.9%	78	11.1%
25.1 - 30.0	68	9.6%	72	10.2%	66	9.5%	66	9.4%
30.1 - 35.0	42	5.9%	36	5.1%	35	5.0%	24	3.4%
35.1 - 40.0	33	4.7%	27	3.8%	19	2.7%	16	2.3%
40.1 +	6	0.8%	9	1.3%	9	1.3%	9	1.3%
<b>TOTAL</b>	<b>709</b>	<b>100.0%</b>	<b>707</b>	<b>100.0%</b>	<b>696</b>	<b>100.0%</b>	<b>705</b>	<b>100.0%</b>

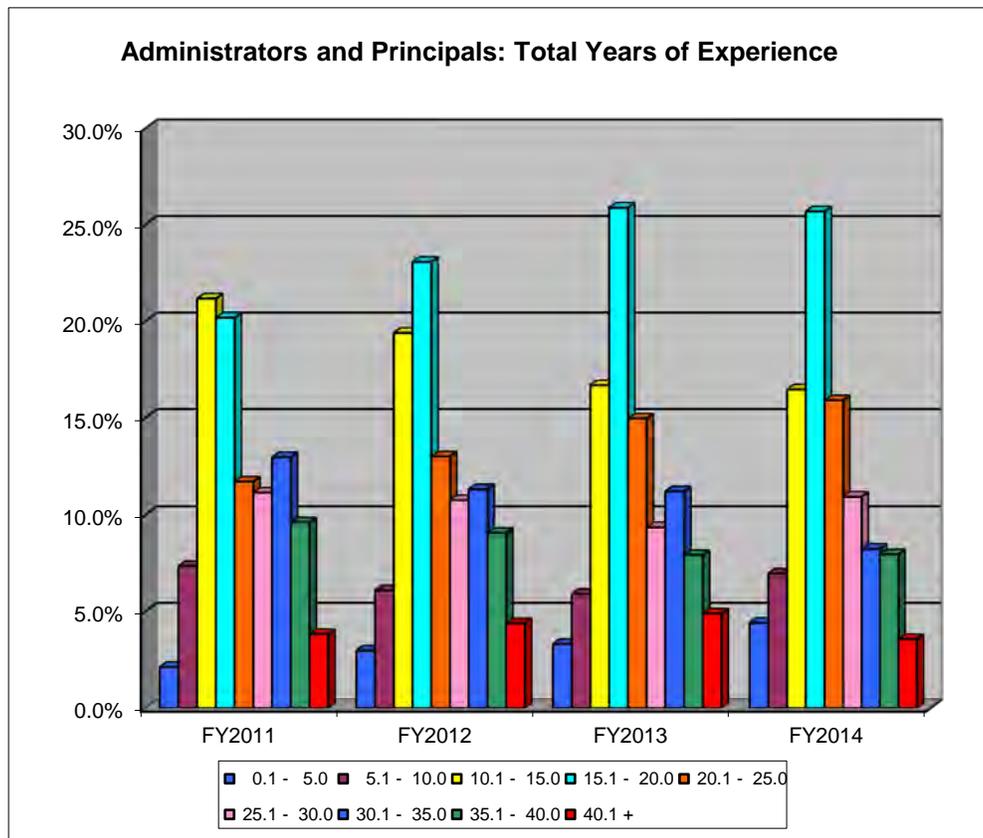
1. Data reflects prior and continuous years worked in MCPS in an administrative or professional position (adjusted for periods of long term leave). Distinct years of experience for either teaching or administrative positions are not available.



# Administrators and Principals: Total Years of Experience

Years of Experience	FY2011		FY2012		FY2013		FY2014	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	15	2.1%	21	3.0%	23	3.3%	31	4.4%
5.1 - 10.0	52	7.3%	43	6.1%	41	5.9%	49	7.0%
10.1 - 15.0	150	21.2%	137	19.4%	116	16.7%	116	16.5%
15.1 - 20.0	143	20.2%	163	23.1%	180	25.9%	181	25.7%
20.1 - 25.0	83	11.7%	92	13.0%	104	14.9%	112	15.9%
25.1 - 30.0	79	11.1%	76	10.7%	65	9.3%	77	10.9%
30.1 - 35.0	92	13.0%	80	11.3%	78	11.2%	58	8.2%
35.1 - 40.0	68	9.6%	64	9.1%	55	7.9%	56	7.9%
40.1 +	27	3.8%	31	4.4%	34	4.9%	25	3.5%
<b>TOTAL</b>	<b>709</b>	<b>100.0%</b>	<b>707</b>	<b>100.0%</b>	<b>696</b>	<b>100.0%</b>	<b>705</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.

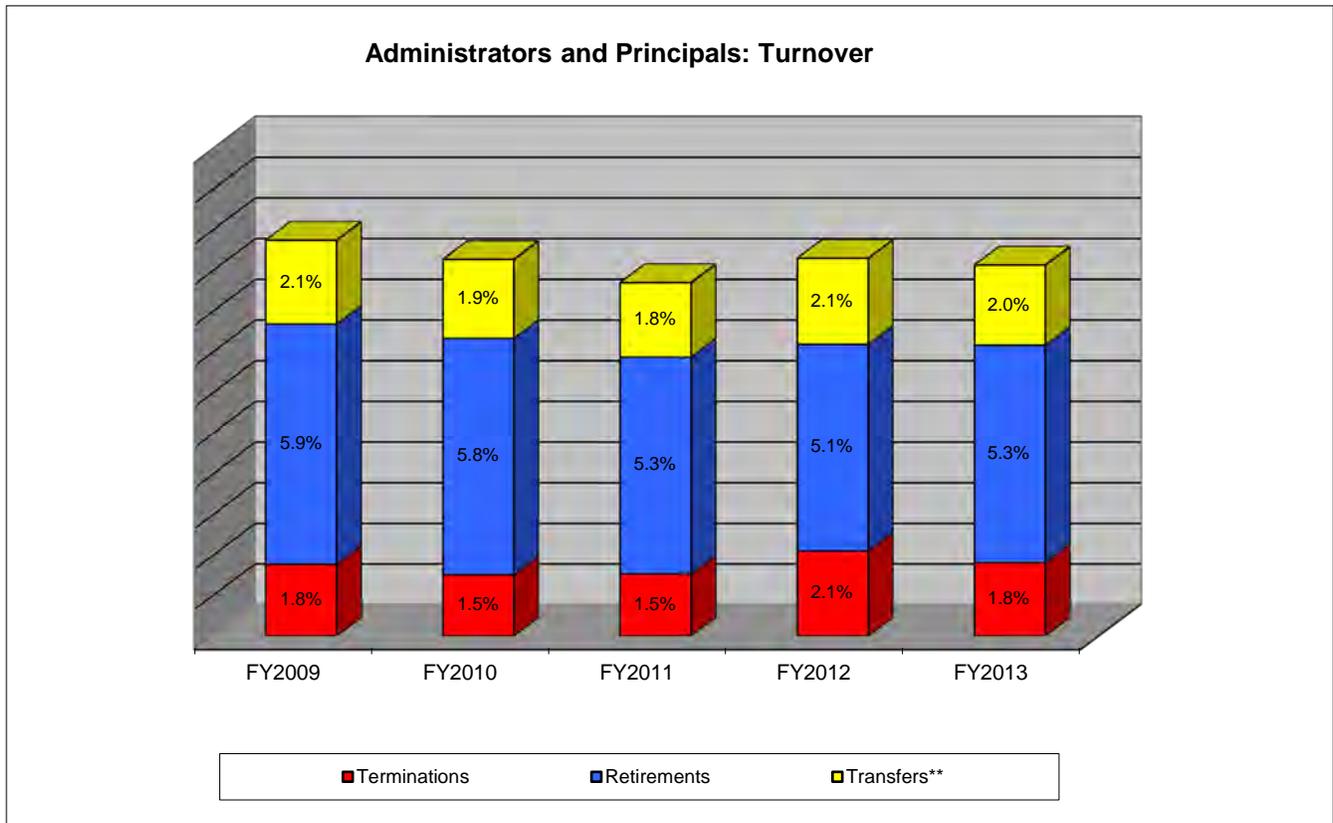


# Administrators and Principals: Turnover

Fiscal Year	Number of Administrators*	Terminations		Retirements		Transfers**		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2013	711	13	1.8%	38	5.3%	14	2.0%	65	9.1%
FY2012	709	15	2.1%	36	5.1%	15	2.1%	66	9.3%
FY2011	712	11	1.5%	38	5.3%	13	1.8%	62	8.7%
FY2010	722	11	1.5%	42	5.8%	14	1.9%	67	9.3%
FY2009	728	13	1.8%	43	5.9%	15	2.1%	71	9.8%

\* 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.

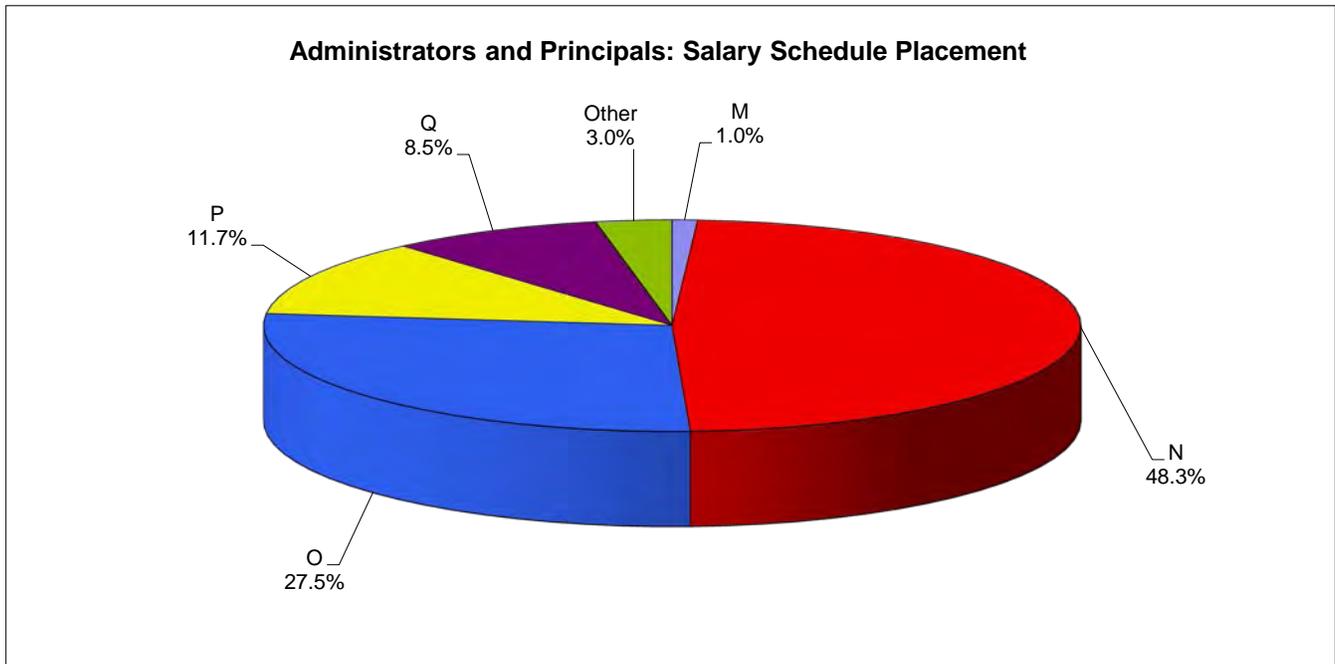


# Administrators and Principals: Salary Schedule Placement

Step	FY2014							Total	%
	M	N	O	P	Q	Other			
1	0	18	1	0	0		19	2.7%	
2	2	33	3	3	0		41	5.8%	
3	0	16	2	2	0		20	2.8%	
4	0	22	1	5	0		28	4.0%	
5	0	23	5	7	1		36	5.1%	
6	1	27	16	5	0		49	7.0%	
7	0	19	10	5	1		35	5.0%	
8	1	19	24	8	9		61	8.7%	
9	0	16	8	9	4		37	5.2%	
10	0	32	20				52	7.4%	
50	3	112	102	38	44		299	42.4%	
Executive						21	21	3.0%	
<b>Total</b>	7	337	192	82	59	21	705	100.0%	
<b>% of Schedule</b>	1.0%	47.8%	27.2%	11.6%	8.4%	3.0%			

1. Data as of October 15, 2012

2. Step 50 indicates employees that received a 2% increase on 7/1/2012.



# Administrators and Principals: Initial Appointments to Administrative Positions

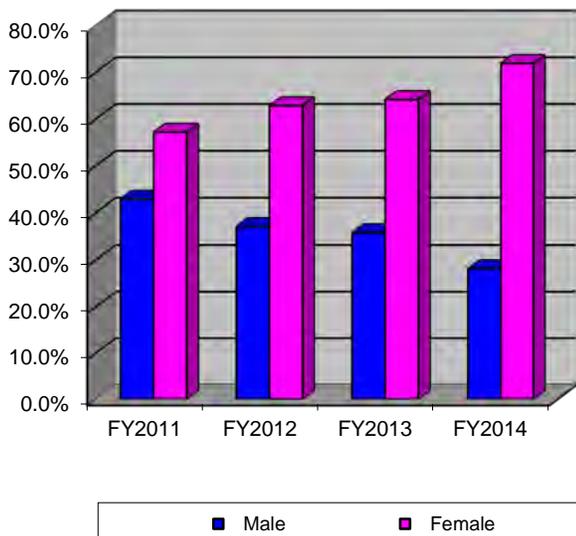
	FY2011		FY2012		FY2013		FY2014	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>BOARD APPOINTMENTS</b>								
External Candidates	3	8.6%	5	14.3%	9	17.0%	8	12.5%
Internal Candidates	32	91.4%	30	85.7%	44	83.0%	56	87.5%
<b>TOTAL</b>	<b>35</b>	<b>100.0%</b>	<b>35</b>	<b>100.0%</b>	<b>53</b>	<b>100.0%</b>	<b>64</b>	<b>100.0%</b>
<b>GENDER</b>								
Male	15	42.9%	13	37.1%	19	35.8%	18	28.1%
Female	20	57.1%	22	62.9%	34	64.2%	46	71.9%
<b>TOTAL</b>	<b>35</b>	<b>100.0%</b>	<b>35</b>	<b>100.0%</b>	<b>53</b>	<b>100.0%</b>	<b>64</b>	<b>100.0%</b>
<b>RACE</b>								
White	19	54.3%	21	60.0%	29	54.7%	33	51.6%
Black or African American	13	37.1%	9	25.7%	19	35.8%	24	37.5%
Asian	2	5.7%	3	8.6%	2	3.8%	2	3.1%
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino	1	2.9%	2	5.7%	3	5.7%	3	4.7%
Native Hawaiian or Pacific Islander *	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Two or More *	0	0.0%	0	0.0%	0	0.0%	2	3.1%
<b>TOTAL</b>	<b>35</b>	<b>100.0%</b>	<b>35</b>	<b>100.0%</b>	<b>53</b>	<b>100.0%</b>	<b>64</b>	<b>100.0%</b>

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

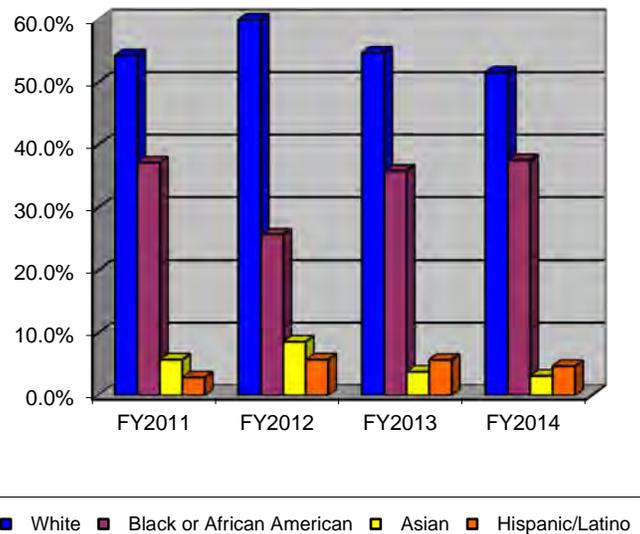
2. Data reflects employees who were hired or promoted into an A&S position for the first time.

3. \* Data tracked starting FY12.

**Board Administrator and Principal Appointments: Gender**



**Board Administrator and Principal Appointments: Race**



# Administrators: Retirement Eligibility

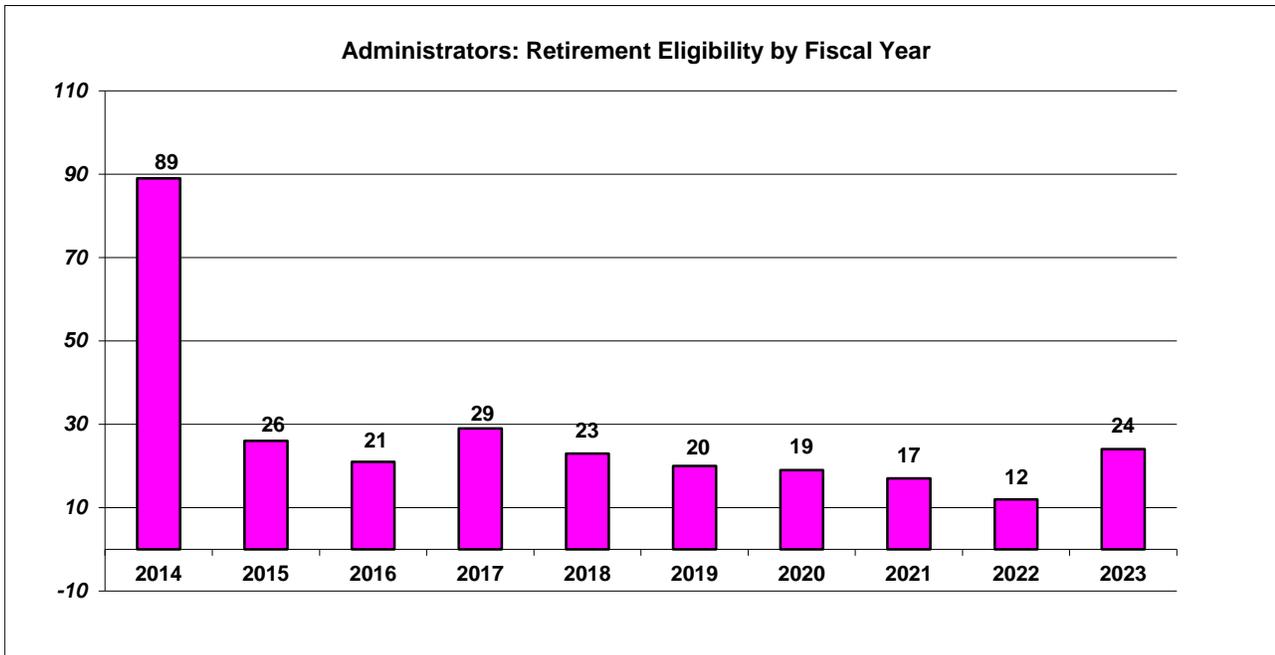
Fiscal Year	Administrators Eligible By Fiscal Year	Percent of Total
2014	89	12.6%
2015	26	3.7%
2016	21	3.0%
2017	29	4.1%
2018	23	3.2%
2019	20	2.8%
2020	19	2.7%
2021	17	2.4%
2022	12	1.7%
2023	24	3.4%
<b>Eligible within 10 years</b>	<b>280</b>	<b>39.5%</b>
<b>Total Administrators</b>	<b>709</b>	<b>100.0%</b>

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members hired prior to July 1, 2011 are eligible for retirement after 30 years of service or at age 62 with at least 5 years of service.

3. Reformed pension plan members hired after June 30, 2011 are eligible for retirement at age 65 with 10 years of eligibility service OR age + years of eligibility service = 90.

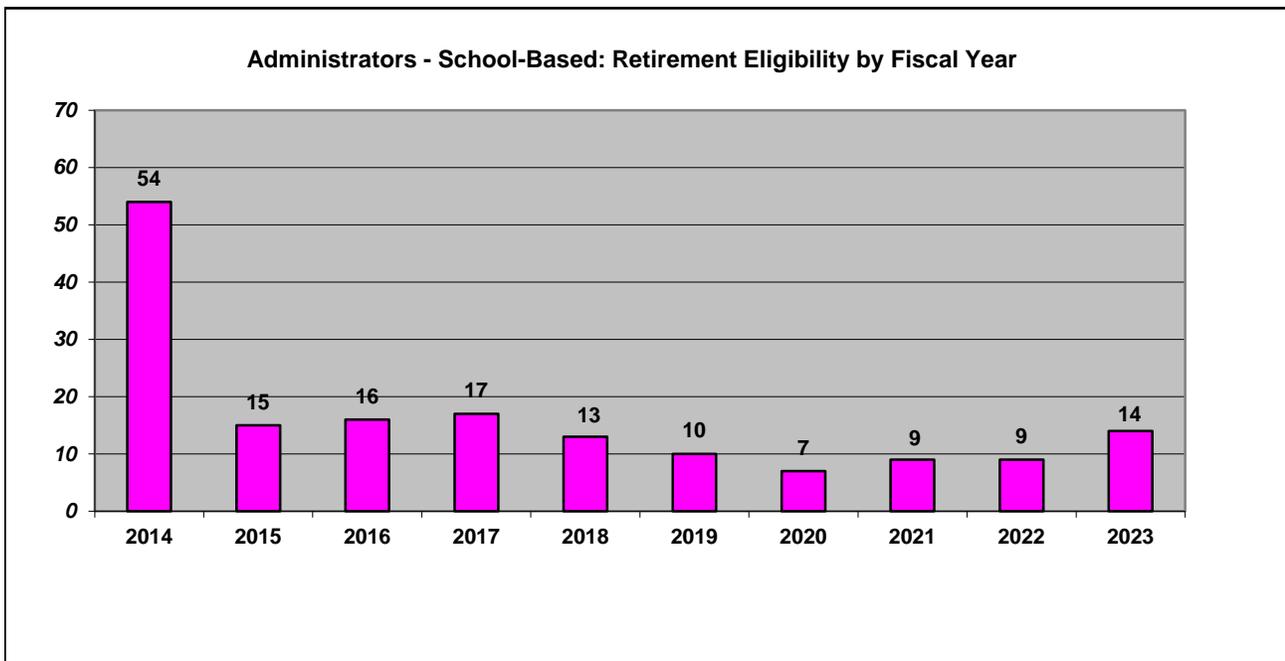
4. Certain service data history for old Retirement Plan members is not maintained in the computerized retirement system and therefore information for Retirement Plan members is not included in the chart above.



# Administrators - School-Based: Retirement Eligibility

Fiscal Year	School-Based Administrators Eligible By Fiscal Year	Percent of Total
2014	54	10.8%
2015	15	3.0%
2016	16	3.2%
2017	17	3.4%
2018	13	2.6%
2019	10	2.0%
2020	7	1.4%
2021	9	1.8%
2022	9	1.8%
2023	14	2.8%
<b>Eligible within 10 years</b>	<b>164</b>	<b>32.9%</b>
<b>Total School-Based Administrators</b>	<b>498</b>	<b>100.0%</b>

1. Data reflects retirement eligibility as of July 1.
2. Pension plan members hired prior to July 1, 2011 are eligible for retirement after 30 years of service or at age 62 with at least 5 years of service.
3. Reformed pension plan members hired after June 30, 2011 are eligible for retirement at age 65 with 10 years of eligibility service OR age + years of eligibility service = 90.
4. 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 chart above.
5. School-Based Administrators include Principals, Assistant Principals, and Assistant School Administrators.



## Administrators - Non School-Based: Retirement Eligibility

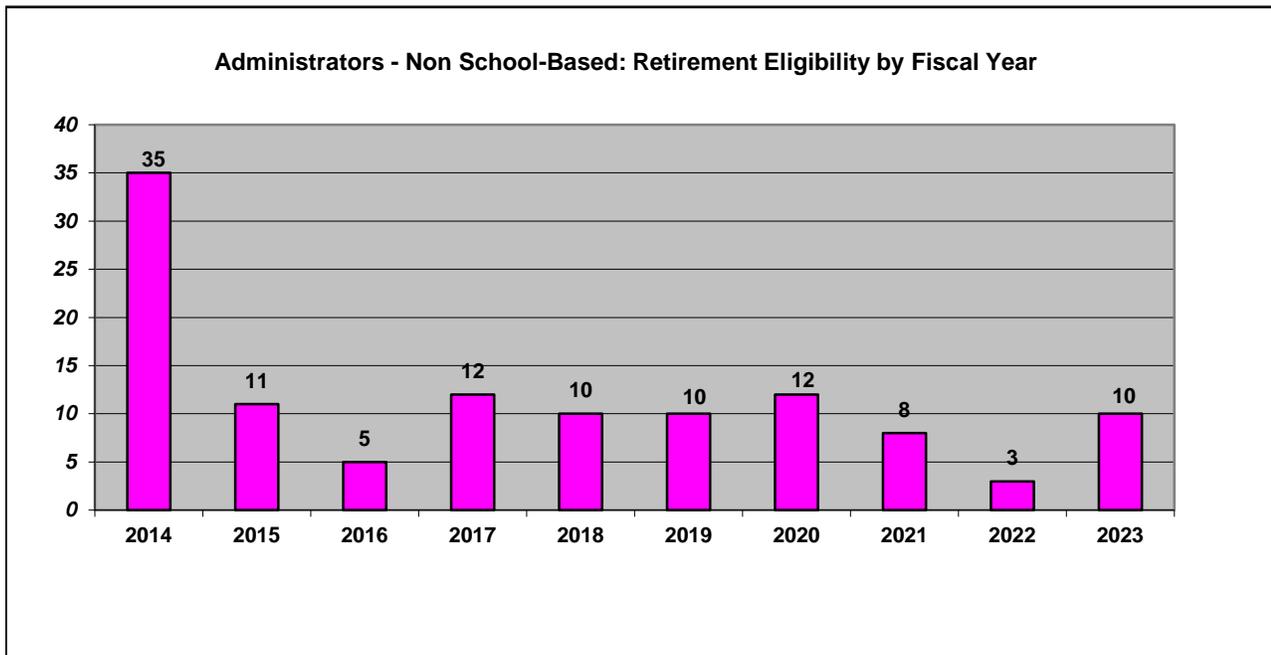
Fiscal Year	Non School-Based Administrators Eligible By Fiscal Year	Percent of Total
2014	35	16.6%
2015	11	5.2%
2016	5	2.4%
2017	12	5.7%
2018	10	4.7%
2019	10	4.7%
2020	12	5.7%
2021	8	3.8%
2022	3	1.4%
2023	10	4.7%
<b>Eligible within 10 years</b>	<b>116</b>	<b>55.0%</b>
<b>Total Non School-Based Administrators</b>	<b>211</b>	<b>100.0%</b>

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members hired prior to July 1, 2011 are eligible for retirement after 30 years of service or at age 62 with at least 5 years of service.

3. Reformed pension plan members hired after June 30, 2011 are eligible for retirement at age 65 with 10 years of eligibility service OR age + years of eligibility service = 90.

4. 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 chart above.



# Administrators: Retirement Eligibility by Level

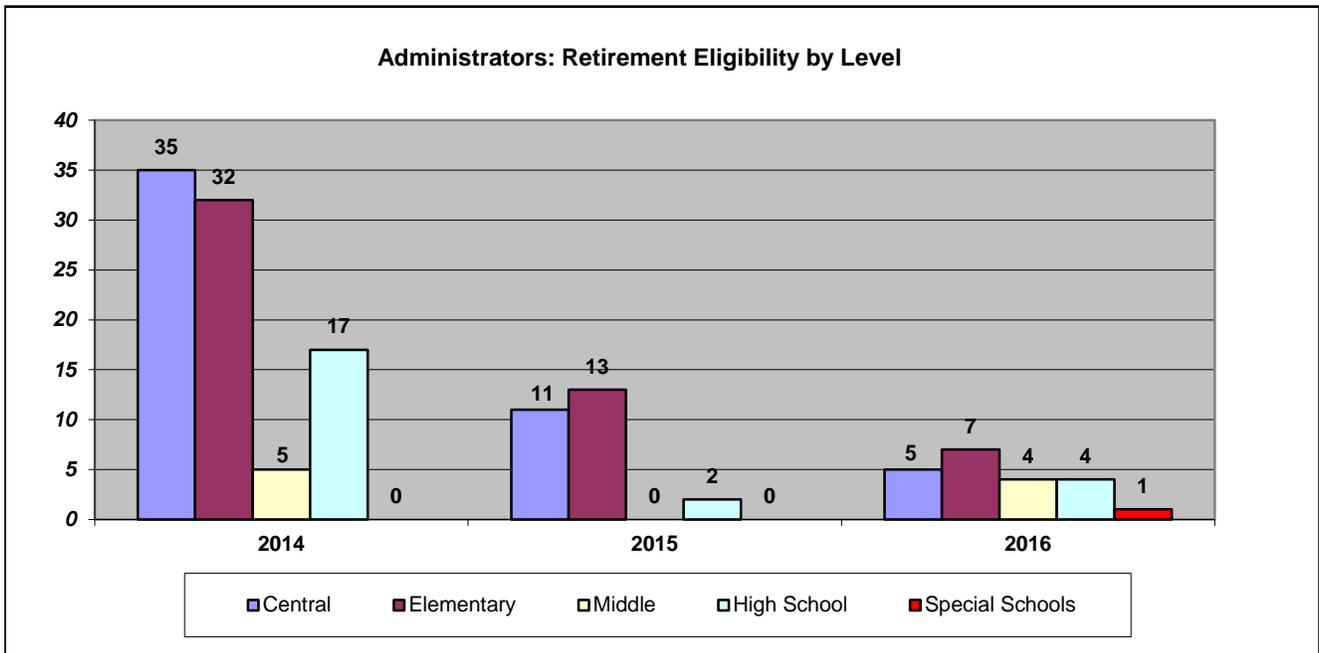
Level	Total Administrators	Percent of Total	Eligible in FY 2014	Eligible in FY 2015	Eligible in FY 2016	Eligible Within 3 Years	Percent Eligible Within 3 Years
Central	211	29.8%	35	11	5	51	24.2%
Elementary	248	35.0%	32	13	7	52	21.0%
Middle	126	17.8%	5	0	4	9	7.1%
High School	117	16.5%	17	2	4	23	19.7%
Special Schools	7	1.0%	0	0	1	1	14.3%
<b>Total Administrators</b>	<b>709</b>	<b>100.0%</b>	<b>89</b>	<b>26</b>	<b>21</b>	<b>136</b>	<b>19.2%</b>

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members hired prior to July 1, 2011 are eligible for retirement after 30 years of service or at age 62 with at least 5 years of service.

3. Reformed pension plan members hired after June 30, 2011 are eligible for retirement at age 65 with 10 years of eligibility service OR age + years of eligibility service = 90.

4. 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 chart above..



