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## Section 1: Montgomery County Public Schools Personnel

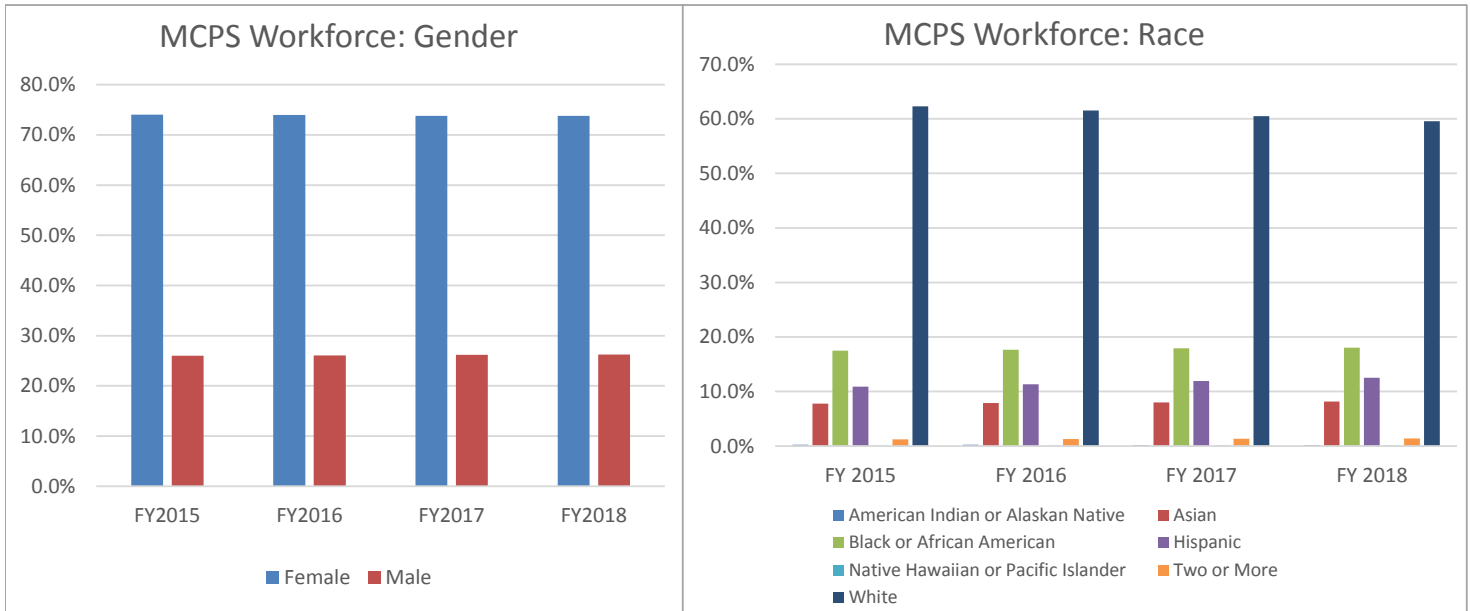
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# MCPS Workforce: Demographic Profile

	FY 2015		FY 2016		FY 2017		FY 2018	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>GENDER</b>								
Female	16,966	74.0%	16,796	73.9%	17,231	73.8%	17,338	73.8%
Male	5,957	26.0%	5,920	26.1%	6,116	26.2%	6,164	26.2%
<b>TOTAL</b>	<b>22,923</b>	<b>100.0%</b>	<b>22,716</b>	<b>100.0%</b>	<b>23,347</b>	<b>100.0%</b>	<b>23,502</b>	<b>100.0%</b>
<b>RACE</b>								
American Indian or Alaskan Native	57	0.2%	55	0.2%	50	0.2%	49	0.2%
Asian	1,782	7.8%	1,794	7.9%	1,865	8.0%	1,921	8.2%
Black or African American	4,008	17.5%	4,014	17.7%	4,192	18.0%	4,242	18.0%
Hispanic	2,503	10.9%	2,578	11.3%	2,790	12.0%	2,941	12.5%
Native Hawaiian or Pacific Islander	9	0.0%	12	0.1%	15	0.1%	17	0.1%
Two or More	280	1.2%	289	1.3%	316	1.4%	334	1.4%
White	14,284	62.3%	13,974	61.5%	14,119	60.5%	13,998	59.6%
<b>TOTAL</b>	<b>22,923</b>	<b>100.0%</b>	<b>22,716</b>	<b>100.0%</b>	<b>23,347</b>	<b>100.0%</b>	<b>23,502</b>	<b>100.0%</b>
<b>AGE</b>								
Under 20	3	0.0%	4	0.0%	7	0.0%	4	0.0%
20 - 29 years	2,844	12.4%	2,735	12.0%	2,934	12.6%	2,979	12.7%
30 - 39 years	4,834	21.1%	4,864	21.4%	5,102	21.9%	5,185	22.1%
40 - 49 years	5,742	25.0%	5,659	24.9%	5,795	24.8%	5,887	25.0%
50 - 59 years	6,135	26.8%	6,073	26.7%	6,158	26.4%	6,104	26.0%
60+ years	3,365	14.7%	3,381	14.9%	3,351	14.4%	3,343	14.2%
<b>TOTAL</b>	<b>22,923</b>	<b>100.0%</b>	<b>22,716</b>	<b>100.0%</b>	<b>23,347</b>	<b>100.0%</b>	<b>23,502</b>	<b>100.0%</b>

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

2. Data was captured on October 15.



# MCPS Workforce: Residence Profile<sup>1</sup>

FY 2018										
County	MCAAP		MCBOA		SEIU		MCEA		Grand Total	
	#	%	#	%	#	%	#	%	#	%
<b>Montgomery</b>	<b>463</b>	<b>63.0%</b>	<b>56</b>	<b>59.6%</b>	<b>7,532</b>	<b>80.4%</b>	<b>8,627</b>	<b>64.8%</b>	<b>16,678</b>	<b>71.0%</b>
Frederick	66	9.0%	18	19.1%	662	7.1%	1,496	11.2%	2,242	9.5%
Prince George's	69	9.4%	2	2.1%	543	5.8%	696	5.2%	1,310	5.6%
Howard	49	6.7%	7	7.4%	136	1.5%	944	7.1%	1,136	4.8%
Carroll	13	1.8%	3	3.2%	71	0.8%	254	1.9%	341	1.5%
Anne Arundel	9	1.2%	0	0.0%	62	0.7%	249	1.9%	320	1.4%
Baltimore	11	1.5%	0	0.0%	43	0.5%	161	1.2%	215	0.9%
Washington	3	0.4%	2	2.1%	90	1.0%	57	0.4%	152	0.6%
Baltimore City	3	0.4%	0	0.0%	19	0.2%	82	0.6%	104	0.4%
Charles	1	0.1%	0	0.0%	9	0.1%	10	0.1%	20	0.1%
Calvert	1	0.1%	0	0.0%	3	0.0%	14	0.1%	18	0.1%
Harford	0	0.0%	0	0.0%	2	0.0%	14	0.1%	16	0.1%
Queen Anne's	0	0.0%	0	0.0%	3	0.0%	2	0.0%	5	0.0%
Garrett	2	0.3%	0	0.0%	0	1.0%	1	0.0%	3	0.0%
St. Mary	0	0.0%	0	0.0%	0	0.0%	3	0.0%	3	0.0%
Dorchester	0	0.0%	0	0.0%	2	0.0%	0	0.0%	2	0.0%
Talbot	0	0.0%	0	0.0%	1	0.0%	1	0.0%	2	0.0%
Worcester	0	0.0%	0	0.0%	0	0.0%	2	0.0%	2	0.0%
Cecil	0	0.0%	0	0.0%	0	0.0%	1	0.0%	1	0.0%
Somerset	0	0.0%	0	0.0%	0	0.0%	1	0.0%	1	0.0%
Wicomico	0	0.0%	0	0.0%	0	0.0%	1	0.0%	1	0.0%
<b>Subtotal Maryland</b>	<b>690</b>	<b>93.9%</b>	<b>88</b>	<b>93.6%</b>	<b>9,178</b>	<b>98.0%</b>	<b>12,616</b>	<b>94.8%</b>	<b>22,572</b>	<b>96.0%</b>
District of Columbia	26	3.5%	0	0.0%	61	0.7%	376	2.8%	463	2.0%
Virginia	15	2.0%	2	2.1%	44	0.5%	232	1.7%	293	1.2%
West Virginia	3	0.4%	4	4.3%	56	0.6%	39	0.3%	102	0.4%
Pennsylvania	1	0.1%	0	0.0%	23	0.2%	31	0.2%	55	0.2%
Other States <sup>2</sup>	0	0.0%	0	0.0%	5	0.1%	12	0.1%	17	0.1%
<b>TOTAL</b>	<b>735</b>	<b>100.0%</b>	<b>94</b>	<b>100.0%</b>	<b>9,367</b>	<b>100.0%</b>	<b>13,306</b>	<b>100.0%</b>	<b>23,502</b>	<b>100.0%</b>

<sup>1</sup> Data reflects the number of permanent employees by head count as of October 15, 2017. Temporary and substitute employees are not included.

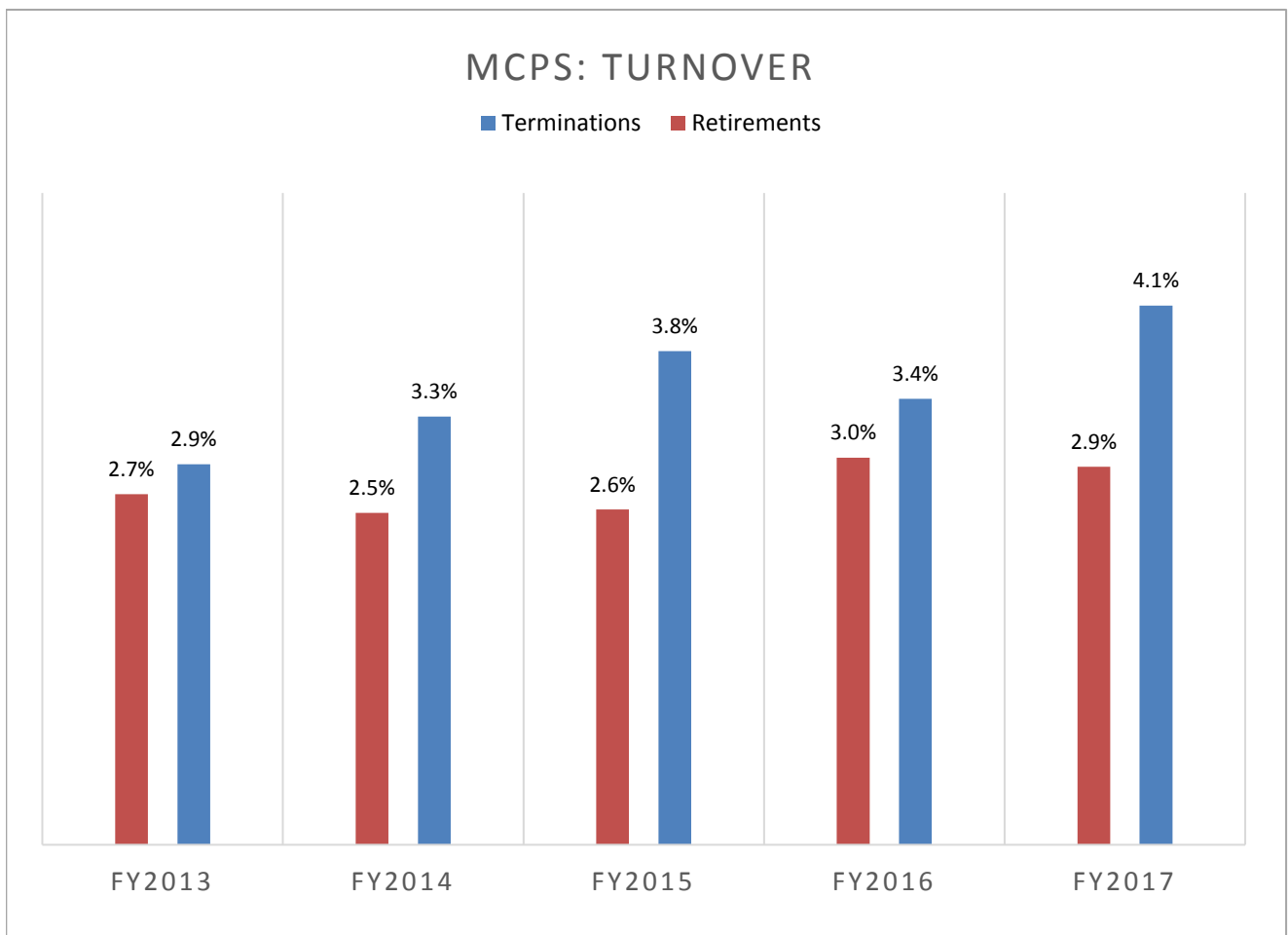
<sup>2</sup> Employees living in 'Other States' include new employees who have not completed a change of address.

Montgomery County Residence Profile										
Fiscal Year	MCAAP		MCBOA		SEIU		MCEA		Grand Total	
	#	%	#	%	#	%	#	%	#	%
<b>FY2018</b>	463	63.0%	56	59.6%	7,532	80.4%	8,627	64.8%	16,678	71.0%
<b>FY2017</b>	464	64.5%	54	58.1%	7,588	80.4%	8,578	65.5%	16,684	71.5%
<b>FY2016</b>	452	64.7%	53	57.0%	7,452	80.2%	8,413	66.6%	16,370	72.1%
<b>FY 2015</b>	461	66.0%	51	55.9%	7,596	81.8%	8,506	67.3%	16,614	72.5%

## MCPS: Turnover

Fiscal Year	Number of Employees <sup>1</sup>	Terminations		Retirements		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent
<b>FY2017</b>	23,696	980	4.1%	687	2.9%	1,667	7.0%
<b>FY2016</b>	23,129	791	3.4%	687	3.0%	1,478	6.4%
<b>FY2015</b>	23,284	882	3.8%	599	2.6%	1,481	6.4%
<b>FY2014</b>	23,011	756	3.3%	586	2.5%	1,342	5.8%
<b>FY2013</b>	22,671	662	2.9%	610	2.7%	1,272	5.6%

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



# FY 2018 MCPS Fact Sheet

(Data as of 10/15/2017)

Employee Type	No. of Employees (Head Count)	No. of Filled Positions (FTE) <sup>1</sup>	Average Annual Salary (salaries/head count)	Average FTE (salaries/filled FTE) <sup>2</sup>
Executive Staff (MCAAP EXC)	18	18.0	\$197,720	<b>\$197,720</b>
Administrators (MCAAP)	717	716.8	\$135,368	<b>\$135,406</b>
<b>TOTAL MCAAP</b>	<b>735</b>	<b>734.8</b>		
Supervisors (MCBOA)	94	94.0	\$102,119	<b>\$102,119</b>
<b>TOTAL MCBOA</b>	<b>94</b>	<b>94.0</b>		
Other Professionals (12-Mo. MCEA)	306	299.5	\$113,674	<b>\$116,141</b>
Teachers (10-Mo. MCEA)	13,000	12,664.0	\$80,669	<b>\$82,809</b>
<b>TOTAL MCEA</b>	<b>13,306</b>	<b>12,963.5</b>		
Support Staff (SEIU)	9,367	7,802.8	\$38,867	<b>\$46,658</b>
<b>TOTAL SEIU</b>	<b>9,367</b>	<b>7,802.8</b>		
<b>GRAND TOTAL</b>	<b>23,502</b>	<b>21,595.1</b>		

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

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

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

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

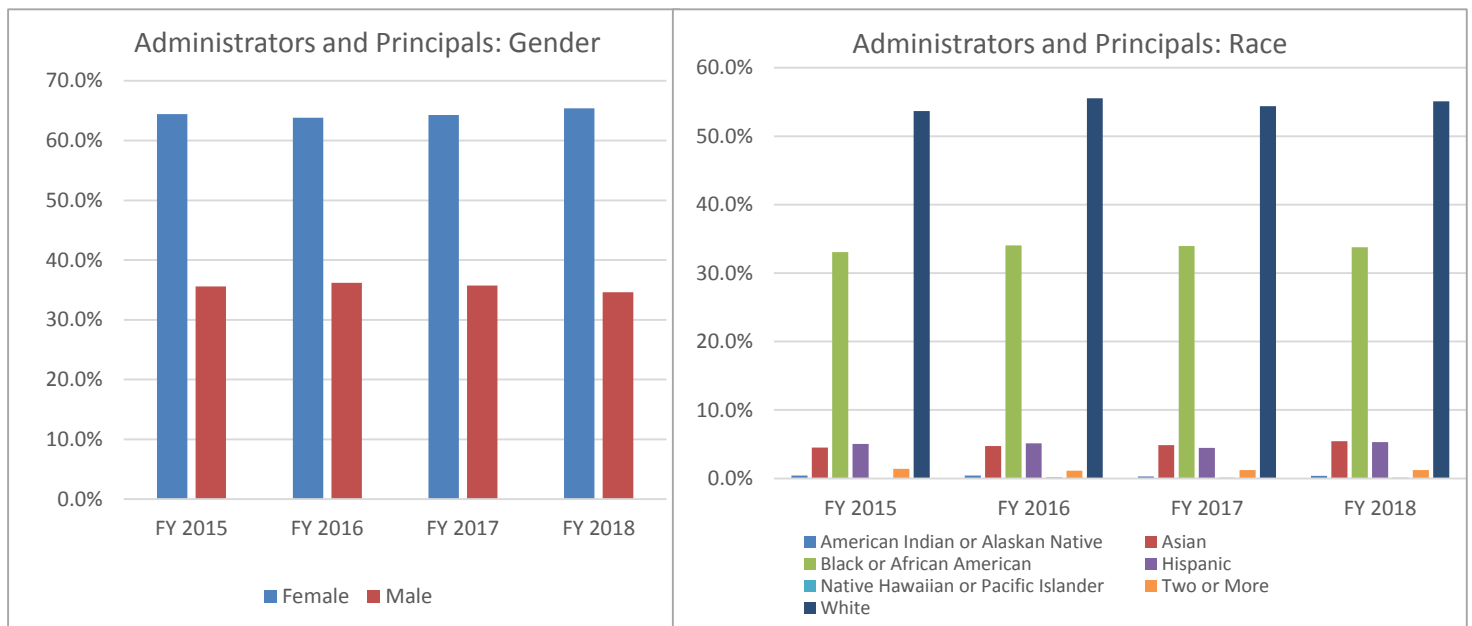
## Administrators and Principals: Demographic Profile

	FY 2015		FY 2016		FY 2017		FY 2018	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>GENDER</b>								
Female	458	64.4%	446	63.8%	462	64.3%	480	65.4%
Male	253	35.6%	253	36.2%	257	35.7%	254	34.6%
<b>TOTAL</b>	<b>711</b>	<b>100.0%</b>	<b>699</b>	<b>100.0%</b>	<b>719</b>	<b>100.0%</b>	<b>734</b>	<b>100.0%</b>
<b>RACE</b>								
American Indian or Alaskan Native	3	0.4%	3	0.4%	2	0.3%	3	0.4%
Asian	32	4.5%	33	4.7%	35	4.9%	40	5.4%
Black or African American	235	33.1%	238	34.0%	244	33.9%	248	33.8%
Hispanic	36	5.1%	36	5.2%	32	4.5%	39	5.3%
Native Hawaiian or Pacific Islander	0	0.0%	1	0.1%	1	0.1%	1	0.1%
Two or More	10	1.4%	8	1.1%	9	1.3%	9	1.2%
White	395	55.6%	380	54.4%	396	55.1%	394	53.7%
<b>TOTAL</b>	<b>711</b>	<b>100.0%</b>	<b>699</b>	<b>100.0%</b>	<b>719</b>	<b>100.0%</b>	<b>734</b>	<b>100.0%</b>
<b>AGE</b>								
20 - 29 years	2	0.3%	2	0.3%	2	0.3%	2	0.3%
30 - 39 years	143	20.1%	129	18.5%	136	18.9%	136	18.5%
40 - 49 years	281	39.5%	289	41.3%	300	41.7%	314	42.8%
50 - 59 years	174	24.5%	173	24.7%	176	24.5%	188	25.6%
60+ years	111	15.6%	106	15.2%	105	14.6%	94	12.8%
<b>TOTAL</b>	<b>711</b>	<b>100.0%</b>	<b>699</b>	<b>100.0%</b>	<b>719</b>	<b>100.0%</b>	<b>734</b>	<b>100.0%</b>

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

2. Data was captured on October 15.

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

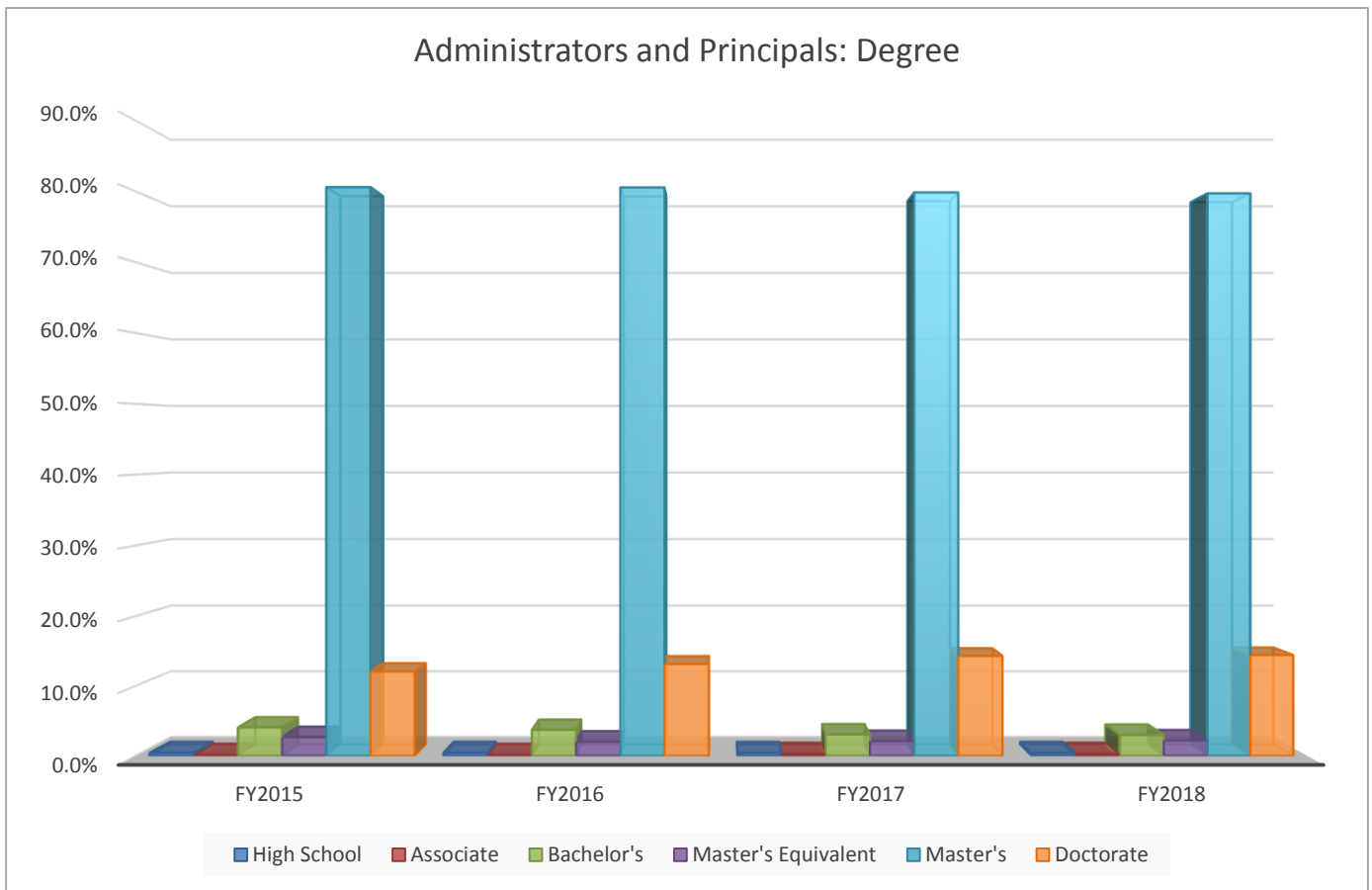




## Administrators and Principals: Degree

Degree	FY2015		FY2016		FY2017		FY2018	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
High School	3	0.4%	3	0.4%	3	0.4%	3	0.4%
Associate	1	0.1%	1	0.1%	2	0.3%	2	0.3%
Bachelor's	29	4.1%	26	3.7%	22	3.1%	22	3.0%
Master's Equivalent <sup>1</sup>	19	2.7%	14	2.0%	15	2.1%	16	2.2%
Master's	573	80.6%	563	80.5%	574	79.8%	585	79.7%
Doctorate	86	12.1%	92	13.2%	103	14.3%	106	14.4%
<b>TOTAL</b>	<b>711</b>	<b>100.0%</b>	<b>699</b>	<b>100.0%</b>	<b>719</b>	<b>100.0%</b>	<b>734</b>	<b>100.0%</b>

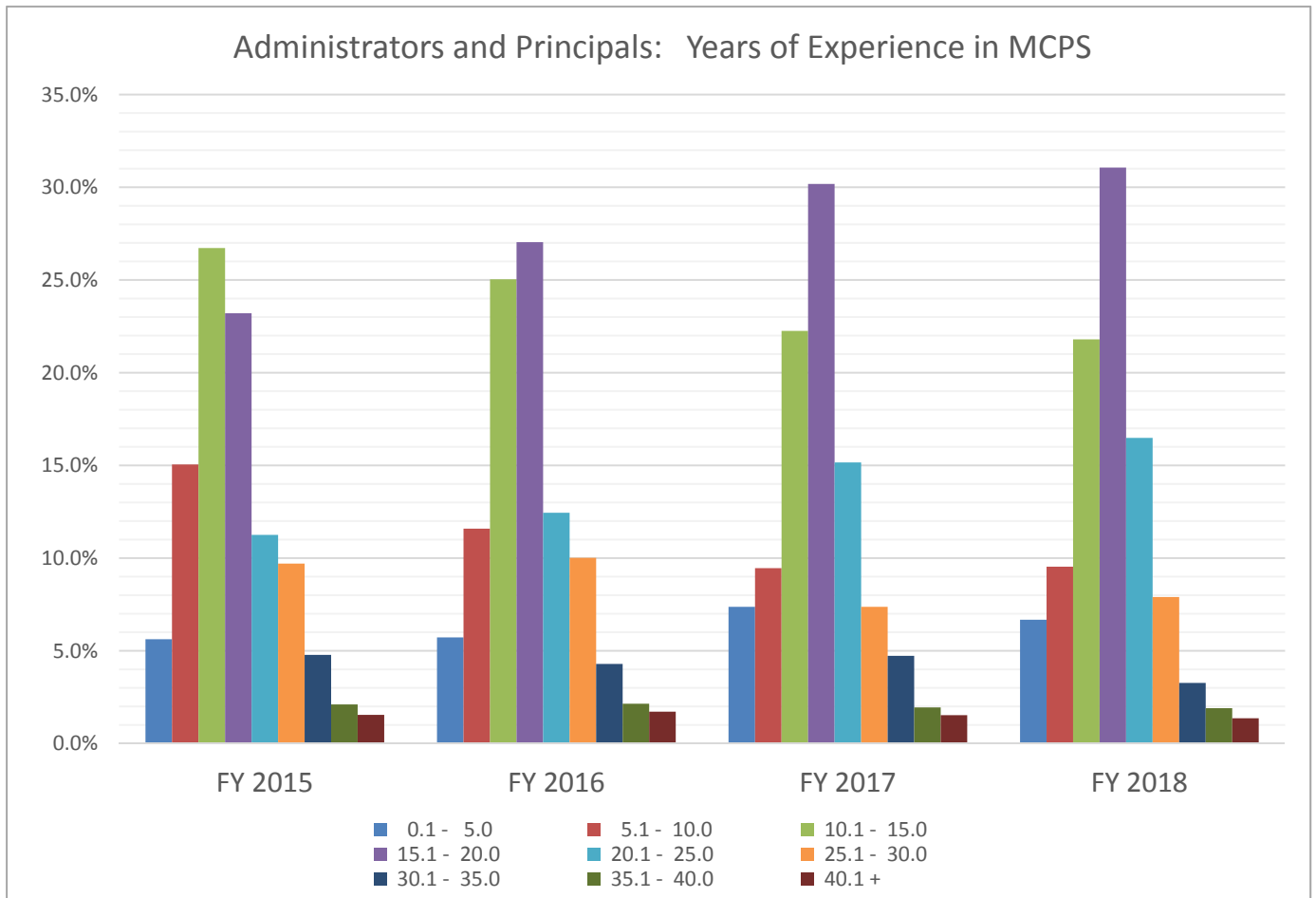
<sup>1</sup> Master's Equivalent is additional professional education course work directly related to public school education and earned after the conferral of a bachelor's degree.



## Administrators and Principals: Years of Experience in MCPS

Years of Experience	FY 2015		FY 2016		FY 2017		FY 2018	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	40	5.6%	40	5.7%	53	7.4%	49	6.7%
5.1 - 10.0	107	15.0%	81	11.6%	68	9.5%	70	9.5%
10.1 - 15.0	190	26.7%	175	25.0%	160	22.3%	160	21.8%
15.1 - 20.0	165	23.2%	189	27.0%	217	30.2%	228	31.1%
20.1 - 25.0	80	11.3%	87	12.4%	109	15.2%	121	16.5%
25.1 - 30.0	69	9.7%	70	10.0%	53	7.4%	58	7.9%
30.1 - 35.0	34	4.8%	30	4.3%	34	4.7%	24	3.3%
35.1 - 40.0	15	2.1%	15	2.1%	14	1.9%	14	1.9%
40.1 +	11	1.5%	12	1.7%	11	1.5%	10	1.4%
<b>TOTAL</b>	<b>711</b>	<b>100.0%</b>	<b>699</b>	<b>100.0%</b>	<b>719</b>	<b>100.0%</b>	<b>734</b>	<b>100.0%</b>

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

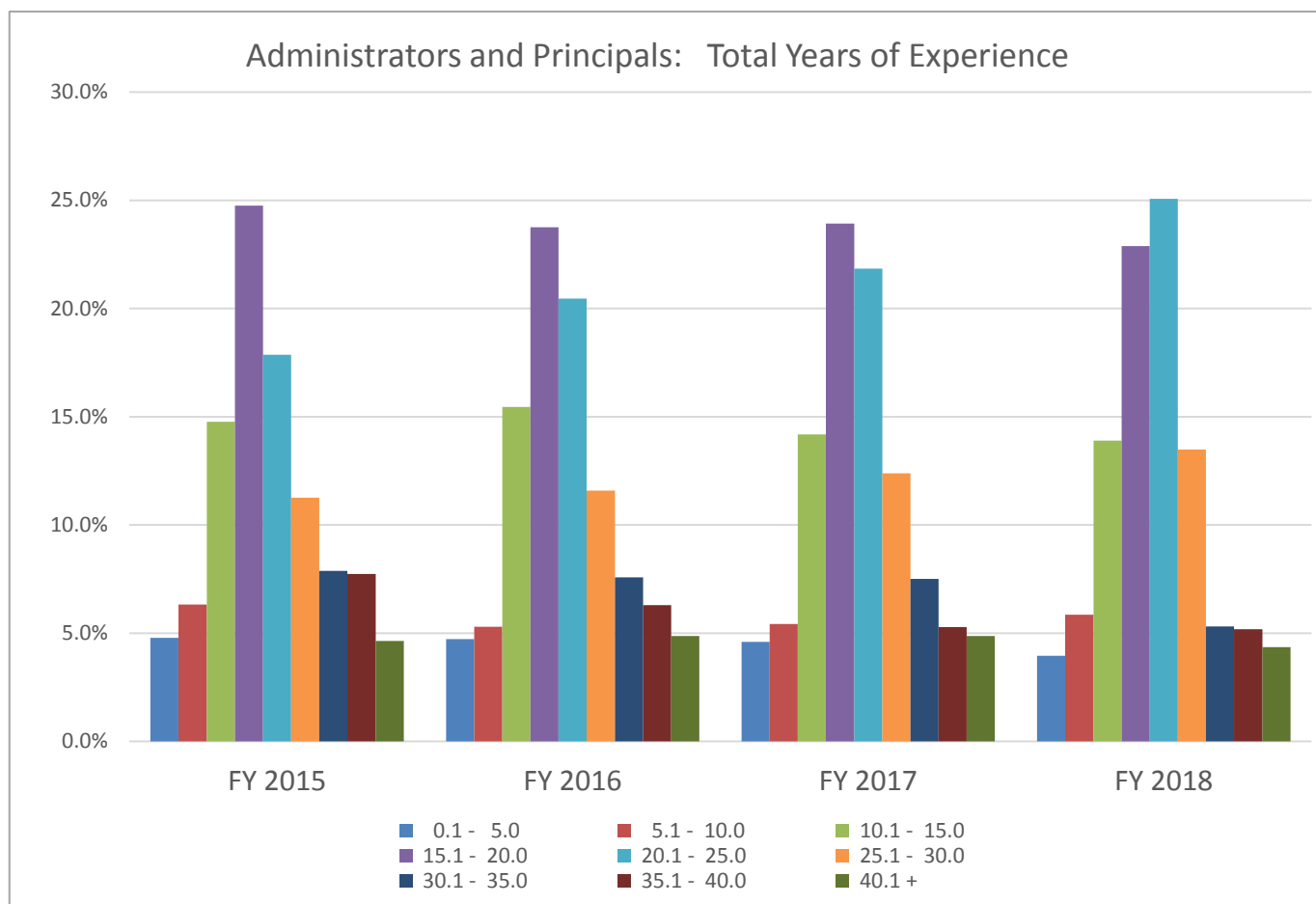


## Administrators and Principals: Total Years of Experience

Years of Experience	FY 2015		FY 2016		FY 2017		FY 2018	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	34	4.8%	33	4.7%	33	4.6%	29	4.0%
5.1 - 10.0	45	6.3%	37	5.3%	39	5.4%	43	5.9%
10.1 - 15.0	105	14.8%	108	15.5%	102	14.2%	102	13.9%
15.1 - 20.0	176	24.8%	166	23.7%	172	23.9%	168	22.9%
20.1 - 25.0	127	17.9%	143	20.5%	157	21.8%	184	25.1%
25.1 - 30.0	80	11.3%	81	11.6%	89	12.4%	99	13.5%
30.1 - 35.0	56	7.9%	53	7.6%	54	7.5%	39	5.3%
35.1 - 40.0	55	7.7%	44	6.3%	38	5.3%	38	5.2%
40.1 +	33	4.6%	34	4.9%	35	4.9%	32	4.4%
<b>TOTAL</b>	<b>711</b>	<b>100.0%</b>	<b>699</b>	<b>100.0%</b>	<b>719</b>	<b>100.0%</b>	<b>734</b>	<b>100.0%</b>

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.

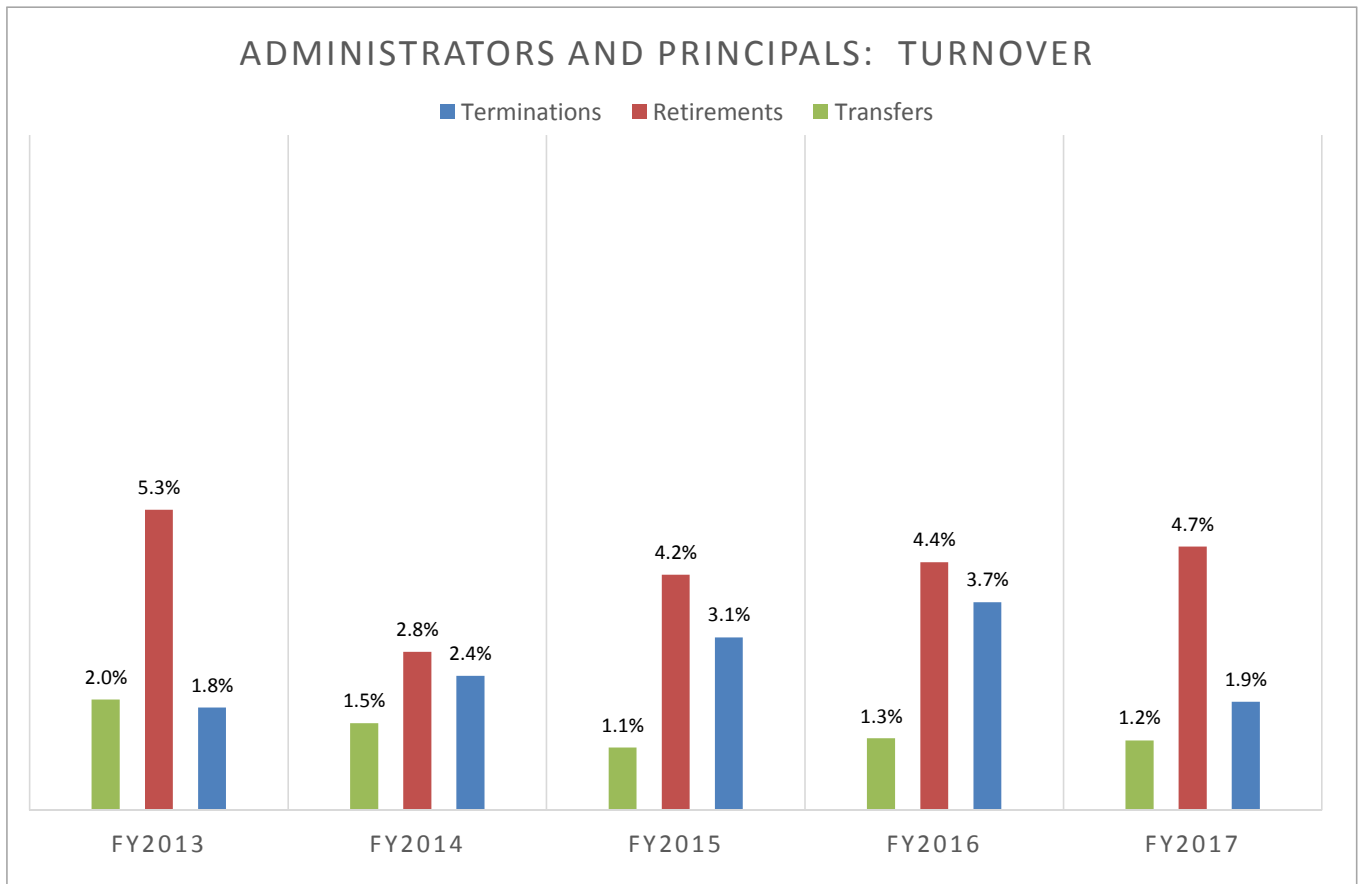


## Administrators and Principals: Turnover

Fiscal Year	Number of Administrators <sup>1</sup>	Terminations		Retirements		Transfers <sup>2</sup>		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>FY2017</b>	725	14	1.9%	34	4.7%	9	1.2%	57	7.9%
<b>FY2016</b>	703	26	3.7%	31	4.4%	9	1.3%	66	9.4%
<b>FY2015</b>	716	22	3.1%	30	4.2%	8	1.1%	60	8.4%
<b>FY2014</b>	710	17	2.4%	20	2.8%	11	1.5%	48	6.8%
<b>FY2013</b>	711	13	1.8%	38	5.3%	14	2.0%	65	9.1%

<sup>1</sup> Total number of administrators is based upon a snapshot taken in the fall of each fiscal year.

<sup>2</sup> Transfer is defined to be an administrator no longer in an administrative position.

