E R S C

Staff Statistical Profile

Montgomery County Public Schools

EMPLOYEE & RETIREE SERVICE CENTER
45 W. Gude Drive, Suite 1200
Rockville, MD 20850
http://www.montgomeryschoolsmd.org/departments/ersc/

Contents: Staff Statistical Profile

Section 1: Montgomery County Public Schools Personnel

Section 2: Montgomery County Association of Administrators and Principals (MCAAP)

Section 3: MCAAP –Principals

Section 4: MCAAP –Assistant Principals

Section 5: MCAAP - Assistant School Administrators

Section 6: Montgomery County Business and Operations Administrators (MCBOA)

Section 7: Montgomery County Education Association Personnel (MCEA) – Other Professionals (12-month)

Section 8: MCEA – New Teachers (10 month)

Section 9: MCEA – Teachers (10 month)

Section 10: MCEA – Counselors (10 month)

Section 11: SEIU Local 500 Personnel (10 and 12 month)

Section 1: Montgomery County Public Schools Personnel

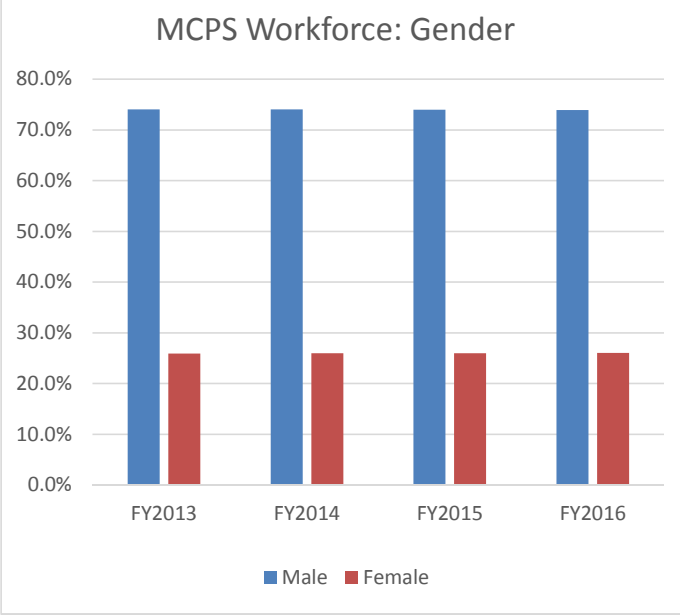
1. MCPS Workforce Demographic Profile
2. MCPS Workforce Residence Profile
3. MCPS Turnover
4. MCPS Fact Sheet

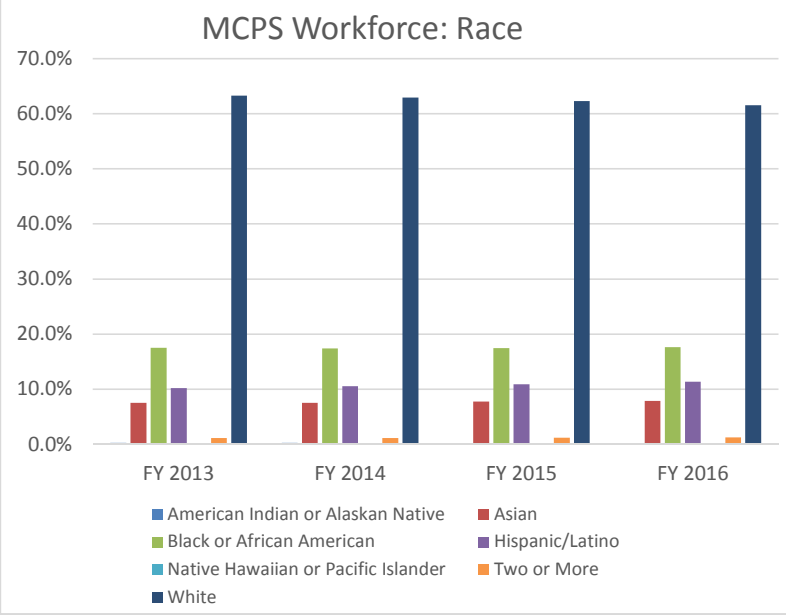
MCPS Workforce: Demographic Profile

	FY 2013		FY 2014		FY 2015		FY 2016	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Female	16,457	74.1%	16,732	74.0%	16,966	74.0%	16,796	73.9%
Male	5,759	25.9%	5,865	26.0%	5,957	26.0%	5,920	26.1%
TOTAL	**22,216**	**100.0%**	**22,597**	**100.0%**	**22,923**	**100.0%**	**22,716**	**100.0%**
RACE								
American Indian or Alaskan Native	62	0.3%	59	0.3%	57	0.2%	55	0.2%
Asian	1,670	7.5%	1,708	7.6%	1,782	7.8%	1,794	7.9%
Black or African American	3,888	17.5%	3,937	17.4%	4,008	17.5%	4,014	17.7%
Hispanic/Latino	2,265	10.2%	2,392	10.6%	2,503	10.9%	2,578	11.3%
Native Hawaiian or Pacific Islander	9	0.0%	10	0.0%	9	0.0%	12	0.1%
Two or More	260	1.2%	265	1.2%	280	1.2%	289	1.3%
White	14,062	63.3%	14,226	63.0%	14,284	62.3%	13,974	61.5%
TOTAL	**22,216**	**100.0%**	**22,597**	**100.0%**	**22,923**	**100.0%**	**22,716**	**100.0%**
AGE								
Under 20	3	0.0%	3	0.0%	3	0.0%	4	0.0%
20 - 29 years	2,669	12.0%	2,774	12.3%	2,844	12.4%	2,735	12.0%
30 - 39 years	4,603	20.7%	4,744	21.0%	4,834	21.1%	4,864	21.4%
40 - 49 years	5,576	25.1%	5,630	24.9%	5,742	25.0%	5,659	24.9%
50 - 59 years	6,208	27.9%	6,174	27.3%	6,135	26.8%	6,073	26.7%
60+ years	3,157	14.2%	3,272	14.5%	3,365	14.7%	3,381	14.9%
TOTAL	**22,216**	**100.0%**	**22,597**	**100.0%**	**22,923**	**100.0%**	**22,716**	**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: Residence Profile[1]

FY 2016										
County	MCAAP		MCBOA		SEIU		MCEA		Grand Total	
	#	%	#	%	#	%	#	%	#	%
Montgomery	**452**	**64.7%**	**53**	**57.0%**	**7,452**	**80.2%**	**8,413**	**66.6%**	**16,370**	**72.1%**
Frederick	67	9.6%	19	20.4%	658	7.1%	1,332	10.5%	2,076	9.1%
Prince George's	65	9.3%	3	3.2%	530	5.7%	648	5.1%	1,246	5.5%
Howard	44	6.3%	6	6.5%	138	1.5%	830	6.6%	1,018	4.5%
Carroll	9	1.3%	3	3.2%	90	1.0%	221	1.7%	323	1.4%
Anne Arundel	7	1.0%	1	1.1%	56	0.6%	223	1.8%	287	1.3%
Baltimore	6	0.9%	0	0.0%	37	0.4%	151	1.2%	194	0.9%
Washington	2	0.3%	1	1.1%	93	1.0%	52	0.4%	148	0.7%
Baltimore City	4	0.6%	0	0.0%	15	0.2%	68	0.5%	87	0.4%
Charles	1	0.1%	0	0.0%	9	0.1%	13	0.1%	23	0.1%
Calvert	1	0.1%	0	0.0%	4	0.0%	14	0.1%	19	0.1%
Harford	0	0.0%	0	0.0%	2	0.0%	7	0.1%	9	0.0%
Queen Anne's	0	0.0%	0	0.0%	1	0.0%	4	0.0%	5	0.0%
Talbot	1	0.1%	0	0.0%	1	0.0%	2	0.0%	4	0.0%
Wicomico	0	0.0%	0	0.0%	0	0.0%	3	0.0%	3	0.0%
Dorchester	0	0.0%	0	0.0%	2	0.0%	0	0.0%	2	0.0%
Cecil	0	0.0%	0	0.0%	0	0.0%	1	0.0%	1	0.0%
Subtotal Maryland	***659***	***94.3%***	***86***	***92.5%***	***9,088***	***97.8%***	***11,982***	***94.8%***	***21,815***	***96.0%***
District of Columbia	20	2.9%	0	0.0%	63	0.7%	348	2.8%	431	1.9%
Virginia	17	2.4%	2	2.2%	43	0.5%	239	1.9%	301	1.3%
West Virginia	3	0.4%	5	5.4%	64	0.7%	35	0.3%	107	0.5%
Pennsylvania	0	0.0%	0	0.0%	26	0.3%	24	0.2%	50	0.2%
Other States[2]	0	0.0%	0	0.0%	4	0.0%	8	0.1%	12	0.1%
TOTAL	**699**	**100.0%**	**93**	**100.0%**	**9,288**	**100.0%**	**12,636**	**100.0%**	**22,716**	**100.0%**

[1] *Data reflects the number of permanent employees by head count as of October 15, 2015. Temporary and substitute employees are not included.*

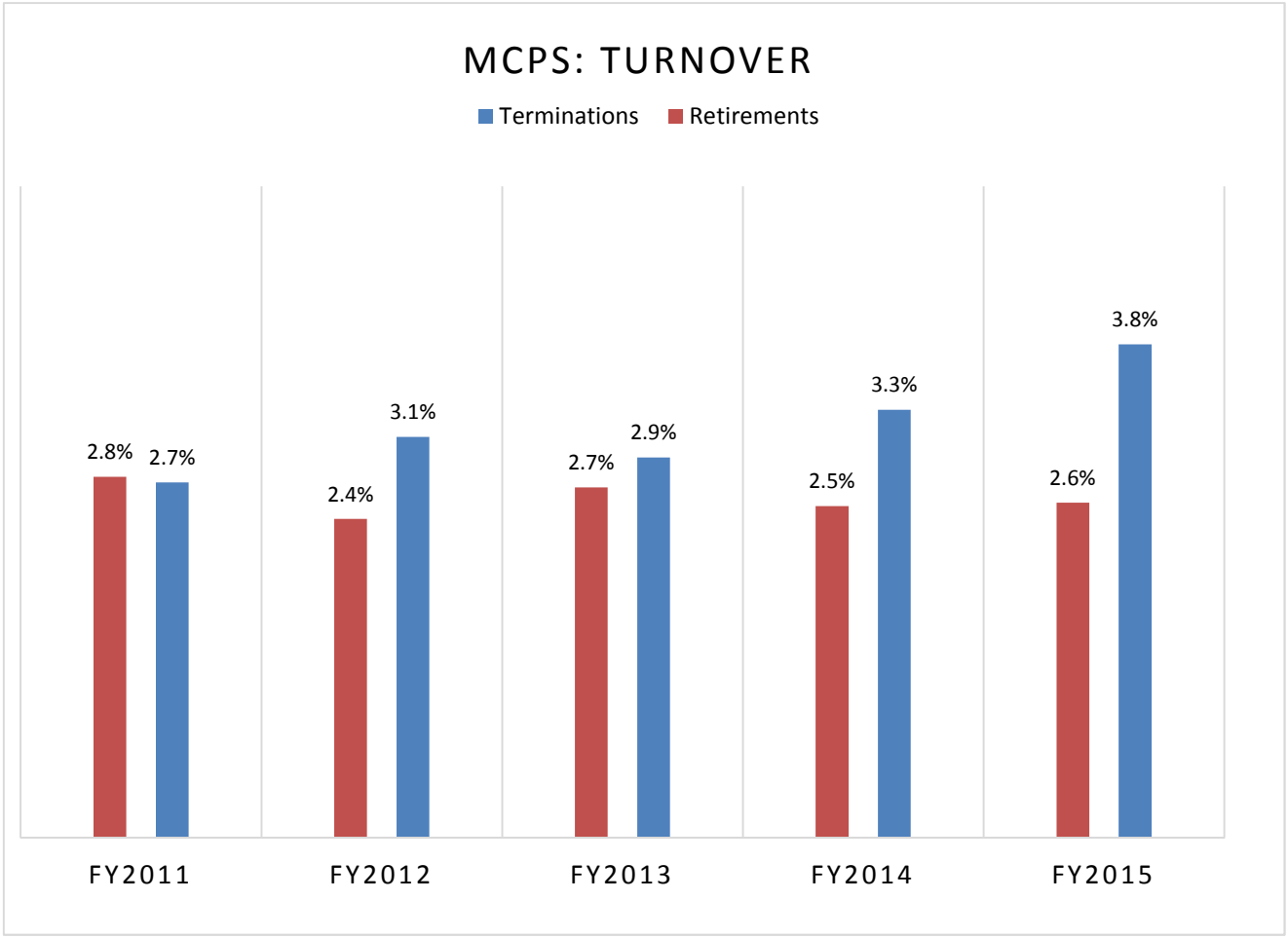
[2] *Employees living in 'Other States' include new employees who have not completed a change of address.*

Montgomery County Residence Profile										
Fiscal Year	MCAAP		MCBOA		SEIU		MCEA		Grand Total	
	#	%	#	%	#	%	#	%	#	%
FY2016	452	64.7%	53	57.0%	7,452	80.2%	8,413	66.6%	16,370	72.1%
FY 2015	461	66.0%	51	54.8%	7,596	81.8%	8,506	67.3%	16,614	73.1%
FY 2014	453	64.8%	52	55.9%	7,537	81.1%	8,362	66.2%	16,404	72.2%
FY 2013	451	64.5%	49	52.7%	7,428	80.0%	8,242	65.2%	16,170	71.2%

MCPS: Turnover

Fiscal Year	Number of Employees[1]	Terminations		Retirements		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent
FY2015	23,284	882	3.8%	599	2.6%	1,481	6.4%
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%

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



FY 2016 MCPS Fact Sheet

(Data as of 10/15/2015)

Employee Type	No. of Employees (Head Count)	No. of Filled Positions (FTE)[1]	Average Annual Salary (salaries/head count)	Average FTE (salaries/filled FTE)[2]
Executive Staff (MCAAP)	16	16.0	$184,843	***$184,843***
Administrators (MCAAP)	683	683.0	$129,626	***$129,626***
TOTAL MCEA	***699***	***699***		
Supervisors (MCBOA)	93	93.0	$96,416	***$96,416***
Other Professionals (12-Mo. MCEA)	332	325.2	$109,993	***$112,293***
Teachers (10-Mo. MCEA)	12,304	11,961.2	$75,717	***$77,887***
TOTAL MCEA	***12,636***	***12,286***		
Support Staff (SEIU)	9,288	7,851.7	$38,198	***$45,186***
GRAND TOTAL[3]	***22,716***	***20,930***		

[1] *No. of Filled Positions (FTE) includes employees in non-budgeted grants.*

[2] *Use this column to respond to average salary inquiries/surveys.*

Section 2: Montgomery County Association of Administrators and Principals (MCAAP)

1. Demographic Profile
2. Degree
3. Years of Experience in MCPS
4. Total Years of Experience
5. Turnover
6. Salary Schedule Placement
7. Initial Appointment to Administrative Positions
8. Retirement Eligibility
9. School Based Retirement Eligibility
10. Non-school Based Retirement Eligibility
11. Retirement Eligibility by Level

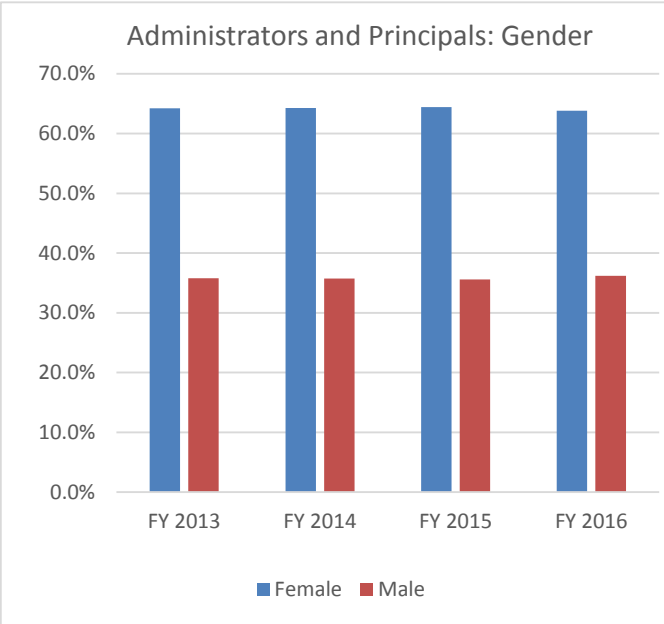
Administrators and Principals: Demographic Profile

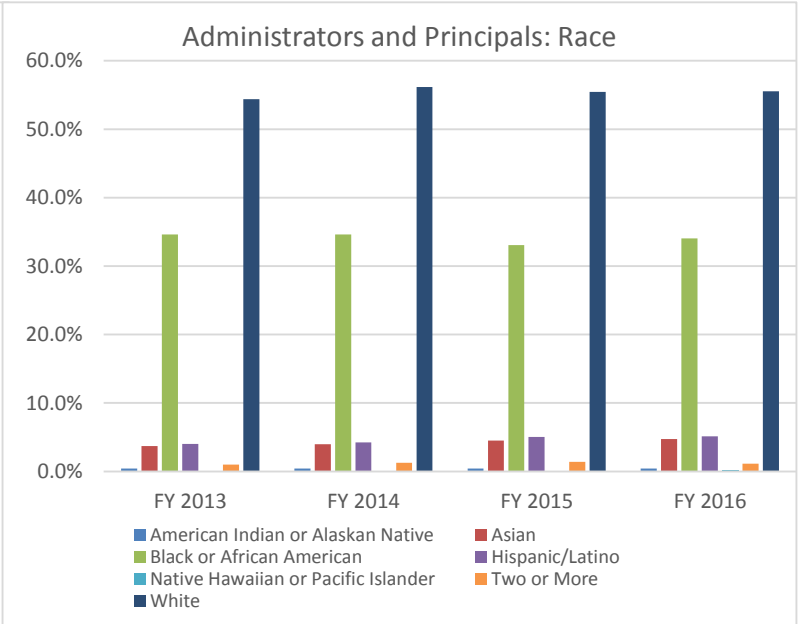
	FY 2013		FY 2014		FY 2015		FY 2016	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Female	447	64.2%	453	64.3%	458	64.4%	446	63.8%
Male	249	35.8%	252	35.7%	253	35.6%	253	36.2%
TOTAL	696	100.0%	705	100.0%	711	100.0%	699	100.0%
RACE								
American Indian or Alaskan Native	3	0.4%	3	0.4%	3	0.4%	3	0.4%
Asian	26	3.7%	28	4.0%	32	4.5%	33	4.7%
Black or African American	241	34.6%	244	34.6%	235	33.1%	238	34.0%
Hispanic/Latino	28	4.0%	30	4.3%	36	5.1%	36	5.2%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Two or More	7	1.0%	9	1.3%	10	1.4%	8	1.1%
White	391	56.2%	391	55.5%	395	55.6%	380	54.4%
TOTAL	696	100.0%	705	100.0%	711	100.0%	699	100.0%
AGE								
20 - 29 years	3	0.4%	2	0.3%	2	0.3%	2	0.3%
30 - 39 years	135	19.4%	154	21.8%	143	20.1%	129	18.5%
40 - 49 years	258	37.1%	268	38.0%	281	39.5%	289	41.3%
50 - 59 years	191	27.4%	183	26.0%	174	24.5%	173	24.7%
60+ years	109	15.7%	98	13.9%	111	15.6%	106	15.2%
TOTAL	696	100.0%	705	100.0%	711	100.0%	699	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.

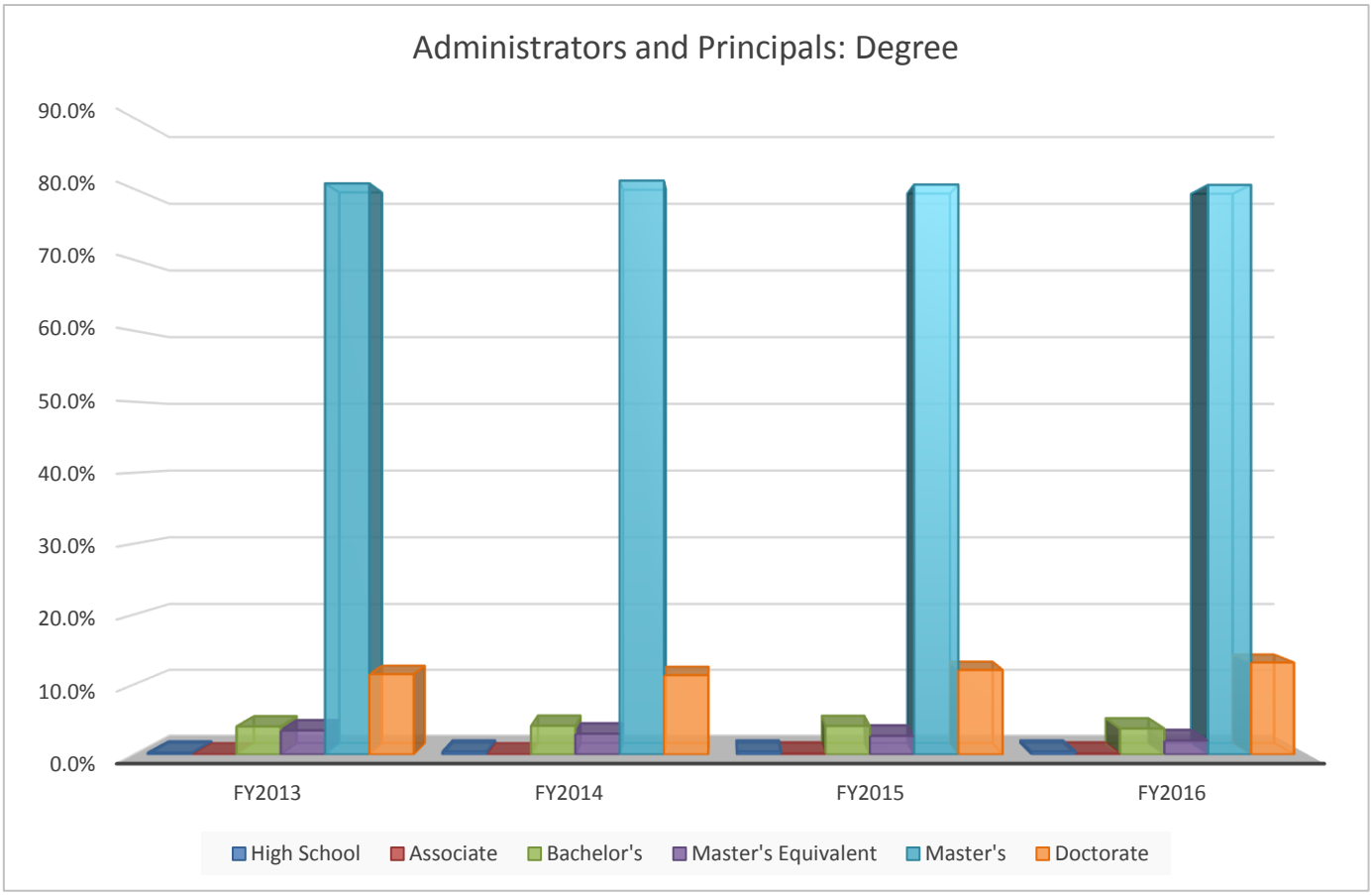




Administrators and Principals: Degree

Degree	FY2013		FY2014		FY2015		FY2016	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
High School	2	0.3%	3	0.4%	3	0.4%	3	0.4%
Associate	0	0.0%	0	0.0%	1	0.1%	1	0.1%
Bachelor's	28	4.0%	29	4.1%	29	4.1%	26	3.7%
Master's Equivalent[1]	24	3.4%	21	3.0%	19	2.7%	14	2.0%
Master's	562	80.7%	572	81.1%	573	80.6%	563	80.5%
Doctorate	80	11.5%	80	11.3%	86	12.1%	92	13.2%
TOTAL	696	100.0%	705	100.0%	711	100.0%	699	100.0%

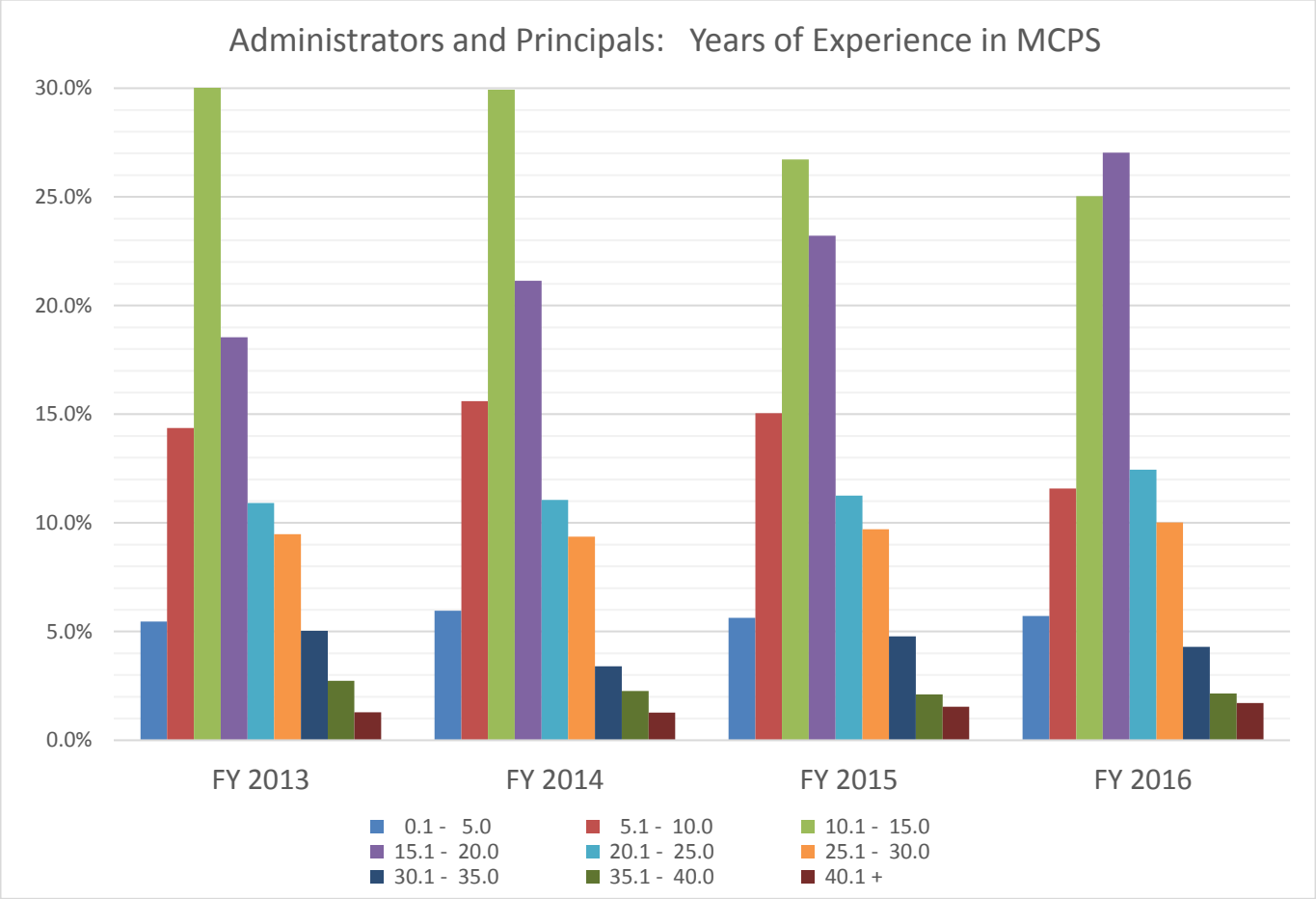
[1] *Master's Equivalent is additional professional education course work directly related to public school education and earned after the conferral of a bachelor's degree.*



Administrators and Principals:
Years of Experience in MCPS

Years of Experience	FY 2013		FY 2014		FY 2015		FY 2016	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	38	5.5%	42	6.0%	40	5.6%	40	5.7%
5.1 - 10.0	100	14.4%	110	15.6%	107	15.0%	81	11.6%
10.1 - 15.0	224	32.2%	211	29.9%	190	26.7%	175	25.0%
15.1 - 20.0	129	18.5%	149	21.1%	165	23.2%	189	27.0%
20.1 - 25.0	76	10.9%	78	11.1%	80	11.3%	87	12.4%
25.1 - 30.0	66	9.5%	66	9.4%	69	9.7%	70	10.0%
30.1 - 35.0	35	5.0%	24	3.4%	34	4.8%	30	4.3%
35.1 - 40.0	19	2.7%	16	2.3%	15	2.1%	15	2.1%
40.1 +	9	1.3%	9	1.3%	11	1.5%	12	1.7%
TOTAL	**696**	**100.0%**	**705**	**100.0%**	**711**	**100.0%**	**699**	**100.0%**

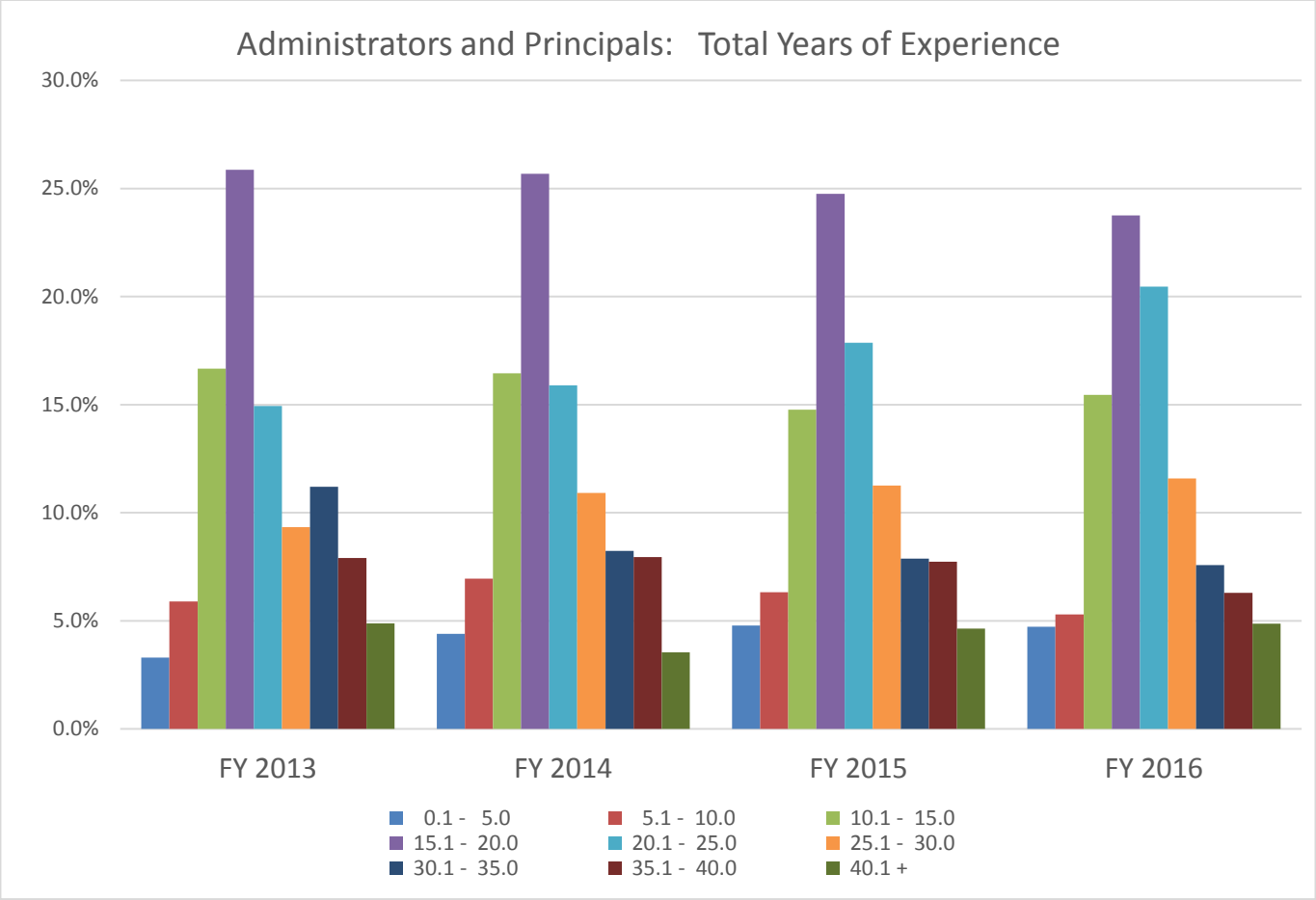
1. Data reflects prior and continuous years worked in MCPS in an administrative or professional position (adjusted for periods of long term leave). Distinct years of experience for either teaching or administrative positions are not available.



Administrators and Principals:
Total Years of Experience

Years of Experience	FY 2013		FY 2014		FY 2015		FY 2016	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	23	3.3%	31	4.4%	34	4.8%	33	4.7%
5.1 - 10.0	41	5.9%	49	7.0%	45	6.3%	37	5.3%
10.1 - 15.0	116	16.7%	116	16.5%	105	14.8%	108	15.5%
15.1 - 20.0	180	25.9%	181	25.7%	176	24.8%	166	23.7%
20.1 - 25.0	104	14.9%	112	15.9%	127	17.9%	143	20.5%
25.1 - 30.0	65	9.3%	77	10.9%	80	11.3%	81	11.6%
30.1 - 35.0	78	11.2%	58	8.2%	56	7.9%	53	7.6%
35.1 - 40.0	55	7.9%	56	7.9%	55	7.7%	44	6.3%
40.1 +	34	4.9%	25	3.5%	33	4.6%	34	4.9%
TOTAL	696	100.0%	705	100.0%	711	100.0%	699	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.