**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

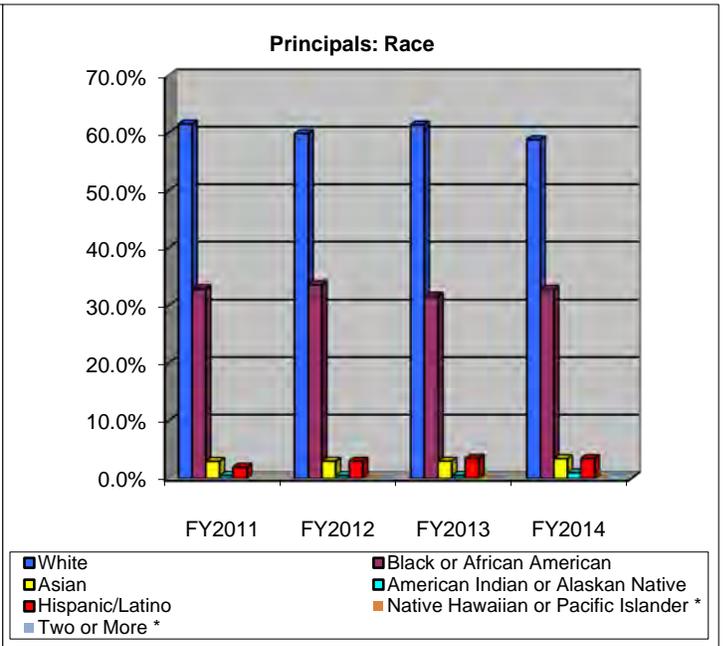
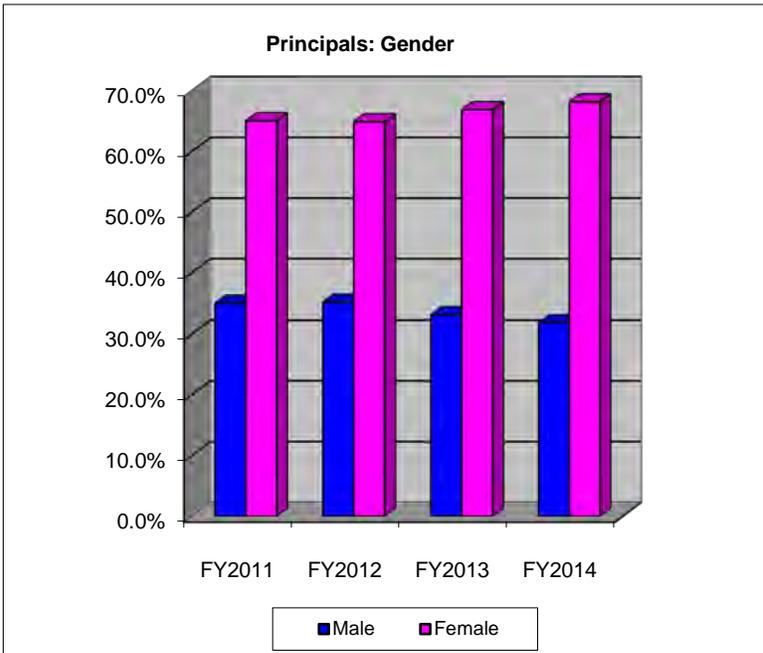
# Principals: Demographic Profile

	FY2011		FY2012		FY2013		FY2014	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>GENDER</b>								
Male	71	35.0%	71	35.1%	67	33.2%	65	31.9%
Female	132	65.0%	131	64.9%	135	66.8%	139	68.1%
<b>TOTAL</b>	<b>203</b>	<b>100.0%</b>	<b>202</b>	<b>100.0%</b>	<b>202</b>	<b>100.0%</b>	<b>204</b>	<b>100.0%</b>
<b>RACE</b>								
White	125	61.6%	121	59.9%	124	61.4%	120	58.8%
Black or African American	67	33.0%	68	33.7%	64	31.7%	67	32.8%
Asian	6	3.0%	6	3.0%	6	3.0%	7	3.4%
American Indian or Alaskan Native	1	0.5%	1	0.5%	1	0.5%	2	1.0%
Hispanic/Latino	4	2.0%	6	3.0%	7	3.5%	7	3.4%
Native Hawaiian or Pacific Islander *			0	0.0%	0	0.0%	0	0.0%
Two or More *			0	0.0%	0	0.0%	1	0.5%
<b>TOTAL</b>	<b>203</b>	<b>100.0%</b>	<b>202</b>	<b>100.0%</b>	<b>202</b>	<b>100.0%</b>	<b>204</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	42	20.7%	38	18.8%	29	14.4%	29	14.2%
40 - 49 years	59	29.1%	67	33.2%	71	35.1%	76	37.3%
50 - 59 years	63	31.0%	53	26.2%	59	29.2%	56	27.5%
60+ years	39	19.2%	44	21.8%	43	21.3%	43	21.1%
<b>TOTAL</b>	<b>203</b>	<b>100.0%</b>	<b>202</b>	<b>100.0%</b>	<b>202</b>	<b>100.0%</b>	<b>204</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

3. \*Data tracked starting FY2012

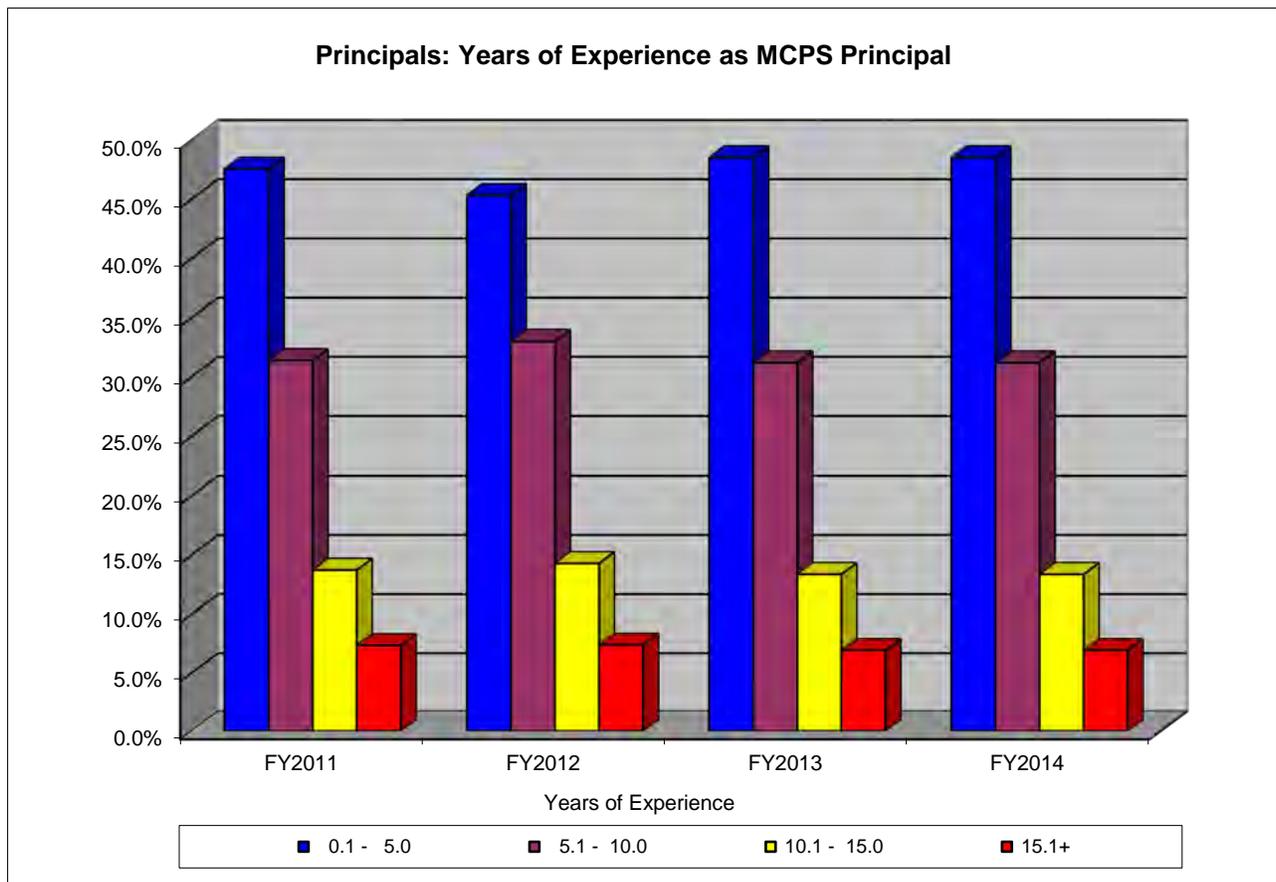


# Principals: Years of Experience as an MCPS Principal

Years of Experience	FY2011		FY2012		FY2013		FY2014	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	92	45.3%	98	48.5%	98	48.5%	97	47.5%
5.1 - 10.0	67	33.0%	63	31.2%	63	31.2%	64	31.4%
10.1 - 15.0	29	14.3%	27	13.4%	27	13.4%	28	13.7%
15.1+	15	7.4%	14	6.9%	14	6.9%	15	7.4%
<b>TOTAL</b>	<b>203</b>	<b>100.0%</b>	<b>202</b>	<b>100.0%</b>	<b>202</b>	<b>100.0%</b>	<b>204</b>	<b>100.0%</b>

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

2. Data captured on October 15.

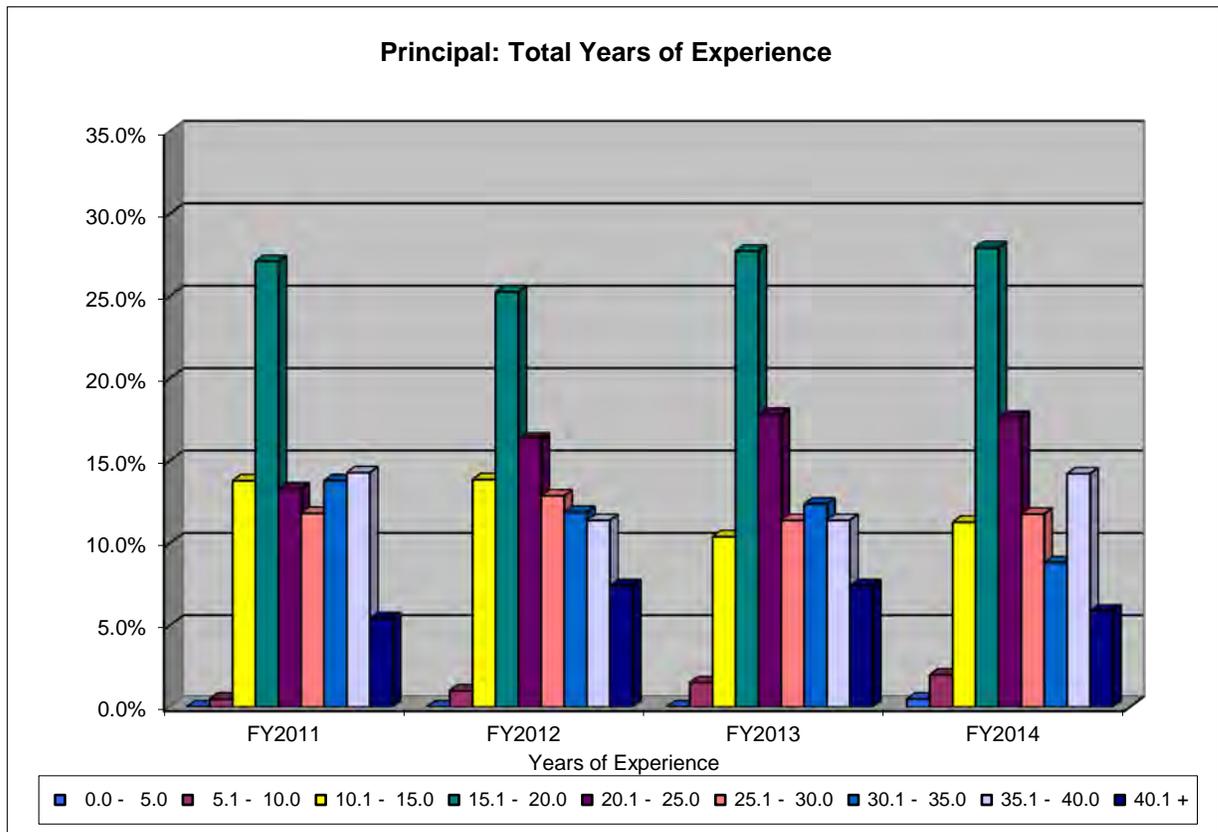


# Principals: Total Years of Experience

Years of Experience	FY2011		FY2012		FY2013		FY2014	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.0 - 5.0	0	0.0%	0	0.0%	0	0.0%	1	0.5%
5.1 - 10.0	1	0.5%	2	1.0%	3	1.5%	4	2.0%
10.1 - 15.0	28	13.8%	28	13.9%	21	10.4%	23	11.3%
15.1 - 20.0	55	27.1%	51	25.2%	56	27.7%	57	27.9%
20.1 - 25.0	27	13.3%	33	16.3%	36	17.8%	36	17.6%
25.1 - 30.0	24	11.8%	26	12.9%	23	11.4%	24	11.8%
30.1 - 35.0	28	13.8%	24	11.9%	25	12.4%	18	8.8%
35.1 - 40.0	29	14.3%	23	11.4%	23	11.4%	29	14.2%
40.1 +	11	5.4%	15	7.4%	15	7.4%	12	5.9%
<b>TOTAL</b>	<b>203</b>	<b>100.0%</b>	<b>202</b>	<b>100.0%</b>	<b>202</b>	<b>100.0%</b>	<b>204</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.

2. Data captured on October 15.



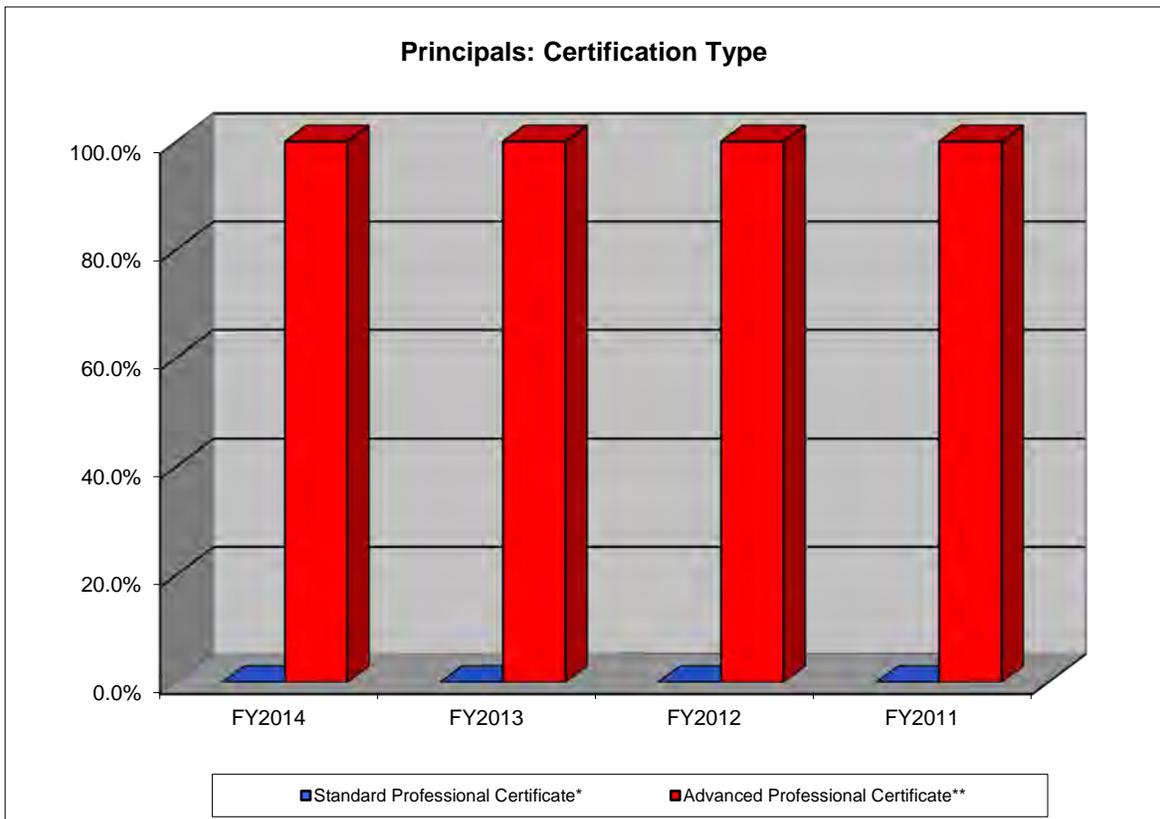
# Principals: Certification Type

Fiscal Year	Number of Principals	Standard Professional Certificate*		Advanced Professional Certificate**	
		Number	Percent	Number	Percent
FY2014	204	0	0.0%	204	100.0%
FY2013	202	0	0.0%	202	100.0%
FY2012	202	0	0.0%	202	100.0%
FY2011	203	0	0.0%	203	100.0%

\* 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.

Data captured on October 15.

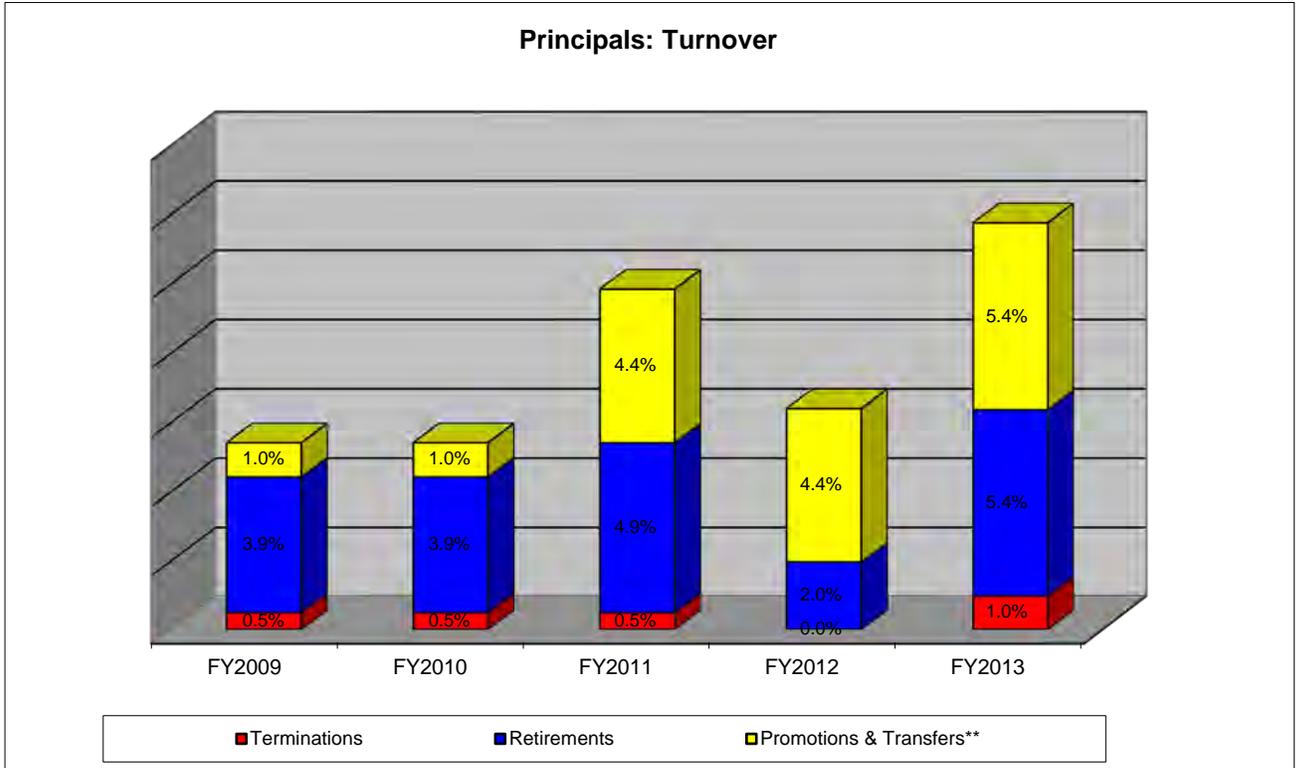


# Principals: Turnover

Fiscal Year	Number of Principals*	Terminations		Retirements		Promotions & Transfers**		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2013	204	2	1.0%	11	5.4%	11	5.4%	24	11.8%
FY2012	203	0	0.0%	4	2.0%	9	4.4%	13	6.4%
FY2011	203	1	0.5%	10	4.9%	9	4.4%	20	9.9%
FY2010	203	1	0.5%	8	3.9%	2	1.0%	11	5.4%
FY2009	203	1	0.5%	8	3.9%	2	1.0%	11	5.4%

\* 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.

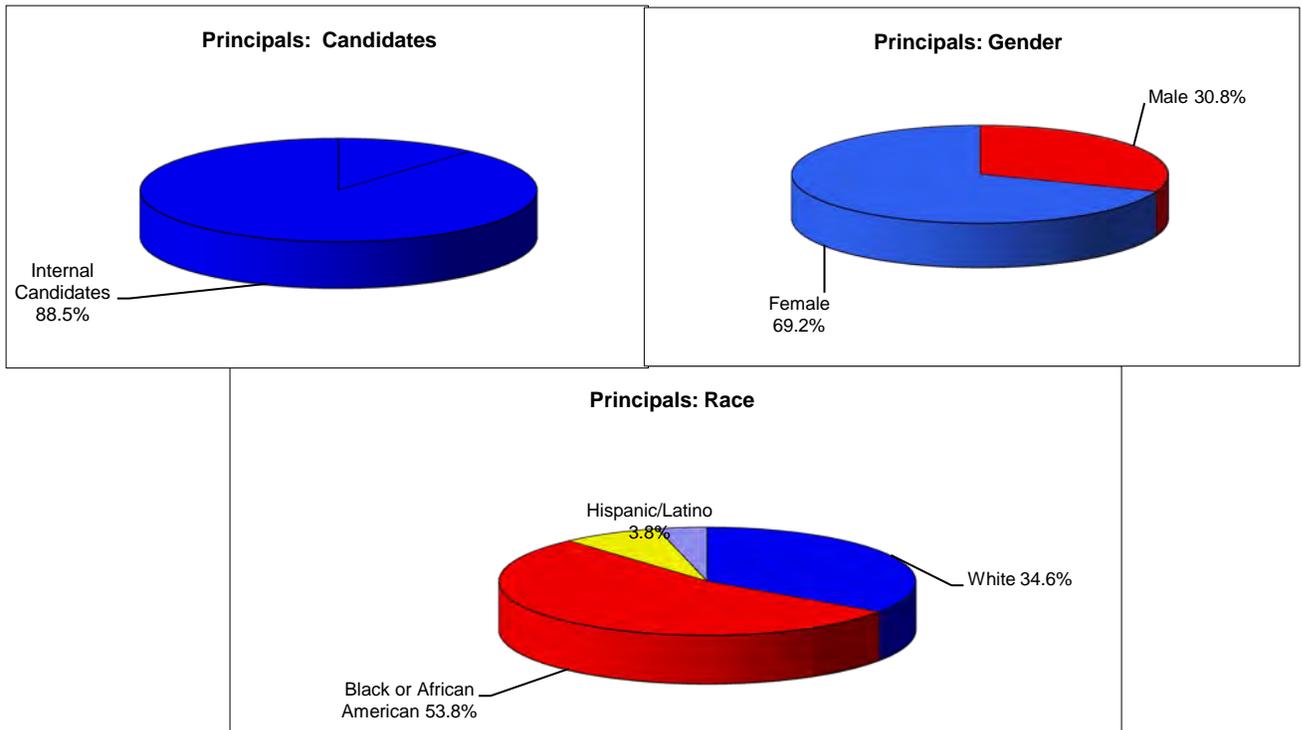


# Principals: New Principal Demographic Profile

FY2014					
	Elementary School	Middle School	High School	Total	
				Number	Percent
<b>PRINCIPAL NEW HIRES &amp; PROMOTIONS</b>					
External Candidates	3	0	0	3	11.5%
Internal Candidates	12	7	4	23	88.5%
<b>TOTAL: External &amp; Internal Candidates</b>	<b>15</b>	<b>7</b>	<b>4</b>	<b>26</b>	<b>100.0%</b>
<b>GENDER</b>					
Male	5	3	0	8	30.8%
Female	10	4	4	18	69.2%
<b>TOTAL</b>	<b>15</b>	<b>7</b>	<b>4</b>	<b>26</b>	<b>100.0%</b>
<b>RACE</b>					
White	6	1	2	9	34.6%
Black or African American	8	4	2	14	53.8%
Asian	1	1	0	2	7.7%
American Indian or Alaskan Native	0	0	0	0	0.0%
Hispanic/Latino	0	1	0	1	3.8%
Native Hawaiian or Pacific Islander *	0	0	0	0	0.0%
Two or More *	0	0	0	0	0.0%
<b>TOTAL</b>	<b>15</b>	<b>7</b>	<b>4</b>	<b>26</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



# Principals: Retirement Eligibility

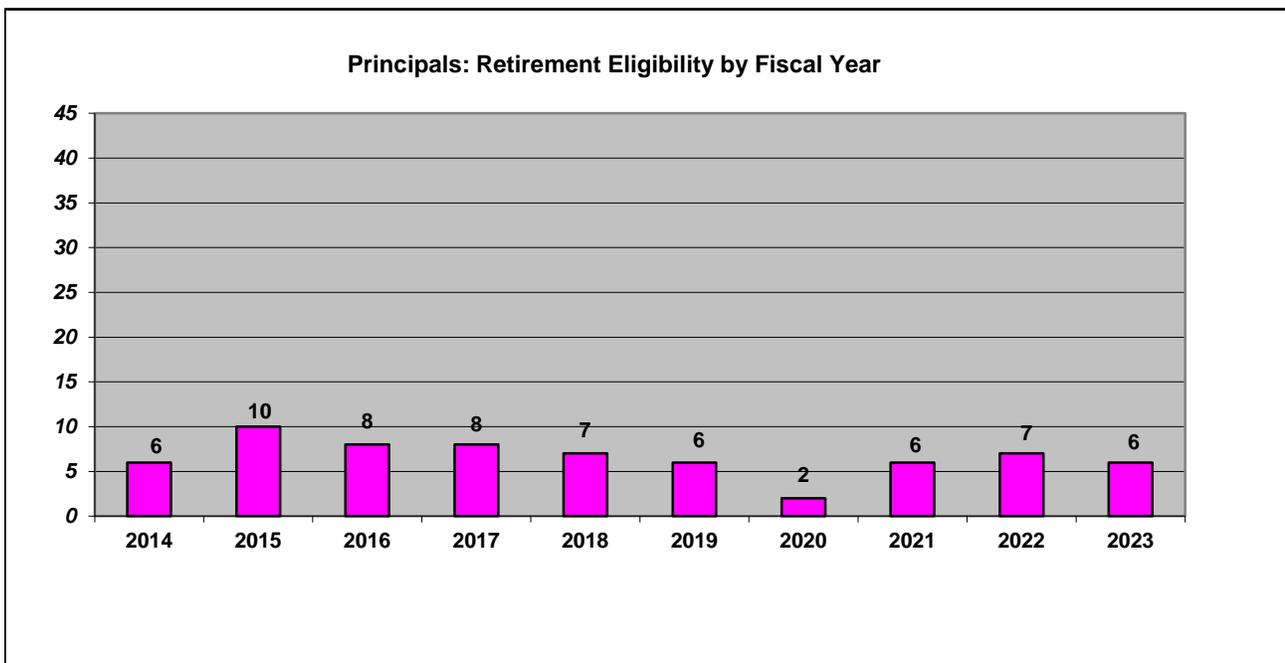
Fiscal Year	Principals Eligible By Fiscal Year	Percent of Total
2014	6	3.0%
2015	10	5.0%
2016	8	4.0%
2017	8	4.0%
2018	7	3.5%
2019	6	3.0%
2020	2	1.0%
2021	6	3.0%
2022	7	3.5%
2023	6	3.0%
<b>Eligible within 10 years</b>	<b>66</b>	<b>32.8%</b>
<b>Total Principals</b>	<b>201</b>	<b>100.0%</b>

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members hired prior to July 1, 2011 are eligible for retirement after 30 years of service or at age 62 with at least 5 years of service.

3. Reformed pension plan members hired after June 30, 2011 are eligible for retirement at age 65 with 10 years of eligibility service OR age + years of eligibility service = 90.

4. 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 chart above.



# Principals: Retirement Eligibility by Level

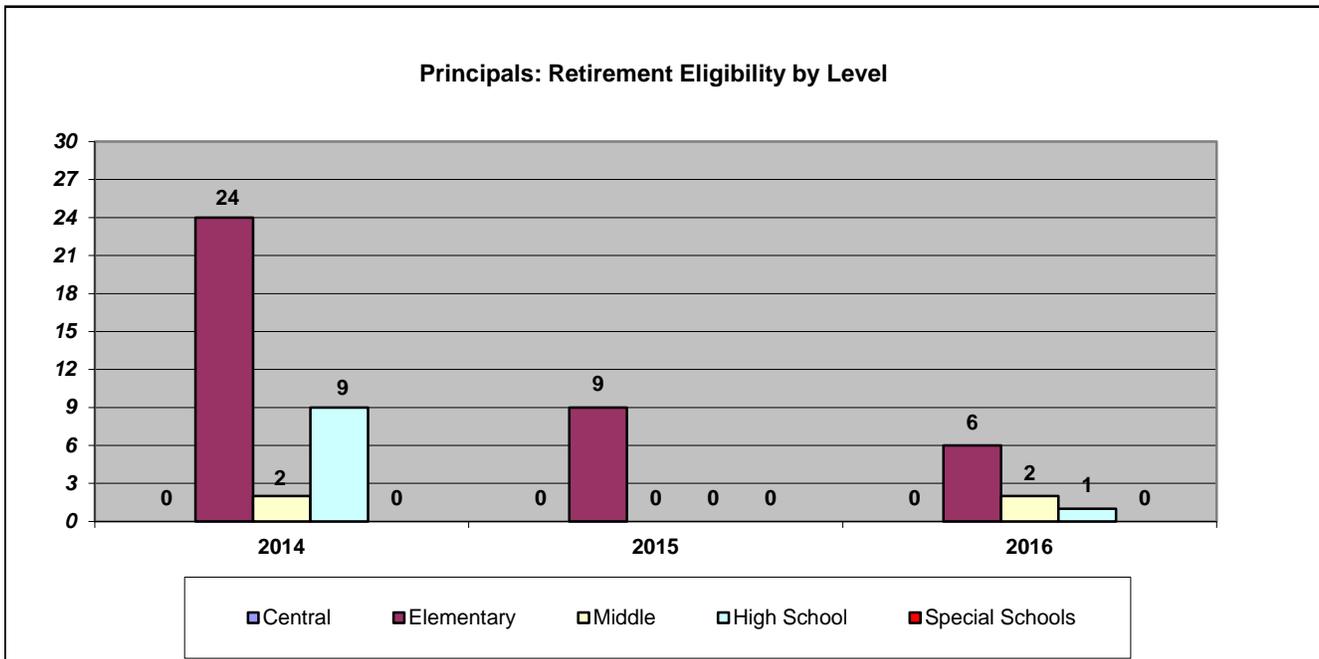
Level	Total Principals	Percent of Total	Eligible in FY 2014	Eligible in FY 2015	Eligible in FY 2016	Eligible Within 3 Years	Percent Eligible Within 3 Years
Central	1	0.5%	0	0	0	0	0.0%
Elementary	132	65.7%	24	9	6	39	29.5%
Middle	38	18.9%	2	0	2	4	10.5%
High School	27	13.4%	9	0	1	10	37.0%
Special Schools	3	1.5%	0	0	0	0	0.0%
<b>Total Principals</b>	<b>201</b>	<b>100.0%</b>	<b>35</b>	<b>9</b>	<b>9</b>	<b>53</b>	<b>26.4%</b>

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members hired prior to July 1, 2011 are eligible for retirement after 30 years of service or at age 62 with at least 5 years of service.

3. Reformed pension plan members hired after June 30, 2011 are eligible for retirement at age 65 with 10 years of eligibility service OR age + years of eligibility service = 90.

4. 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 chart above.



