



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

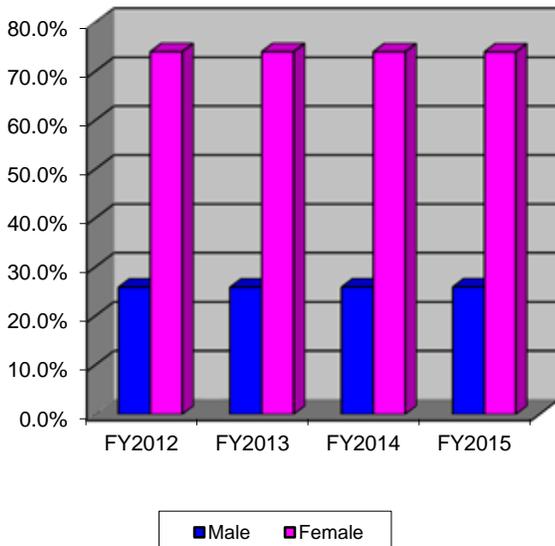
MCPS Workforce: Demographic Profile

	FY 2012		FY 2013		FY 2014		FY 2015	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Male	5,688	25.9%	5,759	25.9%	5,865	26.0%	5,957	26.0%
Female	16,243	74.1%	16,457	74.1%	16,732	74.0%	16,966	74.0%
TOTAL	21,931	100.0%	22,216	100.0%	22,597	100.0%	22,923	100.0%
RACE								
White	13,966	63.7%	14,062	63.3%	14,226	63.0%	14,284	62.3%
Black or African American	3,870	17.6%	3,888	17.5%	3,937	17.4%	4,008	17.5%
Asian	1,596	7.3%	1,670	7.5%	1,708	7.6%	1,782	7.8%
American Indian or Alaskan Native	62	0.3%	62	0.3%	59	0.3%	57	0.2%
Hispanic/Latino	2,176	9.9%	2,265	10.2%	2,392	10.6%	2,503	10.9%
Native Hawaiian or Pacific Islander	9	0.0%	9	0.0%	10	0.0%	9	0.0%
Two or More	252	1.1%	260	1.2%	265	1.2%	280	1.2%
TOTAL	21,931	100.0%	22,216	100.0%	22,597	100.0%	22,923	100.0%
AGE								
Under 20	4	0.0%	3	0.0%	3	0.0%	3	0.0%
20 - 29 years	2,605	11.9%	2,669	12.0%	2,774	12.3%	2,844	12.4%
30 - 39 years	4,529	20.7%	4,603	20.7%	4,744	21.0%	4,834	21.1%
40 - 49 years	5,519	25.2%	5,576	25.1%	5,630	24.9%	5,742	25.0%
50 - 59 years	6,312	28.8%	6,208	27.9%	6,174	27.3%	6,135	26.8%
60+ years	2,962	13.5%	3,157	14.2%	3,272	14.5%	3,365	14.7%
TOTAL	21,931	100.0%	22,216	100.0%	22,597	100.0%	22,923	100.0%

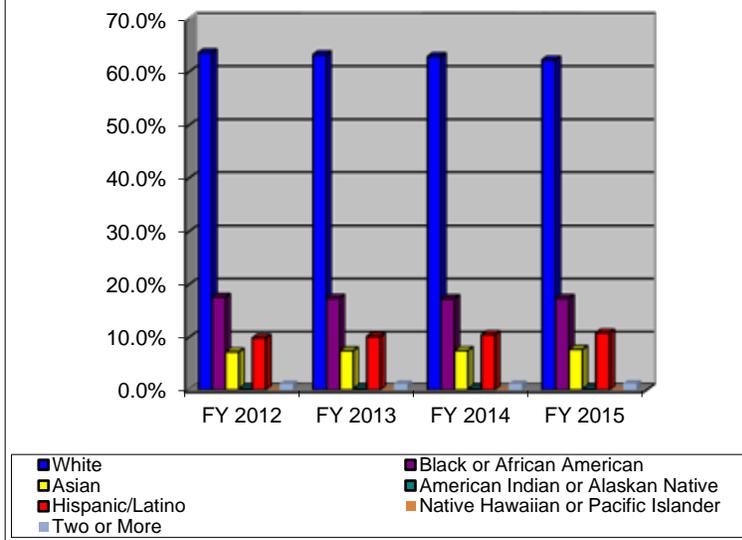
1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included.

2. Data was captured on October 15.

MCPS Workforce: Gender



MCPS Workforce: Race



MCPS Workforce: Residence Profile

County	FY 2015									
	MCAAP		MCBOA		SEIU		MCEA		Grand Total	
	#	%	#	%	#	%	#	%	#	%
Montgomery	461	64.8%	51	55.4%	7,596	80.6%	8,507	67.0%	16,615	72.5%
Frederick	60	8.4%	20	21.7%	671	7.1%	1,289	10.2%	2,040	8.9%
Prince George's	62	8.7%	4	4.3%	517	5.5%	663	5.2%	1,247	5.4%
Howard	45	6.3%	6	6.5%	134	1.4%	805	6.3%	991	4.3%
Carroll	12	1.7%	3	3.3%	89	0.9%	211	1.7%	315	1.4%
Anne Arundel	10	1.4%	0	0.0%	54	0.6%	227	1.8%	292	1.3%
Baltimore	10	1.4%	0	0.0%	37	0.4%	149	1.2%	196	0.9%
Washington	4	0.6%	1	0.1%	89	0.9%	52	0.4%	147	0.6%
Baltimore City	4	0.6%	0	0.0%	16	0.2%	71	0.6%	91	0.4%
Calvert	1	0.1%	0	0.0%	6	0.1%	16	0.1%	23	0.1%
Charles	1	0.1%	0	0.0%	9	0.1%	10	0.1%	20	0.1%
Cecil	0	0.0%	0	0.0%	0	0.0%	1	0.0%	1	0.0%
Harford	0	0.0%	0	0.0%	2	0.0%	8	0.1%	10	0.0%
Queen Anne's	0	0.0%	0	0.0%	3	0.0%	4	0.0%	7	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%	2	0.0%	0	0.0%	2	0.0%
Talbot	1	0.1%	0	0.0%	1	0.0%	2	0.0%	4	0.0%
Worcester	0	0.0%	0	0.0%	0	0.0%	1	0.0%	1	0.0%
Wicomico	0	0.0%	0	0.0%	0	0.0%	2	0.0%	2	0.0%
Caroline	0	0.0%	0	0.0%	0	0.0%	1	0.0%	1	0.0%
<i>Subtotal Maryland</i>	671	94.4%	85	92.4%	9,226	97.9%	12,020	94.7%	22,006	96.0%
District of Columbia	17	2.4%	0	0.0%	54	0.6%	343	2.7%	413	1.8%
Pennsylvania	0	0.0%	0	0.0%	24	0.3%	32	0.3%	56	0.2%
Virginia	19	2.7%	2	2.2%	45	0.5%	255	2.0%	321	1.4%
West Virginia	3	0.4%	5	5.4%	65	0.7%	40	0.3%	113	0.5%
Other States*	1	0.1%	0	0.0%	7	0.1%	6	0.0%	14	0.1%
TOTAL	711	100.0%	92	100.0%	9,421	100.0%	12,696	100.0%	22,923	100.0%

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

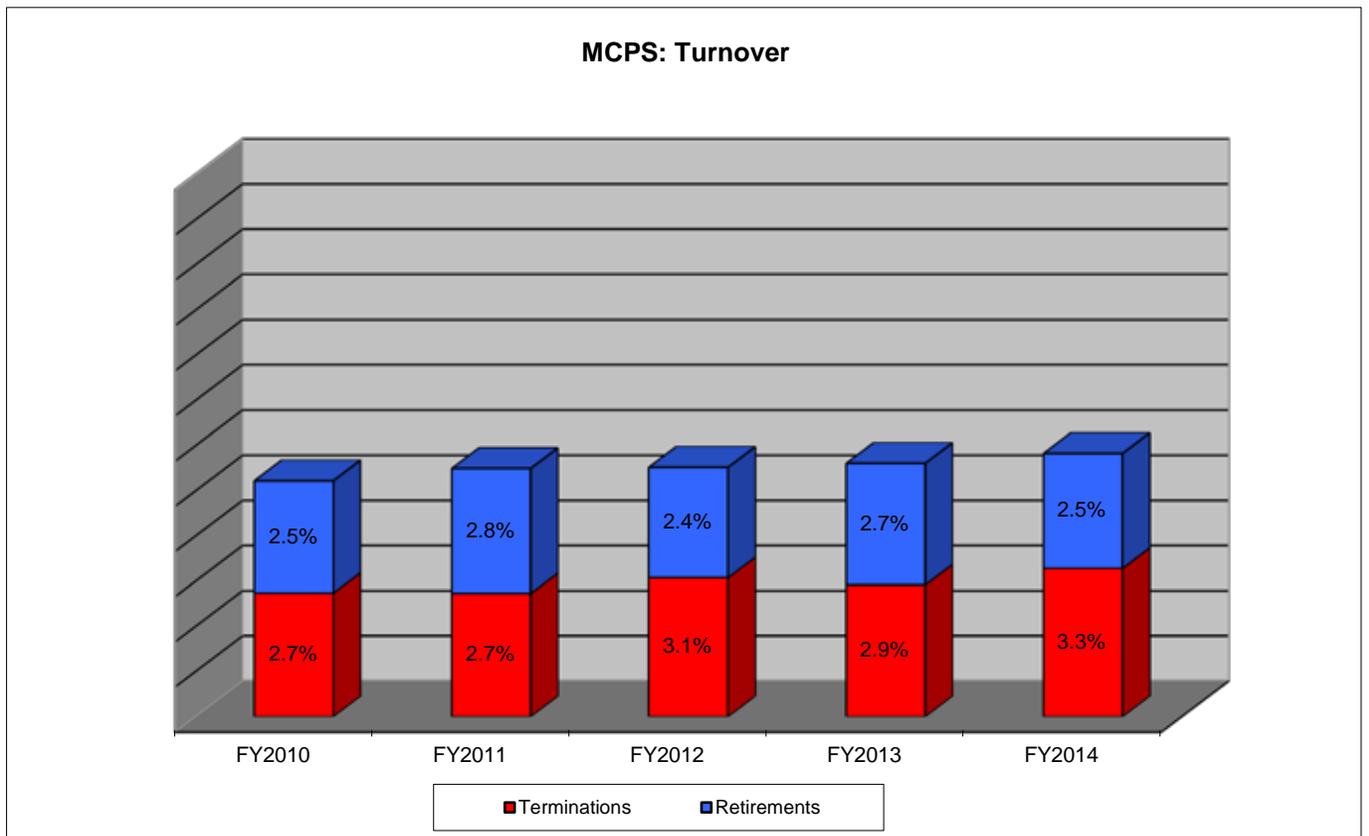
* Employees living in 'Other States' include new employees who have not completed a change of address.

Fiscal Year	Montgomery County Residence Profile									
	MCAAP		MCBOA		SEIU		MCEA		Grand Total	
	#	%	#	%	#	%	#	%	#	%
FY 2015	461	64.8%	51	55.4%	7,596	80.6%	8,506	67.0%	16,614	72.5%
FY 2014	453	63.7%	52	52.1%	7,537	80.4%	8,362	65.9%	16,404	71.6%
FY 2013	451	63.7%	49	50.5%	7,428	80.0%	8,242	68.2%	16,170	73.0%

MCPS: Turnover

Fiscal Year	Number of Employees*	Terminations		Retirements		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent
FY2014	23,011	756	3.3%	586	2.5%	1,342	5.8%
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%

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



FY 2015 MCPS Fact Sheet

(as of 10/15/2014)

Employee Type	Number of Employees (Head Count)	Number of Filled Positions (FTE)	Average Annual Salary (salaries/ head count)	Average FTE (salaries/ filled FTE)*
Executive Staff	20	20.0	\$183,420	\$183,420
Administrative & Supervisory (MCAAP)	691	691.0	\$127,021	\$127,021
Supervisor (MCBOA)	93	93.0	\$96,157	\$96,157
Teachers & Other Professional (MCEA)	12,698	12,336.7		
<i>Other Professionals (12-Month MCEA)</i>	344	336.1	\$107,374	\$109,898
<i>Teachers (10-Month MCEA)</i>	12,354	12,000.6	\$73,854	\$76,029
Support Staff (SEIU)	9,430	8,004.0	\$37,681	\$44,395
GRAND TOTAL	22,932	21,144.7		

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 9-30-2014 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

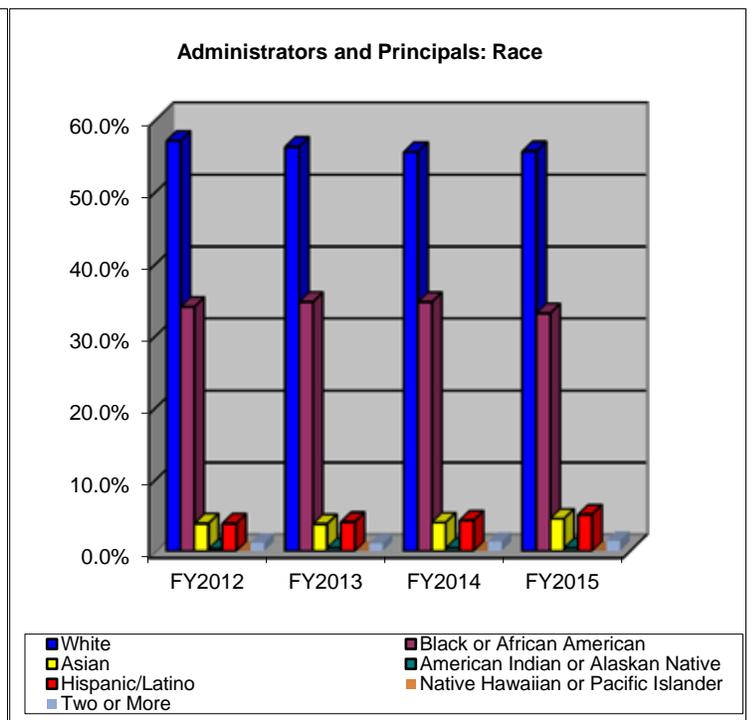
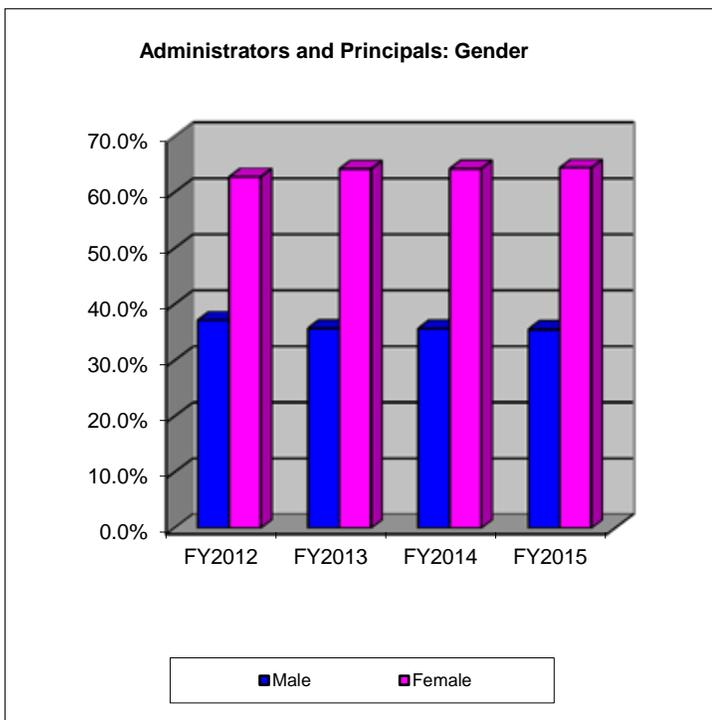
Administrators and Principals: Demographic Profile

	FY2012		FY2013		FY2014		FY2015	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Male	263	37.2%	249	35.8%	252	35.7%	253	35.6%
Female	444	62.8%	447	64.2%	453	64.3%	458	64.4%
TOTAL	707	100.0%	696	100.0%	705	100.0%	711	100.0%
RACE								
White	403	57.0%	391	56.2%	391	55.5%	395	55.6%
Black or African American	240	33.9%	241	34.6%	244	34.6%	235	33.1%
Asian	27	3.8%	26	3.7%	28	4.0%	32	4.5%
American Indian or Alaskan Native	2	0.3%	3	0.4%	3	0.4%	3	0.4%
Hispanic/Latino	27	3.8%	28	4.0%	30	4.3%	36	5.1%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Two or More	8	1.1%	7	1.0%	9	1.3%	10	1.4%
TOTAL	707	100.0%	696	100.0%	705	100.0%	711	100.0%
AGE								
20 - 29 years	4	0.6%	3	0.4%	2	0.3%	2	0.3%
30 - 39 years	157	22.2%	135	19.4%	154	21.8%	143	20.1%
40 - 49 years	234	33.1%	258	37.1%	268	38.0%	281	39.5%
50 - 59 years	198	28.0%	191	27.4%	183	26.0%	174	24.5%
60+ years	114	16.1%	109	15.7%	98	13.9%	111	15.6%
TOTAL	707	100.0%	696	100.0%	705	100.0%	711	100.0%

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.

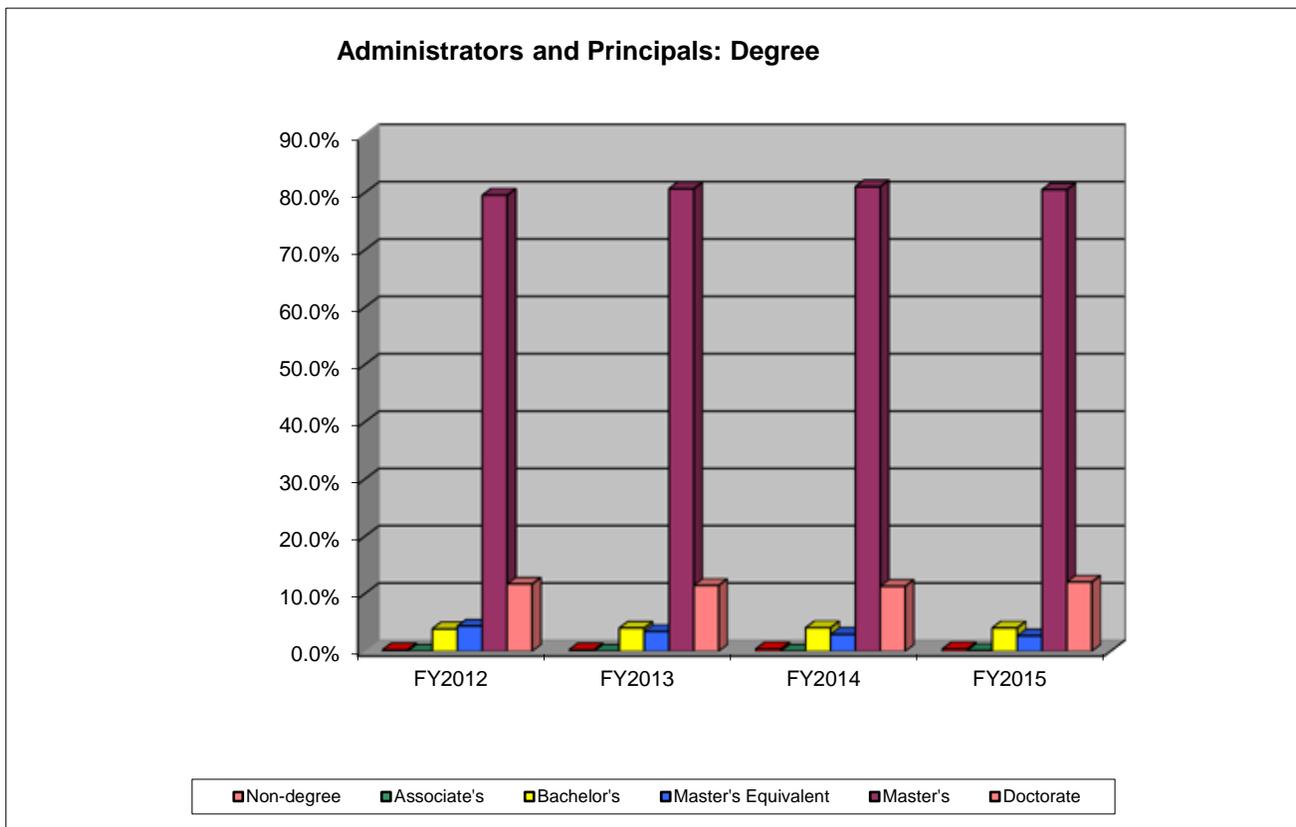
3. The 'Administrators' category includes school based and non-school based administrative personnel as well as executive staff.



Administrators and Principals: Degree

	FY2012		FY2013		FY2014		FY2015	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
DEGREE								
Non-degree	2	0.3%	2	0.3%	3	0.4%	3	0.4%
Associate's	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Bachelor's	28	4.0%	28	4.0%	29	4.1%	29	4.1%
Master's Equivalent	31	4.4%	24	3.4%	21	3.0%	19	2.7%
Master's	563	79.6%	562	80.7%	572	81.1%	573	80.6%
Doctorate	83	11.7%	80	11.5%	80	11.3%	86	12.1%
TOTAL	707	100.0%	696	100.0%	705	100.0%	711	100.0%

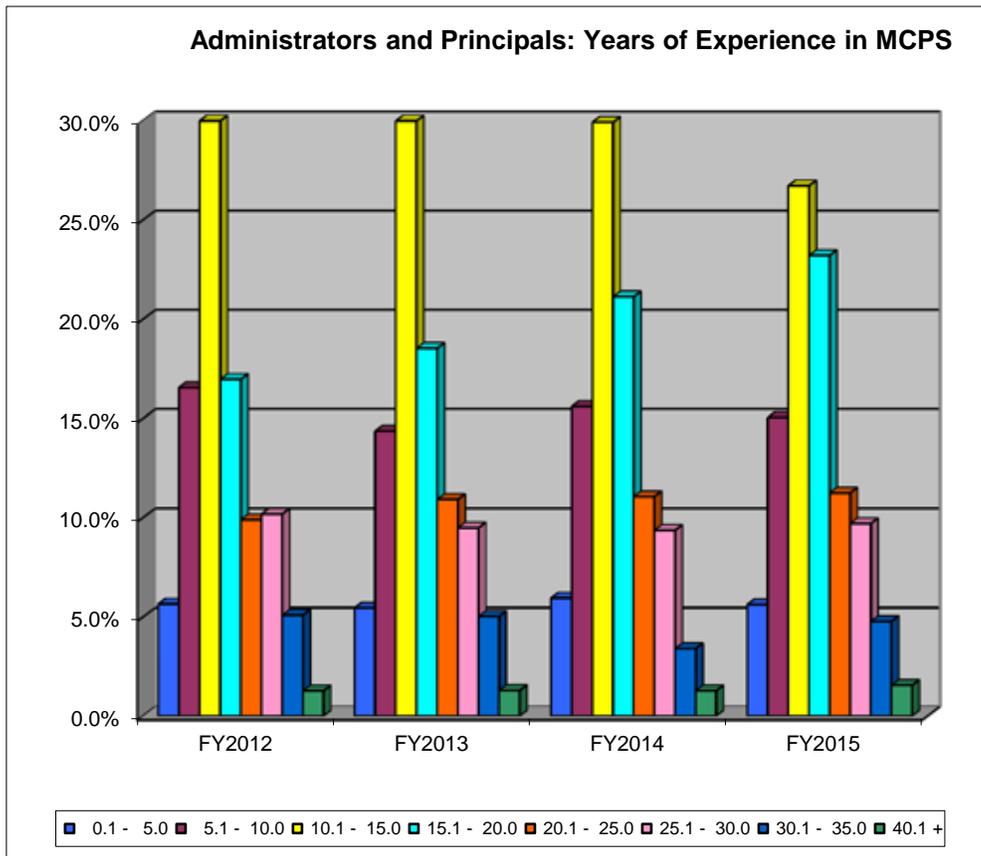
1. Master's Equivalent is additional professional education course work directly related to public school education and earned after the conferral of a bachelor's degree.



Administrators and Principals: Years of Experience in MCPS

Years of Experience	FY2012		FY2013		FY2014		FY2015	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	40	5.7%	38	5.5%	42	6.0%	40	5.6%
5.1 - 10.0	117	16.5%	100	14.4%	110	15.6%	107	15.0%
10.1 - 15.0	216	30.6%	224	32.2%	211	29.9%	190	26.7%
15.1 - 20.0	120	17.0%	129	18.5%	149	21.1%	165	23.2%
20.1 - 25.0	70	9.9%	76	10.9%	78	11.1%	80	11.3%
25.1 - 30.0	72	10.2%	66	9.5%	66	9.4%	69	9.7%
30.1 - 35.0	36	5.1%	35	5.0%	24	3.4%	34	4.8%
35.1 - 40.0	27	3.8%	19	2.7%	16	2.3%	15	2.1%
40.1 +	9	1.3%	9	1.3%	9	1.3%	11	1.5%
TOTAL	707	100.0%	696	100.0%	705	100.0%	711	100.0%

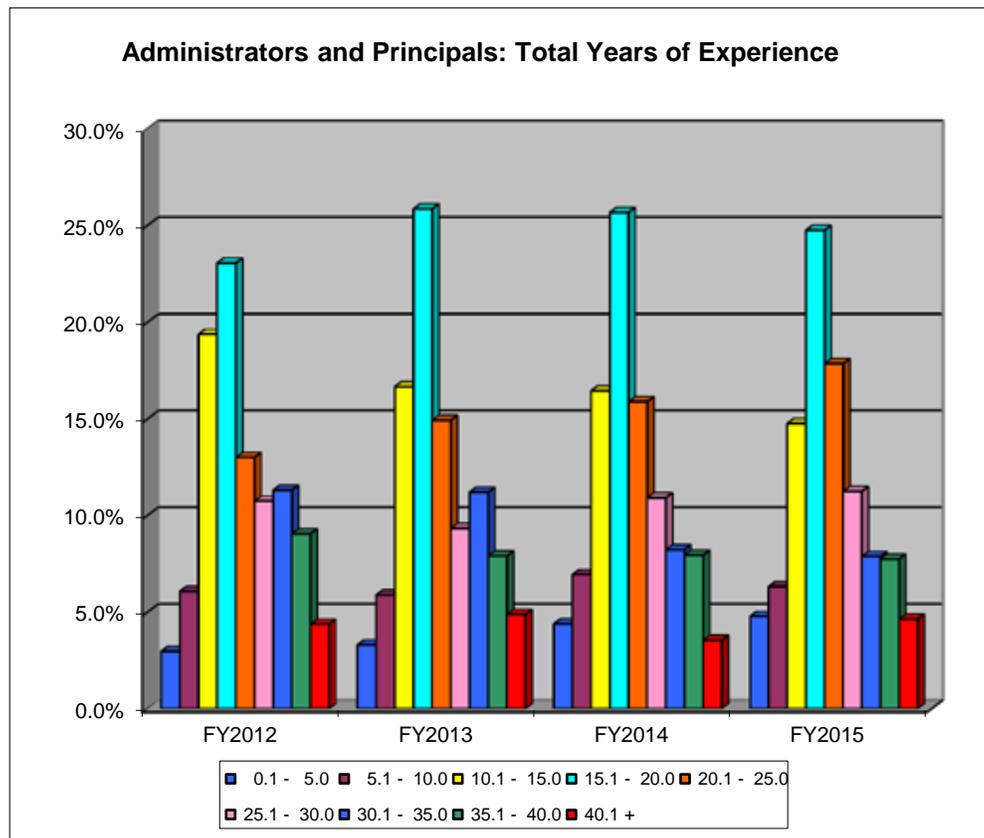
1. Data reflects prior and continuous years worked in MCPS in an administrative or professional position (adjusted for periods of long term leave). Distinct years of experience for either teaching or administrative positions are not available.



Administrators and Principals: Total Years of Experience

Years of Experience	FY2012		FY2013		FY2014		FY2015	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	21	3.0%	23	3.3%	31	4.4%	34	4.8%
5.1 - 10.0	43	6.1%	41	5.9%	49	7.0%	45	6.3%
10.1 - 15.0	137	19.4%	116	16.7%	116	16.5%	105	14.8%
15.1 - 20.0	163	23.1%	180	25.9%	181	25.7%	176	24.8%
20.1 - 25.0	92	13.0%	104	14.9%	112	15.9%	127	17.9%
25.1 - 30.0	76	10.7%	65	9.3%	77	10.9%	80	11.3%
30.1 - 35.0	80	11.3%	78	11.2%	58	8.2%	56	7.9%
35.1 - 40.0	64	9.1%	55	7.9%	56	7.9%	55	7.7%
40.1 +	31	4.4%	34	4.9%	25	3.5%	33	4.6%
TOTAL	707	100.0%	696	100.0%	705	100.0%	711	100.0%

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.

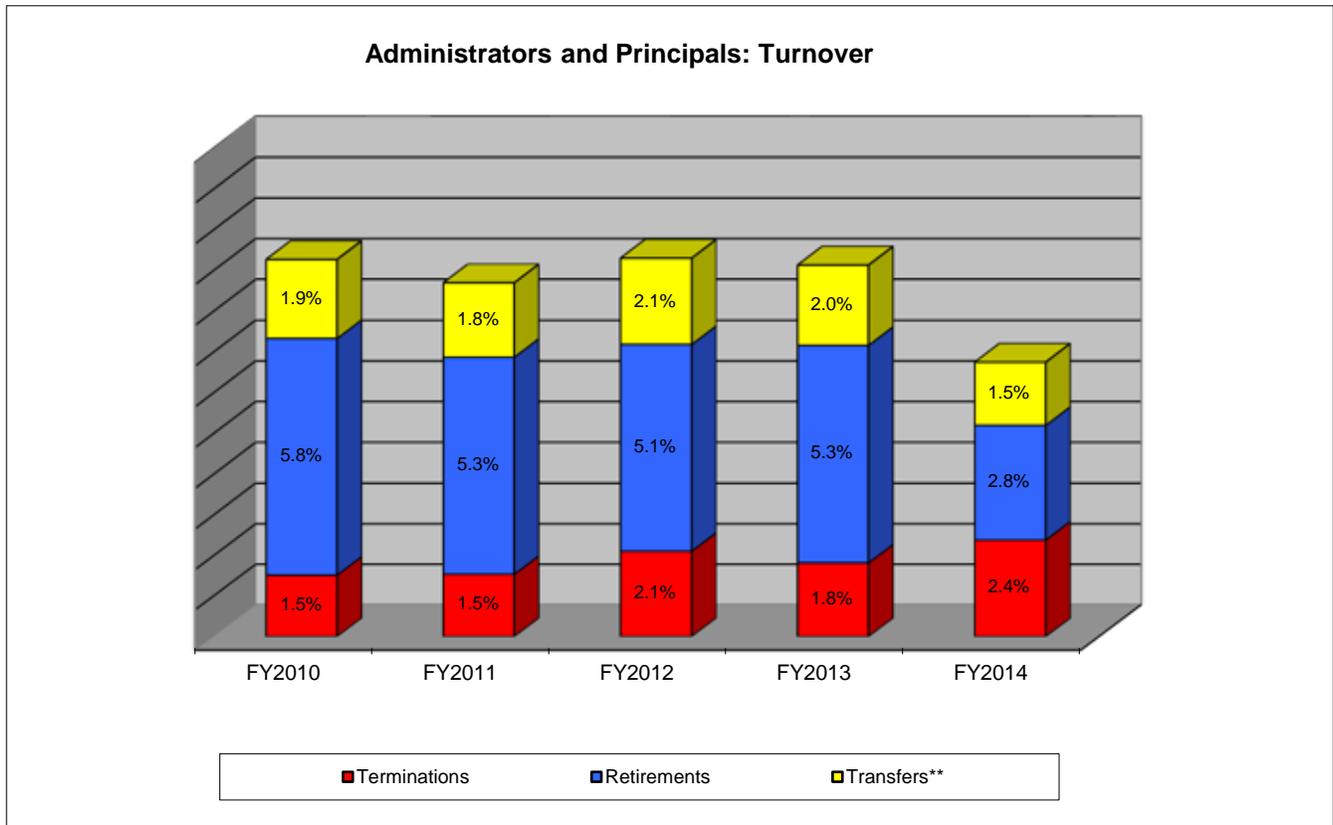


Administrators and Principals: Turnover

Fiscal Year	Number of Administrators*	Terminations		Retirements		Transfers**		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2014	710	17	2.4%	20	2.8%	11	1.5%	48	6.8%
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%

* 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.

