



Staff Statistical Profile



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Section 1: Montgomery County Public Schools Personnel

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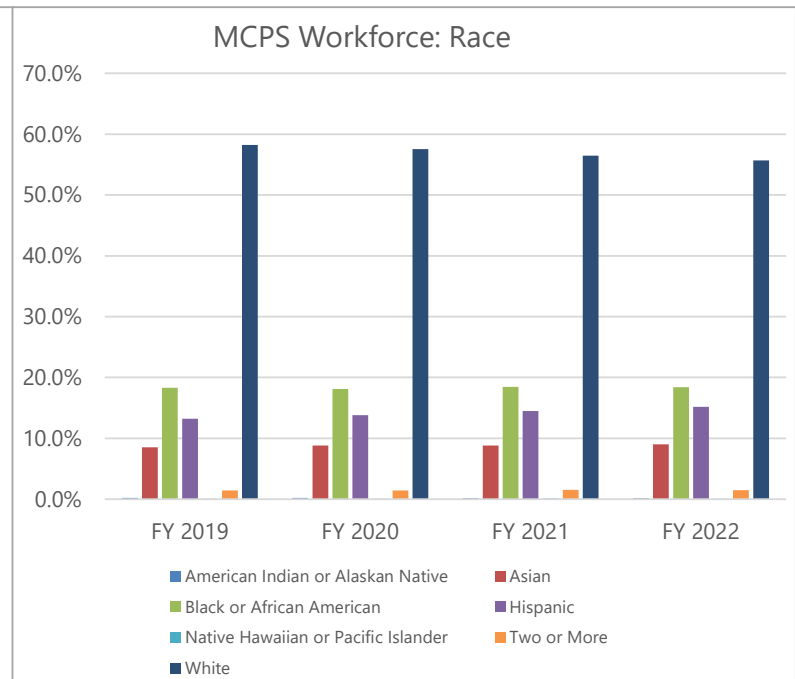
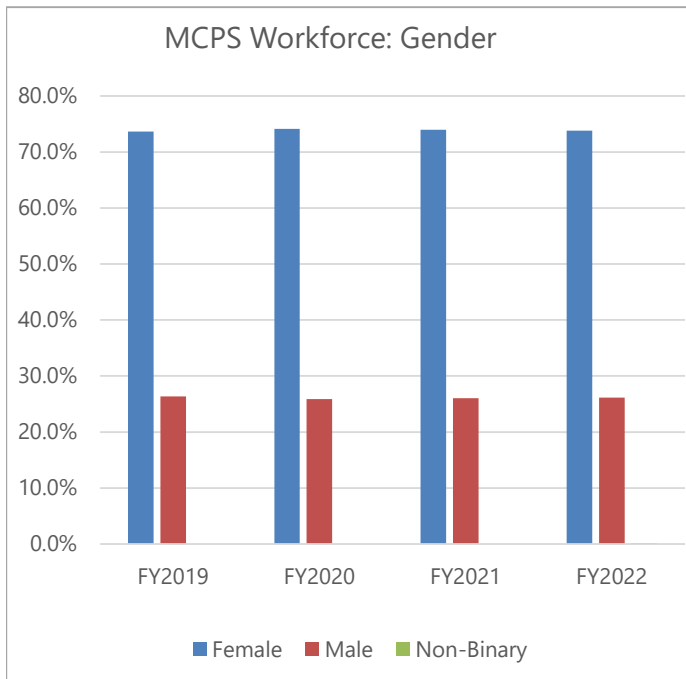
MCPS Workforce: Demographic Profile

	FY 2019		FY 2020		FY 2021		FY 2022	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Female	17,575	73.7%	17,806	74.1%	18,191	74.0%	18,165	73.8%
Male	6,282	26.3%	6,223	25.9%	6,398	26.0%	6,438	26.2%
Non-Binary							2	0.01%
TOTAL	23,857	100.0%	24,029	100.0%	24,589	100.0%	24,605	100.0%
RACE								
American Indian or Alaskan Native	53	0.2%	49	0.2%	46	0.2%	42	0.2%
Asian	2,033	8.5%	2,118	8.8%	2,168	8.8%	2,224	9.0%
Black or African American	4,371	18.3%	4,351	18.1%	4,533	18.4%	4,526	18.4%
Hispanic	3,155	13.2%	3,321	13.8%	3,565	14.5%	3,733	15.2%
Native Hawaiian or Pacific Islander	18	0.1%	17	0.1%	24	0.1%	21	0.1%
Two or More	340	1.4%	349	1.5%	373	1.5%	364	1.5%
White	13,887	58.2%	13,824	57.5%	13,880	56.4%	13,695	55.7%
TOTAL	23,857	100.0%	24,029	100.0%	24,589	100.0%	24,605	100.0%
AGE								
Under 20	4	0.02%	7	0.03%	3	0.01%	4	0.02%
20 - 29 years	2,983	12.5%	2,955	12.3%	2,990	12.2%	2,921	11.9%
30 - 39 years	5,264	22.1%	5,318	22.1%	5,469	22.2%	5,417	22.0%
40 - 49 years	6,061	25.4%	6,131	25.5%	6,238	25.4%	6,255	25.4%
50 - 59 years	6,101	25.6%	6,159	25.6%	6,358	25.9%	6,492	26.4%
60+ years	3,444	14.4%	3,459	14.4%	3,531	14.4%	3,516	14.3%
TOTAL	23,857	100.0%	24,029	100.0%	24,589	100.0%	24,605	100.0%

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

2. Non-Binary Gender is identified and reported in FY2022

3. Data was captured on October 15.



**MCPS Workforce:
Demographic Gender By School Type**

GENDER	FY 2021		FY 2022	
	Number	Percent	Number	Percent
Elementary School				
Female	8,663	35.2%	8,505	34.6%
Male	1,212	4.9%	1,232	5.0%
Non-Binary			0	0.0%
TOTAL	9,875	40.2%	9,737	39.6%
Middle School				
Female	3,115	12.7%	3,048	12.4%
Male	1,206	4.9%	1,187	4.8%
Non-Binary			1	0.004%
TOTAL	4,321	17.6%	4,236	17.2%
High School				
Female	3,377	13.7%	3,328	13.5%
Male	1,993	8.1%	1,979	8.0%
Non-Binary			1	0.004%
TOTAL	5,370	21.8%	5,308	21.6%
Special School				
Female	206	0.8%	184	0.7%
Male	71	0.3%	64	0.3%
Non-Binary			0	0.0%
TOTAL	277	1.1%	248	1.0%
Central				
Female	2,830	11.5%	3,100	12.6%
Male	1,916	7.8%	1,976	8.0%
Non-Binary			0	0.0%
TOTAL	4,746	19.3%	5,076	20.6%
Grand TOTAL	24,589	100.0%	24,605	100.0%

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

2. Non-Binary Gender is identified and reported in FY2022.

3. Data was captured on October 15.

MCPS Workforce:
Demographic Race By School Type

Race	FY 2021		FY 2022	
	Number	Percent	Number	Percent
Elementary School				
American Indian or Alaskan Native	8	0.03%	8	0.03%
Asian	829	3.4%	838	3.4%
Black or African American	1,362	5.5%	1,352	5.5%
Hispanic	1,322	5.4%	1,393	5.7%
Native Hawaiian or Pacific Islander	12	0.05%	8	0.03%
Two or More	158	0.6%	157	0.6%
White	6,184	25.1%	5,981	24.3%
TOTAL	9,875	40.2%	9,737	39.6%
Middle School				
American Indian or Alaskan Native	8	0.03%	4	0.02%
Asian	370	1.5%	365	1.5%
Black or African American	839	3.4%	806	3.3%
Hispanic	567	2.3%	572	2.3%
Native Hawaiian or Pacific Islander	3	0.01%	6	0.02%
Two or More	75	0.3%	73	0.3%
White	2,459	10.0%	2,410	9.8%
TOTAL	4,321	17.6%	4,236	17.2%
High School				
American Indian or Alaskan Native	13	0.1%	11	0.04%
Asian	409	1.7%	417	1.7%
Black or African American	1,024	4.2%	1,013	4.1%
Hispanic	652	2.7%	650	2.6%
Native Hawaiian or Pacific Islander	3	0.01%	2	0.01%
Two or More	84	0.3%	74	0.3%
White	3,185	13.0%	3,141	12.8%
TOTAL	5,370	21.8%	5,308	21.6%
Special School				
American Indian or Alaskan Native	0	0.0%	0	0.0%
Asian	18	0.1%	20	0.1%
Black or African American	53	0.2%	53	0.2%
Hispanic	29	0.1%	29	0.1%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%
Two or More	7	0.03%	5	0.02%
White	170	0.7%	141	0.6%
TOTAL	277	1.1%	248	1.0%
Central				
American Indian or Alaskan Native	17	0.1%	19	0.1%
Asian	542	2.2%	584	2.4%
Black or African American	1,255	5.1%	1,302	5.3%
Hispanic	995	4.0%	1,089	4.4%
Native Hawaiian or Pacific Islander	6	0.02%	5	0.02%
Two or More	49	0.2%	55	0.2%
White	1,882	7.7%	2,022	8.2%
TOTAL	4,746	19.3%	5,076	20.6%
GRAND TOTAL	24,589	100.0%	24,605	100.0%

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

2. Data was captured on October 15.

MCPS Workforce
Demographic Age By School Type

AGE	FY 2021		FY 2022	
	Number	Percent	Number	Percent
Elementary School				
Under 20	1	0.004%	2	0.008%
20 - 29 years	1,644	6.7%	1,579	6.4%
30 - 39 years	2,372	9.6%	2,341	9.5%
40 - 49 years	2,390	9.7%	2,365	9.6%
50 - 59 years	2,391	9.7%	2,400	9.8%
60+ years	1,077	4.4%	1,050	4.3%
TOTAL	9,875	40.2%	9,737	39.6%
Middle School				
Under 20	0	0.0%	0	0.0%
20 - 29 years	583	2.4%	557	2.3%
30 - 39 years	1,080	4.4%	1,031	4.2%
40 - 49 years	1,156	4.7%	1,130	4.6%
50 - 59 years	980	4.0%	1,014	4.1%
60+ years	522	2.1%	504	2.0%
TOTAL	4,321	17.6%	4,236	17.2%
High School				
Under 20	1	0.004%	2	0.008%
20 - 29 years	491	2.0%	484	2.0%
30 - 39 years	1,252	5.1%	1,233	5.0%
40 - 49 years	1,456	5.9%	1,427	5.8%
50 - 59 years	1,415	5.8%	1,414	5.7%
60+ years	755	3.1%	748	3.0%
TOTAL	5,370	21.8%	5,308	21.6%
Special School				
Under 20	0	0.0%	0	0.0%
20 - 29 years	56	0.2%	51	0.2%
30 - 39 years	59	0.2%	45	0.2%
40 - 49 years	55	0.2%	48	0.2%
50 - 59 years	65	0.3%	66	0.3%
60+ years	42	0.2%	38	0.2%
TOTAL	277	1.1%	248	1.0%
Central				
Under 20	1	0.004%	0	0.0%
20 - 29 years	216	0.9%	250	1.0%
30 - 39 years	706	2.9%	767	3.1%
40 - 49 years	1,181	4.8%	1,285	5.2%
50 - 59 years	1,507	6.1%	1,598	6.5%
60+ years	1,135	4.6%	1,176	4.8%
TOTAL	4,746	19.3%	5,076	20.6%
GRAND TOTAL	24,589	100.0%	24,605	100.0%

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

2. Data was captured on October 15.

MCPS Workforce: Residence Profile¹

FY 2022										
County	MCAAP		MCBOA		SEIU		MCEA		Grand Total	
	#	%	#	%	#	%	#	%	#	%
Montgomery	459	58.6%	67	68.4%	7,792	80.9%	8,967	63.6%	17,285	70.2%
Frederick	94	12.0%	11	11.2%	653	6.8%	1,806	12.8%	2,564	10.4%
Prince George's	84	10.7%	4	4.1%	544	5.6%	694	4.9%	1,326	5.4%
Howard	52	6.6%	5	5.1%	149	1.5%	998	7.1%	1,204	4.9%
Allegany	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Anne Arundel	20	2.6%	0	0.0%	78	0.8%	268	1.9%	366	1.5%
Baltimore	11	1.4%	1	1.0%	36	0.4%	160	1.1%	208	0.8%
Baltimore City	3	0.4%	0	0.0%	17	0.2%	91	0.6%	111	0.5%
Calvert	0	0.0%	2	2.0%	3	0.03%	12	0.1%	17	0.1%
Carroll	13	1.7%	0	0.0%	63	0.7%	286	2.0%	362	1.5%
Cecil	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Charles	0	0.0%	0	0.0%	7	0.1%	14	0.1%	21	0.09%
Dorchester	0	0.0%	0	0.0%	2	0.02%	1	0.01%	3	0.01%
Garrett	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Harford	0	0.0%	0	0.0%	1	0.01%	6	0.04%	7	0.03%
Kent	0	0.0%	0	0.0%	0	0.0%	1	0.01%	1	0.004%
Queen Anne's	0	0.0%	0	0.0%	4	0.04%	4	0.03%	8	0.033%
St. Mary's	0	0.0%	0	0.0%	0	0.0%	4	0.03%	4	0.016%
Talbot	0	0.0%	0	0.0%	1	0.01%	3	0.02%	4	0.016%
Washington	3	0.4%	4	4.1%	103	1.1%	59	0.42%	169	0.7%
Wicomico	0	0.0%	0	0.0%	0	0.0%	5	0.04%	5	0.020%
Worcester	0	0.0%	0	0.0%	1	0.01%	3	0.02%	4	0.016%
Subtotal Maryland	739	94.4%	94	95.9%	9,454	98.1%	13,382	95.0%	23,669	96.2%
District of Columbia	23	2.9%	2	2.0%	58	0.6%	382	2.7%	465	1.9%
Pennsylvania	0	0.0%	0	0.0%	19	0.2%	33	0.2%	52	0.21%
Virginia	20	2.6%	0	0.0%	46	0.5%	232	1.6%	298	1.2%
West Virginia	1	0.1%	2	2.0%	51	0.5%	48	0.3%	102	0.4%
Other States ²	0	0.0%	0	0.0%	5	0.1%	14	0.1%	19	0.1%
TOTAL	783	100.0%	98	100.0%	9,633	100.0%	14,091	100.0%	24,605	100.0%

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

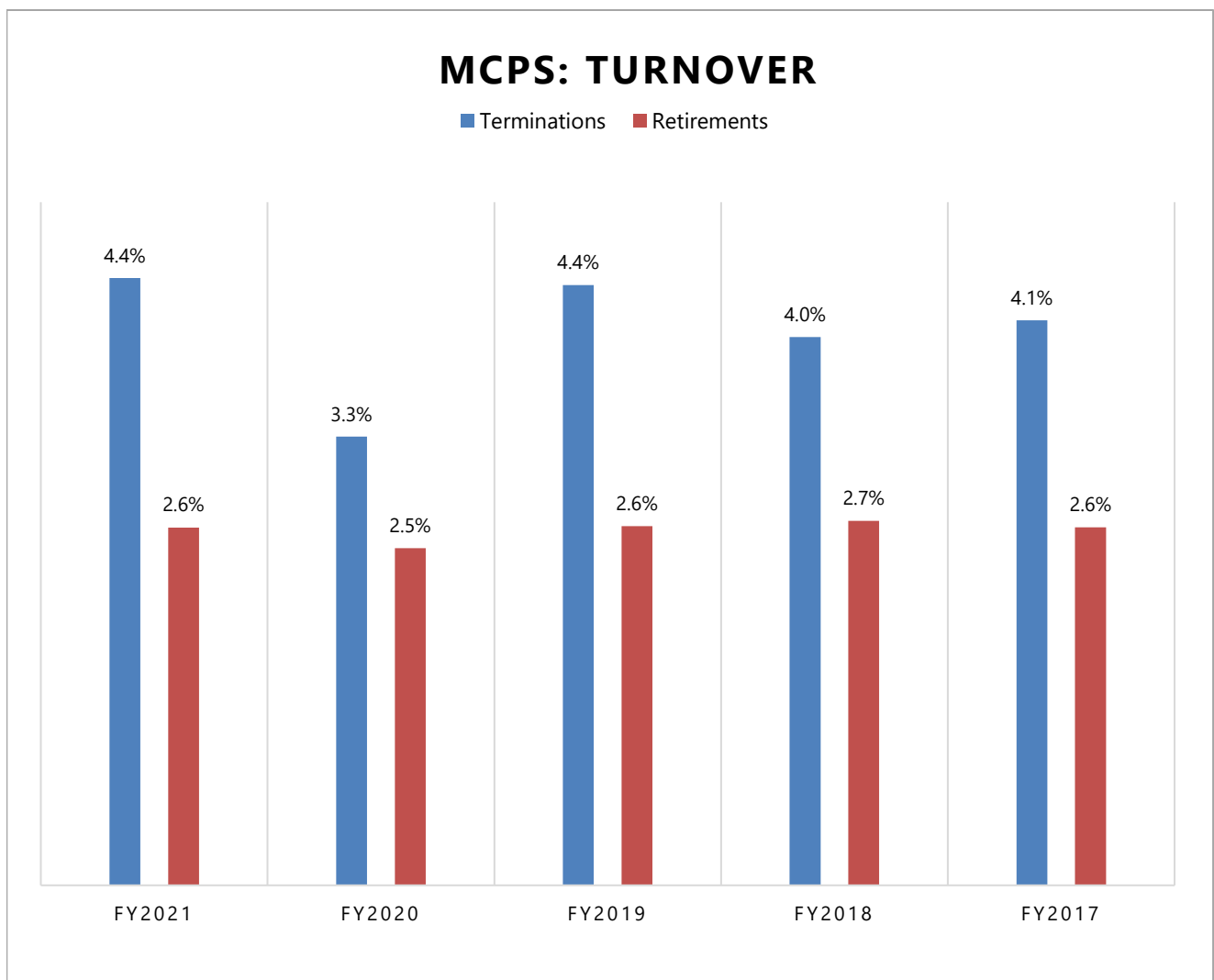
² Employees living in 'Other States' include new employees who have not completed a change of address.

Montgomery County Residence Profile										
Fiscal Year	MCAAP		MCBOA		SEIU		MCEA		Grand Total	
	#	%	#	%	#	%	#	%	#	%
FY2022	459	58.6%	67	68.4%	7,792	80.9%	8,967	63.6%	17,285	70.2%
FY2021	456	60.4%	63	63.6%	7,883	81.0%	8,944	63.9%	17,346	70.5%
FY2020	451	60.5%	64	64.0%	7,686	81.2%	8,829	64.4%	17,030	70.9%
FY2019	450	61.7%	60	62.5%	7,716	80.5%	8,671	64.5%	16,897	70.8%

MCPS: Turnover

Fiscal Year	Number of Employees ¹	Terminations		Retirements		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent
FY2021	24,589	1093	4.4%	644	2.6%	1,737	7.1%
FY2020	24,029	789	3.3%	593	2.5%	1,382	5.8%
FY2019	23,857	1048	4.4%	627	2.6%	1,675	7.0%
FY2018	23,502	943	4.0%	627	2.7%	1,570	6.7%
FY2017	23,696	980	4.1%	621	2.6%	1,601	6.8%

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



FY 2022 MCPS Fact Sheet

(Data as of 10/15/2021)

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 EXC)	19	19.0	\$212,149	\$212,149
Administrators (MCAAP)	764	764.0	\$140,125	\$140,125
TOTAL MCAAP	783	783.0		
Supervisors (MCBOA)	98	98.0	\$106,434	\$106,434
TOTAL MCBOA	98	98.0		
Other Professionals (12-Mo. MCEA)	355	349.6	\$118,287	\$120,114
Teachers (10-Mo. MCEA)	13,745	13,427.8	\$83,594	\$85,569
TOTAL MCEA	14,100	13,777.4		
Support Staff (12-Mo. SEIU)	3,377	3,216.5	\$59,243	\$62,199
Support Staff (10-Mo. SEIU)	6,291	5,141.3	\$31,653	\$38,731
TOTAL SEIU	9,668	8,358		
GRAND TOTAL	24,649	23,016.1		

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

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

Bargaining Unit Transitions

Changed Unions		FY2019	FY2020	FY2021	FY2022
MCBOA to	MCAAP	3	4	4	3
Total		3	4	4	3
MCEA to	MCAAP	42	41	34	65
	MCBOA	0	2	0	1
Total		42	43	34	66
SEIU to	MCAAP	0	2	1	3
	MCBOA	2	4	2	12
	MCEA	59	75	80	136
Total		61	81	83	151

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

1. Demographic Profile
 - a. Demographic Gender Profile by School Type
 - b. Demographic Race Profile by School Type
 - c. Demographic Age Profile by School Type
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. Retirement Eligibility - School Based Administrators
10. Retirement Eligibility – Non School Based Administrators
11. Retirement Eligibility by Level

Administrators and Principals: Demographic Profile

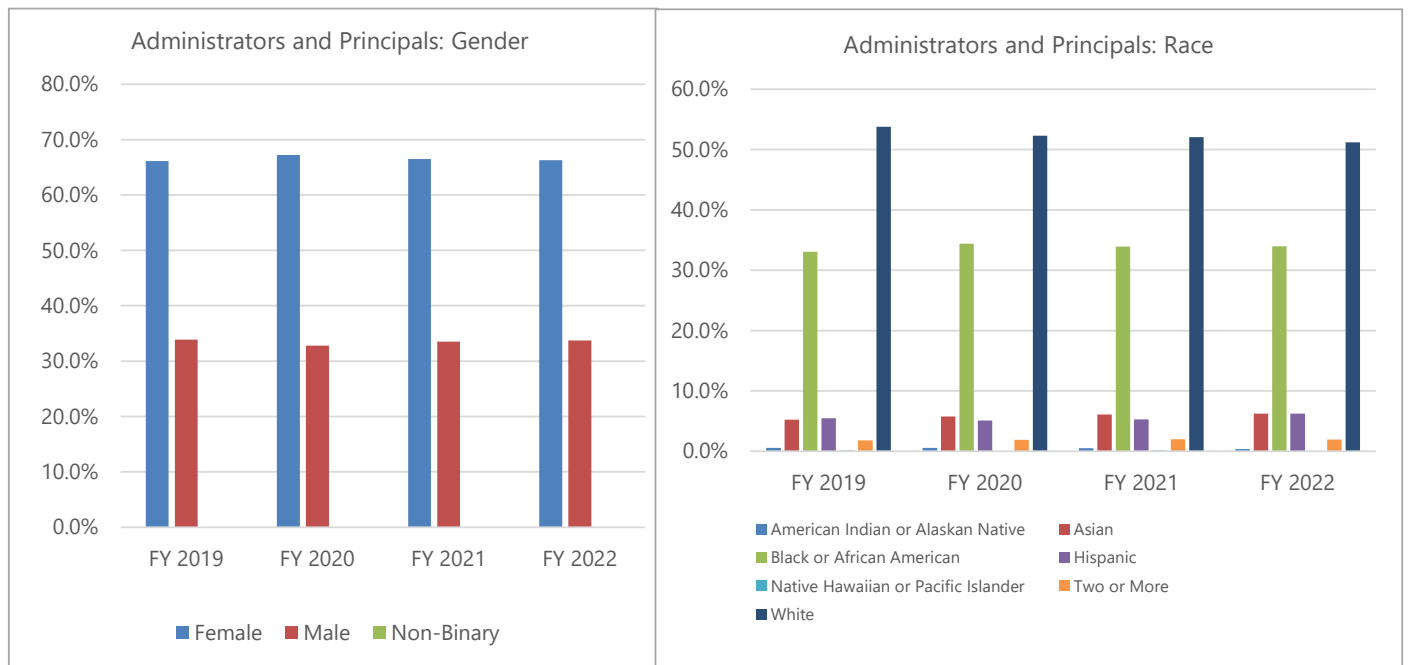
	FY 2019		FY 2020		FY 2021		FY 2022	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Female	482	66.1%	500	67.2%	502	66.5%	519	66.3%
Male	247	33.9%	244	32.8%	253	33.5%	264	33.7%
Non-Binary							0	0.00%
TOTAL	729	100.0%	744	100.0%	755	100.0%	783	100.0%
RACE								
American Indian or Alaskan Native	4	0.5%	4	0.5%	4	0.5%	3	0.4%
Asian	38	5.2%	43	5.8%	46	6.1%	49	6.3%
Black or African American	241	33.1%	256	34.4%	256	33.9%	266	34.0%
Hispanic	40	5.5%	38	5.1%	40	5.3%	49	6.3%
Native Hawaiian or Pacific Islander	1	0.1%	0	0.0%	1	0.1%	0	0.0%
Two or More	13	1.8%	14	1.9%	15	2.0%	15	1.9%
White	392	53.8%	389	52.3%	393	52.1%	401	51.2%
TOTAL	729	100.0%	744	100.0%	755	100.0%	783	100.0%
AGE								
20 - 29 years	2	0.3%	4	0.5%	1	0.1%	5	0.6%
30 - 39 years	125	17.1%	120	16.1%	129	17.1%	131	16.7%
40 - 49 years	332	45.5%	347	46.6%	339	44.9%	345	44.1%
50 - 59 years	188	25.8%	202	27.2%	213	28.2%	240	30.7%
60+ years	82	11.2%	71	9.5%	73	9.7%	62	7.9%
TOTAL	729	100.0%	744	100.0%	755	100.0%	783	100.0%

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

2. Non-Binary Gender is identified and reported in FY2022.

3. Data was captured on October 15.

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



**Administrators and Principals:
Demographic Gender By School Type**

GENDER	FY 2021		FY 2022	
	Number	Percent	Number	Percent
Elementary School				
Female	194	25.7%	199	25.4%
Male	72	9.5%	73	9.3%
Non-Binary			0	0.0%
TOTAL	266	35.2%	272	34.7%
Middle School				
Female	91	12.1%	91	11.6%
Male	50	6.6%	54	6.9%
Non-Binary			0	0.0%
TOTAL	141	18.7%	145	18.5%
High School				
Female	71	9.4%	73	9.3%
Male	66	8.7%	64	8.2%
Non-Binary			0	0.0%
TOTAL	137	18.1%	137	17.5%
Special School				
Female	4	0.5%	6	0.8%
Male	3	0.4%	1	0.1%
Non-Binary			0	0.0%
TOTAL	7	0.9%	7	0.9%
Central				
Female	142	18.8%	150	19.2%
Male	62	8.2%	72	9.2%
Non-Binary			0	0.0%
TOTAL	204	27.0%	222	28.4%
GRAND TOTAL	755	100.0%	783	100.0%

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

2. Non-Binary Gender is identified and reported in FY2022.

3. Data was captured on October 15.

**Administrators and Principals:
Demographic Race By School Type**

Race	FY 2021		FY 2022	
	Number	Percent	Number	Percent
Elementary School				
American Indian or Alaskan Native	2	0.3%	1	0.1%
Asian	16	2.1%	15	1.9%
Black or African American	81	10.7%	92	11.7%
Hispanic	14	1.9%	17	2.2%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%
Two or More	6	0.8%	8	1.0%
White	147	19.5%	139	17.8%
TOTAL	266	35.2%	272	34.7%
Middle School				
American Indian or Alaskan Native	0	0.0%	0	0.0%
Asian	11	1.5%	12	1.5%
Black or African American	53	7.0%	52	6.6%
Hispanic	9	1.2%	8	1.0%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%
Two or More	3	0.4%	3	0.4%
White	65	8.6%	70	8.9%
TOTAL	141	18.7%	145	18.5%
High School				
American Indian or Alaskan Native	0	0.0%	0	0.0%
Asian	3	0.4%	4	0.5%
Black or African American	55	7.3%	55	7.0%
Hispanic	9	1.2%	14	1.8%
Native Hawaiian or Pacific Islander	1	0.1%	0	0.0%
Two or More	3	0.4%	2	0.3%
White	66	8.7%	62	7.9%
TOTAL	137	18.1%	137	17.5%
Special School				
American Indian or Alaskan Native	0	0.0%	0	0.0%
Asian	0	0.0%	0	0.0%
Black or African American	1	0.1%	2	0.3%
Hispanic	0	0.0%	0	0.0%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%
Two or More	0	0.0%	5	0.6%
White	6	0.8%		0.0%
TOTAL	7	0.9%	7	0.9%
Central				
American Indian or Alaskan Native	2	0.3%	2	0.3%
Asian	16	2.1%	18	2.3%
Black or African American	66	8.7%	65	8.3%
Hispanic	8	1.1%	10	1.3%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%
Two or More	3	0.4%	2	0.3%
White	109	14.4%	125	16.0%
TOTAL	204	27.0%	222	28.4%
GRAND TOTAL	755	100.0%	783	100.0%

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

2. Data was captured on October 15.

**Administrators and Principals:
Demographic Age By School Type**

AGE	FY 2021		FY 2022	
	Number	Percent	Number	Percent
Elementary School				
Under 20	0	0.0%	0	0.0%
20 - 29 years	0	0.0%	1	0.1%
30 - 39 years	50	6.6%	55	7.0%
40 - 49 years	116	15.4%	109	13.9%
50 - 59 years	77	10.2%	88	11.2%
60+ years	23	3.0%	19	2.4%
TOTAL	266	35.2%	272	34.7%
Middle School				
Under 20	0	0.0%	0	0.0%
20 - 29 years	0	0.0%	1	0.1%
30 - 39 years	31	4.1%	27	3.4%
40 - 49 years	72	9.5%	74	9.5%
50 - 59 years	31	4.1%	35	4.5%
60+ years	7	0.9%	8	1.0%
TOTAL	141	18.7%	145	18.5%
High School				
Under 20	0	0.0%	0	0.0%
20 - 29 years	1	0.1%	2	0.3%
30 - 39 years	26	3.4%	29	3.7%
40 - 49 years	64	8.5%	62	7.9%
50 - 59 years	36	4.8%	37	4.7%
60+ years	10	1.3%	7	0.9%
TOTAL	137	18.1%	137	17.5%
Special School				
Under 20	0	0.0%	0	0.0%
20 - 29 years	0	0.0%	0	0.0%
30 - 39 years	2	0.3%	1	0.1%
40 - 49 years	2	0.3%	3	0.4%
50 - 59 years	3	0.4%	3	0.4%
60+ years	0	0.0%	0	0.0%
TOTAL	7	0.9%	7	0.9%
Central				
Under 20	0	0.0%	0	0.0%
20 - 29 years	0	0.0%	1	0.1%
30 - 39 years	20	2.6%	19	2.4%
40 - 49 years	85	11.3%	97	12.4%
50 - 59 years	66	8.7%	77	9.8%
60+ years	33	4.4%	28	3.6%
TOTAL	204	27.0%	222	28.4%
GRAND TOTAL	755	100.0%	783	100.0%

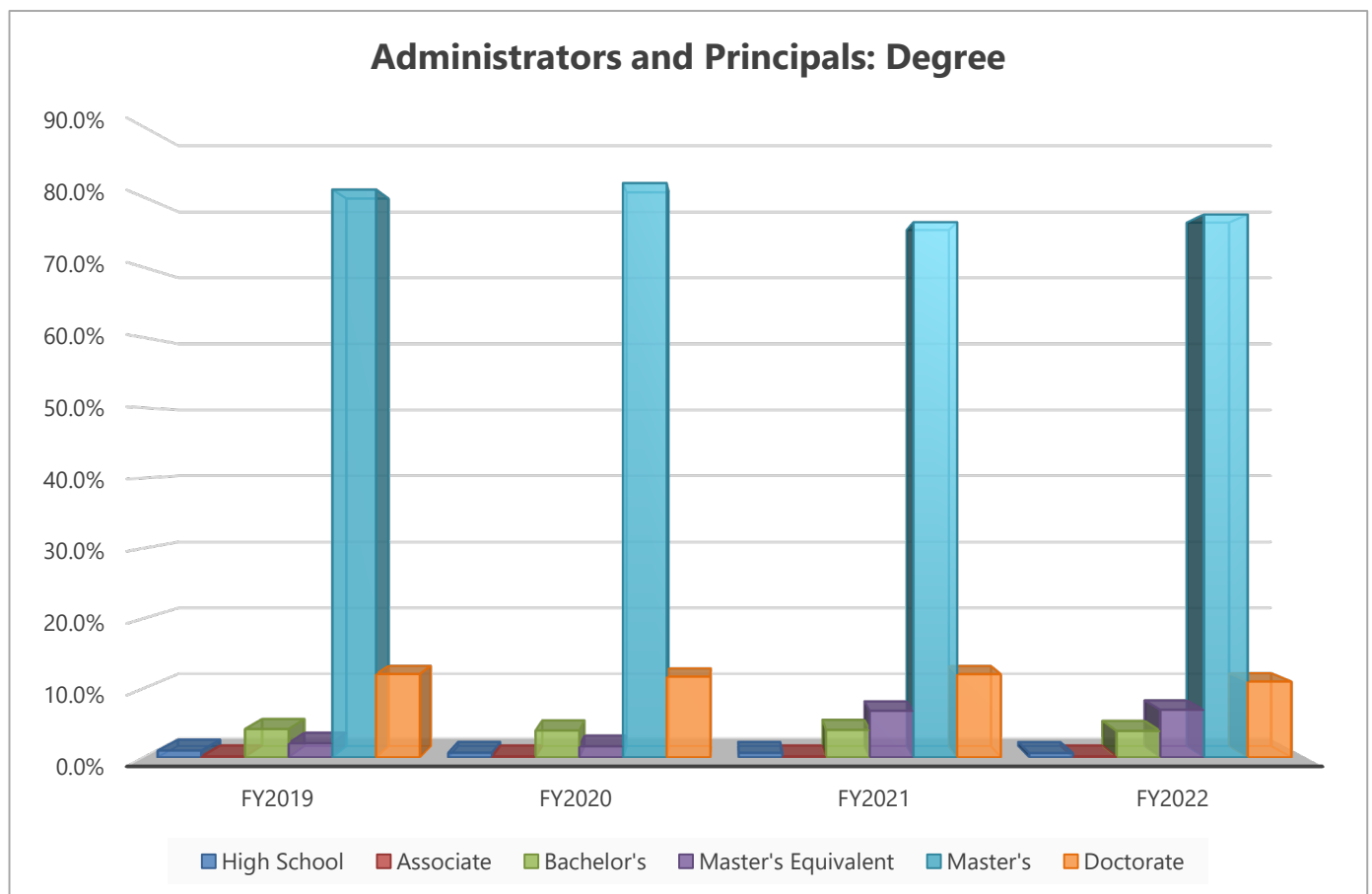
1. Data reflects the number of permanent employees by head count (Position 1). Temporary and substitute employees are not included.

2. Data was captured on October 15.

Administrators and Principals: Degree

Degree	FY2019		FY2020		FY2021		FY2022	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
High School	4	1.0%	5	1%	5	1%	5	1%
Associate	1	0.1%	1	0.1%	1	0.1%	1	0.1%
Bachelor's	30	4%	29	4%	30	4%	30	4%
Master's Equivalent ¹	15	2%	12	2%	51	7%	54	7%
Master's	591	81%	610	82%	577	76%	607	78%
Doctorate	88	12%	87	12%	91	12%	86	11%
TOTAL	729	100%	744	100%	755	100%	783	100%

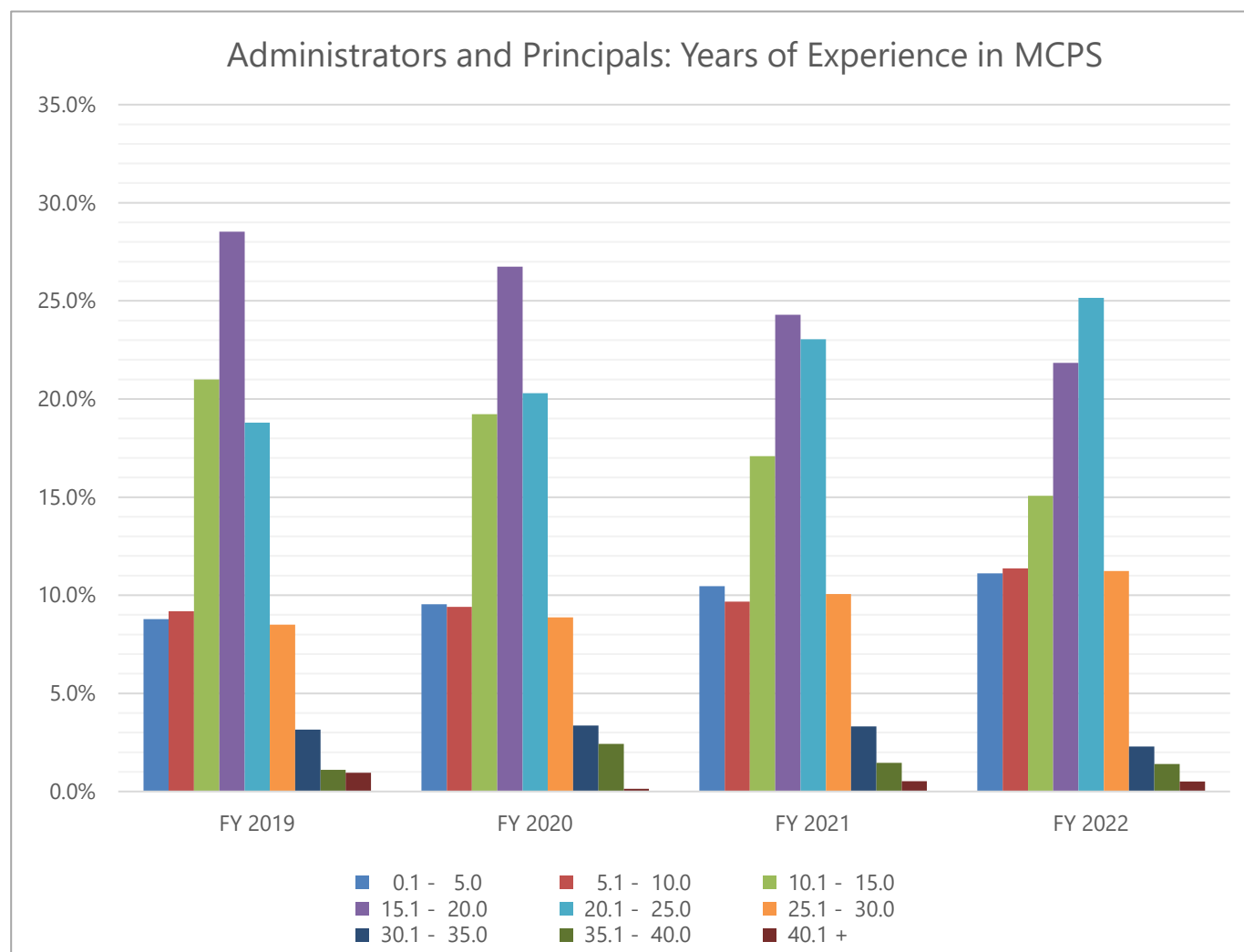
¹ Master's Equivalent is additional professional education course work directly related to public school education and earned after the conferral of a bachelor's degree.



Administrators and Principals: Years of Experience in MCPS

Years of Experience	FY 2019		FY 2020		FY 2021		FY 2022	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	64	8.8%	71	9.5%	79	10.5%	87	11.1%
5.1 - 10.0	67	9.2%	70	9.4%	73	9.7%	89	11.4%
10.1 - 15.0	153	21.0%	143	19.2%	129	17.1%	118	15.1%
15.1 - 20.0	208	28.5%	199	26.7%	184	24.3%	171	21.8%
20.1 - 25.0	137	18.8%	151	20.3%	174	23.0%	197	25.2%
25.1 - 30.0	62	8.5%	66	8.9%	76	10.1%	88	11.2%
30.1 - 35.0	23	3.2%	25	3.4%	25	3.3%	18	2.3%
35.1 - 40.0	8	1.1%	18	2.4%	11	1.5%	11	1.4%
40.1 +	7	1.0%	1	0.1%	4	0.5%	4	0.5%
TOTAL	729	100.0%	744	100.0%	755	100.0%	783	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.

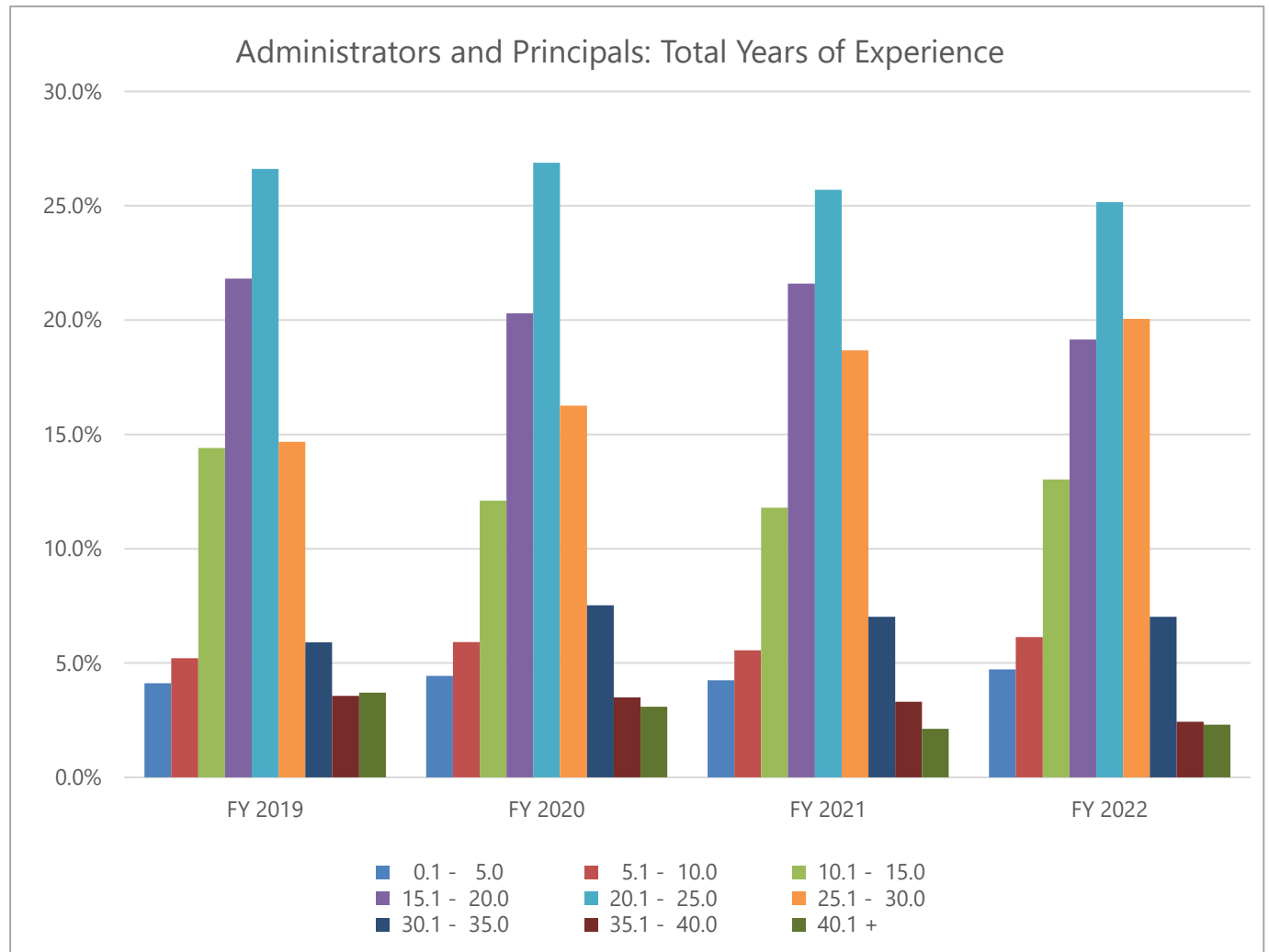


Administrators and Principals: Total Years of Experience

Years of Experience	FY 2019		FY 2020		FY 2021		FY 2022	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	30	4.1%	33	4.4%	32	4.2%	37	4.7%
5.1 - 10.0	38	5.2%	44	5.9%	42	5.6%	48	6.1%
10.1 - 15.0	105	14.4%	90	12.1%	89	11.8%	102	13.0%
15.1 - 20.0	159	21.8%	151	20.3%	163	21.6%	150	19.2%
20.1 - 25.0	194	26.6%	200	26.9%	194	25.7%	197	25.2%
25.1 - 30.0	107	14.7%	121	16.3%	141	18.7%	157	20.1%
30.1 - 35.0	43	5.9%	56	7.5%	53	7.0%	55	7.0%
35.1 - 40.0	26	3.6%	26	3.5%	25	3.3%	19	2.4%
40.1 +	27	3.7%	23	3.1%	16	2.1%	18	2.3%
TOTAL	729	100.0%	744	100.0%	755	100.0%	783	100.0%

1. Data reflects years worked as an administrator or professional within MCPS or other agency.

2. Distinct years of experience for either teaching or administrative positions are not available.

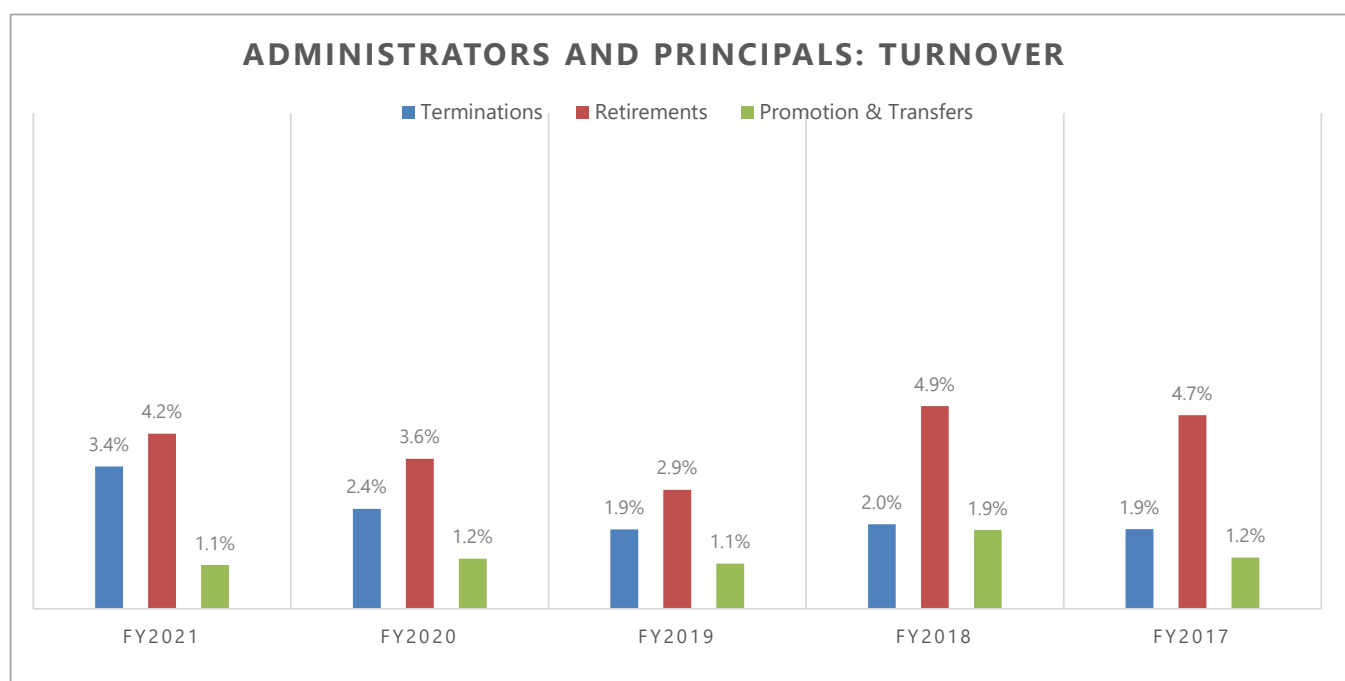


Administrators and Principals: Turnover

Fiscal Year	Number of Administrators ¹	Terminations		Retirements		Promotions & Transfers ²		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2021	755	26	3.4%	32	4.2%	8	1.1%	66	8.7%
FY2020	744	18	2.4%	27	3.6%	9	1.2%	54	7.3%
FY2019	729	14	1.9%	21	2.9%	8	1.1%	43	5.9%
FY2018	734	15	2.0%	36	4.9%	14	1.9%	65	8.9%
FY2017	725	14	1.9%	34	4.7%	9	1.2%	57	7.9%

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.

