

Montgomery County Public Schools Personnel:

MCPS Workforce Demographic Profile

MCPS Workforce Residence Profile

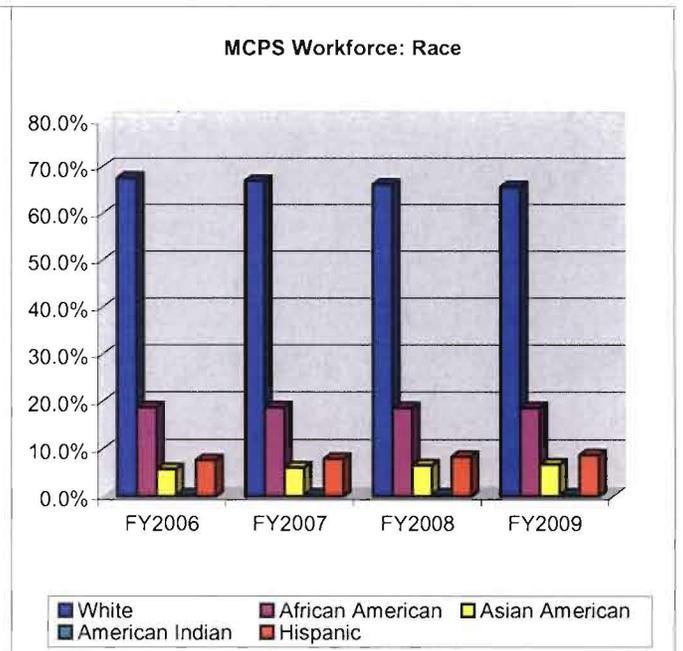
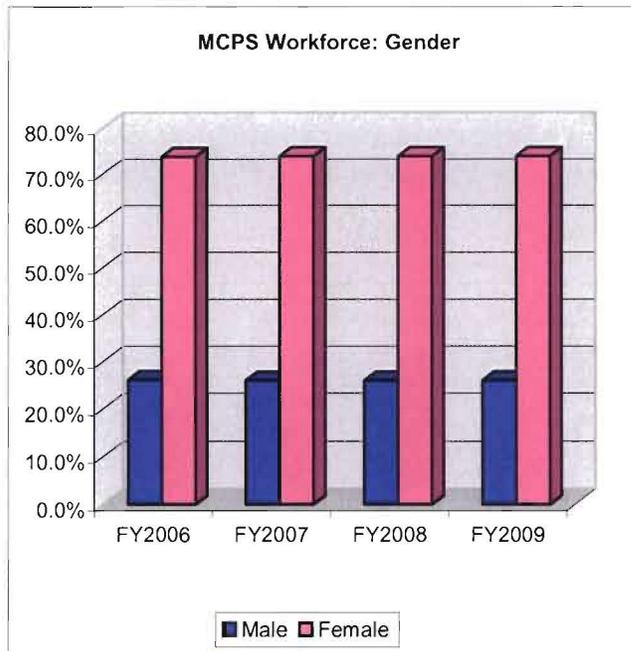
MCPS Turnover

MCPS Fact Sheet

MCPS Workforce: Demographic Profile

	FY2006		FY2007		FY2008		FY2009	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Male	5,563	26.1%	5,681	26.0%	5,755	26.0%	5,731	26.0%
Female	15,714	73.9%	16,159	74.0%	16,367	74.0%	16,283	74.0%
TOTAL	21,277	100.0%	21,840	100.0%	22,122	100.0%	22,014	100.0%
RACE								
White	14,389	67.6%	14,634	67.0%	14,649	66.2%	14,457	65.7%
African American	3,983	18.7%	4,084	18.7%	4,114	18.6%	4,087	18.6%
Asian American	1,222	5.7%	1,327	6.1%	1,443	6.5%	1,481	6.7%
American Indian	67	0.3%	66	0.3%	67	0.3%	67	0.3%
Hispanic	1,616	7.6%	1,729	7.9%	1,849	8.4%	1,922	8.7%
TOTAL	21,277	100.0%	21,840	100.0%	22,122	100.0%	22,014	100.0%
AGE								
Under 20	10	0.0%	21	0.1%	12	0.1%	10	0.1%
20 - 29 years	3,094	14.5%	3,338	15.3%	3,263	14.8%	3,043	13.8%
30 - 39 years	4,419	20.8%	4,507	20.6%	4,566	20.6%	4,561	20.7%
40 - 49 years	5,458	25.7%	5,562	25.5%	5,569	25.2%	5,448	24.7%
50 - 59 years	6,425	30.2%	6,446	29.5%	6,418	29.0%	6,489	29.5%
60+ years	1,871	8.8%	1,966	9.0%	2,294	10.4%	2,463	11.2%
TOTAL	21,277	100.0%	21,840	100.0%	22,122	100.0%	22,014	100.0%

1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included.
2. Data was captured on the annual staff data collection date as set by MSDE, October 15.



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MCPS Workforce: Residence Profile

County	FY2009									
	MCAASP		MCBOA		SEIU		MCEA		Grand Total	
	#	%	#	%	#	%	#	%	#	%
Montgomery	466	64.4%	49	53.8%	7,358	79.3%	8,210	68.9%	16,083	73.1%
Frederick	55	7.6%	22	24.2%	731	7.9%	1051	8.8%	1,859	8.4%
Prince George's	64	8.8%	3	3.3%	519	5.6%	609	5.1%	1,195	5.4%
Howard	47	6.5%	5	5.5%	131	1.4%	760	6.4%	943	4.3%
Carroll	10	1.4%	5	5.5%	114	1.2%	157	1.3%	286	1.3%
Anne Arundel	10	1.4%	0	0.0%	51	0.5%	176	1.5%	237	1.1%
Baltimore	15	2.1%	0	0.0%	39	0.4%	114	1.0%	168	0.8%
Washington	7	1.0%	1	0.1%	98	1.1%	48	0.4%	154	0.7%
Baltimore City	2	0.3%	0	0.0%	12	0.1%	62	0.5%	76	0.3%
Calvert	1	0.1%	1	0.1%	11	0.1%	14	0.1%	27	0.1%
Charles	2	0.3%	0	0.0%	6	0.1%	12	0.1%	20	0.1%
Harford	0	0.0%	0	0.0%	1	0.0%	5	0.0%	6	0.0%
Queen Anne's	0	0.0%	0	0.0%	2	0.0%	3	0.0%	5	0.0%
Allegany	0	0.0%	0	0.0%	1	0.0%	1	0.0%	2	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%	3	0.0%	4	0.0%
Worcester	1	0.1%	0	0.0%	1	0.0%	2	0.0%	4	0.0%
Caroline	0	0.0%	0	0.0%	1	0.0%	0	0.0%	1	0.0%
Wilcomico	0	0.0%	0	0.0%	0	0.0%	3	0.0%	3	0.0%
Kent	0	0.0%	0	0.0%	0	0.0%	1	0.0%	1	0.0%
<i>Subtotal Maryland</i>	680	93.9%	86	94.5%	9,079	97.8%	11,231	94.2%	21,076	95.7%
District of Columbia	21	2.9%	0	0.0%	57	0.6%	375	3.1%	453	2.1%
Pennsylvania	0	0.0%	0	0.0%	23	0.2%	24	0.2%	47	0.2%
Virginia	17	2.3%	2	2.2%	36	0.4%	240	2.0%	295	1.3%
West Virginia	5	0.7%	3	3.3%	85	0.9%	43	0.4%	136	0.6%
Other States*	1	0.1%	0	0.0%	2	0.0%	4	0.0%	7	0.0%
TOTAL	724	100.0%	91	100.0%	9,282	100.0%	11,917	100.0%	22,014	100.0%

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

* Employees living in 'Other States' include new teachers who haven't completed a change of address.

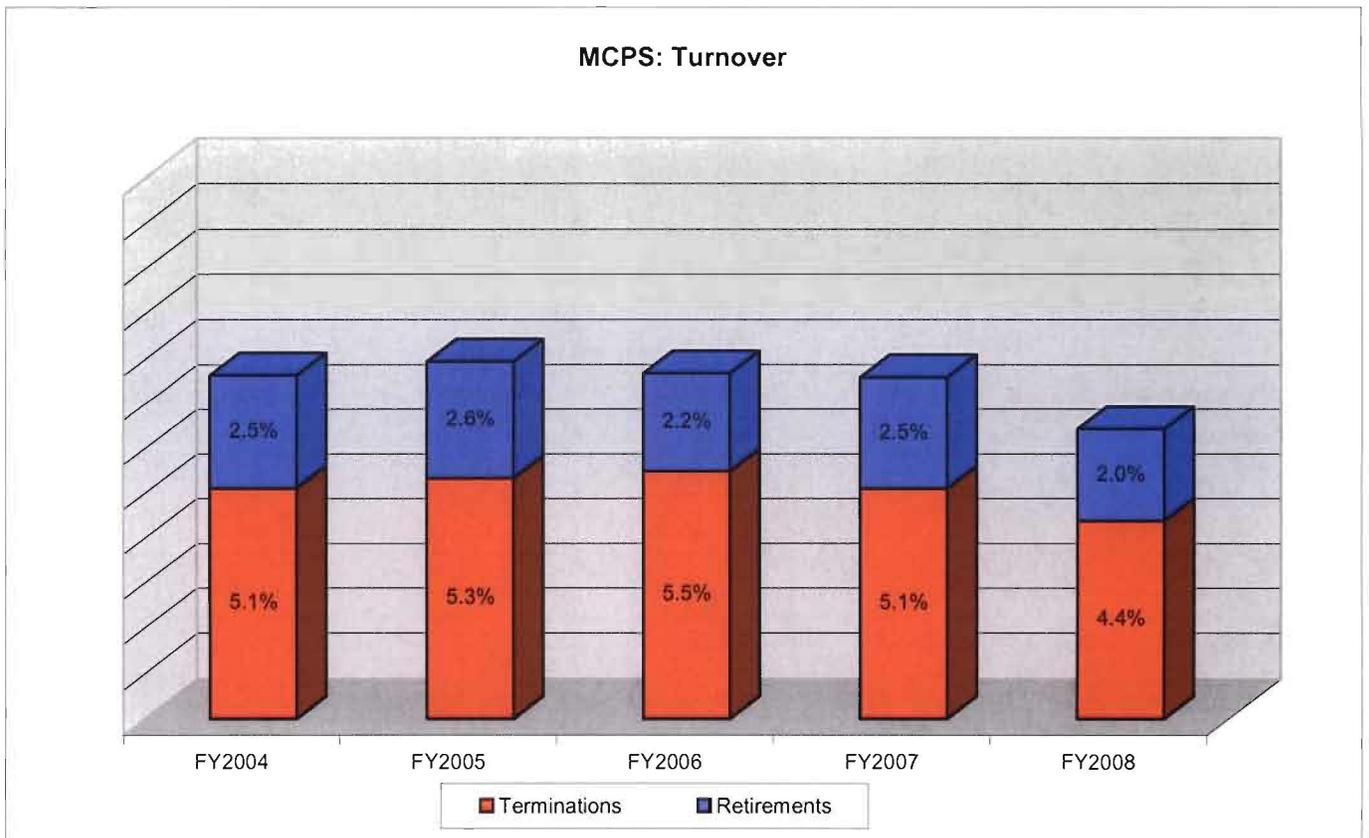
Fiscal Year	Montgomery County Residence Profile									
	MCAASP		MCBOA		SEIU		MCEA		Grand Total	
	#	%	#	%	#	%	#	%	#	%
FY2009	466	64.4%	49	53.8%	7,358	79.3%	8,210	68.9%	16,083	73.1%
FY2008	473	64.0%	51	59.3%	7378	79.4%	8,300	69.1%	16,202	73.2%
FY2007	472	64.9%	49	58.3%	7241	78.9%	8,229	69.0%	15,991	73.2%

A224

MCPS: Turnover

Fiscal Year	Number of Employees*	Terminations		Retirements		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent
FY2008	22,647	992	4.4%	464	2.0%	1,456	6.4%
FY2007	22,434	1,160	5.1%	555	2.5%	1,715	7.6%
FY2006	21,870	1,199	5.5%	482	2.2%	1,681	7.7%
FY2005	21,260	1,133	5.3%	557	2.6%	1,690	7.9%
FY2004	20,873	1,066	5.1%	530	2.5%	1,596	7.6%

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



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FY 2009 MCPS Fact Sheet

(as of 10/15/2008)

Employee Type	Number of Employees (Head Count)	Number of Filled Positions (FTE)	Average Annual Salary (salaries/ head count)	Average FTE (salaries/ filled FTE)*
Executive Staff	22	22	\$169,686	\$169,686
Administrative & Supervisory (MCAASP)	702	702	\$123,694	\$123,694
Supervisor (MCBOA)	91	91	\$92,762	\$92,762
Teachers & Other Professional (MCEA)	11,923	11,497	\$103,551	\$108,735
<i>Other Professionals (12-Month MCEA)</i>	420	410		
<i>Teachers (10-Month MCEA)</i>	11,503	11,088		
Support Staff (SEIU)	9,288	7,888	\$32,000	\$42,789
GRAND TOTAL	22,026	20,200		

1. FTE of filled positions is less than head count of employees when scheduled FTE is less than 1.0.

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

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

Official 9-30-2008 Student Enrollment = 139,276

1226

**Montgomery County Association of Administrators and Supervisory Personnel
(MCAASP):**

Demographic Profile
Degree
Years of Experience in MCPS
Total Years of Experience
Turnover
Salary Schedule Placement
Initial Appointments to Administrative Positions
Retirement Eligibility
School Based Retirement Eligibility
Non-School Based Retirement Eligibility
Retirement Eligibility by Level

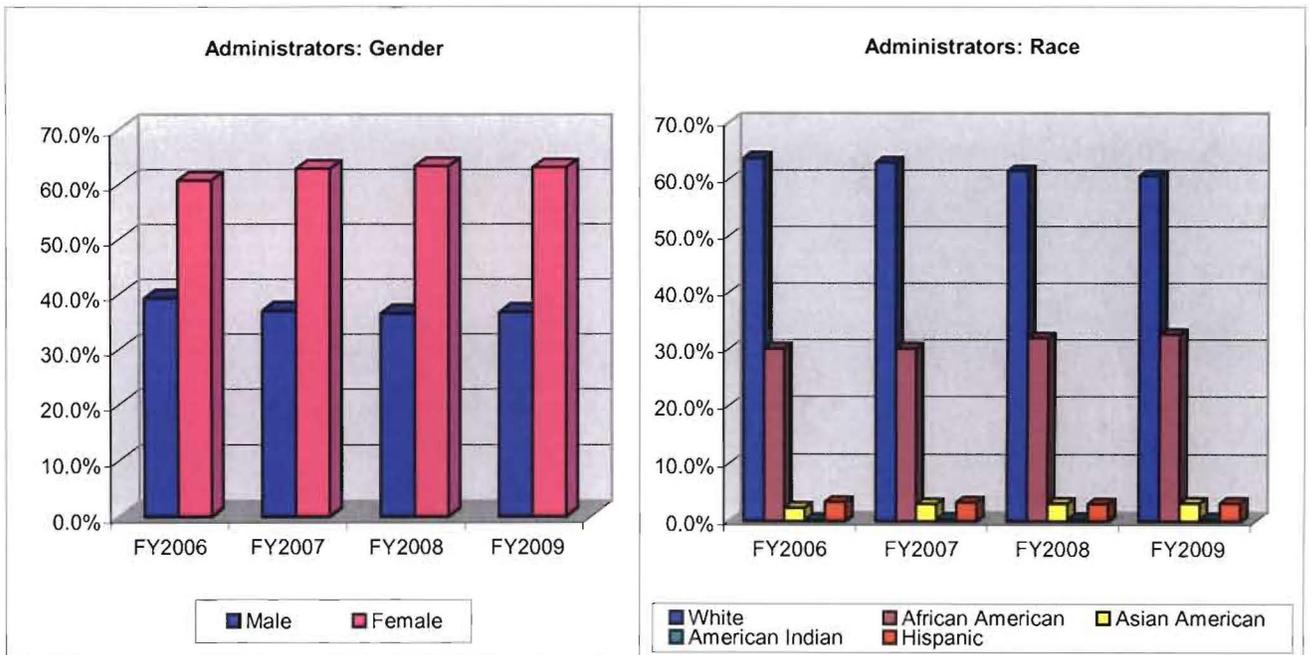
Administrators: Demographic Profile

	FY2006		FY2007		FY2008		FY2009	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Male	269	39.3%	269	37.0%	270	36.5%	266	36.7%
Female	416	60.7%	458	63.0%	469	63.5%	458	63.3%
TOTAL	685	100.0%	727	100.0%	739	100.0%	724	100.0%
RACE								
White	438	63.9%	459	63.1%	455	61.6%	439	60.6%
African American	206	30.1%	219	30.1%	236	31.9%	236	32.6%
Asian American	16	2.3%	22	3.0%	23	3.1%	23	3.2%
American Indian	2	0.3%	3	0.4%	3	0.4%	3	0.4%
Hispanic	23	3.4%	24	3.3%	22	3.0%	23	3.2%
TOTAL	685	100.0%	727	100.0%	739	100.0%	724	100.0%
AGE								
20 - 29 years	10	1.5%	7	1.0%	10	1.4%	6	0.8%
30 - 39 years	161	23.5%	187	25.7%	200	27.1%	198	27.3%
40 - 49 years	153	22.3%	159	21.9%	179	24.2%	179	24.7%
50 - 59 years	309	45.1%	305	42.0%	273	36.9%	257	35.5%
60+ years	52	7.6%	69	9.5%	77	10.4%	84	11.6%
TOTAL	685	100.0%	727	100.0%	739	100.0%	724	100.0%