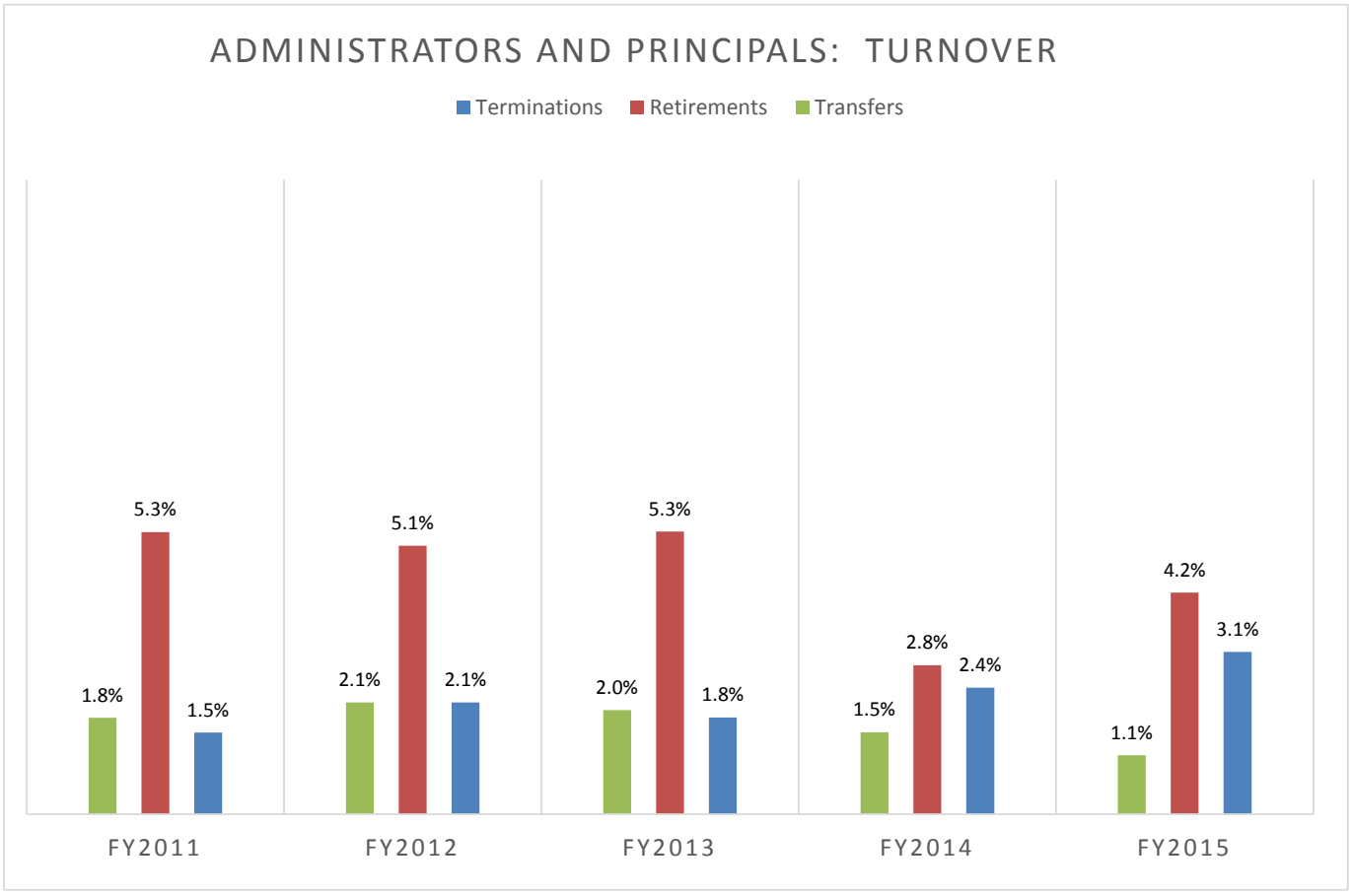


Administrators and Principals: Turnover

Fiscal Year	Number of Administrators[1]	Terminations		Retirements		Transfers[2]		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2015	716	22	3.1%	30	4.2%	8	1.1%	60	8.4%
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%

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

[2] *Transfer is defined to be an administrator no longer in an administrative position.*

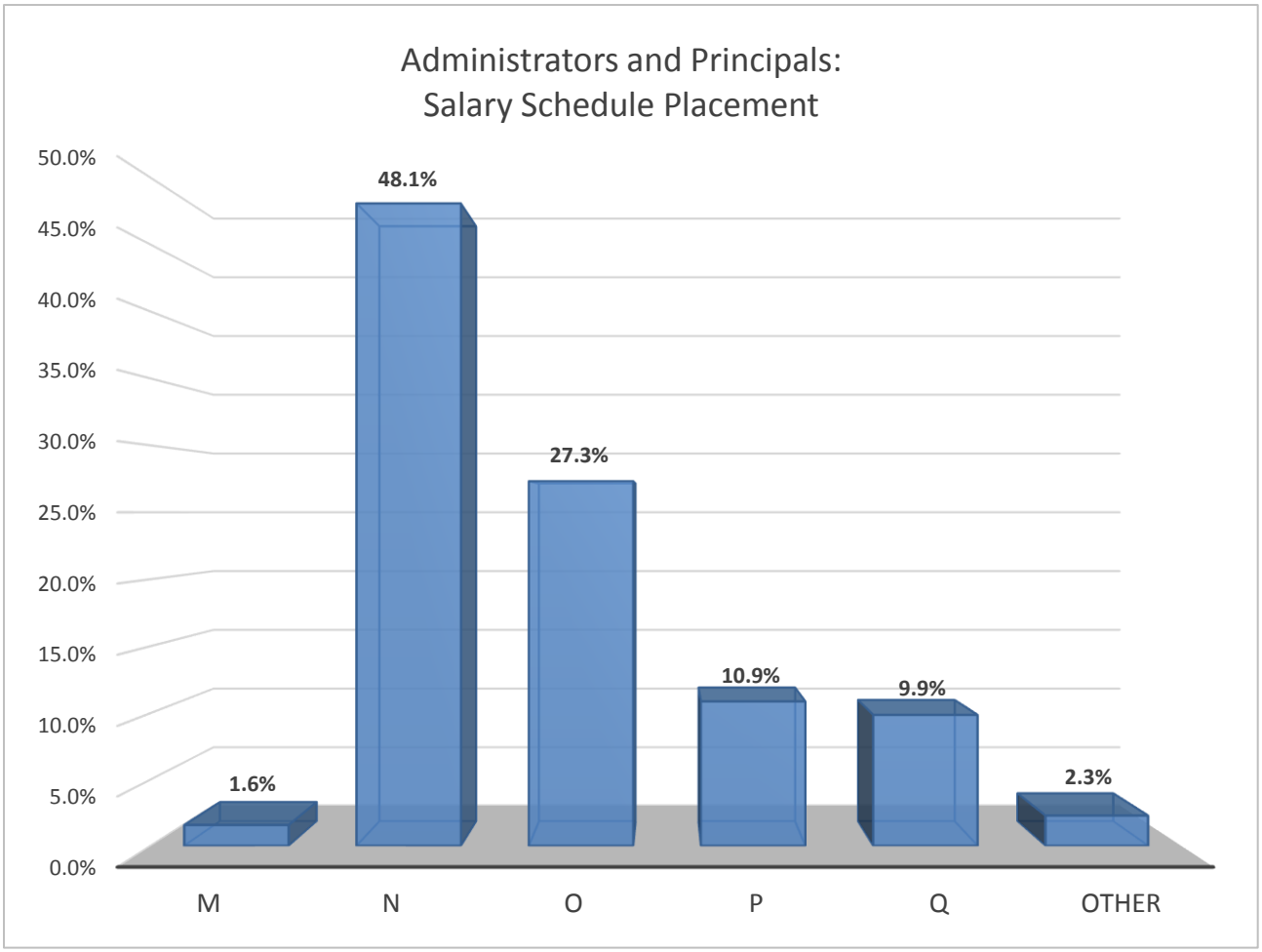


Administrators and Principals:
Salary Schedule Placement

FY2016								
Step[1]	M	N	O	P	Q	Other	Total	%
1	0	16	0	0	0		16	2.3%
2	1	15	0	0	0		16	2.3%
3	0	24	4	1	0		29	4.1%
4	0	20	2	2	0		24	3.4%
5	1	30	10	3	0		44	6.3%
6	0	13	7	2	2		24	3.4%
7	1	20	8	4	1		34	4.9%
8	0	21	6	7	6		40	5.7%
9	3	24	17	9	5		58	8.3%
10	3	42	43	7	14		109	15.6%
50	0	35	29	19	10		93	13.3%
60	2	76	65	22	31		196	28.0%
Executive						16	16	2.3%
Total	**11**	**336**	**191**	**76**	**69**	**16**	**699**	**100.0%**
% of Schedule	**1.6%**	**48.1%**	**27.3%**	**10.9%**	**9.9%**	**2.3%**	**100.0%**	

Note: Data as of October 15, 2015

[1] *Steps 50 and 60 indicates employees that received a 2% increase on 7/1/2012 and/or 2/8/2014*

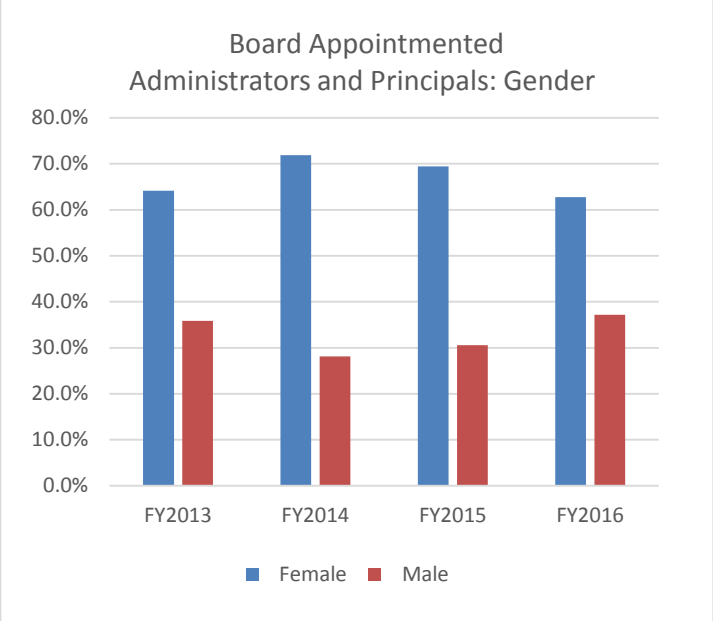


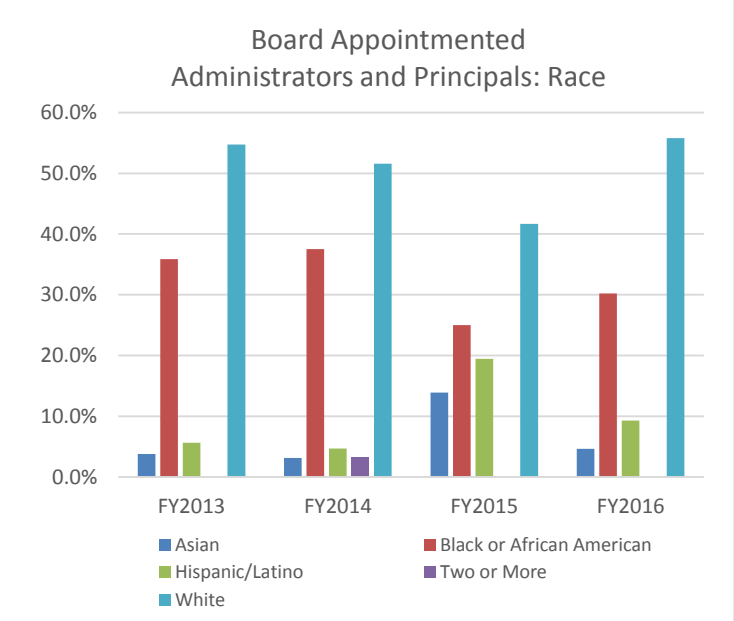
Administrators and Principals:
Initial Appointments to Administrative Positions

	FY2013		FY2014		FY2015		FY2016	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
BOARD APPOINTMENTS								
External Candidates	9	17.0%	8	12.5%	6	16.7%	8	18.6%
Internal Candidates	44	83.0%	56	87.5%	30	83.3%	35	81.4%
TOTAL	**53**	**100.0%**	**64**	**100.0%**	**36**	**100.0%**	**43**	**100.0%**
GENDER								
Female	34	64.2%	46	71.9%	25	69.4%	27	62.8%
Male	19	35.8%	18	28.1%	11	30.6%	16	37.2%
TOTAL	**53**	**100.0%**	**64**	**100.0%**	**36**	**100.0%**	**43**	**100.0%**
RACE								
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian	2	3.8%	2	3.1%	5	13.9%	2	4.7%
Black or African American	19	35.8%	24	37.5%	9	25.0%	13	30.2%
Hispanic/Latino	3	5.7%	3	4.7%	7	19.4%	4	9.3%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Two or More	0	0.0%	2	3.1%	0	0.0%	0	0.0%
White	29	54.7%	33	51.6%	15	41.7%	24	55.8%
TOTAL	**53**	**100.0%**	**64**	**100.0%**	**36**	**100.0%**	**43**	**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.





Administrators: Retirement Eligibility

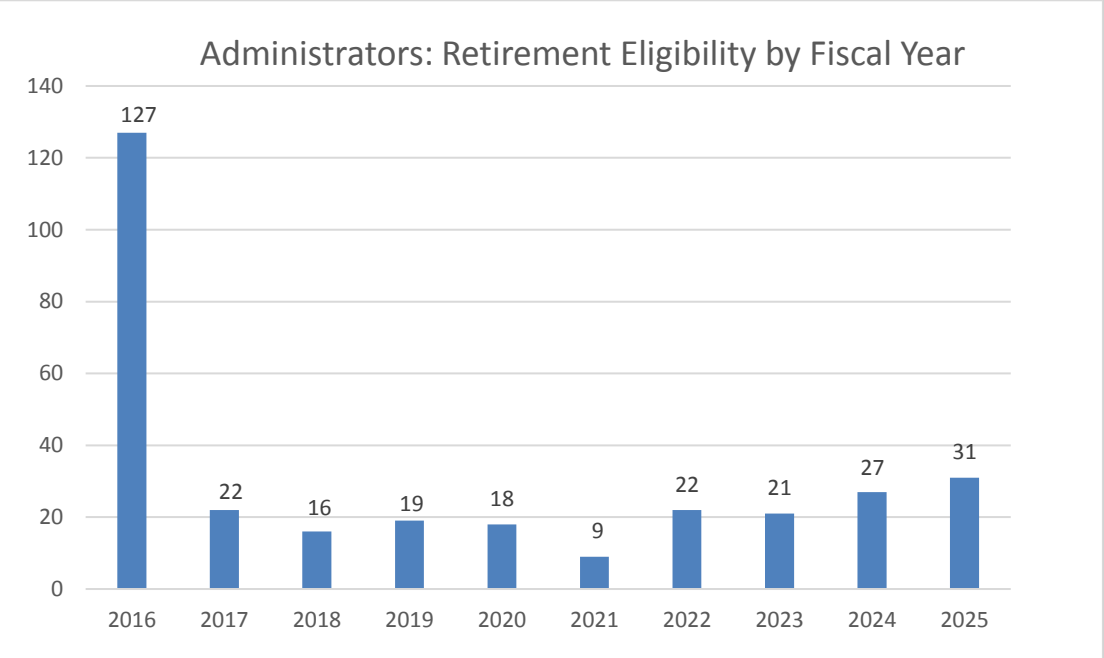
Fiscal Year	Number of Administrators Eligible to Retire	Percent of Total
2016	127	18.1%
2017	22	3.1%
2018	16	2.3%
2019	19	2.7%
2020	18	2.6%
2021	9	1.3%
2022	22	3.1%
2023	21	3.0%
2024	27	3.9%
2025	31	4.4%
Eligible within 10 years	**312**	**44.5%**
Total Administrators	**701**	**100.0%**

1. Data reflects retirement eligibility as of July 1, 2015.

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	Number of School-Based Administrators Eligible to Retire	Percent of Total
2016	76	15.3%
2017	12	2.4%
2018	11	2.2%
2019	10	2.0%
2020	8	1.6%
2021	6	1.2%
2022	14	2.8%
2023	11	2.2%
2024	20	4.0%
2025	20	4.0%
Eligible within 10 years	**188**	**37.8%**
Total School-Based Administrators	**498**	**100.0%**

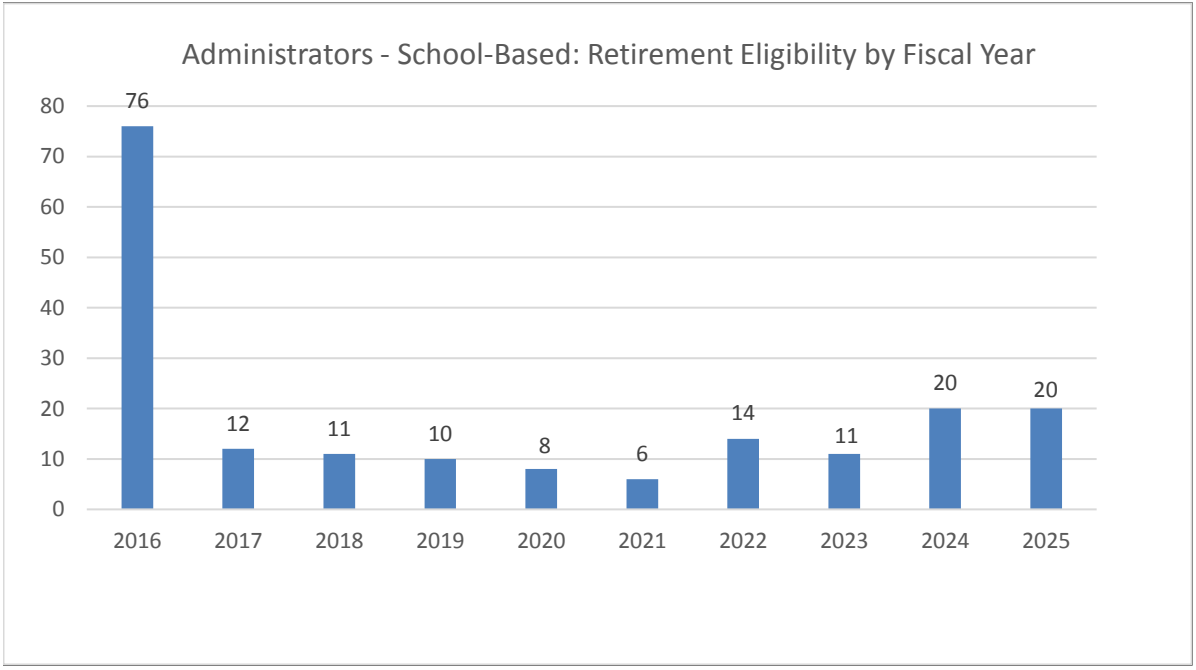
1. Data reflects retirement eligibility as of July 1, 2015.

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

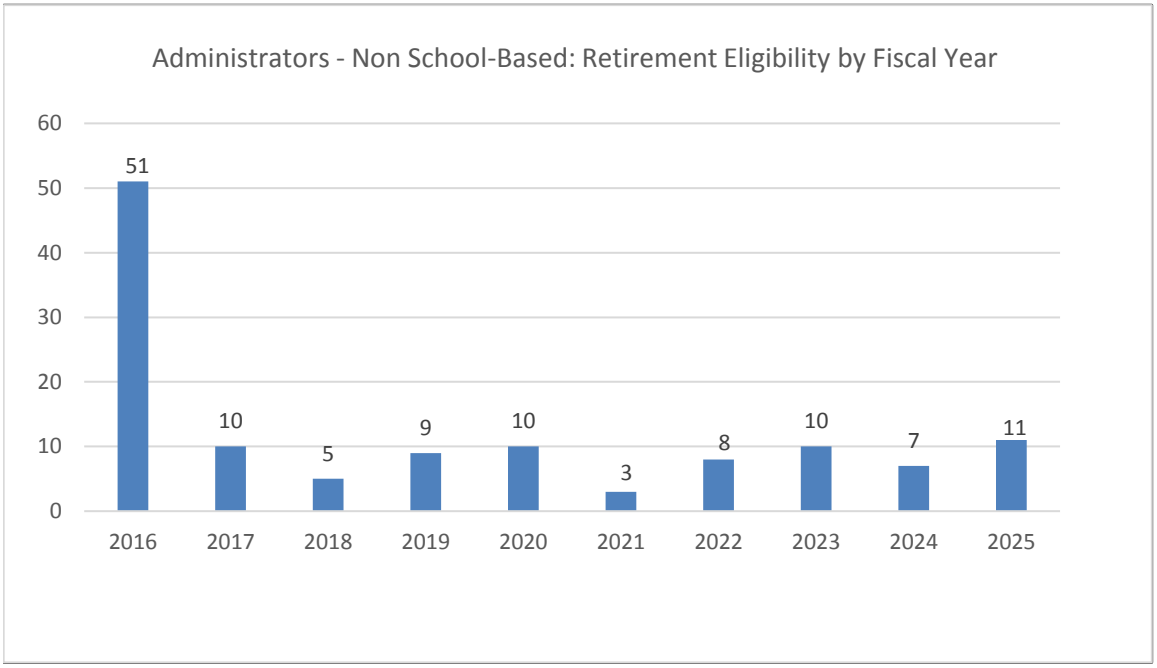
Fiscal Year	Number of Non School-Based Administrators Eligible to Retire	Percent of Total
2016	51	25.1%
2017	10	4.9%
2018	5	2.5%
2019	9	4.4%
2020	10	4.9%
2021	3	1.5%
2022	8	3.9%
2023	10	4.9%
2024	7	3.4%
2025	11	5.4%
Eligible within 10 years	**124**	**61.1%**
Total Non School-Based Administrators	**203**	**100.0%**

1. Data reflects retirement eligibility as of July 1, 2015.

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

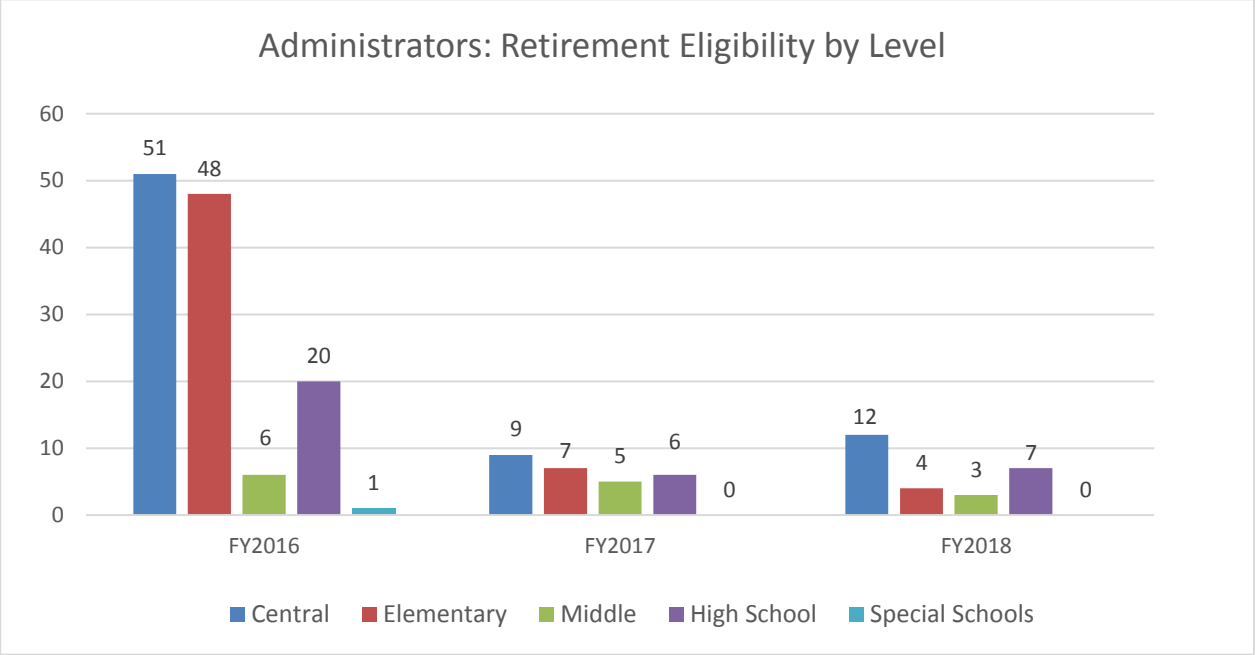
Level	Number of Administrators	Percent of Total	Retirement Eligible by Fiscal Year			Retirement Eligible Within 3 Years	
			FY2016	FY2017	FY2018	Number	Percent
Central	203	29.0%	51	9	12	72	35.5%
Elementary	248	35.4%	48	7	4	59	23.8%
Middle	126	18.0%	6	5	3	14	11.1%
High School	117	16.7%	20	6	7	33	28.2%
Special Schools	7	1.0%	1	0	0	1	14.3%
Total Administrators	**701**	**100.0%**	**126**	**27**	**26**	**179**	**25.5%**

1. Data reflects retirement eligibility as of July 1, 2015.

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.



Section 3: MCAAP –Principals

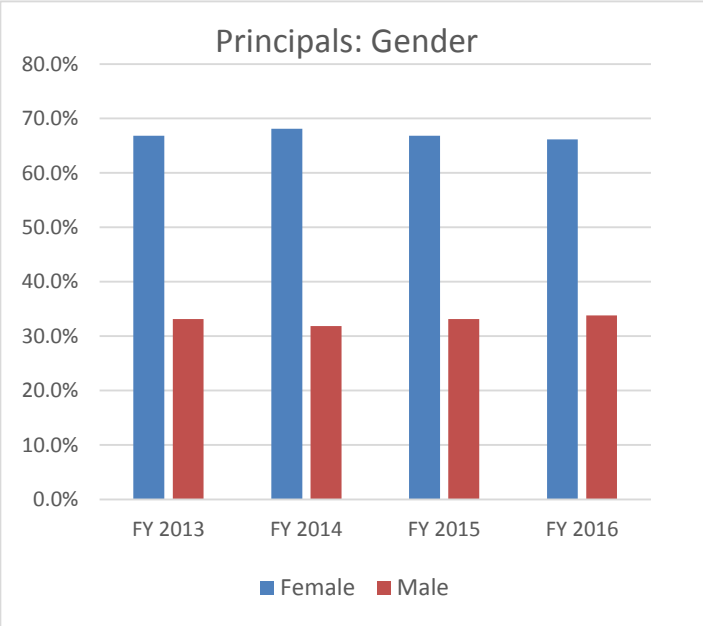
1. Demographic Profile
2. Years of Experience as MCPS Principal
3. Total Years of Experience
4. Certification Type
5. Turnover
6. New Principal Demographic Profile
7. Retirement Eligibility
8. Retirement Eligibility by Level

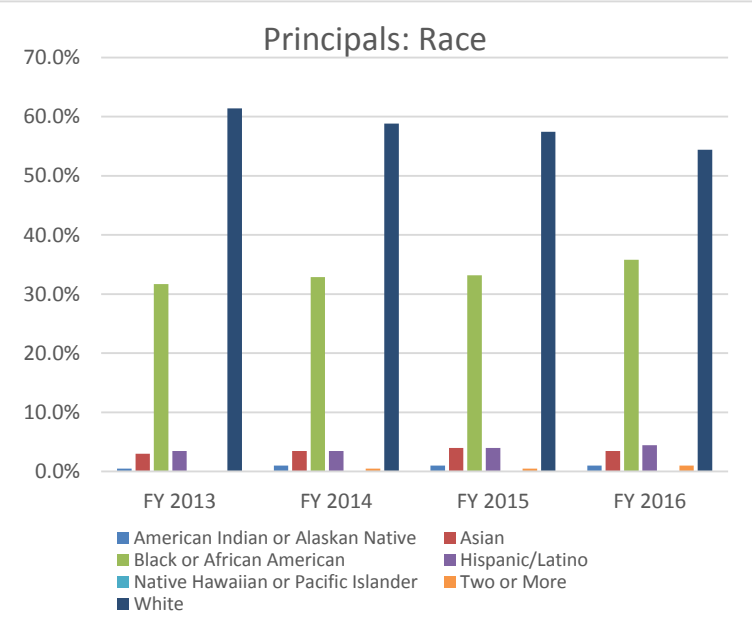
Principals: Demographic Profile

	FY 2013		FY 2014		FY 2015		FY 2016	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Female	135	66.8%	139	68.1%	135	66.8%	135	66.2%
Male	67	33.2%	65	31.9%	67	33.2%	69	33.8%
TOTAL	202	100.0%	204	100.0%	202	100.0%	204	100.0%
RACE								
American Indian or Alaskan Native	1	0.5%	2	1.0%	2	1.0%	2	1.0%
Asian	6	3.0%	7	3.4%	8	4.0%	7	3.4%
Black or African American	64	31.7%	67	32.8%	67	33.2%	73	35.8%
Hispanic/Latino	7	3.5%	7	3.4%	8	4.0%	9	4.4%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Two or More	0	0.0%	1	0.5%	1	0.5%	2	1.0%
White	124	61.4%	120	58.8%	116	57.4%	111	54.4%
TOTAL	202	100.0%	204	100.0%	202	100.0%	204	100.0%
AGE								
20 - 29 years	0	0.0%	0	0.0%	0	0.0%	0	0.0%
30 - 39 years	29	14.4%	29	14.2%	24	11.9%	27	13.2%
40 - 49 years	71	35.1%	76	37.3%	84	41.6%	91	44.6%
50 - 59 years	59	29.2%	56	27.5%	54	26.7%	55	27.0%
60+ years	43	21.3%	43	21.1%	40	19.8%	31	15.2%
TOTAL	202	100.0%	204	100.0%	202	100.0%	204	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

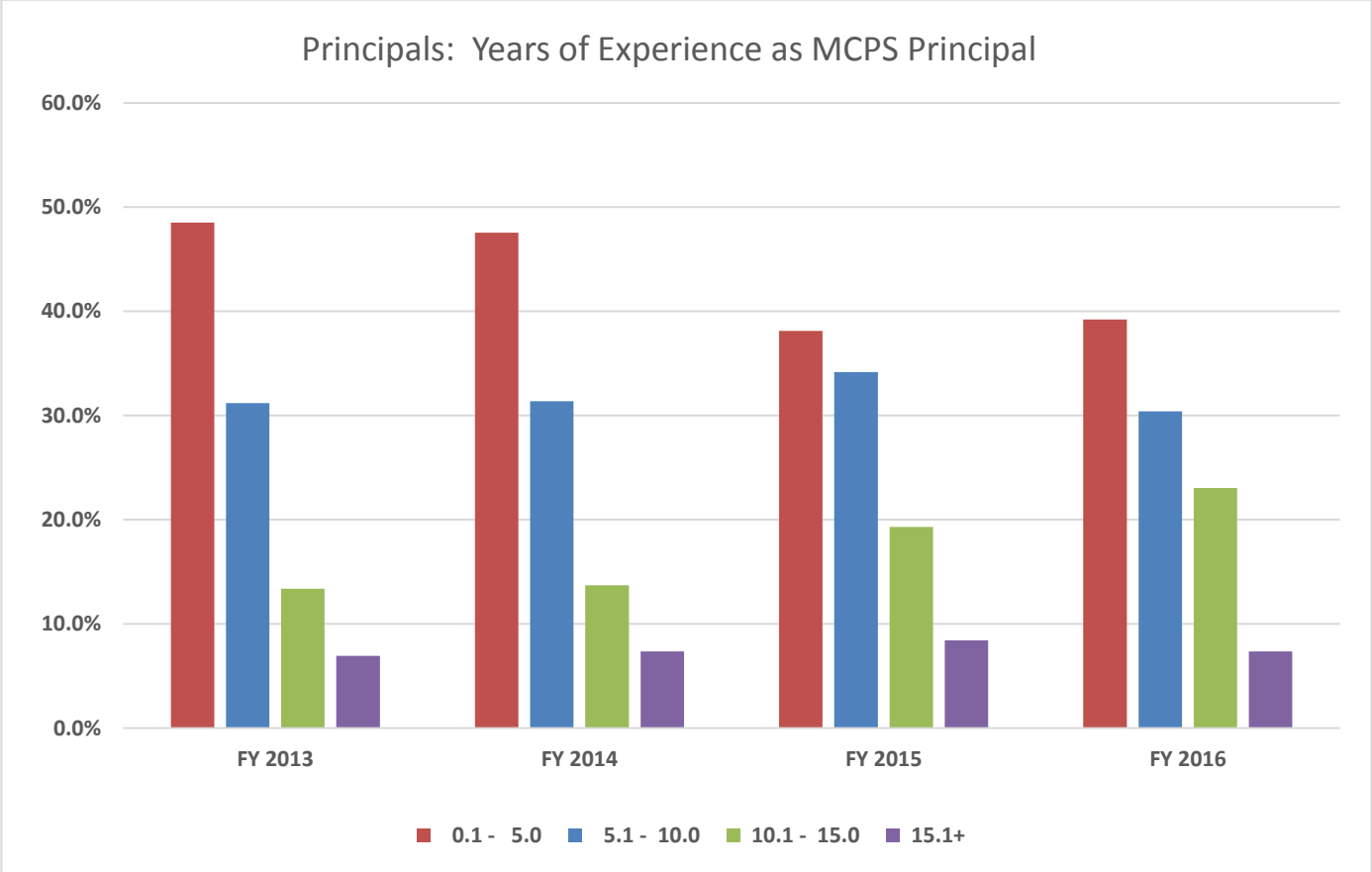




Principals:
Years of Experience as an MCPS Principal

Years of Experience	FY 2013		FY 2014		FY 2015		FY 2016	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	98	48.5%	97	47.5%	77	38.1%	80	39.2%
5.1 - 10.0	63	31.2%	64	31.4%	69	34.2%	62	30.4%
10.1 - 15.0	27	13.4%	28	13.7%	39	19.3%	47	23.0%
15.1+	14	6.9%	15	7.4%	17	8.4%	15	7.4%
TOTAL	**202**	**100.0%**	**204**	**100.0%**	**202**	**100.0%**	**204**	**100.0%**

1. Data reflects years worked in MCPS as a principal.
2.Data captured on October 15.

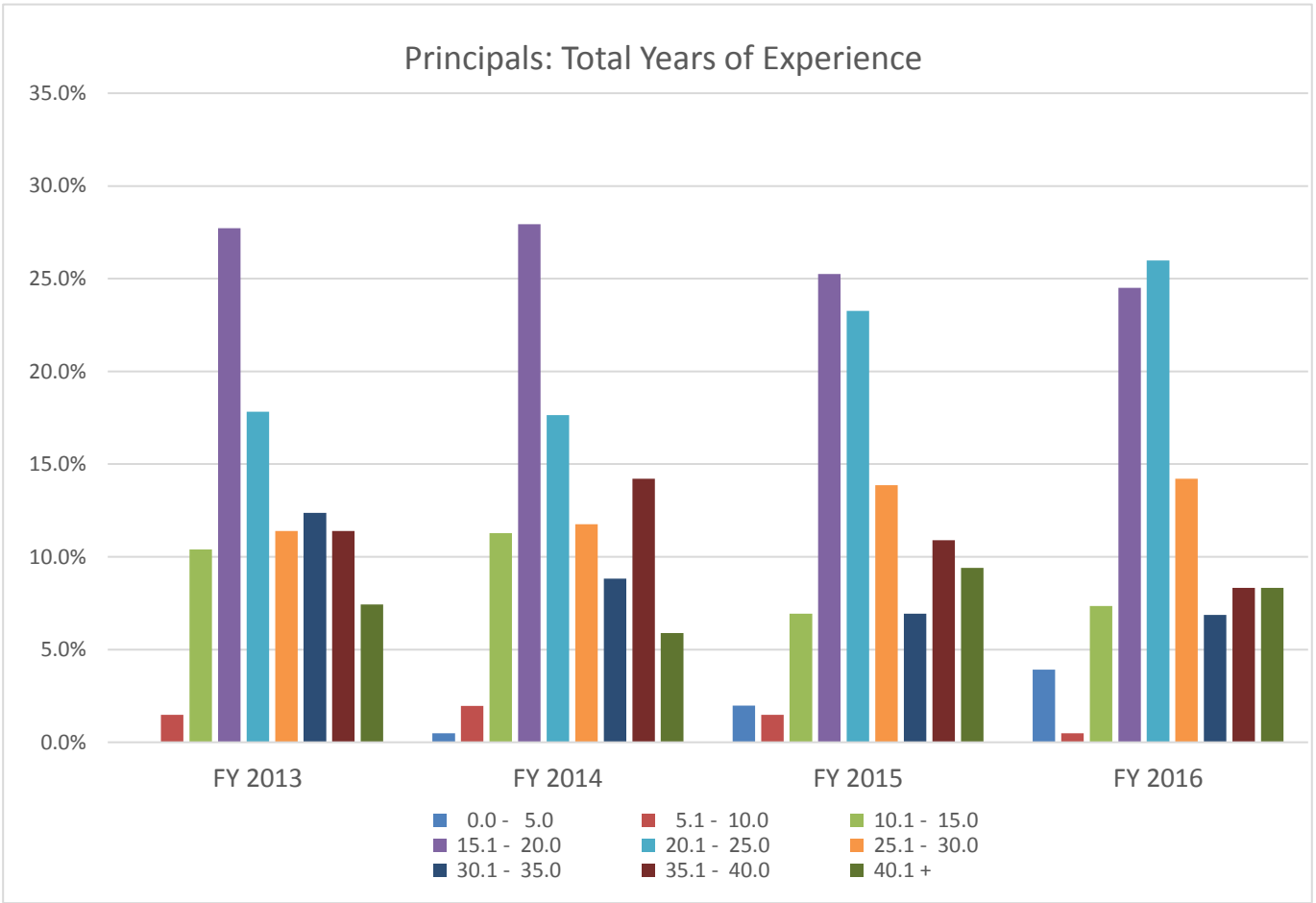


Principals: Total Years of Experience

Years of Experience	FY 2013		FY 2014		FY 2015		FY 2016	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.0 - 5.0	0	0.0%	1	0.5%	4	2.0%	8	3.9%
5.1 - 10.0	3	1.5%	4	2.0%	3	1.5%	1	0.5%
10.1 - 15.0	21	10.4%	23	11.3%	14	6.9%	15	7.4%
15.1 - 20.0	56	27.7%	57	27.9%	51	25.2%	50	24.5%
20.1 - 25.0	36	17.8%	36	17.6%	47	23.3%	53	26.0%
25.1 - 30.0	23	11.4%	24	11.8%	28	13.9%	29	14.2%
30.1 - 35.0	25	12.4%	18	8.8%	14	6.9%	14	6.9%
35.1 - 40.0	23	11.4%	29	14.2%	22	10.9%	17	8.3%
40.1 +	15	7.4%	12	5.9%	19	9.4%	17	8.3%
TOTAL	202	100.0%	204	100.0%	202	100.0%	204	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.



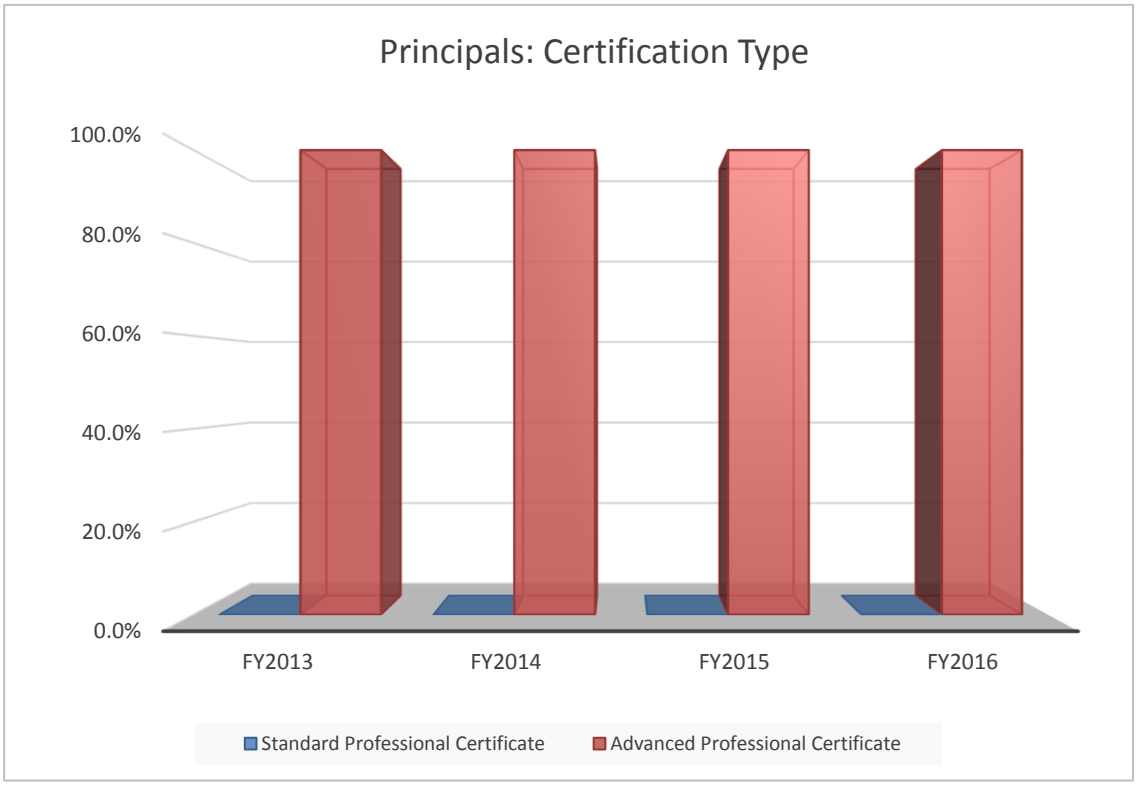
Principals: Certification Type

Fiscal Year	Number of Principals	Standard Professional Certificate[1]		Advanced Professional Certificate[2]	
		Number	Percent	Number	Percent
FY2016	204	0	0.0%	204	100.0%
FY2015	202	0	0.0%	202	100.0%
FY2014	204	0	0.0%	204	100.0%
FY2013	202	0	0.0%	202	100.0%

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

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

Data captured on October 15.