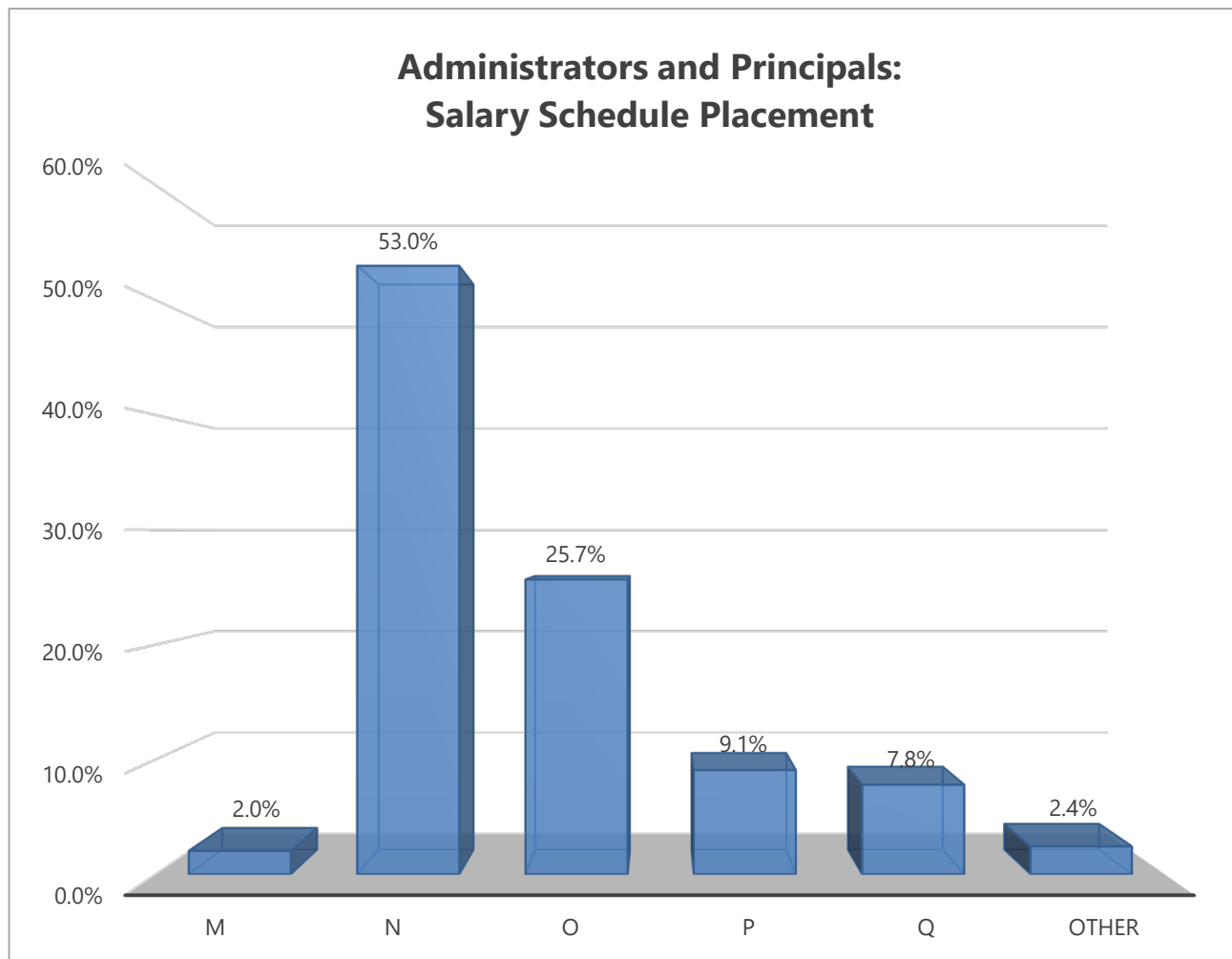


Administrators and Principals: Salary Schedule Placement

FY2022								
Step ¹	M	N	O	P	Q	Other	Total	%
1	0	37	2	2	0		41	5.2%
2	2	29	2	0	1		34	4.3%
3	0	18	1	0	1		20	2.6%
4	1	18	2	0	1		22	2.8%
5	1	20	8	1	1		31	4.0%
6	0	15	4	3	0		22	2.8%
7	2	20	10	3	6		41	5.2%
8	1	16	6	5	7		35	4.5%
9	3	24	10	5	6		48	6.1%
10	5	179	115	40	31		370	47.3%
50	0	15	17	8	1		41	5.2%
60	1	24	24	4	6		59	7.5%
Executive						19	19	2.4%
Total	16	415	201	71	61	19	783	100.0%
% of Schedule	2.0%	53.0%	25.7%	9.1%	7.8%	2.4%	100.0%	

Note: Data as of October 15, 2021

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

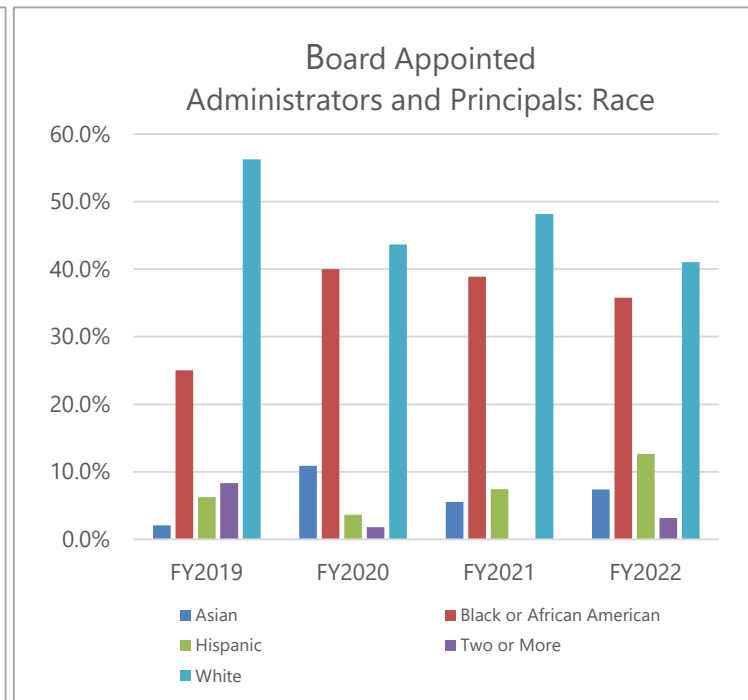
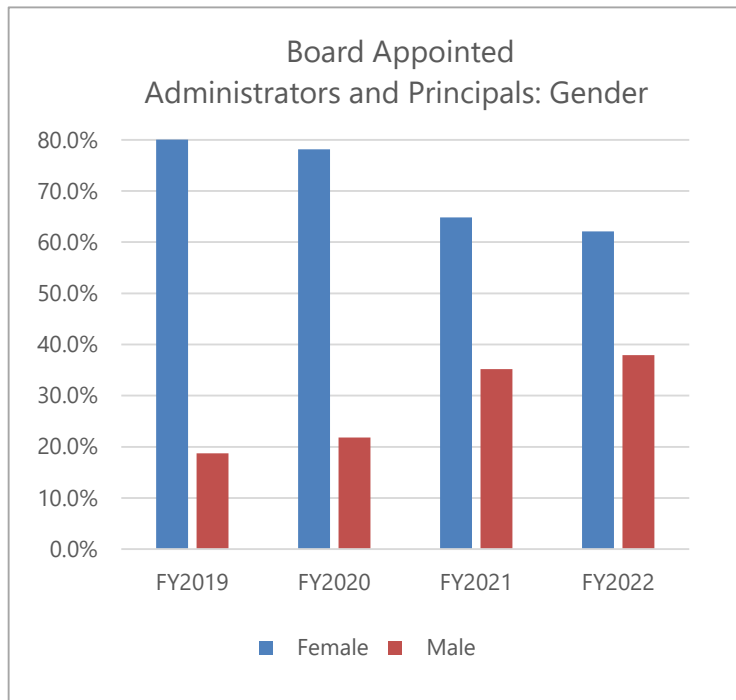
	FY2019		FY2020		FY2021		FY2022	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
BOARD APPOINTMENTS								
External Candidates	9	18.8%	13	23.6%	15	27.8%	20	21.1%
Internal Candidates	39	81.3%	42	76.4%	39	72.2%	75	78.9%
TOTAL	48	100.0%	55	100.0%	54	100.0%	95	100.0%
GENDER								
Female	39	81.3%	43	78.2%	35	64.8%	59	62.1%
Male	9	18.8%	12	21.8%	19	35.2%	36	37.9%
Non-Binary							0	0.0%
TOTAL	48	100.0%	55	100.0%	54	100.0%	95	100.0%
RACE								
American Indian or Alaskan Native	1	2.1%	0	0.0%	0	0.0%	0	0.0%
Asian	1	2.1%	6	10.9%	3	5.6%	7	7.4%
Black or African American	12	25.0%	22	40.0%	21	38.9%	34	35.8%
Hispanic	3	6.3%	2	3.6%	4	7.4%	12	12.6%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Two or More	4	8.3%	1	1.8%	0	0.0%	3	3.2%
White	27	56.3%	24	43.6%	26	48.1%	39	41.1%
TOTAL	48	100.0%	55	100.0%	54	100.0%	95	100.0%

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

2. Non-Binary Gender is identified and reported in FY2022.

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

4. Data as of November 22, 2021



Administrators: Retirement Eligibility

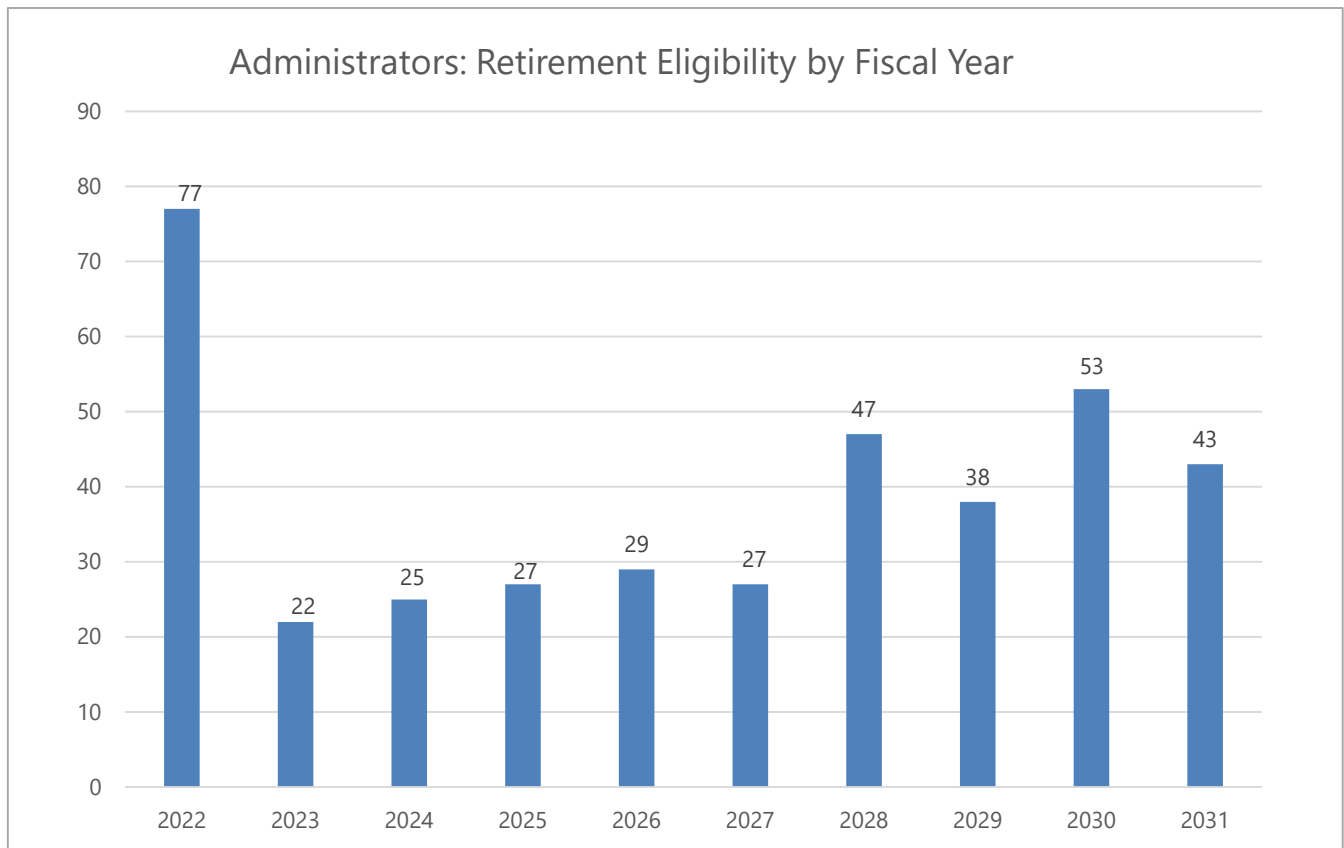
Fiscal Year	Number of Administrators Eligible to Retire	Percent of Total
2022	77	9.8%
2023	22	2.8%
2024	25	3.2%
2025	27	3.4%
2026	29	3.7%
2027	27	3.4%
2028	47	6.0%
2029	38	4.8%
2030	53	6.7%
2031	43	5.5%
Eligible within 10 years	388	49.3%
Total Administrators	787	100.0%

1. Data reflects retirement eligibility for all employees as of July 1, 2021.

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
2022	47	8.3%
2023	11	1.9%
2024	22	3.9%
2025	21	3.7%
2026	19	3.4%
2027	20	3.5%
2028	37	6.5%
2029	27	4.8%
2030	40	7.1%
2031	27	4.8%
Eligible within 10 years	271	48.0%
Total School-Based Administrators	565	100.0%

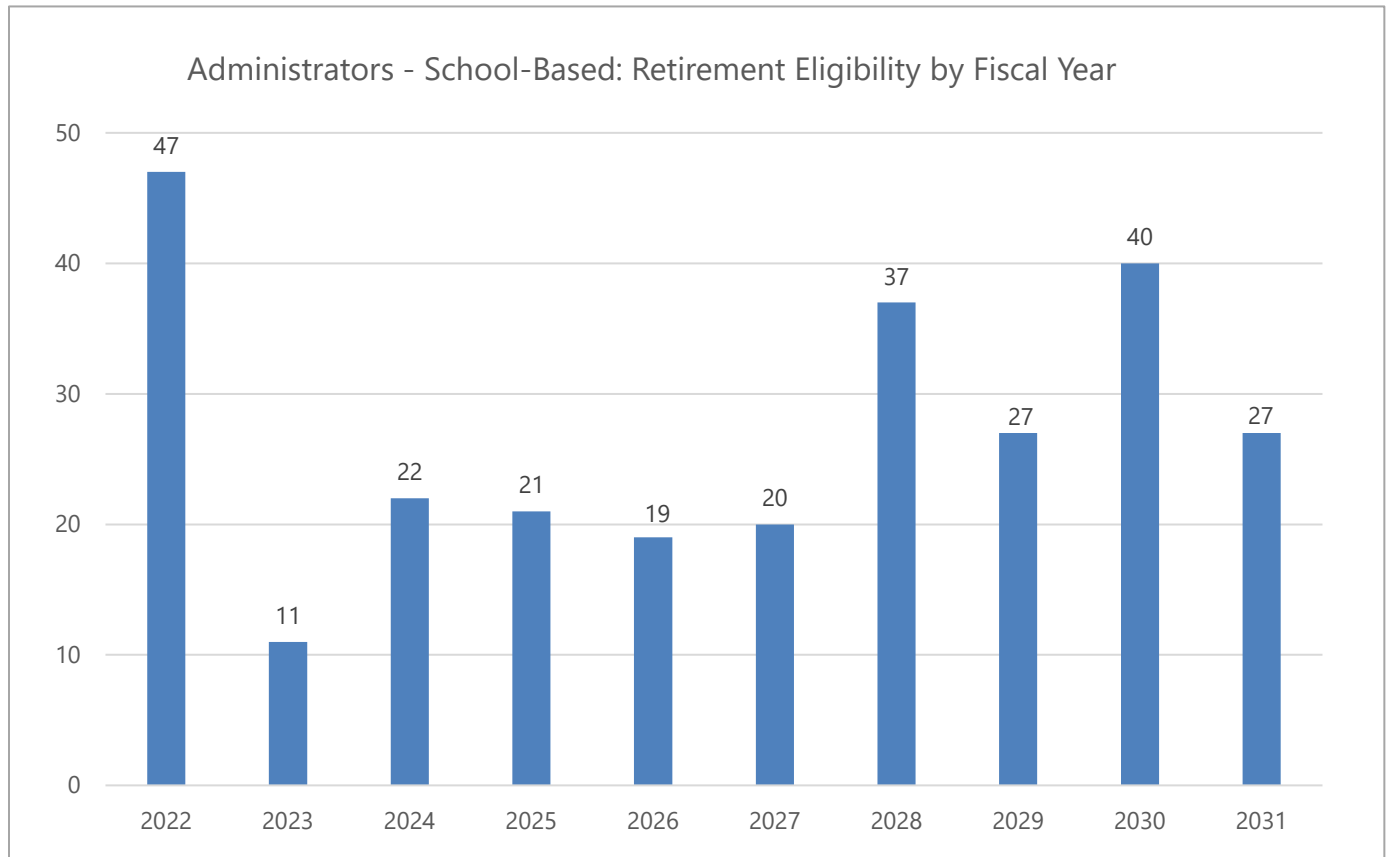
1. Data reflects retirement eligibility for all employees as of July 1, 2021.

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

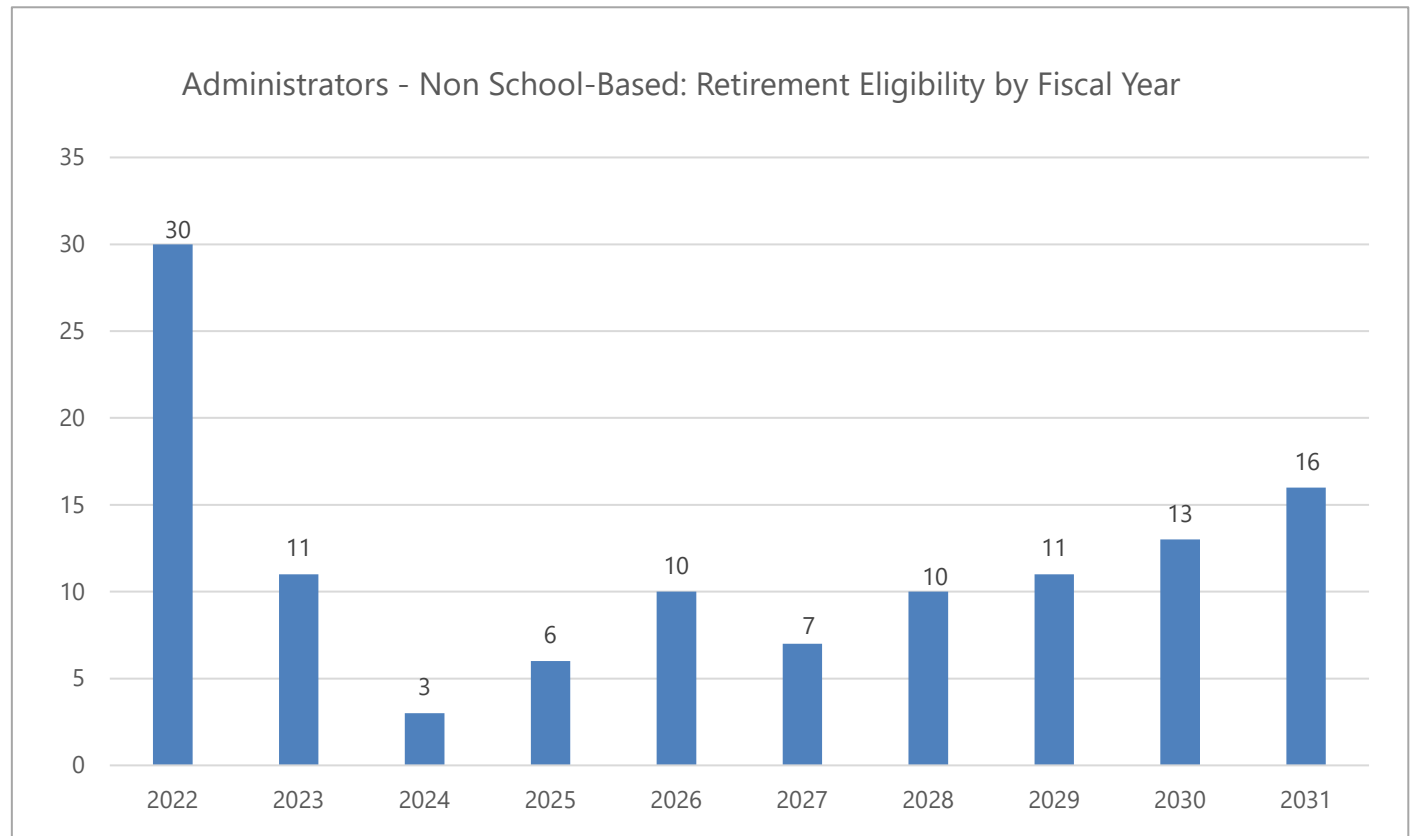
Fiscal Year	Number of Non School-Based Administrators Eligible to Retire	Percent of Total
2022	30	13.5%
2023	11	5.0%
2024	3	1.4%
2025	6	2.7%
2026	10	4.5%
2027	7	3.2%
2028	10	4.5%
2029	11	5.0%
2030	13	5.9%
2031	16	7.2%
Eligible within 10 years	117	52.7%
Total Non School-Based Administrators	222	100.0%

1. Data reflects retirement eligibility for all employees as of July 1, 2021.

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

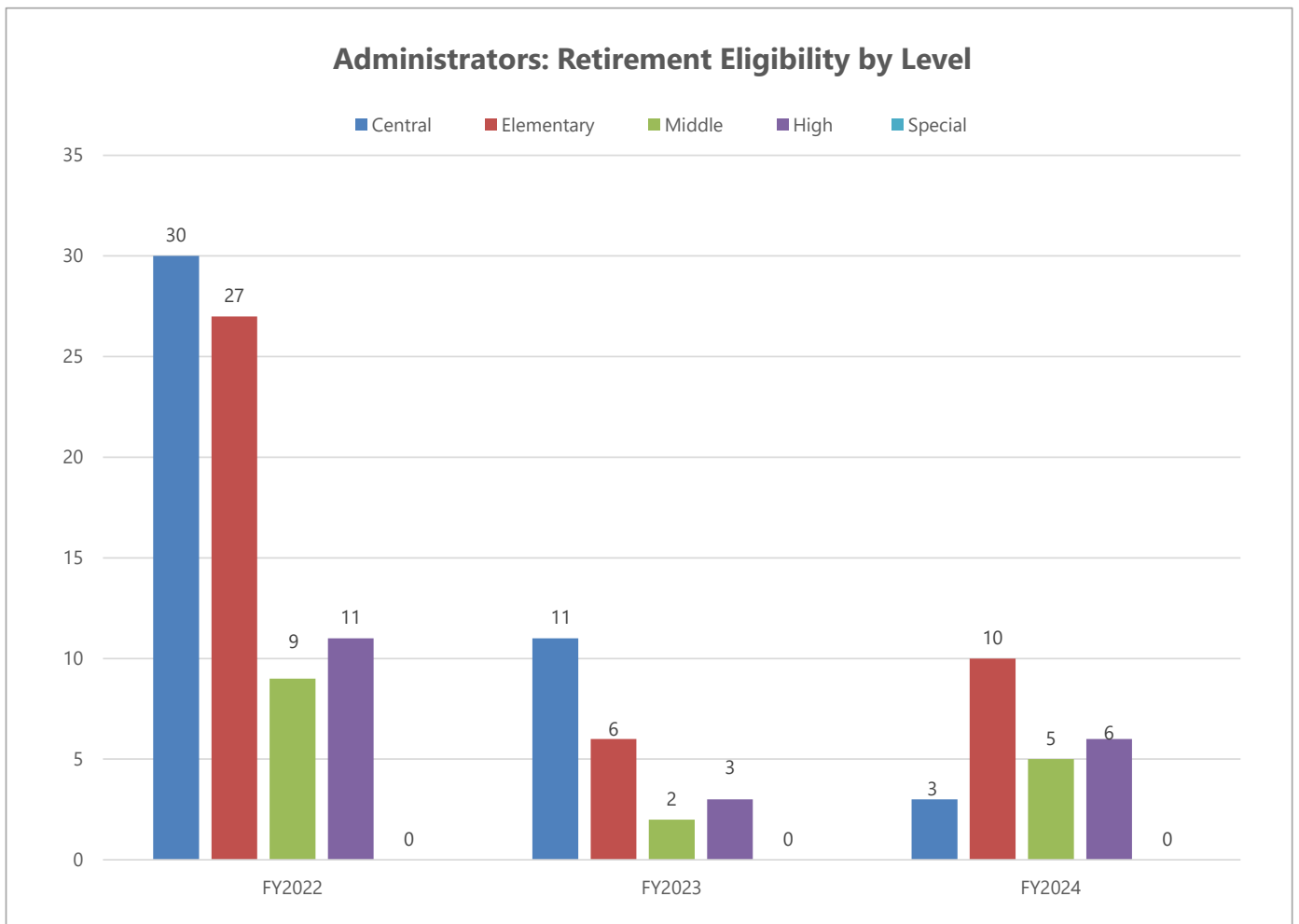
Level	Number of Administrators	Percent of Total	Retirement Eligible by Fiscal Year			Retirement Eligible Within 3 Years	
			FY2022	FY2023	FY2024	Number	Percent
Central	222	28.2%	30	11	3	44	19.8%
Elementary	273	34.7%	27	6	10	43	15.8%
Middle	146	18.6%	9	2	5	16	11.0%
High	139	17.7%	11	3	6	20	14.4%
Special	7	0.9%	0	0	0	0	0.0%
Total Administrators	787	100.0%	77	22	24	123	15.6%

1. Data reflects retirement eligibility for all employees as of July 1, 2021.

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: Principals (MCAAP)

1. Demographic Profile
 - a. Demographic Gender Profile by School Type
 - b. Demographic Race Profile by School Type
 - c. Demographic Age Profile by School Type
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

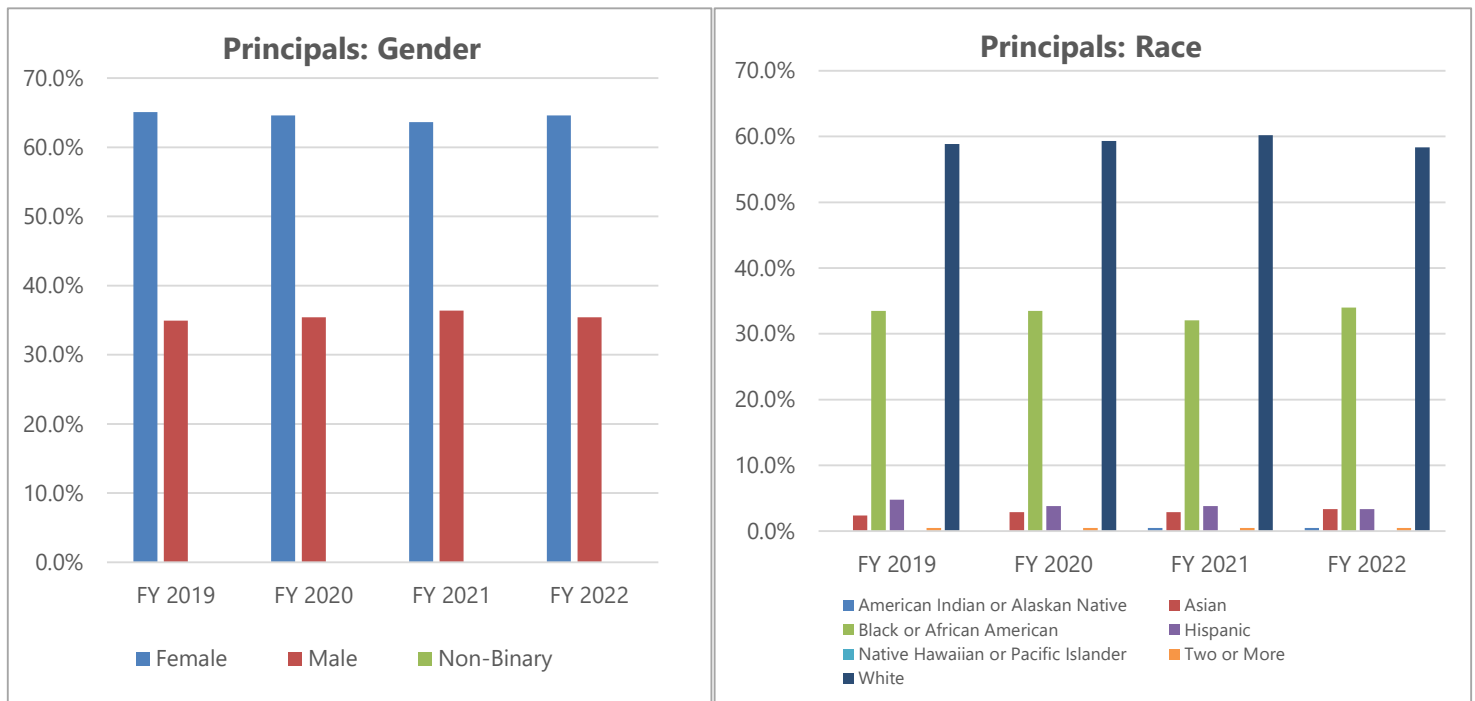
Principals: Demographic Profile

	FY 2019		FY 2020		FY 2021		FY 2022	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Female	136	65.1%	135	64.6%	133	63.6%	135	64.6%
Male	73	34.9%	74	35.4%	76	36.4%	74	35.4%
Non-Binary							0	0.00%
TOTAL	209	100.0%	209	100.0%	209	100.0%	209	100.0%
RACE								
American Indian or Alaskan Native	0	0.0%	0	0.0%	1	0.5%	1	0.5%
Asian	5	2.4%	6	2.9%	6	2.9%	7	3.3%
Black or African American	70	33.5%	70	33.5%	67	32.1%	71	34.0%
Hispanic	10	4.8%	8	3.8%	8	3.8%	7	3.3%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Two or More	1	0.5%	1	0.5%	1	0.5%	1	0.5%
White	123	58.9%	124	59.3%	126	60.2%	122	58.4%
TOTAL	209	100.0%	209	100.0%	209	100.0%	209	100.0%
AGE								
20 - 29 years	0	0.0%	0	0.0%	0	0.0%	0	0.0%
30 - 39 years	21	10.0%	25	12.0%	19	9.1%	16	7.7%
40 - 49 years	103	49.3%	98	46.9%	104	49.8%	92	44.0%
50 - 59 years	55	26.3%	63	30.1%	59	28.2%	77	36.8%
60+ years	30	14.4%	23	11.0%	27	12.9%	24	11.5%
TOTAL	209	100.0%	209	100.0%	209	100.0%	209	100.0%

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

2. Non-Binary Gender is identified and reported in FY2022.

3. Data was captured on October 15.



Principals:
Demographic Gender By School Type

GENDER	FY 2021		FY 2022	
	Number	Percent	Number	Percent
Elementary School				
Female	94	45.0%	97	46.4%
Male	41	19.6%	38	18.2%
Non-Binary			0	0.0%
TOTAL	135	64.6%	135	64.6%
Middle School				
Female	25	12.0%	24	11.5%
Male	15	7.2%	16	7.7%
Non-Binary			0	0.0%
TOTAL	40	19.1%	40	19.1%
High School				
Female	9	4.3%	8	3.8%
Male	16	7.7%	17	8.1%
Non-Binary			0	0.0%
TOTAL	25	12.0%	25	12.0%
Special School				
Female	3	1.4%	4	1.9%
Male	2	1.0%	1	0.5%
Non-Binary			0	0.0%
TOTAL	5	2.4%	5	2.4%
Central				
Female	2	1.0%	2	1.0%
Male	2	1.0%	2	1.0%
Non-Binary			0	0.0%
TOTAL	4	1.9%	4	1.9%
GRAND TOTAL	209	100.0%	209	100.0%

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

2. Non-Binary Gender is identified and reported in FY2022.

3. Data was captured on October 15.

Principals:
Demographic Race By School Type

Race	FY 2021		FY 2022	
	Number	Percent	Number	Percent
Elementary School				
American Indian or Alaskan Native	1	0.5%	1	0.5%
Asian	3	1.4%	3	1.4%
Black or African American	43	20.6%	45	21.5%
Hispanic	4	1.9%	3	1.4%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%
Two or More	0	0.0%	1	0.5%
White	84	40.2%	82	39.2%
TOTAL	135	64.6%	135	64.6%
Middle School				
American Indian or Alaskan Native	0	0.0%	0	0.0%
Asian	2	1.0%	3	1.4%
Black or African American	14	6.7%	14	6.7%
Hispanic	4	1.9%	3	1.4%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%
Two or More	1	0.5%	0	0.0%
White	19	9.1%	20	9.6%
TOTAL	40	19.1%	40	19.1%
High School				
American Indian or Alaskan Native	0	0.0%	0	0.0%
Asian	0	0.0%	0	0.0%
Black or African American	7	3.3%	8	3.8%
Hispanic	0	0.0%	1	0.5%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%
Two or More	0	0.0%	0	0.0%
White	18	8.6%	16	7.7%
TOTAL	25	12.0%	25	12.0%
Special School				
American Indian or Alaskan Native	0	0.0%	0	0.0%
Asian	0	0.0%	0	0.0%
Black or African American	0	0.0%	1	0.5%
Hispanic	0	0.0%	0	0.0%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%
Two or More	0	0.0%	0	0.0%
White	5	2.4%	4	1.9%
TOTAL	5	2.4%	5	2.4%
Central				
American Indian or Alaskan Native	0	0.0%	0	0.0%
Asian	1	0.5%	1	0.5%
Black or African American	3	1.4%	3	1.4%
Hispanic	0	0.0%	0	0.0%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%
Two or More	0	0.0%	0	0.0%
White	0	0.0%	0	0.0%
TOTAL	4	1.9%	4	1.9%
GRAND TOTAL	209	100.0%	209	100.0%

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

2. Data was captured on October 15.

Principals:
Demographic Age By School Type

AGE	FY 2021		FY 2022	
	Number	Percent	Number	Percent
Elementary School				
Under 20	0	0.0%	0	0.0%
20 - 29 years	0	0.0%	0	0.0%
30 - 39 years	15	7.2%	14	6.7%
40 - 49 years	60	28.7%	51	24.4%
50 - 59 years	40	19.1%	52	24.9%
60+ years	20	9.6%	18	8.6%
TOTAL	135	64.6%	135	64.6%
Middle School				
Under 20	0	0.0%	0	0.0%
20 - 29 years	0	0.0%	0	0.0%
30 - 39 years	3	1.4%	1	0.5%
40 - 49 years	25	12.0%	25	12.0%
50 - 59 years	9	4.3%	11	5.3%
60+ years	3	1.4%	3	1.4%
TOTAL	40	19.1%	40	19.1%
High School				
Under 20	0	0.0%	0	0.0%
20 - 29 years	0	0.0%	0	0.0%
30 - 39 years	0	0.0%	1	0.5%
40 - 49 years	15	7.2%	11	5.3%
50 - 59 years	6	2.9%	10	4.8%
60+ years	4	1.9%	3	1.4%
TOTAL	25	12.0%	25	12.0%
Special School				
Under 20	0	0.0%	0	0.0%
20 - 29 years	0	0.0%	0	0.0%
30 - 39 years	1	0.5%	0	0.0%
40 - 49 years	2	1.0%	3	1.4%
50 - 59 years	2	1.0%	2	1.0%
60+ years	0	0.0%	0	0.0%
TOTAL	5	2.4%	5	2.4%
Central				
Under 20	0	0.0%	0	0.0%
20 - 29 years	0	0.0%	0	0.0%
30 - 39 years	0	0.0%	0	0.0%
40 - 49 years	2	1.0%	2	1.0%
50 - 59 years	2	1.0%	2	1.0%
60+ years	0	0.0%	0	0.0%
TOTAL	4	1.9%	4	1.9%
GRAND TOTAL	209	100.0%	209	100.0%

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

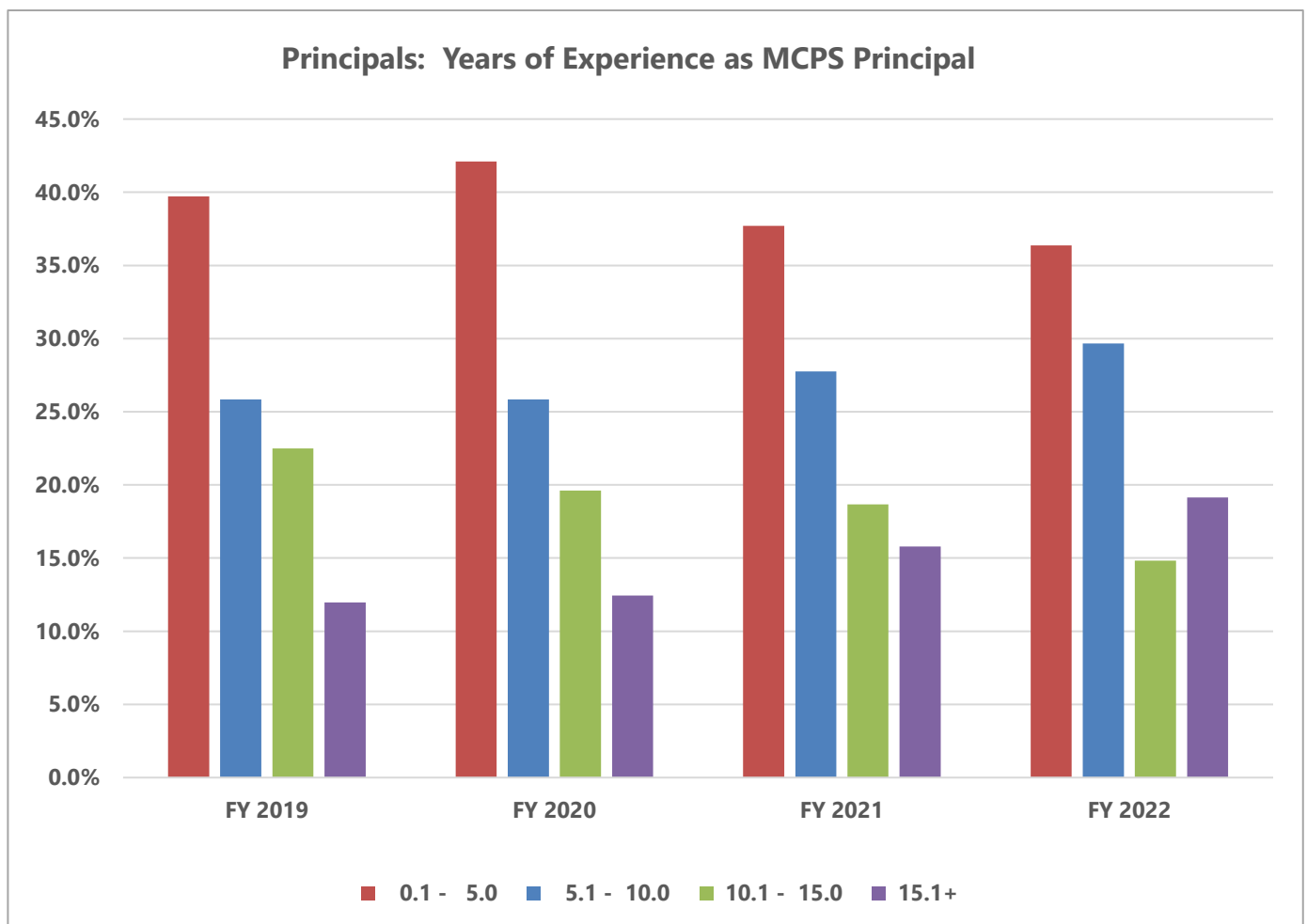
2. Data was captured on October 15.

Principals: Years of Experience as an MCPS Principal

Years of Experience	FY 2019		FY 2020		FY 2021		FY 2022	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	83	39.7%	88	42.1%	79	37.7%	76	36.4%
5.1 - 10.0	54	25.8%	54	25.8%	58	27.8%	62	29.7%
10.1 - 15.0	47	22.5%	41	19.6%	39	18.7%	31	14.8%
15.1+	25	12.0%	26	12.4%	33	15.8%	40	19.1%
TOTAL	209	100.0%	209	100.0%	209	100.0%	209	100.0%

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

2. Data captured on October 15.



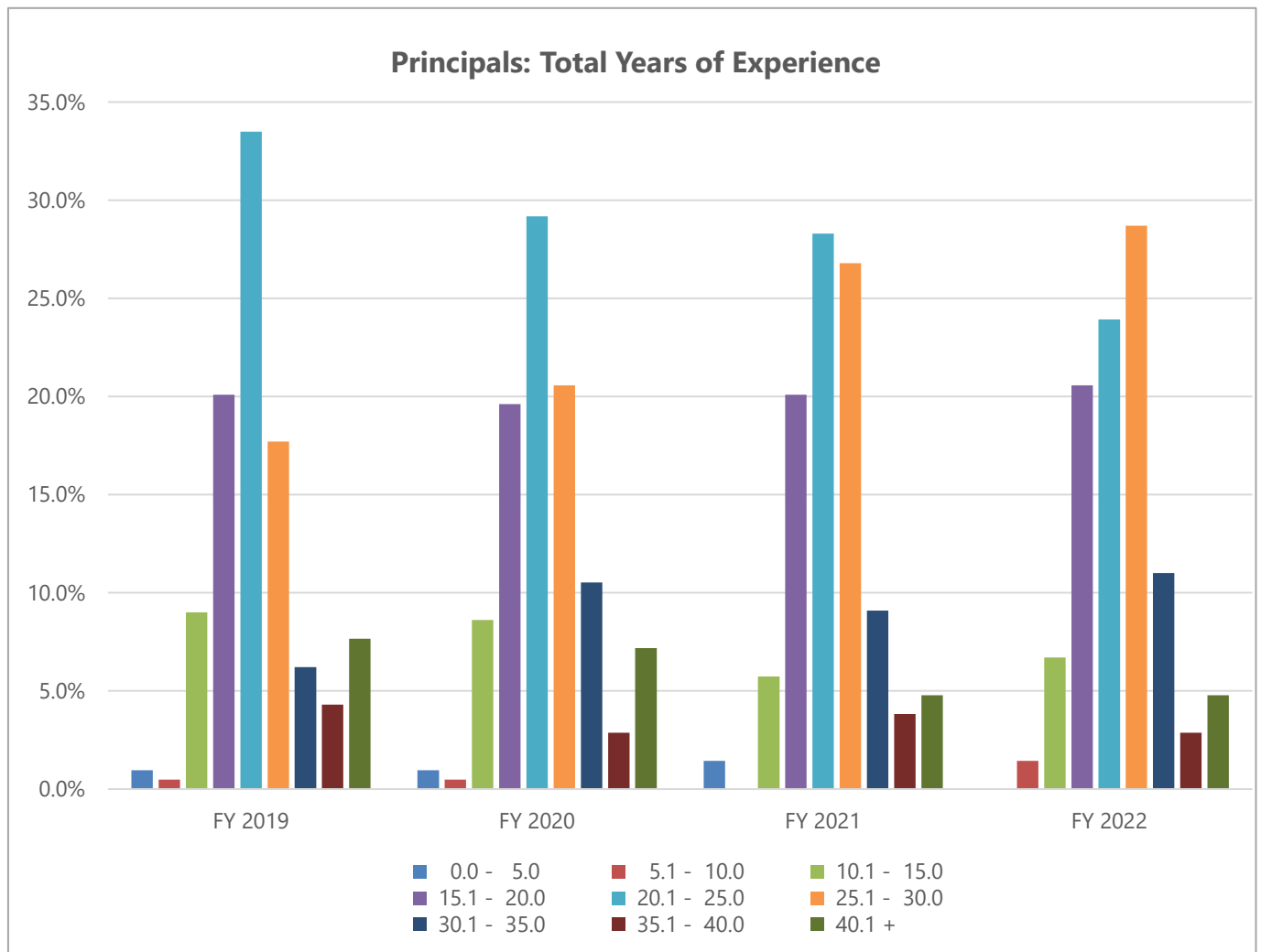
Principals: Total Years of Experience

Years of Experience	FY 2019		FY 2020		FY 2021		FY 2022	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.0 - 5.0	2	1.0%	2	1.0%	3	1.4%	0	0.0%
5.1 - 10.0	1	0.5%	1	0.5%	0	0.0%	3	1.4%
10.1 - 15.0	19	9.0%	18	8.6%	12	5.7%	14	6.7%
15.1 - 20.0	42	20.1%	41	19.6%	42	20.1%	43	20.6%
20.1 - 25.0	70	33.5%	61	29.2%	59	28.3%	50	23.9%
25.1 - 30.0	37	17.7%	43	20.6%	56	26.8%	60	28.7%
30.1 - 35.0	13	6.2%	22	10.5%	19	9.1%	23	11.0%
35.1 - 40.0	9	4.3%	6	2.9%	8	3.8%	6	2.9%
40.1 +	16	7.7%	15	7.2%	10	4.8%	10	4.8%
TOTAL	209	100.0%	209	100.0%	209	100.0%	209	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 reflects number of permanent employees by head count (Position1). Temporary and substitute employees are not included. Data includes consulting principals on special assignment.