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

2. Data was captured on the annual staff data collection date as set by MSDE, October 15.

3. The 'Administrators' category includes school based and non-school based administrative and supervisory personnel.

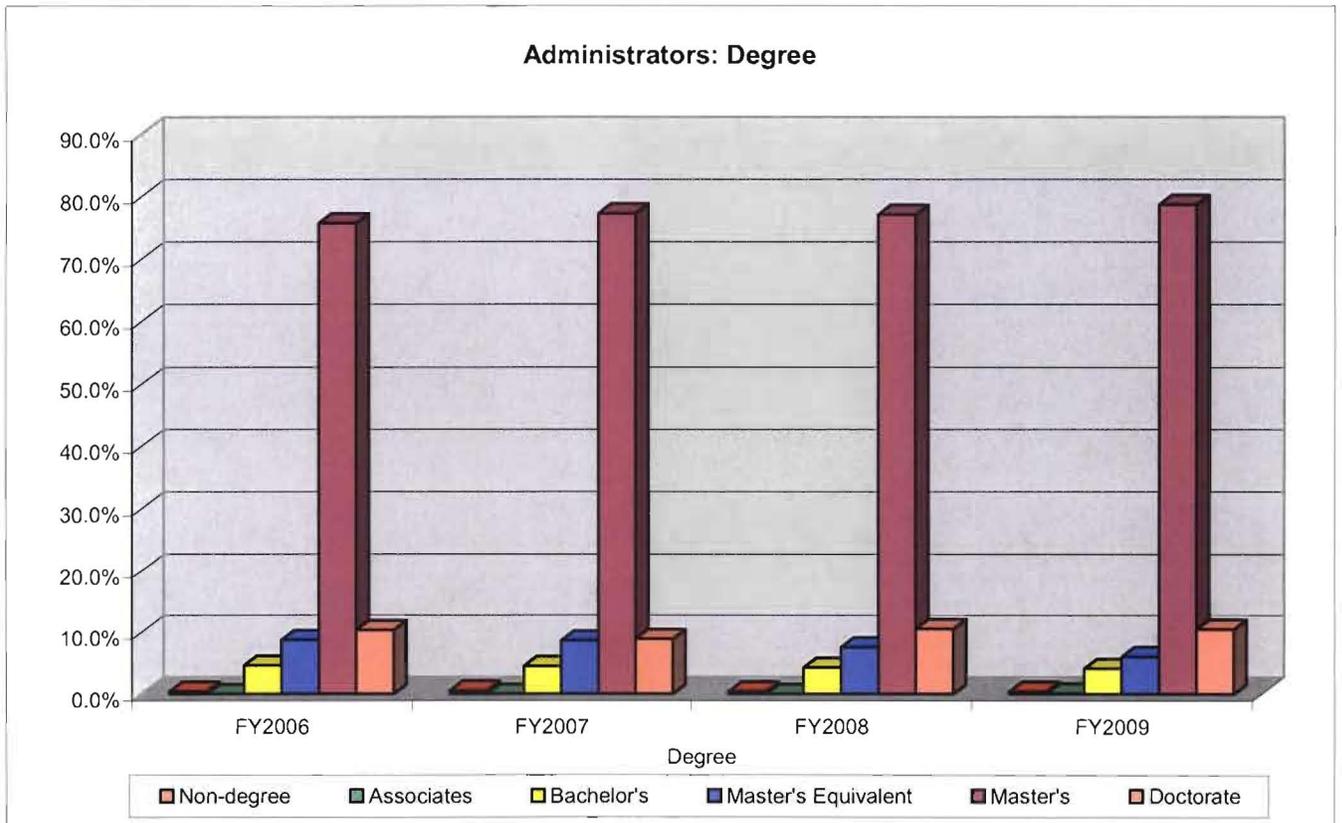


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Administrators: Degree

DEGREE	FY2006		FY2007		FY2008		FY2009	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Non-degree	3	0.4%	4	0.6%	3	0.4%	3	0.4%
Associates	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Bachelor's	32	4.7%	33	4.5%	32	4.3%	30	4.1%
Master's Equivalent	60	8.8%	63	8.7%	56	7.6%	44	6.1%
Master's	519	75.8%	562	77.3%	570	77.1%	570	78.7%
Doctorate	71	10.4%	65	8.9%	78	10.6%	76	10.5%
TOTAL	685	100.0%	727	100.0%	739	100.0%	724	100.0%

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

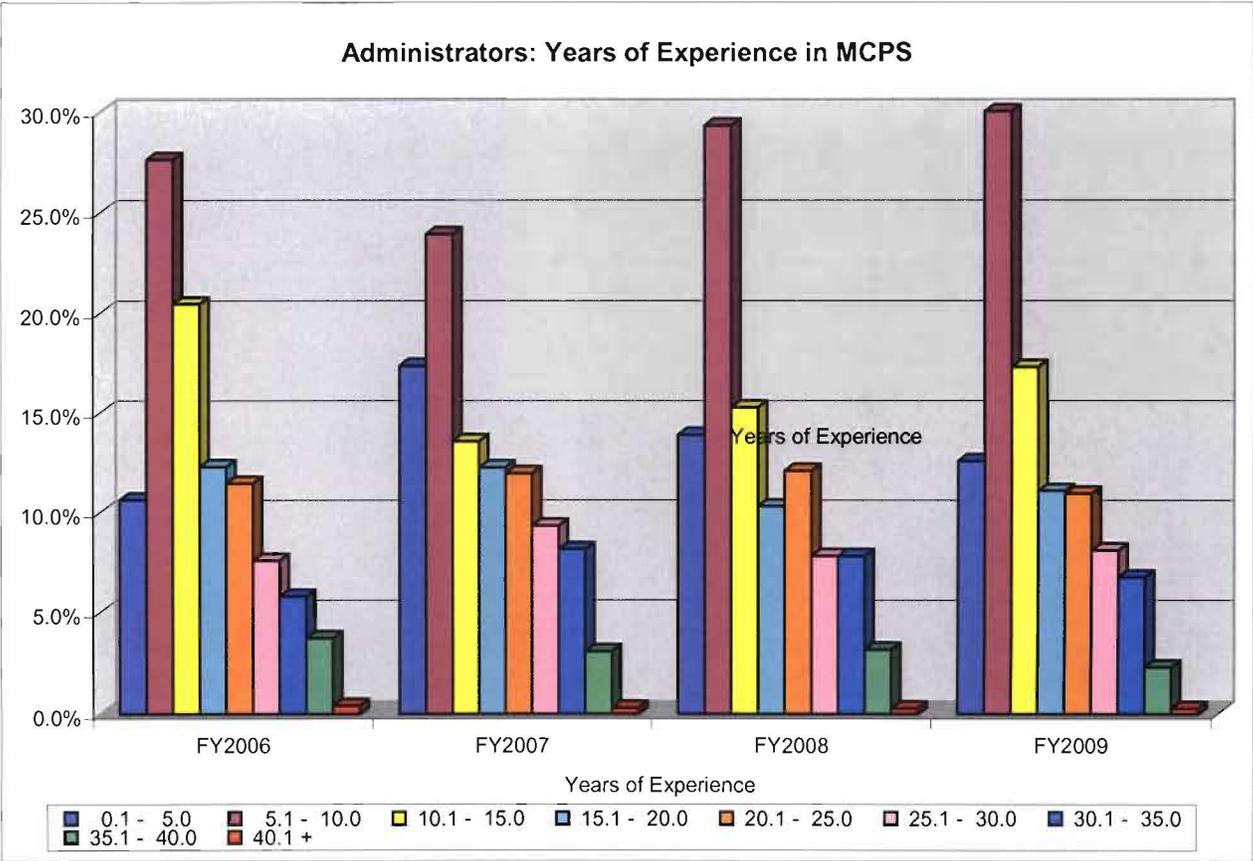


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Administrators: Years of Experience in MCPS

Years of Experience	FY2006		FY2007		FY2008		FY2009	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	119	17.4%	101	13.9%	93	12.6%	77	10.6%
5.1 - 10.0	164	23.9%	213	29.3%	226	30.6%	200	27.6%
10.1 - 15.0	93	13.6%	111	15.3%	128	17.3%	148	20.4%
15.1 - 20.0	84	12.3%	75	10.3%	82	11.1%	89	12.3%
20.1 - 25.0	82	12.0%	88	12.1%	81	11.0%	83	11.5%
25.1 - 30.0	64	9.3%	57	7.8%	60	8.1%	55	7.6%
30.1 - 35.0	56	8.2%	57	7.8%	50	6.8%	42	5.8%
35.1 - 40.0	21	3.1%	23	3.2%	17	2.3%	27	3.7%
40.1 +	2	0.3%	2	0.3%	2	0.3%	3	0.4%
TOTAL	685	100.0%	727	100.0%	739	100.0%	724	100.0%

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

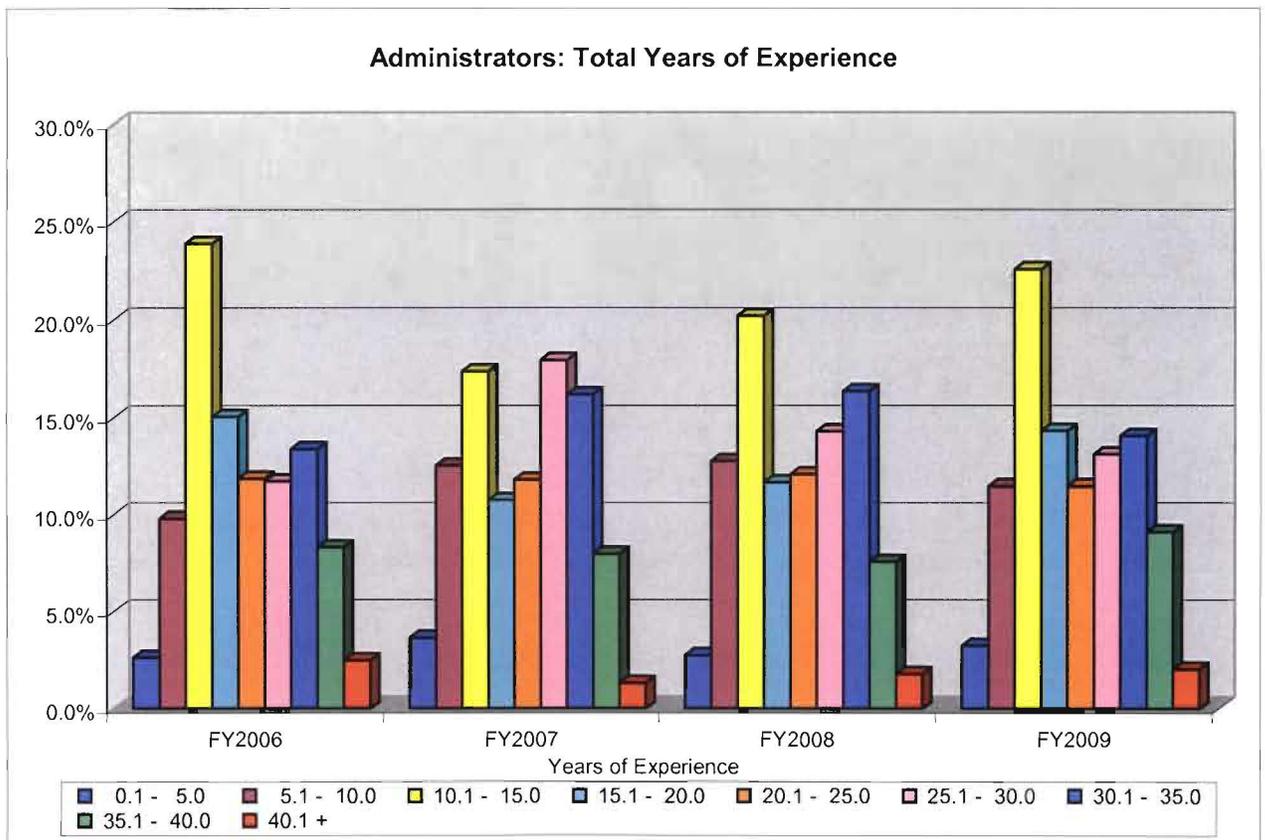


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Administrators: Total Years of Experience

Years of Experience	FY2006		FY2007		FY2008		FY2009	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	25	3.6%	20	2.8%	24	3.2%	19	2.6%
5.1 - 10.0	86	12.6%	93	12.8%	85	11.5%	71	9.8%
10.1 - 15.0	119	17.4%	147	20.2%	167	22.6%	173	23.9%
15.1 - 20.0	74	10.8%	85	11.7%	106	14.3%	109	15.1%
20.1 - 25.0	81	11.8%	88	12.1%	85	11.5%	86	11.9%
25.1 - 30.0	123	18.0%	104	14.3%	97	13.1%	85	11.7%
30.1 - 35.0	111	16.2%	119	16.4%	104	14.1%	97	13.4%
35.1 - 40.0	57	8.3%	58	8.0%	56	7.6%	66	9.1%
40.1 +	9	1.3%	13	1.8%	15	2.0%	18	2.5%
TOTAL	685	100.0%	727	100.0%	739	100.0%	724	100.0%

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



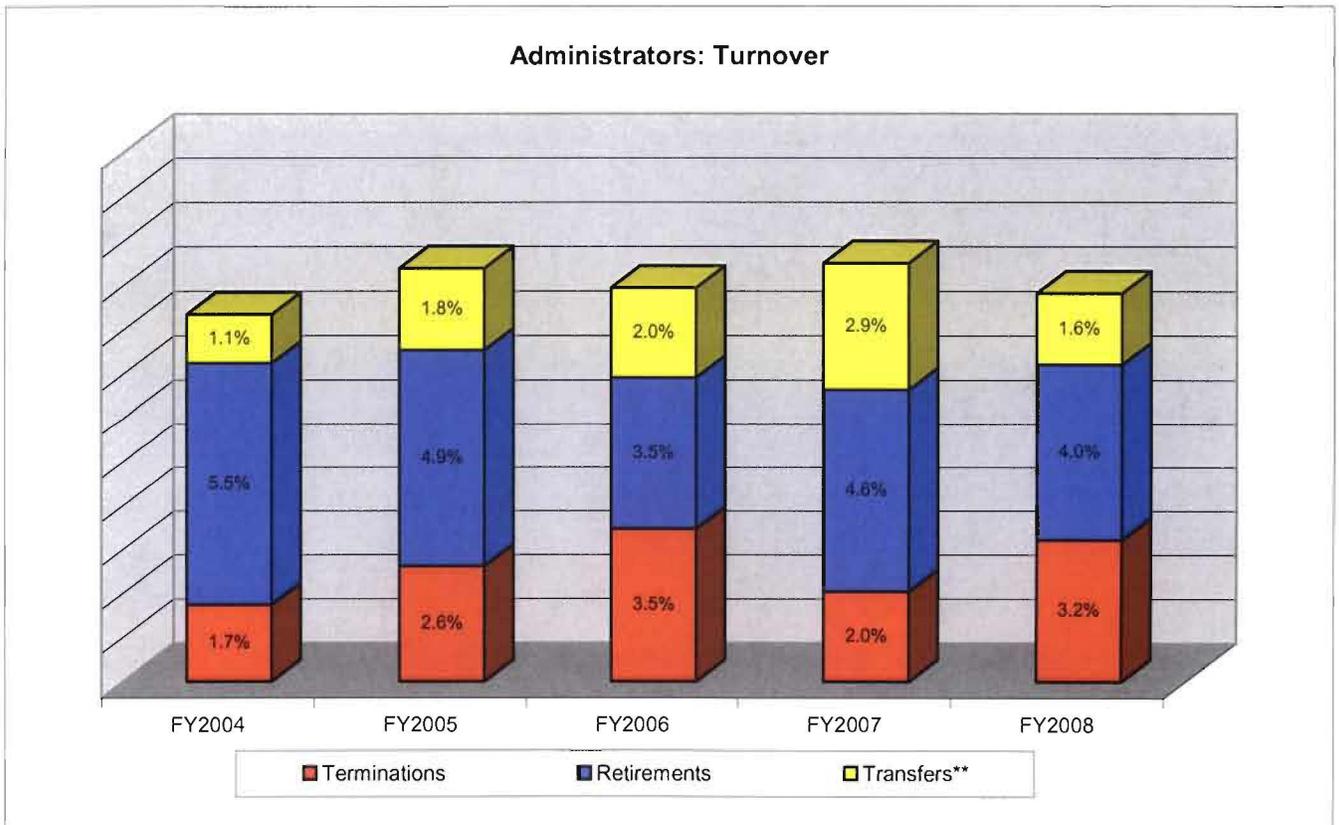
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Administrators: Turnover

Fiscal Year	Number of Administrators*	Terminations		Retirements		Transfers**		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2008	747	24	3.2%	30	4.0%	12	1.6%	66	8.8%
FY2007	736	15	2.0%	34	4.6%	21	2.9%	70	9.5%
FY2006	692	24	3.5%	24	3.5%	14	2.0%	62	9.0%
FY2005	649	17	2.6%	32	4.9%	12	1.8%	61	9.4%
FY2004	634	11	1.7%	35	5.5%	7	1.1%	53	8.4%

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

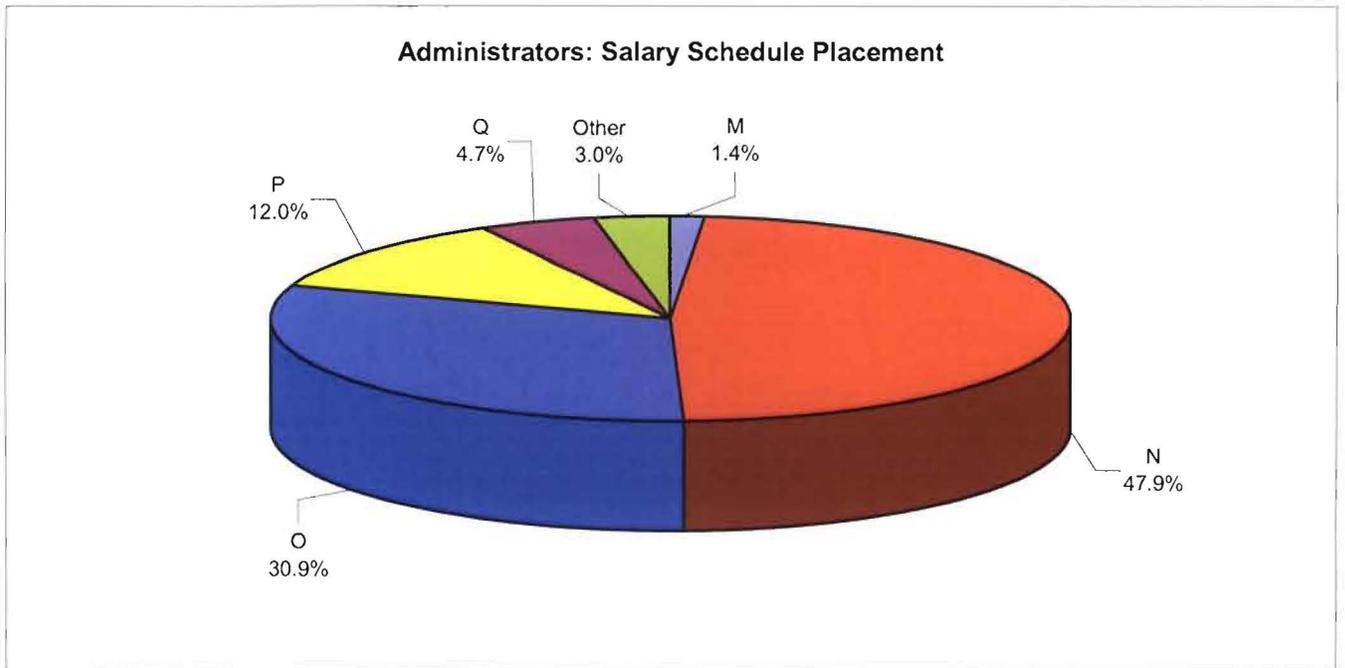
** Transfer is defined to be an administrator no longer in an administrative position.