**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

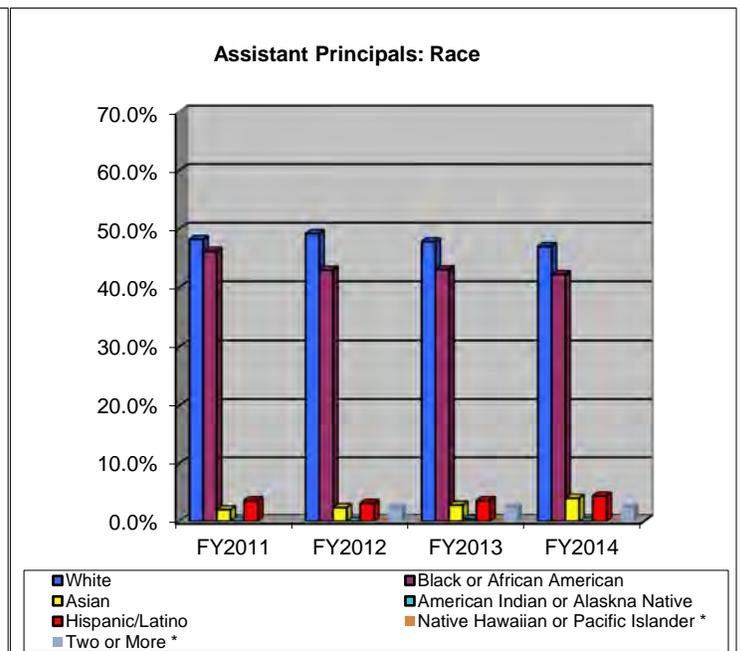
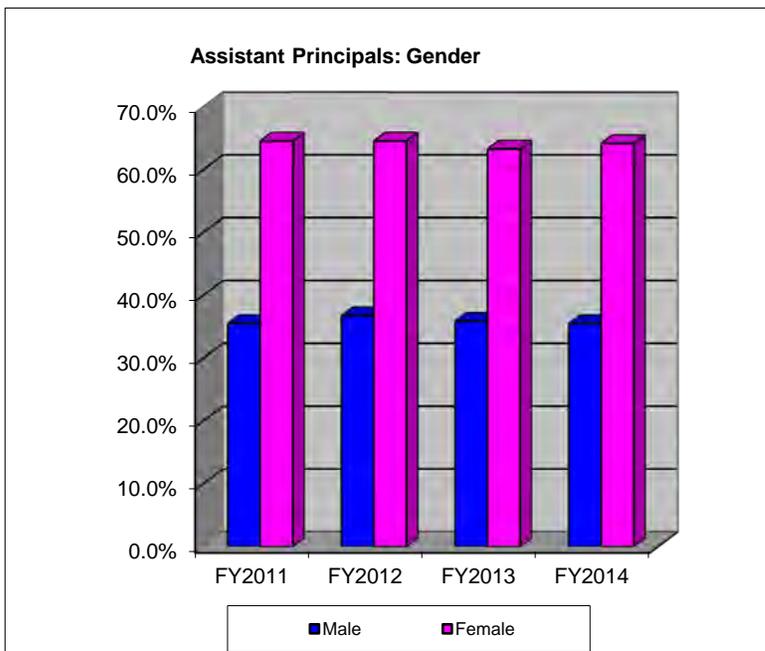
# Assistant Principals: Demographic Profile

	FY2011		FY2012		FY2013		FY2014	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>GENDER</b>								
Male	89	35.5%	94	36.7%	90	35.9%	89	35.5%
Female	162	64.5%	162	63.3%	161	64.1%	162	64.5%
<b>TOTAL</b>	<b>251</b>	<b>100.0%</b>	<b>256</b>	<b>100.0%</b>	<b>251</b>	<b>100.0%</b>	<b>251</b>	<b>100.0%</b>
<b>RACE</b>								
White	121	48.2%	126	49.2%	120	47.8%	118	47.0%
Black or African American	116	46.2%	110	43.0%	108	43.0%	106	42.2%
Asian	5	2.0%	6	2.3%	7	2.8%	10	4.0%
American Indian or Alaskna Native	0	0.0%	0	0.0%	1	0.4%	0	0.0%
Hispanic/Latino	9	3.6%	8	3.1%	9	3.6%	11	4.4%
Native Hawaiian or Pacific Islander *			0	0.0%	0	0.0%	0	0.0%
Two or More *			6	2.3%	6	2.4%	6	2.4%
<b>TOTAL</b>	<b>251</b>	<b>100.0%</b>	<b>256</b>	<b>97.7%</b>	<b>251</b>	<b>100.0%</b>	<b>251</b>	<b>97.6%</b>
<b>AGE</b>								
20 - 29 years	3	1.2%	7	2.7%	1	0.4%	2	0.8%
30 - 39 years	99	39.4%	100	39.1%	69	27.5%	85	33.9%
40 - 49 years	71	28.3%	79	30.9%	109	43.4%	103	41.0%
50 - 59 years	59	23.5%	55	21.5%	49	19.5%	42	16.7%
60+ years	19	7.6%	15	5.9%	23	9.2%	19	7.6%
<b>TOTAL</b>	<b>251</b>	<b>100.0%</b>	<b>256</b>	<b>100.0%</b>	<b>251</b>	<b>100.0%</b>	<b>251</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. \* Data tracked starting FY2012



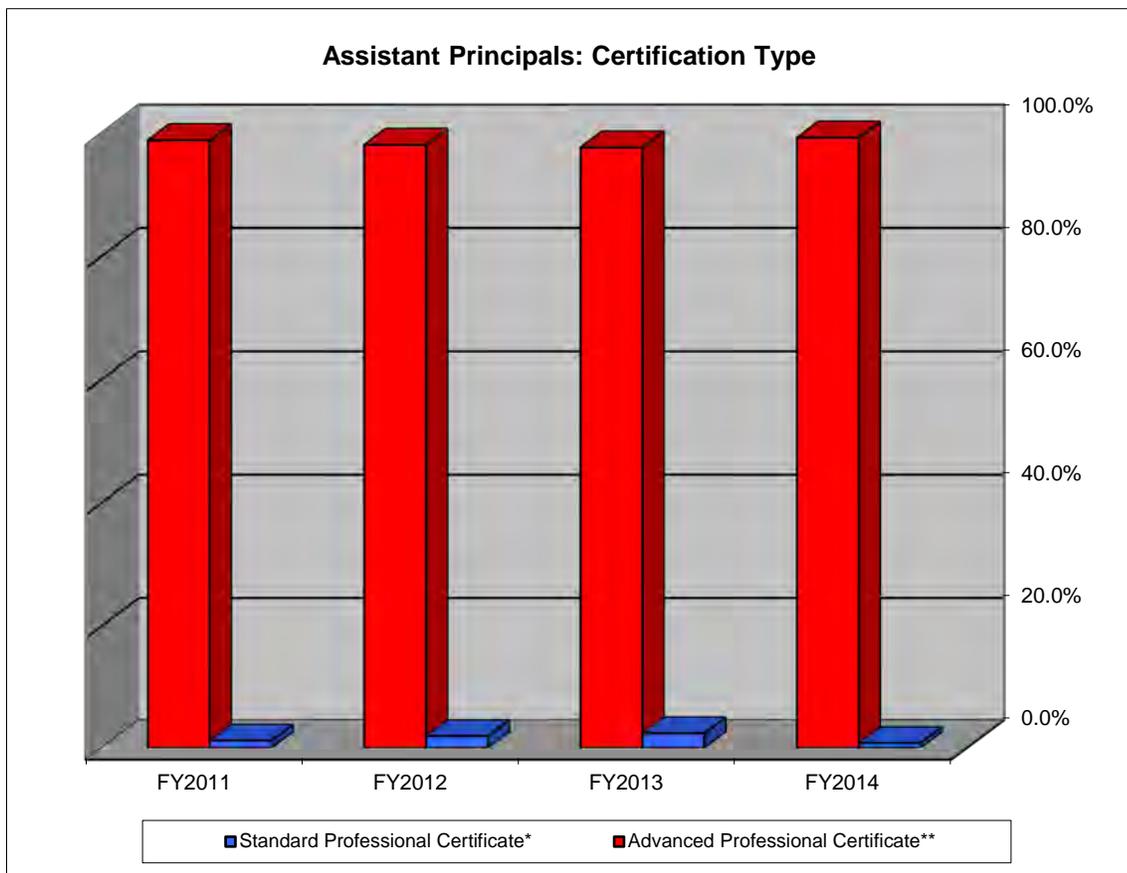
# Assistant Principals: Certification Type

Fiscal Year	Number of Assistant Principals	Standard Professional Certificate*		Advanced Professional Certificate**	
		Number	Percent	Number	Percent
FY2014	251	2	0.8%	249	99.2%
FY2013	251	6	2.4%	245	97.6%
FY2012	256	5	2.0%	251	98.0%
FY2011	251	3	1.2%	248	98.8%

\* 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.

Data captured on October 15.

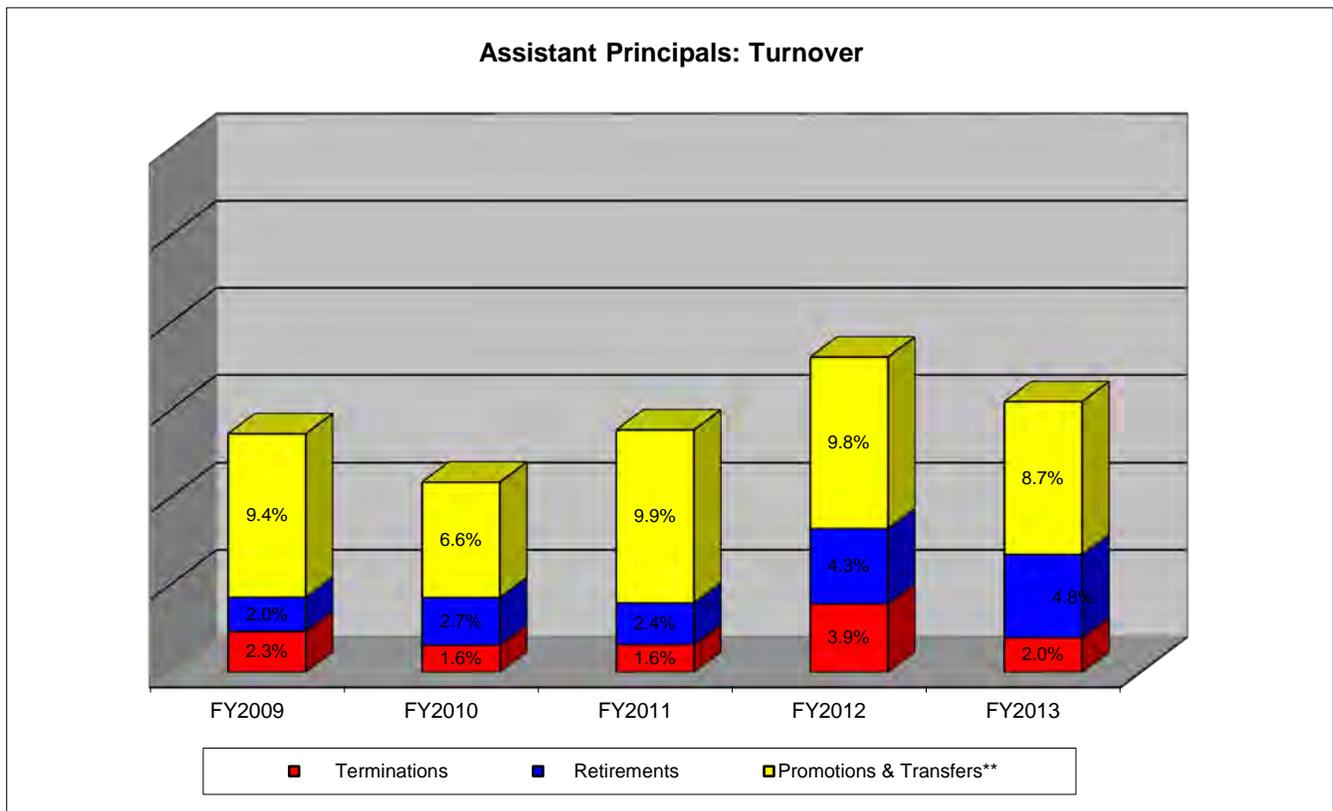


# Assistant Principals: Turnover

Fiscal Year	Number of Assistant Principals*	Terminations		Retirements		Promotions & Transfers**		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2013	252	5	2.0%	12	4.8%	22	8.7%	39	15.5%
FY2012	255	10	3.9%	11	4.3%	25	9.8%	46	18.0%
FY2011	252	4	1.6%	6	2.4%	25	9.9%	35	13.9%
FY2010	257	4	1.6%	7	2.7%	17	6.6%	28	10.9%
FY2009	256	6	2.3%	5	2.0%	24	9.4%	35	13.7%

\* 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.

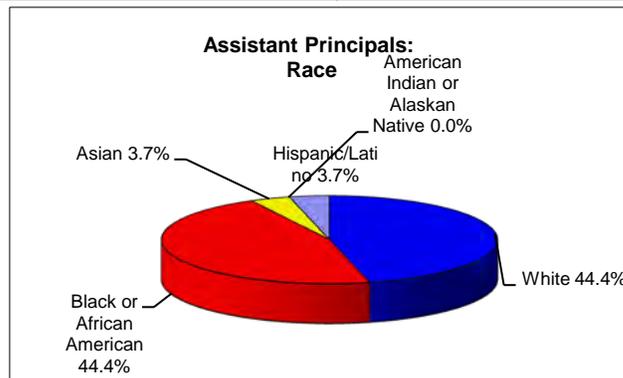
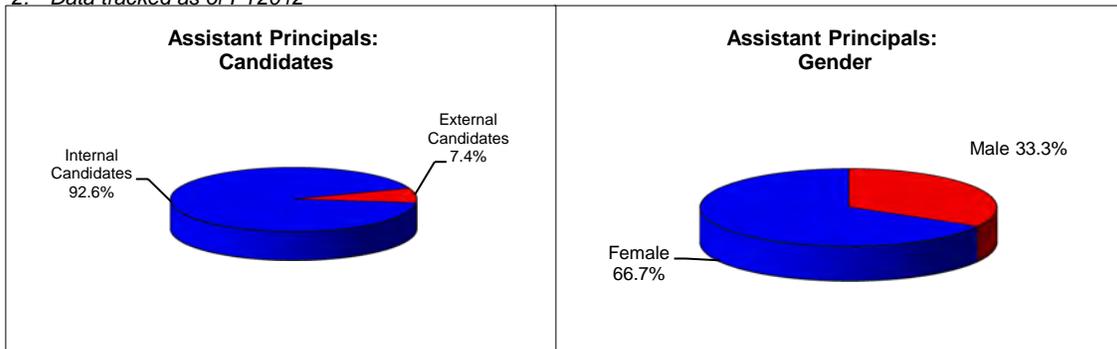


# Assistant Principals: New Assistant Principal Demographic Profile

FY 2014		
	Number	Percent
<b>Assistant Principal New Hires &amp; Promotions</b>		
External Candidates	2	7.4%
Internal Candidates	25	92.6%
<b>TOTAL: External &amp; Internal Candidates</b>	<b>27</b>	<b>100.0%</b>
<b>GENDER</b>		
Male	9	33.3%
Female	18	66.7%
<b>TOTAL</b>	<b>27</b>	<b>100.0%</b>
<b>RACE</b>		
White	12	44.4%
Black or African American	12	44.4%
Asian	1	3.7%
American Indian or Alaskan Native	0	0.0%
Hispanic/Latino	1	3.7%
Native Hawaiian or Pacific Islander *	0	0.0%
Two or More *	1	3.7%
<b>TOTAL</b>	<b>27</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 tracked as of FY2012



# Assistant Principals: Retirement Eligibility

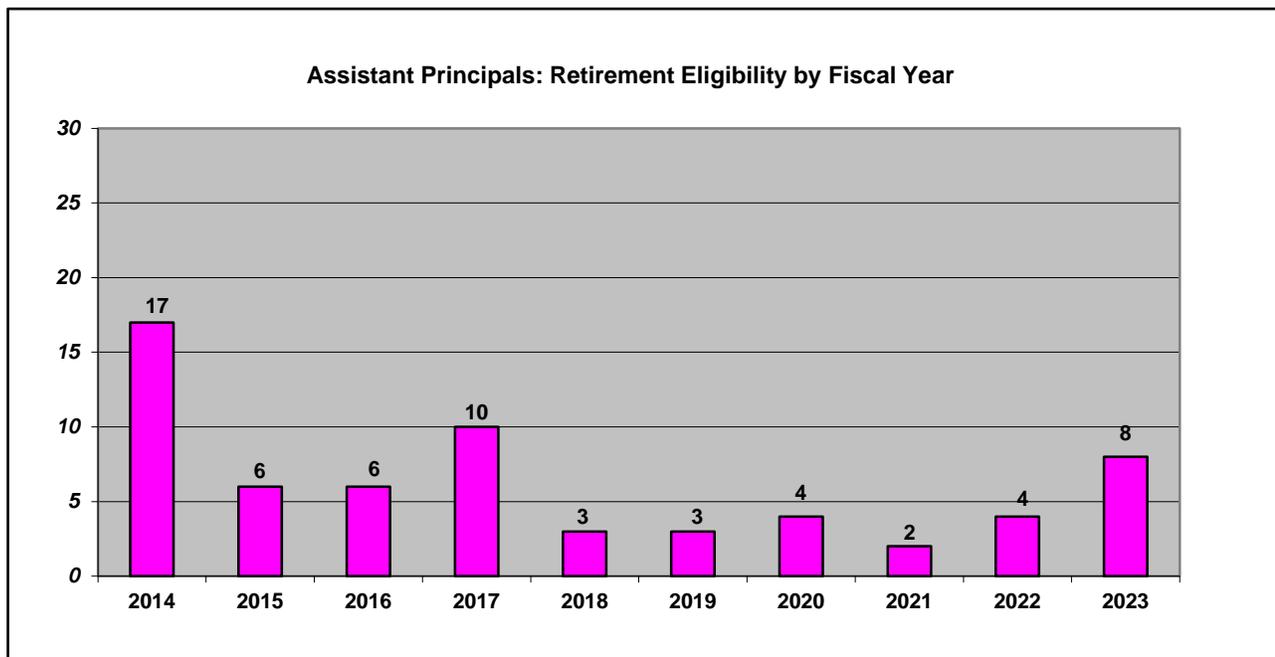
Fiscal Year	Assistant Principals Eligible By Fiscal Year	Percent of Total
2014	17	6.7%
2015	6	2.4%
2016	6	2.4%
2017	10	4.0%
2018	3	1.2%
2019	3	1.2%
2020	4	1.6%
2021	2	0.8%
2022	4	1.6%
2023	8	3.2%
<b>Eligible within 10 years</b>	<b>63</b>	<b>25.0%</b>
<b>Total Assisant Principals</b>	<b>252</b>	<b>100.0%</b>

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members hired prior to July 1, 2011 are eligible for retirement after 30 years of service or at age 62 with at least 5 years of service.

3. Reformed pension plan members hired after June 30, 2011 are eligible for retirement at age 65 with 10 years of eligibility service OR age + years of eligibility service = 90.

4. 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 chart above.



## Assistant Principals: Retirement Eligibility by Level

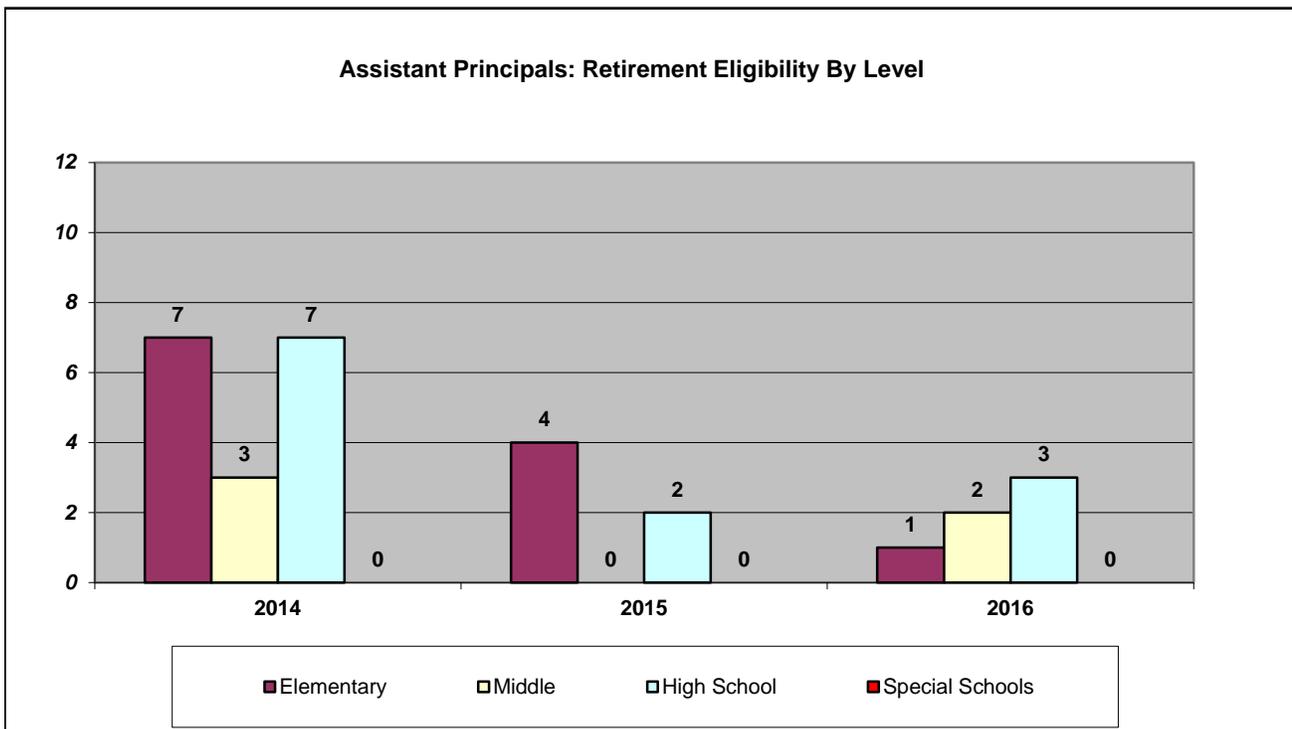
Level	Total Assistant Principals	Percent of Total	Eligible in FY 2014	Eligible in FY 2015	Eligible in FY 2016	Eligible Within 3 Years	Percent Eligible Within 3 Years
Elementary	113	44.8%	7	4	1	12	10.6%
Middle	67	26.6%	3	0	2	5	7.5%
High School	70	27.8%	7	2	3	12	17.1%
Special Schools	2	0.8%	0	0	0	0	0.0%
<b>Total Ass't Principals</b>	<b>252</b>	<b>100.0%</b>	<b>17</b>	<b>6</b>	<b>6</b>	<b>29</b>	<b>11.5%</b>

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members hired prior to July 1, 2011 are eligible for retirement after 30 years of service or at age 62 with at least 5 years of service.

3. Reformed pension plan members hired after June 30, 2011 are eligible for retirement at age 65 with 10 years of eligibility service OR age + years of eligibility service = 90.

4. 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 chart above.



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

Demographic Profile

Certification Type

New Assistant School Administrators Demographic Profile

Turnover

Retirement Eligibility

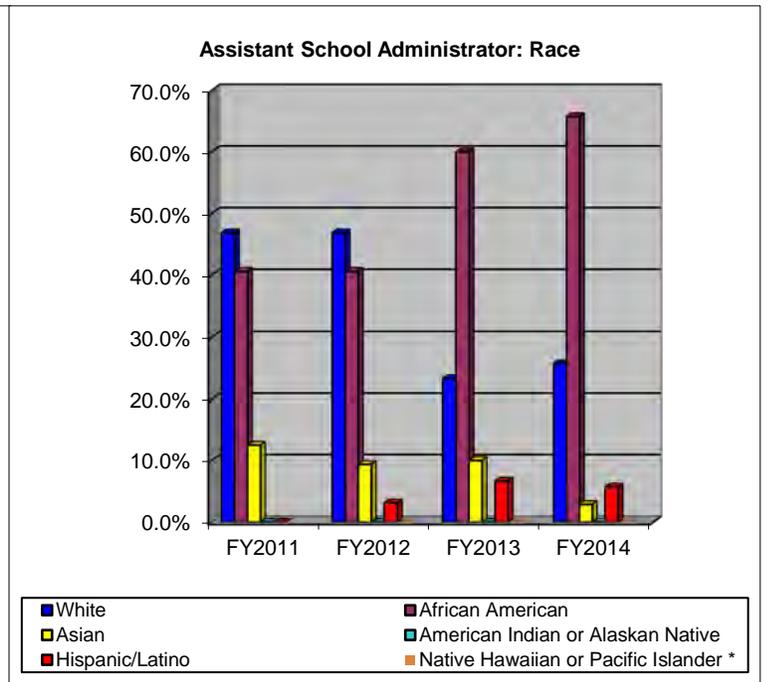
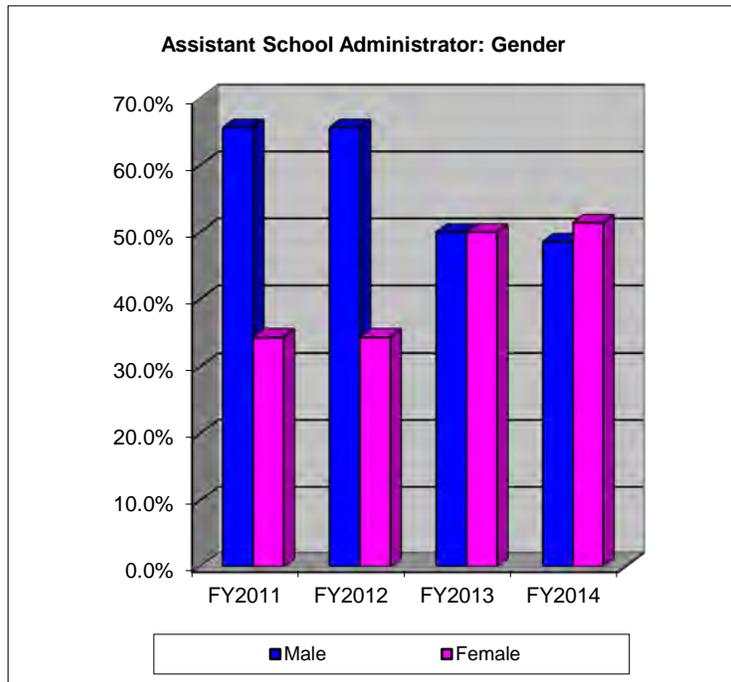
# Assistant School Administrators: Demographic Profile

	FY2011		FY2012		FY2013		FY2014	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>GENDER</b>								
Male	21	65.6%	21	65.6%	15	50.0%	17	48.6%
Female	11	34.4%	11	34.4%	15	50.0%	18	51.4%
<b>TOTAL</b>	<b>32</b>	<b>100.0%</b>	<b>32</b>	<b>100.0%</b>	<b>30</b>	<b>100.0%</b>	<b>35</b>	<b>100.0%</b>
<b>RACE</b>								
White	15	46.9%	15	46.9%	7	23.3%	9	25.7%
African American	13	40.6%	13	40.6%	18	60.0%	23	65.7%
Asian	4	12.5%	3	9.4%	3	10.0%	1	2.9%
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino	0	0.0%	1	3.1%	2	6.7%	2	5.7%
Native Hawaiian or Pacific Islander *			0	0.0%	0	0.0%	0	0.0%
Two or More *			0	0.0%	0	0.0%	0	0.0%
<b>TOTAL</b>	<b>32</b>	<b>100.0%</b>	<b>32</b>	<b>100.0%</b>	<b>30</b>	<b>100.0%</b>	<b>35</b>	<b>100.0%</b>
<b>AGE</b>								
20 - 29 years	3	9.4%	4	12.5%	2	6.7%	0	0.0%
30 - 39 years	13	40.6%	12	37.5%	15	50.0%	20	57.1%
40 - 49 years	8	25.0%	8	25.0%	9	30.0%	12	34.3%
50 - 59 years	6	18.8%	6	18.8%	3	10.0%	1	2.9%
60+ years	2	6.3%	2	6.3%	1	3.3%	2	5.7%
<b>TOTAL</b>	<b>32</b>	<b>100.0%</b>	<b>32</b>	<b>100.0%</b>	<b>30</b>	<b>100.0%</b>	<b>35</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. \* Data tracked starting FY 2012.



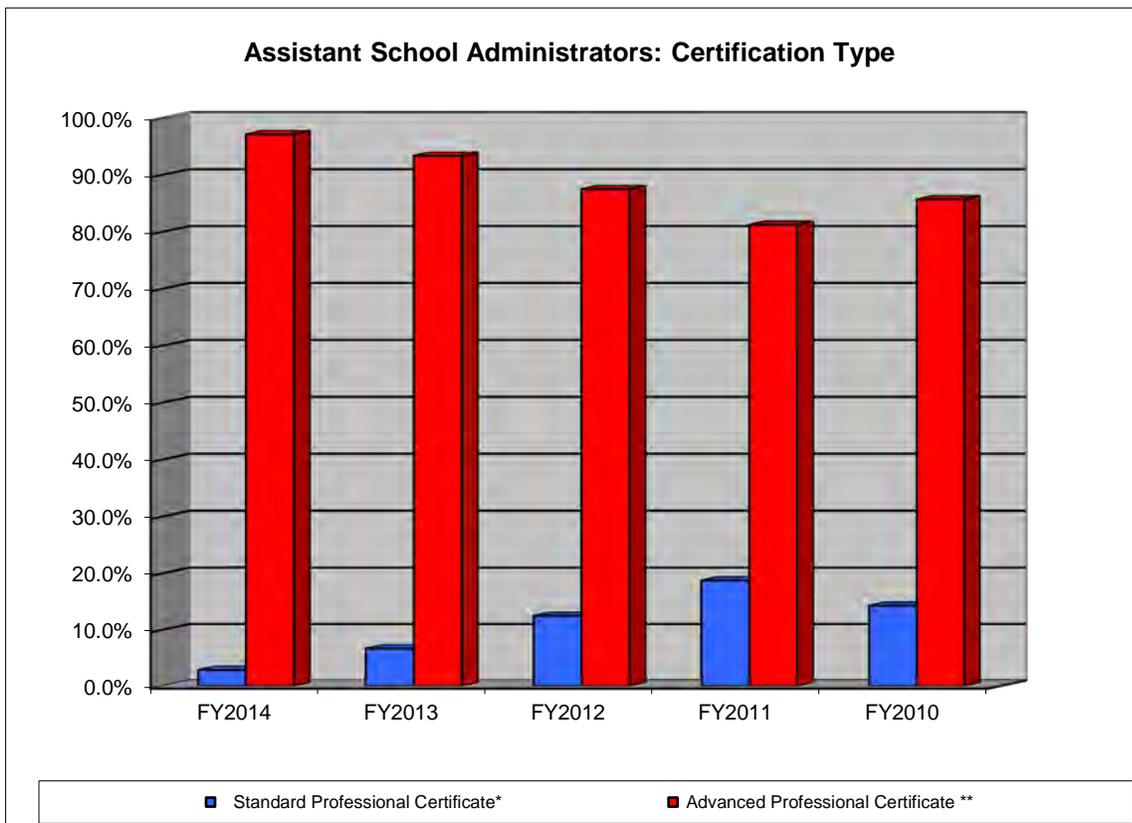
# Assistant School Administrators: Certification Type

Fiscal Year	Number of Assistant School Administrators	Standard Professional Certificate*		Advanced Professional Certificate **	
		Number	Percent	Number	Percent
FY2014	35	1	2.9%	34	97.1%
FY2013	30	2	6.7%	28	93.3%
FY2012	32	4	12.5%	28	87.5%
FY2011	32	6	18.8%	26	81.3%
FY2010	28	4	14.3%	24	85.7%

\* 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.

Data captured on October 15.