3. Data captured on October 15.



Principals: Certification Type

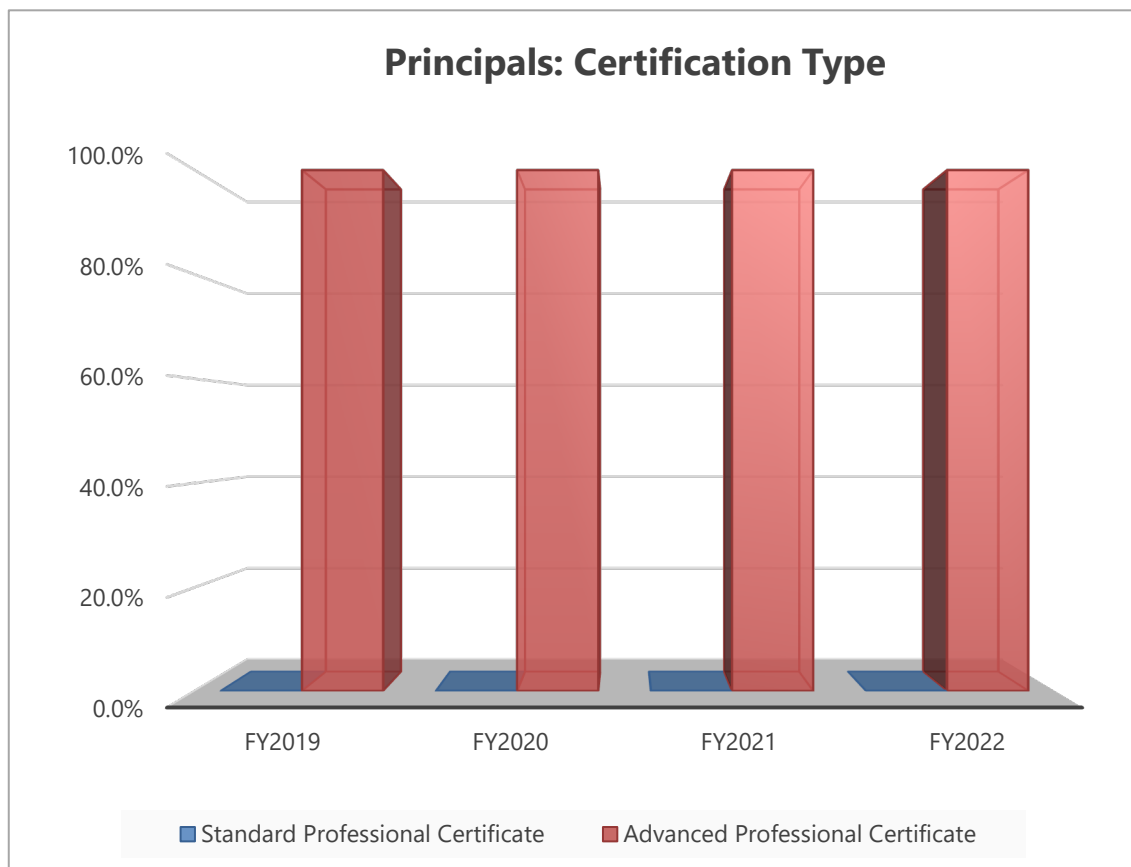
Fiscal Year	Number of Principals	Standard Professional Certificate		Advanced Professional Certificate	
		Number	Percent	Number	Percent
FY2022	209	0	0.0%	209	100.0%
FY2021	209	0	0.0%	209	100.0%
FY2020	209	0	0.0%	209	100.0%
FY2019	209	0	0.0%	209	100.0%

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

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

4. Data captured on October 15.

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

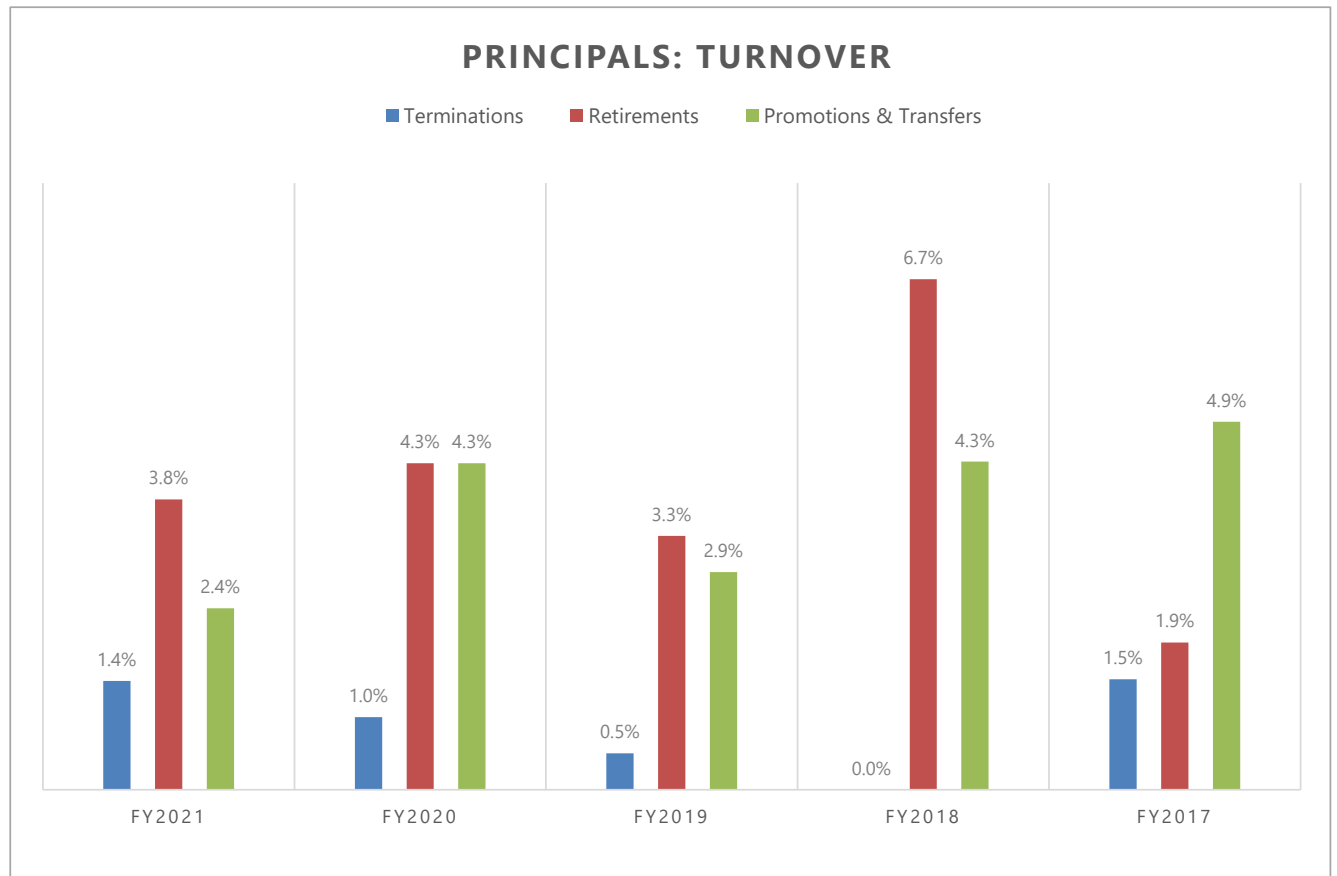


Principals: Turnover

Fiscal Year	Number of Principals ¹	Terminations		Retirements		Promotions & Transfers ²		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2021	209	3	1.4%	8	3.8%	5	2.4%	16	7.7%
FY2020	209	2	1.0%	9	4.3%	9	4.3%	20	9.6%
FY2019	209	1	0.5%	7	3.3%	6	2.9%	14	6.7%
FY2018	208	0	0.0%	14	6.7%	9	4.3%	23	11.1%
FY2017	206	3	1.5%	4	1.9%	10	4.9%	17	8.3%

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

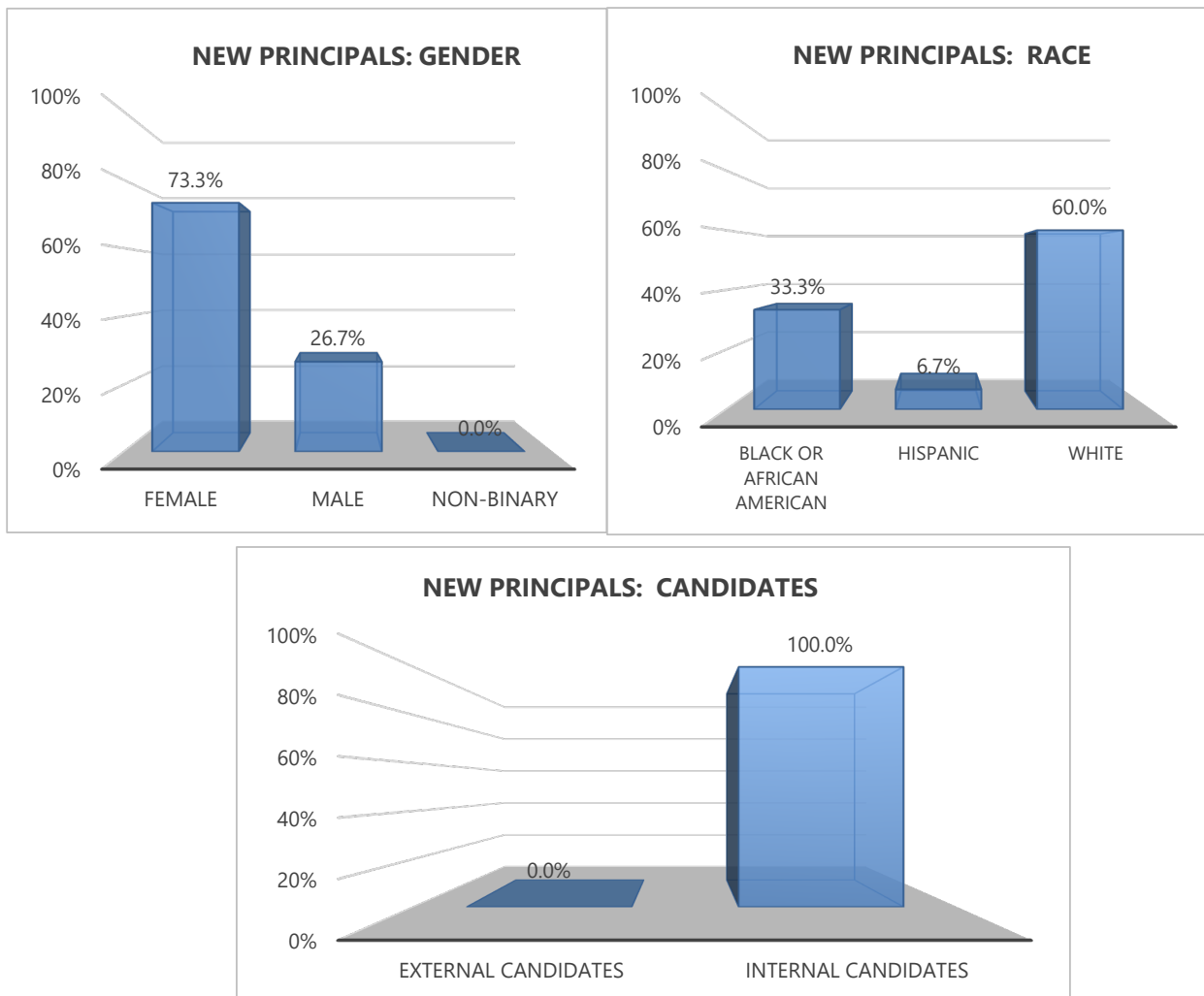
FY2022	Elementary School	Middle School	High School	Special School	Total	
					Number	Percent
NEW HIRES AND PROMOTIONS						
External Candidates	0	0	0	0	0	0.0%
Internal Candidates	7	3	5	0	15	100.0%
TOTAL	7	3	5	0	15	100.0%
GENDER						
Female	7	2	2	0	11	73.3%
Male	0	1	3	0	4	26.7%
Non-Binary	0	0	0	0	0	0.0%
TOTAL	7	3	5	0	15	100.0%
RACE						
American Indian or Alaskan Native	0	0	0	0	0	0.0%
Asian	0	0	0	0	0	0.0%
Black or African American	2	2	1	0	5	33.3%
Hispanic	0	0	1	0	1	6.7%
Native Hawaiian or Pacific Islander	0	0	0	0	0	0.0%
Two or More	0	0	0	0	0	0.0%
White	5	1	3	0	9	60.0%
TOTAL	7	3	5	0	15	100.0%

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

2. Non-Binary Gender is identified and reported in FY2022.

3. Data as of November 23, 2021

4. Coordinators at Longview School and Stephen Knolls School were classified as Principal effective FY2018.



Principals: Retirement Eligibility

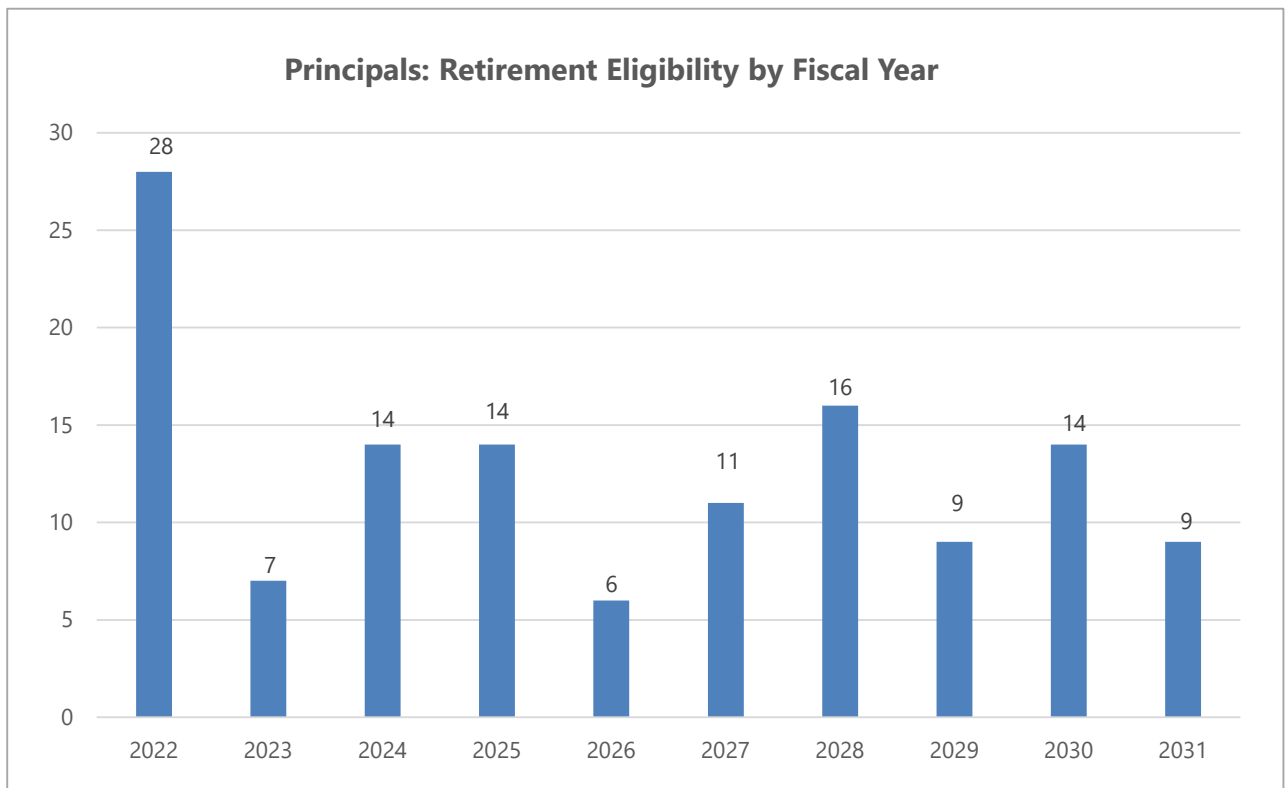
Fiscal Year	Principals Eligible By Fiscal Year	Percent of Total
2022	28	13.5%
2023	7	3.4%
2024	14	6.7%
2025	14	6.7%
2026	6	2.9%
2027	11	5.3%
2028	16	7.7%
2029	9	4.3%
2030	14	6.7%
2031	9	4.3%
Eligible within 10 years	128	61.5%
Total Principals	208	100.0%

1. Data reflects retirement eligibility for all employees as of July 1, 2021.

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	
			FY2022	FY2023	FY2024	Number	Percent
Central	4	1.9%	0	0	1	1	25.0%
Elementary	136	64.2%	22	4	5	31	22.8%
Middle	41	19.3%	3	2	3	8	19.5%
High	26	12.3%	3	1	5	9	34.6%
Special	5	2.4%	0	0	0	0	0.0%
Total Principals	212	100.0%	28	7	14	49	23.1%

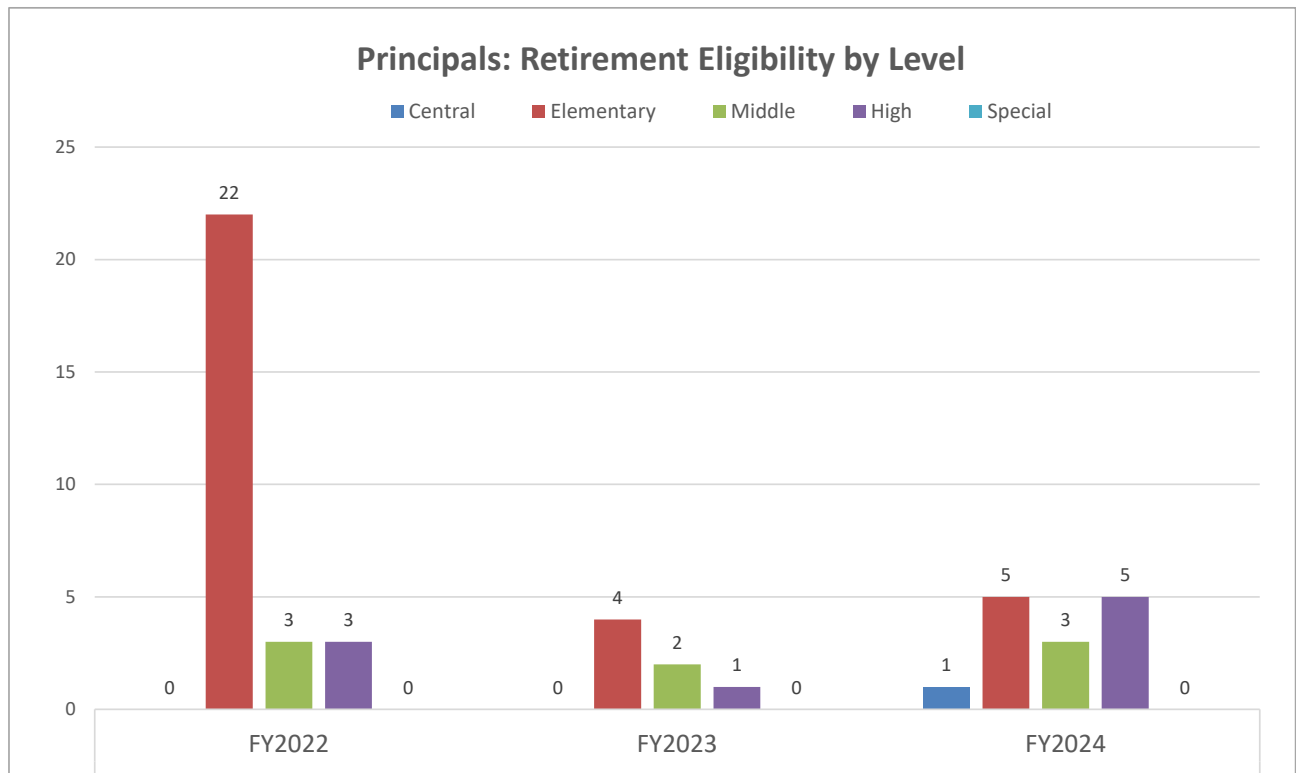
1. Data reflects retirement eligibility for all employees as of July 1, 2021.

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. Central level includes Consulting Principals and Alternative Programs. .



Section 4: Assistant Principals (MCAAP)

1. Demographic Profile
 - a. Demographic Gender Profile by School Type
 - b. Demographic Race Profile by School Type
 - c. Demographic Age Profile by School Type
2. Certification Type
3. Turnover
4. New Assistant Principal Demographic Profile
5. Retirement Eligibility
6. Retirement Eligibility by Level

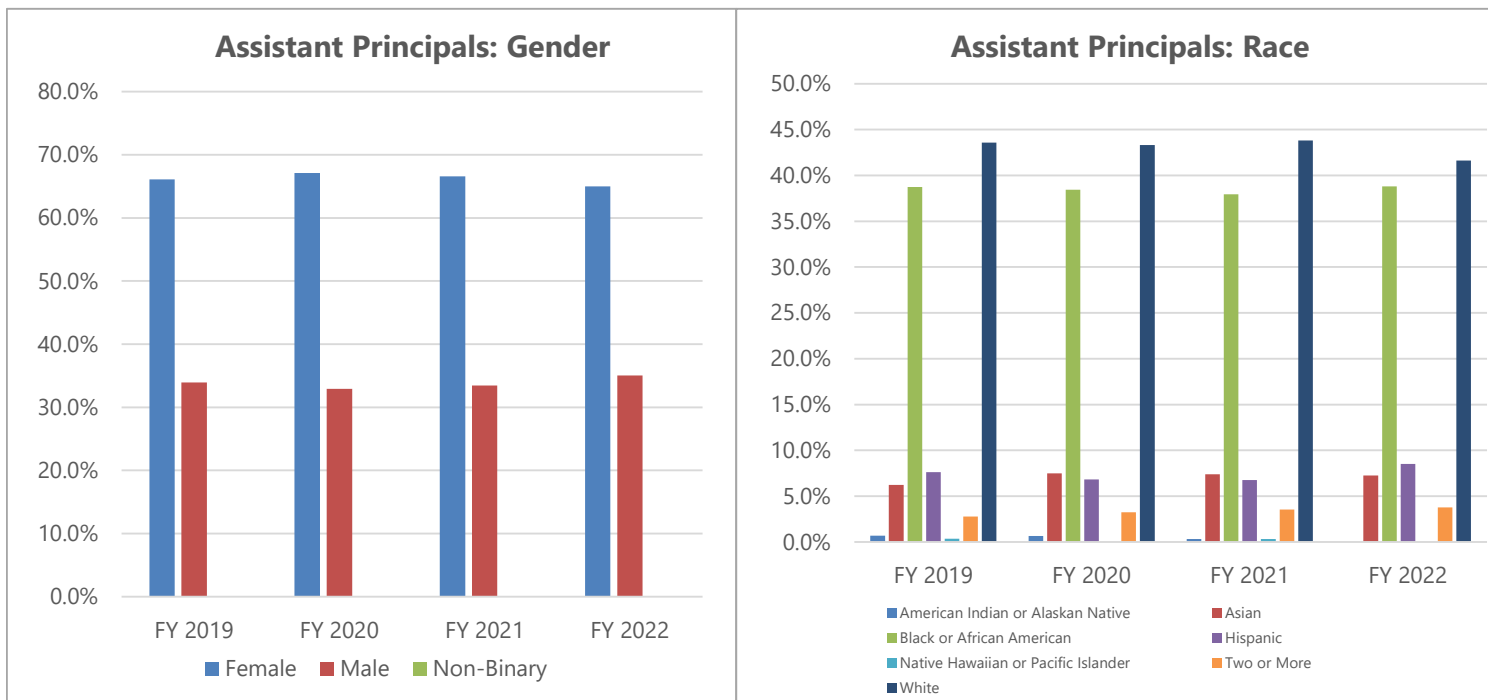
Assistant Principals: Demographic Profile

	FY 2019		FY 2020		FY 2021		FY 2022	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Female	191	66.1%	206	67.1%	207	66.6%	206	65.0%
Male	98	33.9%	101	32.9%	104	33.4%	111	35.0%
Non-Binary							0	0.00%
TOTAL	289	100.0%	307	100.0%	311	100.0%	317	100.0%
RACE								
American Indian or Alaskan Native	2	0.7%	2	0.7%	1	0.3%	0	0.0%
Asian	18	6.2%	23	7.5%	23	7.4%	23	7.3%
Black or African American	112	38.8%	118	38.4%	118	37.9%	123	38.8%
Hispanic	22	7.6%	21	6.8%	21	6.8%	27	8.5%
Native Hawaiian or Pacific Islander	1	0.3%	0	0.0%	1	0.3%	0	0.0%
Two or More	8	2.8%	10	3.3%	11	3.5%	12	3.8%
White	126	43.6%	133	43.3%	136	43.8%	132	41.6%
TOTAL	289	100.0%	307	100.0%	311	100.0%	317	100.0%
AGE								
20 - 29 years	1	0.3%	4	1.3%	1	0.3%	4	1.3%
30 - 39 years	75	26.0%	66	21.5%	78	25.1%	77	24.3%
40 - 49 years	141	48.8%	154	50.2%	137	44.1%	144	45.4%
50 - 59 years	61	21.1%	70	22.8%	85	27.3%	84	26.5%
60+ years	11	3.8%	13	4.2%	10	3.2%	8	2.5%
TOTAL	289	100.0%	307	100.0%	311	100.0%	317	100.0%

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

2. Non-Binary Gender is identified and reported in FY2022.

3. Data was captured on October 15.



**Assistant Principals:
Demographic Gender By School Type**

GENDER	FY 2021		FY 2022	
	Number	Percent	Number	Percent
Elementary School				
Female	90	28.9%	92	29.0%
Male	34	10.9%	33	10.4%
Non-Binary			0	0.0%
TOTAL	124	39.9%	125	39.4%
Middle School				
Female	55	17.7%	55	17.4%
Male	27	8.7%	34	10.7%
Non-Binary			0	0.0%
TOTAL	82	26.4%	89	28.1%
High School				
Female	55	17.7%	55	17.4%
Male	45	14.5%	43	13.6%
Non-Binary			0	0.0%
TOTAL	100	32.2%	98	30.9%
Special School				
Female	1	0.3%	2	0.6%
Male	1	0.3%	0	0.0%
Non-Binary			0	0.0%
TOTAL	2	0.6%	2	0.6%
Central				
Female	2	0.6%	2	0.6%
Male	1	0.3%	1	0.3%
Non-Binary			0	0.0%
TOTAL	3	1.0%	3	0.9%
GRAND TOTAL	311	100.0%	317	100.0%

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

2. Non-Binary Gender is identified and reported in FY2022.

3. Data was captured on October 15.

Assistant Principals:
Demographic Race By School Type

Race	FY 2021		FY 2022	
	Number	Percent	Number	Percent
Elementary School				
American Indian or Alaskan Native	1	0.3%	0	0.0%
Asian	13	4.2%	12	3.8%
Black or African American	35	11.3%	43	13.6%
Hispanic	9	2.9%	9	2.8%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%
Two or More	6	1.9%	7	2.2%
White	60	19.3%	54	17.0%
TOTAL	124	39.9%	125	39.4%
Middle School				
American Indian or Alaskan Native	0	0.0%	0	0.0%
Asian	7	2.3%	7	2.2%
Black or African American	35	11.3%	35	11.0%
Hispanic	3	1.0%	5	1.6%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%
Two or More	2	0.6%	3	0.9%
White	35	11.3%	39	12.3%
TOTAL	82	26.4%	89	28.1%
High School				
American Indian or Alaskan Native	0	0.0%	0	0.0%
Asian	3	1.0%	4	1.3%
Black or African American	45	14.5%	42	13.2%
Hispanic	9	2.9%	13	4.1%
Native Hawaiian or Pacific Islander	1	0.3%	0	0.0%
Two or More	3	1.0%	2	0.6%
White	39	12.5%	37	11.7%
TOTAL	100	32.2%	98	30.9%
Special School				
American Indian or Alaskan Native	0	0.0%	0	0.0%
Asian	0	0.0%	0	0.0%
Black or African American	1	0.3%	1	0.3%
Hispanic	0	0.0%	0	0.0%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%
Two or More	0	0.0%	0	0.0%
White	1	0.3%	1	0.3%
TOTAL	2	0.6%	2	0.6%
Central				
American Indian or Alaskan Native	0	0.0%	0	0.0%
Asian	0	0.0%	0	0.0%
Black or African American	2	0.6%	2	0.6%
Hispanic	0	0.0%	0	0.0%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%
Two or More	0	0.0%	0	0.0%
White	1	0.3%	1	0.3%
TOTAL	3	1.0%	3	0.9%
GRAND TOTAL	311	100.0%	317	100.0%

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

2. Data was captured on October 15.

**Assistant Principals:
Demographic Age By School Type**

AGE	FY 2021		FY 2022	
	Number	Percent	Number	Percent
Elementary School				
Under 20	0	0.0%	0	0.0%
20 - 29 years	0	0.0%	1	0.3%
30 - 39 years	31	10.0%	33	10.4%
40 - 49 years	53	17.0%	54	17.0%
50 - 59 years	37	11.9%	36	11.4%
60+ years	3	1.0%	1	0.3%
TOTAL	124	39.9%	125	39.4%
Middle School				
Under 20	0	0.0%	0	0.0%
20 - 29 years	0	0.0%	1	0.3%
30 - 39 years	23	7.4%	21	6.6%
40 - 49 years	38	12.2%	42	13.2%
50 - 59 years	19	6.1%	21	6.6%
60+ years	2	0.6%	4	1.3%
TOTAL	82	26.4%	89	28.1%
High School				
Under 20	0	0.0%	0	0.0%
20 - 29 years	1	0.3%	2	0.6%
30 - 39 years	23	7.4%	22	6.9%
40 - 49 years	43	13.8%	45	14.2%
50 - 59 years	28	9.0%	26	8.2%
60+ years	5	1.6%	3	0.9%
TOTAL	100	32.2%	98	30.9%
Special School				
Under 20	0	0.0%	0	0.0%
20 - 29 years	0	0.0%	0	0.0%
30 - 39 years	1	0.3%	1	0.3%
40 - 49 years	0	0.0%	0	0.0%
50 - 59 years	1	0.3%	1	0.3%
60+ years	0	0.0%	0	0.0%
TOTAL	2	0.6%	2	0.6%
Central				
Under 20	0	0.0%	0	0.0%
20 - 29 years	0	0.0%	0	0.0%
30 - 39 years	0	0.0%	0	0.0%
40 - 49 years	3	1.0%	3	0.9%
50 - 59 years	0	0.0%	0	0.0%
60+ years	0	0.0%	0	0.0%
TOTAL	3	1.0%	3	0.9%
GRAND TOTAL	311	100.0%	317	100.0%

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

2. Data was captured on October 15.

Assistant Principals: Certification Type

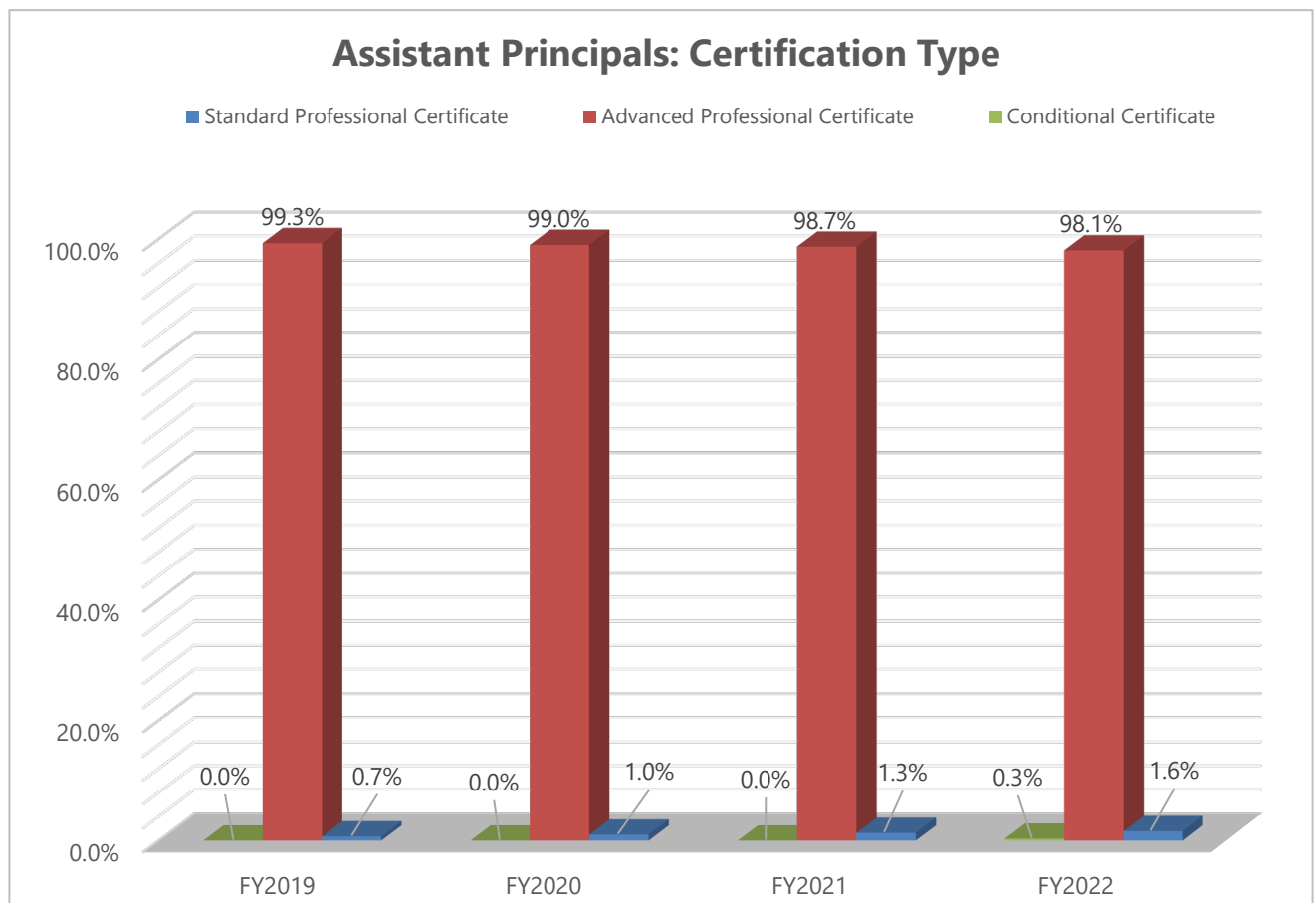
Fiscal Year	Number of Assistant Principals	Conditional Certificate ¹		Standard Professional Certificate ²		Advanced Professional Certificate ³	
		Number	Percent	Number	Percent	Number	Percent
FY2022	317	1	0.3%	5	1.6%	311	98.1%
FY2021	311	0	0.0%	4	1.3%	307	98.7%
FY2020	307	0	0.0%	3	1.0%	304	99.0%
FY2019	289	0	0.0%	2	0.7%	287	99.3%

¹ The Conditional Certificate is not a professional level certificate in the State of Maryland.

² The Standard Professional Certificate is a professional certificate in the State of Maryland.

³ The Advanced Professional Certificate is the highest professional certificate in the State of Maryland.

Data captured on October 15.

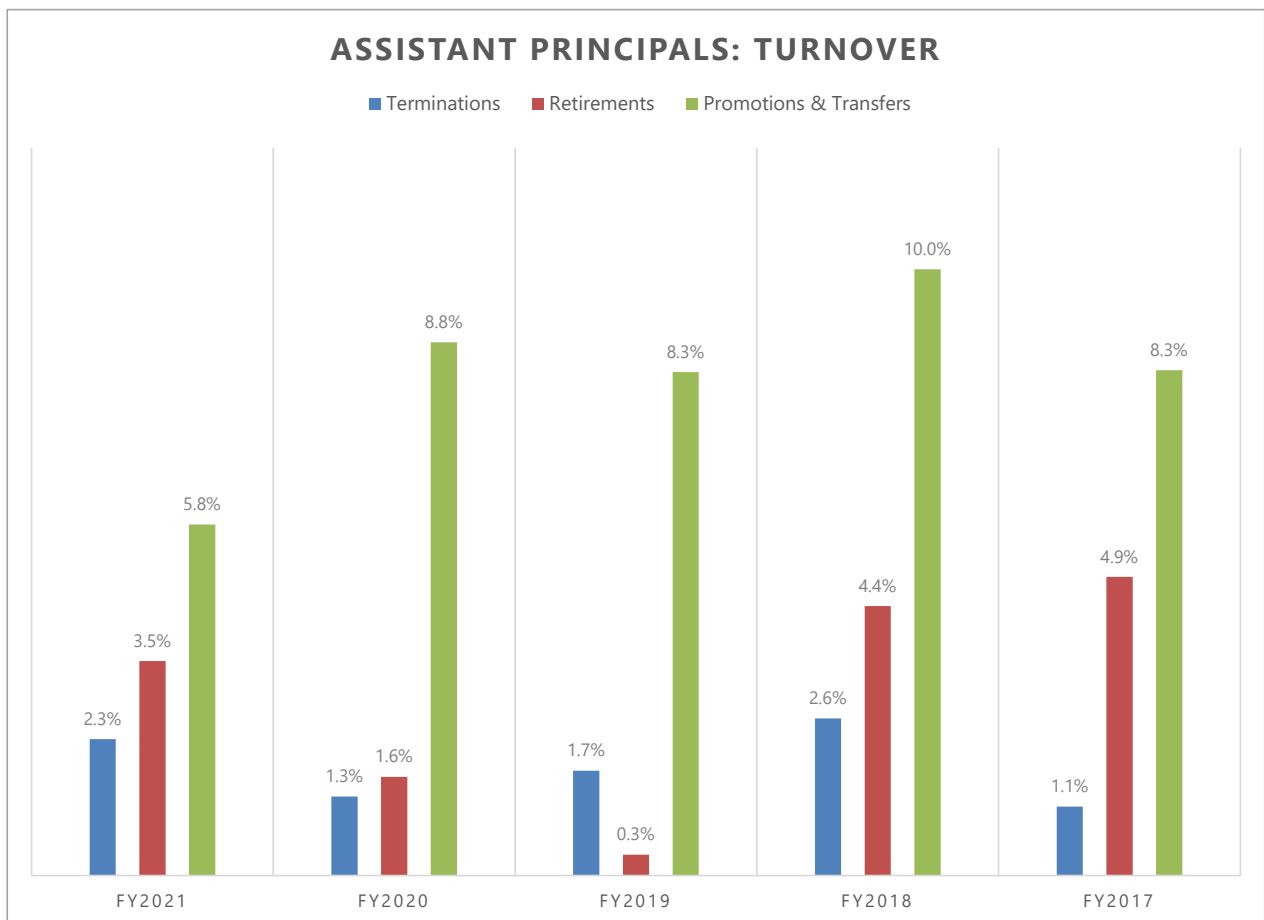


Assistant Principals: Turnover

Fiscal Year	Number of Assistant Principals ¹	Terminations		Retirements		Promotions & Transfers ²		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2021	311	7	2.3%	11	3.5%	18	5.8%	36	11.6%
FY2020	307	4	1.3%	5	1.6%	27	8.8%	36	11.7%
FY2019	289	5	1.7%	1	0.3%	24	8.3%	30	10.4%
FY2018	270	7	2.6%	12	4.4%	27	10.0%	46	17.0%
FY2017	264	3	1.1%	13	4.9%	22	8.3%	38	14.4%

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.