#222

Administrators: Salary Schedule Placement

Step	FY2009							Total	%
	M	N	O	P	Q	Other			
1	0	10	0	1	0		11	1.5%	
2	0	31	0	1	0		32	4.4%	
3	1	27	1	0	0		29	4.0%	
4	0	32	9	4	0		45	6.2%	
5	0	17	8	4	1		30	4.1%	
6	2	26	23	4	3		58	8.0%	
7	0	19	9	9	2		39	5.4%	
8	0	17	11	4	6		38	5.2%	
9	0	13	40	60	22		135	18.6%	
10	7	155	123				285	39.4%	
Executive						22	22	3.0%	
Total	10	347	224	87	34	22	724	100.0%	
% of Schedule	1.4%	47.9%	30.9%	12.0%	4.7%	3.0%			



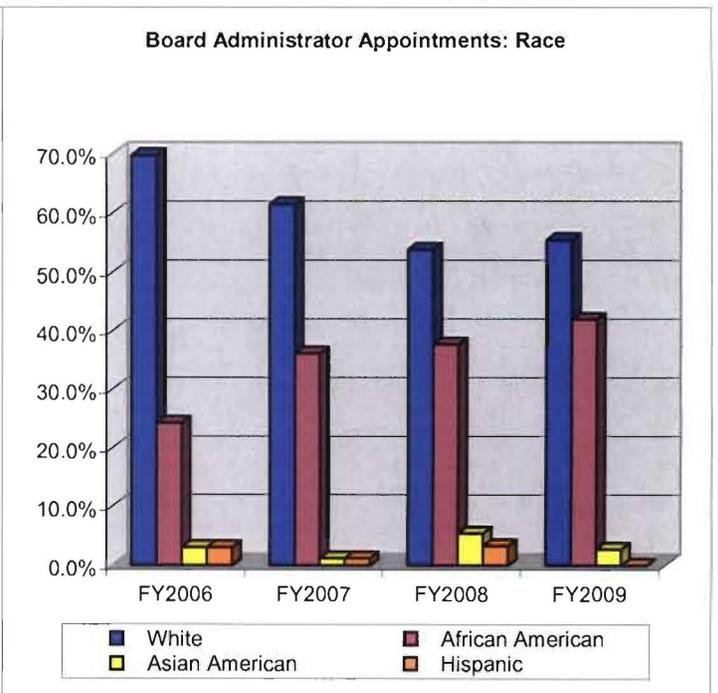
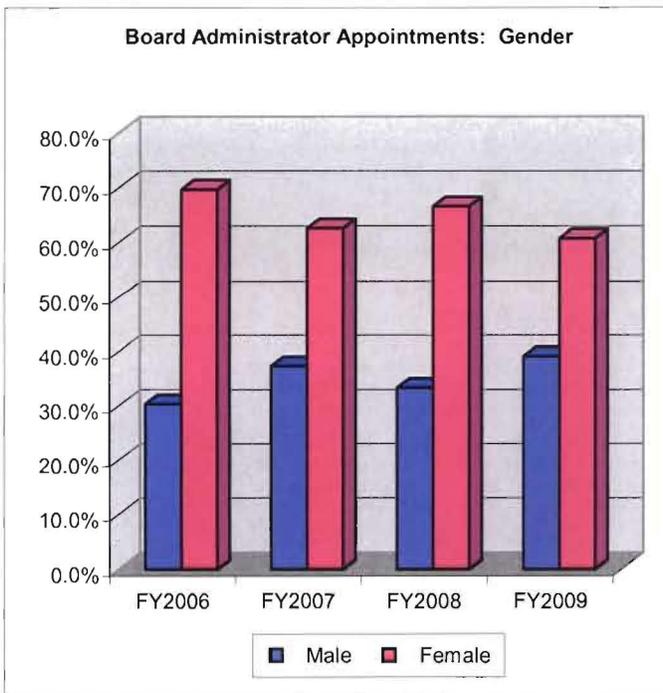
A233

Administrators: Initial Appointments to Administrative Positions

	FY2006		FY2007		FY2008		FY2009	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
BOARD APPOINTMENTS								
External Candidates	11	13.3%	16	17.2%	9	12.2%	2	6.1%
Internal Candidates	72	86.7%	77	82.8%	65	87.8%	31	93.9%
TOTAL	83	100.0%	93	100.0%	74	100.0%	33	100.0%
GENDER								
Male	31	37.3%	31	33.3%	29	39.2%	10	30.3%
Female	52	62.7%	62	66.7%	45	60.8%	23	69.7%
TOTAL	83	100.0%	93	100.0%	74	100.0%	33	100.0%
RACE								
White	51	61.4%	50	53.8%	41	55.4%	23	69.7%
African American	30	36.1%	35	37.6%	31	41.9%	8	24.2%
Asian American	1	1.2%	5	5.4%	2	2.7%	1	3.0%
Hispanic	1	1.2%	3	3.2%	0	0.0%	1	3.0%
TOTAL	83	100.0%	93	100.0%	74	100.0%	33	100.0%

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

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



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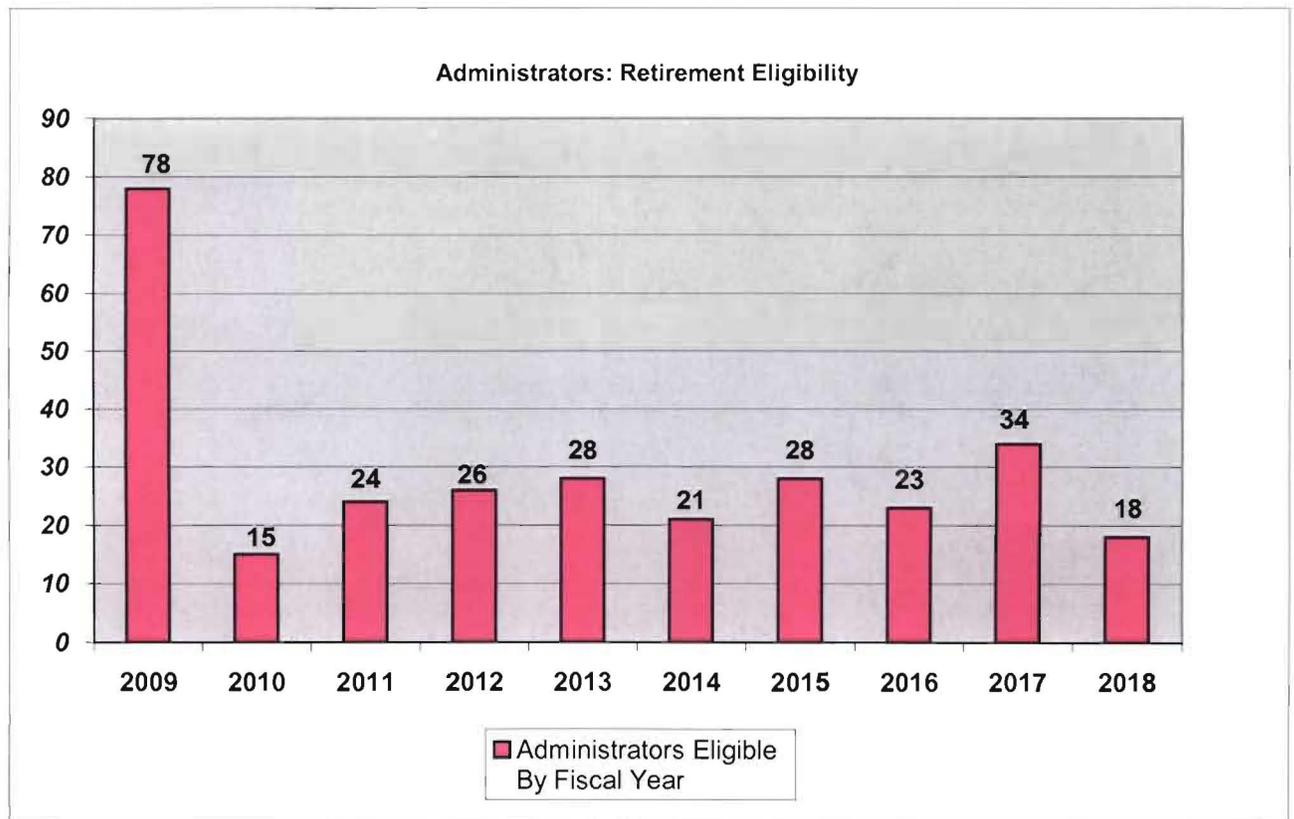
Administrators: Retirement Eligibility

Fiscal Year	Administrators Eligible By Fiscal Year	Percent of Total
2009	78	10.7%
2010	15	2.1%
2011	24	3.3%
2012	26	3.6%
2013	28	3.9%
2014	21	2.9%
2015	28	3.9%
2016	23	3.2%
2017	34	4.7%
2018	18	2.5%
Eligible within 10 years	295	40.6%
Total Administrators	726	100.0%

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members are eligible for retirement after 30 years of service or at age 62 with at least 5 years of service.

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



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Administrators, School-Based: Retirement Eligibility

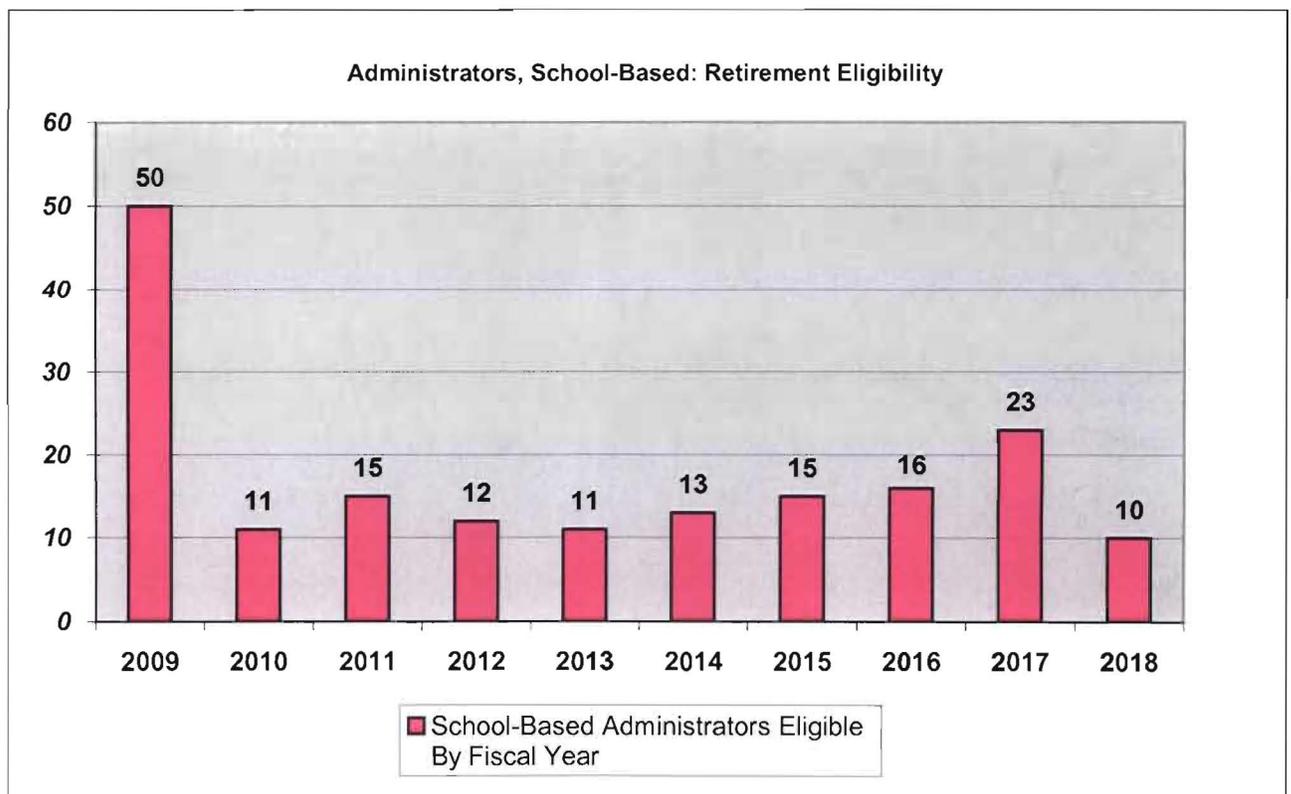
Fiscal Year	School-Based Administrators Eligible By Fiscal Year	Percent of Total
2009	50	10.2%
2010	11	2.2%
2011	15	3.1%
2012	12	2.4%
2013	11	2.2%
2014	13	2.7%
2015	15	3.1%
2016	16	3.3%
2017	23	4.7%
2018	10	2.0%
Eligible within 10 years	176	35.9%
Total School-Based Administrators	490	100.0%

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members are eligible for retirement after 30 years of service or at age 62 with at least 5 years of service.

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

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



A236

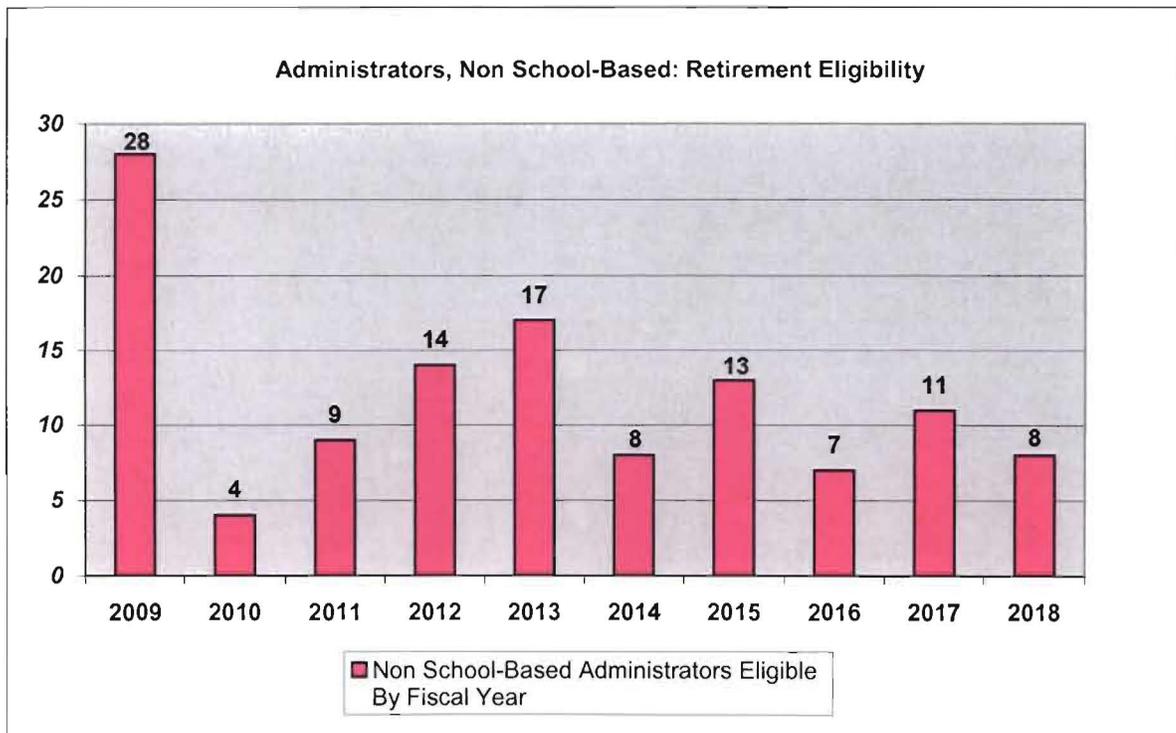
Administrators, Non School-Based: Retirement Eligibility

Fiscal Year	Non School-Based Administrators Eligible By Fiscal Year	Percent of Total
2009	28	11.9%
2010	4	1.7%
2011	9	3.8%
2012	14	5.9%
2013	17	7.2%
2014	8	3.4%
2015	13	5.5%
2016	7	3.0%
2017	11	4.7%
2018	8	3.4%
Eligible within 10 years	119	50.4%
Total Non School-Based Administrators	236	100.0%

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members are eligible for retirement after 30 years of service or at age 62 with at least 5 years of service.

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



A737

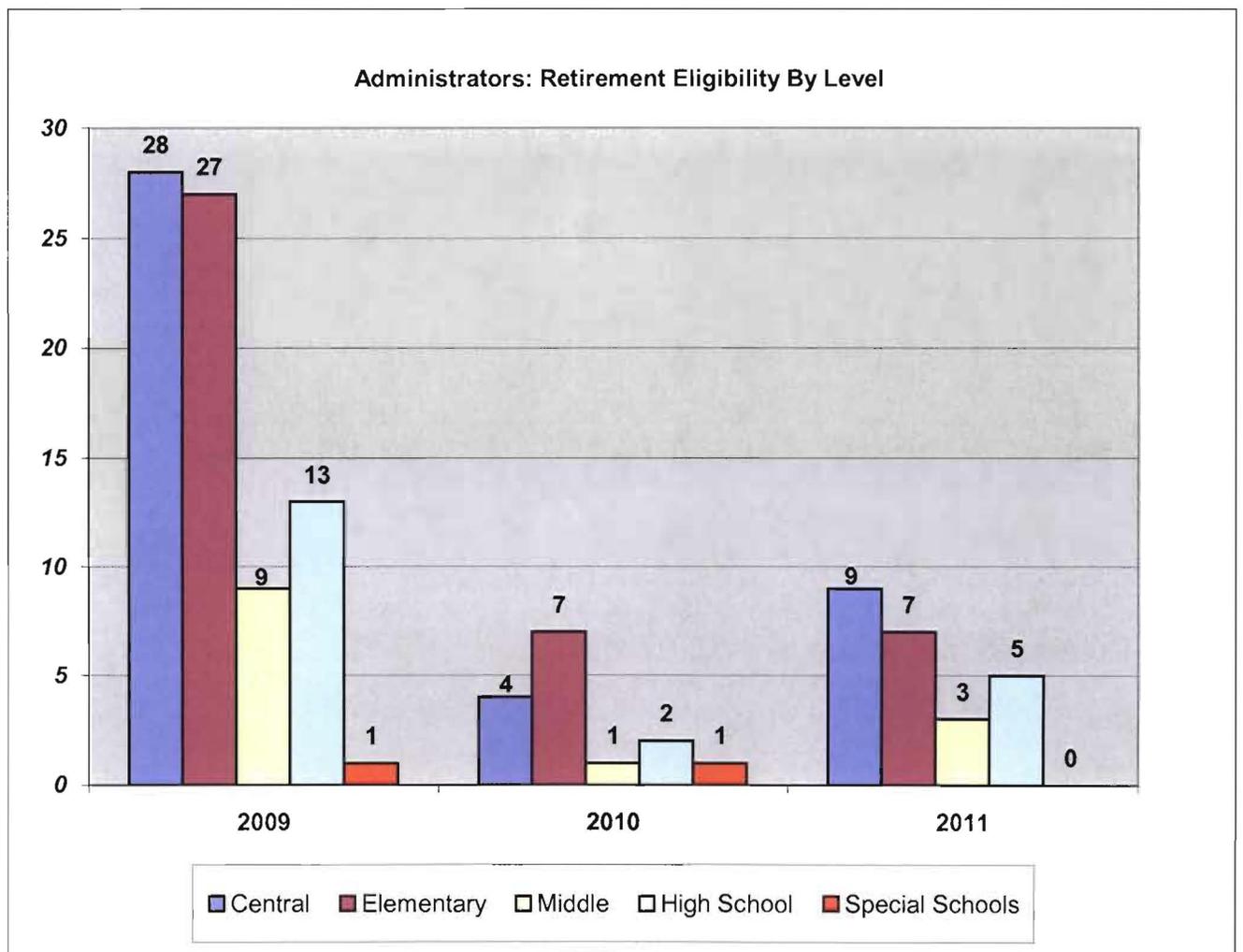
Administrators: Retirement Eligibility By Level

Level	Total Administrators	Percent of Total	Eligible in FY 2009	Eligible in FY 2010	Eligible in FY 2011	Eligible Within 3 Years	Percent Eligible Within 3 Years
Central	236	32.5%	28	4	9	41	17.4%
Elementary	241	33.2%	27	7	7	41	17.0%
Middle	127	17.5%	9	1	3	13	10.2%
High School	116	16.0%	13	2	5	20	17.2%
Special Schools	6	0.8%	1	1	0	2	33.3%
Total Administrators	726	100.0%	78	15	24	117	16.1%

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members are eligible for retirement after 30 years of service or at age 62 with at least 5 years of service.