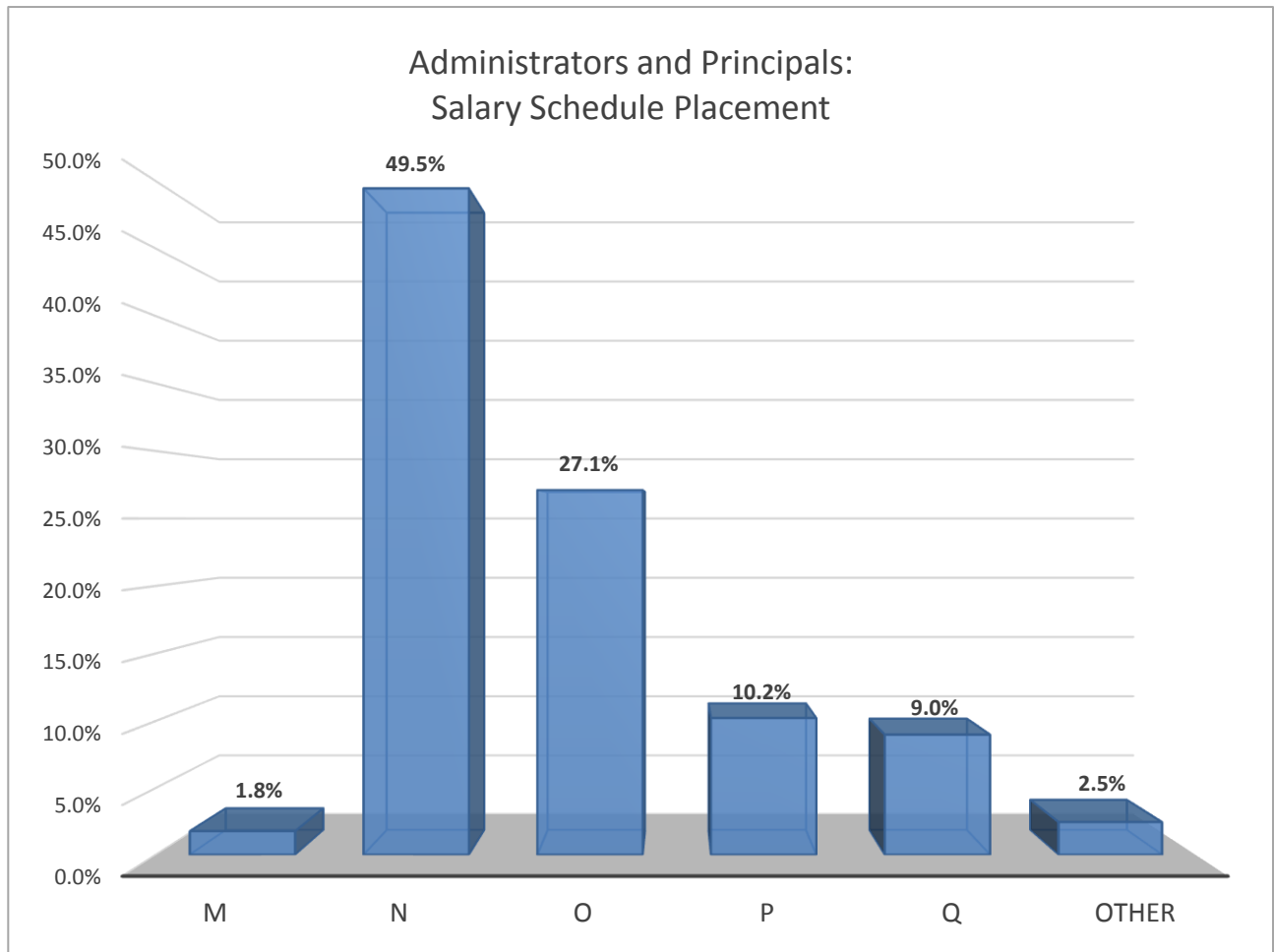


# Administrators and Principals: Salary Schedule Placement

FY2018								
Step <sup>1</sup>	M	N	O	P	Q	Other	Total	%
1	0	12	0	1	0		13	1.8%
2	0	20	0	1	0		21	2.9%
3	0	6	0	0	0		6	0.8%
4	2	18	2	0	0		22	3.0%
5	1	16	5	1	0		23	3.1%
6	0	23	5	3	0		31	4.2%
7	0	28	5	4	0		37	5.0%
8	1	27	11	7	1		47	6.4%
9	0	17	10	5	4		36	4.9%
10	7	123	84	32	32		278	37.9%
50	0	23	26	11	7		67	9.1%
60	2	50	51	10	22		135	18.4%
<b>Executive</b>						18	18	2.5%
<b>Total</b>	<b>13</b>	<b>363</b>	<b>199</b>	<b>75</b>	<b>66</b>	<b>18</b>	<b>734</b>	<b>100.0%</b>
<b>% of Schedule</b>	<b>1.8%</b>	<b>49.5%</b>	<b>27.1%</b>	<b>10.2%</b>	<b>9.0%</b>	<b>2.5%</b>	<b>100.0%</b>	

Note: Data as of October 15, 2017

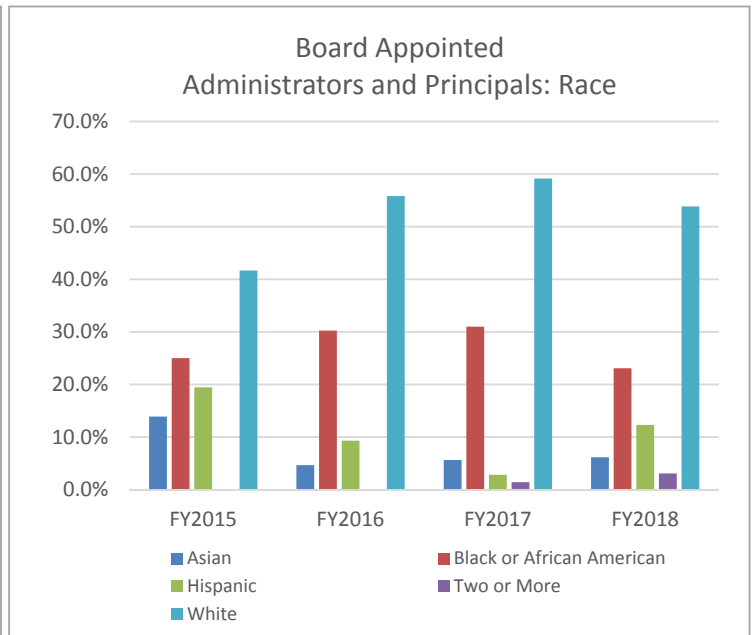
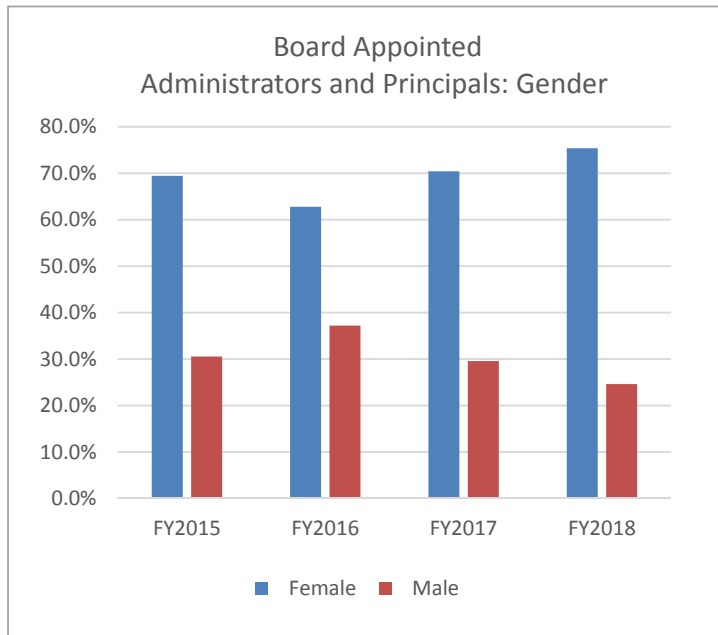
<sup>1</sup> Steps 50 and 60 indicates employees that received a 2% increase on 7/1/2012 and/or 2/8/2014



## Administrators and Principals: Initial Appointments to Administrative Positions

	FY2015		FY2016		FY2017		FY2018	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>BOARD APPOINTMENTS</b>								
External Candidates	6	16.7%	8	18.6%	16	22.5%	10	15.4%
Internal Candidates	30	83.3%	35	81.4%	55	77.5%	55	84.6%
<b>TOTAL</b>	<b>36</b>	<b>100.0%</b>	<b>43</b>	<b>100.0%</b>	<b>71</b>	<b>100.0%</b>	<b>65</b>	<b>100.0%</b>
<b>GENDER</b>								
Female	25	69.4%	27	62.8%	50	70.4%	49	75.4%
Male	11	30.6%	16	37.2%	21	29.6%	16	24.6%
<b>TOTAL</b>	<b>36</b>	<b>100.0%</b>	<b>43</b>	<b>100.0%</b>	<b>71</b>	<b>100.0%</b>	<b>65</b>	<b>100.0%</b>
<b>RACE</b>								
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%	1	1.5%
Asian	5	13.9%	2	4.7%	4	5.6%	4	6.2%
Black or African American	9	25.0%	13	30.2%	22	31.0%	15	23.1%
Hispanic	7	19.4%	4	9.3%	2	2.8%	8	12.3%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Two or More	0	0.0%	0	0.0%	1	1.4%	2	3.1%
White	15	41.7%	24	55.8%	42	59.2%	35	53.8%
<b>TOTAL</b>	<b>36</b>	<b>100.0%</b>	<b>43</b>	<b>100.0%</b>	<b>71</b>	<b>100.0%</b>	<b>65</b>	<b>100.0%</b>

1. Data reflects the number of permanent employees by head count.
2. Data reflects employees who were hired or promoted into an A&S position for the first time.
3. Data as of November 5, 2017.



## Administrators: Retirement Eligibility

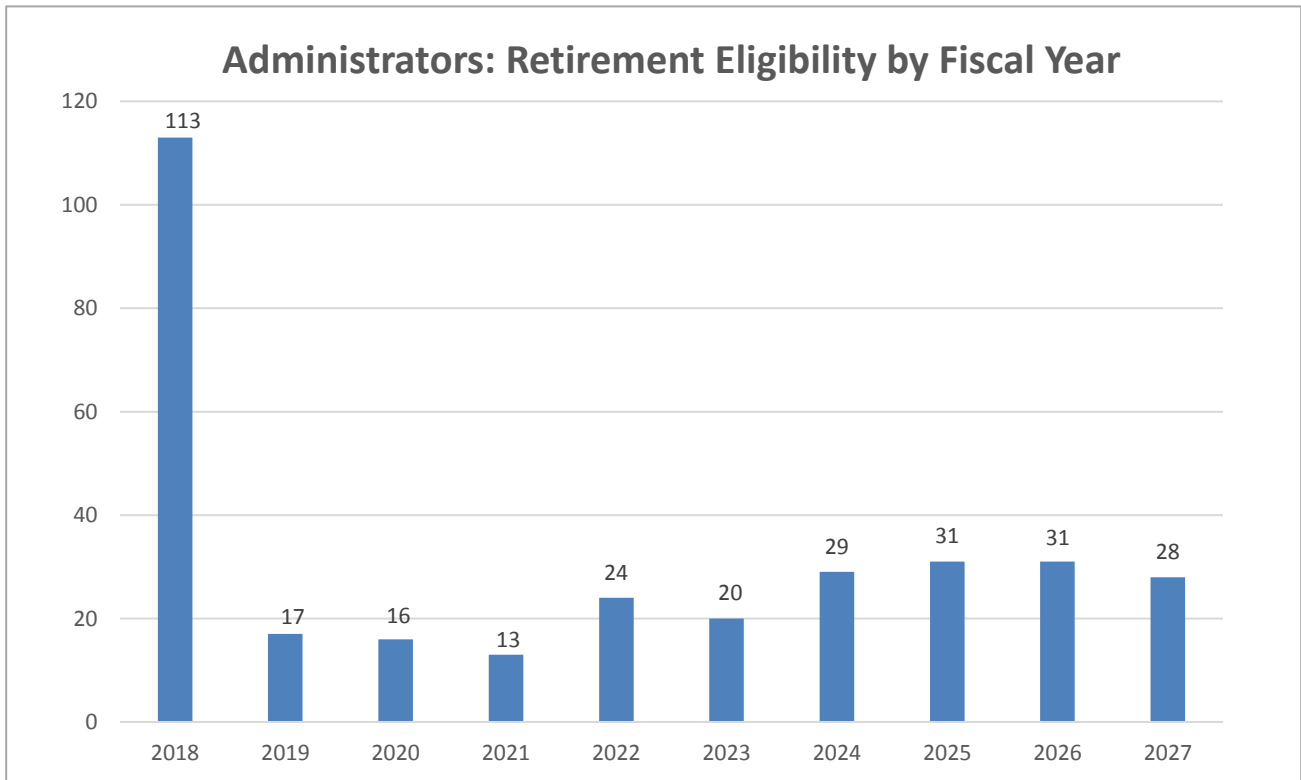
Fiscal Year	Number of Administrators Eligible to Retire	Percent of Total
2018	113	15.2%
2019	17	2.3%
2020	16	2.2%
2021	13	1.8%
2022	24	3.2%
2023	20	2.7%
2024	29	3.9%
2025	31	4.2%
2026	31	4.2%
2027	28	3.8%
<b>Eligible within 10 years</b>	<b>322</b>	<b>43.5%</b>
<b>Total Administrators</b>	<b>741</b>	<b>100.0%</b>

1. Data reflects retirement eligibility as of July 1, 2017.

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
2018	67	12.7%
2019	9	1.7%
2020	10	1.9%
2021	7	1.3%
2022	16	3.0%
2023	9	1.7%
2024	22	4.2%
2025	19	3.6%
2026	21	4.0%
2027	19	3.6%
<b>Eligible within 10 years</b>	<b>199</b>	<b>37.7%</b>
<b>Total School-Based Administrators</b>	<b>528</b>	<b>100.0%</b>

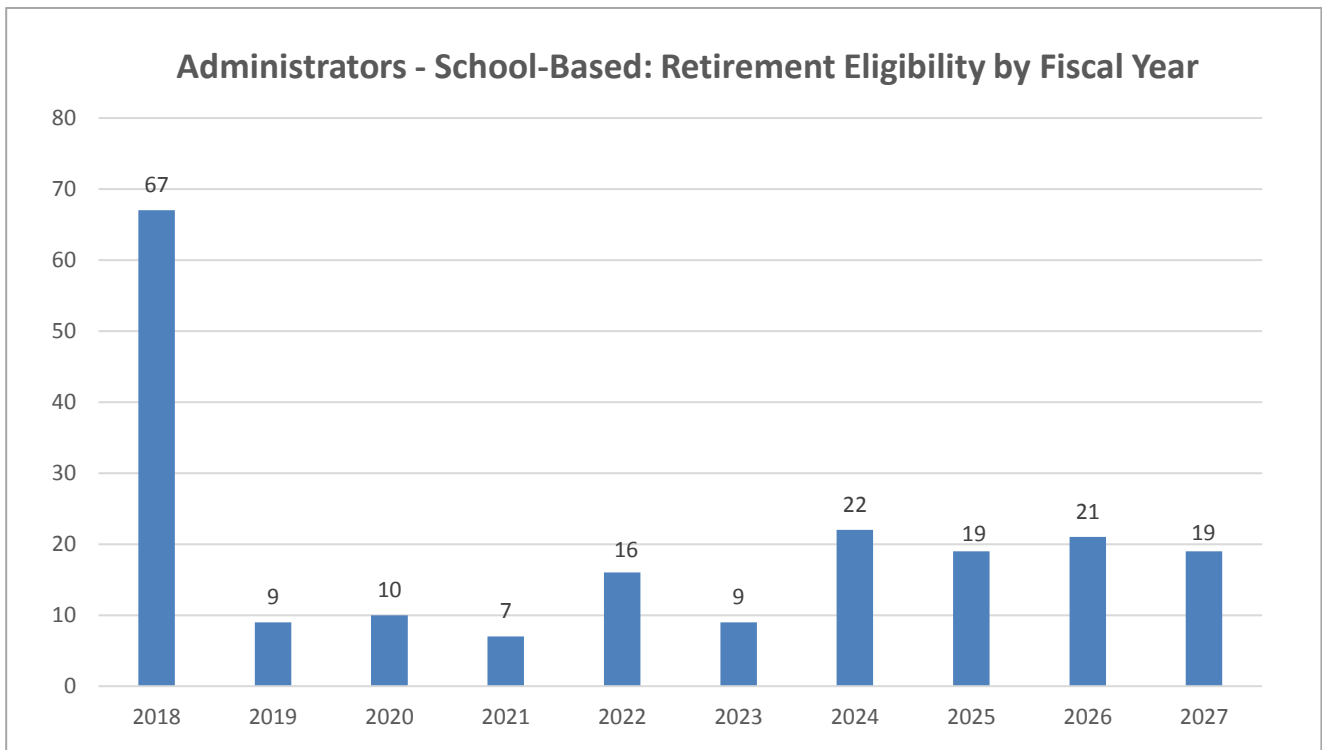
1. Data reflects retirement eligibility as of July 1, 2017.

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

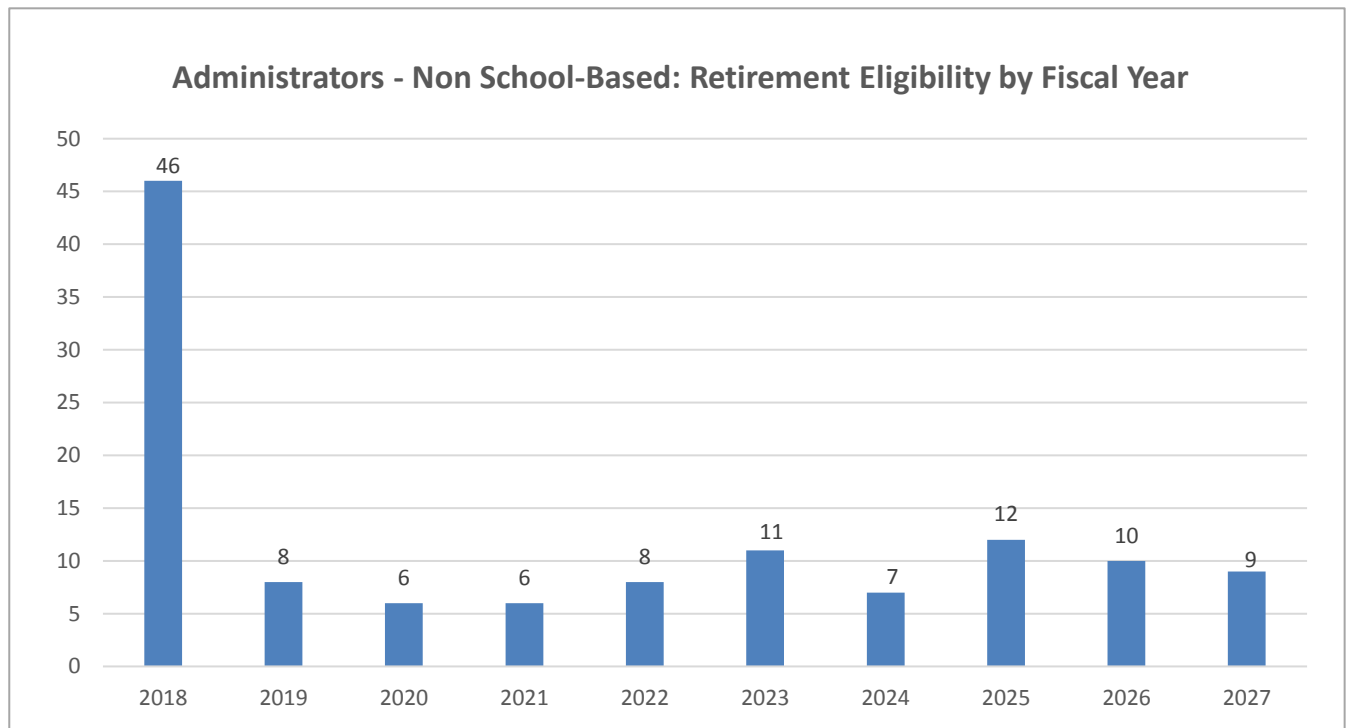
Fiscal Year	Number of Non School-Based Administrators Eligible to Retire	Percent of Total
2018	46	21.6%
2019	8	3.8%
2020	6	2.8%
2021	6	2.8%
2022	8	3.8%
2023	11	5.2%
2024	7	3.3%
2025	12	5.6%
2026	10	4.7%
2027	9	4.2%
<b>Eligible within 10 years</b>	<b>123</b>	<b>57.7%</b>
<b>Total Non School-Based Administrators</b>	<b>213</b>	<b>100.0%</b>

1. Data reflects retirement eligibility as of July 1, 2017.

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

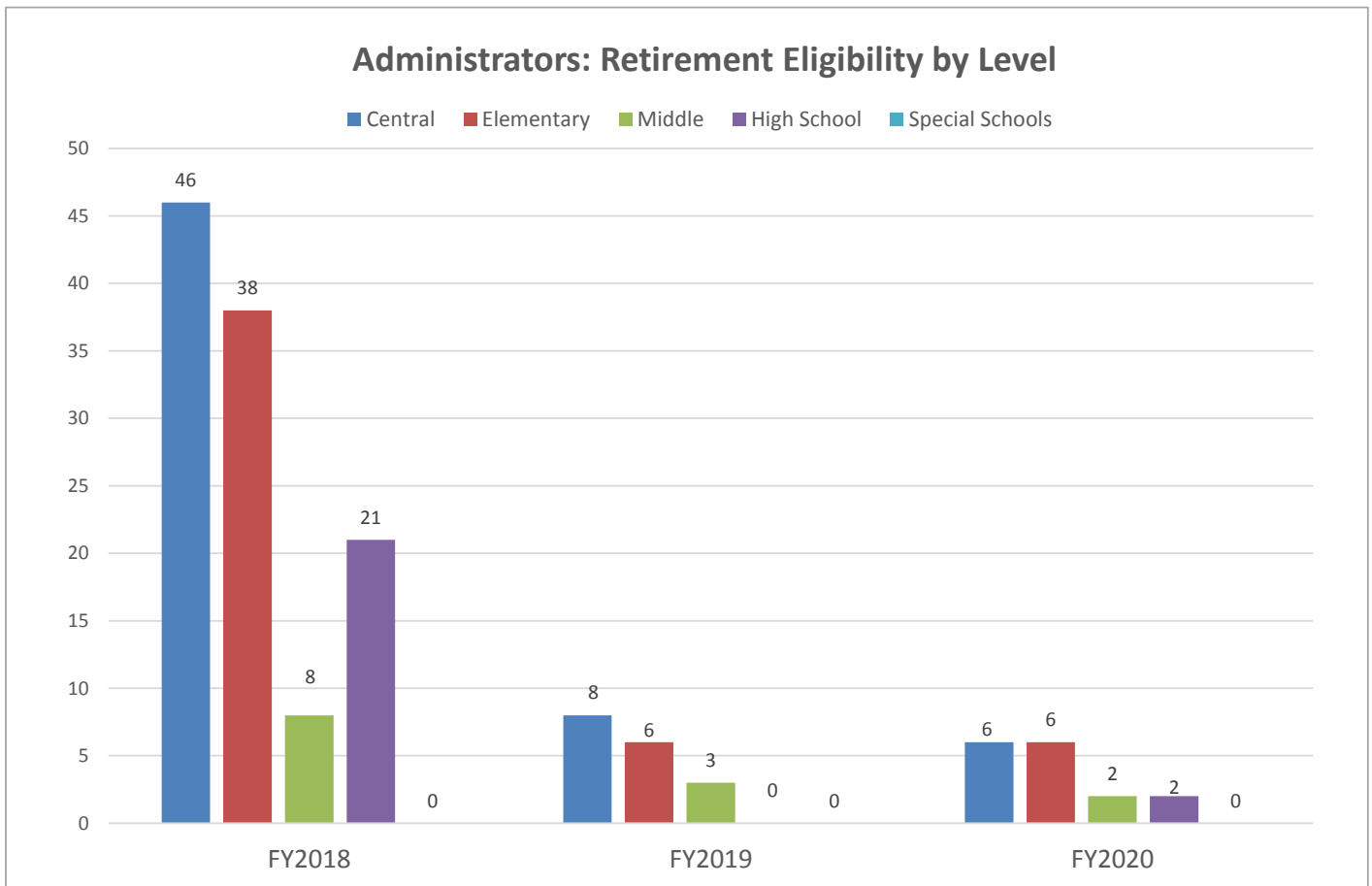
Level	Number of Administrators	Percent of Total	Retirement Eligible by Fiscal Year			Retirement Eligible Within 3 Years	
			FY2018	FY2019	FY2020	Number	Percent
Central	213	28.7%	46	8	6	60	28.2%
Elementary	257	34.7%	38	6	6	50	19.5%
Middle	137	18.5%	8	3	2	13	9.5%
High School	127	17.1%	21	0	2	23	18.1%
Special Schools	7	0.9%	0	0	0	0	0.0%
<b>Total Administrators</b>	<b>741</b>	<b>100.0%</b>	<b>113</b>	<b>17</b>	<b>16</b>	<b>146</b>	<b>19.7%</b>

1. Data reflects retirement eligibility as of July 1, 2017.

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

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

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



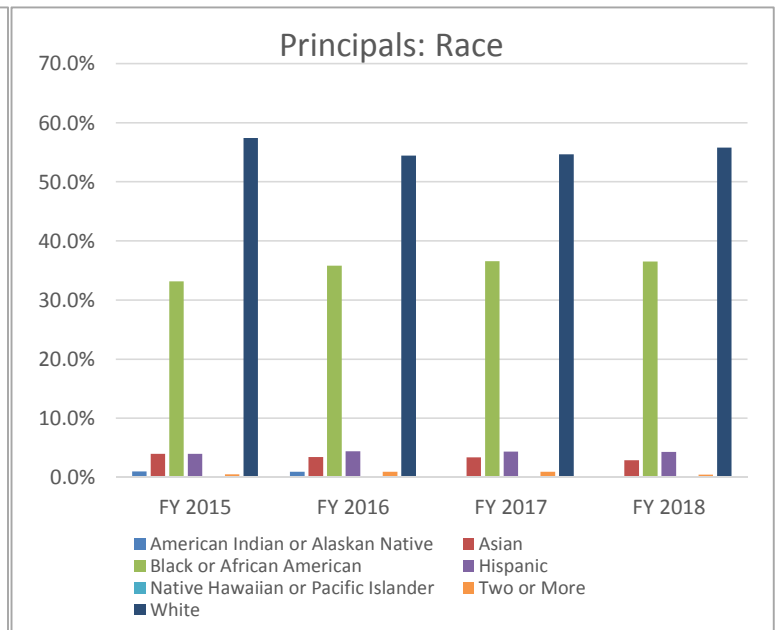
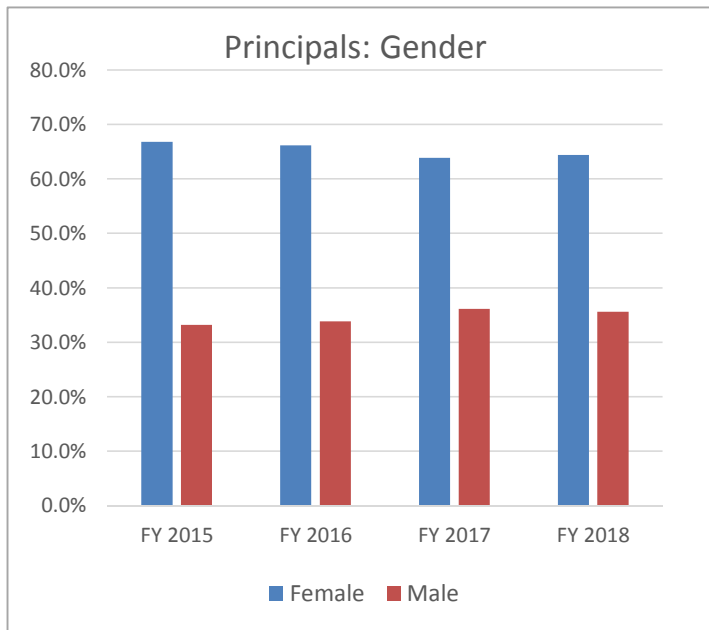
## Section 3: MCAAP –Principals

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

# Principals: Demographic Profile

	FY 2015		FY 2016		FY 2017		FY 2018	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>GENDER</b>								
Female	135	66.8%	135	66.2%	131	63.9%	134	64.4%
Male	67	33.2%	69	33.8%	74	36.1%	74	35.6%
<b>TOTAL</b>	<b>202</b>	<b>100.0%</b>	<b>204</b>	<b>100.0%</b>	<b>205</b>	<b>100.0%</b>	<b>208</b>	<b>100.0%</b>
<b>RACE</b>								
American Indian or Alaskan Native	2	1.0%	2	1.0%	0	0.0%	0	0.0%
Asian	8	4.0%	7	3.4%	7	3.4%	6	2.9%
Black or African American	67	33.2%	73	35.8%	75	36.6%	76	36.5%
Hispanic	8	4.0%	9	4.4%	9	4.4%	9	4.3%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Two or More	1	0.5%	2	1.0%	2	1.0%	1	0.5%
White	116	57.4%	111	54.4%	112	54.6%	116	55.8%
<b>TOTAL</b>	<b>202</b>	<b>100.0%</b>	<b>204</b>	<b>100.0%</b>	<b>205</b>	<b>100.0%</b>	<b>208</b>	<b>100.0%</b>
<b>AGE</b>								
20 - 29 years	0	0.0%	0	0.0%	0	0.0%	0	0.0%
30 - 39 years	24	11.9%	27	13.2%	19	9.3%	21	10.1%
40 - 49 years	84	41.6%	91	44.6%	96	46.8%	97	46.6%
50 - 59 years	54	26.7%	55	27.0%	54	26.3%	53	25.5%
60+ years	40	19.8%	31	15.2%	36	17.6%	37	17.8%
<b>TOTAL</b>	<b>202</b>	<b>100.0%</b>	<b>204</b>	<b>100.0%</b>	<b>205</b>	<b>100.0%</b>	<b>208</b>	<b>100.0%</b>

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 was captured on October 15
3. Coordinators at Longview School and Stephen Knolls School were classified as Principal effective FY2018.



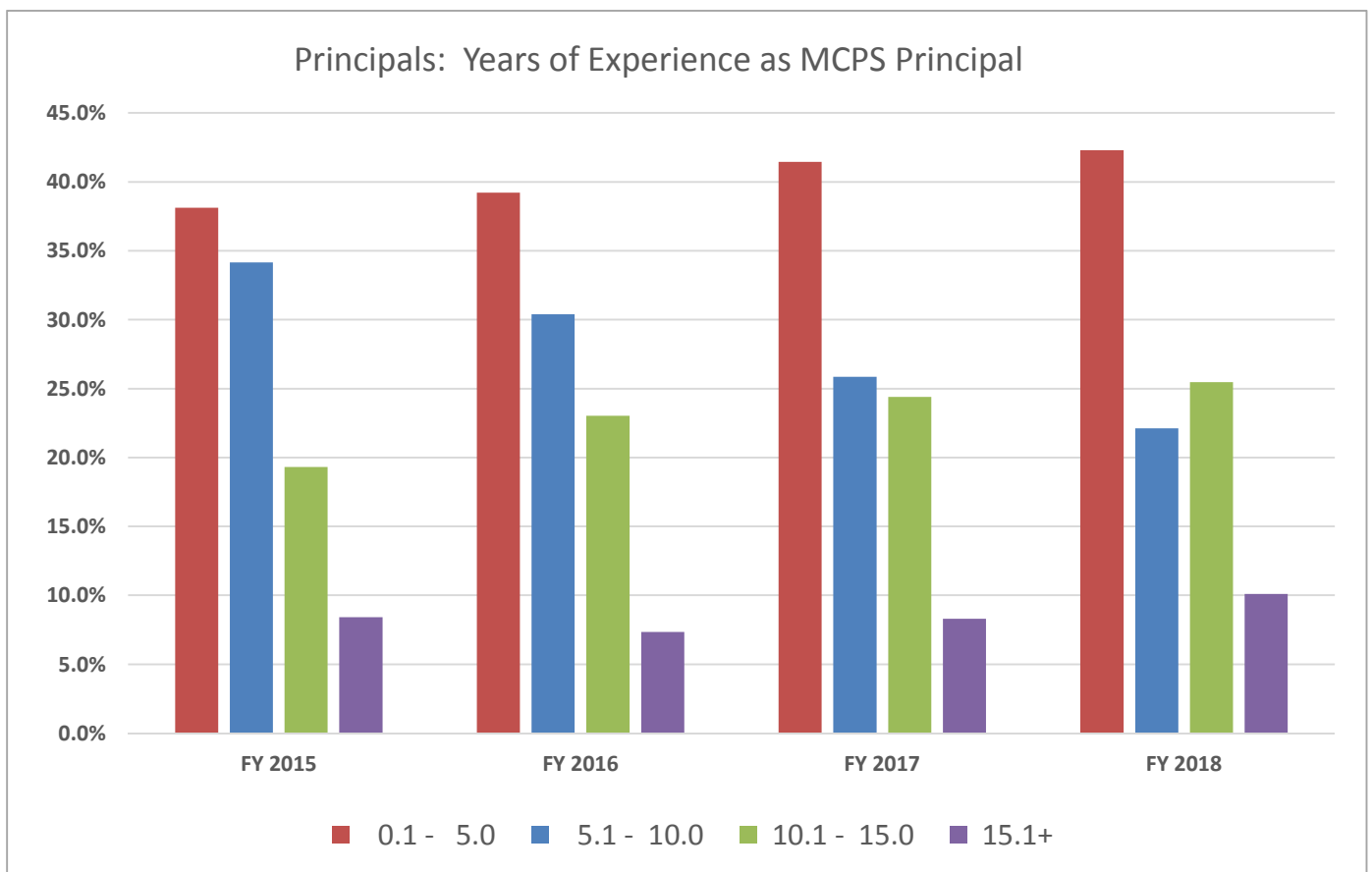
## Principals: Years of Experience as an MCPS Principal

Years of Experience	FY 2015		FY 2016		FY 2017		FY 2018	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	77	38.1%	80	39.2%	85	41.5%	88	42.3%
5.1 - 10.0	69	34.2%	62	30.4%	53	25.9%	46	22.1%
10.1 - 15.0	39	19.3%	47	23.0%	50	24.4%	53	25.5%
15.1+	17	8.4%	15	7.4%	17	8.3%	21	10.1%
<b>TOTAL</b>	<b>202</b>	<b>100.0%</b>	<b>204</b>	<b>100.0%</b>	<b>205</b>	<b>100.0%</b>	<b>208</b>	<b>100.0%</b>

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

2. Data captured on October 15.

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



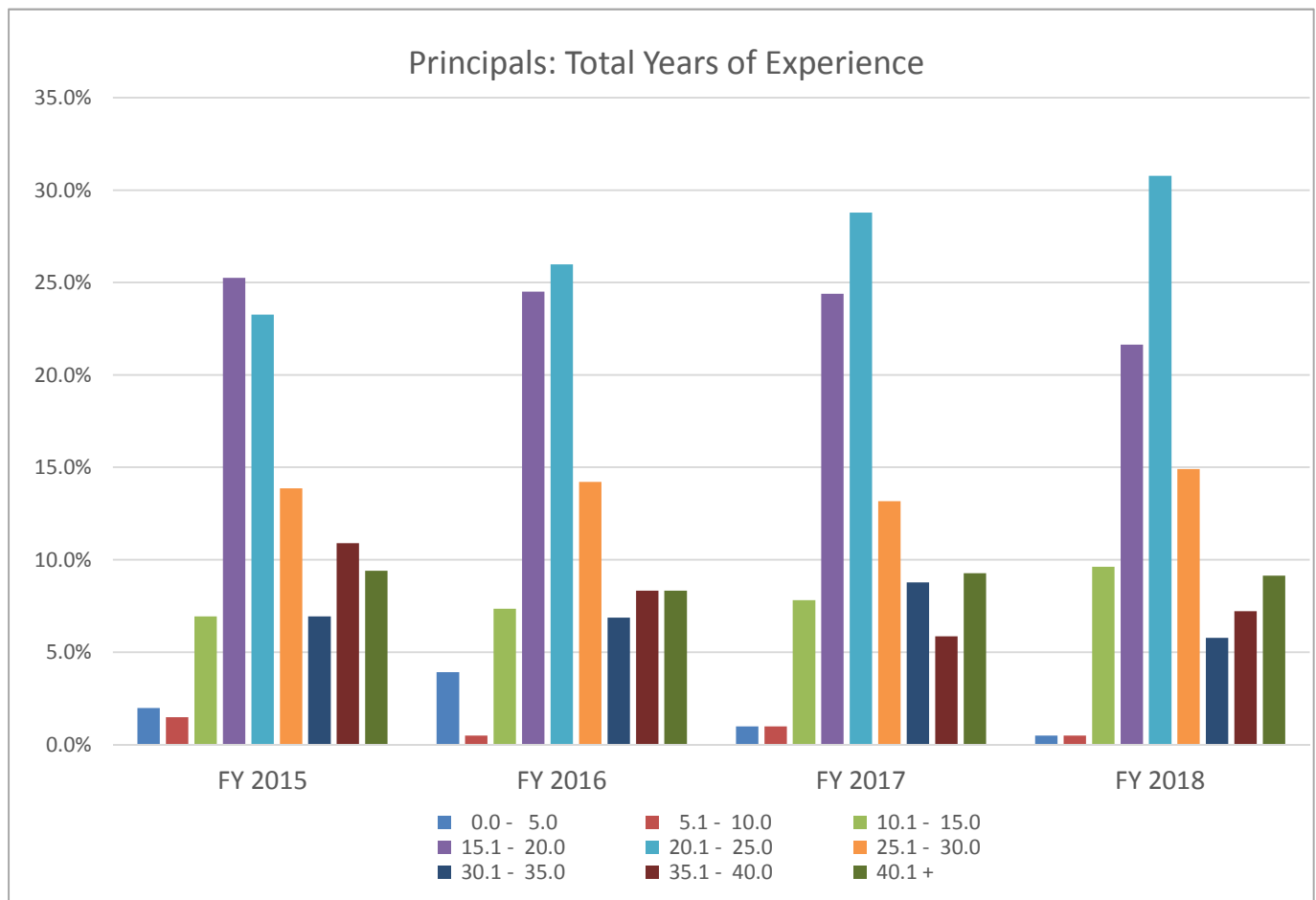
## Principals: Total Years of Experience

Years of Experience	FY 2015		FY 2016		FY 2017		FY 2018	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.0 - 5.0	4	2.0%	8	3.9%	2	1.0%	1	0.5%
5.1 - 10.0	3	1.5%	1	0.5%	2	1.0%	1	0.5%
10.1 - 15.0	14	6.9%	15	7.4%	16	7.8%	20	9.6%
15.1 - 20.0	51	25.2%	50	24.5%	50	24.4%	45	21.6%
20.1 - 25.0	47	23.3%	53	26.0%	59	28.8%	64	30.8%
25.1 - 30.0	28	13.9%	29	14.2%	27	13.2%	31	14.9%
30.1 - 35.0	14	6.9%	14	6.9%	18	8.8%	12	5.8%
35.1 - 40.0	22	10.9%	17	8.3%	12	5.9%	15	7.2%
40.1 +	19	9.4%	17	8.3%	19	9.3%	19	9.1%
<b>TOTAL</b>	<b>202</b>	<b>100.0%</b>	<b>204</b>	<b>100.0%</b>	<b>205</b>	<b>100.0%</b>	<b>208</b>	<b>100.0%</b>

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

2. Data captured on October 15.

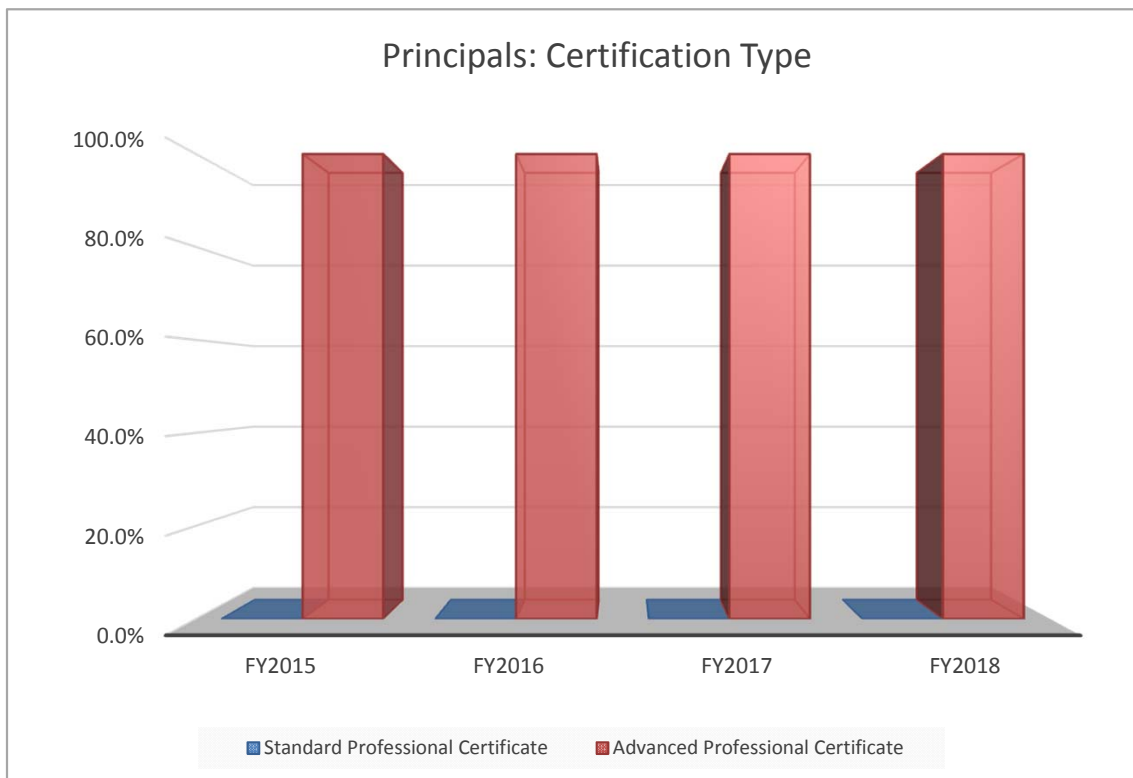
3. Coordinators at Longview School and Stephen Knolls School were classified as Principal effective FY2018.