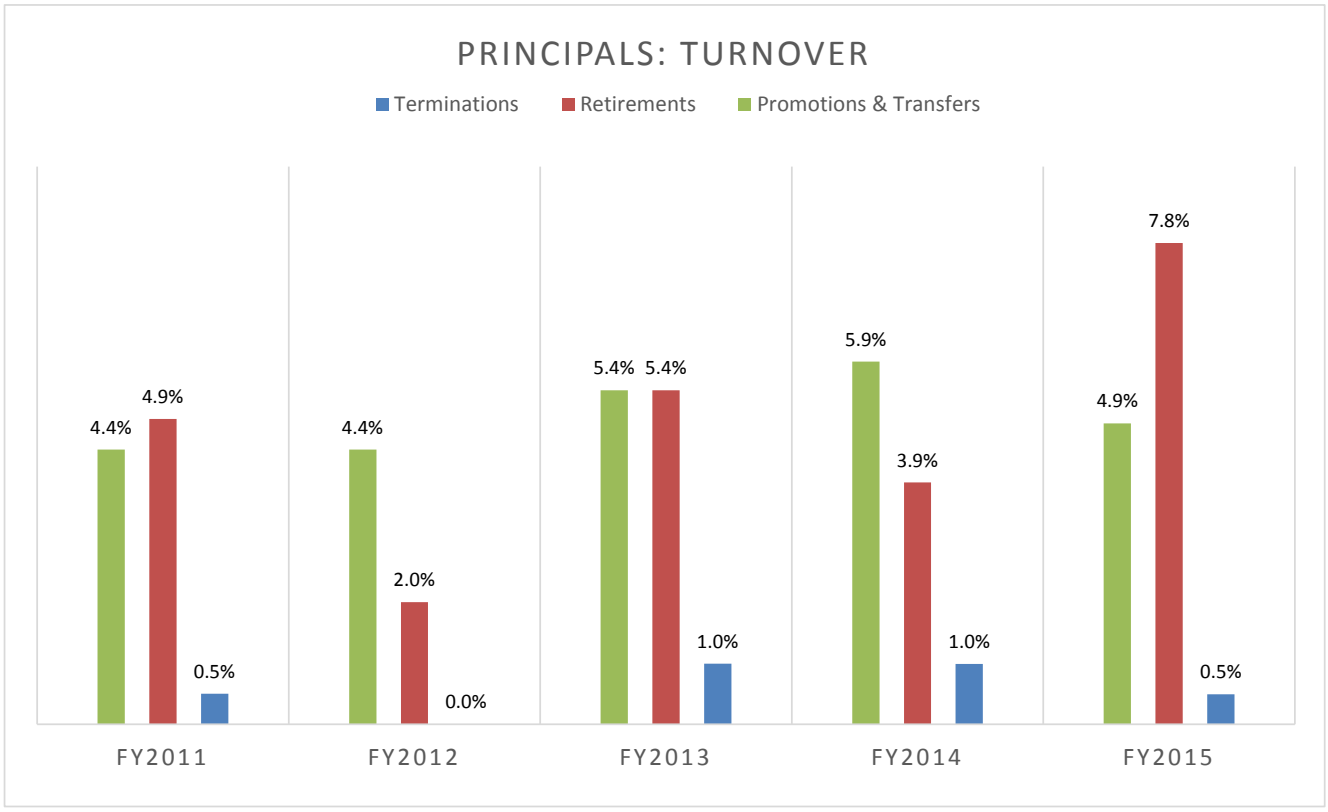


Principals: Turnover

Fiscal Year	Number of Principals[1]	Terminations		Retirements		Promotions & Transfers[2]		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2015	206	1	0.5%	16	7.8%	10	4.9%	27	13.1%
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%

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

[2] *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.*

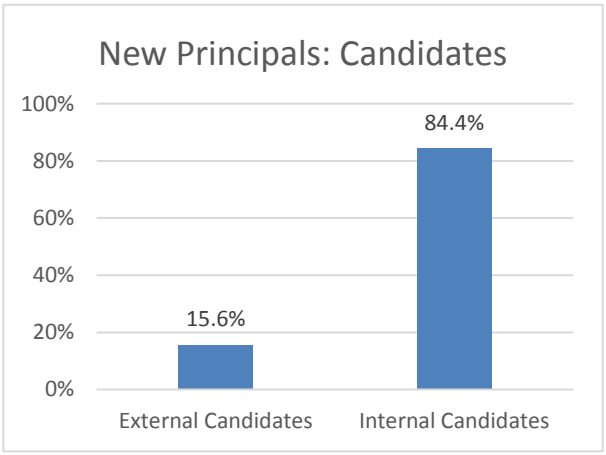


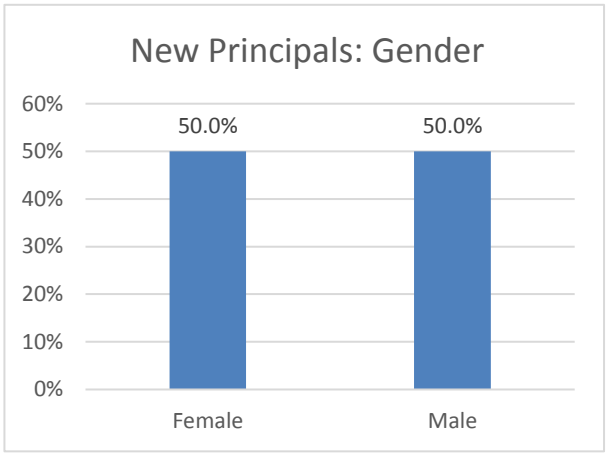
Principals: New Principals Demographic Profile

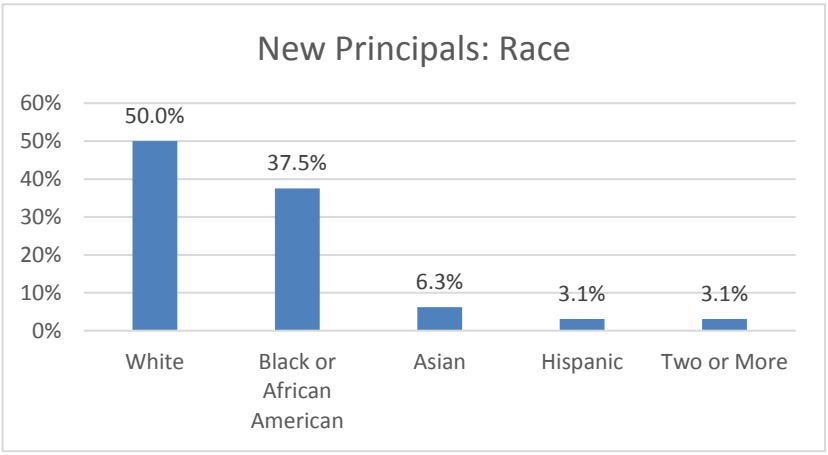
FY2016	Elementary School	Middle School	High School	Total	
				Number	Percent
PRINCIPAL NEW HIRES & PROMOTIONS					
External Candidates	4	1	0	5	15.6%
Internal Candidates	17	8	2	27	84.4%
TOTAL	**21**	**9**	**2**	**32**	**100.0%**
GENDER					
Female	10	4	2	16	50.0%
Male	11	5	0	16	50.0%
TOTAL	**21**	**9**	**2**	**32**	**100.0%**
RACE					
American Indian or Alaskan Native	0	0	0	0	0.0%
Asian	1	1	0	2	6.3%
Black or African American	7	4	1	12	37.5%
Hispanic	1	0	0	1	3.1%
Native Hawaiian or Pacific Islander	0	0	0	0	0.0%
Two or More	1	0	0	1	3.1%
White	11	4	1	16	50.0%
TOTAL	**21**	**9**	**2**	**32**	**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

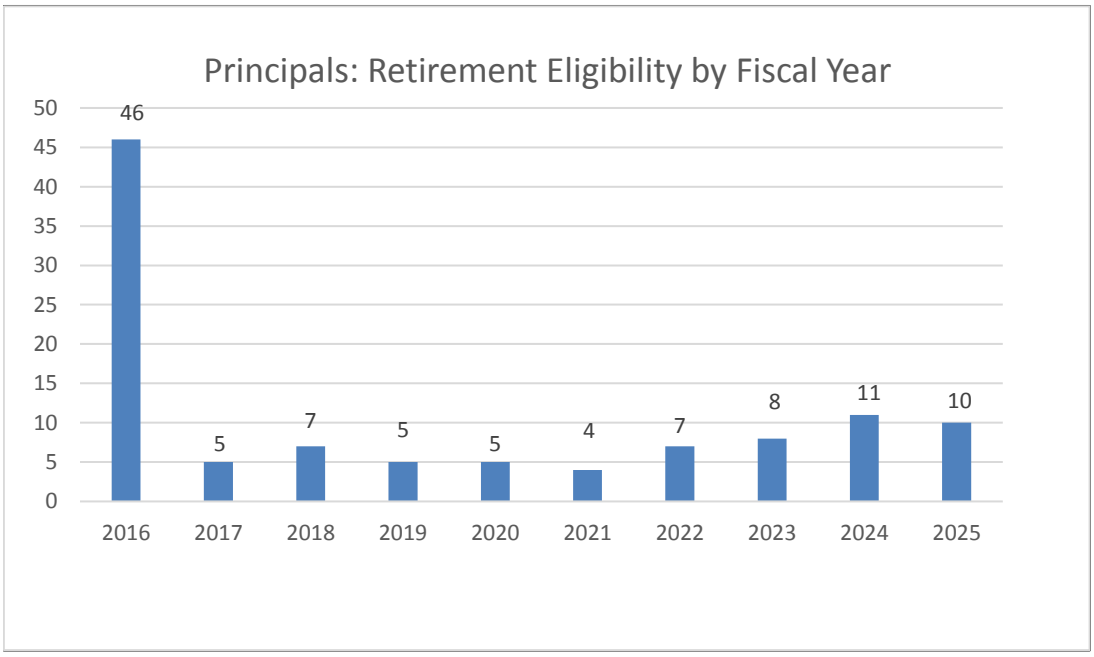
Fiscal Year	Principals Eligible By Fiscal Year	Percent of Total
2016	46	22.9%
2017	5	2.5%
2018	7	3.5%
2019	5	2.5%
2020	5	2.5%
2021	4	2.0%
2022	7	3.5%
2023	8	4.0%
2024	11	5.5%
2025	10	5.0%
Eligible within 10 years	**108**	**53.7%**
Total Principals	**201**	**100.0%**

1. Data reflects retirement eligibility as of July 1, 2015.

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

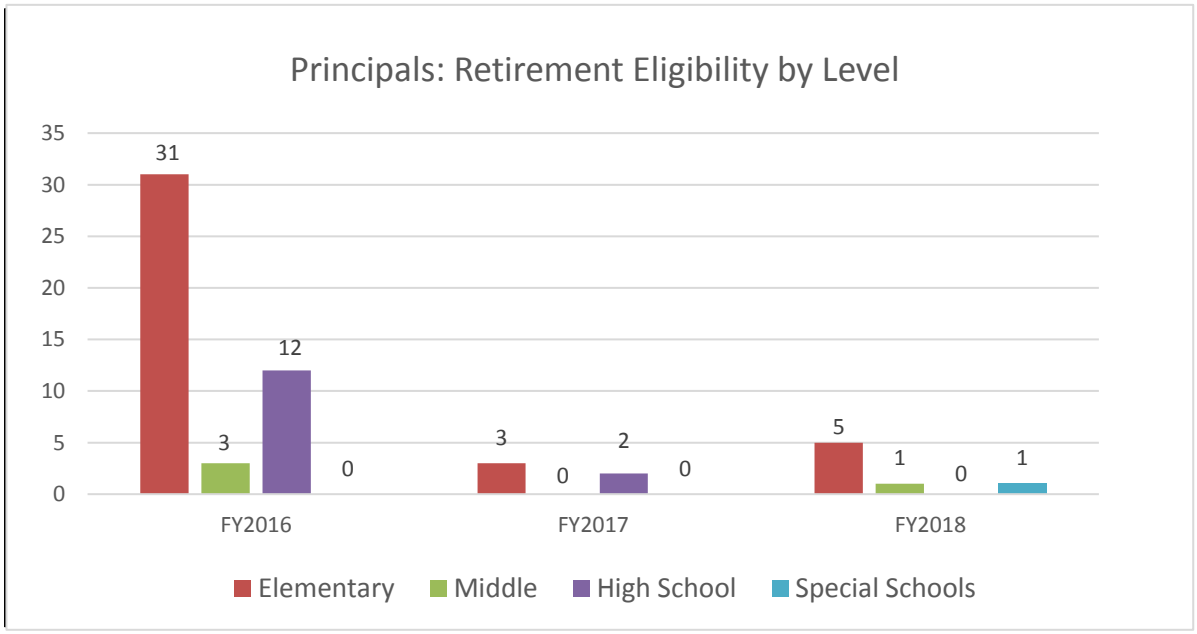
Level	Number of Principals	Percent of Total	Retirement Eligible by Fiscal Year			Retirement Eligible Within 3 Years	
			FY2016	FY2017	FY2018	Number	Percent
Elementary	133	66.2%	31	3	5	39	29.3%
Middle	38	18.9%	3	0	1	4	10.5%
High School	27	13.4%	12	2	0	14	51.9%
Special Schools	3	1.5%	0	0	1	1	33.3%
Total Principals	**201**	**100.0%**	**46**	**5**	**7**	**58**	**28.9%**

1. Data reflects retirement eligibility as of July 1, 2015.

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.



Section 4: MCAAP –Assistant Principals

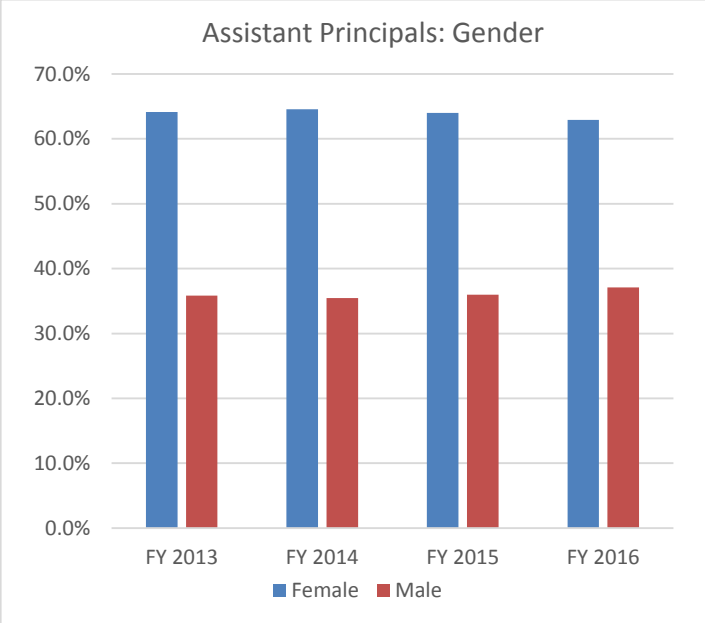
1. Demographic Profile
2. Certification Type
3. Turnover
4. New Assistant Principal Demographic Profile
5. Retirement Eligibility
6. Retirement Eligibility by Level

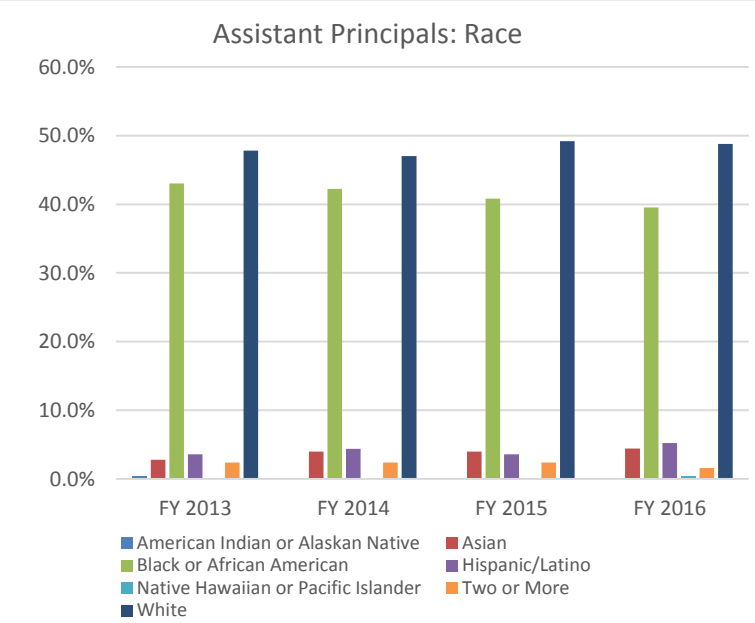
Assistant Principals: Demographic Profile

	FY 2013		FY 2014		FY 2015		FY 2016	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Female	161	64.1%	162	64.5%	160	64.0%	156	62.9%
Male	90	35.9%	89	35.5%	90	36.0%	92	37.1%
TOTAL	251	100.0%	251	100.0%	250	100.0%	248	100.0%
RACE								
American Indian or Alaskan Native	1	0.4%	0	0.0%	0	0.0%	0	0.0%
Asian	7	2.8%	10	4.0%	10	4.0%	11	4.4%
Black or African American	108	43.0%	106	42.2%	102	40.8%	98	39.5%
Hispanic/Latino	9	3.6%	11	4.4%	9	3.6%	13	5.2%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%	1	0.4%
Two or More	6	2.4%	6	2.4%	6	2.4%	4	1.6%
White	120	47.8%	118	47.0%	123	49.2%	121	48.8%
TOTAL	251	100.0%	251	100.0%	250	100.0%	248	100.0%
AGE								
20 - 29 years	1	0.4%	2	0.8%	2	0.8%	2	0.8%
30 - 39 years	69	27.5%	85	33.9%	78	31.2%	72	29.0%
40 - 49 years	109	43.4%	103	41.0%	102	40.8%	108	43.5%
50 - 59 years	49	19.5%	42	16.7%	42	16.8%	43	17.3%
60+ years	23	9.2%	19	7.6%	26	10.4%	23	9.3%
TOTAL	251	100.0%	251	100.0%	250	100.0%	248	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.





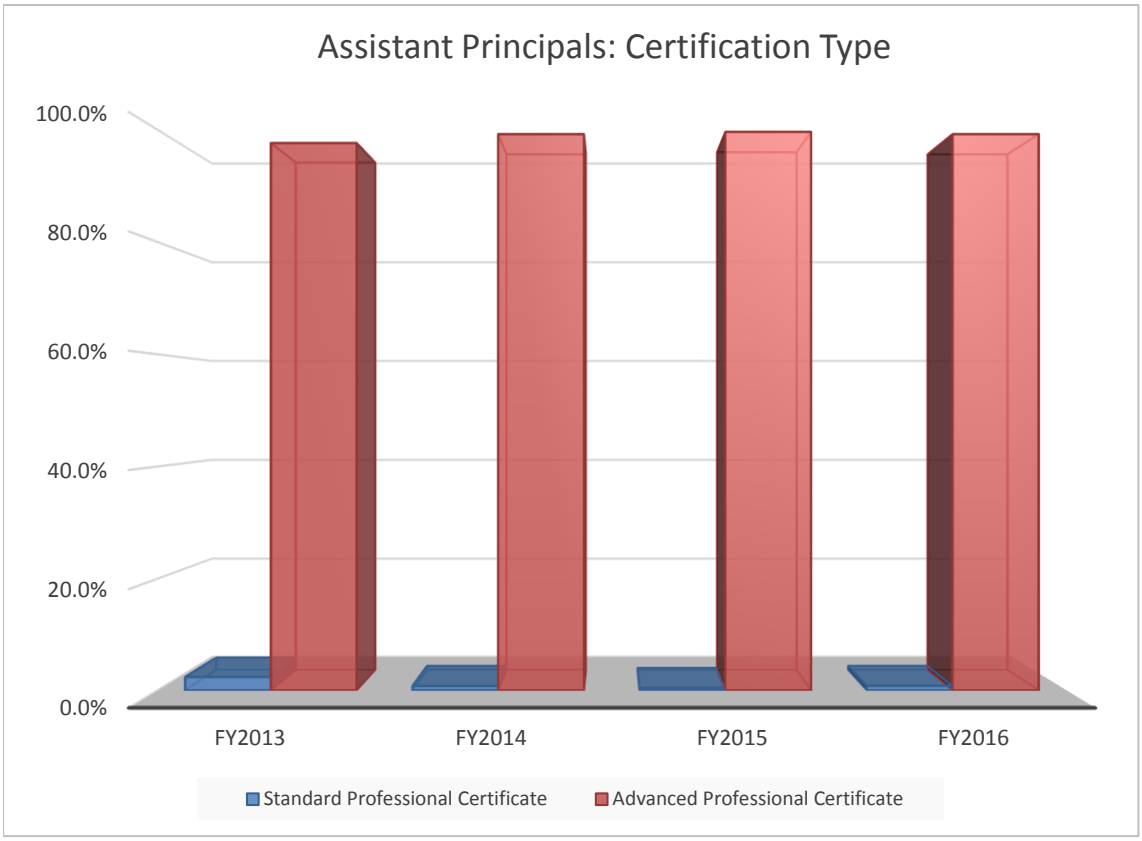
Assistant Principals: Certification Type

Fiscal Year	Number of Assistant Principals	Standard Professional Certificate[1]		Advanced Professional Certificate[2]	
		Number	Percent	Number	Percent
FY2016	248	2	0.8%	246	99.2%
FY2015	250	1	0.4%	249	99.6%
FY2014	251	2	0.8%	249	99.2%
FY2013	251	6	2.4%	245	97.6%

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

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

Data captured on October 15.

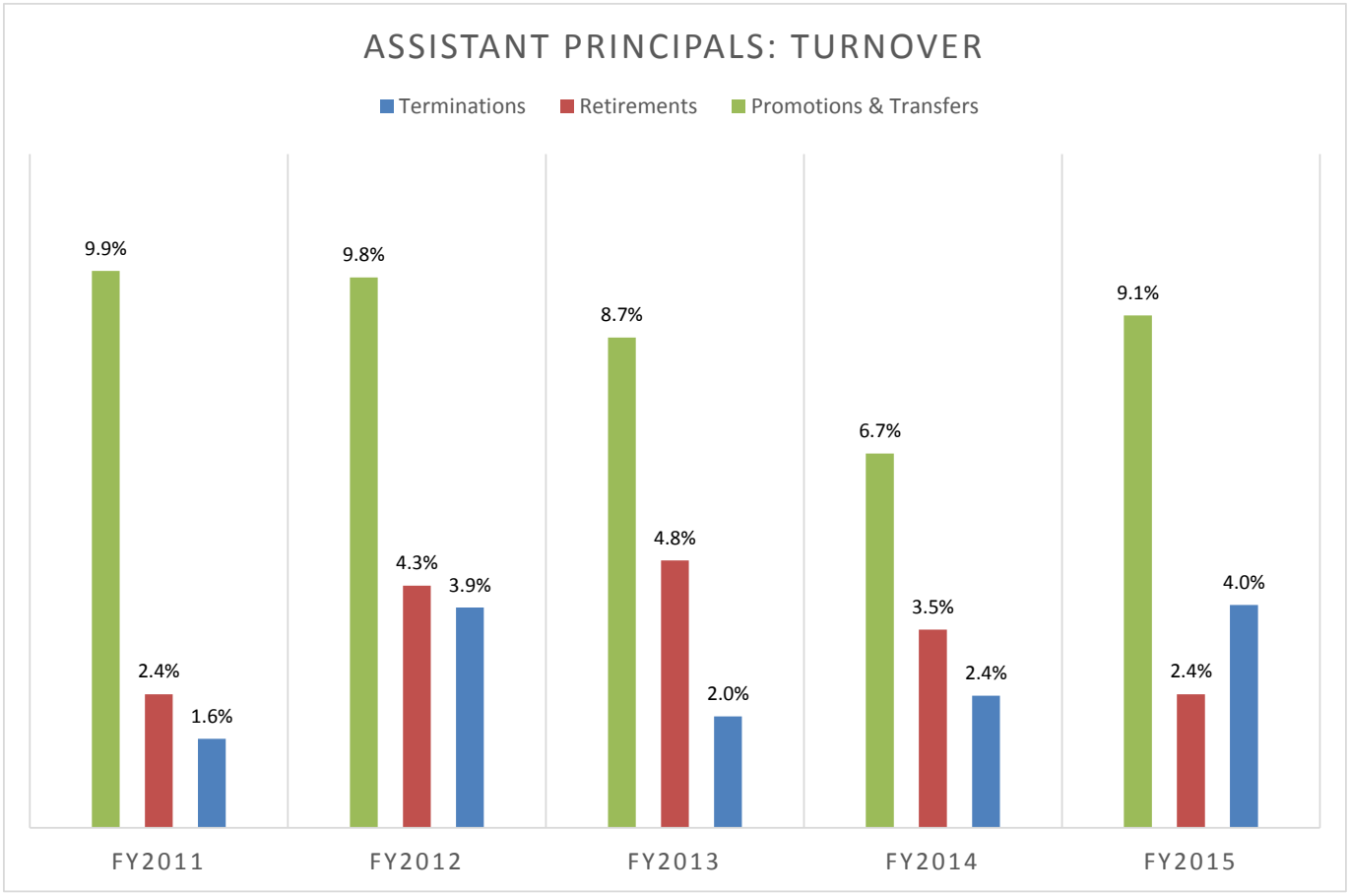


Assistant Principals: Turnover

Fiscal Year	Number of Assistant Principals[1]	Terminations		Retirements		Promotions & Transfers[2]		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2015	252	10	4.0%	6	2.4%	23	9.1%	39	15.5%
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%

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

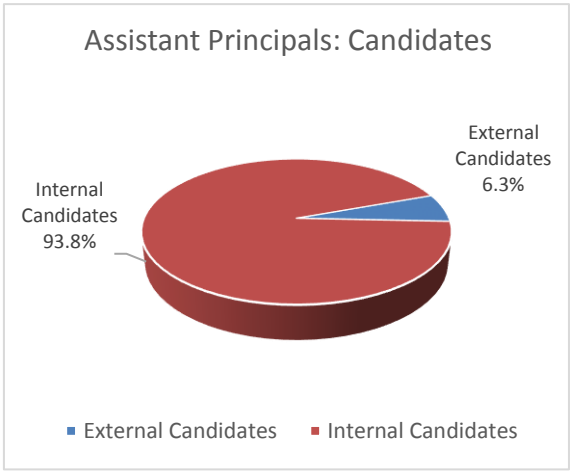
[2] *Promotion is defined as an assistant principal moving to a higher graded non-assistant principal position. An assistant principal moving from one school to another is not counted as a promotion. Transfer is defined to be an assistant principal no longer in an assistant principal position.*

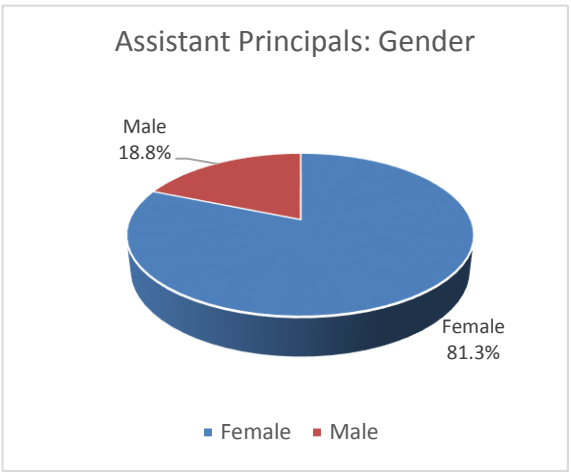


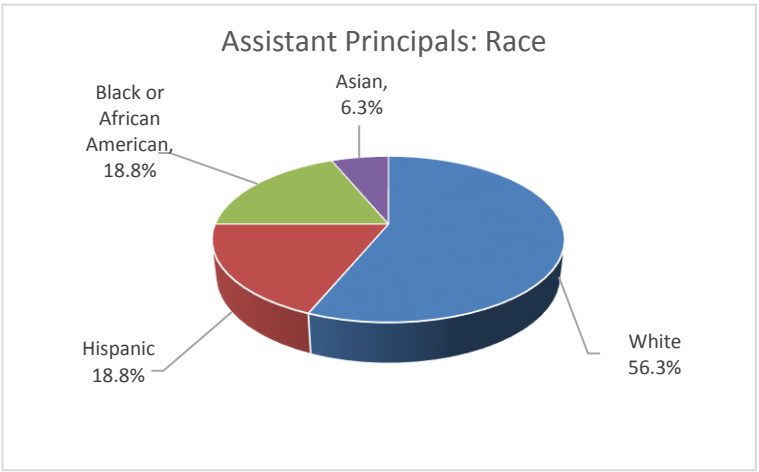
Assistant Principals:
New Assistant Principal Demographic Profile

FY 2016	Total	
	Number	Percent
NEW HIRES AND PROMOTIONS		
External Candidates	1	6.3%
Internal Candidates	15	93.8%
TOTAL	**16**	**100.0%**
GENDER		
Female	13	81.3%
Male	3	18.8%
TOTAL	**16**	**100.0%**
RACE		
American Indian or Alaskan Native	0	0.0%
Asian	1	6.3%
Black or African American	3	18.8%
Hispanic	3	18.8%
Native Hawaiian or Pacific Islander	0	0.0%
Two or More	0	0.0%
White	9	56.3%
TOTAL	**16**	**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

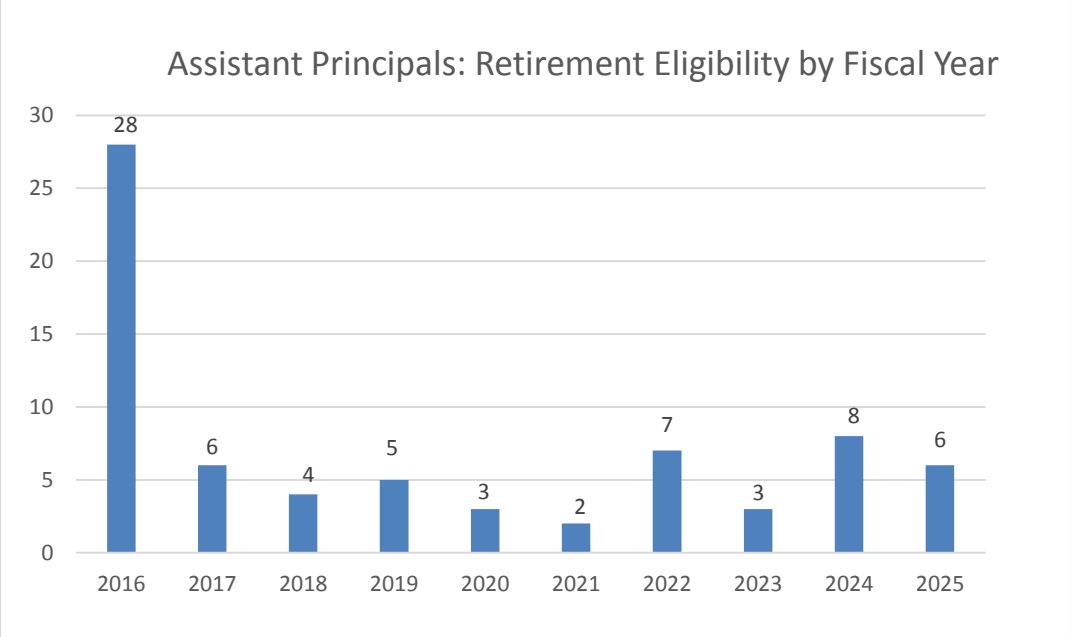
Fiscal Year	Assistant Principals Eligible By Fiscal Year	Percent of Total
2016	28	11.3%
2017	6	2.4%
2018	4	1.6%
2019	5	2.0%
2020	3	1.2%
2021	2	0.8%
2022	7	2.8%
2023	3	1.2%
2024	8	3.2%
2025	6	2.4%
Eligible within 10 years	**72**	**29.0%**
Total Assisant Principals	**248**	**100.0%**

1. Data reflects retirement eligibility as of July 1, 2015.

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

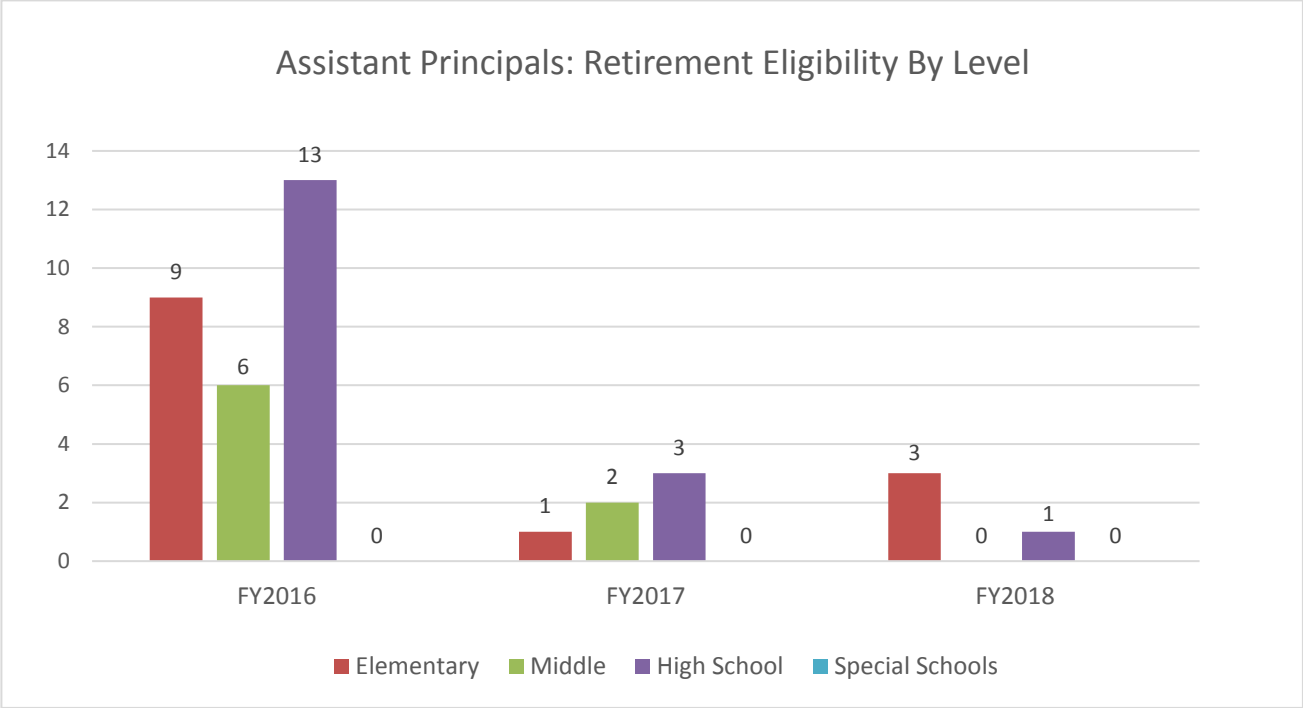
Level	Number of Assistant Principals	Percent of Total	Retirement Eligible			Retirement Eligible	
			FY2016	FY2017	FY2018	Number	Percent
Elementary	112	45.2%	9	1	3	13	11.6%
Middle	66	26.6%	6	2	0	8	12.1%
High School	68	27.4%	13	3	1	17	25.0%
Special Schools	2	0.8%	0	0	0	0	0.0%
Total Assistant Principals	**248**	**100.0%**	**28**	**6**	**4**	**38**	**15.3%**

1. Data reflects retirement eligibility as of July 1, 2015.

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.