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



A238

Montgomery County Association of Administrative and Supervisory Personnel
(MCAASP) – Principals:

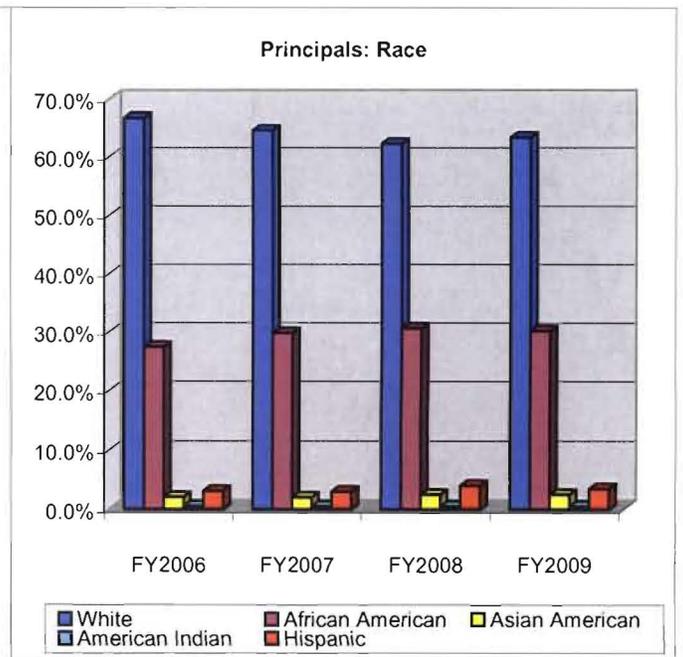
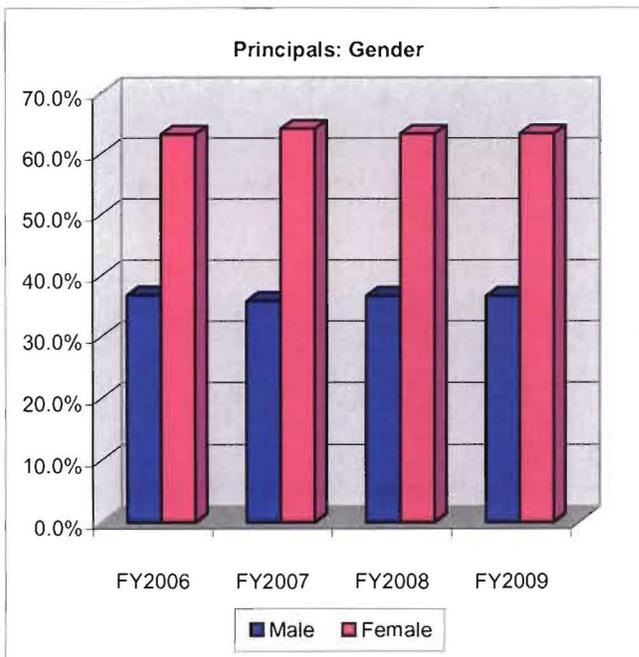
Demographic Profile
Years of Experience as MCPS Principal
Total Years of Experience
Certification Type
Turnover
New Principal Demographic Profile
Retirement Eligibility
Retirement Eligibility by Level

Principals: Demographic Profile

	FY2006		FY2007		FY2008		FY2009	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Male	71	36.8%	72	35.8%	73	36.7%	74	36.6%
Female	122	63.2%	129	64.2%	126	63.3%	128	63.4%
TOTAL	193	100.0%	201	100.0%	199	100.0%	202	100.0%
RACE								
White	129	66.8%	130	64.7%	124	62.3%	128	63.4%
African American	53	27.5%	60	29.9%	61	30.7%	61	30.2%
Asian American	4	2.1%	4	2.0%	5	2.5%	5	2.5%
American Indian	1	0.5%	1	0.5%	1	0.5%	1	0.5%
Hispanic	6	3.1%	6	3.0%	8	4.0%	7	3.5%
TOTAL	193	100.0%	201	100.0%	199	100.0%	202	100.0%
AGE								
20 - 29 years	0	0.0%	0	0.0%	0	0.0%	0	0.0%
30 - 39 years	35	18.1%	40	19.9%	48	24.1%	48	23.8%
40 - 49 years	40	20.7%	43	21.4%	46	23.1%	46	22.8%
50 - 59 years	100	51.8%	97	48.3%	81	40.7%	77	38.1%
60+ years	18	9.3%	21	10.4%	24	12.1%	31	15.3%
TOTAL	193	100.0%	201	100.0%	199	100.0%	202	100.0%

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

2. Data was captured on the annual staff data collection date as set by MSDE, October 15.

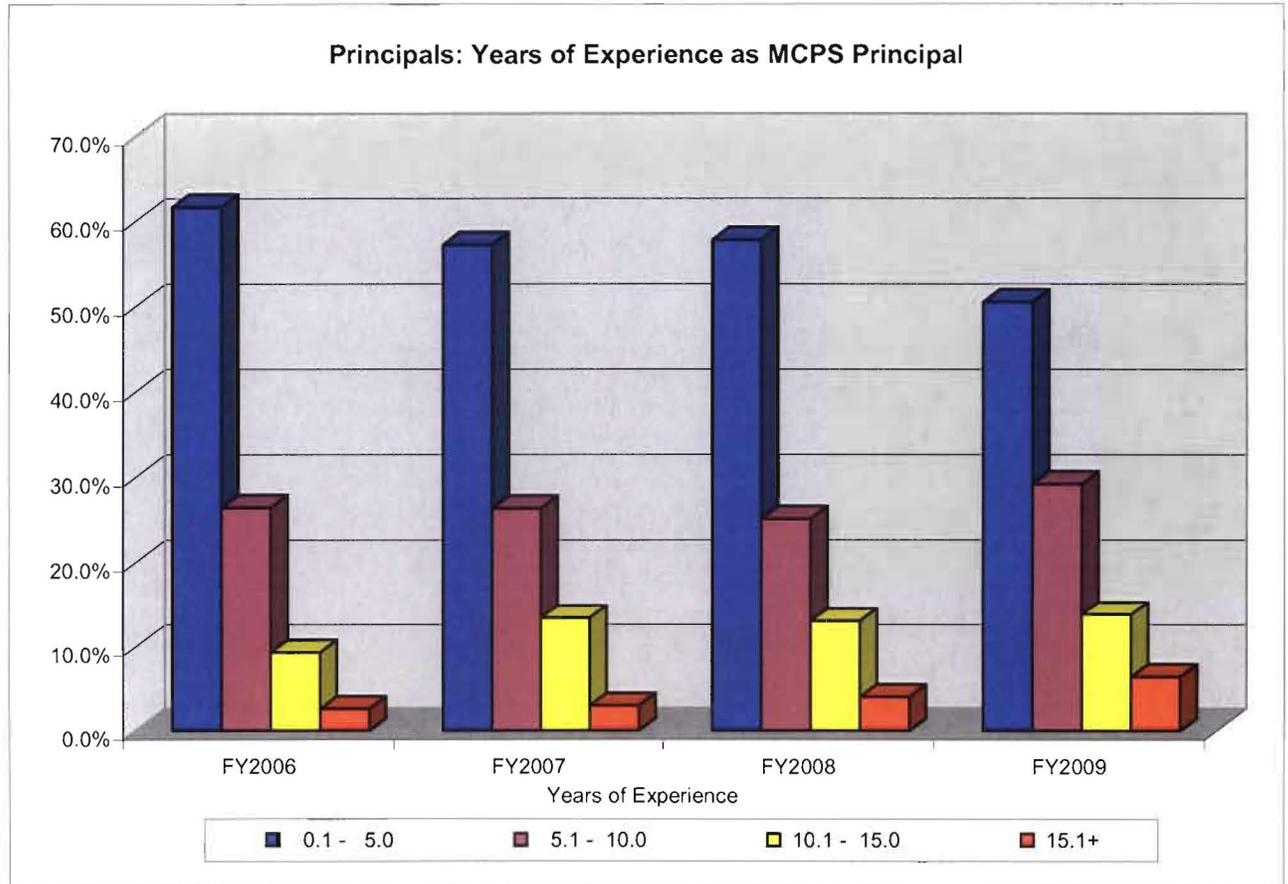


AZAC

Principals: Years of Experience as MCPS Principal

Years of Experience	FY2006		FY2007		FY2008		FY2009	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	119	61.7%	115	57.2%	115	57.8%	102	50.5%
5.1 - 10.0	51	26.4%	53	26.4%	50	25.1%	59	29.2%
10.1 - 15.0	18	9.3%	27	13.4%	26	13.1%	28	13.9%
15.1+	5	2.6%	6	3.0%	8	4.0%	13	6.4%
TOTAL	193	100.0%	201	100.0%	199	100.0%	202	100.0%

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

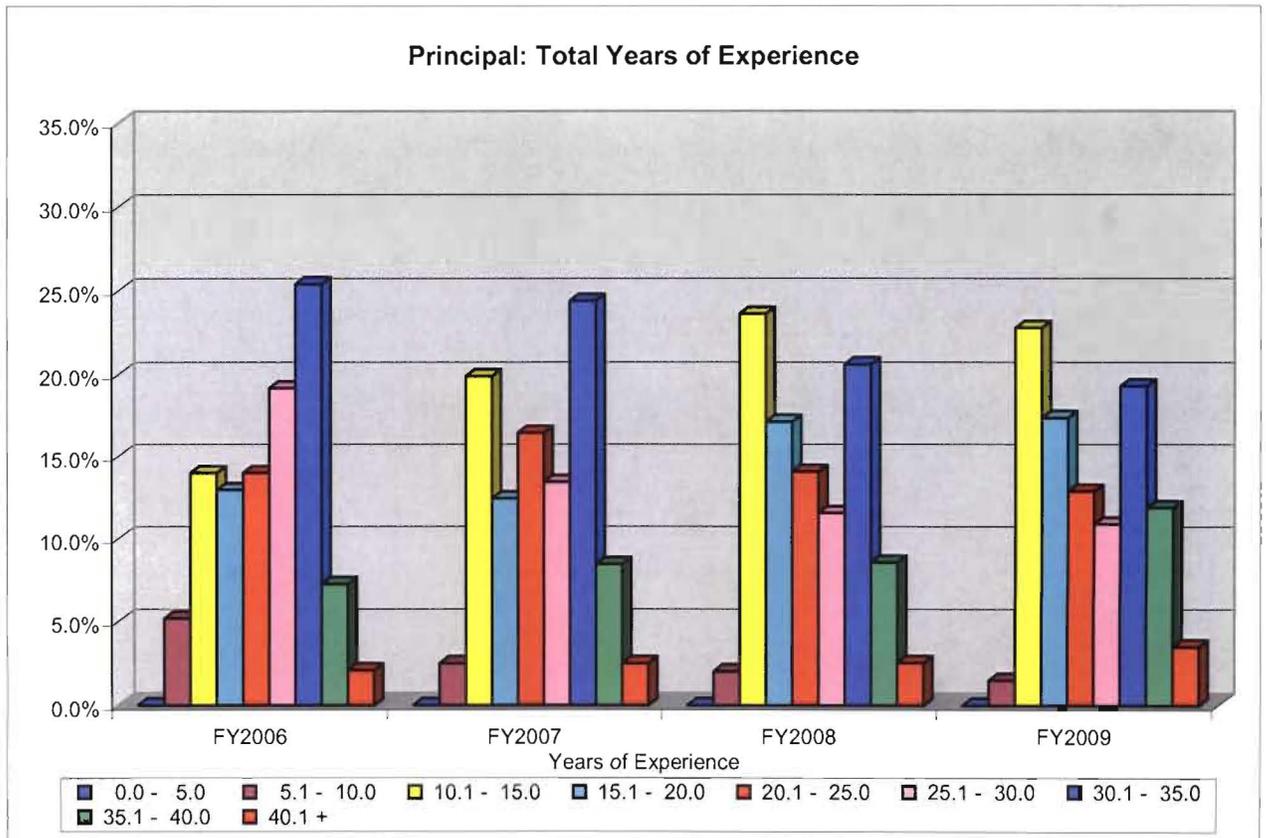


PZAH

Principals: Total Years of Experience

Years of Experience	FY2006		FY2007		FY2008		FY2009	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.0 - 5.0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
5.1 - 10.0	10	5.2%	5	2.5%	4	2.0%	3	1.5%
10.1 - 15.0	27	14.0%	40	19.9%	47	23.6%	46	22.8%
15.1 - 20.0	25	13.0%	25	12.4%	34	17.1%	35	17.3%
20.1 - 25.0	27	14.0%	33	16.4%	28	14.1%	26	12.9%
25.1 - 30.0	37	19.2%	27	13.4%	23	11.6%	22	10.9%
30.1 - 35.0	49	25.4%	49	24.4%	41	20.6%	39	19.3%
35.1 - 40.0	14	7.3%	17	8.5%	17	8.5%	24	11.9%
40.1 +	4	2.1%	5	2.5%	5	2.5%	7	3.5%
TOTAL	193	100.0%	201	100.0%	199	100.0%	202	100.0%

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



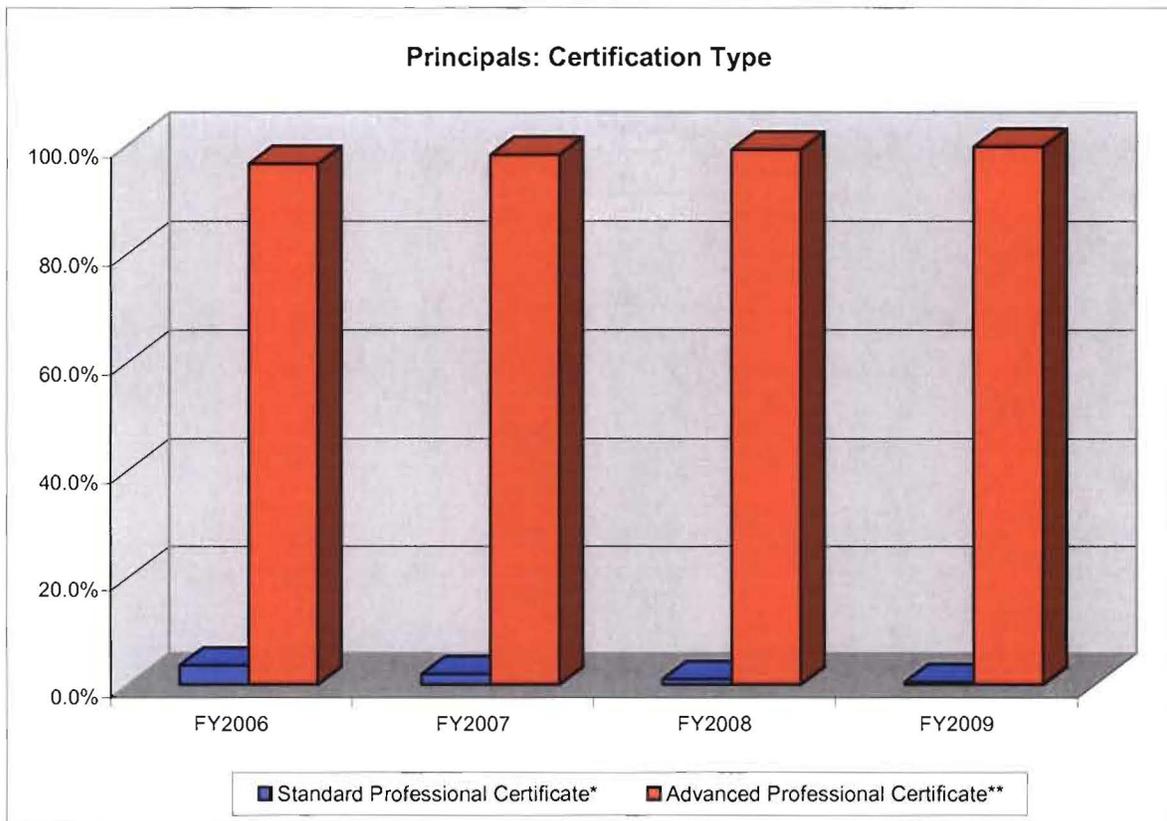
A242

Principals: Certification Type

Fiscal Year	Number of Principals	Standard Professional Certificate*		Advanced Professional Certificate**	
		Number	Percent	Number	Percent
FY2009	202	1	0.5%	201	99.5%
FY2008	199	2	1.0%	197	99.0%
FY2007	201	4	2.0%	197	98.0%
FY2006	193	7	3.6%	186	96.4%