## Principals: Certification Type

Fiscal Year	Number of Principals	Standard Professional Certificate		Advanced Professional Certificate	
		Number	Percent	Number	Percent
FY2018	208	0	0.0%	208	100.0%
FY2017	205	0	0.0%	205	100.0%
FY2016	204	0	0.0%	204	100.0%
FY2015	202	0	0.0%	202	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.
3. Coordinators at Longview School and Stephen Knolls School were classified as Principal effective FY2018.
4. Data captured on October 15.

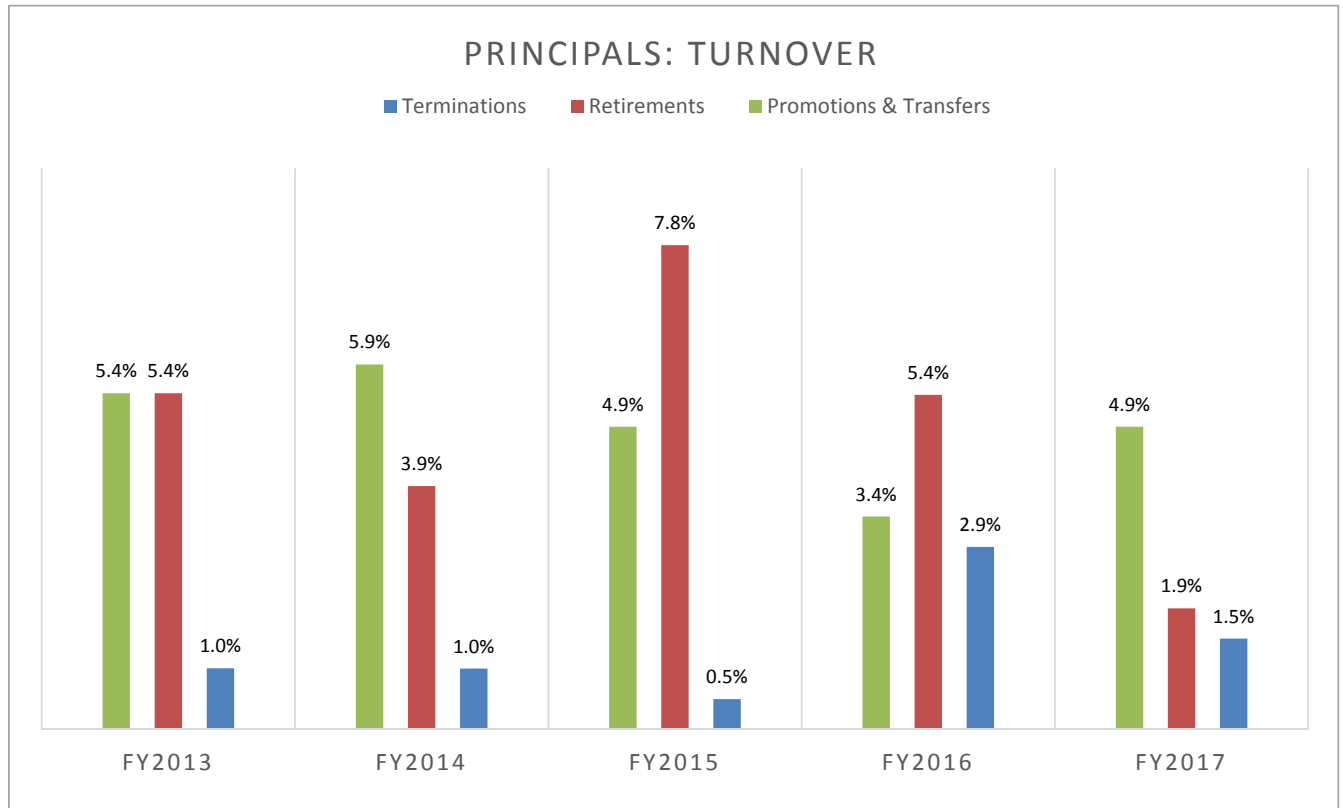


# Principals: Turnover

Fiscal Year	Number of Principals <sup>1</sup>	Terminations		Retirements		Promotions & Transfers <sup>2</sup>		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2017	206	3	1.5%	4	1.9%	10	4.9%	17	8.3%
FY2016	205	6	2.9%	11	5.4%	7	3.4%	24	11.7%
FY2015	206	1	0.5%	16	7.8%	10	4.9%	27	13.1%
FY2014	205	2	1.0%	8	3.9%	12	5.9%	22	10.7%
FY2013	204	2	1.0%	11	5.4%	11	5.4%	24	11.8%

<sup>1</sup> Total number of principals is based upon a snapshot taken in the fall of each fiscal year.

<sup>2</sup> 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.

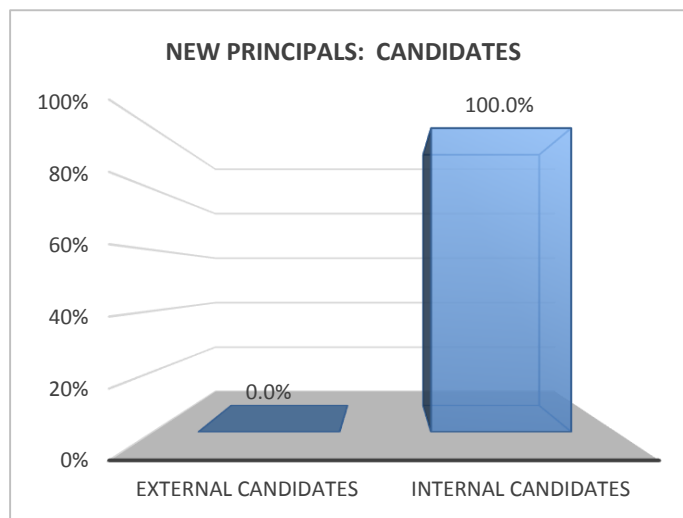
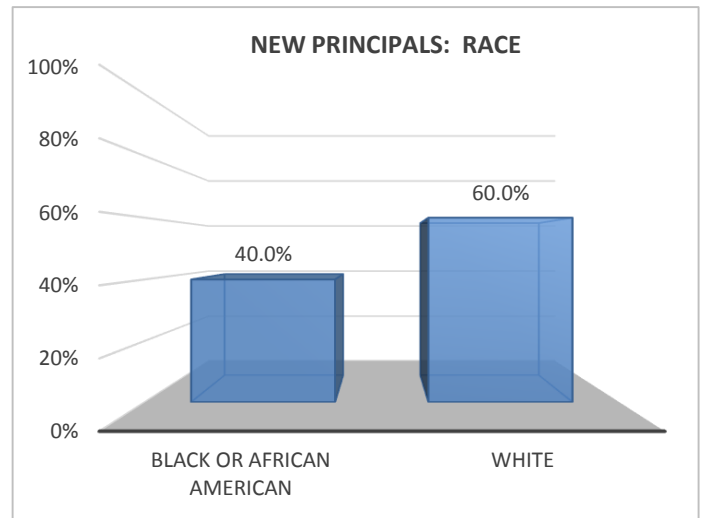
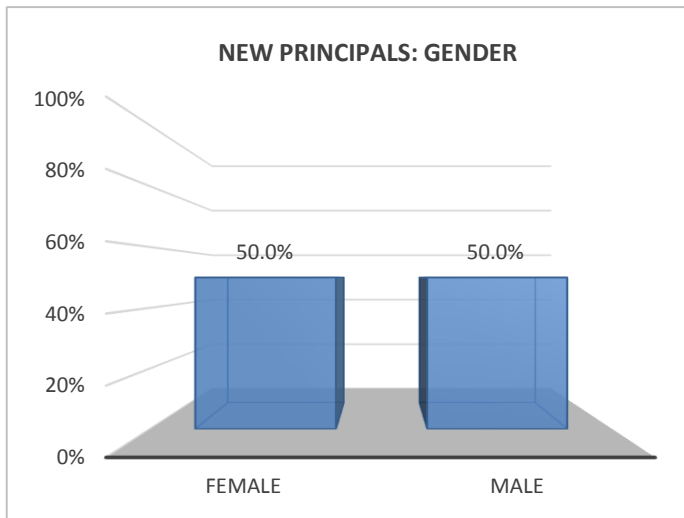




# Principals: New Principals Demographic Profile

FY2018	Elementary School	Middle School	High School	Total	
				Number	Percent
<b>NEW HIRES AND PROMOTIONS</b>					
External Candidates	0	0	0	0	0.0%
Internal Candidates	11	4	5	20	100.0%
<b>TOTAL</b>	<b>11</b>	<b>4</b>	<b>5</b>	<b>20</b>	<b>100.0%</b>
<b>GENDER</b>					
Female	7	2	1	10	50.0%
Male	4	2	4	10	50.0%
<b>TOTAL</b>	<b>11</b>	<b>4</b>	<b>5</b>	<b>20</b>	<b>100.0%</b>
<b>RACE</b>					
American Indian or Alaskan Native	0	0	0	0	0.0%
Asian	0	0	0	0	0.0%
Black or African American	4	3	1	8	40.0%
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	7	1	4	12	60.0%
<b>TOTAL</b>	<b>11</b>	<b>4</b>	<b>5</b>	<b>20</b>	<b>100.0%</b>

1. Data reflects the number of permanent employees by head count. Employees in an acting position are not included.
2. Data as of November 19, 2017
3. Coordinators at Longview School and Stephen Knolls School were classified as Principal effective FY2018.



# Principals: Retirement Eligibility

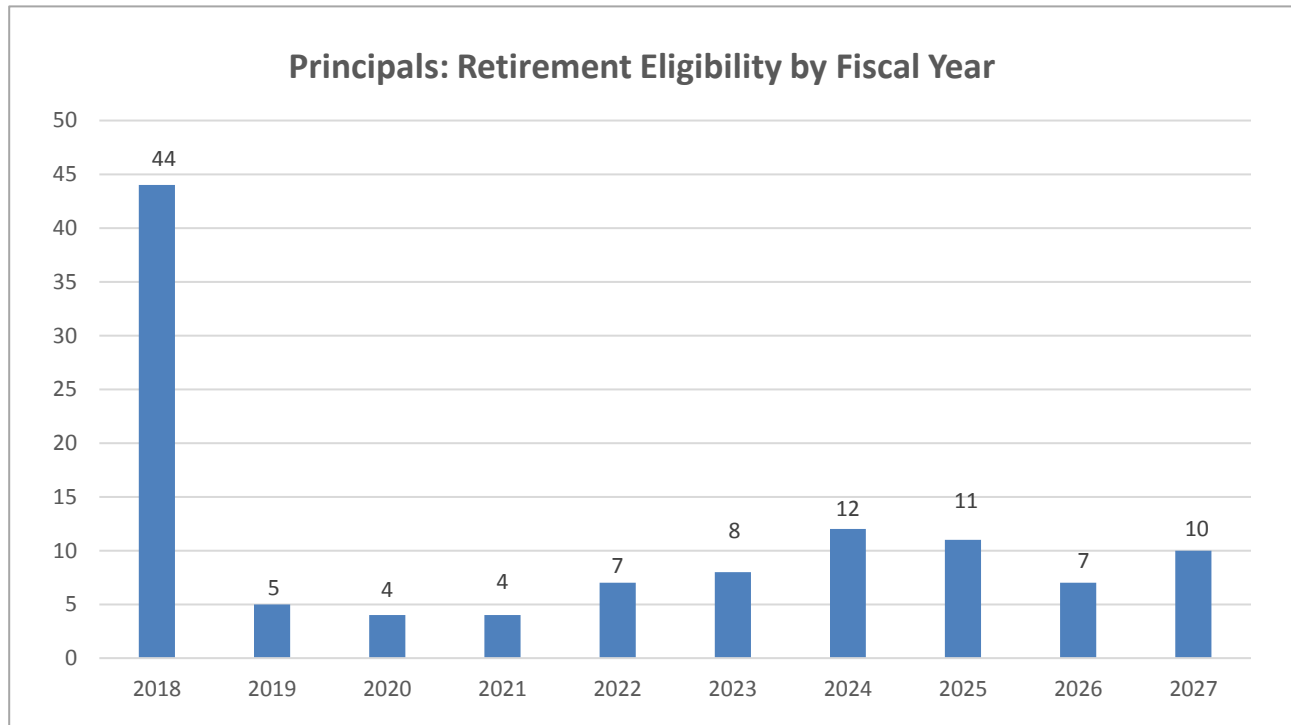
Fiscal Year	Principals Eligible By Fiscal Year	Percent of Total
2018	44	21.6%
2019	5	2.5%
2020	4	2.0%
2021	4	2.0%
2022	7	3.4%
2023	8	3.9%
2024	12	5.9%
2025	11	5.4%
2026	7	3.4%
2027	10	4.9%
<b>Eligible within 10 years</b>	<b>112</b>	<b>54.9%</b>
<b>Total Principals</b>	<b>204</b>	<b>100.0%</b>

1. Data reflects retirement eligibility as of July 1, 2017.

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

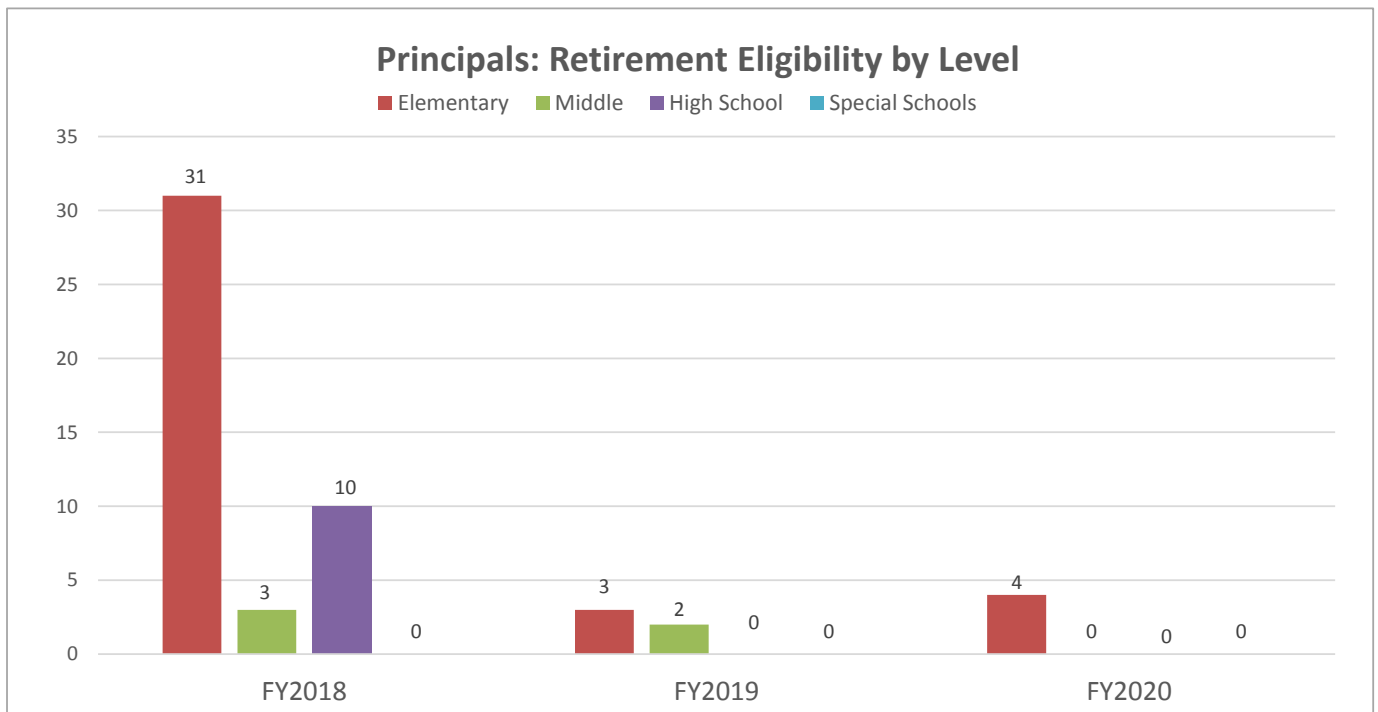
Level	Number of Principals	Percent of Total	Retirement Eligible by Fiscal Year			Retirement Eligible Within 3 Years	
			FY2018	FY2019	FY2020	Number	Percent
Elementary	134	65.7%	31	3	4	38	28.4%
Middle	40	19.6%	3	2	0	5	12.5%
High School	27	13.2%	10	0	0	10	37.0%
Special Schools	3	1.5%	0	0	0	0	0.0%
<b>Total Principals</b>	<b>204</b>	<b>100.0%</b>	<b>44</b>	<b>5</b>	<b>4</b>	<b>53</b>	<b>26.0%</b>

1. Data reflects retirement eligibility as of July 1, 2017.

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

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

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



## Section 4: MCAAP –Assistant Principals

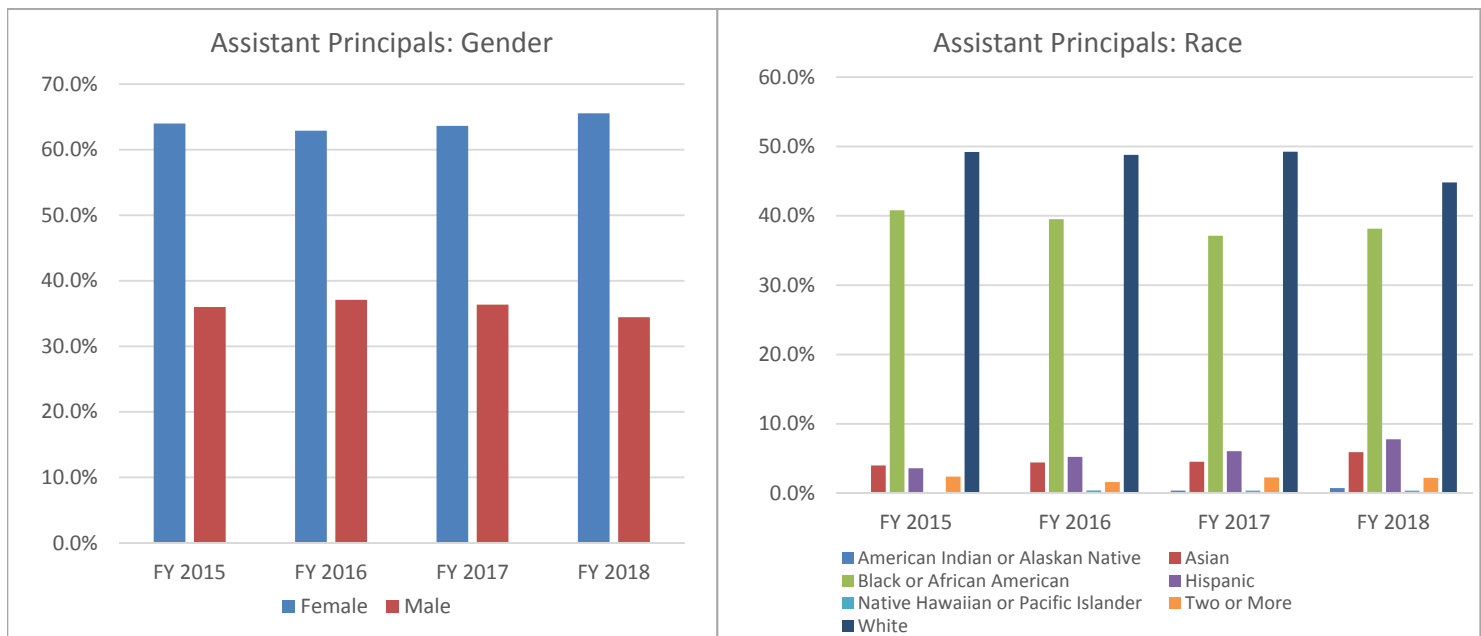
1. Demographic Profile
2. Certification Type
3. Turnover
4. New Assistant Principal Demographic Profile
5. Retirement Eligibility
6. Retirement Eligibility by Level

## Assistant Principals: Demographic Profile

	FY 2015		FY 2016		FY 2017		FY 2018	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>GENDER</b>								
Female	160	64.0%	156	62.9%	168	63.6%	177	65.6%
Male	90	36.0%	92	37.1%	96	36.4%	93	34.4%
<b>TOTAL</b>	<b>250</b>	<b>100.0%</b>	<b>248</b>	<b>100.0%</b>	<b>264</b>	<b>100.0%</b>	<b>270</b>	<b>100.0%</b>
<b>RACE</b>								
American Indian or Alaskan Native	0	0.0%	0	0.0%	1	0.4%	2	0.7%
Asian	10	4.0%	11	4.4%	12	4.5%	16	5.9%
Black or African American	102	40.8%	98	39.5%	98	37.1%	103	38.1%
Hispanic	9	3.6%	13	5.2%	16	6.1%	21	7.8%
Native Hawaiian or Pacific Islander	0	0.0%	1	0.4%	1	0.4%	1	0.4%
Two or More	6	2.4%	4	1.6%	6	2.3%	6	2.2%
White	123	49.2%	121	48.8%	130	49.2%	121	44.8%
<b>TOTAL</b>	<b>250</b>	<b>100.0%</b>	<b>248</b>	<b>100.0%</b>	<b>264</b>	<b>100.0%</b>	<b>270</b>	<b>100.0%</b>
<b>AGE</b>								
20 - 29 years	2	0.8%	2	0.8%	0	0.0%	0	0.0%
30 - 39 years	78	31.2%	72	29.0%	82	31.1%	83	30.7%
40 - 49 years	102	40.8%	108	43.5%	113	42.8%	116	43.0%
50 - 59 years	42	16.8%	43	17.3%	44	16.7%	54	20.0%
60+ years	26	10.4%	23	9.3%	25	9.5%	17	6.3%
<b>TOTAL</b>	<b>250</b>	<b>100.0%</b>	<b>248</b>	<b>100.0%</b>	<b>264</b>	<b>100.0%</b>	<b>270</b>	<b>100.0%</b>

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

2. Data was captured on October 15.



## Assistant Principals: Certification Type

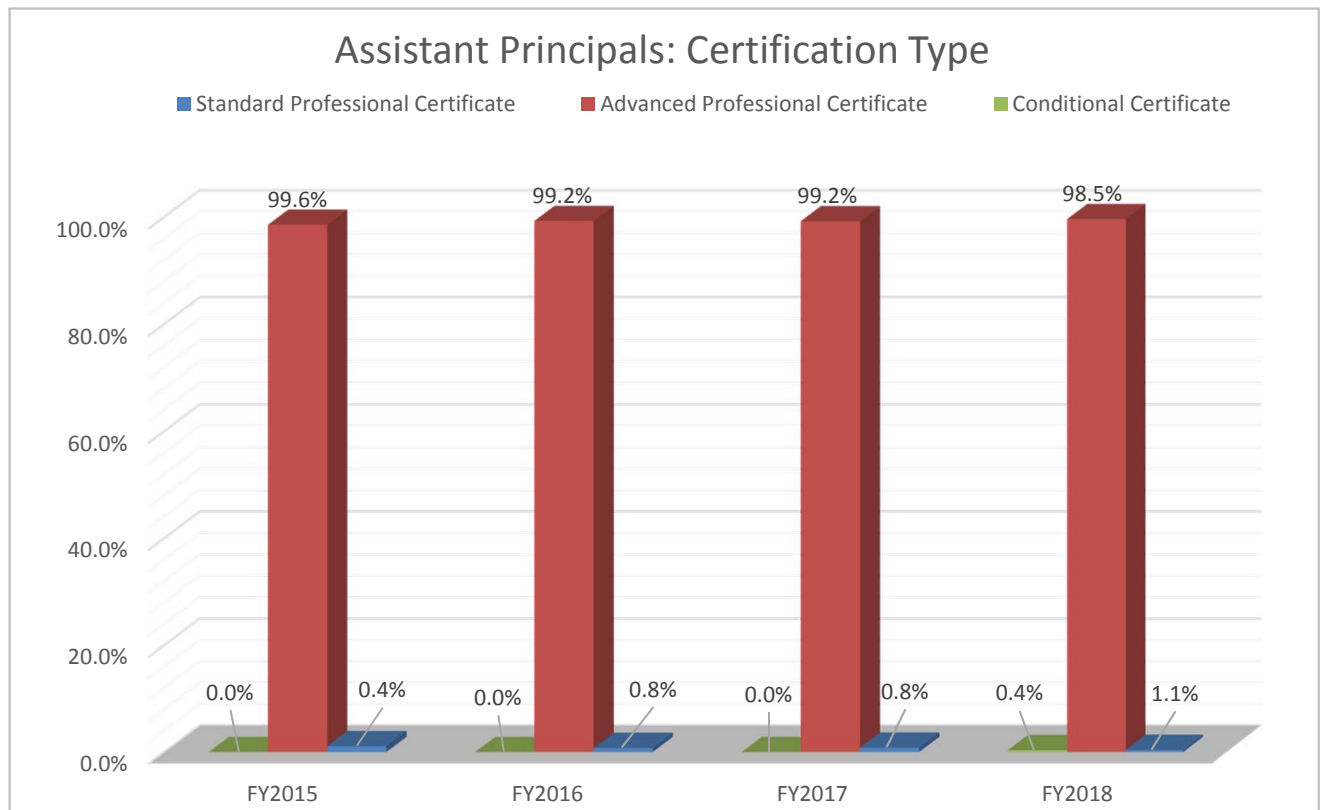
Fiscal Year	Number of Assistant Principals	Conditional Certificate <sup>1</sup>		Standard Professional Certificate <sup>2</sup>		Advanced Professional Certificate <sup>3</sup>	
		Number	Percent	Number	Percent	Number	Percent
<b>FY2018</b>	270	1	0.4%	3	1.1%	266	98.5%
<b>FY2017</b>	264	0	0.0%	2	0.8%	262	99.2%
<b>FY2016</b>	248	0	0.0%	2	0.8%	246	99.2%
<b>FY2015</b>	250	0	0.0%	1	0.4%	249	99.6%

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

<sup>2</sup> The Standard Professional Certificate is a professional certificate in the State of Maryland.

<sup>3</sup> The Advanced Professional Certificate is the highest professional certificate in the State of Maryland.

Data captured on October 15.

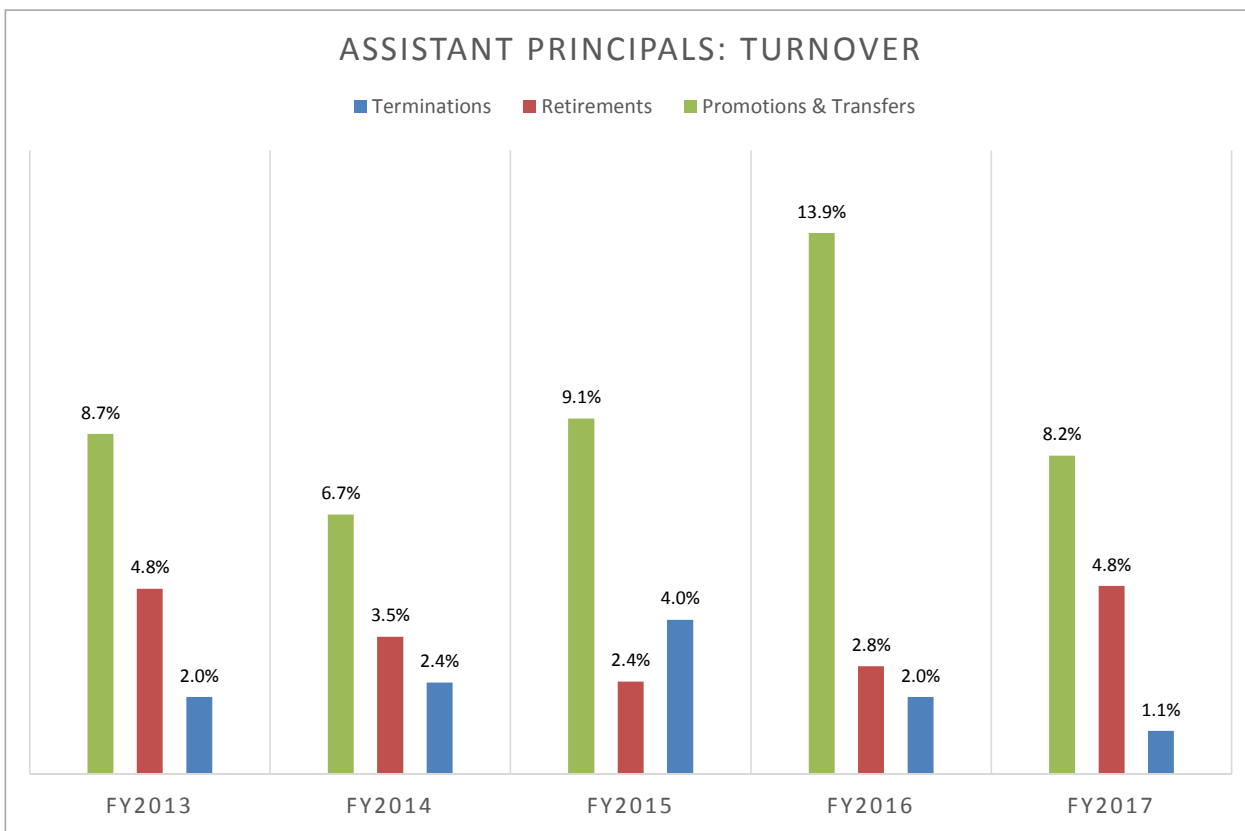


## Assistant Principals: Turnover

Fiscal Year	Number of Assistant Principals <sup>1</sup>	Terminations		Retirements		Promotions & Transfers <sup>2</sup>		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2017	269	3	1.1%	13	4.8%	22	8.2%	38	14.1%
FY2016	252	5	2.0%	7	2.8%	35	13.9%	47	18.7%
FY2015	252	10	4.0%	6	2.4%	23	9.1%	39	15.5%
FY2014	255	6	2.4%	9	3.5%	17	6.7%	32	12.5%
FY2013	252	5	2.0%	12	4.8%	22	8.7%	39	15.5%

<sup>1</sup> Total number of assistant principals is based upon a snapshot taken in the fall of each fiscal year.

<sup>2</sup> 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.

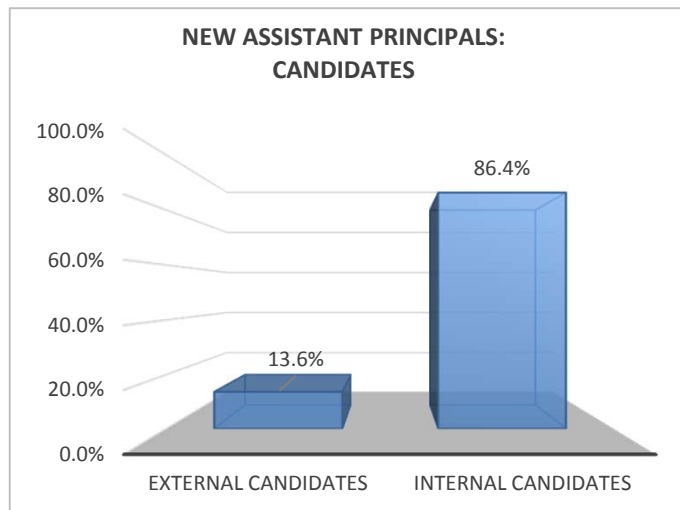
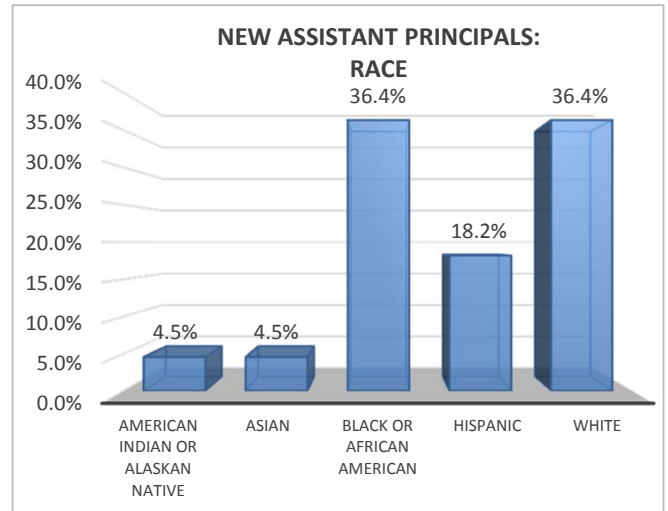
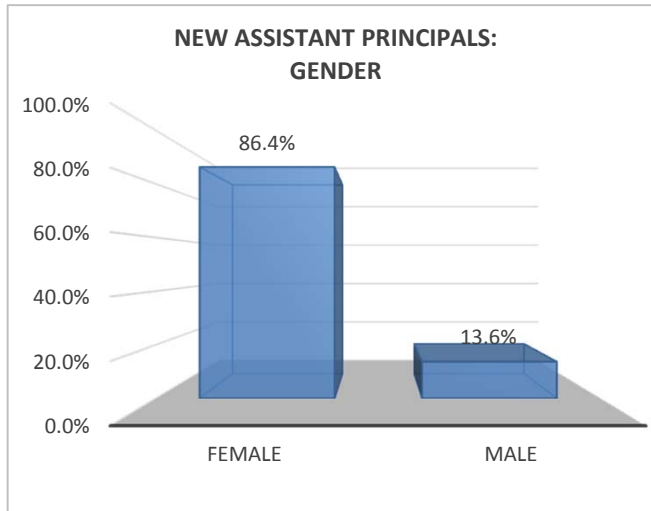


# Assistant Principals: New Assistant Principal Demographic Profile

FY 2018	Total	
	Number	Percent
<b>NEW HIRES AND PROMOTIONS</b>		
External Candidates	3	13.6%
Internal Candidates	19	86.4%
<b>TOTAL</b>	<b>22</b>	<b>100.0%</b>
<b>GENDER</b>		
Female	19	86.4%
Male	3	13.6%
<b>TOTAL</b>	<b>22</b>	<b>100.0%</b>
<b>RACE</b>		
American Indian or Alaskan Native	1	4.5%
Asian	1	4.5%
Black or African American	8	36.4%
Hispanic	4	18.2%
Native Hawaiian or Pacific Islander	0	0.0%
Two or More	0	0.0%
White	8	36.4%
<b>TOTAL</b>	<b>22</b>	<b>100.0%</b>

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

2. Data was captured on November 17, 2017.





## Assistant Principals: Retirement Eligibility

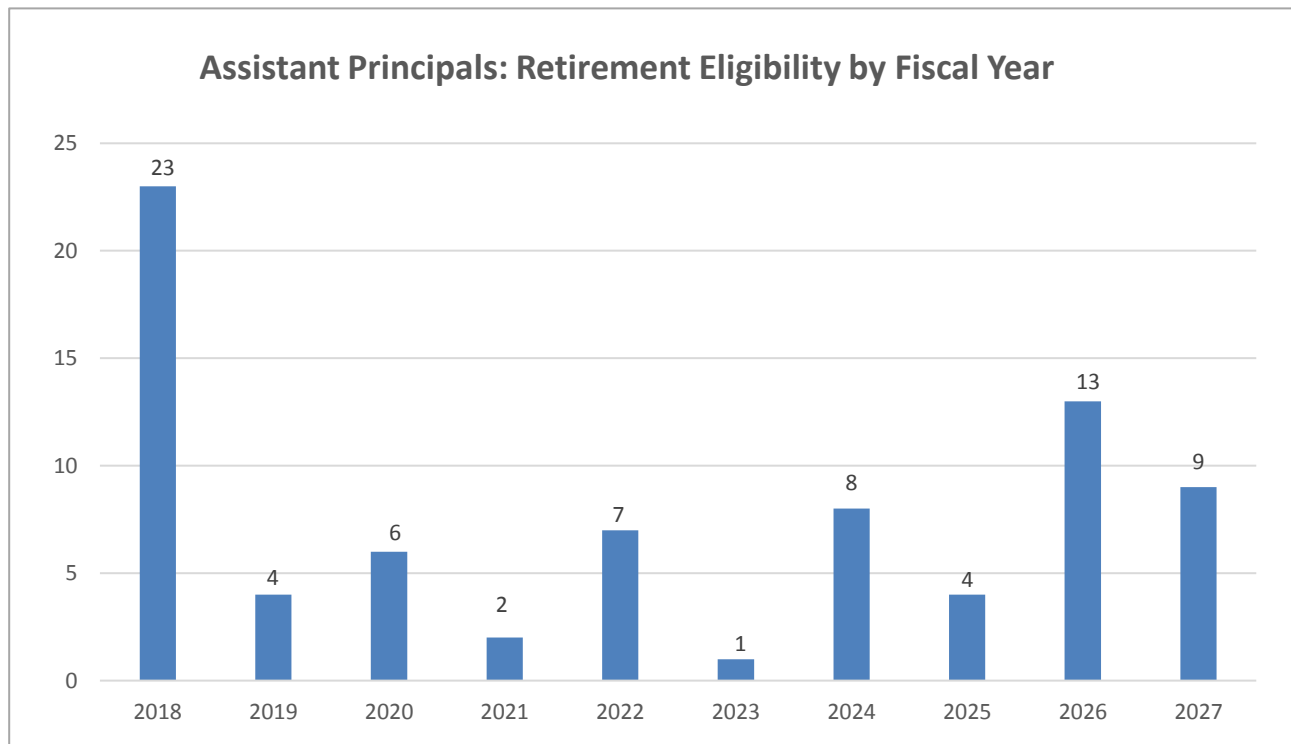
Fiscal Year	Assistant Principals Eligible By Fiscal Year	Percent of Total
2018	23	8.4%
2019	4	1.5%
2020	6	2.2%
2021	2	0.7%
2022	7	2.6%
2023	1	0.4%
2024	8	2.9%
2025	4	1.5%
2026	13	4.7%
2027	9	3.3%
<b>Eligible within 10 years</b>	<b>77</b>	<b>28.1%</b>
<b>Total Assistant Principals</b>	<b>274</b>	<b>100.0%</b>

1. Data reflects retirement eligibility as of July 1, 2017.

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

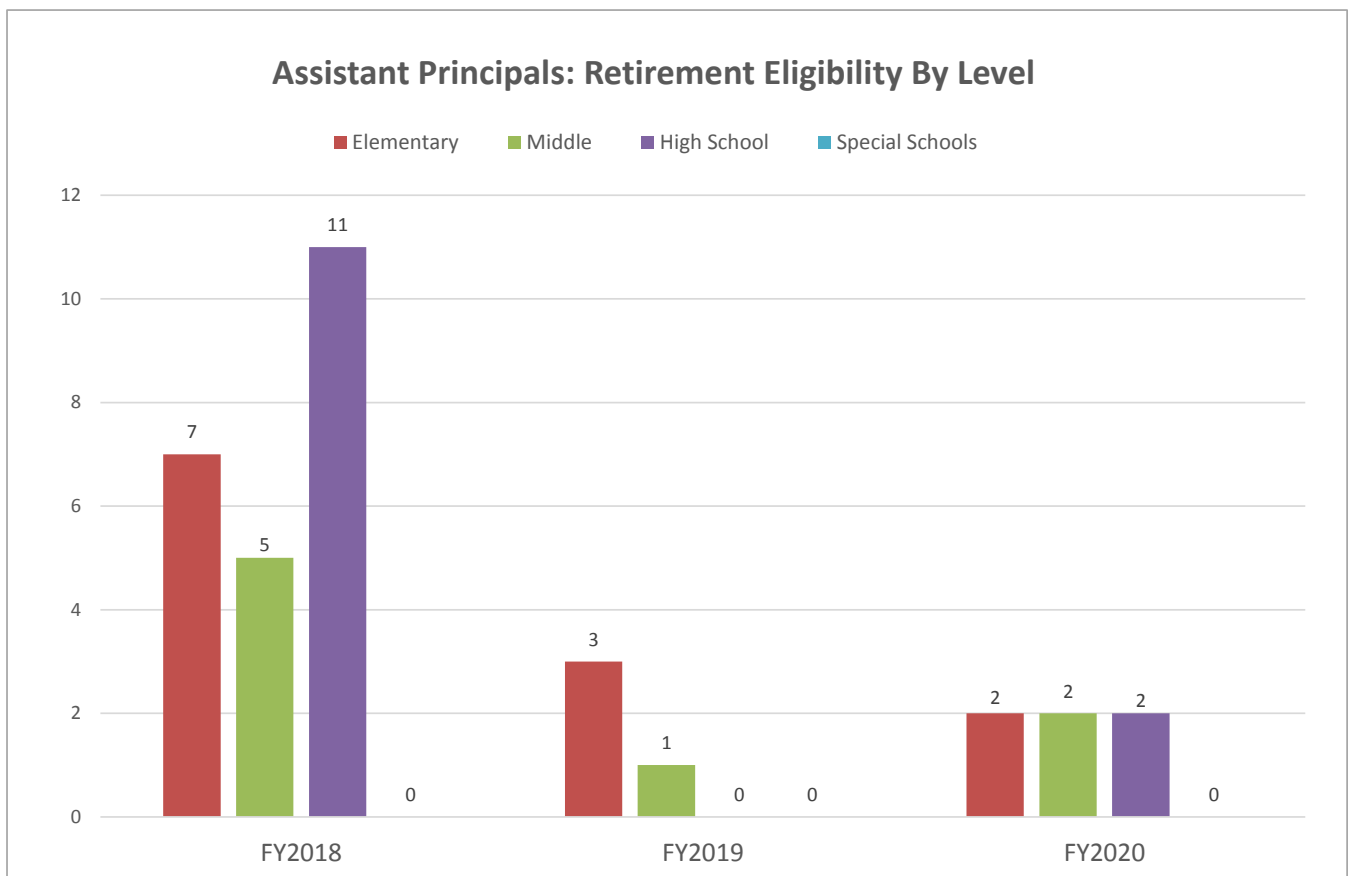
Level	Number of Assistant Principals	Percent of Total	Retirement Eligible by Fiscal Year			Retirement Eligible Within 3 Years	
			FY2018	FY2019	FY2020	Number	Percent
Elementary	116	42.3%	7	3	2	12	10.3%
Middle	75	27.4%	5	1	2	8	10.7%
High School	81	29.6%	11	0	2	13	16.0%
Special Schools	2	0.7%	0	0	0	0	0.0%
<b>Total Assistant Principals</b>	<b>274</b>	<b>100.0%</b>	<b>23</b>	<b>4</b>	<b>6</b>	<b>33</b>	<b>12.0%</b>