Section 5: MCAAP - Assistant School Administrators

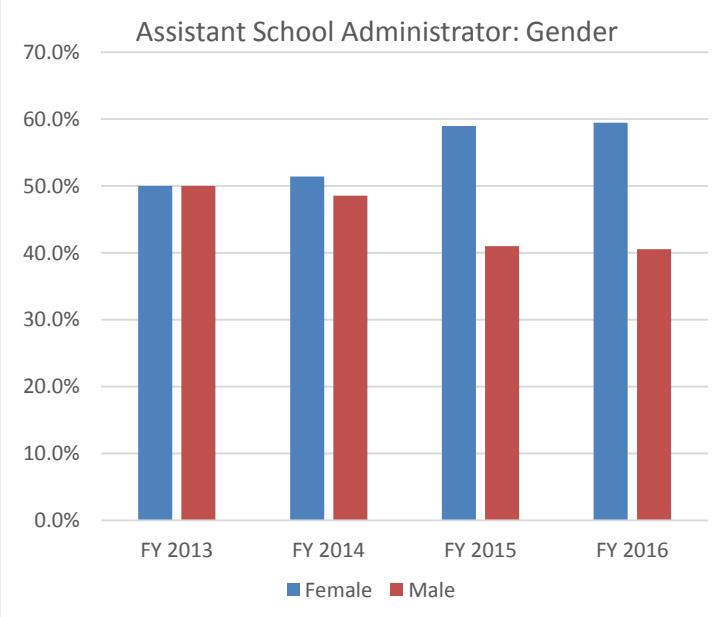
1. Demographic Profile
2. Certification Type
3. New Assistant School Administrators
4. Demographic Profile Turnover
5. Retirement Eligibility

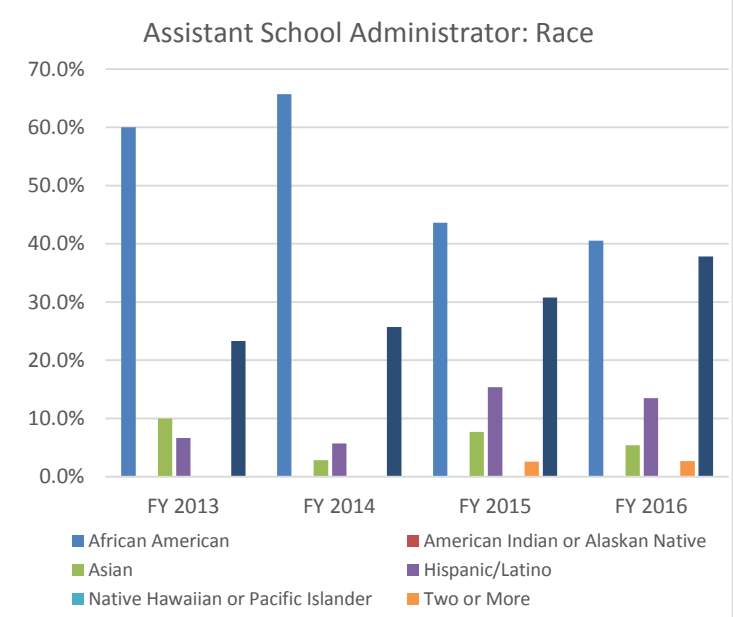
Assistant School Administrators: Demographic Profile

	FY 2013		FY 2014		FY 2015		FY 2016	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Female	15	50.0%	18	51.4%	23	59.0%	22	59.5%
Male	15	50.0%	17	48.6%	16	41.0%	15	40.5%
TOTAL	**30**	**100.0%**	**35**	**100.0%**	**39**	**100.0%**	**37**	**100.0%**
RACE								
African American	18	60.0%	23	65.7%	17	43.6%	15	40.5%
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian	3	10.0%	1	2.9%	3	7.7%	2	5.4%
Hispanic/Latino	2	6.7%	2	5.7%	6	15.4%	5	13.5%
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%	1	2.6%	1	2.7%
White	7	23.3%	9	25.7%	12	30.8%	14	37.8%
TOTAL	**30**	**100.0%**	**35**	**100.0%**	**39**	**100.0%**	**37**	**100.0%**
AGE								
20 - 29 years	2	6.7%	0	0.0%	0	0.0%	0	0.0%
30 - 39 years	15	50.0%	20	57.1%	23	59.0%	23	62.2%
40 - 49 years	9	30.0%	12	34.3%	13	33.3%	11	29.7%
50 - 59 years	3	10.0%	1	2.9%	2	5.1%	2	5.4%
60+ years	1	3.3%	2	5.7%	1	2.6%	1	2.7%
TOTAL	**30**	**100.0%**	**35**	**100.0%**	**39**	**100.0%**	**37**	**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.





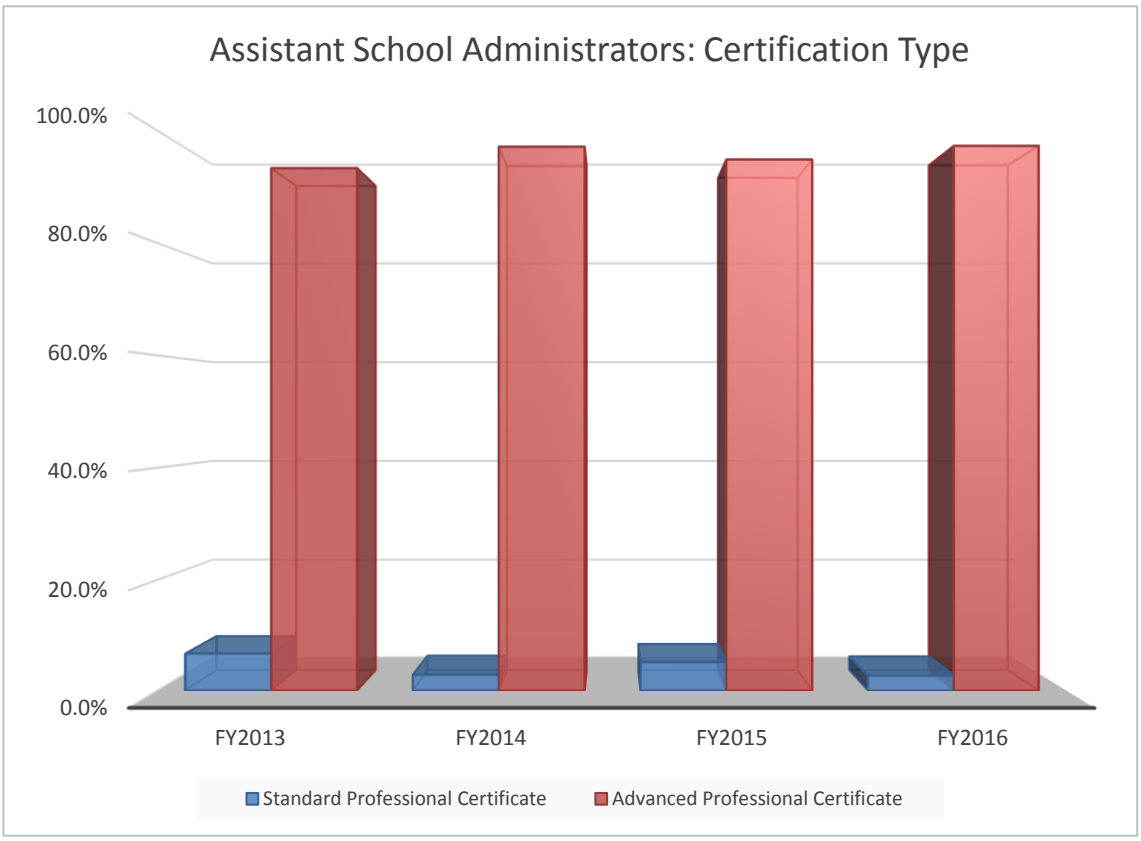
Assistant School Administrators: Certification Type

Fiscal Year	Number of Assistant School Administrators	Standard Professional Certificate[1]		Advanced Professional Certificate[2]	
		Number	Percent	Number	Percent
FY2016	37	1	2.7%	36	97.3%
FY2015	39	2	5.1%	37	94.9%
FY2014	35	1	2.9%	34	97.1%
FY2013	30	2	6.7%	28	93.3%

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

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

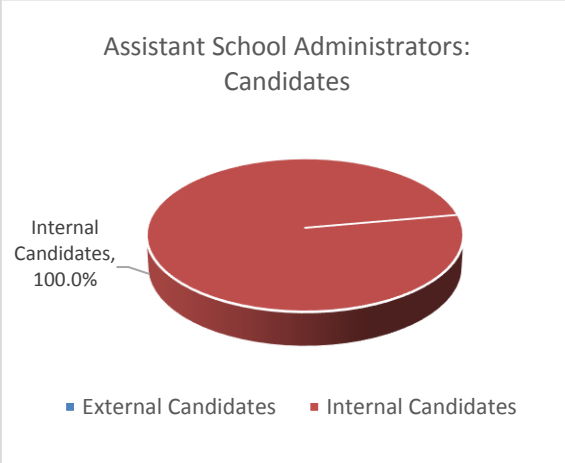
Data captured on October 15.

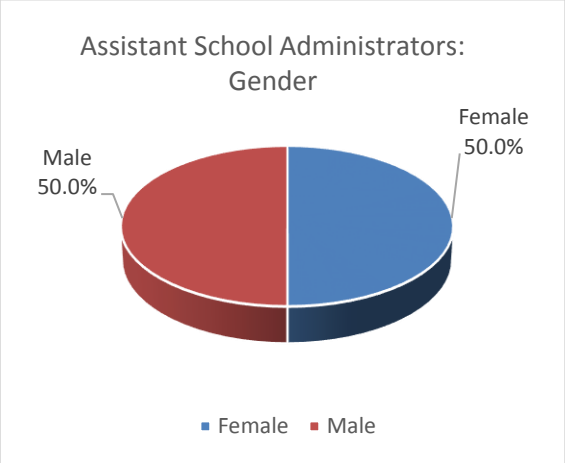


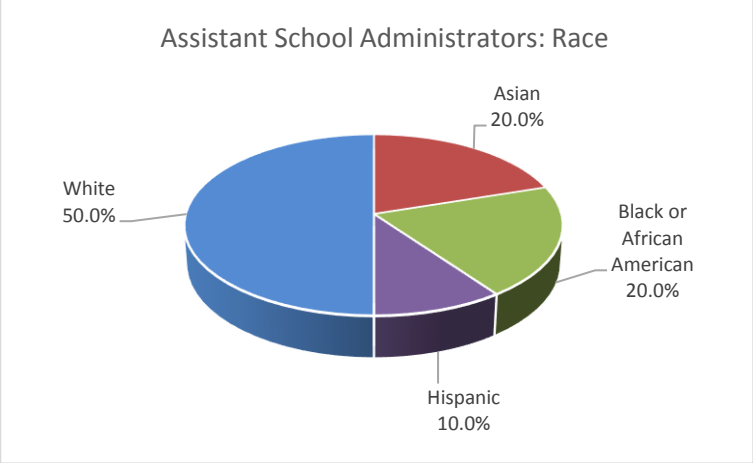
Assistant School Administrators:
New Assistant School Administrators Demographic Profile

FY 2016	Total	
	Number	Percent
NEW HIRES AND PROMOTIONS		
External Candidates	0	0.0%
Internal Candidates	10	100.0%
TOTAL	**10**	**100.0%**
GENDER		
Female	5	50.0%
Male	5	50.0%
TOTAL	**10**	**100.0%**
RACE		
American Indian or Alaskan Native	0	0.0%
Asian	2	20.0%
Black or African American	2	20.0%
Hispanic	1	10.0%
Native Hawaiian or Pacific Islander	0	0.0%
Two or More	0	0.0%
White	5	50.0%
TOTAL	**10**	**100.0%**

Data was captured on Otober 15





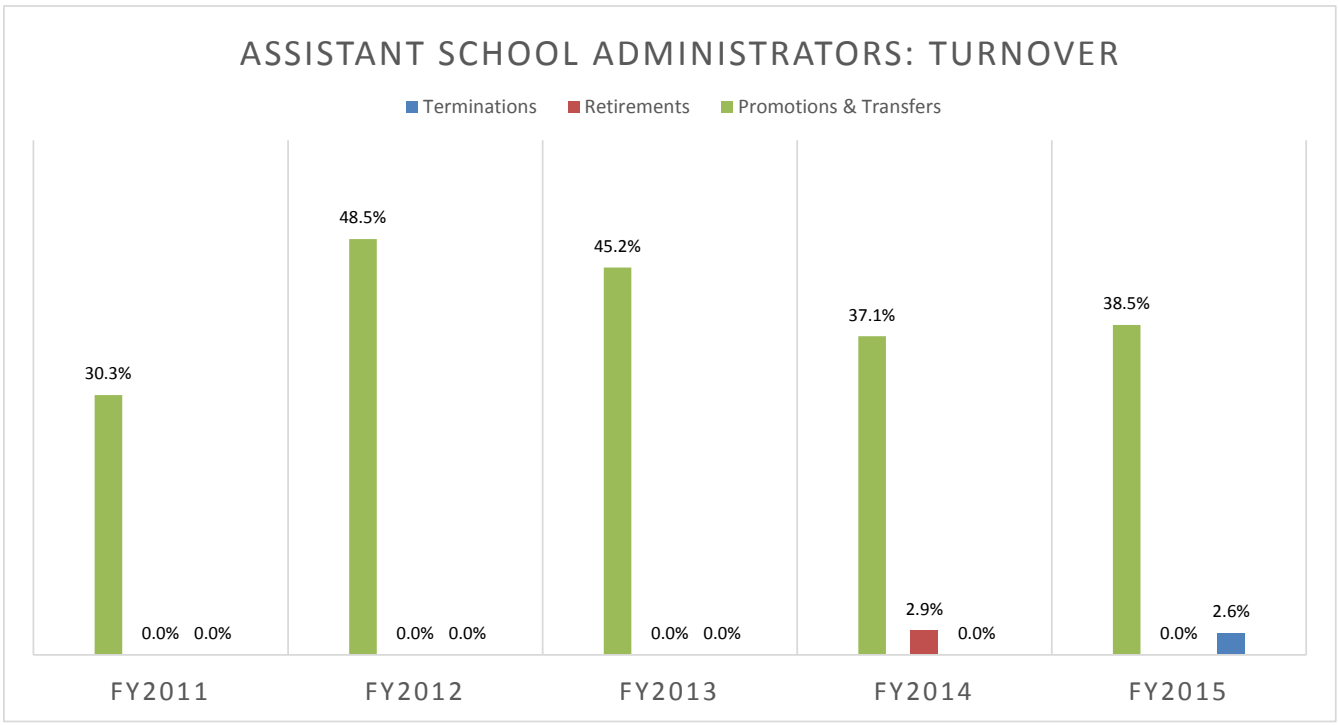


Assistant School Administrators: Turnover

Fiscal Year	Number of Assistant School Administrators[1]	Terminations		Retirements		Promotions & Transfers[2]		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2015	39	1	2.6%	0	0.0%	15	38.5%	16	41.0%
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%

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

[2] *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

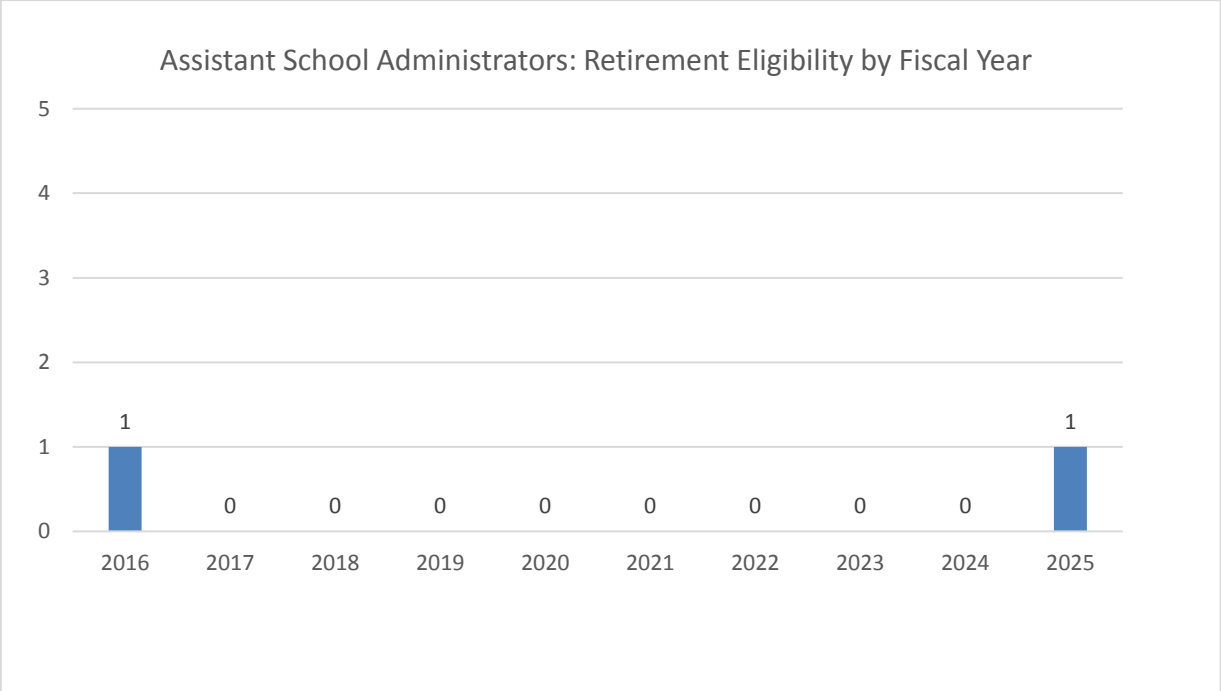
Fiscal Year	Assistant School Administrators Eligible By Fiscal Year	Percent of Total
2016	1	2.7%
2017	0	0.0%
2018	0	0.0%
2019	0	0.0%
2020	0	0.0%
2021	0	0.0%
2022	0	0.0%
2023	0	0.0%
2024	0	0.0%
2025	1	2.7%
Eligible within 10 years	**2**	**5.4%**
Total Assistant School Administrators	**37**	**100.0%**

1. Data reflects retirement eligibility as of July 1, 2015.

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.



Section 6: Montgomery County Business and Operations Administrators (MCBOA)

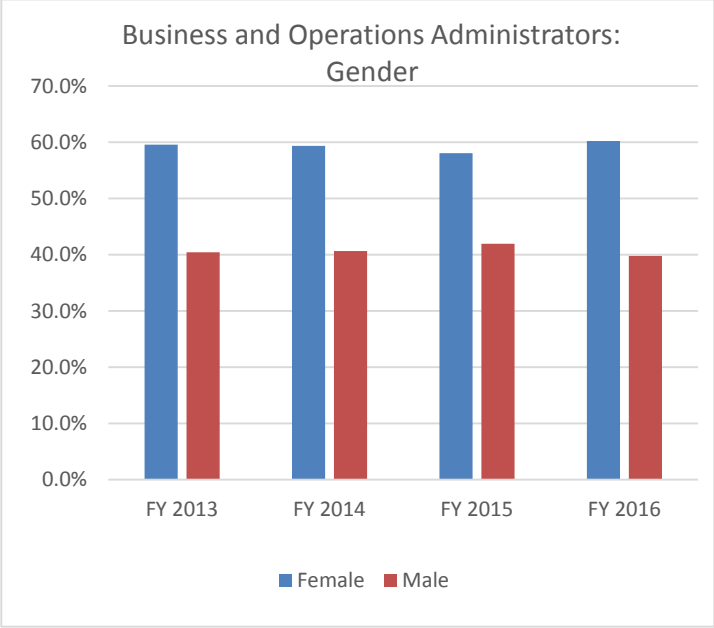
1. Demographic Profile
2. Degree
3. Total Years of Experience
4. Salary Schedule Placement
5. Retirement Eligibility

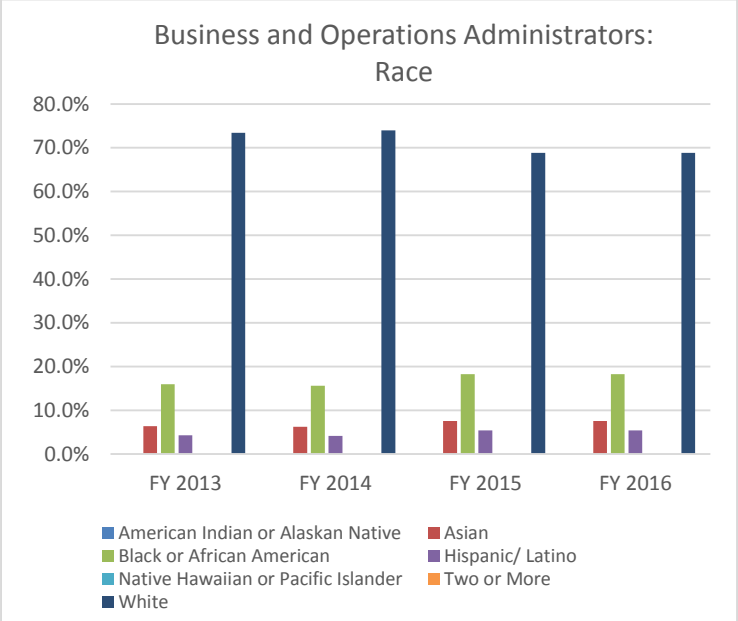
Business and Operations Administrators: Demographic Profile

	FY 2013		FY 2014		FY 2015		FY 2016	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Female	56	59.6%	57	59.4%	54	58.1%	56	60.2%
Male	38	40.4%	39	40.6%	39	41.9%	37	39.8%
TOTAL	94	100.0%	96	100.0%	93	100.0%	93	100.0%
RACE								
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian	6	6.4%	6	6.3%	7	7.5%	7	7.5%
Black or African American	15	16.0%	15	15.6%	17	18.3%	17	18.3%
Hispanic/ Latino	4	4.3%	4	4.2%	5	5.4%	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%
White	69	73.4%	71	74.0%	64	68.8%	64	68.8%
TOTAL	94	100.0%	96	100.0%	93	100.0%	93	100.0%
AGE								
20 - 29 years	2	2.1%	3	3.1%	2	2.2%	2	2.2%
30 - 39 years	8	8.5%	9	9.4%	8	8.6%	6	6.5%
40 - 49 years	24	25.5%	26	27.1%	24	25.8%	26	28.0%
50 - 59 years	42	44.7%	43	44.8%	39	41.9%	39	41.9%
60+ years	18	19.1%	15	15.6%	20	21.5%	20	21.5%
TOTAL	94	100.0%	96	100.0%	93	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.

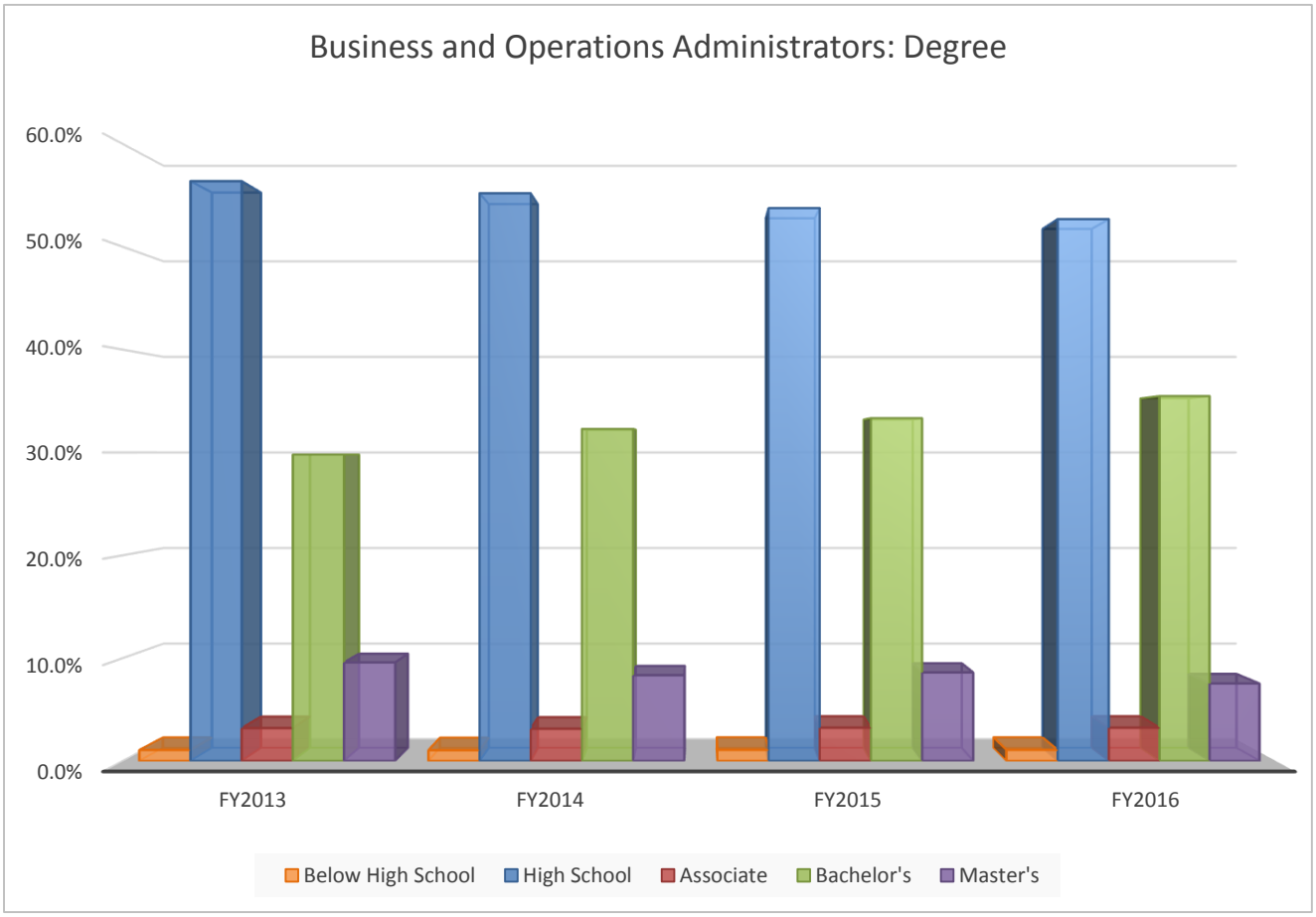




Business and Operations Administrators: Degree

Degree	FY2013		FY2014		FY2015		FY2016	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Below High School	1	1.1%	1	1.0%	1	1.1%	1	1.1%
High School	53	56.4%	53	55.2%	50	53.8%	49	52.7%
Associate	3	3.2%	3	3.1%	3	3.2%	3	3.2%
Bachelor's	28	29.8%	31	32.3%	31	33.3%	33	35.5%
Master's	9	9.6%	8	8.3%	8	8.6%	7	7.5%
Doctorate	0	0.0%	0	0.0%	0	0.0%	0	0.0%
TOTAL	**94**	**100.0%**	**96**	**100.0%**	**93**	**100.0%**	**93**	**100.0%**

1. Data captured on October 15.

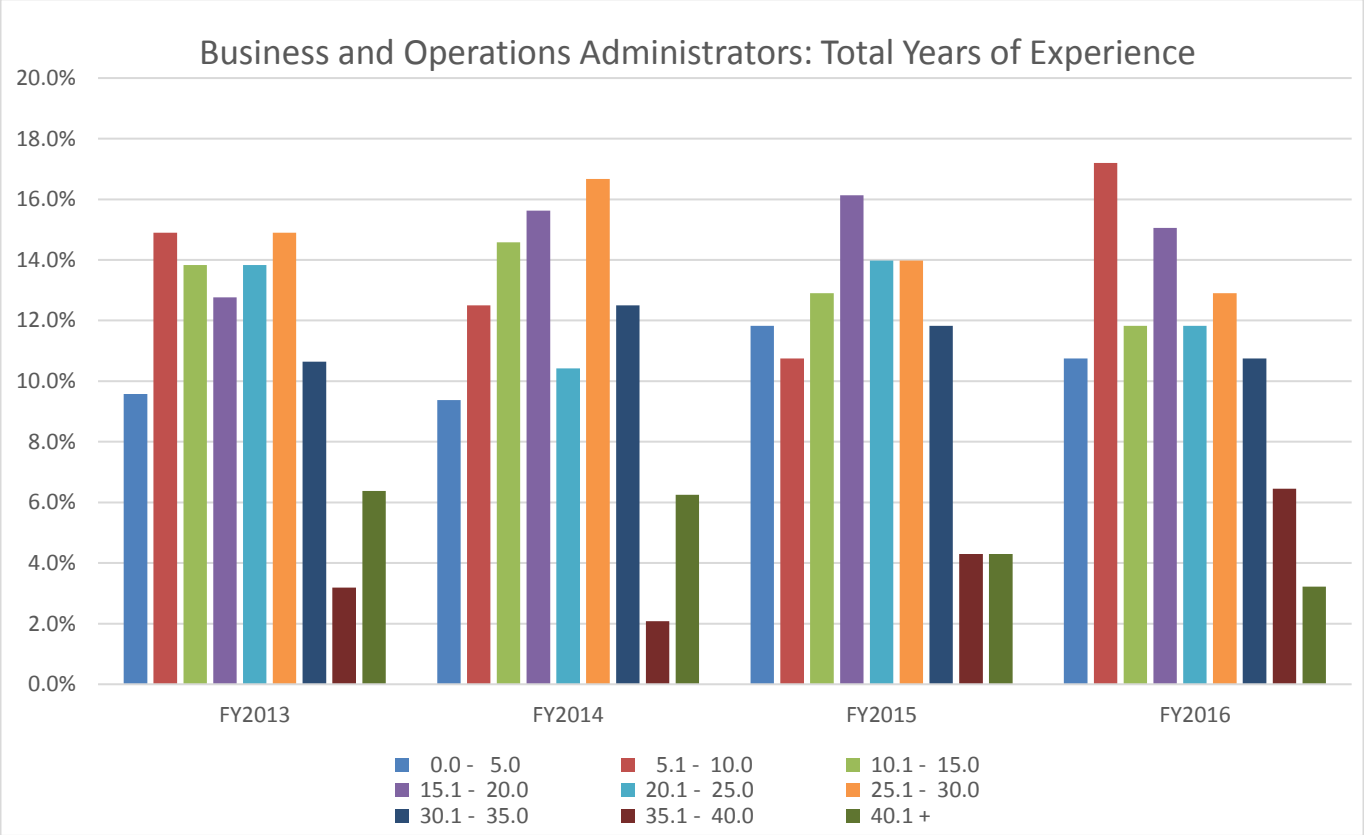


Business and Operations Administrators: Total Years of Experience

Years of Experience	FY2013		FY2014		FY2015		FY2016	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.0 - 5.0	9	9.6%	9	9.4%	11	11.8%	10	10.8%
5.1 - 10.0	14	14.9%	12	12.5%	10	10.8%	16	17.2%
10.1 - 15.0	13	13.8%	14	14.6%	12	12.9%	11	11.8%
15.1 - 20.0	12	12.8%	15	15.6%	15	16.1%	14	15.1%
20.1 - 25.0	13	13.8%	10	10.4%	13	14.0%	11	11.8%
25.1 - 30.0	14	14.9%	16	16.7%	13	14.0%	12	12.9%
30.1 - 35.0	10	10.6%	12	12.5%	11	11.8%	10	10.8%
35.1 - 40.0	3	3.2%	2	2.1%	4	4.3%	6	6.5%
40.1 +	6	6.4%	6	6.3%	4	4.3%	3	3.2%
TOTAL	**94**	**100.0%**	**96**	**100.0%**	**93**	**100.0%**	**93**	**100.0%**

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

2. Data captured October 15.

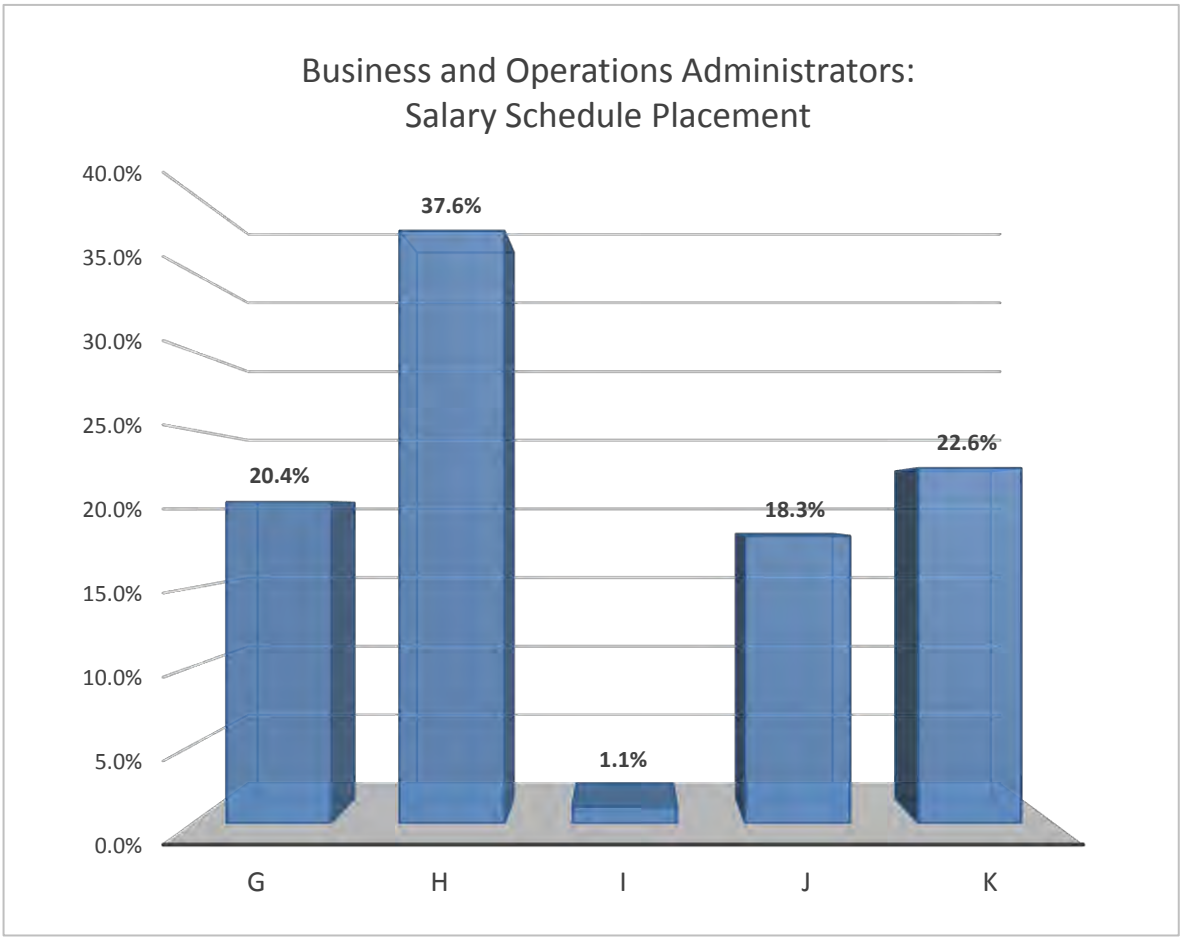


Business and Operations Administrators: Salary Schedule Placement

FY 2016							
Step[1]	G	H	I	J	K	Total	%
1	2	5	0	0	1	8	8.6%
2	0	0	0	0	1	1	1.1%
3	0	3	0	0	0	3	3.2%
4	2	2	0	0	0	4	4.3%
5	1	2	0	4	0	7	7.5%
6	3	1	0	0	0	4	4.3%
7	0	1	1	2	0	4	4.3%
8	1	3	0	1	1	6	6.5%
9	1	3	0	0	2	6	6.5%
10	1	1	0	3	1	6	6.5%
11	0	0	0	1	3	4	4.3%
12	2	6	0	3	4	15	16.1%
50	3	4	0	3	6	16	17.2%
60	3	4	0	0	2	9	9.7%
Total	19	35	1	17	21	93	100.0%
% of Schedule	20.4%	37.6%	1.1%	18.3%	22.6%		

Data as of October 15, 2015

[1] *Steps 50 and 60 indicates employees that received a 2% increase on 7/1/2012 and/or 2/8/2014*



Business and Operations Administrators: Retirement Eligibility

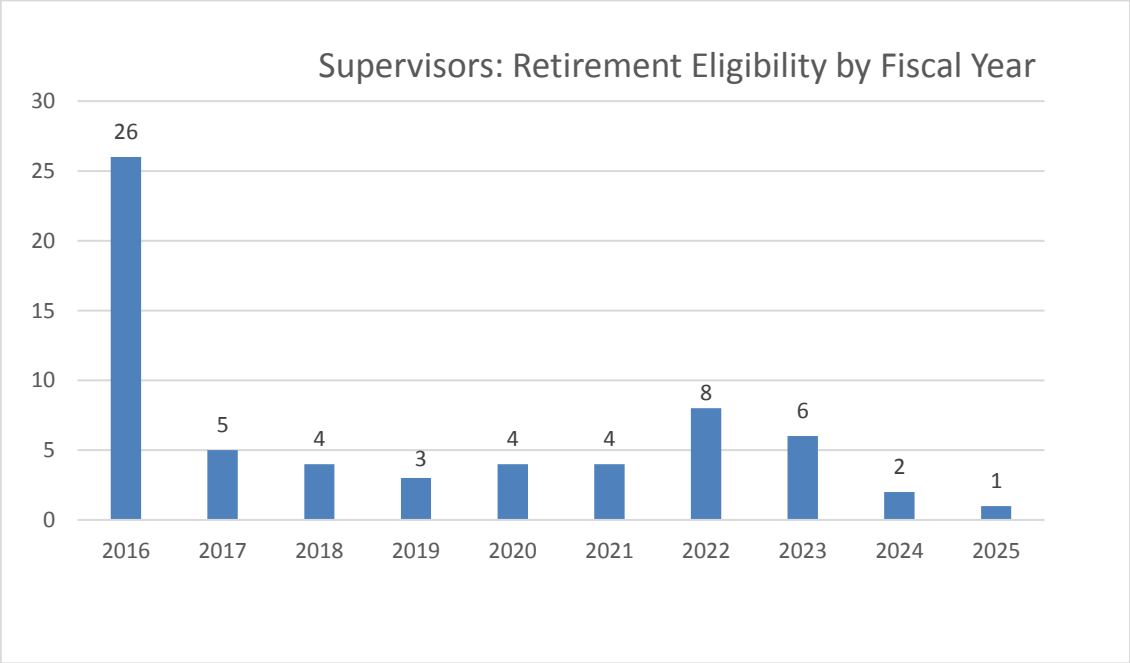
Fiscal Year	Supervisors Eligible By Fiscal Year	Percent of Total
2016	26	28.0%
2017	5	5.4%
2018	4	4.3%
2019	3	3.2%
2020	4	4.3%
2021	4	4.3%
2022	8	8.6%
2023	6	6.5%
2024	2	2.2%
2025	1	1.1%
Eligible within 10 years	**63**	**67.7%**
Total Supervisors	**93**	**100.0%**

1. Data reflects retirement eligibility as of July 1, 2015.

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.