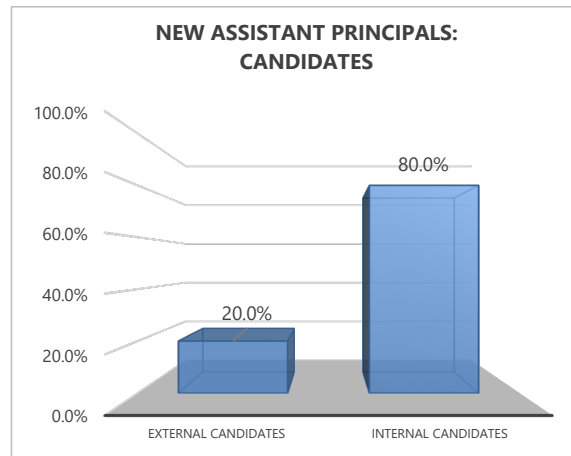
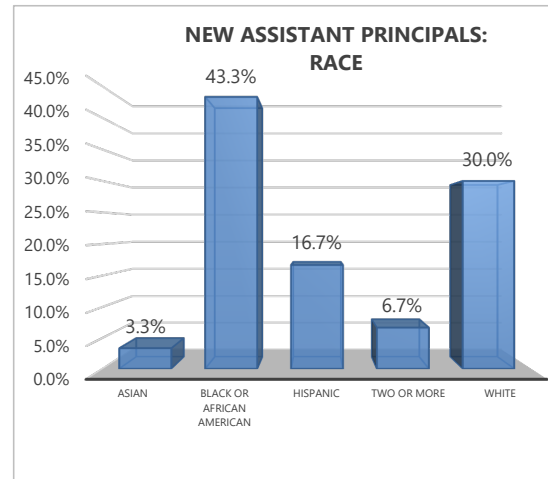
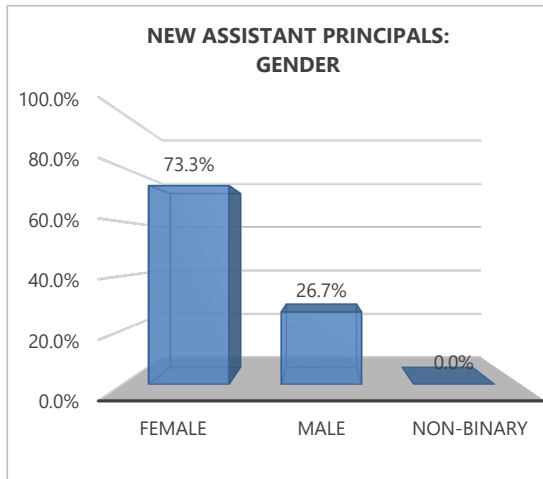
Assistant Principals: New Assistant Principal Demographic Profile

FY 2022	Total	
	Number	Percent
NEW HIRES AND PROMOTIONS		
External Candidates	6	20.0%
Internal Candidates	24	80.0%
TOTAL	30	100.0%
GENDER		
Female	22	73.3%
Male	8	26.7%
Non-Binary	0	0.0%
TOTAL	30	100.0%
RACE		
American Indian or Alaskan Native	0	0.0%
Asian	1	3.3%
Black or African American	13	43.3%
Hispanic	5	16.7%
Native Hawaiian or Pacific Islander	0	0.0%
Two or More	2	6.7%
White	9	30.0%
TOTAL	30	100.0%

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

2. Non-Binary Gender is identified and reported in FY2022.

3. Data was captured on November 30, 2021



Assistant Principals: Retirement Eligibility

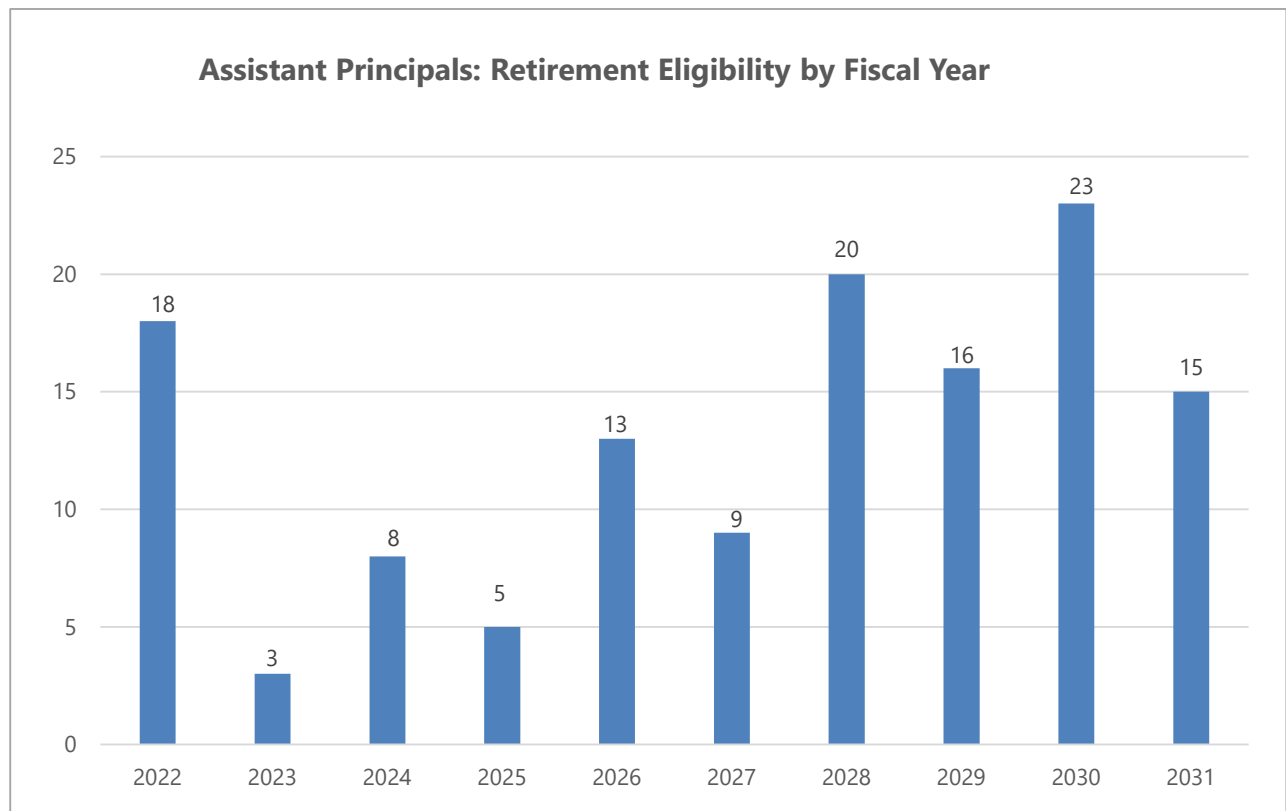
Fiscal Year	Assistant Principals Eligible By Fiscal Year	Percent of Total
2022	18	5.7%
2023	3	1.0%
2024	8	2.5%
2025	5	1.6%
2026	13	4.1%
2027	9	2.9%
2028	20	6.3%
2029	16	5.1%
2030	23	7.3%
2031	15	4.8%
Eligible within 10 years	130	41.3%
Total Assistant Principals	315	100.0%

1. Data reflects retirement eligibility for all employees as of July 1, 2021.

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

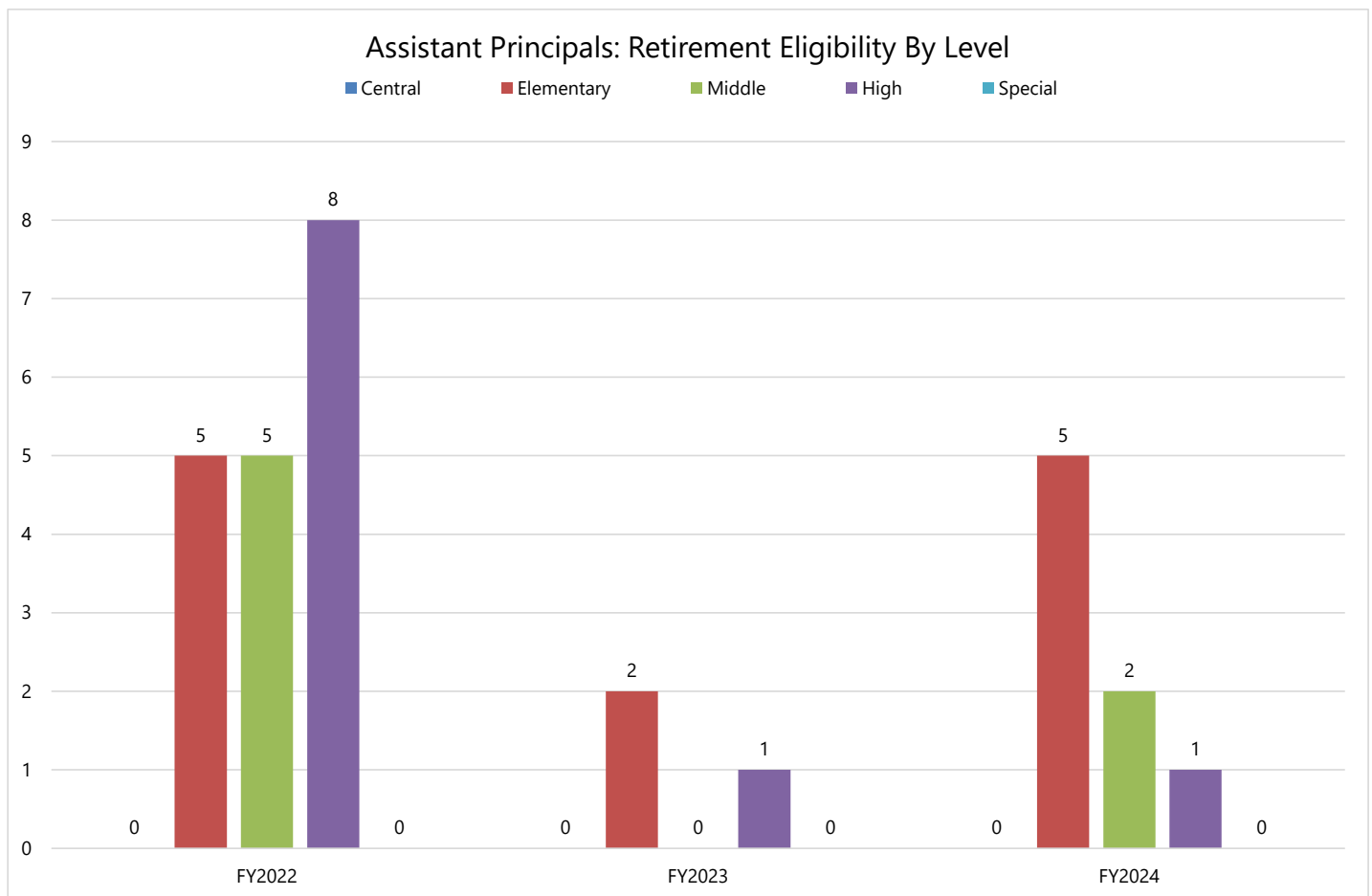
Level	Number of Assistant Principals	Percent of Total	Retirement Eligible by Fiscal Year			Retirement Eligible Within 3 Years	
			FY2022	FY2023	FY2024	Number	Percent
Central	0	0.0%	0	0	0	0	0.0%
Elementary	125	39.7%	5	2	5	12	9.6%
Middle	89	28.3%	5	0	2	7	7.9%
High	99	31.4%	8	1	1	10	10.1%
Special	2	0.6%	0	0	0	0	0.0%
Total Assistant Principals	315	100.0%	18	3	8	29	9.2%

1. Data reflects retirement eligibility for all employees as of July 1, 2021.

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: Assistant School Administrators (MCAAP)

1. Demographic Profile
 - a. Demographic Gender Profile by School Type
 - b. Demographic Race Profile by School Type
 - c. Demographic Age Profile by School Type
2. Certification Type
3. New Assistant School Administrators
4. Demographic Profile Turnover
5. Retirement Eligibility

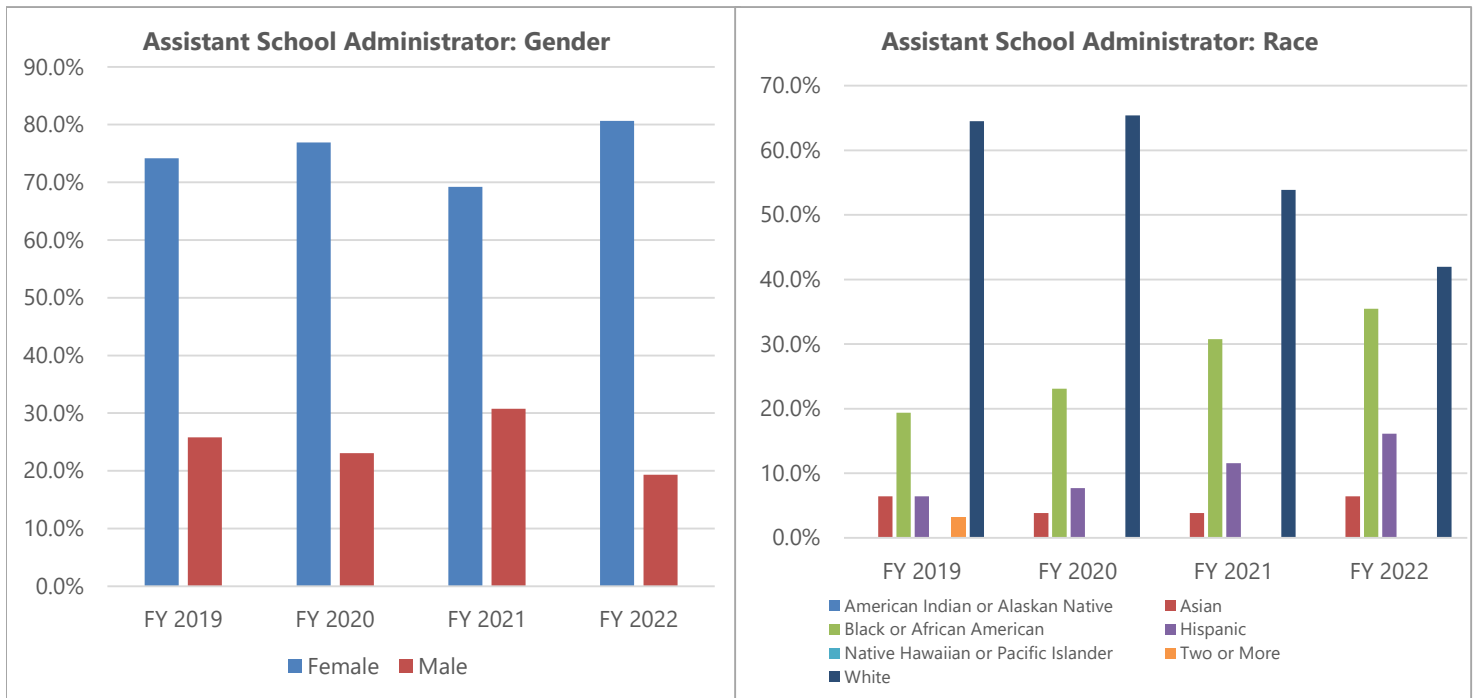
Assistant School Administrators: Demographic Profile

	FY 2019		FY 2020		FY 2021		FY 2022	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Female	23	74.2%	20	76.9%	18	69.2%	25	80.6%
Male	8	25.8%	6	23.1%	8	30.8%	6	19.4%
Non-Binary							0	0.00%
TOTAL	31	100.0%	26	100.0%	26	100.0%	31	100.0%
RACE								
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian	2	6.5%	1	3.8%	1	3.8%	2	6.5%
Black or African American	6	19.4%	6	23.1%	8	30.8%	11	35.5%
Hispanic	2	6.5%	2	7.7%	3	11.5%	5	16.1%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Two or More	1	3.2%	0	0.0%	0	0.0%	0	0.0%
White	20	64.5%	17	65.4%	14	53.8%	13	41.9%
TOTAL	31	100.0%	26	100.0%	26	100.0%	31	100.0%
AGE								
20 - 29 years	0	0.0%	0	0.0%	0	0.0%	0	0.0%
30 - 39 years	12	38.7%	12	46.2%	9	34.6%	16	51.6%
40 - 49 years	12	38.7%	9	34.6%	12	46.2%	12	38.7%
50 - 59 years	7	22.6%	5	19.2%	2	7.7%	1	3.2%
60+ years	0	0.0%	0	0.0%	3	11.5%	2	6.5%
TOTAL	31	100.0%	26	100.0%	26	100.0%	31	100.0%

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

2. Non-Binary Gender is identified and reported in FY2022.

3. Data was captured on October 15.



**Assistant School Administrators:
Demographic Gender By School Type**

GENDER	FY 2021		FY 2022	
	Number	Percent	Number	Percent
Elementary School				
Female	5	19.2%	10	32.3%
Male	1	3.8%	2	6.5%
Non-Binary			0	0.0%
TOTAL	6	23.1%	12	38.7%
Middle School				
Female	7	26.9%	7	22.6%
Male	4	15.4%	2	6.5%
Non-Binary			0	0.0%
TOTAL	11	42.3%	9	29.0%
High School				
Female	6	23.1%	8	25.8%
Male	3	11.5%	2	6.5%
Non-Binary			0	0.0%
TOTAL	9	34.6%	10	32.3%
GRAND TOTAL	26	100.0%	31	100.0%

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

2. Non-Binary Gender is identified and reported in FY2022.

3. Data was captured on October 15.

**Assistant School Administrators:
Demographic Race By School Type**

Race	FY 2021		FY 2022	
	Number	Percent	Number	Percent
Elementary School				
American Indian or Alaskan Native	0	0.0%	0	0.0%
Asian	0	0.0%	0	0.0%
Black or African American	2	7.7%	4	12.9%
Hispanic	1	3.8%	5	16.1%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%
Two or More	0	0.0%	0	0.0%
White	3	11.5%	3	9.7%
TOTAL	6	23.1%	12	38.7%
Middle School				
American Indian or Alaskan Native	0	0.0%	0	0.0%
Asian	1	3.8%	2	6.5%
Black or African American	3	11.5%	2	6.5%
Hispanic	2	7.7%	0	0.0%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%
Two or More	0	0.0%	0	0.0%
White	5	19.2%	5	16.1%
TOTAL	11	42.3%	9	29.0%
High School				
American Indian or Alaskan Native	0	0.0%	0	0.0%
Asian	0	0.0%	0	0.0%
Black or African American	3	11.5%	5	16.1%
Hispanic	0	0.0%	0	0.0%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%
Two or More	0	0.0%	0	0.0%
White	6	23.1%	5	16.1%
TOTAL	9	34.6%	10	32.3%
GRAND TOTAL	26	100.0%	31	100.0%

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

2. Data was captured on October 15.

**Assistant School Administrators:
Demographic Age By School Type**

AGE	FY 2021		FY 2022	
	Number	Percent	Number	Percent
Elementary School				
Under 20	0	0.0%	0	0.0%
20 - 29 years	0	0.0%	0	0.0%
30 - 39 years	4	15.4%	8	25.8%
40 - 49 years	2	7.7%	4	12.9%
50 - 59 years	0	0.0%	0	0.0%
60+ years	0	0.0%	0	0.0%
TOTAL	6	23.1%	12	38.7%
Middle School				
Under 20	0	0.0%	0	0.0%
20 - 29 years	0	0.0%	0	0.0%
30 - 39 years	3	11.5%	3	9.7%
40 - 49 years	5	19.2%	4	12.9%
50 - 59 years	1	3.8%	1	3.2%
60+ years	2	7.7%	1	3.2%
TOTAL	11	42.3%	9	29.0%
High School				
Under 20	0	0.0%	0	0.0%
20 - 29 years	0	0.0%	0	0.0%
30 - 39 years	2	7.7%	5	16.1%
40 - 49 years	5	19.2%	4	12.9%
50 - 59 years	1	3.8%	0	0.0%
60+ years	1	3.8%	1	3.2%
TOTAL	9	34.6%	10	32.3%
GRAND TOTAL	26	100.0%	31	100.0%

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

2. Data was captured on October 15.

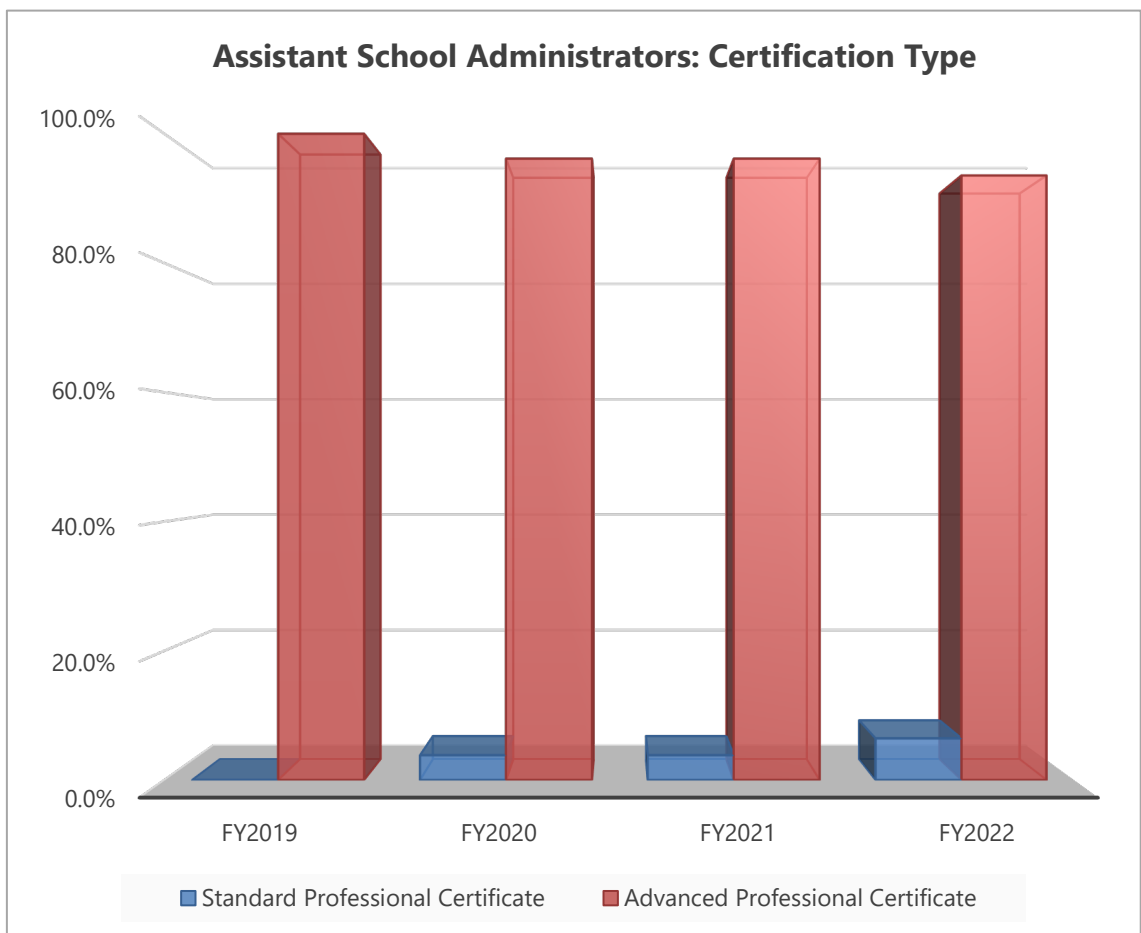
Assistant School Administrators: Certification Type

Fiscal Year	Number of Assistant School Administrators	Standard Professional Certificate ¹		Advanced Professional Certificate ²	
		Number	Percent	Number	Percent
FY2022	31	2	6.5%	29	93.5%
FY2021	26	1	3.8%	25	96.2%
FY2020	26	1	3.8%	25	96.2%
FY2019	31	0	0.0%	31	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.



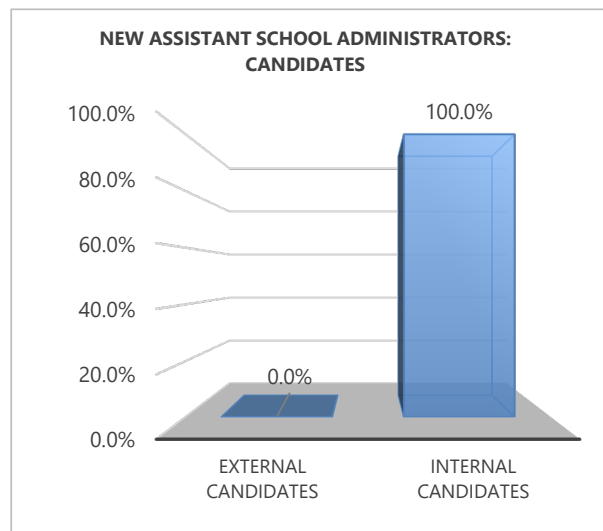
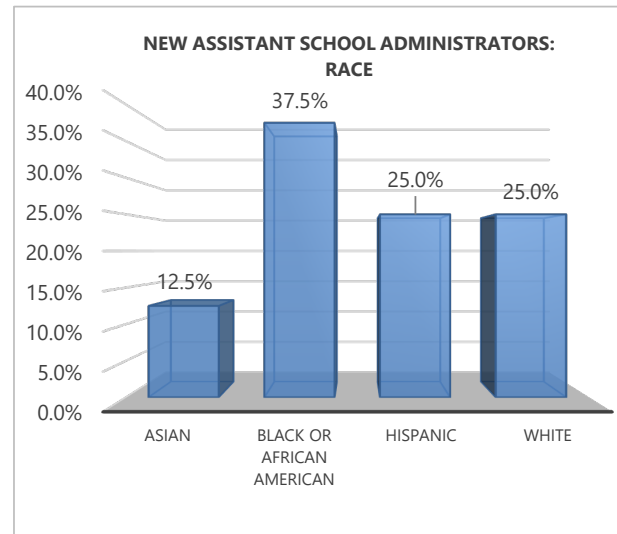
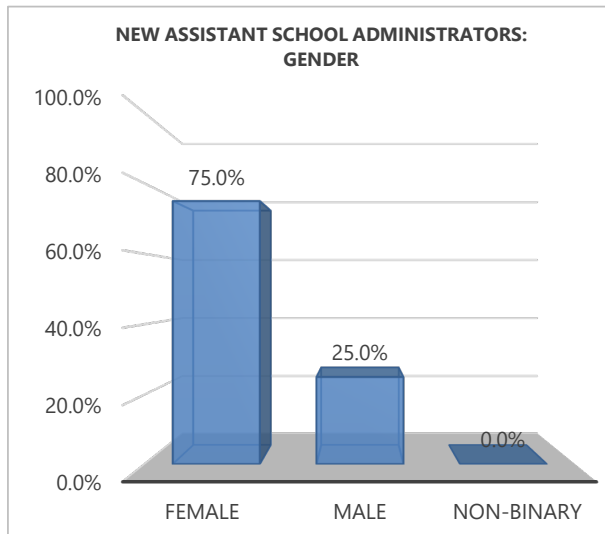
Assistant School Administrators: New Assistant School Administrators Demographic Profile

FY 2022	Total	
	Number	Percent
NEW HIRES AND PROMOTIONS		
External Candidates	0	0.0%
Internal Candidates	16	100.0%
TOTAL	16	100.0%
GENDER		
Female	12	75.0%
Male	4	25.0%
Non-Binary	0	0.0%
TOTAL	16	100.0%
RACE		
American Indian or Alaskan Native	0	0.0%
Asian	2	12.5%
Black or African American	6	37.5%
Hispanic	4	25.0%
Native Hawaiian or Pacific Islander	0	0.0%
Two or More	0	0.0%
White	4	25.0%
TOTAL	16	100.0%

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

2. Non-Binary Gender is identified and reported in FY2022.

3. Data was captured on November 30, 2021.

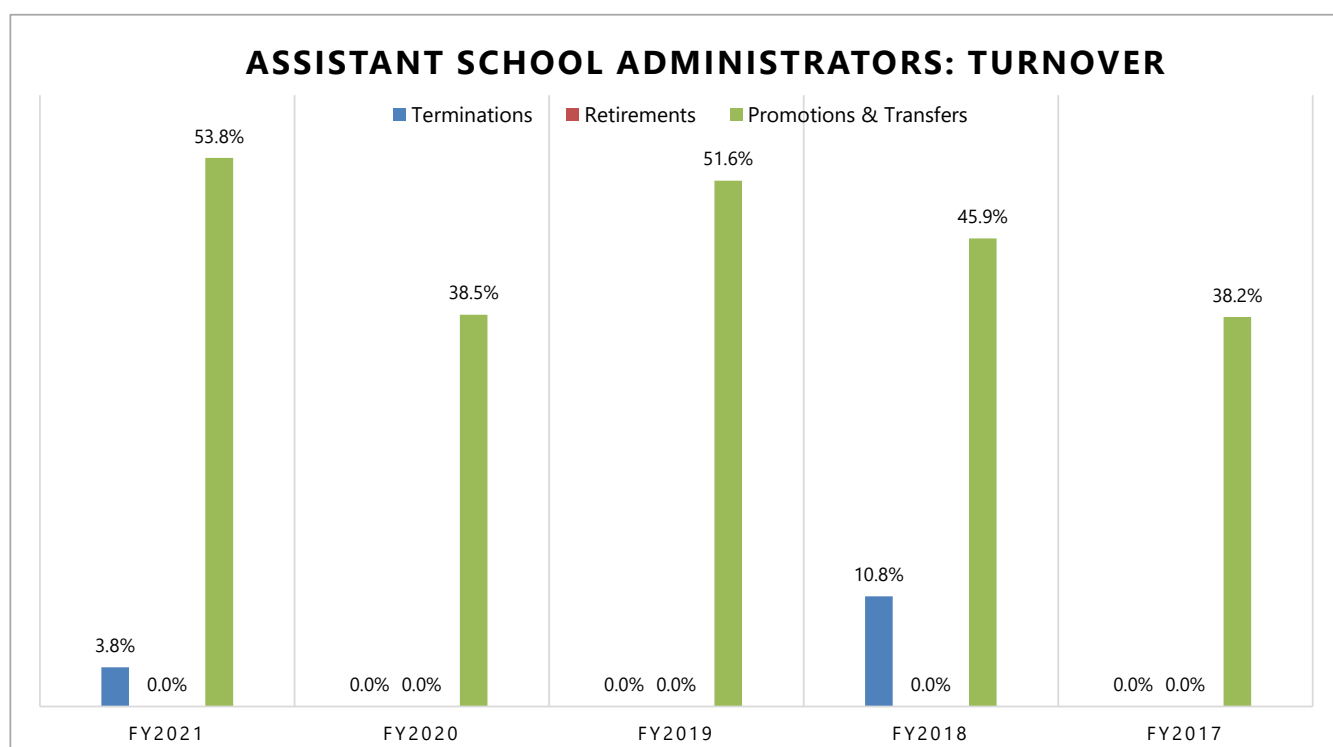


Assistant School Administrators: Turnover

Fiscal Year	Number of Assistant School Administrators ¹	Terminations		Retirements		Promotions & Transfers ²		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2021	26	1	3.8%	0	0.0%	14	53.8%	15	57.7%
FY2020	26	0	0.0%	0	0.0%	10	38.5%	10	38.5%
FY2019	31	0	0.0%	0	0.0%	16	51.6%	16	51.6%
FY2018	37	4	10.8%	0	0.0%	17	45.9%	21	56.8%
FY2017	34	0	0.0%	0	0.0%	13	38.2%	13	38.2%

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

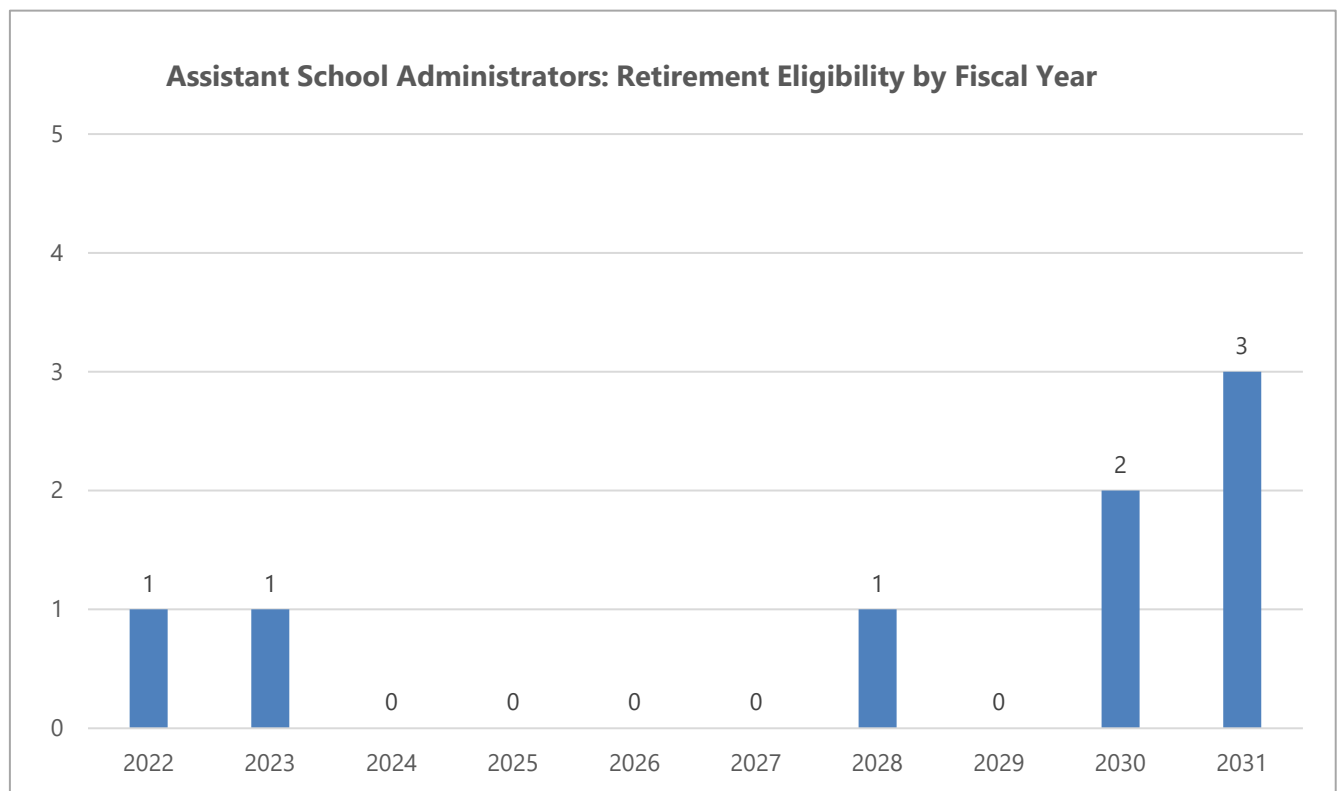
Fiscal Year	Assistant School Administrators Eligible By Fiscal Year	Percent of Total
2022	1	3.2%
2023	1	3.2%
2024	0	0.0%
2025	0	0.0%
2026	0	0.0%
2027	0	0.0%
2028	1	3.2%
2029	0	0.0%
2030	2	6.5%
2031	3	9.7%
Eligible within 10 years	8	25.8%
Total Assistant School Administrators	31	100.0%

1. Data reflects retirement eligibility for all employees as of July 1, 2021.

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
 - a. Demographic Gender Profile by School Type
 - b. Demographic Race Profile by School Type
 - c. Demographic Age Profile by School Type
2. Degree
3. Total Years of Experience
4. Salary Schedule Placement
5. Retirement Eligibility

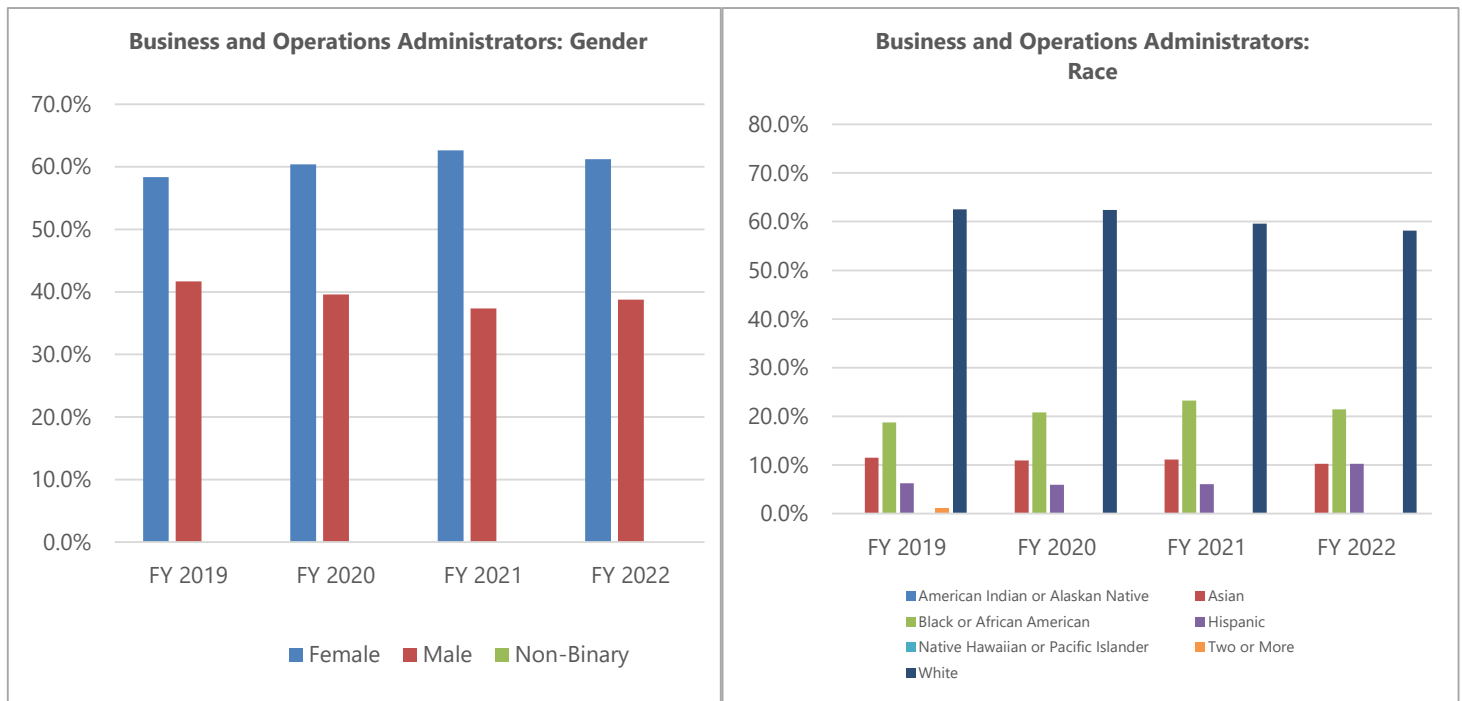
Business and Operations Administrators: Demographic Profile

	FY 2019		FY 2020		FY 2021		FY 2022	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Female	56	58.3%	61	60.4%	62	62.6%	60	61.2%
Male	40	41.7%	40	39.6%	37	37.4%	38	38.8%
Non-Binary							0	0.00%
TOTAL	96	100.0%	101	100.0%	99	100.0%	98	100.0%
RACE								
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian	11	11.5%	11	10.9%	11	11.1%	10	10.2%
Black or African American	18	18.8%	21	20.8%	23	23.2%	21	21.4%
Hispanic	6	6.3%	6	5.9%	6	6.1%	10	10.2%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Two or More	1	1.0%	0	0.0%	0	0.0%	0	0.0%
White	60	62.5%	63	62.4%	59	59.6%	57	58.2%
TOTAL	96	100.0%	101	100.0%	99	100.0%	98	100.0%
AGE								
20 - 29 years	4	4.2%	3	3.0%	1	1.0%	2	2.0%
30 - 39 years	11	11.5%	13	12.9%	13	13.1%	15	15.3%
40 - 49 years	17	17.7%	15	14.9%	15	15.2%	16	16.3%
50 - 59 years	41	42.7%	45	44.6%	46	46.5%	41	41.8%
60+ years	23	24.0%	25	24.8%	24	24.2%	24	24.5%
TOTAL	96	100.0%	101	100.0%	99	100.0%	98	100.0%

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

2. Non-Binary Gender is identified and reported in FY2022.

3. Data was captured on October 15.



**Business and Operations Administrators:
Demographic Gender By School Type**

GENDER	FY 2021		FY 2022	
	Number	Percent	Number	Percent
High School				
Female	21	21.2%	22	22.4%
Male	4	4.0%	3	3.1%
Non-Binary			0	0.0%
TOTAL	25	25.3%	25	25.5%
Central				
Female	41	41.4%	38	38.8%
Male	33	33.3%	35	35.7%
Non-Binary			0	0.0%
TOTAL	74	74.7%	73	74.5%
GRAND TOTAL	99	100.0%	98	100.0%

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

2. Non-Binary Gender is identified and reported in FY2022.

3. Data was captured on October 15.

**Business and Operations Administrators:
Demographic Race By School Type**

Race	FY 2021		FY 2022	
	Number	Percent	Number	Percent
High School				
American Indian or Alaskan Native	0	0.0%	0	0.0%
Asian	1	1.0%	1	1.0%
Black or African American	3	3.0%	3	3.1%
Hispanic	1	1.0%	4	4.1%
Native Hawaiian or Pacific Islander	0	0.00%	0	0.0%
Two or More	0	0.0%	0	0.0%
White	20	20.2%	17	17.3%
TOTAL	25	25.3%	25	25.5%
Central				
American Indian or Alaskan Native	0	0.0%	0	0.0%
Asian	10	10.1%	9	9.2%
Black or African American	20	20.2%	18	18.4%
Hispanic	5	5.1%	6	6.1%
Native Hawaiian or Pacific Islander	0	0.00%	0	0.0%
Two or More	0	0.0%	0	0.0%
White	39	39.4%	40	40.8%
TOTAL	74	74.7%	73	74.5%
GRAND TOTAL	99	100.0%	98	100.0%

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

2. Data was captured on October 15.

**Business and Operations Administrators:
Demographic Age By School Type**

AGE	FY 2021		FY 2022	
	Number	Percent	Number	Percent
High School				
Under 20	0	0.0%	0	0.0%
20 - 29 years	0	0.0%	1	1.0%
30 - 39 years	3	3.0%	4	4.1%
40 - 49 years	3	3.0%	2	2.0%
50 - 59 years	13	13.1%	10	10.2%
60+ years	6	6.1%	8	8.2%
TOTAL	25	25.3%	25	25.5%
Central				
Under 20	0	0.0%	0	0.0%
20 - 29 years	1	1.0%	1	1.0%
30 - 39 years	10	10.1%	11	11.2%
40 - 49 years	12	12.1%	14	14.3%
50 - 59 years	33	33.3%	31	31.6%
60+ years	18	18.2%	16	16.3%
TOTAL	74	74.7%	73	74.5%
GRAND TOTAL	99	100.0%	98	100.0%

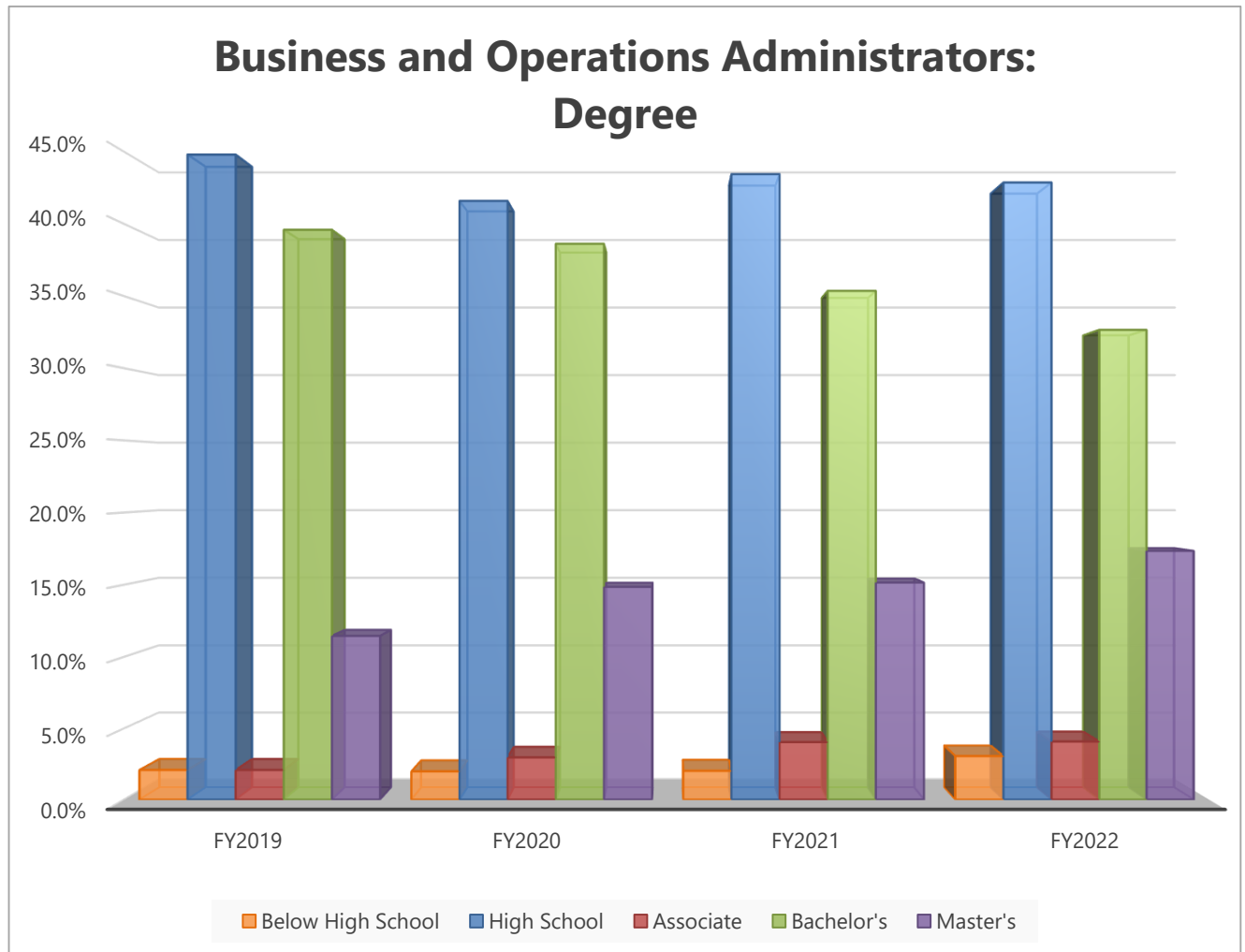
1. Data reflects the number of permanent employees by head count (Position 1). Temporary and substitute employees are not included.