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

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



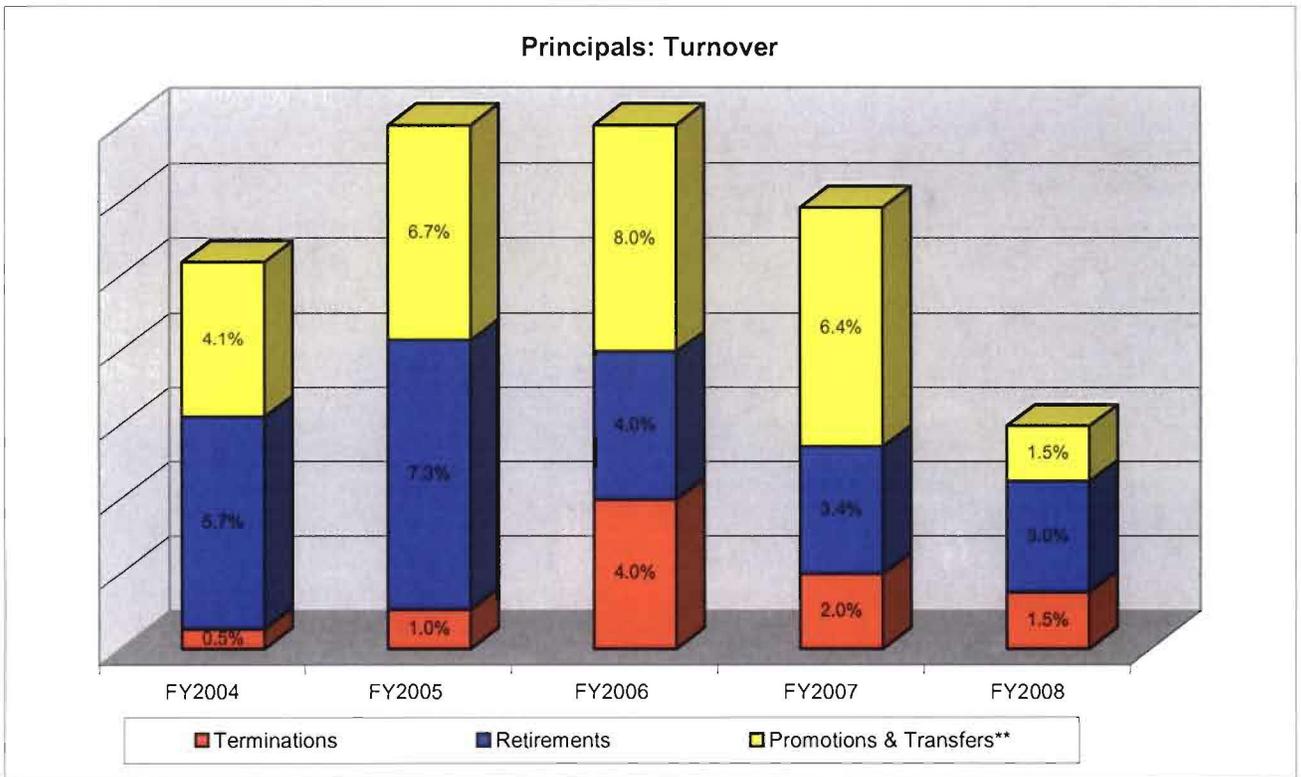
A243

Principals: Turnover

Fiscal Year	Number of Principals*	Terminations		Retirements		Promotions & Transfers**		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2008	201	3	1.5%	6	3.0%	3	1.5%	12	6.0%
FY2007	203	4	2.0%	7	3.4%	13	6.4%	24	11.8%
FY2006	201	8	4.0%	8	4.0%	16	8.0%	32	15.9%
FY2005	193	2	1.0%	14	7.3%	13	6.7%	29	15.0%
FY2004	193	1	0.5%	11	5.7%	8	4.1%	20	10.4%

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

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



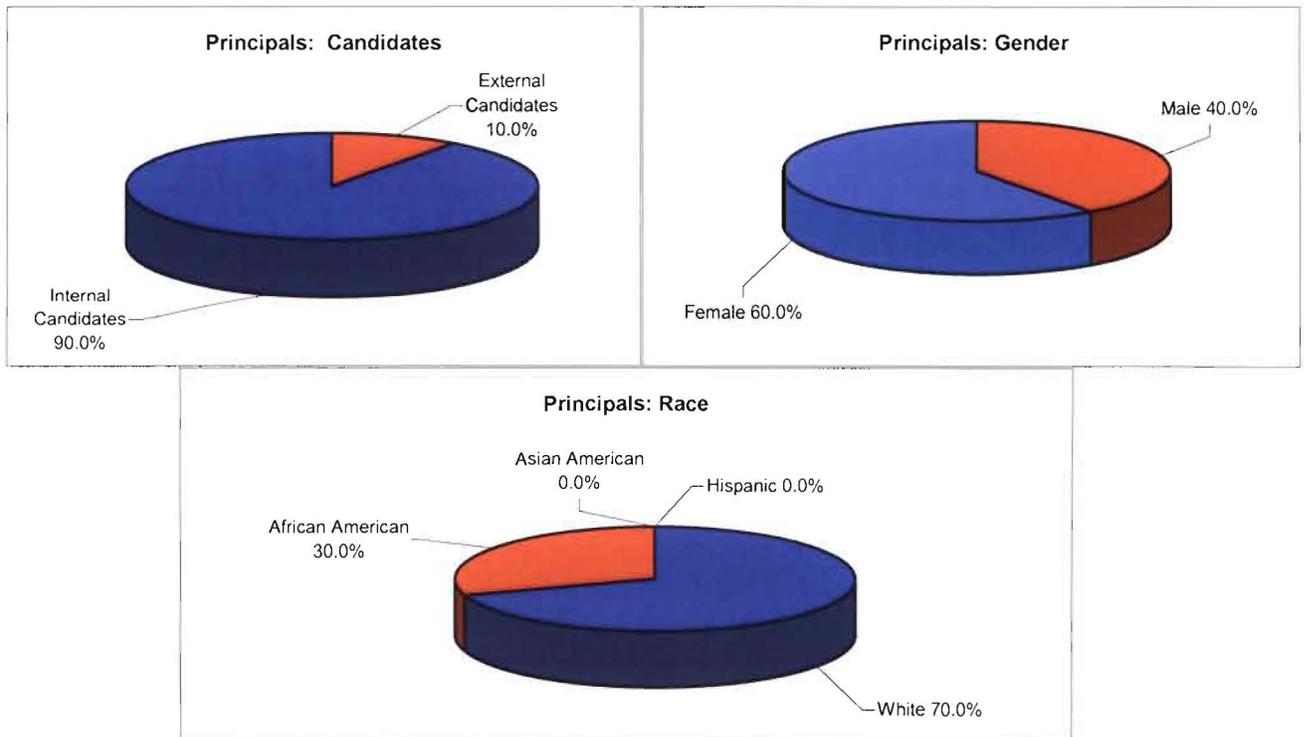
A244

Principals: New Principal Demographic Profile

FY2009					
	Elementary School	Middle School	High School	Total	
				Number	Percent
PRINCIPAL NEW HIRES & PROMOTIONS					
External Candidates	1	0	0	1	10.0%
Internal Candidates	4	2	3	9	90.0%
TOTAL: External & Internal Candidates	5	2	3	10	100.0%
GENDER					
Male	1	1	2	4	40.0%
Female	4	1	1	6	60.0%
TOTAL	5	2	3	10	100.0%
RACE					
White	3	2	2	7	70.0%
African American	2	0	1	3	30.0%
Asian American	0	0	0	0	0.0%
Hispanic	0	0	0	0	0.0%
TOTAL	5	2	3	10	100.0%

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

2. Data as of October 15, 2008.



A245

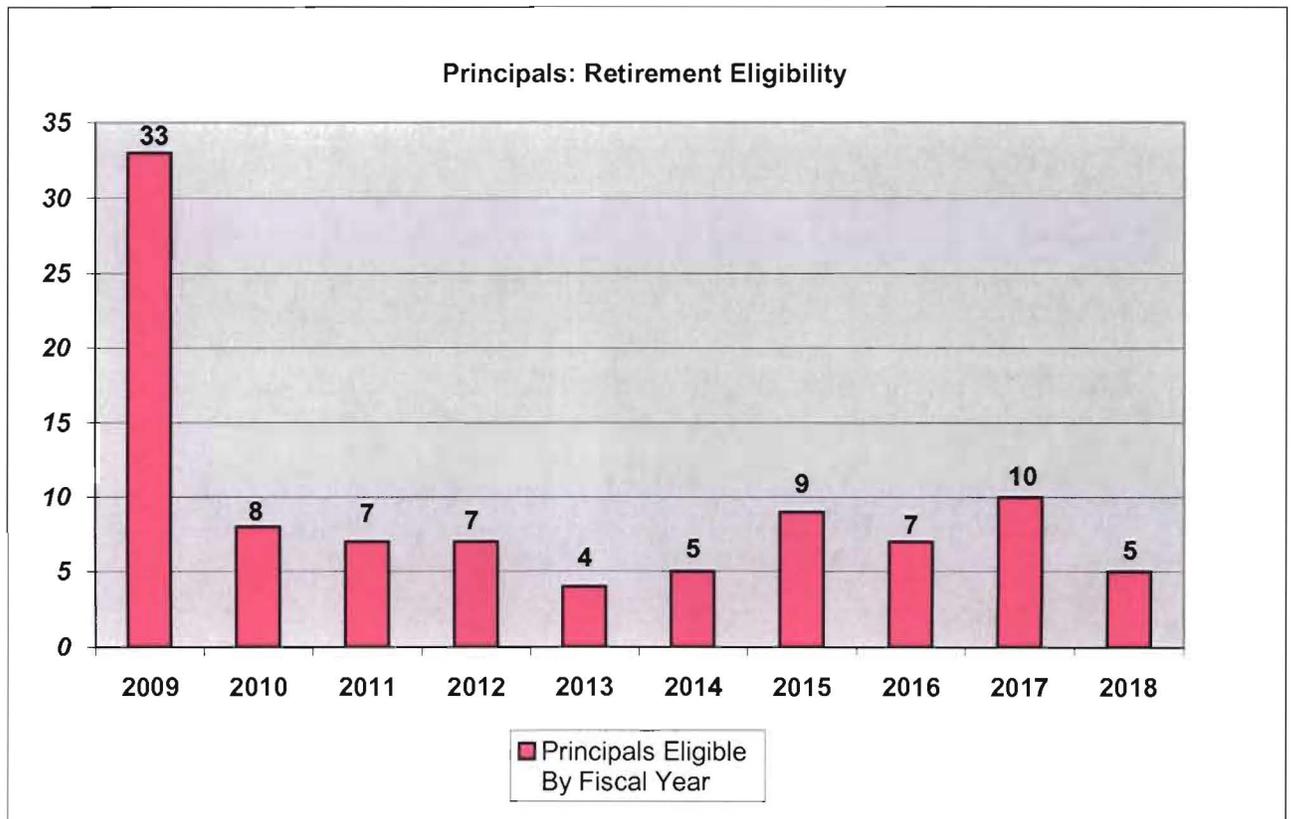
Principals: Retirement Eligibility

Fiscal Year	Principals Eligible By Fiscal Year	Percent of Total
2009	33	16.6%
2010	8	4.0%
2011	7	3.5%
2012	7	3.5%
2013	4	2.0%
2014	5	2.5%
2015	9	4.5%
2016	7	3.5%
2017	10	5.0%
2018	5	2.5%
Eligible within 10 years	95	47.7%
Total Principals	199	100.0%

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members are eligible for retirement after 30 years of service or at age 62 with at least 5 years of service.

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



A246

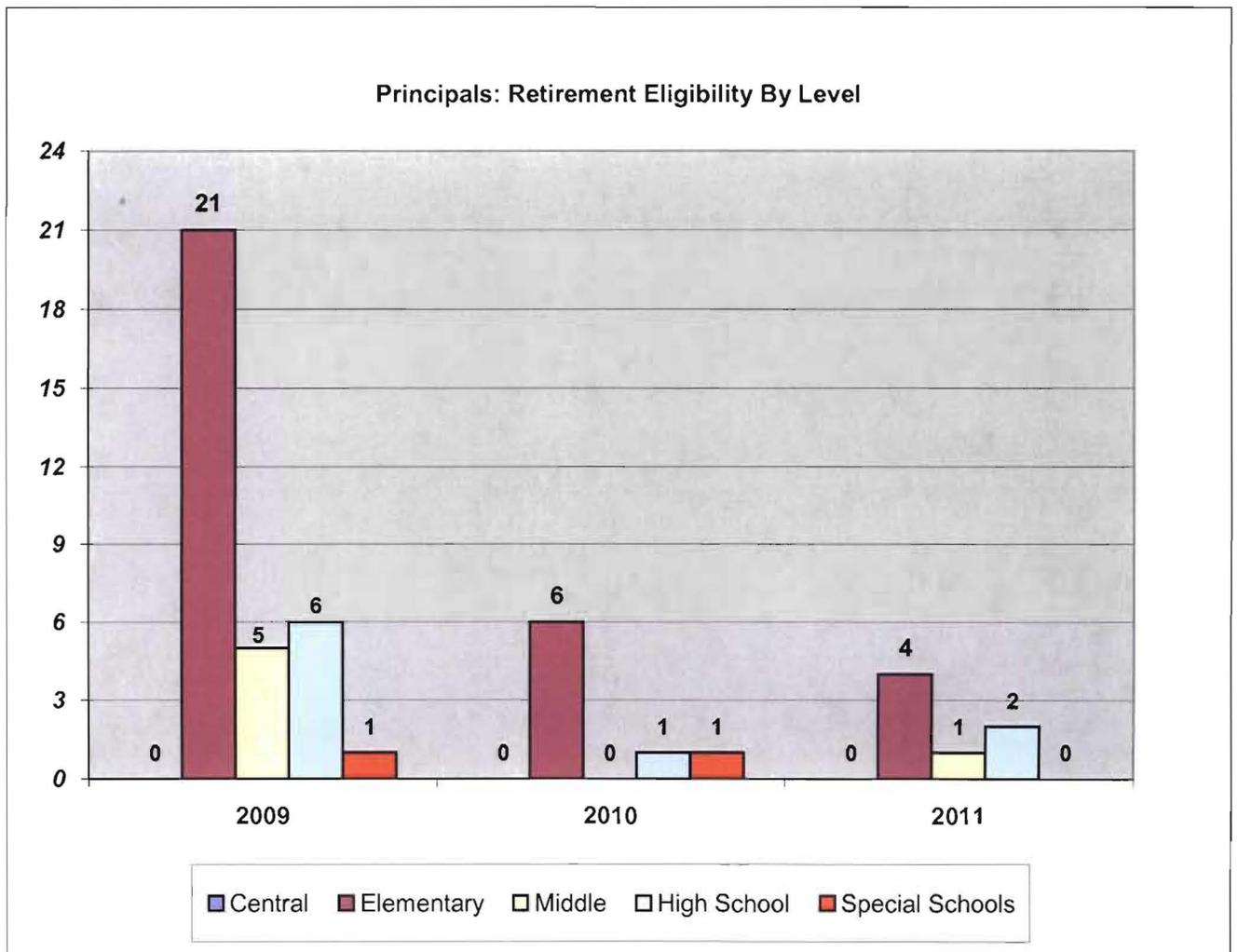
Principals: Retirement Eligibility By Level

Level	Total Principals	Percent of Total	Eligible in FY 2009	Eligible in FY 2010	Eligible in FY 2011	Eligible Within 3 Years	Percent Eligible Within 3 Years
Central	0	0.0%	0	0	0	0	0.0%
Elementary	130	65.3%	21	6	4	31	23.8%
Middle	38	19.1%	5	0	1	6	15.8%
High School	27	13.6%	6	1	2	9	33.3%
Special Schools	4	2.0%	1	1	0	2	50.0%
Total Principals	199	100.0%	33	8	7	48	24.1%

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members are eligible for retirement after 30 years of service or at age 62 with at least 5 years of service.

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



17247

Montgomery County Association of Administrative and Supervisory Personnel
(MCAASP) – Assistant Principals:

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

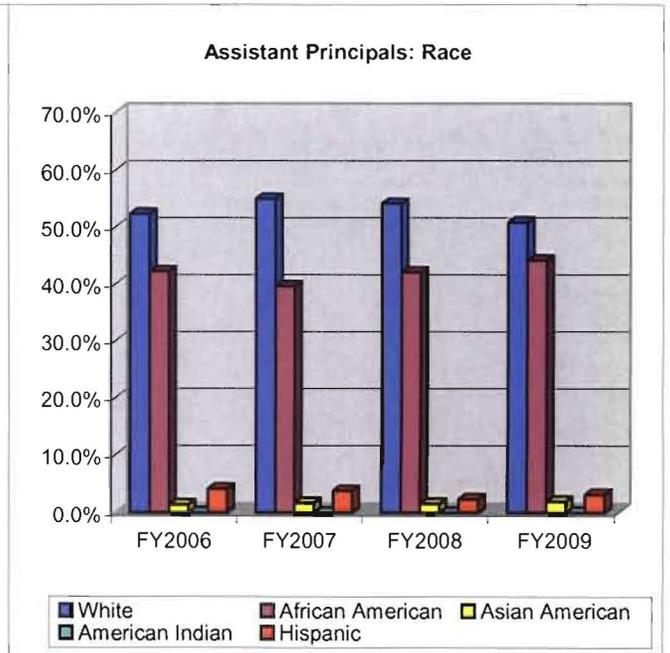
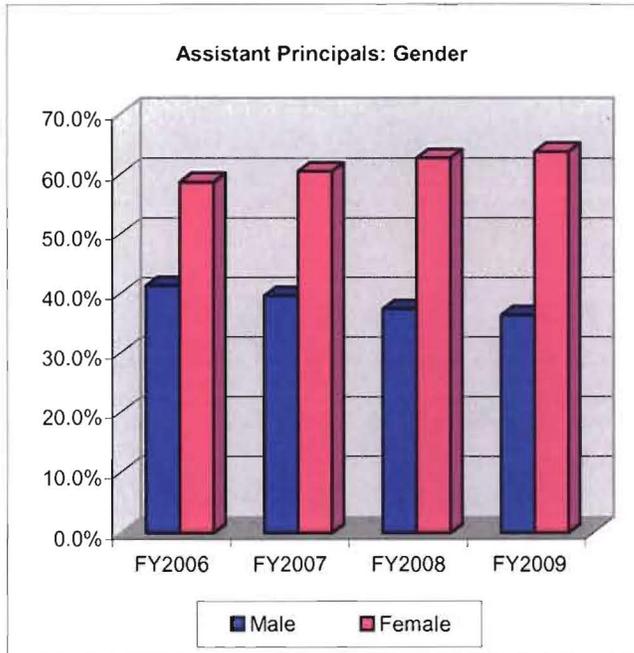
A218