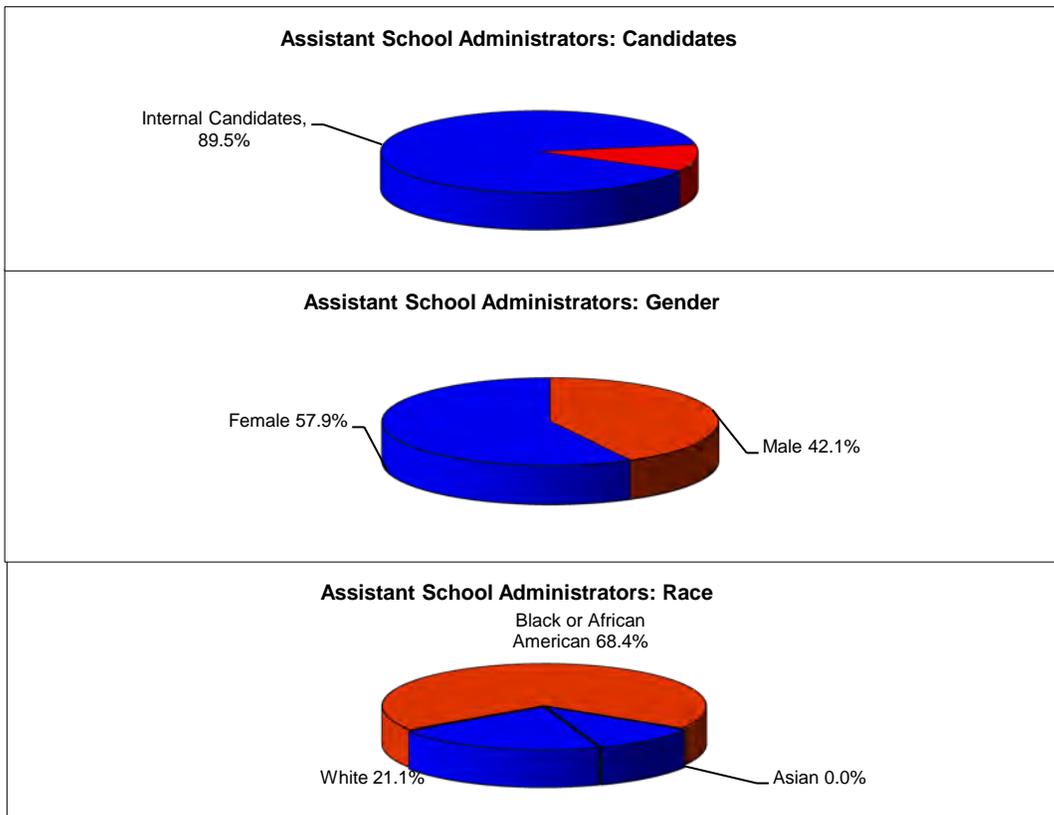


# Assistant School Administrators: New Assistant School Administrators Demographic Profile

FY2014		
	Number	Percent
<b>Student Support Specialist New Hires &amp; Promotions</b>		
External Candidates	2	10.5%
Internal Candidates	17	89.5%
<b>TOTAL: External &amp; Internal Candidates</b>	<b>19</b>	<b>100.0%</b>
<b>GENDER</b>		
Male	8	42.1%
Female	11	57.9%
<b>TOTAL</b>	<b>19</b>	<b>100.0%</b>
<b>RACE</b>		
White	4	21.1%
Black or African American	13	68.4%
Asian	0	0.0%
American Indian or Alaskan Native	0	0.0%
Hispanic/ Latino	2	10.5%
Native Hawaiian or Pacific Islander *	0	0.0%
Two or More *	0	0.0%
<b>TOTAL</b>	<b>19</b>	<b>100.0%</b>

\* Data was captured on October 15

\*\* Data tracked starting FY 2012

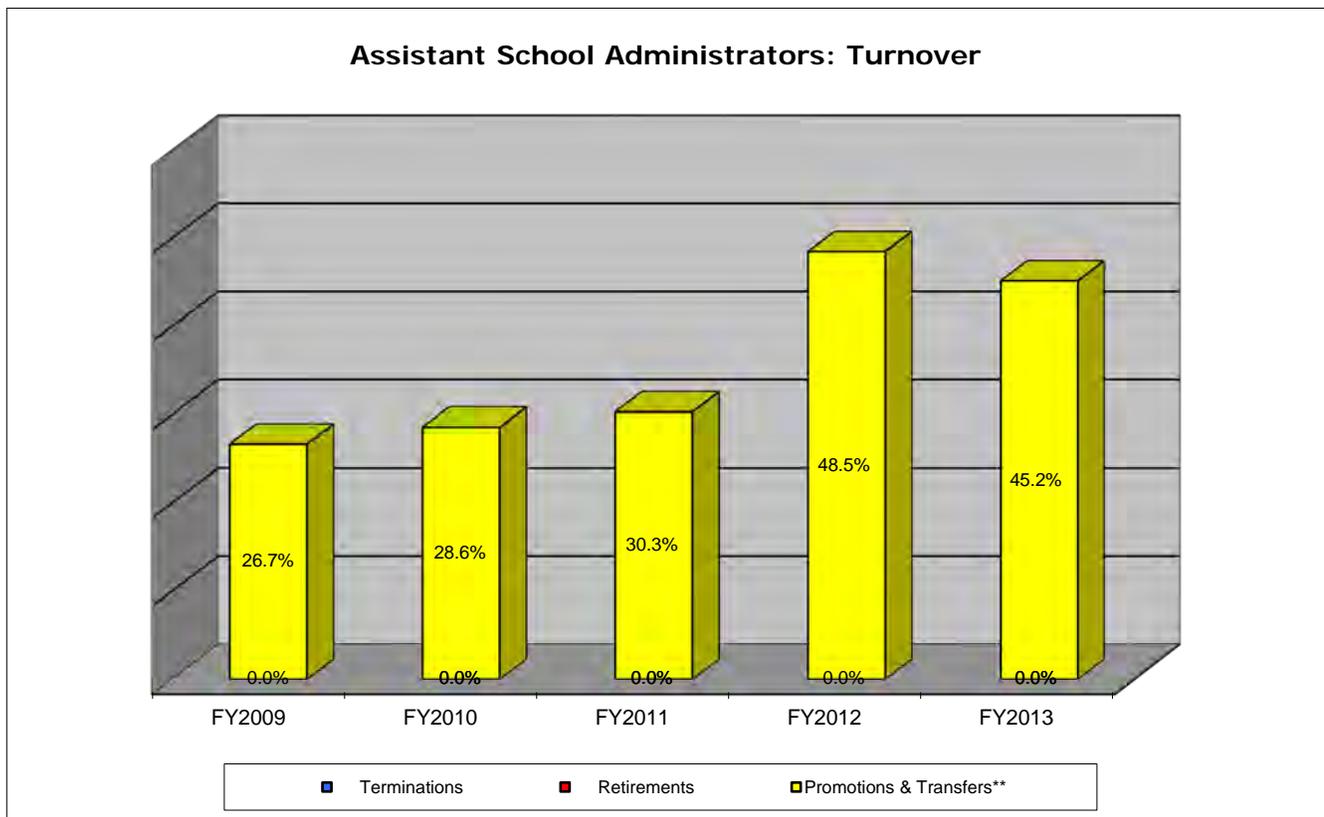


# Assistant School Administrators: Turnover

Fiscal Year	Number of Assistant School Administrator*	Terminations		Retirements		Promotions & Transfers**		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2013	31	0	0.0%	0	0.0%	14	45.2%	14	45.2%
FY2012	33	0	0.0%	0	0.0%	16	48.5%	16	48.5%
FY2011	33	0	0.0%	0	0.0%	10	30.3%	10	30.3%
FY2010	28	0	0.0%	0	0.0%	8	28.6%	8	28.6%
FY2009	30	0	0.0%	0	0.0%	8	26.7%	8	26.7%

\* 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

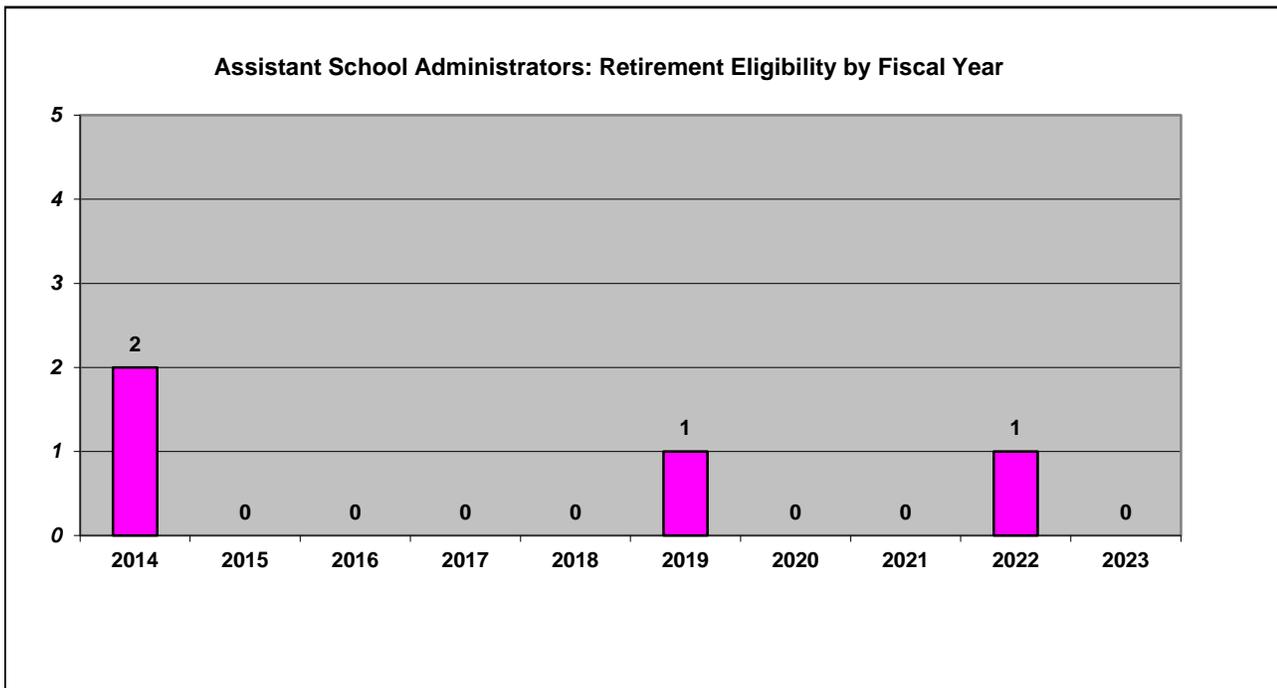
Fiscal Year	Assistant School Administrators Eligible By Fiscal Year	Percent of Total
2014	2	5.7%
2015	0	0.0%
2016	0	0.0%
2017	0	0.0%
2018	0	0.0%
2019	1	2.9%
2020	0	0.0%
2021	0	0.0%
2022	1	2.9%
2023	0	0.0%
<b>Eligible within 10 years</b>	<b>4</b>	<b>11.4%</b>
<b>Total Assistant School Administrators</b>	<b>35</b>	<b>100.0%</b>

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members hired prior to July 1, 2011 are eligible for retirement after 30 years of service or at age 62 with at least 5 years of service.

3. Reformed pension plan members hired after June 30, 2011 are eligible for retirement at age 65 with 10 years of eligibility service OR age + years of eligibility service = 90.

4. 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 chart above.



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

Demographic Profile  
Degree  
Total Years of Experience  
Salary Schedule Placement  
Retirement Eligibility

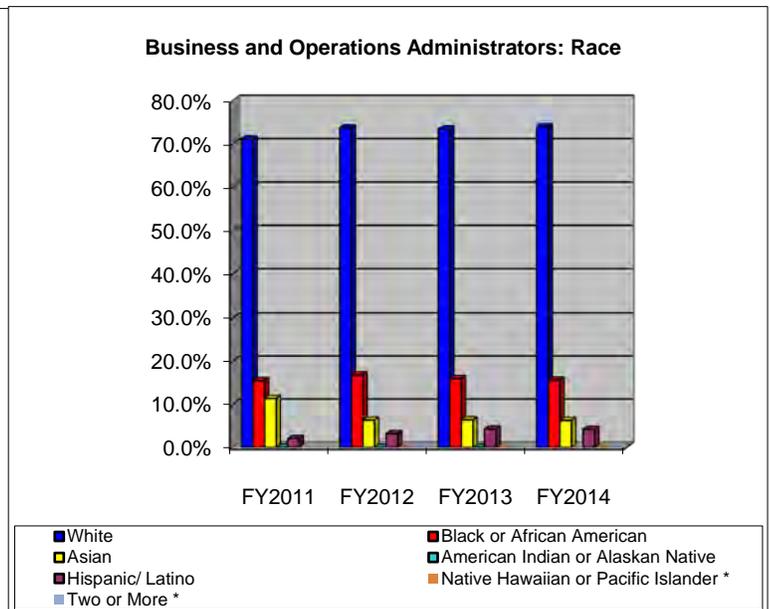
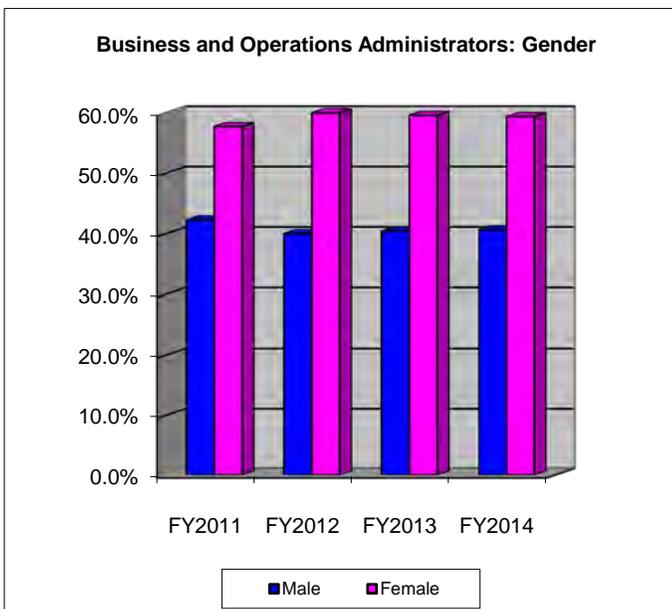
# Business and Operations Administrators: Demographic Profile

	FY2011		FY2012		FY2013		FY2014	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>GENDER</b>								
Male	41	42.3%	38	40.0%	38	40.4%	39	40.6%
Female	56	57.7%	57	60.0%	56	59.6%	57	59.4%
<b>TOTAL</b>	<b>97</b>	<b>100.0%</b>	<b>95</b>	<b>100.0%</b>	<b>94</b>	<b>100.0%</b>	<b>96</b>	<b>100.0%</b>
<b>RACE</b>								
White	69	71.1%	70	73.7%	69	73.4%	71	74.0%
Black or African American	15	15.5%	16	16.8%	15	16.0%	15	15.6%
Asian	11	11.3%	6	6.3%	6	6.4%	6	6.3%
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Hispanic/ Latino	2	2.1%	3	3.2%	4	4.3%	4	4.2%
Native Hawaiian or Pacific Islander *			0	0.0%	0	0.0%	0	0.0%
Two or More *			0	0.0%	0	0.0%	0	0.0%
<b>TOTAL</b>	<b>97</b>	<b>100.0%</b>	<b>95</b>	<b>100.0%</b>	<b>94</b>	<b>100.0%</b>	<b>96</b>	<b>100.0%</b>
<b>AGE</b>								
20 - 29 years	2	2.1%	3	3.2%	2	2.1%	3	3.1%
30 - 39 years	11	11.3%	10	10.5%	8	8.5%	9	9.4%
40 - 49 years	28	28.9%	30	31.6%	24	25.5%	26	27.1%
50 - 59 years	37	38.1%	34	35.8%	42	44.7%	43	44.8%
60+ years	19	19.6%	18	18.9%	18	19.1%	15	15.6%
<b>TOTAL</b>	<b>97</b>	<b>100.0%</b>	<b>95</b>	<b>100.0%</b>	<b>94</b>	<b>100.0%</b>	<b>96</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.

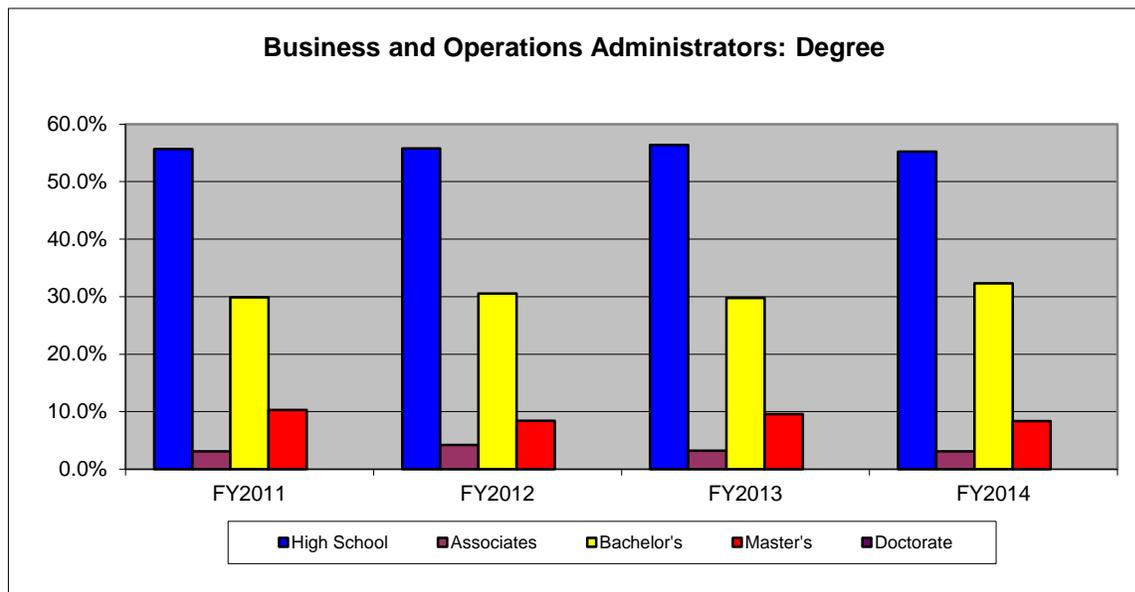
3. \* Data tracked starting FY 2012.



# Business and Operations Administrators: Degree

	FY2011		FY2012		FY2013		FY2014	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>DEGREE</b>								
Below HS / None	1	1.0%	1	1.1%	1	1.1%	1	1.0%
High School	54	55.7%	53	55.8%	53	56.4%	53	55.2%
Associates	3	3.1%	4	4.2%	3	3.2%	3	3.1%
Bachelor's	29	29.9%	29	30.5%	28	29.8%	31	32.3%
Master's	10	10.3%	8	8.4%	9	9.6%	8	8.3%
Doctorate	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>TOTAL</b>	<b>97</b>	<b>100.0%</b>	<b>95</b>	<b>100.0%</b>	<b>94</b>	<b>100.0%</b>	<b>96</b>	<b>100.0%</b>

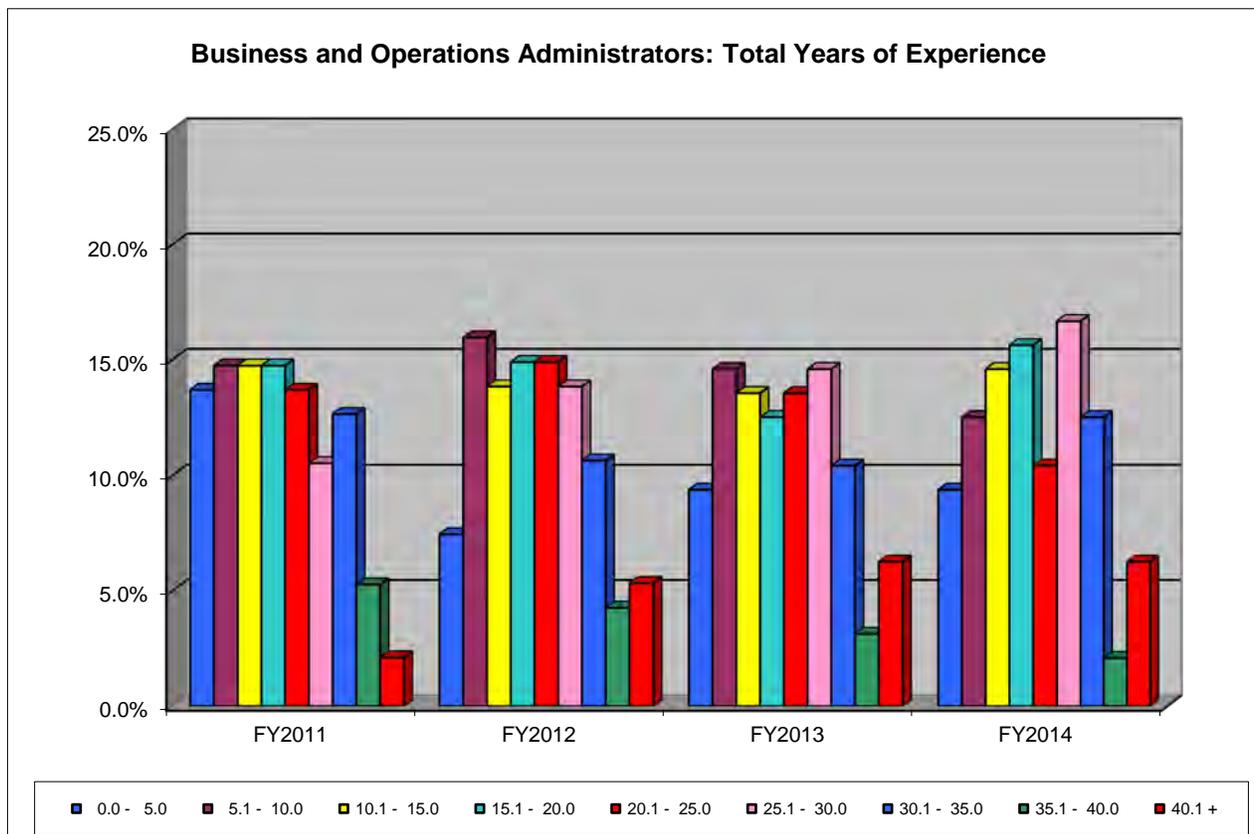
1. Data captured on October 15.



# Business and Operations Administrators: Total Years of Experience

Years of Experience	FY2011		FY2012		FY2013		FY2014	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
0.0 - 5.0	13	13.7%	7	7.4%	9	9.4%	9	9.4%
5.1 - 10.0	14	14.7%	15	16.0%	14	14.6%	12	12.5%
10.1 - 15.0	14	14.7%	13	13.8%	13	13.5%	14	14.6%
15.1 - 20.0	14	14.7%	14	14.9%	12	12.5%	15	15.6%
20.1 - 25.0	13	13.7%	14	14.9%	13	13.5%	10	10.4%
25.1 - 30.0	10	10.5%	13	13.8%	14	14.6%	16	16.7%
30.1 - 35.0	12	12.6%	10	10.6%	10	10.4%	12	12.5%
35.1 - 40.0	5	5.3%	4	4.3%	3	3.1%	2	2.1%
40.1 +	2	2.1%	5	5.3%	6	6.3%	6	6.3%
<b>TOTAL</b>	<b>97</b>	<b>102.1%</b>	<b>95</b>	<b>101.1%</b>	<b>94</b>	<b>97.9%</b>	<b>96</b>	<b>100.0%</b>

1. Data reflects years worked within MCPS or other county agency.
2. Data captured October 15.

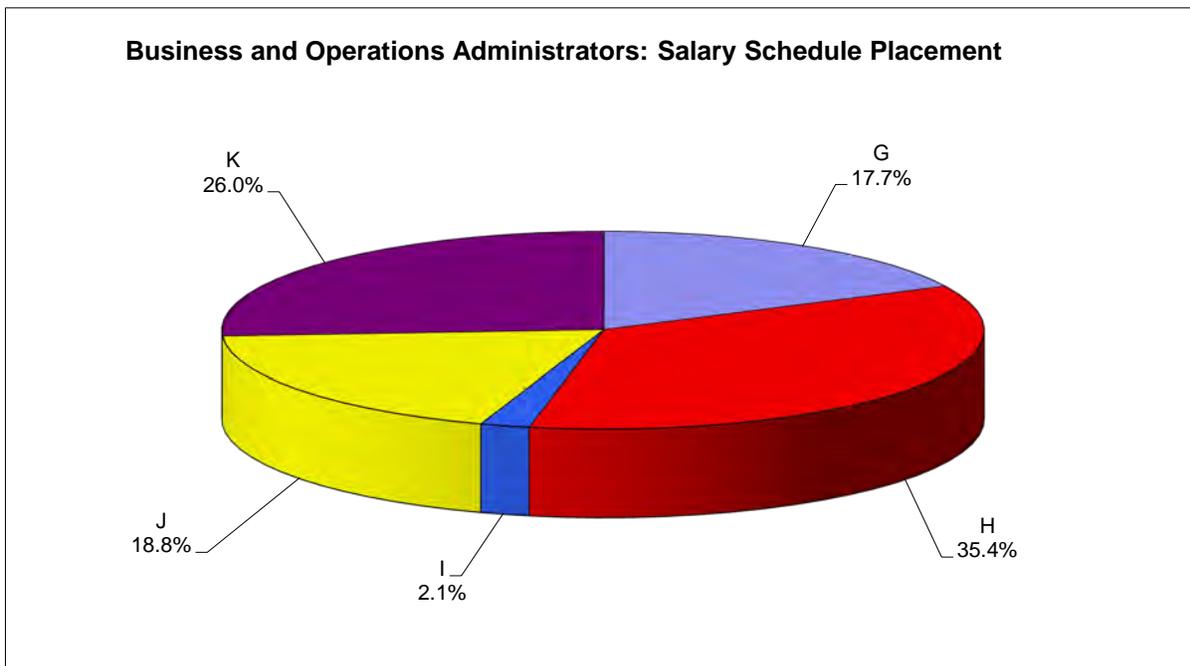


# Business and Operations Administrators: Salary Schedule Placement

Step	FY 2014						
	G	H	I	J	K	Total	%
1	0	2	0	1	0	3	3.1%
2	2	2	0	0	0	4	4.2%
3	0	1	0	3	1	5	5.2%
4	3	1	0	0	0	4	4.2%
5	0	1	1	2	1	5	5.2%
6	1	3	0	2	1	7	7.3%
7	0	3	0	0	2	5	5.2%
8	2	1	0	0	2	5	5.2%
9	0	0	0	2	4	6	6.3%
10	2	3	1	1	0	7	7.3%
11	1	4	0	1	3	9	9.4%
12	3	5	0	3	7	18	18.8%
50	3	8	0	3	4	18	18.8%
<b>Total</b>	17	34	2	18	25	96	100.0%
<b>% of Schedule</b>	17.7%	35.4%	2.1%	18.8%	26.0%		

1. Data as of October 15.

2. Step 50 indicates employees received a 2% increase on 7/1/2012



# Business and Operations Administrators: Retirement Eligibility

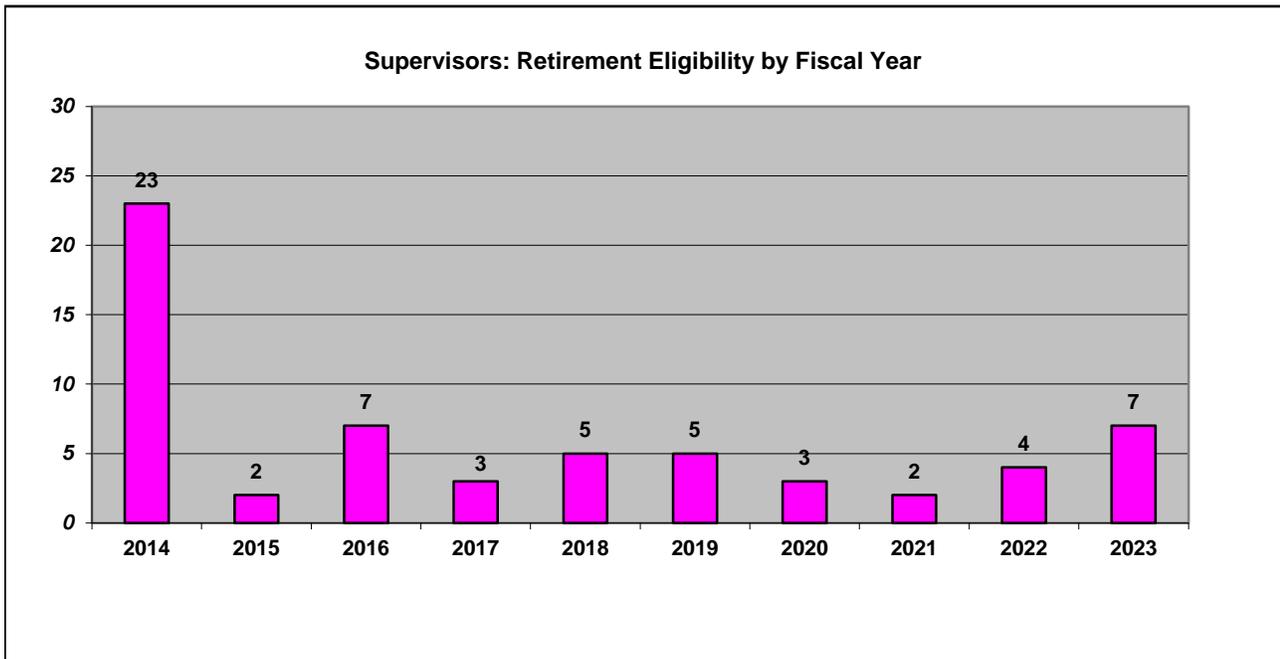
Fiscal Year	Supervisors Eligible By Fiscal Year	Percent of Total
2014	23	24.0%
2015	2	2.1%
2016	7	7.3%
2017	3	3.1%
2018	5	5.2%
2019	5	5.2%
2020	3	3.1%
2021	2	2.1%
2022	4	4.2%
2023	7	7.3%
<b>Eligible within 10 years</b>	<b>61</b>	<b>63.5%</b>
<b>Total Supervisors</b>	<b>96</b>	<b>100.0%</b>

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members hired prior to July 1, 2011 are eligible for retirement after 30 years of service or at age 62 with at least 5 years of service.

3. Reformed pension plan members hired after June 30, 2011 are eligible for retirement at age 65 with 10 years of eligibility service OR age + years of eligibility service = 90.

4. 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 chart above.



**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

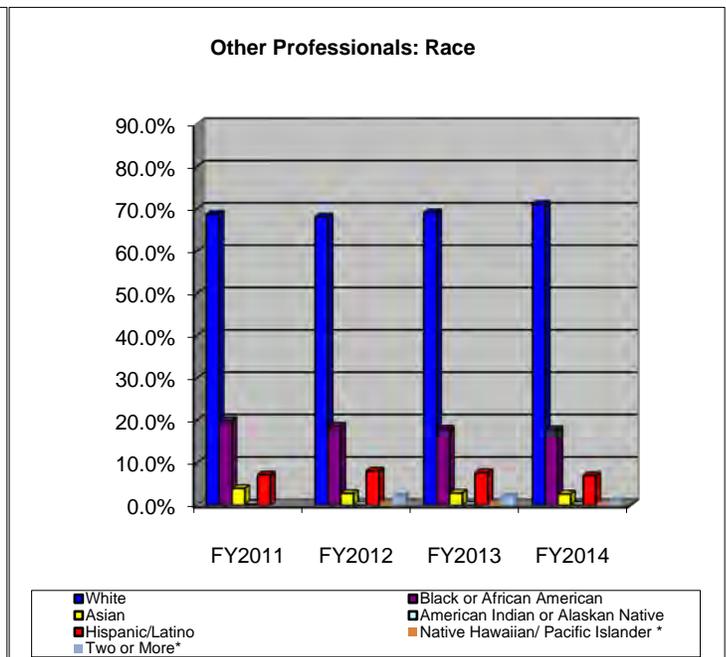
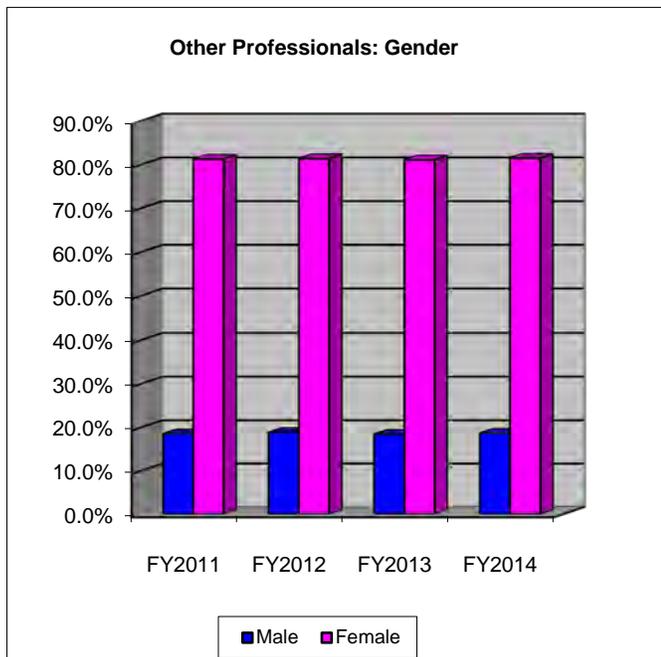
# Other Professionals: Demographic Profile

	FY2011		FY2012		FY2013		FY2014	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>GENDER</b>								
Male	70	18.6%	68	18.9%	65	18.5%	64	18.7%
Female	307	81.4%	292	81.1%	287	81.5%	278	81.3%
<b>TOTAL</b>	<b>377</b>	<b>100.0%</b>	<b>360</b>	<b>100.0%</b>	<b>352</b>	<b>100.0%</b>	<b>342</b>	<b>100.0%</b>
<b>RACE</b>								
White	259	68.7%	245	68.1%	243	69.0%	243	71.1%
Black or African American	75	19.9%	67	18.6%	63	17.9%	61	17.8%
Asian	15	4.0%	10	2.8%	10	2.8%	9	2.6%
American Indian or Alaskan Native	1	0.3%	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino	27	7.2%	29	8.1%	27	7.7%	24	7.0%
Native Hawaiian/ Pacific Islander *			1	0.3%	1	0.3%	1	0.3%
Two or More*			8	2.2%	8	2.3%	4	1.2%
<b>TOTAL</b>	<b>377</b>	<b>100.0%</b>	<b>360</b>	<b>100.0%</b>	<b>352</b>	<b>100.0%</b>	<b>342</b>	<b>100.0%</b>
<b>AGE</b>								
20 - 29 years	18	4.8%	18	5.0%	11	3.1%	13	3.8%
30 - 39 years	84	22.3%	85	23.6%	77	21.9%	81	23.7%
40 - 49 years	91	24.1%	91	25.3%	91	25.9%	92	26.9%
50 - 59 years	124	32.9%	118	32.8%	86	24.4%	87	25.4%
60+ years	60	15.9%	48	13.3%	87	24.7%	69	20.2%
<b>TOTAL</b>	<b>377</b>	<b>100.0%</b>	<b>360</b>	<b>100.0%</b>	<b>352</b>	<b>100.0%</b>	<b>342</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 12 month Psychologists.