2. Data was captured on October 15.

Business and Operations Administrators: Degree

Degree	FY2019		FY2020		FY2021		FY2022	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Below High School	2	2.1%	2	2.0%	2	2.0%	3	3.1%
High School	43	44.8%	42	41.6%	43	43.4%	42	42.9%
Associate	2	2.1%	3	3.0%	4	4.0%	4	4.1%
Bachelor's	38	39.6%	39	38.6%	35	35.4%	32	32.7%
Master's	11	11.5%	15	14.9%	15	15.2%	17	17.3%
Doctorate	0	0.0%	0	0.0%	0	0.0%	0	0.0%
TOTAL	96	100.0%	101	100.0%	99	100.0%	98	100.0%

1. Data captured on October 15.

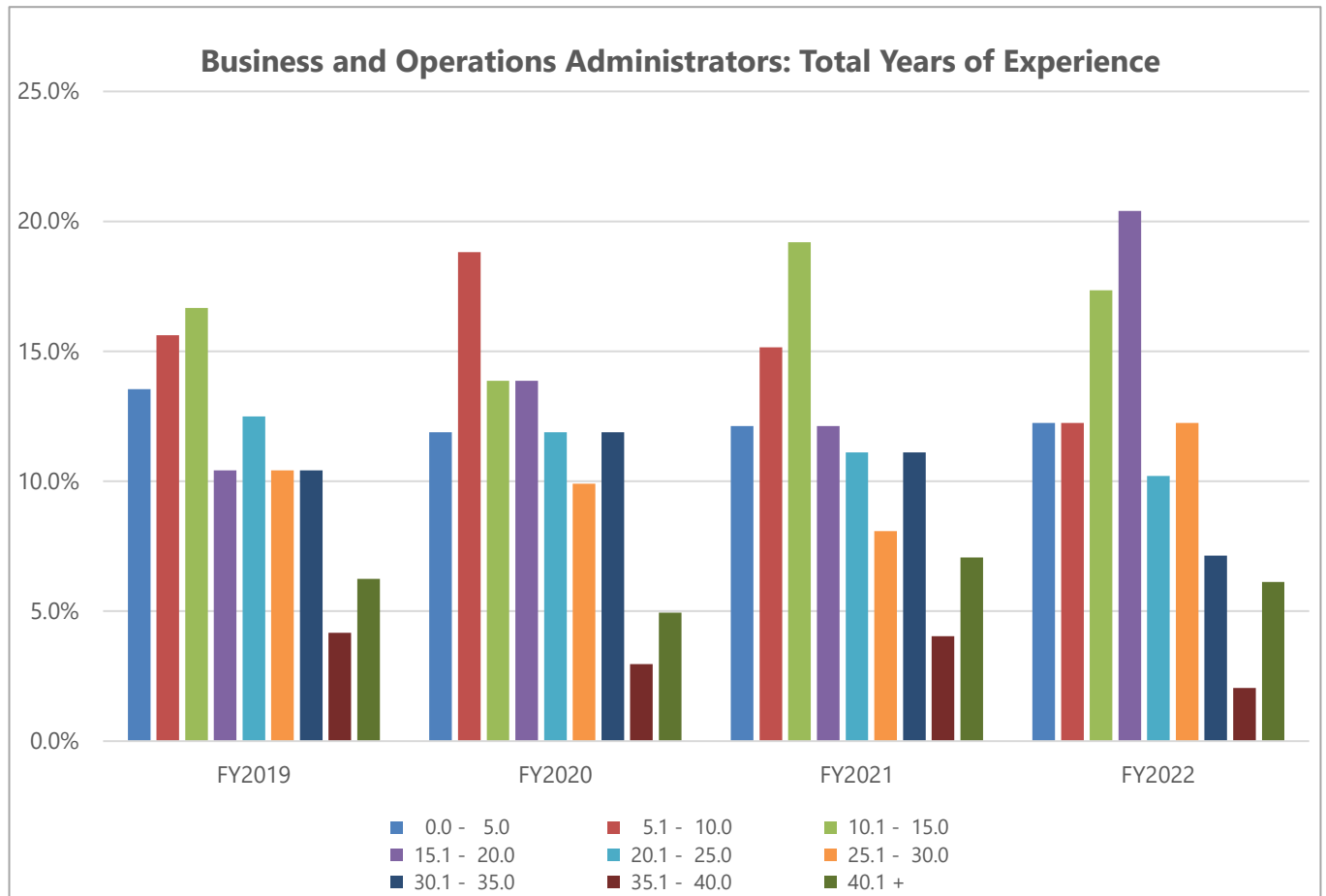


Business and Operations Administrators: Total Years of Experience

Years of Experience	FY2019		FY2020		FY2021		FY2022	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.0 - 5.0	13	13.5%	12	11.9%	12	12.1%	12	12.2%
5.1 - 10.0	15	15.6%	19	18.8%	15	15.2%	12	12.2%
10.1 - 15.0	16	16.7%	14	13.9%	19	19.2%	17	17.3%
15.1 - 20.0	10	10.4%	14	13.9%	12	12.1%	20	20.4%
20.1 - 25.0	12	12.5%	12	11.9%	11	11.1%	10	10.2%
25.1 - 30.0	10	10.4%	10	9.9%	8	8.1%	12	12.2%
30.1 - 35.0	10	10.4%	12	11.9%	11	11.1%	7	7.1%
35.1 - 40.0	4	4.2%	3	3.0%	4	4.0%	2	2.0%
40.1 +	6	6.3%	5	5.0%	7	7.1%	6	6.1%
TOTAL	96	100.0%	101	100.0%	99	100.0%	98	100.0%

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

2. Data captured October 15.

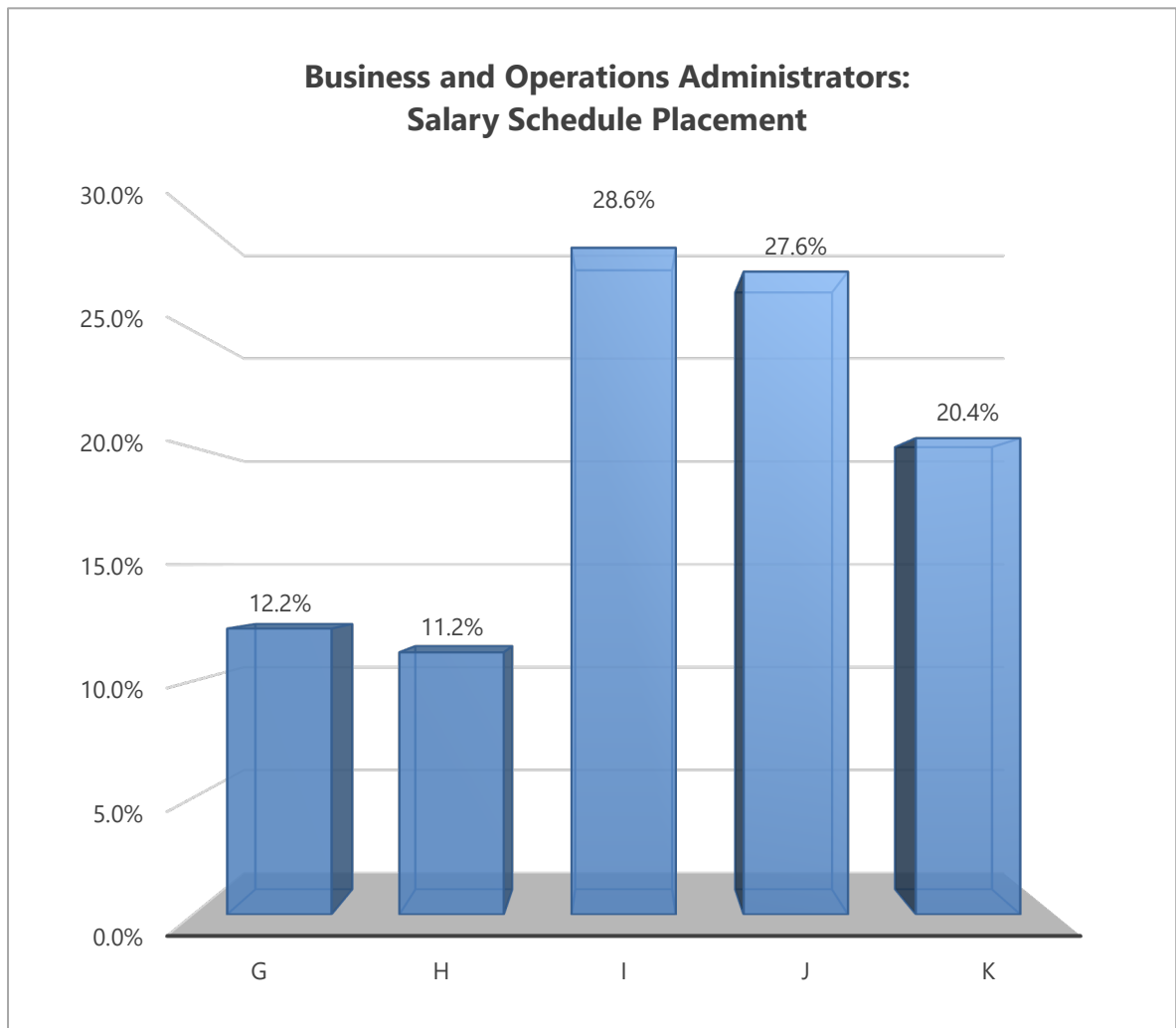


Business and Operations Administrators: Salary Schedule Placement

FY 2022							
Step ¹	G	H	I	J	K	Total	%
1	1	0	2	1	2	6	6.1%
2	0	2	2	3	1	8	8.2%
3	2	0	3	1	0	6	6.1%
4	1	0	0	1	0	2	2.0%
5	0	1	1	2	0	4	4.1%
6	0	0	3	0	1	4	4.1%
7	1	1	1	2	1	6	6.1%
8	0	1	2	1	1	5	5.1%
9	0	0	3	2	1	6	6.1%
10	1	0	2	3	0	6	6.1%
11	0	1	0	4	2	7	7.1%
12	5	2	9	6	9	31	31.6%
50	1	3	0	1	2	7	7.1%
60	0	0	0	0	0	0	0.0%
Total	12	11	28	27	20	98	100.0%
% of Schedule	12.2%	11.2%	28.6%	27.6%	20.4%	100.0%	

Data as of October 15

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

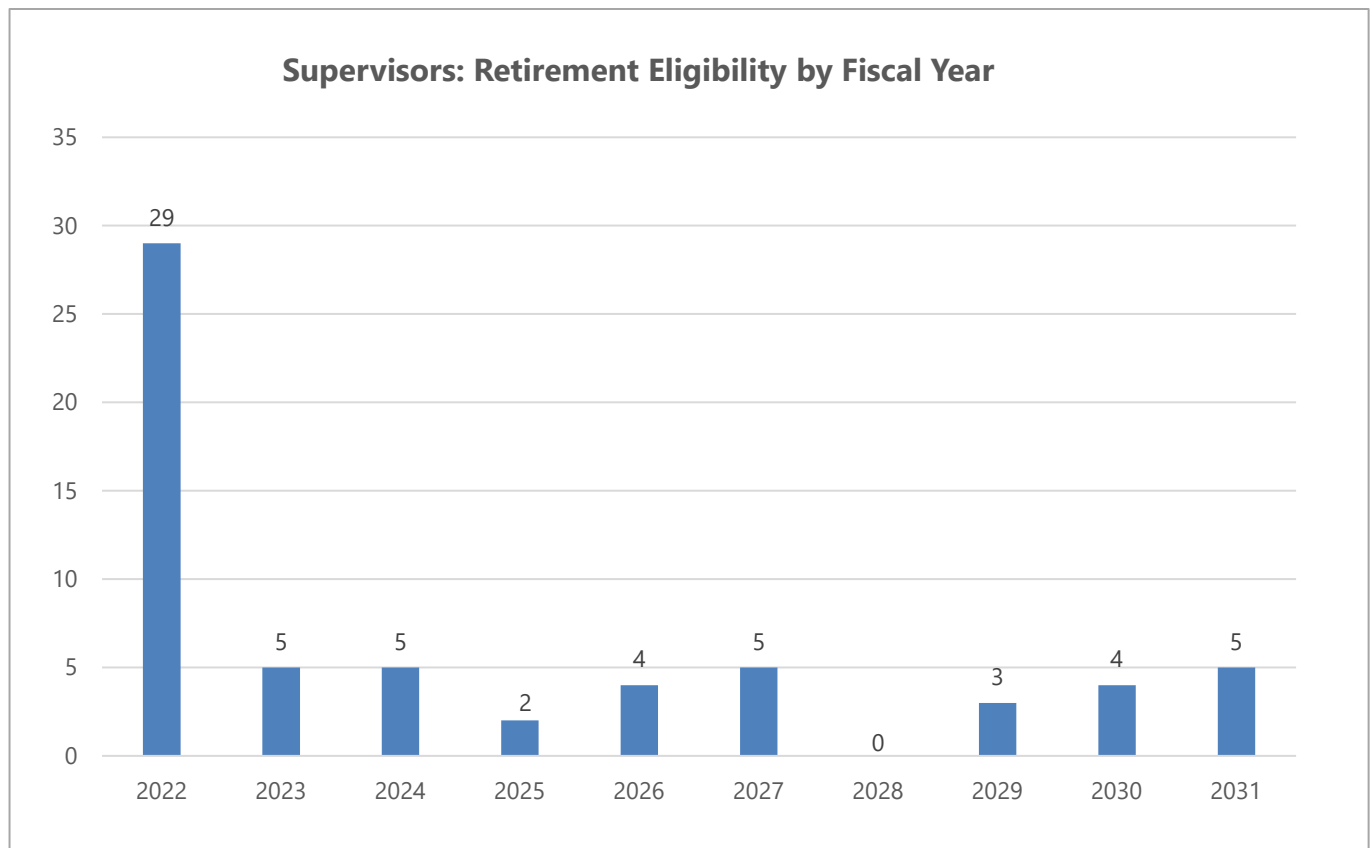
Fiscal Year	Supervisors Eligible By Fiscal Year	Percent of Total
2022	29	29.3%
2023	5	5.1%
2024	5	5.1%
2025	2	2.0%
2026	4	4.0%
2027	5	5.1%
2028	0	0.0%
2029	3	3.0%
2030	4	4.0%
2031	5	5.1%
Eligible within 10 years	62	62.6%
Total Supervisors	99	100.0%

1. Data reflects retirement eligibility for all employees as of July 1, 2021.

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
 - a. Demographic Gender Profile by School Type
 - b. Demographic Race Profile by School Type
 - c. Demographic Age Profile by School Type
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

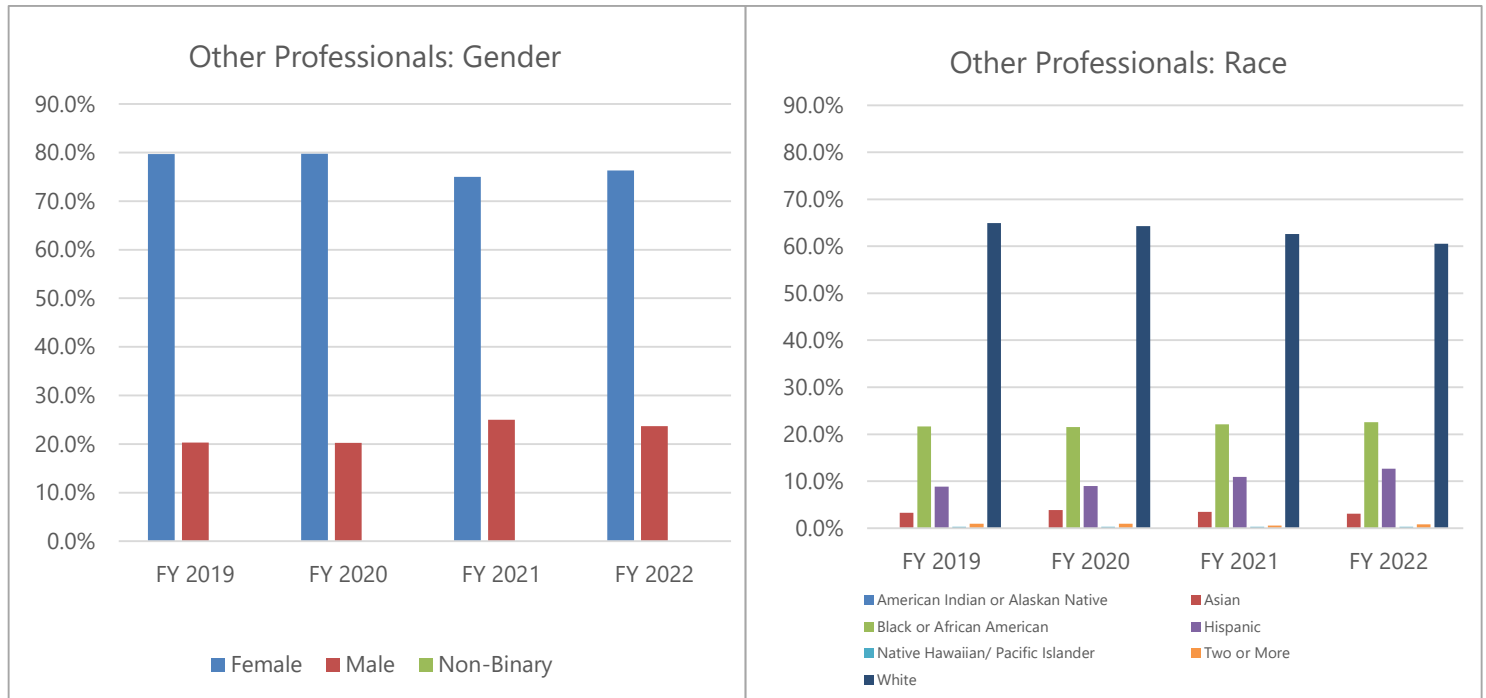
	FY 2019		FY 2020		FY 2021		FY 2022	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Female	243	79.7%	248	79.7%	261	75.0%	271	76.3%
Male	62	20.3%	63	20.3%	87	25.0%	84	23.7%
Non-Binary							0	0.0%
TOTAL	305	100.0%	311	100.0%	348	100.0%	355	100.0%
RACE								
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian	10	3.3%	12	3.9%	12	3.4%	11	3.1%
Black or African American	66	21.6%	67	21.5%	77	22.1%	80	22.5%
Hispanic	27	8.9%	28	9.0%	38	10.9%	45	12.7%
Native Hawaiian/ Pacific Islander	1	0.3%	1	0.3%	1	0.3%	1	0.3%
Two or More	3	1.0%	3	1.0%	2	0.6%	3	0.8%
White	198	64.9%	200	64.3%	218	62.6%	215	60.6%
TOTAL	305	100.0%	311	100.0%	348	100.0%	355	100.0%
AGE								
20 - 29 years	2	0.7%	4	1.3%	2	0.6%	2	0.6%
30 - 39 years	64	21.0%	61	19.6%	66	19.0%	67	18.9%
40 - 49 years	113	37.0%	111	35.7%	131	37.6%	135	38.0%
50 - 59 years	74	24.3%	86	27.7%	99	28.4%	108	30.4%
60+ years	52	17.0%	49	15.8%	50	14.4%	43	12.1%
TOTAL	305	100.0%	311	100.0%	348	100.0%	355	100.0%

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

2. Non-Binary Gender is identified and reported in FY2022.

3. Data was captured on October 15.

4. Other Professionals include: Instructional Specialists, Pupil Personnel Workers, Social Workers, and 12 month Psychologists.



**Other MCEA Professionals:
Demographic Gender By School Type**

GENDER	FY 2021		FY 2022	
	Number	Percent	Number	Percent
Elementary School				
Female	0	0.0%	0	0.0%
Male	0	0.0%	0	0.0%
Non-Binary			0	0.0%
TOTAL	0	0.0%	0	0.0%
Middle School				
Female	0	0.0%	1	0.3%
Male	0	0.0%	0	0.0%
Non-Binary			0	0.0%
TOTAL	0	0.0%	1	0.3%
High School				
Female	5	1.4%	6	1.7%
Male	20	5.7%	19	5.4%
Non-Binary				0.0%
TOTAL	25	7.2%	25	7.0%
Special School				
Female	0	0.0%	0	0.0%
Male	0	0.0%	0	0.0%
Non-Binary			0	0.0%
TOTAL	0	0.0%	0	0.0%
Central				
Female	256	73.6%	264	74.4%
Male	67	19.3%	65	18.3%
Non-Binary			0	0.0%
TOTAL	323	92.8%	329	92.7%
GRAND TOTAL	348	100.0%	355	100.0%

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

2. Non-Binary Gender is identified and reported in FY2022.

3. Data was captured on October 15.

**Other MCEA Professionals:
Demographic Race By School Type**

Race	FY 2021		FY 2022	
	Number	Percent	Number	Percent
Elementary School				
American Indian or Alaskan Native	0	0.0%	0	0.0%
Asian	0	0.0%	0	0.0%
Black or African American	0	0.0%	0	0.0%
Hispanic	0	0.0%	0	0.0%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%
Two or More	0	0.0%	0	0.0%
White	0	0.0%	0	0.0%
TOTAL	0	0.0%	0	0.0%
Middle School				
American Indian or Alaskan Native	0	0.0%	0	0.0%
Asian	0	0.0%	0	0.0%
Black or African American	0	0.0%	0	0.0%
Hispanic	0	0.0%	0	0.0%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%
Two or More	0	0.0%	0	0.0%
White	0	0.0%	1	0.3%
TOTAL	0	0.0%	1	0.3%
High School				
American Indian or Alaskan Native	0	0.0%	0	0.0%
Asian	0	0.0%	0	0.0%
Black or African American	4	1.1%	3	0.8%
Hispanic	0	0.0%	0	0.0%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%
Two or More	0	0.0%	0	0.0%
White	21	6.0%	22	6.2%
TOTAL	25	7.2%	25	7.0%
Special School				
American Indian or Alaskan Native	0	0.0%	0	0.0%
Asian	0	0.0%	0	0.0%
Black or African American	0	0.0%	0	0.0%
Hispanic	0	0.0%	0	0.0%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%
Two or More	0	0.0%	0	0.0%
White	0	0.0%	0	0.0%
TOTAL	0	0.0%	0	0.0%
Central				
American Indian or Alaskan Native	0	0.0%	0	0.0%
Asian	12	3.4%	11	3.1%
Black or African American	73	21.0%	77	21.7%
Hispanic	38	10.9%	45	12.7%
Native Hawaiian or Pacific Islander	1	0.3%	1	0.3%
Two or More	2	0.6%	3	0.8%
White	197	56.6%	192	54.1%
TOTAL	323	92.8%	329	92.7%
GRAND TOTAL	348	100.0%	355	100.0%

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

2. Data was captured on October 15.

**Other MCEA Professionals:
Demographic Age By School Type**

AGE	FY 2021		FY 2022	
	Number	Percent	Number	Percent
Elementary School				
Under 20	0	0.0%	0	0.0%
20 - 29 years	0	0.0%	0	0.0%
30 - 39 years	0	0.0%	0	0.0%
40 - 49 years	0	0.0%	0	0.0%
50 - 59 years	0	0.0%	0	0.0%
60+ years	0	0.0%	0	0.0%
TOTAL	0	0.0%	0	0.0%
Middle School				
Under 20	0	0.0%	0	0.0%
20 - 29 years	0	0.0%	0	0.0%
30 - 39 years	0	0.0%	0	0.0%
40 - 49 years	0	0.0%	1	0.3%
50 - 59 years	0	0.0%	0	0.0%
60+ years	0	0.0%	0	0.0%
TOTAL	0	0.0%	1	0.3%
High School				
Under 20	0	0.0%	0	0.0%
20 - 29 years	0	0.0%	0	0.0%
30 - 39 years	3	0.9%	3	0.8%
40 - 49 years	16	4.6%	15	4.2%
50 - 59 years	5	1.4%	5	1.4%
60+ years	1	0.3%	2	0.6%
TOTAL	25	7.2%	25	7.0%
Special School				
Under 20	0	0.0%	0	0.0%
20 - 29 years	0	0.0%	0	0.0%
30 - 39 years	0	0.0%	0	0.0%
40 - 49 years	0	0.0%	0	0.0%
50 - 59 years	0	0.0%	0	0.0%
60+ years	0	0.0%	0	0.0%
TOTAL	0	0.0%	0	0.0%
Central				
Under 20	0	0.0%	0	0.0%
20 - 29 years	2	0.6%	2	0.6%
30 - 39 years	63	18.1%	64	18.0%
40 - 49 years	115	33.0%	119	33.5%
50 - 59 years	94	27.0%	103	29.0%
60+ years	49	14.1%	41	11.5%
TOTAL	323	92.8%	329	92.7%
GRAND TOTAL	348	100.0%	355	100.0%

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

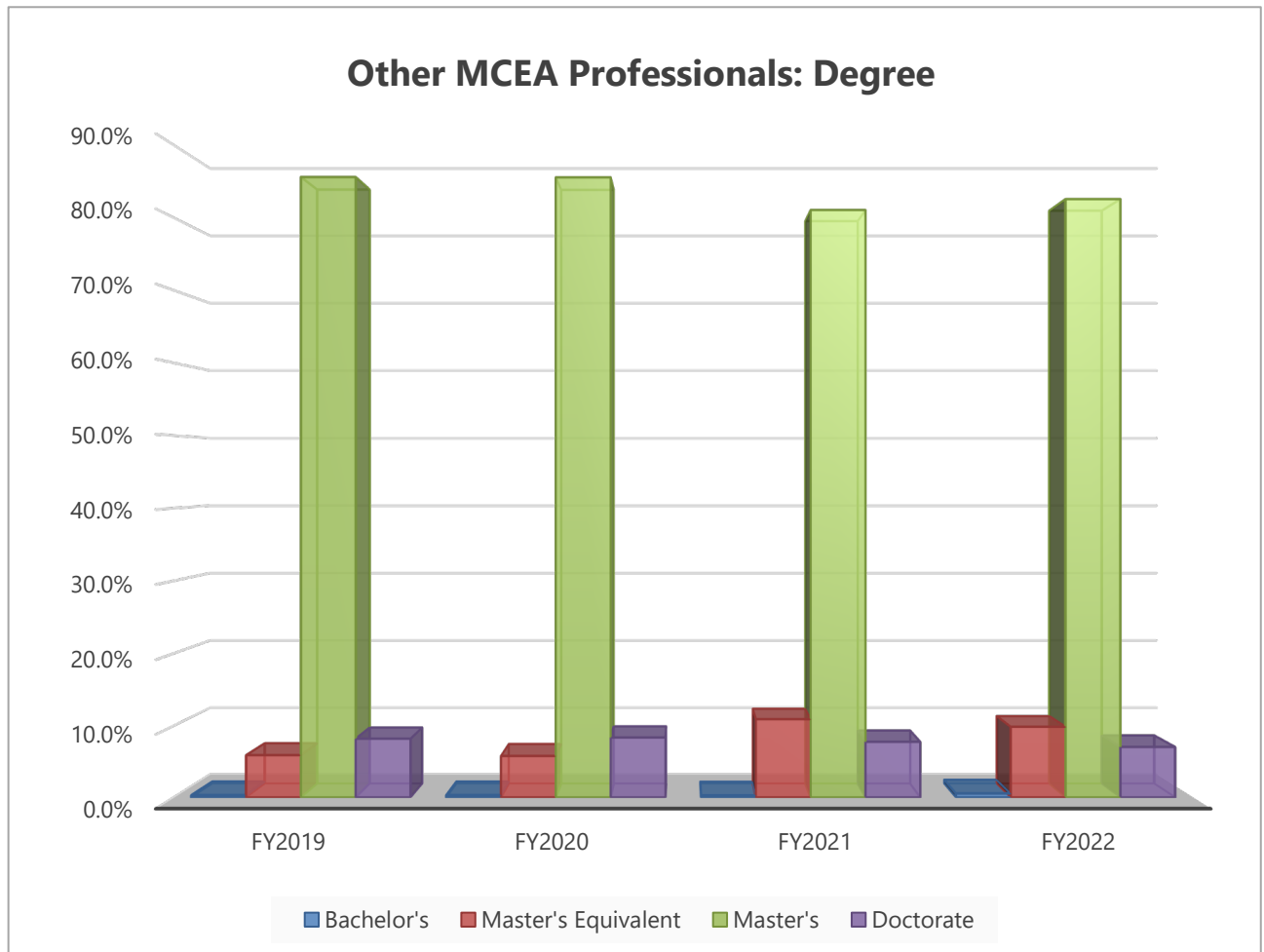
2. Data was captured on October 15.

Other MCEA Professionals: Degree

Degree	FY2019		FY2020		FY2021		FY2022	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Bachelor's	1	0.3%	1	0.3%	1	0.3%	2	0.6%
Master's Equivalent	18	5.9%	18	5.8%	38	10.9%	35	9.9%
Master's	261	85.6%	266	85.5%	282	81.0%	293	82.5%
Doctorate	25	8.2%	26	8.4%	27	7.8%	25	7.0%
TOTAL	305	100.0%	311	100.0%	348	100.0%	355	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
FY2021	348	9	2.6%	322	92.5%	2	0.6%	0	0.0%	15	4.3%
FY2020	311	12	3.9%	283	91.0%	1	0.3%	0	0.0%	15	4.8%
FY2019	305	8	2.6%	282	92.5%	0	0.0%	1	0.3%	14	4.6%
FY2018	306	9	2.9%	279	91.2%	1	0.3%	1	0.3%	16	5.2%

Certification data is collected in June of the fiscal year.

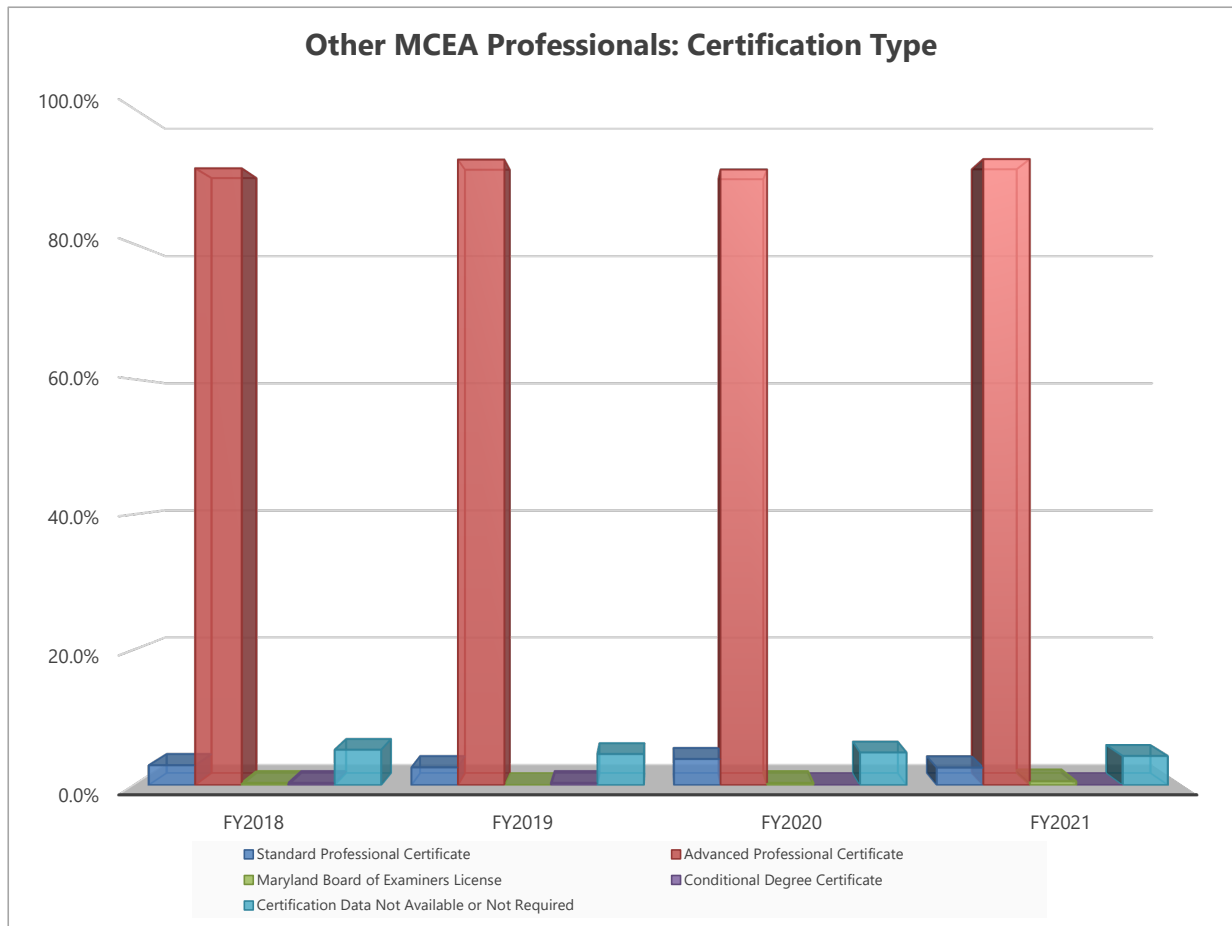
Some employees categorized as 'Other Professionals' are not required to hold a Maryland certificate. Examples include: Parent Educators, Employee Assistance Specialist & Evaluation Specialists.

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.



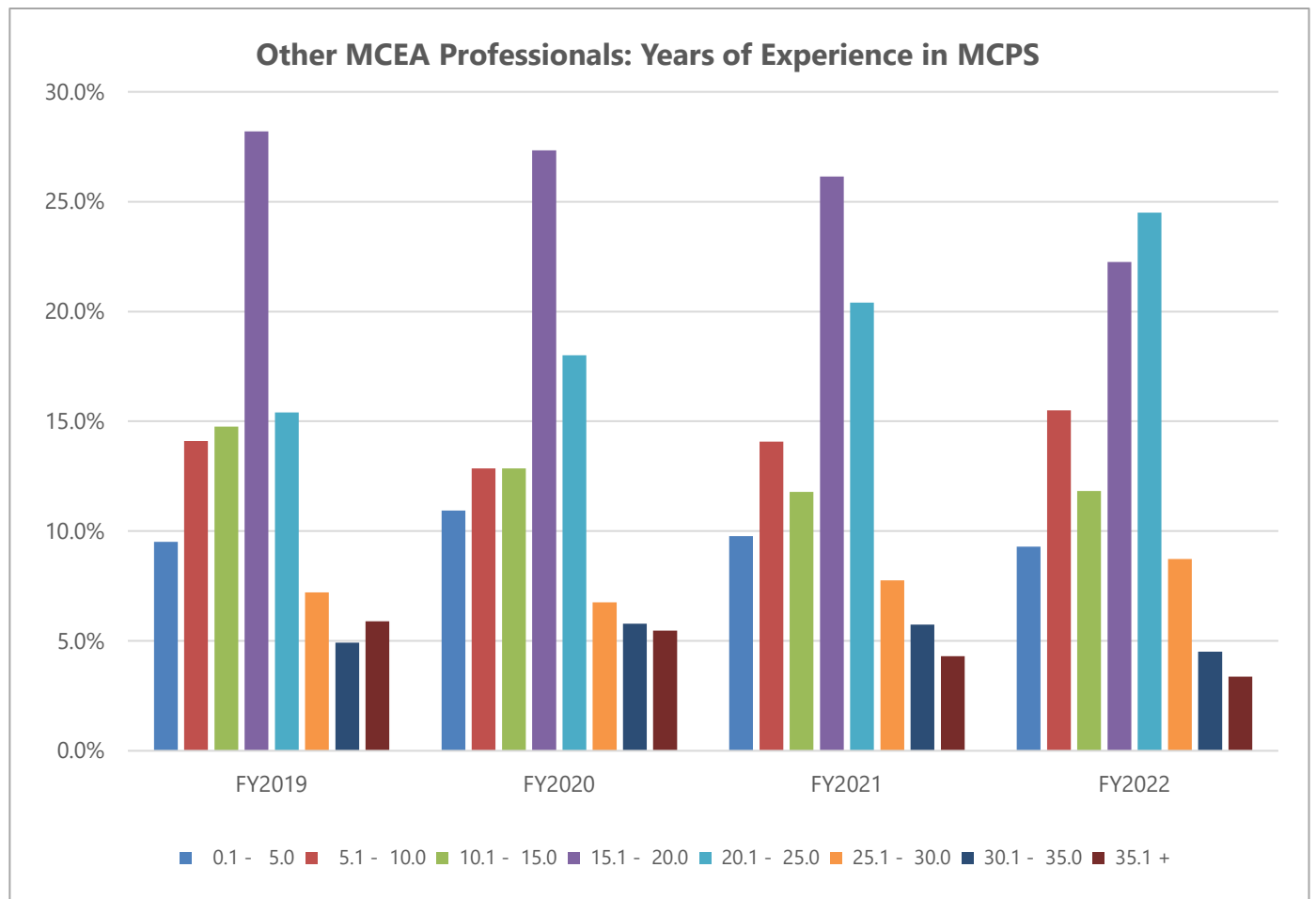
Other MCEA Professionals: Years of Experience in MCPS

Years of Experience	FY2019		FY2020		FY2021		FY2022	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	29	9.5%	34	10.9%	34	9.8%	33	9.3%
5.1 - 10.0	43	14.1%	40	12.9%	49	14.1%	55	15.5%
10.1 - 15.0	45	14.8%	40	12.9%	41	11.8%	42	11.8%
15.1 - 20.0	86	28.2%	85	27.3%	91	26.1%	79	22.3%
20.1 - 25.0	47	15.4%	56	18.0%	71	20.4%	87	24.5%
25.1 - 30.0	22	7.2%	21	6.8%	27	7.8%	31	8.7%
30.1 - 35.0	15	4.9%	18	5.8%	20	5.7%	16	4.5%
35.1 +	18	5.9%	17	5.5%	15	4.3%	12	3.4%
TOTAL	305	100.0%	311	100.0%	348	100.0%	355	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.

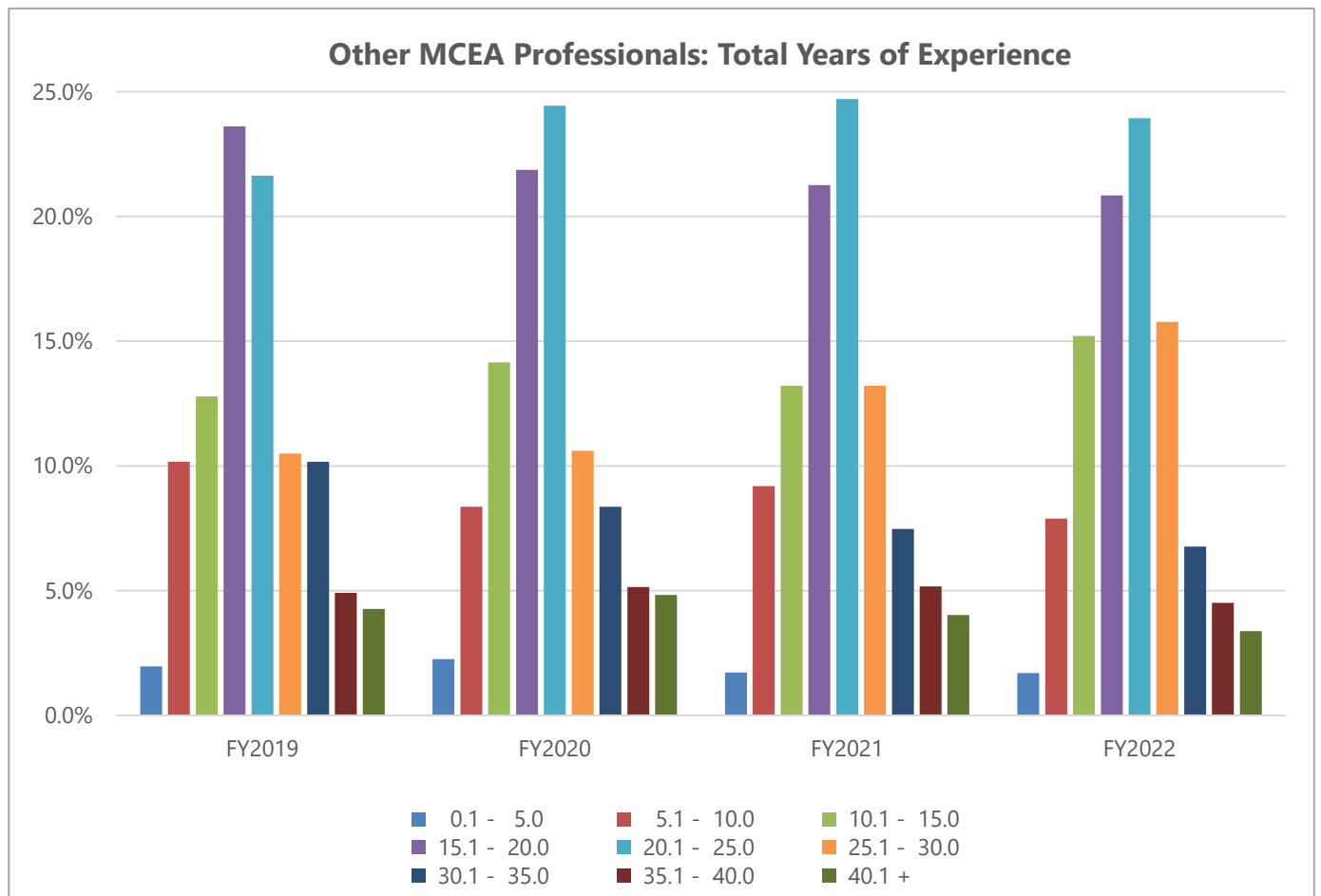


Other MCEA Professionals: Total Years of Experience

Years of Experience	FY2019		FY2020		FY2021		FY2022	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	6	2.0%	7	2.3%	6	1.7%	6	1.7%
5.1 - 10.0	31	10.2%	26	8.4%	32	9.2%	28	7.9%
10.1 - 15.0	39	12.8%	44	14.1%	46	13.2%	54	15.2%
15.1 - 20.0	72	23.6%	68	21.9%	74	21.3%	74	20.8%
20.1 - 25.0	66	21.6%	76	24.4%	86	24.7%	85	23.9%
25.1 - 30.0	32	10.5%	33	10.6%	46	13.2%	56	15.8%
30.1 - 35.0	31	10.2%	26	8.4%	26	7.5%	24	6.8%
35.1 - 40.0	15	4.9%	16	5.1%	18	5.2%	16	4.5%
40.1 +	13	4.3%	15	4.8%	14	4.0%	12	3.4%
TOTAL	305	100.0%	311	100.0%	348	100.0%	355	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

FY2022										
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%	1	0.3%	0	0.0%	0	0.0%	1	0.3%
2	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
3	0	0.0%	0	0.0%	1	0.3%	1	0.3%	2	0.6%
4	0	0.0%	0	0.0%	2	0.6%	1	0.3%	3	0.8%
5	0	0.0%	0	0.0%	0	0.0%	1	0.3%	1	0.3%
6	1	0.3%	0	0.0%	2	0.6%	1	0.3%	4	1.1%
7	0	0.0%	0	0.0%	2	0.6%	4	1.1%	6	1.7%
8	1	0.3%	2	0.6%	4	1.1%	4	1.1%	11	3.1%
9	0	0.0%	0	0.0%	2	0.6%	11	3.1%	13	3.7%
10	0	0.0%	2	0.6%	5	1.4%	8	2.3%	15	4.2%
11	0	0.0%	2	0.6%	5	1.4%	2	0.6%	9	2.5%
12	0	0.0%	3	0.8%	3	0.8%	6	1.7%	12	3.4%
13	0	0.0%	3	0.8%	3	0.8%	6	1.7%	12	3.4%
14	0	0.0%	1	0.3%	3	0.8%	5	1.4%	9	2.5%
15	0	0.0%	3	0.8%	5	1.4%	2	0.6%	10	2.8%
16	0	0.0%	1	0.3%	7	2.0%	4	1.1%	12	3.4%
17	0	0.0%	3	0.8%	2	0.6%	9	2.5%	14	3.9%
18	0	0.0%	2	0.6%	4	1.1%	7	2.0%	13	3.7%
19 - 24	0	0.0%	6	1.7%	38	10.7%	55	15.5%	99	27.9%
25	0	0.0%	3	0.8%	26	7.3%	35	9.9%	64	18.0%
55	0	0.0%	4	1.1%	7	2.0%	14	3.9%	25	7.0%
65	0	0.0%	0	0.0%	7	2.0%	13	3.7%	20	5.6%
TOTAL	2	0.6%	36	10.1%	128	36.1%	189	53.2%	355	100.0%

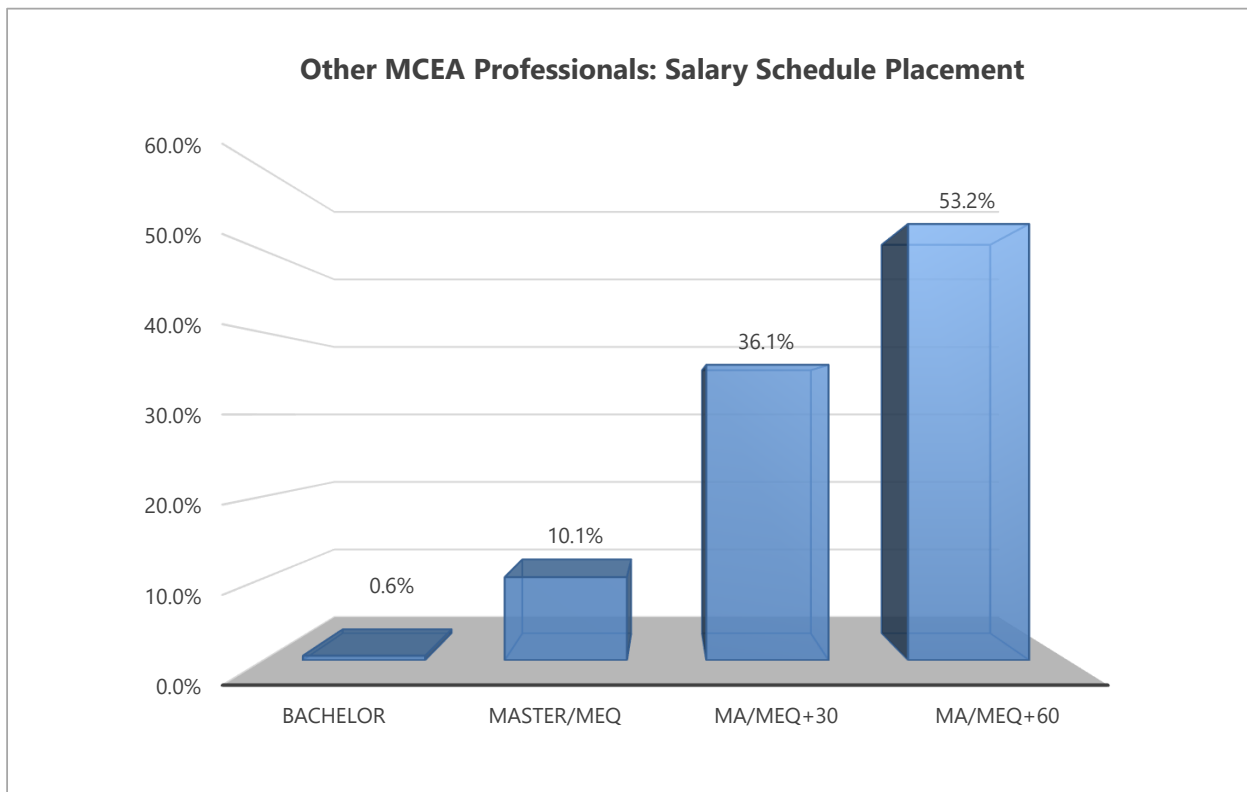
Data reflects the number of permanent employees by head count as of October 15.

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 FY2022

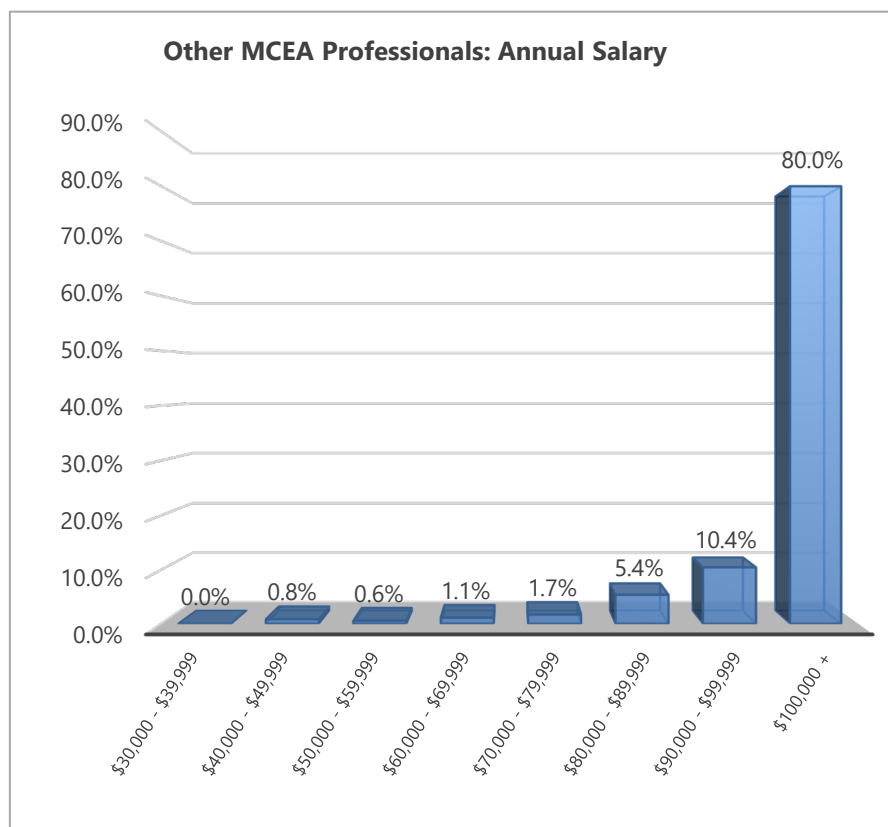
Annual Salary	Number	Percent
Less than \$39,999	0	0.0%
\$40,000 - \$44,999	1	0.3%
\$45,000 - \$49,999	2	0.6%
\$50,000 - \$54,999	1	0.3%
\$55,000 - \$59,999	1	0.3%
\$60,000 - \$64,999	1	0.3%
\$65,000 - \$69,999	3	0.8%
\$70,000 - \$74,999	3	0.8%
\$75,000 - \$79,999	3	0.8%
\$80,000 - \$84,999	4	1.1%
\$85,000 - \$89,999	15	4.2%
\$90,000 - \$94,999	20	5.6%
\$95,000 - \$99,999	17	4.8%
\$100,000 and Over	284	80.0%
TOTAL	355	100.0%

Other Professionals: Average Salaries ¹	
FY2022	\$120,114
FY2021	\$118,106
FY2020	\$118,836
FY2019	\$116,303

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 as of October, 2021.