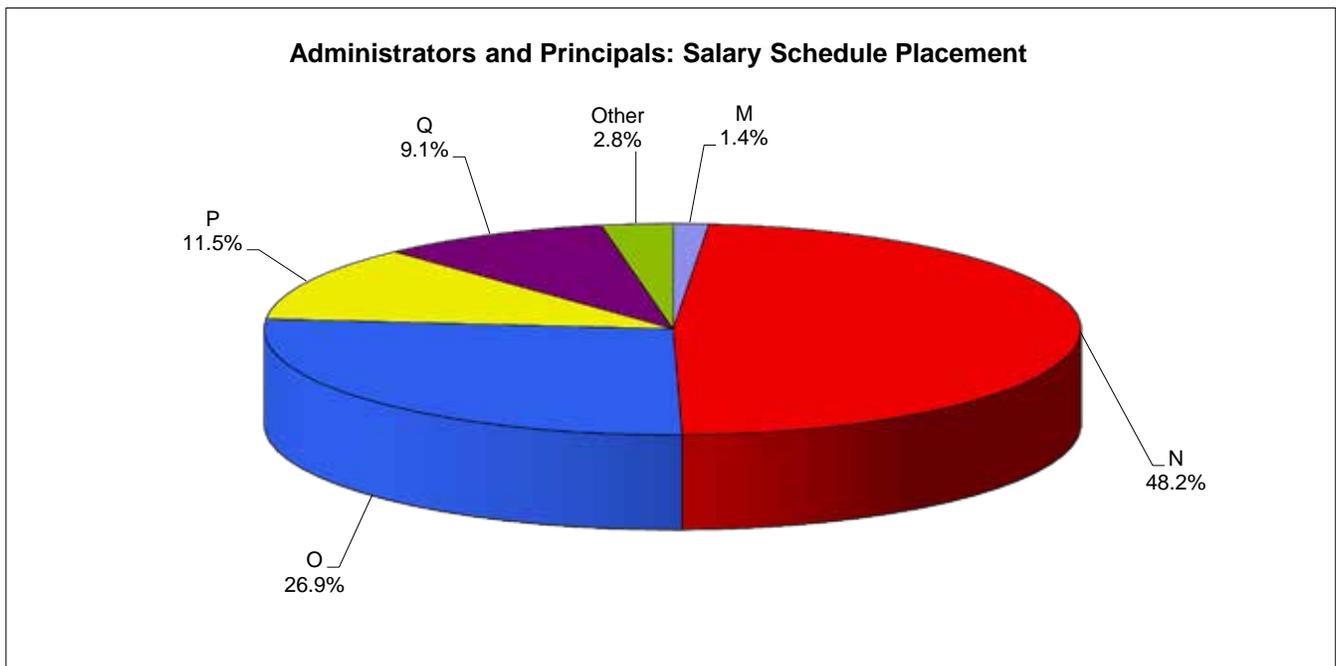


Administrators and Principals: Salary Schedule Placement

Step	FY2015							Total	%
	M	N	O	P	Q	Other			
1	1	15	1	1	0		18	2.5%	
2	0	27	4	0	0		31	4.4%	
3	0	21	1	2	0		24	3.4%	
4	1	30	8	3	0		42	5.9%	
5	0	12	8	3	1		24	3.4%	
6	0	22	7	4	0		33	4.6%	
7	0	22	3	7	4		36	5.1%	
8	3	26	17	8	4		58	8.2%	
9	3	20	10	5	6		44	6.2%	
10	0	22	23		2		47	6.6%	
50		40	30	23	13		106	14.9%	
60	2	86	79	26	35		228	32.1%	
Executive						20	20	2.8%	
Total	10	343	191	82	65	20	711	100.0%	
% of Schedule	1.4%	48.2%	26.9%	11.5%	9.1%	2.8%	711	100.0%	

1. Data as of October 15, 2014

2. Step 50/60 indicates employees that received a 2% increase on 7/1/2012, 2/8/2014.



Administrators and Principals: Initial Appointments to Administrative Positions

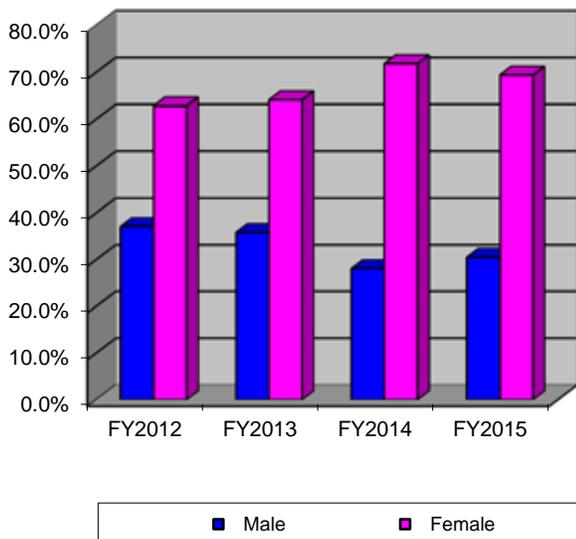
	FY2012		FY2013		FY2014		FY2015	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
BOARD APPOINTMENTS								
External Candidates	5	14.3%	9	17.0%	8	12.5%	6	16.7%
Internal Candidates	30	85.7%	44	83.0%	56	87.5%	30	83.3%
TOTAL	35	100.0%	53	100.0%	64	100.0%	36	100.0%
GENDER								
Male	13	37.1%	19	35.8%	18	28.1%	11	30.6%
Female	22	62.9%	34	64.2%	46	71.9%	25	69.4%
TOTAL	35	100.0%	53	100.0%	64	100.0%	36	100.0%
RACE								
White	21	60.0%	29	54.7%	33	51.6%	15	41.7%
Black or African American	9	25.7%	19	35.8%	24	37.5%	9	25.0%
Asian	3	8.6%	2	3.8%	2	3.1%	5	13.9%
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino	2	5.7%	3	5.7%	3	4.7%	7	19.4%
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%	2	3.1%	0	0.0%
TOTAL	35	100.0%	53	100.0%	62	96.9%	36	100.0%

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

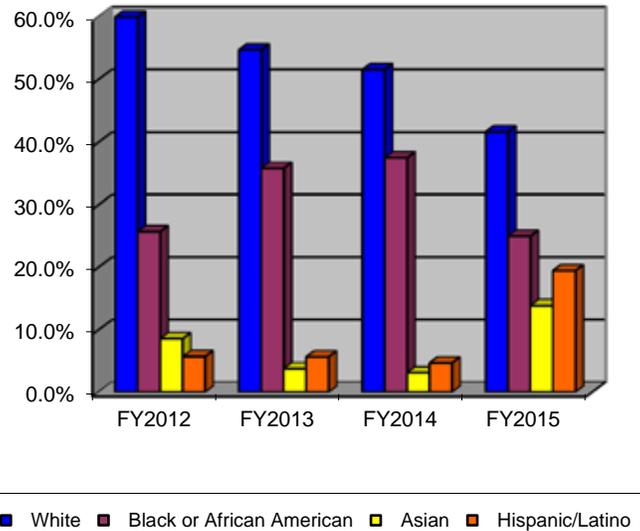
2. Data reflects employees who were hired or promoted into an A&S position for the first time.

3. Data was captured on October 15.

Board Administrator and Principal Appointments: Gender



Board Administrator and Principal Appointments: Race



Administrators: Retirement Eligibility

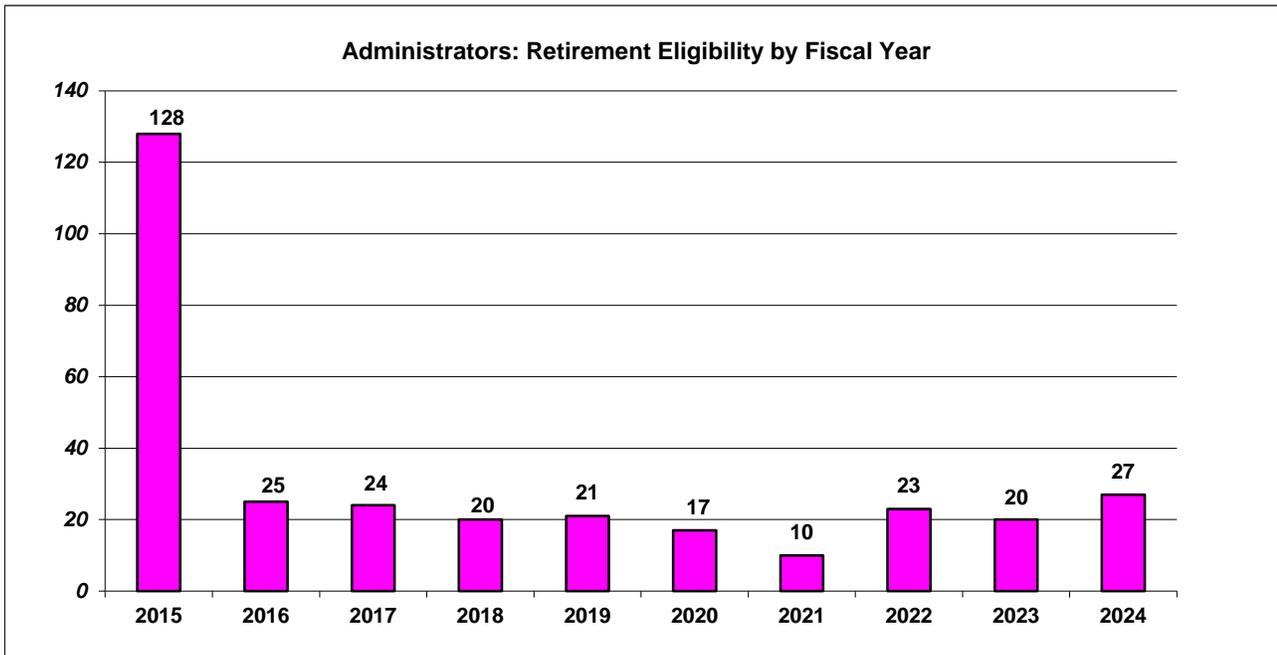
Fiscal Year	Administrators Eligible By Fiscal Year	Percent of Total
2015	128	17.9%
2016	25	3.5%
2017	24	3.4%
2018	20	2.8%
2019	21	2.9%
2020	17	2.4%
2021	10	1.4%
2022	23	3.2%
2023	20	2.8%
2024	27	3.8%
Eligible within 10 years	315	44.1%
Total Administrators	714	100.0%

1. Data reflects retirement eligibility as of July 1, 2014.

2. Retirement System members are eligible for retirement at any age with 30 years of credited service OR age 60 with at least 5 years of credited service.

3. Pension System members are eligible for retirement with 30 years of eligibility service OR age 62 with at least 5 years of eligibility service.

4. Reformed Pension System members are eligible for retirement at age 65 with at least 10 years of eligibility service OR age + years of eligibility service = 90.



Administrators - School-Based: Retirement Eligibility

Fiscal Year	School-Based Administrators Eligible By Fiscal Year	Percent of Total
2015	78	15.5%
2016	17	3.4%
2017	11	2.2%
2018	12	2.4%
2019	10	2.0%
2020	8	1.6%
2021	8	1.6%
2022	14	2.8%
2023	12	2.4%
2024	21	4.2%
Eligible within 10 years	191	38.0%
Total School-Based Administrators	502	100.0%

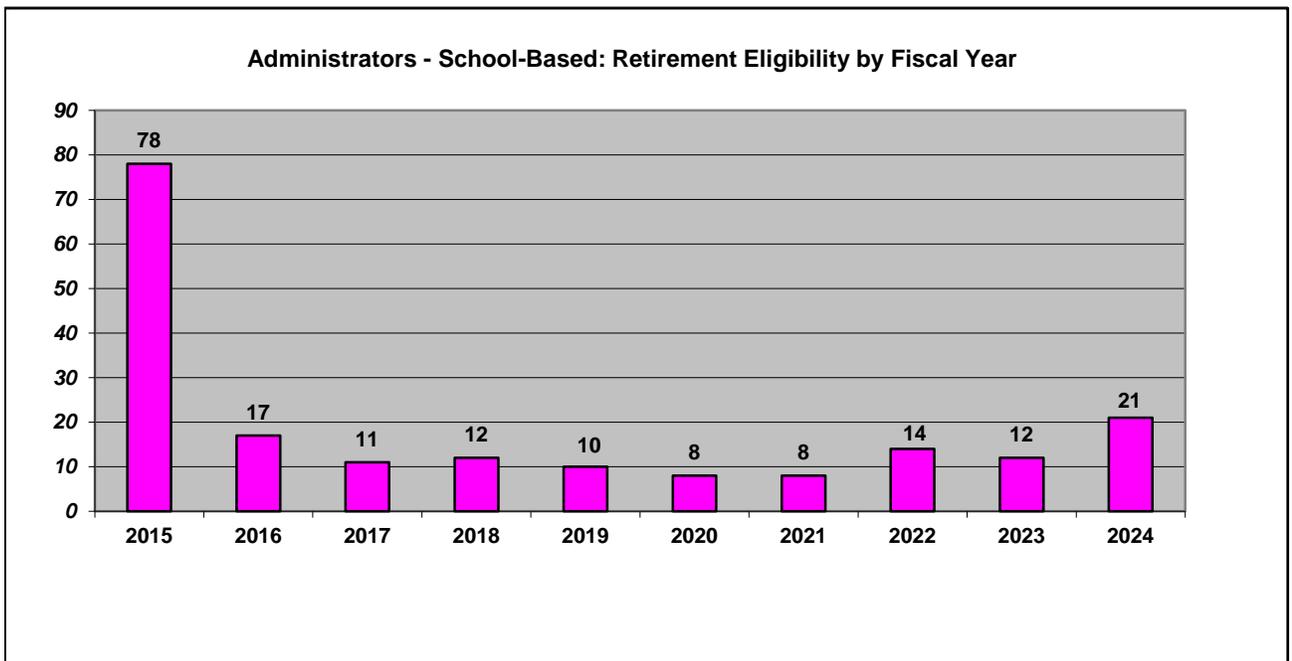
1. Data reflects retirement eligibility as of July 1, 2014.

2. Retirement System members are eligible for retirement at any age with 30 years of credited service OR age 60 with at least 5 years of credited service.

3. Pension System members are eligible for retirement with 30 years of eligibility service OR age 62 with at least 5 years of eligibility service.

4. Reformed Pension System members are eligible for retirement at age 65 with at least 10 years of eligibility service OR age + years of eligibility service = 90.

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



Administrators - Non School-Based: Retirement Eligibility

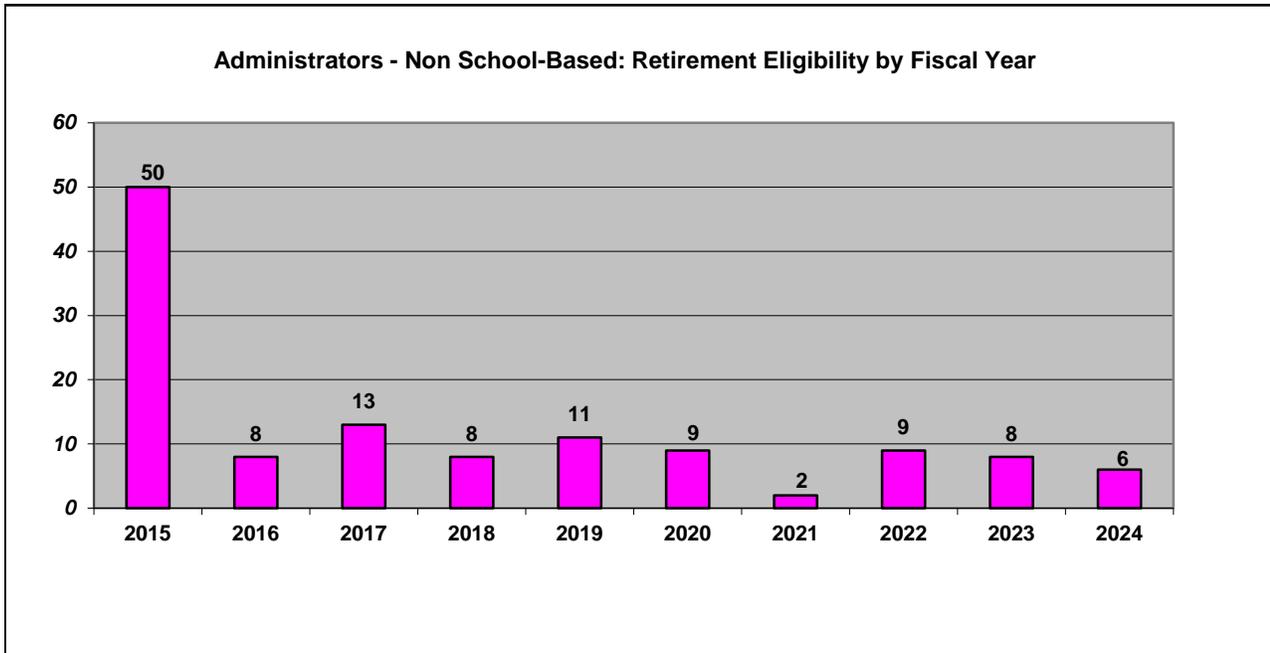
Fiscal Year	Non School-Based Administrators Eligible By Fiscal Year	Percent of Total
2015	50	23.6%
2016	8	3.8%
2017	13	6.1%
2018	8	3.8%
2019	11	5.2%
2020	9	4.2%
2021	2	0.9%
2022	9	4.2%
2023	8	3.8%
2024	6	2.8%
Eligible within 10 years	124	58.5%
Total Non School-Based Administrators	212	100.0%

1. Data reflects retirement eligibility as of July 1, 2014.

2. Retirement System members are eligible for retirement at any age with 30 years of credited service OR age 60 with at least 5 years of credited service.

3. Pension System members are eligible for retirement with 30 years of eligibility service OR age 62 with at least 5 years of eligibility service.

4. Reformed Pension System members are eligible for retirement at age 65 with at least 10 years of eligibility service OR age + years of eligibility service = 90.



Administrators: Retirement Eligibility by Level

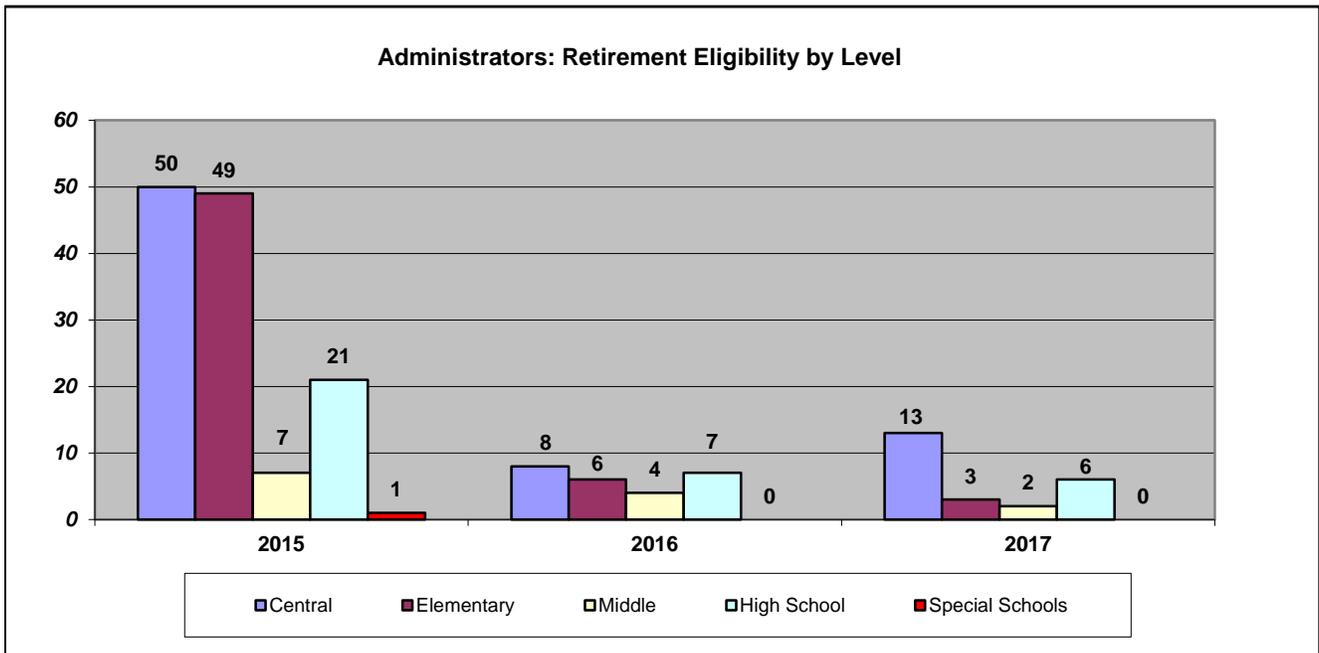
Level	Total Administrators	Percent of Total	Eligible in FY 2015	Eligible in FY 2016	Eligible in FY 2017	Eligible Within 3 Years	Percent Eligible Within 3 Years
Central	212	29.7%	50	8	13	71	33.5%
Elementary	250	35.0%	49	6	3	58	23.2%
Middle	128	17.9%	7	4	2	13	10.2%
High School	117	16.4%	21	7	6	34	29.1%
Special Schools	7	1.0%	1	0	0	1	14.3%
Total Administrators	714	100.0%	128	25	24	177	24.8%

1. Data reflects retirement eligibility as of July 1, 2014.

2. Retirement System members are eligible for retirement at any age with 30 years of credited service OR age 60 with at least 5 years of credited service.

3. Pension System members are eligible for retirement with 30 years of eligibility service OR age 62 with at least 5 years of eligibility service.

4. Reformed Pension System members are eligible for retirement at age 65 with at least 10 years of eligibility service OR age + years of eligibility service = 90.



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

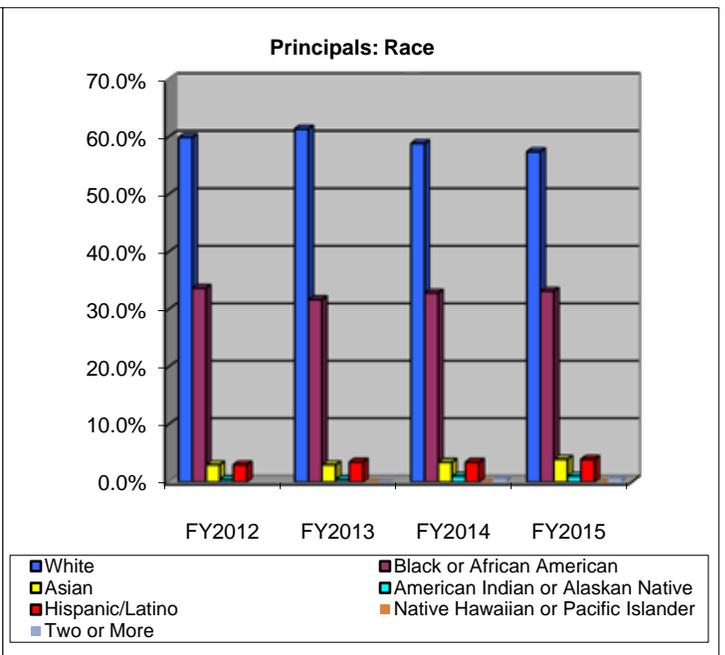
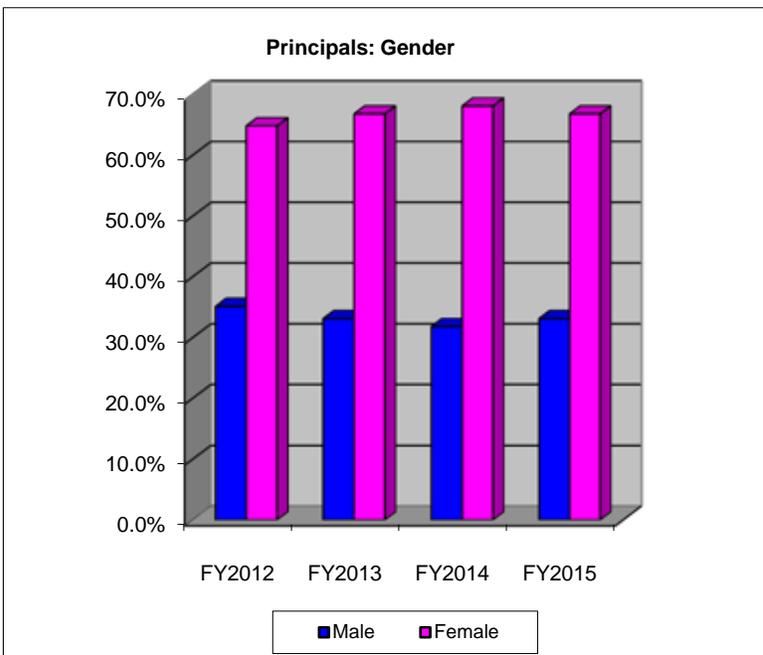
Demographic Profile
Years of Experience as MCPS Principal
Total Years of Experience
Certification Type
Turnover
New Principal Demographic Profile
Retirement Eligibility
Retirement Eligibility by Level

Principals: Demographic Profile

	FY2012		FY2013		FY2014		FY2015	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Male	71	35.1%	67	33.2%	65	31.9%	67	33.2%
Female	131	64.9%	135	66.8%	139	68.1%	135	66.8%
TOTAL	202	100.0%	202	100.0%	204	100.0%	202	100.0%
RACE								
White	121	59.9%	124	61.4%	120	58.8%	116	57.4%
Black or African American	68	33.7%	64	31.7%	67	32.8%	67	33.2%
Asian	6	3.0%	6	3.0%	7	3.4%	8	4.0%
American Indian or Alaskan Native	1	0.5%	1	0.5%	2	1.0%	2	1.0%
Hispanic/Latino	6	3.0%	7	3.5%	7	3.4%	8	4.0%
Native Hawaiian or Pacific Islander	0		0	0.0%	0	0.0%	0	0.0%
Two or More	0		0	0.0%	1	0.5%	1	0.5%
TOTAL	202	100.0%	202	100.0%	204	100.0%	202	100.0%
AGE								
20 - 29 years	0	0.0%	0	0.0%	0	0.0%	0	0.0%
30 - 39 years	38	18.8%	29	14.4%	29	14.2%	24	11.9%
40 - 49 years	67	33.2%	71	35.1%	76	37.3%	84	41.6%
50 - 59 years	53	26.2%	59	29.2%	56	27.5%	54	26.7%
60+ years	44	21.8%	43	21.3%	43	21.1%	40	19.8%
TOTAL	202	100.0%	202	100.0%	204	100.0%	202	100.0%

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

2. Data was captured on October 15

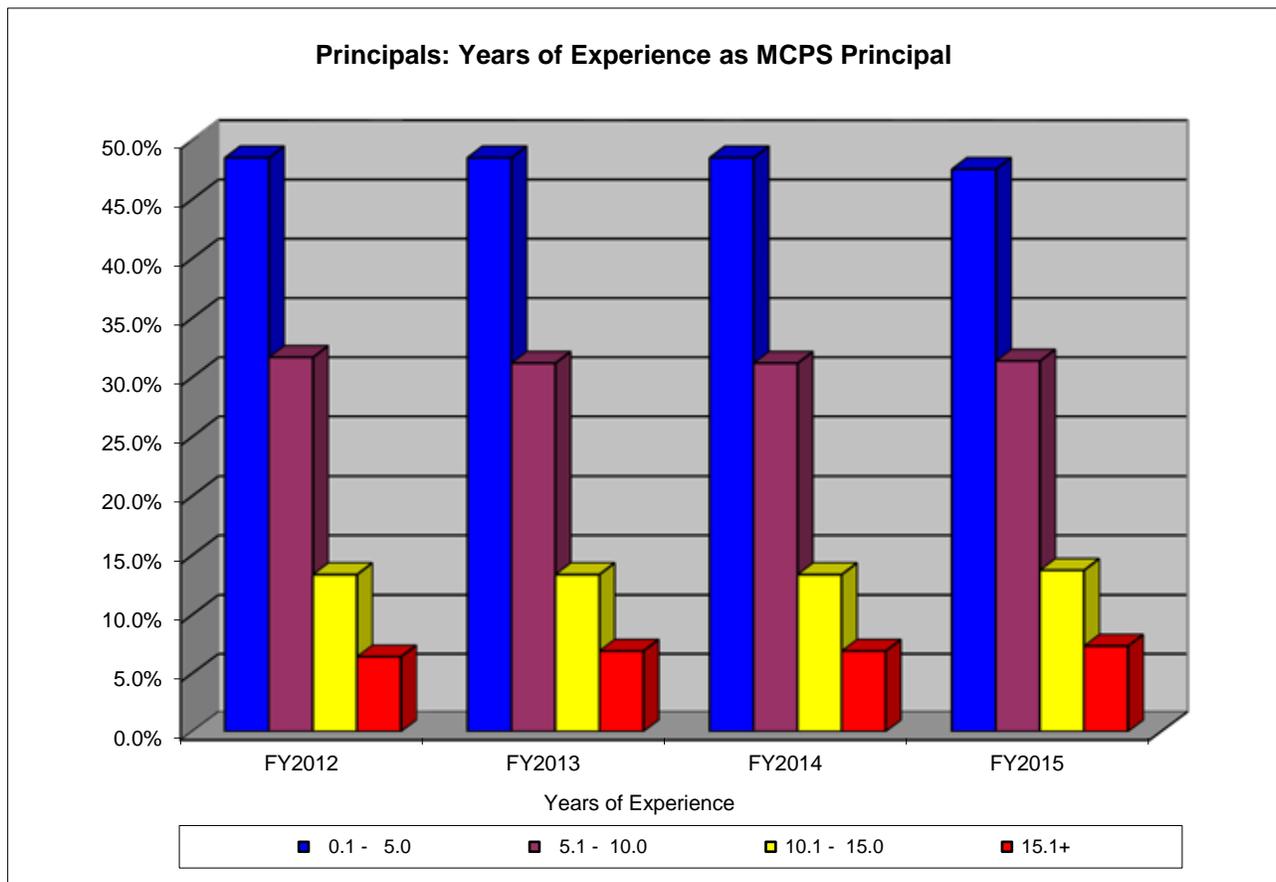


Principals: Years of Experience as an MCPS Principal

Years of Experience	FY2012		FY2013		FY2014		FY2015	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	98	48.5%	98	48.5%	97	47.5%	98	48.5%
5.1 - 10.0	63	31.2%	63	31.2%	64	31.4%	64	31.7%
10.1 - 15.0	27	13.4%	27	13.4%	28	13.7%	27	13.4%
15.1+	14	6.9%	14	6.9%	15	7.4%	13	6.4%
TOTAL	202	100.0%	202	100.0%	204	100.0%	202	100.0%

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

2. Data captured on October 15.

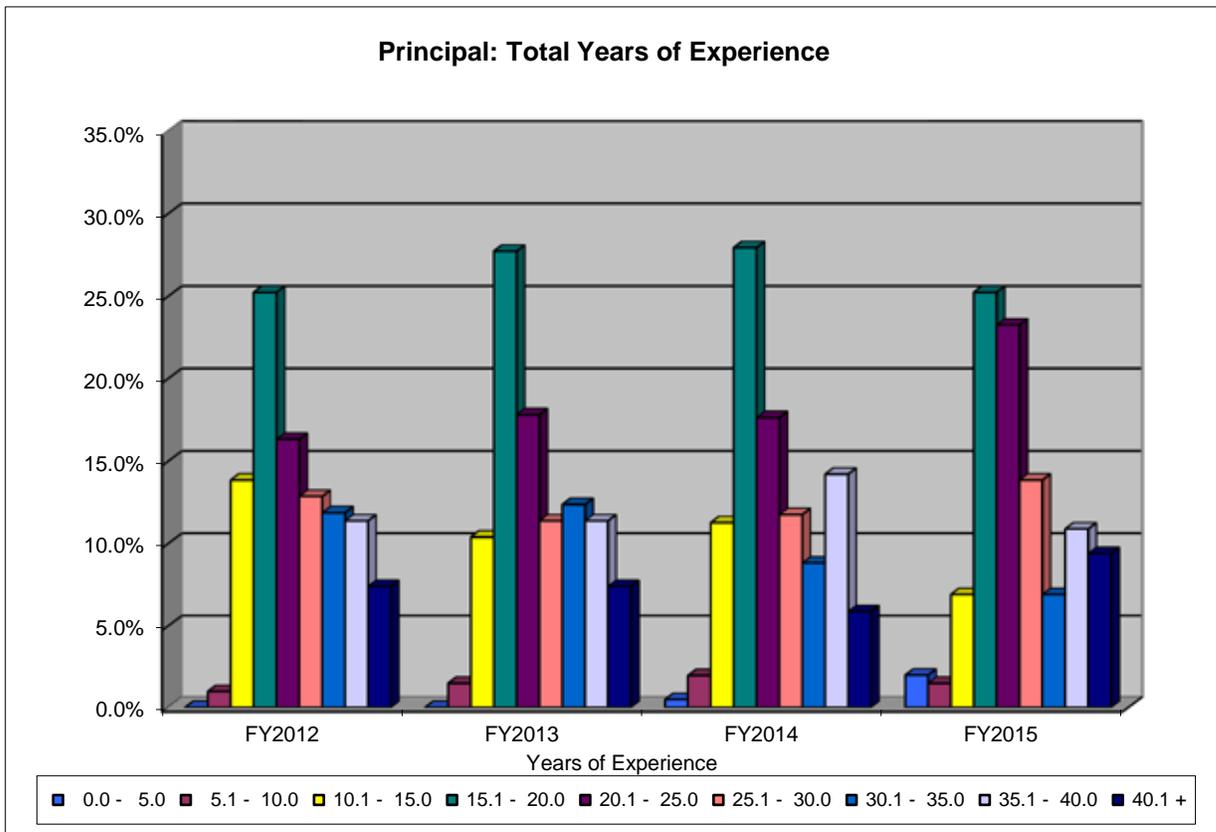


Principals: Total Years of Experience

Years of Experience	FY2012		FY2013		FY2014		FY2015	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.0 - 5.0	0	0.0%	0	0.0%	1	0.5%	4	2.0%
5.1 - 10.0	2	1.0%	3	1.5%	4	2.0%	3	1.5%
10.1 - 15.0	28	13.9%	21	10.4%	23	11.3%	14	6.9%
15.1 - 20.0	51	25.2%	56	27.7%	57	27.9%	51	25.2%
20.1 - 25.0	33	16.3%	36	17.8%	36	17.6%	47	23.3%
25.1 - 30.0	26	12.9%	23	11.4%	24	11.8%	28	13.9%
30.1 - 35.0	24	11.9%	25	12.4%	18	8.8%	14	6.9%
35.1 - 40.0	23	11.4%	23	11.4%	29	14.2%	22	10.9%
40.1 +	15	7.4%	15	7.4%	12	5.9%	19	9.4%
TOTAL	202	100.0%	202	100.0%	204	100.0%	202	100.0%

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.