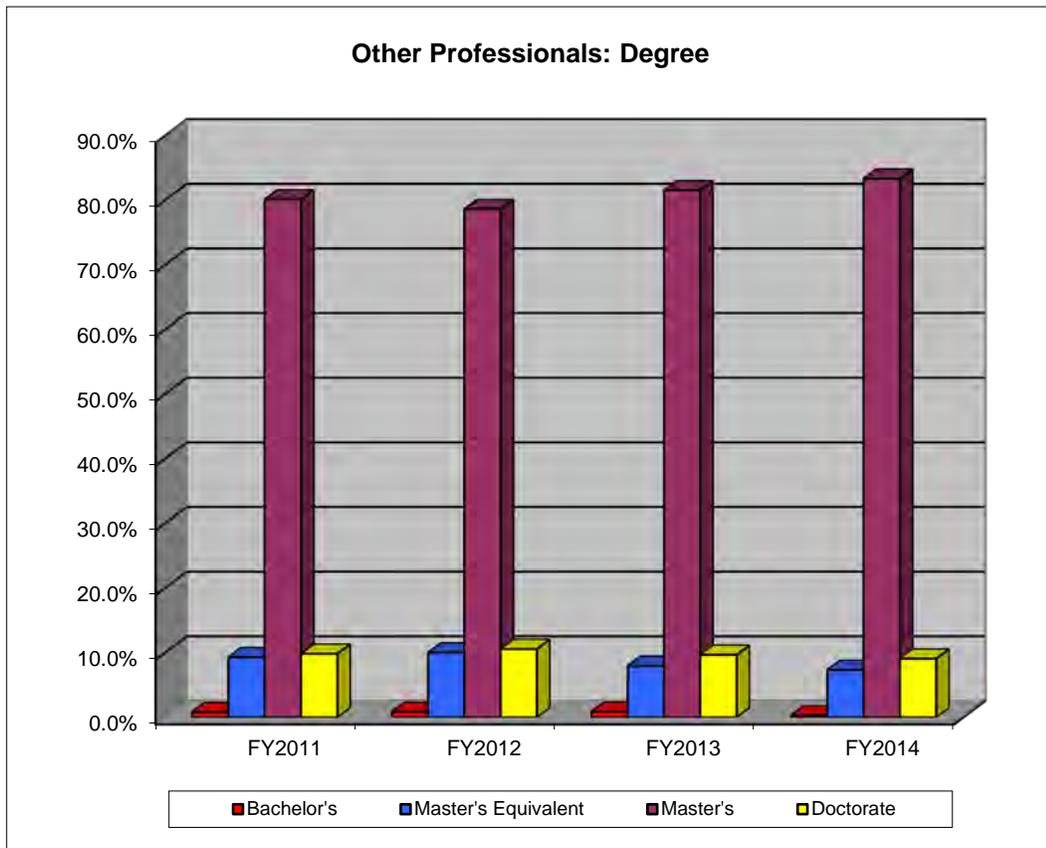


## Other Professionals: Degree

DEGREE	FY2011		FY2012		FY2013		FY2014	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Bachelor's	3	0.8%	3	0.8%	3	0.9%	1	0.3%
Master's Equivalent	35	9.3%	36	10.0%	28	8.0%	25	7.3%
Master's	302	80.1%	283	78.6%	287	81.5%	285	83.3%
Doctorate	37	9.8%	38	10.6%	34	9.7%	31	9.1%
<b>TOTAL</b>	<b>377</b>	<b>100.0%</b>	<b>360</b>	<b>100.0%</b>	<b>352</b>	<b>100.0%</b>	<b>342</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.

2. Data as of October 15.



## 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
FY2013	352	21	6.0%	311	88.4%	2	0.6%	0	0.0%	18	5.1%
FY2012	358	17	4.7%	323	90.2%	1	0.3%	0	0.0%	17	4.7%
FY2011	370	19	5.1%	329	88.9%	2	0.5%	0	0.0%	20	5.4%
FY2010	370	10	2.7%	336	90.8%	1	0.3%	0	0.0%	23	6.2%

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

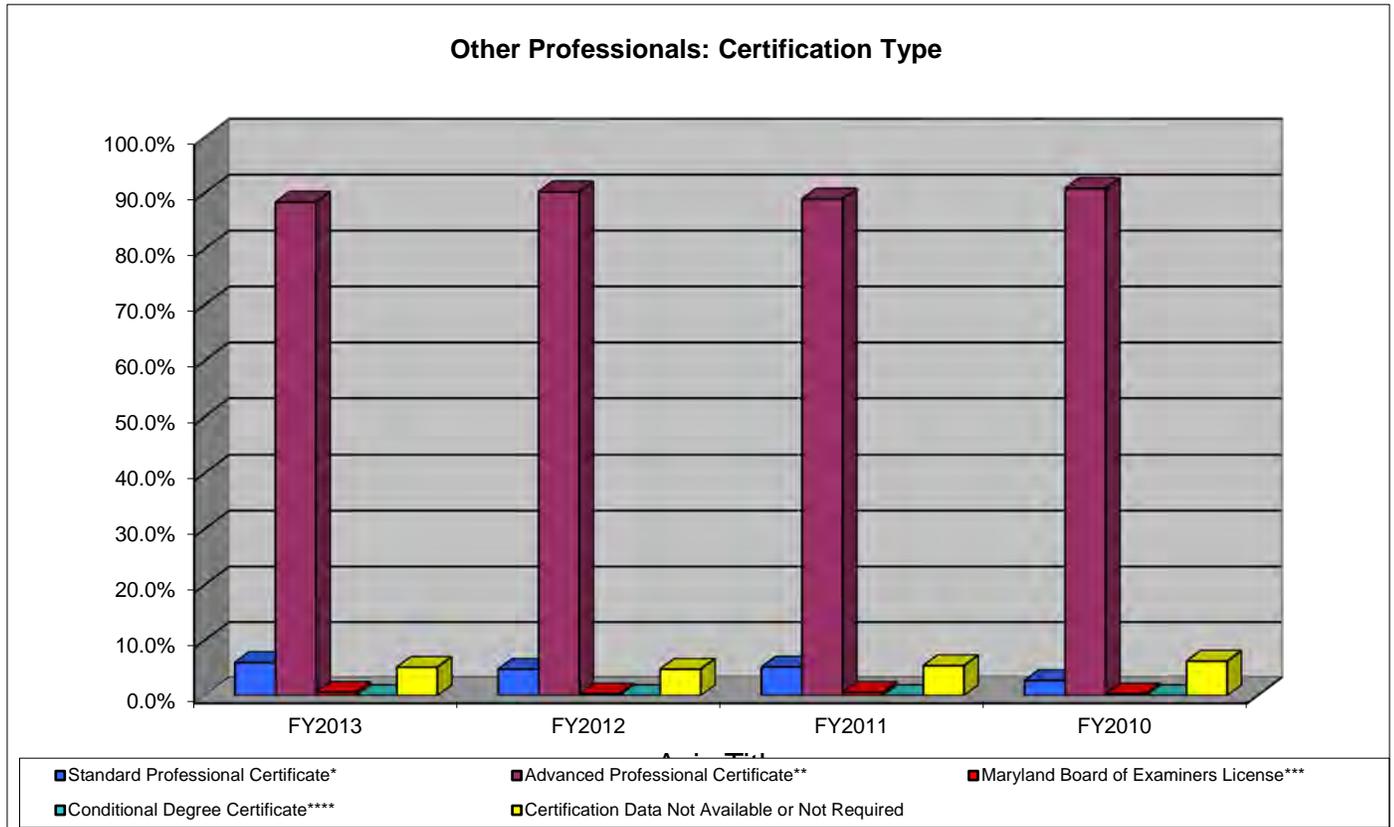
2. Some employees categorized as 'Other Professionals' are not required to hold a Maryland certificate. Examples include: Parent Educators, Employee Assistance Specialist & Evaluation Specialists.

\* 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.

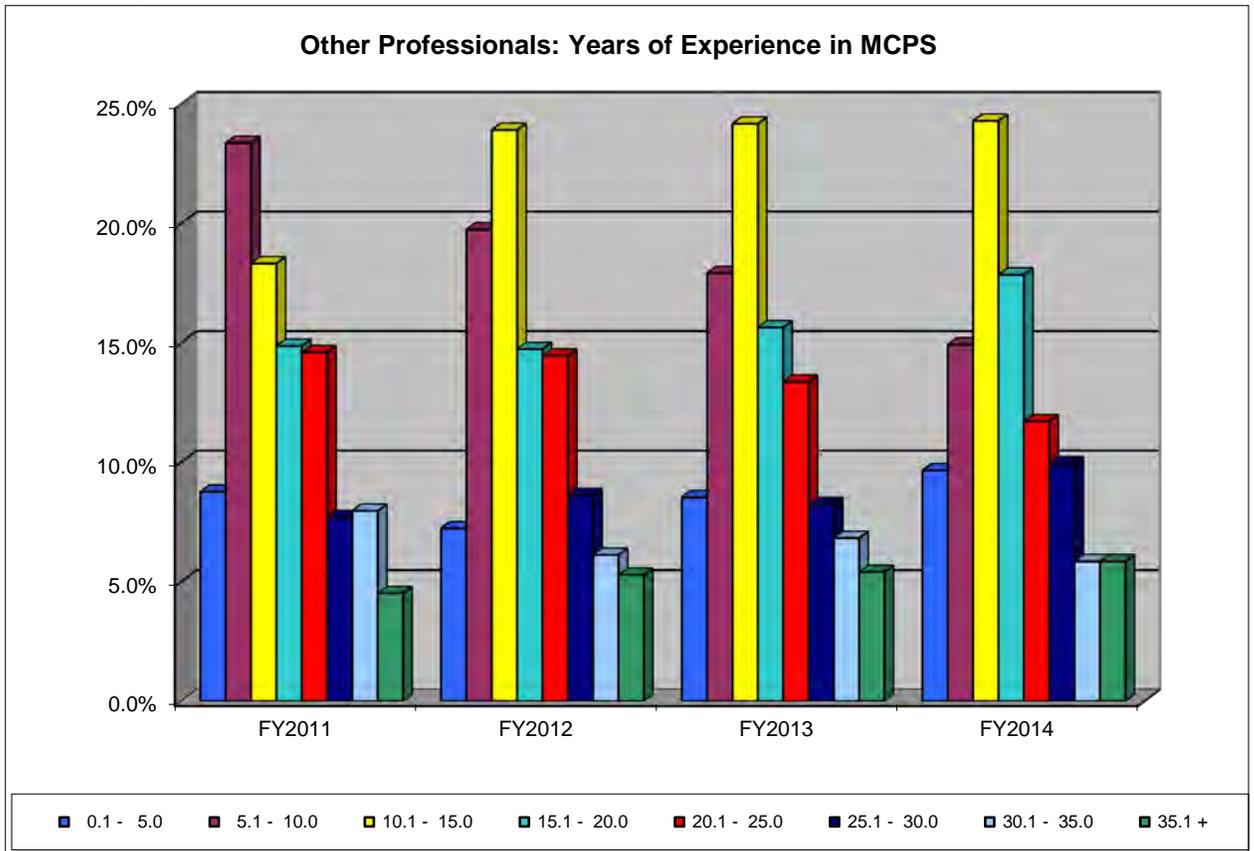


# Other Professionals: Years of Experience in MCPS

Years of Experience	FY2011		FY2012		FY2013		FY2014	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	33	8.8%	26	7.2%	30	8.5%	33	9.6%
5.1 - 10.0	88	23.3%	71	19.7%	63	17.9%	51	14.9%
10.1 - 15.0	69	18.3%	86	23.9%	85	24.1%	83	24.3%
15.1 - 20.0	56	14.9%	53	14.7%	55	15.6%	61	17.8%
20.1 - 25.0	55	14.6%	52	14.4%	47	13.4%	40	11.7%
25.1 - 30.0	29	7.7%	31	8.6%	29	8.2%	34	9.9%
30.1 - 35.0	30	8.0%	22	6.1%	24	6.8%	20	5.8%
35.1 +	17	4.5%	19	5.3%	19	5.4%	20	5.8%
<b>TOTAL</b>	<b>377</b>	<b>100.0%</b>	<b>360</b>	<b>100.0%</b>	<b>352</b>	<b>100.0%</b>	<b>342</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.

2. Data as of October 15.

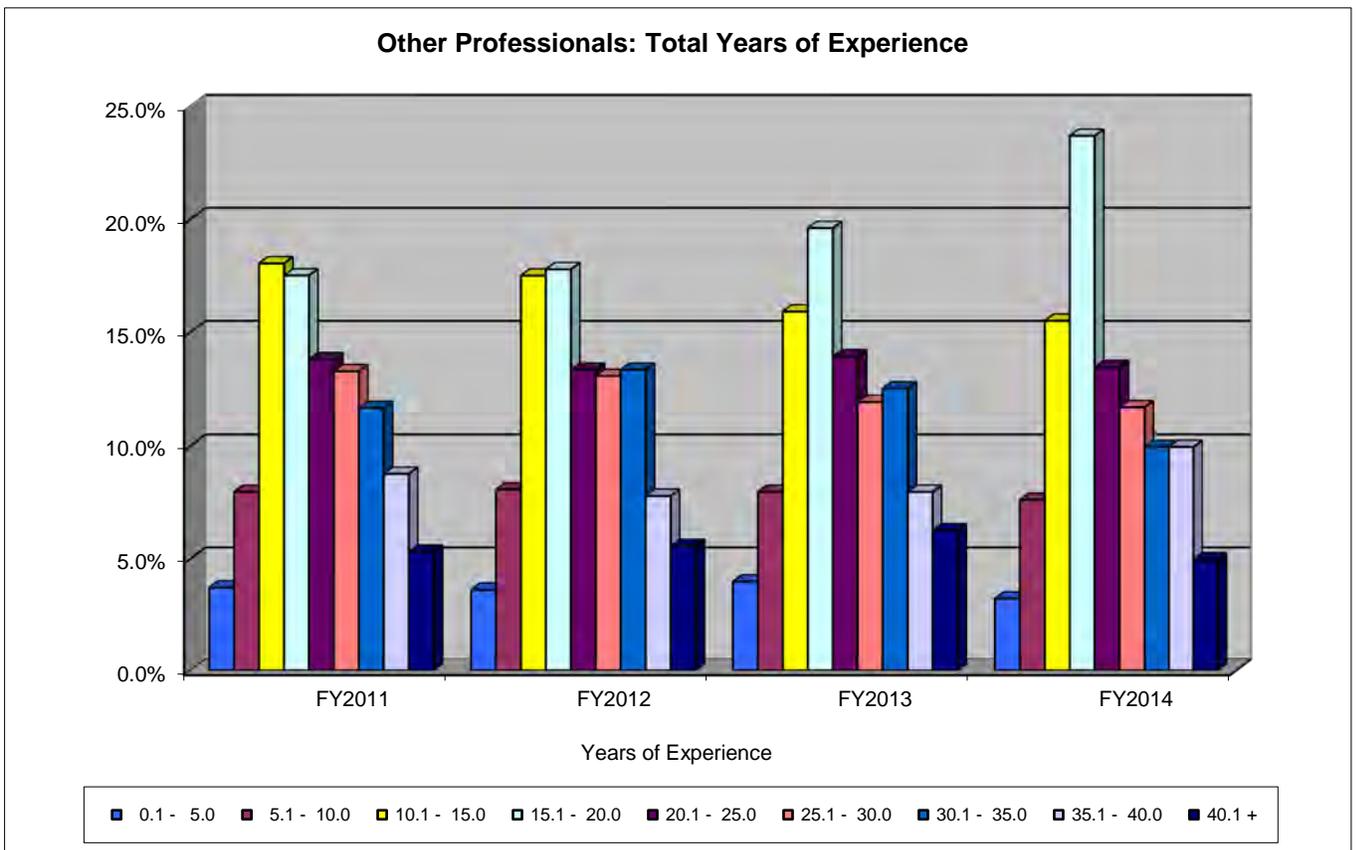


# Other Professionals: Total Years of Experience

Years of Experience	FY2011		FY2012		FY2013		FY2014	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	14	3.7%	13	3.6%	14	4.0%	11	3.2%
5.1 - 10.0	30	8.0%	29	8.1%	28	8.0%	26	7.6%
10.1 - 15.0	68	18.0%	63	17.5%	56	15.9%	53	15.5%
15.1 - 20.0	66	17.5%	64	17.8%	69	19.6%	81	23.7%
20.1 - 25.0	52	13.8%	48	13.3%	49	13.9%	46	13.5%
25.1 - 30.0	50	13.3%	47	13.1%	42	11.9%	40	11.7%
30.1 - 35.0	44	11.7%	48	13.3%	44	12.5%	34	9.9%
35.1 - 40.0	33	8.8%	28	7.8%	28	8.0%	34	9.9%
40.1 +	20	5.3%	20	5.6%	22	6.3%	17	5.0%
<b>TOTAL</b>	<b>377</b>	<b>100.0%</b>	<b>360</b>	<b>100.0%</b>	<b>352</b>	<b>100.0%</b>	<b>342</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.

2. Data as of October 15.



# Other Professionals: Salary Schedule Placement

Step	FY2014									
	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%	1	0.6%	1	0.3%
2	0	0.0%	1	2.9%	1	0.7%	2	1.1%	4	1.2%
3	0	0.0%	0	0.0%	6	4.5%	0	0.0%	6	1.8%
4	0	0.0%	0	0.0%	2	1.5%	2	1.1%	4	1.2%
5	0	0.0%	0	0.0%	1	0.7%	0	0.0%	1	0.3%
6	0	0.0%	1	2.9%	2	1.5%	1	0.6%	4	1.2%
7	0	0.0%	1	2.9%	4	3.0%	2	1.1%	7	2.0%
8	0	0.0%	1	2.9%	2	1.5%	3	1.7%	6	1.8%
9	0	0.0%	4	11.8%	3	2.2%	4	2.3%	11	3.2%
10	0	0.0%	2	5.9%	4	3.0%	4	2.3%	10	2.9%
11	0	0.0%	2	5.9%	5	3.7%	6	3.4%	13	3.8%
12	0	0.0%	0	0.0%	5	3.7%	7	4.0%	12	3.5%
13	0	0.0%	3	8.8%	6	4.5%	6	3.4%	15	4.4%
14	0	0.0%	1	2.9%	9	6.7%	6	3.4%	16	4.7%
15	0	0.0%	2	5.9%	8	6.0%	7	4.0%	17	5.0%
16	0	0.0%	3	8.8%	5	3.7%	9	5.2%	17	5.0%
17	0	0.0%	1	2.9%	14	10.4%	8	4.6%	23	6.7%
18	0	0.0%	0	0.0%	7	5.2%	6	3.4%	13	3.8%
19 - 24	0	0.0%	0	0.0%	5	3.7%	13	7.5%	18	5.3%
25	0	0.0%	2	5.9%	5	3.7%	12	6.9%	19	5.6%
50-52	0	0.0%	4	11.8%	8	6.0%	24	13.8%	36	10.5%
55	0	0.0%	6	17.6%	32	23.9%	51	29.3%	89	26.0%
<b>TOTAL</b>	<b>0</b>	<b>0.0%</b>	<b>34</b>	<b>9.9%</b>	<b>134</b>	<b>39.2%</b>	<b>174</b>	<b>50.9%</b>	<b>342</b>	<b>100.0%</b>

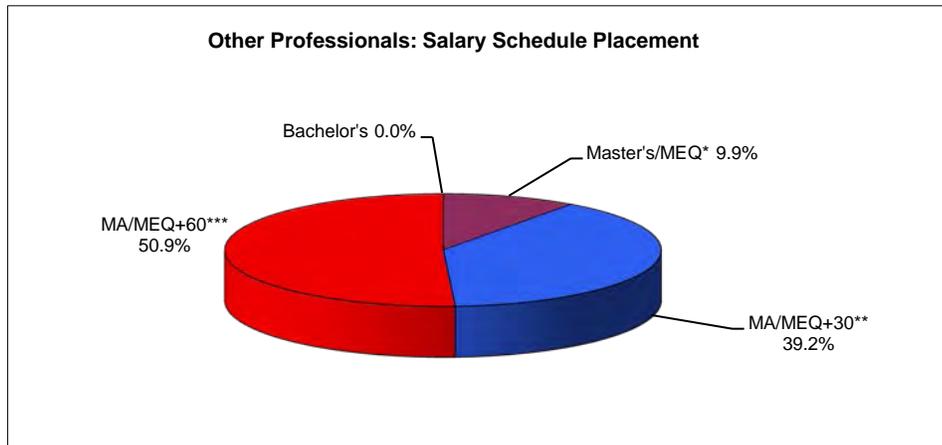
1. Data reflects the number of permanent employees by head count as of October 15.

2. Step 50-52, 55 indicate employees that received 2% increase on 7/1/2012.

\* 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 FY2014

Annual Salary	Number	Percent
Less than \$39,999	4	1.2%
\$40,000 - \$44,999	0	0.0%
\$45,000 - \$49,999	2	0.6%
\$50,000 - \$54,999	3	0.9%
\$55,000 - \$59,999	2	0.6%
\$60,000 - \$64,999	3	0.9%
\$65,000 - \$69,999	9	2.6%
\$70,000 - \$74,999	7	2.0%
\$75,000 - \$79,999	11	3.2%
\$80,000 - \$84,999	9	2.6%
\$85,000 - \$89,999	19	5.6%
\$90,000 - \$94,999	14	4.1%
\$95,000 - \$99,999	18	5.3%
\$100,000 - \$104,999	29	8.5%
\$105,000 - \$109,999	31	9.1%
\$110,000 +	181	52.9%
<b>TOTAL</b>	<b>342</b>	<b>100.0%</b>

Data as of October 15.

Other Professionals: Average Salaries*		
FY2014		\$107,873
FY2013		\$107,573
FY2012		\$106,594
FY2011		\$107,523

\*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

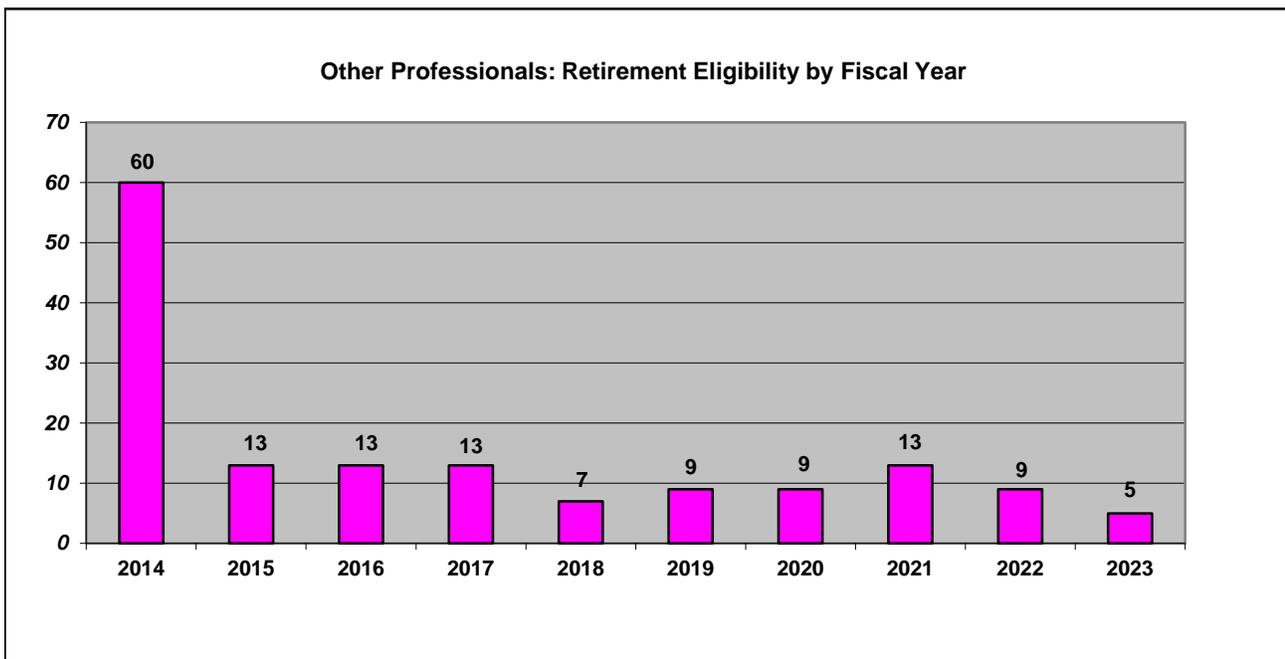
Fiscal Year	Other Professionals Eligible By Fiscal Year	Percent of Total
2014	60	17.4%
2015	13	3.8%
2016	13	3.8%
2017	13	3.8%
2018	7	2.0%
2019	9	2.6%
2020	9	2.6%
2021	13	3.8%
2022	9	2.6%
2023	5	1.4%
<b>Eligible within 10 years</b>	<b>151</b>	<b>43.8%</b>
<b>Total Other Professionals</b>	<b>345</b>	<b>100.0%</b>

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members hired prior to July 1, 2011 are eligible for retirement after 30 years of service or at age 62 with at least 5 years of service.

3. Reformed pension plan members hired after June 30, 2011 are eligible for retirement at age 65 with 10 years of eligibility service OR age + years of eligibility service = 90.

4. 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 chart above.



**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

	FY2011		FY2012		FY2013		FY2014	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>GENDER</b>								
Male	71	15.4%	131	17.3%	154	18.9%	151	17.0%
Female	389	84.6%	628	82.7%	661	81.1%	735	83.0%
<b>TOTAL</b>	<b>460</b>	<b>100.0%</b>	<b>759</b>	<b>100.0%</b>	<b>815</b>	<b>100.0%</b>	<b>886</b>	<b>100.0%</b>
<b>RACE</b>								
White	344	74.8%	538	70.9%	619	76.0%	650	73.4%
Black or African American	38	8.3%	95	12.5%	69	8.5%	94	10.6%
Asian	41	8.9%	51	6.7%	61	7.5%	65	7.3%
American Indian or Alaskan Native	0	0.0%	2	0.3%	1	0.1%	1	0.1%
Hispanic/Latino	37	8.0%	58	7.6%	56	6.9%	59	6.7%
Native Hawaiian or Pacific Islander *			0	0.0%	0	0.0%	0	0.0%
Two or More *			15	2.0%	9	1.1%	17	1.9%
<b>TOTAL</b>	<b>460</b>	<b>100.0%</b>	<b>759</b>	<b>100.0%</b>	<b>815</b>	<b>100.0%</b>	<b>886</b>	<b>100.0%</b>
<b>AGE</b>								
Under 20 years	0	0.0%	0	0.0%	0	0.0%	0	0.0%
20 - 29 years	269	58.5%	462	60.9%	551	67.6%	519	58.6%
30 - 39 years	88	19.1%	148	19.5%	122	15.0%	195	22.0%
40 - 49 years	65	14.1%	114	15.0%	100	12.3%	113	12.8%
50 - 59 years	31	6.7%	30	4.0%	41	5.0%	48	5.4%
60+ years	7	1.5%	5	0.7%	1	0.1%	11	1.2%
<b>TOTAL</b>	<b>460</b>	<b>100.0%</b>	<b>759</b>	<b>100.0%</b>	<b>815</b>	<b>100.0%</b>	<b>886</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 tracked starting FY 2012.

## AS OF JUNE 30

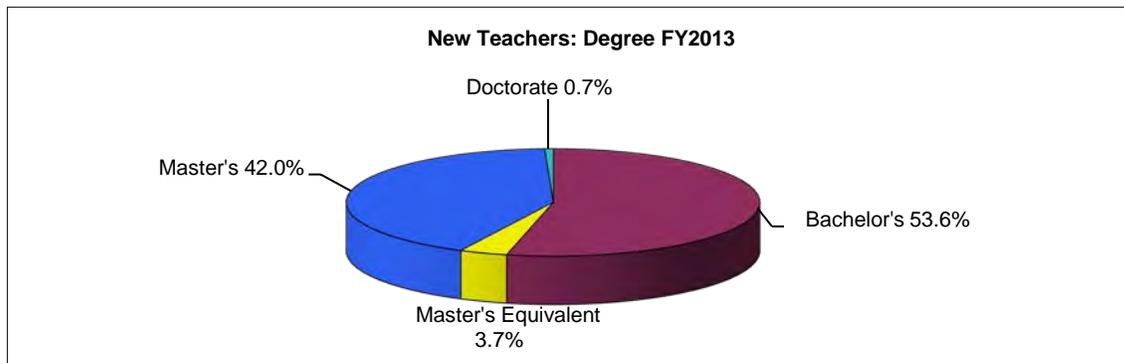
	FY2010		FY2011		FY2012		FY2013	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>GENDER</b>								
Male	102	16.2%	75	15.4%	146	17.1%	163	18.5%
Female	526	83.8%	411	84.6%	710	82.9%	720	81.5%
<b>TOTAL</b>	<b>628</b>	<b>100.0%</b>	<b>486</b>	<b>100.0%</b>	<b>856</b>	<b>100.0%</b>	<b>883</b>	<b>100.0%</b>
<b>RACE</b>								
White	458	72.9%	363	74.7%	605	70.7%	671	76.0%
Black or African American	75	11.9%	39	8.0%	106	12.4%	80	9.1%
Asian	49	7.8%	42	8.6%	61	7.1%	60	6.8%
American Indian or Alaskan Native	3	0.5%	0	0.0%	2	0.2%	1	0.1%
Hispanic/Latino	43	6.8%	38	7.8%	65	7.6%	60	6.8%
Native Hawaiian Pacific Islander *			0	0.0%	0	0.0%	0	0.0%
Two or More *			4	0.8%	17	2.0%	11	1.2%
<b>TOTAL</b>	<b>628</b>	<b>100.0%</b>	<b>486</b>	<b>100.0%</b>	<b>856</b>	<b>100.0%</b>	<b>883</b>	<b>100.0%</b>
<b>AGE</b>								
20 - 29 years	375	59.7%	284	58.4%	448	52.3%	513	58.1%
30 - 39 years	138	22.0%	95	19.5%	212	24.8%	174	19.7%
40 - 49 years	76	12.1%	67	13.8%	133	15.5%	128	14.5%
50 - 59 years	35	5.6%	33	6.8%	50	5.8%	58	6.6%
60+ years	4	0.6%	7	1.4%	13	1.5%	10	1.1%
<b>TOTAL</b>	<b>628</b>	<b>100.0%</b>	<b>486</b>	<b>100.0%</b>	<b>856</b>	<b>100.0%</b>	<b>883</b>	<b>100.0%</b>

# New Teachers: Degree

	FY2011		FY2012		FY2013		FY2014	
	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	109	43.8%	225	53.6%	367	81.6%	300	61.6%
Master's Equivalent	10	4.0%	22	5.2%	9	2.0%	21	4.3%
Master's	128	51.4%	169	40.2%	74	16.4%	166	34.1%
Doctorate	2	0.8%	4	1.0%	0	0.0%	0	0.0%
<b>TOTAL</b>	<b>249</b>	<b>100.0%</b>	<b>420</b>	<b>100.0%</b>	<b>450</b>	<b>100.0%</b>	<b>487</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	34	38.6%	49	33.6%	99	60.0%	97	49.0%
Master's Equivalent	10	11.4%	10	6.8%	3	1.8%	7	3.5%
Master's	41	46.6%	86	58.9%	63	38.2%	93	47.0%
Doctorate	3	3.4%	1	0.7%	0	0.0%	1	0.5%
<b>TOTAL</b>	<b>88</b>	<b>100.0%</b>	<b>146</b>	<b>100.0%</b>	<b>165</b>	<b>100.0%</b>	<b>198</b>	<b>100.0%</b>
<b>HIGH SCHOOL</b>								
Non-degree	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Bachelor's	19	20.0%	35	21.5%	116	67.8%	65	41.1%
Master's Equivalent	10	10.5%	11	6.7%	7	4.1%	5	3.2%
Master's	62	65.3%	116	71.2%	48	28.1%	84	53.2%
Doctorate	4	4.2%	1	0.6%	0	0.0%	4	2.5%
<b>TOTAL</b>	<b>95</b>	<b>100.0%</b>	<b>163</b>	<b>100.0%</b>	<b>171</b>	<b>100.0%</b>	<b>158</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	4	14.3%	9	30.0%	18	62.1%	13	30.2%
Master's Equivalent	2	7.1%	1	3.3%	2	6.9%	0	0.0%
Master's	22	78.6%	20	66.7%	9	31.0%	29	67.4%
Doctorate	0	0.0%	0	0.0%	0	0.0%	1	2.3%
<b>TOTAL</b>	<b>28</b>	<b>100.0%</b>	<b>30</b>	<b>100.0%</b>	<b>29</b>	<b>100.0%</b>	<b>43</b>	<b>100.0%</b>
<b>ALL NEW TEACHERS</b>								
Non-degree	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Bachelor's	166	36.1%	318	41.9%	600	73.6%	475	53.6%
Master's Equivalent	32	7.0%	44	5.8%	21	2.6%	33	3.7%
Master's	253	55.0%	391	51.5%	194	23.8%	372	42.0%
Doctorate	9	2.0%	6	0.8%	0	0.0%	6	0.7%
<b>GRAND TOTAL</b>	<b>460</b>	<b>100.0%</b>	<b>759</b>	<b>100.0%</b>	<b>815</b>	<b>100.0%</b>	<b>886</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. The numbers reflect the completed educational reviews.