Other MCEA Professionals: Retirement Eligibility

Fiscal Year	Other Professionals Eligible By Fiscal Year	Percent of Total
2022	50	14.0%
2023	10	2.8%
2024	12	3.4%
2025	9	2.5%
2026	11	3.1%
2027	15	4.2%
2028	13	3.7%
2029	19	5.3%
2030	20	5.6%
2031	22	6.2%
Eligible within 10 years	181	50.8%
Total Other Professionals	356	100.0%

1. Data reflects retirement eligibility for all employees as of July 1, 2021.

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)
 - a. Demographic Gender Profile by School Type
 - b. Demographic Race Profile by School Type
 - c. Demographic Age Profile by School Type
2. Degree
3. Salary Schedule Placement
4. Annual Salary
5. Total Years of Experience
6. Certification Type
7. MCPS High School Graduates Hired as Teachers

New Teachers: Demographic Profile

AS OF OCTOBER 15

	FY 2019		FY 2020		FY 2021		FY 2022	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Female	719	79.8%	885	82.0%	713	79.2%	738	77.9%
Male	182	20.2%	194	18.0%	187	20.8%	209	22.1%
Non-Binary							0	0.0%
TOTAL	901	100.0%	1,079	100.0%	900	100.0%	947	100.0%
RACE								
American Indian or Alaskan Native	2	0.2%	0	0.0%	1	0.1%	0	0.0%
Asian	77	8.5%	84	7.8%	69	7.7%	74	7.8%
Black or African American	122	13.5%	154	14.3%	121	13.4%	148	15.6%
Hispanic	129	14.3%	138	12.8%	126	14.0%	136	14.4%
Native Hawaiian or Pacific Islander	2	0.2%	1	0.1%	3	0.3%	1	0.1%
Two or More	17	1.9%	21	1.9%	22	2.4%	15	1.6%
White	552	61.3%	681	63.1%	558	62.0%	573	60.5%
TOTAL	901	100.0%	1,079	100.0%	900	100.0%	947	100.0%
AGE								
Under 20 years	0	0.0%	0	0.0%	0	0.0%	0	0.0%
20 - 29 years	442	49.1%	521	48.3%	460	51.1%	422	44.6%
30 - 39 years	232	25.7%	280	25.9%	235	26.1%	253	26.7%
40 - 49 years	148	16.4%	161	14.9%	127	14.1%	132	13.9%
50 - 59 years	62	6.9%	102	9.5%	64	7.1%	105	11.1%
60+ years	17	1.9%	15	1.4%	14	1.6%	35	3.7%
TOTAL	901	100.0%	1,079	100.0%	900	100.0%	947	100.0%

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

2. Non-Binary Gender is identified and reported in FY2022.

AS OF JUNE 30

	FY 2018		FY 2019		FY 2020		FY 2021	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Female	825	79.6%	767	80.1%	957	81.2%	838	79.4%
Male	211	20.4%	191	19.9%	221	18.8%	218	20.6%
Non-Binary							0	0.0%
TOTAL	1,036	100.0%	958	100.0%	1,178	100.0%	1,056	100.0%
RACE								
American Indian or Alaskan Native	1	0.1%	2	0.2%	0	0.0%	2	0.2%
Asian	66	6.4%	82	8.6%	87	7.4%	82	7.8%
Black or African American	145	14.0%	131	13.7%	175	14.9%	157	14.9%
Hispanic	109	10.5%	130	13.6%	154	13.1%	141	13.4%
Native Hawaiian Pacific Islander	0	0.0%	2	0.2%	1	0.1%	3	0.3%
Two or More	34	3.3%	20	2.1%	23	2.0%	25	2.4%
White	681	65.7%	591	61.7%	738	62.6%	646	61.2%
TOTAL	1,036	100.0%	958	100.0%	1,178	100.0%	1,056	100.0%
AGE								
20 - 29 years	503	48.6%	427	44.6%	528	44.8%	507	48.0%
30 - 39 years	273	26.4%	274	28.6%	323	27.4%	285	27.0%
40 - 49 years	152	14.7%	169	17.6%	183	15.5%	161	15.2%
50 - 59 years	90	8.7%	66	6.9%	121	10.3%	89	8.4%
60+ years	18	1.7%	22	2.3%	23	2.0%	14	1.3%
TOTAL	1,036	100.0%	958	100.0%	1,178	100.0%	1,056	100.0%

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

2. Non-Binary Gender is identified and reported in FY2022.

Staff Statistical Profile

Section 8 p.1

New Teachers: Demographic Gender by School Type

AS OF OCTOBER 15

GENDER	FY 2021		FY 2022	
	Number	Percent	Number	Percent
Female	393	43.7%	375	39.6%
Male	45	5.0%	38	4.0%
Non-Binary			0	0.0%
Elementary School TOTAL	438	48.7%	413	43.6%
Female	171	19.0%	157	16.6%
Male	63	7.0%	71	7.5%
Non-Binary			0	0.0%
Middle School TOTAL	234	26.0%	228	24.1%
Female	114	12.7%	136	14.4%
Male	72	8.0%	79	8.3%
Non-Binary			0	0.0%
High School TOTAL	186	20.7%	215	22.7%
Female	10	1.1%	10	1.1%
Male	4	0.4%	4	0.4%
Non-Binary			0	0.0%
Special School TOTAL	14	1.6%	14	1.5%
Female	25	2.8%	60	6.3%
Male	3	0.3%	17	1.8%
Non-Binary			0	0.0%
Central TOTAL	28	3.1%	77	8.1%
Grand TOTAL	900	100.0%	947	100.0%

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

2. Non-Binary Gender is identified and reported in FY2022.

3. Data was captured on October 15.

AS OF JUNE 30

GENDER	FY 2020		FY 2021	
	Number	Percent	Number	Percent
Female	528	44.8%	458	43.4%
Male	58	4.9%	54	5.1%
Non-Binary			0	0.0%
Elementary School TOTAL	586	49.7%	512	48.5%
Female	214	18.2%	199	18.8%
Male	67	5.7%	69	6.5%
Non-Binary			0	0.0%
Middle School TOTAL	281	23.9%	268	25.4%
Female	159	13.5%	133	12.6%
Male	83	7.0%	83	7.9%
Non-Binary			0	0.0%
High School TOTAL	242	20.5%	216	20.5%
Female	17	1.4%	12	1.1%
Male	1	0.1%	5	0.5%
Non-Binary			0	0.0%
Special School TOTAL	18	1.5%	17	1.6%
Female	39	3.3%	36	3.4%
Male	12	1.0%	7	0.7%
Non-Binary			0	0.0%
Central TOTAL	51	4.3%	43	4.1%
Grand TOTAL	1,178	100.0%	1,056	100.0%

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

2. Non-Binary Gender is identified and reported in FY2022.

3. Data was captured on June 1, 2021.

New Teachers: Demographic Race by School Type

AS OF OCTOBER 15

Race	FY 2021		FY 2022	
	Number	Percent	Number	Percent
American Indian or Alaskan Native	0	0.0%	0	0.0%
Asian	20	2.2%	24	2.5%
Black or African American	53	5.9%	62	6.5%
Hispanic	65	7.2%	72	7.6%
Native Hawaiian or Pacific Islander	1	0.1%	0	0.0%
Two or More	11	1.2%	9	1.0%
White	288	32.0%	246	26.0%
Elementary School TOTAL	438	48.7%	413	43.6%
American Indian or Alaskan Native	1	0.1%	0	0.0%
Asian	21	2.3%	17	1.8%
Black or African American	34	3.8%	33	3.5%
Hispanic	35	3.9%	33	3.5%
Native Hawaiian or Pacific Islander	2	0.2%	1	0.1%
Two or More	5	0.6%	3	0.3%
White	136	15.1%	141	14.9%
Middle School TOTAL	234	26.0%	228	24.1%
American Indian or Alaskan Native	0	0.0%	0	0.0%
Asian	21	2.3%	25	2.6%
Black or African American	29	3.2%	36	3.8%
Hispanic	23	2.6%	21	2.2%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%
Two or More	4	0.4%	2	0.2%
White	109	12.1%	131	13.8%
High School TOTAL	186	20.7%	215	22.7%
American Indian or Alaskan Native	0	0.0%	0	0.0%
Asian	2	0.2%	2	0.2%
Black or African American	2	0.2%	2	0.2%
Hispanic	0	0.0%	1	0.1%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%
Two or More	1	0.1%	1	0.1%
White	9	1.0%	8	0.8%
Special School TOTAL	14	1.6%	14	1.5%
American Indian or Alaskan Native	0	0.0%	0	0.0%
Asian	5	0.6%	6	0.6%
Black or African American	3	0.3%	15	1.6%
Hispanic	3	0.3%	9	1.0%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%
Two or More	1	0.1%	0	0.0%
White	16	1.8%	47	5.0%
Central TOTAL	28	3.1%	77	8.1%
GRAND TOTAL	900	100.0%	947	100.0%

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

2. Data was captured on October 15.

AS OF JUNE 30

Race	FY 2020		FY 2021	
	Number	Percent	Number	Percent
American Indian or Alaskan Native	0	0.0%	1	0.1%
Asian	43	3.7%	29	2.7%
Black or African American	70	5.9%	65	6.2%
Hispanic	73	6.2%	69	6.5%
Native Hawaiian or Pacific Islander	1	0.1%	1	0.1%
Two or More	12	1.0%	14	1.3%
White	387	32.9%	333	31.5%
Elementary School TOTAL	586	49.7%	512	48.5%
American Indian or Alaskan Native	0	0.0%	1	0.1%
Asian	19	1.6%	23	2.2%
Black or African American	49	4.2%	42	4.0%
Hispanic	44	3.7%	38	3.6%
Native Hawaiian or Pacific Islander	0	0.0%	2	0.2%
Two or More	8	0.7%	5	0.5%
White	161	13.7%	157	14.9%
Middle School TOTAL	281	23.9%	268	25.4%
American Indian or Alaskan Native	0	0.0%	0	0.0%
Asian	20	1.7%	22	2.1%
Black or African American	45	3.8%	37	3.5%
Hispanic	25	2.1%	26	2.5%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%
Two or More	2	0.2%	4	0.4%
White	150	12.7%	127	12.0%
High School TOTAL	242	20.5%	216	20.5%
American Indian or Alaskan Native	0	0.0%	0	0.0%
Asian	2	0.2%	2	0.2%
Black or African American	3	0.3%	3	0.3%
Hispanic	0	0.0%	0	0.0%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%
Two or More	0	0.0%	1	0.1%
White	13	1.1%	11	1.0%
Special School TOTAL	18	1.5%	17	1.6%
American Indian or Alaskan Native	0	0.0%	0	0.0%
Asian	3	0.3%	6	0.6%
Black or African American	8	0.7%	10	0.9%
Hispanic	12	1.0%	8	0.8%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%
Two or More	1	0.1%	1	0.1%
White	27	2.3%	18	1.7%
Central TOTAL	51	4.3%	43	4.1%
GRAND TOTAL	1,178	100.0%	1,056	100.0%

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

2. Data was captured on June 1, 2021.

New Teachers: Demographic Age by School Type

AS OF OCTOBER 15

AGE	FY 2021		FY 2022	
	Number	Percent	Number	Percent
Under 20	0	0.0%	0	0.0%
20 - 29 years	261	29.0%	215	22.7%
30 - 39 years	101	11.2%	105	11.1%
40 - 49 years	45	5.0%	58	6.1%
50 - 59 years	24	2.7%	28	3.0%
60+ years	7	0.8%	7	0.7%
Elementary School TOTAL	438	48.7%	413	43.6%
Under 20	0	0.0%	0	0.0%
20 - 29 years	108	12.0%	102	10.8%
30 - 39 years	65	7.2%	50	5.3%
40 - 49 years	43	4.8%	36	3.8%
50 - 59 years	17	1.9%	33	3.5%
60+ years	1	0.1%	7	0.7%
Middle School TOTAL	234	26.0%	228	24.1%
Under 20	0	0.0%	0	0.0%
20 - 29 years	71	7.9%	80	8.4%
30 - 39 years	56	6.2%	69	7.3%
40 - 49 years	36	4.0%	21	2.2%
50 - 59 years	18	2.0%	31	3.3%
60+ years	5	0.6%	14	1.5%
High School TOTAL	186	20.7%	215	22.7%
Under 20	0	0.0%	0	0.0%
20 - 29 years	7	0.8%	8	0.8%
30 - 39 years	4	0.4%	1	0.1%
40 - 49 years	2	0.2%	2	0.2%
50 - 59 years	1	0.1%	2	0.2%
60+ years	0	0.0%	1	0.1%
Special School TOTAL	14	1.6%	14	1.5%
Under 20	0	0.0%	0	0.0%
20 - 29 years	13	1.4%	17	1.8%
30 - 39 years	9	1.0%	28	3.0%
40 - 49 years	3	0.3%	15	1.6%
50 - 59 years	3	0.3%	11	1.2%
60+ years	0	0.0%	6	0.6%
Central TOTAL	28	3.1%	77	8.1%
GRAND TOTAL	900	100.0%	947	100.0%

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

AS OF JUNE 30

AGE	FY 2020		FY 2021	
	Number	Percent	Number	Percent
Under 20	0	0.0%	0	0.0%
20 - 29 years	313	26.6%	286	27.1%
30 - 39 years	147	12.5%	125	11.8%
40 - 49 years	68	5.8%	57	5.4%
50 - 59 years	48	4.1%	37	3.5%
60+ years	10	0.8%	7	0.7%
Elementary School TOTAL	586	49.7%	512	48.5%
Under 20	0	0.0%	0	0.0%
20 - 29 years	126	10.7%	120	11.4%
30 - 39 years	79	6.7%	69	6.5%
40 - 49 years	43	3.7%	57	5.4%
50 - 59 years	30	2.5%	20	1.9%
60+ years	3	0.3%	2	0.2%
Middle School TOTAL	281	23.9%	268	25.4%
Under 20	0	0.0%	0	0.0%
20 - 29 years	70	5.9%	78	7.4%
30 - 39 years	80	6.8%	69	6.5%
40 - 49 years	52	4.4%	40	3.8%
50 - 59 years	32	2.7%	25	2.4%
60+ years	8	0.7%	4	0.4%
High School TOTAL	242	20.5%	216	20.5%
Under 20	0	0.0%	0	0.0%
20 - 29 years	6	0.5%	9	0.9%
30 - 39 years	6	0.5%	4	0.4%
40 - 49 years	3	0.3%	0	0.0%
50 - 59 years	3	0.3%	3	0.3%
60+ years	0	0.0%	1	0.1%
Special School TOTAL	18	1.5%	17	1.6%
Under 20	0	0.0%	0	0.0%
20 - 29 years	13	1.1%	14	1.3%
30 - 39 years	11	0.9%	18	1.7%
40 - 49 years	17	1.4%	7	0.7%
50 - 59 years	8	0.7%	4	0.4%
60+ years	2	0.2%	0	0.0%
Central TOTAL	51	4.3%	43	4.1%
GRAND TOTAL	1,178	100.0%	1,056	100.0%

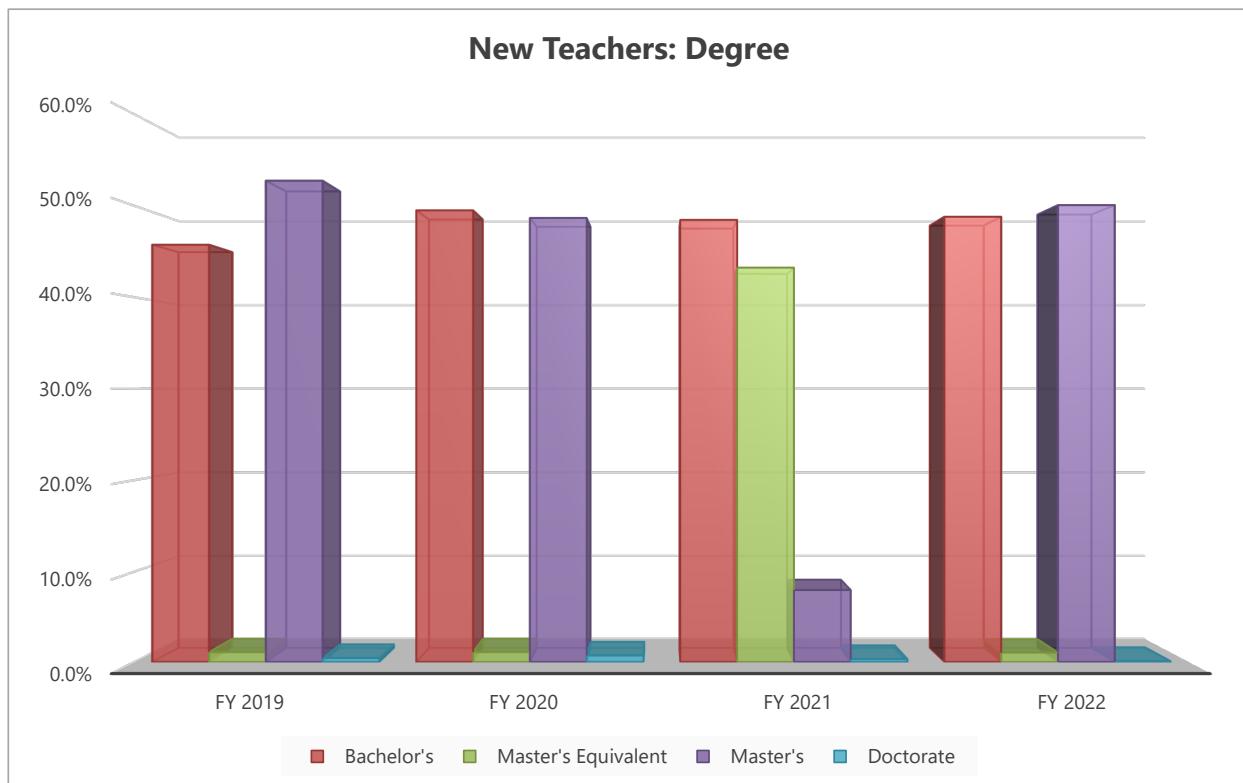
1. Data reflects the number of permanent employees by head count (Position 1). Temporary and substitute employees are not included.
2. Data was captured on June 1, 2021.

New Teachers: Degree

	FY 2019		FY 2020		FY 2021		FY 2022	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
ELEMENTARY SCHOOL								
Bachelor's	245	56.1%	306	56.4%	239	54.6%	257	62.2%
Master's Equivalent ¹	4	0.9%	8	1.5%	162	37.0%	4	1.0%
Master's	188	43.0%	229	42.2%	36	8.2%	152	36.8%
Doctorate	0	0.0%	0	0.0%	1	0.2%	0	0.0%
TOTAL	437	100.0%	543	100.0%	438	100.0%	413	100.0%
MIDDLE SCHOOL								
Bachelor's	76	37.4%	133	48.9%	112	47.9%	101	44.3%
Master's Equivalent	4	2.0%	1	0.4%	106	45.3%	2	0.9%
Master's	123	60.6%	137	50.4%	14	6.0%	125	54.8%
Doctorate	0	0.0%	1	0.4%	2	0.9%	0	0.0%
TOTAL	203	100.0%	272	100.0%	234	100.0%	228	100.0%
HIGH SCHOOL								
Bachelor's	77	36.3%	80	38.5%	73	39.2%	77	35.8%
Master's Equivalent	2	0.9%	3	1.4%	93	50.0%	3	1.4%
Master's	129	60.8%	121	58.2%	20	10.8%	134	62.3%
Doctorate	4	1.9%	4	1.9%	0	0.0%	1	0.5%
TOTAL	212	100.0%	208	100.0%	186	100.0%	215	100.0%
CENTRAL OFFICE & SPECIAL SCHOOLS								
Bachelor's	14	28.6%	14	25.9%	12	28.6%	27	29.7%
Master's Equivalent	0	0.0%	0	0.0%	28	66.7%	1	1.1%
Master's	35	71.4%	37	68.5%	2	4.8%	63	69.2%
Doctorate	0	0.0%	3	5.6%	0	0.0%	0	0.0%
TOTAL	49	100.0%	54	100.0%	42	100.0%	91	100.0%
ALL NEW TEACHERS								
Bachelor's	412	45.7%	533	49.5%	436	48.4%	462	48.8%
Master's Equivalent	10	1.1%	12	1.1%	389	43.2%	10	1.1%
Master's	475	52.7%	524	48.7%	72	8.0%	474	50.1%
Doctorate	4	0.4%	8	0.7%	3	0.3%	1	0.1%
GRAND TOTAL	901	100.0%	1,077	100.0%	900	100.0%	947	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.



New Teachers: Salary Schedule Placement

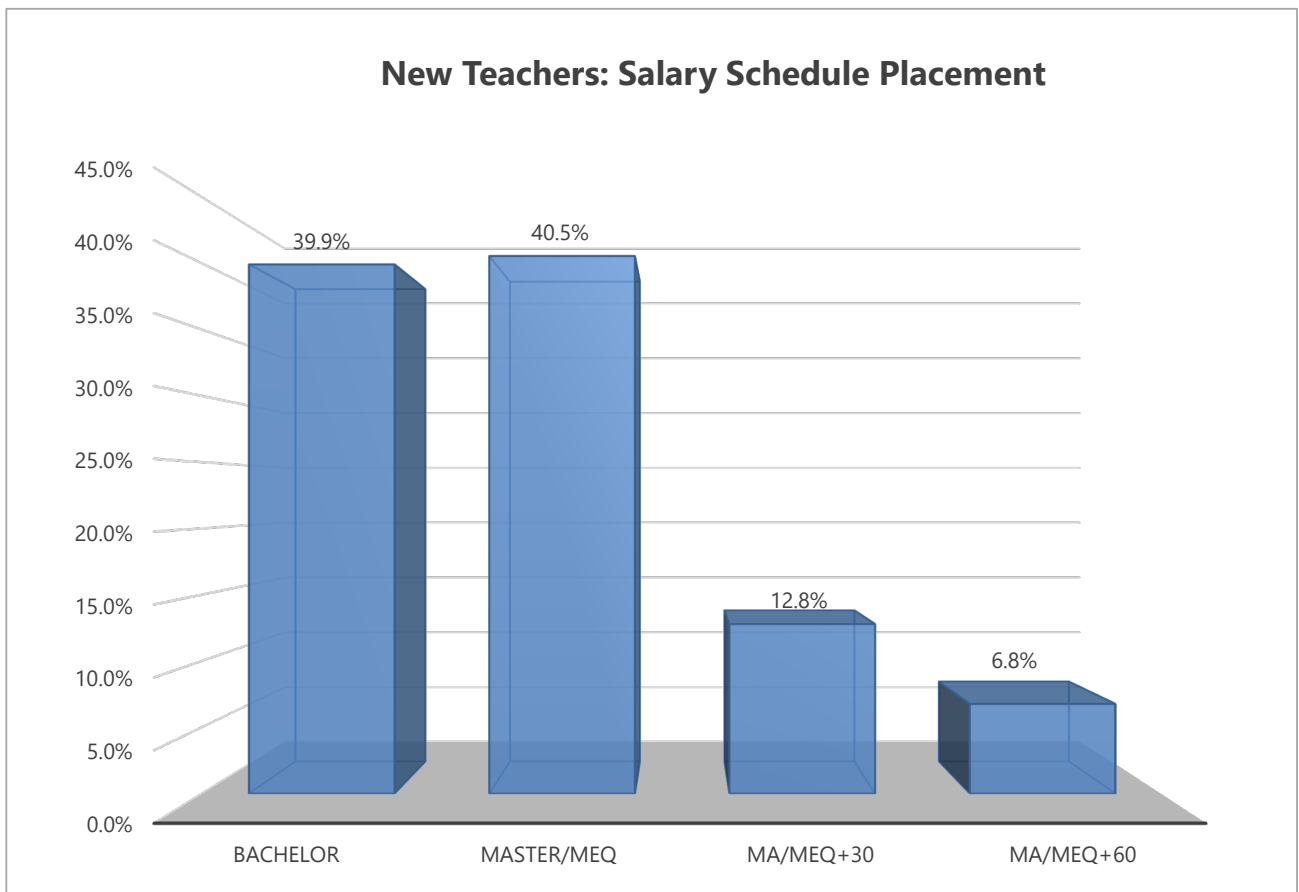
FY2022										
Step	Bachelor		Master/MEQ ¹		MA/MEQ+30 ²		MA/MEQ+60 ³		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
1	291	30.7%	172	18.2%	34	3.6%	13	1.4%	510	53.9%
2	14	1.5%	17	1.8%	4	0.4%	3	0.3%	38	4.0%
3	9	1.0%	21	2.2%	4	0.4%	3	0.3%	37	3.9%
4	16	1.7%	18	1.9%	3	0.3%	1	0.1%	38	4.0%
5	9	1.0%	12	1.3%	2	0.2%	3	0.3%	26	2.7%
6	7	0.7%	25	2.6%	5	0.5%	5	0.5%	42	4.4%
7	28	3.0%	17	1.8%	6	0.6%	0	0.0%	51	5.4%
8	3	0.3%	83	8.8%	42	4.4%	4	0.4%	132	13.9%
9	0	0.0%	5	0.5%	4	0.4%	25	2.6%	34	3.6%
10	1	0.1%	7	0.7%	5	0.5%	1	0.1%	14	1.5%
11	0	0.0%	1	0.1%	2	0.2%	0	0.0%	3	0.3%
12	0	0.0%	1	0.1%	2	0.2%	1	0.1%	4	0.4%
13	0	0.0%	0	0.0%	4	0.4%	4	0.4%	8	0.8%
14	0	0.0%	3	0.3%	0	0.0%	1	0.1%	4	0.4%
15	0	0.0%	1	0.1%	0	0.0%	0	0.0%	1	0.1%
16	0	0.0%	1	0.1%	0	0.0%	0	0.0%	1	0.1%
17	0	0.0%	0	0.0%	3	0.3%	0	0.0%	3	0.3%
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%	1	0.1%	0	0.0%	1	0.1%
TOTAL	378	39.9%	384	40.5%	121	12.8%	64	6.8%	947	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 FY2022

Annual Salary	Number	Percent
Less than \$29,999	25	2.6%
\$30,000 - \$34,999	8	0.8%
\$35,000 - \$39,999	19	2.0%
\$40,000 - \$44,999	15	1.6%
\$45,000 - \$49,999	8	0.8%
\$50,000 - \$54,999	303	32.0%
\$55,000 - \$59,999	272	28.7%
\$60,000 - \$64,999	69	7.3%
\$65,000 - \$69,999	50	5.3%
\$70,000 - \$74,999	112	11.8%
\$75,000 - \$79,999	31	3.3%
\$80,000 +	35	3.7%
TOTAL	947	100.0%

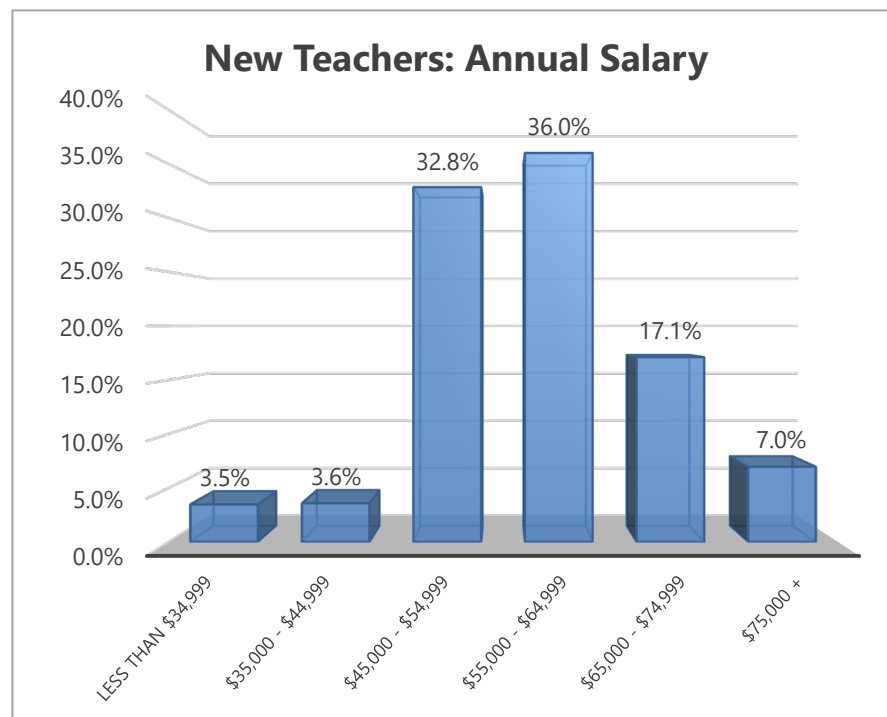
Data as of October 15.

New Teachers: Average Salaries ¹	
FY2022	\$58,228
FY2021	\$56,143
FY2020	\$56,374
FY2019	\$55,123

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.

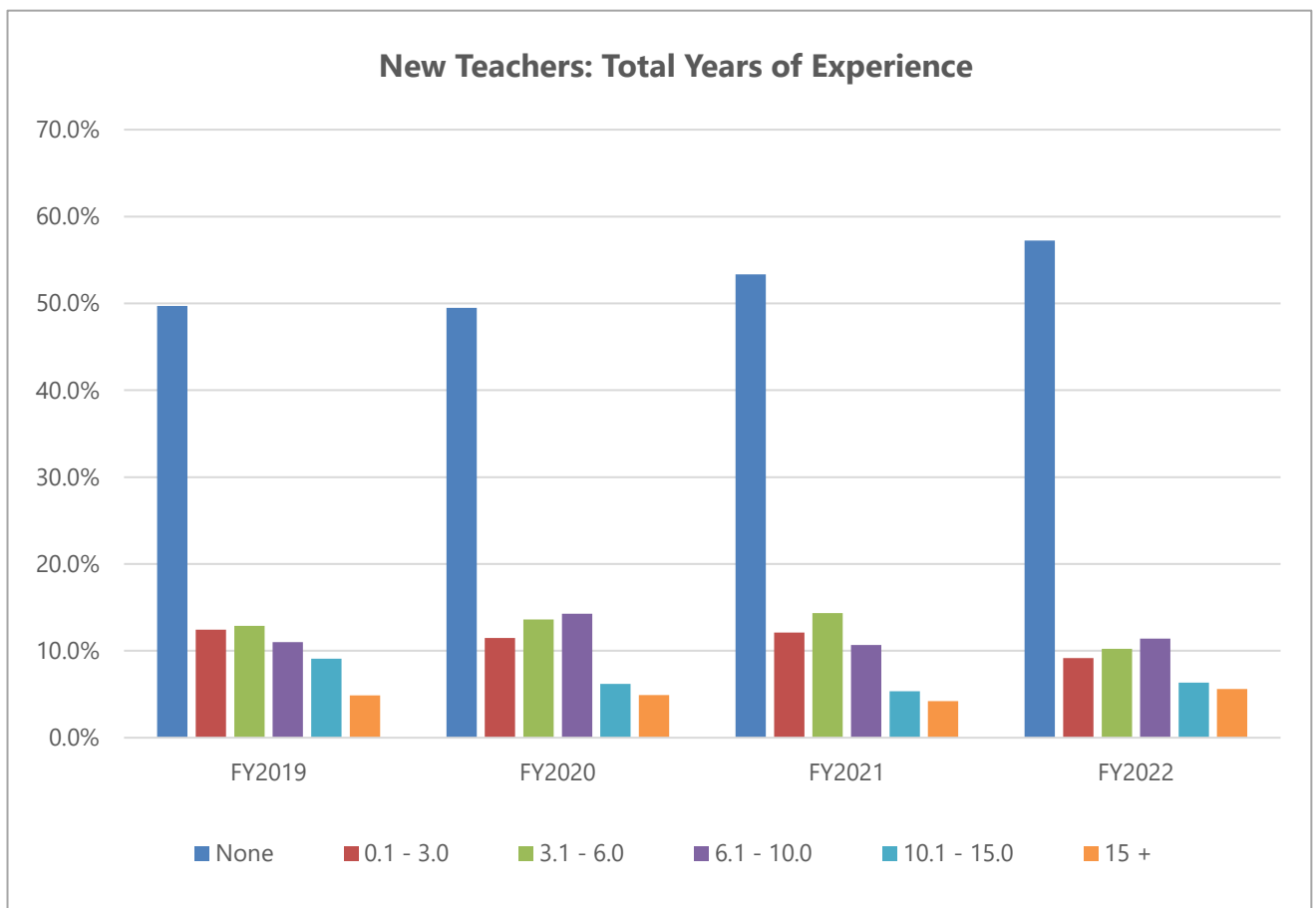


New Teachers: Total Years of Experience

Years of Experience	FY2019		FY2020		FY2021		FY2022	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
None	448	49.7%	534	49.5%	480	53.3%	542	57.2%
0.1 - 3.0	112	12.4%	124	11.5%	109	12.1%	87	9.2%
3.1 - 6.0	116	12.9%	147	13.6%	129	14.3%	97	10.2%
6.1 - 10.0	99	11.0%	154	14.3%	96	10.7%	108	11.4%
10.1 - 15.0	82	9.1%	67	6.2%	48	5.3%	60	6.3%
15 +	44	4.9%	53	4.9%	38	4.2%	53	5.6%
TOTAL	901	100.0%	1,079	100.0%	900	100.0%	947	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
FY2021	1,056	600	56.8%	146	13.8%	37	3.5%	235	22.3%	6	0.6%	32	3.0%
FY2020	1,179	685	58.1%	182	15.4%	50	4.2%	241	20.4%	13	1.1%	7	0.6%
FY2019	958	608	63.5%	201	21.0%	38	4.0%	98	10.2%	11	1.1%	2	0.2%
FY2018	1,036	652	62.9%	227	21.9%	34	3.3%	109	10.5%	13	1.3%	1	0.1%

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

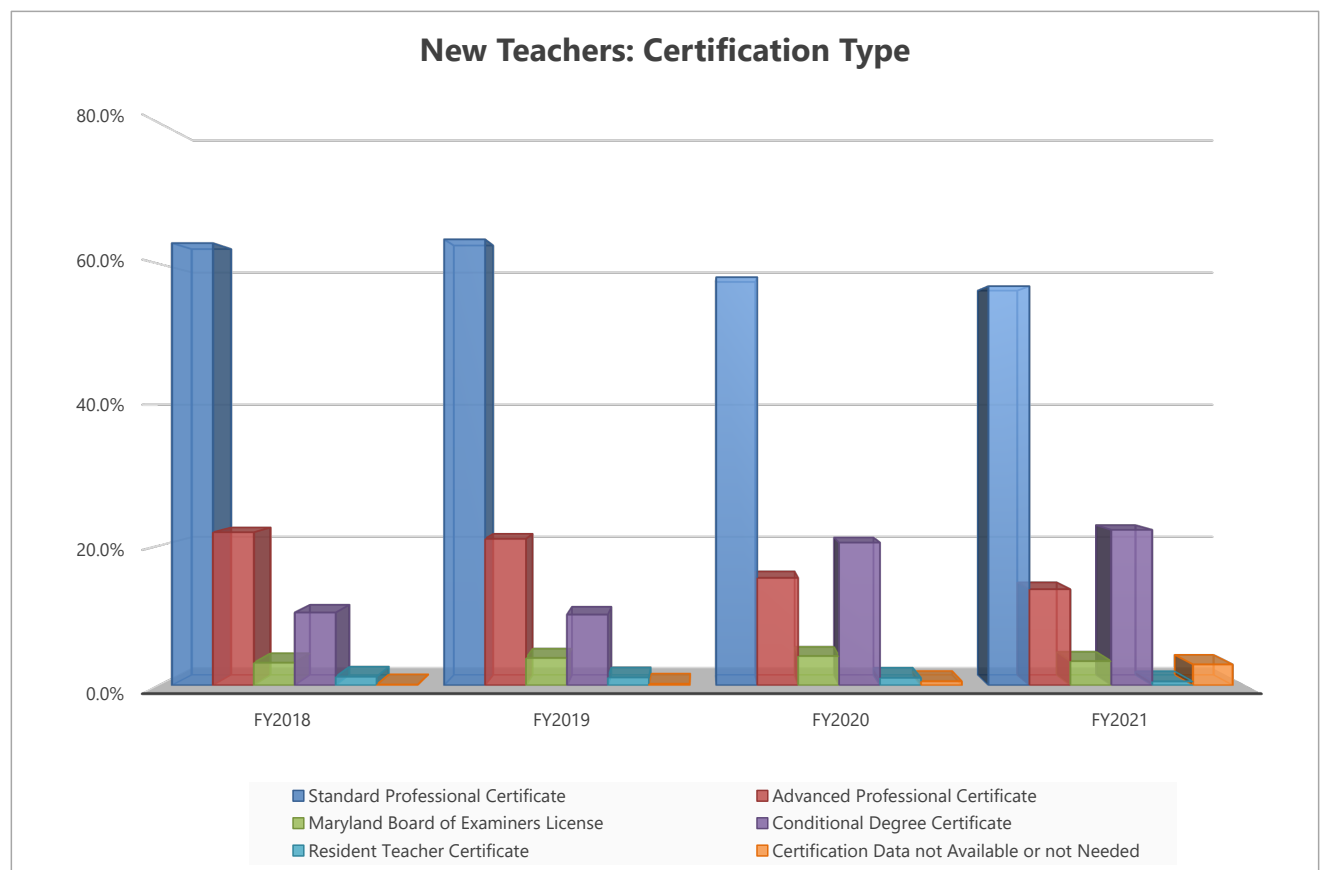
¹ The Standard Professional Certificate is a professional certificate in the state of Maryland.

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.



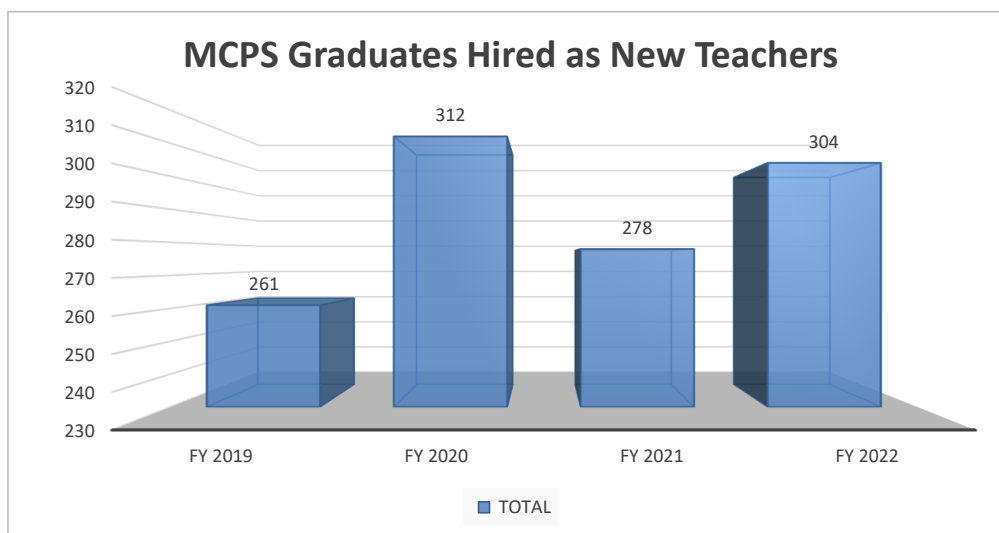
New Teachers: MCPS Graduates Hired

	FY 2019	FY 2020	FY 2021	FY 2022
	Count	Number	Number	Number
Albert Einstein High School	12	12	9	8
Bethesda-Chevy Chase High School	4	7	9	12
Charles W. Woodward High School*	0	1	0	0
Clarksburg High School	7	9	10	12
Col. Zadok Magruder High School	10	18	16	20
Damascus High School	14	11	12	15
Gaithersburg High School	17	15	18	19
James Hubert Blake High School	14	11	14	8
John F. Kennedy High School	11	12	8	10
Montgomery Blair High School	9	8	5	15
Northwest High School	7	19	15	11
Northwood High School	3	5	6	10
Paint Branch High School	12	10	11	9
Poolesville High School	11	7	5	6
Quince Orchard High School	7	20	8	14
Richard Montgomery High School	7	13	11	14
Robert E. Peary High School*	0	0	1	0
Rockville High School	16	9	8	16
Seneca Valley High School	9	12	7	9
Sherwood High School	25	21	22	21
Springbrook High School	10	10	7	10
Thomas S. Wootton High School	16	26	24	12
Walt Whitman High School	1	14	14	5
Walter Johnson High School	18	14	13	20
Watkins Mill High School	5	7	8	9
Wheaton High School	4	6	6	7
Winston Churchill High School	12	15	11	12
TOTAL	261	312	278	304

* School no longer operational

1. Data as of October 15 of each fiscal year

2. Data provided by Office of Human Resources and Development



Section 9: MCEA – Teachers (10 month)

1. Retention of Teachers
2. Demographic Profile
 - a. Demographic Race Profile by School Type
 - b. Demographic Age Profile by School Type
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																									Total # of Terminations	
		FY2010		FY2011		FY2012		FY2013		FY2014		FY2015		FY2016		FY2017		FY2018		FY2019		FY2020		FY2021			
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			#	%
FY2010	639	31	4.9%	42	6.6%	35	5.5%	24	3.8%	22	3.4%	19	3.0%	16	2.5%	15	2.3%	15	2.3%	18	2.8%	11	1.7%	12	1.9%	260	40.7%
FY2011	492			30	6.1%	23	4.7%	23	4.7%	11	2.2%	39	7.9%	22	4.5%	20	4.1%	14	2.8%	9	1.8%	4	0.8%	5	1.0%	200	40.7%
FY2012	881					61	6.9%	44	5.0%	39	4.4%	62	7.0%	32	3.6%	27	3.1%	22	2.5%	21	2.4%	15	1.7%	21	2.4%	344	39.0%
FY2013	720							76	10.6%	57	7.9%	71	9.9%	44	6.1%	35	4.9%	38	5.3%	19	2.6%	15	2.1%	12	1.7%	367	51.0%
FY2014	978									79	8.1%	79	8.1%	48	4.9%	45	4.6%	35	3.6%	33	3.4%	19	1.9%	28	2.9%	366	37.4%
FY2015	972											32	3.3%	62	6.4%	59	6.1%	40	4.1%	53	5.5%	19	2.0%	20	2.1%	285	29.3%
FY2016	720													54	7.5%	60	8.3%	41	5.7%	30	4.2%	18	2.5%	16	2.2%	219	30.4%
FY2017	1,349															148	11.0%	84	6.2%	61	4.5%	49	3.6%	60	4.4%	402	29.8%
FY2018	1,074																	112	10.4%	85	7.9%	47	4.4%	60	5.6%	304	28.3%
FY2019	1,009																			112	11.1%	64	6.3%	59	5.8%	235	23.3%
FY2020	1,221																					121	9.9%	97	7.9%	218	17.9%
FY2021	1,093																							129	11.8%	129	11.8%
Totals	11,148																									3,329	29.9%

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.