1. Data reflects retirement eligibility as of July 1, 2017.

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

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

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



## Section 5: MCAAP - Assistant School Administrators

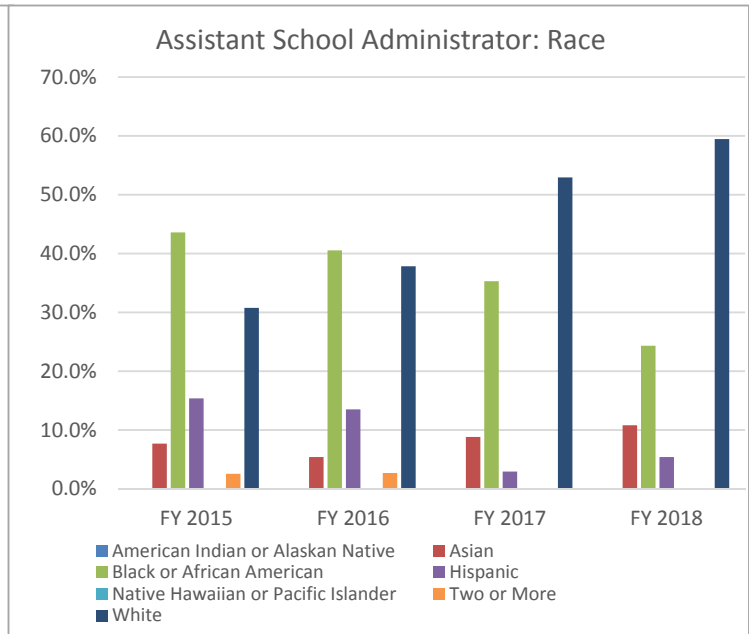
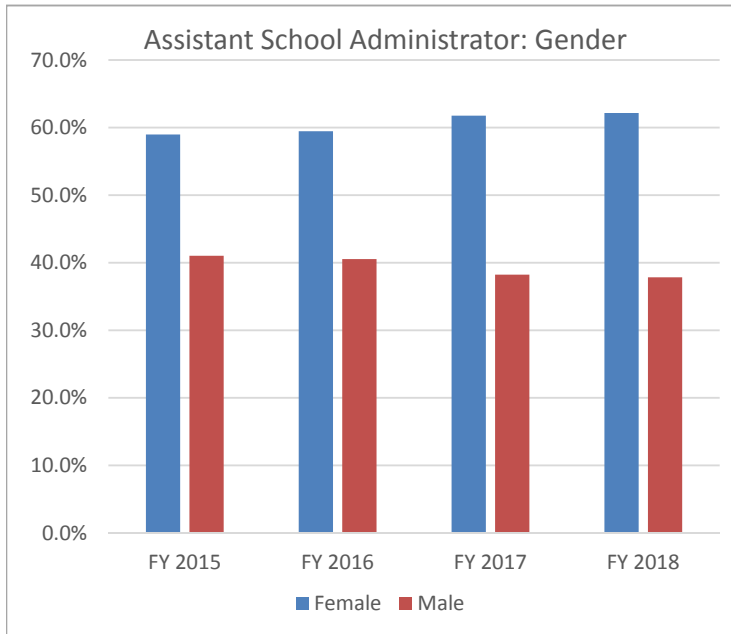
1. Demographic Profile
2. Certification Type
3. New Assistant School Administrators
4. Demographic Profile Turnover
5. Retirement Eligibility

## Assistant School Administrators: Demographic Profile

	FY 2015		FY 2016		FY 2017		FY 2018	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>GENDER</b>								
Female	23	59.0%	22	59.5%	21	61.8%	23	62.2%
Male	16	41.0%	15	40.5%	13	38.2%	14	37.8%
<b>TOTAL</b>	<b>39</b>	<b>100.0%</b>	<b>37</b>	<b>100.0%</b>	<b>34</b>	<b>100.0%</b>	<b>37</b>	<b>100.0%</b>
<b>RACE</b>								
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian	3	7.7%	2	5.4%	3	8.8%	4	10.8%
Black or African American	17	43.6%	15	40.5%	12	35.3%	9	24.3%
Hispanic	6	15.4%	5	13.5%	1	2.9%	2	5.4%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Two or More	1	2.6%	1	2.7%	0	0.0%	0	0.0%
White	12	30.8%	14	37.8%	18	52.9%	22	59.5%
<b>TOTAL</b>	<b>39</b>	<b>100.0%</b>	<b>37</b>	<b>100.0%</b>	<b>34</b>	<b>100.0%</b>	<b>37</b>	<b>100.0%</b>
<b>AGE</b>								
20 - 29 years	0	0.0%	0	0.0%	3	8.8%	1	2.7%
30 - 39 years	23	59.0%	23	62.2%	20	58.8%	16	43.2%
40 - 49 years	13	33.3%	11	29.7%	8	23.5%	14	37.8%
50 - 59 years	2	5.1%	2	5.4%	3	8.8%	6	16.2%
60+ years	1	2.6%	1	2.7%	0	0.0%	0	0.0%
<b>TOTAL</b>	<b>39</b>	<b>100.0%</b>	<b>37</b>	<b>100.0%</b>	<b>34</b>	<b>100.0%</b>	<b>37</b>	<b>100.0%</b>

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

2. Data was captured on October 15.



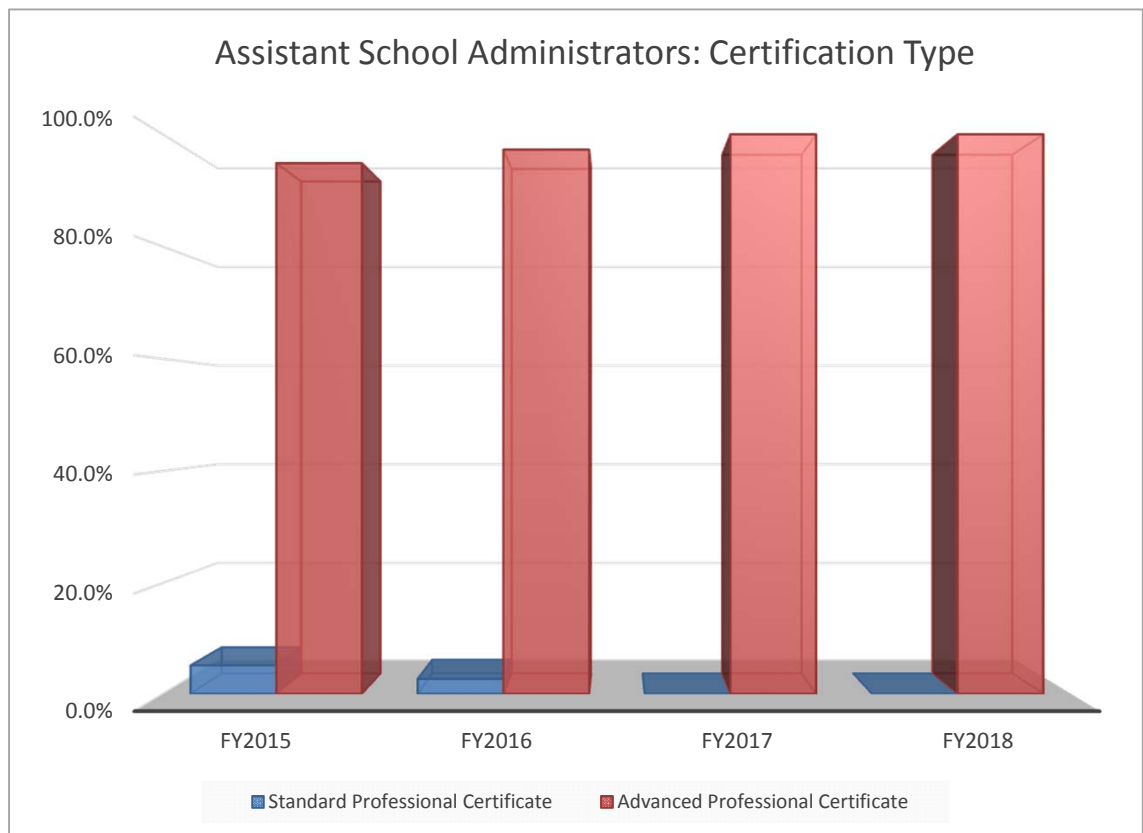
## Assistant School Administrators: Certification Type

Fiscal Year	Number of Assistant School Administrators	Standard Professional Certificate <sup>1</sup>		Advanced Professional Certificate <sup>2</sup>	
		Number	Percent	Number	Percent
FY2018	37	0	0.0%	37	100.0%
FY2017	34	0	0.0%	34	100.0%
FY2016	37	1	2.7%	36	97.3%
FY2015	39	2	5.1%	37	94.9%

<sup>1</sup> The Standard Professional Certificate is a professional certificate in the State of Maryland.

<sup>2</sup> The Advanced Professional Certificate is the highest professional certificate in the State of Maryland.

Data captured on October 15.

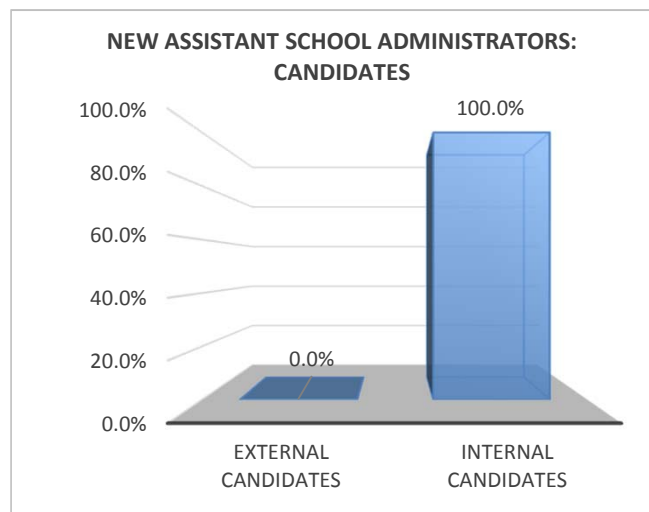
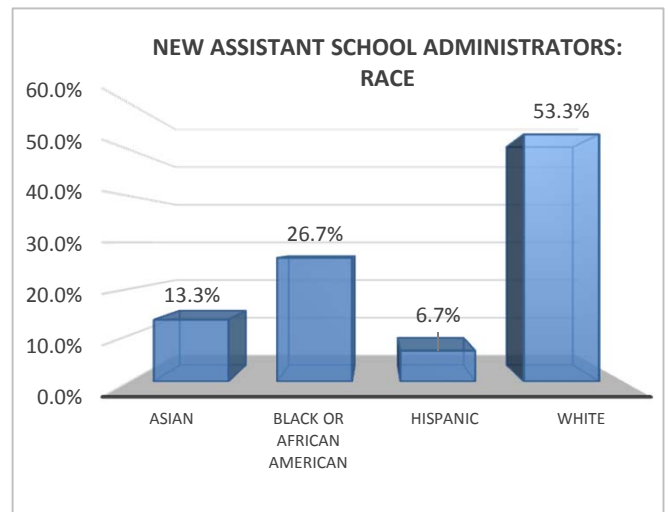
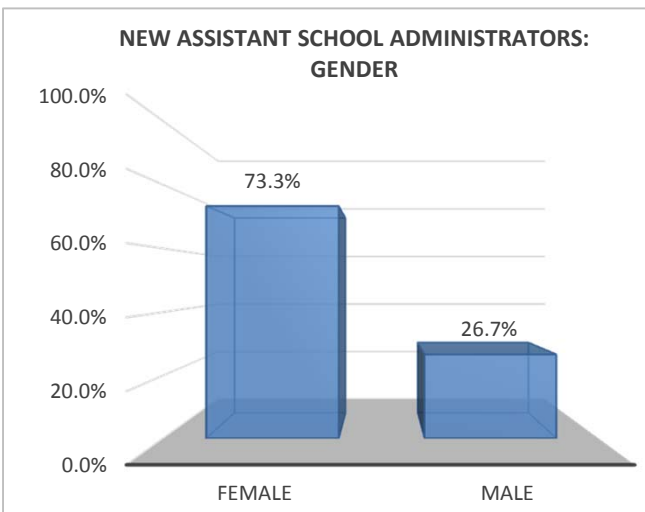


# Assistant School Administrators: New Assistant School Administrators Demographic Profile

FY 2018	Total	
	Number	Percent
<b>NEW HIRES AND PROMOTIONS</b>		
External Candidates	0	0.0%
Internal Candidates	15	100.0%
<b>TOTAL</b>	<b>15</b>	<b>100.0%</b>
<b>GENDER</b>		
Female	11	73.3%
Male	4	26.7%
<b>TOTAL</b>	<b>15</b>	<b>100.0%</b>
<b>RACE</b>		
American Indian or Alaskan Native	0	0.0%
Asian	2	13.3%
Black or African American	4	26.7%
Hispanic	1	6.7%
Native Hawaiian or Pacific Islander	0	0.0%
Two or More	0	0.0%
White	8	53.3%
<b>TOTAL</b>	<b>15</b>	<b>100.0%</b>

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

2. Data was captured on November 17, 2016.

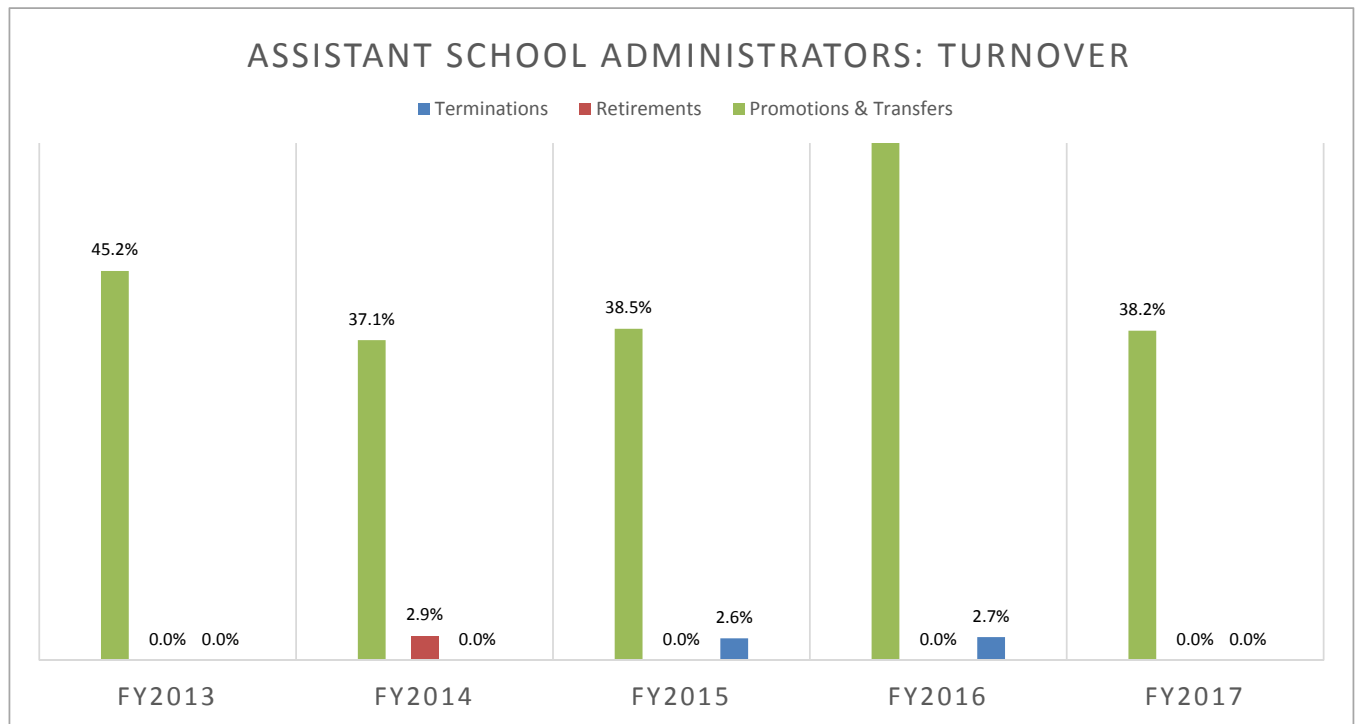


## Assistant School Administrators: Turnover

Fiscal Year	Number of Assistant School Administrators <sup>1</sup>	Terminations		Retirements		Promotions & Transfers <sup>2</sup>		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2017	34	0	0.0%	0	0.0%	13	38.2%	13	38.2%
FY2016	37	1	2.7%	0	0.0%	24	64.9%	25	67.6%
FY2015	39	1	2.6%	0	0.0%	15	38.5%	16	41.0%
FY2014	35	0	0.0%	1	2.9%	13	37.1%	14	40.0%
FY2013	31	0	0.0%	0	0.0%	14	45.2%	14	45.2%

<sup>1</sup> Total number of assistant school administrators is based upon a snapshot taken in the fall of each fiscal year.

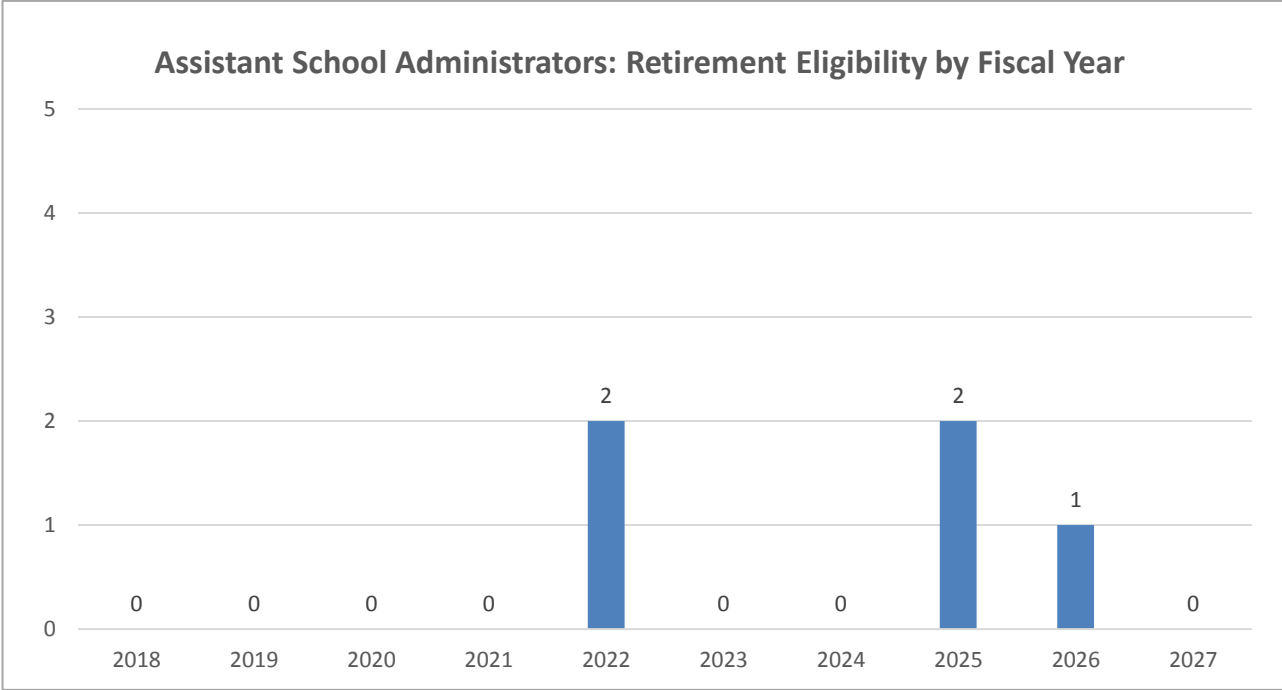
<sup>2</sup> Promotion is defined to be an assistant school administrator moving to a higher graded non-assistant school administrator position. An assistant school administrator moving from one school to another is not counted as a promotion. Transfer is defined to be an assistant school administrator 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
2018	0	0.0%
2019	0	0.0%
2020	0	0.0%
2021	0	0.0%
2022	2	5.4%
2023	0	0.0%
2024	0	0.0%
2025	2	5.4%
2026	1	2.7%
2027	0	0.0%
<b>Eligible within 10 years</b>	<b>5</b>	<b>13.5%</b>
<b>Total Assistant School Administrators</b>	<b>37</b>	<b>100.0%</b>

1. Data reflects retirement eligibility as of July 1, 2017.
2. Retirement System members are eligible for retirement at any age with 30 years of credited service OR age 60 with at least 5 years of credited service.
3. Pension System members are eligible for retirement with 30 years of eligibility service OR age 62 with at least 5 years of eligibility service.
4. Reformed Pension System members are eligible for retirement at age 65 with at least 10 years of eligibility service OR age + years of eligibility service = 90.





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

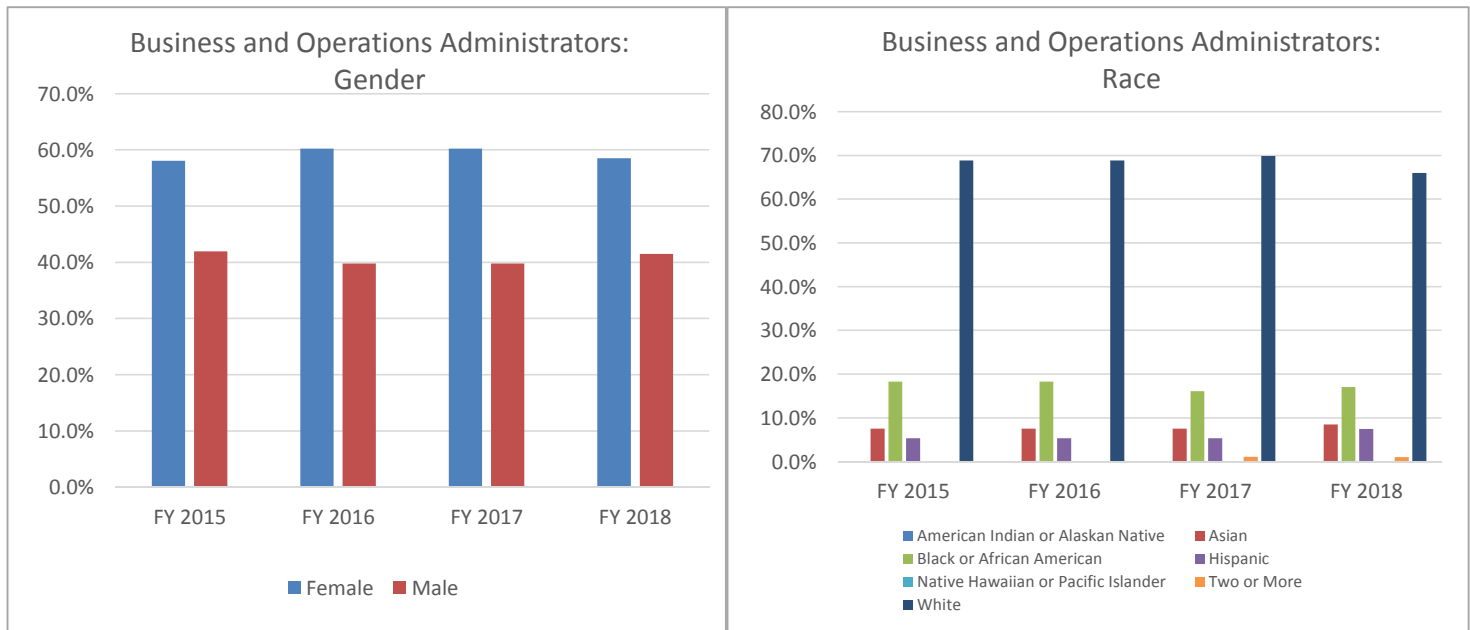
1. Demographic Profile
2. Degree
3. Total Years of Experience
4. Salary Schedule Placement
5. Retirement Eligibility

## Business and Operations Administrators: Demographic Profile

	FY 2015		FY 2016		FY 2017		FY 2018	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>GENDER</b>								
Female	54	58.1%	56	60.2%	56	60.2%	55	58.5%
Male	39	41.9%	37	39.8%	37	39.8%	39	41.5%
<b>TOTAL</b>	<b>93</b>	<b>100.0%</b>	<b>93</b>	<b>100.0%</b>	<b>93</b>	<b>100.0%</b>	<b>94</b>	<b>100.0%</b>
<b>RACE</b>								
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian	7	7.5%	7	7.5%	7	7.5%	8	8.5%
Black or African American	17	18.3%	17	18.3%	15	16.1%	16	17.0%
Hispanic	5	5.4%	5	5.4%	5	5.4%	7	7.4%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Two or More	0	0.0%	0	0.0%	1	1.1%	1	1.1%
White	64	68.8%	64	68.8%	65	69.9%	62	66.0%
<b>TOTAL</b>	<b>93</b>	<b>100.0%</b>	<b>93</b>	<b>100.0%</b>	<b>93</b>	<b>100.0%</b>	<b>94</b>	<b>100.0%</b>
<b>AGE</b>								
20 - 29 years	2	2.2%	2	2.2%	1	1.1%	0	0.0%
30 - 39 years	8	8.6%	6	6.5%	6	6.5%	8	8.5%
40 - 49 years	24	25.8%	26	28.0%	24	25.8%	25	26.6%
50 - 59 years	39	41.9%	39	41.9%	39	41.9%	37	39.4%
60+ years	20	21.5%	20	21.5%	23	24.7%	24	25.5%
<b>TOTAL</b>	<b>93</b>	<b>100.0%</b>	<b>93</b>	<b>100.0%</b>	<b>93</b>	<b>100.0%</b>	<b>94</b>	<b>100.0%</b>

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

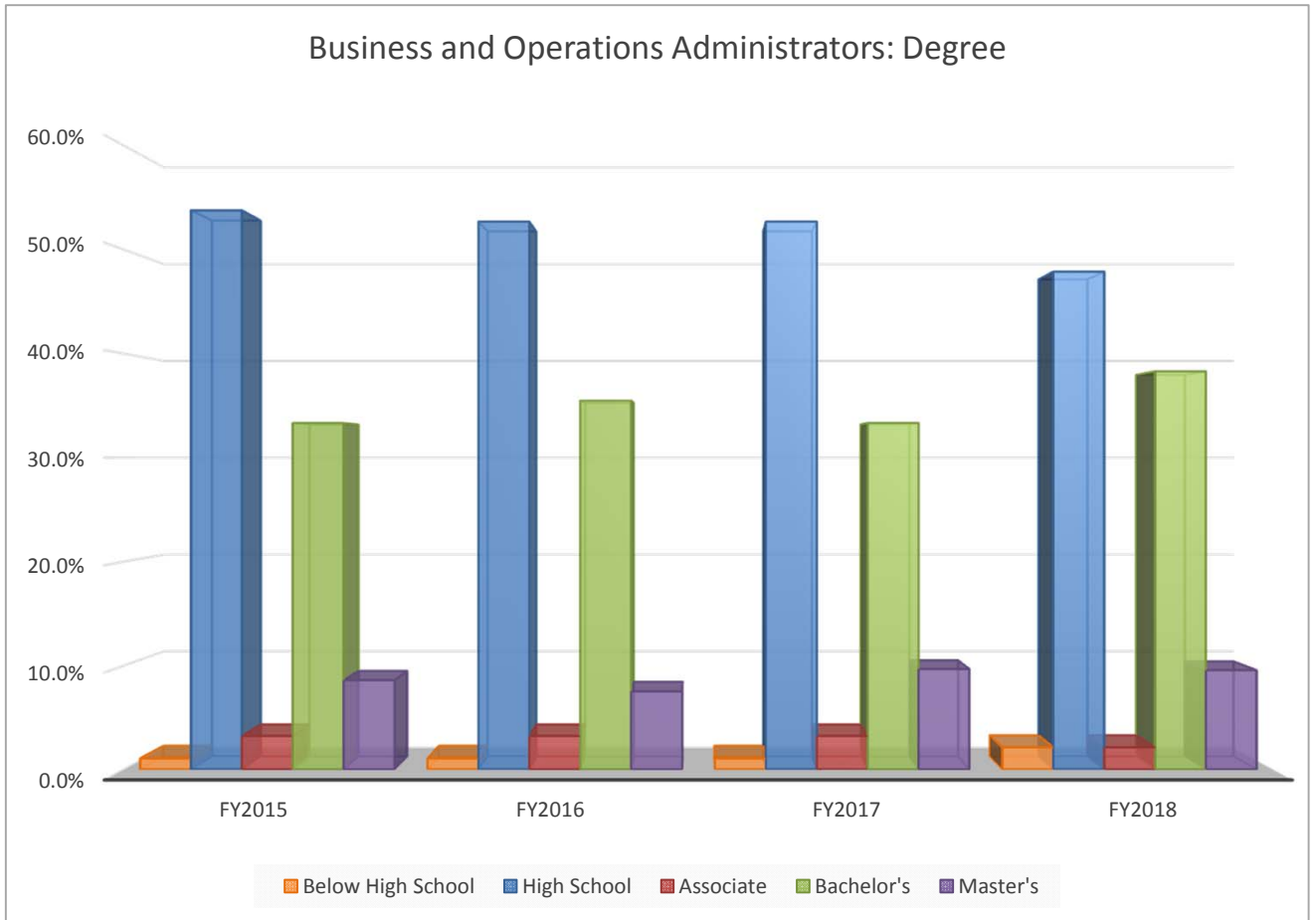
2. Data was captured on October 15.



## Business and Operations Administrators: Degree

Degree	FY2015		FY2016		FY2017		FY2018	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Below High School	1	1.1%	1	1.1%	1	1.1%	2	2.1%
High School	50	53.8%	49	52.7%	49	52.7%	45	47.9%
Associate	3	3.2%	3	3.2%	3	3.2%	2	2.1%
Bachelor's	31	33.3%	33	35.5%	31	33.3%	36	38.3%
Master's	8	8.6%	7	7.5%	9	9.7%	9	9.6%
Doctorate	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>TOTAL</b>	<b>93</b>	<b>100.0%</b>	<b>93</b>	<b>100.0%</b>	<b>93</b>	<b>100.0%</b>	<b>94</b>	<b>100.0%</b>

1. Data captured on October 15.

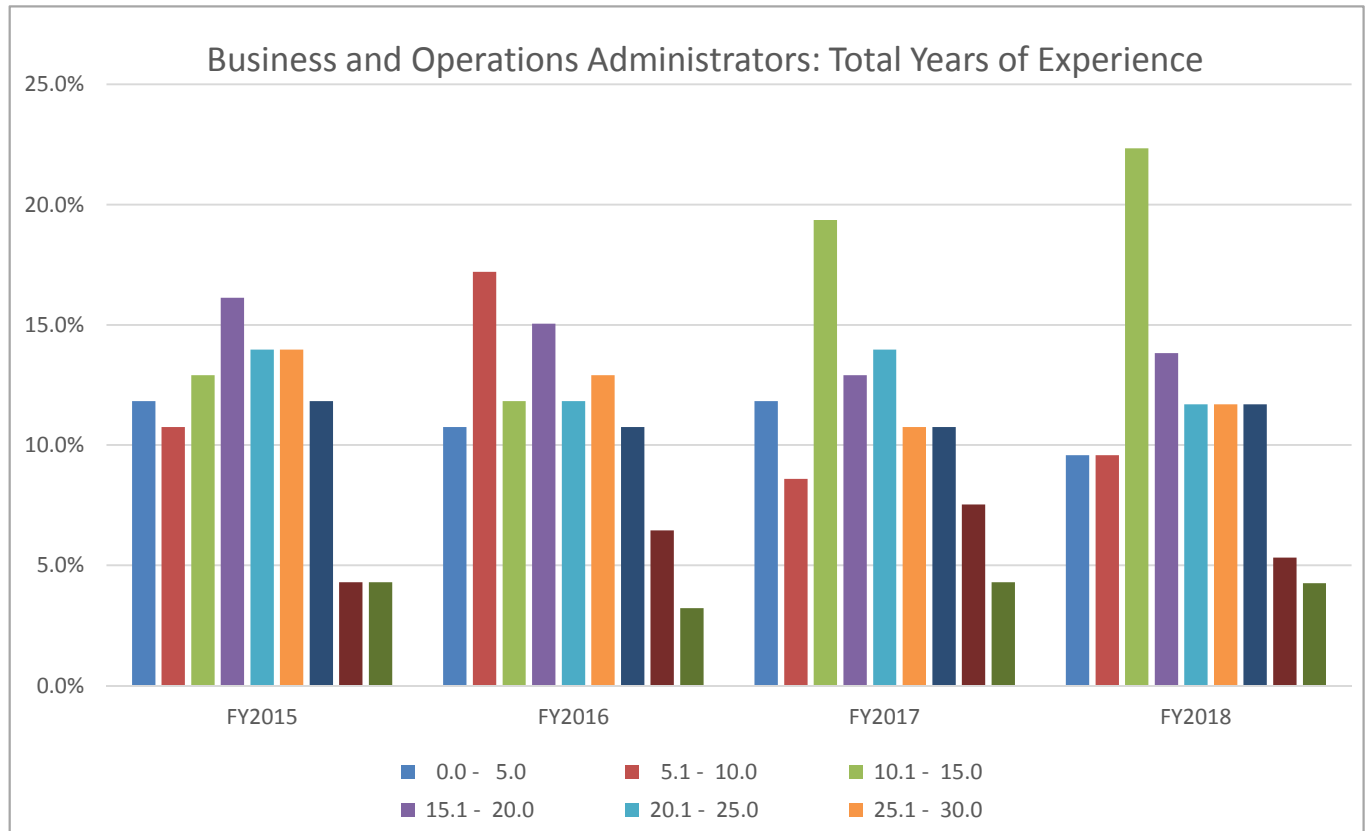


## Business and Operations Administrators: Total Years of Experience

Years of Experience	FY2015		FY2016		FY2017		FY2018	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.0 - 5.0	11	11.8%	10	10.8%	11	11.8%	9	9.6%
5.1 - 10.0	10	10.8%	16	17.2%	8	8.6%	9	9.6%
10.1 - 15.0	12	12.9%	11	11.8%	18	19.4%	21	22.3%
15.1 - 20.0	15	16.1%	14	15.1%	12	12.9%	13	13.8%
20.1 - 25.0	13	14.0%	11	11.8%	13	14.0%	11	11.7%
25.1 - 30.0	13	14.0%	12	12.9%	10	10.8%	11	11.7%
30.1 - 35.0	11	11.8%	10	10.8%	10	10.8%	11	11.7%
35.1 - 40.0	4	4.3%	6	6.5%	7	7.5%	5	5.3%
40.1 +	4	4.3%	3	3.2%	4	4.3%	4	4.3%
<b>TOTAL</b>	<b>93</b>	<b>100.0%</b>	<b>93</b>	<b>100.0%</b>	<b>93</b>	<b>100.0%</b>	<b>94</b>	<b>100.0%</b>

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

2. Data captured October 15.

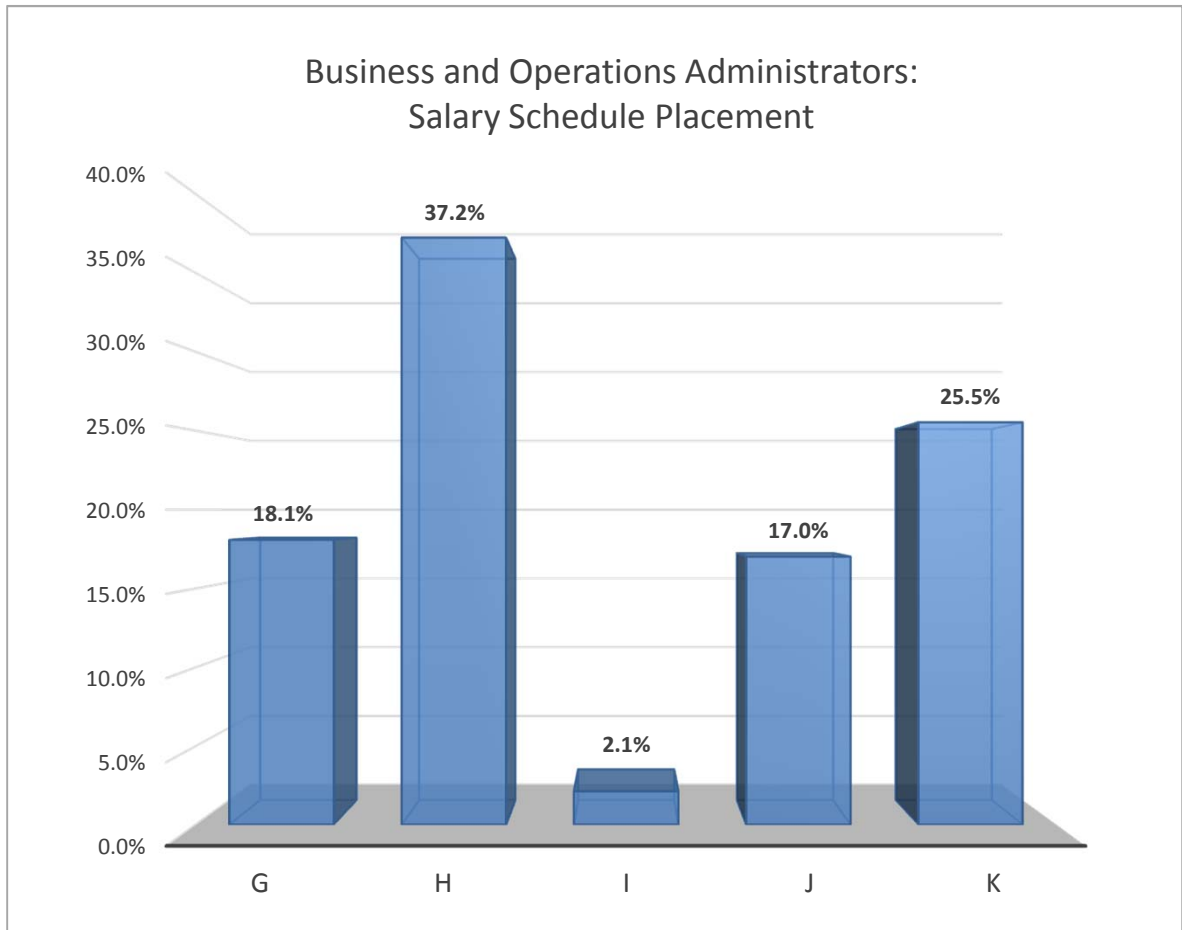


## Business and Operations Administrators: Salary Schedule Placement

FY 2018							
Step <sup>1</sup>	G	H	I	J	K	Total	%
<b>1</b>	0	1	0	0	0	1	1.1%
<b>2</b>	1	1	0	1	0	3	3.2%
<b>3</b>	0	0	0	0	0	0	0.0%
<b>4</b>	2	4	0	0	1	7	7.4%
<b>5</b>	1	0	0	0	1	2	2.1%
<b>6</b>	0	3	1	0	0	4	4.3%
<b>7</b>	0	3	0	0	0	3	3.2%
<b>8</b>	1	2	0	4	0	7	7.4%
<b>9</b>	3	1	0	0	1	5	5.3%
<b>10</b>	0	1	1	2	2	6	6.4%
<b>11</b>	2	3	0	2	2	9	9.6%
<b>12</b>	3	10	0	6	9	28	29.8%
<b>50</b>	3	4	0	1	6	14	14.9%
<b>60</b>	1	2	0	0	2	5	5.3%
<b>Total</b>	<b>17</b>	<b>35</b>	<b>2</b>	<b>16</b>	<b>24</b>	<b>94</b>	<b>100.0%</b>
<b>% of Schedule</b>	<b>18.1%</b>	<b>37.2%</b>	<b>2.1%</b>	<b>17.0%</b>	<b>25.5%</b>		