2. Data as of October 15.



# New Teachers: Salary Schedule Placement

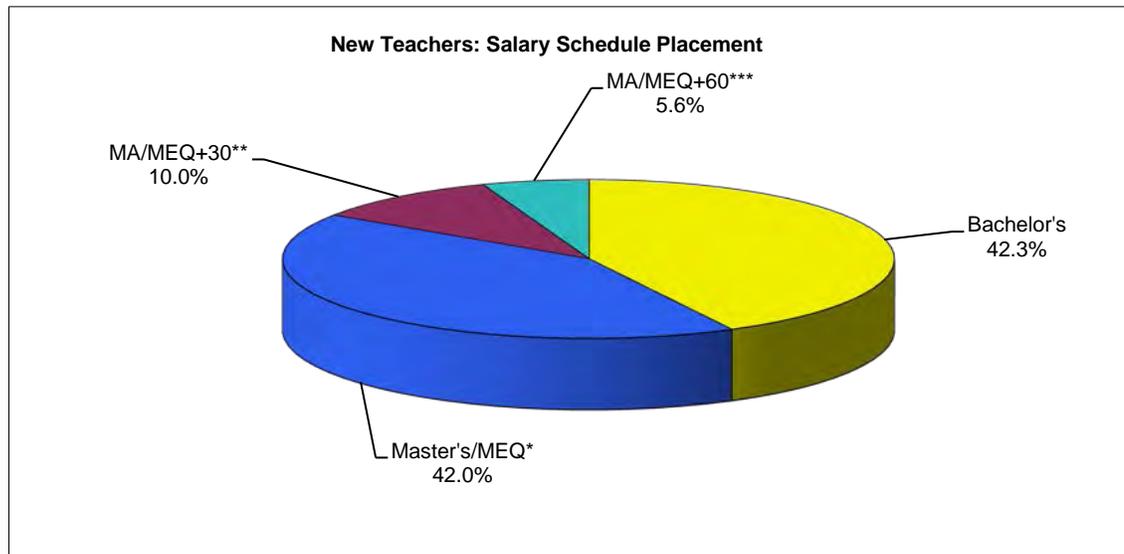
Step	FY2014									
	Bachelor's		Master's/MEQ*		MA/MEQ+30**		MA/MEQ+60***		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
1	310	82.7%	196	52.7%	29	32.6%	15	30.0%	550	62.1%
2	27	7.2%	35	9.4%	10	11.2%	2	4.0%	74	8.4%
3	9	2.4%	20	5.4%	3	3.4%	2	4.0%	34	3.8%
4	10	2.7%	20	5.4%	4	2.0%	3	6.0%	37	4.2%
5	1	0.3%	21	5.6%	1	1.1%	6	12.0%	29	3.3%
6	3	0.8%	16	4.3%	4	4.5%	1	2.0%	24	2.7%
7	14	3.7%	14	3.8%	2	2.2%	3	6.0%	33	3.7%
8	0	0.0%	7	1.9%	7	7.9%	3	6.0%	17	1.9%
9	1	0.3%	41	11.0%	1	1.1%	2	4.0%	45	5.1%
10	0	0.0%	0	0.0%	7	7.9%	2	4.0%	9	1.0%
11	0	0.0%	1	0.3%	20	22.5%	10	20.0%	31	3.5%
12	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
13	0	0.0%	0	0.0%	1	1.1%	1	2.0%	2	0.2%
14	0	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	0.0%
16	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
17	0	0.0%	1	0.3%	0	0.0%	0	0.0%	1	0.1%
18	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
19-24	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
25	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>TOTAL</b>	<b>375</b>	<b>42.3%</b>	<b>372</b>	<b>42.0%</b>	<b>89</b>	<b>10.0%</b>	<b>50</b>	<b>5.6%</b>	<b>886</b>	<b>100.0%</b>

1. Data reflects the number of permanent employees by head count as of October 15.

\* 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 FY2014

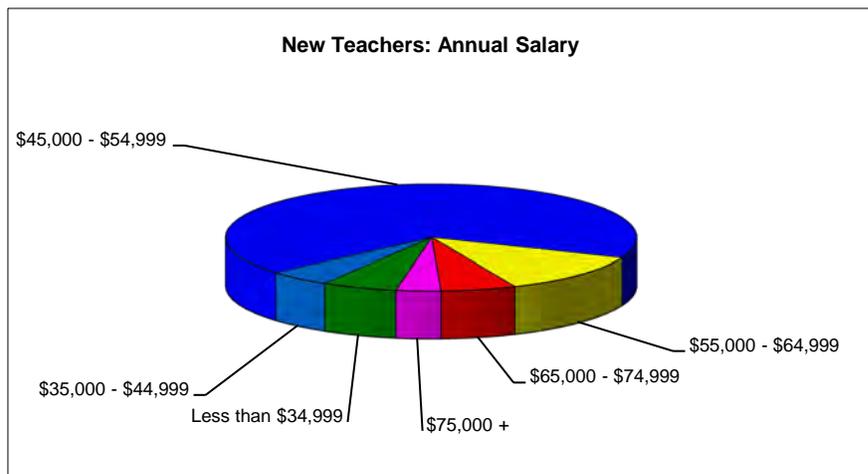
Annual Salary	Number	Percent
Less than \$29,999	34	3.8%
\$30,000 - \$34,999	18	2.0%
\$35,000 - \$39,999	20	2.3%
\$40,000 - \$44,999	24	2.7%
\$45,000 - \$49,999	326	36.8%
\$50,000 - \$54,999	273	30.8%
\$55,000 - \$59,999	71	8.0%
\$60,000 - \$64,999	37	4.2%
\$65,000 - \$69,999	46	5.2%
\$70,000 - \$74,999	6	0.7%
\$75,000 - \$79,999	27	3.0%
\$80,000 +	4	0.5%
<b>TOTAL</b>	<b>886</b>	<b>100.0%</b>

Data as of October 15.

New Teachers: Average Salaries*	
FY2014	\$50,590
FY2013	\$52,760
FY2012	\$52,702
FY2011	\$53,156

\* 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.

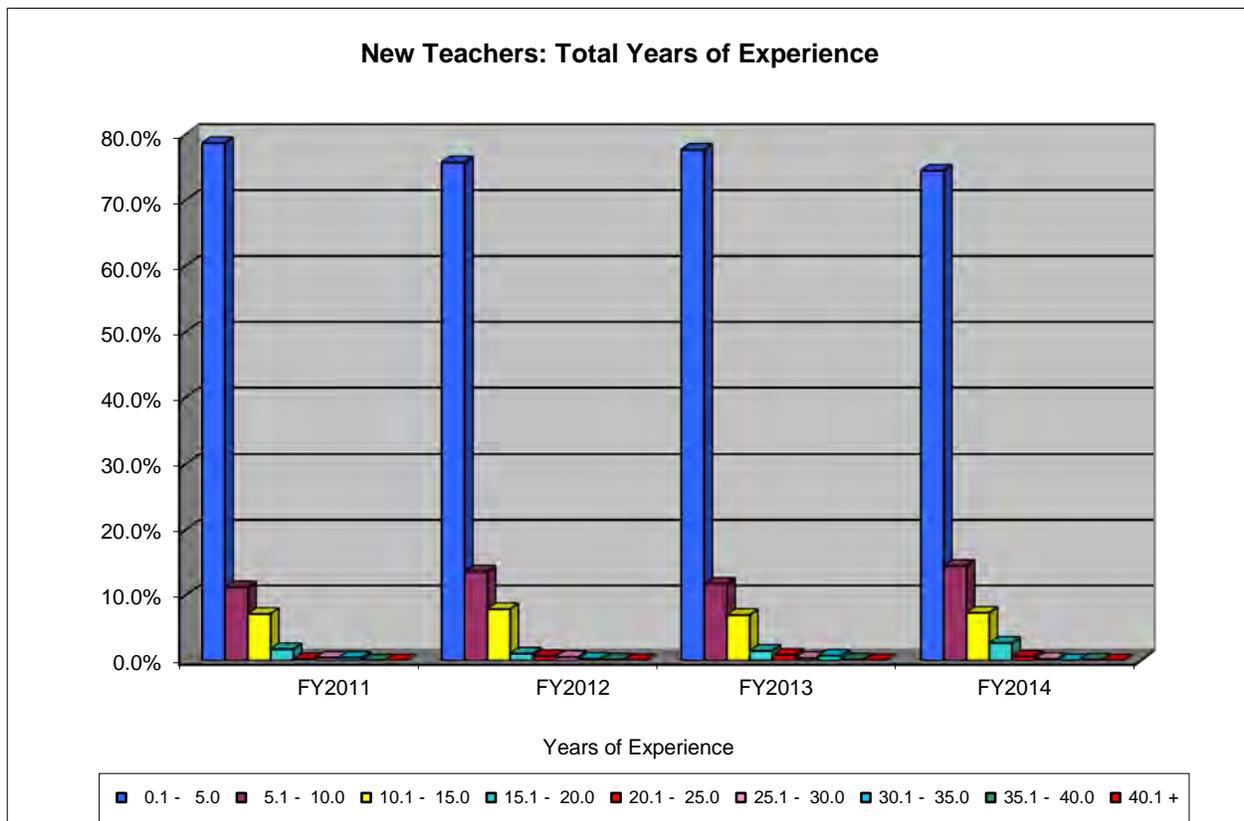


# New Teachers: Total Years of Experience

Years of Experience	FY2011		FY2012		FY2013		FY2014	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	362	78.7%	575	75.8%	633	77.7%	660	74.5%
5.1 - 10.0	52	11.3%	104	13.7%	96	11.8%	129	14.6%
10.1 - 15.0	33	7.2%	60	7.9%	57	7.0%	65	7.3%
15.1 - 20.0	8	1.7%	8	1.1%	12	1.5%	24	2.7%
20.1 - 25.0	1	0.2%	5	0.7%	7	0.9%	5	0.6%
25.1 - 30.0	2	0.4%	4	0.5%	3	0.4%	2	0.2%
30.1 - 35.0	2	0.4%	2	0.3%	6	0.7%	0	0.0%
35.1 - 40.0	0	0.0%	1	0.1%	1	0.1%	1	0.1%
40.1 +	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>TOTAL</b>	<b>460</b>	<b>100.0%</b>	<b>759</b>	<b>100.0%</b>	<b>815</b>	<b>100.0%</b>	<b>886</b>	<b>100.0%</b>

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

2. Data captured October 15.



# 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
FY2010	628	443	70.5%	129	20.5%	41	6.5%	8	1.3%	7	1.1%	0	0.0%
FY2011	486	351	72.2%	86	17.7%	36	7.4%	7	1.4%	5	1.0%	1	0.2%
FY2012	856	595	69.5%	196	22.9%	31	3.6%	22	2.6%	3	0.4%	9	1.1%
FY2013	883	642	72.7%	180	20.4%	30	3.4%	23	2.6%	7	0.8%	1	0.1%

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.

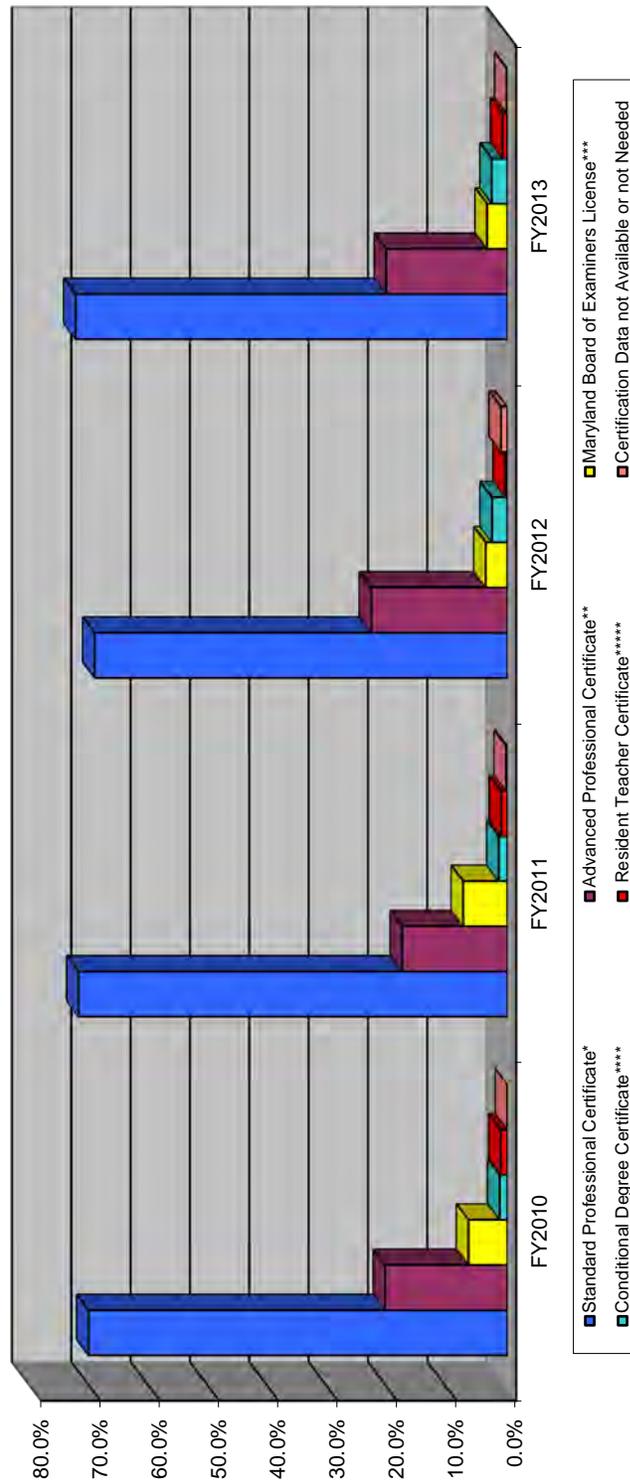
\*\* The Advanced Professional Certificate is the highest professional certificate in the state of Maryland.

\*\*\* 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.

**New Teachers: Certification**



**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	FY2002		FY2003		FY2004		FY2005		FY2006		FY2007		FY2008		FY2009		FY2010		FY2011		FY2012		FY2013		Total # of Terminations	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
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%	16	1.3%	20	1.6%	19	1.5%	8	0.6%	600	47.1%
FY2003	1,094			132	12.1%	83	7.6%	91	8.3%	57	5.2%	39	3.6%	30	2.7%	25	2.3%	15	1.4%	17	1.6%	16	1.5%	10	0.9%	515	47.1%
FY2004	945					93	9.8%	111	11.7%	61	6.5%	32	3.4%	30	3.2%	24	2.5%	19	2.0%	12	1.3%	15	1.6%	15	1.6%	412	43.6%
FY2005	1,117							103	9.2%	102	9.1%	71	6.4%	45	4.0%	28	2.5%	26	2.3%	23	2.1%	23	2.1%	14	1.3%	435	38.9%
FY2006	1,297									156	12.0%	124	9.6%	86	6.6%	24	1.9%	29	2.2%	35	2.7%	35	2.7%	24	1.9%	513	39.6%
FY2007	1,256											121	9.6%	121	9.6%	56	4.5%	38	3.0%	39	3.1%	51	4.1%	35	2.8%	461	36.7%
FY2008	1,236													102	8.3%	63	5.1%	43	3.5%	47	3.8%	38	3.1%	20	1.6%	313	25.3%
FY2009	777															59	7.6%	43	5.5%	37	4.8%	27	3.5%	28	3.6%	194	25.0%
FY2010	639																	31	4.9%	42	6.6%	35	5.5%	24	3.8%	132	20.7%
FY2011	492																			30	6.1%	23	4.7%	23	4.7%	76	15.4%
FY2012	881																					61	6.9%	44	5.0%	105	11.9%
FY2013	720																							76	10.6%	76	10.6%
<b>Totals</b>	<b>10,128</b>																									<b>3,756</b>	<b>37.1%</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.

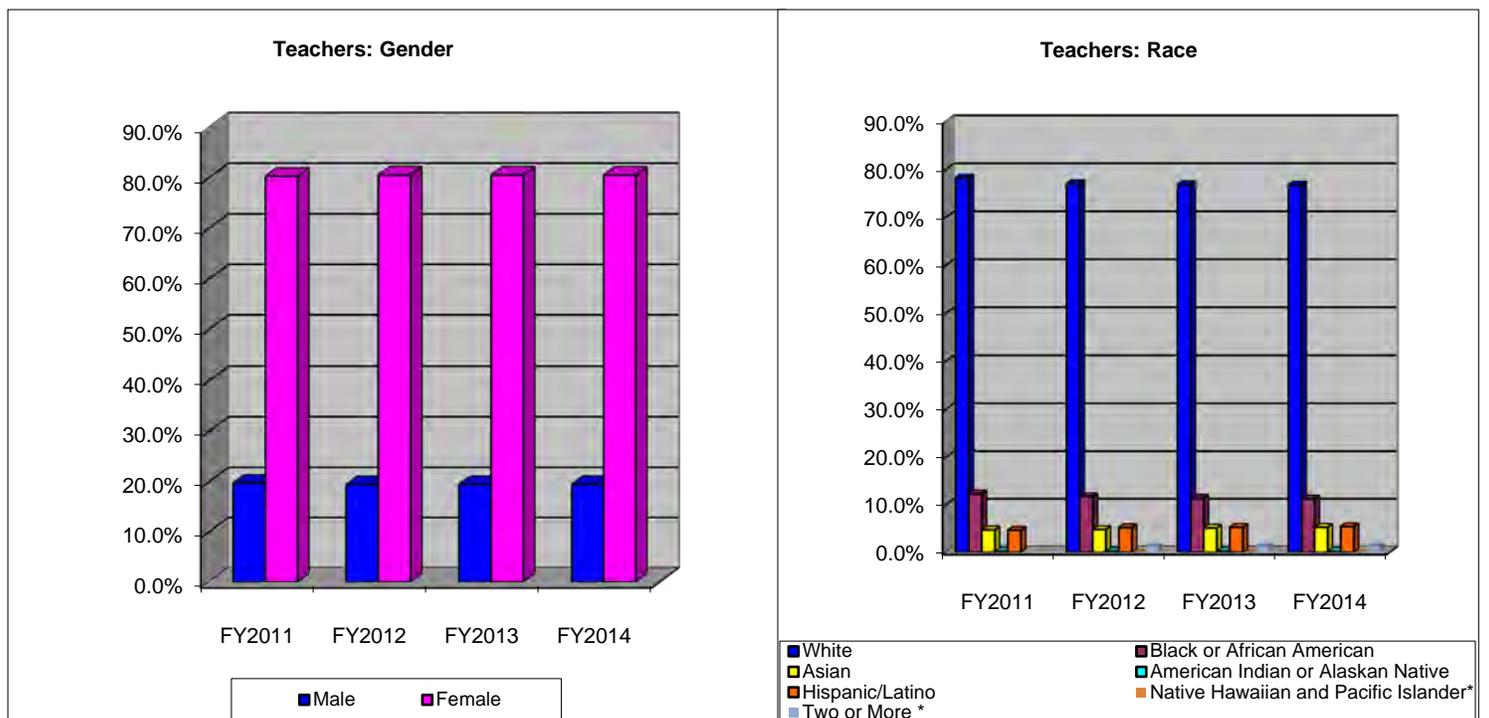
# Teachers: Demographic Profile

	FY2011		FY2012		FY2013		FY2014	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>GENDER</b>								
Male	2,278	19.7%	2,252	19.4%	2,302	19.5%	2,359	19.5%
Female	9,272	80.3%	9,336	80.6%	9,528	80.5%	9,751	80.5%
<b>TOTAL</b>	<b>11,550</b>	<b>100.0%</b>	<b>11,588</b>	<b>100.0%</b>	<b>11,830</b>	<b>100.0%</b>	<b>12,110</b>	<b>100.0%</b>
<b>RACE</b>								
White	9,030	78.2%	8,921	77.0%	9,089	76.8%	9,289	76.7%
Black or African American	1,421	12.3%	1,353	11.7%	1,345	11.4%	1,356	11.2%
Asian	543	4.7%	551	4.8%	601	5.1%	635	5.2%
American Indian or Alaskan Native	23	0.2%	25	0.2%	26	0.2%	24	0.2%
Hispanic/Latino	533	4.6%	599	5.2%	622	5.3%	653	5.4%
Native Hawaiian and Pacific Islander*			1	0.0%	1	0.0%	1	0.0%
Two or More *			138	1.2%	146	1.2%	152	1.3%
<b>TOTAL</b>	<b>11,550</b>	<b>100.0%</b>	<b>11,588</b>	<b>100.0%</b>	<b>11,830</b>	<b>97.7%</b>	<b>12,110</b>	<b>100.0%</b>
<b>Average Age</b>	41.6		42.5		42.5		42.3	
<b>AGE</b>								
Under 20 years	0	0.0%	0	0.0%	0	0.0%	0	0.00%
20 - 29 years	2,122	18.4%	2,081	18.0%	2,111	17.8%	2,181	18.0%
30 - 39 years	3,256	28.2%	3,318	28.6%	3,391	28.7%	3,494	28.9%
40 - 49 years	2,607	22.6%	2,722	23.5%	2,864	24.2%	2,992	24.7%
50 - 59 years	2,522	21.8%	2,448	21.1%	2,375	20.1%	2,353	19.4%
60+ years	1,043	9.0%	1,019	8.8%	1,089	9.2%	1,090	9.0%
<b>TOTAL</b>	<b>11,550</b>	<b>100.0%</b>	<b>11,588</b>	<b>100.0%</b>	<b>11,830</b>	<b>100.0%</b>	<b>12,110</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. \* Data tracked starting FY2012.



## Teachers: Gender by School Type

	FY2011		FY2012		FY2013		FY2014	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b><u>ELEMENTARY SCHOOL</u></b>								
Male	481	8.8%	465	8.4%	484	8.5%	501	8.5%
Female	5,016	91.2%	5,089	91.6%	5,235	91.5%	5,365	91.5%
<b>TOTAL</b>	<b>5,497</b>	<b>100.0%</b>	<b>5,554</b>	<b>100.0%</b>	<b>5,719</b>	<b>100.0%</b>	<b>5,866</b>	<b>100.0%</b>
<b><u>MIDDLE SCHOOL</u></b>								
Male	580	24.9%	591	25.4%	601	25.6%	637	25.9%
Female	1,751	75.1%	1,740	74.6%	1,751	74.4%	1,824	74.1%
<b>TOTAL</b>	<b>2,331</b>	<b>100.0%</b>	<b>2,331</b>	<b>100.0%</b>	<b>2,352</b>	<b>100.0%</b>	<b>2,461</b>	<b>100.0%</b>
<b><u>HIGH SCHOOL</u></b>								
Male	1,150	37.2%	1,130	36.7%	1,150	36.8%	1,154	37.2%
Female	1,945	62.8%	1,949	63.3%	1,971	63.2%	1,949	62.8%
<b>TOTAL</b>	<b>3,095</b>	<b>100.0%</b>	<b>3,079</b>	<b>100.0%</b>	<b>3,121</b>	<b>100.0%</b>	<b>3,103</b>	<b>100.0%</b>
<b><u>CENTRAL OFFICE &amp; SPECIAL SCHOOLS</u></b>								
Male	67	10.7%	66	10.6%	67	10.5%	67	9.9%
Female	560	89.3%	558	89.4%	571	89.5%	613	90.1%
<b>TOTAL</b>	<b>627</b>	<b>100.0%</b>	<b>624</b>	<b>100.0%</b>	<b>638</b>	<b>100.0%</b>	<b>680</b>	<b>100.0%</b>
<b><u>ALL TEACHERS</u></b>								
Male	2,278	19.7%	2,252	19.4%	2,302	19.5%	2,359	19.5%
Female	9,272	80.3%	9,336	80.6%	9,528	80.5%	9,751	80.5%
<b>GRAND TOTAL</b>	<b>11,550</b>	<b>100.0%</b>	<b>11,588</b>	<b>100.0%</b>	<b>11,830</b>	<b>100.0%</b>	<b>12,110</b>	<b>100.0%</b>

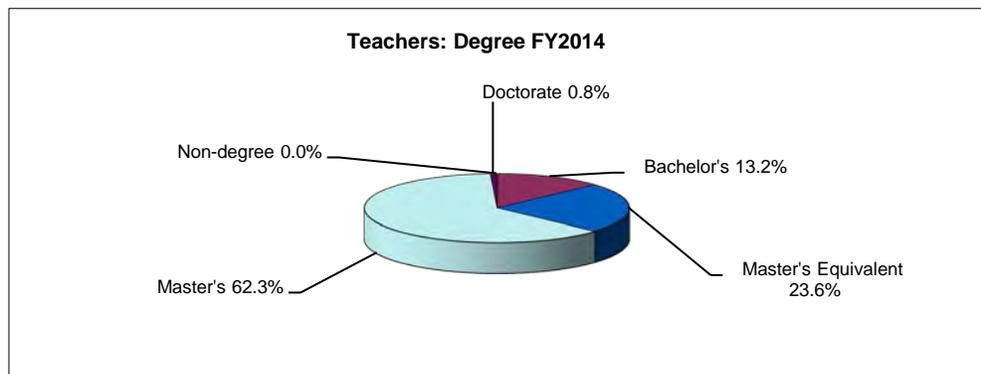
1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included.

2. Data was captured on October 15.

# Teachers: Degree by School Type

	FY2011		FY2012		FY2013		FY2014	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>ELEMENTARY SCHOOL</b>								
Non-degree	0	0.0%	1	0.0%	0	0.0%	0	0.0%
Bachelor's	884	16.1%	881	15.9%	1,078	18.8%	1,060	18.1%
Master's Equivalent	1,503	27.3%	1,503	27.1%	1,458	25.5%	1,395	23.8%
Master's	3,089	56.2%	3,152	56.8%	3,168	55.4%	3,393	57.8%
Doctorate	21	0.4%	17	0.3%	15	0.3%	18	0.3%
<b>TOTAL</b>	<b>5,497</b>	<b>100.0%</b>	<b>5,554</b>	<b>100.0%</b>	<b>5,719</b>	<b>100.0%</b>	<b>5,866</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	236	10.1%	221	9.5%	272	11.6%	254	10.3%
Master's Equivalent	633	27.2%	627	26.9%	586	24.9%	586	23.8%
Master's	1,444	61.9%	1,464	62.8%	1,476	62.8%	1,606	65.3%
Doctorate	18	0.8%	19	0.8%	18	0.8%	15	0.6%
<b>TOTAL</b>	<b>2,331</b>	<b>100.0%</b>	<b>2,331</b>	<b>100.0%</b>	<b>2,352</b>	<b>100.0%</b>	<b>2,461</b>	<b>100.0%</b>
<b>HIGH SCHOOL</b>								
Non-degree	5	0.2%	4	0.1%	4	0.1%	6	0.2%
Bachelor's	247	8.0%	224	7.3%	298	9.5%	232	7.5%
Master's Equivalent	893	28.9%	851	27.6%	829	26.6%	785	25.3%
Master's	1,895	61.2%	1,952	63.4%	1,943	62.3%	2,027	65.3%
Doctorate	55	1.8%	48	1.6%	47	1.5%	53	1.7%
<b>TOTAL</b>	<b>3,095</b>	<b>100.0%</b>	<b>3,079</b>	<b>100.0%</b>	<b>3,121</b>	<b>100.0%</b>	<b>3,103</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	35	5.6%	37	5.9%	53	8.3%	49	7.2%
Master's Equivalent	105	16.7%	98	15.7%	95	14.9%	95	14.0%
Master's	476	75.9%	480	76.9%	476	74.6%	523	76.9%
Doctorate	11	1.8%	9	1.4%	14	2.2%	13	1.9%
<b>TOTAL</b>	<b>627</b>	<b>100.0%</b>	<b>624</b>	<b>100.0%</b>	<b>638</b>	<b>100.0%</b>	<b>680</b>	<b>100.0%</b>
<b>ALL TEACHERS</b>								
Non-degree	5	0.0%	5	0.0%	4	0.0%	6	0.0%
Bachelor's	1,402	12.1%	1,363	11.8%	1,701	14.4%	1,595	13.2%
Master's Equivalent	3,134	27.1%	3,079	26.6%	2,968	25.1%	2,861	23.6%
Master's	6,904	59.8%	7,048	60.8%	7,063	59.7%	7,549	62.3%
Doctorate	105	0.9%	93	0.8%	94	0.8%	99	0.8%
<b>GRAND TOTAL</b>	<b>11,550</b>	<b>100.0%</b>	<b>11,588</b>	<b>100.0%</b>	<b>11,830</b>	<b>100.0%</b>	<b>12,110</b>	<b>100.0%</b>

1. Data was captured on October 15.

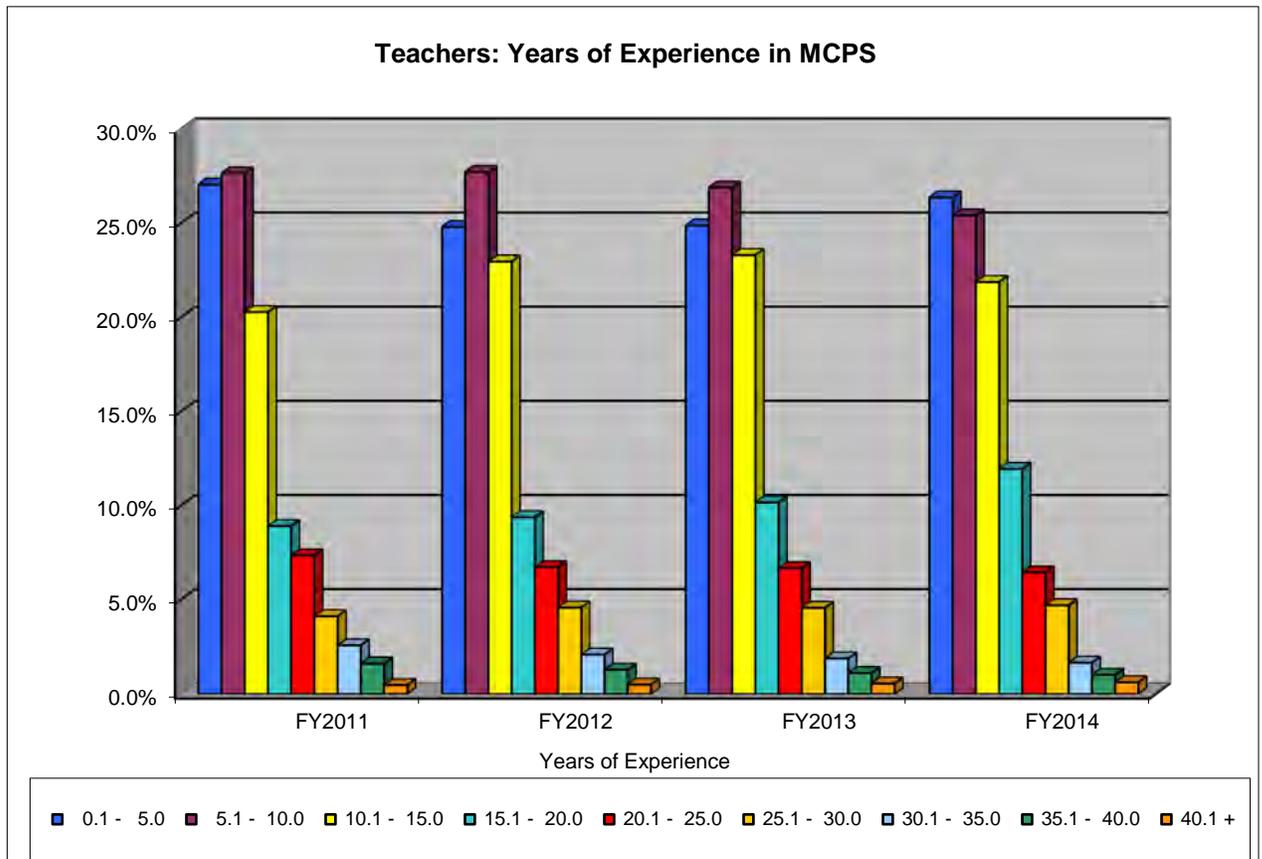


# Teachers: Years of Experience in MCPS

Years of Experience	FY2011		FY2012		FY2013		FY2014	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	3,124	27.0%	2,872	24.8%	2,942	24.9%	3,192	26.4%
5.1 - 10.0	3,192	27.6%	3,211	27.7%	3,180	26.9%	3,076	25.4%
10.1 - 15.0	2,341	20.3%	2,660	23.0%	2,756	23.3%	2,648	21.9%
15.1 - 20.0	1,029	8.9%	1,086	9.4%	1,202	10.2%	1,446	11.9%
20.1 - 25.0	848	7.3%	779	6.7%	789	6.7%	779	6.4%
25.1 - 30.0	476	4.1%	531	4.6%	540	4.6%	570	4.7%
30.1 - 35.0	298	2.6%	242	2.1%	223	1.9%	201	1.7%
35.1 - 40.0	187	1.6%	149	1.3%	132	1.1%	123	1.0%
40.1 +	55	0.5%	58	0.5%	66	0.6%	75	0.6%
<b>TOTAL</b>	<b>11,550</b>	<b>100.0%</b>	<b>11,588</b>	<b>100.0%</b>	<b>11,830</b>	<b>100.0%</b>	<b>12,110</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.