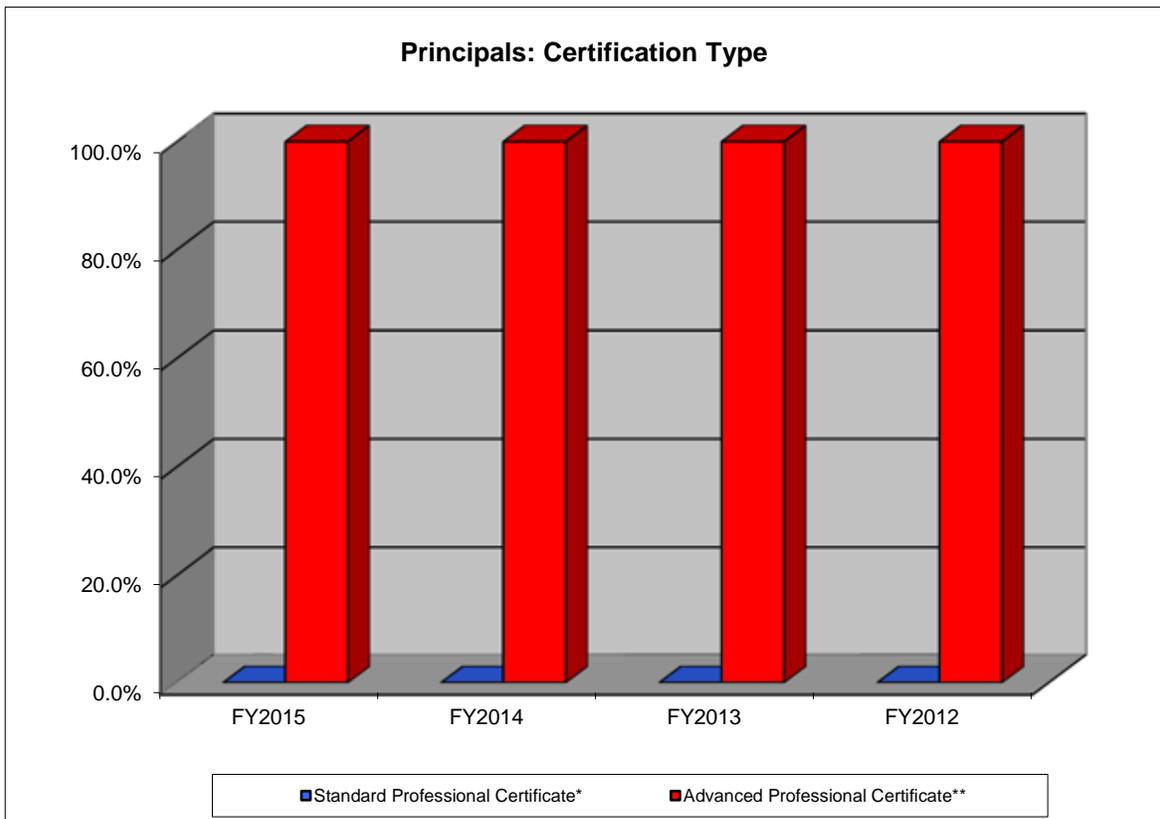
Principals: Certification Type

Fiscal Year	Number of Principals	Standard Professional Certificate*		Advanced Professional Certificate**	
		Number	Percent	Number	Percent
FY2015	202	0	0.0%	202	100.0%
FY2014	204	0	0.0%	204	100.0%
FY2013	202	0	0.0%	202	100.0%
FY2012	202	0	0.0%	202	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.

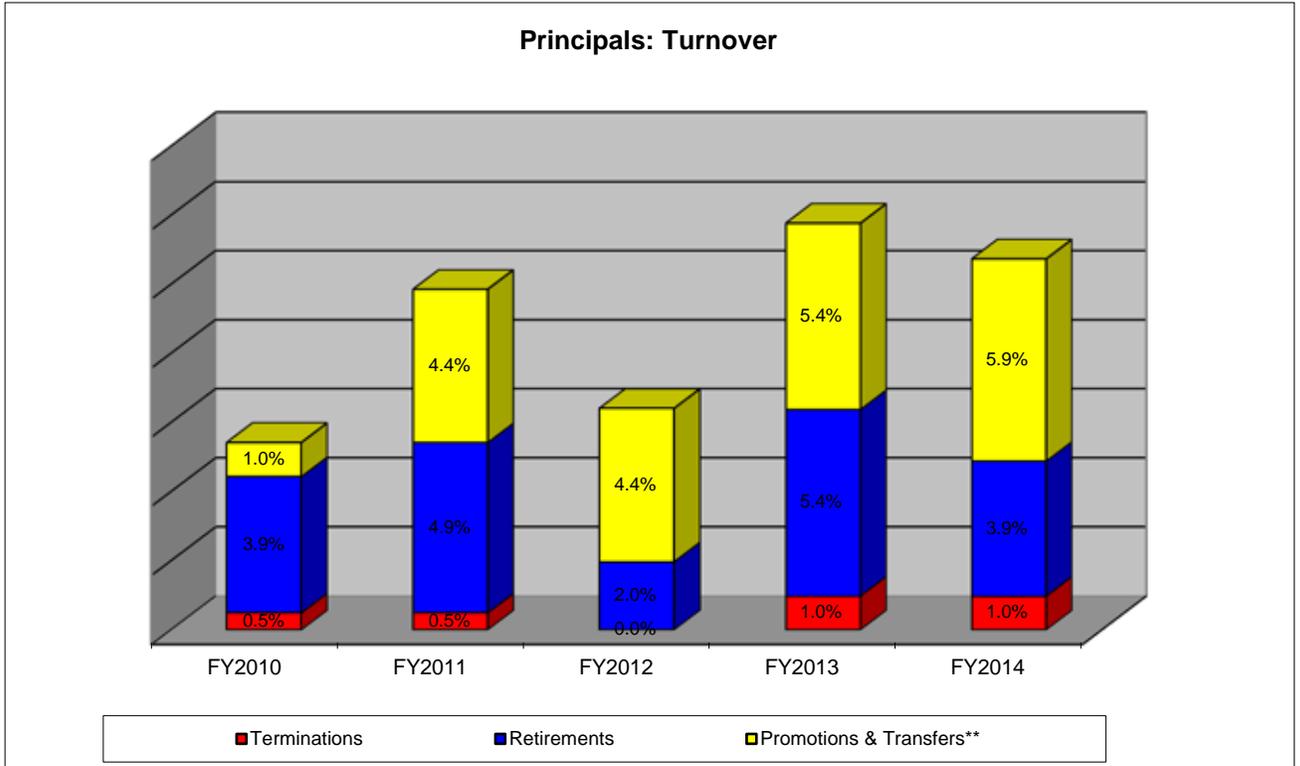


Principals: Turnover

Fiscal Year	Number of Principals*	Terminations		Retirements		Promotions & Transfers**		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2014	205	2	1.0%	8	3.9%	12	5.9%	22	10.7%
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%

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

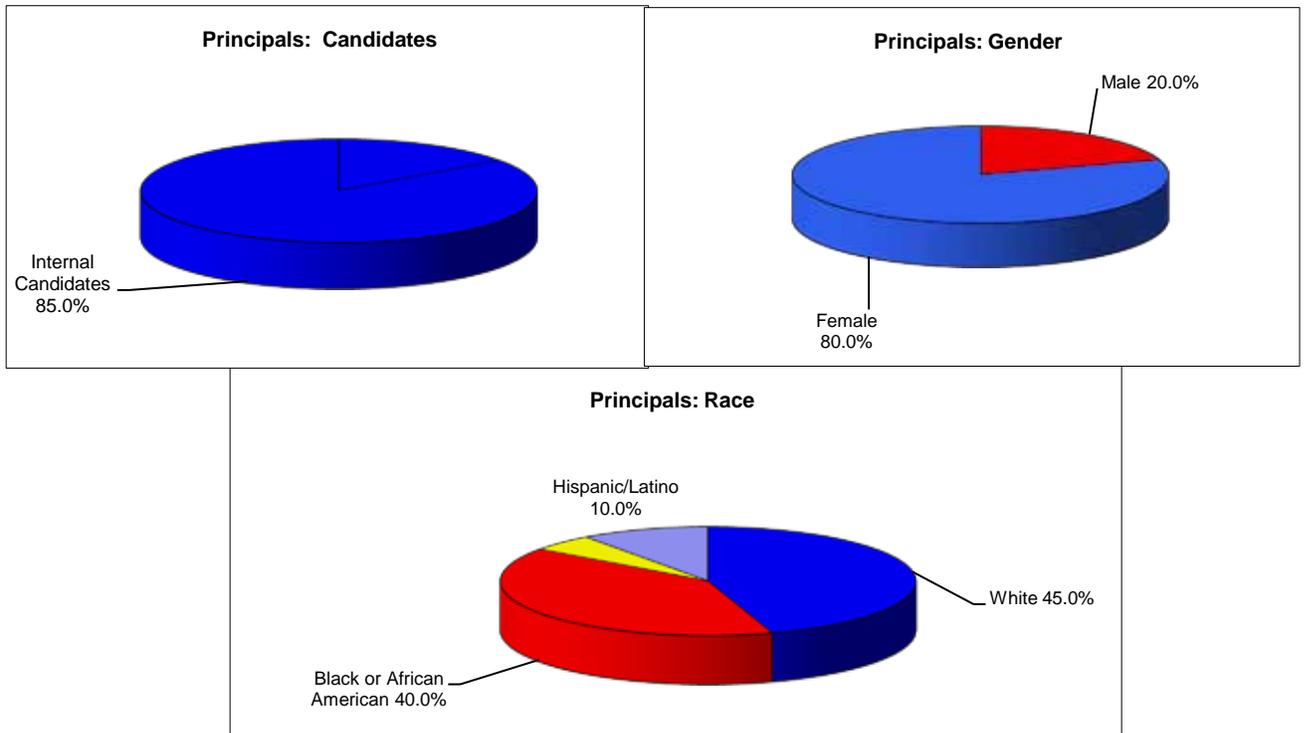
** Promotion is defined to be a principal moving to a higher graded non-principal position. A principal moving from one school to another is not counted as a promotion. Transfer is defined to be a principal no longer in a principal position.



Principals: New Principal Demographic Profile

FY2015					
	Elementary School	Middle School	High School	Total	
				Number	Percent
PRINCIPAL NEW HIRES & PROMOTIONS					
External Candidates	3	0	0	3	15.0%
Internal Candidates	17	0	0	17	85.0%
TOTAL: External & Internal Candidates	20	0	0	20	100.0%
GENDER					
Male	4	0	0	4	20.0%
Female	16	0	0	16	80.0%
TOTAL	20	0	0	20	100.0%
RACE					
White	9	0	0	9	45.0%
Black or African American	8	0	0	8	40.0%
Asian	1	0	0	1	5.0%
American Indian or Alaskan Native	0	0	0	0	0.0%
Hispanic/Latino	2	0	0	2	10.0%
Native Hawaiian or Pacific Islander	0	0	0	0	0.0%
Two or More	0	0	0	0	0.0%
TOTAL	20	0	0	20	100.0%

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

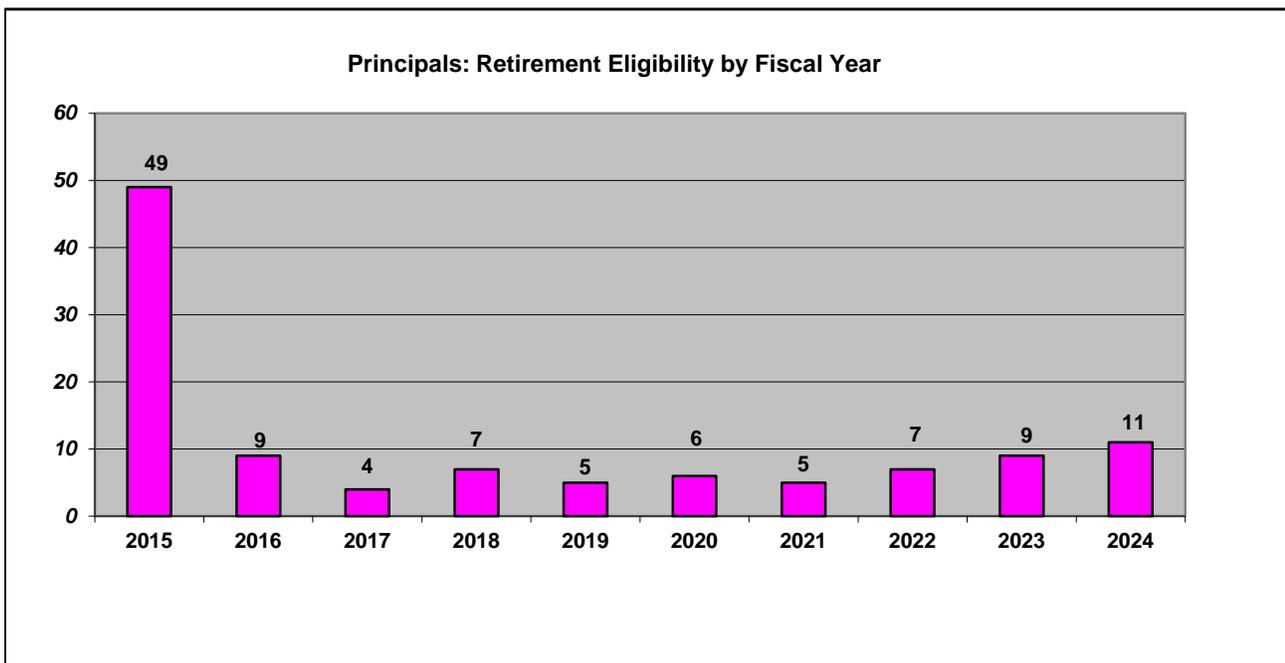
Fiscal Year	Principals Eligible By Fiscal Year	Percent of Total
2015	49	24.3%
2016	9	4.5%
2017	4	2.0%
2018	7	3.5%
2019	5	2.5%
2020	6	3.0%
2021	5	2.5%
2022	7	3.5%
2023	9	4.5%
2024	11	5.4%
Eligible within 10 years	112	55.4%
Total Principals	202	100.0%

1. Data reflects retirement eligibility as of July 1, 2014.

2. Retirement System members are eligible for retirement at any age with 30 years of credited service OR age 60 with at least 5 years of credited service.

3. Pension System members are eligible for retirement with 30 years of eligibility service OR age 62 with at least 5 years of eligibility service.

4. Reformed Pension System members are eligible for retirement at age 65 with at least 10 years of eligibility service OR age + years of eligibility service = 90.



Principals: Retirement Eligibility by Level

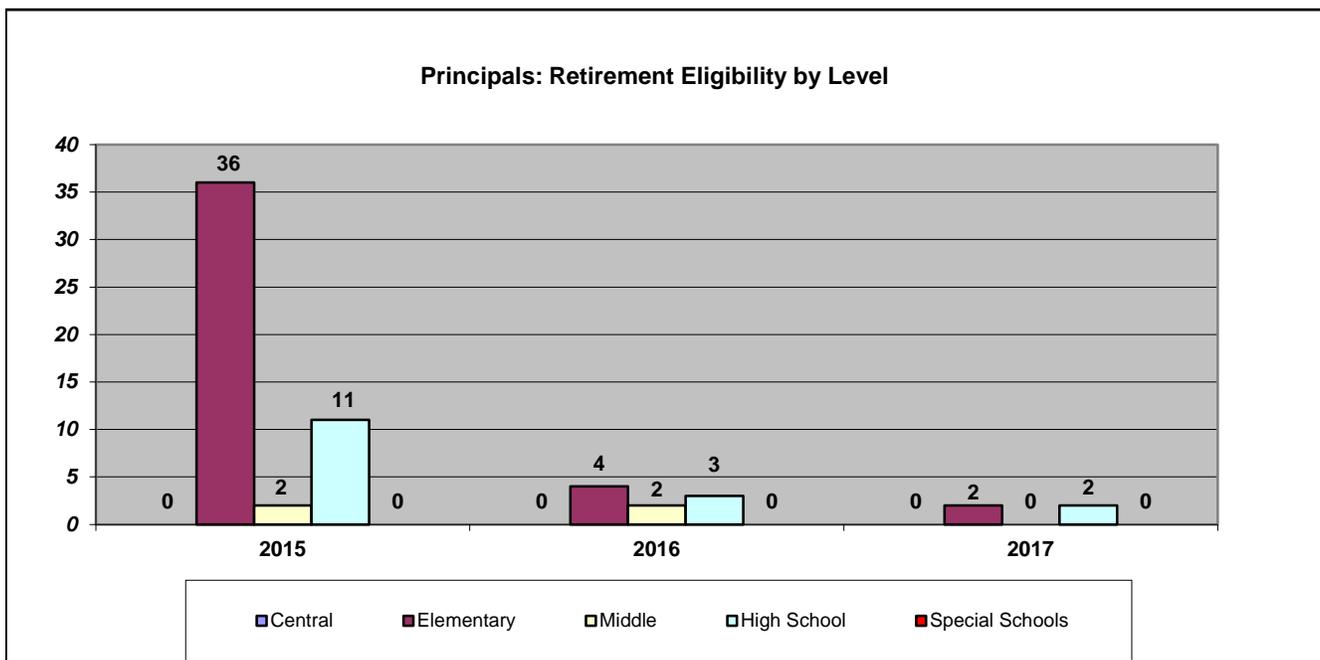
Level	Total Principals	Percent of Total	Eligible in FY 2015	Eligible in FY 2016	Eligible in FY 2017	Eligible Within 3 Years	Percent Eligible Within 3 Years
Central	0	0.0%	0	0	0	0	0.0%
Elementary	133	65.8%	36	4	2	42	31.6%
Middle	38	18.8%	2	2	0	4	10.5%
High School	28	13.9%	11	3	2	16	57.1%
Special Schools	3	1.5%	0	0	0	0	0.0%
Total Principals	202	100.0%	49	9	4	62	30.7%

1. Data reflects retirement eligibility as of July 1, 2014.

2. Retirement System members are eligible for retirement at any age with 30 years of credited service OR age 60 with at least 5 years of credited service.

3. Pension System members are eligible for retirement with 30 years of eligibility service OR age 62 with at least 5 years of eligibility service.

4. Reformed Pension System members are eligible for retirement at age 65 with at least 10 years of eligibility service OR age + years of eligibility service = 90.



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

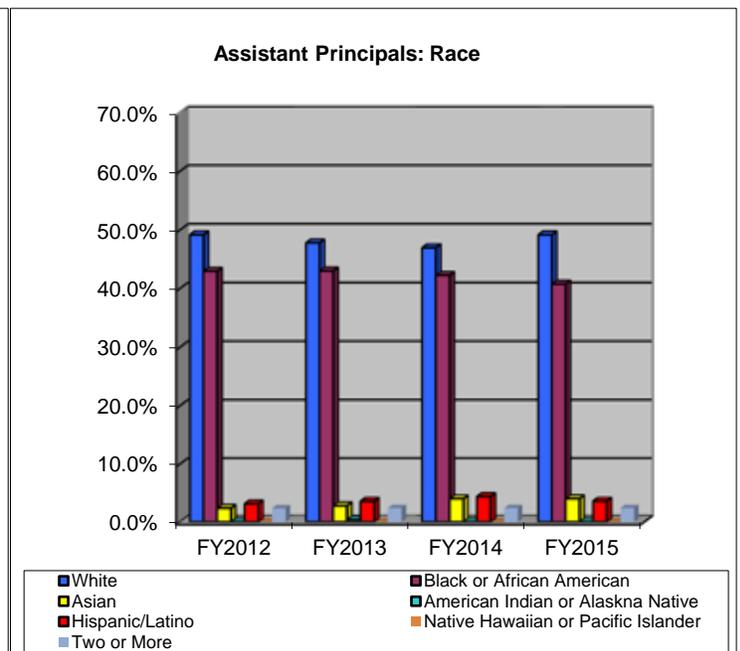
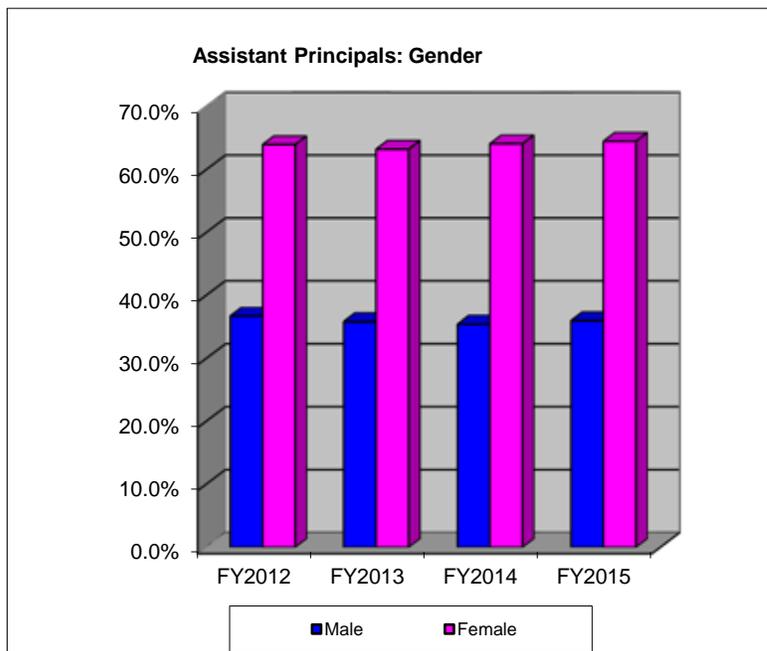
Demographic Profile
Certification Type
Turnover
New Assistant Principal Demographic Profile
Retirement Eligibility
Retirement Eligibility by Level

Assistant Principals: Demographic Profile

	FY2012		FY2013		FY2014		FY2015	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Male	94	36.7%	90	35.9%	89	35.5%	90	36.0%
Female	162	63.3%	161	64.1%	162	64.5%	160	64.0%
TOTAL	256	100.0%	251	100.0%	251	100.0%	250	100.0%
RACE								
White	126	49.2%	120	47.8%	118	47.0%	123	49.2%
Black or African American	110	43.0%	108	43.0%	106	42.2%	102	40.8%
Asian	6	2.3%	7	2.8%	10	4.0%	10	4.0%
American Indian or Alaska Native	0	0.0%	1	0.4%	0	0.0%	0	0.0%
Hispanic/Latino	8	3.1%	9	3.6%	11	4.4%	9	3.6%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Two or More	6	2.3%	6	2.4%	6	2.4%	6	2.4%
TOTAL	250	100.0%	251	100.0%	251	100.0%	250	100.0%
AGE								
20 - 29 years	7	2.7%	1	0.4%	2	0.8%	2	0.8%
30 - 39 years	100	39.1%	69	27.5%	85	33.9%	78	31.2%
40 - 49 years	79	30.9%	109	43.4%	103	41.0%	102	40.8%
50 - 59 years	55	21.5%	49	19.5%	42	16.7%	42	16.8%
60+ years	15	5.9%	23	9.2%	19	7.6%	26	10.4%
TOTAL	256	100.0%	251	100.0%	251	100.0%	250	100.0%

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

2. Data was captured on October 15.



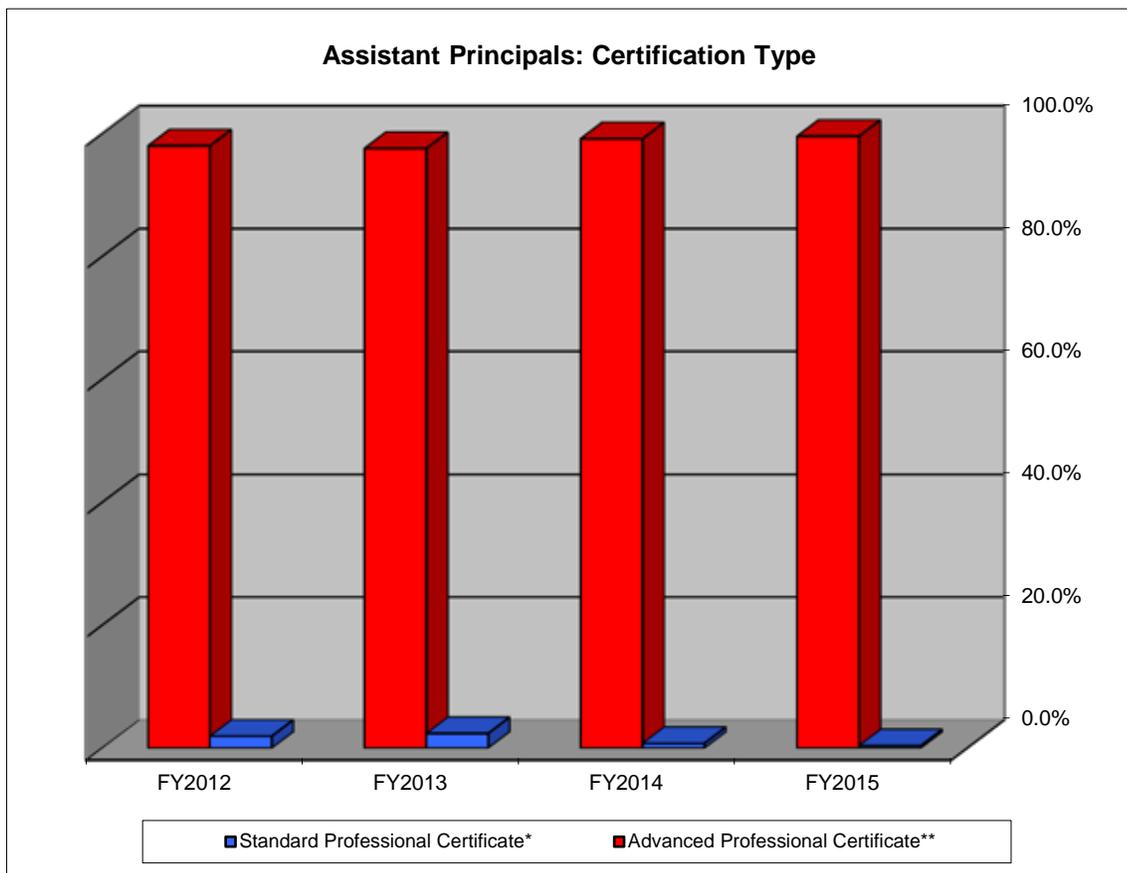
Assistant Principals: Certification Type

Fiscal Year	Number of Assistant Principals	Standard Professional Certificate*		Advanced Professional Certificate**	
		Number	Percent	Number	Percent
FY2015	250	1	0.4%	249	99.6%
FY2014	251	2	0.8%	249	99.2%
FY2013	251	6	2.4%	245	97.6%
FY2012	256	5	2.0%	251	98.0%

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

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

Data captured on October 15.

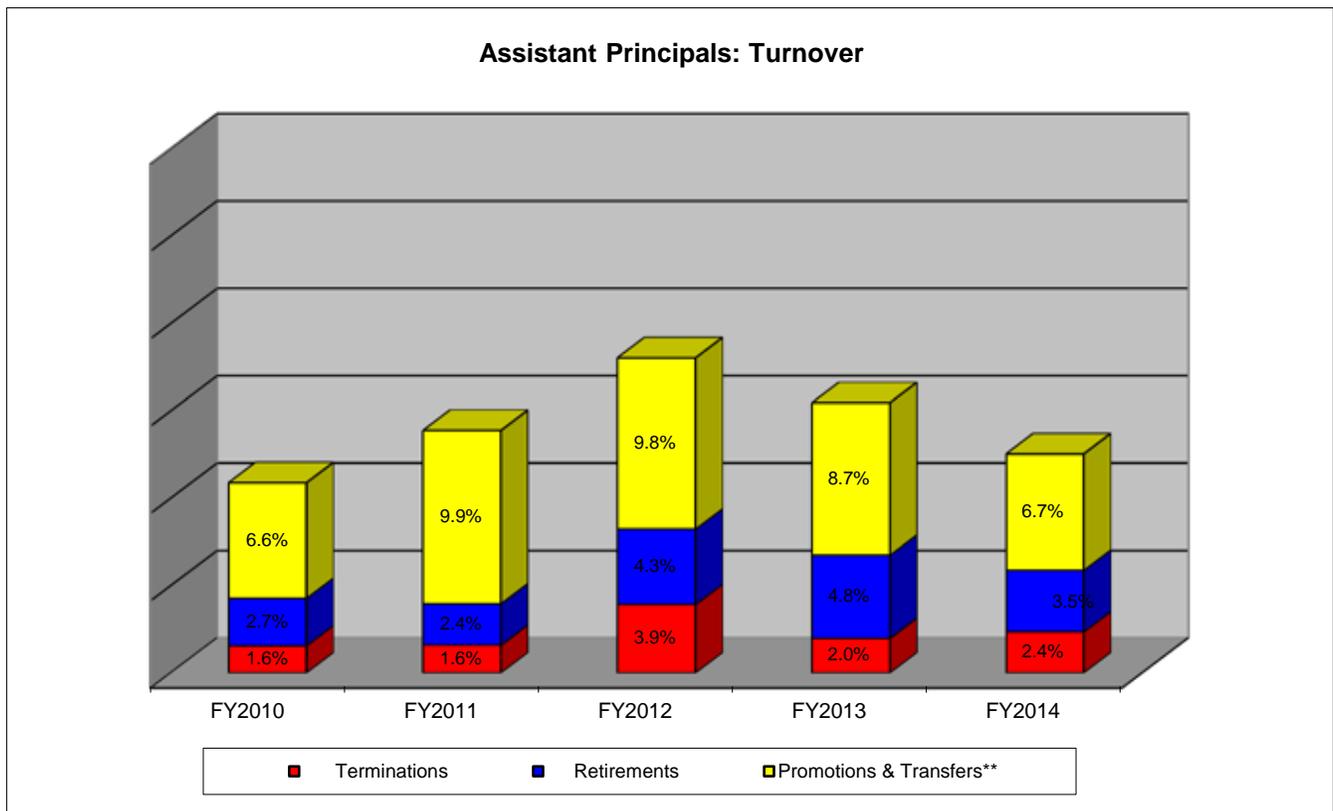


Assistant Principals: Turnover

Fiscal Year	Number of Assistant Principals*	Terminations		Retirements		Promotions & Transfers**		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2014	255	6	2.4%	9	3.5%	17	6.7%	32	12.5%
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%

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

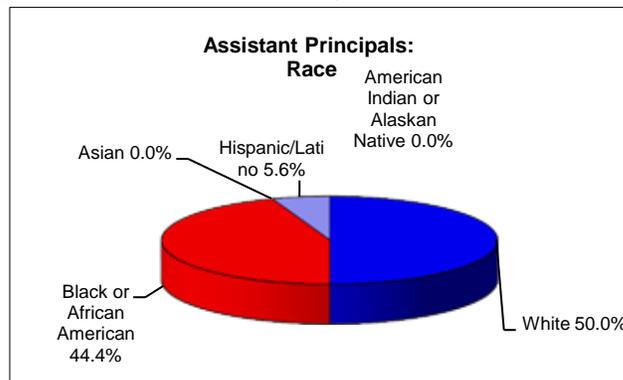
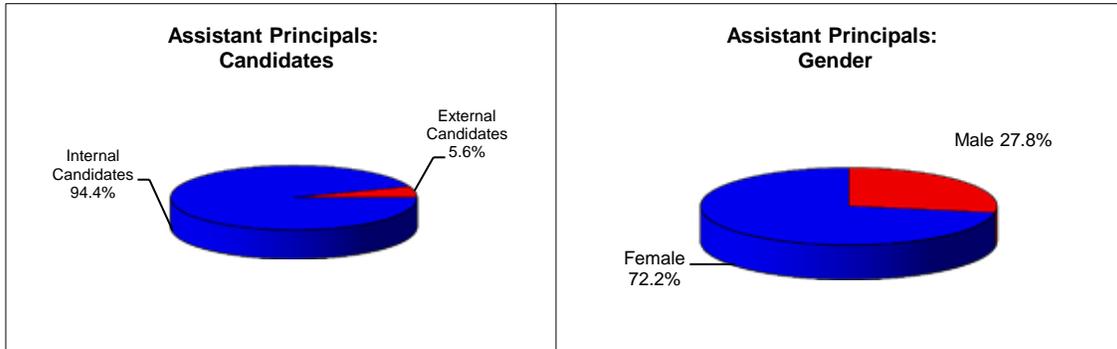
** Promotion is defined as an assistant principal moving to a higher graded non-assistant principal position. An assistant principal moving from one school to another is not counted as a promotion. Transfer is defined to be an assistant principal no longer in an assistant principal position.