Assistant Principals: Demographic Profile

	FY2006		FY2007		FY2008		FY2009	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Male	90	41.3%	95	39.6%	96	37.4%	93	36.3%
Female	128	58.7%	145	60.4%	161	62.6%	163	63.7%
TOTAL	218	100.0%	240	100.0%	257	100.0%	256	100.0%
RACE								
White	114	52.3%	132	55.0%	139	54.1%	130	50.8%
African American	92	42.2%	95	39.6%	108	42.0%	113	44.1%
Asian American	3	1.4%	4	1.7%	4	1.6%	5	2.0%
American Indian	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Hispanic	9	4.1%	9	3.8%	6	2.3%	8	3.1%
TOTAL	218	100.0%	240	100.0%	257	100.0%	256	100.0%
AGE								
20 - 29 years	5	2.3%	4	1.7%	6	2.3%	3	1.2%
30 - 39 years	84	38.5%	99	41.3%	109	42.4%	112	43.8%
40 - 49 years	50	22.9%	53	22.1%	58	22.6%	58	22.7%
50 - 59 years	71	32.6%	71	29.6%	67	26.1%	67	26.2%
60+ years	8	3.7%	13	5.4%	17	6.6%	16	6.3%
TOTAL	218	100.0%	240	100.0%	257	100.0%	256	100.0%

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

2. Data was captured on the annual staff data collection date as set by MSDE, October 15.



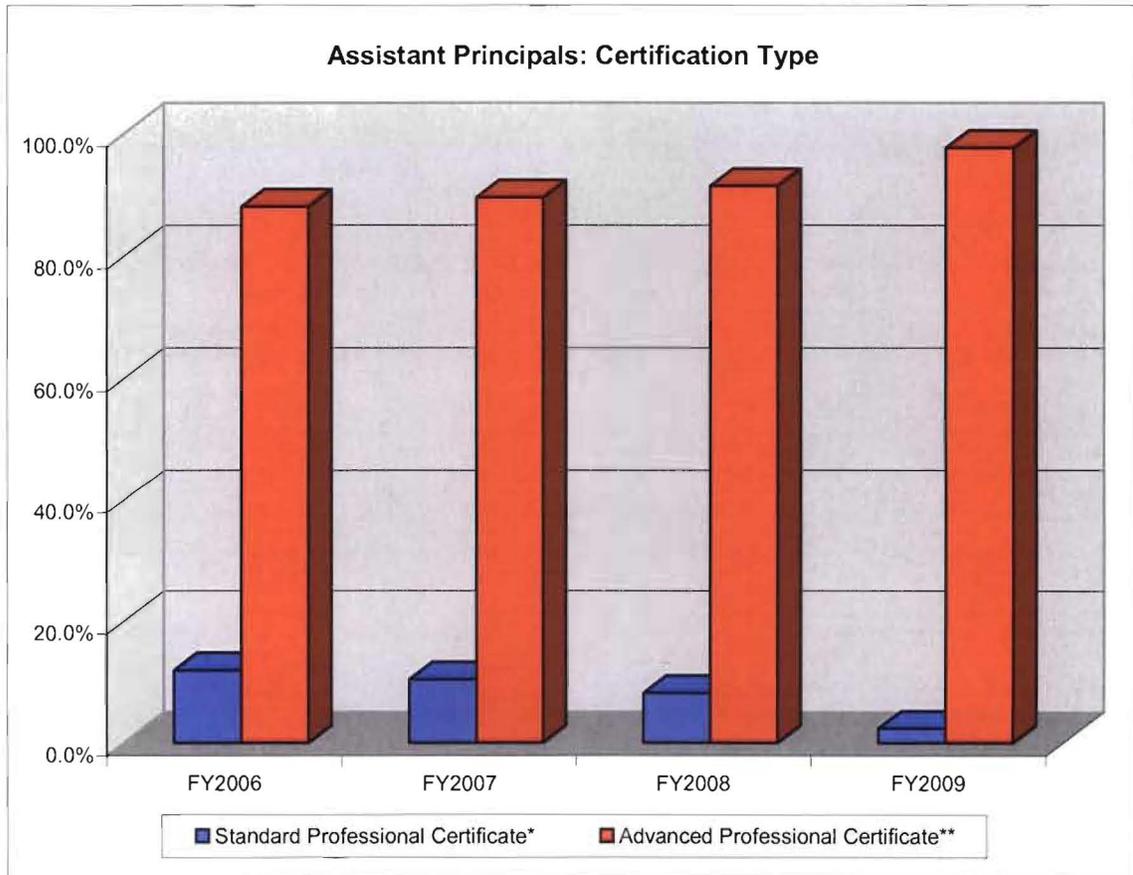
AP19

Assistant Principals: Certification Type

Fiscal Year	Number of Assistant Principals	Standard Professional Certificate*		Advanced Professional Certificate**	
		Number	Percent	Number	Percent
FY2009	256	6	2.3%	250	97.7%
FY2008	257	21	8.2%	235	91.4%
FY2007	240	25	10.4%	215	89.6%
FY2006	218	26	11.9%	192	88.1%

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

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



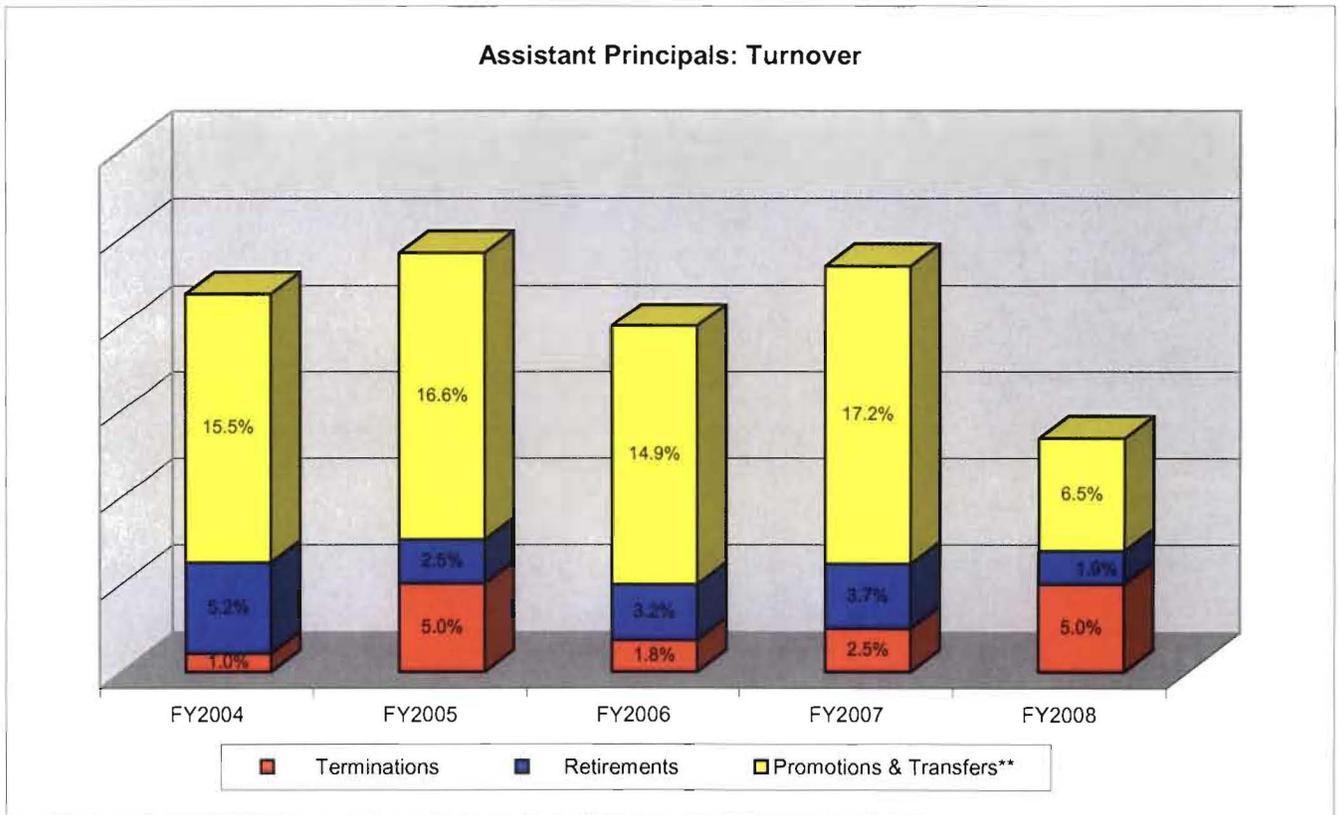
A250

Assistant Principals: Turnover

Fiscal Year	Number of Assistant Principals*	Terminations		Retirements		Promotions & Transfers**		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2008	261	13	5.0%	5	1.9%	17	6.5%	35	13.4%
FY2007	244	6	2.5%	9	3.7%	42	17.2%	57	23.4%
FY2006	221	4	1.8%	7	3.2%	33	14.9%	44	19.9%
FY2005	199	10	5.0%	5	2.5%	33	16.6%	48	24.1%
FY2004	193	2	1.0%	10	5.2%	30	15.5%	42	21.8%

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

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



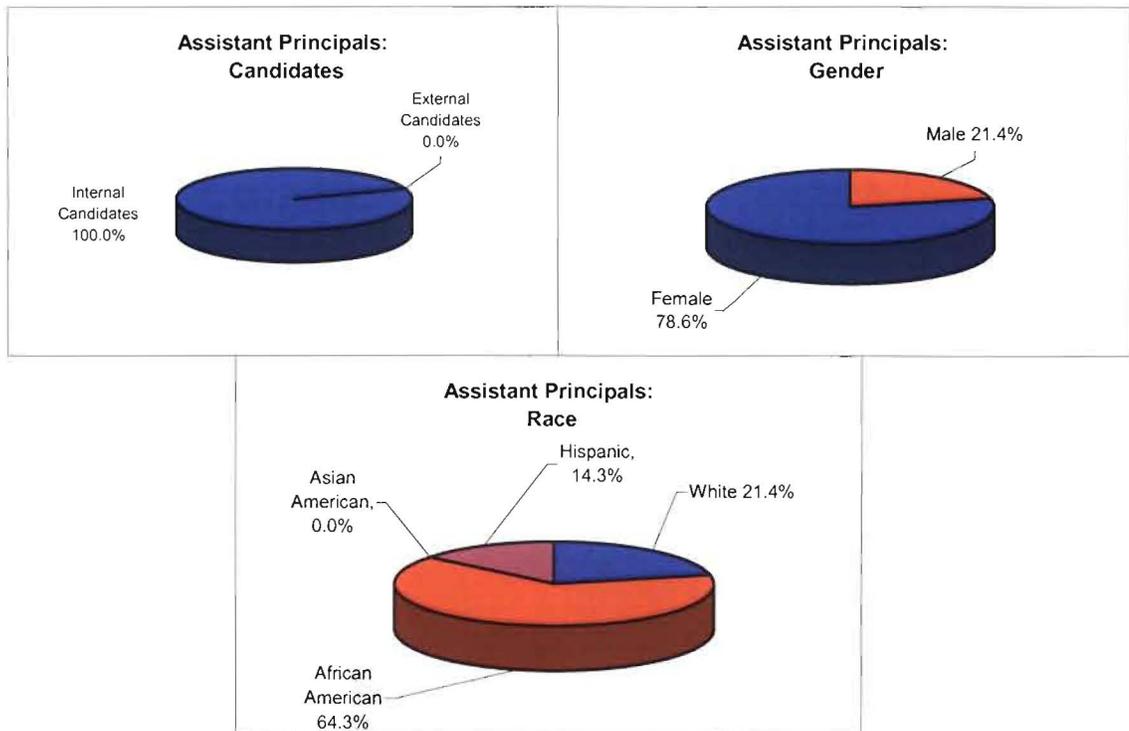
A251

Assistant Principals: New Assistant Principal Demographic Profile

FY2009		
	Number	Percent
Assistant Principal New Hires & Promotions		
External Candidates	0	0.0%
Internal Candidates	14	100.0%
TOTAL: External & Internal Candidates	14	100.0%
GENDER		
Male	3	21.4%
Female	11	78.6%
TOTAL	14	100.0%
RACE		
White	3	21.4%
African American	9	64.3%
Asian American	0	0.0%
Hispanic	2	14.3%
TOTAL	14	100.0%

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

2. Data as of October 15, 2008.



A252

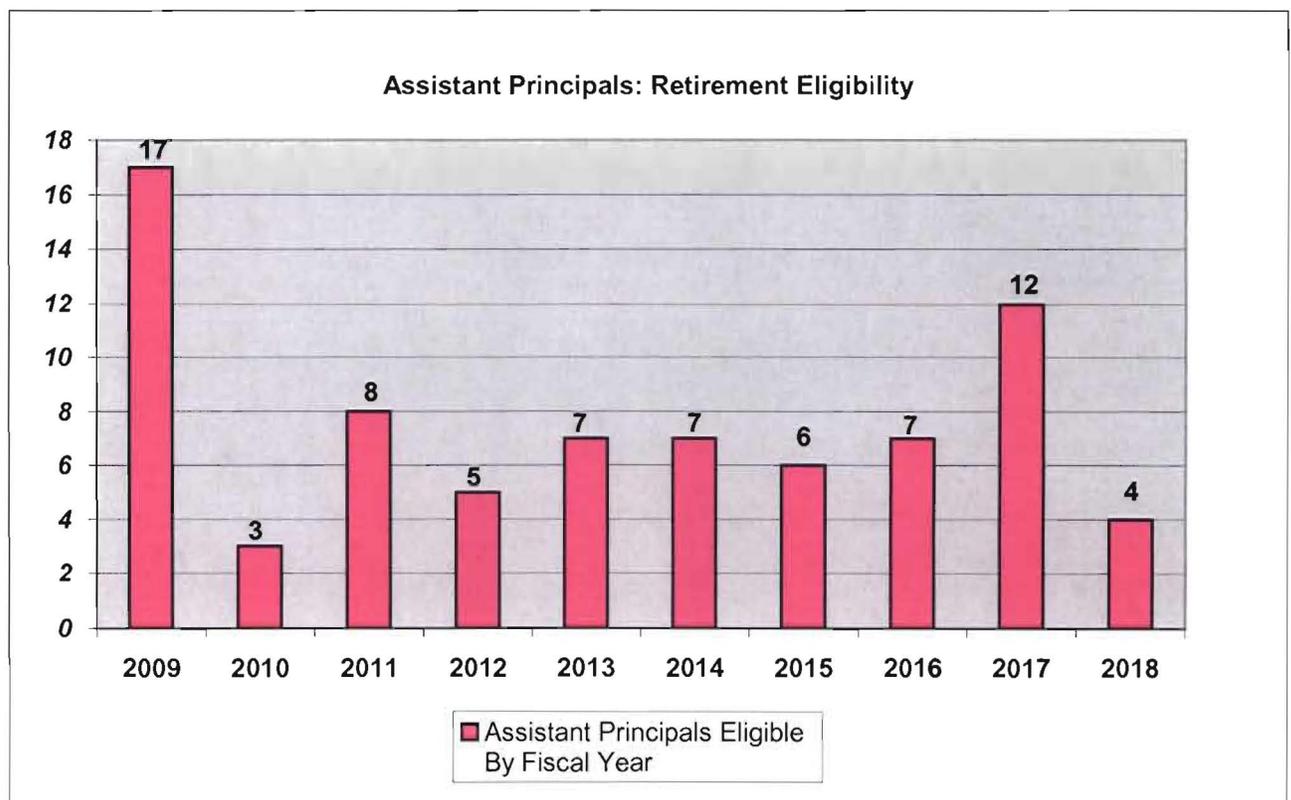
Assistant Principals: Retirement Eligibility

Fiscal Year	Assistant Principals Eligible By Fiscal Year	Percent of Total
2009	17	6.7%
2010	3	1.2%
2011	8	3.1%
2012	5	2.0%
2013	7	2.7%
2014	7	2.7%
2015	6	2.4%
2016	7	2.7%
2017	12	4.7%
2018	4	1.6%
Eligible within 10 years	76	29.8%
Total Assisant Principals	255	100.0%

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members are eligible for retirement after 30 years of service or at age 62 with at least 5 years of service.

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



A253

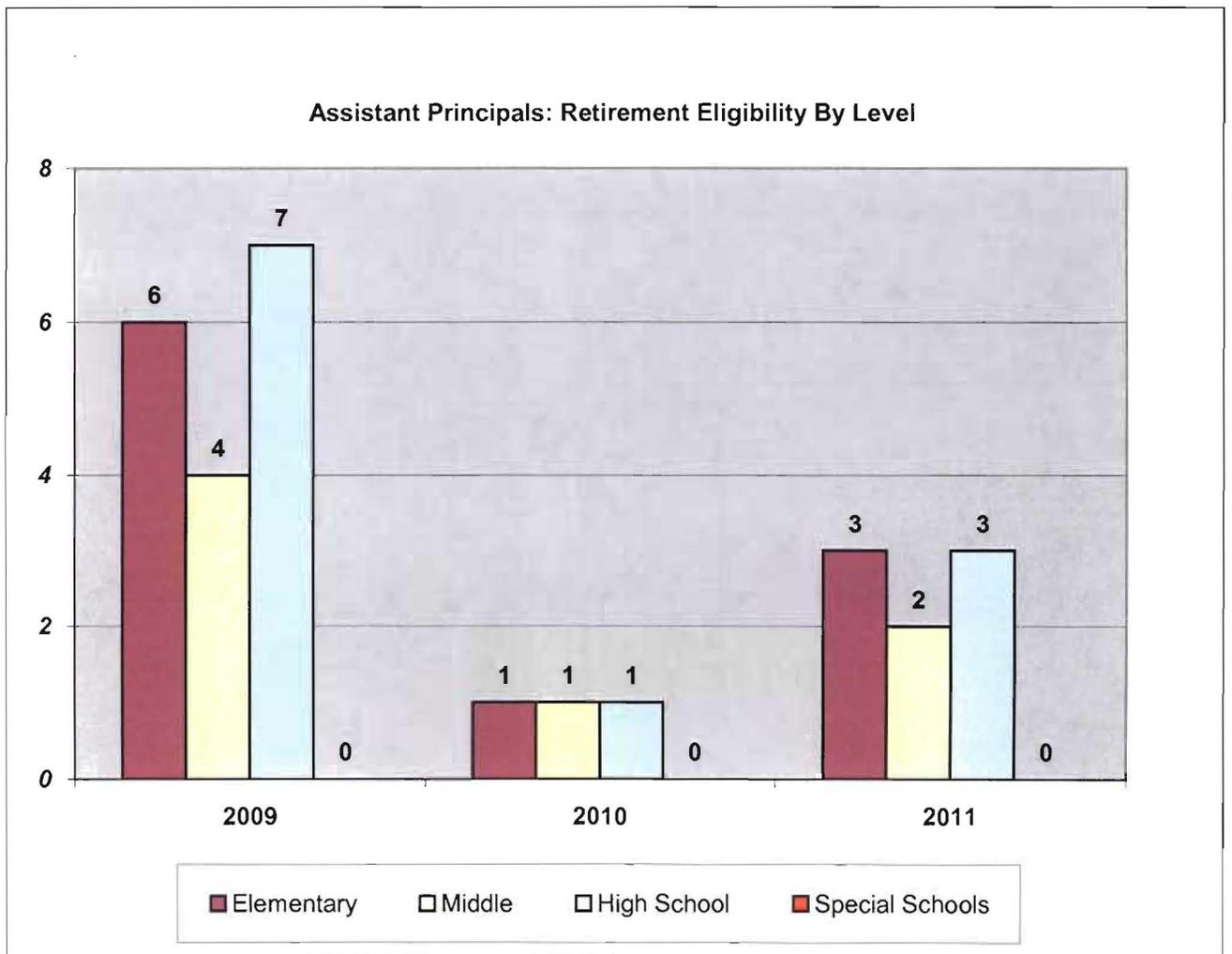
Assistant Principals: Retirement Eligibility By Level

Level	Total Assistant Principals	Percent of Total	Eligible in FY 2009	Eligible in FY 2010	Eligible in FY 2011	Eligible Within 3 Years	Percent Eligible Within 3 Years
Elementary	110	43.1%	6	1	3	10	9.1%
Middle	70	27.5%	4	1	2	7	10.0%
High School	74	29.0%	7	1	3	11	14.9%
Special Schools	1	0.4%	0	0	0	0	0.0%
Total Ass't Principals	255	100.0%	17	3	8	28	11.0%

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members are eligible for retirement after 30 years of service or at age 62 with at least 5 years of service.