2. Data Captures as of October 15.

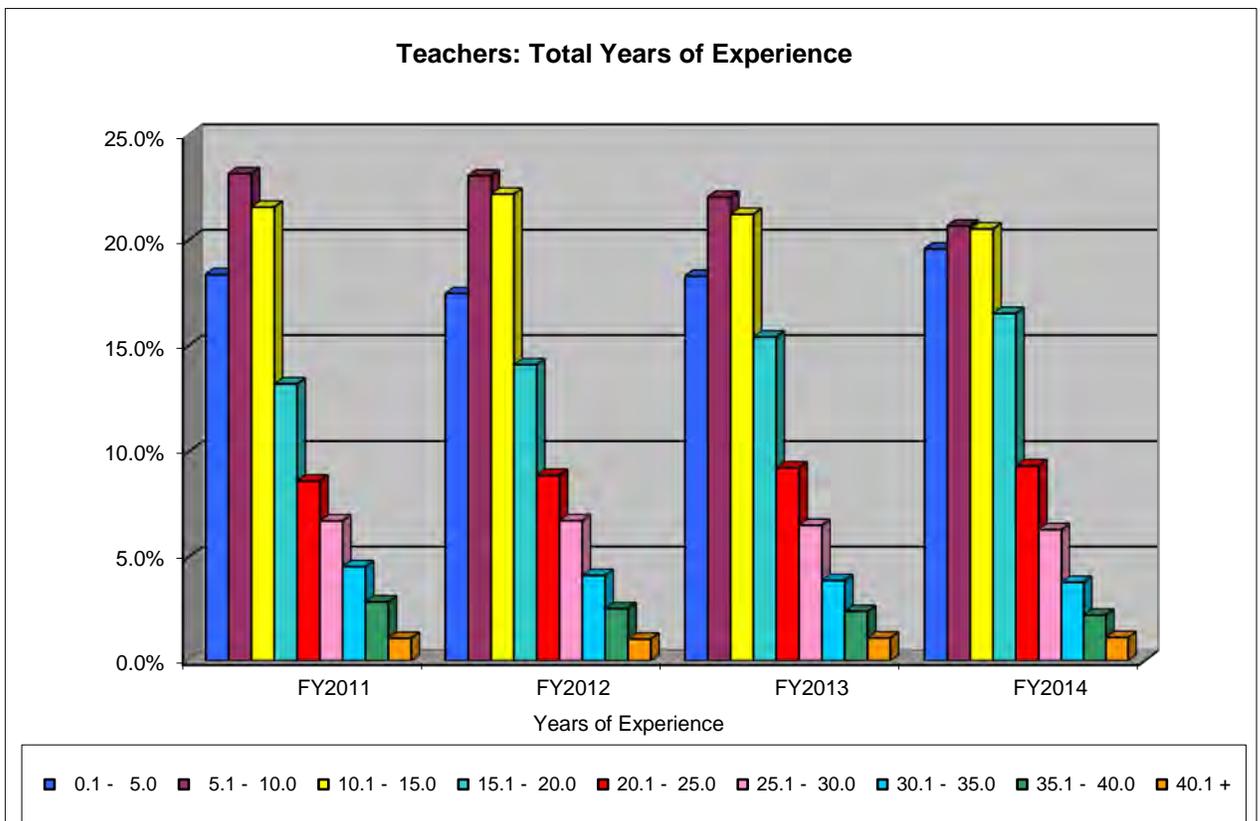


# Teachers: Total Years of Experience

Years of Experience	FY2011		FY2012		FY2013		FY2014	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	2,122	18.4%	2,023	17.5%	2,163	18.3%	2,371	19.6%
5.1 - 10.0	2,674	23.2%	2,670	23.0%	2,607	22.0%	2,503	20.7%
10.1 - 15.0	2,490	21.6%	2,570	22.2%	2,510	21.2%	2,486	20.5%
15.1 - 20.0	1,522	13.2%	1,632	14.1%	1,822	15.4%	2,000	16.5%
20.1 - 25.0	993	8.6%	1,027	8.9%	1,091	9.2%	1,129	9.3%
25.1 - 30.0	774	6.7%	778	6.7%	768	6.5%	762	6.3%
30.1 - 35.0	523	4.5%	476	4.1%	458	3.9%	457	3.8%
35.1 - 40.0	327	2.8%	291	2.5%	281	2.4%	266	2.2%
40.1 +	125	1.1%	121	1.0%	130	1.1%	136	1.1%
<b>TOTAL</b>	<b>11,550</b>	<b>100.0%</b>	<b>11,588</b>	<b>100.0%</b>	<b>11,830</b>	<b>100.0%</b>	<b>12,110</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.

2. Data captured as of October 15.



# Teachers: Salary Schedule Placement

Step	FY 2014									
	Bachelor's		Master's/MEQ*		MA/MEQ+30**		MA/MEQ+60***		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
1	559	38.3%	413	8.6%	69	1.8%	28	1.4%	1,069	8.8%
2	368	25.2%	369	7.7%	103	2.7%	31	1.5%	871	7.2%
3	120	8.2%	202	4.2%	68	1.8%	16	0.8%	406	3.4%
4	73	5.0%	213	4.5%	82	2.1%	28	1.4%	396	3.3%
5	62	4.2%	252	5.3%	115	3.0%	42	2.1%	471	3.9%
6	58	4.0%	285	6.0%	139	3.6%	44	2.2%	526	4.3%
7	62	4.2%	297	6.2%	165	4.3%	59	2.9%	583	4.8%
8	59	4.0%	250	5.2%	173	4.5%	60	2.9%	542	4.5%
9	24	1.6%	293	6.1%	161	4.2%	71	3.5%	549	4.5%
10	34	2.3%	231	4.8%	184	4.8%	73	3.6%	522	4.3%
11			223	4.7%	253	6.6%	107	5.3%	583	4.8%
12			246	5.1%	226	5.9%	101	5.0%	573	4.7%
13			191	4.0%	225	5.9%	95	4.7%	511	4.2%
14			182	3.8%	232	6.0%	91	4.5%	505	4.2%
15			148	3.1%	206	5.4%	114	5.6%	468	3.9%
16			132	2.8%	183	4.8%	103	5.1%	418	3.5%
17			98	2.1%	124	3.2%	100	4.9%	322	2.7%
18			104	2.2%	133	3.5%	93	4.6%	330	2.7%
19-24			139	2.9%	210	5.5%	169	8.3%	518	4.3%
25			94	2.0%	163	4.2%	123	6.0%	380	3.1%
50-52	40	2.7%	171	3.6%	230	6.0%	200	9.8%	641	5.3%
55			246	5.1%	394	10.3%	286	14.1%	926	7.6%
<b>TOTAL</b>	<b>1,459</b>	<b>12.0%</b>	<b>4,779</b>	<b>39.5%</b>	<b>3,838</b>	<b>31.7%</b>	<b>2,034</b>	<b>16.8%</b>	<b>12,110</b>	<b>100.0%</b>

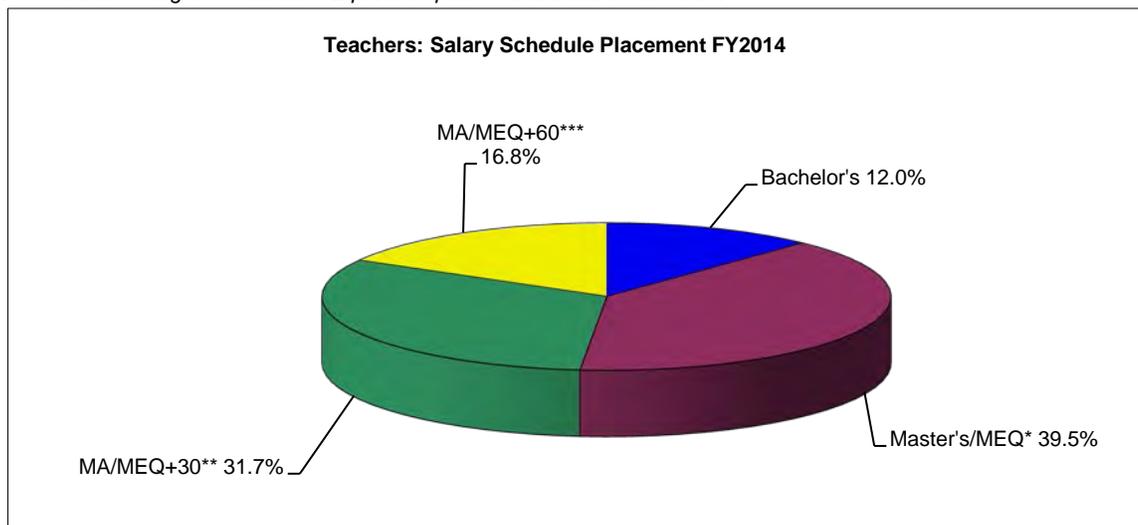
1. Data reflects the number of permanent employees by head count as of October 15.

2. Step 50-52, 55 indicate employees that received a 2% increase on 7/1/2012.

\* 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 FY2014

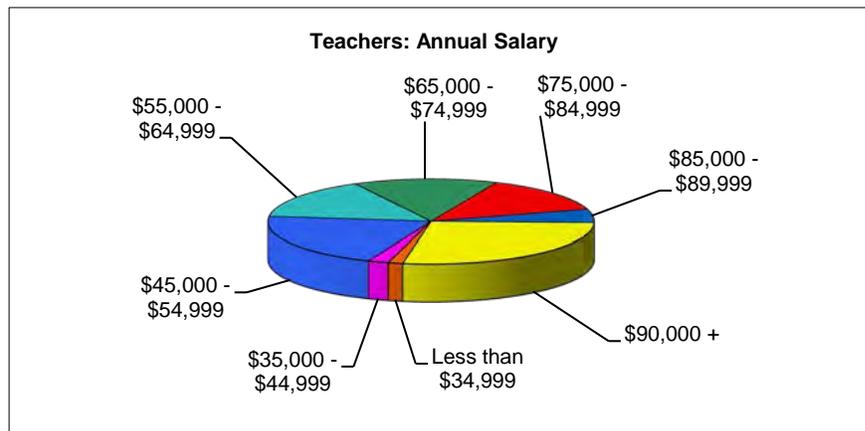
Annual Salary	Number	Percent
Less than \$29,999	95	0.8%
\$30,000 - \$34,999	79	0.7%
\$35,000 - \$39,999	110	0.9%
\$40,000 - \$44,999	133	1.1%
\$45,000 - \$49,999	1,170	9.7%
\$50,000 - \$54,999	1,321	10.9%
\$55,000 - \$59,999	876	7.2%
\$60,000 - \$64,999	986	8.1%
\$65,000 - \$69,999	942	7.8%
\$70,000 - \$74,999	787	6.5%
\$75,000 - \$79,999	927	7.7%
\$80,000 - \$84,999	743	6.1%
\$85,000 - \$89,999	703	5.8%
\$90,000 - \$94,999	747	6.2%
\$95,000 +	2,491	20.6%
<b>TOTAL</b>	<b>12,110</b>	<b>100.0%</b>

Data as of October 15.

Teachers: Average Salaries*	
FY 2014	\$75,445
FY 2013	\$75,446
FY 2012	\$74,832
FY 2011	\$76,176

\* 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
FY2013	11,773	3,165	26.9%	8,102	68.8%	385	3.3%	38	0.3%	8	0.1%	75	0.6%
FY2012	11,569	3,122	27.0%	8,025	69.4%	366	3.2%	39	0.3%	3	0.0%	14	0.1%
FY2011	11,447	3,108	27.2%	7,957	69.5%	344	3.0%	22	0.2%	6	0.1%	10	0.1%
FY2010	11,574	3,442	29.7%	7,765	67.1%	316	2.7%	34	0.3%	7	0.1%	10	0.1%

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

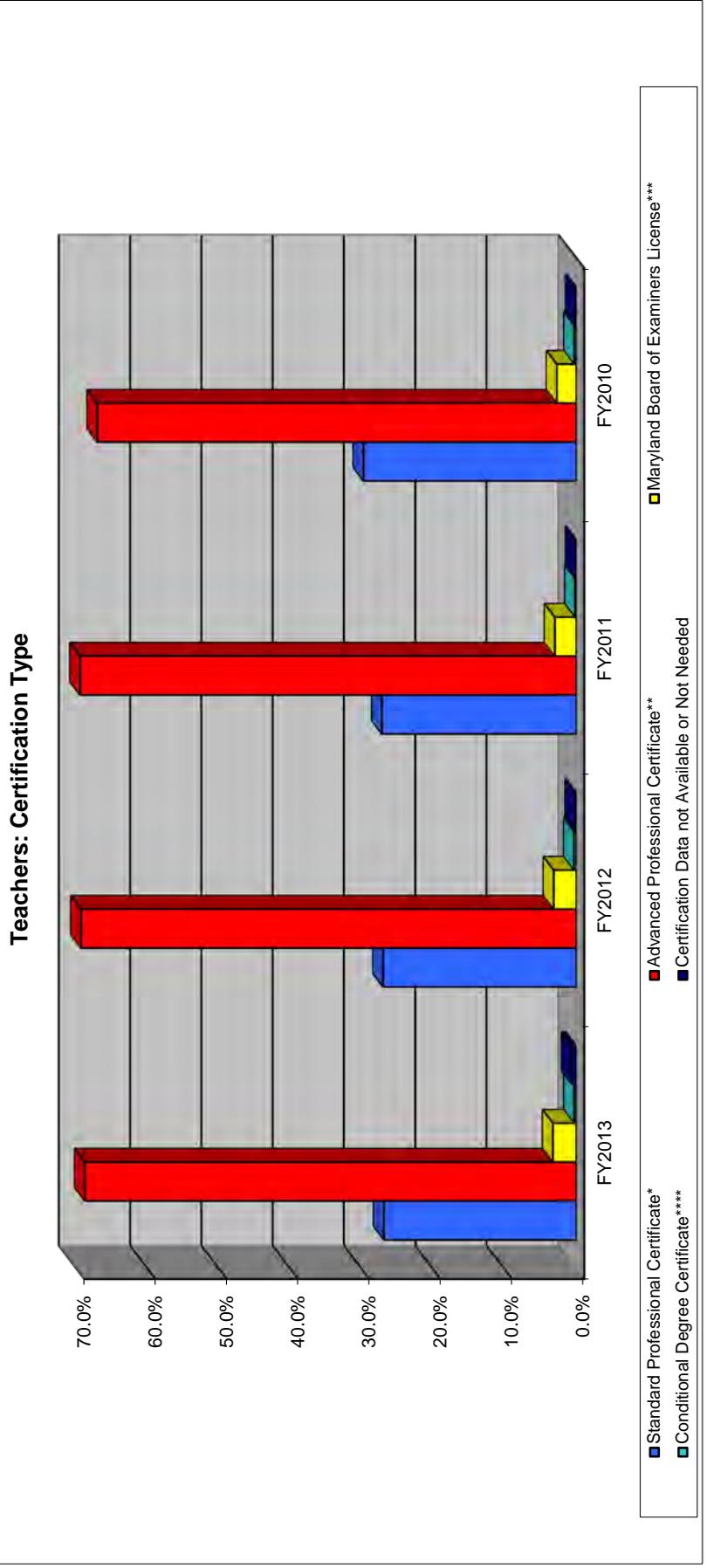
\* The Standard Professional Certificate is a professional certificate in the state of Maryland.

\*\* 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.

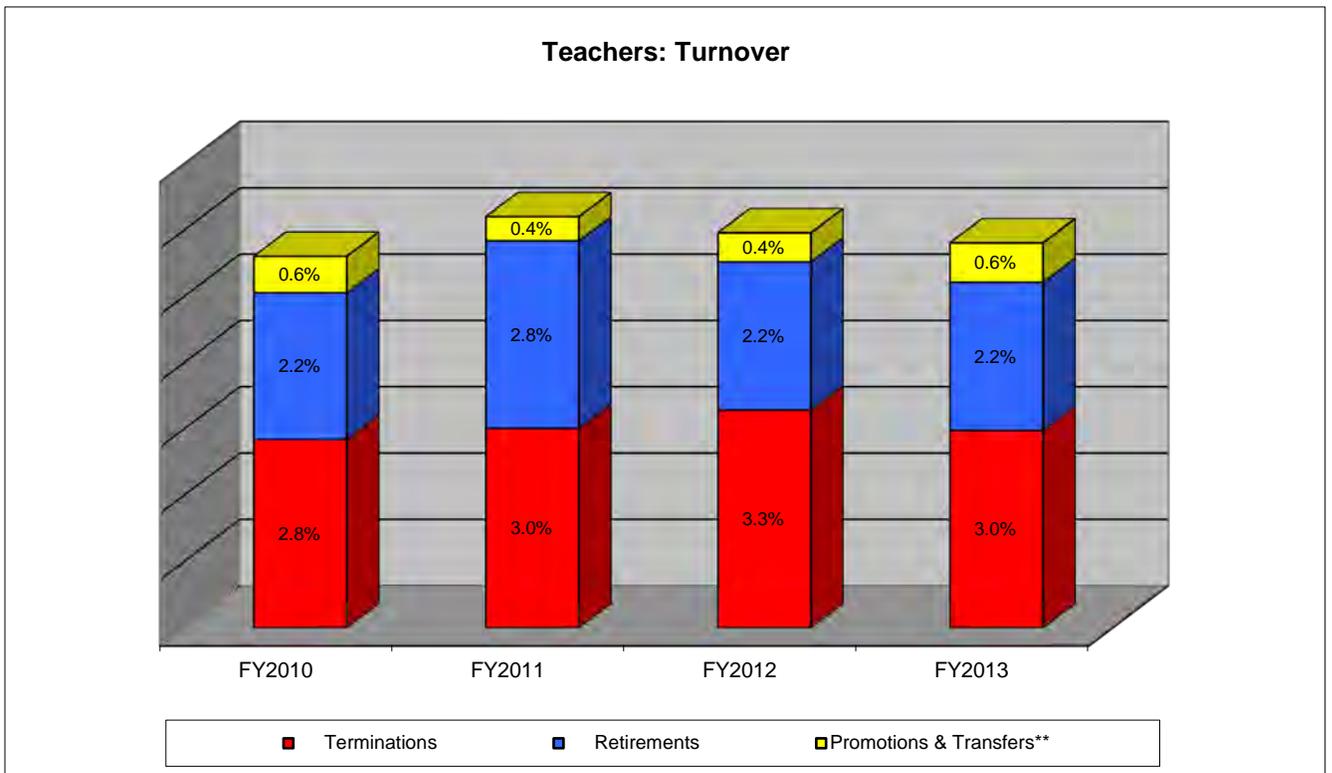


# Teachers: Turnover

Fiscal Year	Number of Teachers*	Terminations		Retirements		Promotions & Transfers**		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2013	12,130	361	3.0%	271	2.2%	72	0.6%	704	5.8%
FY2012	11,906	391	3.3%	266	2.2%	52	0.4%	709	6.0%
FY2011	11,842	356	3.0%	335	2.8%	43	0.4%	734	6.2%
FY2010	11,999	341	2.8%	265	2.2%	66	0.6%	672	5.6%

\* 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

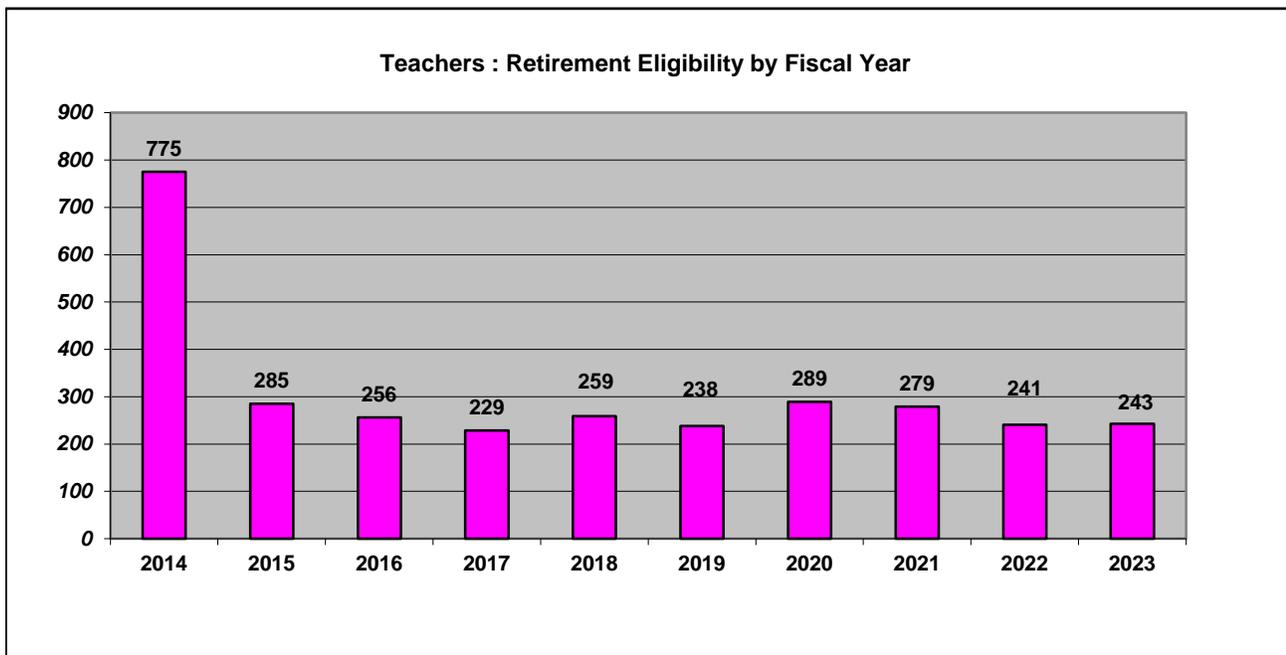
Fiscal Year	Teachers Eligible By Fiscal Year	Percent of Total
2014	775	6.4%
2015	285	2.3%
2016	256	2.1%
2017	229	1.9%
2018	259	2.1%
2019	238	2.0%
2020	289	2.4%
2021	279	2.3%
2022	241	2.0%
2023	243	2.0%
<b>Eligible within 10 years</b>	<b>3,094</b>	<b>25.5%</b>
<b>Total Teachers</b>	<b>12,132</b>	<b>100.0%</b>

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members hired prior to July 1, 2011 are eligible for retirement after 30 years of service or at age 62 with at least 5 years of service.

3. Reformed pension plan members hired after June 30, 2011 are eligible for retirement at age 65 with 10 years of eligibility service OR age + years of eligibility service = 90.

4. 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 chart above.



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

Demographic Profile by School Type

Demographic Profile

## Counselors: Demographic Profile

	FY2011		FY201		FY2013		FY2014	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>ELEMENTARY SCHOOL</b>								
<b>Gender</b>								
Male	9	6.6%	9	6.9%	9	6.8%	10	7.6%
Female	127	93.4%	122	93.1%	124	93.2%	122	92.4%
<b>TOTAL</b>	<b>136</b>	<b>100.0%</b>	<b>131</b>	<b>100.0%</b>	<b>133</b>	<b>100.0%</b>	<b>132</b>	<b>100.0%</b>
<b>Race</b>								
White	106	77.9%	102	77.9%	104	78.2%	103	78.0%
Black or African American	21	15.4%	17	13.0%	17	12.8%	17	12.9%
Asian	4	2.9%	2	1.5%	2	1.5%	2	1.5%
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Hispanic/ Latino	5	3.7%	8	6.1%	8	6.0%	8	6.1%
Native Hawaiian or Pacific Islander *			0	0.0%	0	0.0%	0	0.0%
Two or More *			2	1.5%	2	1.5%	2	1.5%
<b>TOTAL</b>	<b>136</b>	<b>100.0%</b>	<b>131</b>	<b>100.0%</b>	<b>133</b>	<b>100.0%</b>	<b>132</b>	<b>100.0%</b>
<b>MIDDLE SCHOOL</b>								
<b>Gender</b>								
Male	24	16.7%	25	17.9%	26	18.6%	27	18.8%
Female	120	83.3%	115	82.1%	114	81.4%	117	81.3%
<b>TOTAL</b>	<b>144</b>	<b>100.0%</b>	<b>140</b>	<b>100.0%</b>	<b>140</b>	<b>100.0%</b>	<b>144</b>	<b>100.0%</b>
<b>Race</b>								
White	91	63.2%	88	62.9%	86	61.4%	90	62.5%
Black or African American	43	29.9%	39	27.9%	40	28.6%	36	25.0%
Asian	1	0.7%	2	1.4%	3	2.1%	5	3.5%
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Hispanic/ Latino	9	6.3%	10	7.1%	10	7.1%	12	8.3%
Native Hawaiian or Pacific Islander *			0	0.0%	0	0.0%	0	0.0%
Two or More *			1	0.7%	1	0.7%	1	0.7%
<b>TOTAL</b>	<b>144</b>	<b>100.0%</b>	<b>140</b>	<b>100.0%</b>	<b>140</b>	<b>100.0%</b>	<b>144</b>	<b>100.0%</b>
<b>HIGH SCHOOL</b>								
<b>Gender</b>								
Male	54	28.3%	52	27.1%	51	26.7%	48	25.3%
Female	137	71.7%	140	72.9%	140	73.3%	142	74.7%
<b>TOTAL</b>	<b>191</b>	<b>100.0%</b>	<b>192</b>	<b>100.0%</b>	<b>191</b>	<b>100.0%</b>	<b>190</b>	<b>100.0%</b>
<b>Race</b>								
White	121	63.4%	117	60.9%	113	59.2%	110	57.9%
Black or African American	41	21.5%	42	21.9%	43	22.5%	45	23.7%
Asian	9	4.7%	9	4.7%	11	5.8%	13	6.8%
American Indian or Alaskan Native	1	0.5%	1	0.5%	1	0.5%	1	0.5%
Hispanic/ Latino	19	9.9%	21	10.9%	21	11.0%	20	10.5%
Native Hawaiian or Pacific Islander *			0	0.0%	0	0.0%	0	0.0%
Two or More *			2	1.0%	2	1.0%	1	0.5%
<b>TOTAL</b>	<b>191</b>	<b>100.0%</b>	<b>192</b>	<b>99.0%</b>	<b>191</b>	<b>100.0%</b>	<b>190</b>	<b>100.0%</b>
<b>CENTRAL OFFICE AND SPECIAL SCHOOLS</b>								
<b>Gender</b>								
Male	1	14.3%	1	14.3%	1	14.3%	1	12.5%
Female	6	85.7%	6	85.7%	6	85.7%	7	87.5%
<b>TOTAL</b>	<b>7</b>	<b>100.0%</b>	<b>7</b>	<b>100.0%</b>	<b>7</b>	<b>100.0%</b>	<b>8</b>	<b>100.0%</b>
<b>Race</b>								
White	3	42.9%	3	42.9%	3	42.9%	4	50.0%
Black or African American	1	14.3%	1	14.3%	1	14.3%	1	12.5%
Asian	3	42.9%	2	28.6%	2	28.6%	2	25.0%
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Hispanic/ Latino	0	0.0%	1	14.3%	1	14.3%	1	12.5%
Native Hawaiian or Pacific Islander *			0	0.0%	0	0.0%	0	0.0%
Two or More *			0	0.0%	0	0.0%	0	0.0%
<b>TOTAL</b>	<b>7</b>	<b>100.0%</b>	<b>7</b>	<b>100.0%</b>	<b>7</b>	<b>100.0%</b>	<b>8</b>	<b>100.0%</b>
<b>GRAND TOTAL</b>	<b>478</b>		<b>470</b>		<b>471</b>		<b>474</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.

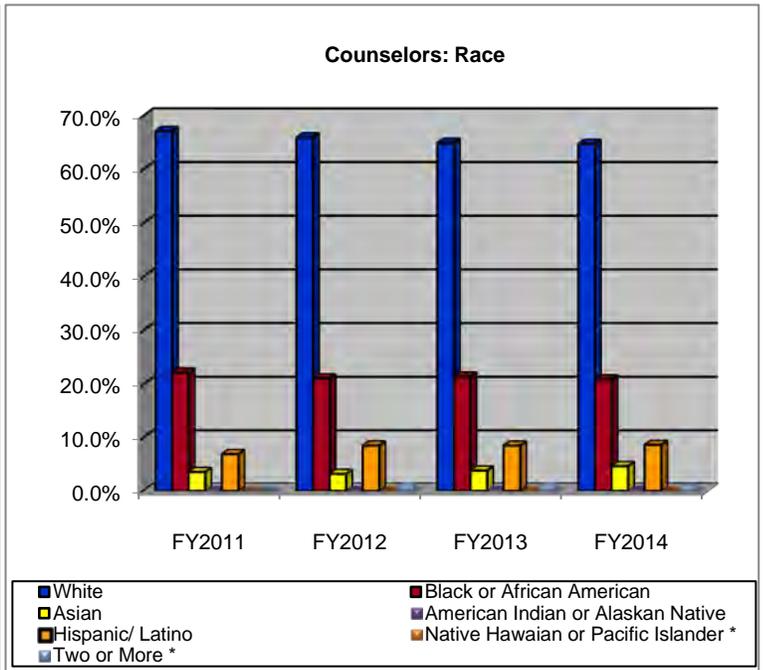
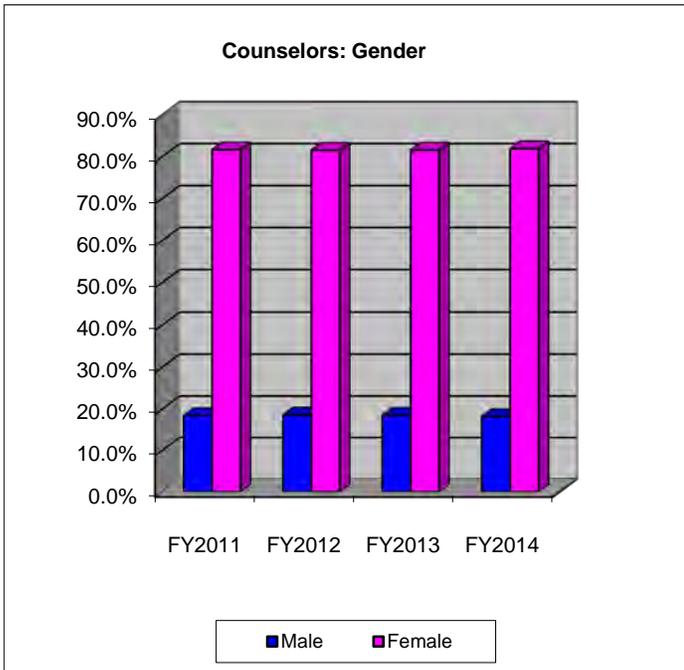
3. Counselors assigned to non-school based offices service ESOL students, students in alternative programs, and students in special schools.