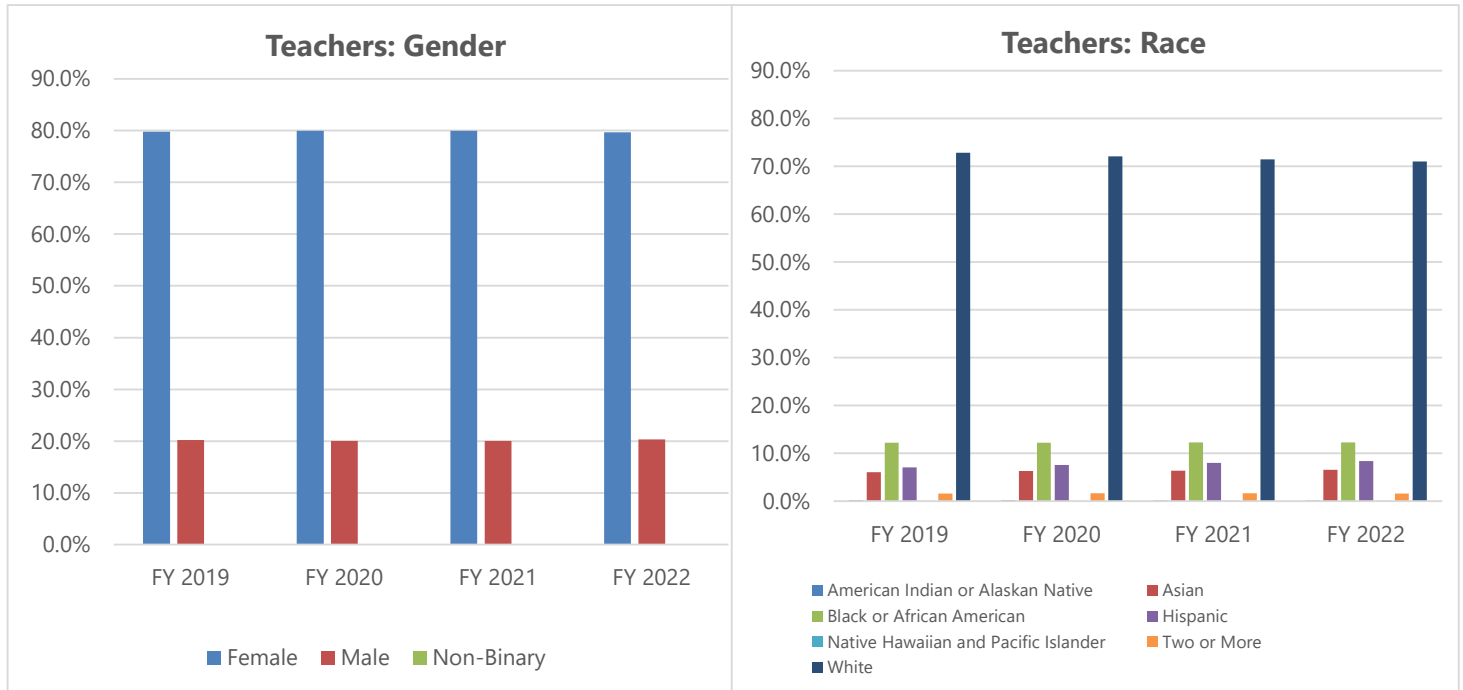
Teachers: Demographic Profile

	FY 2019		FY 2020		FY 2021		FY 2022	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Female	10,486	79.8%	10,722	80.0%	10,913	80.0%	10,951	79.7%
Male	2,656	20.2%	2,685	20.0%	2,733	20.0%	2,792	20.3%
Non-Binary							2	0.01%
TOTAL	13,142	100.0%	13,407	100.0%	13,646	100.0%	13,745	100.0%
RACE								
American Indian or Alaskan Native	23	0.2%	23	0.2%	21	0.2%	18	0.1%
Asian	795	6.0%	844	6.3%	868	6.4%	901	6.6%
Black or African American	1,606	12.2%	1,637	12.2%	1,676	12.3%	1,686	12.3%
Hispanic	930	7.1%	1,015	7.6%	1,088	8.0%	1,155	8.4%
Native Hawaiian and Pacific Islander	7	0.1%	8	0.1%	11	0.1%	10	0.1%
Two or More	206	1.6%	219	1.6%	228	1.7%	217	1.6%
White	9,575	72.9%	9,661	72.1%	9,754	71.5%	9,758	71.0%
TOTAL	13,142	100.0%	13,407	100.0%	13,646	100.0%	13,745	100.0%
AGE								
Under 20 years	0	0.0%	0	0.0%	0	0.0%	0	0.0%
20 - 29 years	2,242	17.1%	2,269	16.9%	2,249	16.5%	2,185	15.9%
30 - 39 years	3,806	29.0%	3,863	28.8%	3,941	28.9%	3,916	28.5%
40 - 49 years	3,613	27.5%	3,695	27.6%	3,771	27.6%	3,800	27.6%
50 - 59 years	2,479	18.9%	2,608	19.5%	2,783	20.4%	2,954	21.5%
60+ years	1,002	7.6%	972	7.2%	902	6.6%	890	6.5%
AVERAGE AGE	42.2		42.2		42.2		42.4	
TOTAL	13,142	100.0%	13,407	100.0%	13,646	100.0%	13,745	100.0%

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

2. Non-Binary Gender is identified and reported in FY2022.

3. Data was captured on October 15.



Teachers:
Demographic Race by School Type

Race	FY 2021		FY 2022	
	Number	Percent	Number	Percent
Elementary School				
American Indian or Alaskan Native	3	0.02%	4	0.03%
Asian	407	3.0%	422	3.1%
Black or African American	625	4.6%	614	4.5%
Hispanic	529	3.9%	565	4.1%
Native Hawaiian or Pacific Islander	7	0.1%	5	0.04%
Two or More	116	0.9%	112	0.8%
White	4,795	35.1%	4,686	34.1%
TOTAL	6,482	47.5%	6,408	46.6%
Middle School				
American Indian or Alaskan Native	6	0.04%	3	0.02%
Asian	186	1.4%	185	1.3%
Black or African American	455	3.3%	427	3.1%
Hispanic	237	1.7%	245	1.8%
Native Hawaiian or Pacific Islander	3	0.02%	4	0.03%
Two or More	53	0.4%	49	0.4%
White	1,949	14.3%	1,958	14.2%
TOTAL	2,889	21.2%	2,871	20.9%
High School				
American Indian or Alaskan Native	11	0.1%	9	0.1%
Asian	230	1.7%	240	1.7%
Black or African American	503	3.7%	507	3.7%
Hispanic	277	2.0%	283	2.1%
Native Hawaiian or Pacific Islander	1	0.01%	1	0.01%
Two or More	52	0.4%	45	0.3%
White	2,500	18.3%	2,508	18.2%
TOTAL	3,574	26.2%	3,593	26.1%
Special School				
American Indian or Alaskan Native	0	0.0%	0	0.0%
Asian	7	0.1%	9	0.1%
Black or African American	14	0.1%	15	0.1%
Hispanic	3	0.0%	4	0.03%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%
Two or More	3	0.02%	3	0.02%
White	103	0.8%	91	0.7%
TOTAL	130	1.0%	122	0.9%
Central				
American Indian or Alaskan Native	1	0.01%	2	0.015%
Asian	38	0.3%	45	0.3%
Black or African American	79	0.6%	123	0.9%
Hispanic	42	0.3%	58	0.4%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%
Two or More	4	0.03%	8	0.1%
White	407	3.0%	515	3.7%
TOTAL	571	4.2%	751	5.5%
GRAND TOTAL	13,646	100.0%	13,745	100.0%

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

2. Data was captured on October 15.

Teachers:
Demographic Age by School Type

AGE	FY 2021		FY 2022	
	Number	Percent	Number	Percent
Elementary School				
Under 20	0	0.0%	0	0.0%
20 - 29 years	1,352	9.9%	1,292	9.4%
30 - 39 years	1,923	14.1%	1,897	13.8%
40 - 49 years	1,616	11.8%	1,630	11.9%
50 - 59 years	1,213	8.9%	1,226	8.9%
60+ years	378	2.8%	363	2.6%
TOTAL	6,482	47.5%	6,408	46.6%
Middle School				
Under 20	0	0.0%	0	0.0%
20 - 29 years	468	3.4%	447	3.3%
30 - 39 years	856	6.3%	821	6.0%
40 - 49 years	844	6.2%	832	6.1%
50 - 59 years	562	4.1%	619	4.5%
60+ years	159	1.2%	152	1.1%
TOTAL	2,889	21.2%	2,871	20.9%
High School				
Under 20	0	0.0%	0	0.0%
20 - 29 years	368	2.7%	365	2.7%
30 - 39 years	999	7.3%	977	7.1%
40 - 49 years	1,079	7.9%	1,059	7.7%
50 - 59 years	829	6.1%	889	6.5%
60+ years	299	2.2%	303	2.2%
TOTAL	3,574	26.2%	3,593	26.1%
Special School				
Under 20	0	0.0%	0	0.0%
20 - 29 years	24	0.2%	29	0.21%
30 - 39 years	38	0.3%	31	0.23%
40 - 49 years	27	0.2%	23	0.17%
50 - 59 years	30	0.2%	30	0.22%
60+ years	11	0.1%	9	0.07%
TOTAL	130	1.0%	122	0.9%
Central				
Under 20	0	0.0%	0	0.0%
20 - 29 years	37	0.3%	52	0.4%
30 - 39 years	125	0.9%	190	1.4%
40 - 49 years	205	1.5%	256	1.9%
50 - 59 years	149	1.1%	190	1.4%
60+ years	55	0.4%	63	0.5%
TOTAL	571	4.2%	751	5.5%
GRAND TOTAL	13,646	100.0%	13,745	100.0%

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

2. Data was captured on October 15.

Teachers: Gender by School Type

	FY2019		FY2020		FY2021		FY2022	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
ELEMENTARY SCHOOL								
Female	5,515	91.2%	5,754	90.9%	5,901	91.0%	5,822	90.9%
Male	532	8.8%	573	9.1%	581	9.0%	586	9.1%
Non-Binary							0	0.0%
TOTAL	6,047	100.0%	6,327	100.0%	6,482	100.0%	6,408	100.0%
MIDDLE SCHOOL								
Female	2,110	72.3%	2,084	73.5%	2,121	73.4%	2,097	73.0%
Male	809	27.7%	753	26.5%	768	26.6%	773	26.9%
Non-Binary							1	0.03%
TOTAL	2,919	100.0%	2,837	100.0%	2,889	100.0%	2,871	100.0%
HIGH SCHOOL								
Female	2,127	63.3%	2,215	63.1%	2,258	63.2%	2,248	62.6%
Male	1,232	36.7%	1,296	36.9%	1,316	36.8%	1,344	37.4%
Non-Binary							1	0.03%
TOTAL	3,359	100.0%	3,511	100.0%	3,574	100.0%	3,593	100.0%
CENTRAL OFFICE & SPECIAL SCHOOLS								
Female	734	89.8%	669	91.4%	633	90.3%	784	89.8%
Male	83	10.2%	63	8.6%	68	9.7%	89	10.2%
Non-Binary							0	0.0%
TOTAL	817	100.0%	732	100.0%	701	100.0%	873	100.0%
ALL TEACHERS								
Female	10,486	79.8%	10,722	80.0%	10,913	80.0%	10,951	79.7%
Male	2,656	20.2%	2,685	20.0%	2,733	20.0%	2,792	20.3%
Non-Binary							2	0.01%
GRAND TOTAL	13,142	100.0%	13,407	100.0%	13,646	100.0%	13,745	100.0%

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

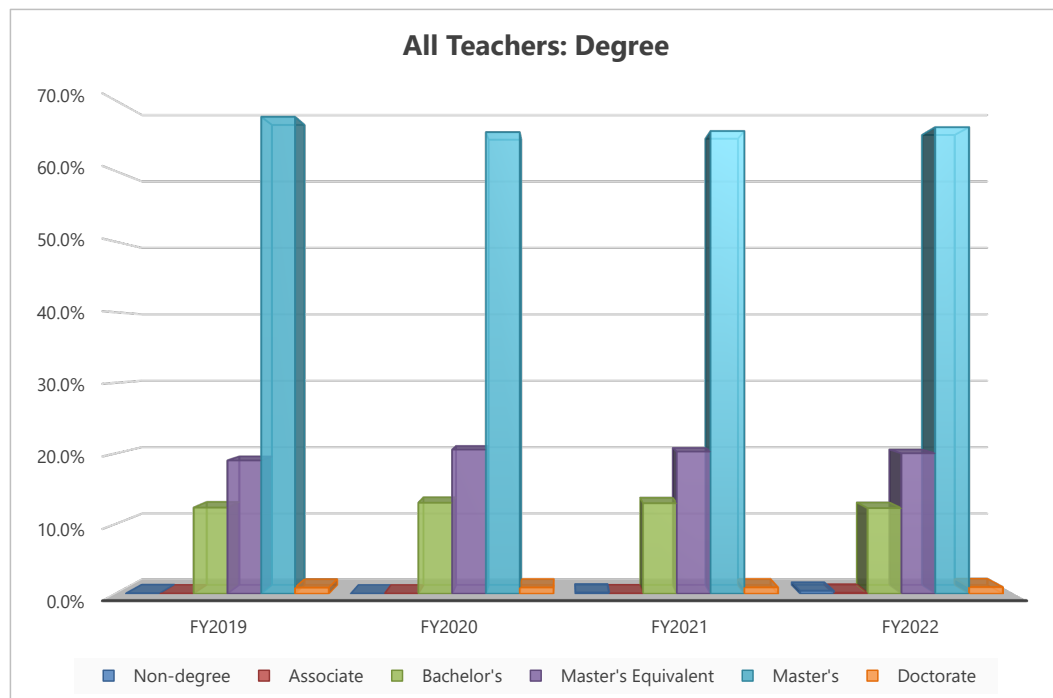
2. Non-Binary Gender is identified and reported in FY2022.

2. Data was captured on October 15.

Teachers: Degree by School Type

	FY2019		FY2020		FY2021		FY2022	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
ELEMENTARY SCHOOL								
Non-degree	6	0.1%	0	0.0%	14	0.2%	34	0.5%
Associate	0	0.0%	0	0.0%	3	0.05%	9	0.14%
Bachelor's	1,043	17.0%	1,114	17.6%	1,080	16.8%	1,025	16.1%
Master's Equivalent	1,200	19.5%	1,316	20.8%	1,313	20.5%	1,299	20.4%
Master's	3,870	63.0%	3,877	61.3%	3,986	62.1%	3,976	62.5%
Doctorate	21	0.3%	21	0.3%	24	0.4%	23	0.4%
TOTAL	6,140	100.0%	6,328	100.0%	6,420	100.0%	6,366	100.0%
MIDDLE SCHOOL								
Non-degree	0	0.0%	0	0.0%	1	0.03%	10	0.35%
Associate	2	0.1%	1	0.04%	0	0.00%	4	0.1%
Bachelor's	296	10.6%	344	12.1%	367	12.7%	338	11.8%
Master's Equivalent	544	19.5%	595	21.0%	582	20.2%	588	20.5%
Master's	1,925	69.1%	1,874	66.1%	1,911	66.2%	1,903	66.3%
Doctorate	20	0.7%	23	0.8%	24	0.8%	27	0.9%
TOTAL	2,787	100.0%	2,837	100.0%	2,885	100.0%	2,870	100.0%
HIGH SCHOOL								
Non-degree	2	0.06%	2	0.06%	5	0.14%	11	0.30%
Associate	1	0.03%	1	0.03%	3	0.08%	4	0.11%
Bachelor's	247	7.1%	246	7.0%	275	7.7%	256	7.1%
Master's Equivalent	687	19.7%	749	21.3%	764	21.3%	739	20.5%
Master's	2,492	71.4%	2,449	69.8%	2,480	69.1%	2,535	70.3%
Doctorate	62	1.8%	64	1.8%	63	1.8%	63	1.7%
TOTAL	3,491	100.0%	3,511	100.0%	3,590	100.0%	3,608	100.0%
CENTRAL OFFICE & SPECIAL SCHOOLS								
Non-degree	1	0.14%	0	0.0%	2	0.27%	4	0.44%
Associate	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Bachelor's	36	5.0%	42	5.7%	46	6.1%	66	7.3%
Master's Equivalent	68	9.4%	95	13.0%	107	14.2%	127	14.1%
Master's	605	83.6%	580	79.3%	581	77.4%	684	75.9%
Doctorate	14	1.9%	14	1.9%	15	2.0%	19	2.1%
TOTAL	724	100.0%	731	100.0%	751	100.0%	901	100.0%
ALL TEACHERS								
Non-degree	9	0.1%	2	0.0%	22	0.16%	59	0.4%
Associate	3	0.02%	2	0.01%	6	0.04%	18	0.13%
Bachelor's	1,622	12.3%	1,746	13.0%	1,768	13.0%	1,685	12.3%
Master's Equivalent	2,499	19.0%	2,755	20.5%	2,766	20.3%	2,753	20.0%
Master's	8,892	67.7%	8,780	65.5%	8,958	65.6%	9,098	66.2%
Doctorate	117	0.9%	122	0.9%	126	0.9%	132	1.0%
GRAND TOTAL	13,142	100.0%	13,407	100.0%	13,646	100.0%	13,745	100.0%

1. Data was captured on October 15.

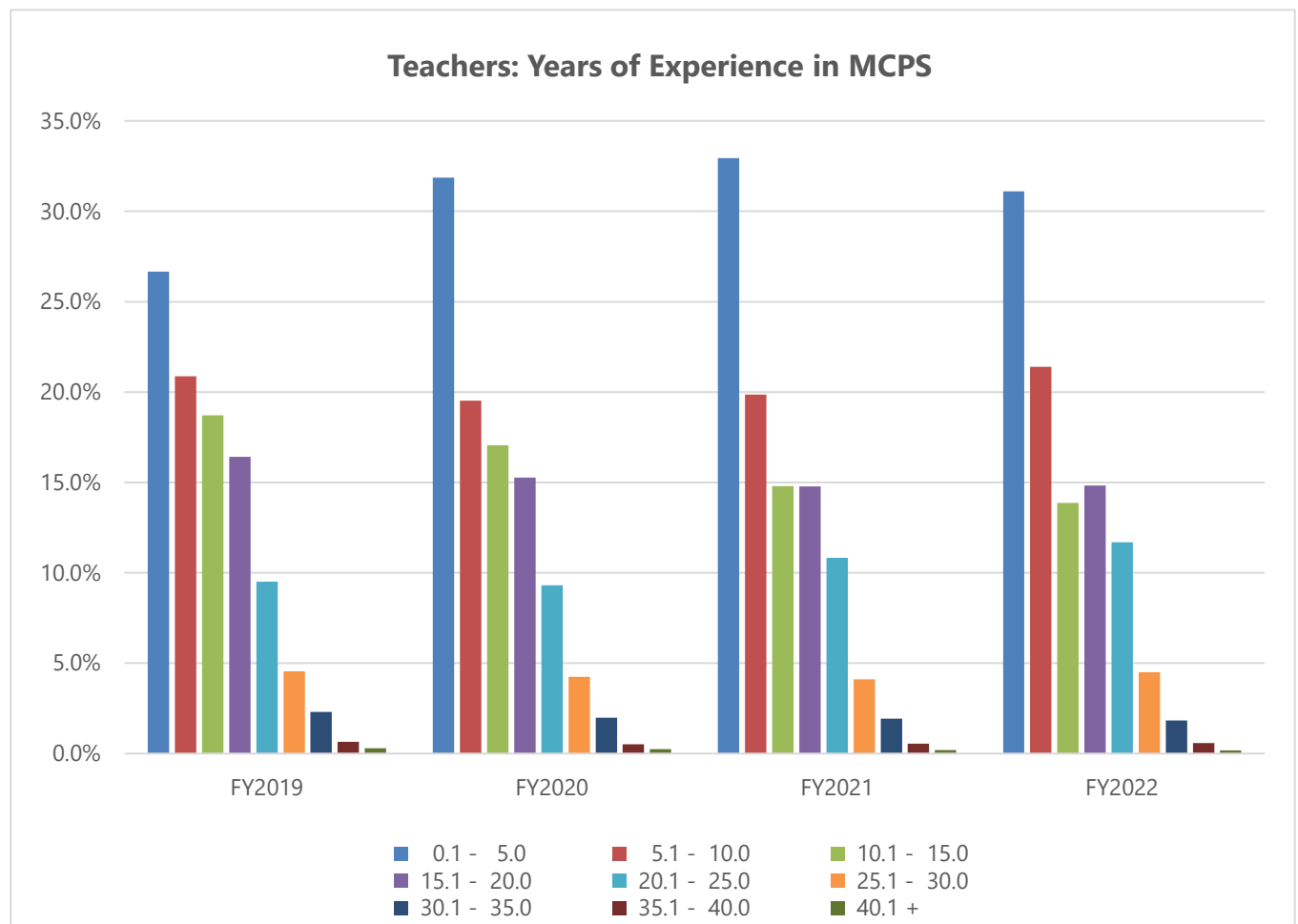


Teachers: Years of Experience in MCPS

Years of Experience	FY2019		FY2020		FY2021		FY2022	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	3,505	26.7%	4,272	31.9%	4,496	32.9%	4,276	31.1%
5.1 - 10.0	2,744	20.9%	2,617	19.5%	2,711	19.9%	2,942	21.4%
10.1 - 15.0	2,460	18.7%	2,288	17.1%	2,019	14.8%	1,907	13.9%
15.1 - 20.0	2,157	16.4%	2,048	15.3%	2,017	14.8%	2,039	14.8%
20.1 - 25.0	1,251	9.5%	1,248	9.3%	1,477	10.8%	1,607	11.7%
25.1 - 30.0	598	4.6%	569	4.2%	561	4.1%	619	4.5%
30.1 - 35.0	304	2.3%	265	2.0%	264	1.9%	251	1.8%
35.1 - 40.0	85	0.6%	68	0.5%	74	0.5%	80	0.6%
40.1 +	38	0.3%	32	0.2%	27	0.2%	24	0.2%
TOTAL	13,142	100.0%	13,407	100.0%	13,646	100.0%	13,745	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.

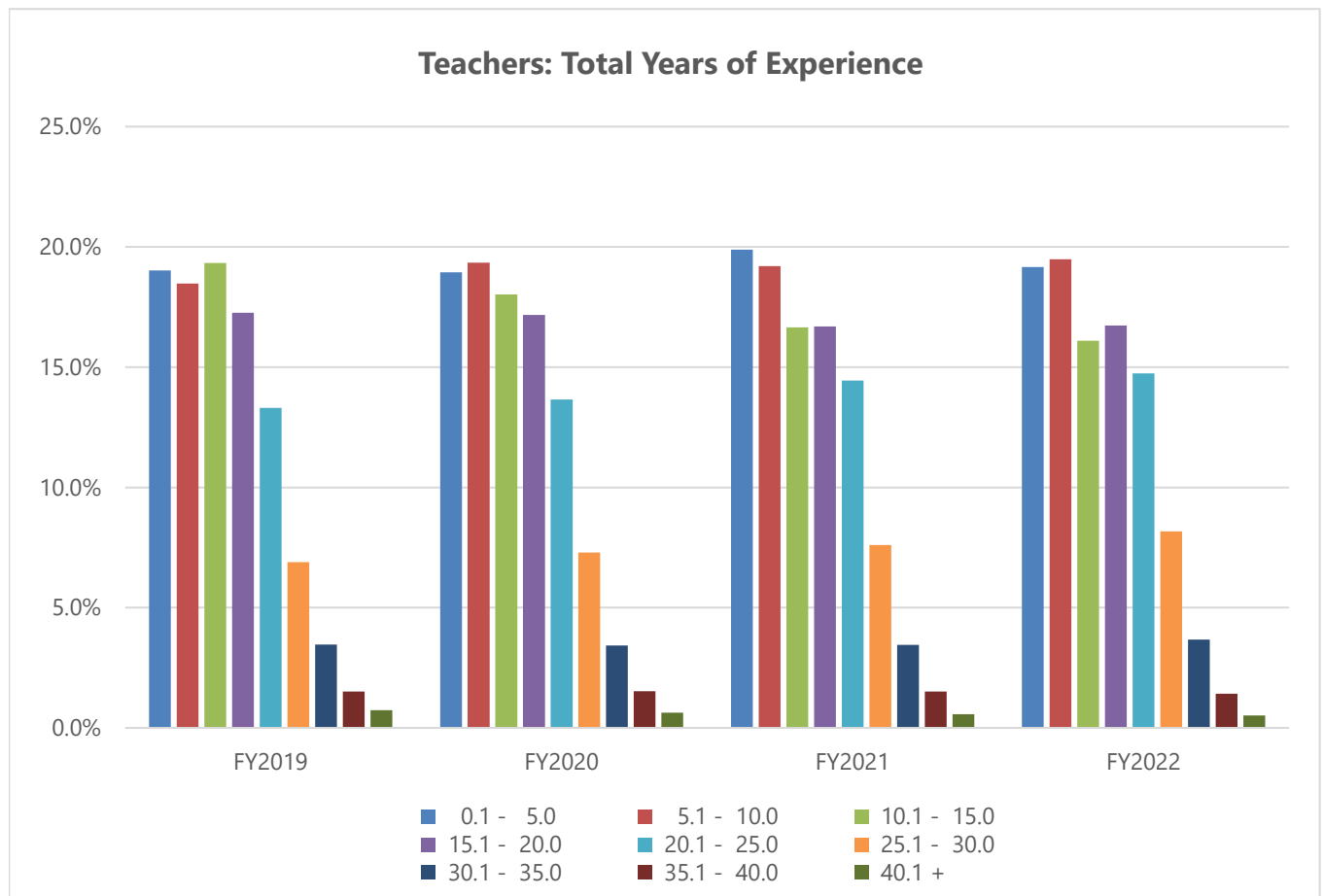


Teachers: Total Years of Experience

Years of Experience	FY2019		FY2020		FY2021		FY2022	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	2,500	19.0%	2,539	18.9%	2,713	19.9%	2,633	19.2%
5.1 - 10.0	2,428	18.5%	2,593	19.3%	2,620	19.2%	2,679	19.5%
10.1 - 15.0	2,540	19.3%	2,417	18.0%	2,272	16.6%	2,213	16.1%
15.1 - 20.0	2,269	17.3%	2,302	17.2%	2,278	16.7%	2,300	16.7%
20.1 - 25.0	1,748	13.3%	1,830	13.6%	1,970	14.4%	2,026	14.7%
25.1 - 30.0	906	6.9%	977	7.3%	1,038	7.6%	1,124	8.2%
30.1 - 35.0	455	3.5%	460	3.4%	471	3.5%	504	3.7%
35.1 - 40.0	199	1.5%	205	1.5%	207	1.5%	195	1.4%
40.1 +	97	0.7%	84	0.6%	77	0.6%	71	0.5%
TOTAL	13,142	100.0%	13,407	100.0%	13,646	100.0%	13,745	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

FY2022										
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	564	4.10%	392	2.85%	81	0.59%	37	0.27%	1,074	7.81%
2	268	1.95%	221	1.61%	62	0.45%	28	0.20%	579	4.21%
3	173	1.26%	222	1.62%	76	0.55%	30	0.22%	501	3.64%
4	171	1.24%	240	1.75%	105	0.76%	34	0.25%	550	4.00%
5	145	1.05%	308	2.24%	121	0.88%	53	0.39%	627	4.56%
6	64	0.47%	238	1.73%	104	0.76%	50	0.36%	456	3.32%
7	96	0.70%	273	1.99%	151	1.10%	54	0.39%	574	4.18%
8	64	0.47%	388	2.82%	231	1.68%	97	0.71%	780	5.67%
9	34	0.25%	264	1.92%	204	1.48%	140	1.02%	642	4.67%
10	47	0.34%	242	1.76%	198	1.44%	137	1.00%	624	4.54%
11	0	0.00%	136	0.99%	139	1.01%	91	0.66%	366	2.66%
12	0	0.00%	179	1.30%	181	1.32%	77	0.56%	437	3.18%
13	0	0.00%	156	1.13%	168	1.22%	113	0.82%	437	3.18%
14	0	0.00%	125	0.91%	154	1.12%	156	1.13%	435	3.16%
15	0	0.00%	145	1.05%	192	1.40%	143	1.04%	480	3.49%
16	0	0.00%	128	0.93%	165	1.20%	181	1.32%	474	3.45%
17	0	0.00%	120	0.87%	200	1.46%	145	1.05%	465	3.38%
18	0	0.00%	82	0.60%	149	1.08%	150	1.09%	381	2.77%
19-24	0	0.00%	469	3.41%	844	6.14%	895	6.51%	2,208	16.06%
25	0	0.00%	178	1.30%	366	2.66%	526	3.83%	1,070	7.78%
50-52	1	0.01%	0	0.00%	0	0.00%	0	0.00%	1	0.01%
55	0	0.00%	93	0.68%	148	1.08%	201	1.46%	442	3.22%
60-65	2	0.01%	35	0.25%	47	0.34%	58	0.42%	142	1.03%
TOTAL	1,629	11.85%	4,634	33.71%	4,086	29.73%	3,396	24.71%	13,745	100.0%

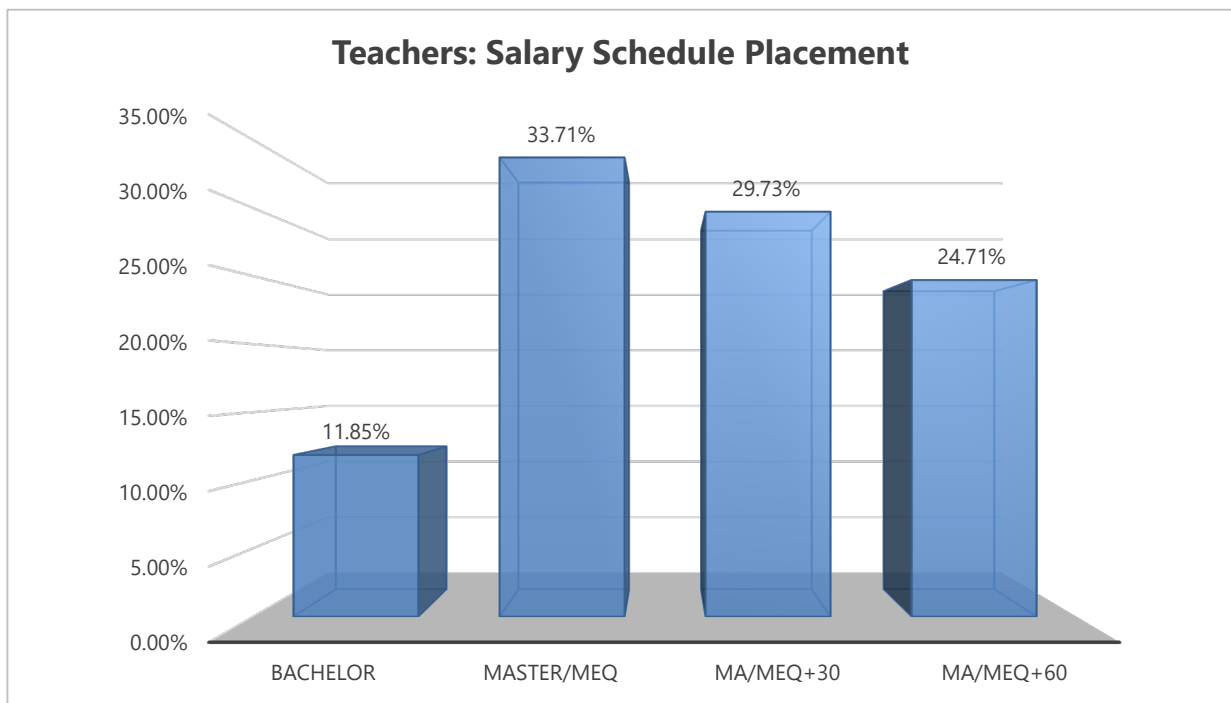
Data reflects the number of permanent employees by head count (Position 1). Temporary and substitute employees are not included.

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 FY2022

Annual Salary	Number	Percent
Less than \$29,999	57	0.4%
\$30,000 - \$34,999	41	0.3%
\$35,000 - \$39,999	84	0.6%
\$40,000 - \$44,999	85	0.6%
\$45,000 - \$49,999	83	0.6%
\$50,000 - \$54,999	1,044	7.6%
\$55,000 - \$59,999	1,369	10.0%
\$60,000 - \$64,999	921	6.7%
\$65,000 - \$69,999	940	6.8%
\$70,000 - \$74,999	1,058	7.7%
\$75,000 - \$79,999	834	6.1%
\$80,000 - \$84,999	678	4.9%
\$85,000 - \$89,999	700	5.1%
\$90,000 - \$94,999	564	4.1%
\$95,000 +	5,287	38.5%
TOTAL	13,745	100.0%

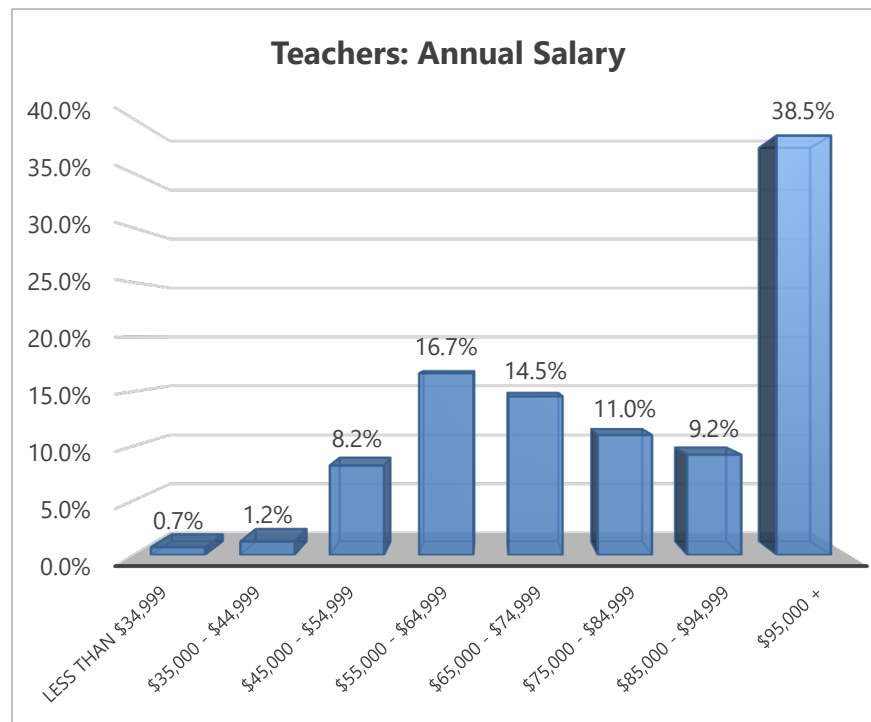
Data as of October 15.

Teachers: Average Salaries ¹	
FY 2022	\$85,569
FY 2021	\$83,655
FY 2020	\$85,391
FY 2019	\$83,215
FY 2018	\$82,809

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	Number of Teachers (as of June 1)	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	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
FY2021	13,646	3,015	22.1%	9,747	71.4%	500	3.7%	342	2.5%	3	0.0%	39	0.3%
FY2020	13,407	3,311	24.7%	9,267	69.1%	498	3.7%	284	2.1%	11	0.1%	36	0.3%
FY2019	13,142	3,186	24.2%	9,254	70.4%	473	3.6%	196	1.5%	17	0.1%	16	0.1%
FY2018	13,001	3,196	24.6%	9,104	70.0%	467	3.6%	203	1.6%	15	0.1%	16	0.1%

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

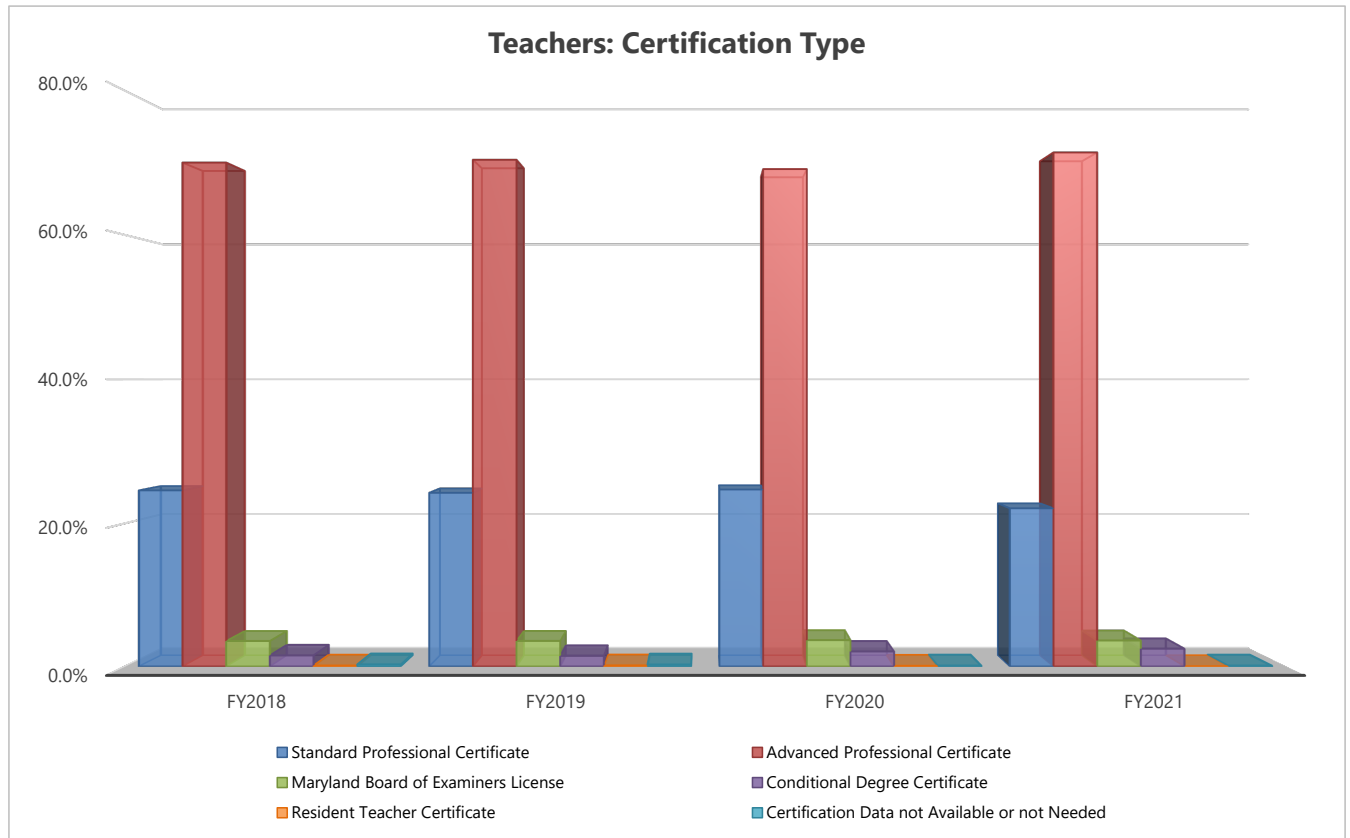
¹ The Standard Professional Certificate is a professional certificate in the state of Maryland.

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

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.

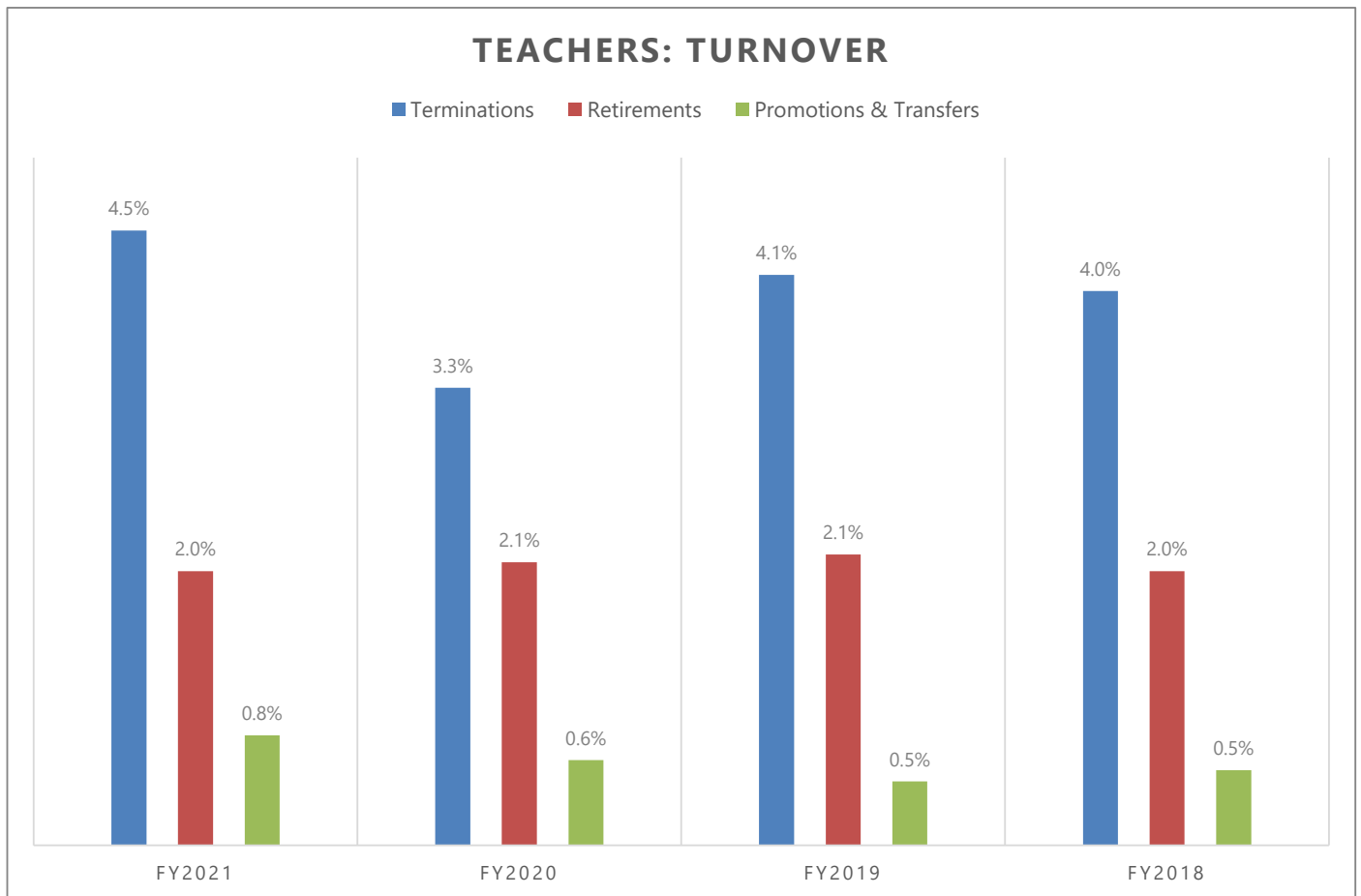


Teachers: Turnover

Fiscal Year	Number of Teachers ¹	Terminations		Retirements		Promotions & Transfers ²		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2021	13,646	610	4.5%	272	2.0%	109	0.8%	991	7.3%
FY2020	13,407	446	3.3%	276	2.1%	83	0.6%	805	6.0%
FY2019	13,142	545	4.1%	278	2.1%	61	0.5%	884	6.7%
FY2018	13,001	524	4.0%	259	2.0%	71	0.5%	854	6.6%

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

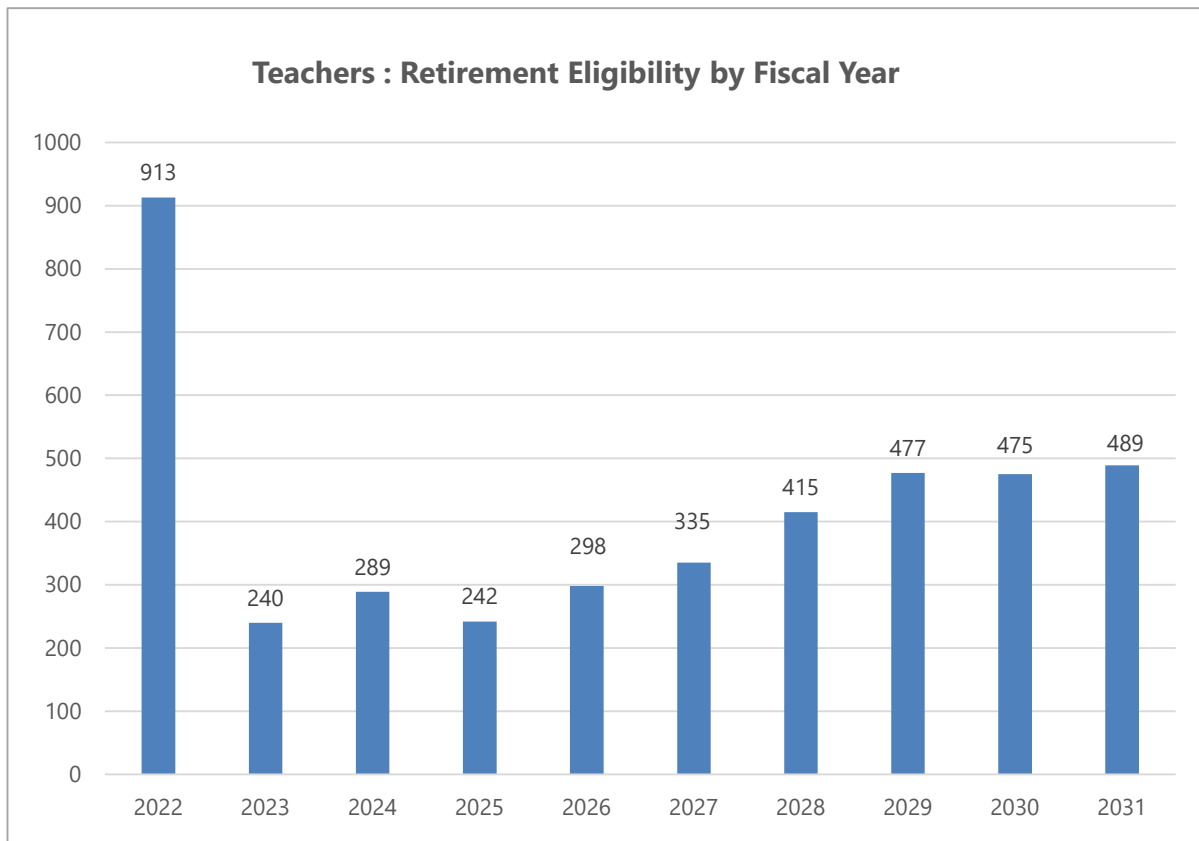
Fiscal Year	Teachers Eligible By Fiscal Year	Percent of Total
2022	913	6.6%
2023	240	1.7%
2024	289	2.1%
2025	242	1.8%
2026	298	2.2%
2027	335	2.4%
2028	415	3.0%
2029	477	3.5%
2030	475	3.4%
2031	489	3.6%
Eligible within 10 years	4,173	30.3%
Total Teachers	13,770	100.0%

1. Data reflects retirement eligibility for all employees as of July 1, 2021.

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: SEIU Local 500 Personnel (10 and 12 month)

1. Demographic Profile
 - a. Demographic Gender Profile by School Type
 - b. Demographic Race Profile by School Type
 - c. Demographic Age Profile by School Type
2. Total Years of Experience
3. Salary Schedule Placement
4. Turnover
5. Paraeducators Demographic Profile
 - a. Demographic Gender Profile by School Type
 - b. Demographic Race Profile by School Type
 - c. Demographic Age Profile by School Type
6. Paraeducators Degree by School Type
7. Paraeducators Degree
8. Paraeducators Turnover
9. Retirement Eligibility

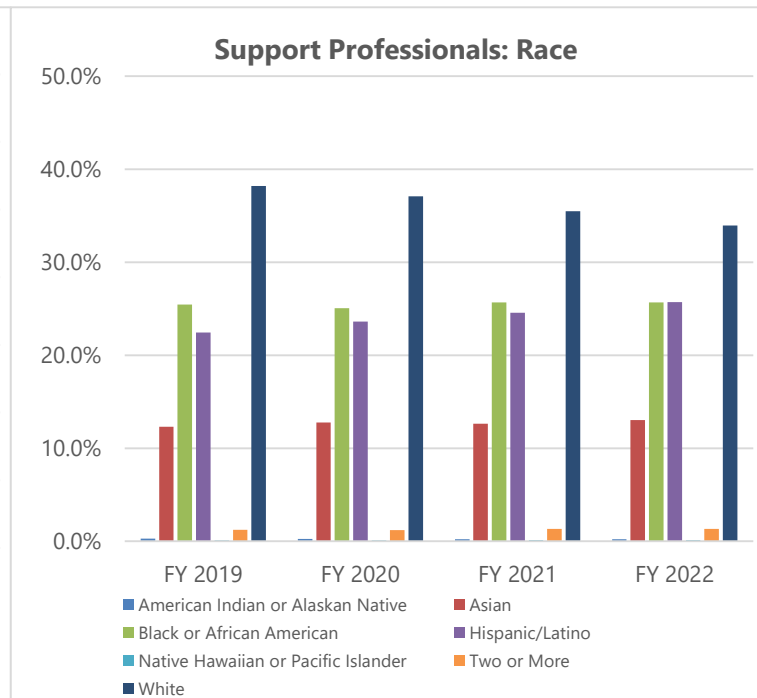
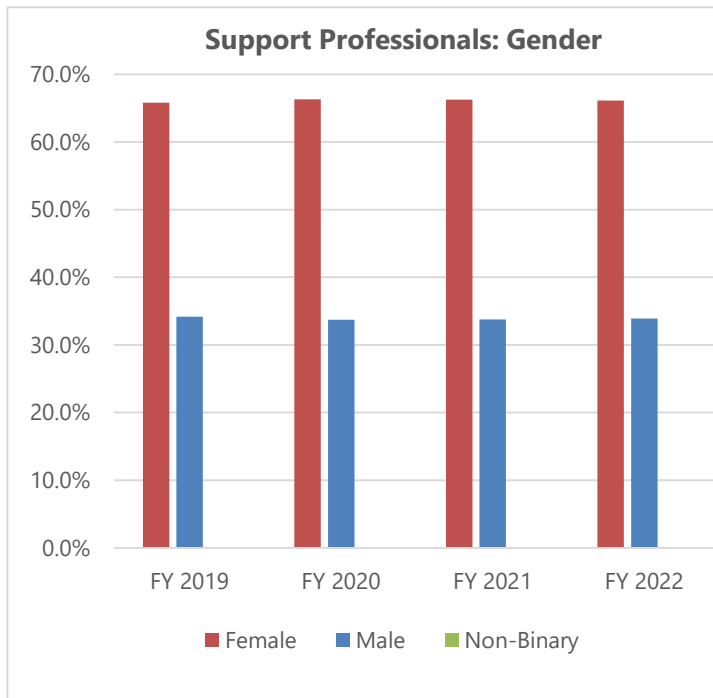
Support Professionals: Demographic Profile