Section 7: Montgomery County Education Association Personnel (MCEA) – Other Professionals (12-month)

1. Demographic Profile
2. Degree
3. Certification Type
4. Years of Experience in MCPS
5. Total Years of Experience
6. Salary Schedule Placement
7. Annual Salary
8. Retirement Eligibility

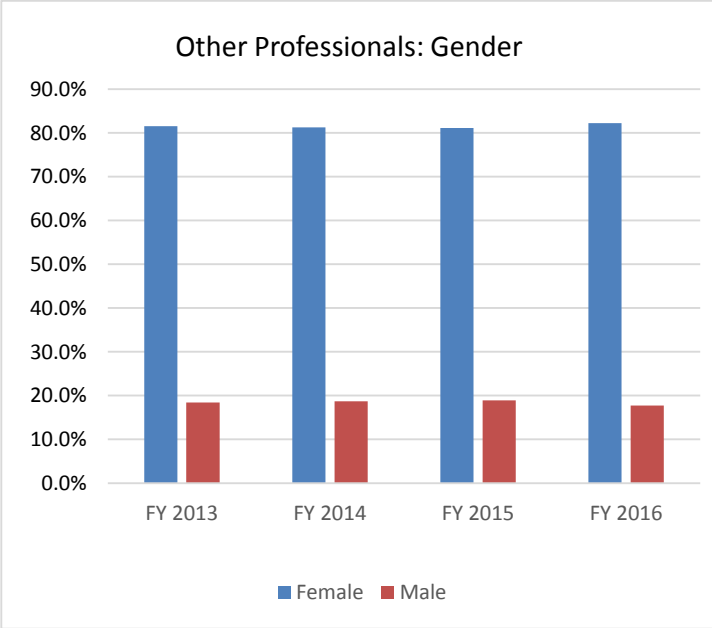
Other MCEA Professionals: Demographic Profile

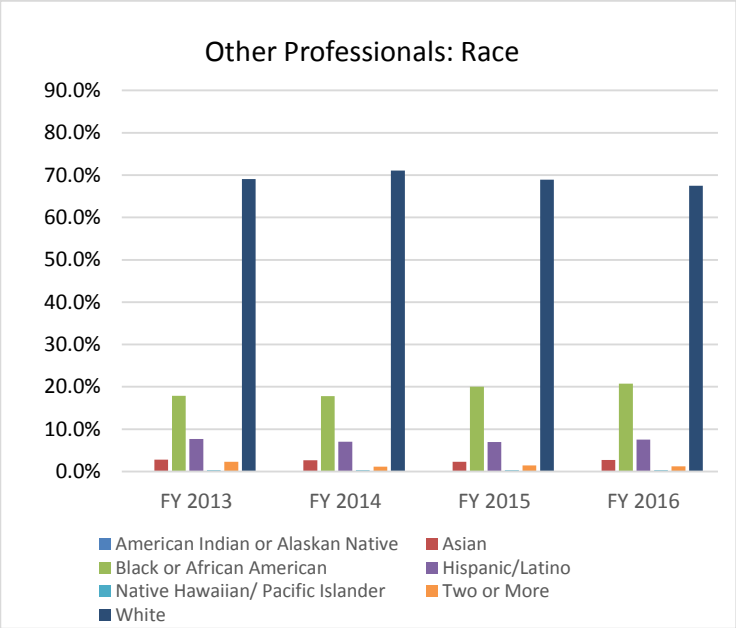
	FY 2013		FY 2014		FY 2015		FY 2016	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Female	287	81.5%	278	81.3%	279	81.1%	273	82.2%
Male	65	18.5%	64	18.7%	65	18.9%	59	17.8%
TOTAL	352	100.0%	342	100.0%	344	100.0%	332	100.0%
RACE								
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian	10	2.8%	9	2.6%	8	2.3%	9	2.7%
Black or African American	63	17.9%	61	17.8%	69	20.1%	69	20.8%
Hispanic/Latino	27	7.7%	24	7.0%	24	7.0%	25	7.5%
Native Hawaiian/ Pacific Islander	1	0.3%	1	0.3%	1	0.3%	1	0.3%
Two or More	8	2.3%	4	1.2%	5	1.5%	4	1.2%
White	243	69.0%	243	71.1%	237	68.9%	224	67.5%
TOTAL	352	100.0%	342	100.0%	344	100.0%	332	100.0%
AGE								
20 - 29 years	11	3.1%	13	3.8%	7	2.0%	4	1.2%
30 - 39 years	77	21.9%	81	23.7%	74	21.5%	65	19.6%
40 - 49 years	91	25.9%	92	26.9%	90	26.2%	104	31.3%
50 - 59 years	86	24.4%	87	25.4%	89	25.9%	81	24.4%
60+ years	87	24.7%	69	20.2%	84	24.4%	78	23.5%
TOTAL	352	100.0%	342	100.0%	344	100.0%	332	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.

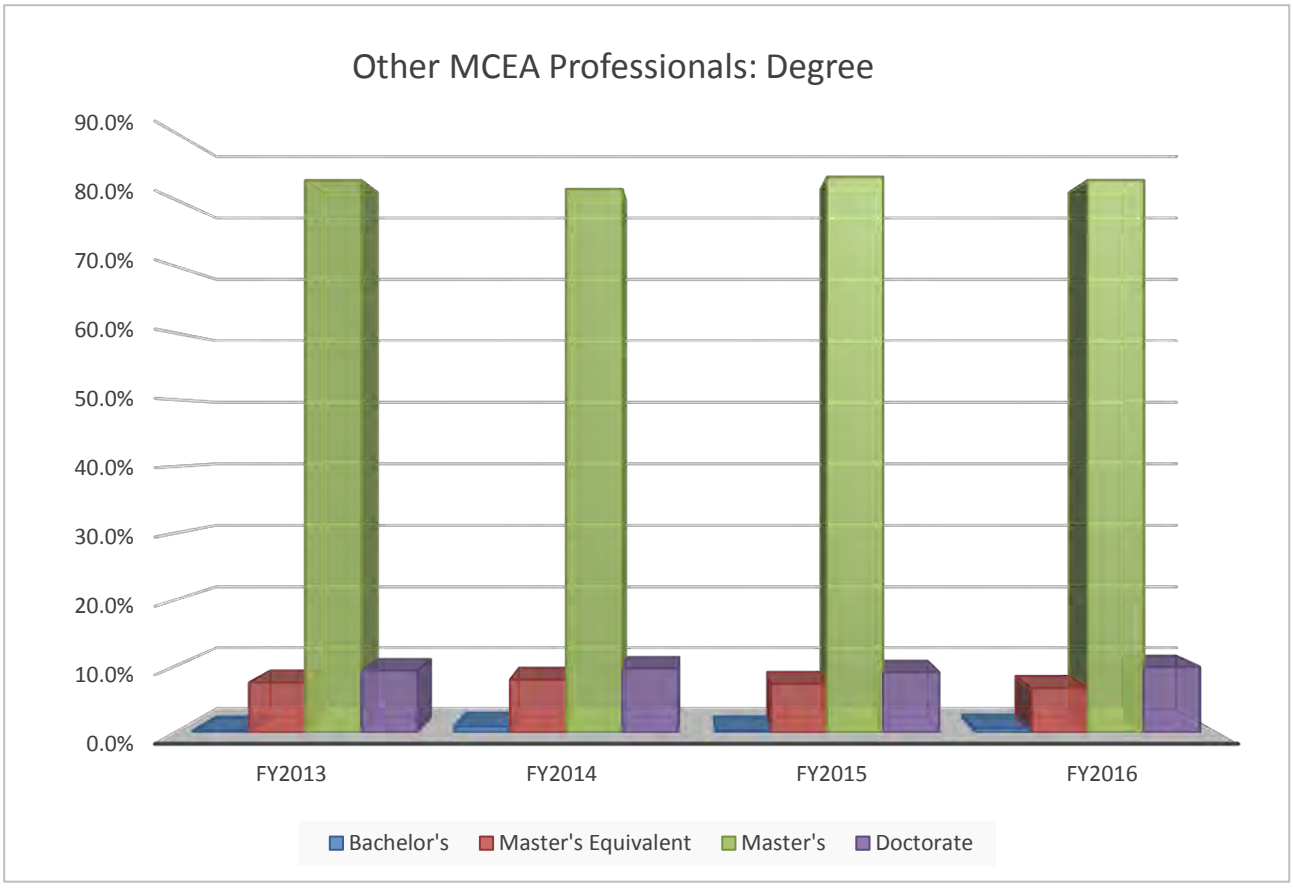




Other MCEA Professionals: Degree

Degree	FY2013		FY2014		FY2015		FY2016	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Bachelor's	3	0.9%	1	0.3%	2	0.6%	1	0.3%
Master's Equivalent	28	8.0%	25	7.3%	23	6.7%	25	7.5%
Master's	287	81.5%	285	83.3%	285	82.8%	275	82.8%
Doctorate	34	9.7%	31	9.1%	34	9.9%	31	9.3%
TOTAL	**352**	**100.0%**	**342**	**100.0%**	**344**	**100.0%**	**332**	**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	Other Professionals	Standard Professional Certificate[1]		Advanced Professional Certificate[2]		Maryland Board of Examiners License[3]		Conditional Degree Certificate[4]		Certification Data Not Available or Not Required	
	Number	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2015	344	15	4.4%	311	90.4%	2	0.6%	0	0.0%	18	5.2%
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%

Certification data is collected in June of the fiscal year.

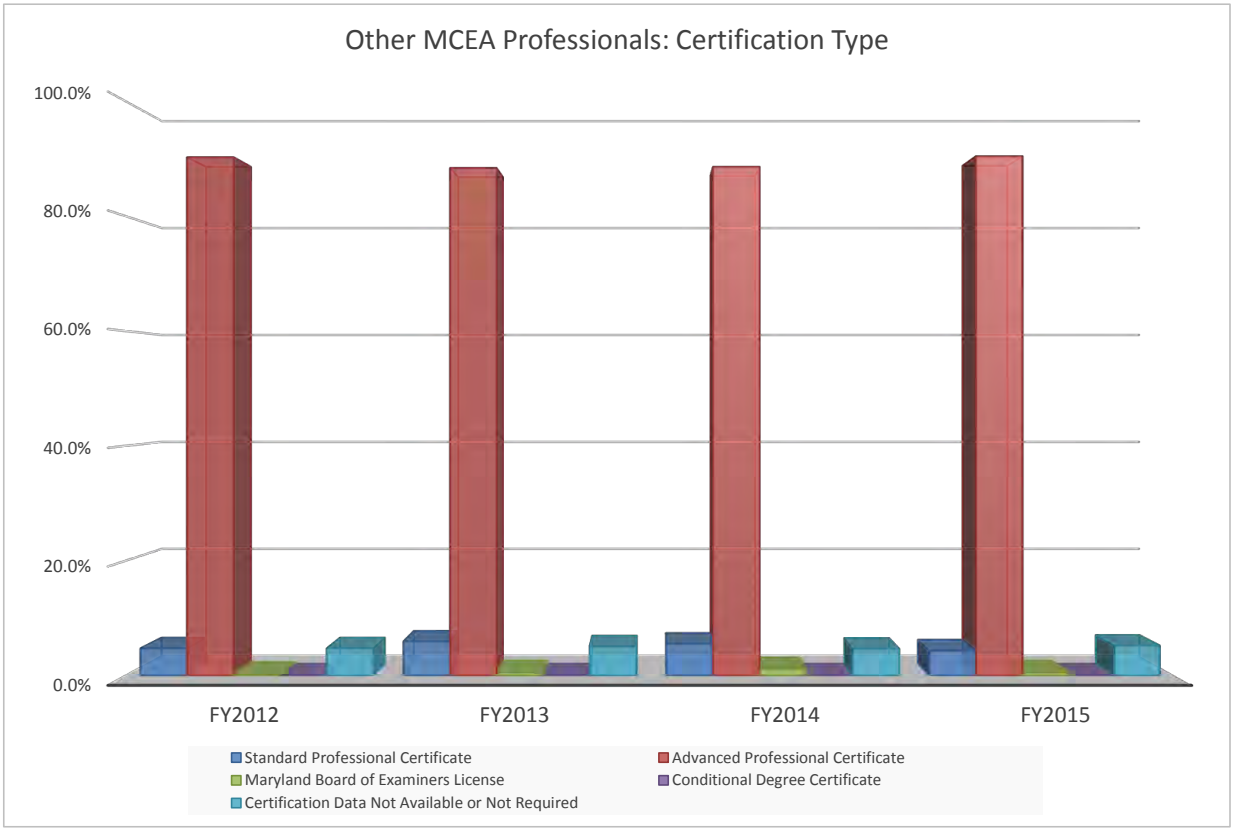
Some employees categorized as 'Other Professionals' are not required to hold a Maryland certificate. Examples include: Parent Educators, Employee Assistance Specialist & Evaluation Specialists.

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

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

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

[4] *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.*

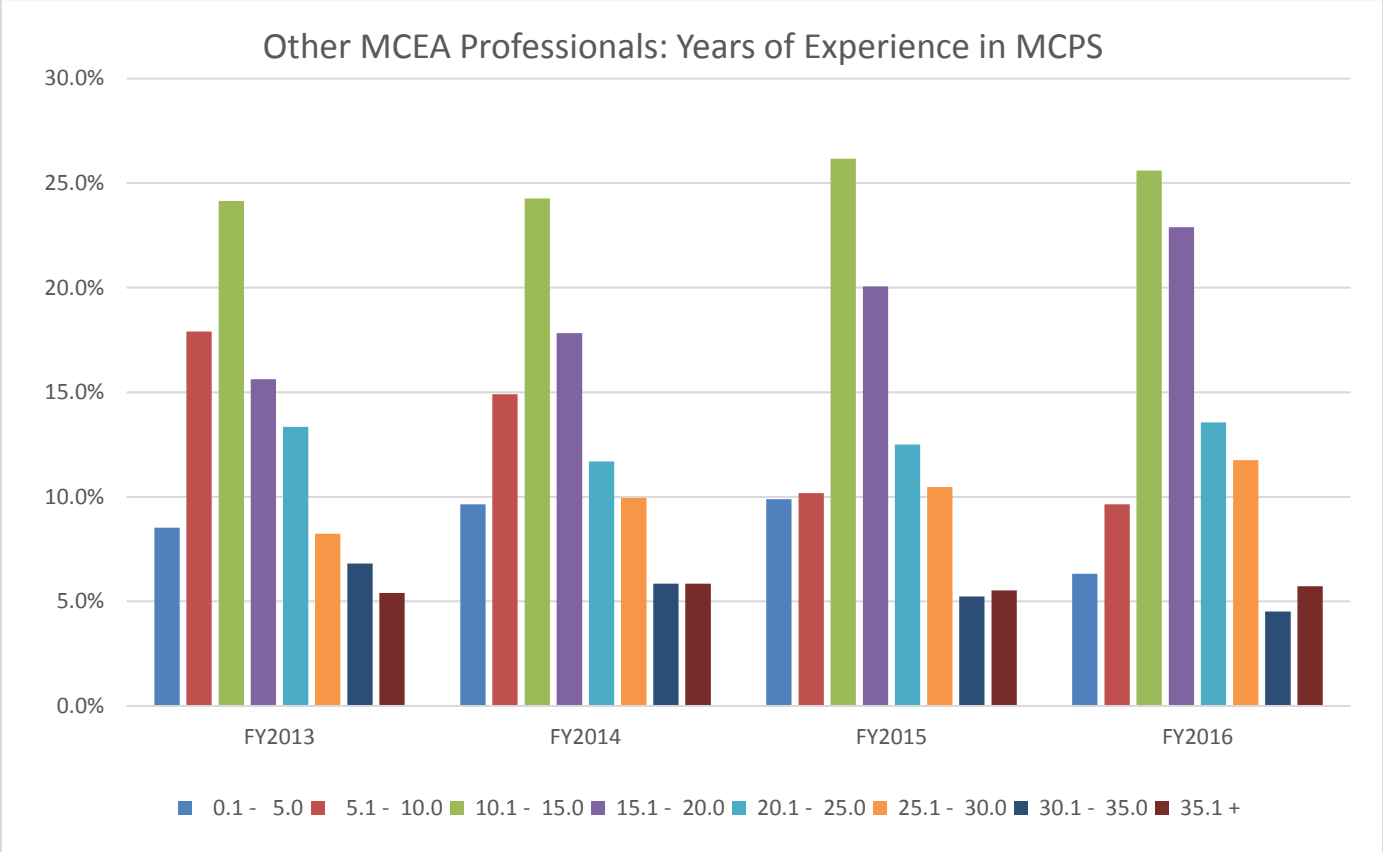


Other MCEA Professionals:
Years of Experience in MCPS

Years of Experience	FY2013		FY2014		FY2015		FY2016	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	30	8.5%	33	9.6%	34	9.9%	21	6.3%
5.1 - 10.0	63	17.9%	51	14.9%	35	10.2%	32	9.6%
10.1 - 15.0	85	24.1%	83	24.3%	90	26.2%	85	25.6%
15.1 - 20.0	55	15.6%	61	17.8%	69	20.1%	76	22.9%
20.1 - 25.0	47	13.4%	40	11.7%	43	12.5%	45	13.6%
25.1 - 30.0	29	8.2%	34	9.9%	36	10.5%	39	11.7%
30.1 - 35.0	24	6.8%	20	5.8%	18	5.2%	15	4.5%
35.1 +	19	5.4%	20	5.8%	19	5.5%	19	5.7%
TOTAL	352	100.0%	342	100.0%	344	100.0%	332	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.

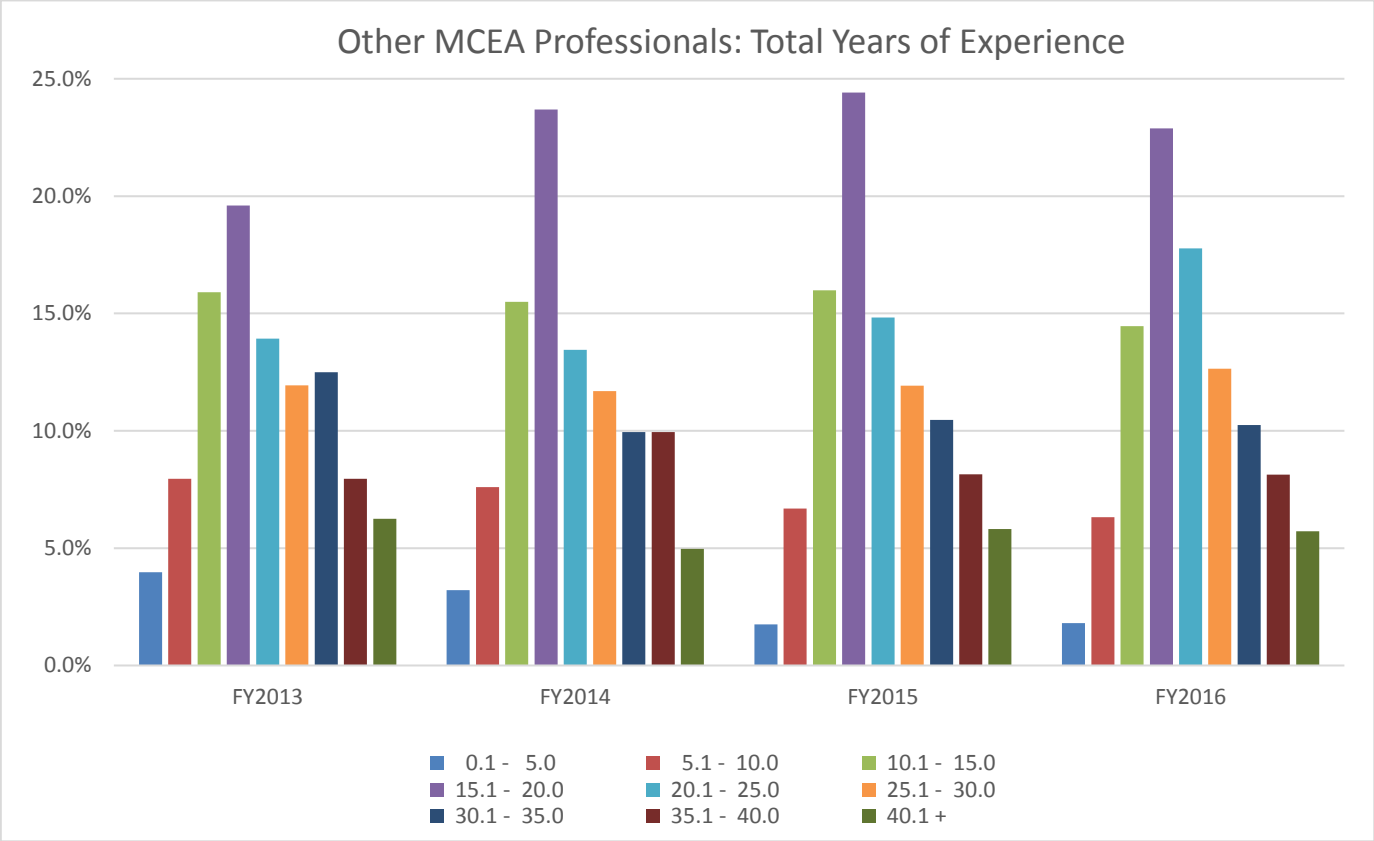


Other MCEA Professionals: Total Years of Experience

Years of Experience	FY2013		FY2014		FY2015		FY2016	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	14	4.0%	11	3.2%	6	1.7%	6	1.8%
5.1 - 10.0	28	8.0%	26	7.6%	23	6.7%	21	6.3%
10.1 - 15.0	56	15.9%	53	15.5%	55	16.0%	48	14.5%
15.1 - 20.0	69	19.6%	81	23.7%	84	24.4%	76	22.9%
20.1 - 25.0	49	13.9%	46	13.5%	51	14.8%	59	17.8%
25.1 - 30.0	42	11.9%	40	11.7%	41	11.9%	42	12.7%
30.1 - 35.0	44	12.5%	34	9.9%	36	10.5%	34	10.2%
35.1 - 40.0	28	8.0%	34	9.9%	28	8.1%	27	8.1%
40.1 +	22	6.3%	17	5.0%	20	5.8%	19	5.7%
TOTAL	**352**	**100.0%**	**342**	**100.0%**	**344**	**100.0%**	**332**	**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

FY2016										
Step	Bachelor		Master/MEQ[1]		MA/MEQ+30[2]		MA/MEQ+60[3]		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%	0	0.0%	0	0.0%
3	0	0.0%	0	0.0%	0	0.0%	1	0.6%	1	0.3%
4	0	0.0%	2	7.4%	1	0.8%	2	1.1%	5	1.5%
5	0	0.0%	0	0.0%	6	4.8%	0	0.0%	6	1.8%
6	0	0.0%	2	7.4%	5	4.0%	3	1.7%	10	3.0%
7	0	0.0%	1	3.7%	1	0.8%	0	0.0%	2	0.6%
8	0	0.0%	0	0.0%	1	0.8%	1	0.6%	2	0.6%
9	0	0.0%	2	7.4%	4	3.2%	3	1.7%	9	2.7%
10	0	0.0%	1	3.7%	3	2.4%	1	0.6%	5	1.5%
11	0	0.0%	1	3.7%	4	3.2%	6	3.4%	11	3.3%
12	0	0.0%	2	7.4%	5	4.0%	9	5.0%	16	4.8%
13	0	0.0%	1	3.7%	3	2.4%	6	3.4%	10	3.0%
14	0	0.0%	0	0.0%	4	3.2%	7	3.9%	11	3.3%
15	0	0.0%	2	7.4%	7	5.6%	11	6.1%	20	6.0%
16	0	0.0%	1	3.7%	8	6.3%	6	3.4%	15	4.5%
17	0	0.0%	0	0.0%	9	7.1%	9	5.0%	18	5.4%
18	0	0.0%	2	7.4%	5	4.0%	8	4.5%	15	4.5%
19 - 24	0	0.0%	1	3.7%	18	14.3%	19	10.6%	38	11.4%
25	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
50 - 52	0	0.0%	0	0.0%	3	2.4%	15	8.4%	18	5.4%
55	0	0.0%	6	22.2%	6	4.8%	20	11.2%	32	9.6%
60 - 65	0	0.0%	3	11.1%	33	26.2%	52	29.1%	88	26.5%
TOTAL	0	0.0%	27	8.1%	126	38.0%	179	53.9%	332	100.0%

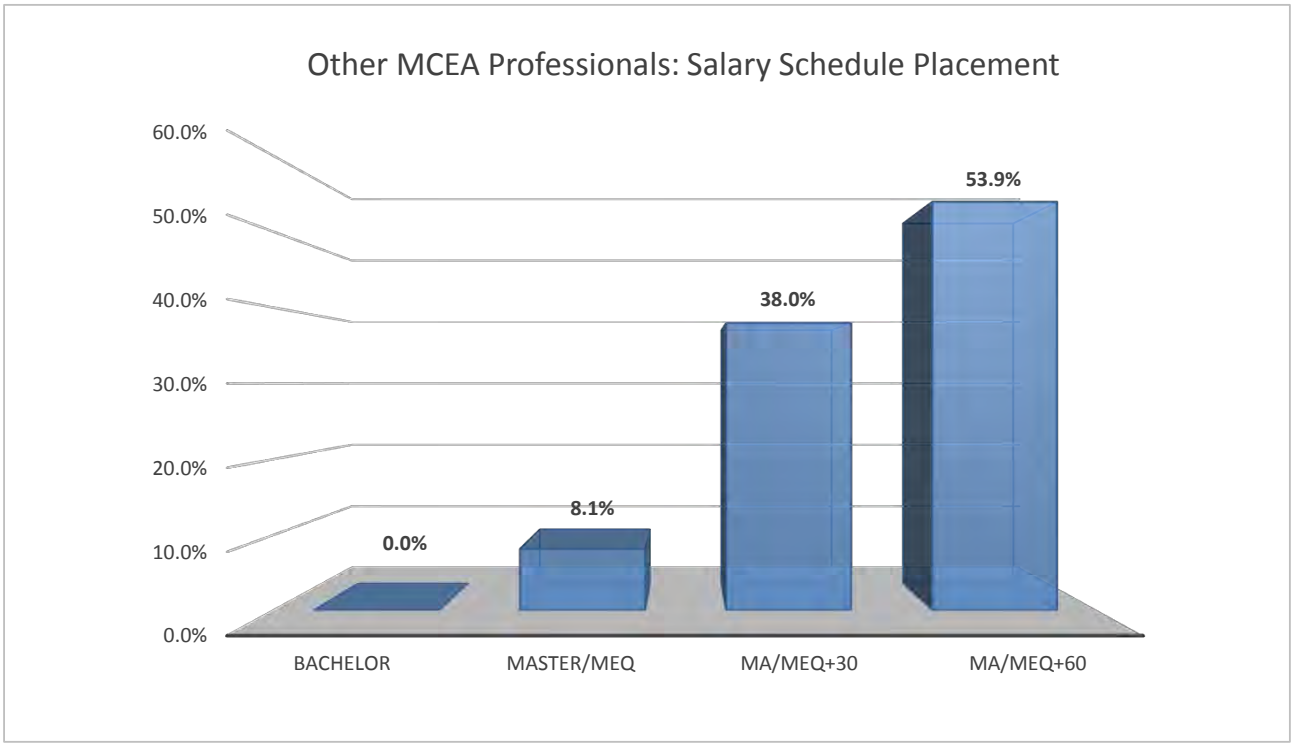
Data reflects the number of permanent employees by head count as of October 15.

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

[1] *Master's/MEQ: Master's degree or Master's Equivalent.*

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

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



Other MCEA Professionals:
Annual Salary FY2016

Annual Salary	Number	Percent
Less than $39,999	2	0.6%
$40,000 - $44,999	3	0.9%
$45,000 - $49,999	0	0.0%
$50,000 - $54,999	3	0.9%
$55,000 - $59,999	3	0.9%
$60,000 - $64,999	1	0.3%
$65,000 - $69,999	4	1.2%
$70,000 - $74,999	11	3.3%
$75,000 - $79,999	9	2.7%
$80,000 - $84,999	7	2.1%
$85,000 - $89,999	6	1.8%
$90,000 - $94,999	18	5.4%
$95,000 - $99,999	14	4.2%
$100,000 and Over	251	75.6%
TOTAL	**332**	**100.0%**

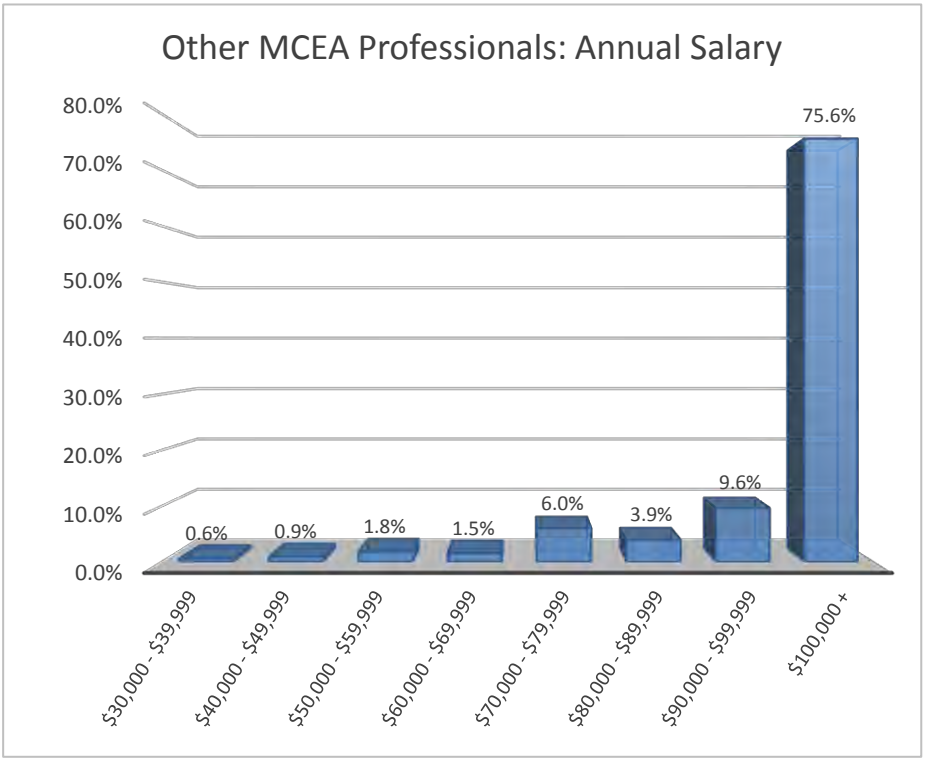
Data as of October 15.

Other Professionals: Average Salaries[1]	
FY2016	$109,993
FY2015	$109,827
FY2014	$107,873
FY2013	$107,573

[1] *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

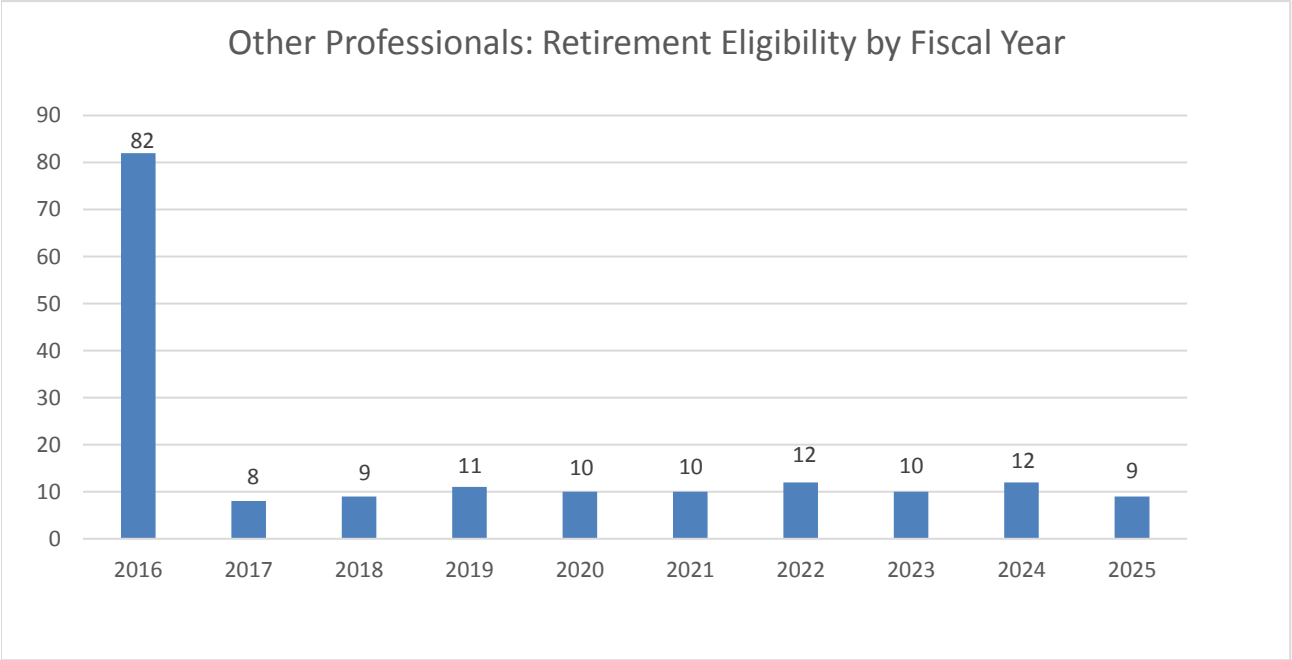
Fiscal Year	Other Professionals Eligible By Fiscal Year	Percent of Total
2016	82	24.6%
2017	8	2.4%
2018	9	2.7%
2019	11	3.3%
2020	10	3.0%
2021	10	3.0%
2022	12	3.6%
2023	10	3.0%
2024	12	3.6%
2025	9	2.7%
Eligible within 10 years	**173**	**52.0%**
Total Other Professionals	**333**	**100.0%**

1. Data reflects retirement eligibility as of July 1, 2015.

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.