Assistant Principals: New Assistant Principal Demographic Profile

FY 2015		
	Number	Percent
Assistant Principal New Hires & Promotions		
External Candidates	1	5.6%
Internal Candidates	17	94.4%
TOTAL: External & Internal Candidates	18	100.0%
GENDER		
Male	5	27.8%
Female	13	72.2%
TOTAL	18	100.0%
RACE		
White	9	50.0%
Black or African American	8	44.4%
Asian	0	0.0%
American Indian or Alaskan Native	0	0.0%
Hispanic/Latino	1	5.6%
Native Hawaiian or Pacific Islander	0	0.0%
Two or More	0	0.0%
TOTAL	18	100.0%

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



Assistant Principals: Retirement Eligibility

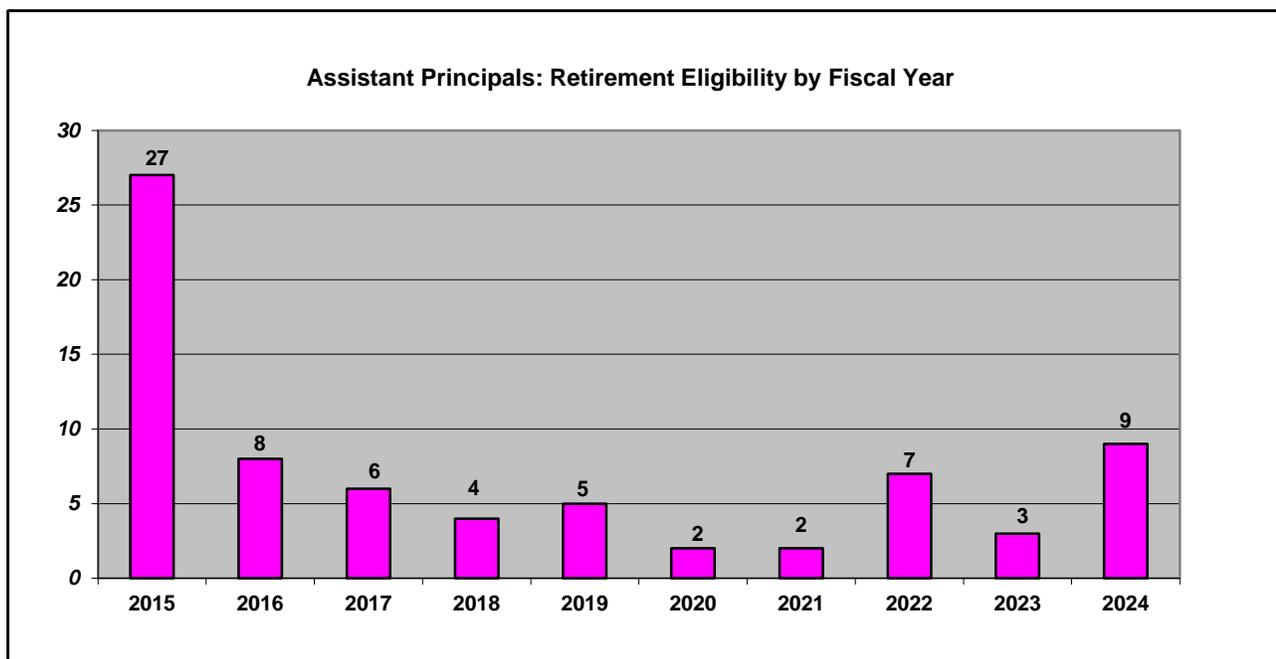
Fiscal Year	Assistant Principals Eligible By Fiscal Year	Percent of Total
2015	27	10.8%
2016	8	3.2%
2017	6	2.4%
2018	4	1.6%
2019	5	2.0%
2020	2	0.8%
2021	2	0.8%
2022	7	2.8%
2023	3	1.2%
2024	9	3.6%
Eligible within 10 years	73	29.3%
Total Assisnant Principals	249	100.0%

1. Data reflects retirement eligibility as of July 1, 2014.

2. Retirement System members are eligible for retirement at any age with 30 years of credited service OR age 60 with at least 5 years of credited service.

3. Pension System members are eligible for retirement with 30 years of eligibility service OR age 62 with at least 5 years of eligibility service.

4. Reformed Pension System members are eligible for retirement at age 65 with at least 10 years of eligibility service OR age + years of eligibility service = 90.



Assistant Principals: Retirement Eligibility by Level

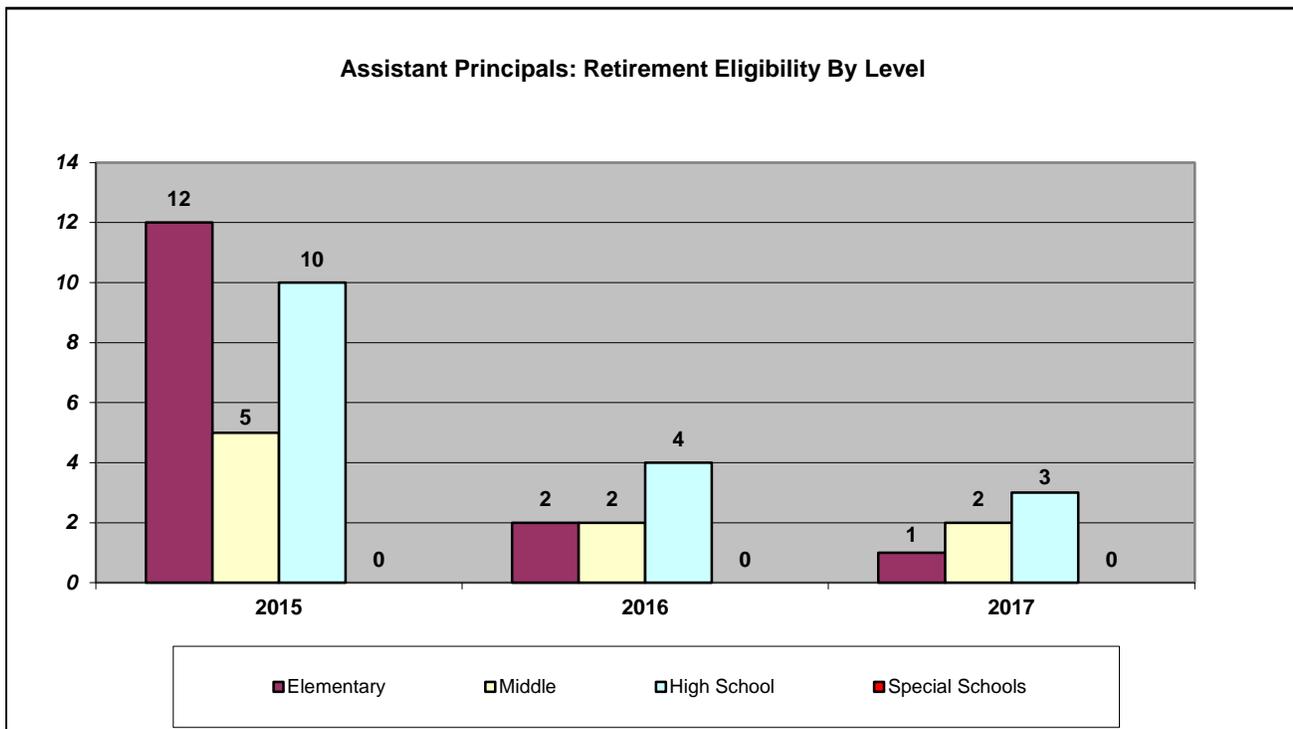
Level	Total Assistant Principals	Percent of Total	Eligible in FY 2015	Eligible in FY 2016	Eligible in FY 2017	Eligible Within 3 Years	Percent Eligible Within 3 Years
Elementary	113	45.4%	12	2	1	15	13.3%
Middle	66	26.5%	5	2	2	9	13.6%
High School	68	27.3%	10	4	3	17	25.0%
Special Schools	2	0.8%	0	0	0	0	0.0%
Total Ass't Principals	249	100.0%	27	8	6	41	16.5%

1. Data reflects retirement eligibility as of July 1, 2014.

2. Retirement System members are eligible for retirement at any age with 30 years of credited service OR age 60 with at least 5 years of credited service.

3. Pension System members are eligible for retirement with 30 years of eligibility service OR age 62 with at least 5 years of eligibility service.

4. Reformed Pension System members are eligible for retirement at age 65 with at least 10 years of eligibility service OR age + years of eligibility service = 90.



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

Demographic Profile

Certification Type

New Assistant School Administrators Demographic Profile

Turnover

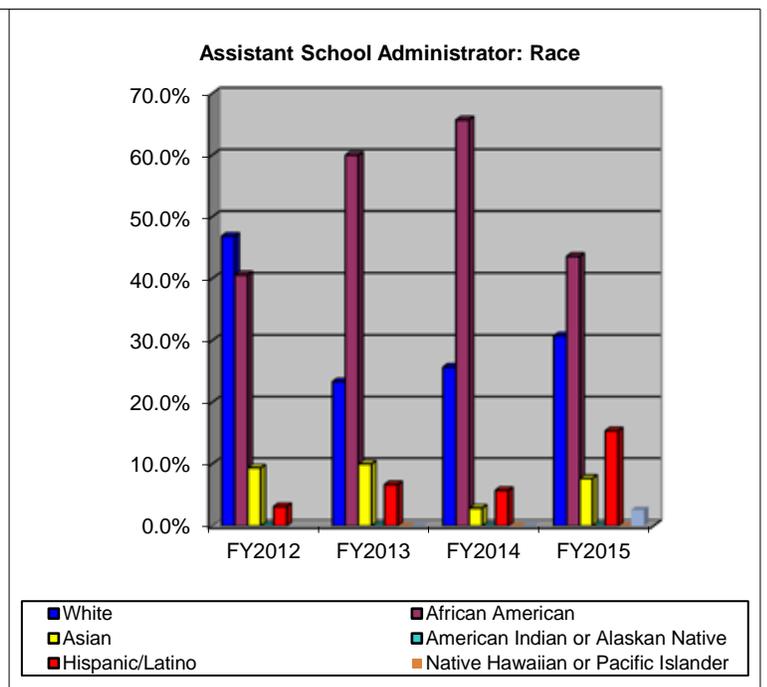
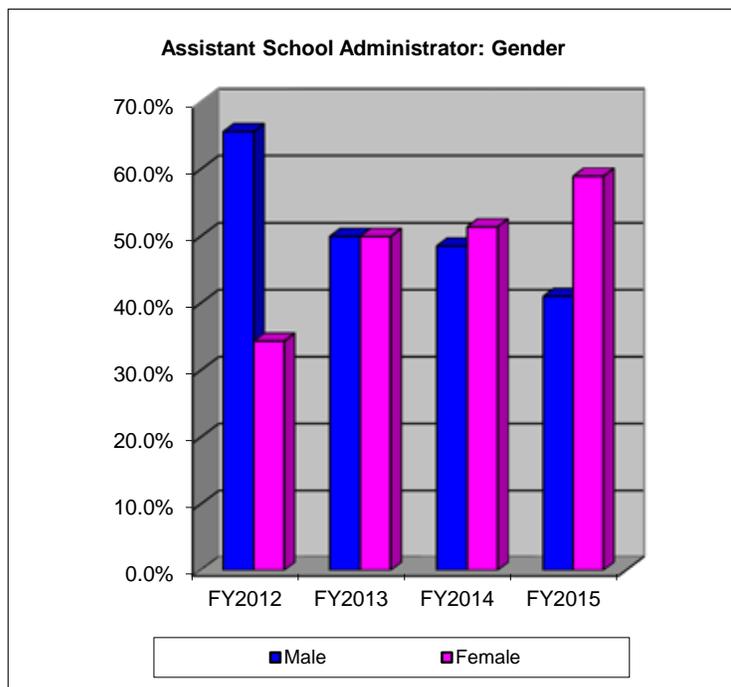
Retirement Eligibility

Assistant School Administrators: Demographic Profile

	FY2012		FY2013		FY2014		FY2015	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Male	21	65.6%	15	50.0%	17	48.6%	16	41.0%
Female	11	34.4%	15	50.0%	18	51.4%	23	59.0%
TOTAL	32	100.0%	30	100.0%	35	100.0%	39	100.0%
RACE								
White	15	46.9%	7	23.3%	9	25.7%	12	30.8%
African American	13	40.6%	18	60.0%	23	65.7%	17	43.6%
Asian	3	9.4%	3	10.0%	1	2.9%	3	7.7%
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino	1	3.1%	2	6.7%	2	5.7%	6	15.4%
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%	1	2.6%
TOTAL	32	100.0%	30	100.0%	35	100.0%	39	100.0%
AGE								
20 - 29 years	4	12.5%	2	6.7%	0	0.0%	0	0.0%
30 - 39 years	12	37.5%	15	50.0%	20	57.1%	23	59.0%
40 - 49 years	8	25.0%	9	30.0%	12	34.3%	13	33.3%
50 - 59 years	6	18.8%	3	10.0%	1	2.9%	2	5.1%
60+ years	2	6.3%	1	3.3%	2	5.7%	1	2.6%
TOTAL	32	100.0%	30	100.0%	35	100.0%	39	100.0%

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

2. Data was captured on October 15.



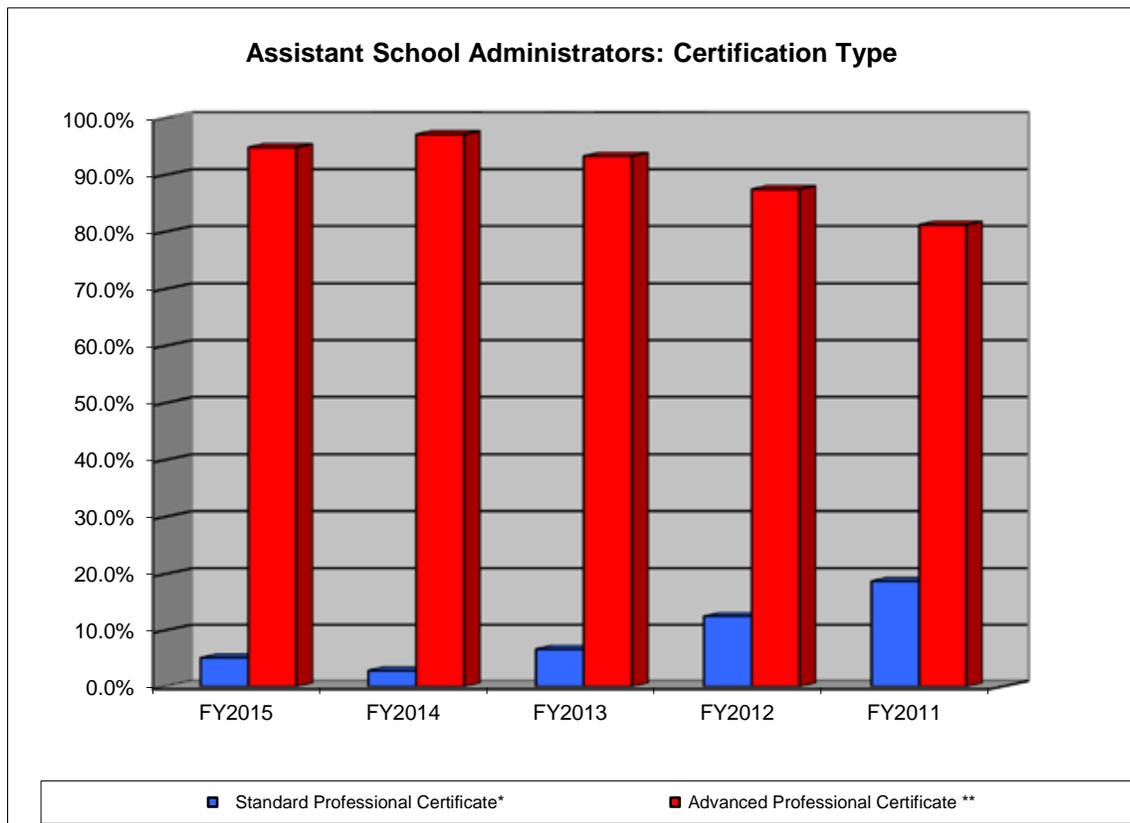
Assistant School Administrators: Certification Type

Fiscal Year	Number of Assistant School Administrators	Standard Professional Certificate*		Advanced Professional Certificate **	
		Number	Percent	Number	Percent
FY2015	39	2	5.1%	37	94.9%
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%

* 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.

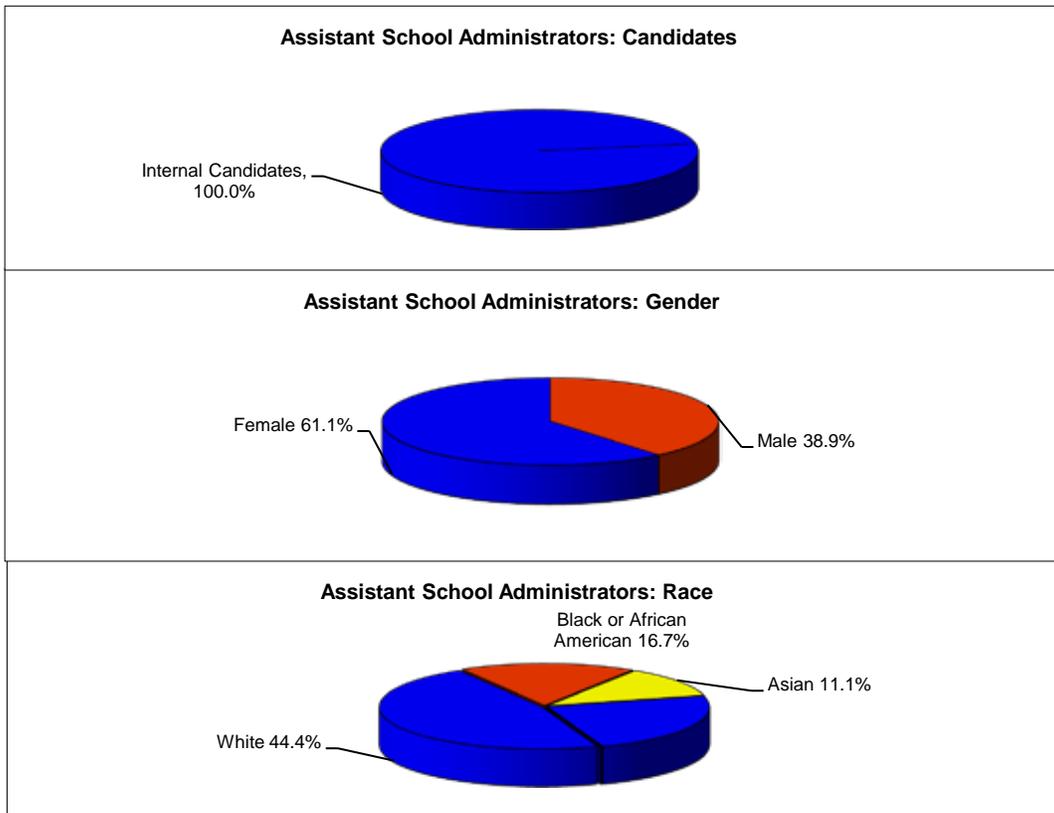
Data captured on October 15.



Assistant School Administrators: New Assistant School Administrators Demographic Profile

FY2015		
	Number	Percent
Student Support Specialist New Hires & Promotions		
External Candidates	0	0.0%
Internal Candidates	18	100.0%
TOTAL: External & Internal Candidates	18	100.0%
GENDER		
Male	7	38.9%
Female	11	61.1%
TOTAL	18	100.0%
RACE		
White	8	44.4%
Black or African American	3	16.7%
Asian	2	11.1%
American Indian or Alaskan Native	0	0.0%
Hispanic/ Latino	4	22.2%
Native Hawaiian or Pacific Islander	0	0.0%
Two or More	1	5.6%
TOTAL	18	100.0%

* Data was captured on October 15

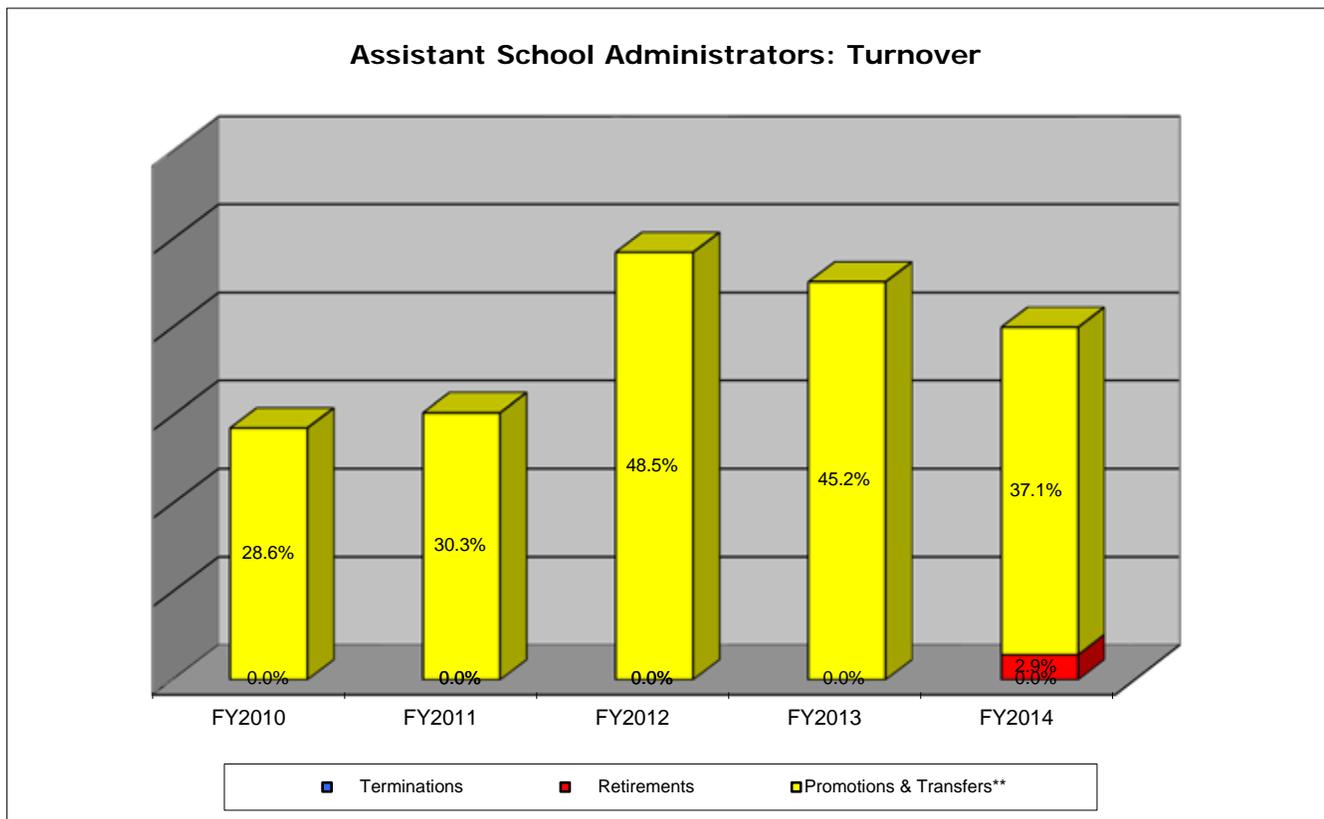


Assistant School Administrators: Turnover

Fiscal Year	Number of Assistant School Administrator*	Terminations		Retirements		Promotions & Transfers**		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2014	35	0	0.0%	1	2.9%	13	37.1%	14	40.0%
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%

* 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

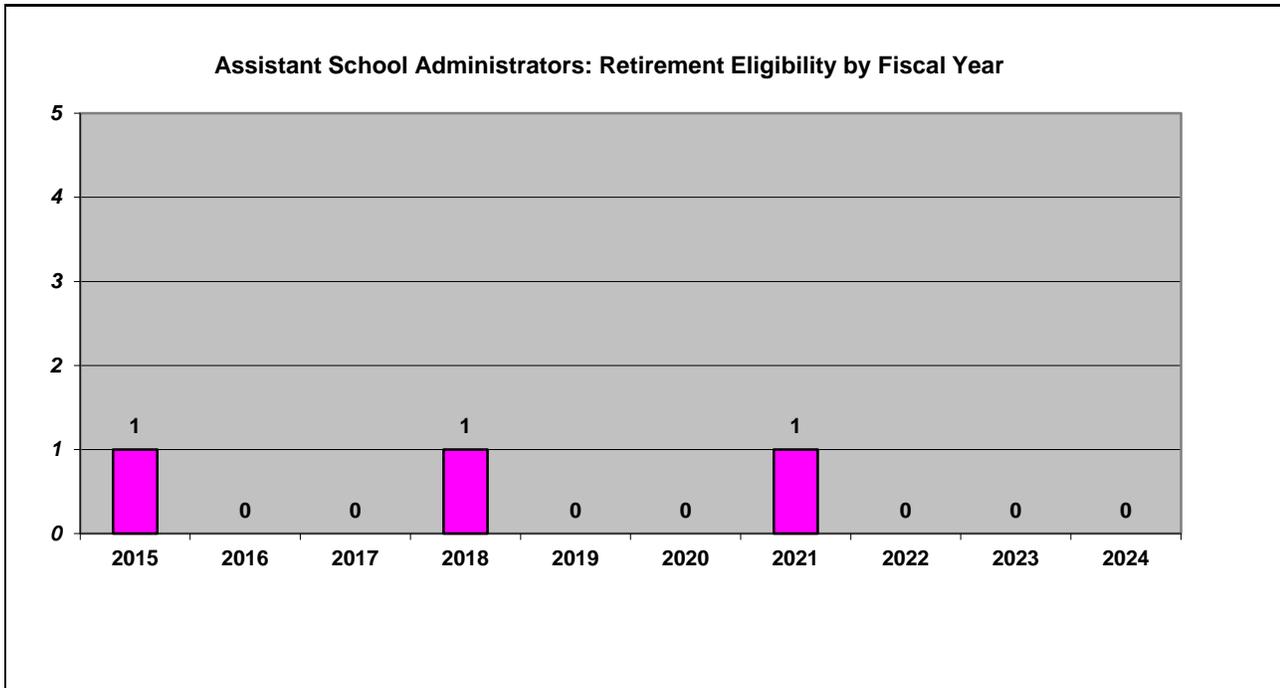
Fiscal Year	Assistant School Administrators Eligible By Fiscal Year	Percent of Total
2015	1	2.6%
2016	0	0.0%
2017	0	0.0%
2018	1	2.6%
2019	0	0.0%
2020	0	0.0%
2021	1	2.6%
2022	0	0.0%
2023	0	0.0%
2024	0	0.0%
Eligible within 10 years	3	7.7%
Total Assistant School Administrators	39	100.0%

1. Data reflects retirement eligibility as of July 1, 2014.

2. Retirement System members are eligible for retirement at any age with 30 years of credited service OR age 60 with at least 5 years of credited service.

3. Pension System members are eligible for retirement with 30 years of eligibility service OR age 62 with at least 5 years of eligibility service.

4. Reformed Pension System members are eligible for retirement at age 65 with at least 10 years of eligibility service OR age + years of eligibility service = 90.



Montgomery County Business and Operations Administrators (MCBOA):

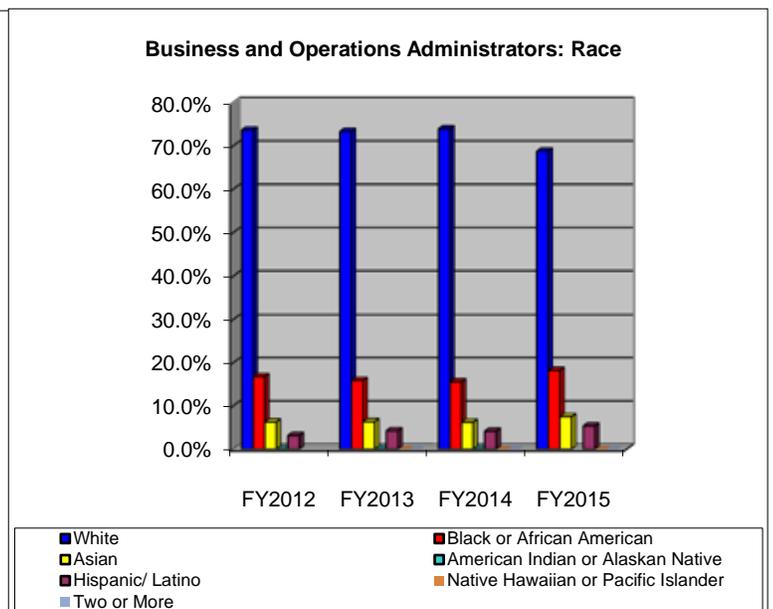
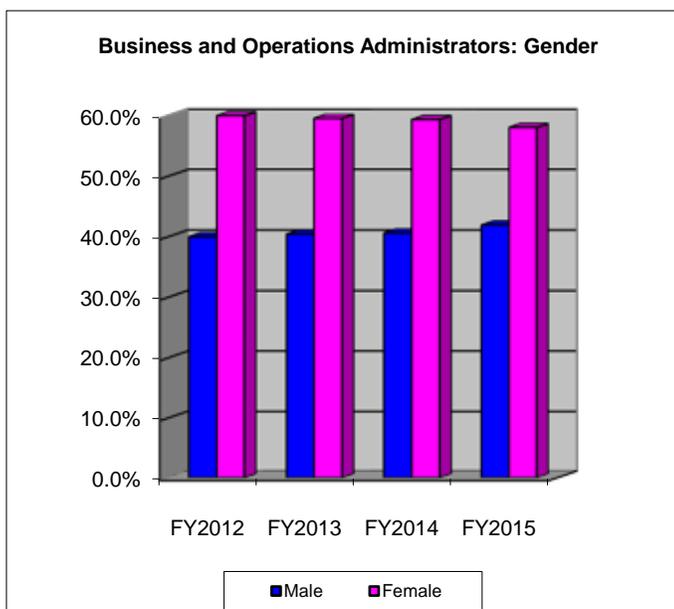
Demographic Profile
Degree
Total Years of Experience
Salary Schedule Placement
Retirement Eligibility

Business and Operations Administrators: Demographic Profile

	FY2012		FY2013		FY2014		FY2015	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Male	38	40.0%	38	40.4%	39	40.6%	39	41.9%
Female	57	60.0%	56	59.6%	57	59.4%	54	58.1%
TOTAL	95	100.0%	94	100.0%	96	100.0%	93	100.0%
RACE								
White	70	73.7%	69	73.4%	71	74.0%	64	68.8%
Black or African American	16	16.8%	15	16.0%	15	15.6%	17	18.3%
Asian	6	6.3%	6	6.4%	6	6.3%	7	7.5%
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Hispanic/ Latino	3	3.2%	4	4.3%	4	4.2%	5	5.4%
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%	0	0.0%
TOTAL	95	100.0%	94	100.0%	96	100.0%	93	100.0%
AGE								
20 - 29 years	3	3.2%	2	2.1%	3	3.1%	2	2.2%
30 - 39 years	10	10.5%	8	8.5%	9	9.4%	8	8.6%
40 - 49 years	30	31.6%	24	25.5%	26	27.1%	24	25.8%
50 - 59 years	34	35.8%	42	44.7%	43	44.8%	39	41.9%
60+ years	18	18.9%	18	19.1%	15	15.6%	20	21.5%
TOTAL	95	100.0%	94	100.0%	96	100.0%	93	100.0%

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

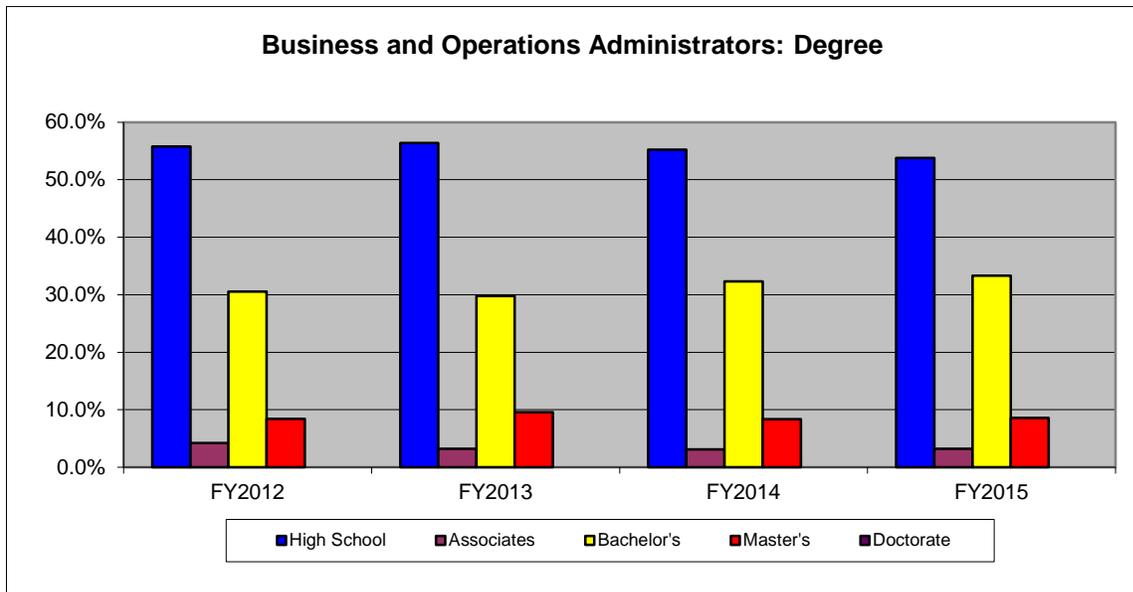
2. Data was captured on October 15.