4. \* Data tracked starting FY2012

# Counselors: Demographic Profile

	FY2011		FY2012		FY2013		FY2014	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>GENDER</b>								
Male	88	18.4%	87	18.5%	87	18.5%	86	18.1%
Female	390	81.6%	383	81.5%	384	81.5%	388	81.9%
<b>TOTAL</b>	<b>478</b>	<b>100.0%</b>	<b>470</b>	<b>100.0%</b>	<b>471</b>	<b>100.0%</b>	<b>474</b>	<b>100.0%</b>
<b>RACE</b>								
White	321	67.2%	310	66.0%	306	65.0%	307	64.8%
Black or African American	106	22.2%	99	21.1%	101	21.4%	99	20.9%
Asian	17	3.6%	15	3.2%	18	3.8%	22	4.6%
American Indian or Alaskan Native	1	0.2%	1	0.2%	1	0.2%	1	0.2%
Hispanic/ Latino	33	6.9%	40	8.5%	40	8.5%	41	8.6%
Native Hawaiian or Pacific Islander *		0.0%	0	0.0%	0	0.0%	0	0.0%
Two or More *		0.0%	5	1.1%	5	1.1%	4	0.8%
<b>TOTAL</b>	<b>478</b>	<b>100.0%</b>	<b>470</b>	<b>100.0%</b>	<b>471</b>	<b>100.0%</b>	<b>474</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. \* Data tracked starting FY2012



**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

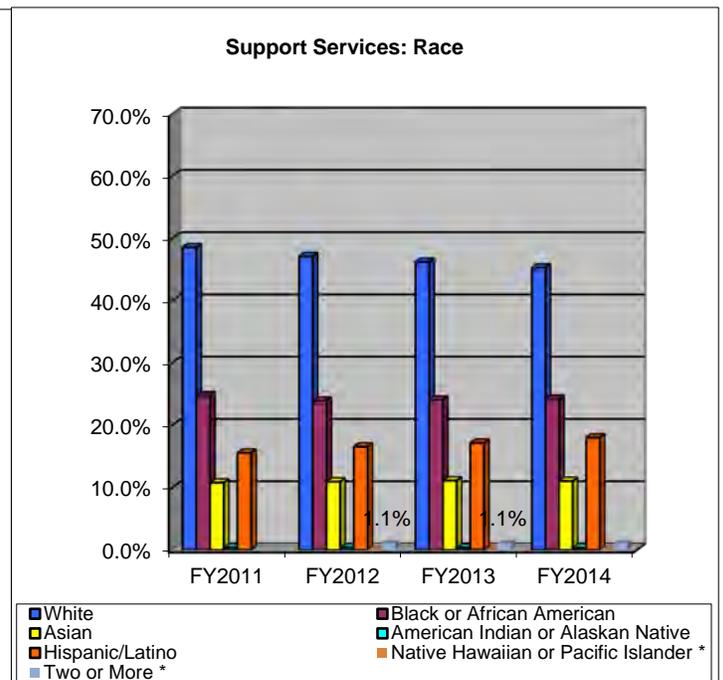
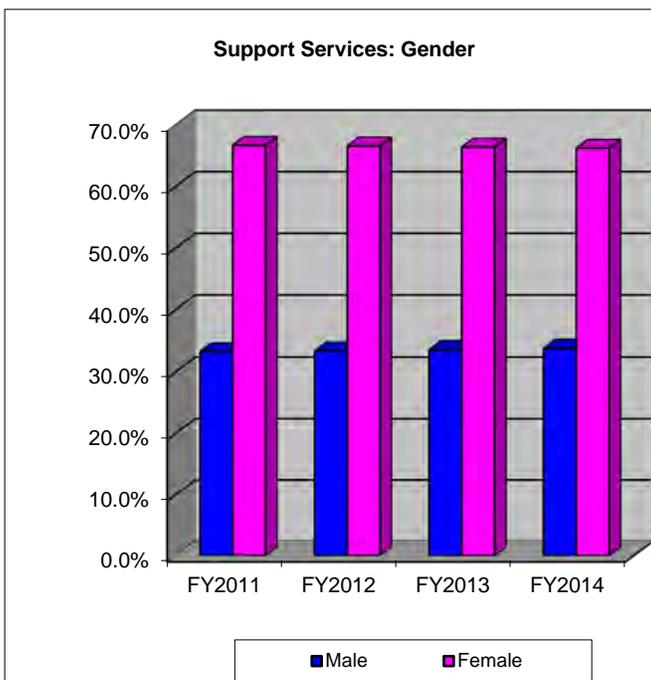
# Support Services: Demographic Profile

	FY2011		FY2012		FY2013		FY2014	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>GENDER</b>								
Male	3,106	33.3%	3,067	33.4%	3,105	33.6%	3,157	33.8%
Female	6,220	66.7%	6,114	66.6%	6,139	66.4%	6,187	66.2%
<b>TOTAL</b>	<b>9,326</b>	<b>100.0%</b>	<b>9,181</b>	<b>100.0%</b>	<b>9,244</b>	<b>100.0%</b>	<b>9,344</b>	<b>100.0%</b>
<b>RACE</b>								
White	4,527	48.5%	4,327	47.1%	4,271	46.2%	4,232	45.3%
Black or African American	2,309	24.8%	2,194	23.9%	2,224	24.1%	2,261	24.2%
Asian	1,004	10.8%	1,002	10.9%	1,027	11.1%	1,030	11.0%
American Indian or Alaskan Native	36	0.4%	35	0.4%	33	0.4%	32	0.3%
Hispanic/Latino	1,450	15.5%	1,518	16.5%	1,583	17.1%	1,681	18.0%
Native Hawaiian or Pacific Islander *			7	0.1%	7	0.1%	8	0.1%
Two or More *			98	1.1%	99	1.1%	100	1.1%
<b>TOTAL</b>	<b>9,326</b>	<b>100.0%</b>	<b>9,181</b>	<b>100.0%</b>	<b>9,244</b>	<b>100.0%</b>	<b>9,344</b>	<b>100.0%</b>
<b>AGE</b>								
Under 20 years	2	0.0%	4	0.0%	3	0.0%	3	0.0%
20 - 29 years	588	6.3%	505	5.5%	542	5.9%	579	6.2%
30 - 39 years	1,019	10.9%	973	10.6%	992	10.7%	1,015	10.9%
40 - 49 years	2,610	28.0%	2,444	26.6%	2,339	25.3%	2,264	24.2%
50 - 59 years	3,477	37.3%	3,529	38.4%	3,514	38.0%	3,499	37.4%
60+ years	1,630	17.5%	1,726	18.8%	1,854	20.1%	1,984	21.2%
<b>TOTAL</b>	<b>9,326</b>	<b>100.0%</b>	<b>9,181</b>	<b>100.0%</b>	<b>9,244</b>	<b>100.0%</b>	<b>9,344</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.

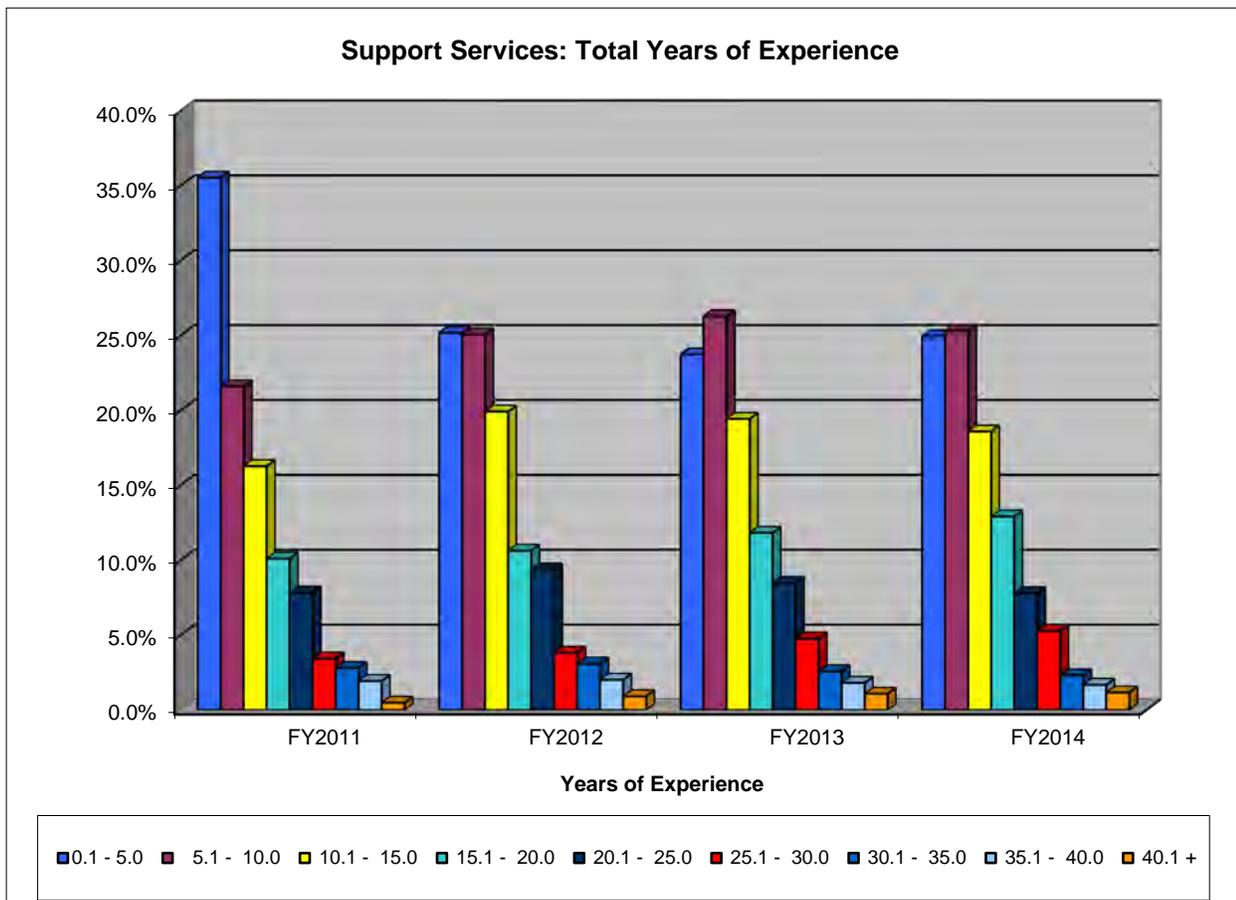
3. \* Data tracked starting FY2012



# Support Services: Total Years of Experience

Years of Experience	FY2011		FY2012		FY2013		FY2014	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	3,314	35.5%	2,311	25.2%	2,194	23.7%	2,331	24.9%
5.1 - 10.0	2,015	21.6%	2,301	25.1%	2,430	26.3%	2,365	25.3%
10.1 - 15.0	1,518	16.3%	1,829	19.9%	1,796	19.4%	1,737	18.6%
15.1 - 20.0	942	10.1%	976	10.6%	1,093	11.8%	1,207	12.9%
20.1 - 25.0	731	7.8%	861	9.4%	785	8.5%	728	7.8%
25.1 - 30.0	320	3.4%	350	3.8%	441	4.8%	494	5.3%
30.1 - 35.0	261	2.8%	284	3.1%	238	2.6%	216	2.3%
35.1 - 40.0	180	1.9%	185	2.0%	167	1.8%	157	1.7%
40.1 +	45	0.5%	84	0.9%	100	1.1%	109	1.2%
<b>TOTAL</b>	<b>9,326</b>	<b>100.0%</b>	<b>9,181</b>	<b>100.0%</b>	<b>9,244</b>	<b>100.0%</b>	<b>9,344</b>	<b>100.0%</b>

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



# Support Services: Salary Schedule Placement

FY2014													
Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 50	Total Count	Percent on Grade
	Count	Count	Count	Count	Count	Count	Count	Count	Count	Count	Count		
6	194	105	61	115	70	98	134	69	113	398	143	1,500	13.7%
7	215	149	70	46	65	81	74	117	50	221	133	1,221	11.2%
8		6			2	1	1	3	1		5	19	0.2%
9	2	3	1	2	2	3	2	4		12	4	35	0.3%
10	11	7	12	14	21	15	18	15	19	56	20	208	1.9%
11	394	217	114	49	113	203	79	74	64	405	206	1,918	17.6%
12	403	200	129	89	88	121	92	86	91	487	246	2,032	18.6%
13	28	62	151	86	81	110	127	110	126	618	333	1,832	16.8%
14	31	27	15	11	7	23	15	30	32	99	60	350	3.2%
15	6	4	11	9	9	13	13	13	17	66	42	203	1.9%
16	32	30	35	38	35	37	50	67	60	267	90	741	6.8%
17	14	11	20	16	22	9	21	13	13	55	50	244	2.2%
18	1		2	2	5	8	4	4	5	29	15	75	0.7%
19	1	2	1	3	9	4	10	9	11	23	18	91	0.8%
20	5	7	1	3	7	9	6	10	7	41	17	113	1.0%
21	1	1			1	5	2	4	3	11	9	37	0.3%
22	2	2	2	4	2	3	5	4	4	11	13	52	0.5%
23	1	3	2	9	1	5	11	12	17	18	8	87	0.8%
24	1	1	2	1	2	5		1	3	5	6	27	0.2%
25	1	1	5	1	2	3	6	11	3	22	25	80	0.7%
26		2	1		2	3	1	1		4	2	16	0.1%
27	1								2	12	14	29	0.3%
<b>TOTAL</b>	<b>1,344</b>	<b>840</b>	<b>635</b>	<b>498</b>	<b>546</b>	<b>759</b>	<b>671</b>	<b>657</b>	<b>641</b>	<b>2,860</b>	<b>1,459</b>	<b>10,910</b>	<b>100.0%</b>
<b>% on Step</b>	<b>12.3%</b>	<b>7.7%</b>	<b>5.8%</b>	<b>4.6%</b>	<b>5.0%</b>	<b>7.0%</b>	<b>6.2%</b>	<b>6.0%</b>	<b>5.9%</b>	<b>26.2%</b>	<b>13.4%</b>	<b>86.6%</b>	

1. Currently there are no MCPS positions in grades 1-5

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, 2012.

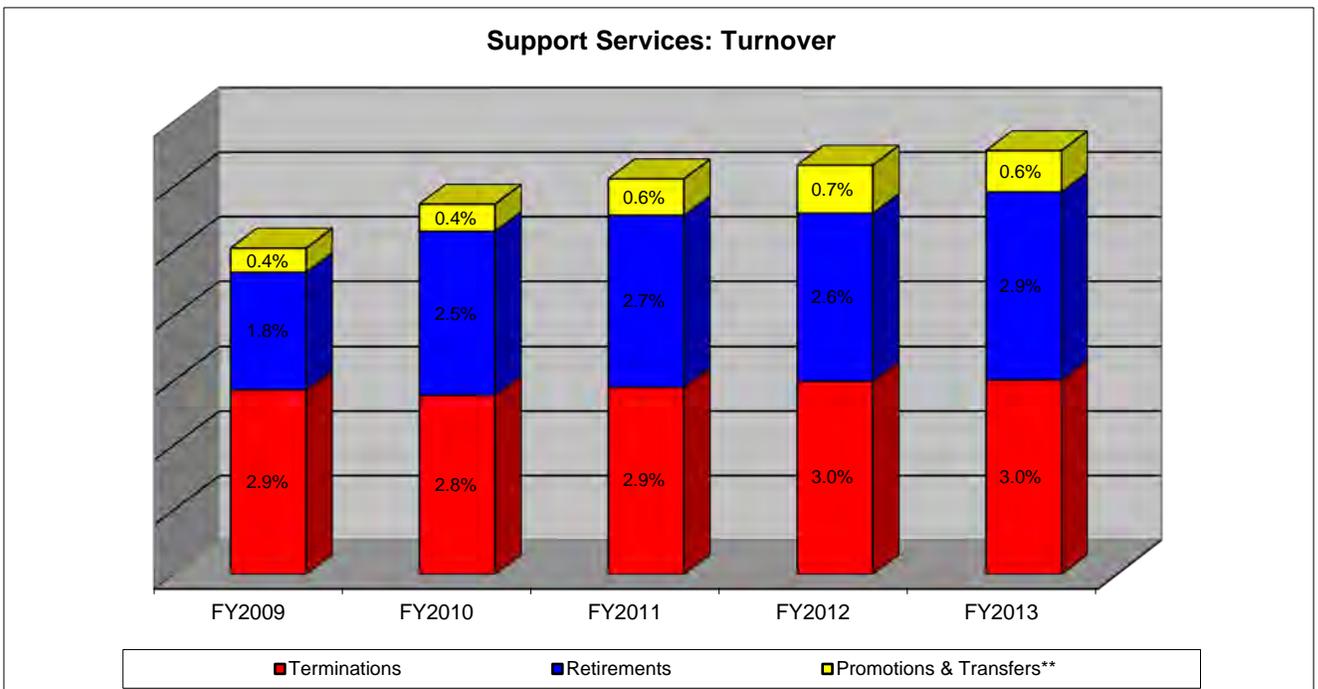
4. Step 50 indicates employees that received a 2% increase on 7/1/12.

# Support Services: Turnover

Fiscal Year	Number of Support Services*	Terminations		Retirements		Promotions & Transfers**		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2013	9,403	283	3.0%	273	2.9%	60	0.6%	616	6.6%
FY2012	9,295	278	3.0%	241	2.6%	69	0.7%	588	6.3%
FY2011	9,422	273	2.9%	250	2.7%	53	0.6%	576	6.1%
FY2010	9,313	258	2.8%	236	2.5%	39	0.4%	533	5.7%
FY2009	9,384	268	2.9%	170	1.8%	35	0.4%	473	5.0%

\* Total number of support services employees 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

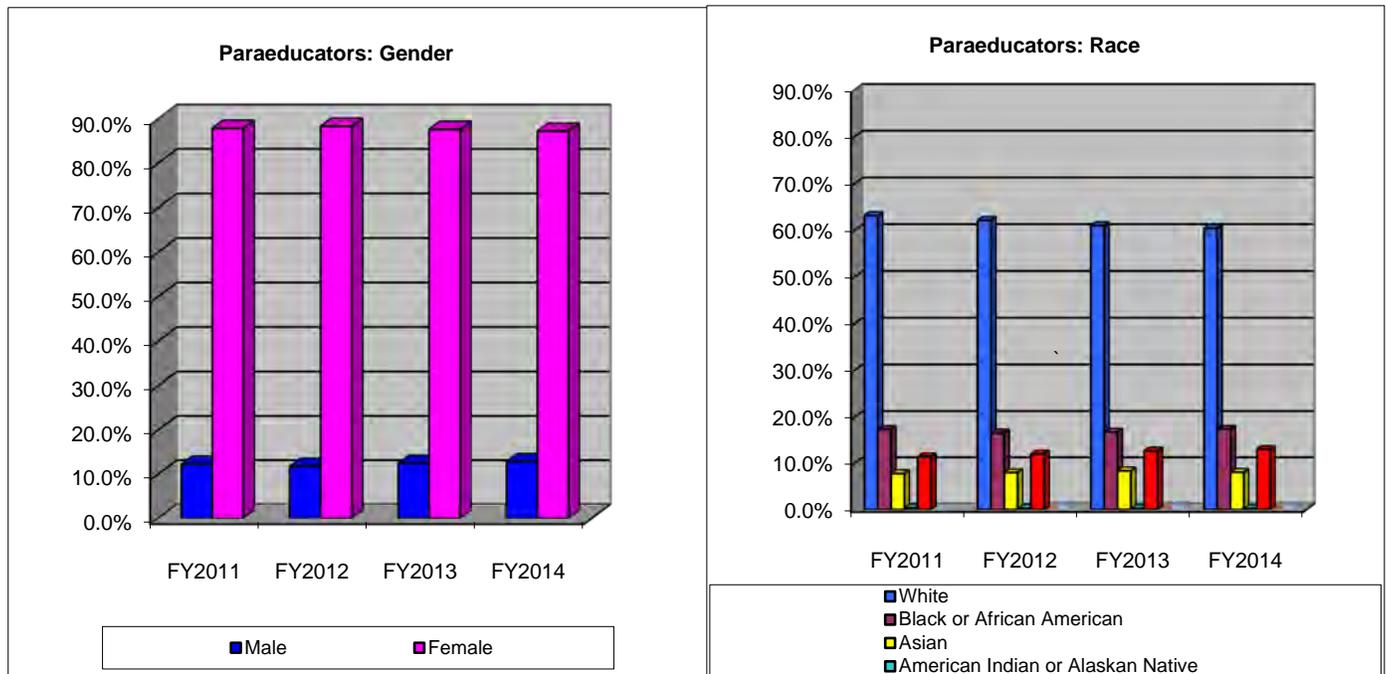
	FY2011		FY2012		FY2013		FY2014	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>GENDER</b>								
Male	335	12.2%	322	11.7%	347	12.4%	367	12.8%
Female	2,405	87.8%	2,419	88.3%	2,442	87.6%	2,490	87.2%
<b>TOTAL</b>	<b>2,740</b>	<b>100.0%</b>	<b>2,741</b>	<b>100.0%</b>	<b>2,789</b>	<b>100.0%</b>	<b>2,857</b>	<b>100.0%</b>
<b>RACE</b>								
White	1,730	63.1%	1,703	62.1%	1,701	61.0%	1,725	60.4%
Black or African American	475	17.3%	454	16.6%	467	16.7%	497	17.4%
Asian	213	7.8%	219	8.0%	233	8.4%	230	8.1%
American Indian or Alaskan Native	10	0.4%	7	0.3%	6	0.2%	6	0.2%
Hispanic/Latino	312	11.4%	329	12.0%	354	12.7%	371	13.0%
Native Hawaiian or Pacific Islander *			0	0.0%	0	0.0%	0	0.0%
Two or More *			29	1.1%	28	1.0%	28	1.0%
<b>TOTAL</b>	<b>2,740</b>	<b>100.0%</b>	<b>2,741</b>	<b>100.0%</b>	<b>2,789</b>	<b>100.0%</b>	<b>2,857</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 Computer Lab, and Instructional Data Assistant.

3. Data was captured on October 15.

4. \* Data tracked starting FY2012.



## Paraeducators: Degree by School Type

	FY2011		FY2012		FY2013		FY2014	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b><u>ELEMENTARY SCHOOL</u></b>								
Not available	28	2.0%	18	1.3%	52	3.7%	55	3.7%
HS	572	41.8%	569	41.8%	570	40.5%	594	40.2%
AA	139	10.2%	141	10.4%	134	9.5%	141	9.5%
Bachelor's	541	39.5%	541	39.8%	558	39.6%	574	38.8%
Master's	85	6.2%	89	6.5%	90	6.4%	110	7.4%
Doctorate	3	0.2%	3	0.2%	4	0.3%	4	0.3%
<b>TOTAL</b>	<b>1,368</b>	<b>100.0%</b>	<b>1,361</b>	<b>100.0%</b>	<b>1,408</b>	<b>100.0%</b>	<b>1,478</b>	<b>100.0%</b>
<b><u>MIDDLE SCHOOL</u></b>								
Not available	6	1.4%	3	0.7%	3	0.7%	0	0.0%
HS	178	40.9%	173	40.2%	179	41.4%	175	41.5%
AA	46	10.6%	39	9.1%	38	8.8%	39	9.2%
Bachelor's	182	41.8%	188	43.7%	184	42.6%	185	43.8%
Master's	23	5.3%	27	6.3%	28	6.5%	23	5.5%
Doctorate	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>TOTAL</b>	<b>435</b>	<b>100.0%</b>	<b>430</b>	<b>100.0%</b>	<b>432</b>	<b>100.0%</b>	<b>422</b>	<b>100.0%</b>
<b><u>HIGH SCHOOL</u></b>								
Not available	2	0.4%	1	0.2%	3	0.5%	2	0.4%
HS	196	36.3%	200	35.8%	214	38.3%	216	39.6%
AA	53	9.8%	50	9.0%	51	9.1%	51	9.3%
Bachelor's	231	42.8%	244	43.7%	238	42.6%	232	42.5%
Master's	53	9.8%	57	10.2%	50	8.9%	42	7.7%
Doctorate	5	0.9%	6	1.1%	3	0.5%	3	0.5%
<b>TOTAL</b>	<b>540</b>	<b>100.0%</b>	<b>558</b>	<b>100.0%</b>	<b>559</b>	<b>100.0%</b>	<b>546</b>	<b>100.0%</b>
<b><u>CENTRAL OFFICE AND SPECIAL SCHOOLS</u></b>								
Not available	10	2.5%	5	1.3%	5	1.3%	7	1.7%
HS	166	41.8%	183	46.7%	183	46.9%	196	47.7%
AA	33	8.3%	36	9.2%	35	9.0%	39	9.5%
Bachelor's	159	40.1%	141	36.0%	140	35.9%	145	35.3%
Master's	28	7.1%	26	6.6%	26	6.7%	23	5.6%
Doctorate	1	0.3%	1	0.3%	1	0.3%	1	0.2%
<b>TOTAL</b>	<b>397</b>	<b>100.0%</b>	<b>392</b>	<b>100.0%</b>	<b>390</b>	<b>100.0%</b>	<b>411</b>	<b>100.0%</b>
<b><u>ALL PARAEDUCATORS</u></b>								
Not available	46	1.7%	27	1.0%	63	2.3%	64	2.2%
HS	1,112	40.6%	1,125	41.0%	1,146	41.1%	1,181	41.3%
AA	271	9.9%	266	9.7%	258	9.3%	270	9.5%
Bachelor's	1,113	40.6%	1,114	40.6%	1,120	40.2%	1,136	39.8%
Master's	189	6.9%	199	7.3%	194	7.0%	198	6.9%
Doctorate	9	0.3%	10	0.4%	8	0.3%	8	0.3%
<b>GRAND TOTAL</b>	<b>2,740</b>	<b>100.0%</b>	<b>2,741</b>	<b>100.0%</b>	<b>2,789</b>	<b>100.0%</b>	<b>2,857</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.

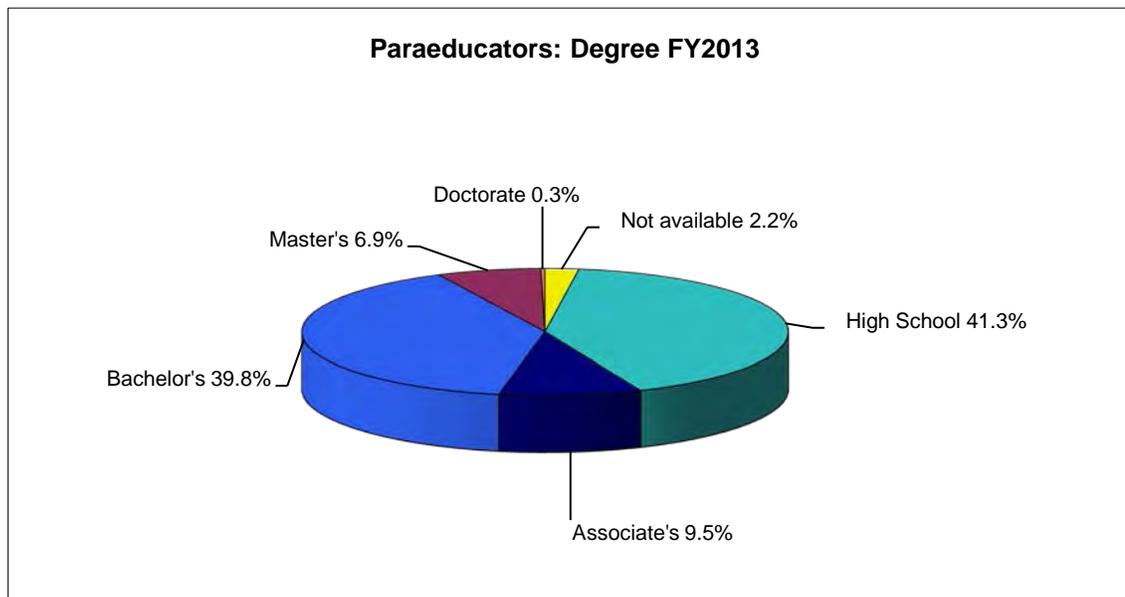
# Paraeducators: Degree

	FY2011		FY2012		FY2013		FY2014	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>ALL PARAEDUCATORS</b>								
Not available	46	1.7%	27	1.0%	63	2.3%	64	2.2%
High School	1,112	40.6%	1,125	41.0%	1,146	41.1%	1,181	41.3%
Associate's	271	9.9%	266	9.7%	258	9.3%	270	9.5%
Bachelor's	1,113	40.6%	1,114	40.6%	1,120	40.2%	1,136	39.8%
Master's	189	6.9%	199	7.3%	194	7.0%	198	6.9%
Doctorate	9	0.3%	10	0.4%	8	0.3%	8	0.3%
<b>GRAND TOTAL</b>	<b>2,740</b>	<b>100.0%</b>	<b>2,741</b>	<b>100.0%</b>	<b>2,789</b>	<b>100.0%</b>	<b>2,857</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, 2012



# Paraeducators: Elementary School Title I Highly Qualified Competency

	FY2011		FY2012		FY2013		FY2014	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>Title I Elementary Schools</b>								
Highly Qualified	240	100.0%	184	100.0%	211	100.0%	233	100.0%
Not Highly Qualified	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>TOTAL</b>	<b>240</b>	<b>100.0%</b>	<b>184</b>	<b>100.0%</b>	<b>211</b>	<b>100.0%</b>	<b>233</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. FY2011: 30 Title 1 schools, FY2012: 25 Title 1 schools, FY2013: 27 Title 1 schools, FY2014: 28 Title 1 schools.

7. FY2014 Data as of January 26, 2014.

# Paraeducators: Title I Competency

Title I Elementary Schools	FY2014					
	Highly Qualified		Not Highly Qualified		Total	
	Number	Percent	Number	Percent	Number	Percent
Arcola	11	100.0%	0	0.0%	11	4.7%
Broad Acres	8	100.0%	0	0.0%	8	3.4%
Brookhaven	13	100.0%	0	0.0%	13	5.6%
Bel Pre	4	100.0%	0	0.0%	4	1.7%
Burnt Mills	4	100.0%	0	0.0%	4	1.7%
Capt. James Daly	7	100.0%	0	0.0%	7	3.0%
Clopper Mill	13	100.0%	0	0.0%	13	5.6%
Cresthaven	8	100.0%	0	0.0%	8	3.4%
Gaithersburg	12	100.0%	0	0.0%	12	5.2%
Georgian Forest	10	100.0%	0	0.0%	10	4.3%
Glen Haven	15	100.0%	0	0.0%	15	6.4%
Harmony Hills	6	100.0%	0	0.0%	6	2.6%
Highland	8	100.0%	0	0.0%	8	3.4%
Jackson Road	12	100.0%	0	0.0%	12	5.2%
Kemp Mill	5	100.0%	0	0.0%	5	2.1%
New Hampshire Estates	2	100.0%	0	0.0%	2	0.9%
Oak View	5	100.0%	0	0.0%	5	2.1%
R. Sargent Shriver	5	100.0%	0	0.0%	5	2.1%
Rolling Terrace	8	100.0%	0	0.0%	8	3.4%
Roscoe R. Nix	14	100.0%	0	0.0%	14	6.0%
South Lake	5	100.0%	0	0.0%	5	2.1%
Summit Hall	7	100.0%	0	0.0%	7	3.0%
Twinbrook	9	100.0%	0	0.0%	9	3.9%
Viers Mill	16	100.0%	0	0.0%	16	6.9%
Washington Grove	9	100.0%	0	0.0%	9	3.9%
Watkins Mill	8	100.0%	0	0.0%	8	3.4%
Weller Road	6	100.0%	0	0.0%	6	2.6%
Wheaton Woods	3	100.0%	0	0.0%	3	1.3%
<b>TOTAL</b>	<b>233</b>	<b>100.0%</b>	<b>0</b>	<b>0.0%</b>	<b>233</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 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)

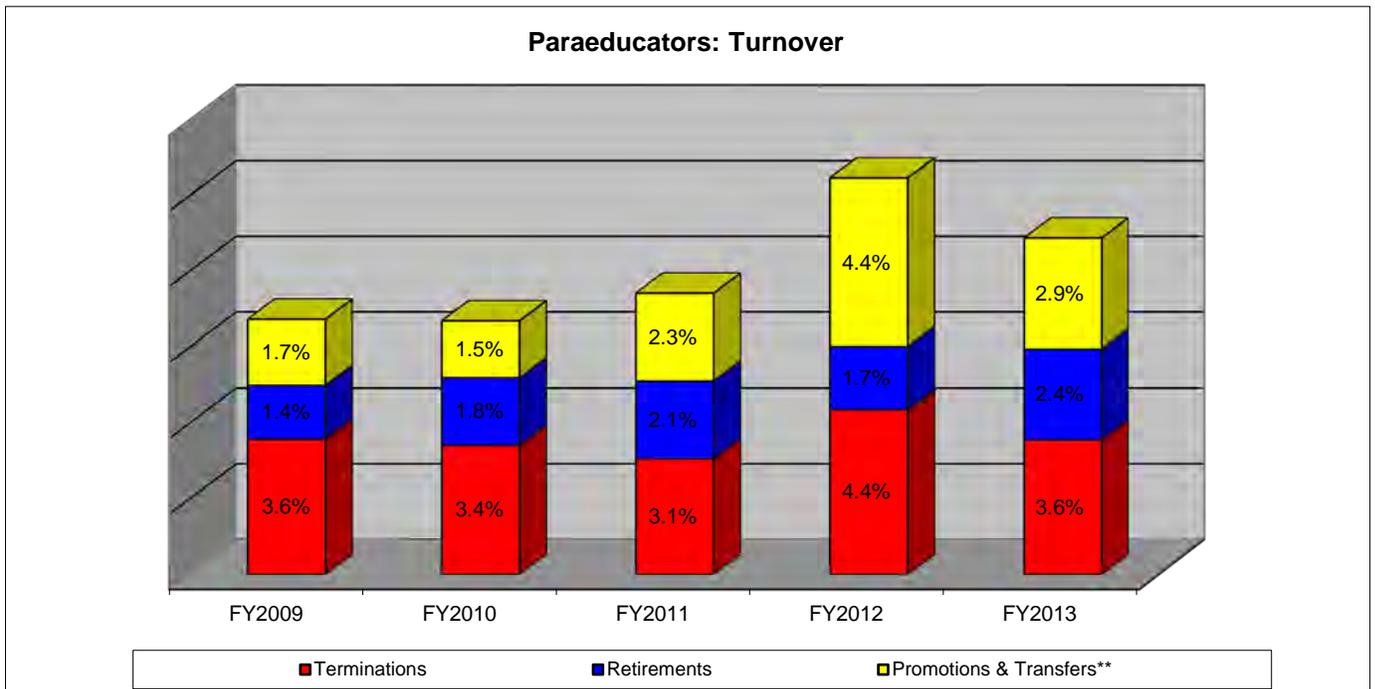
6. Data as of January 24, 2014.

# Paraeducators: Turnover

Fiscal Year	Number of Paraeducators*	Terminations		Retirements		Promotions & Transfers**		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2013	2,838	101	3.6%	68	2.4%	83	2.9%	252	8.9%
FY2012	2,226	97	4.4%	37	1.7%	99	4.4%	233	10.5%
FY2011	2,776	85	3.1%	57	2.1%	64	2.3%	206	7.4%
FY2010	2,691	92	3.4%	48	1.8%	40	1.5%	180	6.7%
FY2009	2,599	93	3.6%	37	1.4%	45	1.7%	175	6.7%

\* 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.



# Support: Retirement Eligibility

Fiscal Year	Support Eligible By Fiscal Year	Percent of Total
2014	1,500	16.0%
2015	320	3.4%
2016	319	3.4%
2017	320	3.4%
2018	338	3.6%
2019	345	3.7%
2020	342	3.6%
2021	257	2.7%
2022	347	3.7%
2023	363	3.9%
<b>Eligible within 10 years</b>	<b>4,451</b>	<b>47.4%</b>
<b>Total Support</b>	<b>9,392</b>	<b>100.0%</b>

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members hired prior to July 1, 2011 are eligible for retirement after 30 years of service or at age 62 with at least 5 years of service.

3. Reformed pension plan members hired after June 30, 2011 are eligible for retirement at age 65 with 10 years of eligibility service OR age + years of eligibility service = 90.

4. 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 chart above.