Section 8: MCEA – New Teachers (10 month)

1. Demographic Profile (as of October 15 and June 30)
2. Degree
3. Salary Schedule Placement
4. Annual Salary
5. Total Years of Experience
6. Certification Type

New Teachers: Demographic Profile

AS OF OCTOBER 15

	FY 2013		FY 2014		FY 2015		FY 2016	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Female	661	81.1%	735	83.0%	738	81.4%	546	78.9%
Male	154	18.9%	151	17.0%	169	18.6%	146	21.1%
TOTAL	**815**	**100.0%**	**886**	**100.0%**	**907**	**100.0%**	**692**	**100.0%**
RACE								
American Indian or Alaskan Native	1	0.1%	1	0.1%	1	0.1%	0	0.0%
Asian	61	7.5%	65	7.3%	55	6.1%	45	6.5%
Black or African American	69	8.5%	94	10.6%	106	11.7%	104	15.0%
Hispanic/Latino	56	6.9%	59	6.7%	67	7.4%	57	8.2%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Two or More	9	1.1%	17	1.9%	19	2.1%	18	2.6%
White	619	76.0%	650	73.4%	659	72.7%	468	67.6%
TOTAL	**815**	**100.0%**	**886**	**100.0%**	**907**	**100.0%**	**692**	**100.0%**
AGE								
Under 20 years	0	0.0%	0	0.0%	0	0.0%	0	0.0%
20 - 29 years	551	67.6%	519	58.6%	513	56.6%	351	50.7%
30 - 39 years	122	15.0%	195	22.0%	200	22.1%	177	25.6%
40 - 49 years	100	12.3%	113	12.8%	138	15.2%	116	16.8%
50 - 59 years	41	5.0%	48	5.4%	46	5.1%	44	6.4%
60+ years	1	0.1%	11	1.2%	10	1.1%	4	0.6%
TOTAL	**815**	**100.0%**	**886**	**100.0%**	**907**	**100.0%**	**692**	**100.0%**

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

AS OF JUNE 30

	FY 2012		FY 2013		FY 2014		FY 2015	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Female	710	82.9%	720	81.5%	795	83.4%	760	81.1%
Male	146	17.1%	163	18.5%	158	16.6%	177	18.9%
TOTAL	**856**	**100.0%**	**883**	**100.0%**	**953**	**100.0%**	**937**	**100.0%**
RACE								
American Indian or Alaskan Native	2	0.2%	1	0.1%	2	0.2%	0	0.0%
Asian	61	7.1%	60	6.8%	68	7.1%	59	6.3%
Black or African American	106	12.4%	80	9.1%	106	11.1%	114	12.2%
Hispanic/Latino	65	7.6%	60	6.8%	65	6.8%	68	7.3%
Native Hawaiian Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Two or More	17	2.0%	11	1.2%	18	1.9%	19	2.0%
White	605	70.7%	671	76.0%	694	72.8%	677	72.3%
TOTAL	**856**	**100.0%**	**883**	**100.0%**	**953**	**100.0%**	**937**	**100.0%**
AGE								
20 - 29 years	448	52.3%	513	58.1%	528	55.4%	482	51.4%
30 - 39 years	212	24.8%	174	19.7%	235	24.7%	232	24.8%
40 - 49 years	133	15.5%	128	14.5%	122	12.8%	146	15.6%
50 - 59 years	50	5.8%	58	6.6%	54	5.7%	61	6.5%
60+ years	13	1.5%	10	1.1%	14	1.5%	16	1.7%
TOTAL	**856**	**100.0%**	**883**	**100.0%**	**953**	**100.0%**	**937**	**100.0%**

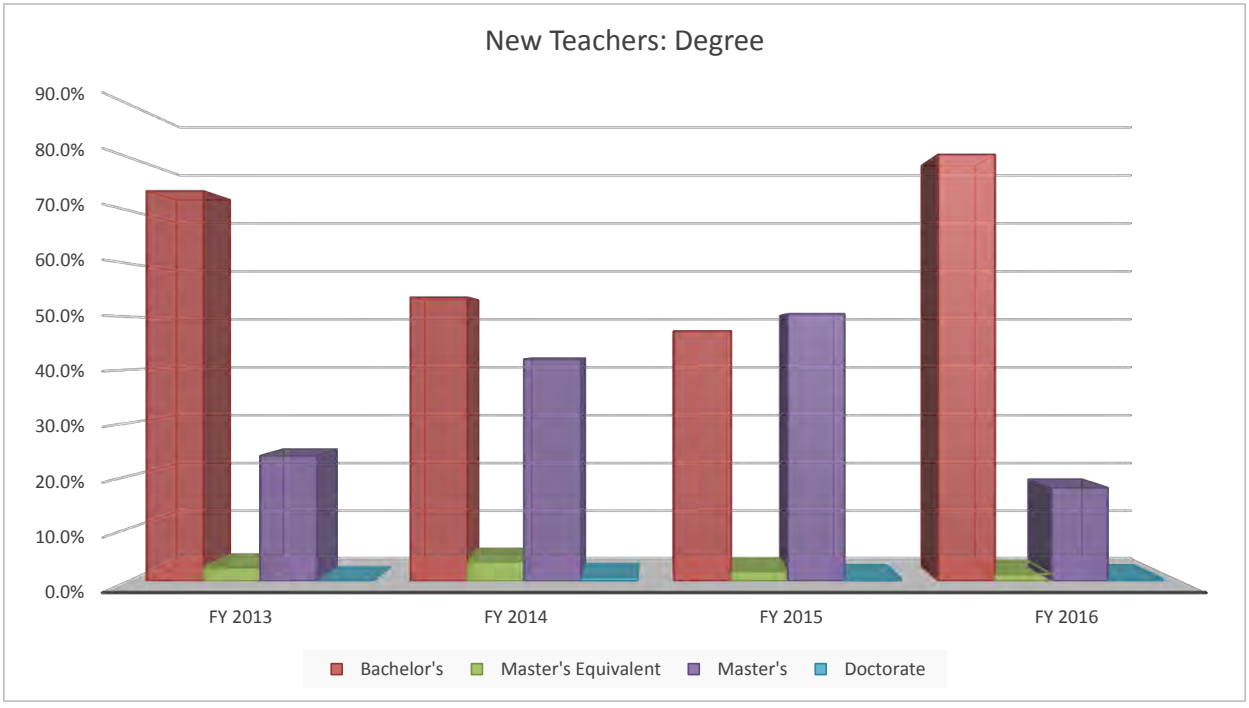
New Teachers: Degree

	FY 2013		FY 2014		FY 2015		FY 2016	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
ELEMENTARY SCHOOL								
Bachelor's	367	81.6%	300	61.6%	252	56.4%	268	81.2%
Master's Equivalent[1]	9	2.0%	21	4.3%	4	0.9%	4	1.2%
Master's	74	16.4%	166	34.1%	191	42.7%	56	17.0%
Doctorate	0	0.0%	0	0.0%	0	0.0%	2	0.6%
TOTAL	**450**	**100.0%**	**487**	**100.0%**	**447**	**100.0%**	**330**	**100.0%**
MIDDLE SCHOOL								
Bachelor's	99	60.0%	97	49.0%	105	46.3%	146	79.3%
Master's Equivalent	3	1.8%	7	3.5%	6	2.6%	4	2.2%
Master's	63	38.2%	93	47.0%	115	50.7%	33	17.9%
Doctorate	0	0.0%	1	0.5%	1	0.4%	1	0.5%
TOTAL	**165**	**100.0%**	**198**	**100.0%**	**227**	**100.0%**	**184**	**100.0%**
HIGH SCHOOL								
Bachelor's	116	67.8%	65	41.1%	66	32.8%	124	80.0%
Master's Equivalent	7	4.1%	5	3.2%	5	2.5%	1	0.6%
Master's	48	28.1%	84	53.2%	129	64.2%	30	19.4%
Doctorate	0	0.0%	4	2.5%	1	0.5%	0	0.0%
TOTAL	**171**	**100.0%**	**158**	**100.0%**	**201**	**100.0%**	**155**	**100.0%**
CENTRAL OFFICE & SPECIAL SCHOOLS								
Bachelor's	18	62.1%	13	30.2%	6	18.8%	19	82.6%
Master's Equivalent	2	6.9%	0	0.0%	1	3.1%	0	0.0%
Master's	9	31.0%	29	67.4%	23	71.9%	4	17.4%
Doctorate	0	0.0%	1	2.3%	2	6.3%	0	0.0%
TOTAL	**29**	**100.0%**	**43**	**100.0%**	**32**	**100.0%**	**23**	**100.0%**
ALL NEW TEACHERS								
Bachelor's[2]	600	73.6%	475	53.6%	429	47.3%	557	80.5%
Master's Equivalent	21	2.6%	33	3.7%	16	1.8%	9	1.3%
Master's	194	23.8%	372	42.0%	458	50.5%	123	17.8%
Doctorate	0	0.0%	6	0.7%	4	0.4%	3	0.4%
GRAND TOTAL	**815**	**100.0%**	**886**	**100.0%**	**907**	**100.0%**	**692**	**100.0%**

Data as of October 15.

[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] *New teacher's degree without education history in HRIS is defaulted to Bachelor's until degree is verified.*



New Teachers: Salary Schedule Placement

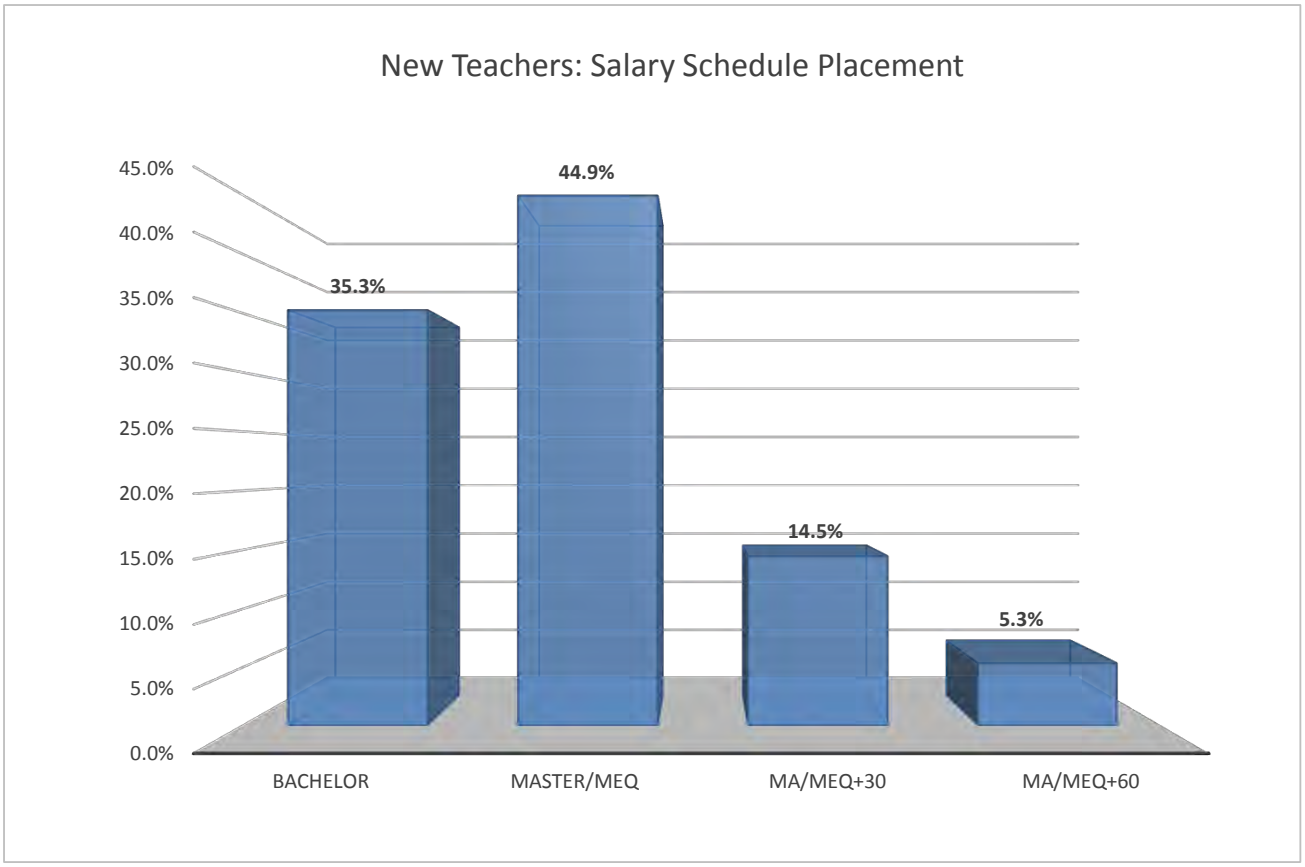
FY2016										
Step	Bachelor		Master/MEQ[1]		MA/MEQ+30[2]		MA/MEQ+60[3]		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
1	204	83.6%	177	56.9%	33	33.0%	12	32.4%	426	61.6%
2	9	3.7%	12	3.9%	4	4.0%	0	0.0%	25	3.6%
3	10	4.1%	13	4.2%	3	3.0%	2	5.4%	28	4.0%
4	1	0.4%	16	5.1%	2	2.0%	2	5.4%	21	3.0%
5	4	1.6%	16	5.1%	4	4.0%	2	5.4%	26	3.8%
6	1	0.4%	18	5.8%	2	2.0%	2	5.4%	23	3.3%
7	12	4.9%	14	4.5%	7	7.0%	1	2.7%	34	4.9%
8	0	0.0%	7	2.3%	3	3.0%	2	5.4%	12	1.7%
9	2	0.8%	34	10.9%	5	5.0%	1	2.7%	42	6.1%
10	1	0.4%	2	0.6%	5	5.0%	2	5.4%	10	1.4%
11	0	0.0%	2	0.6%	29	29.0%	9	24.3%	40	5.8%
12	0	0.0%	0	0.0%	1	1.0%	1	2.7%	2	0.3%
13	0	0.0%	0	0.0%	1	1.0%	1	2.7%	2	0.3%
14	0	0.0%	0	0.0%	1	1.0%	0	0.0%	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	244	35.3%	311	44.9%	100	14.5%	37	5.3%	692	100.0%

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

[1] *Master's/MEQ: Master's degree or Master's Equivalent.*

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

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



New Teachers:
Annual Salary FY2016

Annual Salary	Number	Percent
Less than $29,999	37	5.3%
$30,000 - $34,999	18	2.6%
$35,000 - $39,999	11	1.6%
$40,000 - $44,999	13	1.9%
$45,000 - $49,999	209	30.2%
$50,000 - $54,999	222	32.1%
$55,000 - $59,999	50	7.2%
$60,000 - $64,999	37	5.3%
$65,000 - $69,999	42	6.1%
$70,000 - $74,999	13	1.9%
$75,000 - $79,999	35	5.1%
$80,000 +	5	0.7%
TOTAL	**692**	**100.0%**

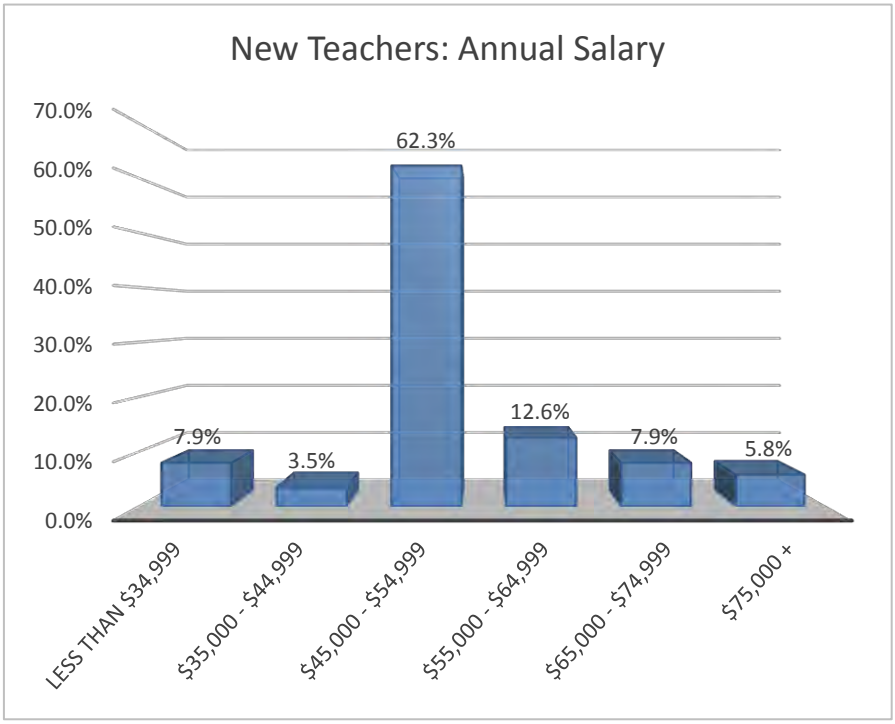
Data as of October 15.

New Teachers: Average Salaries[1]	
FY2016	$52,091
FY2015	$54,428
FY2014	$50,590
FY2013	$52,760

[1] *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.

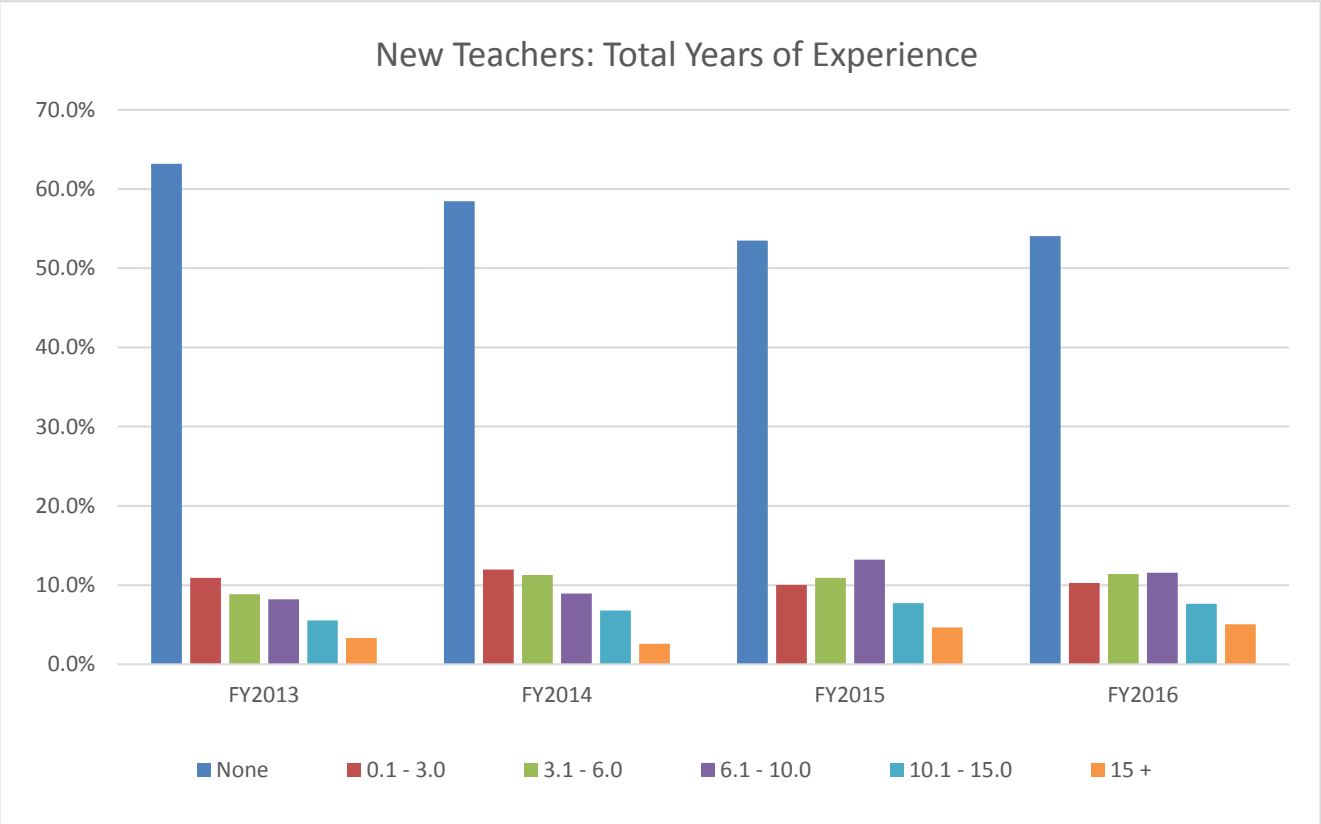


New Teachers: Total Years of Experience

Years of Experience	FY2013		FY2014		FY2015		FY2016	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
None	515	63.2%	518	58.5%	485	53.5%	374	54.0%
0.1 - 3.0	89	10.9%	106	12.0%	91	10.0%	71	10.3%
3.1 - 6.0	72	8.8%	100	11.3%	99	10.9%	79	11.4%
6.1 - 10.0	67	8.2%	79	8.9%	120	13.2%	80	11.6%
10.1 - 15.0	45	5.5%	60	6.8%	70	7.7%	53	7.7%
15 +	27	3.3%	23	2.6%	42	4.6%	35	5.1%
TOTAL	**815**	**100.0%**	**886**	**100.0%**	**907**	**100.0%**	**692**	**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	New Teachers	Standard Professional Certificate[1]		Advanced Professional Certificate[2]		Maryland Board of Examiners License[3]		Conditional Degree Certificate[4]		Resident Teacher Certificate[5]		Certification Data not Available or not Needed	
	Number	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2015	937	578	61.7%	254	27.1%	40	4.3%	36	3.8%	10	1.1%	19	2.0%
FY2014	953	620	65.1%	189	19.8%	43	4.5%	32	3.4%	12	1.3%	57	6.0%
FY2013	883	642	72.7%	180	20.4%	30	3.4%	23	2.6%	7	0.8%	1	0.1%
FY2012	856	595	69.5%	196	22.9%	31	3.6%	22	2.6%	3	0.4%	9	1.1%

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

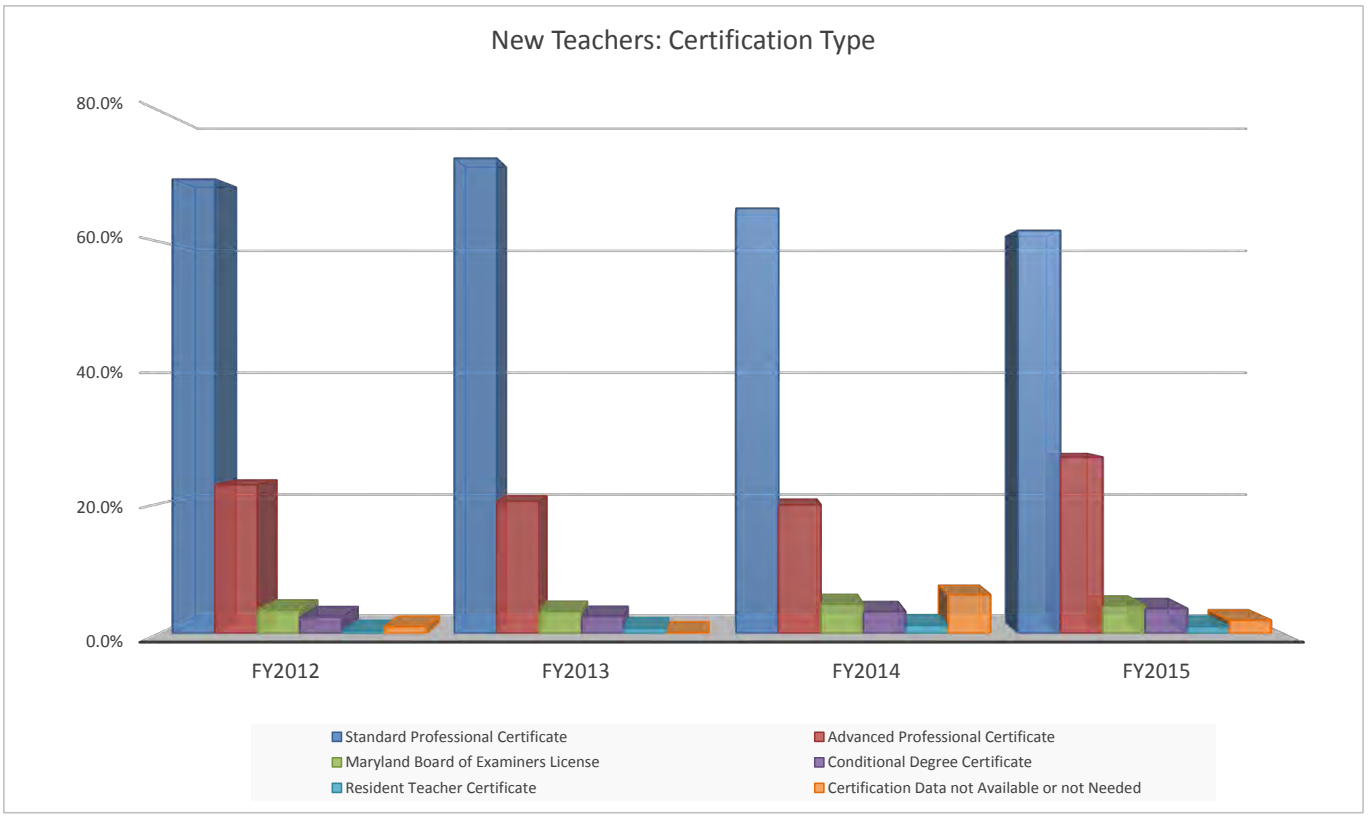
[1] The Standard Professional Certificate is a professional certificate in the state of Maryland.

[2] The Advanced Professional Certificate is the highest professional certificate in the state of Maryland.

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

[4] 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.

[5] 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.



Section 9: MCEA – Teachers (10 month)

1. Retention of Teachers
2. Demographic Profile
3. Gender by School Type
4. Degree by School Type
5. Years of Experience in MCPS
6. Total Years of Experience
7. Salary Schedule Placement
8. Annual Salary
9. Certification Type
10. Turnover
11. Retirement Eligibility

RETENTION OF TEACHERS

(new hire data based on fiscal year)

Fiscal Year	Number of Teachers Hired	*Terminations only*																						Total # of Terminations	
		FY2004		FY2005		FY2006		FY2007		FY2008		FY2009		FY2010		FY2011		FY2012		FY2013		FY2014		FY2015			
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
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%	10	1.1%	434	45.9%
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%	13	1.2%	468	41.9%
FY2006	1,297					156	12.0%	124	9.6%	86	6.6%	24	1.9%	29	2.2%	35	2.7%	35	2.7%	24	1.9%	18	1.4%	20	1.5%	551	42.5%
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%	27	2.1%	518	41.2%
FY2008	1,236									102	8.3%	63	5.1%	43	3.5%	47	3.8%	38	3.1%	20	1.6%	20	1.6%	43	3.5%	376	30.4%
FY2009	777											59	7.6%	43	5.5%	37	4.8%	27	3.5%	28	3.6%	27	3.5%	27	3.5%	248	31.9%
FY2010	639													31	4.9%	42	6.6%	35	5.5%	24	3.8%	22	3.4%	19	3.0%	173	27.1%
FY2011	492															30	6.1%	23	4.7%	23	4.7%	11	2.2%	39	7.9%	126	25.6%
FY2012	881																	61	6.9%	44	5.0%	39	4.4%	62	7.0%	206	23.4%
FY2013	720																			76	10.6%	57	7.9%	71	9.9%	204	28.3%
FY2014	978																					79	8.1%	79	8.1%	158	16.2%
FY2015	972																							32	3.3%	32	3.3%
Totals	**11,310**																									**3,494**	**30.9%**

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.

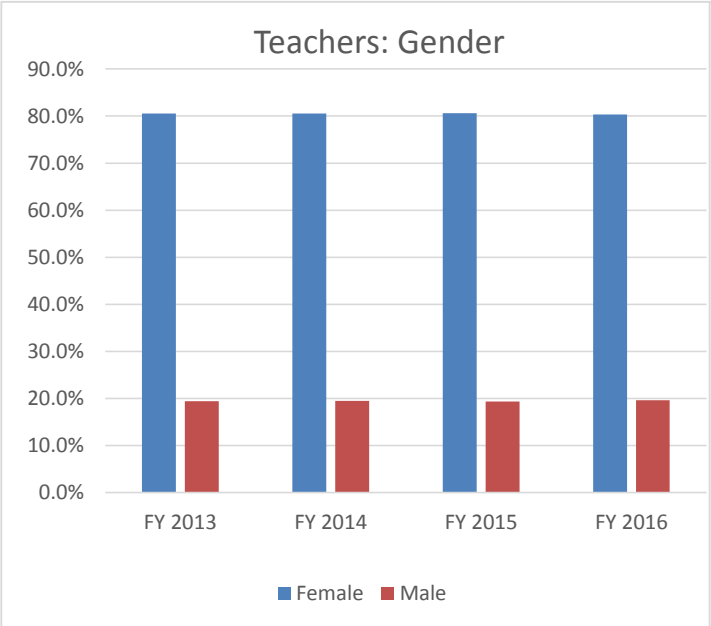
2. This chart does not include retirements.

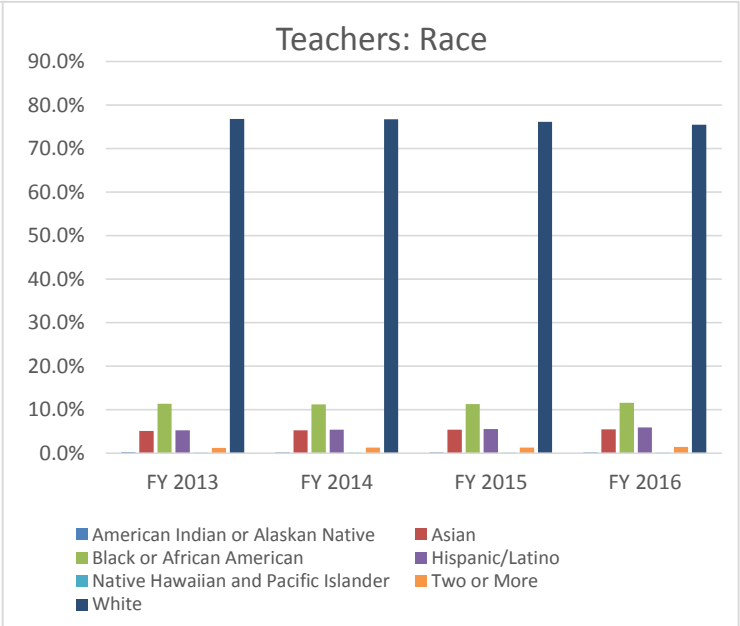
Teachers: Demographic Profile

	FY 2013		FY 2014		FY 2015		FY 2016	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Female	9,528	80.5%	9,751	80.5%	9,961	80.6%	9,888	80.4%
Male	2,302	19.5%	2,359	19.5%	2,393	19.4%	2,416	19.6%
TOTAL	**11,830**	**100.0%**	**12,110**	**100.0%**	**12,354**	**100.0%**	**12,304**	**100.0%**
RACE								
American Indian or Alaskan Native	26	0.2%	24	0.2%	24	0.2%	22	0.2%
Asian	601	5.1%	635	5.2%	670	5.4%	677	5.5%
Black or African American	1,345	11.4%	1,356	11.2%	1,397	11.3%	1,421	11.5%
Hispanic/Latino	622	5.3%	653	5.4%	689	5.6%	726	5.9%
Native Hawaiian and Pacific Islander	1	0.0%	1	0.0%	1	0.0%	1	0.0%
Two or More	146	1.2%	152	1.3%	162	1.3%	171	1.4%
White	9,089	76.8%	9,289	76.7%	9,411	76.2%	9,286	75.5%
TOTAL	**11,830**	**100.0%**	**12,110**	**100.0%**	**12,354**	**100.0%**	**12,304**	**100.0%**
AGE								
Under 20 years	0	0.0%	0	0.0%	0	0.00%	0	0.0%
20 - 29 years	2,111	17.8%	2,181	18.0%	2,223	17.99%	2,110	17.1%
30 - 39 years	3,391	28.7%	3,494	28.9%	3,568	28.88%	3,611	29.3%
40 - 49 years	2,864	24.2%	2,992	24.7%	3,171	25.67%	3,203	26.0%
50 - 59 years	2,375	20.1%	2,353	19.4%	2,314	18.73%	2,331	18.9%
60+ years	1,089	9.2%	1,090	9.0%	1,078	8.73%	1,049	8.5%
Average Age	42.5		42.3		42.1		42.3	
TOTAL	**11,830**	**100.0%**	**12,110**	**100.0%**	**12,354**	**100.0%**	**12,304**	**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

	FY2013		FY2014		FY2015		FY2016	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
ELEMENTARY SCHOOL								
Female	5,235	91.5%	5,365	91.5%	5,476	91.8%	5,413	91.4%
Male	484	8.5%	501	8.5%	490	8.2%	510	8.6%
TOTAL	**5,719**	**100.0%**	**5,866**	**100.0%**	**5,966**	**100.0%**	**5,923**	**100.0%**
MIDDLE SCHOOL								
Female	1,751	74.4%	1,824	74.1%	1,848	73.6%	1,874	73.8%
Male	601	25.6%	637	25.9%	664	26.4%	665	26.2%
TOTAL	**2,352**	**100.0%**	**2,461**	**100.0%**	**2,512**	**100.0%**	**2,539**	**100.0%**
HIGH SCHOOL								
Female	1,971	63.2%	1,949	62.8%	2,005	63.2%	1,970	62.7%
Male	1,150	36.8%	1,154	37.2%	1,169	36.8%	1,174	37.3%
TOTAL	**3,121**	**100.0%**	**3,103**	**100.0%**	**3,174**	**100.0%**	**3,144**	**100.0%**
CENTRAL OFFICE & SPECIAL SCHOOLS								
Female	571	89.5%	613	90.1%	631	90.1%	631	90.4%
Male	67	10.5%	67	9.9%	69	9.9%	67	9.6%
TOTAL	**638**	**100.0%**	**680**	**100.0%**	**700**	**100.0%**	**698**	**100.0%**
ALL TEACHERS								
Female	9,528	80.5%	9,751	80.5%	9,960	80.6%	9,888	80.4%
Male	2,302	19.5%	2,359	19.5%	2,392	19.4%	2,416	19.6%
GRAND TOTAL	**11,830**	**100.0%**	**12,110**	**100.0%**	**12,352**	**100.0%**	**12,304**	**100.0%**

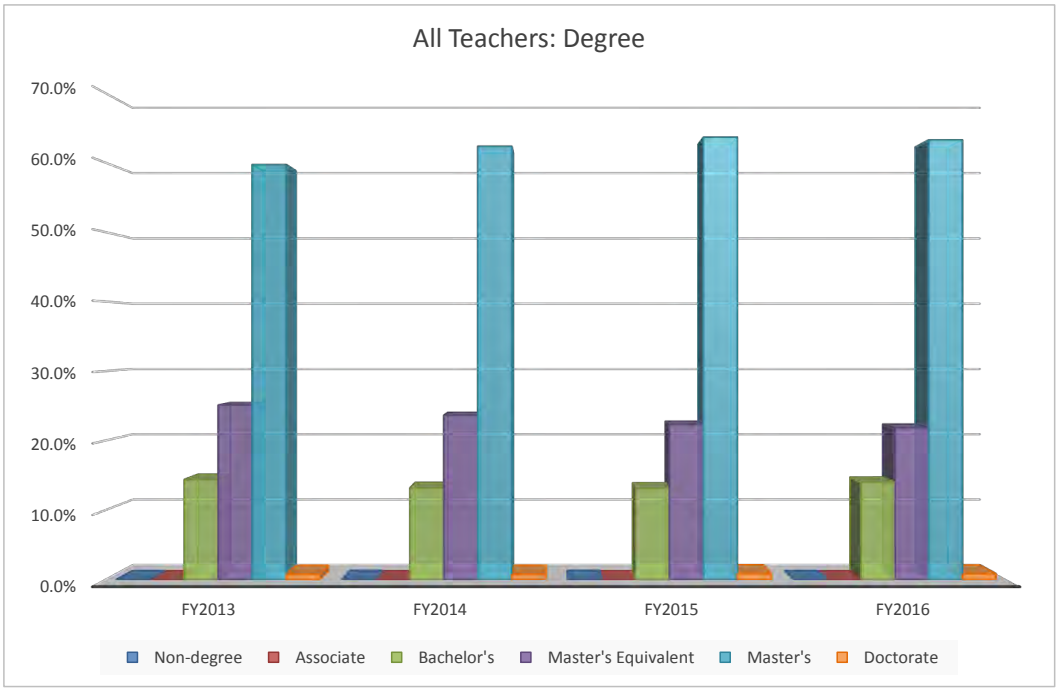
1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included.

2. Data was captured on October 15.

Teachers: Degree by School Type

	FY2013		FY2014		FY2015		FY2016	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
ELEMENTARY SCHOOL								
Non-degree	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Associate	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Bachelor's	1,078	18.8%	1,060	18.1%	1,048	17.6%	1,039	17.5%
Master's Equivalent	1,458	25.5%	1,395	23.8%	1,351	22.6%	1,317	22.2%
Master's	3,168	55.4%	3,393	57.8%	3,549	59.5%	3,548	59.9%
Doctorate	15	0.3%	18	0.3%	20	0.3%	19	0.3%
TOTAL	**5,719**	**100.0%**	**5,866**	**100.0%**	**5,968**	**100.0%**	**5,923**	**100.0%**
MIDDLE SCHOOL								
Non-degree	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Associate	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Bachelor's	272	11.6%	254	10.3%	288	11.5%	341	13.4%
Master's Equivalent	586	24.9%	586	23.8%	562	22.4%	554	21.8%
Master's	1,476	62.8%	1,606	65.3%	1,647	65.5%	1,626	64.0%
Doctorate	18	0.8%	15	0.6%	16	0.6%	18	0.7%
TOTAL	**2,352**	**100.0%**	**2,461**	**100.0%**	**2,513**	**100.0%**	**2,539**	**100.0%**
HIGH SCHOOL								
Non-degree	4	0.1%	6	0.2%	6	0.2%	5	0.2%
Associate	0	0.0%	0	0.0%	0	0.0%	1	0.0%
Bachelor's	298	9.5%	232	7.5%	244	7.7%	294	9.4%
Master's Equivalent	829	26.6%	785	25.3%	755	23.8%	735	23.4%
Master's	1,943	62.3%	2,027	65.3%	2,114	66.6%	2,058	65.5%
Doctorate	47	1.5%	53	1.7%	55	1.7%	51	1.6%
TOTAL	**3,121**	**100.0%**	**3,103**	**100.0%**	**3,174**	**100.0%**	**3,144**	**100.0%**
CENTRAL OFFICE & SPECIAL SCHOOLS								
Non-degree	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Associate	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Bachelor's	53	8.3%	49	7.2%	40	5.7%	44	6.3%
Master's Equivalent	95	14.9%	95	14.0%	87	12.4%	85	12.2%
Master's	476	74.6%	523	76.9%	553	79.1%	551	78.9%
Doctorate	14	2.2%	13	1.9%	19	2.7%	18	2.6%
TOTAL	**638**	**100.0%**	**680**	**100.0%**	**699**	**100.0%**	**698**	**100.0%**
ALL TEACHERS								
Non-degree	4	0.0%	6	0.0%	6	0.0%	5	0.0%
Associate	0	0.0%	0	0.0%	0	0.0%	1	0.0%
Bachelor's	1,701	14.4%	1,595	13.2%	1,620	13.1%	1,718	14.0%
Master's Equivalent	2,968	25.1%	2,861	23.6%	2,755	22.3%	2,691	21.9%
Master's	7,063	59.7%	7,549	62.3%	7,863	63.6%	7,783	63.3%
Doctorate	94	0.8%	99	0.8%	110	0.9%	106	0.9%
GRAND TOTAL	**11,830**	**100.0%**	**12,110**	**100.0%**	**12,354**	**100.0%**	**12,304**	**100.0%**

1. Data was captured on October 15.

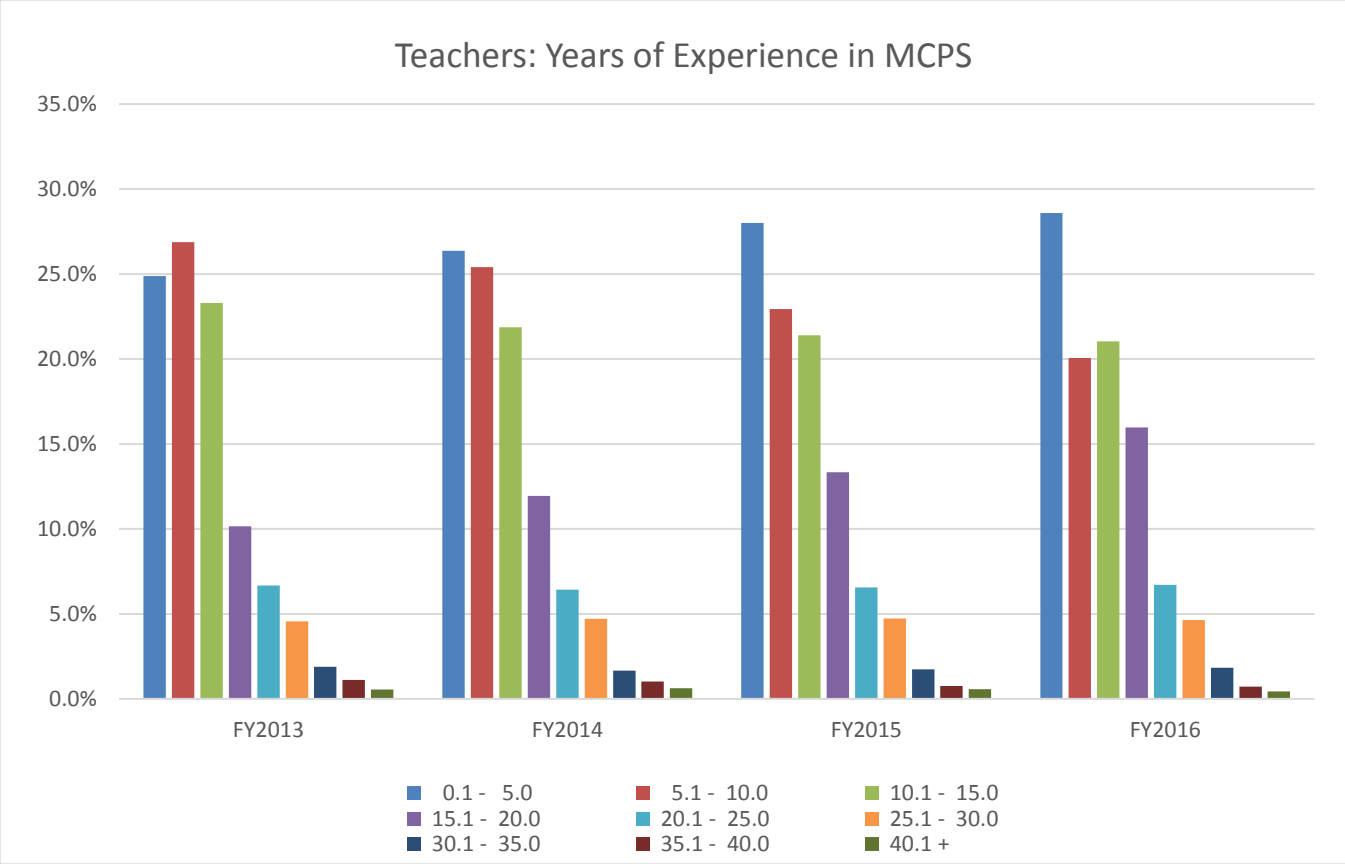


Teachers: Years of Experience in MCPS

Years of Experience	FY2013		FY2014		FY2015		FY2016	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	2,942	24.9%	3,192	26.4%	3,459	28.0%	3,517	28.6%
5.1 - 10.0	3,180	26.9%	3,076	25.4%	2,834	22.9%	2,467	20.1%
10.1 - 15.0	2,756	23.3%	2,648	21.9%	2,642	21.4%	2,589	21.0%
15.1 - 20.0	1,202	10.2%	1,446	11.9%	1,648	13.3%	1,966	16.0%
20.1 - 25.0	789	6.7%	779	6.4%	810	6.6%	825	6.7%
25.1 - 30.0	540	4.6%	570	4.7%	584	4.7%	570	4.6%
30.1 - 35.0	223	1.9%	201	1.7%	214	1.7%	226	1.8%
35.1 - 40.0	132	1.1%	123	1.0%	93	0.8%	89	0.7%
40.1 +	66	0.6%	75	0.6%	70	0.6%	55	0.4%
TOTAL	**11,830**	**100.0%**	**12,110**	**100.0%**	**12,354**	**100.0%**	**12,304**	**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.