Business and Operations Administrators: Degree

	FY2012		FY2013		FY2014		FY2015	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
DEGREE								
Below HS / None	1	1.1%	1	1.1%	1	1.0%	1	1.1%
High School	53	55.8%	53	56.4%	53	55.2%	50	53.8%
Associates	4	4.2%	3	3.2%	3	3.1%	3	3.2%
Bachelor's	29	30.5%	28	29.8%	31	32.3%	31	33.3%
Master's	8	8.4%	9	9.6%	8	8.3%	8	8.6%
Doctorate	0	0.0%	0	0.0%	0	0.0%	0	0.0%
TOTAL	95	100.0%	94	100.0%	96	100.0%	93	100.0%

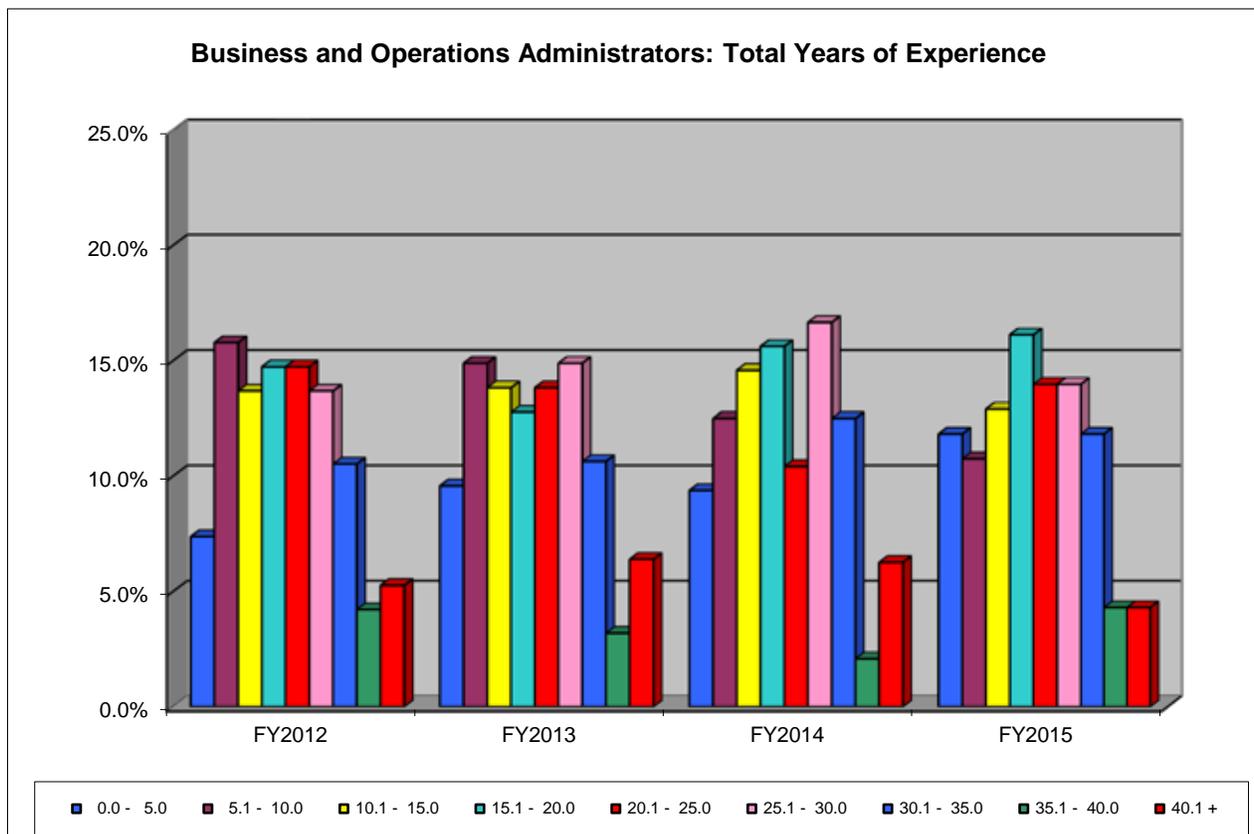
1. Data captured on October 15.



Business and Operations Administrators: Total Years of Experience

Years of Experience	FY2012		FY2013		FY2014		FY2015	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
0.0 - 5.0	7	7.4%	9	9.6%	9	9.4%	11	11.8%
5.1 - 10.0	15	15.8%	14	14.9%	12	12.5%	10	10.8%
10.1 - 15.0	13	13.7%	13	13.8%	14	14.6%	12	12.9%
15.1 - 20.0	14	14.7%	12	12.8%	15	15.6%	15	16.1%
20.1 - 25.0	14	14.7%	13	13.8%	10	10.4%	13	14.0%
25.1 - 30.0	13	13.7%	14	14.9%	16	16.7%	13	14.0%
30.1 - 35.0	10	10.5%	10	10.6%	12	12.5%	11	11.8%
35.1 - 40.0	4	4.2%	3	3.2%	2	2.1%	4	4.3%
40.1 +	5	5.3%	6	6.4%	6	6.3%	4	4.3%
TOTAL	95	100.0%	94	100.0%	96	100.0%	93	100.0%

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

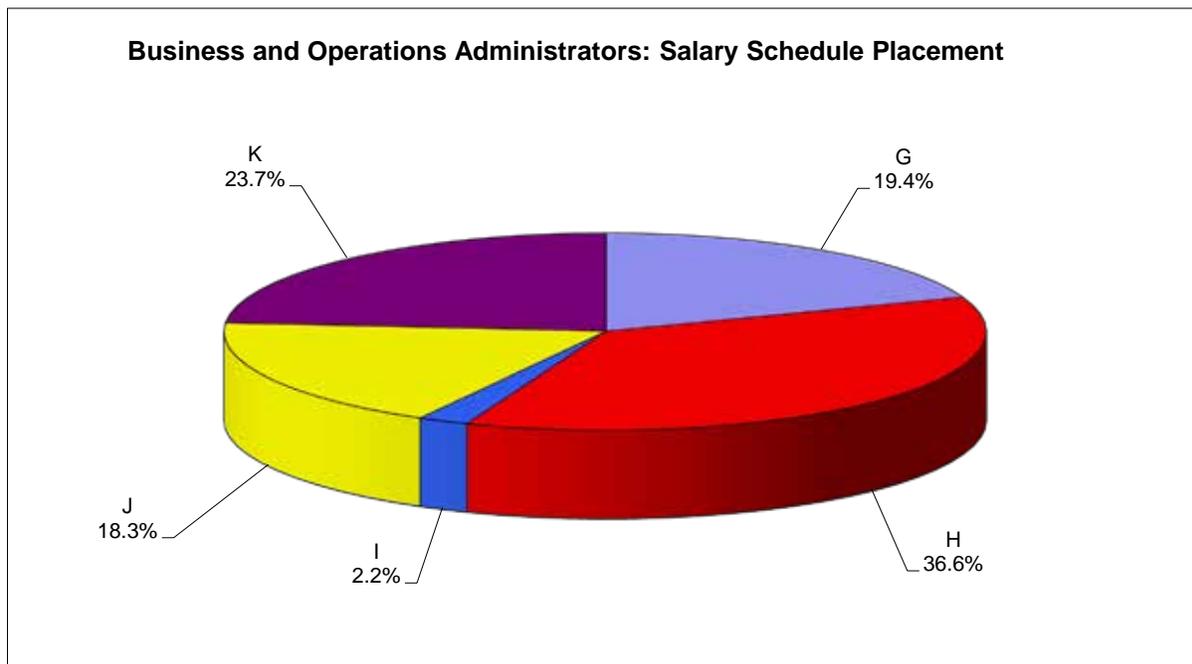


Business and Operations Administrators: Salary Schedule Placement

Step	FY 2015						
	G	H	I	J	K	Total	%
1	0	0	0	1	2	3	3.2%
2	0	2	0	0	0	2	2.2%
3	2	2	0	0	0	4	4.3%
4	1	2	0	3	0	6	6.5%
5	3	1	0	0	0	4	4.3%
6	0	1	1	2	0	4	4.3%
7	1	3	0	1	1	6	6.5%
8	1	3	0	0	2	6	6.5%
9	1	1	0	3	2	7	7.5%
10	0	0	0	1	3	4	4.3%
11	3	3	1	2	0	9	9.7%
12	0	4	0	1	3	8	8.6%
50	3	5	0	3	7	18	19.4%
60	3	7	0	0	2	12	12.9%
Total	18	34	2	17	22	93	100.0%
% of Schedule	19.4%	36.6%	2.2%	18.3%	23.7%		

1. Data as of October 15.

2. Step 50/60 indicates employees received a 2% increase on 7/1/2012, 2/8/2014.



Business and Operations Administrators: Retirement Eligibility

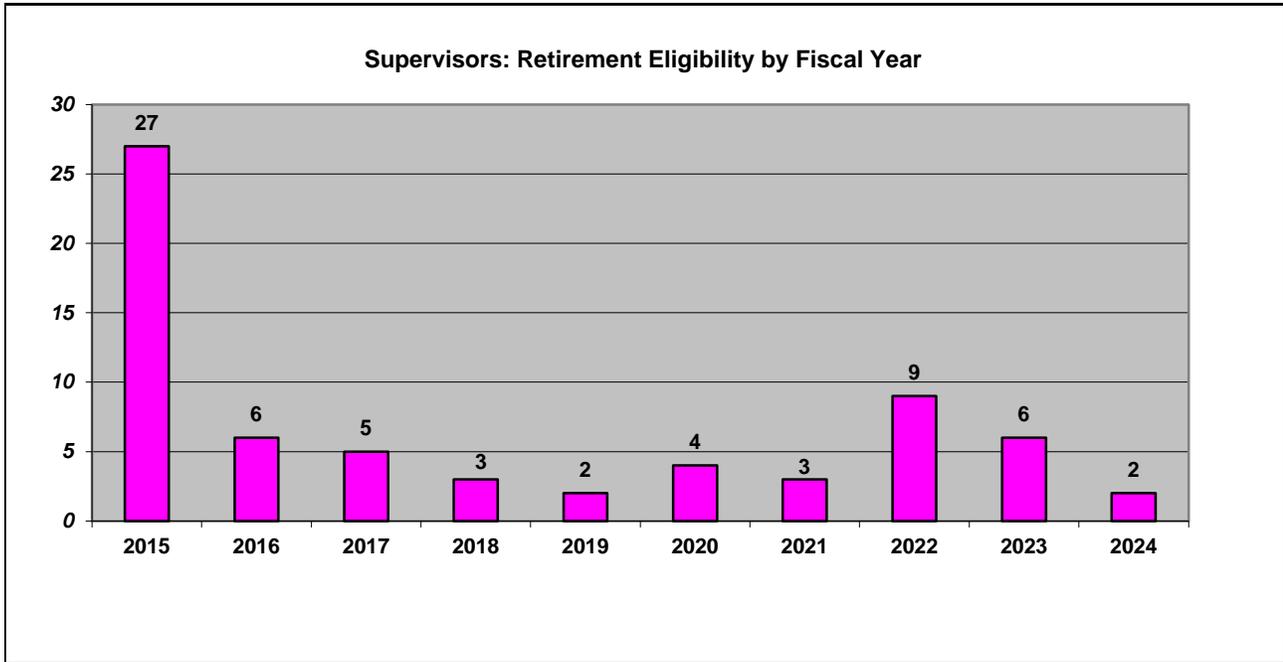
Fiscal Year	Supervisors Eligible By Fiscal Year	Percent of Total
2015	27	29.0%
2016	6	6.5%
2017	5	5.4%
2018	3	3.2%
2019	2	2.2%
2020	4	4.3%
2021	3	3.2%
2022	9	9.7%
2023	6	6.5%
2024	2	2.2%
Eligible within 10 years	67	72.0%
Total Supervisors	93	100.0%

1. Data reflects retirement eligibility as of July 1, 2014.

2. Retirement System members are eligible for retirement at any age with 30 years of credited service OR age 60 with at least 5 years of credited service.

3. Pension System members are eligible for retirement with 30 years of eligibility service OR age 62 with at least 5 years of eligibility service.

4. Reformed Pension System members are eligible for retirement at age 65 with at least 10 years of eligibility service OR age + years of eligibility service = 90.



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

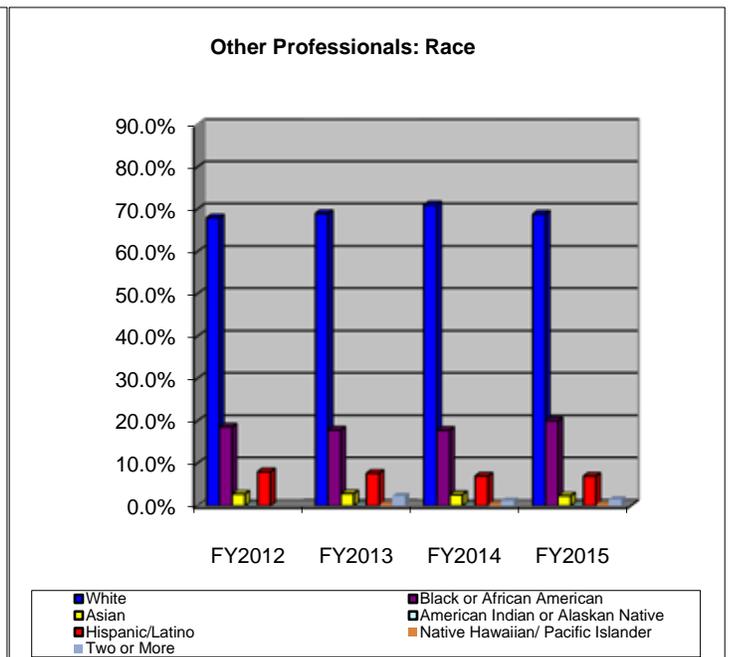
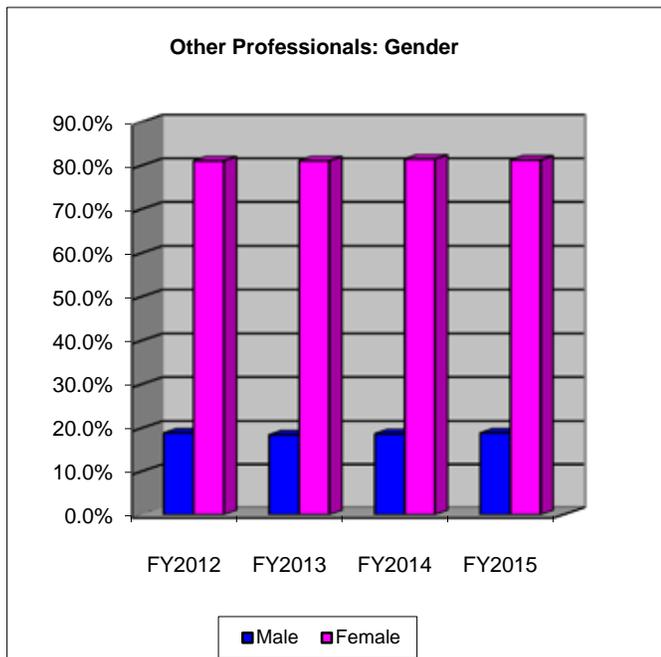
Other MCEA Professionals: Demographic Profile

	FY2012		FY2013		FY2014		FY2015	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Male	68	18.9%	65	18.5%	64	18.7%	65	18.9%
Female	292	81.1%	287	81.5%	278	81.3%	279	81.1%
TOTAL	360	100.0%	352	100.0%	342	100.0%	344	100.0%
RACE								
White	245	68.1%	243	69.0%	243	71.1%	237	68.9%
Black or African American	67	18.6%	63	17.9%	61	17.8%	69	20.1%
Asian	10	2.8%	10	2.8%	9	2.6%	8	2.3%
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino	29	8.1%	27	7.7%	24	7.0%	24	7.0%
Native Hawaiian/ Pacific Islander	1		1	0.3%	1	0.3%	1	0.3%
Two or More	8		8	2.3%	4	1.2%	5	1.5%
TOTAL	351	97.5%	352	100.0%	342	100.0%	344	100.0%
AGE								
20 - 29 years	18	5.0%	11	3.1%	13	3.8%	7	2.0%
30 - 39 years	85	23.6%	77	21.9%	81	23.7%	74	21.5%
40 - 49 years	91	25.3%	91	25.9%	92	26.9%	90	26.2%
50 - 59 years	118	32.8%	86	24.4%	87	25.4%	89	25.9%
60+ years	48	13.3%	87	24.7%	69	20.2%	84	24.4%
TOTAL	360	100.0%	352	100.0%	342	100.0%	344	100.0%

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.

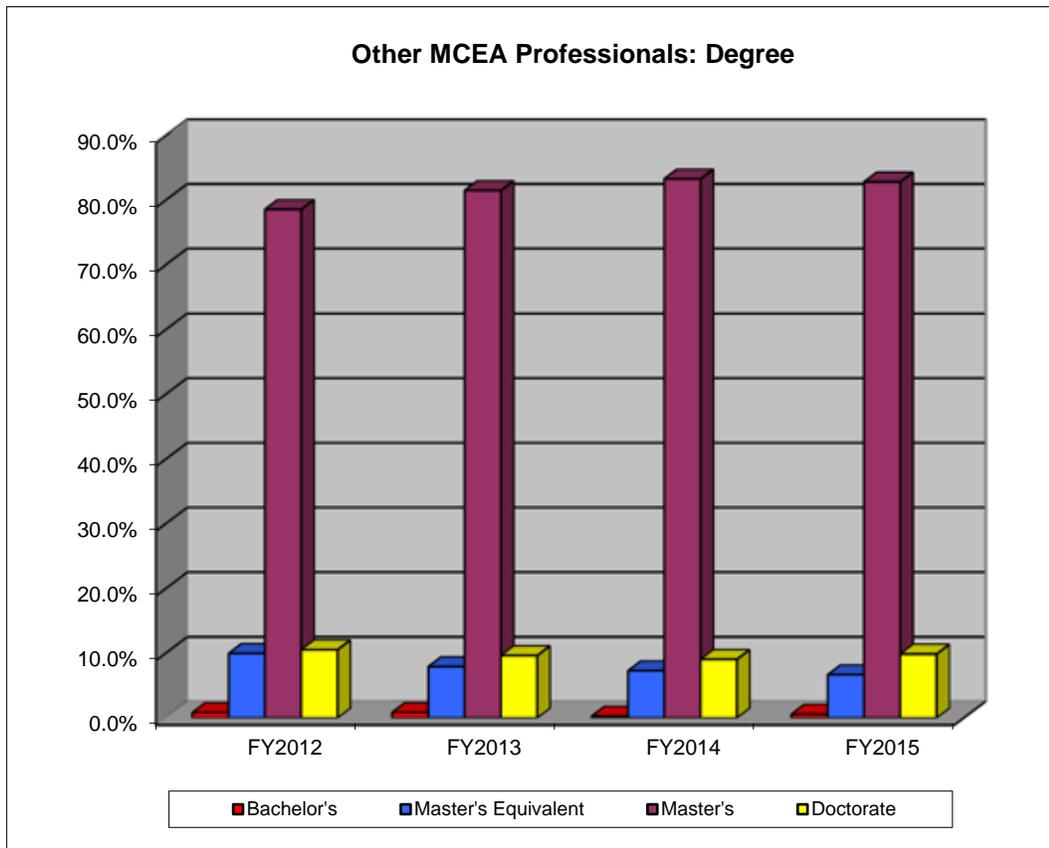


Other MCEA Professionals: Degree

	FY2012		FY2013		FY2014		FY2015	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
DEGREE								
Bachelor's	3	0.8%	3	0.9%	1	0.3%	2	0.6%
Master's Equivalent	36	10.0%	28	8.0%	25	7.3%	23	6.7%
Master's	283	78.6%	287	81.5%	285	83.3%	285	82.8%
Doctorate	38	10.6%	34	9.7%	31	9.1%	34	9.9%
TOTAL	360	100.0%	352	100.0%	342	100.0%	344	100.0%

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 MCEA 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
FY2014	341	19	5.6%	302	88.6%	4	1.2%	0	0.0%	16	4.7%
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%

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

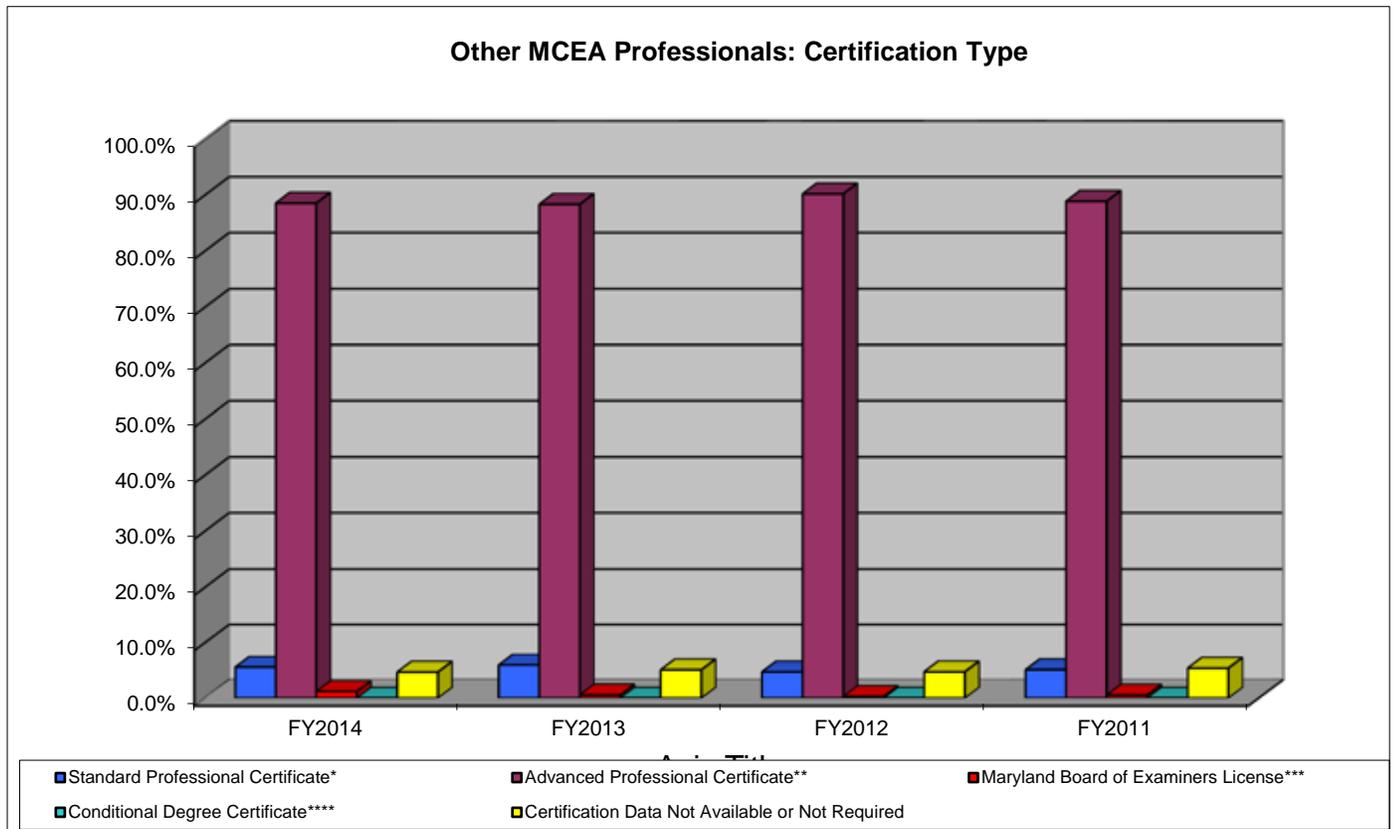
2. Some employees categorized as 'Other Professionals' are not required to hold a Maryland certificate. Examples include: Parent Educators, Employee Assistance Specialist & Evaluation Specialists.

* 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.

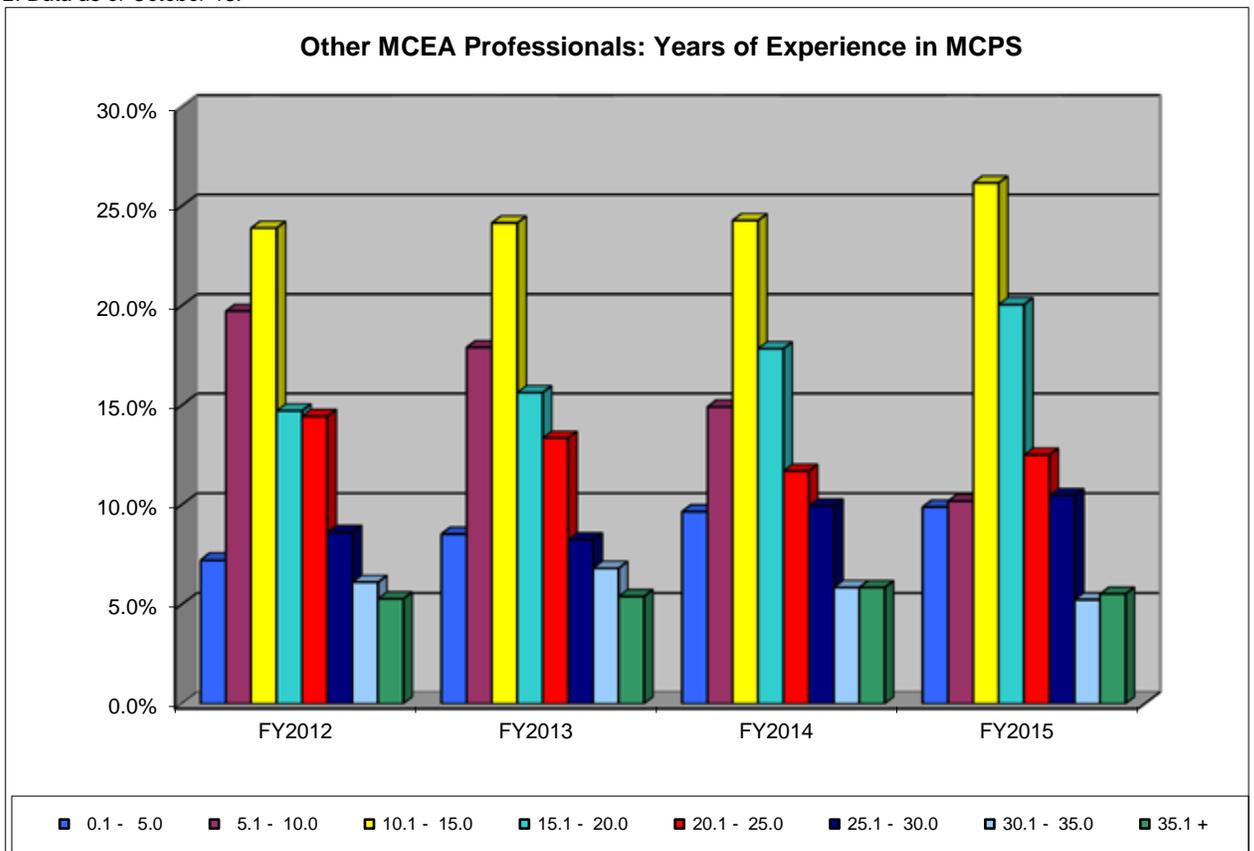


Other MCEA Professionals: Years of Experience in MCPS

Years of Experience	FY2012		FY2013		FY2014		FY2015	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	26	7.2%	30	8.5%	33	9.6%	34	9.9%
5.1 - 10.0	71	19.7%	63	17.9%	51	14.9%	35	10.2%
10.1 - 15.0	86	23.9%	85	24.1%	83	24.3%	90	26.2%
15.1 - 20.0	53	14.7%	55	15.6%	61	17.8%	69	20.1%
20.1 - 25.0	52	14.4%	47	13.4%	40	11.7%	43	12.5%
25.1 - 30.0	31	8.6%	29	8.2%	34	9.9%	36	10.5%
30.1 - 35.0	22	6.1%	24	6.8%	20	5.8%	18	5.2%
35.1 +	19	5.3%	19	5.4%	20	5.8%	19	5.5%
TOTAL	360	100.0%	352	100.0%	342	100.0%	344	100.0%

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.

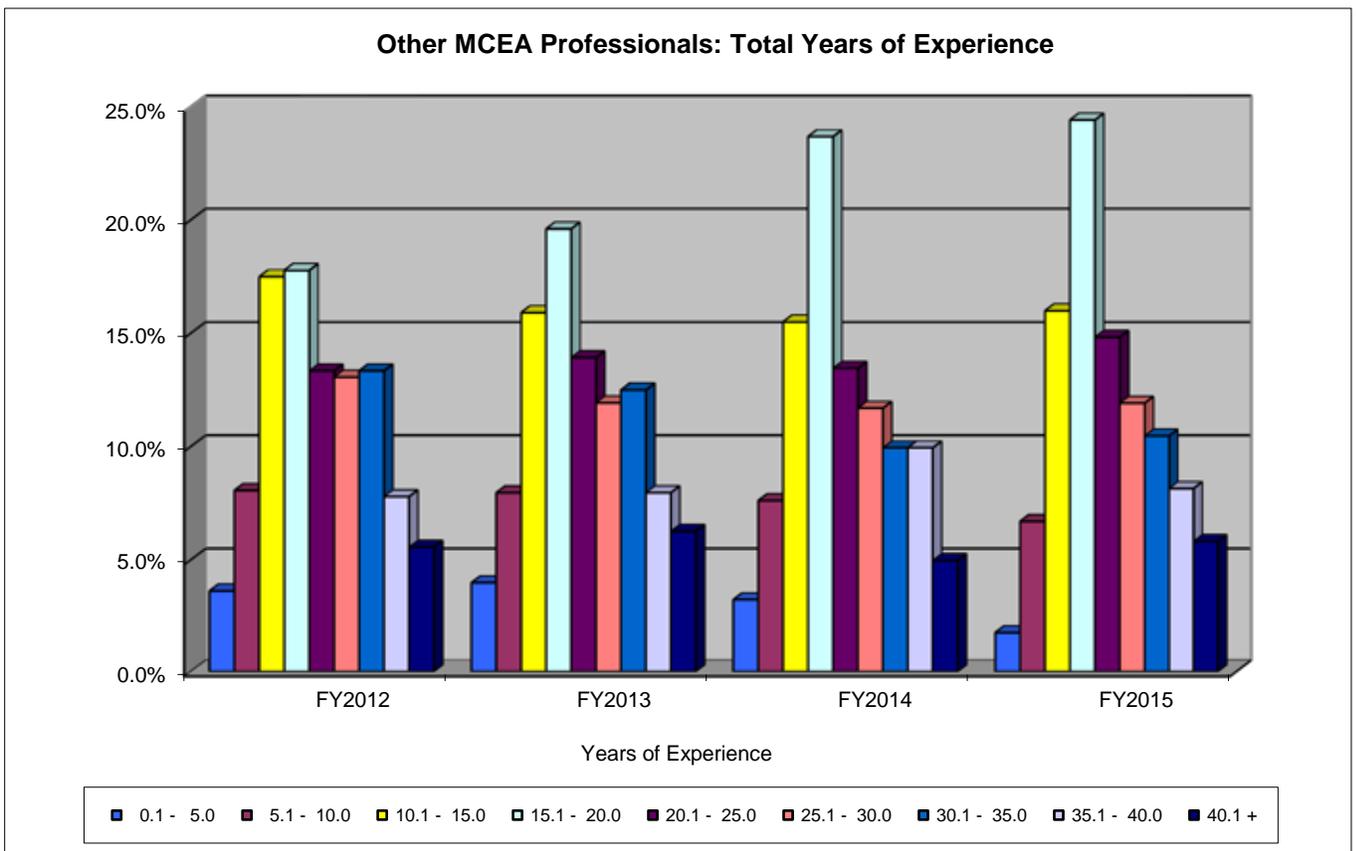


Other MCEA Professionals: Total Years of Experience

Years of Experience	FY2012		FY2013		FY2014		FY2015	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	13	3.6%	14	4.0%	11	3.2%	6	1.7%
5.1 - 10.0	29	8.1%	28	8.0%	26	7.6%	23	6.7%
10.1 - 15.0	63	17.5%	56	15.9%	53	15.5%	55	16.0%
15.1 - 20.0	64	17.8%	69	19.6%	81	23.7%	84	24.4%
20.1 - 25.0	48	13.3%	49	13.9%	46	13.5%	51	14.8%
25.1 - 30.0	47	13.1%	42	11.9%	40	11.7%	41	11.9%
30.1 - 35.0	48	13.3%	44	12.5%	34	9.9%	36	10.5%
35.1 - 40.0	28	7.8%	28	8.0%	34	9.9%	28	8.1%
40.1 +	20	5.6%	22	6.3%	17	5.0%	20	5.8%
TOTAL	360	100.0%	352	100.0%	342	100.0%	344	100.0%

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 MCEA Professionals: Salary Schedule Placement

Step	FY2015									
	Bachelor's		Master's/MEQ*		MA/MEQ+30**		MA/MEQ+60***		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
1	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
2	0	0.0%	0	0.0%	0	0.0%	1	0.5%	1	0.3%
3	0	0.0%	1	3.2%	1	0.8%	2	1.1%	4	1.2%
4	0	0.0%	0	0.0%	5	3.8%		0.0%	5	1.5%
5	0	0.0%	0	0.0%	5	3.8%	2	1.1%	7	2.0%
6	0	0.0%	1	3.2%	1	0.8%		0.0%	2	0.6%
7	0	0.0%	1	3.2%	2	1.5%	1	0.5%	4	1.2%
8	0	0.0%	2	6.5%	4	3.1%	2	1.1%	8	2.3%
9	0	0.0%	3	9.7%	4	3.1%	3	1.6%	10	2.9%
10	0	0.0%	2	6.5%	3	2.3%	4	2.2%	9	2.6%
11	0	0.0%	1	3.2%	6	4.6%	7	3.8%	14	4.1%
12	0	0.0%	1	3.2%	5	3.8%	7	3.8%	13	3.8%
13	0	0.0%		0.0%	5	3.8%	7	3.8%	12	3.5%
14	0	0.0%	3	9.7%	6	4.6%	8	4.4%	17	4.9%
15	0	0.0%	1	3.2%	8	6.2%	7	3.8%	16	4.7%
16	0	0.0%	2	6.5%	6	4.6%	8	4.4%	16	4.7%
17	0	0.0%	2	6.5%	6	4.6%	7	3.8%	15	4.4%
18	0	0.0%	1	3.2%	10	7.7%	10	5.5%	21	6.1%
19 - 24	0	0.0%	1	3.2%	5	3.8%	9	4.9%	15	4.4%
25	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
50-52	0	0.0%	0	0.0%	5	3.8%	16	8.7%	21	6.1%
55	0	0.0%	6	19.4%	7	5.4%	21	11.5%	34	9.9%
60-65	0	0.0%	3	9.7%	36	27.7%	61	33.3%	100	29.1%
TOTAL	0	0.0%	31	9.0%	130	37.8%	183	53.2%	344	100.0%

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

2. Step 50 and above indicate that employees received 2% increase on 7/1/2012, 2/8/2014.

* 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 MCEA Professionals: Annual Salary FY2015

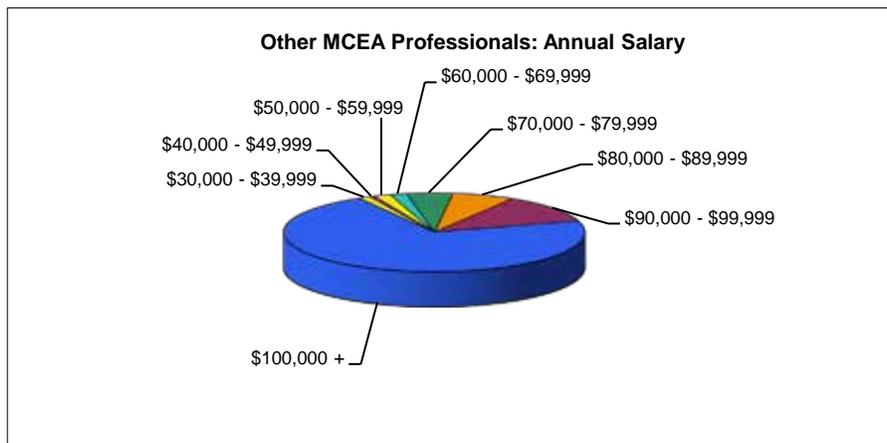
Annual Salary	Number	Percent
Less than \$39,999	2	0.6%
\$40,000 - \$44,999	3	0.9%
\$45,000 - \$49,999	1	0.3%
\$50,000 - \$54,999	3	0.9%
\$55,000 - \$59,999	2	0.6%
\$60,000 - \$64,999	2	0.6%
\$65,000 - \$69,999	5	1.5%
\$70,000 - \$74,999	13	3.8%
\$75,000 - \$79,999	9	2.6%
\$80,000 - \$84,999	8	2.3%
\$85,000 - \$89,999	17	4.9%
\$90,000 - \$94,999	14	4.1%
\$95,000 - \$99,999	19	5.5%
\$100,000 and Over	246	71.5%
TOTAL	344	100.0%

Data as of October 15.