	FY 2019		FY 2020		FY 2021		FY 2022	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Female	6,308	65.8%	6,275	66.3%	6,453	66.2%	6,371	66.1%
Male	3,277	34.2%	3,191	33.7%	3,288	33.8%	3,265	33.9%
Non-Binary							0	0.00%
TOTAL	9,585	100.0%	9,466	100.0%	9,741	100.0%	9,636	100.0%
RACE								
American Indian or Alaskan Native	26	0.3%	22	0.2%	21	0.2%	21	0.2%
Asian	1,179	12.3%	1,208	12.8%	1,231	12.6%	1,254	13.0%
Black or African American	2,440	25.5%	2,370	25.0%	2,501	25.7%	2,475	25.7%
Hispanic/Latino	2,152	22.5%	2,234	23.6%	2,393	24.6%	2,476	25.7%
Native Hawaiian or Pacific Islander	9	0.09%	8	0.08%	11	0.11%	10	0.10%
Two or More	117	1.2%	113	1.2%	128	1.3%	129	1.3%
White	3,662	38.2%	3,511	37.1%	3,456	35.5%	3,271	33.9%
TOTAL	9,585	100.0%	9,466	100.0%	9,741	100.0%	9,636	100.0%
AGE								
Under 20 years	4	0.04%	7	0.07%	3	0.03%	4	0.04%
20 - 29 years	733	7.6%	675	7.1%	737	7.6%	730	7.6%
30 - 39 years	1,258	13.1%	1,261	13.3%	1,320	13.6%	1,290	13.4%
40 - 49 years	1,986	20.7%	1,963	20.7%	1,982	20.3%	1,961	20.4%
50 - 59 years	3,319	34.6%	3,218	34.0%	3,217	33.0%	3,154	32.7%
60+ years	2,285	23.8%	2,342	24.7%	2,482	25.5%	2,497	25.9%
TOTAL	9,585	100.0%	9,466	100.0%	9,741	100.0%	9,636	100.0%

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

2. Non-Binary Gender is identified and reported in FY2022.

3. Data was captured on October 15.



**Support Professionals:
Demographic Gender By School Type**

GENDER	FY 2021		FY 2022	
	Number	Percent	Number	Percent
Elementary School				
Female	2,568	26.4%	2,487	25.8%
Male	559	5.7%	573	5.9%
Non-Binary			0	0.0%
TOTAL	3,127	32.1%	3,060	31.8%
Middle School				
Female	903	9.3%	859	8.9%
Male	388	4.0%	361	3.7%
Non-Binary			0	0.0%
TOTAL	1,291	13.3%	1,220	12.7%
High School				
Female	1,022	10.5%	980	10.2%
Male	587	6.0%	551	5.7%
Non-Binary			0	0.0%
TOTAL	1,609	16.5%	1,531	15.9%
Special School				
Female	100	1.0%	85	0.9%
Male	40	0.4%	35	0.4%
Non-Binary			0	0.0%
TOTAL	140	1.4%	120	1.2%
Central				
Female	1,860	19.1%	1,960	20.3%
Male	1,714	17.6%	1,745	18.1%
Non-Binary			0	0.0%
TOTAL	3,574	36.7%	3,705	38.4%
Grand TOTAL	9,741	100.0%	9,636	100.0%

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

2. Non-Binary Gender is identified and reported in FY2022.

3. Data was captured on October 15.

**Support Professionals:
Demographic Race By School Type**

Race	FY 2021		FY 2022	
	Number	Percent	Number	Percent
Elementary School				
American Indian or Alaskan Native	3	0.0%	3	0.03%
Asian	406	4.2%	401	4.2%
Black or African American	656	6.7%	647	6.7%
Hispanic	779	8.0%	811	8.4%
Native Hawaiian or Pacific Islander	5	0.1%	3	0.03%
Two or More	36	0.4%	37	0.4%
White	1,242	12.8%	1,158	12.0%
TOTAL	3,127	32.1%	3,060	31.8%
Middle School				
American Indian or Alaskan Native	2	0.0%	1	0.01%
Asian	173	1.8%	168	1.7%
Black or African American	331	3.4%	327	3.4%
Hispanic	321	3.3%	319	3.3%
Native Hawaiian or Pacific Islander	0	0.0%	2	0.02%
Two or More	19	0.2%	21	0.2%
White	445	4.6%	382	4.0%
TOTAL	1,291	13.3%	1,220	12.7%
High School				
American Indian or Alaskan Native	2	0.0%	2	0.02%
Asian	175	1.8%	173	1.8%
Black or African American	459	4.7%	445	4.6%
Hispanic	365	3.7%	349	3.6%
Native Hawaiian or Pacific Islander	1	0.0%	1	0.01%
Two or More	29	0.3%	27	0.3%
White	578	5.9%	534	5.5%
TOTAL	1,609	16.5%	1,531	15.9%
Special School				
American Indian or Alaskan Native	0	0.0%	0	0.0%
Asian	11	0.1%	11	0.1%
Black or African American	38	0.4%	36	0.4%
Hispanic	26	0.3%	25	0.3%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%
Two or More	4	0.0%	2	0.02%
White	61	0.6%	46	0.5%
TOTAL	140	1.4%	120	1.2%
Central				
American Indian or Alaskan Native	14	0.1%	15	0.2%
Asian	466	4.8%	501	5.2%
Black or African American	1,017	10.4%	1,020	10.6%
Hispanic	902	9.3%	972	10.1%
Native Hawaiian or Pacific Islander	5	0.1%	4	0.04%
Two or More	40	0.4%	42	0.4%
White	1,130	11.6%	1,151	11.9%
TOTAL	3,574	36.7%	3,705	38.4%
GRAND TOTAL	9,741	100.0%	9,636	100.0%

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

2. Data was captured on October 15.

**Support Professionals:
Demographic Age By School Type**

AGE	FY 2021		FY 2022	
	Number	Percent	Number	Percent
Elementary School				
Under 20	1	0.0%	2	0.0%
20 - 29 years	292	3.0%	286	3.0%
30 - 39 years	399	4.1%	389	4.0%
40 - 49 years	658	6.8%	627	6.5%
50 - 59 years	1,101	11.3%	1,088	11.3%
60+ years	676	6.9%	668	6.9%
TOTAL	3,127	32.1%	3,060	31.8%
Middle School				
Under 20	0	0.0%	0	0.0%
20 - 29 years	115	1.2%	110	1.1%
30 - 39 years	193	2.0%	183	1.9%
40 - 49 years	240	2.5%	223	2.3%
50 - 59 years	387	4.0%	360	3.7%
60+ years	356	3.7%	344	3.6%
TOTAL	1,291	13.3%	1,220	12.7%
High School				
Under 20	1	0.0%	2	0.0%
20 - 29 years	122	1.3%	118	1.2%
30 - 39 years	221	2.3%	221	2.3%
40 - 49 years	294	3.0%	289	3.0%
50 - 59 years	532	5.5%	473	4.9%
60+ years	439	4.5%	428	4.4%
TOTAL	1,609	16.5%	1,531	15.9%
Special School				
Under 20	0	0.0%	0	0.0%
20 - 29 years	32	0.3%	22	0.2%
30 - 39 years	19	0.2%	13	0.1%
40 - 49 years	26	0.3%	22	0.2%
50 - 59 years	32	0.3%	34	0.4%
60+ years	31	0.3%	29	0.3%
TOTAL	140	1.4%	120	1.2%
Central				
Under 20	1	0.0%	0	0.0%
20 - 29 years	176	1.8%	194	2.0%
30 - 39 years	488	5.0%	484	5.0%
40 - 49 years	764	7.8%	800	8.3%
50 - 59 years	1,165	12.0%	1,199	12.4%
60+ years	980	10.1%	1,028	10.7%
TOTAL	3,574	36.7%	3,705	38.4%
GRAND TOTAL	9,741	100.0%	9,636	100.0%

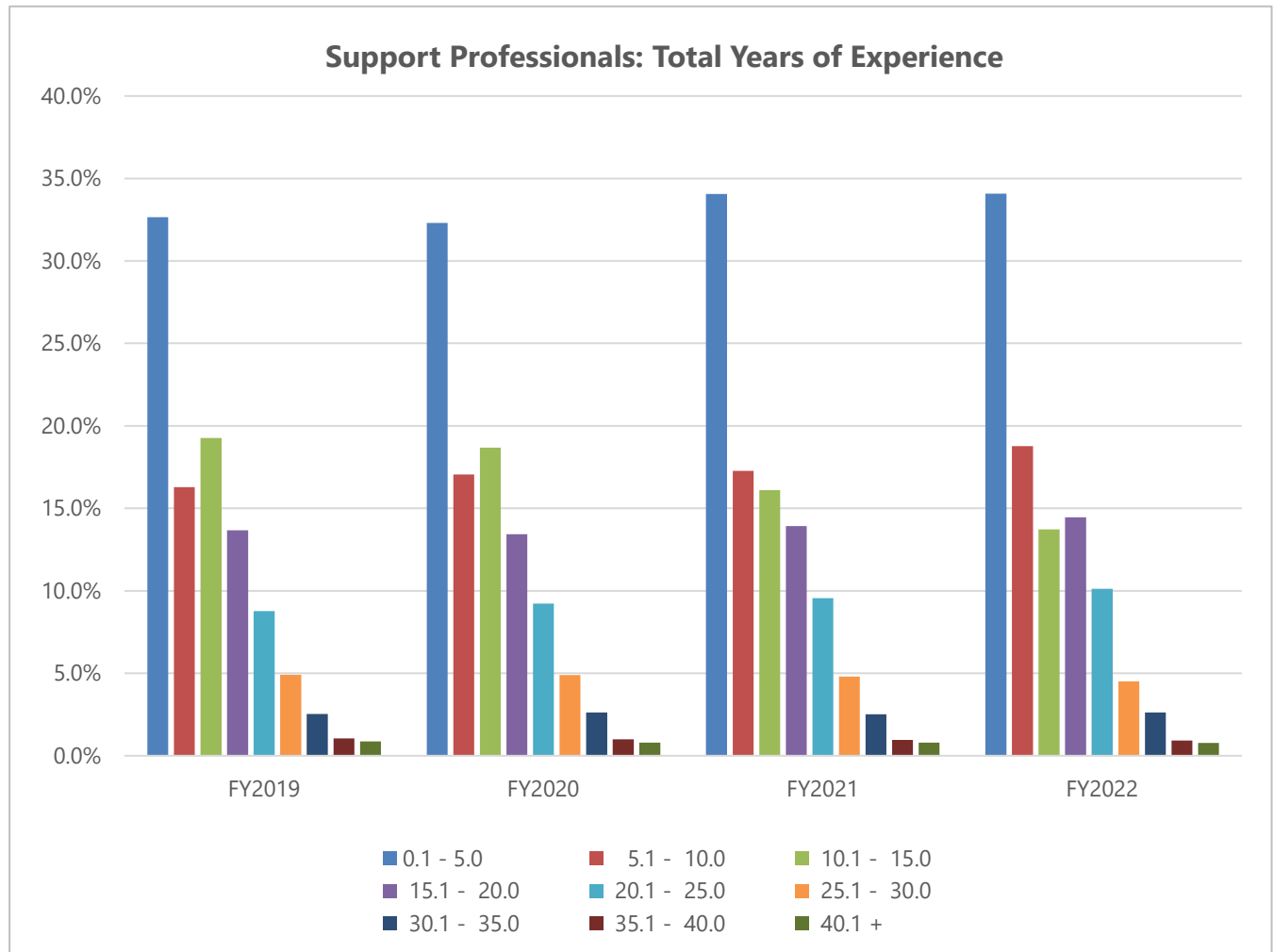
1. Data reflects the number of permanent employees by head count (Position 1). Temporary and substitute employees are not included.

2. Data was captured on October 15.

Support Professionals: Total Years of Experience

Years of Experience	FY2019		FY2020		FY2021		FY2022	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	3,129	32.6%	3,057	32.3%	3,318	34.1%	3,284	34.1%
5.1 - 10.0	1,561	16.3%	1,614	17.1%	1,683	17.3%	1,809	18.8%
10.1 - 15.0	1,846	19.3%	1,768	18.7%	1,569	16.1%	1,322	13.7%
15.1 - 20.0	1,311	13.7%	1,271	13.4%	1,357	13.9%	1,393	14.5%
20.1 - 25.0	840	8.8%	873	9.2%	931	9.6%	976	10.1%
25.1 - 30.0	470	4.9%	464	4.9%	467	4.8%	435	4.5%
30.1 - 35.0	243	2.5%	248	2.6%	245	2.5%	253	2.6%
35.1 - 40.0	101	1.1%	95	1.0%	93	1.0%	89	0.9%
40.1 +	84	0.9%	76	0.8%	78	0.8%	75	0.8%
TOTAL	9,585	100.0%	9,466	100.0%	9,741	100.0%	9,636	100.0%

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



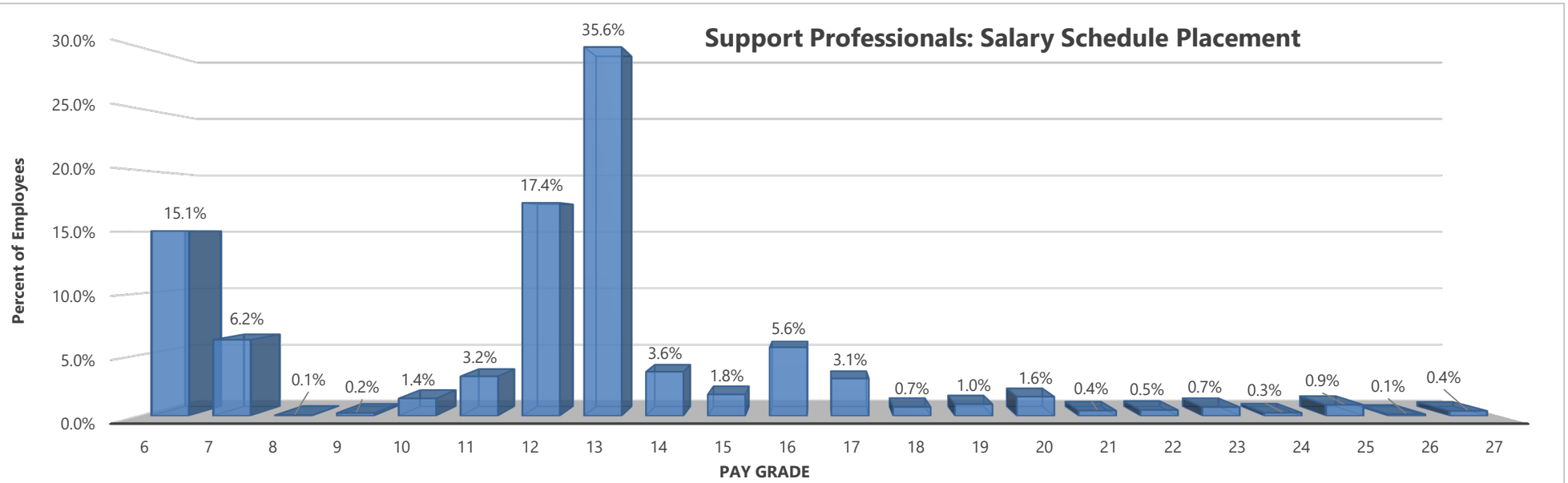
Support Professionals: Salary Schedule Placement

	FY2022																						Total Number of Employees	
Pay Grade →	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	Count	%
Pay Step ↓																								
1	178	125	1	1	3	8	621	161	27	9	30	25	1	0	16	1	4	1	2	3	2	0	1,219	12.7%
2	141	13	0	0	8	25	174	326	23	6	18	12	3	0	7	2	3	0	3	4	0	1	769	8.0%
3	111	61	0	2	11	15	115	203	27	6	18	20	3	3	11	3	1	4	2	3	3	0	622	6.5%
4	110	62	0	3	7	17	100	179	21	6	14	21	2	3	4	2	1	2	1	2	2	1	560	5.8%
5	89	45	0	2	7	20	115	172	18	3	21	20	1	3	12	3	2	7	0	4	0	2	546	5.7%
6	39	14	0	4	5	16	53	188	13	12	16	15	9	2	9	4	2	4	2	3	1	2	413	4.3%
7	54	40	0	1	11	14	64	185	16	9	35	21	3	6	9	2	3	4	0	5	0	2	484	5.0%
8	45	5	0	0	6	12	56	252	16	9	32	25	0	6	6	1	3	5	2	5	0	4	490	5.1%
9	40	19	2	1	5	15	36	439	23	9	30	16	6	7	10	5	2	6	0	2	1	1	675	7.0%
10	29	18	0	1	4	17	25	110	22	14	23	20	9	7	6	1	4	4	2	2	0	2	320	3.3%
11	22	14	0	2	8	19	28	87	22	9	27	13	6	6	9	2	1	2	0	8	2	3	290	3.0%
12	21	20	0	0	4	7	28	87	10	7	17	10	4	3	1	1	3	4	1	4	0	0	232	2.4%
13	94	27	1	0	12	21	51	139	15	12	48	22	3	9	10	0	3	4	3	5	0	6	485	5.0%
14	68	23	1	1	7	13	30	125	15	7	28	6	6	5	8	3	1	1	1	3	0	3	355	3.7%
15	77	14	0	2	6	13	29	123	10	7	31	10	2	4	5	1	2	4	0	5	0	1	346	3.6%
16	47	35	1	0	5	13	29	125	14	10	30	2	1	5	8	4	1	5	0	5	1	0	341	3.5%
17	287	66	0	3	29	68	118	531	57	35	124	38	12	24	21	7	11	13	6	25	2	12	1,489	15.5%
TOTAL	1,452	601	6	23	138	313	1,672	3,432	349	170	542	296	71	93	152	42	47	70	25	88	14	40	9,636	100.0%
% on Grade	15.1%	6.2%	0.1%	0.2%	1.4%	3.2%	17.4%	35.6%	3.6%	1.8%	5.6%	3.1%	0.7%	1.0%	1.6%	0.4%	0.5%	0.7%	0.3%	0.9%	0.1%	0.4%	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, 2021.

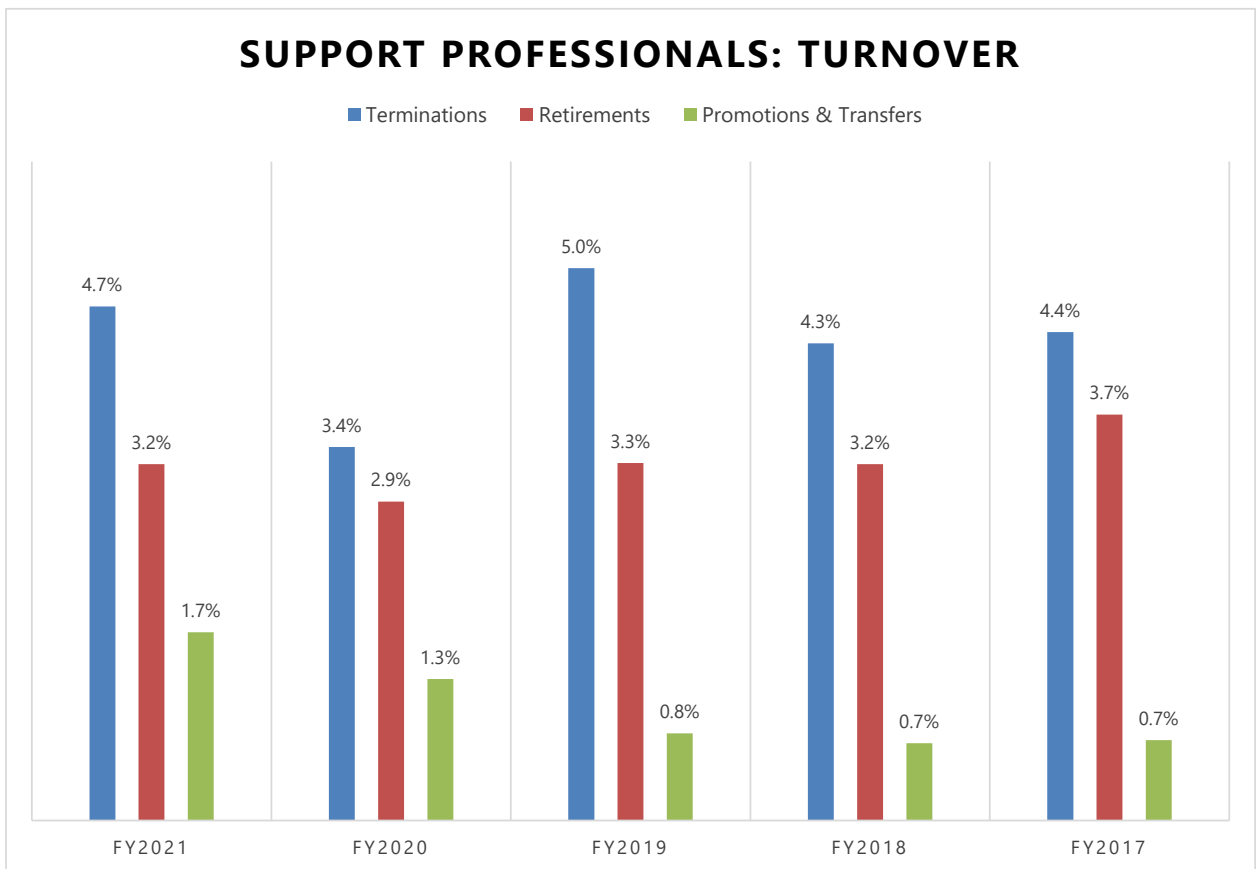


Support Professionals: Turnover

Fiscal Year	Number of Support Professionals ¹	Terminations		Retirements		Promotions & Transfers ²		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2021	9,741	456	4.7%	316	3.2%	167	1.7%	939	9.6%
FY2020	9,466	322	3.4%	275	2.9%	122	1.3%	719	7.6%
FY2019	9,585	482	5.0%	312	3.3%	76	0.8%	870	9.1%
FY2018	9,367	407	4.3%	304	3.2%	66	0.7%	777	8.3%
FY2017	9,441	420	4.4%	349	3.7%	69	0.7%	838	8.9%

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

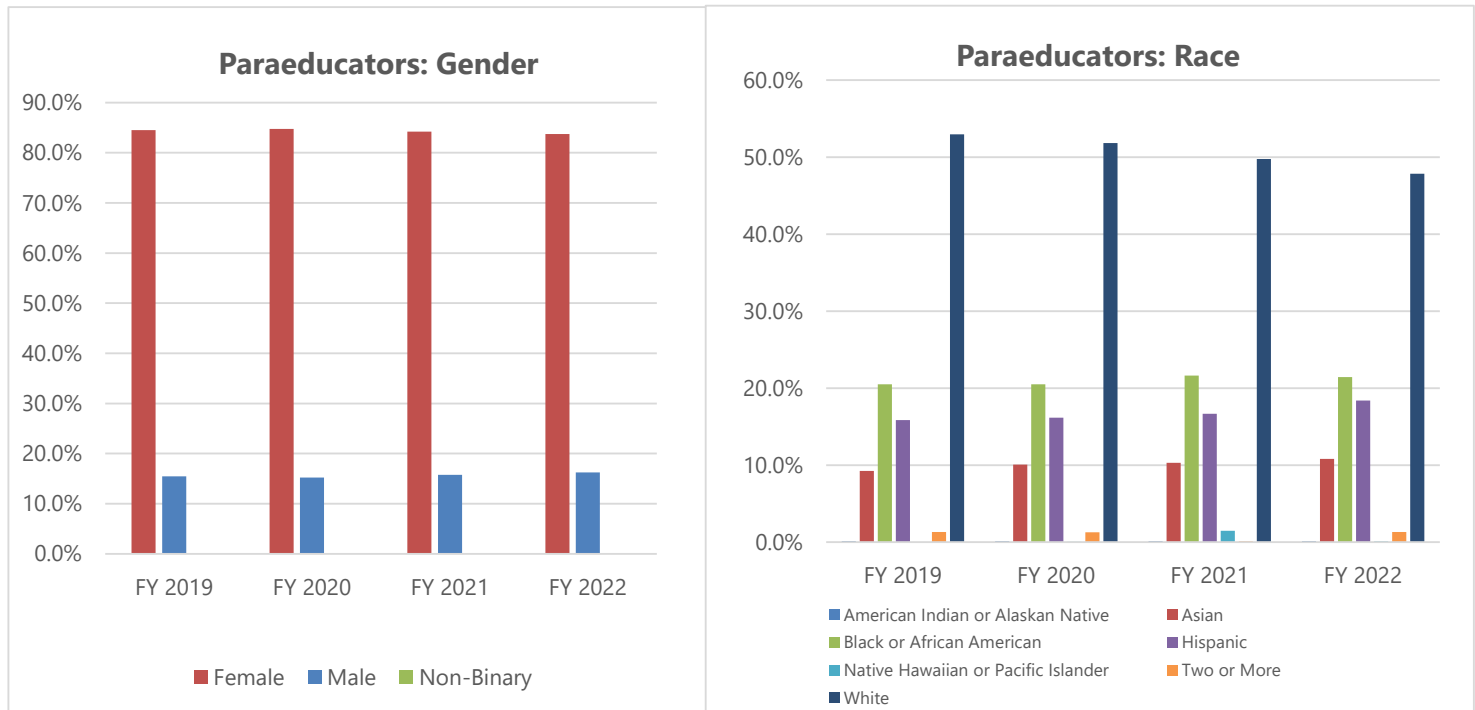
	FY 2019		FY 2020		FY 2021		FY 2022	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Female	2,559	84.5%	2,534	84.8%	2,596	84.2%	2,570	83.8%
Male	469	15.5%	455	15.2%	486	15.8%	498	16.2%
Non-Binary							0	0.0%
TOTAL	3,028	100.0%	2,989	100.0%	3,082	100.0%	3,068	100.0%
RACE								
American Indian or Alaskan Native	4	0.1%	4	0.1%	4	0.1%	5	0.2%
Asian	280	9.2%	301	10.1%	317	10.3%	331	10.8%
Black or African American	621	20.5%	613	20.5%	666	21.6%	657	21.4%
Hispanic	480	15.9%	483	16.2%	514	16.7%	564	18.4%
Native Hawaiian or Pacific Islander	0	0.0%	1	0.0%	45	1.5%	3	0.1%
Two or More	40	1.3%	38	1.3%	3	0.1%	40	1.3%
White	1,603	52.9%	1,549	51.8%	1,533	49.7%	1,468	47.8%
TOTAL	3,028	100.0%	2,989	100.0%	3,082	100.0%	3,068	100.0%

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

2. Non-Binary Gender is identified and reported in FY2022.

3. 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 and Paraeducator Computer Lab

4. Data was captured on October 15.



Paraeducators: Demographic Gender By School Type				
GENDER	FY 2021		FY 2022	
	Number	Percent	Number	Percent
Elementary School				
Female	1,545	50.1%	1,533	50.0%
Male	142	4.6%	166	5.4%
Non-Binary			0	0.0%
TOTAL	1,687	54.7%	1,699	55.4%
Middle School				
Female	355	11.5%	348	11.3%
Male	102	3.3%	99	3.2%
Non-Binary			0	0.0%
TOTAL	457	14.8%	447	14.6%
High School				
Female	362	11.7%	361	11.8%
Male	168	5.5%	166	5.4%
Non-Binary			0	0.0%
TOTAL	530	17.2%	527	17.2%
Special School				
Female	82	2.7%	78	2.5%
Male	31	1.0%	27	0.9%
Non-Binary			0	0.0%
TOTAL	113	3.7%	105	3.4%
Central				
Female	252	8.2%	250	8.1%
Male	43	1.4%	40	1.3%
Non-Binary			0	0.0%
TOTAL	295	9.6%	290	9.5%
GRAND TOTAL	3,082	100.0%	3,068	100.0%

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

2. Non-Binary Gender is identified and reported in FY2022.

3. Data was captured on October 15.

Paraeducators:
Demographic Race By School Type

Race	FY 2021		FY 2022	
	Number	Percent	Number	Percent
Elementary School				
American Indian or Alaskan Native	3	0.1%	3	0.1%
Asian	205	6.7%	206	6.7%
Black or African American	299	9.7%	304	9.9%
Hispanic	278	9.0%	313	10.2%
Native Hawaiian or Pacific Islander	2	0.1%	1	0.03%
Two or More	21	0.7%	19	0.6%
White	879	28.5%	853	27.8%
TOTAL	1,687	54.7%	1,699	55.4%
Middle School				
American Indian or Alaskan Native	1	0.0%	1	0.03%
Asian	35	1.1%	42	1.4%
Black or African American	122	4.0%	117	3.8%
Hispanic	61	2.0%	71	2.3%
Native Hawaiian or Pacific Islander	0	0.0%	1	0.03%
Two or More	8	0.3%	7	0.2%
White	230	7.5%	208	6.8%
TOTAL	457	14.8%	447	14.57%
High School				
American Indian or Alaskan Native	0	0.0%	0	0.0%
Asian	38	1.2%	37	1.2%
Black or African American	153	5.0%	151	4.9%
Hispanic	85	2.8%	83	2.7%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%
Two or More	10	0.3%	9	0.3%
White	244	7.9%	247	8.1%
TOTAL	530	17.2%	527	17.2%
Special School				
American Indian or Alaskan Native	0	0.0%	0	0.0%
Asian	10	0.3%	10	0.3%
Black or African American	26	0.8%	26	0.8%
Hispanic	22	0.7%	22	0.7%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%
Two or More	2	0.1%	2	0.1%
White	53	1.7%	45	1.5%
TOTAL	113	3.7%	105	3.4%
Central				
American Indian or Alaskan Native	0	0.0%	1	0.03%
Asian	29	0.9%	36	1.2%
Black or African American	66	2.1%	59	1.9%
Hispanic	68	2.2%	75	2.4%
Native Hawaiian or Pacific Islander	1	0.0%	1	0.03%
Two or More	4	0.1%	3	0.1%
White	127	4.1%	115	3.7%
TOTAL	295	9.6%	290	9.45%
GRAND TOTAL	3,082	100.0%	3,068	100.0%

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

2. Data was captured on October 15.

Paraeducators:
Demographic Age By School Type

AGE	FY 2021		FY 2022	
	Number	Percent	Number	Percent
Elementary School				
Under 20	1	0.0%	1	0.03%
20 - 29 years	213	6.9%	221	7.2%
30 - 39 years	191	6.2%	211	6.9%
40 - 49 years	373	12.1%	350	11.4%
50 - 59 years	543	17.6%	563	18.4%
60+ years	366	11.9%	353	11.5%
TOTAL	1,687	54.7%	1,699	55.38%
Middle School				
Under 20	0	0.0%	0	0.00%
20 - 29 years	66	2.1%	64	2.1%
30 - 39 years	79	2.6%	78	2.5%
40 - 49 years	82	2.7%	77	2.5%
50 - 59 years	118	3.8%	110	3.6%
60+ years	112	3.6%	118	3.8%
TOTAL	457	14.8%	447	14.57%
High School				
Under 20	0	0.0%	1	0.03%
20 - 29 years	65	2.1%	67	2.2%
30 - 39 years	79	2.6%	78	2.5%
40 - 49 years	89	2.9%	91	3.0%
50 - 59 years	134	4.3%	126	4.1%
60+ years	163	5.3%	164	5.3%
TOTAL	530	17.2%	527	17.18%
Special School				
Under 20	0	0.0%	0	0.0%
20 - 29 years	29	0.9%	23	0.7%
30 - 39 years	13	0.4%	11	0.4%
40 - 49 years	19	0.6%	16	0.5%
50 - 59 years	26	0.8%	29	0.9%
60+ years	26	0.8%	26	0.8%
TOTAL	113	3.7%	105	3.42%
Central				
Under 20	0	0.0%	0	0.0%
20 - 29 years	43	1.4%	44	1.4%
30 - 39 years	47	1.5%	46	1.5%
40 - 49 years	75	2.4%	67	2.2%
50 - 59 years	75	2.4%	72	2.3%
60+ years	55	1.8%	61	2.0%
TOTAL	295	9.6%	290	9.5%
GRAND TOTAL	3,082	100.0%	3,068	100.0%

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

2. Data was captured on October 15.

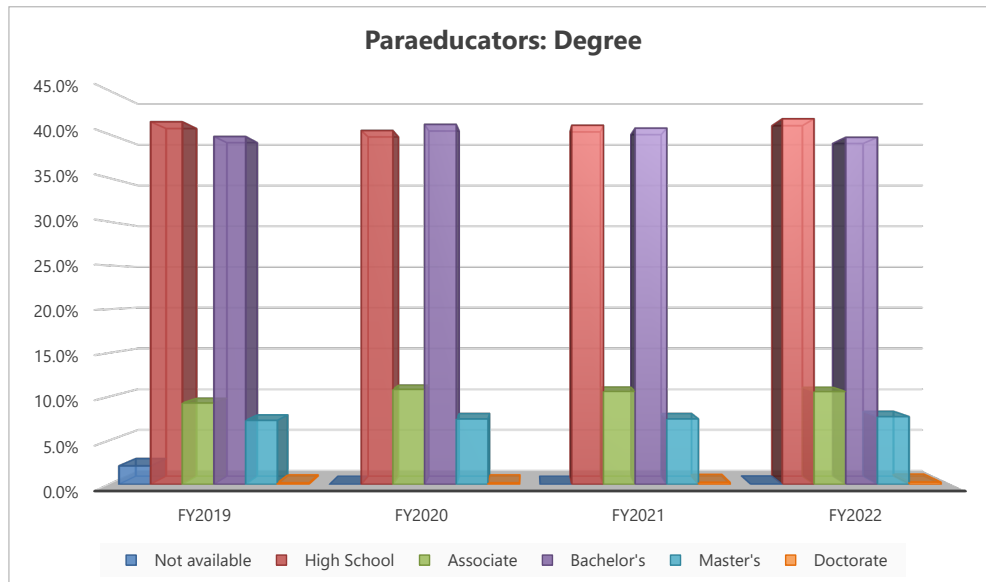
Paraeducators: Degree by School Type

	FY2019		FY2020		FY2021		FY2022	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
ELEMENTARY SCHOOL								
Not available	30	1.9%	0	0.0%	0	0.0%	1	0.1%
High School	660	41.7%	660	41.3%	707	41.9%	720	42.4%
Associate	144	9.1%	162	10.1%	173	10.3%	172	10.1%
Bachelor's	635	40.1%	656	41.0%	686	40.7%	679	40.0%
Master's	113	7.1%	120	7.5%	120	7.1%	124	7.3%
Doctorate	1	0.1%	1	0.1%	1	0.1%	3	0.2%
TOTAL	1,583	100.0%	1,599	100.0%	1,687	100.0%	1,699	100.0%
MIDDLE SCHOOL								
Not available	11	2.3%	0	0.0%	0	0.0%	0	0.0%
High School	188	39.6%	173	38.1%	179	39.2%	179	40.0%
Associate	54	11.4%	62	13.7%	64	14.0%	55	12.3%
Bachelor's	181	38.1%	185	40.7%	182	39.8%	179	40.0%
Master's	40	8.4%	33	7.3%	31	6.8%	33	7.4%
Doctorate	1	0.2%	1	0.2%	1	0.2%	1	0.2%
TOTAL	475	100.0%	454	100.0%	457	100.0%	447	100.0%
HIGH SCHOOL								
Not available	6	1.1%	0	0.0%	0	0.0%	0	0.0%
High School	219	39.4%	204	38.3%	197	37.2%	198	37.6%
Associate	45	8.1%	54	10.1%	48	9.1%	52	9.9%
Bachelor's	235	42.3%	228	42.8%	235	44.3%	221	41.9%
Master's	49	8.8%	45	8.4%	47	8.9%	53	10.1%
Doctorate	2	0.4%	2	0.4%	3	0.6%	3	0.6%
TOTAL	556	100.0%	533	100.0%	530	100.0%	527	100.0%
CENTRAL OFFICE & SPECIAL SCHOOLS								
Not available	17	4.1%	0	0.0%	0	0.0%	0	0.0%
High School	187	45.2%	171	42.4%	181	44.4%	184	46.6%
Associate	38	9.2%	46	11.4%	42	10.3%	46	11.6%
Bachelor's	152	36.7%	160	39.7%	151	37.0%	137	34.7%
Master's	19	4.6%	25	6.2%	32	7.8%	27	6.8%
Doctorate	1	0.2%	1	0.2%	2	0.5%	1	0.3%
TOTAL	414	100.0%	403	100.0%	408	100.0%	395	100.0%
ALL PARAEDUCATORS								
Not available	64	2.1%	0	0.0%	0	0.0%	1	0.0%
High School	1,254	41.4%	1,208	40.4%	1,264	41.0%	1,281	41.8%
Associate	281	9.3%	324	10.8%	327	10.6%	325	10.6%
Bachelor's	1,203	39.7%	1,229	41.1%	1,254	40.7%	1,216	39.6%
Master's	221	7.3%	223	7.5%	230	7.5%	237	7.7%
Doctorate	5	0.2%	5	0.2%	7	0.2%	8	0.3%
GRAND TOTAL	3,028	100.0%	2,989	100.0%	3,082	100.0%	3,068	100.0%

1. Data was captured on October 15.

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

3. 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.



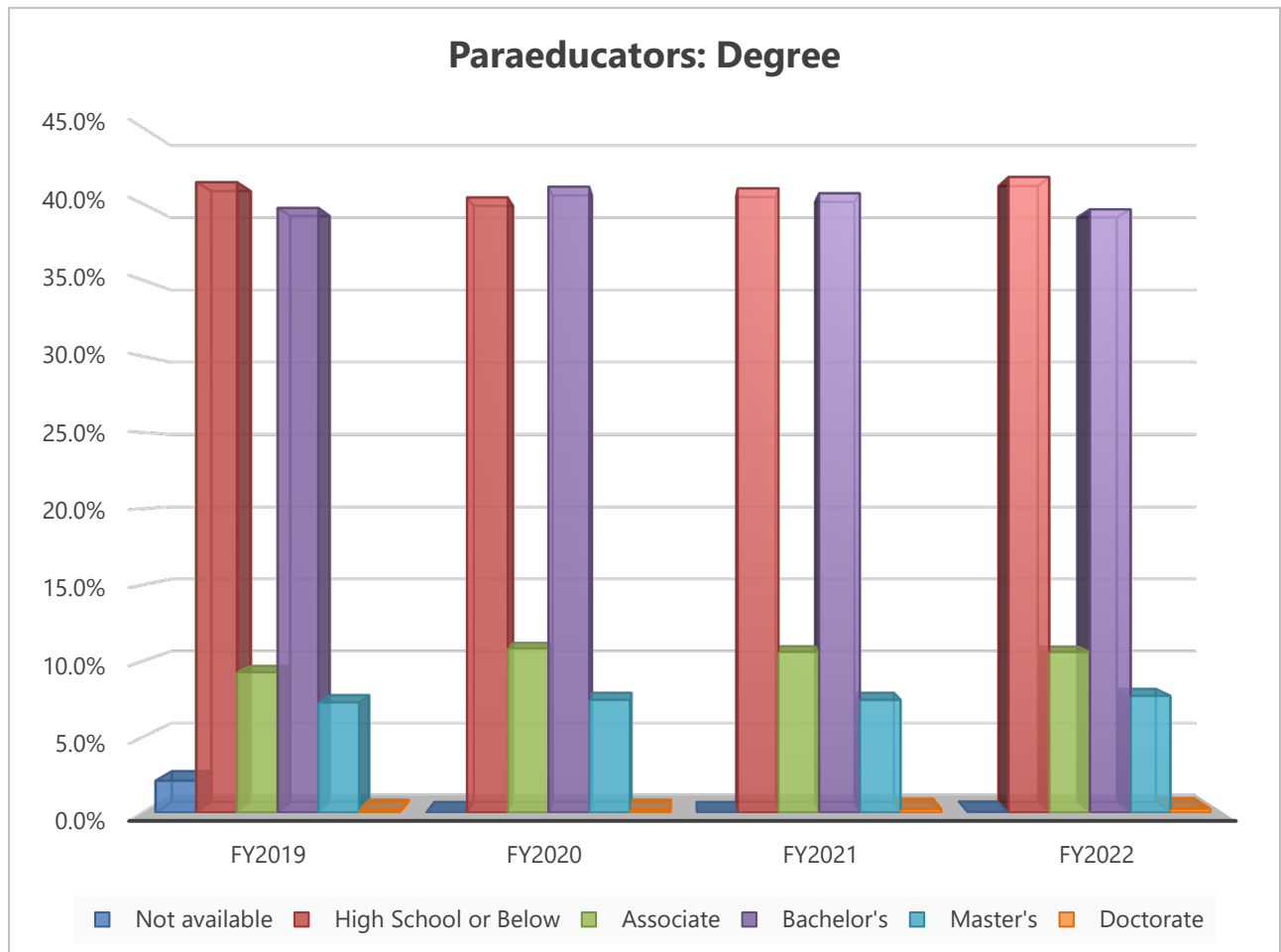
Paraeducators: Degree

	FY2019		FY2020		FY2021		FY2022	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
ALL PARAEDUCATORS								
Not available	64	2.1%	0	0.0%	0	0.0%	1	0.03%
High School or Below	1,254	41.4%	1,208	40.4%	1,264	41.0%	1,281	41.8%
Associate	281	9.3%	324	10.8%	327	10.6%	325	10.6%
Bachelor's	1,203	39.7%	1,229	41.1%	1,254	40.7%	1,216	39.6%
Master's	221	7.3%	223	7.5%	230	7.5%	237	7.7%
Doctorate	5	0.2%	5	0.2%	7	0.2%	8	0.3%
GRAND TOTAL	3,028	100.0%	2,989	100.0%	3,082	100.0%	3,068	100.0%

1. Data was captured on October 15.

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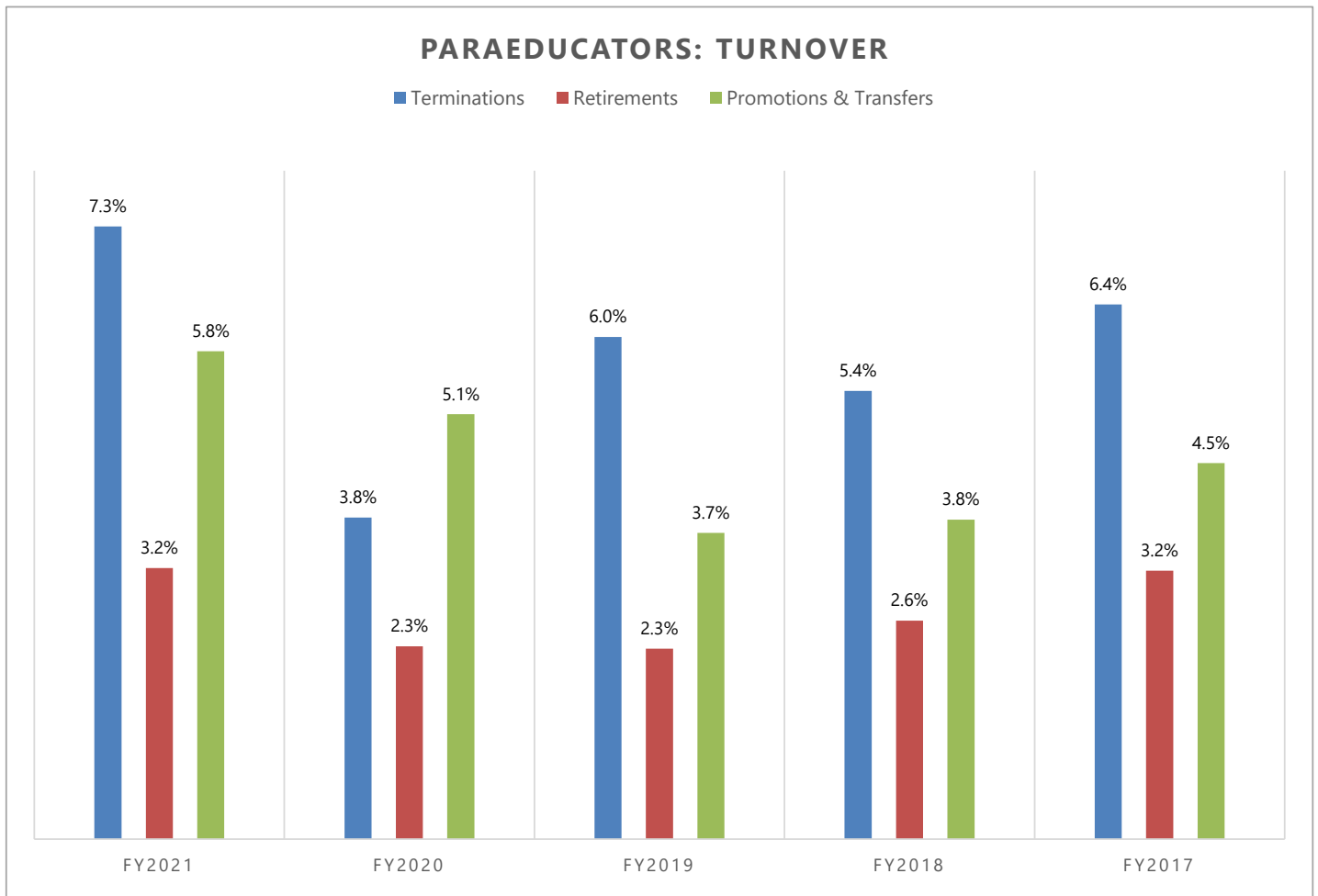


Paraeducators: Turnover

Fiscal Year	Number of Paraeducators ¹	Terminations		Retirements		Promotions & Transfers ²		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2021	3,082	226	7.3%	100	3.2%	180	5.8%	506	16.4%
FY2020	2,989	115	3.8%	69	2.3%	152	5.1%	336	11.2%
FY2019	3,028	182	6.0%	69	2.3%	111	3.7%	362	12.0%
FY2018	2,982	160	5.4%	78	2.6%	114	3.8%	352	11.8%
FY2017	3,050	198	6.4%	98	3.2%	140	4.5%	436	14.1%

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
2022	1760	18.1%
2023	293	3.0%
2024	339	3.5%
2025	310	3.2%
2026	337	3.5%
2027	328	3.4%
2028	367	3.8%
2029	356	3.7%
2030	369	3.8%
2031	331	3.4%
Eligible within 10 years	4,790	49.3%
Total Support	9,717	100.0%

1. Data reflects retirement eligibility for all employees as of July 1, 2021.

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.