Data as of October 15, 2015

<sup>1</sup> 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

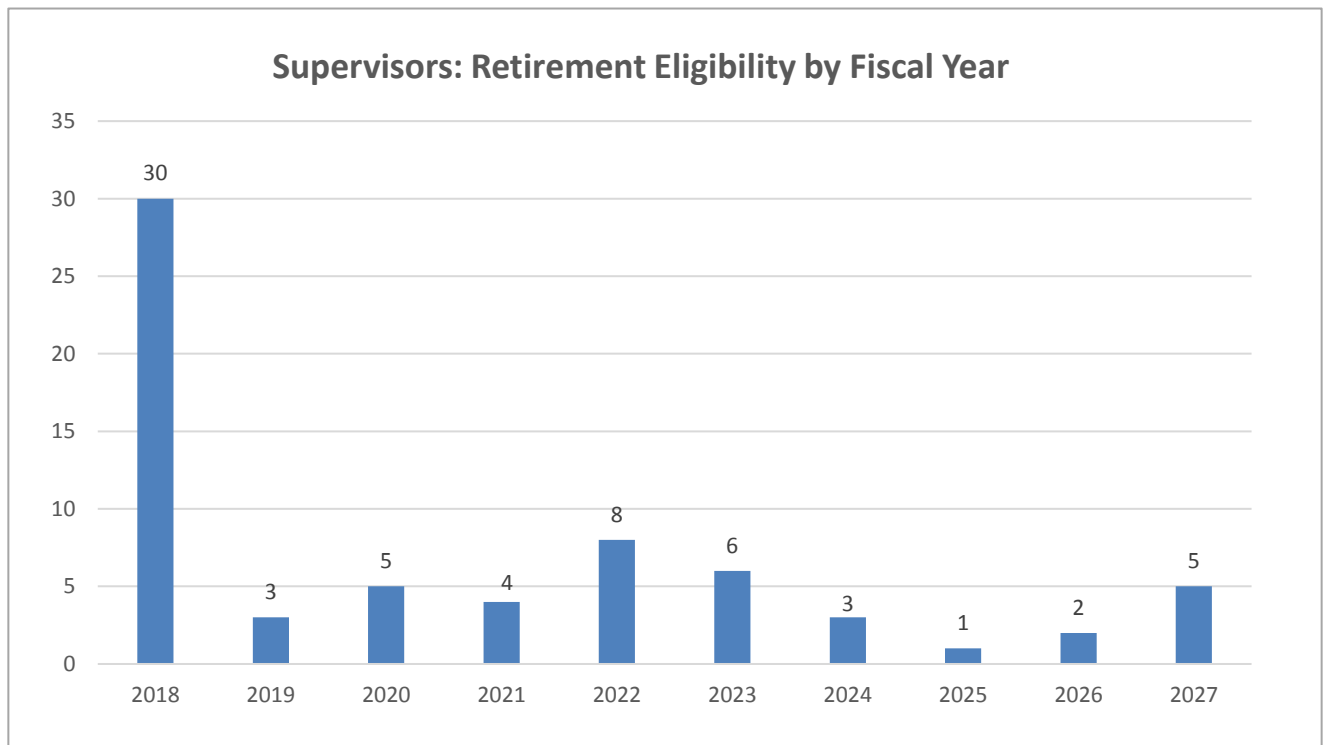
Fiscal Year	Supervisors Eligible By Fiscal Year	Percent of Total
2018	30	31.9%
2019	3	3.2%
2020	5	5.3%
2021	4	4.3%
2022	8	8.5%
2023	6	6.4%
2024	3	3.2%
2025	1	1.1%
2026	2	2.1%
2027	5	5.3%
<b>Eligible within 10 years</b>	<b>67</b>	<b>71.3%</b>
<b>Total Supervisors</b>	<b>94</b>	<b>100.0%</b>

1. Data reflects retirement eligibility as of July 1, 2017.

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

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

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



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

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

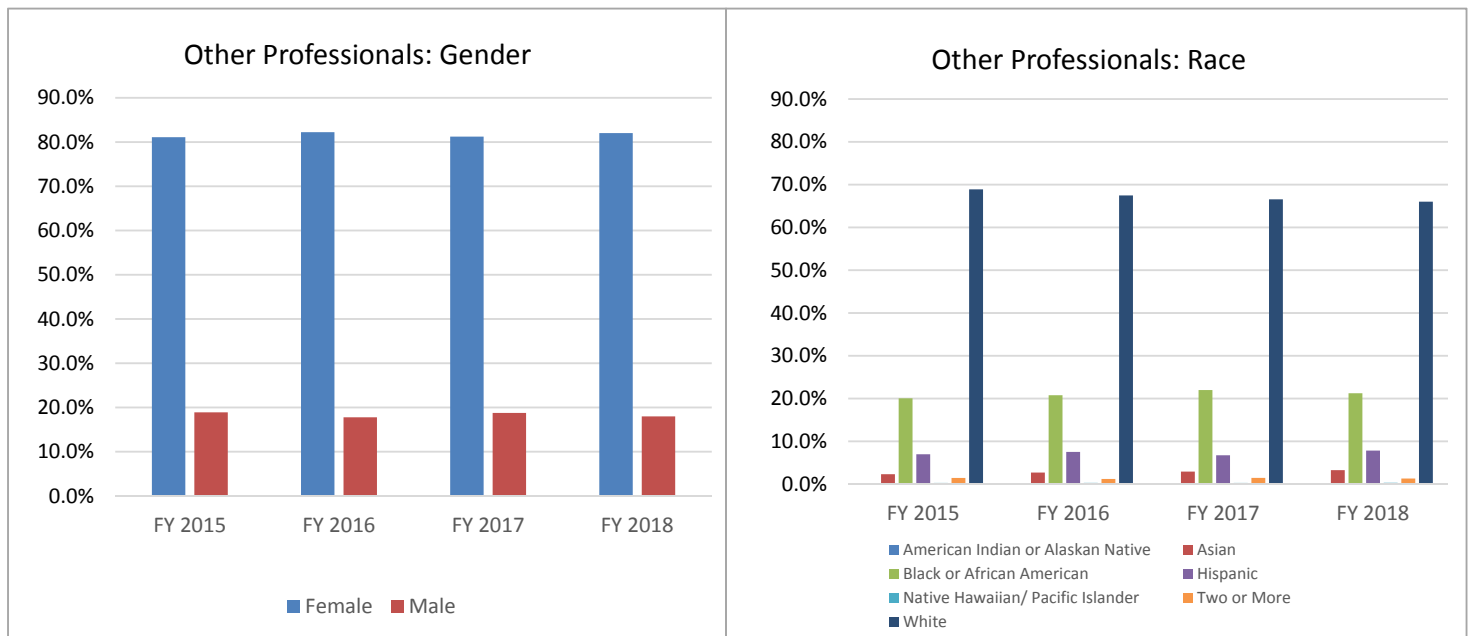
## Other MCEA Professionals: Demographic Profile

	FY 2015		FY 2016		FY 2017		FY 2018	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>GENDER</b>								
Female	279	81.1%	273	82.2%	277	81.2%	251	82.0%
Male	65	18.9%	59	17.8%	64	18.8%	55	18.0%
<b>TOTAL</b>	<b>344</b>	<b>100.0%</b>	<b>332</b>	<b>100.0%</b>	<b>341</b>	<b>100.0%</b>	<b>306</b>	<b>100.0%</b>
<b>RACE</b>								
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian	8	2.3%	9	2.7%	10	2.9%	10	3.3%
Black or African American	69	20.1%	69	20.8%	75	22.0%	65	21.2%
Hispanic	24	7.0%	25	7.5%	23	6.7%	24	7.8%
Native Hawaiian/ Pacific Islander	1	0.3%	1	0.3%	1	0.3%	1	0.3%
Two or More	5	1.5%	4	1.2%	5	1.5%	4	1.3%
White	237	68.9%	224	67.5%	227	66.6%	202	66.0%
<b>TOTAL</b>	<b>344</b>	<b>100.0%</b>	<b>332</b>	<b>100.0%</b>	<b>341</b>	<b>100.0%</b>	<b>306</b>	<b>100.0%</b>
<b>AGE</b>								
20 - 29 years	7	2.0%	4	1.2%	8	2.3%	4	1.3%
30 - 39 years	74	21.5%	65	19.6%	80	23.5%	69	22.5%
40 - 49 years	90	26.2%	104	31.3%	102	29.9%	104	34.0%
50 - 59 years	89	25.9%	81	24.4%	80	23.5%	67	21.9%
60+ years	84	24.4%	78	23.5%	71	20.8%	62	20.3%
<b>TOTAL</b>	<b>344</b>	<b>100.0%</b>	<b>332</b>	<b>100.0%</b>	<b>341</b>	<b>100.0%</b>	<b>306</b>	<b>100.0%</b>

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

2. Data was captured on October 15.

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



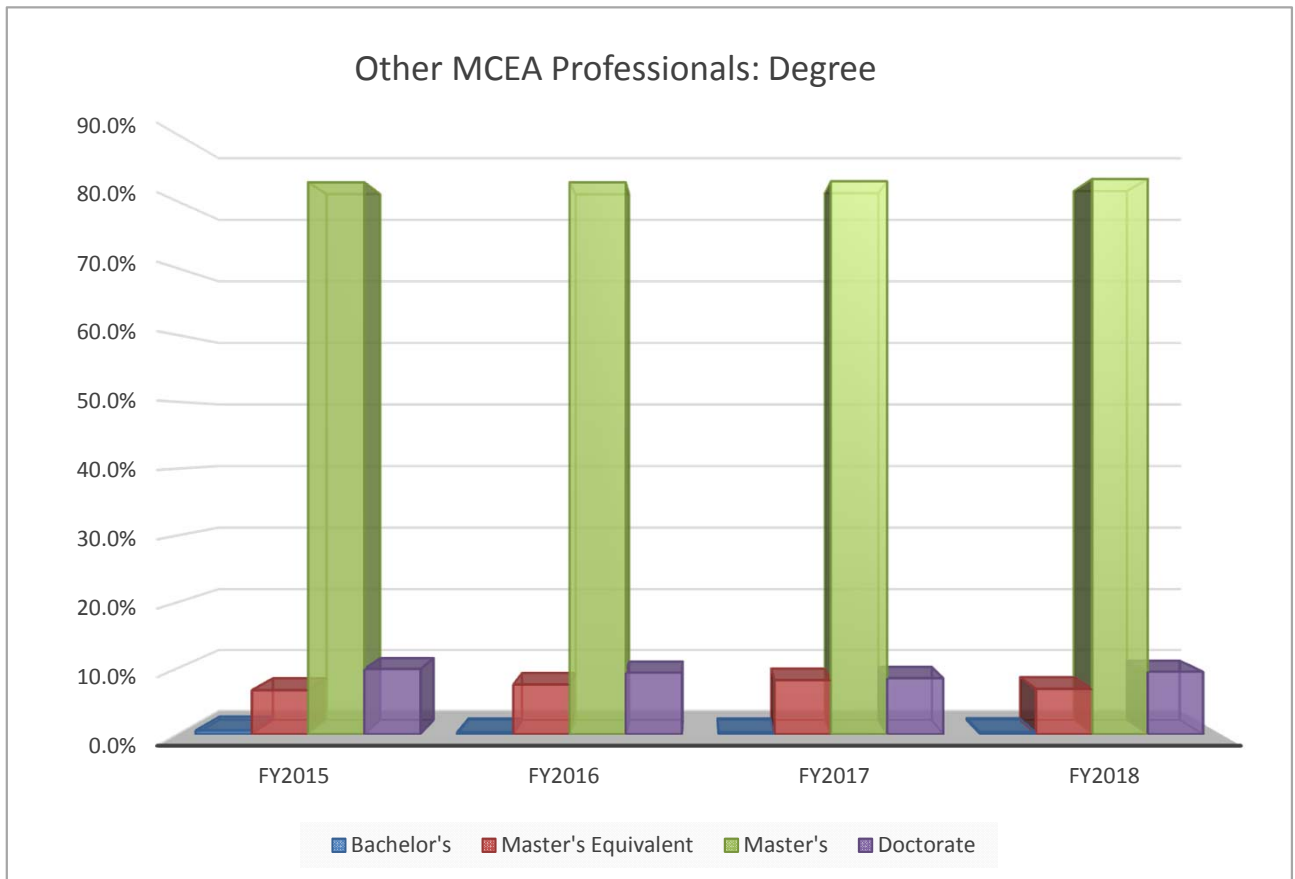


## Other MCEA Professionals: Degree

Degree	FY2015		FY2016		FY2017		FY2018	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Bachelor's	2	0.6%	1	0.3%	1	0.3%	1	0.3%
Master's Equivalent	23	6.7%	25	7.5%	28	8.2%	21	6.9%
Master's	285	82.8%	275	82.8%	283	83.0%	255	83.3%
Doctorate	34	9.9%	31	9.3%	29	8.5%	29	9.5%
<b>TOTAL</b>	<b>344</b>	<b>100.0%</b>	<b>332</b>	<b>100.0%</b>	<b>341</b>	<b>100.0%</b>	<b>306</b>	<b>100.0%</b>

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

2. Data as of October 15.



## Other MCEA Professionals: Certification Type

Fiscal Year	Other Professionals	Standard Professional Certificate <sup>1</sup>		Advanced Professional Certificate <sup>2</sup>		Maryland Board of Examiners License <sup>3</sup>		Conditional Degree Certificate <sup>4</sup>		Certification Data Not Available or Not Required	
	Number	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>FY2017</b>	306	10	3.3%	279	91.2%	1	0.3%	0	0.0%	16	5.2%
<b>FY2016</b>	341	13	3.8%	310	90.9%	2	0.6%	0	0.0%	16	4.7%
<b>FY2015</b>	344	15	4.4%	311	90.4%	2	0.6%	0	0.0%	18	5.2%
<b>FY2014</b>	341	19	5.6%	302	88.6%	4	1.2%	0	0.0%	16	4.7%

Certification data is collected in June of the fiscal year.

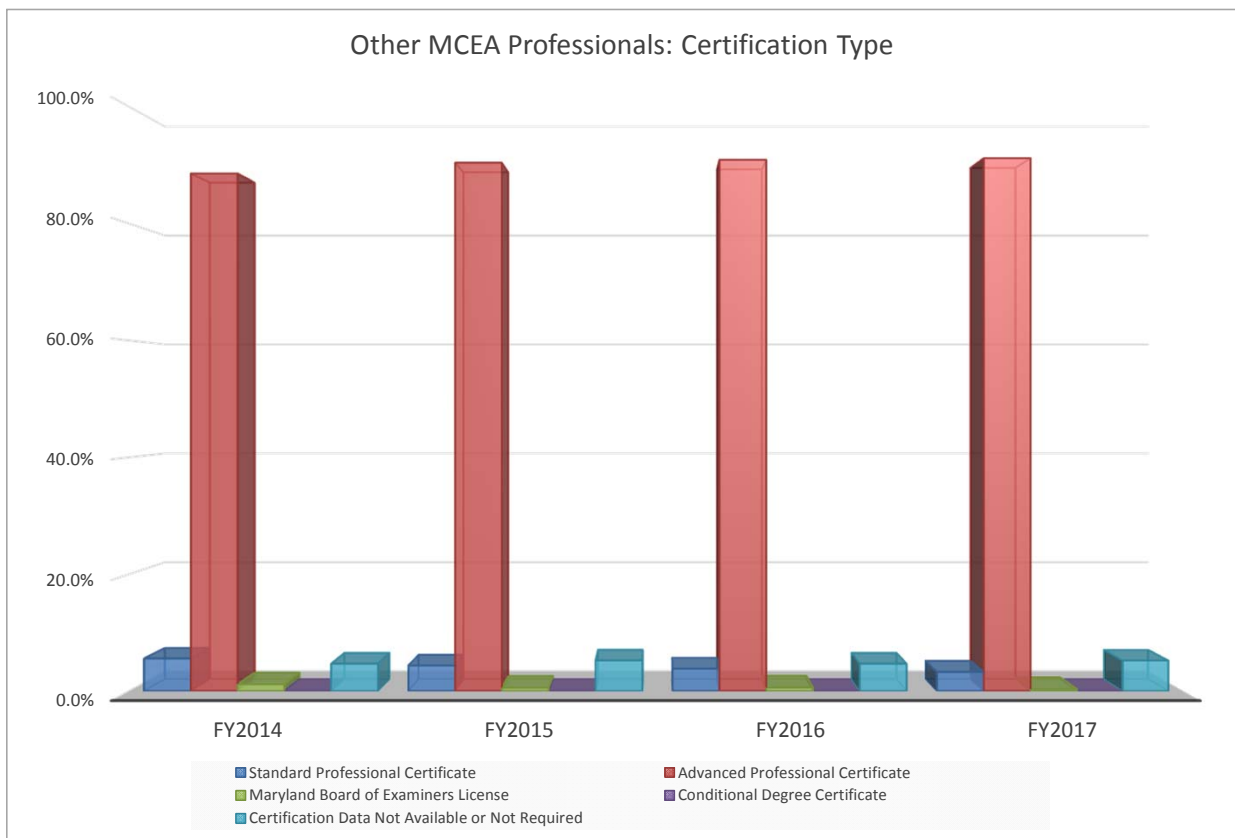
Some employees categorized as 'Other Professionals' are not required to hold a Maryland certificate. Examples include: Parent Educators, Employee Assistance Specialist & Evaluation Specialists.

<sup>1</sup> The Standard Professional Certificate is a professional certificate in the state of Maryland.

<sup>2</sup> The Advanced Professional Certificate is the highest professional certificate in the state of Maryland.

<sup>3</sup> Maryland Board of Examiners License is required for speech pathologists, occupational & physical therapists, and social workers hired by MCPS.

<sup>4</sup> 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.

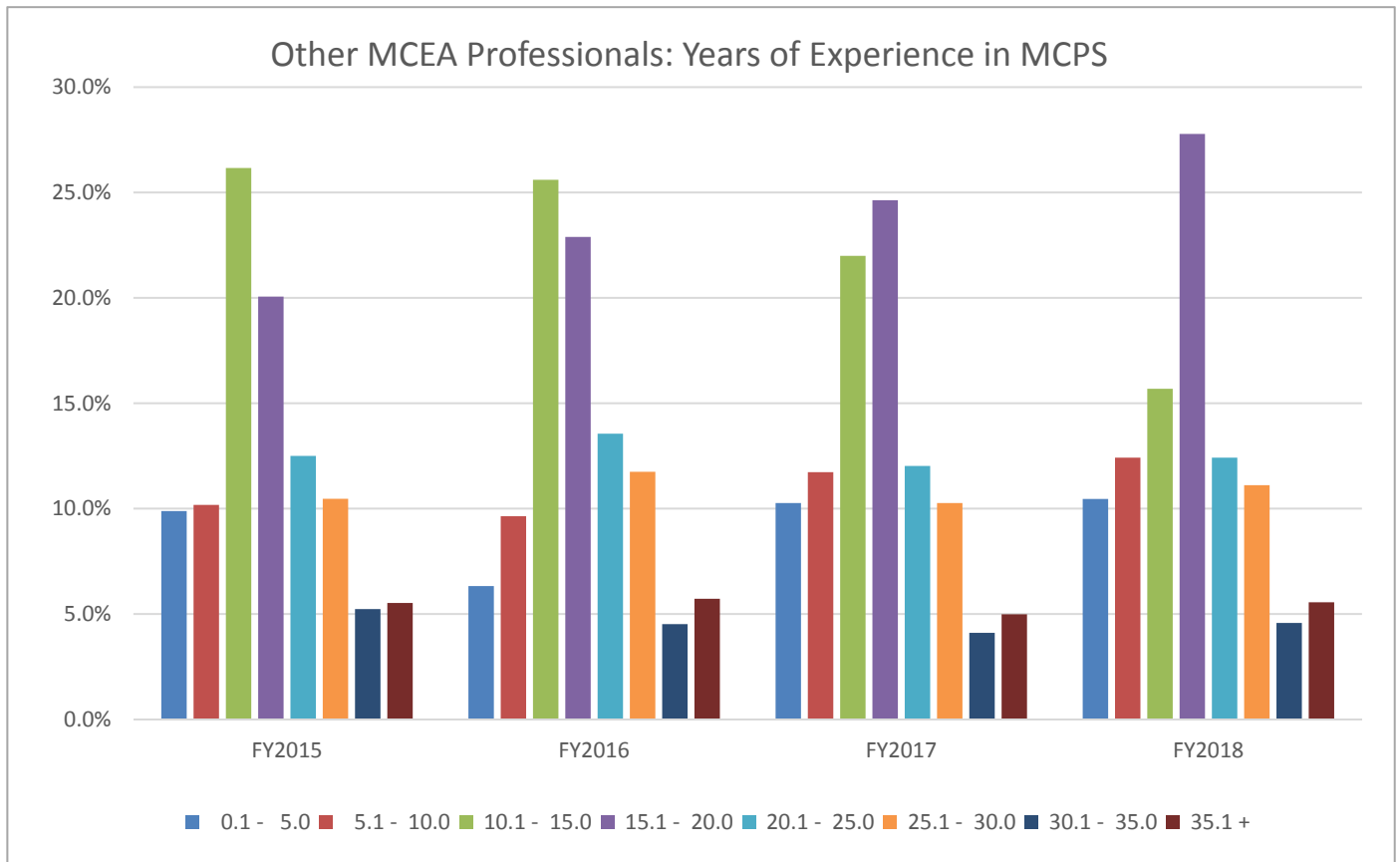


## Other MCEA Professionals: Years of Experience in MCPS

Years of Experience	FY2015		FY2016		FY2017		FY2018	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	34	9.9%	21	6.3%	35	10.3%	32	10.5%
5.1 - 10.0	35	10.2%	32	9.6%	40	11.7%	38	12.4%
10.1 - 15.0	90	26.2%	85	25.6%	75	22.0%	48	15.7%
15.1 - 20.0	69	20.1%	76	22.9%	84	24.6%	85	27.8%
20.1 - 25.0	43	12.5%	45	13.6%	41	12.0%	38	12.4%
25.1 - 30.0	36	10.5%	39	11.7%	35	10.3%	34	11.1%
30.1 - 35.0	18	5.2%	15	4.5%	14	4.1%	14	4.6%
35.1 +	19	5.5%	19	5.7%	17	5.0%	17	5.6%
<b>TOTAL</b>	<b>344</b>	<b>100.0%</b>	<b>332</b>	<b>100.0%</b>	<b>341</b>	<b>100.0%</b>	<b>306</b>	<b>100.0%</b>

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

2. Data as of October 15.

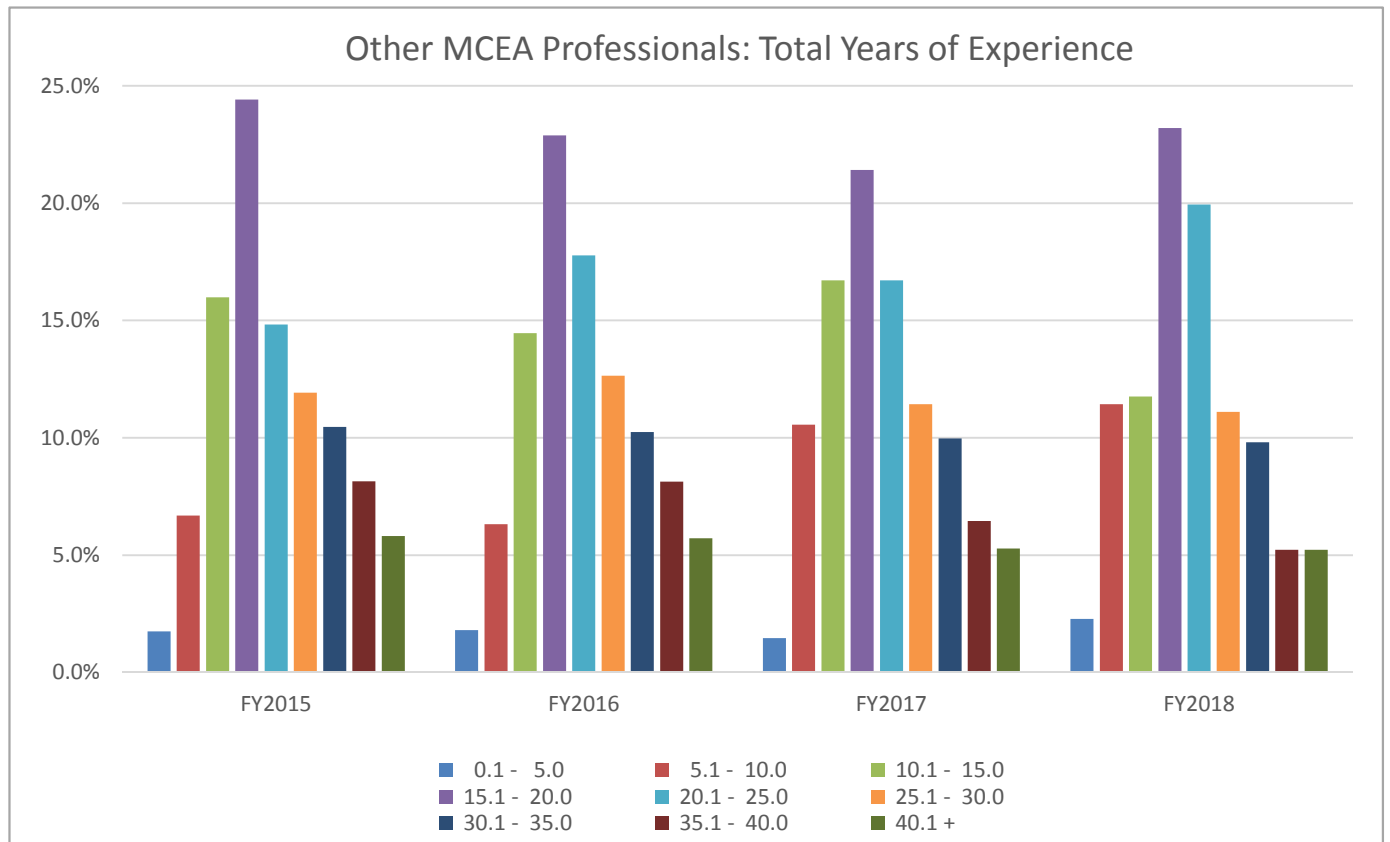


## Other MCEA Professionals: Total Years of Experience

Years of Experience	FY2015		FY2016		FY2017		FY2018	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	6	1.7%	6	1.8%	5	1.5%	7	2.3%
5.1 - 10.0	23	6.7%	21	6.3%	36	10.6%	35	11.4%
10.1 - 15.0	55	16.0%	48	14.5%	57	16.7%	36	11.8%
15.1 - 20.0	84	24.4%	76	22.9%	73	21.4%	71	23.2%
20.1 - 25.0	51	14.8%	59	17.8%	57	16.7%	61	19.9%
25.1 - 30.0	41	11.9%	42	12.7%	39	11.4%	34	11.1%
30.1 - 35.0	36	10.5%	34	10.2%	34	10.0%	30	9.8%
35.1 - 40.0	28	8.1%	27	8.1%	22	6.5%	16	5.2%
40.1 +	20	5.8%	19	5.7%	18	5.3%	16	5.2%
<b>TOTAL</b>	<b>344</b>	<b>100.0%</b>	<b>332</b>	<b>100.0%</b>	<b>341</b>	<b>100.0%</b>	<b>306</b>	<b>100.0%</b>

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

2. Data as of October 15.



# Other MCEA Professionals: Salary Schedule Placement

FY2018										
Step	Bachelor		Master/MEQ <sup>1</sup>		MA/MEQ+30 <sup>2</sup>		MA/MEQ+60 <sup>3</sup>		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
1	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
2	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
3	0	0.0%	0	0.0%	1	0.8%	1	0.6%	2	0.7%
4	0	0.0%	0	0.0%	1	0.8%	2	1.2%	3	1.0%
5	0	0.0%	0	0.0%	0	0.0%	1	0.6%	1	0.3%
6	0	0.0%	0	0.0%	1	0.8%	1	0.6%	2	0.7%
7	0	0.0%	0	0.0%	8	6.8%	4	2.5%	12	3.9%
8	0	0.0%	1	4.0%	7	5.9%	0	0.0%	8	2.6%
9	0	0.0%	1	4.0%	4	3.4%	7	4.3%	12	3.9%
10	0	0.0%	1	4.0%	2	1.7%	2	1.2%	5	1.6%
11	0	0.0%	0	0.0%	4	3.4%	3	1.8%	7	2.3%
12	0	0.0%	1	4.0%	5	4.2%	2	1.2%	8	2.6%
13	0	0.0%	2	8.0%	4	3.4%	5	3.1%	11	3.6%
14	0	0.0%	2	8.0%	2	1.7%	4	2.5%	8	2.6%
15	0	0.0%	1	4.0%	7	5.9%	11	6.7%	19	6.2%
16	0	0.0%	4	16.0%	4	3.4%	7	4.3%	15	4.9%
17	0	0.0%	0	0.0%	3	2.5%	8	4.9%	11	3.6%
18	0	0.0%	1	4.0%	9	7.6%	8	4.9%	18	5.9%
19 - 24	0	0.0%	3	12.0%	32	27.1%	34	20.9%	69	22.5%
25	0	0.0%	0	0.0%	0	0.0%	1	0.6%	1	0.3%
50 - 52	0	0.0%	0	0.0%	0	0.0%	7	4.3%	7	2.3%
55	0	0.0%	5	20.0%	5	4.2%	16	9.8%	26	8.5%
60 - 65	0	0.0%	3	12.0%	19	16.1%	39	23.9%	61	19.9%
<b>TOTAL</b>	<b>0</b>	<b>0.0%</b>	<b>25</b>	<b>8.2%</b>	<b>118</b>	<b>38.6%</b>	<b>163</b>	<b>53.3%</b>	<b>306</b>	<b>100.0%</b>

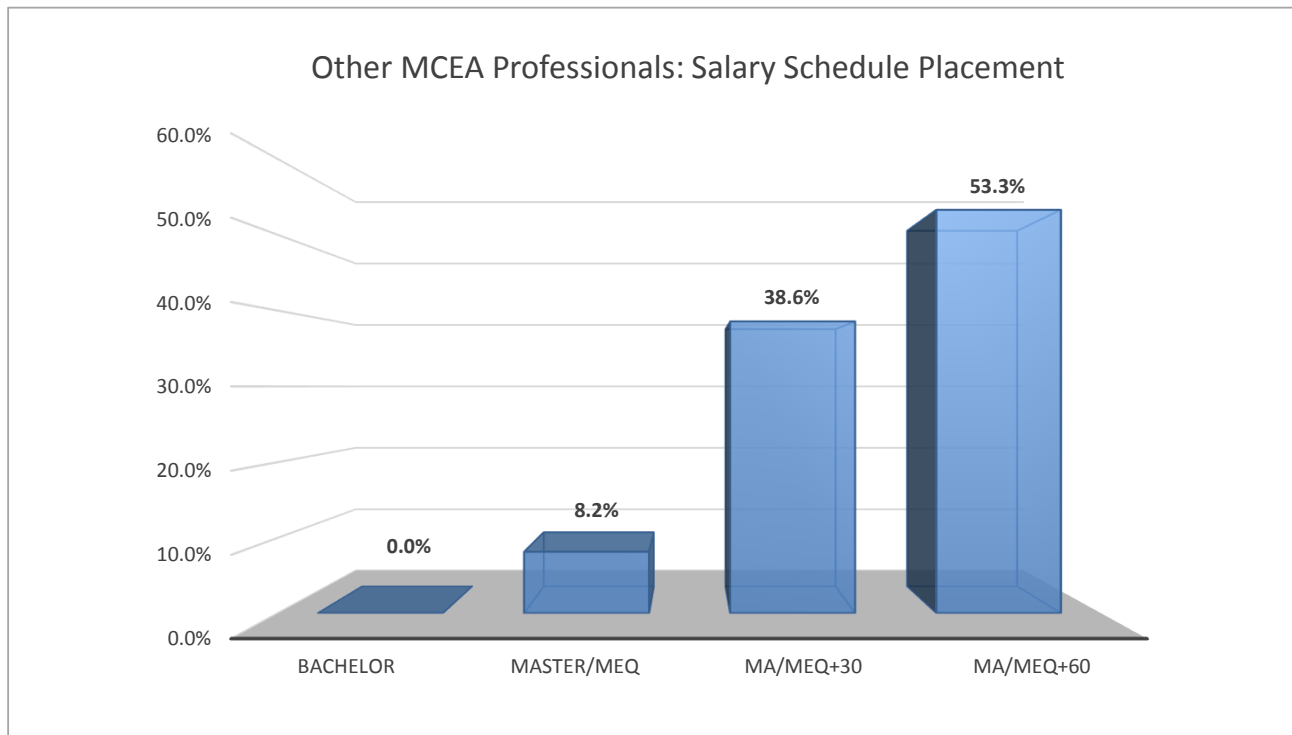
Data reflects the number of permanent employees by head count as of October 15.

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

<sup>1</sup> Master's/MEQ: Master's degree or Master's Equivalent.

<sup>2</sup> MA/MEQ+30: Master's degree or Master's Equivalent plus 30 additional credit hours.

<sup>3</sup> MA/MEQ+60: Master's degree or Master's Equivalent plus 60 additional credit hours.



# Other MCEA Professionals: Annual Salary FY2018

Annual Salary	Number	Percent
Less than \$39,999	0	0.0%
\$40,000 - \$44,999	0	0.0%
\$45,000 - \$49,999	2	0.7%
\$50,000 - \$54,999	1	0.3%
\$55,000 - \$59,999	3	1.0%
\$60,000 - \$64,999	6	2.0%
\$65,000 - \$69,999	2	0.7%
\$70,000 - \$74,999	4	1.3%
\$75,000 - \$79,999	4	1.3%
\$80,000 - \$84,999	16	5.2%
\$85,000 - \$89,999	13	4.2%
\$90,000 - \$94,999	8	2.6%
\$95,000 - \$99,999	10	3.3%
\$100,000 and Over	237	77.5%
<b>TOTAL</b>	<b>306</b>	<b>100.0%</b>

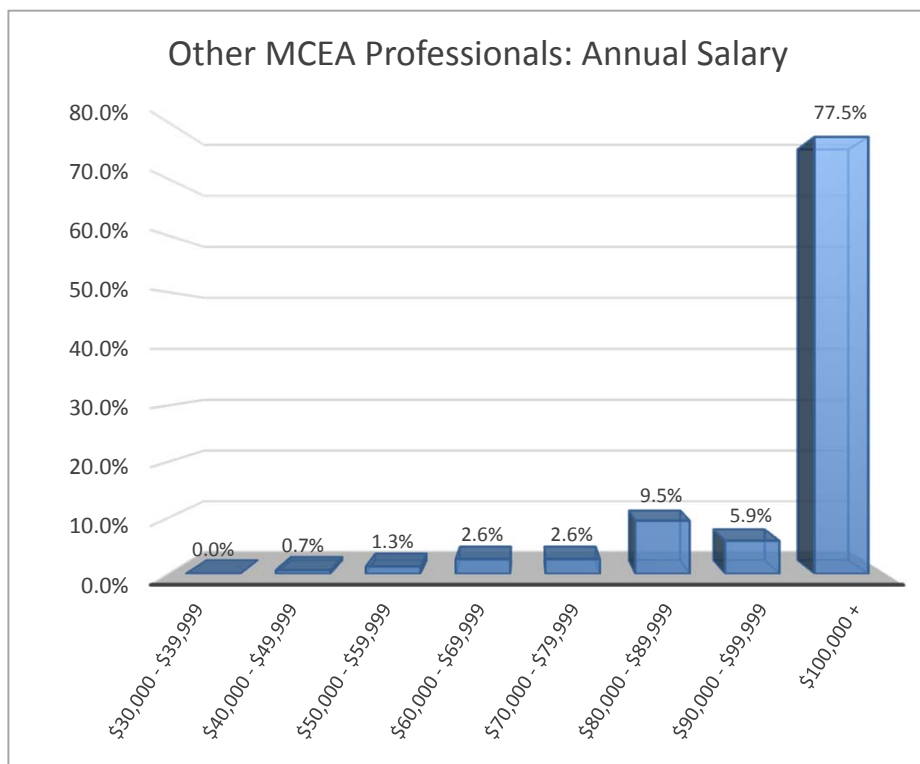
Data as of October 15.

Other Professionals: Average Salaries <sup>1</sup>	
FY2018	\$116,141
FY2017	\$112,878
FY2016	\$109,993
FY2015	\$109,827

<sup>1</sup> Average salary calculation: Salaries/filled FTE.

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

Data reflects the number of permanent employees by head count.