Other Professionals: Average Salaries*	
FY2015	\$109,827
FY2014	\$107,873
FY2013	\$107,573
FY2012	\$106,594

*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 MCEA Professionals: Retirement Eligibility

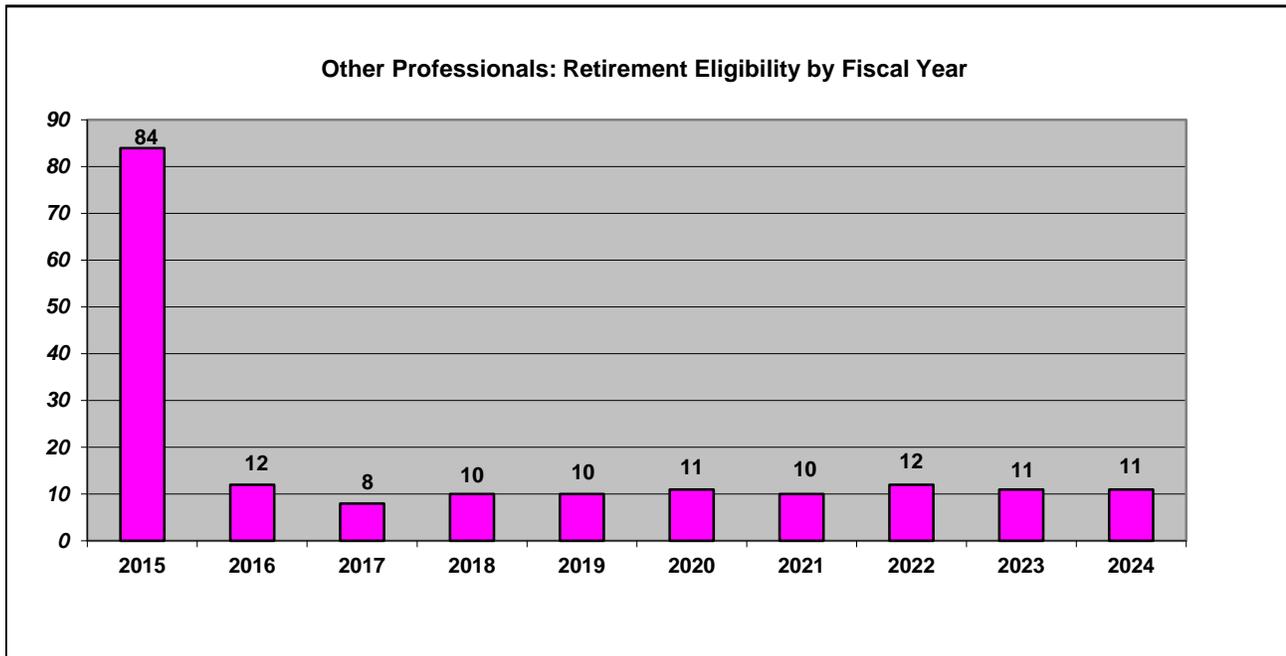
Fiscal Year	Other Professionals Eligible By Fiscal Year	Percent of Total
2015	84	24.3%
2016	12	3.5%
2017	8	2.3%
2018	10	2.9%
2019	10	2.9%
2020	11	3.2%
2021	10	2.9%
2022	12	3.5%
2023	11	3.2%
2024	11	3.2%
Eligible within 10 years	179	51.9%
Total Other Professionals	345	100.0%

1. Data reflects retirement eligibility as of July 1, 2014.

2. Retirement System members are eligible for retirement at any age with 30 years of credited service OR age 60 with at least 5 years of credited service.

3. Pension System members are eligible for retirement with 30 years of eligibility service OR age 62 with at least 5 years of eligibility service.

4. Reformed Pension System members are eligible for retirement at age 65 with at least 10 years of eligibility service OR age + years of eligibility service = 90.



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

	FY2012		FY2013		FY2014		FY2015	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Male	131	17.3%	154	18.9%	151	17.0%	169	18.6%
Female	628	82.7%	661	81.1%	735	83.0%	738	81.4%
TOTAL	759	100.0%	815	100.0%	886	100.0%	907	100.0%
RACE								
White	538	70.9%	619	76.0%	650	73.4%	659	72.7%
Black or African American	95	12.5%	69	8.5%	94	10.6%	106	11.7%
Asian	51	6.7%	61	7.5%	65	7.3%	55	6.1%
American Indian or Alaskan Native	2	0.3%	1	0.1%	1	0.1%	1	0.1%
Hispanic/Latino	58	7.6%	56	6.9%	59	6.7%	67	7.4%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Two or More	15	2.0%	9	1.1%	17	1.9%	19	2.1%
TOTAL	759	100.0%	815	100.0%	886	100.0%	907	100.0%
AGE								
Under 20 years	0	0.0%	0	0.0%	0	0.0%	0	0.0%
20 - 29 years	462	60.9%	551	67.6%	519	58.6%	513	56.6%
30 - 39 years	148	19.5%	122	15.0%	195	22.0%	200	22.1%
40 - 49 years	114	15.0%	100	12.3%	113	12.8%	138	15.2%
50 - 59 years	30	4.0%	41	5.0%	48	5.4%	46	5.1%
60+ years	5	0.7%	1	0.1%	11	1.2%	10	1.1%
TOTAL	759	100.0%	815	100.0%	886	100.0%	907	100.0%

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

AS OF JUNE 30

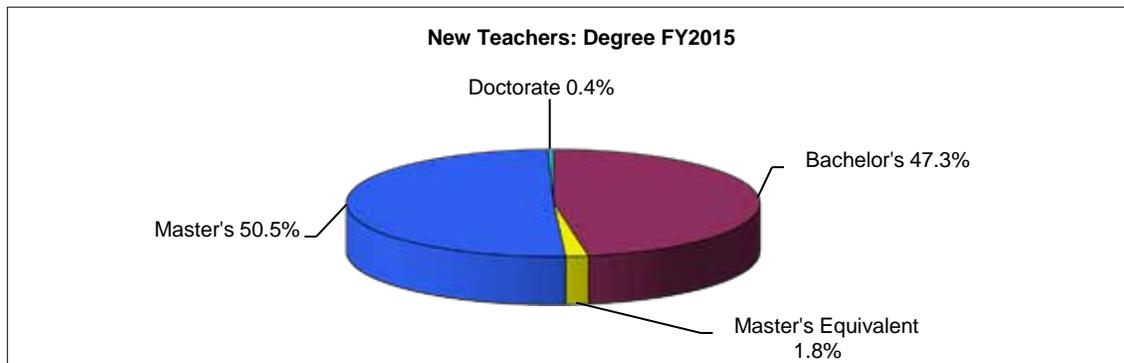
	FY2011		FY2012		FY2013		FY2014	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Male	75	15.4%	146	17.1%	163	18.5%	158	16.6%
Female	411	84.6%	710	82.9%	720	81.5%	795	83.4%
TOTAL	486	100.0%	856	100.0%	883	100.0%	953	100.0%
RACE								
White	363	74.7%	605	70.7%	671	76.0%	694	72.8%
Black or African American	39	8.0%	106	12.4%	80	9.1%	106	11.1%
Asian	42	8.6%	61	7.1%	60	6.8%	68	7.1%
American Indian or Alaskan Native	0	0.0%	2	0.2%	1	0.1%	2	0.2%
Hispanic/Latino	38	7.8%	65	7.6%	60	6.8%	65	6.8%
Native Hawaiian Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Two or More	4	0.8%	17	2.0%	11	1.2%	18	1.9%
TOTAL	486	100.0%	856	100.0%	883	100.0%	953	100.0%
AGE								
20 - 29 years	284	58.4%	448	52.3%	513	58.1%	528	55.4%
30 - 39 years	95	19.5%	212	24.8%	174	19.7%	235	24.7%
40 - 49 years	67	13.8%	133	15.5%	128	14.5%	122	12.8%
50 - 59 years	33	6.8%	50	5.8%	58	6.6%	54	5.7%
60+ years	7	1.4%	13	1.5%	10	1.1%	14	1.5%
TOTAL	486	100.0%	856	100.0%	883	100.0%	953	100.0%

New Teachers: Degree

	FY2012		FY2013		FY2014		FY2015	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
ELEMENTARY SCHOOL								
Non-degree	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Bachelor's	225	53.6%	367	81.6%	300	61.6%	252	56.4%
Master's Equivalent	22	5.2%	9	2.0%	21	4.3%	4	0.9%
Master's	169	40.2%	74	16.4%	166	34.1%	191	42.7%
Doctorate	4	1.0%	0	0.0%	0	0.0%	0	0.0%
TOTAL	420	100.0%	450	100.0%	487	100.0%	447	100.0%
MIDDLE SCHOOL								
Non-degree	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Bachelor's	49	33.6%	99	60.0%	97	49.0%	105	46.3%
Master's Equivalent	10	6.8%	3	1.8%	7	3.5%	6	2.6%
Master's	86	58.9%	63	38.2%	93	47.0%	115	50.7%
Doctorate	1	0.7%	0	0.0%	1	0.5%	1	0.4%
TOTAL	146	100.0%	165	100.0%	198	100.0%	227	100.0%
HIGH SCHOOL								
Non-degree	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Bachelor's	35	21.5%	116	67.8%	65	41.1%	66	32.8%
Master's Equivalent	11	6.7%	7	4.1%	5	3.2%	5	2.5%
Master's	116	71.2%	48	28.1%	84	53.2%	129	64.2%
Doctorate	1	0.6%	0	0.0%	4	2.5%	1	0.5%
TOTAL	163	100.0%	171	100.0%	158	100.0%	201	100.0%
CENTRAL OFFICE AND SPECIAL SCHOOLS								
Non-degree	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Bachelor's	9	30.0%	18	62.1%	13	30.2%	6	18.8%
Master's Equivalent	1	3.3%	2	6.9%	0	0.0%	1	3.1%
Master's	20	66.7%	9	31.0%	29	67.4%	23	71.9%
Doctorate	0	0.0%	0	0.0%	1	2.3%	2	6.3%
TOTAL	30	100.0%	29	100.0%	43	100.0%	32	100.0%
ALL NEW TEACHERS								
Non-degree	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Bachelor's	318	41.9%	600	73.6%	475	53.6%	429	47.3%
Master's Equivalent	44	5.8%	21	2.6%	33	3.7%	16	1.8%
Master's	391	51.5%	194	23.8%	372	42.0%	458	50.5%
Doctorate	6	0.8%	0	0.0%	6	0.7%	4	0.4%
GRAND TOTAL	759	100.0%	815	100.0%	886	100.0%	907	100.0%

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

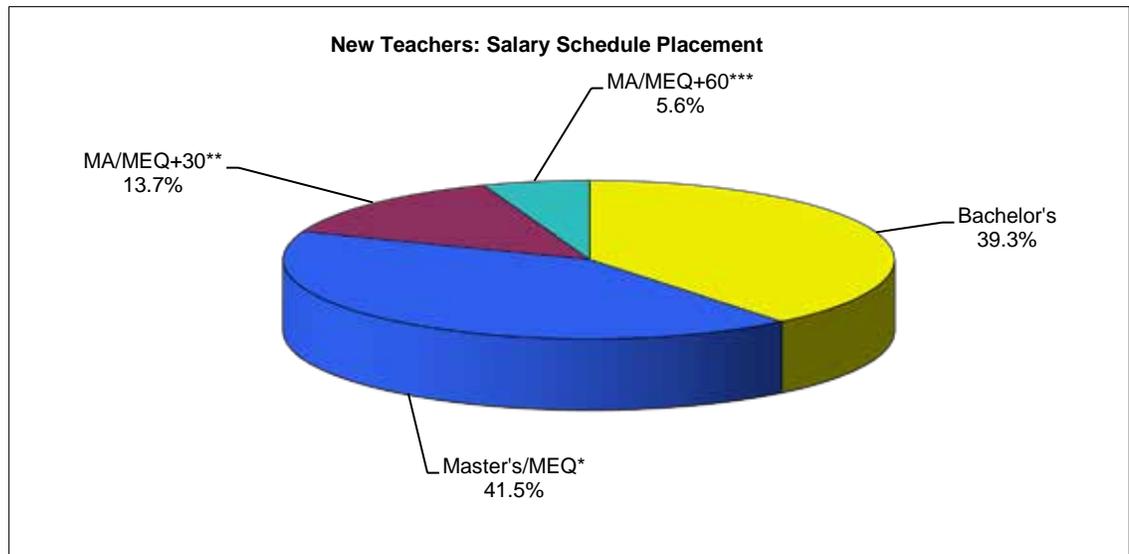
Step	FY2015									
	Bachelor's		Master's/MEQ*		MA/MEQ+30**		MA/MEQ+60***		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
1	314	88.2%	190	50.5%	39	31.5%	13	25.5%	556	61.3%
2	10	2.8%	17	4.5%	2	1.6%	4	7.8%	33	3.6%
3	8	2.2%	18	4.8%	7	5.6%	4	7.8%	37	4.1%
4	3	0.8%	21	5.6%	6	2.0%	0	0.0%	30	3.3%
5	6	1.7%	20	5.3%	7	5.6%	2	3.9%	35	3.9%
6	3	0.8%	18	4.8%	2	1.6%	4	7.8%	27	3.0%
7	7	2.0%	14	3.7%	10	8.1%	0	0.0%	31	3.4%
8	1	0.3%	19	5.1%	9	7.3%	2	3.9%	31	3.4%
9	3	0.8%	53	14.1%	2	1.6%	6	11.8%	64	7.1%
10	1	0.3%	5	1.3%	5	4.0%	3	5.9%	14	1.5%
11	0	0.0%	1	0.3%	32	25.8%	10	19.6%	43	4.7%
12	0	0.0%	0	0.0%	2	1.6%	2	3.9%	4	0.4%
13	0	0.0%	0	0.0%	1	0.8%	0	0.0%	1	0.1%
14	0	0.0%	0	0.0%	0	0.0%	1	2.0%	1	0.1%
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%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
18	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
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%
TOTAL	356	39.3%	376	41.5%	124	13.7%	51	5.6%	907	100.0%

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 FY2015

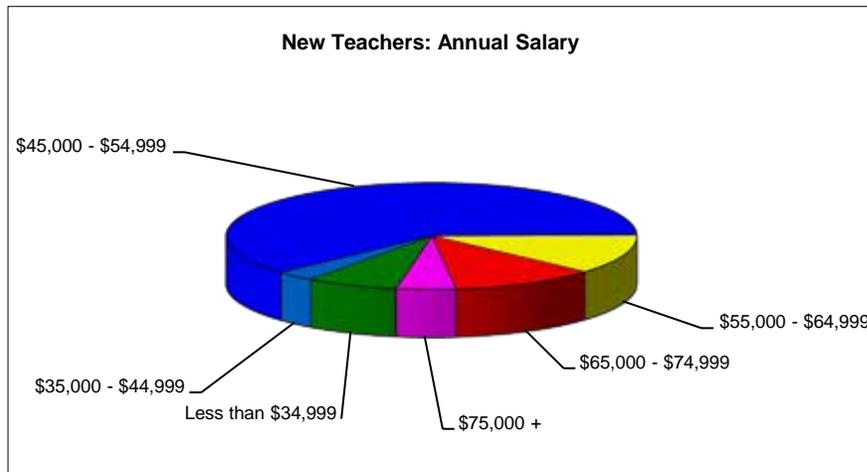
Annual Salary	Number	Percent
Less than \$29,999	41	4.5%
\$30,000 - \$34,999	24	2.6%
\$35,000 - \$39,999	16	1.8%
\$40,000 - \$44,999	12	1.3%
\$45,000 - \$49,999	298	32.9%
\$50,000 - \$54,999	262	28.9%
\$55,000 - \$59,999	66	7.3%
\$60,000 - \$64,999	42	4.6%
\$65,000 - \$69,999	83	9.2%
\$70,000 - \$74,999	21	2.3%
\$75,000 - \$79,999	38	4.2%
\$80,000 +	4	0.4%
TOTAL	907	100.0%

Data as of October 15.

New Teachers: Average Salaries*	
FY2015	\$54,428
FY2014	\$50,590
FY2013	\$52,760
FY2012	\$52,702

* 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.

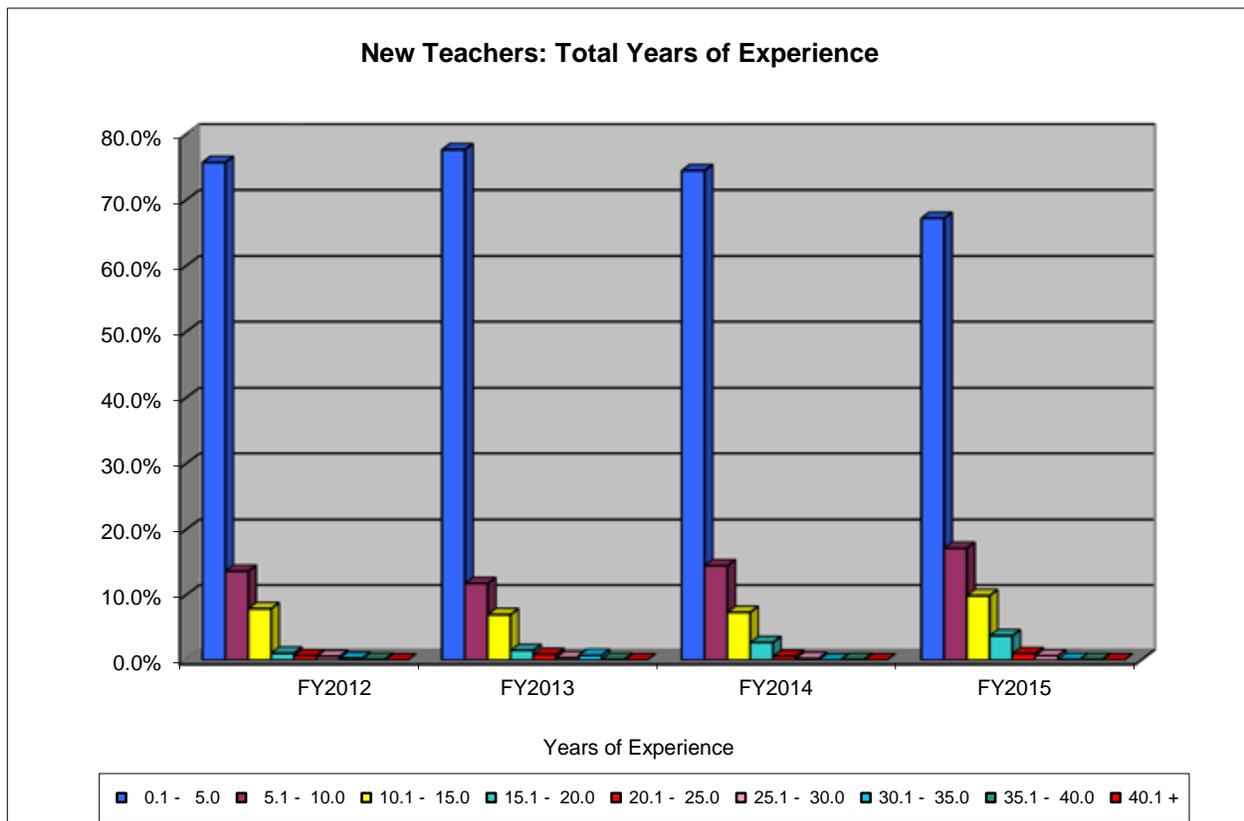


New Teachers: Total Years of Experience

Years of Experience	FY2012		FY2013		FY2014		FY2015	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	575	75.8%	633	77.7%	660	74.5%	610	67.3%
5.1 - 10.0	104	13.7%	96	11.8%	129	14.6%	156	17.2%
10.1 - 15.0	60	7.9%	57	7.0%	65	7.3%	90	9.9%
15.1 - 20.0	8	1.1%	12	1.5%	24	2.7%	34	3.7%
20.1 - 25.0	5	0.7%	7	0.9%	5	0.6%	9	1.0%
25.1 - 30.0	4	0.5%	3	0.4%	2	0.2%	6	0.7%
30.1 - 35.0	2	0.3%	6	0.7%	0	0.0%	1	0.1%
35.1 - 40.0	1	0.1%	1	0.1%	1	0.1%	1	0.1%
40.1 +	0	0.0%	0	0.0%	0	0.0%	0	0.0%
TOTAL	759	100.0%	815	100.0%	886	100.0%	907	100.0%

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
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%
FY2014	953	620	65.1%	189	19.8%	43	4.5%	32	3.4%	12	1.3%	57	6.0%

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

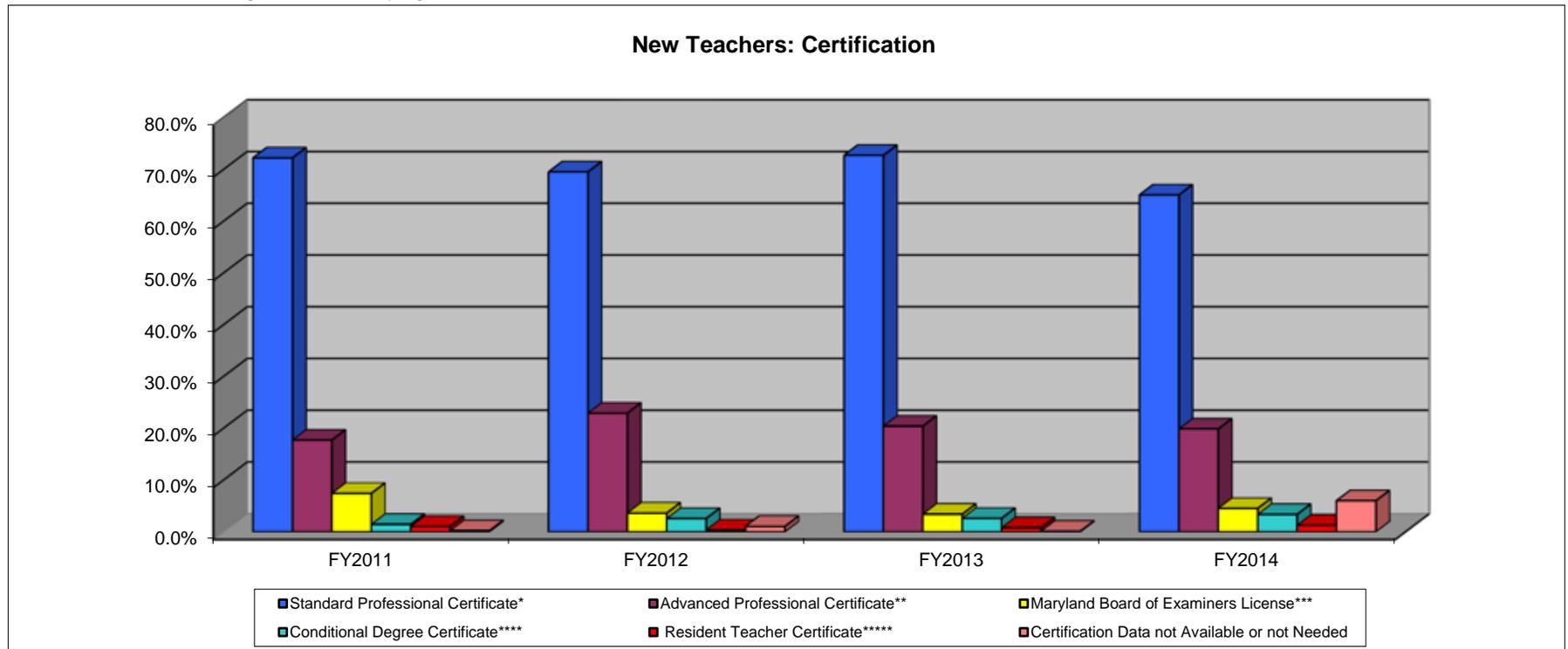
* The Standard Professional Certificate is a professional certificate in the state of Maryland.

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

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

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

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



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

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

RETENTION OF TEACHERS

(new hire data based on fiscal year)

Terminations only

	Number of Teachers Hired	FY2003		FY2004		FY2005		FY2006		FY2007		FY2008		FY2009		FY2010		FY2011		FY2012		FY2013		FY2014		Total # of Terminations	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
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%	11	1.0%	526	48.1%
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%	12	1.3%	424	44.9%
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%	20	1.8%	455	40.7%
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%	18	1.4%	531	40.9%
FY2007	1,256									121	9.6%	121	9.6%	56	4.5%	38	3.0%	39	3.1%	51	4.1%	35	2.8%	30	2.4%	491	39.1%
FY2008	1,236											102	8.3%	63	5.1%	43	3.5%	47	3.8%	38	3.1%	20	1.6%	20	1.6%	333	26.9%
FY2009	777													59	7.6%	43	5.5%	37	4.8%	27	3.5%	28	3.6%	27	3.5%	221	28.4%
FY2010	639															31	4.9%	42	6.6%	35	5.5%	24	3.8%	22	3.4%	154	24.1%
FY2011	492																	30	6.1%	23	4.7%	23	4.7%	11	2.2%	87	17.7%
FY2012	881																			61	6.9%	44	5.0%	39	4.4%	144	16.3%
FY2013	720																					76	10.6%	57	7.9%	133	18.5%
FY2014	978																							79	8.1%	79	8.1%
Totals	11,432																									3,366	29.4%

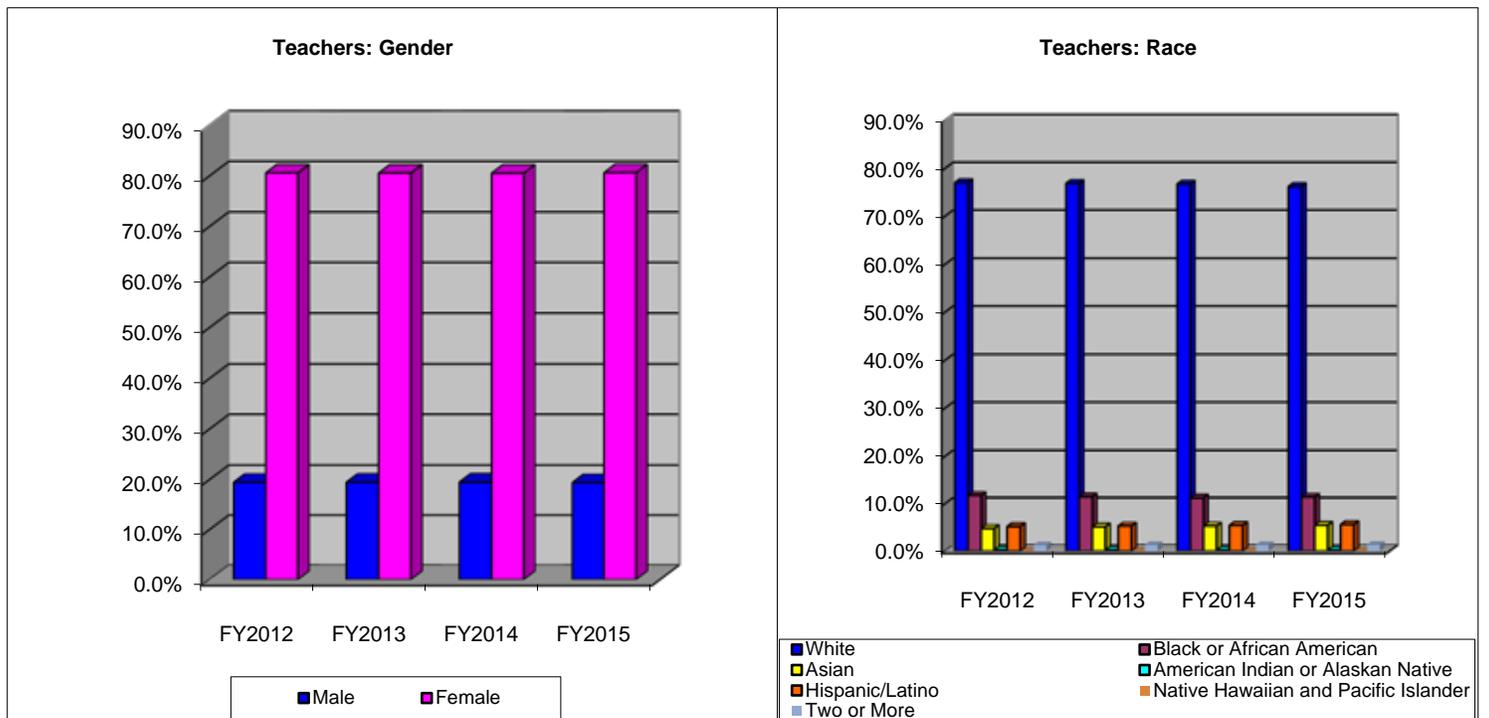
1. This chart shows the cohort of teachers hired in a fiscal year and (reading across the line) the number from that cohort that terminated employment in subsequent fiscal years.
 2. This chart does not include retirements.

Teachers: Demographic Profile

	FY2012		FY2013		FY2014		FY2015	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Male	2,252	19.4%	2,302	19.5%	2,359	19.5%	2,393	19.4%
Female	9,336	80.6%	9,528	80.5%	9,751	80.5%	9,961	80.6%
TOTAL	11,588	100.0%	11,830	100.0%	12,110	100.0%	12,354	100.0%
RACE								
White	8,921	77.0%	9,089	76.8%	9,289	76.7%	9,411	76.2%
Black or African American	1,353	11.7%	1,345	11.4%	1,356	11.2%	1,397	11.3%
Asian	551	4.8%	601	5.1%	635	5.2%	670	5.4%
American Indian or Alaskan Native	25	0.2%	26	0.2%	24	0.2%	24	0.2%
Hispanic/Latino	599	5.2%	622	5.3%	653	5.4%	689	5.6%
Native Hawaiian and Pacific Islander	1	0.0%	1	0.0%	1	0.0%	1	0.0%
Two or More	138	1.2%	146	1.2%	152	1.3%	162	1.3%
TOTAL	11,588	100.0%	11,830	100.0%	12,110	98.0%	12,354	100.0%
Average Age	42.5		42.5		42.3		42.1	
AGE								
Under 20 years	0	0.0%	0	0.0%	0	0.0%	0	0.00%
20 - 29 years	2,081	18.0%	2,111	17.8%	2,181	18.0%	2,223	18.0%
30 - 39 years	3,318	28.6%	3,391	28.7%	3,494	28.9%	3,568	28.9%
40 - 49 years	2,722	23.5%	2,864	24.2%	2,992	24.7%	3,171	25.7%
50 - 59 years	2,448	21.1%	2,375	20.1%	2,353	19.4%	2,314	18.7%
60+ years	1,019	8.8%	1,089	9.2%	1,090	9.0%	1,078	8.7%
TOTAL	11,588	100.0%	11,830	100.0%	12,110	100.0%	12,354	100.0%

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

2. Data was captured on October 15.



Teachers: Gender by School Type

	FY2012		FY2013		FY2014		FY2015	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<u>ELEMENTARY SCHOOL</u>								
Male	465	8.4%	484	8.5%	501	8.5%	490	8.2%
Female	5,089	91.6%	5,235	91.5%	5,365	91.5%	5,476	91.8%
TOTAL	5,554	100.0%	5,719	100.0%	5,866	100.0%	5,966	100.0%
<u>MIDDLE SCHOOL</u>								
Male	591	25.4%	601	25.6%	637	25.9%	664	26.4%
Female	1,740	74.6%	1,751	74.4%	1,824	74.1%	1,848	73.6%
TOTAL	2,331	100.0%	2,352	100.0%	2,461	100.0%	2,512	100.0%
<u>HIGH SCHOOL</u>								
Male	1,130	36.7%	1,150	36.8%	1,154	37.2%	1,169	36.8%
Female	1,949	63.3%	1,971	63.2%	1,949	62.8%	2,005	63.2%
TOTAL	3,079	100.0%	3,121	100.0%	3,103	100.0%	3,174	100.0%
<u>CENTRAL OFFICE & SPECIAL SCHOOLS</u>								
Male	66	10.6%	67	10.5%	67	9.9%	69	9.9%
Female	558	89.4%	571	89.5%	613	90.1%	631	90.1%
TOTAL	624	100.0%	638	100.0%	680	100.0%	700	100.0%
<u>ALL TEACHERS</u>								
Male	2,252	19.4%	2,302	19.5%	2,359	19.5%	2,392	19.4%
Female	9,336	80.6%	9,528	80.5%	9,751	80.5%	9,960	80.6%
GRAND TOTAL	11,588	100.0%	11,830	100.0%	12,110	100.0%	12,352	100.0%

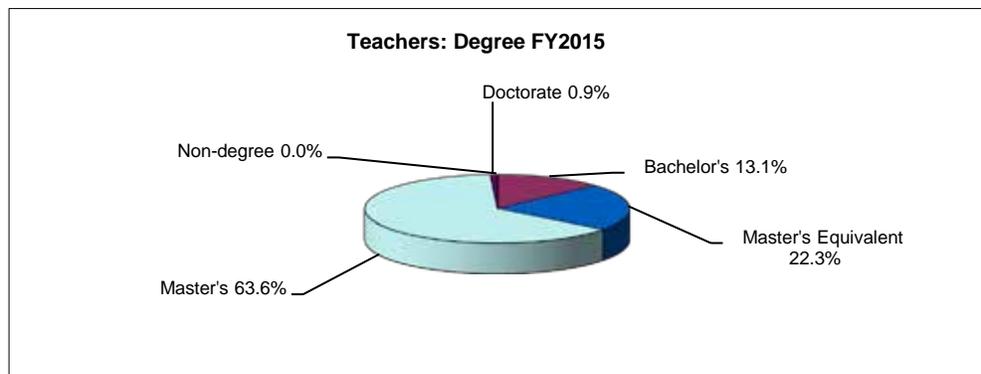
1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included.