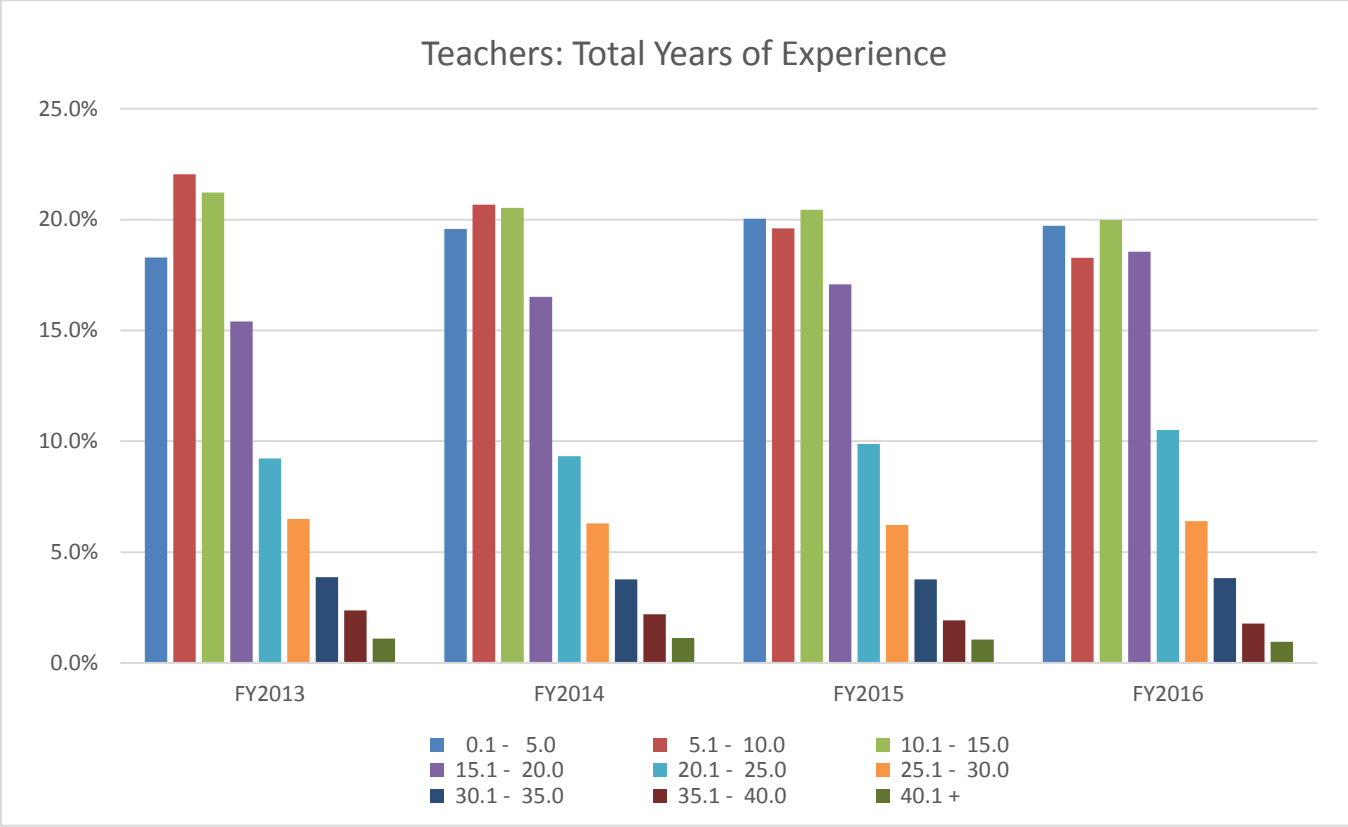


Teachers: Total Years of Experience

Years of Experience	FY2013		FY2014		FY2015		FY2016	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	2,163	18.3%	2,371	19.6%	2,475	20.0%	2,427	19.7%
5.1 - 10.0	2,607	22.0%	2,503	20.7%	2,421	19.6%	2,248	18.3%
10.1 - 15.0	2,510	21.2%	2,486	20.5%	2,525	20.4%	2,459	20.0%
15.1 - 20.0	1,822	15.4%	2,000	16.5%	2,110	17.1%	2,282	18.5%
20.1 - 25.0	1,091	9.2%	1,129	9.3%	1,220	9.9%	1,293	10.5%
25.1 - 30.0	768	6.5%	762	6.3%	768	6.2%	787	6.4%
30.1 - 35.0	458	3.9%	457	3.8%	466	3.8%	471	3.8%
35.1 - 40.0	281	2.4%	266	2.2%	238	1.9%	219	1.8%
40.1 +	130	1.1%	136	1.1%	131	1.1%	118	1.0%
TOTAL	**11,830**	**100.0%**	**12,110**	**100.0%**	**12,354**	**100.0%**	**12,304**	**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

FY2016										
Step	Bachelor		Master/MEQ[1]		MA/MEQ+30[2]		MA/MEQ+60[3]		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
1	470	33.4%	345	7.6%	68	1.7%	22	0.9%	905	7.4%
2	282	20.0%	195	4.3%	59	1.5%	20	0.8%	556	4.5%
3	182	12.9%	234	5.2%	92	2.3%	21	0.9%	529	4.3%
4	198	14.1%	378	8.4%	179	4.5%	63	2.7%	818	6.6%
5	57	4.1%	224	4.9%	112	2.8%	21	0.9%	414	3.4%
6	40	2.8%	219	4.8%	116	2.9%	50	2.1%	425	3.5%
7	52	3.7%	228	5.0%	161	4.0%	56	2.4%	497	4.0%
8	38	2.7%	239	5.3%	189	4.7%	66	2.8%	532	4.3%
9	25	1.8%	316	7.0%	192	4.8%	74	3.1%	607	4.9%
10	28	2.0%	271	6.0%	194	4.8%	94	4.0%	587	4.8%
11	0	0.0%	205	4.5%	239	5.9%	113	4.8%	557	4.5%
12	0	0.0%	161	3.6%	219	5.5%	97	4.1%	477	3.9%
13	0	0.0%	174	3.8%	205	5.1%	125	5.3%	504	4.1%
14	0	0.0%	190	4.2%	224	5.6%	124	5.3%	538	4.4%
15	0	0.0%	162	3.6%	182	4.5%	110	4.7%	454	3.7%
16	0	0.0%	141	3.1%	206	5.1%	124	5.3%	471	3.8%
17	0	0.0%	121	2.7%	190	4.7%	129	5.5%	440	3.6%
18	0	0.0%	104	2.3%	161	4.0%	127	5.4%	392	3.2%
19-24	0	0.0%	167	3.7%	229	5.7%	210	8.9%	606	4.9%
25	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
50-52	13	0.9%	102	2.3%	203	5.1%	174	7.4%	492	4.0%
55	0	0.0%	114	2.5%	190	4.7%	189	8.0%	493	4.0%
60-65	22	1.6%	236	5.2%	407	10.1%	345	14.7%	1,010	8.2%
TOTAL	1,407	11.4%	4,526	36.8%	4,017	32.6%	2,354	19.1%	12,304	100.0%

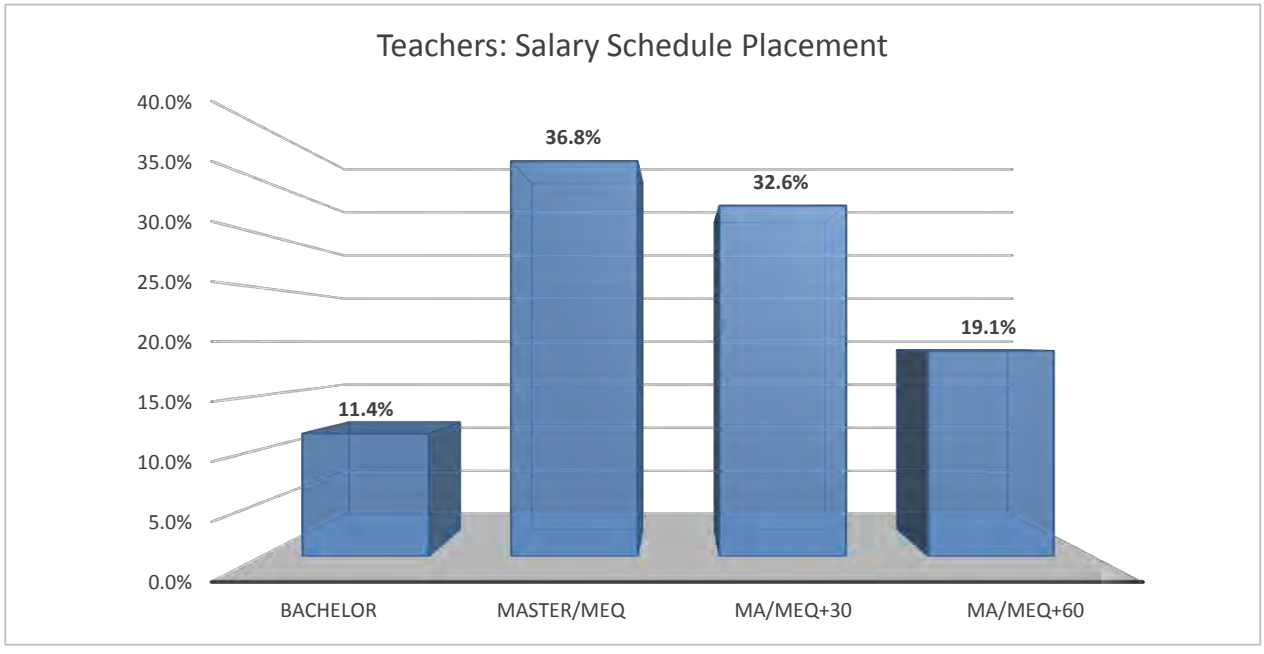
Data reflects the number of permanent employees by head count as of October 15.

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

[1] *Master's/MEQ: Master's degree or Master's Equivalent.*

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

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



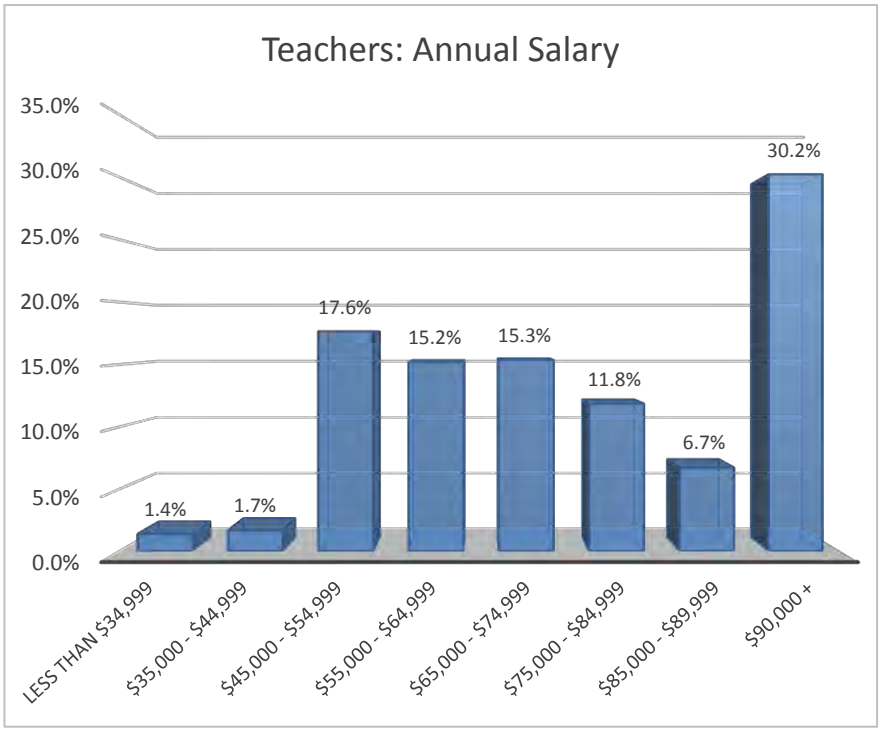
Teachers:
Annual Salary FY2016

Annual Salary	Number	Percent
Less than $29,999	83	0.7%
$30,000 - $34,999	85	0.7%
$35,000 - $39,999	96	0.8%
$40,000 - $44,999	108	0.9%
$45,000 - $49,999	985	8.0%
$50,000 - $54,999	1,186	9.6%
$55,000 - $59,999	996	8.1%
$60,000 - $64,999	874	7.1%
$65,000 - $69,999	910	7.4%
$70,000 - $74,999	977	7.9%
$75,000 - $79,999	754	6.1%
$80,000 - $84,999	703	5.7%
$85,000 - $89,999	826	6.7%
$90,000 - $94,999	786	6.4%
$95,000 +	2,935	23.9%
TOTAL	**12,304**	**100.0%**

Data as of October 15.

New Teachers: Average Salaries[1]	
FY 2016	$75,712
FY2015	$76,014
FY 2014	$75,445
FY 2013	$75,446
FY 2012	$74,832

[1] *Average salary calculation: Salaries/filled FTE.*
Salaries presented reflect actual salaries not adjusted for full time equivalency (FTE)
Data reflects the number of permanent employees by head count.



Teachers: Certification Type

Fiscal Year	New Teachers	Standard Professional Certificate[1]		Advanced Professional Certificate[2]		Maryland Board of Examiners License[3]		Conditional Degree Certificate[4]		Resident Teacher Certificate[5]		Certification Data not Available or not Needed	
	Number	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2015	12,268	3,266	26.6%	8,465	69.0%	437	3.6%	60	0.5%	10	0.1%	2	0.0%
FY2014	12,057	3,222	26.7%	8,290	68.8%	414	3.4%	53	0.4%	13	0.1%	65	0.5%
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%

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

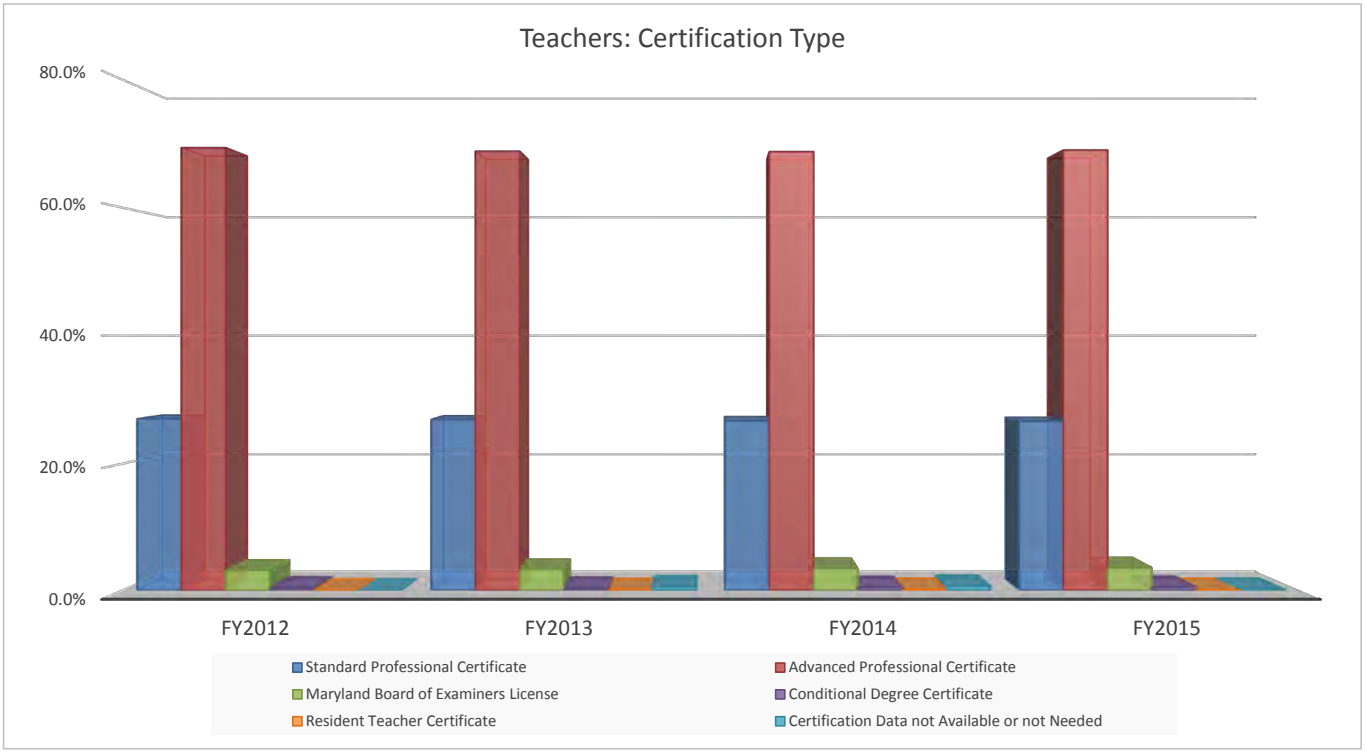
[1] *The Standard Professional Certificate is a professional certificate in the state of Maryland.*

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

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

[4] *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.*

[5] *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.*

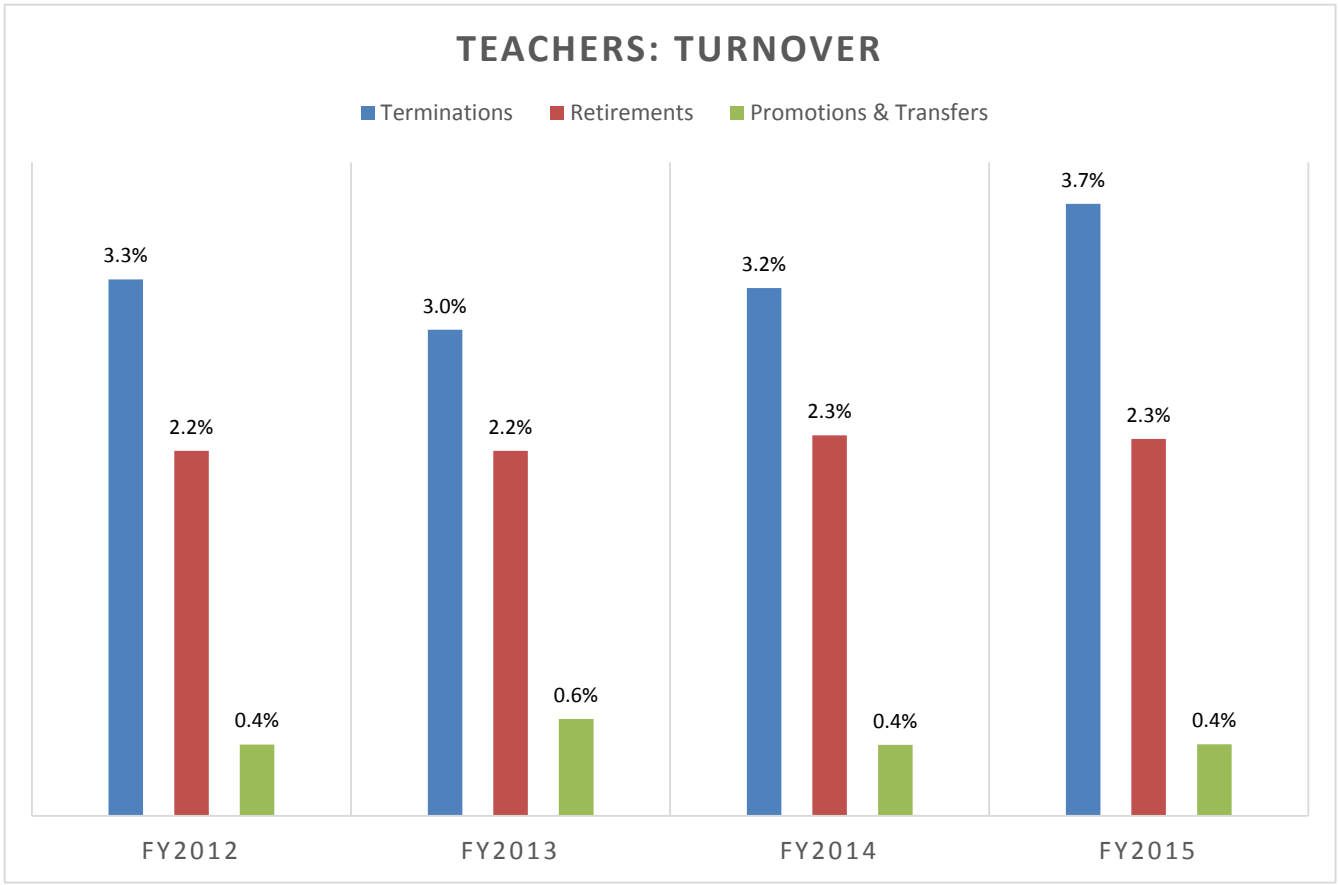


Teachers: Turnover

Fiscal Year	Number of Teachers[1]	Terminations		Retirements		Promotions & Transfers[2]		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2015	12,304	461	3.7%	284	2.3%	54	0.4%	799	6.5%
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%

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

[2] *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

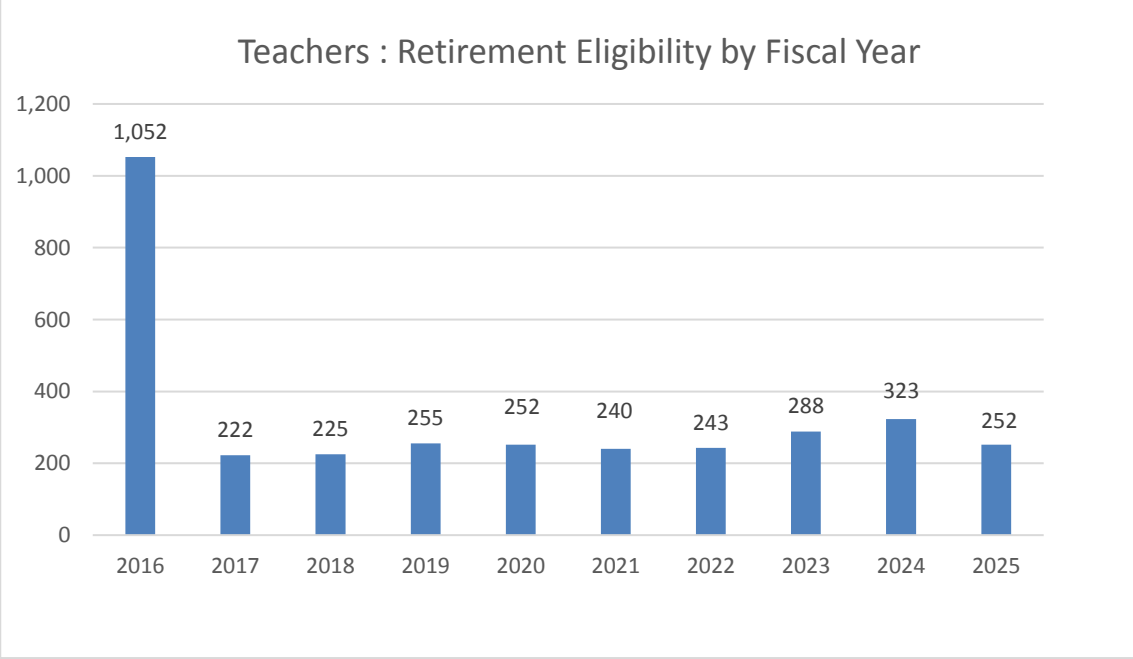
Fiscal Year	Teachers Eligible By Fiscal Year	Percent of Total
2016	1,052	8.5%
2017	222	1.8%
2018	225	1.8%
2019	255	2.1%
2020	252	2.0%
2021	240	1.9%
2022	243	2.0%
2023	288	2.3%
2024	323	2.6%
2025	252	2.0%
Eligible within 10 years	**3,352**	**27.2%**
Total Teachers	**12,337**	**100.0%**

1. Data reflects retirement eligibility as of July 1, 2015.

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.



Section 10: MCEA – Counselors (10 month)

1. Demographic Profile by School Type
2. Demographic Profile

Counselors: Demographic Profile

	FY 2013		FY 2014		FY 2015		FY 2016	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
ELEMENTARY SCHOOL								
Gender								
Female	124	93.2%	122	92.4%	133	94.3%	136	94.4%
Male	9	6.8%	10	7.6%	8	5.7%	8	5.6%
TOTAL	133	100.0%	132	100.0%	141	100.0%	144	100.0%
Race								
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian	2	1.5%	2	1.5%	2	1.4%	2	1.4%
Black or African American	17	12.8%	17	12.9%	19	13.5%	21	14.6%
Hispanic/ Latino	8	6.0%	8	6.1%	9	6.4%	9	6.3%
Native Hawaian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Two or More	2	1.5%	2	1.5%	1	0.7%	2	1.4%
White	104	78.2%	103	78.0%	110	78.0%	110	76.4%
TOTAL	133	100.0%	132	100.0%	141	100.0%	144	100.0%
MIDDLE SCHOOL								
Gender								
Female	114	81.4%	117	81.3%	113	78.5%	114	79.7%
Male	26	18.6%	27	18.8%	31	21.5%	29	20.3%
TOTAL	140	100.0%	144	100.0%	144	100.0%	143	100.0%
Race								
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian	3	2.1%	5	3.5%	6	4.2%	7	4.9%
Black or African American	40	28.6%	36	25.0%	37	25.7%	36	25.2%
Hispanic/ Latino	10	7.1%	12	8.3%	8	5.6%	9	6.3%
Native Hawaian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Two or More	1	0.7%	1	0.7%	2	1.4%	1	0.7%
White	86	61.4%	90	62.5%	91	63.2%	90	62.9%
TOTAL	140	100.0%	144	100.0%	144	100.0%	143	100.0%
HIGH SCHOOL								
Gender								
Female	140	73.3%	142	74.7%	146	75.6%	144	74.6%
Male	51	26.7%	48	25.3%	47	24.4%	49	25.4%
TOTAL	191	100.0%	190	100.0%	193	100.0%	193	100.0%
Race								
American Indian or Alaskan Native	1	0.5%	1	0.5%	1	0.5%	1	0.5%
Asian	11	5.8%	13	6.8%	11	5.7%	10	5.2%
Black or African American	43	22.5%	45	23.7%	45	23.3%	42	21.8%
Hispanic/ Latino	21	11.0%	20	10.5%	24	12.4%	23	11.9%
Native Hawaian or Pacific Islander	0	0.0%	0	0.0%		0.0%	0	0.0%
Two or More	2	1.0%	1	0.5%	2	1.0%	2	1.0%
White	113	59.2%	110	57.9%	110	57.0%	115	59.6%
TOTAL	191	100.0%	190	100.0%	193	100.0%	193	100.0%
CENTRAL OFFICE AND SPECIAL SCHOOLS								
Gender								
Female	6	85.7%	7	87.5%	7	87.5%	6	85.7%
Male	1	14.3%	1	12.5%	1	12.5%	1	14.3%
TOTAL	7	100.0%	8	100.0%	8	100.0%	7	100.0%
Race								
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian	2	28.6%	2	25.0%	2	25.0%	2	28.6%
Black or African American	1	14.3%	1	12.5%	2	25.0%	2	28.6%
Hispanic/ Latino	1	14.3%	1	12.5%	1	12.5%	0	0.0%
Native Hawaian 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%
White	3	42.9%	4	50.0%	3	37.5%	3	42.9%
TOTAL	7	100.0%	8	100.0%	8	100.0%	7	100.0%
GRAND TOTAL	471		474		486		487	

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.

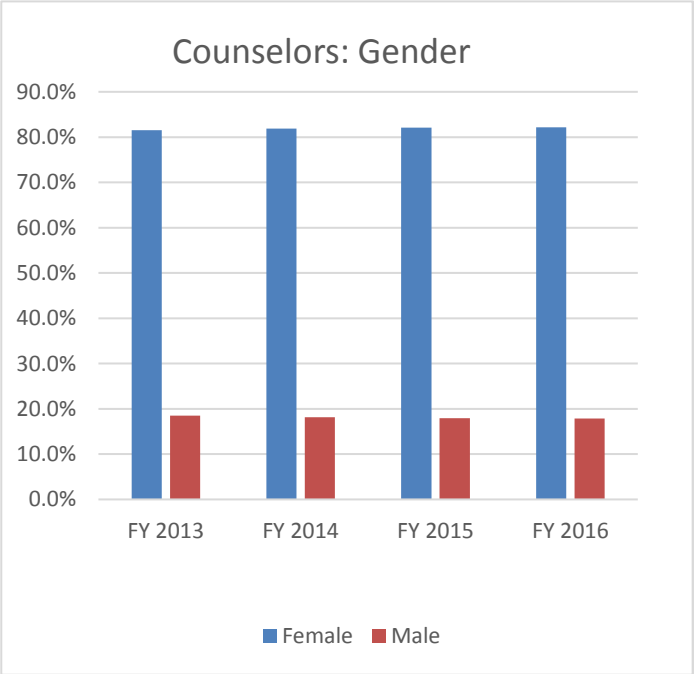
3. Counselors assigned to non-school based offices service ESOL students, students in alternative programs, and students in special schools.

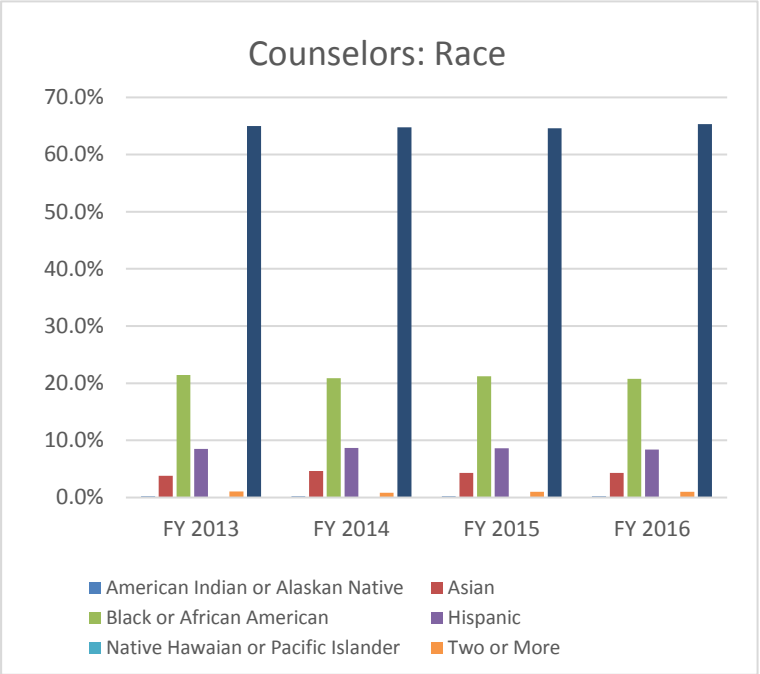
Counselors: Demographic Profile

	FY 2013		FY 2014		FY 2015		FY 2016	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Female	384	81.5%	388	81.9%	399	82.1%	400	82.1%
Male	87	18.5%	86	18.1%	87	17.9%	87	17.9%
TOTAL	471	100.0%	474	100.0%	486	100.0%	487	100.0%
RACE								
American Indian or Alaskan Native	1	0.2%	1	0.2%	1	0.2%	1	0.2%
Asian	18	3.8%	22	4.6%	21	4.3%	21	4.3%
Black or African American	101	21.4%	99	20.9%	103	21.2%	101	20.7%
Hispanic	40	8.5%	41	8.6%	42	8.6%	41	8.4%
Native Hawaian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Two or More	5	1.1%	4	0.8%	5	1.0%	5	1.0%
White	306	65.0%	307	64.8%	314	64.6%	318	65.3%
TOTAL	471	100.0%	474	100.0%	486	100.0%	487	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.