## Other MCEA Professionals: Retirement Eligibility

Fiscal Year	Other Professionals Eligible By Fiscal Year	Percent of Total
2018	67	21.8%
2019	11	3.6%
2020	6	2.0%
2021	6	2.0%
2022	11	3.6%
2023	8	2.6%
2024	7	2.3%
2025	8	2.6%
2026	5	1.6%
2027	12	3.9%
<b>Eligible within 10 years</b>	<b>141</b>	<b>45.9%</b>
<b>Total Other Professionals</b>	<b>307</b>	<b>100.0%</b>

1. Data reflects retirement eligibility as of July 1, 2017.

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

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

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



## Section 8: MCEA – New Teachers (10 month)

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



# New Teachers: Demographic Profile

**AS OF OCTOBER 15**

	FY 2015		FY 2016		FY 2017		FY 2018	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>GENDER</b>								
Female	738	81.4%	546	78.9%	957	78.5%	778	78.8%
Male	169	18.6%	146	21.1%	262	21.5%	209	21.2%
<b>TOTAL</b>	<b>907</b>	<b>100.0%</b>	<b>692</b>	<b>100.0%</b>	<b>1,219</b>	<b>100.0%</b>	<b>987</b>	<b>100.0%</b>
<b>RACE</b>								
American Indian or Alaskan Native	1	0.1%	0	0.0%	3	0.2%	0	0.0%
Asian	55	6.1%	45	6.5%	86	7.1%	67	6.8%
Black or African American	106	11.7%	104	15.0%	195	16.0%	136	13.8%
Hispanic	67	7.4%	57	8.2%	117	9.6%	100	10.1%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	4	0.3%	0	0.0%
Two or More	19	2.1%	18	2.6%	31	2.5%	32	3.2%
White	659	72.7%	468	67.6%	783	64.2%	652	66.1%
<b>TOTAL</b>	<b>907</b>	<b>100.0%</b>	<b>692</b>	<b>100.0%</b>	<b>1,219</b>	<b>100.0%</b>	<b>987</b>	<b>100.0%</b>
<b>AGE</b>								
Under 20 years	0	0.0%	0	0.0%	0	0.0%	0	0.0%
20 - 29 years	513	56.6%	351	50.7%	605	49.6%	498	50.5%
30 - 39 years	200	22.1%	177	25.6%	341	28.0%	255	25.8%
40 - 49 years	138	15.2%	116	16.8%	179	14.7%	143	14.5%
50 - 59 years	46	5.1%	44	6.4%	81	6.6%	77	7.8%
60+ years	10	1.1%	4	0.6%	13	1.1%	14	1.4%
<b>TOTAL</b>	<b>907</b>	<b>100.0%</b>	<b>692</b>	<b>100.0%</b>	<b>1,219</b>	<b>100.0%</b>	<b>987</b>	<b>100.0%</b>

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

**AS OF JUNE 30**

	FY 2014		FY 2015		FY 2016		FY 2017	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>GENDER</b>								
Female	795	83.4%	760	81.1%	542	78.8%	1,028	78.9%
Male	158	16.6%	177	18.9%	146	21.2%	275	21.1%
<b>TOTAL</b>	<b>953</b>	<b>100.0%</b>	<b>937</b>	<b>100.0%</b>	<b>688</b>	<b>100.0%</b>	<b>1,303</b>	<b>100.0%</b>
<b>RACE</b>								
American Indian or Alaskan Native	2	0.2%	0	0.0%	0	0.0%	3	0.2%
Asian	68	7.1%	59	6.3%	47	6.8%	93	7.1%
Black or African American	106	11.1%	114	12.2%	108	15.7%	205	15.7%
Hispanic	65	6.8%	68	7.3%	55	8.0%	119	9.1%
Native Hawaiian Pacific Islander	0	0.0%	0	0.0%	0	0.0%	5	0.4%
Two or More	18	1.9%	19	2.0%	16	2.3%	32	2.5%
White	694	72.8%	677	72.3%	462	67.2%	846	64.9%
<b>TOTAL</b>	<b>953</b>	<b>100.0%</b>	<b>937</b>	<b>100.0%</b>	<b>688</b>	<b>100.0%</b>	<b>1,303</b>	<b>100.0%</b>
<b>AGE</b>								
20 - 29 years	528	55.4%	482	51.4%	328	47.7%	603	46.3%
30 - 39 years	235	24.7%	232	24.8%	182	26.5%	378	29.0%
40 - 49 years	122	12.8%	146	15.6%	121	17.6%	210	16.1%
50 - 59 years	54	5.7%	61	6.5%	51	7.4%	96	7.4%
60+ years	14	1.5%	16	1.7%	6	0.9%	16	1.2%
<b>TOTAL</b>	<b>953</b>	<b>100.0%</b>	<b>937</b>	<b>100.0%</b>	<b>688</b>	<b>100.0%</b>	<b>1,303</b>	<b>100.0%</b>

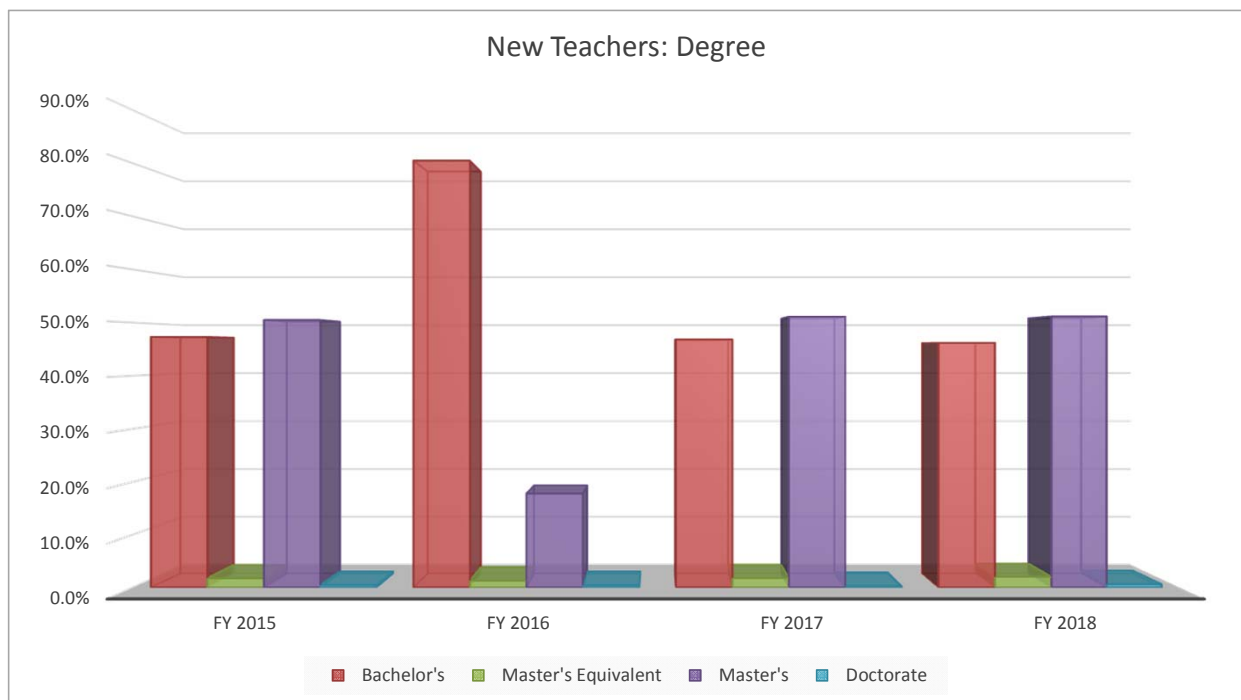
# New Teachers: Degree

	FY 2015		FY 2016		FY 2017		FY 2018	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>ELEMENTARY SCHOOL</b>								
Bachelor's	252	56.4%	268	81.2%	355	58.4%	266	60.2%
Master's Equivalent <sup>1</sup>	4	0.9%	4	1.2%	8	1.3%	8	1.8%
Master's	191	42.7%	56	17.0%	244	40.1%	165	37.3%
Doctorate	0	0.0%	2	0.6%	1	0.2%	3	0.7%
<b>TOTAL</b>	<b>447</b>	<b>100.0%</b>	<b>330</b>	<b>100.0%</b>	<b>608</b>	<b>100.0%</b>	<b>442</b>	<b>100.0%</b>
<b>MIDDLE SCHOOL</b>								
Bachelor's	105	46.3%	146	79.3%	115	38.0%	104	38.1%
Master's Equivalent	6	2.6%	4	2.2%	8	2.6%	10	3.7%
Master's	115	50.7%	33	17.9%	179	59.1%	157	57.5%
Doctorate	1	0.4%	1	0.5%	1	0.3%	2	0.7%
<b>TOTAL</b>	<b>227</b>	<b>100.0%</b>	<b>184</b>	<b>100.0%</b>	<b>303</b>	<b>100.0%</b>	<b>273</b>	<b>100.0%</b>
<b>HIGH SCHOOL</b>								
Bachelor's	66	32.8%	124	80.0%	87	31.8%	78	33.5%
Master's Equivalent	5	2.5%	1	0.6%	5	1.8%	2	0.9%
Master's	129	64.2%	30	19.4%	181	66.1%	152	65.2%
Doctorate	1	0.5%	0	0.0%	1	0.4%	1	0.4%
<b>TOTAL</b>	<b>201</b>	<b>100.0%</b>	<b>155</b>	<b>100.0%</b>	<b>274</b>	<b>100.0%</b>	<b>233</b>	<b>100.0%</b>
<b>CENTRAL OFFICE &amp; SPECIAL SCHOOLS</b>								
Bachelor's	6	18.8%	19	82.6%	14	41.2%	8	20.5%
Master's Equivalent	1	3.1%	0	0.0%	1	2.9%	0	0.0%
Master's	23	71.9%	4	17.4%	19	55.9%	31	79.5%
Doctorate	2	6.3%	0	0.0%	0	0.0%	0	0.0%
<b>TOTAL</b>	<b>32</b>	<b>100.0%</b>	<b>23</b>	<b>100.0%</b>	<b>34</b>	<b>100.0%</b>	<b>39</b>	<b>100.0%</b>
<b>ALL NEW TEACHERS</b>								
Bachelor's <sup>2</sup>	429	47.3%	557	80.5%	571	46.8%	456	46.2%
Master's Equivalent	16	1.8%	9	1.3%	22	1.8%	20	2.0%
Master's	458	50.5%	123	17.8%	623	51.1%	505	51.2%
Doctorate	4	0.4%	3	0.4%	3	0.2%	6	0.6%
<b>GRAND TOTAL</b>	<b>907</b>	<b>100.0%</b>	<b>692</b>	<b>100.0%</b>	<b>1,219</b>	<b>100.0%</b>	<b>987</b>	<b>100.0%</b>

Data as of October 15.

<sup>1</sup> 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.

<sup>2</sup> New teacher's degree without education history in HRIS is defaulted to Bachelor's until degree is verified.



# New Teachers: Salary Schedule Placement

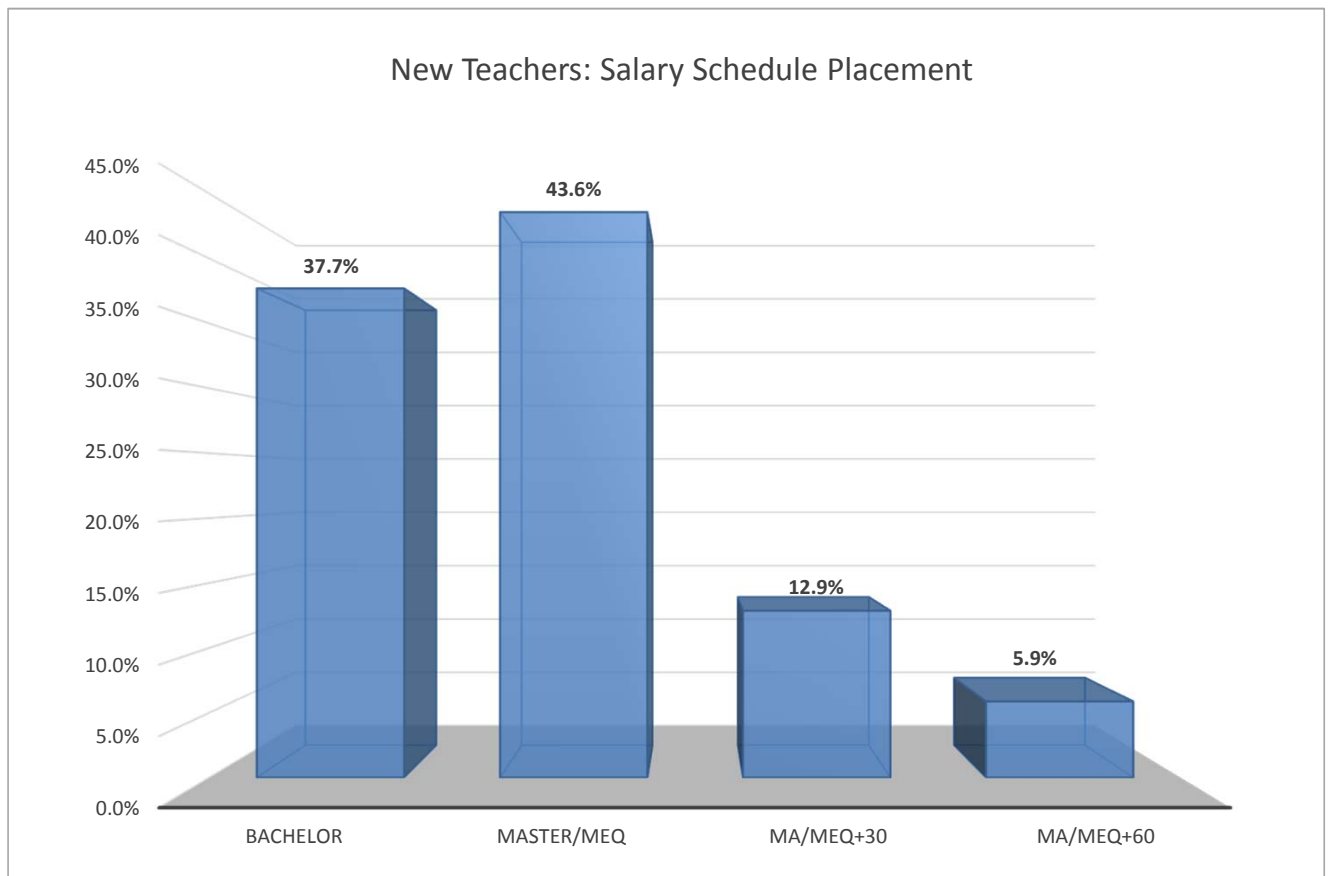
FY2018										
Step	Bachelor		Master/MEQ <sup>1</sup>		MA/MEQ+30 <sup>2</sup>		MA/MEQ+60 <sup>3</sup>		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
1	290	78.0%	194	45.1%	30	23.6%	14	24.1%	528	53.5%
2	16	4.3%	19	4.4%	7	5.5%	0	0.0%	42	4.3%
3	17	4.6%	23	5.3%	4	3.1%	2	3.4%	46	4.7%
4	10	2.7%	25	5.8%	5	2.0%	2	3.4%	42	4.3%
5	8	2.2%	21	4.9%	7	5.5%	3	5.2%	39	4.0%
6	4	1.1%	16	3.7%	5	3.9%	2	3.4%	27	2.7%
7	22	5.9%	19	4.4%	6	4.7%	1	1.7%	48	4.9%
8	3	0.8%	15	3.5%	6	4.7%	5	8.6%	29	2.9%
9	1	0.3%	91	21.2%	7	5.5%	0	0.0%	99	10.0%
10	1	0.3%	2	0.5%	6	4.7%	6	10.3%	15	1.5%
11	0	0.0%	3	0.7%	42	33.1%	20	34.5%	65	6.6%
12	0	0.0%	0	0.0%	0	0.0%	1	1.7%	1	0.1%
13	0	0.0%	1	0.2%	1	0.8%	1	1.7%	3	0.3%
14	0	0.0%	1	0.2%	0	0.0%	0	0.0%	1	0.1%
15	0	0.0%	0	0.0%	1	0.8%	0	0.0%	1	0.1%
16	0	0.0%	0	0.0%	0	0.0%	1	1.7%	1	0.1%
17	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
18	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
19-24	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
25	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>TOTAL</b>	<b>372</b>	<b>37.7%</b>	<b>430</b>	<b>43.6%</b>	<b>127</b>	<b>12.9%</b>	<b>58</b>	<b>5.9%</b>	<b>987</b>	<b>100.0%</b>

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

<sup>1</sup> Master's/MEQ: Master's degree or Master's Equivalent.

<sup>2</sup> MA/MEQ+30: Master's degree or Master's Equivalent plus 30 additional credit hours.

<sup>3</sup> MA/MEQ+60: Master's degree or Master's Equivalent plus 60 additional credit hours.



## New Teachers: Annual Salary FY2018

Annual Salary	Number	Percent
Less than \$29,999	32	3.2%
\$30,000 - \$34,999	15	1.5%
\$35,000 - \$39,999	15	1.5%
\$40,000 - \$44,999	13	1.3%
\$45,000 - \$49,999	294	29.8%
\$50,000 - \$54,999	223	22.6%
\$55,000 - \$59,999	120	12.2%
\$60,000 - \$64,999	56	5.7%
\$65,000 - \$69,999	44	4.5%
\$70,000 - \$74,999	104	10.5%
\$75,000 - \$79,999	11	1.1%
\$80,000 +	60	6.1%
<b>TOTAL</b>	<b>987</b>	<b>100.0%</b>

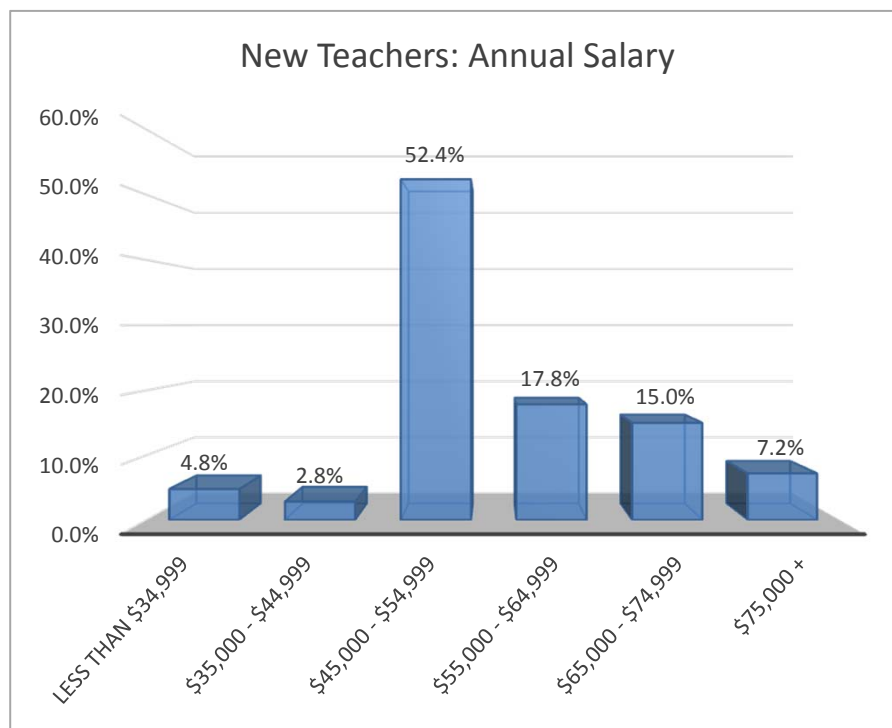
Data as of October 15.

New Teachers: Average Salaries <sup>1</sup>	
FY2018	\$56,219
FY2017	\$55,433
FY2016	\$52,091
FY2015	\$54,428

<sup>1</sup> 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.

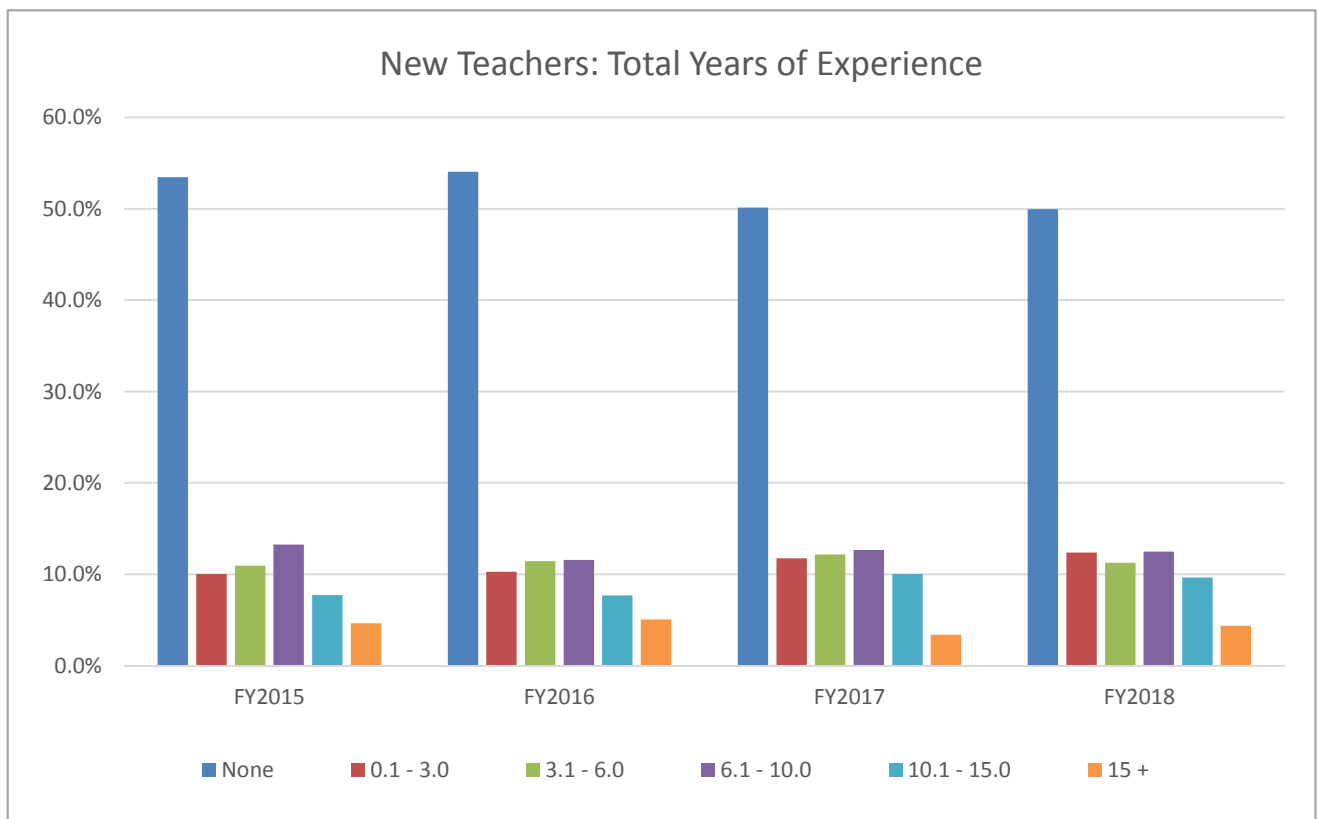


## New Teachers: Total Years of Experience

Years of Experience	FY2015		FY2016		FY2017		FY2018	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
None	485	53.5%	374	54.0%	611	50.1%	493	49.9%
0.1 - 3.0	91	10.0%	71	10.3%	143	11.7%	122	12.4%
3.1 - 6.0	99	10.9%	79	11.4%	148	12.1%	111	11.2%
6.1 - 10.0	120	13.2%	80	11.6%	154	12.6%	123	12.5%
10.1 - 15.0	70	7.7%	53	7.7%	122	10.0%	95	9.6%
15 +	42	4.6%	35	5.1%	41	3.4%	43	4.4%
<b>TOTAL</b>	<b>907</b>	<b>100.0%</b>	<b>692</b>	<b>100.0%</b>	<b>1,219</b>	<b>100.0%</b>	<b>987</b>	<b>100.0%</b>

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

2. Data captured October 15.



## New Teachers: Certification Type

Fiscal Year	New Teachers	Standard Professional Certificate <sup>1</sup>		Advanced Professional Certificate <sup>2</sup>		Maryland Board of Examiners License <sup>3</sup>		Conditional Degree Certificate <sup>4</sup>		Resident Teacher Certificate <sup>5</sup>		Certification Data not Available or not Needed	
	Number	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>FY2017</b>	1,303	809	62.1%	346	26.6%	25	1.9%	108	8.3%	13	1.0%	2	0.2%
<b>FY2016</b>	688	436	63.4%	194	28.2%	27	3.9%	20	2.9%	8	1.2%	3	0.4%
<b>FY2015</b>	937	578	61.7%	254	27.1%	40	4.3%	36	3.8%	10	1.1%	19	2.0%
<b>FY2014</b>	953	620	65.1%	189	19.8%	43	4.5%	32	3.4%	12	1.3%	57	6.0%

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

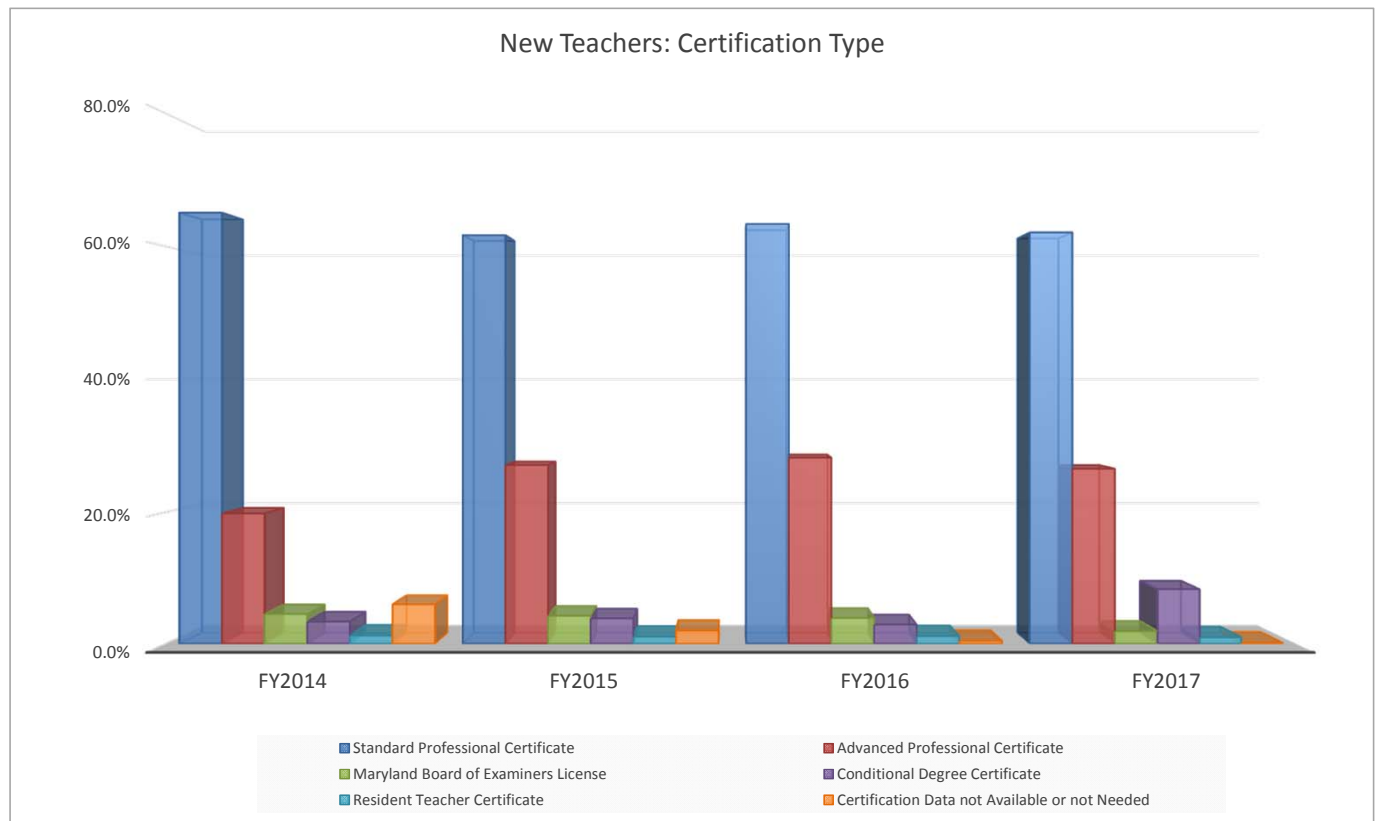
<sup>1</sup> The Standard Professional Certificate is a professional certificate in the state of Maryland.

<sup>2</sup> The Advanced Professional Certificate is the highest professional certificate in the state of Maryland.

<sup>3</sup> Maryland Board of Examiners License is required for Speech Pathologists, Occupational & Physical Therapists, and Social Workers hired by MCPS.

<sup>4</sup> 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.

<sup>5</sup> Resident Teacher Certificate is one held by an educator holding a bachelor's degree or higher who has content expertise, is highly qualified and is meeting the requirements for a standard or advanced certificate through an alternative program.



## Section 9: MCEA – Teachers (10 month)

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

## RETENTION OF TEACHERS

(new hire data based on fiscal year)

Fiscal Year	Number of Teachers Hired	Terminations only																								Total # of Terminations	
		FY2006		FY2007		FY2008		FY2009		FY2010		FY2011		FY2012		FY2013		FY2014		FY2015		FY2016		FY2017		#	%
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%				
FY2006	1,297	156	12.0%	124	9.6%	86	6.6%	24	1.9%	29	2.2%	35	2.7%	35	2.7%	24	1.9%	18	1.4%	20	1.5%	24	1.9%	20	1.5%	595	45.9%
FY2007	1,256			121	9.6%	121	9.6%	56	4.5%	38	3.0%	39	3.1%	51	4.1%	35	2.8%	30	2.4%	27	2.1%	17	1.4%	19	1.5%	554	44.1%
FY2008	1,236					102	8.3%	63	5.1%	43	3.5%	47	3.8%	38	3.1%	20	1.6%	20	1.6%	43	3.5%	19	1.5%	22	1.8%	417	33.7%
FY2009	777							59	7.6%	43	5.5%	37	4.8%	27	3.5%	28	3.6%	27	3.5%	27	3.5%	13	1.7%	16	2.1%	277	35.6%
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%	204	31.9%
FY2011	492											30	6.1%	23	4.7%	23	4.7%	11	2.2%	39	7.9%	22	4.5%	20	4.1%	168	34.1%
FY2012	881													61	6.9%	44	5.0%	39	4.4%	62	7.0%	32	3.6%	27	3.1%	265	30.1%
FY2013	720															76	10.6%	57	7.9%	71	9.9%	44	6.1%	35	4.9%	283	39.3%
FY2014	978																	79	8.1%	79	8.1%	48	4.9%	45	4.6%	251	25.7%
FY2015	972																			32	3.3%	62	6.4%	59	6.1%	153	15.7%
FY2016	720																					54	7.5%	60	8.3%	114	15.8%
FY2017	1,349																							148	11.0%	148	11.0%
<b>Totals</b>	<b>11,317</b>																									<b>3,429</b>	<b>30.3%</b>

1. This chart shows the cohort of teachers hired in a fiscal year and (reading across the line) the number from that cohort that terminated employment in subsequent fiscal years.

2. This chart does not include retirements.

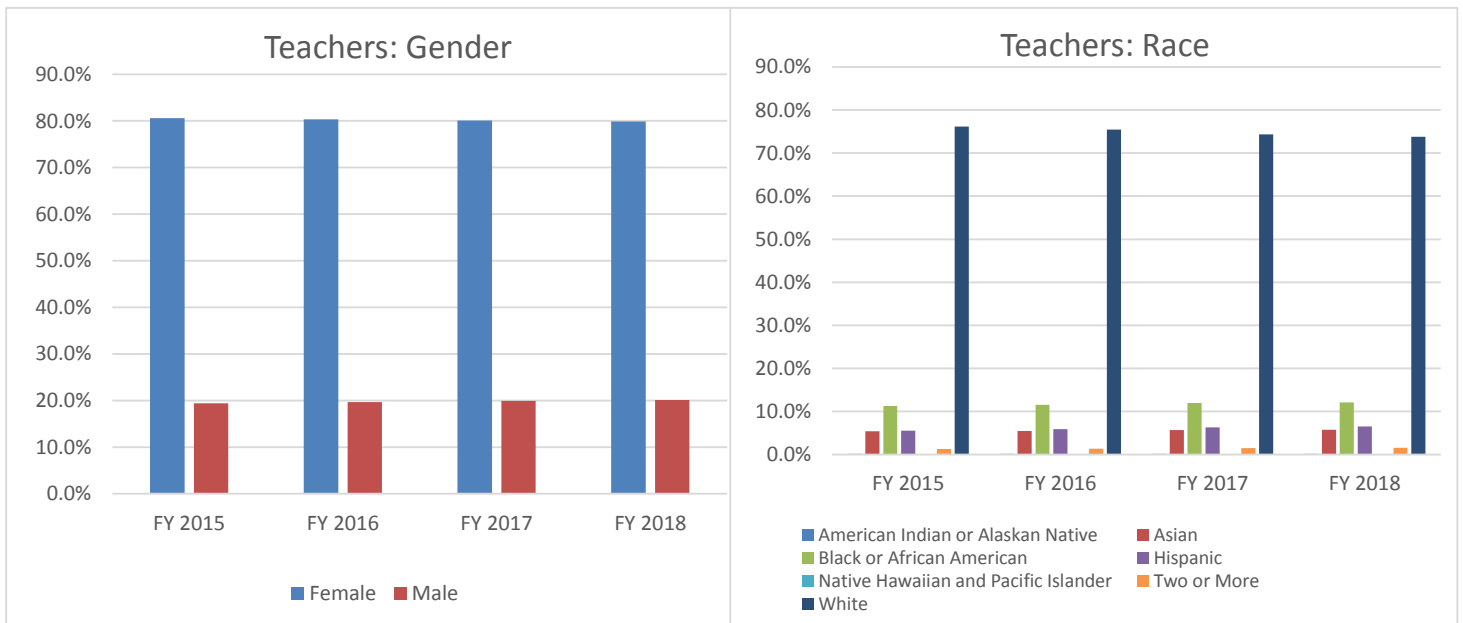


# Teachers: Demographic Profile

	FY 2015		FY 2016		FY 2017		FY 2018	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>GENDER</b>								
Female	9,961	80.6%	9,888	80.4%	10,217	80.1%	10,388	79.9%
Male	2,393	19.4%	2,416	19.6%	2,536	19.9%	2,613	20.1%
<b>TOTAL</b>	<b>12,354</b>	<b>100.0%</b>	<b>12,304</b>	<b>100.0%</b>	<b>12,753</b>	<b>100.0%</b>	<b>13,001</b>	<b>100.0%</b>
<b>RACE</b>								
American Indian or Alaskan Native	24	0.2%	22	0.2%	21	0.2%	19	0.1%
Asian	670	5.4%	677	5.5%	722	5.7%	748	5.8%
Black or African American	1,397	11.3%	1,421	11.5%	1,526	12.0%	1,578	12.1%
Hispanic	689	5.6%	726	5.9%	804	6.3%	850	6.5%
Native Hawaiian and Pacific Islander	1	0.0%	1	0.0%	5	0.0%	6	0.0%
Two or More	162	1.3%	171	1.4%	189	1.5%	203	1.6%
White	9,411	76.2%	9,286	75.5%	9,486	74.4%	9,597	73.8%
<b>TOTAL</b>	<b>12,354</b>	<b>100.0%</b>	<b>12,304</b>	<b>100.0%</b>	<b>12,753</b>	<b>100.0%</b>	<b>13,001</b>	<b>100.0%</b>
<b>AGE</b>								
Under 20 years	0	0.00%	0	0.0%	0	0.0%	0	0.0%
20 - 29 years	2,223	17.99%	2,110	17.1%	2,253	17.7%	2,276	17.5%
30 - 39 years	3,568	28.88%	3,611	29.3%	3,740	29.3%	3,800	29.2%
40 - 49 years	3,171	25.67%	3,203	26.0%	3,358	26.3%	3,494	26.9%
50 - 59 years	2,314	18.73%	2,331	18.9%	2,402	18.8%	2,453	18.9%
60+ years	1,078	8.73%	1,049	8.5%	1,000	7.8%	978	7.5%
<b>AVERAGE AGE</b>	42.1		42.3		42.1		42.1	
<b>TOTAL</b>	<b>12,354</b>	<b>100.0%</b>	<b>12,304</b>	<b>100.0%</b>	<b>12,753</b>	<b>100.0%</b>	<b>13,001</b>	<b>100.0%</b>

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

2. Data was captured on October 15.



## Teachers: Gender by School Type

	FY2015		FY2016		FY2017		FY2018	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>ELEMENTARY SCHOOL</b>								
Female	5,476	91.8%	5,413	91.4%	5,555	91.2%	5,575	91.1%
Male	490	8.2%	510	8.6%	537	8.8%	542	8.9%
<b>TOTAL</b>	<b>5,966</b>	<b>100.0%</b>	<b>5,923</b>	<b>100.0%</b>	<b>6,092</b>	<b>100.0%</b>	<b>6,117</b>	<b>100.0%</b>
<b>MIDDLE SCHOOL</b>								
Female	1,848	73.6%	1,874	73.8%	1,941	73.5%	2,019	73.2%
Male	664	26.4%	665	26.2%	699	26.5%	739	26.8%
<b>TOTAL</b>	<b>2,512</b>	<b>100.0%</b>	<b>2,539</b>	<b>100.0%</b>	<b>2,640</b>	<b>100.0%</b>	<b>2,758</b>	<b>100.0%</b>
<b>HIGH SCHOOL</b>								
Female	2,005	63.2%	1,970	62.7%	2,090	63.1%	2,153	63.2%
Male	1,169	36.8%	1,174	37.3%	1,222	36.9%	1,254	36.8%
<b>TOTAL</b>	<b>3,174</b>	<b>100.0%</b>	<b>3,144</b>	<b>100.0%</b>	<b>3,312</b>	<b>100.0%</b>	<b>3,407</b>	<b>100.0%</b>
<b>CENTRAL OFFICE &amp; SPECIAL SCHOOLS</b>								
Female	631	90.1%	631	90.4%	631	89.0%	641	89.2%
Male	69	9.9%	67	9.6%	78	11.0%	78	10.8%
<b>TOTAL</b>	<b>700</b>	<b>100.0%</b>	<b>698</b>	<b>100.0%</b>	<b>709</b>	<b>100.0%</b>	<b>719</b>	<b>100.0%</b>
<b>ALL TEACHERS</b>								
Female	9,960	80.6%	9,888	80.4%	10,217	80.1%	10,388	79.9%
Male	2,392	19.4%	2,416	19.6%	2,536	19.9%	2,613	20.1%
<b>GRAND TOTAL</b>	<b>12,352</b>	<b>100.0%</b>	<b>12,304</b>	<b>100.0%</b>	<b>12,753</b>	<b>100.0%</b>	<b>13,001</b>	<b>100.0%</b>

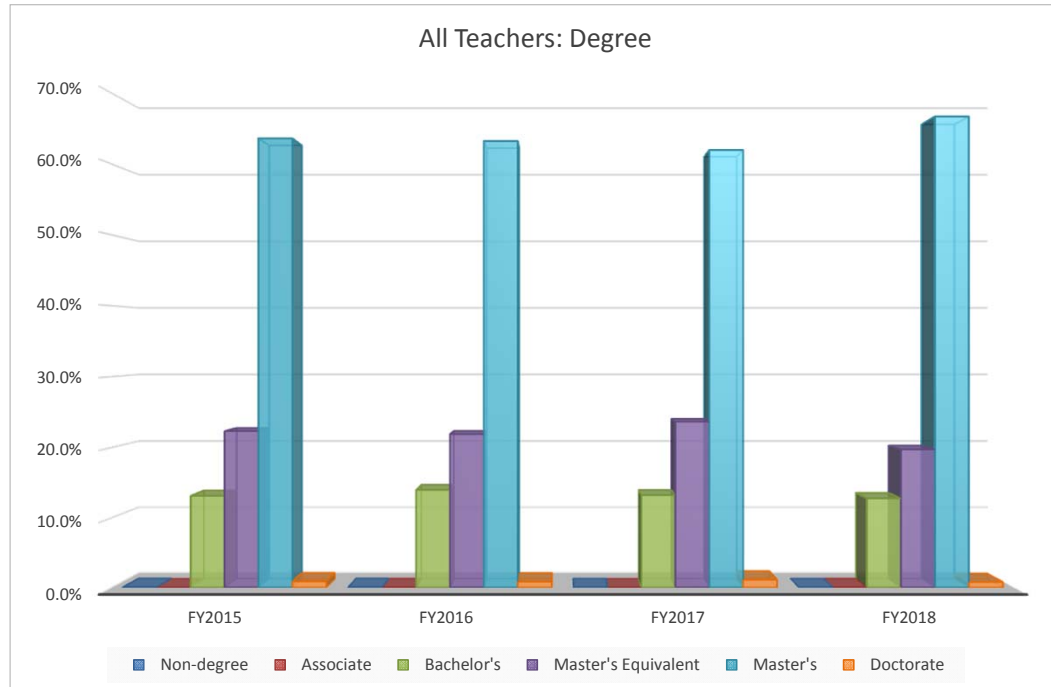
1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included.