2. Data was captured on October 15.

Teachers: Degree by School Type

	FY2012		FY2013		FY2014		FY2015	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
ELEMENTARY SCHOOL								
Non-degree	1	0.0%	0	0.0%	0	0.0%	0	0.0%
Bachelor's	881	15.9%	1,078	18.8%	1,060	18.1%	1,048	17.6%
Master's Equivalent	1,503	27.1%	1,458	25.5%	1,395	23.8%	1,351	22.6%
Master's	3,152	56.8%	3,168	55.4%	3,393	57.8%	3,549	59.5%
Doctorate	17	0.3%	15	0.3%	18	0.3%	20	0.3%
TOTAL	5,554	100.0%	5,719	100.0%	5,866	100.0%	5,968	100.0%
MIDDLE SCHOOL								
Non-degree	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Bachelor's	221	9.5%	272	11.6%	254	10.3%	288	11.5%
Master's Equivalent	627	26.9%	586	24.9%	586	23.8%	562	22.4%
Master's	1,464	62.8%	1,476	62.8%	1,606	65.3%	1,647	65.5%
Doctorate	19	0.8%	18	0.8%	15	0.6%	16	0.6%
TOTAL	2,331	100.0%	2,352	100.0%	2,461	100.0%	2,513	100.0%
HIGH SCHOOL								
Non-degree	4	0.1%	4	0.1%	6	0.2%	6	0.2%
Bachelor's	224	7.3%	298	9.5%	232	7.5%	244	7.7%
Master's Equivalent	851	27.6%	829	26.6%	785	25.3%	755	23.8%
Master's	1,952	63.4%	1,943	62.3%	2,027	65.3%	2,114	66.6%
Doctorate	48	1.6%	47	1.5%	53	1.7%	55	1.7%
TOTAL	3,079	100.0%	3,121	100.0%	3,103	100.0%	3,174	100.0%
CENTRAL OFFICE AND SPECIAL SCHOOLS								
Non-degree	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Bachelor's	37	5.9%	53	8.3%	49	7.2%	40	5.7%
Master's Equivalent	98	15.7%	95	14.9%	95	14.0%	87	12.4%
Master's	480	76.9%	476	74.6%	523	76.9%	553	79.1%
Doctorate	9	1.4%	14	2.2%	13	1.9%	19	2.7%
TOTAL	624	100.0%	638	100.0%	680	100.0%	699	100.0%
ALL TEACHERS								
Non-degree	5	0.0%	4	0.0%	6	0.0%	6	0.0%
Bachelor's	1,363	11.8%	1,701	14.4%	1,595	13.2%	1,620	13.1%
Master's Equivalent	3,079	26.6%	2,968	25.1%	2,861	23.6%	2,755	22.3%
Master's	7,048	60.8%	7,063	59.7%	7,549	62.3%	7,863	63.6%
Doctorate	93	0.8%	94	0.8%	99	0.8%	110	0.9%
GRAND TOTAL	11,588	100.0%	11,830	100.0%	12,110	100.0%	12,354	100.0%

1. Data was captured on October 15.

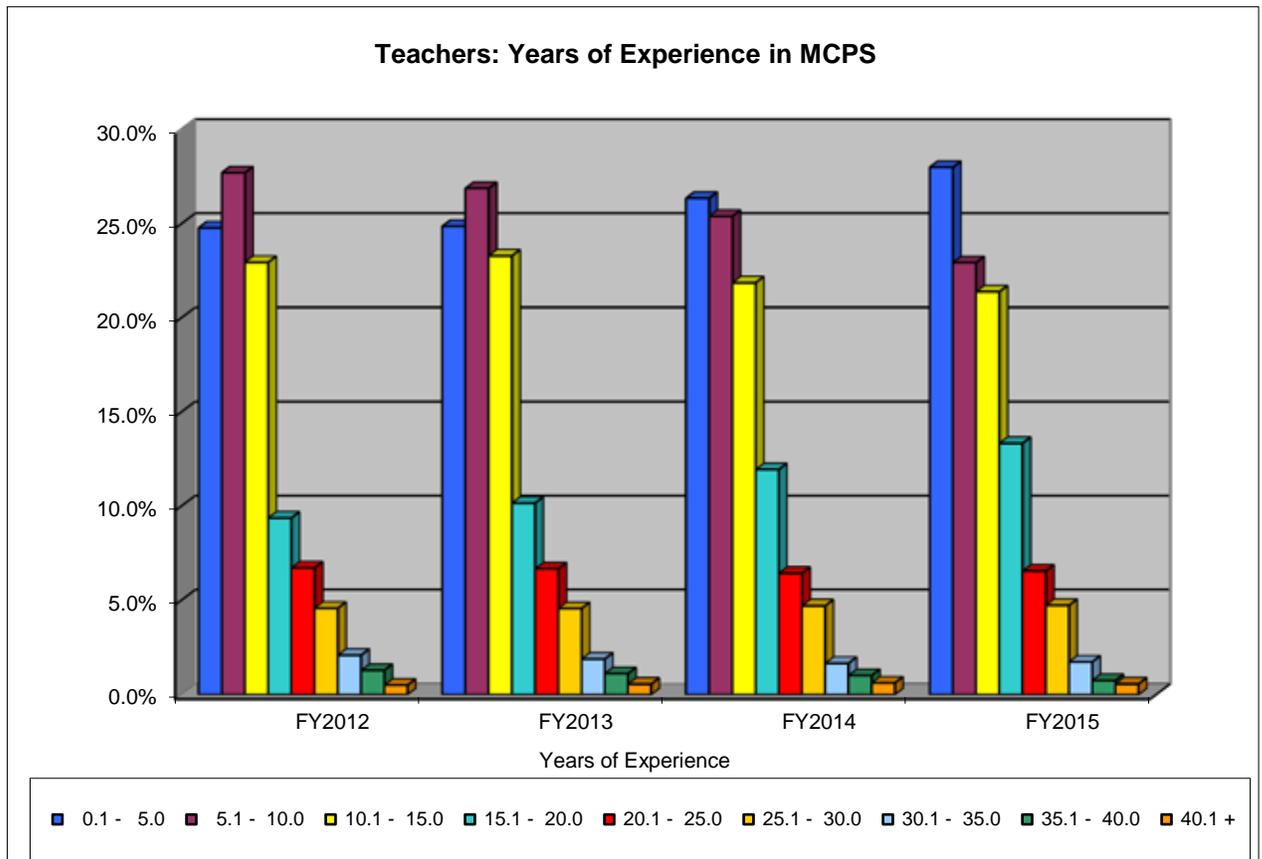


Teachers: Years of Experience in MCPS

Years of Experience	FY2012		FY2013		FY2014		FY2015	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	2,872	24.8%	2,942	24.9%	3,192	26.4%	3,459	28.0%
5.1 - 10.0	3,211	27.7%	3,180	26.9%	3,076	25.4%	2,834	22.9%
10.1 - 15.0	2,660	23.0%	2,756	23.3%	2,648	21.9%	2,642	21.4%
15.1 - 20.0	1,086	9.4%	1,202	10.2%	1,446	11.9%	1,648	13.3%
20.1 - 25.0	779	6.7%	789	6.7%	779	6.4%	810	6.6%
25.1 - 30.0	531	4.6%	540	4.6%	570	4.7%	584	4.7%
30.1 - 35.0	242	2.1%	223	1.9%	201	1.7%	214	1.7%
35.1 - 40.0	149	1.3%	132	1.1%	123	1.0%	93	0.8%
40.1 +	58	0.5%	66	0.6%	75	0.6%	70	0.6%
TOTAL	11,588	100.0%	11,830	100.0%	12,110	100.0%	12,354	100.0%

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 Captured as of October 15.

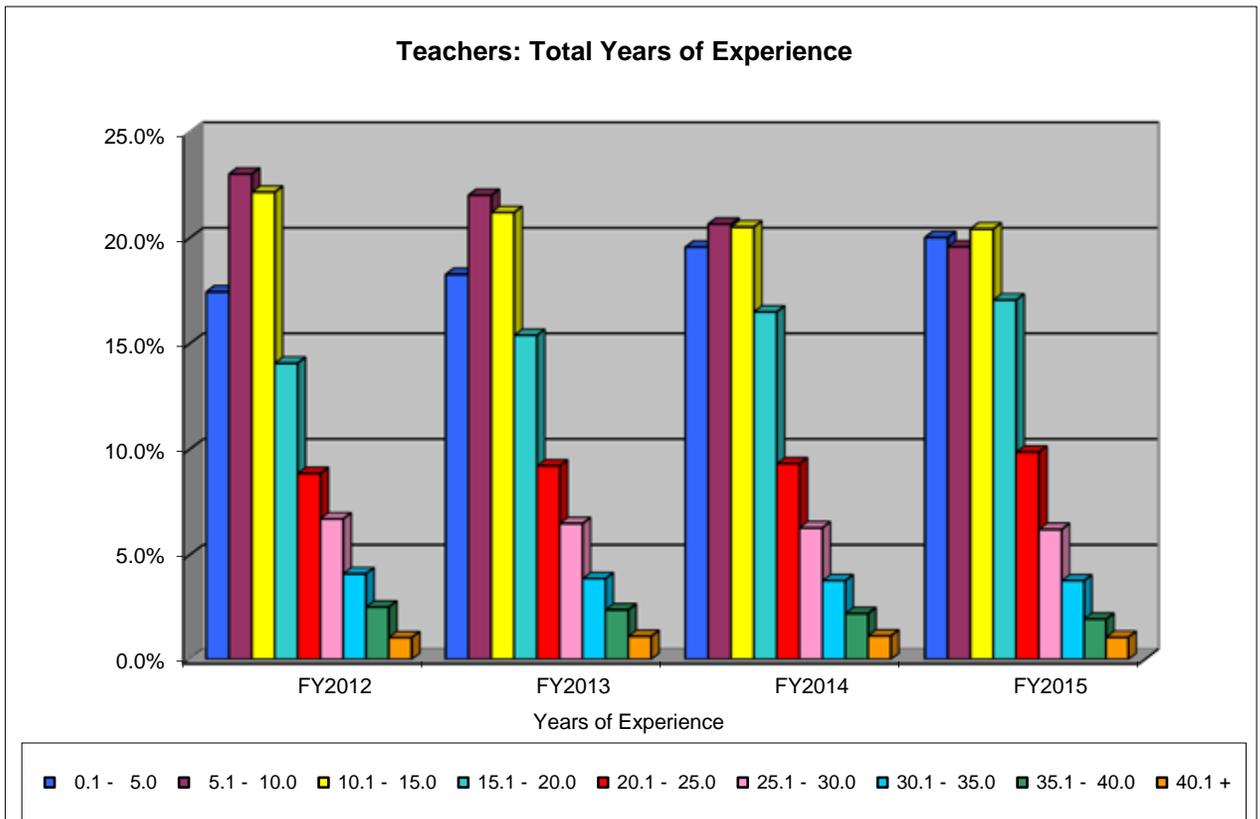


Teachers: Total Years of Experience

Years of Experience	FY2012		FY2013		FY2014		FY2015	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	2,023	17.5%	2,163	18.3%	2,371	19.6%	2,475	20.0%
5.1 - 10.0	2,670	23.0%	2,607	22.0%	2,503	20.7%	2,421	19.6%
10.1 - 15.0	2,570	22.2%	2,510	21.2%	2,486	20.5%	2,525	20.4%
15.1 - 20.0	1,632	14.1%	1,822	15.4%	2,000	16.5%	2,110	17.1%
20.1 - 25.0	1,027	8.9%	1,091	9.2%	1,129	9.3%	1,220	9.9%
25.1 - 30.0	778	6.7%	768	6.5%	762	6.3%	768	6.2%
30.1 - 35.0	476	4.1%	458	3.9%	457	3.8%	466	3.8%
35.1 - 40.0	291	2.5%	281	2.4%	266	2.2%	238	1.9%
40.1 +	121	1.0%	130	1.1%	136	1.1%	131	1.1%
TOTAL	11,588	100.0%	11,830	100.0%	12,110	100.0%	12,354	100.0%

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 2015									
	Bachelor's		Master's/MEQ*		MA/MEQ+30**		MA/MEQ+60***		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
1	590	39.6%	365	7.6%	74	1.9%	29	1.3%	1,058	8.6%
2	234	15.7%	221	4.6%	67	1.7%	20	0.9%	542	4.4%
3	281	18.9%	392	8.2%	143	3.7%	42	1.9%	858	6.9%
4	84	5.6%	225	4.7%	93	2.4%	15	0.7%	417	3.4%
5	54	3.6%	226	4.7%	100	2.6%	38	1.7%	418	3.4%
6	44	3.0%	242	5.1%	136	3.5%	55	2.5%	477	3.9%
7	65	4.4%	260	5.4%	166	4.2%	55	2.5%	546	4.4%
8	35	2.4%	280	5.9%	175	4.5%	62	2.8%	552	4.5%
9	35	2.4%	333	7.0%	181	4.6%	70	3.2%	619	5.0%
10	16	1.1%	240	5.0%	174	4.4%	87	4.0%	517	4.2%
11			258	5.4%	238	6.1%	100	4.6%	596	4.8%
12			202	4.2%	205	5.2%	117	5.4%	524	4.2%
13			220	4.6%	225	5.8%	110	5.0%	555	4.5%
14			168	3.5%	192	4.9%	105	4.8%	465	3.8%
15			162	3.4%	223	5.7%	104	4.8%	489	4.0%
16			132	2.8%	201	5.1%	120	5.5%	453	3.7%
17			117	2.5%	178	4.6%	114	5.2%	409	3.3%
18			95	2.0%	114	2.9%	104	4.8%	313	2.5%
19-24			92	1.9%	129	3.3%	99	4.5%	320	2.6%
25			0	0.0%	0	0.0%	0	0.0%	0	0.0%
50-52	23	1.5%	117	2.5%	216	5.5%	163	7.5%	519	4.2%
55			127	2.7%	207	5.3%	188	8.6%	522	4.2%
60-65	28	1.9%	300	6.3%	474	12.1%	383	17.6%	1,185	9.6%
TOTAL	1,489	12.1%	4,774	38.6%	3,911	31.7%	2,180	17.6%	12,354	100.0%

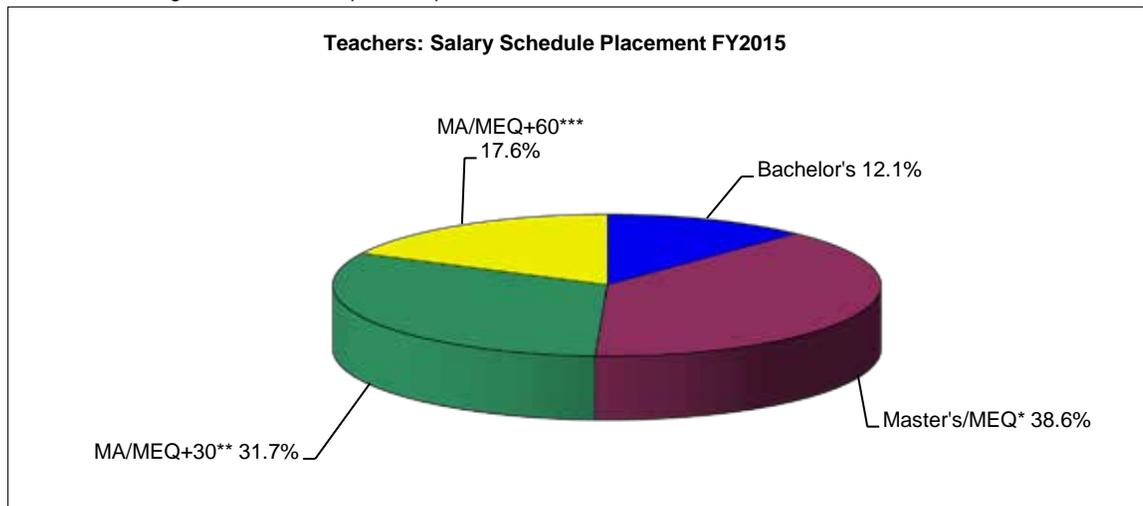
1. Data reflects the number of permanent employees by head count as of October 15.

2. Step 50 and above indicate that employees received a 2% increase on 7/1/2012 2/8/2014.

* 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 FY2015

Annual Salary	Number	Percent
Less than \$29,999	100	0.8%
\$30,000 - \$34,999	90	0.7%
\$35,000 - \$39,999	106	0.9%
\$40,000 - \$44,999	101	0.8%
\$45,000 - \$49,999	1,189	9.6%
\$50,000 - \$54,999	1,277	10.3%
\$55,000 - \$59,999	997	8.1%
\$60,000 - \$64,999	858	6.9%
\$65,000 - \$69,999	1,026	8.3%
\$70,000 - \$74,999	836	6.8%
\$75,000 - \$79,999	877	7.1%
\$80,000 - \$84,999	783	6.3%
\$85,000 - \$89,999	737	6.0%
\$90,000 - \$94,999	740	6.0%
\$95,000 +	2,637	21.3%
TOTAL	12,354	100.0%

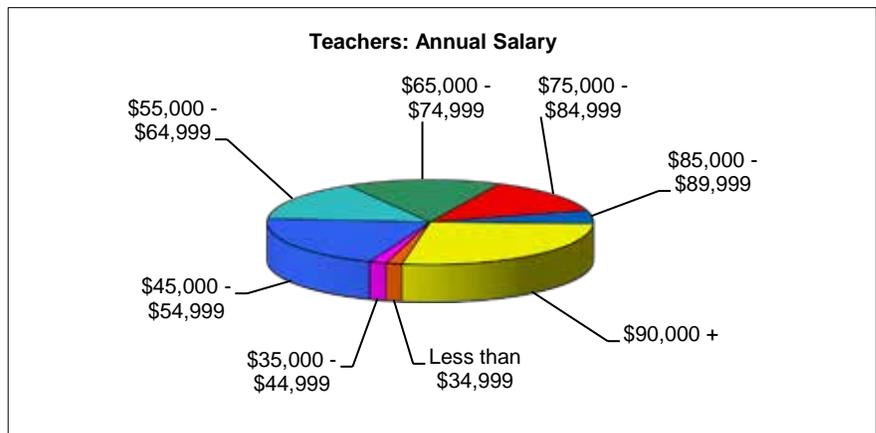
Data as of October 15.

Teachers: Average Salaries*	
FY 2015	\$76,014
FY 2014	\$75,445
FY 2013	\$75,446
FY 2012	\$74,832

* Average salary calculation: Salaries/filled FTE.

1. Salaries presented reflect actual salaries not adjusted for full time equivalency (FTE).

2. 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
FY2014	12,057	3,222	26.9%	8,290	68.8%	414	3.3%	53	0.3%	13	0.1%	65	0.6%
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%

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

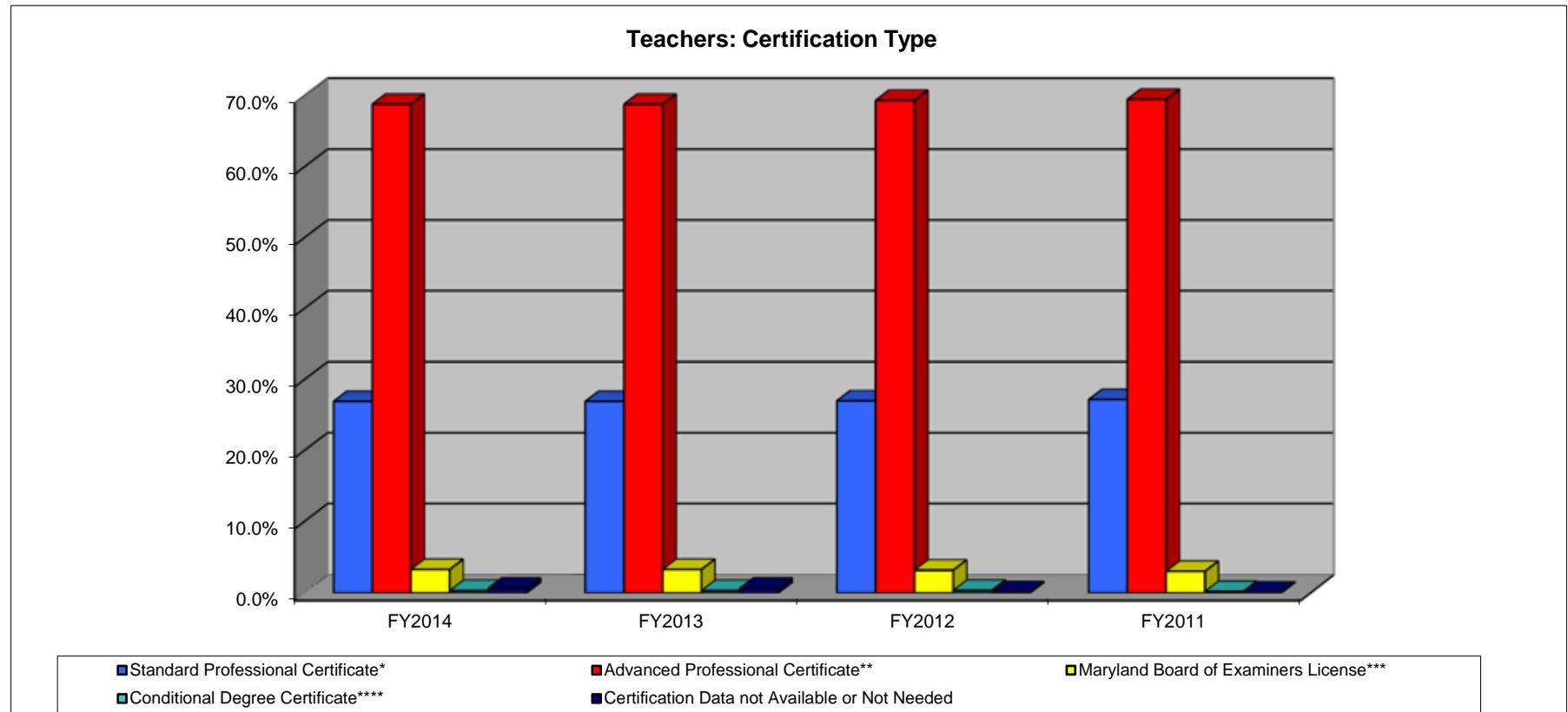
* The Standard Professional Certificate is a professional certificate in the state of Maryland.

** 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.

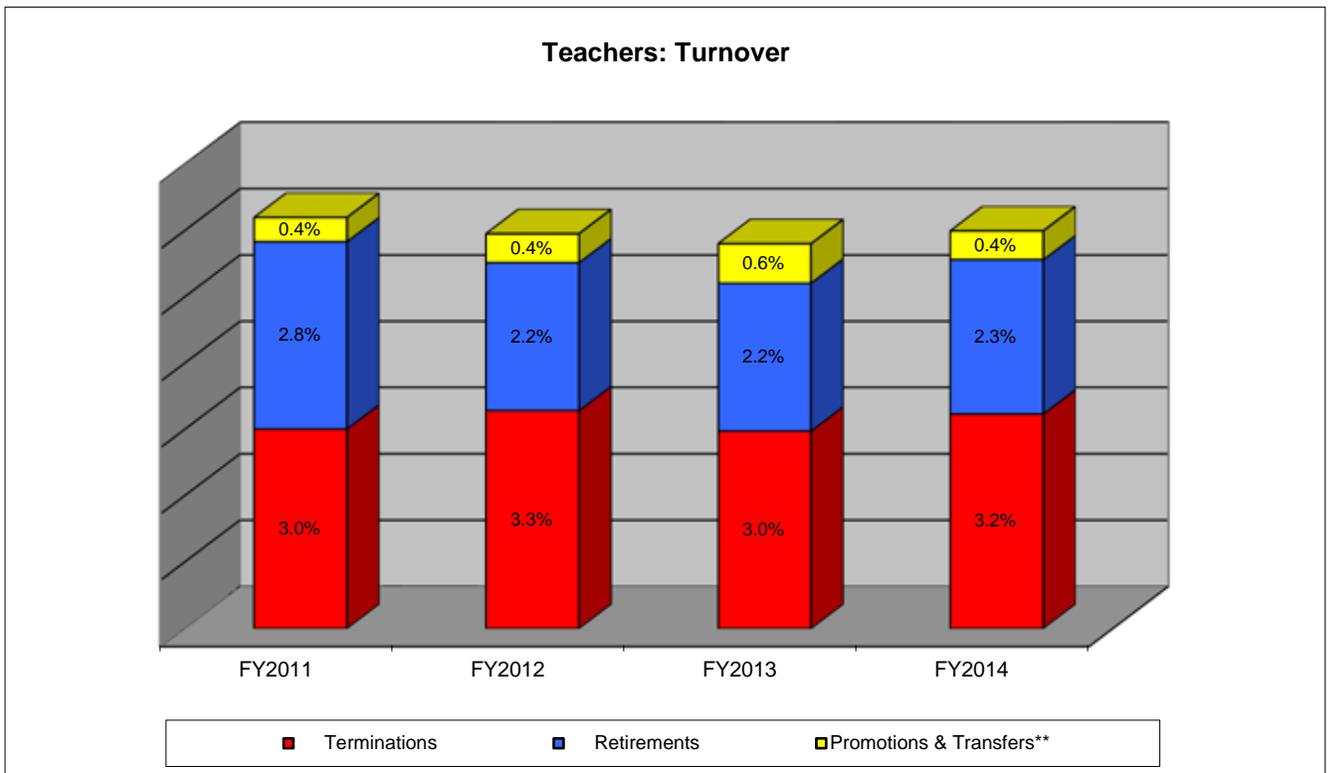


Teachers: Turnover

Fiscal Year	Number of Teachers*	Terminations		Retirements		Promotions & Transfers**		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2014	12,408	401	3.2%	289	2.3%	54	0.4%	744	6.0%
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%

* 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
2015	1,064	8.6%
2016	251	2.0%
2017	234	1.9%
2018	241	1.9%
2019	268	2.2%
2020	253	2.0%
2021	246	2.0%
2022	252	2.0%
2023	289	2.3%
2024	307	2.5%
Eligible within 10 years	3,405	27.5%
Total Teachers	12,367	100.0%

1. Data reflects retirement eligibility as of July 1, 2014.

2. Retirement System members are eligible for retirement at any age with 30 years of credited service OR age 60 with at least 5 years of credited service.

3. Pension System members are eligible for retirement with 30 years of eligibility service OR age 62 with at least 5 years of eligibility service.

4. Reformed Pension System members are eligible for retirement at age 65 with at least 10 years of eligibility service OR age + years of eligibility service = 90.



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

Demographic Profile by School Type

Demographic Profile

Counselors: Demographic Profile

	FY2012		FY2013		FY2014		FY2015	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
ELEMENTARY SCHOOL								
Gender								
Male	9	6.9%	9	6.8%	10	7.6%	8	5.7%
Female	122	93.1%	124	93.2%	122	92.4%	133	94.3%
TOTAL	131	100.0%	133	100.0%	132	100.0%	141	100.0%
Race								
White	102	79.1%	104	78.2%	103	78.0%	110	78.0%
Black or African American	17	13.2%	17	12.8%	17	12.9%	19	13.5%
Asian	2	1.6%	2	1.5%	2	1.5%	2	1.4%
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Hispanic/ Latino	8	6.2%	8	6.0%	8	6.1%	9	6.4%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Two or More	2		2	1.5%	2	1.5%	1	0.7%
TOTAL	129	100.0%	133	100.0%	132	100.0%	141	100.0%
MIDDLE SCHOOL								
Gender								
Male	25	17.9%	26	18.6%	27	18.8%	31	21.5%
Female	115	82.1%	114	81.4%	117	81.3%	113	78.5%
TOTAL	140	100.0%	140	100.0%	144	100.0%	144	100.0%
Race								
White	88	63.3%	86	61.4%	90	62.5%	91	63.2%
Black or African American	39	28.1%	40	28.6%	36	25.0%	37	25.7%
Asian	2	1.4%	3	2.1%	5	3.5%	6	4.2%
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Hispanic/ Latino	10	7.2%	10	7.1%	12	8.3%	8	5.6%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Two or More	1		1	0.7%	1	0.7%	2	1.4%
TOTAL	139	100.0%	140	100.0%	144	100.0%	144	100.0%
HIGH SCHOOL								
Gender								
Male	52	27.1%	51	26.7%	48	25.3%	47	24.4%
Female	140	72.9%	140	73.3%	142	74.7%	146	75.6%
TOTAL	192	100.0%	191	100.0%	190	100.0%	193	100.0%
Race								
White	117	61.6%	113	59.2%	110	57.9%	110	57.0%
Black or African American	42	22.1%	43	22.5%	45	23.7%	45	23.3%
Asian	9	4.7%	11	5.8%	13	6.8%	11	5.7%
American Indian or Alaskan Native	1	0.5%	1	0.5%	1	0.5%	1	0.5%
Hispanic/ Latino	21	11.1%	21	11.0%	20	10.5%	24	12.4%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Two or More	2		2		1	0.5%	2	1.0%
TOTAL	190	100.0%	191	99.0%	190	100.0%	193	100.0%
CENTRAL OFFICE AND SPECIAL SCHOOLS								
Gender								
Male	1	14.3%	1	14.3%	1	12.5%	1	12.5%
Female	6	85.7%	6	85.7%	7	87.5%	7	87.5%
TOTAL	7	100.0%	7	100.0%	8	100.0%	8	100.0%
Race								
White	3	42.9%	3	42.9%	4	50.0%	3	37.5%
Black or African American	1	14.3%	1	14.3%	1	12.5%	2	25.0%
Asian	2	28.6%	2	28.6%	2	25.0%	2	25.0%
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Hispanic/ Latino	1	14.3%	1	14.3%	1	12.5%	1	12.5%
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%	0	0.0%
TOTAL	7	100.0%	7	100.0%	8	100.0%	8	100.0%
GRAND TOTAL	465		471		474		486	

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

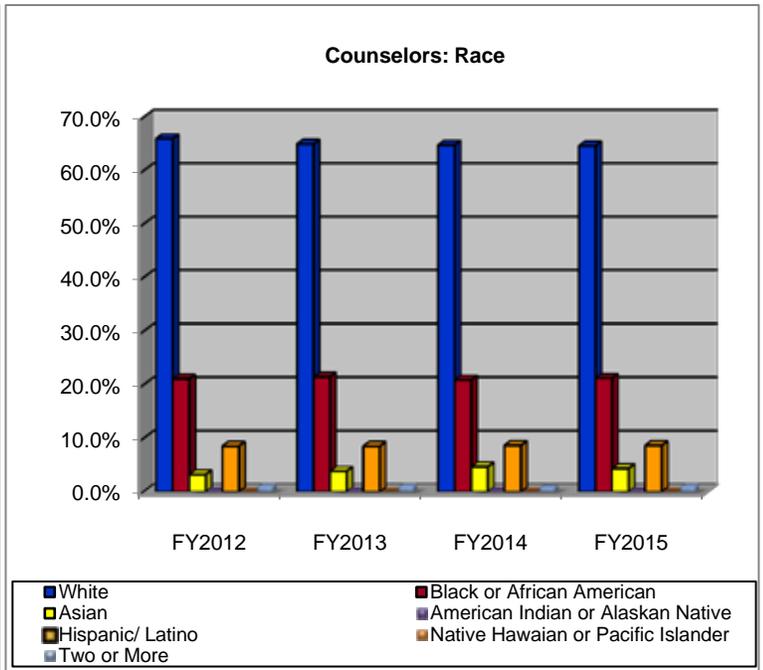
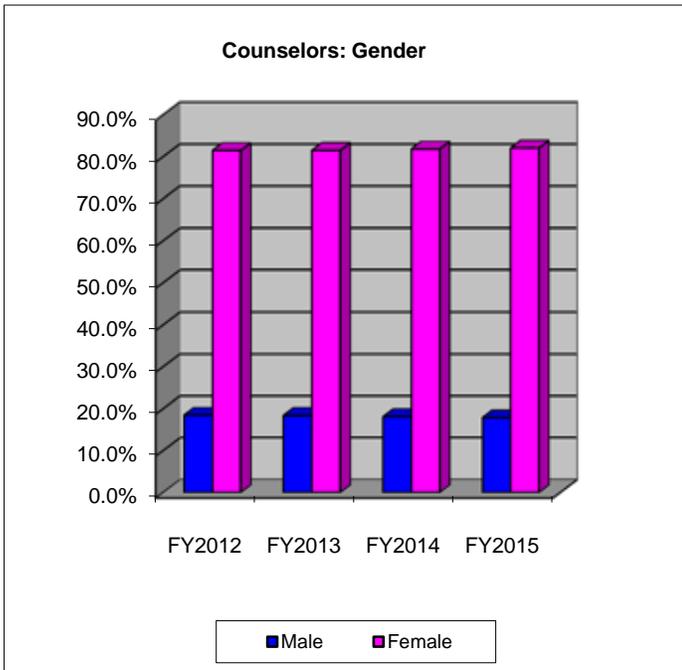
2. Data was captured on October 15.