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



A25A

**Montgomery County Association of Administrative and Supervisory Personnel
(MCAASP) – Assistant School Administrators:**

Demographic Profile

Certification Type

New Assistant School Administrators Demographic Profile

Turnover

Retirement Eligibility

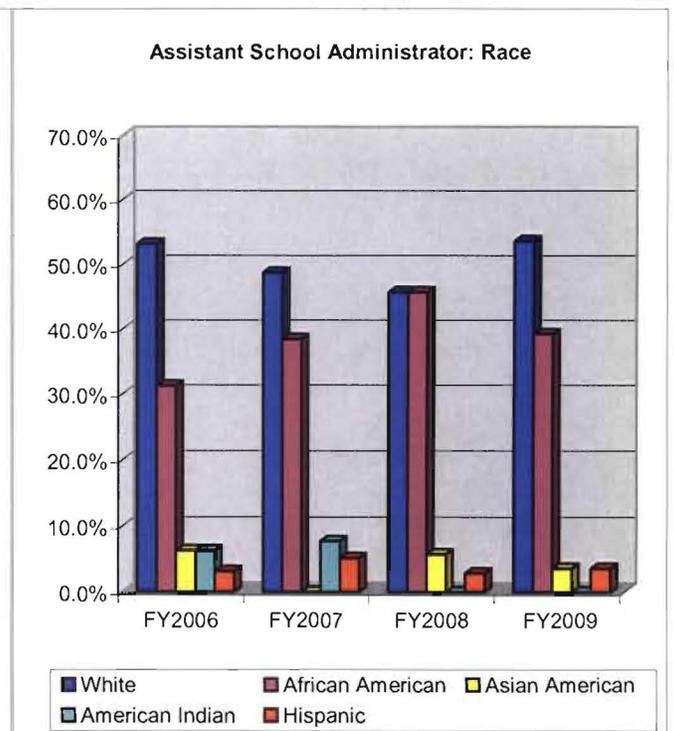
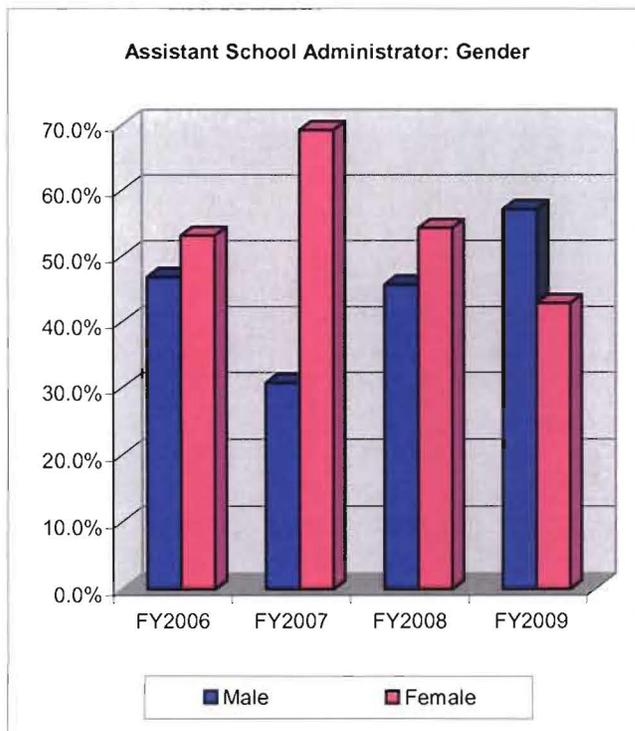
A235

Assistant School Administrators: Demographic Profile

	FY2006		FY2007		FY2008		FY2009	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Male	15	46.9%	12	30.8%	16	45.7%	16	57.1%
Female	17	53.1%	27	69.2%	19	54.3%	12	42.9%
TOTAL	32	100.0%	39	100.0%	35	100.0%	28	100.0%
RACE								
White	17	53.1%	19	48.7%	16	45.7%	15	53.6%
African American	10	31.3%	15	38.5%	16	45.7%	11	39.3%
Asian American	2	6.3%	0	0.0%	2	5.7%	1	3.6%
American Indian	2	6.3%	3	7.7%	0	0.0%	0	0.0%
Hispanic	1	3.1%	2	5.1%	1	2.9%	1	3.6%
TOTAL	32	100.0%	39	100.0%	35	100.0%	28	100.0%
AGE								
20 - 29 years	4	12.5%	3	7.7%	4	11.4%	2	7.1%
30 - 39 years	16	50.0%	22	56.4%	16	45.7%	15	53.6%
40 - 49 years	4	12.5%	6	15.4%	11	31.4%	8	28.6%
50 - 59 years	8	25.0%	7	17.9%	4	11.4%	3	10.7%
60+ years	0	0.0%	1	2.6%	0	0.0%	0	0.0%
TOTAL	32	100.0%	39	100.0%	35	100.0%	28	100.0%

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

2. Data was captured on the annual staff data collection date as set by MSDE, October 15.



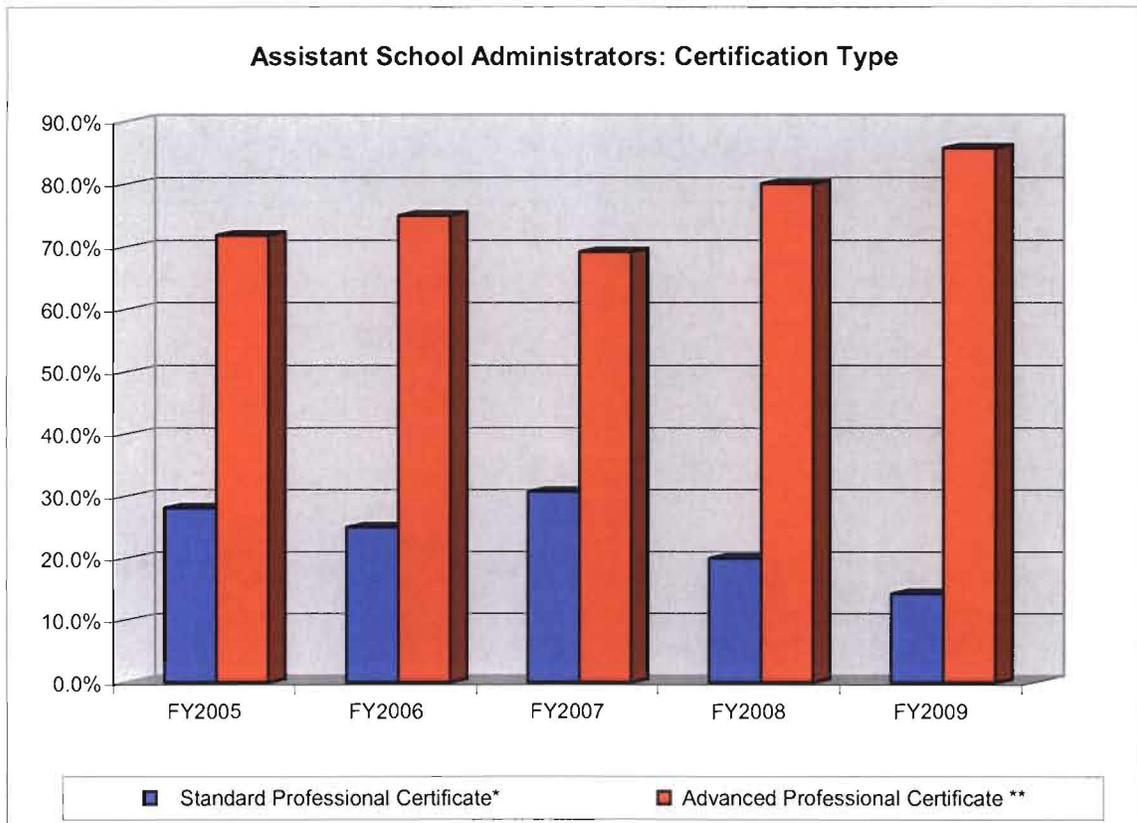
A256

Assistant School Administrators: Certification Type

Fiscal Year	Number of Student Support Specialists	Standard Professional Certificate*		Advanced Professional Certificate **	
		Number	Percent	Number	Percent
FY2009	28	4	14.3%	24	85.7%
FY2008	35	7	20.0%	28	80.0%
FY2007	39	12	30.8%	27	69.2%
FY2006	32	8	25.0%	24	75.0%
FY2005	32	9	28.1%	23	71.9%

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

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

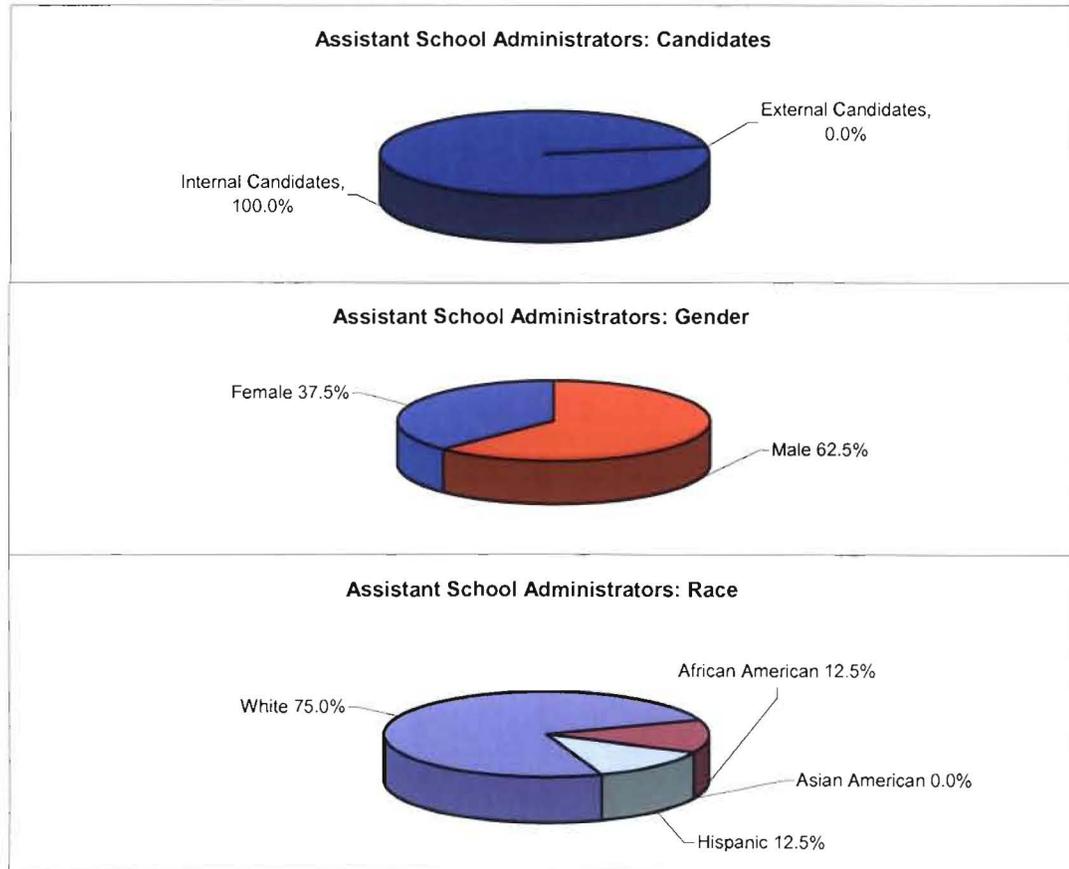


A257

Assistant School Administrators: New Assistant School Administrators Demographic Profile

FY2009		
	Number	Percent
Student Support Specialist New Hires & Promotions		
External Candidates	0	0.0%
Internal Candidates	8	100.0%
TOTAL: External & Internal Candidates	8	100.0%
GENDER		
Male	5	62.5%
Female	3	37.5%
TOTAL	8	100.0%
RACE		
White	6	75.0%
African American	1	12.5%
Asian American	0	0.0%
Hispanic	1	12.5%
TOTAL	8	100.0%

* Data as of October 15, 2008.



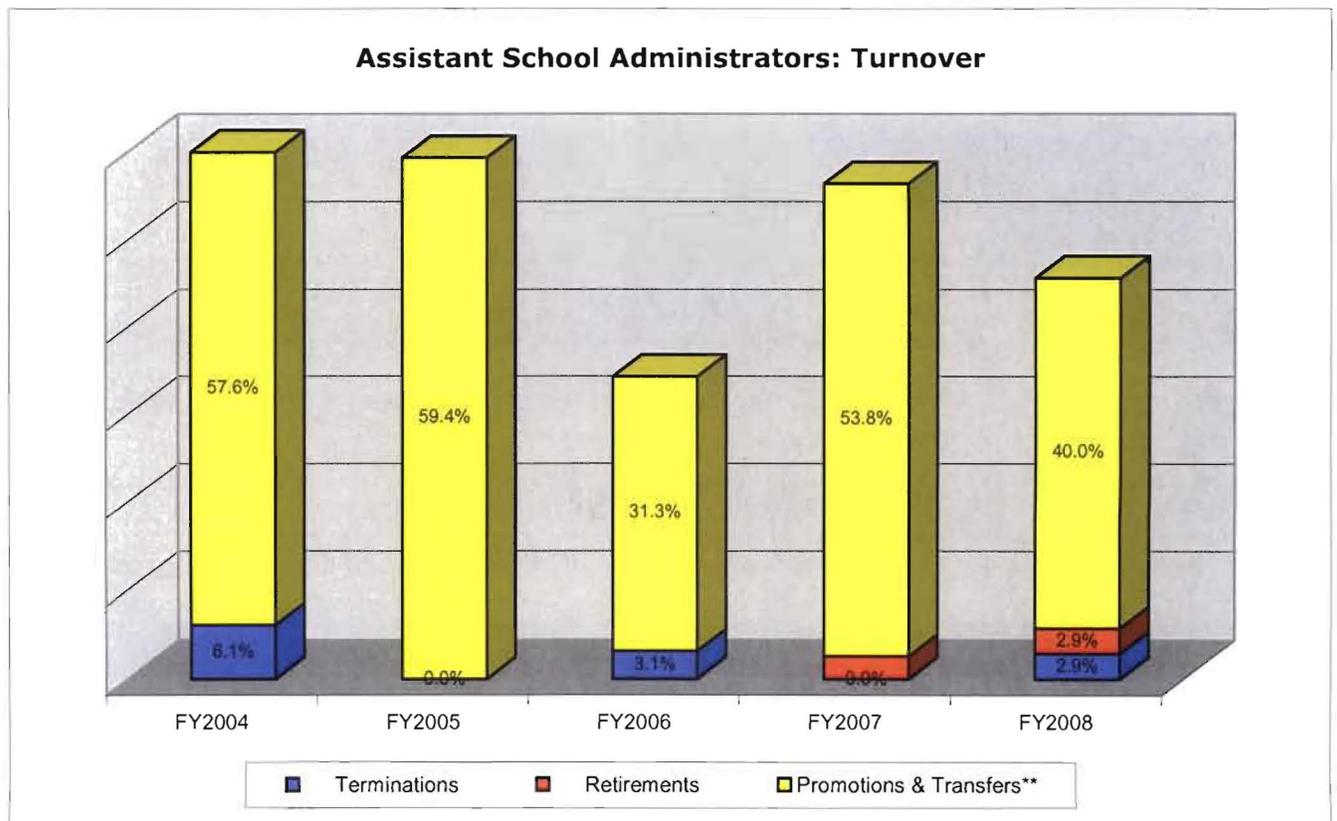
(A258)

Assistant School Administrators: Turnover

Fiscal Year	Number of Student Support Specialist*	Terminations		Retirements		Promotions & Transfers**		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2008	35	1	2.9%	1	2.9%	14	40.0%	16	45.7%
FY2007	39	0	0.0%	1	2.6%	21	53.8%	22	56.4%
FY2006	32	1	3.1%	0	0.0%	10	31.3%	11	34.4%
FY2005	32	0	0.0%	0	0.0%	19	59.4%	19	59.4%
FY2004	33	2	6.1%	0	0.0%	19	57.6%	21	63.6%