2. Data was captured on October 15.

# Teachers: Degree by School Type

	FY2015		FY2016		FY2017		FY2018	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>ELEMENTARY SCHOOL</b>								
Non-degree	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Associate	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Bachelor's	1,048	17.6%	1,039	17.5%	1,075	17.6%	1,066	17.4%
Master's Equivalent	1,351	22.6%	1,317	22.2%	1,422	23.3%	1,253	20.5%
Master's	3,549	59.5%	3,548	59.9%	3,569	58.6%	3,780	61.8%
Doctorate	20	0.3%	19	0.3%	26	0.4%	18	0.3%
<b>TOTAL</b>	<b>5,968</b>	<b>100.0%</b>	<b>5,923</b>	<b>100.0%</b>	<b>6,092</b>	<b>100.0%</b>	<b>6,117</b>	<b>100.0%</b>
<b>MIDDLE SCHOOL</b>								
Non-degree	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Associate	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Bachelor's	288	11.5%	341	13.4%	316	12.0%	324	11.7%
Master's Equivalent	562	22.4%	554	21.8%	658	24.9%	525	19.0%
Master's	1,647	65.5%	1,626	64.0%	1,638	62.0%	1,888	68.5%
Doctorate	16	0.6%	18	0.7%	28	1.1%	21	0.8%
<b>TOTAL</b>	<b>2,513</b>	<b>100.0%</b>	<b>2,539</b>	<b>100.0%</b>	<b>2,640</b>	<b>100.0%</b>	<b>2,758</b>	<b>100.0%</b>
<b>HIGH SCHOOL</b>								
Non-degree	6	0.2%	5	0.2%	4	0.1%	2	0.1%
Associate	0	0.0%	1	0.0%	0	0.0%	1	0.0%
Bachelor's	244	7.7%	294	9.4%	255	7.7%	240	7.0%
Master's Equivalent	755	23.8%	735	23.4%	836	25.2%	708	20.8%
Master's	2,114	66.6%	2,058	65.5%	2,150	64.9%	2,409	70.7%
Doctorate	55	1.7%	51	1.6%	67	2.0%	47	1.4%
<b>TOTAL</b>	<b>3,174</b>	<b>100.0%</b>	<b>3,144</b>	<b>100.0%</b>	<b>3,312</b>	<b>100.0%</b>	<b>3,407</b>	<b>100.0%</b>
<b>CENTRAL OFFICE &amp; SPECIAL SCHOOLS</b>								
Non-degree	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Associate	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Bachelor's	40	5.7%	44	6.3%	37	5.2%	27	3.8%
Master's Equivalent	87	12.4%	85	12.2%	98	13.8%	78	10.8%
Master's	553	79.1%	551	78.9%	549	77.4%	598	83.2%
Doctorate	19	2.7%	18	2.6%	25	3.5%	16	2.2%
<b>TOTAL</b>	<b>699</b>	<b>100.0%</b>	<b>698</b>	<b>100.0%</b>	<b>709</b>	<b>100.0%</b>	<b>719</b>	<b>100.0%</b>
<b>ALL TEACHERS</b>								
Non-degree	6	0.0%	5	0.0%	4	0.0%	2	0.0%
Associate	0	0.0%	1	0.0%	0	0.0%	1	0.0%
Bachelor's	1,620	13.1%	1,718	14.0%	1,683	13.2%	1,657	12.7%
Master's Equivalent	2,755	22.3%	2,691	21.9%	3,014	23.6%	2,564	19.7%
Master's	7,863	63.6%	7,783	63.3%	7,906	62.0%	8,675	66.7%
Doctorate	110	0.9%	106	0.9%	146	1.1%	102	0.8%
<b>GRAND TOTAL</b>	<b>12,354</b>	<b>100.0%</b>	<b>12,304</b>	<b>100.0%</b>	<b>12,753</b>	<b>100.0%</b>	<b>13,001</b>	<b>100.0%</b>

1. Data was captured on October 15.

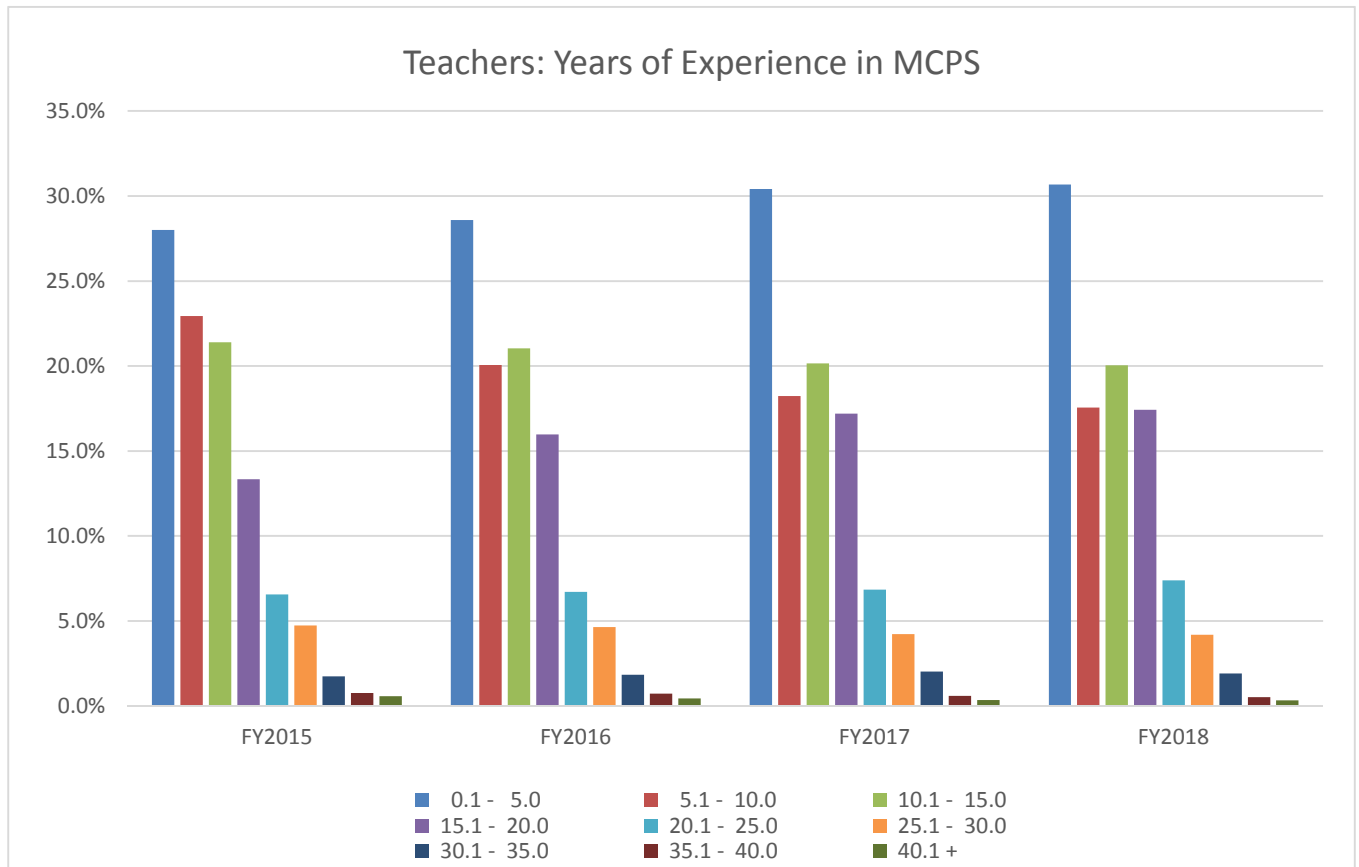


# Teachers: Years of Experience in MCPS

Years of Experience	FY2015		FY2016		FY2017		FY2018	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	3,459	28.0%	3,517	28.6%	3,879	30.4%	3,988	30.7%
5.1 - 10.0	2,834	22.9%	2,467	20.1%	2,326	18.2%	2,283	17.6%
10.1 - 15.0	2,642	21.4%	2,589	21.0%	2,570	20.2%	2,606	20.0%
15.1 - 20.0	1,648	13.3%	1,966	16.0%	2,192	17.2%	2,266	17.4%
20.1 - 25.0	810	6.6%	825	6.7%	872	6.8%	959	7.4%
25.1 - 30.0	584	4.7%	570	4.6%	538	4.2%	545	4.2%
30.1 - 35.0	214	1.7%	226	1.8%	257	2.0%	247	1.9%
35.1 - 40.0	93	0.8%	89	0.7%	76	0.6%	66	0.5%
40.1 +	70	0.6%	55	0.4%	43	0.3%	41	0.3%
<b>TOTAL</b>	<b>12,354</b>	<b>100.0%</b>	<b>12,304</b>	<b>100.0%</b>	<b>12,753</b>	<b>100.0%</b>	<b>13,001</b>	<b>100.0%</b>

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

2. Data Captured as of October 15.

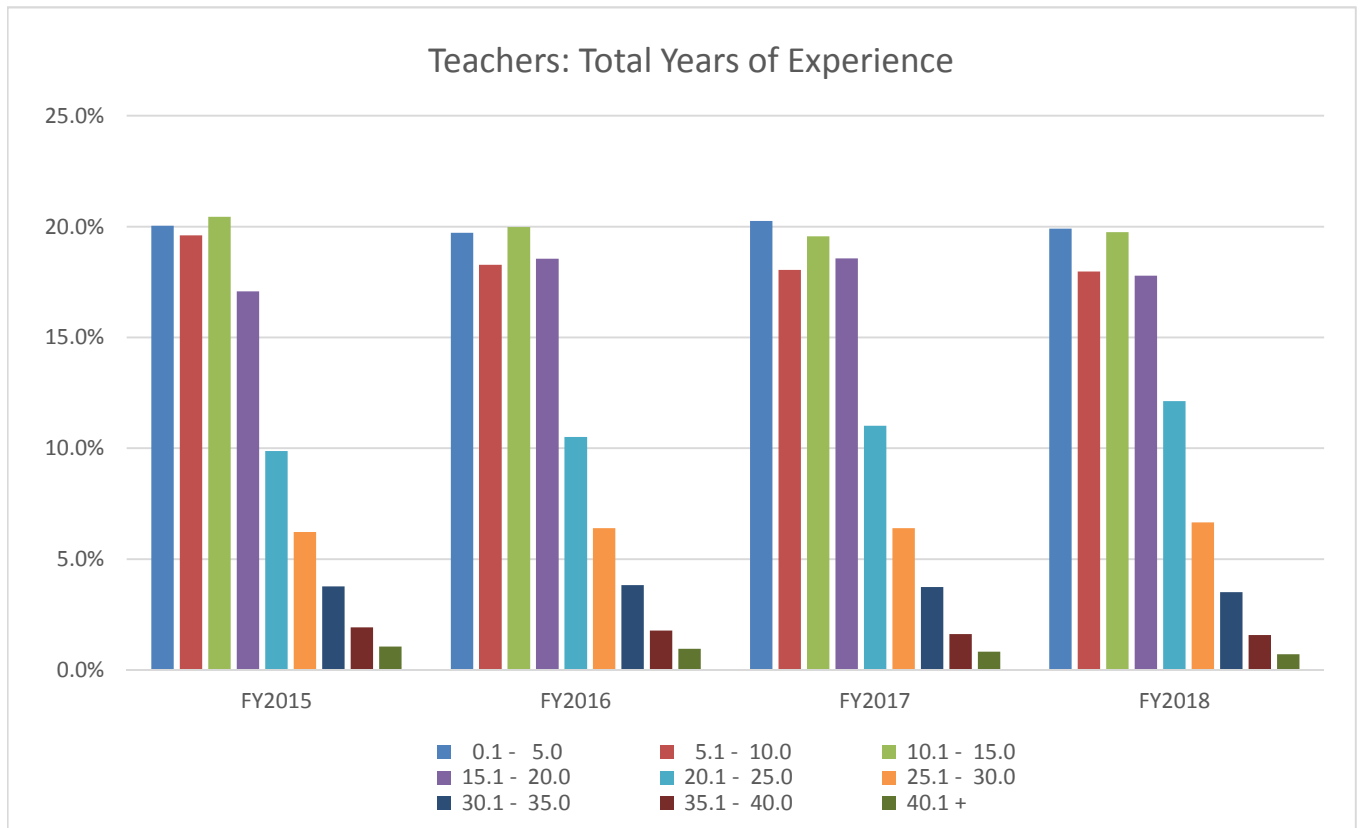


# Teachers: Total Years of Experience

Years of Experience	FY2015		FY2016		FY2017		FY2018	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	2,475	20.0%	2,427	19.7%	2,583	20.3%	2,588	19.9%
5.1 - 10.0	2,421	19.6%	2,248	18.3%	2,301	18.0%	2,337	18.0%
10.1 - 15.0	2,525	20.4%	2,459	20.0%	2,494	19.6%	2,567	19.7%
15.1 - 20.0	2,110	17.1%	2,282	18.5%	2,368	18.6%	2,313	17.8%
20.1 - 25.0	1,220	9.9%	1,293	10.5%	1,404	11.0%	1,576	12.1%
25.1 - 30.0	768	6.2%	787	6.4%	815	6.4%	866	6.7%
30.1 - 35.0	466	3.8%	471	3.8%	477	3.7%	457	3.5%
35.1 - 40.0	238	1.9%	219	1.8%	206	1.6%	204	1.6%
40.1 +	131	1.1%	118	1.0%	105	0.8%	93	0.7%
<b>TOTAL</b>	<b>12,354</b>	<b>100.0%</b>	<b>12,304</b>	<b>100.0%</b>	<b>12,753</b>	<b>100.0%</b>	<b>13,001</b>	<b>100.0%</b>

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

2. Data captured as of October 15.

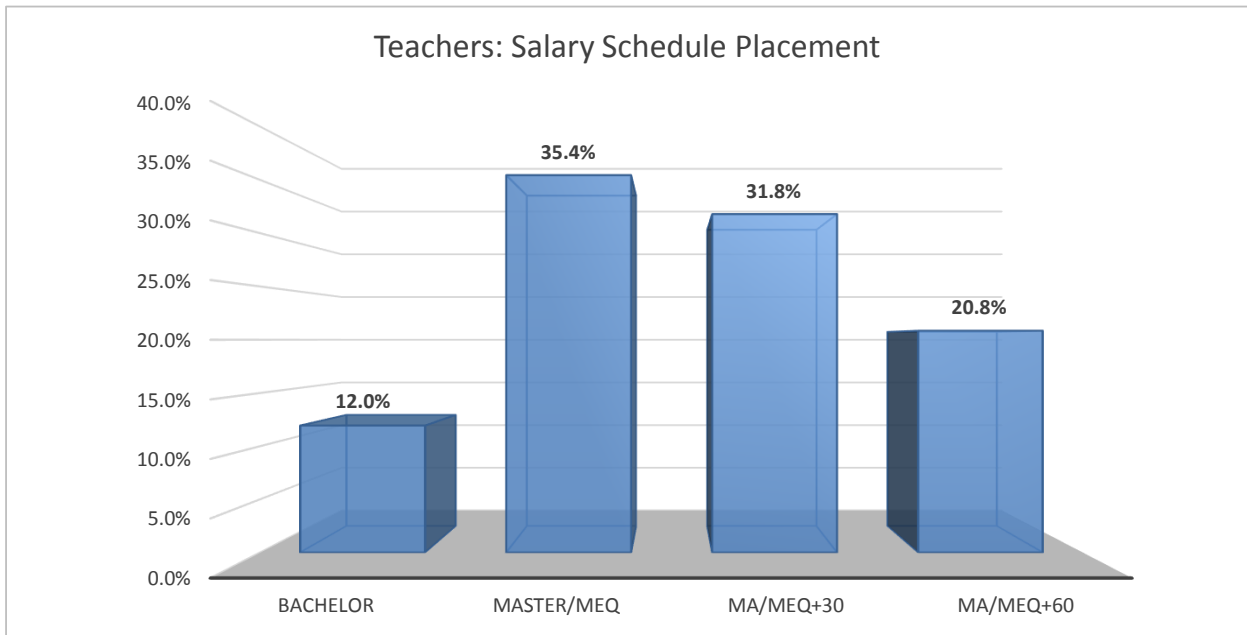


# Teachers: Salary Schedule Placement

FY2018										
Step	Bachelor		Master/MEQ <sup>1</sup>		MA/MEQ+30 <sup>2</sup>		MA/MEQ+60 <sup>3</sup>		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
1	298	19.2%	198	4.3%	32	0.8%	15	0.6%	543	4.2%
2	342	22.0%	266	5.8%	52	1.3%	17	0.6%	677	5.2%
3	187	12.0%	167	3.6%	41	1.0%	14	0.5%	409	3.1%
4	203	13.1%	238	5.2%	69	1.7%	27	1.0%	537	4.1%
5	172	11.1%	245	5.3%	109	2.6%	41	1.5%	567	4.4%
6	99	6.4%	245	5.3%	144	3.5%	43	1.6%	531	4.1%
7	98	6.3%	381	8.3%	237	5.7%	87	3.2%	803	6.2%
8	58	3.7%	193	4.2%	140	3.4%	50	1.8%	441	3.4%
9	26	1.7%	294	6.4%	143	3.5%	60	2.2%	523	4.0%
10	53	3.4%	285	6.2%	185	4.5%	82	3.0%	605	4.7%
11	0	0.0%	231	5.0%	254	6.1%	106	3.9%	591	4.5%
12	0	0.0%	224	4.9%	215	5.2%	135	5.0%	574	4.4%
13	0	0.0%	219	4.8%	215	5.2%	134	4.9%	568	4.4%
14	0	0.0%	147	3.2%	194	4.7%	124	4.6%	465	3.6%
15	0	0.0%	123	2.7%	194	4.7%	114	4.2%	431	3.3%
16	0	0.0%	127	2.8%	195	4.7%	139	5.1%	461	3.5%
17	0	0.0%	146	3.2%	210	5.1%	151	5.6%	507	3.9%
18	0	0.0%	133	2.9%	177	4.3%	123	4.5%	433	3.3%
19-24	0	0.0%	411	8.9%	724	17.5%	614	22.7%	1,749	13.5%
25	0	0.0%	0	0.0%	1	0.0%	1	0.0%	2	0.0%
50-52	6	0.4%	75	1.6%	169	4.1%	186	6.9%	436	3.4%
55	0	0.0%	96	2.1%	146	3.5%	168	6.2%	410	3.2%
60-65	12	0.8%	162	3.5%	285	6.9%	279	10.3%	738	5.7%
<b>TOTAL</b>	<b>1,554</b>	<b>12.0%</b>	<b>4,606</b>	<b>35.4%</b>	<b>4,131</b>	<b>31.8%</b>	<b>2,710</b>	<b>20.8%</b>	<b>13,001</b>	<b>100.0%</b>

Data reflects the number of permanent employees by head count as of October 15.  
 Step 50 and above indicate that employees received a 2% increase on 7/1/2012 and/or 2/8/2014.

<sup>1</sup> Master's/MEQ: Master's degree or Master's Equivalent.  
<sup>2</sup> MA/MEQ+30: Master's degree or Master's Equivalent plus 30 additional credit hours.  
<sup>3</sup> MA/MEQ+60: Master's degree or Master's Equivalent plus 60 additional credit hours.



# Teachers: Annual Salary FY2018

Annual Salary	Number	Percent
Less than \$29,999	68	0.5%
\$30,000 - \$34,999	64	0.5%
\$35,000 - \$39,999	84	0.6%
\$40,000 - \$44,999	111	0.9%
\$45,000 - \$49,999	697	5.4%
\$50,000 - \$54,999	1,038	8.0%
\$55,000 - \$59,999	754	5.8%
\$60,000 - \$64,999	835	6.4%
\$65,000 - \$69,999	1,050	8.1%
\$70,000 - \$74,999	975	7.5%
\$75,000 - \$79,999	587	4.5%
\$80,000 - \$84,999	921	7.1%
\$85,000 - \$89,999	732	5.6%
\$90,000 - \$94,999	756	5.8%
\$95,000 +	4,329	33.3%
<b>TOTAL</b>	<b>13,001</b>	<b>100.0%</b>

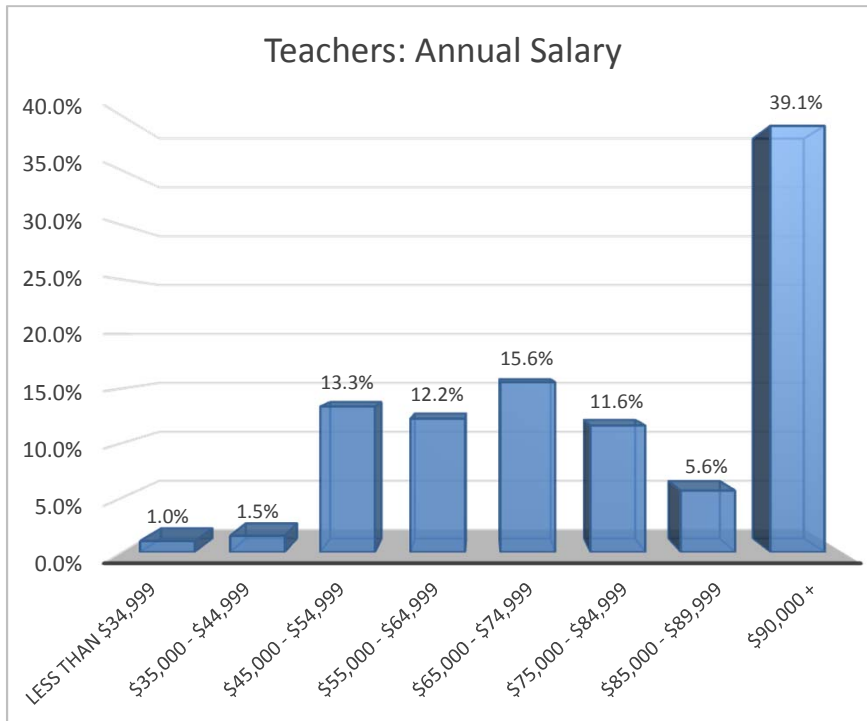
Data as of October 15.

Teachers: Average Salaries <sup>1</sup>	
FY 2018	\$82,809
FY 2017	\$81,791
FY 2016	\$77,887
FY2015	\$76,014
FY 2014	\$75,445

<sup>1</sup> 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 <sup>1</sup>		Advanced Professional Certificate <sup>2</sup>		Maryland Board of Examiners License <sup>3</sup>		Conditional Degree Certificate <sup>4</sup>		Resident Teacher Certificate <sup>5</sup>		Certification Data not Available or not Needed	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
FY2017	12,712	3,261	25.7%	8,839	69.5%	452	3.6%	134	1.1%	16	0.1%	10	0.1%
FY2016	12,190	3,107	25.5%	8,570	70.3%	440	3.6%	55	0.5%	9	0.1%	9	0.1%
FY2015	12,268	3,266	26.6%	8,465	69.0%	437	3.6%	60	0.5%	10	0.1%	2	0.0%
FY2014	12,057	3,222	26.7%	8,290	68.8%	414	3.4%	53	0.4%	13	0.1%	65	0.5%

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

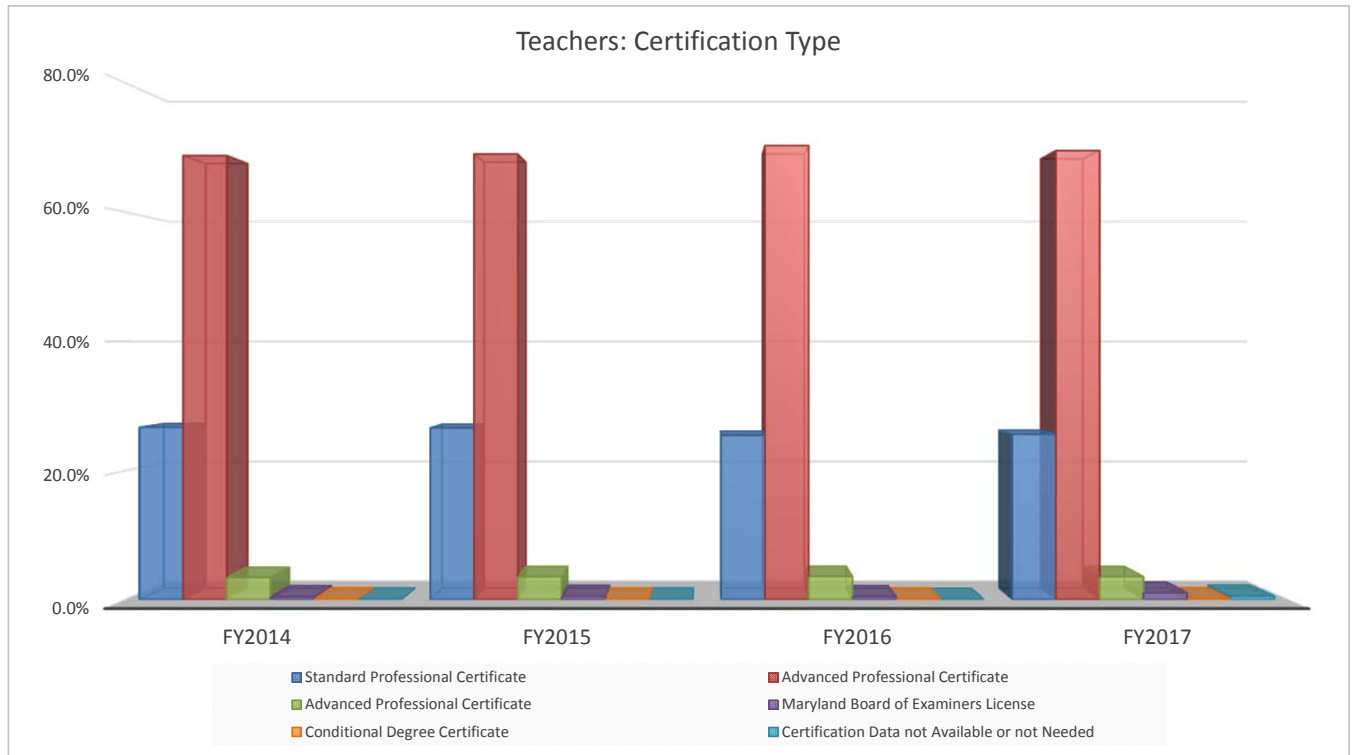
<sup>1</sup> The Standard Professional Certificate is a professional certificate in the state of Maryland.

<sup>2</sup> The Advanced Professional Certificate is the highest professional certificate in the state of Maryland.

<sup>3</sup> Maryland Board of Examiners License is required for Speech Pathologists, Occupational & Physical Therapists, and Social Workers hired by MCPS.

<sup>4</sup> 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.

<sup>5</sup> 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.



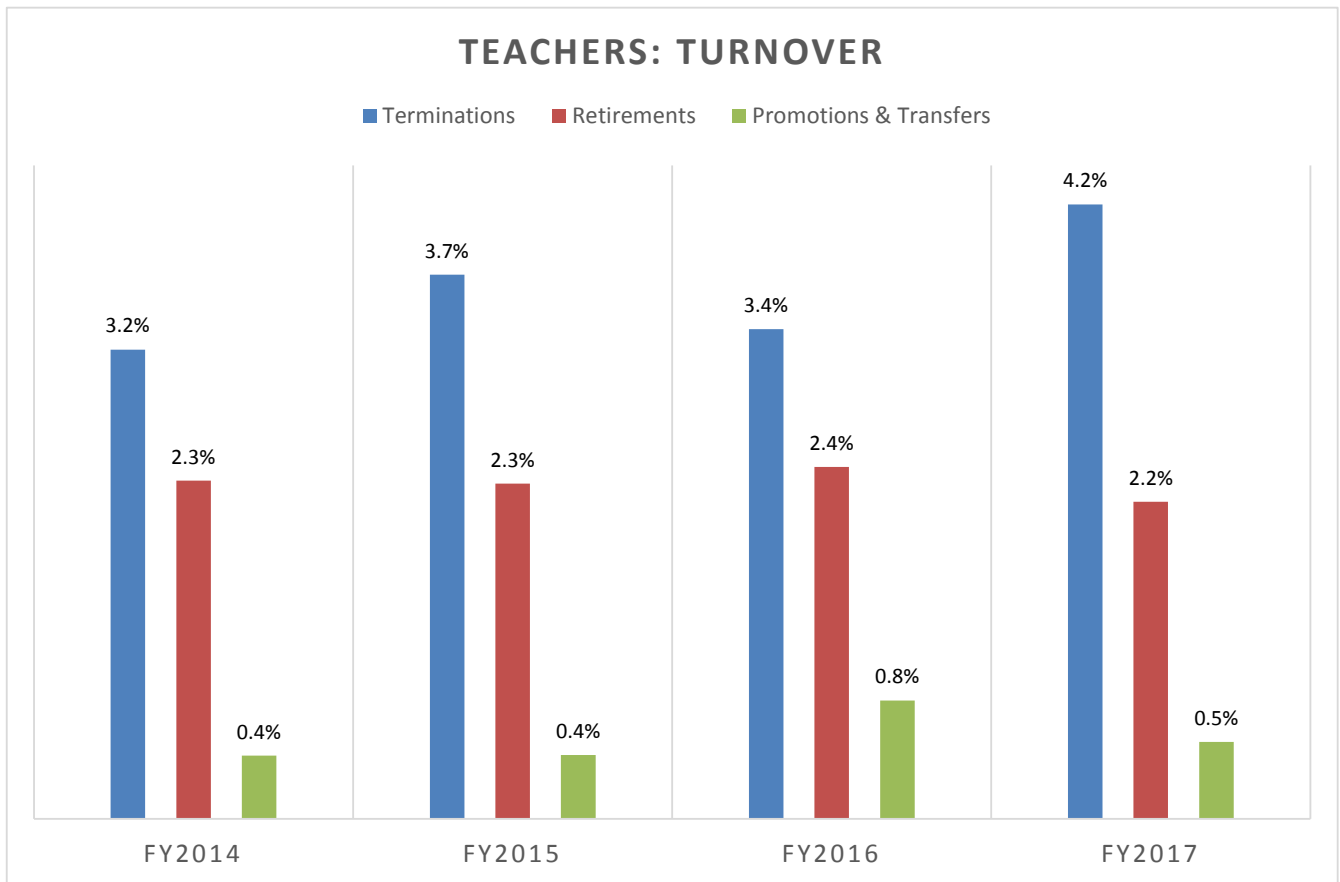


# Teachers: Turnover

Fiscal Year	Number of Teachers <sup>1</sup>	Terminations		Retirements		Promotions & Transfers <sup>2</sup>		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>FY2017</b>	13,000	550	4.2%	284	2.2%	69	0.5%	903	6.9%
<b>FY2016</b>	12,753	430	3.4%	309	2.4%	104	0.8%	843	6.6%
<b>FY2015</b>	12,304	461	3.7%	284	2.3%	54	0.4%	799	6.5%
<b>FY2014</b>	12,408	401	3.2%	289	2.3%	54	0.4%	744	6.0%

<sup>1</sup>Total number of teachers is based upon a snapshot taken in the fall of each fiscal year.

<sup>2</sup>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

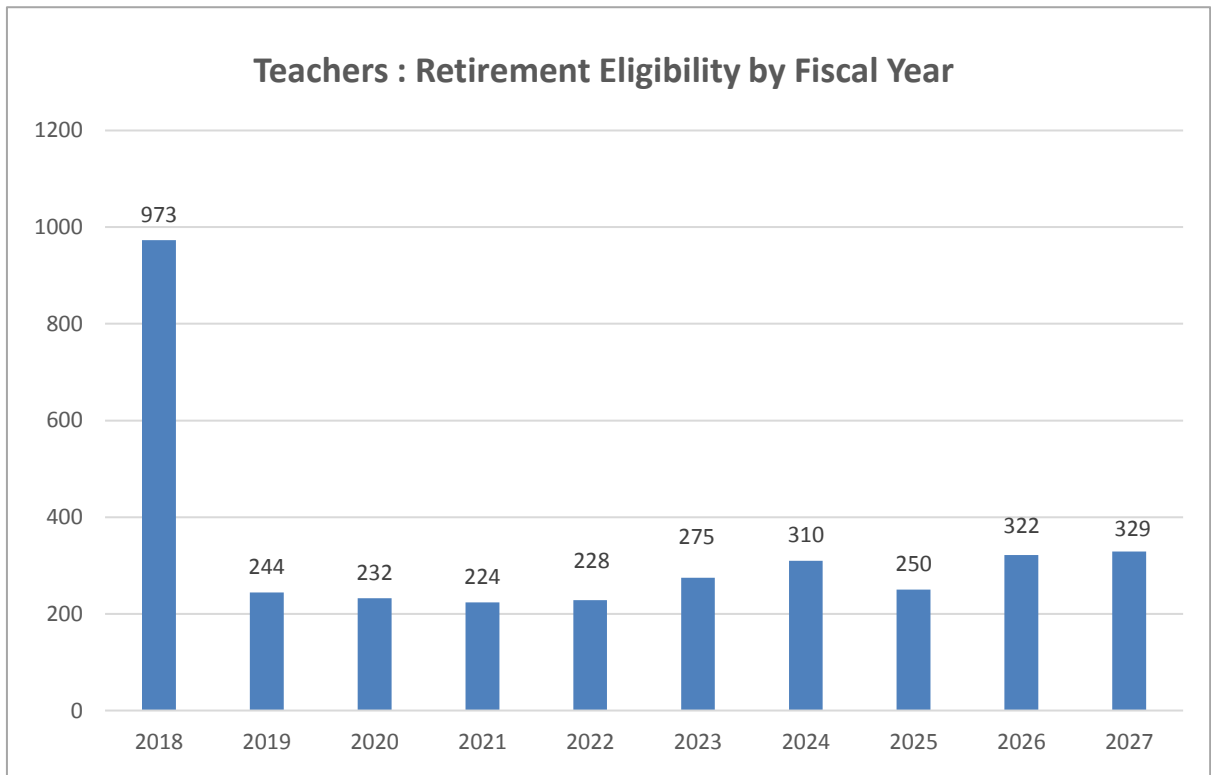
Fiscal Year	Teachers Eligible By Fiscal Year	Percent of Total
2018	973	7.5%
2019	244	1.9%
2020	232	1.8%
2021	224	1.7%
2022	228	1.7%
2023	275	2.1%
2024	310	2.4%
2025	250	1.9%
2026	322	2.5%
2027	329	2.5%
<b>Eligible within 10 years</b>	<b>3,387</b>	<b>26.0%</b>
<b>Total Teachers</b>	<b>13,033</b>	<b>100.0%</b>

1. Data reflects retirement eligibility as of July 1, 2017.

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

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

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



## Section 10: MCEA – Counselors (10 month)

1. Demographic Profile by School Type
2. Demographic Profile

## Counselors: Demographic Profile

	FY 2015		FY 2016		FY 2017		FY 2018	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>ELEMENTARY SCHOOL</b>								
<b>Gender</b>								
Female	133	94.3%	136	94.4%	145	94.2%	142	93.4%
Male	8	5.7%	8	5.6%	9	5.8%	10	6.6%
<b>TOTAL</b>	<b>141</b>	<b>100.0%</b>	<b>144</b>	<b>100.0%</b>	<b>154</b>	<b>100.0%</b>	<b>152</b>	<b>100.0%</b>
<b>Race</b>								
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian	2	1.4%	2	1.4%	1	0.6%	1	0.7%
Black or African American	19	13.5%	21	14.6%	22	14.3%	24	15.8%
Hispanic	9	6.4%	9	6.3%	10	6.5%	8	5.3%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Two or More	1	0.7%	2	1.4%	2	1.3%	2	1.3%
White	110	78.0%	110	76.4%	119	77.3%	117	77.0%
<b>TOTAL</b>	<b>141</b>	<b>100.0%</b>	<b>144</b>	<b>100.0%</b>	<b>154</b>	<b>100.0%</b>	<b>152</b>	<b>100.0%</b>
<b>MIDDLE SCHOOL</b>								
<b>Gender</b>								
Female	113	78.5%	114	79.7%	126	84.6%	130	83.9%
Male	31	21.5%	29	20.3%	23	15.4%	25	16.1%
<b>TOTAL</b>	<b>144</b>	<b>100.0%</b>	<b>143</b>	<b>100.0%</b>	<b>149</b>	<b>100.0%</b>	<b>155</b>	<b>100.0%</b>
<b>Race</b>								
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian	6	4.2%	7	4.9%	6	4.0%	7	4.5%
Black or African American	37	25.7%	36	25.2%	38	25.5%	39	25.2%
Hispanic	8	5.6%	9	6.3%	11	7.4%	11	7.1%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Two or More	2	1.4%	1	0.7%	1	0.7%	1	0.6%
White	91	63.2%	90	62.9%	93	62.4%	97	62.6%
<b>TOTAL</b>	<b>144</b>	<b>100.0%</b>	<b>143</b>	<b>100.0%</b>	<b>149</b>	<b>100.0%</b>	<b>155</b>	<b>100.0%</b>
<b>HIGH SCHOOL</b>								
<b>Gender</b>								
Female	146	75.6%	144	74.6%	141	71.6%	147	73.1%
Male	47	24.4%	49	25.4%	56	28.4%	54	26.9%
<b>TOTAL</b>	<b>193</b>	<b>100.0%</b>	<b>193</b>	<b>100.0%</b>	<b>197</b>	<b>100.0%</b>	<b>201</b>	<b>100.0%</b>
<b>Race</b>								
American Indian or Alaskan Native	1	0.5%	1	0.5%	1	0.5%	1	0.5%
Asian	11	5.7%	10	5.2%	12	6.1%	14	7.0%
Black or African American	45	23.3%	42	21.8%	51	25.9%	52	25.9%
Hispanic	24	12.4%	23	11.9%	24	12.2%	24	11.9%
Native Hawaiian or Pacific Islander		0.0%	0	0.0%	0	0.0%	0	0.0%
Two or More	2	1.0%	2	1.0%	2	1.0%	1	0.5%
White	110	57.0%	115	59.6%	107	54.3%	109	54.2%
<b>TOTAL</b>	<b>193</b>	<b>100.0%</b>	<b>193</b>	<b>100.0%</b>	<b>197</b>	<b>100.0%</b>	<b>201</b>	<b>100.0%</b>
<b>CENTRAL OFFICE AND SPECIAL SCHOOLS</b>								
<b>Gender</b>								
Female	7	87.5%	6	85.7%	5	100.0%	4	100.0%
Male	1	12.5%	1	14.3%	0	0.0%	0	0.0%
<b>TOTAL</b>	<b>8</b>	<b>100.0%</b>	<b>7</b>	<b>100.0%</b>	<b>5</b>	<b>100.0%</b>	<b>4</b>	<b>100.0%</b>
<b>Race</b>								
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian	2	25.0%	2	28.6%	0	0.0%	0	0.0%
Black or African American	2	25.0%	2	28.6%	2	40.0%	2	50.0%
Hispanic	1	12.5%	0	0.0%	0	0.0%	0	0.0%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Two or More	0	0.0%	0	0.0%	0	0.0%	0	0.0%
White	3	37.5%	3	42.9%	3	60.0%	2	50.0%
<b>TOTAL</b>	<b>8</b>	<b>100.0%</b>	<b>7</b>	<b>100.0%</b>	<b>5</b>	<b>100.0%</b>	<b>4</b>	<b>100.0%</b>
<b>GRAND TOTAL</b>	<b>486</b>		<b>487</b>		<b>505</b>		<b>512</b>	

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

2. Data was captured on October 15.

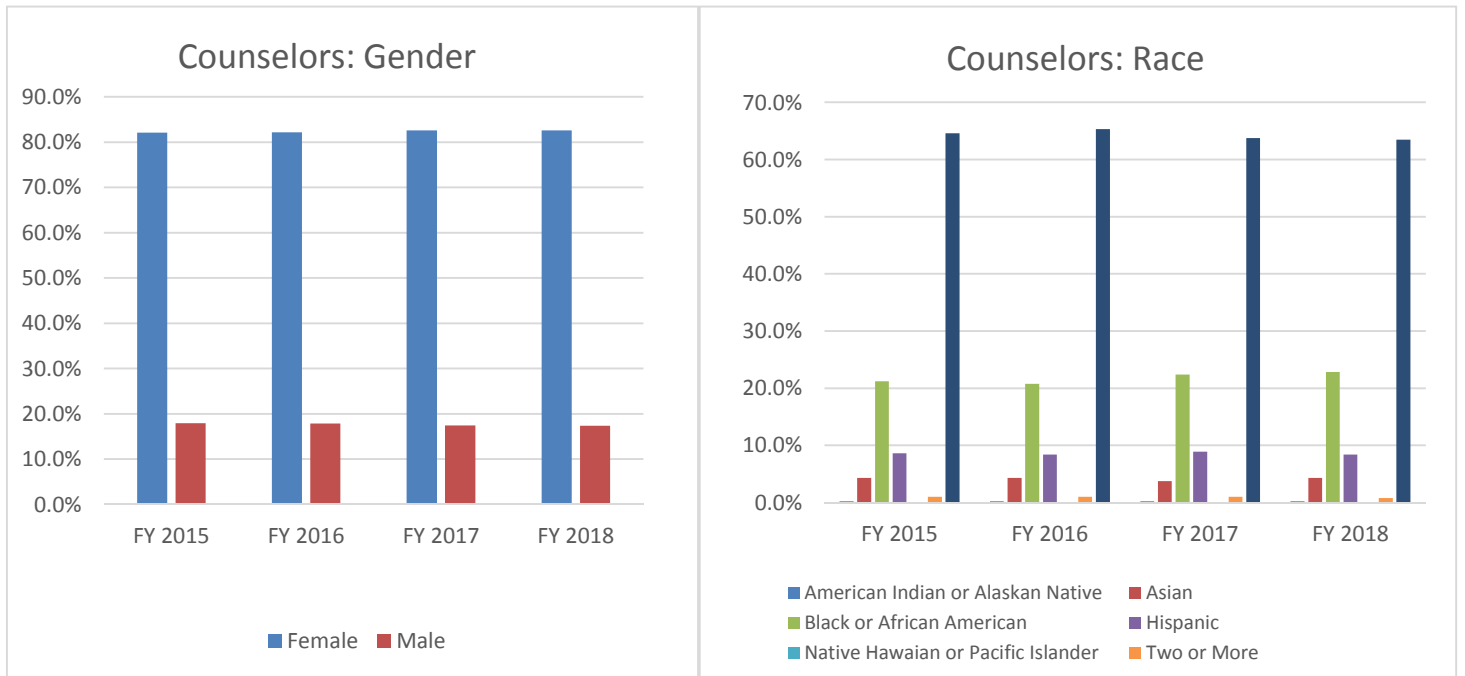
3. Counselors assigned to non-school based offices service ESOL students, students in alternative programs, and students in special schools.