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

Counselors: Demographic Profile

	FY2012		FY2013		FY2014		FY2015	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Male	87	18.5%	87	18.5%	86	18.1%	87	17.9%
Female	383	81.5%	384	81.5%	388	81.9%	399	82.1%
TOTAL	470	100.0%	471	100.0%	474	100.0%	486	100.0%
RACE								
White	310	66.0%	306	65.0%	307	64.8%	314	64.6%
Black or African American	99	21.1%	101	21.4%	99	20.9%	103	21.2%
Asian	15	3.2%	18	3.8%	22	4.6%	21	4.3%
American Indian or Alaskan Native	1	0.2%	1	0.2%	1	0.2%	1	0.2%
Hispanic/ Latino	40	8.5%	40	8.5%	41	8.6%	42	8.6%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Two or More	5	1.1%	5	1.1%	4	0.8%	5	1.0%
TOTAL	470	98.9%	471	100.0%	474	100.0%	486	100.0%

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.



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

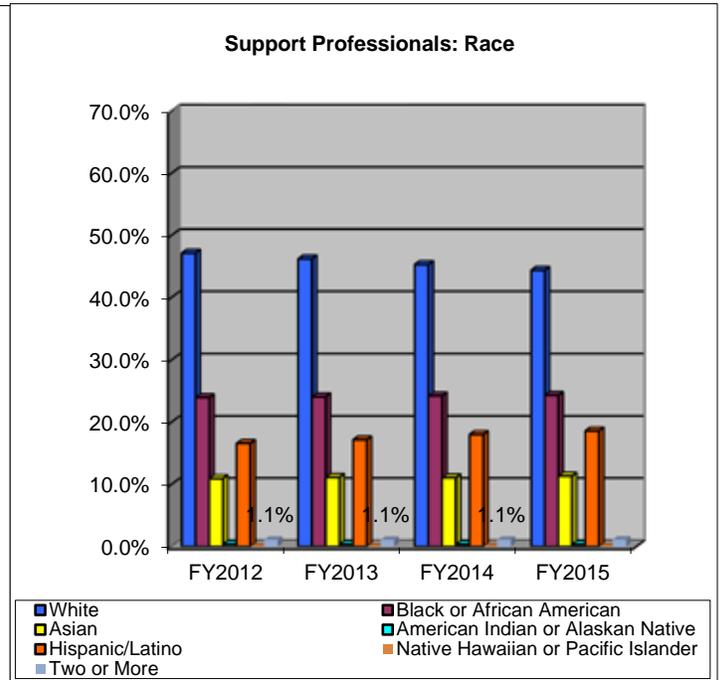
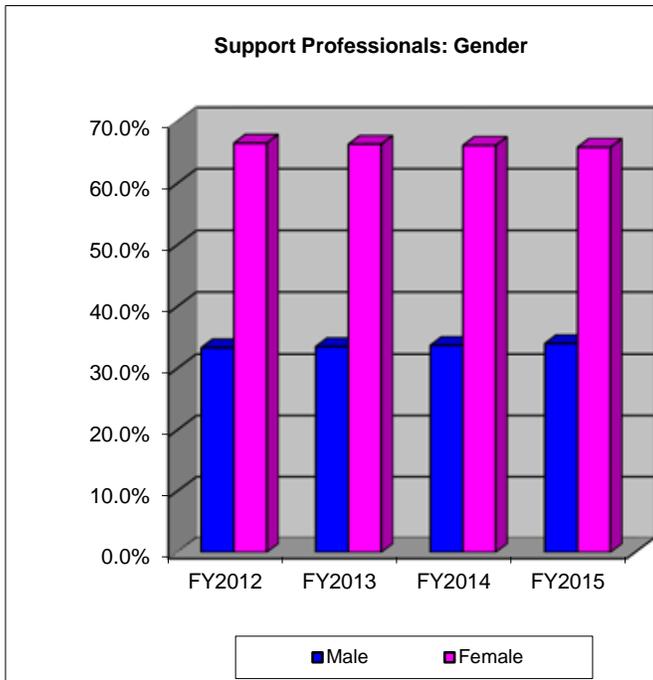
SEIU Retirement Eligibility

Support Professionals: Demographic Profile

	FY2012		FY2013		FY2014		FY2015	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Male	3,067	33.4%	3,105	33.6%	3,157	33.8%	3,214	34.1%
Female	6,114	66.6%	6,139	66.4%	6,187	66.2%	6,216	65.9%
TOTAL	9,181	100.0%	9,244	100.0%	9,344	100.0%	9,430	100.0%
RACE								
White	4,327	47.1%	4,271	46.2%	4,232	45.3%	4,183	44.4%
Black or African American	2,194	23.9%	2,224	24.1%	2,261	24.2%	2,290	24.3%
Asian	1,002	10.9%	1,027	11.1%	1,030	11.0%	1,065	11.3%
American Indian or Alaskan Native	35	0.4%	33	0.4%	32	0.3%	30	0.3%
Hispanic/Latino	1,518	16.5%	1,583	17.1%	1,681	18.0%	1,752	18.6%
Native Hawaiian or Pacific Islander	7	0.1%	7	0.1%	8	0.1%	7	0.1%
Two or More	98	1.1%	99	1.1%	100	1.1%	103	1.1%
TOTAL	9,181	100.0%	9,244	100.0%	9,344	100.0%	9,430	100.0%
AGE								
Under 20 years	4	0.0%	3	0.0%	3	0.0%	3	0.0%
20 - 29 years	505	5.5%	542	5.9%	579	6.2%	611	6.5%
30 - 39 years	973	10.6%	992	10.7%	1,015	10.9%	1,041	11.0%
40 - 49 years	2,444	26.6%	2,339	25.3%	2,264	24.2%	2,178	23.1%
50 - 59 years	3,529	38.4%	3,514	38.0%	3,499	37.4%	3,525	37.4%
60+ years	1,726	18.8%	1,854	20.1%	1,984	21.2%	2,072	22.0%
TOTAL	9,181	100.0%	9,244	100.0%	9,344	100.0%	9,430	100.0%

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

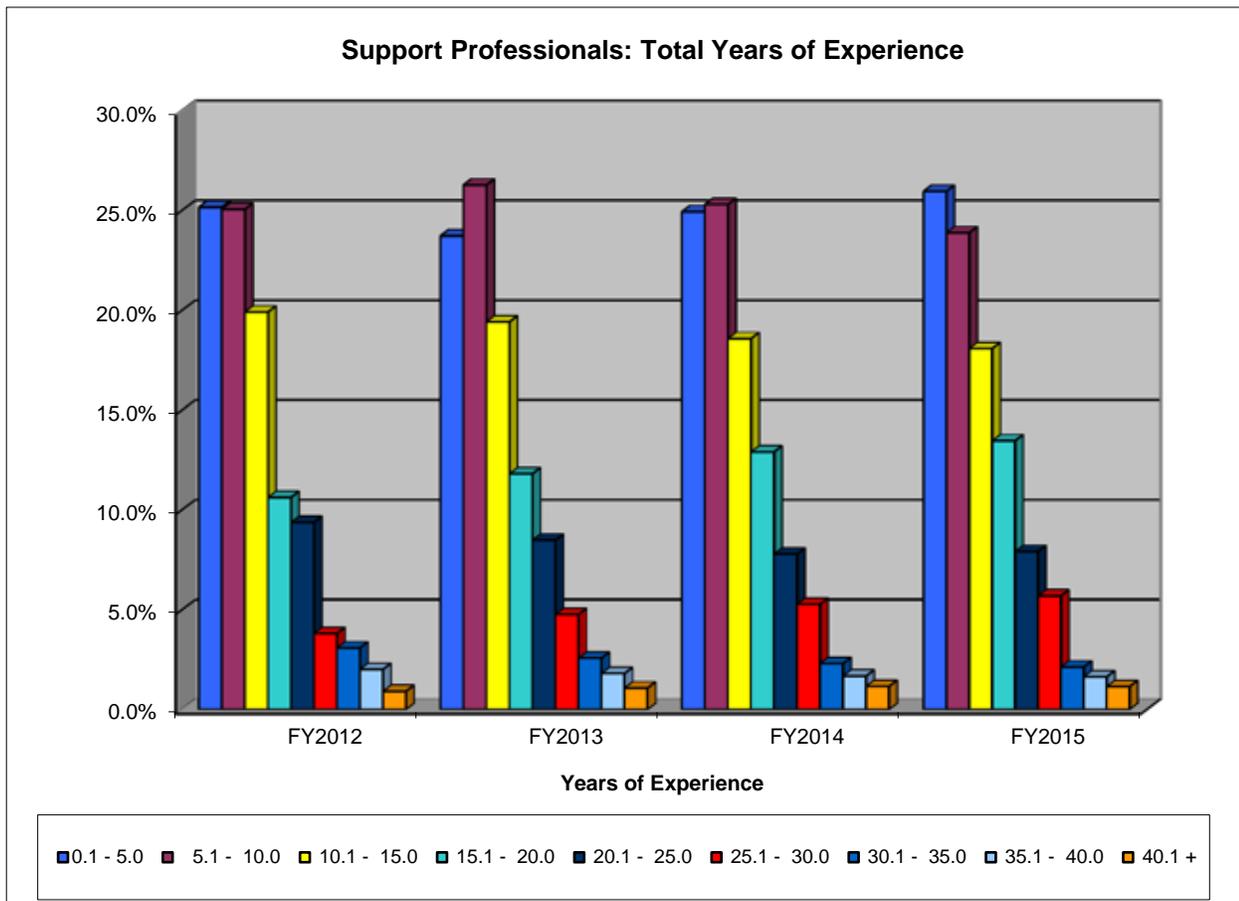
2. Data was captured on October 15.



Support Professionals: Total Years of Experience

Years of Experience	FY2012		FY2013		FY2014		FY2015	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	2,311	25.2%	2,194	23.7%	2,331	24.9%	2,449	26.0%
5.1 - 10.0	2,301	25.1%	2,430	26.3%	2,365	25.3%	2,253	23.9%
10.1 - 15.0	1,829	19.9%	1,796	19.4%	1,737	18.6%	1,706	18.1%
15.1 - 20.0	976	10.6%	1,093	11.8%	1,207	12.9%	1,271	13.5%
20.1 - 25.0	861	9.4%	785	8.5%	728	7.8%	747	7.9%
25.1 - 30.0	350	3.8%	441	4.8%	494	5.3%	538	5.7%
30.1 - 35.0	284	3.1%	238	2.6%	216	2.3%	202	2.1%
35.1 - 40.0	185	2.0%	167	1.8%	157	1.7%	155	1.6%
40.1 +	84	0.9%	100	1.1%	109	1.2%	109	1.2%
TOTAL	9,181	100.0%	9,244	100.0%	9,344	100.0%	9,430	100.0%

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



Support Professionals: Salary Schedule Placement

FY2015														
Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 50	Step 60	Total Count	% on Grade
	Count	Count	Count	Count	Count	Count	Count	Count	Count	Count	Count	Count		
6	185	96	105	60	105	64	96	121	65	256	268	84	1,505	13.6%
7	254	93	133	70	43	64	71	62	116	122	166	89	1,283	11.6%
8	3	1	3			2	2		3	1		4	19	0.2%
9		1	2	1	4	1	3	3	3	4	10	3	35	0.3%
10	3	2	5	9	9	10	11	16	10	19	36	13	143	1.3%
11	202	111	128	71	22	94	172	66	69	131	265	121	1,452	13.1%
12	576	104	90	62	54	48	63	49	57	120	176	62	1,461	13.2%
13	60	208	217	265	138	136	243	232	313	492	503	229	3,036	27.4%
14	32	16	24	13	14	8	22	17	29	46	82	50	353	3.2%
15	1	8	9	8	13	11	11	13	16	31	51	34	206	1.9%
16	40	20	26	45	45	31	42	50	68	99	206	75	747	6.7%
17	9	13	12	19	19	24	10	22	14	30	43	38	253	2.3%
18	2		2	3	2	4	10	6	4	9	22	12	76	0.7%
19		2	1	3	3	9	3	8	9	23	19	8	88	0.8%
20	9	7	5	3	6	8	9	6	10	10	39	12	124	1.1%
21		1	1			1	5	2	5	2	9	9	35	0.3%
22	2	2	1	2	3	3	3	6	4	4	11	11	52	0.5%
23	1	1	2	2	7	4	4	10	13	16	14	7	81	0.7%
24	2		1	3	1	4	2		2	6	4	2	27	0.2%
25		1	2	5	1	2	2	5	11	12	19	19	79	0.7%
26			1	2		2	3		1		4	2	15	0.1%
27		1								5	8	12	26	0.2%
TOTAL	1,381	688	770	646	489	530	787	694	822	1,438	1,955	896	11,096	100.0%
% on Step	12.4%	6.2%	6.9%	5.8%	4.4%	4.8%	7.1%	6.3%	7.4%	13.0%	17.6%	8.1%	74.3%	

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.

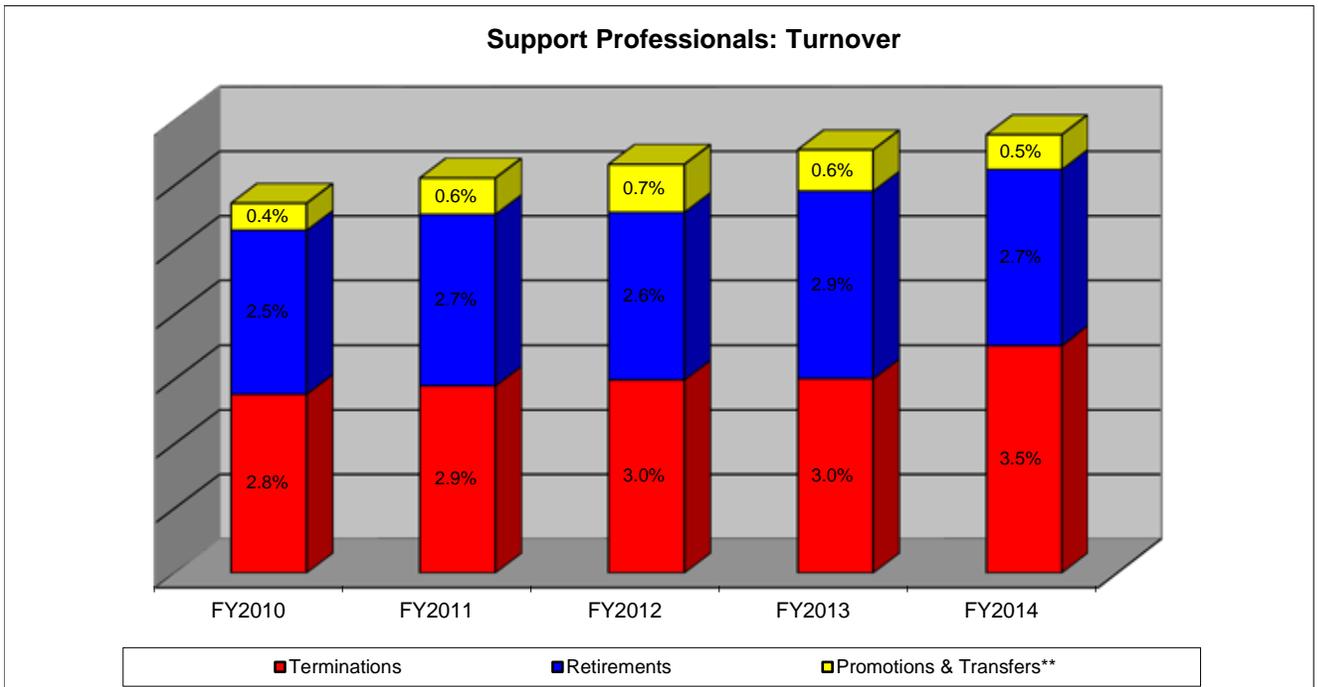
4. Step 50/60 indicates that employees received a 2% increase on 7/1/12, 2/8/2014.

Support Professionals: Turnover

Fiscal Year	Number of Support Services*	Terminations		Retirements		Promotions & Transfers**		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2014	9,461	333	3.5%	258	2.7%	51	0.5%	642	6.8%
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%

* 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.



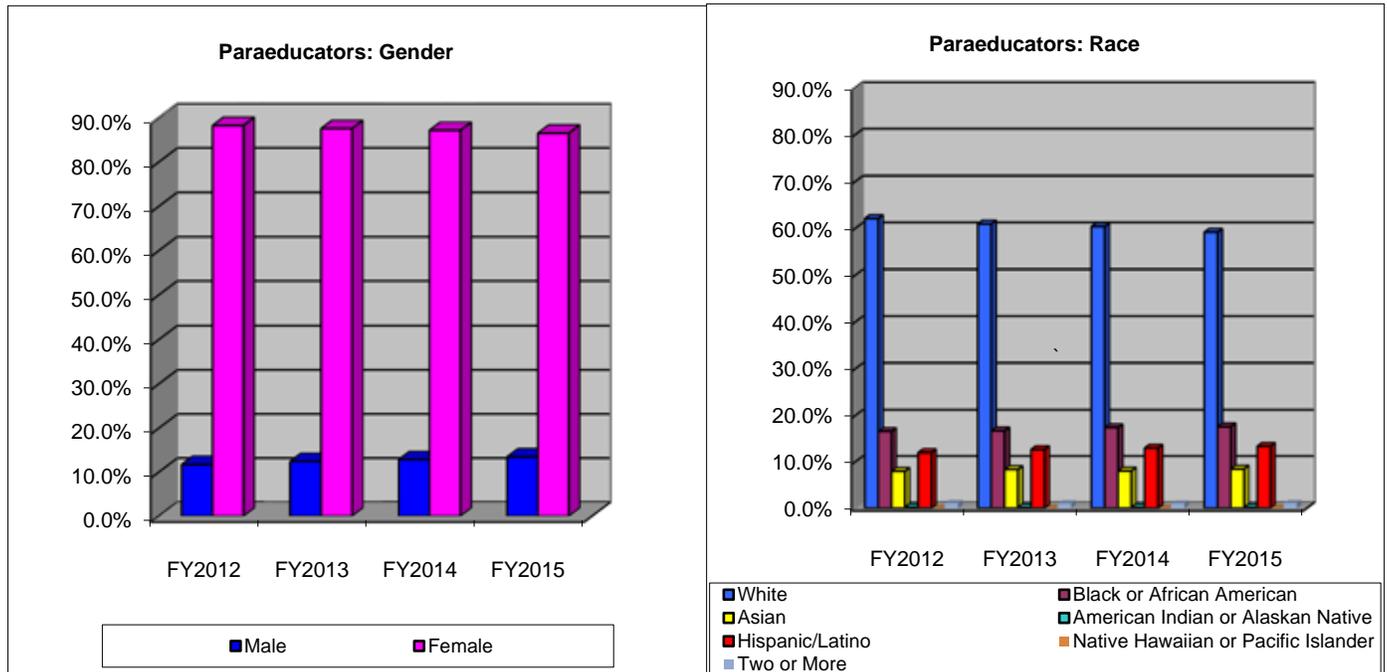
Paraeducators: Demographic Profile

	FY2012		FY2013		FY2014		FY2015	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Male	322	11.7%	347	12.4%	367	12.8%	391	13.5%
Female	2,419	88.3%	2,442	87.6%	2,490	87.2%	2,511	86.5%
TOTAL	2,741	100.0%	2,789	100.0%	2,857	100.0%	2,902	100.0%
RACE								
White	1,703	62.1%	1,701	61.0%	1,725	60.4%	1,718	59.2%
Black or African American	454	16.6%	467	16.7%	497	17.4%	512	17.6%
Asian	219	8.0%	233	8.4%	230	8.1%	246	8.5%
American Indian or Alaskan Native	7	0.3%	6	0.2%	6	0.2%	6	0.2%
Hispanic/Latino	329	12.0%	354	12.7%	371	13.0%	388	13.4%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%	1	0.0%
Two or More	29	1.1%	28	1.0%	28	1.0%	31	1.1%
TOTAL	2,741	100.0%	2,789	100.0%	2,857	100.0%	2,902	100.0%

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.



Paraeducators: Degree by School Type

	FY2012		FY2013		FY2014		FY2015	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<u>ELEMENTARY SCHOOL</u>								
Not available	18	1.3%	52	3.7%	55	3.7%	14	0.9%
HS	569	41.8%	570	40.5%	594	40.2%	632	41.5%
AA	141	10.4%	134	9.5%	141	9.5%	140	9.2%
Bachelor's	541	39.8%	558	39.6%	574	38.8%	623	40.9%
Master's	89	6.5%	90	6.4%	110	7.4%	111	7.3%
Doctorate	3	0.2%	4	0.3%	4	0.3%	3	0.2%
TOTAL	1,361	100.0%	1,408	100.0%	1,478	100.0%	1,523	100.0%
<u>MIDDLE SCHOOL</u>								
Not available	3	0.7%	3	0.7%	0	0.0%	2	0.5%
HS	173	40.2%	179	41.4%	175	41.5%	174	41.8%
AA	39	9.1%	38	8.8%	39	9.2%	34	8.2%
Bachelor's	188	43.7%	184	42.6%	185	43.8%	181	43.5%
Master's	27	6.3%	28	6.5%	23	5.5%	25	6.0%
Doctorate	0	0.0%	0	0.0%	0	0.0%	0	0.0%
TOTAL	430	100.0%	432	100.0%	422	100.0%	416	100.0%
<u>HIGH SCHOOL</u>								
Not available	1	0.2%	3	0.5%	2	0.4%	1	0.2%
HS	200	35.8%	214	38.3%	216	39.6%	205	37.3%
AA	50	9.0%	51	9.1%	51	9.3%	54	9.8%
Bachelor's	244	43.7%	238	42.6%	232	42.5%	241	43.8%
Master's	57	10.2%	50	8.9%	42	7.7%	46	8.4%
Doctorate	6	1.1%	3	0.5%	3	0.5%	3	0.5%
TOTAL	558	100.0%	559	100.0%	546	100.0%	550	100.0%
<u>CENTRAL OFFICE AND SPECIAL SCHOOLS</u>								
Not available	5	1.3%	5	1.3%	7	1.7%	2	0.5%
HS	183	46.7%	183	46.9%	196	47.7%	194	47.0%
AA	36	9.2%	35	9.0%	39	9.5%	41	9.9%
Bachelor's	141	36.0%	140	35.9%	145	35.3%	147	35.6%
Master's	26	6.6%	26	6.7%	23	5.6%	28	6.8%
Doctorate	1	0.3%	1	0.3%	1	0.2%	1	0.2%
TOTAL	392	100.0%	390	100.0%	411	100.0%	413	100.0%
<u>ALL PARAEDUCATORS</u>								
Not available	27	1.0%	63	2.3%	64	2.2%	19	0.7%
HS	1,125	41.0%	1,146	41.1%	1,181	41.3%	1,205	41.5%
AA	266	9.7%	258	9.3%	270	9.5%	269	9.3%
Bachelor's	1,114	40.6%	1,120	40.2%	1,136	39.8%	1,192	41.1%
Master's	199	7.3%	194	7.0%	198	6.9%	210	7.2%
Doctorate	10	0.4%	8	0.3%	8	0.3%	7	0.2%
GRAND TOTAL	2,741	100.0%	2,789	100.0%	2,857	100.0%	2,902	100.0%

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

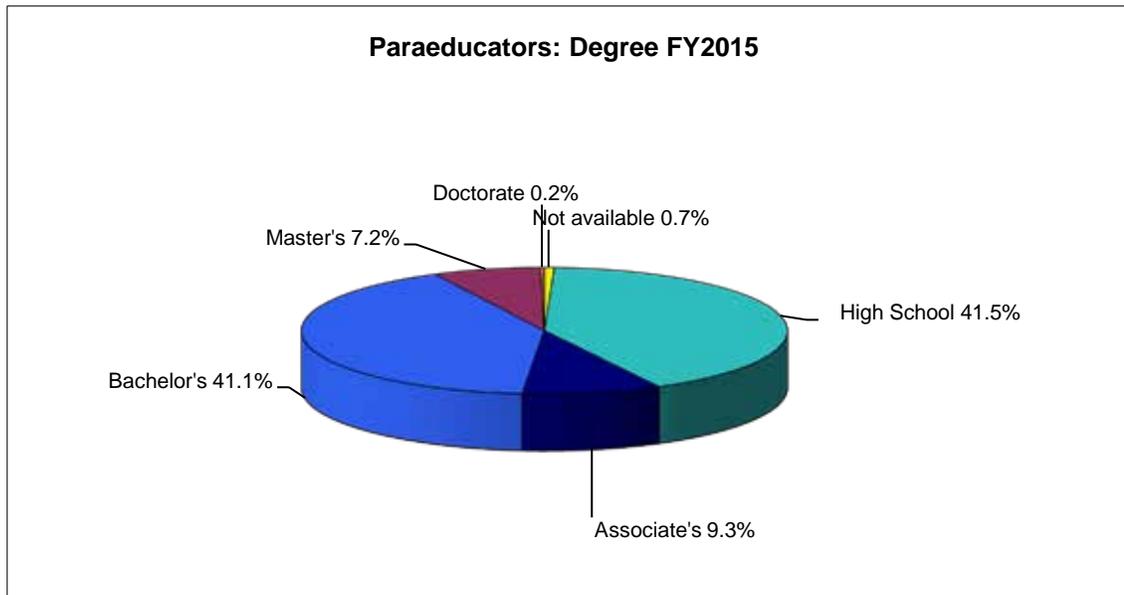
2. Data reflects employees in the following positions: Paraeducator Special Education Itinerant, Paraeducator Special Education, Paraeducator (10&12 month), Paraeducator Special Programs, Paraeducator ESOL, Paraeducator Focus, Paraeducator PreK, Paraeducator Head Start, Paraeducator JROTC, Paraeducator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

3. Data was captured on October 15.

Paraeducators: Degree

	FY2012		FY2013		FY2014		FY2015	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
ALL PARAEDUCATORS								
Not available	27	1.0%	63	2.3%	64	2.2%	19	0.7%
High School	1,125	41.0%	1,146	41.1%	1,181	41.3%	1,205	41.5%
Associate's	266	9.7%	258	9.3%	270	9.5%	269	9.3%
Bachelor's	1,114	40.6%	1,120	40.2%	1,136	39.8%	1,192	41.1%
Master's	199	7.3%	194	7.0%	198	6.9%	210	7.2%
Doctorate	10	0.4%	8	0.3%	8	0.3%	7	0.2%
GRAND TOTAL	2,741	100.0%	2,789	100.0%	2,857	100.0%	2,902	100.0%

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



Paraeducators: Elementary School Title I Highly Qualified Competency

	FY2012		FY2013		FY2014		FY2015	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Title I Elementary Schools								
Highly Qualified	184	100.0%	211	100.0%	233	100.0%	243	100.0%
Not Highly Qualified	0	0.0%	0	0.0%	0	0.0%	0	0.0%
TOTAL	184	100.0%	211	100.0%	233	100.0%	243	100.0%

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. FY2012: 25 Title 1 schools, FY2013: 27 Title 1 schools, FY2014: 28 Title 1 schools, FY2015: 28 Title 1 schools

7. FY2015 Data as of December 29, 2014.

Paraeducators: Title I Competency

Title I Elementary Schools	FY2015					
	Highly Qualified		Not Highly Qualified		Total	
	Number	Percent	Number	Percent	Number	Percent
Arcola	11	100.0%	0	0.0%	11	4.5%
Broad Acres	12	100.0%	0	0.0%	12	4.9%
Brookhaven	13	100.0%	0	0.0%	13	5.3%
Bel Pre	6	100.0%	0	0.0%	6	2.5%
Brown Station	9	100.0%	0	0.0%	9	3.7%
Burnt Mills	4	100.0%	0	0.0%	4	1.6%
Capt. James Daly	8	100.0%	0	0.0%	8	3.3%
Clopper Mill	11	100.0%	0	0.0%	11	4.5%
Cresthaven	8	100.0%	0	0.0%	8	3.3%
Gaithersburg	15	100.0%	0	0.0%	15	6.2%
Georgian Forest	10	100.0%	0	0.0%	10	4.1%
Glen Haven	9	100.0%	0	0.0%	9	3.7%
Harmony Hills	7	100.0%	0	0.0%	7	2.9%
Highland	8	100.0%	0	0.0%	8	3.3%
Jackson Road	11	100.0%	0	0.0%	11	4.5%
Kemp Mill	6	100.0%	0	0.0%	6	2.5%
New Hampshire Estates	5	100.0%	0	0.0%	5	2.1%
Oak View	8	100.0%	0	0.0%	8	3.3%
R. Sargent Shriver	4	100.0%	0	0.0%	4	1.6%
Rolling Terrace	9	100.0%	0	0.0%	9	3.7%
Roscoe R. Nix	15	100.0%	0	0.0%	15	6.2%
South Lake	5	100.0%	0	0.0%	5	2.1%
Summit Hall	7	100.0%	0	0.0%	7	2.9%
Viers Mill	14	100.0%	0	0.0%	14	5.8%
Washington Grove	10	100.0%	0	0.0%	10	4.1%
Watkins Mill	9	100.0%	0	0.0%	9	3.7%
Weller Road	6	100.0%	0	0.0%	6	2.5%
Wheaton Woods	3	100.0%	0	0.0%	3	1.2%
TOTAL	243	100.0%	0	0.0%	243	100.0%

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)

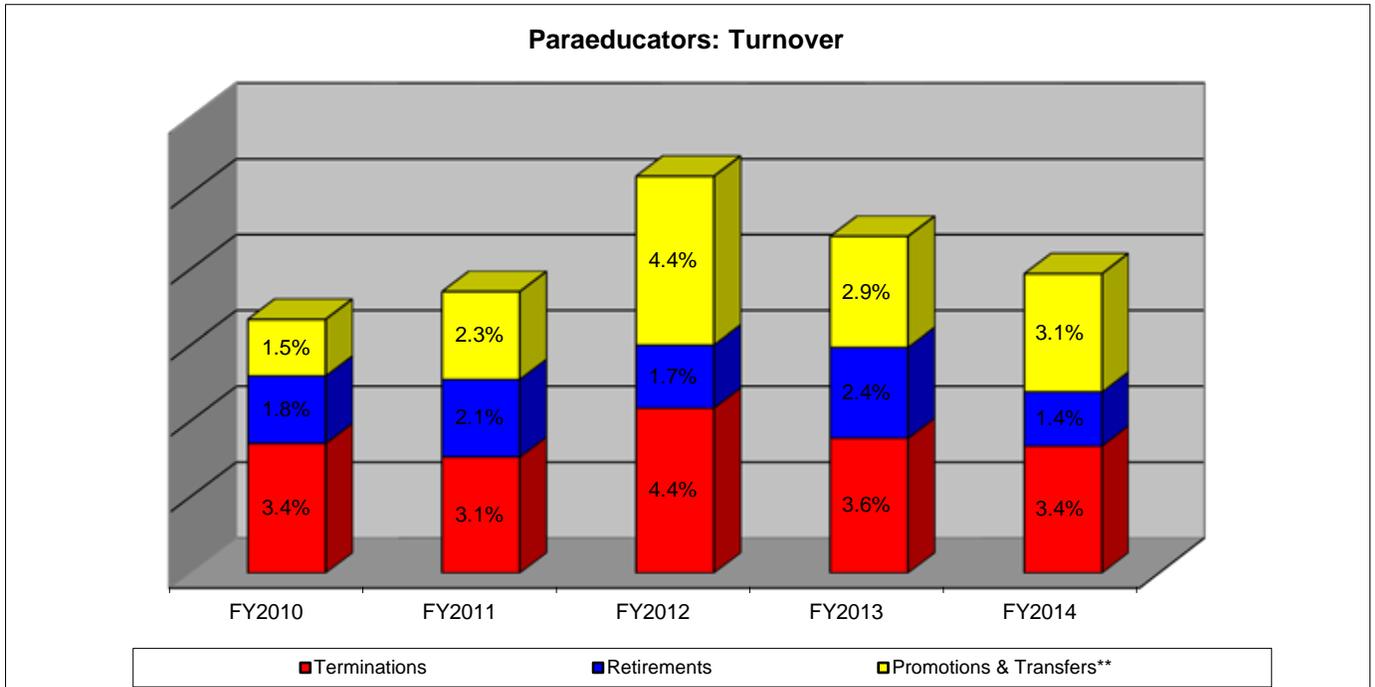
6. Data as of December 29, 2014.

Paraeducators: Turnover

Fiscal Year	Number of Paraeducators*	Terminations		Retirements		Promotions & Transfers**		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2014	2,952	99	3.4%	42	1.4%	92	3.1%	233	7.9%
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%

* 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 Professionals: Retirement Eligibility

Fiscal Year	Support Eligible By Fiscal Year	Percent of Total
2015	1,817	19.2%
2016	303	3.2%
2017	312	3.3%
2018	354	3.7%
2019	337	3.6%
2020	333	3.5%
2021	343	3.6%
2022	366	3.9%
2023	365	3.9%
2024	383	4.0%
Eligible within 10 years	4,913	51.9%
Total Support	9,463	100.0%

1. Data reflects retirement eligibility as of July 1, 2014.

2. Retirement System members are eligible for retirement at any age with 30 years of credited service OR age 60 with at least 5 years of credited service.

3. Pension System members are eligible for retirement with 30 years of eligibility service OR age 62 with at least 5 years of eligibility service.

4. Reformed Pension System members are eligible for retirement at age 65 with at least 10 years of eligibility service OR age + years of eligibility service = 90.