Section 11: SEIU Local 500 Personnel (10 and 12 month)

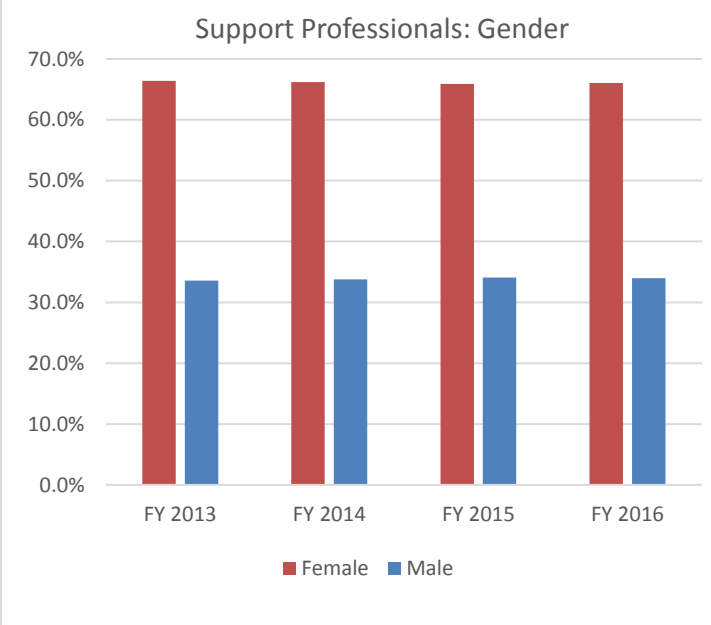
1. Demographic Profile
2. Salary Schedule Placement
3. Total Years of Experience
4. Turnover
5. Paraeducators Demographic Profile
6. Paraeducators Degree by School Type
7. Paraeducators Degree
8. Paraeducators Title I Highly Qualified Competency
9. Paraeducators Title I Competency by School
10. Paraeducators Turnover
11. Retirement Eligibility

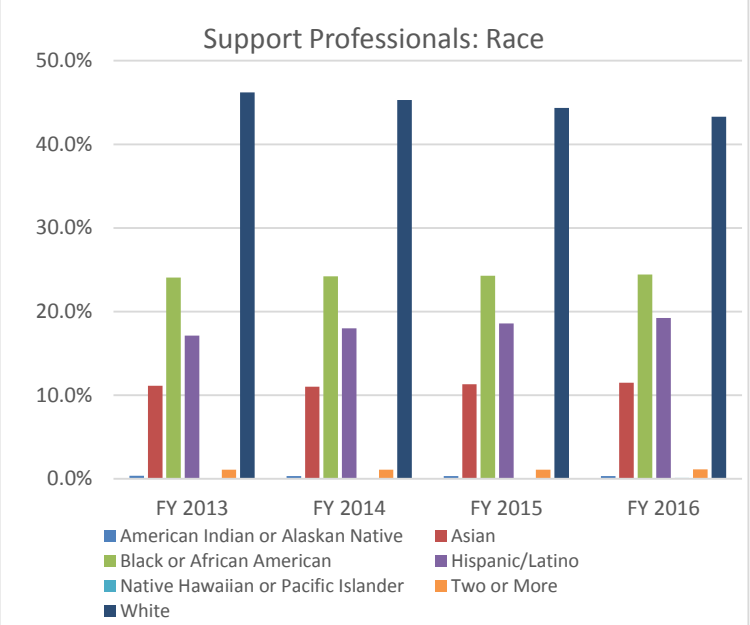
Support Professionals: Demographic Profile

	FY 2013		FY 2014		FY 2015		FY 2016	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Female	6,139	66.4%	6,187	66.2%	6,216	65.9%	6,133	66.0%
Male	3,105	33.6%	3,157	33.8%	3,214	34.1%	3,155	34.0%
TOTAL	**9,244**	**100.0%**	**9,344**	**100.0%**	**9,430**	**100.0%**	**9,288**	**100.0%**
RACE								
American Indian or Alaskan Native	33	0.4%	32	0.3%	30	0.3%	30	0.3%
Asian	1,027	11.1%	1,030	11.0%	1,065	11.3%	1,068	11.5%
Black or African American	2,224	24.1%	2,261	24.2%	2,290	24.3%	2,269	24.4%
Hispanic/Latino	1,583	17.1%	1,681	18.0%	1,752	18.6%	1,786	19.2%
Native Hawaiian or Pacific Islander	7	0.1%	8	0.1%	7	0.1%	9	0.1%
Two or More	99	1.1%	100	1.1%	103	1.1%	106	1.1%
White	4,271	46.2%	4,232	45.3%	4,183	44.4%	4,020	43.3%
TOTAL	**9,244**	**100.0%**	**9,344**	**100.0%**	**9,430**	**100.0%**	**9,288**	**100.0%**
AGE								
Under 20 years	3	0.0%	3	0.0%	3	0.0%	2	0.0%
20 - 29 years	542	5.9%	579	6.2%	611	6.5%	619	6.7%
30 - 39 years	992	10.7%	1,015	10.9%	1,041	11.0%	1,053	11.3%
40 - 49 years	2,339	25.3%	2,264	24.2%	2,178	23.1%	2,037	21.9%
50 - 59 years	3,514	38.0%	3,499	37.4%	3,525	37.4%	3,449	37.1%
60+ years	1,854	20.1%	1,984	21.2%	2,072	22.0%	2,128	22.9%
TOTAL	**9,244**	**100.0%**	**9,344**	**100.0%**	**9,430**	**100.0%**	**9,288**	**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.

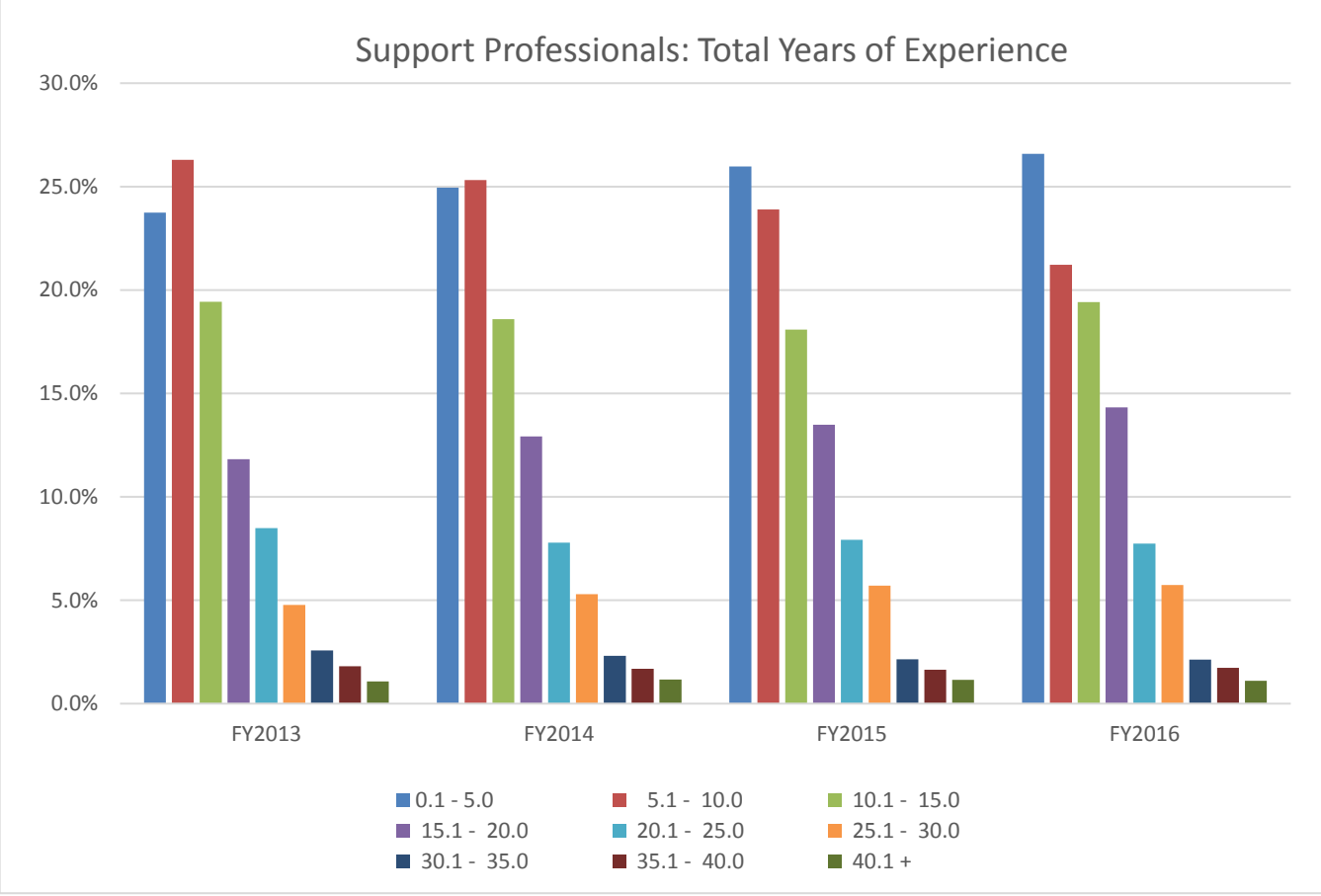




Support Professionals: Total Years of Experience

Years of Experience	FY2013		FY2014		FY2015		FY2016	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	2,194	23.7%	2,331	24.9%	2,449	26.0%	2,469	26.6%
5.1 - 10.0	2,430	26.3%	2,365	25.3%	2,253	23.9%	1,971	21.2%
10.1 - 15.0	1,796	19.4%	1,737	18.6%	1,706	18.1%	1,804	19.4%
15.1 - 20.0	1,093	11.8%	1,207	12.9%	1,271	13.5%	1,330	14.3%
20.1 - 25.0	785	8.5%	728	7.8%	747	7.9%	719	7.7%
25.1 - 30.0	441	4.8%	494	5.3%	538	5.7%	533	5.7%
30.1 - 35.0	238	2.6%	216	2.3%	202	2.1%	198	2.1%
35.1 - 40.0	167	1.8%	157	1.7%	155	1.6%	161	1.7%
40.1 +	100	1.1%	109	1.2%	109	1.2%	103	1.1%
TOTAL	**9,244**	**100.0%**	**9,344**	**100.0%**	**9,430**	**100.0%**	**9,288**	**100.0%**

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



Support Professionals: Salary Schedule Placement

Pay Grade	FY2016												Total Count	% on 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		
	Count	Count	Count	Count	Count	Count	Count	Count	Count	Count	Count	Count		
6	159	96	78	91	60	97	58	96	112	368	180	70	1,465	13.1%
7	310	77	92	110	66	40	60	74	60	257	115	72	1,333	11.9%
8	1	2	1	2	0	0	1	1	0	4	0	3	15	0.1%
9	2	0	0	2	2	2	1	2	4	7	7	1	30	0.3%
10	2	3	7	5	7	11	14	12	17	34	27	11	150	1.3%
11	150	75	92	119	66	26	96	157	60	264	161	107	1,373	12.3%
12	675	171	94	67	66	55	44	64	47	211	129	54	1,677	15.0%
13	16	110	212	203	247	137	142	229	238	958	321	202	3,015	26.9%
14	35	16	16	18	15	14	8	23	20	84	56	44	349	3.1%
15	5	3	10	6	8	11	14	13	13	49	37	29	198	1.8%
16	46	29	19	29	48	43	30	42	53	182	154	64	739	6.6%
17	12	9	15	13	22	19	21	6	20	47	33	29	246	2.2%
18	2	2	0	4	8	3	4	10	6	16	18	11	84	0.8%
19	1	1	0	3	3	3	10	4	8	31	15	8	87	0.8%
20	8	3	7	5	3	6	7	9	5	27	26	11	117	1.0%
21	0	0	3	1	0	0	2	5	3	10	7	5	36	0.3%
22	2	1	3	2	2	3	3	4	5	10	9	7	51	0.5%
23	1	1	4	1	2	8	2	4	9	31	10	5	78	0.7%
24	1	1	0	1	4	1	4	2	0	9	3	1	27	0.2%
25	1	0	1	3	6	0	3	4	4	34	7	14	77	0.7%
26	0	0	0	1	3	0	3	3	0	0	3	2	15	0.1%
27	0	0	1	0	0	1	0	1	2	10	5	11	31	0.3%
TOTAL	1,429	600	655	686	638	480	527	765	686	2,643	1,323	761	11,193	100.0%
% on Step	12.8%	5.4%	5.9%	6.1%	5.7%	4.3%	4.7%	6.8%	6.1%	23.6%	11.8%	6.8%	100.0%	

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.

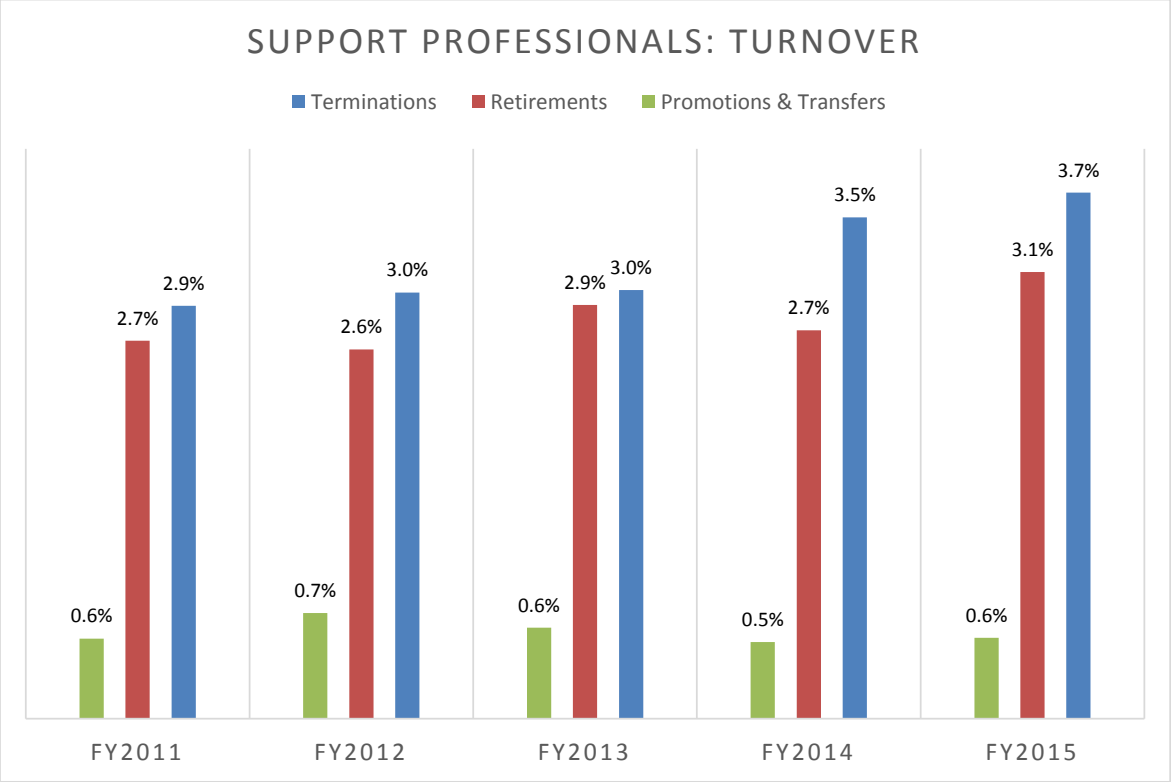
4. Step 50/60 indicates that employees received a 2% increase on 7/1/12 and/or 2/8/2014.

Support Professionals: Turnover

Fiscal Year	Number of Support Professionals[1]	Terminations		Retirements		Promotions & Transfers[2]		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2015	9,507	351	3.7%	298	3.1%	54	0.6%	703	7.4%
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%

[1] *Total number of support services employees is based upon a snapshot taken in the fall of each fiscal year.*

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



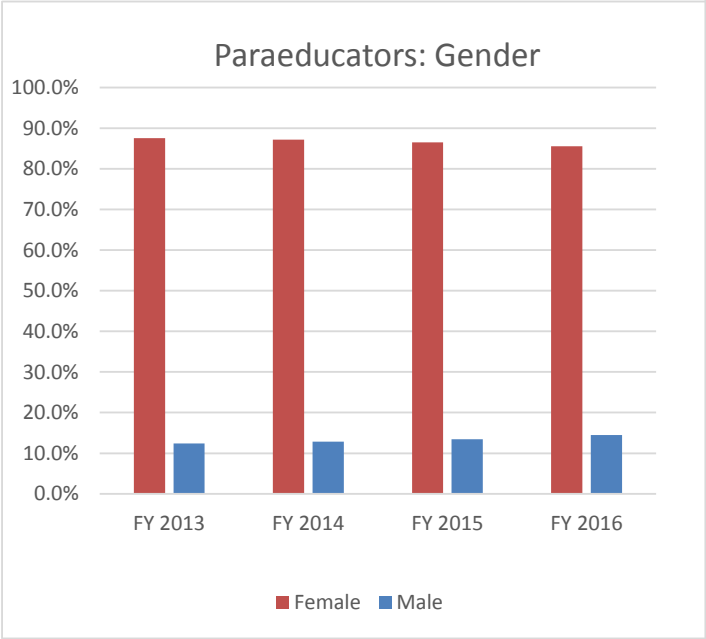
Paraeducators: Demographic Profile

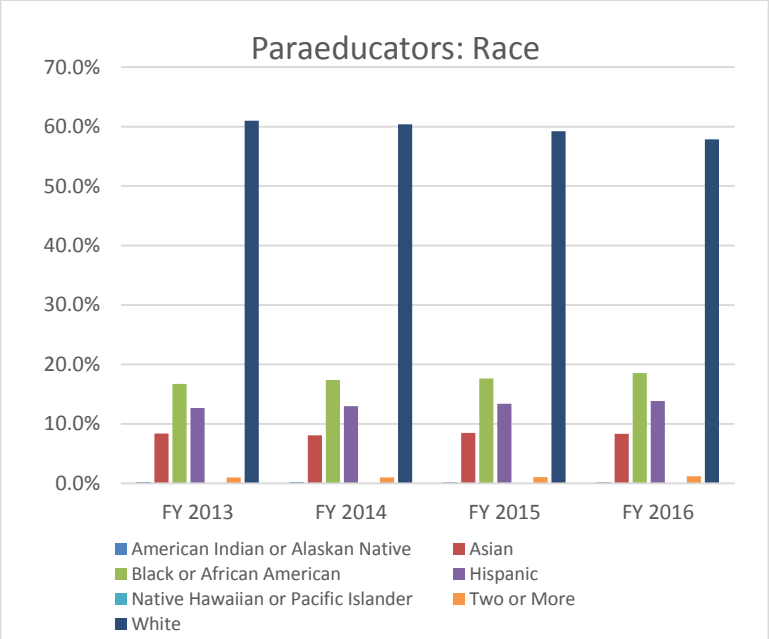
	FY 2013		FY 2014		FY 2015		FY 2016	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Female	2,442	87.6%	2,490	87.2%	2,511	86.5%	2,552	85.5%
Male	347	12.4%	367	12.8%	391	13.5%	432	14.5%
TOTAL	**2,789**	**100.0%**	**2,857**	**100.0%**	**2,902**	**100.0%**	**2,984**	**100.0%**
RACE								
American Indian or Alaskan Native	6	0.2%	6	0.2%	6	0.2%	6	0.2%
Asian	233	8.4%	230	8.1%	246	8.5%	249	8.3%
Black or African American	467	16.7%	497	17.4%	512	17.6%	553	18.5%
Hispanic	354	12.7%	371	13.0%	388	13.4%	413	13.8%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	1	0.0%	1	0.0%
Two or More	28	1.0%	28	1.0%	31	1.1%	35	1.2%
White	1,701	61.0%	1,725	60.4%	1,718	59.2%	1,727	57.9%
TOTAL	**2,789**	**100.0%**	**2,857**	**100.0%**	**2,902**	**100.0%**	**2,984**	**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.





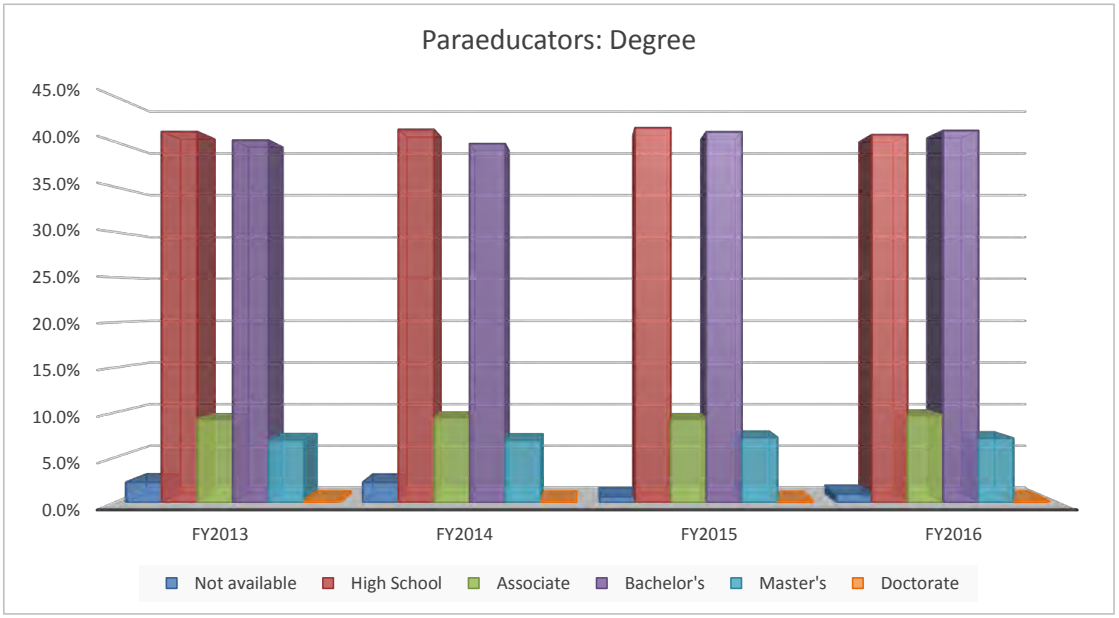
Paraeducators: Degree by School Type

	FY2013		FY2014		FY2015		FY2016	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
ELEMENTARY SCHOOL								
Not available	52	3.7%	55	3.7%	14	0.9%	23	1.5%
High School	570	40.5%	594	40.2%	632	41.5%	636	40.6%
Associate	134	9.5%	141	9.5%	140	9.2%	158	10.1%
Bachelor's	558	39.6%	574	38.8%	623	40.9%	638	40.7%
Master's	90	6.4%	110	7.4%	111	7.3%	108	6.9%
Doctorate	4	0.3%	4	0.3%	3	0.2%	4	0.3%
TOTAL	**1,408**	**100.0%**	**1,478**	**100.0%**	**1,523**	**100.0%**	**1,567**	**100.0%**
MIDDLE SCHOOL								
Not available	3	0.7%	0	0.0%	2	0.5%	3	0.7%
High School	179	41.4%	175	41.5%	174	41.8%	181	40.0%
Associate	38	8.8%	39	9.2%	34	8.2%	40	8.8%
Bachelor's	184	42.6%	185	43.8%	181	43.5%	200	44.2%
Master's	28	6.5%	23	5.5%	25	6.0%	27	6.0%
Doctorate	0	0.0%	0	0.0%	0	0.0%	1	0.2%
TOTAL	**432**	**100.0%**	**422**	**100.0%**	**416**	**100.0%**	**452**	**100.0%**
HIGH SCHOOL								
Not available	3	0.5%	2	0.4%	1	0.2%	0	0.0%
High School	214	38.3%	216	39.6%	205	37.3%	209	38.2%
Associate	51	9.1%	51	9.3%	54	9.8%	51	9.3%
Bachelor's	238	42.6%	232	42.5%	241	43.8%	236	43.1%
Master's	50	8.9%	42	7.7%	46	8.4%	49	9.0%
Doctorate	3	0.5%	3	0.5%	3	0.5%	2	0.4%
TOTAL	**559**	**100.0%**	**546**	**100.0%**	**550**	**100.0%**	**547**	**100.0%**
CENTRAL OFFICE & SPECIAL SCHOOLS								
Not available	5	1.3%	7	1.7%	2	0.5%	2	0.5%
High School	183	46.9%	196	47.7%	194	47.0%	190	45.5%
Associate	35	9.0%	39	9.5%	41	9.9%	40	9.6%
Bachelor's	140	35.9%	145	35.3%	147	35.6%	156	37.3%
Master's	26	6.7%	23	5.6%	28	6.8%	29	6.9%
Doctorate	1	0.3%	1	0.2%	1	0.2%	1	0.2%
TOTAL	**390**	**100.0%**	**411**	**100.0%**	**413**	**100.0%**	**418**	**100.0%**
ALL PARAEDUCATORS								
Not available	63	2.3%	64	2.2%	19	0.7%	28	0.9%
High School	1,146	41.1%	1,181	41.3%	1,205	41.5%	1,216	40.8%
Associate	258	9.3%	270	9.5%	269	9.3%	289	9.7%
Bachelor's	1,120	40.2%	1,136	39.8%	1,192	41.1%	1,230	41.2%
Master's	194	7.0%	198	6.9%	210	7.2%	213	7.1%
Doctorate	8	0.3%	8	0.3%	7	0.2%	8	0.3%
GRAND TOTAL	**2,789**	**100.0%**	**2,857**	**100.0%**	**2,902**	**100.0%**	**2,984**	**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.



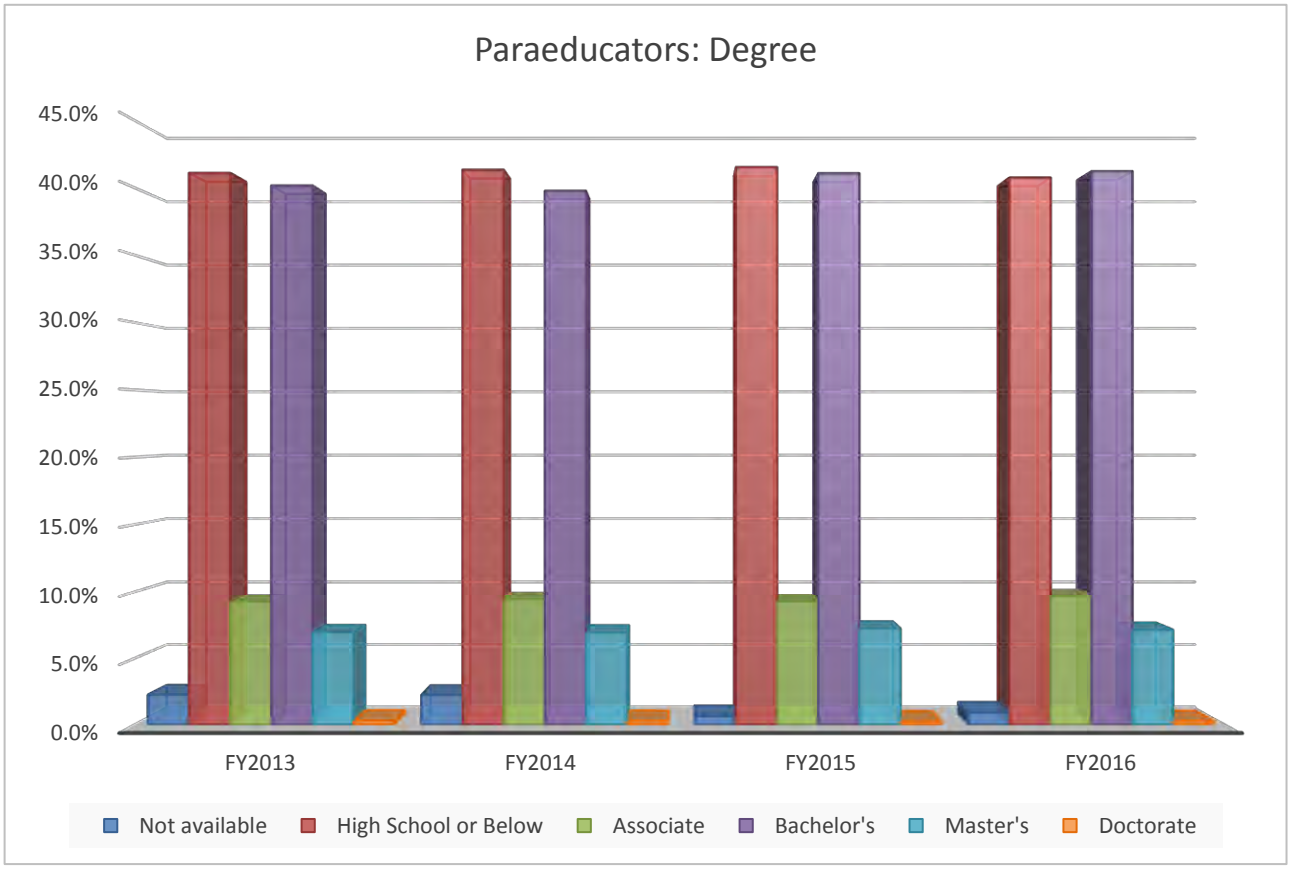
Paraeducators: Degree

	FY2013		FY2014		FY2015		FY2016	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
ALL PARAEDUCATORS								
Not available	63	2.3%	64	2.2%	19	0.7%	28	0.9%
High School or Below	1,146	41.1%	1,181	41.3%	1,205	41.5%	1,216	40.8%
Associate	258	9.3%	270	9.5%	269	9.3%	289	9.7%
Bachelor's	1,120	40.2%	1,136	39.8%	1,192	41.1%	1,230	41.2%
Master's	194	7.0%	198	6.9%	210	7.2%	213	7.1%
Doctorate	8	0.3%	8	0.3%	7	0.2%	8	0.3%
GRAND TOTAL	**2,789**	**100.0%**	**2,857**	**100.0%**	**2,902**	**100.0%**	**2,984**	**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

Title 1 Paraeducator HQ Status	FY2013		FY2014		FY2015		FY2016	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Highly Qualified	211	100.0%	233	100.0%	243	100.0%	343	100.0%
Not Highly Qualified	0	0.0%	0	0.0%	0	0.0%	0	0.0%
TOTAL	**211**	**100.0%**	**233**	**100.0%**	**243**	**100.0%**	**343**	**100.0%**
Number of Title I Elementary Schools	27		28		28		26	

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 Analyst.*

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. FY2016 Data as of January 27, 2016.

7. Total Number of Elementary Schools: 132

Paraeducators: Title I Competency

Title I Elementary Schools	FY2016					
	Highly Qualified		Not Highly Qualified		Total	
	Number	Percent	Number	Percent	Number	Percent
Arcola	10	100.0%	0	0.0%	10	2.9%
Bel Pre	11	100.0%	0	0.0%	11	3.2%
Brookhaven	16	100.0%	0	0.0%	16	4.7%
Brown Station	13	100.0%	0	0.0%	13	3.8%
Burnt Mills	6	100.0%	0	0.0%	6	1.7%
Capt. James Daly	9	100.0%	0	0.0%	9	2.6%
Clopper Mill	18	100.0%	0	0.0%	18	5.2%
Cresthaven	7	100.0%	0	0.0%	7	2.0%
Gaithersburg	24	100.0%	0	0.0%	24	7.0%
Georgian Forest	17	100.0%	0	0.0%	17	5.0%
Harmony Hills	17	100.0%	0	0.0%	17	5.0%
Highland	10	100.0%	0	0.0%	10	2.9%
Jackson Road	17	100.0%	0	0.0%	17	5.0%
Joann Leleck at Broad Acres	15	100.0%	0	0.0%	15	4.4%
Kemp Mill	11	100.0%	0	0.0%	11	3.2%
New Hampshire Estates	12	100.0%	0	0.0%	12	3.5%
Oak View	10	100.0%	0	0.0%	10	2.9%
R. Sargent Shriver	10	100.0%	0	0.0%	10	2.9%
Rolling Terace	16	100.0%	0	0.0%	16	4.7%
Roscoe R. Nix	15	100.0%	0	0.0%	15	4.4%
South Lake	15	100.0%	0	0.0%	15	4.4%
Summit Hall	11	100.0%	0	0.0%	11	3.2%
Washington Grove	16	100.0%	0	0.0%	16	4.7%
Watkins Mill	20	100.0%	0	0.0%	20	5.8%
Weller Road	11	100.0%	0	0.0%	11	3.2%
Wheaton Woods	6	100.0%	0	0.0%	6	1.7%
TOTAL	**343**	**100.0%**	**0**	**0.0%**	**343**	**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 Analyst.*

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.

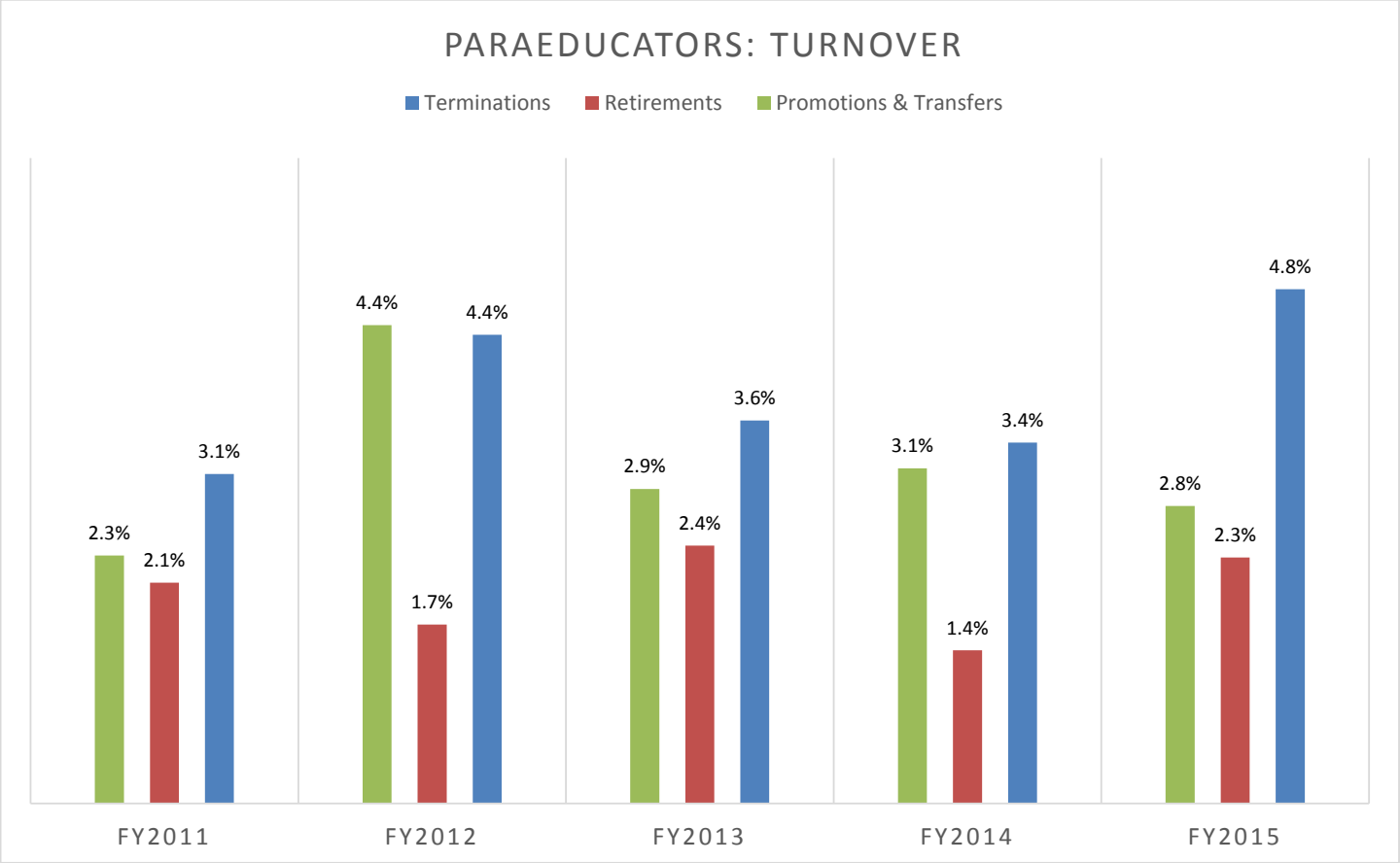
6. Data as of January 27, 2016.

Paraeducators: Turnover

Fiscal Year	Number of Paraeducators[1]	Terminations		Retirements		Promotions & Transfers[2]		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2015	2,929	140	4.8%	67	2.3%	81	2.8%	288	9.8%
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%

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

[2] *Promotions & Transfers are defined to be a paraeducator no longer in a paraeducator position.*

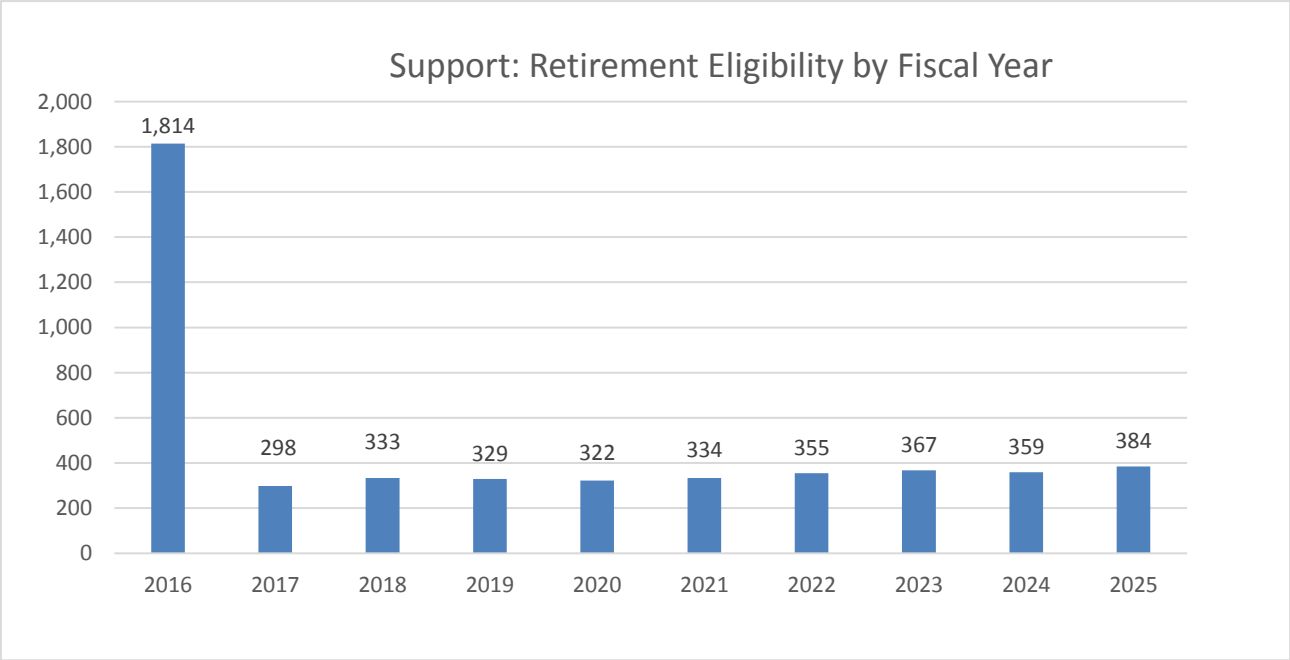


Support Professionals: Retirement Eligibility

Fiscal Year	Support Eligible By Fiscal Year	Percent of Total
2016	1,814	19.4%
2017	298	3.2%
2018	333	3.6%
2019	329	3.5%
2020	322	3.4%
2021	334	3.6%
2022	355	3.8%
2023	367	3.9%
2024	359	3.8%
2025	384	4.1%
Eligible within 10 years	**4,895**	**52.3%**
Total Support	**9,354**	**100.0%**

1. Data reflects retirement eligibility as of July 1, 2015.

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.