# Counselors: Demographic Profile

	FY 2015		FY 2016		FY 2017		FY 2018	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>GENDER</b>								
Female	399	82.1%	400	82.1%	417	82.6%	423	82.6%
Male	87	17.9%	87	17.9%	88	17.4%	89	17.4%
<b>TOTAL</b>	<b>486</b>	<b>100.0%</b>	<b>487</b>	<b>100.0%</b>	<b>505</b>	<b>100.0%</b>	<b>512</b>	<b>100.0%</b>
<b>RACE</b>								
American Indian or Alaskan Native	1	0.2%	1	0.2%	1	0.2%	1	0.2%
Asian	21	4.3%	21	4.3%	19	3.8%	22	4.3%
Black or African American	103	21.2%	101	20.7%	113	22.4%	117	22.9%
Hispanic	42	8.6%	41	8.4%	45	8.9%	43	8.4%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Two or More	5	1.0%	5	1.0%	5	1.0%	4	0.8%
White	314	64.6%	318	65.3%	322	63.8%	325	63.5%
<b>TOTAL</b>	<b>486</b>	<b>100.0%</b>	<b>487</b>	<b>100.0%</b>	<b>505</b>	<b>100.0%</b>	<b>512</b>	<b>100.0%</b>

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

2. Data was captured on October 15.



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

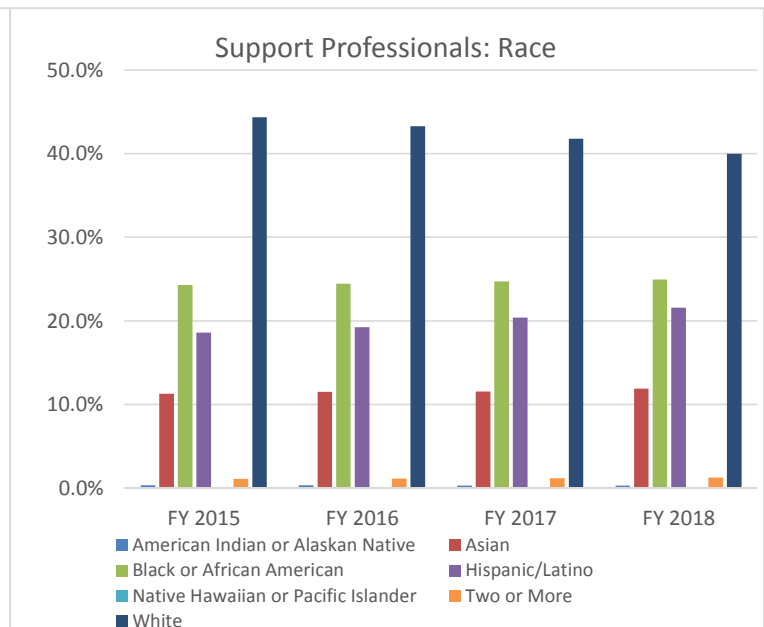
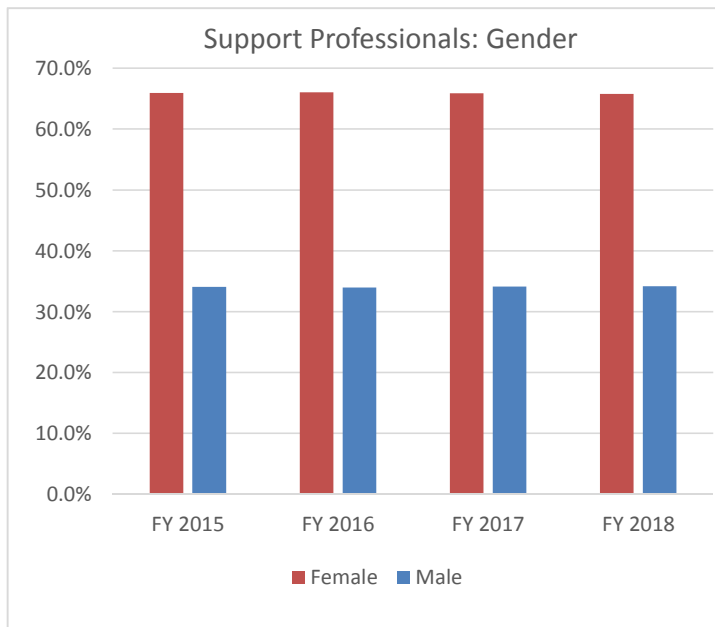
1. Demographic Profile
2. Salary Schedule Placement
3. Total Years of Experience
4. Turnover
5. Paraeducators Demographic Profile
6. Paraeducators Degree by School Type
7. Paraeducators Degree
8. Paraeducators Title I Highly Qualified Competency
9. Paraeducators Title I Competency by School
10. Paraeducators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

## Support Professionals: Demographic Profile

	FY 2015		FY 2016		FY 2017		FY 2018	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>GENDER</b>								
Female	6,216	65.9%	6,133	66.0%	6,219	65.9%	6,164	65.8%
Male	3,214	34.1%	3,155	34.0%	3,222	34.1%	3,203	34.2%
<b>TOTAL</b>	<b>9,430</b>	<b>100.0%</b>	<b>9,288</b>	<b>100.0%</b>	<b>9,441</b>	<b>100.0%</b>	<b>9,367</b>	<b>100.0%</b>
<b>RACE</b>								
American Indian or Alaskan Native	30	0.3%	30	0.3%	27	0.3%	27	0.3%
Asian	1,065	11.3%	1,068	11.5%	1,091	11.6%	1,115	11.9%
Black or African American	2,290	24.3%	2,269	24.4%	2,332	24.7%	2,335	24.9%
Hispanic/Latino	1,752	18.6%	1,786	19.2%	1,926	20.4%	2,021	21.6%
Native Hawaiian or Pacific Islander	7	0.1%	9	0.1%	8	0.1%	9	0.1%
Two or More	103	1.1%	106	1.1%	112	1.2%	117	1.2%
White	4,183	44.4%	4,020	43.3%	3,945	41.8%	3,743	40.0%
<b>TOTAL</b>	<b>9,430</b>	<b>100.0%</b>	<b>9,288</b>	<b>100.0%</b>	<b>9,441</b>	<b>100.0%</b>	<b>9,367</b>	<b>100.0%</b>
<b>AGE</b>								
Under 20 years	3	0.0%	2	0.0%	7	0.1%	4	0.0%
20 - 29 years	611	6.5%	619	6.7%	670	7.1%	697	7.4%
30 - 39 years	1,041	11.0%	1,053	11.3%	1,140	12.1%	1,172	12.5%
40 - 49 years	2,178	23.1%	2,037	21.9%	2,011	21.3%	1,950	20.8%
50 - 59 years	3,525	37.4%	3,449	37.1%	3,461	36.7%	3,359	35.9%
60+ years	2,072	22.0%	2,128	22.9%	2,152	22.8%	2,185	23.3%
<b>TOTAL</b>	<b>9,430</b>	<b>100.0%</b>	<b>9,288</b>	<b>100.0%</b>	<b>9,441</b>	<b>100.0%</b>	<b>9,367</b>	<b>100.0%</b>

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

2. Data was captured on October 15.



# Support Professionals: Total Years of Experience

Years of Experience	FY2015		FY2016		FY2017		FY2018	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	2,449	26.0%	2,469	26.6%	2,797	29.6%	2,869	30.6%
5.1 - 10.0	2,253	23.9%	1,971	21.2%	1,689	17.9%	1,524	16.3%
10.1 - 15.0	1,706	18.1%	1,804	19.4%	1,843	19.5%	1,914	20.4%
15.1 - 20.0	1,271	13.5%	1,330	14.3%	1,412	15.0%	1,363	14.6%
20.1 - 25.0	747	7.9%	719	7.7%	710	7.5%	775	8.3%
25.1 - 30.0	538	5.7%	533	5.7%	552	5.8%	501	5.3%
30.1 - 35.0	202	2.1%	198	2.1%	201	2.1%	221	2.4%
35.1 - 40.0	155	1.6%	161	1.7%	136	1.4%	108	1.2%
40.1 +	109	1.2%	103	1.1%	101	1.1%	92	1.0%
<b>TOTAL</b>	<b>9,430</b>	<b>100.0%</b>	<b>9,288</b>	<b>100.0%</b>	<b>9,441</b>	<b>100.0%</b>	<b>9,367</b>	<b>100.0%</b>

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

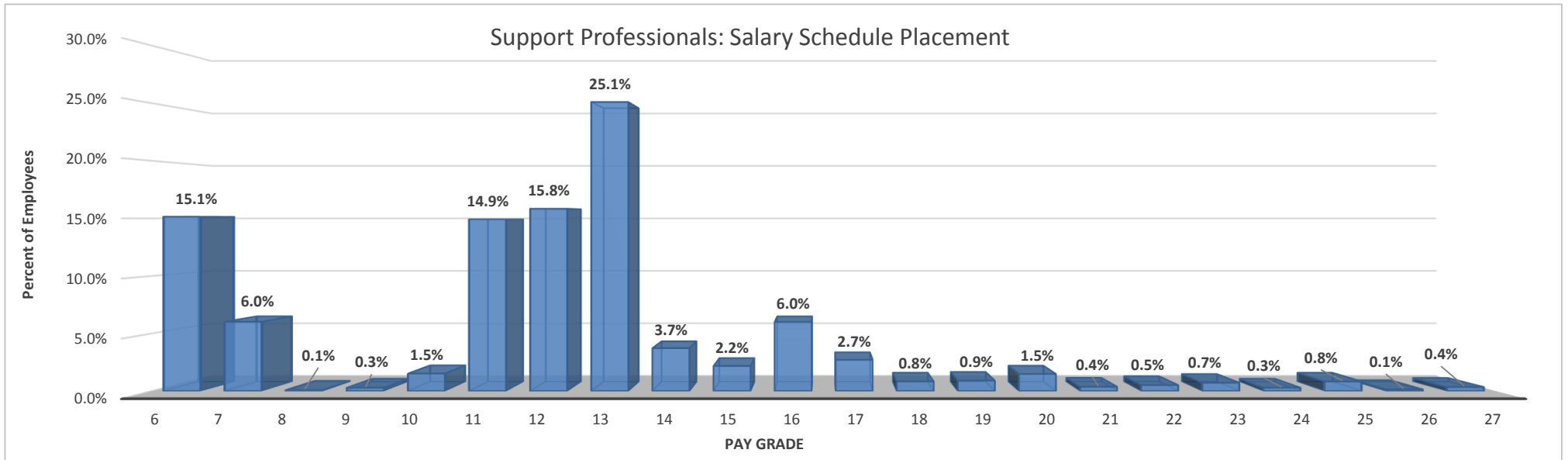




## Support Professionals: Salary Schedule Placement

Pay Grade → Pay Step ↓	FY2018																					Total Number of Employees		
	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	Count	%
1	120	23	1		2	28	262	2	23		14	10	1		4	1	1				1	493	5.3%	
2	167	73			5	134	338	11	22	7	10	17	1		6	1	1			5	1	799	8.5%	
3	55	28		2	1	70	113	135	13	10	10	9			2		2	1	2	1	1	456	4.9%	
4	75	64		1	6	104	117	91	21	11	22	11	3	1	9		2	2	1			541	5.8%	
5	59	11		1	5	67	79	127	13	7	21	10	2	2	6		1	3	1	1		416	4.4%	
6	57	21	1	3	4	78	58	128	20	9	16	20	2	2	10	4	2	4		1		440	4.7%	
7	64	44	2	1	6	116	45	143	18	9	26	15	8	2	7	3	4	1	2	5	1	523	5.6%	
8	43	22	1	3	13	66	47	178	21	10	40	18	5	8	6	1	2	1	3	5	1	495	5.3%	
9	72	13		1	15	20	46	113	16	11	36	21	4	4	6	2	3	8	1		1	393	4.2%	
10	613	213	3	11	65	582	308	1,196	118	88	248	91	35	51	62	19	20	41	14	49	9	3,853	41.1%	
50	46	18		4	14	48	43	91	35	19	76	16	10	11	13	3	5	4	2	3		466	5.0%	
60	48	34			6	85	28	136	29	23	44	16	7	4	8	1	5	2	1	8		492	5.3%	
<b>TOTAL</b>	<b>1,419</b>	<b>564</b>	<b>8</b>	<b>27</b>	<b>142</b>	<b>1,398</b>	<b>1,484</b>	<b>2,351</b>	<b>349</b>	<b>204</b>	<b>563</b>	<b>254</b>	<b>78</b>	<b>85</b>	<b>139</b>	<b>35</b>	<b>48</b>	<b>67</b>	<b>27</b>	<b>78</b>	<b>14</b>	<b>33</b>	<b>9,367</b>	<b>100.0%</b>
<b>% on Grade</b>	<b>15.1%</b>	<b>6.0%</b>	<b>0.1%</b>	<b>0.3%</b>	<b>1.5%</b>	<b>14.9%</b>	<b>15.8%</b>	<b>25.1%</b>	<b>3.7%</b>	<b>2.2%</b>	<b>6.0%</b>	<b>2.7%</b>	<b>0.8%</b>	<b>0.9%</b>	<b>1.5%</b>	<b>0.4%</b>	<b>0.5%</b>	<b>0.7%</b>	<b>0.3%</b>	<b>0.8%</b>	<b>0.1%</b>	<b>0.4%</b>	<b>100.0%</b>	

1. Currently there are no MCPS positions in grades 1-5
2. The figures above reflect number of assignments. An employee in multiple positions could be in multiple pay grades.
3. The figures above reflect filled positions as of October 15, 2017.
4. Step 50/60 indicates that employees received a 2% increase on 7/1/12 and/or 2/8/2014.

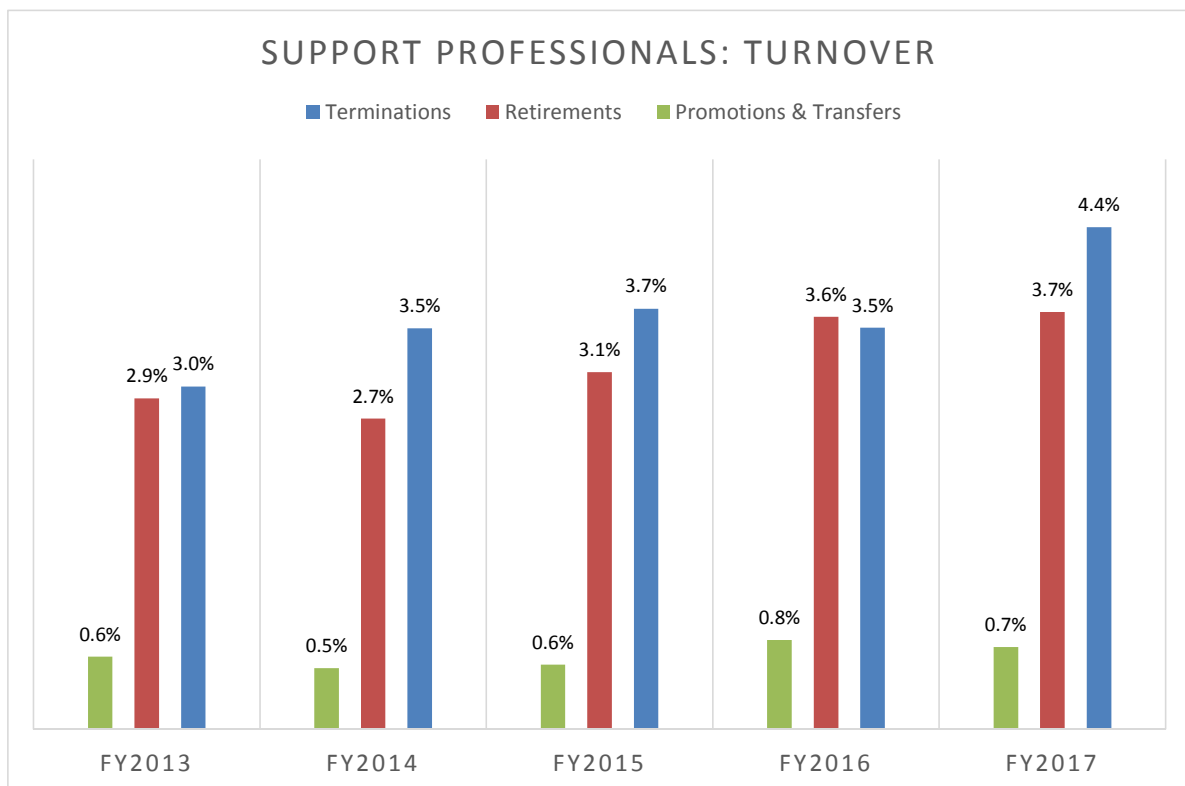


## Support Professionals: Turnover

Fiscal Year	Number of Support Professionals <sup>1</sup>	Terminations		Retirements		Promotions & Transfers <sup>2</sup>		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2017	9,531	420	4.4%	349	3.7%	69	0.7%	838	8.8%
FY2016	9,420	332	3.5%	341	3.6%	74	0.8%	747	7.9%
FY2015	9,507	351	3.7%	298	3.1%	54	0.6%	703	7.4%
FY2014	9,461	333	3.5%	258	2.7%	51	0.5%	642	6.8%
FY2013	9,403	283	3.0%	273	2.9%	60	0.6%	616	6.6%

<sup>1</sup> Total number of support services employees is based upon a snapshot taken in the fall of each fiscal year.

<sup>2</sup> Promotions & Transfers are defined to be a support services employee no longer in a support services position.



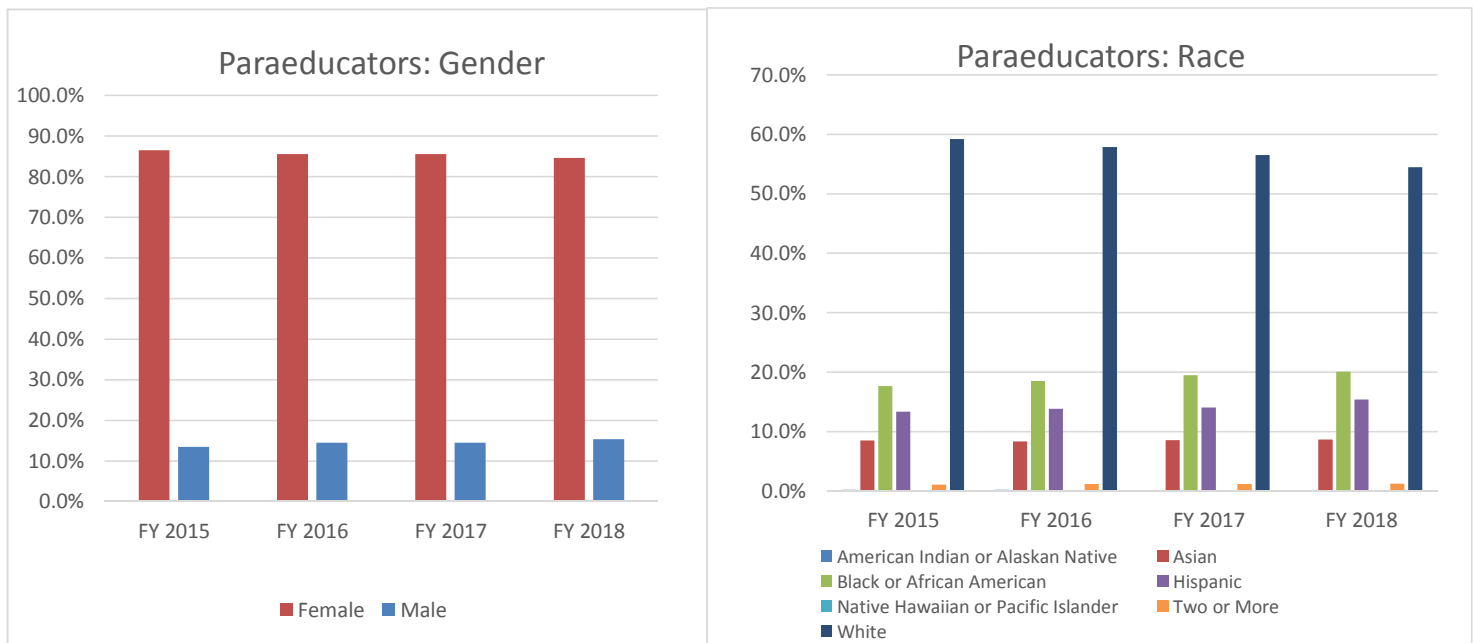
## Paraeducators: Demographic Profile

	FY 2015		FY 2016		FY 2017		FY 2018	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>GENDER</b>								
Female	2,511	86.5%	2,552	85.5%	2,609	85.5%	2,523	84.6%
Male	391	13.5%	432	14.5%	441	14.5%	459	15.4%
<b>TOTAL</b>	<b>2,902</b>	<b>100.0%</b>	<b>2,984</b>	<b>100.0%</b>	<b>3,050</b>	<b>100.0%</b>	<b>2,982</b>	<b>100.0%</b>
<b>RACE</b>								
American Indian or Alaskan Native	6	0.2%	6	0.2%	5	0.2%	5	0.2%
Asian	246	8.5%	249	8.3%	261	8.6%	258	8.7%
Black or African American	512	17.6%	553	18.5%	594	19.5%	598	20.1%
Hispanic	388	13.4%	413	13.8%	429	14.1%	459	15.4%
Native Hawaiian or Pacific Islander	1	0.0%	1	0.0%	1	0.0%	1	0.0%
Two or More	31	1.1%	35	1.2%	36	1.2%	37	1.2%
White	1,718	59.2%	1,727	57.9%	1,724	56.5%	1,624	54.5%
<b>TOTAL</b>	<b>2,902</b>	<b>100.0%</b>	<b>2,984</b>	<b>100.0%</b>	<b>3,050</b>	<b>100.0%</b>	<b>2,982</b>	<b>100.0%</b>

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

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

3. Data was captured on October 15.



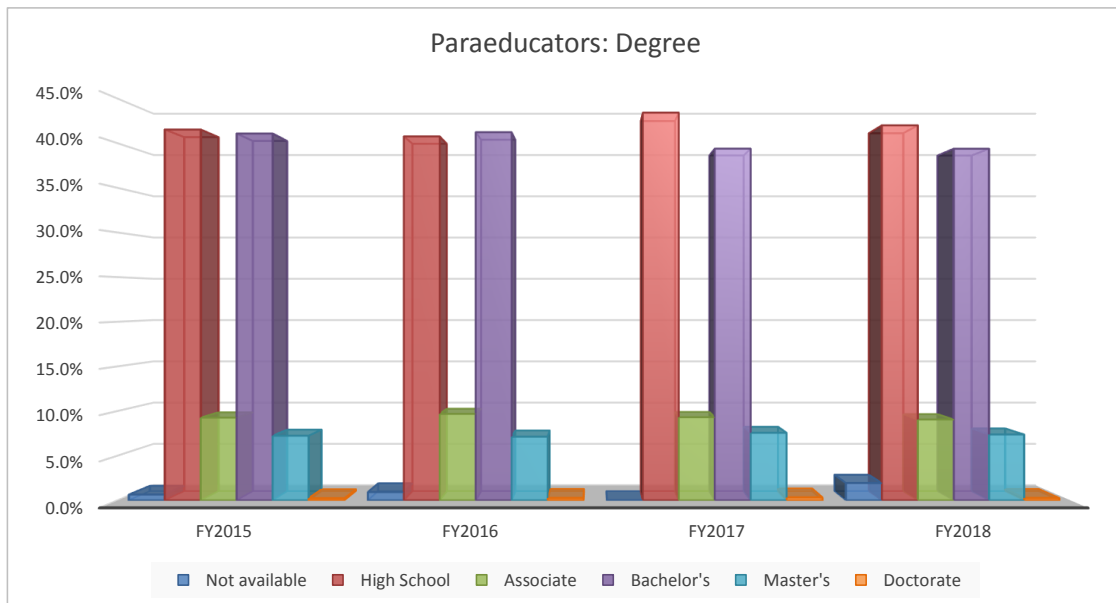
## Paraeducators: Degree by School Type

	FY2015		FY2016		FY2017		FY2018	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>ELEMENTARY SCHOOL</b>								
Not available	14	0.9%	23	1.5%	0	0.0%	27	1.7%
High School	632	41.5%	636	40.6%	712	44.3%	650	41.8%
Associate	140	9.2%	158	10.1%	144	9.0%	148	9.5%
Bachelor's	623	40.9%	638	40.7%	629	39.1%	610	39.3%
Master's	111	7.3%	108	6.9%	118	7.3%	115	7.4%
Doctorate	3	0.2%	4	0.3%	4	0.2%	4	0.3%
<b>TOTAL</b>	<b>1,523</b>	<b>100.0%</b>	<b>1,567</b>	<b>100.0%</b>	<b>1,607</b>	<b>100.0%</b>	<b>1,554</b>	<b>100.0%</b>
<b>MIDDLE SCHOOL</b>								
Not available	2	0.5%	3	0.7%	0	0.0%	8	1.8%
High School	174	41.8%	181	40.0%	200	43.2%	193	42.3%
Associate	34	8.2%	40	8.8%	39	8.4%	37	8.1%
Bachelor's	181	43.5%	200	44.2%	190	41.0%	180	39.5%
Master's	25	6.0%	27	6.0%	32	6.9%	36	7.9%
Doctorate	0	0.0%	1	0.2%	2	0.4%	2	0.4%
<b>TOTAL</b>	<b>416</b>	<b>100.0%</b>	<b>452</b>	<b>100.0%</b>	<b>463</b>	<b>100.0%</b>	<b>456</b>	<b>100.0%</b>
<b>HIGH SCHOOL</b>								
Not available	1	0.2%	0	0.0%	0	0.0%	10	1.8%
High School	205	37.3%	209	38.2%	213	38.0%	219	39.4%
Associate	54	9.8%	51	9.3%	54	9.6%	49	8.8%
Bachelor's	241	43.8%	236	43.1%	237	42.2%	230	41.4%
Master's	46	8.4%	49	9.0%	55	9.8%	47	8.5%
Doctorate	3	0.5%	2	0.4%	2	0.4%	1	0.2%
<b>TOTAL</b>	<b>550</b>	<b>100.0%</b>	<b>547</b>	<b>100.0%</b>	<b>561</b>	<b>100.0%</b>	<b>556</b>	<b>100.0%</b>
<b>CENTRAL OFFICE &amp; SPECIAL SCHOOLS</b>								
Not available	2	0.5%	2	0.5%	0	0.0%	13	3.1%
High School	194	47.0%	190	45.5%	199	47.5%	190	45.7%
Associate	41	9.9%	40	9.6%	47	11.2%	36	8.7%
Bachelor's	147	35.6%	156	37.3%	145	34.6%	154	37.0%
Master's	28	6.8%	29	6.9%	26	6.2%	22	5.3%
Doctorate	1	0.2%	1	0.2%	2	0.5%	1	0.2%
<b>TOTAL</b>	<b>413</b>	<b>100.0%</b>	<b>418</b>	<b>100.0%</b>	<b>419</b>	<b>100.0%</b>	<b>416</b>	<b>100.0%</b>
<b>ALL PARAEDUCATORS</b>								
Not available	19	0.7%	28	0.9%	0	0.0%	58	1.9%
High School	1,205	41.5%	1,216	40.8%	1,324	43.4%	1,252	42.0%
Associate	269	9.3%	289	9.7%	284	9.3%	270	9.1%
Bachelor's	1,192	41.1%	1,230	41.2%	1,201	39.4%	1,174	39.4%
Master's	210	7.2%	213	7.1%	231	7.6%	220	7.4%
Doctorate	7	0.2%	8	0.3%	10	0.3%	8	0.3%
<b>GRAND TOTAL</b>	<b>2,902</b>	<b>100.0%</b>	<b>2,984</b>	<b>100.0%</b>	<b>3,050</b>	<b>100.0%</b>	<b>2,982</b>	<b>100.0%</b>

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, and Instructional Data Analyst.



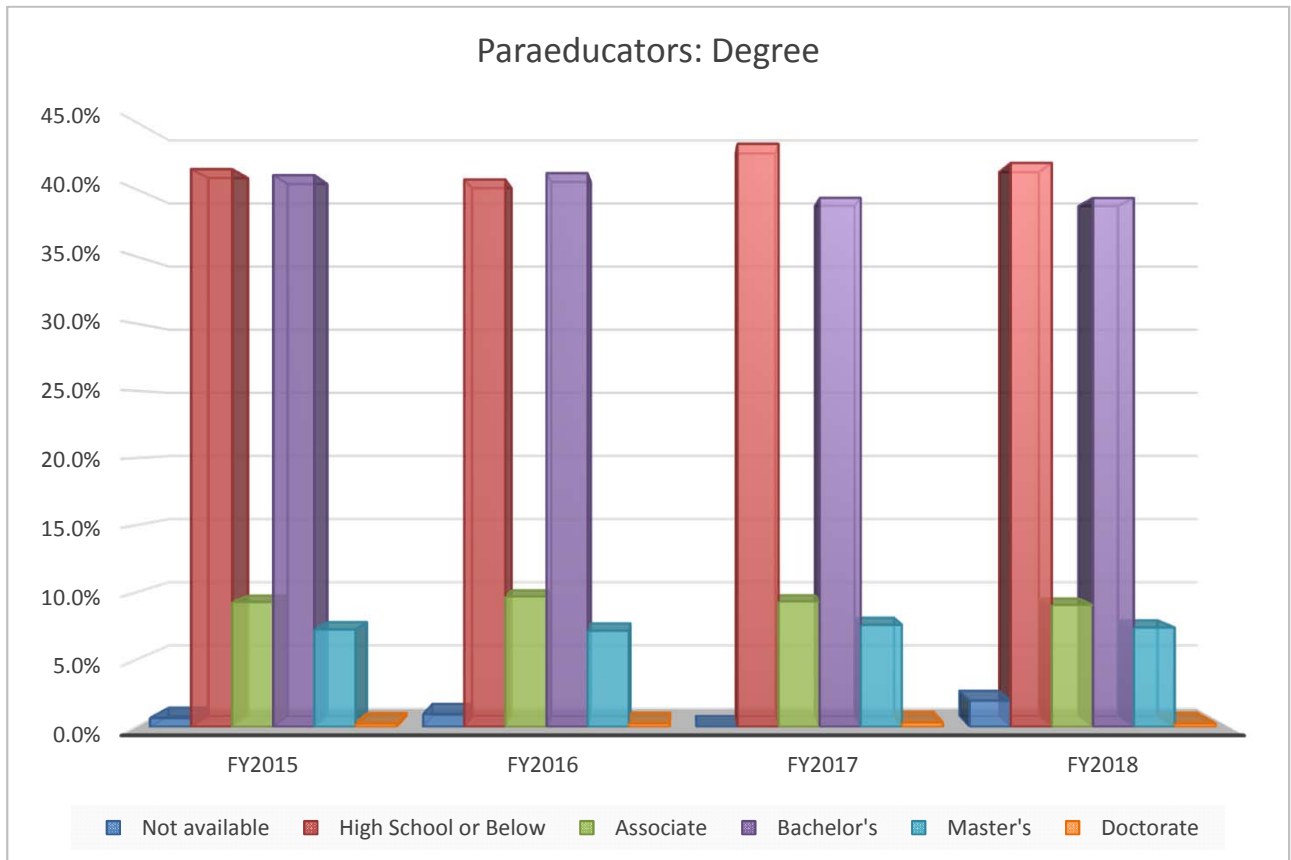
## Paraeducators: Degree

	FY2015		FY2016		FY2017		FY2018	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>ALL PARAEDUCATORS</b>								
Not available	19	0.7%	28	0.9%	0	0.0%	58	1.9%
High School or Below	1,205	41.5%	1,216	40.8%	1,324	43.4%	1,252	42.0%
Associate	269	9.3%	289	9.7%	284	9.3%	270	9.1%
Bachelor's	1,192	41.1%	1,230	41.2%	1,201	39.4%	1,174	39.4%
Master's	210	7.2%	213	7.1%	231	7.6%	220	7.4%
Doctorate	7	0.2%	8	0.3%	10	0.3%	8	0.3%
<b>GRAND TOTAL</b>	<b>2,902</b>	<b>100.0%</b>	<b>2,984</b>	<b>100.0%</b>	<b>3,050</b>	<b>100.0%</b>	<b>2,982</b>	<b>100.0%</b>

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, and Instructional Data Analyst.



## Paraeducators: Elementary School Title I Highly Qualified Competency

Title 1 Paraeducator HQ Status	FY2015		FY2016		FY2017		FY2018	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Highly Qualified	243	100.0%	236	100.0%	225	100.0%	226	100.0%
Not Highly Qualified	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>TOTAL</b>	<b>243</b>	<b>100.0%</b>	<b>236</b>	<b>100.0%</b>	<b>225</b>	<b>100.0%</b>	<b>226</b>	<b>100.0%</b>
Number of Title I Elementary Schools	28		26		25		25	

1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included.
2. Data reflects employees in the following positions: Paraeducator Special Education and Paraeducator (10 month).  
The following positions are **not** included: Paraeducator Special Education Itinerant, Paraeducator Special Programs, Paraeducator ESOL, Paraeducator Focus, Paraeducator PreK, Paraeducator Head Start, Paraeducator Computer Lab, and Instructional Data Analyst.
3. Highly qualified designation is a requirement for all paraeducators allocated to a Title I school.
4. Highly qualified competency is defined as a paraeducator who has a college degree, 48 college credits or greater, or passes the Para Pro assessment exam with a score of 455 or higher.
5. A school is designated Title I by percentage of students who qualify for the Free and Reduced-price Meals (FARMS) program.
6. FY2018 Data as of November 22, 2017.
7. Total Number of Elementary Schools: 133

## Paraeducators: Title I Competency

Title I Elementary Schools	FY2018					
	Highly Qualified		Not Highly Qualified		Total	
	Number	Percent	Number	Percent	Number	Percent
Arcola ES	10	100.0%	0	0.0%	10	4.4%
Bel Pre ES	6	100.0%	0	0.0%	6	2.7%
Brookhaven ES	14	100.0%	0	0.0%	14	6.2%
Brown Station ES	13	100.0%	0	0.0%	13	5.8%
Cresthaven ES	7	100.0%	0	0.0%	7	3.1%
Capt. James E. Daly ES	8	100.0%	0	0.0%	8	3.5%
Gaithersburg ES	17	100.0%	0	0.0%	17	7.5%
Georgian Forest ES	11	100.0%	0	0.0%	11	4.9%
Harmony Hills ES	8	100.0%	0	0.0%	8	3.5%
Highland ES	8	100.0%	0	0.0%	8	3.5%
Jackson Road ES	14	100.0%	0	0.0%	14	6.2%
JoAnn Leleck ES at Broad Acres	8	100.0%	0	0.0%	8	3.5%
Kemp Mill ES	4	100.0%	0	0.0%	4	1.8%
New Hampshire Estates ES	2	100.0%	0	0.0%	2	0.9%
Roscoe R. Nix ES	10	100.0%	0	0.0%	10	4.4%
Oak View ES	6	100.0%	0	0.0%	6	2.7%
Rolling Terrace ES	9	100.0%	0	0.0%	9	4.0%
Sargent Shriver ES	7	100.0%	0	0.0%	7	3.1%
South Lake ES	6	100.0%	0	0.0%	6	2.7%
Summit Hall ES	9	100.0%	0	0.0%	9	4.0%
Twinbrook ES	9	100.0%	0	0.0%	9	4.0%
Washington Grove ES	10	100.0%	0	0.0%	10	4.4%
Watkins Mill ES	13	100.0%	0	0.0%	13	5.8%
Weller Road ES	9	100.0%	0	0.0%	9	4.0%
Wheaton Woods ES	8	100.0%	0	0.0%	8	3.5%
<b>TOTAL</b>	<b>226</b>	<b>100.0%</b>	<b>0</b>	<b>0.0%</b>	<b>226</b>	<b>100.0%</b>

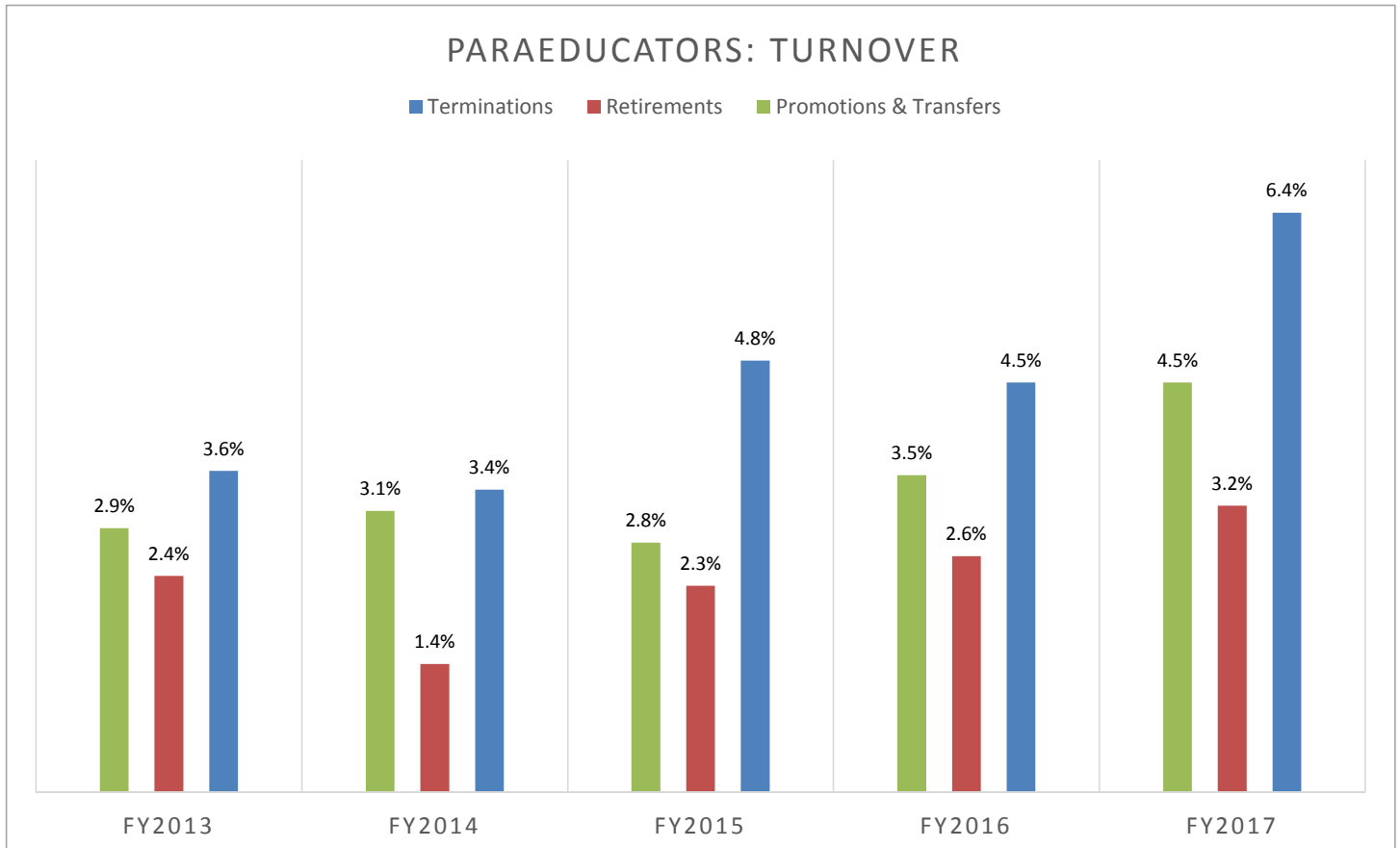
1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included. If a paraeducator is working at multiple schools they will be counted multiple times.
2. Data reflects employees in the following positions: Paraeducator Special Education and Paraeducator (10 month). The following positions are **not** included: Paraeducator Special Education Itinerant, Paraeducator Special Programs, Paraeducator ESOL, Paraeducator Focus, Paraeducator PreK, Paraeducator Head Start, Paraeducator Computer Lab, and Instructional Data Analyst.
3. Highly qualified designation is a requirement for all paraeducators allocated to a Title I school.
4. Highly qualified competency is defined as a paraeducator who has a college degree, 48 college credits or greater, or passes the Para Pro assessment exam with a score of 455 or higher.
5. A school is designated Title I by percentage of students who qualify for the Free and Reduced-price Meals (FARMS) program.
6. Data as of November 22, 2017.

## Paraeducators: Turnover

Fiscal Year	Number of Paraeducators <sup>1</sup>	Terminations		Retirements		Promotions & Transfers <sup>2</sup>		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2017	3,085	198	6.4%	98	3.2%	140	4.5%	436	14.1%
FY2016	3,018	137	4.5%	79	2.6%	106	3.5%	322	10.7%
FY2015	2,929	140	4.8%	67	2.3%	81	2.8%	288	9.8%
FY2014	2,952	99	3.4%	42	1.4%	92	3.1%	233	7.9%
FY2013	2,838	101	3.6%	68	2.4%	83	2.9%	252	8.9%

<sup>1</sup> Total number of paraeducators is based upon a snapshot taken in the fall of each fiscal year.

<sup>2</sup> 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
2018	1798	19.0%
2019	300	3.2%
2020	294	3.1%
2021	319	3.4%
2022	329	3.5%
2023	346	3.7%
2024	388	4.1%
2025	363	3.8%
2026	404	4.3%
2027	304	3.2%
<b>Eligible within 10 years</b>	<b>4,845</b>	<b>51.3%</b>
<b>Total Support</b>	<b>9,444</b>	<b>100.0%</b>

1. Data reflects retirement eligibility as of July 1, 2017.

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.