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

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



A259

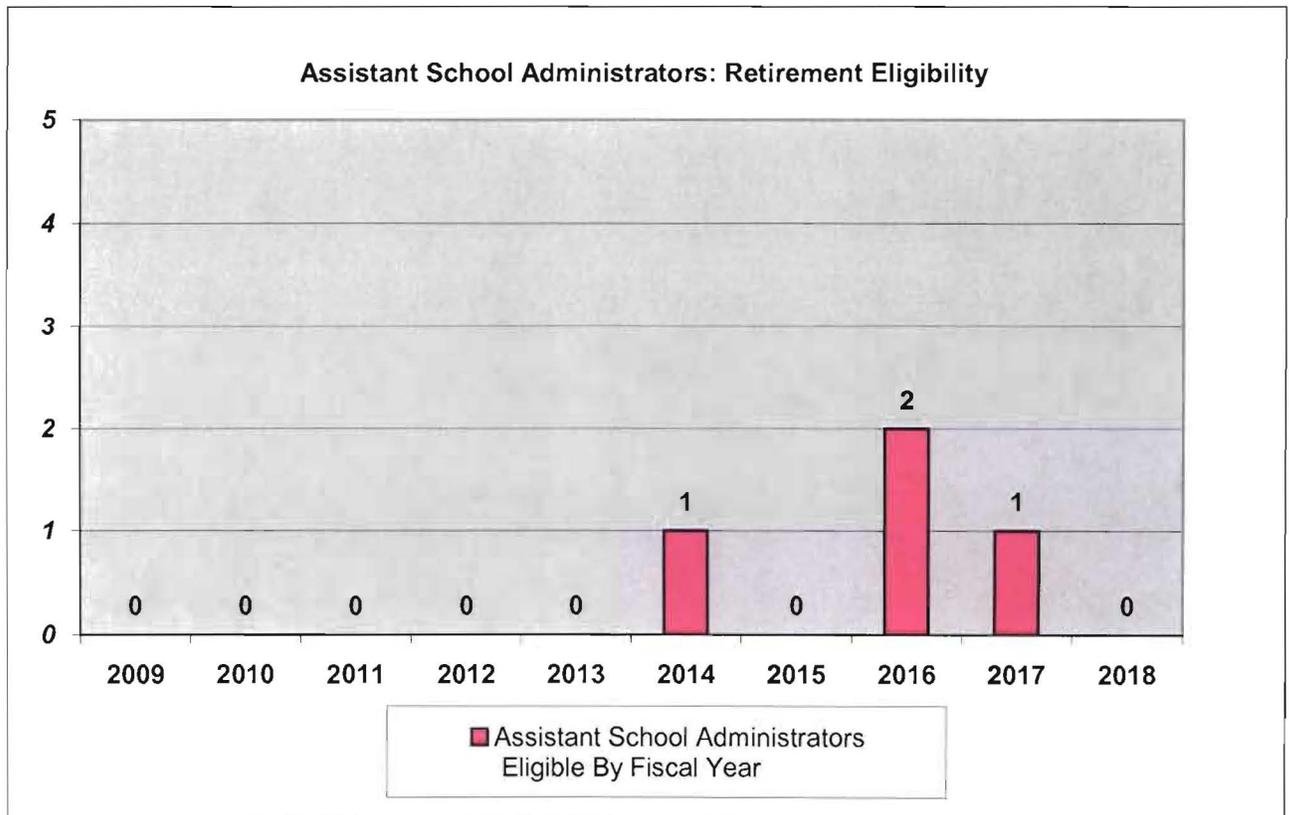
Assistant School Administrators: Retirement Eligibility

Fiscal Year	Assistant School Administrators Eligible By Fiscal Year	Percent of Total
2009	0	0.0%
2010	0	0.0%
2011	0	0.0%
2012	0	0.0%
2013	0	0.0%
2014	1	3.6%
2015	0	0.0%
2016	2	7.1%
2017	1	3.6%
2018	0	0.0%
Eligible within 10 years	4	14.3%
Total Assistant School Administrators	28	100.0%

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members are eligible for retirement after 30 years of service or at age 62 with at least 5 years of service.

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



(P260)

Montgomery County Business and Operations Administrators (MCBOA):

Demographic Profile

Degree

Total Years of Experience

Retirement Eligibility

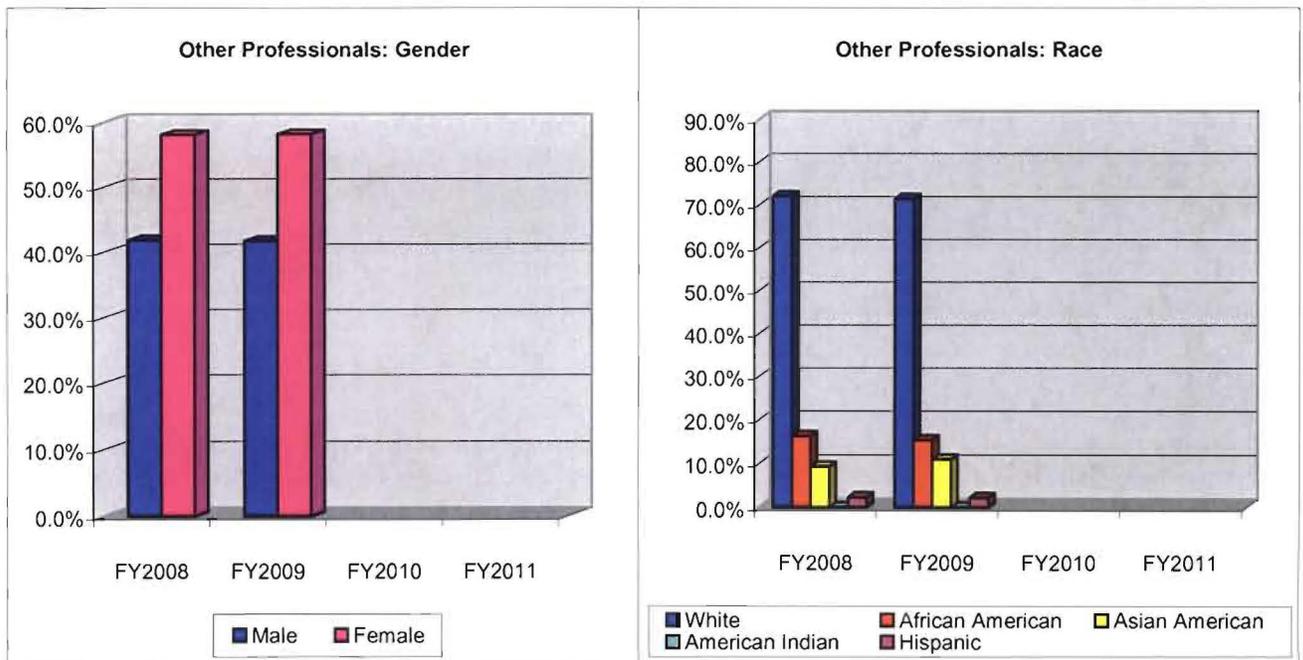
MCBOA: Demographic Profile

	FY2008		FY2009		FY2010		FY2011	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Male	36	41.9%	38	41.8%				
Female	50	58.1%	53	58.2%				
TOTAL	86	100.0%	91	100.0%				
RACE								
White	62	72.1%	65	71.4%				
African American	14	16.3%	14	15.4%				
Asian American	8	9.3%	10	11.0%				
American Indian	0	0.0%	0	0.0%				
Hispanic	2	2.3%	2	2.2%				
TOTAL	86	100.0%	91	100.0%				
AGE								
20 - 29 years	0	0.0%	0	0.0%				
30 - 39 years	11	12.8%	12	13.2%				
40 - 49 years	25	29.1%	26	28.6%				
50 - 59 years	35	40.7%	39	42.9%				
60+ years	15	17.4%	14	15.4%				
TOTAL	86	100.0%	91	100.0%				

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

2. Data was captured on the annual staff data collection date as set by MSDE, October 15.

3. The Montgomery County Business and Operations Administrators (MCBOA) unit was created on July 1, 2007. The unit is comprised of all non-certificated supervisory employees who provide responsible direction to other employees and do not report to members of the Service Employees International Union (SEIU). FY2010, and FY2011 are space holders for future years.

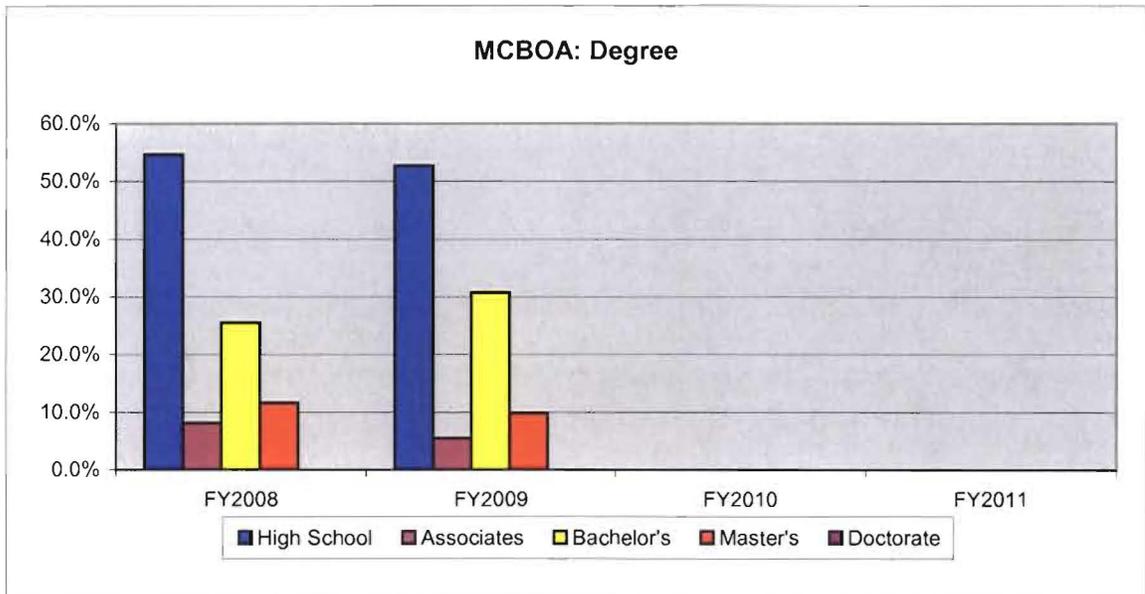


P262

MCBOA: Degree

DEGREE	FY2008		FY2009		FY2010		FY2011	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Below HS	0	0.0%	1	1.1%				
High School	47	54.7%	48	52.7%				
Associates	7	8.1%	5	5.5%				
Bachelor's	22	25.6%	28	30.8%				
Master's	10	11.6%	9	9.9%				
Doctorate	0	0.0%	0	0.0%				
TOTAL	86	100.0%	91	100.0%				

1. The Montgomery County Business and Operations Administrators (MCBOA) unit was created on July 1, 2007. The unit is comprised of all non-certificated supervisory employees who provide responsible direction to other employees and do not report to members of the Service Employees International Union (SEIU). FY2010, and FY2011 are space holders for future years.



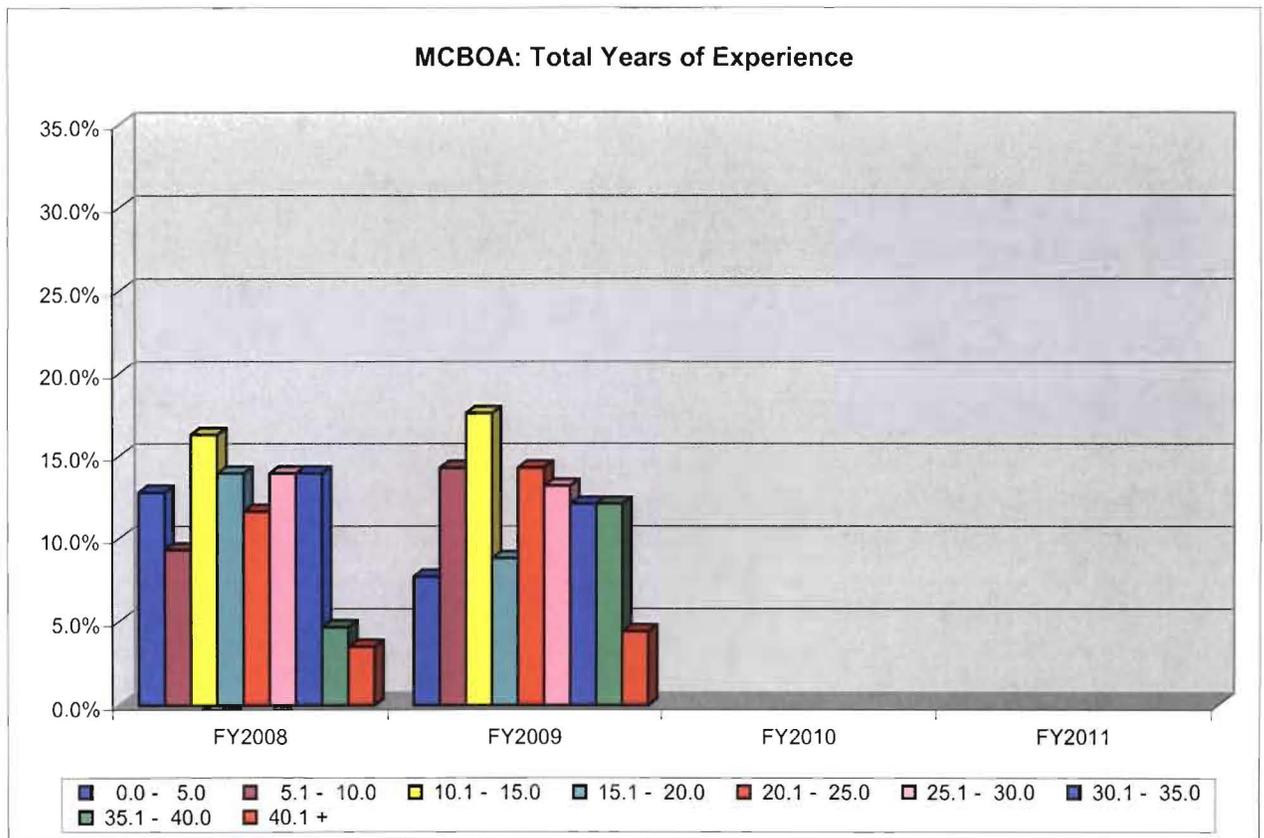
A263

MCBOA: Total Years of Experience

Years of Experience	FY2008		FY2009		FY2010		FY2011	
	Number	Percent						
0.0 - 5.0	11	12.8%	7	7.7%				
5.1 - 10.0	8	9.3%	13	14.3%				
10.1 - 15.0	14	16.3%	16	17.6%				
15.1 - 20.0	12	14.0%	8	8.8%				
20.1 - 25.0	10	11.6%	13	14.3%				
25.1 - 30.0	12	14.0%	12	13.2%				
30.1 - 35.0	12	14.0%	11	12.1%				
35.1 - 40.0	4	4.7%	7	7.7%				
40.1 +	3	3.5%	4	4.4%				
TOTAL	86	100.0%	91	100.0%				

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

2. The Montgomery County Business and Operations Administrators (MCBOA) unit was created on July 1, 2007. The unit is comprised of all non-certificated supervisory employees who provide responsible direction to other employees and do not report to members of the Service Employees International Union (SEIU). FY2010, and FY2011 are space holders for future years.



PZ/BA

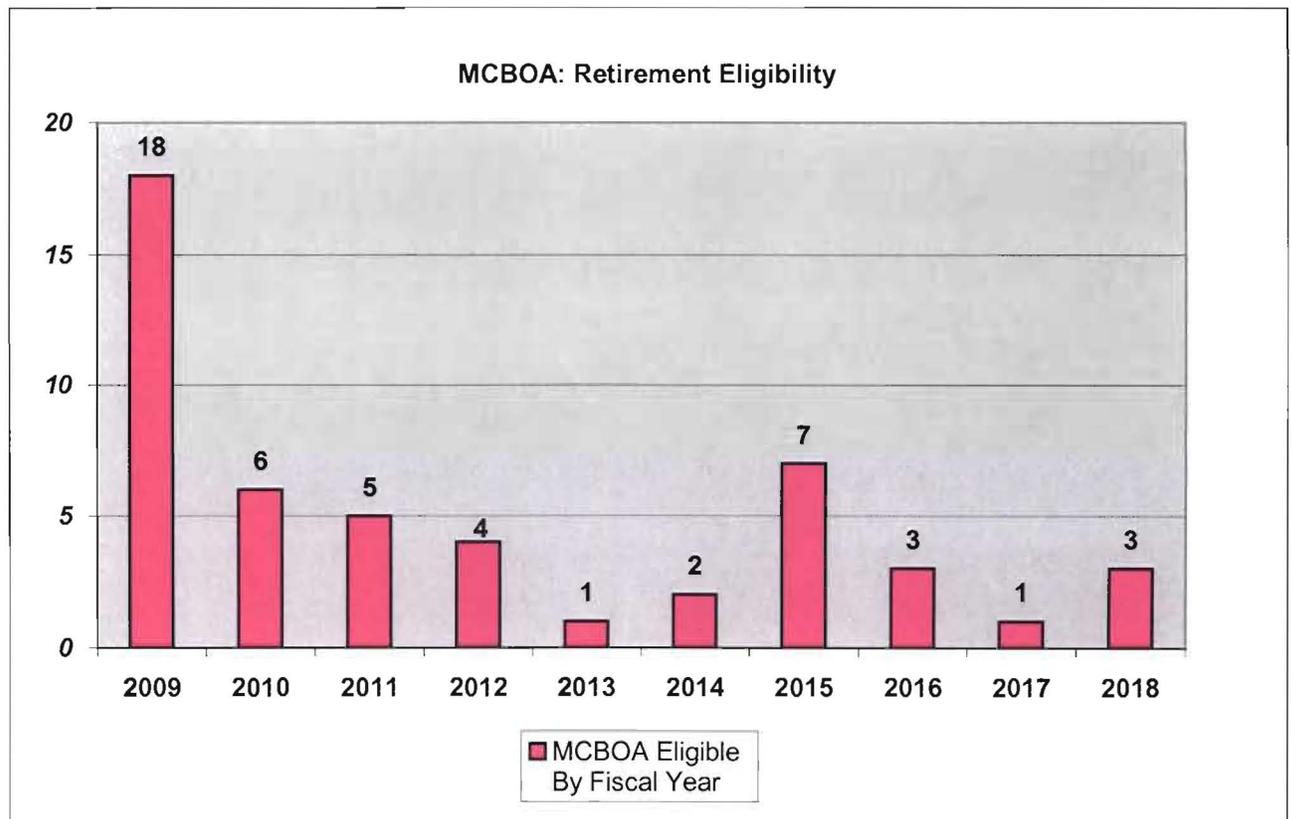
MCBOA: Retirement Eligibility

Fiscal Year	MCBOA Eligible By Fiscal Year	Percent of Total
2009	18	19.8%
2010	6	6.6%
2011	5	5.5%
2012	4	4.4%
2013	1	1.1%
2014	2	2.2%
2015	7	7.7%
2016	3	3.3%
2017	1	1.1%
2018	3	3.3%
Eligible within 10 years	50	54.9%
Total MCBOA	91	100.0%

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members are eligible for retirement after 30 years of service or at age 62 with at least 5 years of service.

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



A265

12-Month Montgomery County Education Association Personnel (MCEA) – Other Professionals:

Demographic Profile
Degree
Certification Type
Years of Experience in MCPS
Total Years of Experience
Salary Schedule Placement
Annual Salary FY2009
Retirement Eligibility

A266

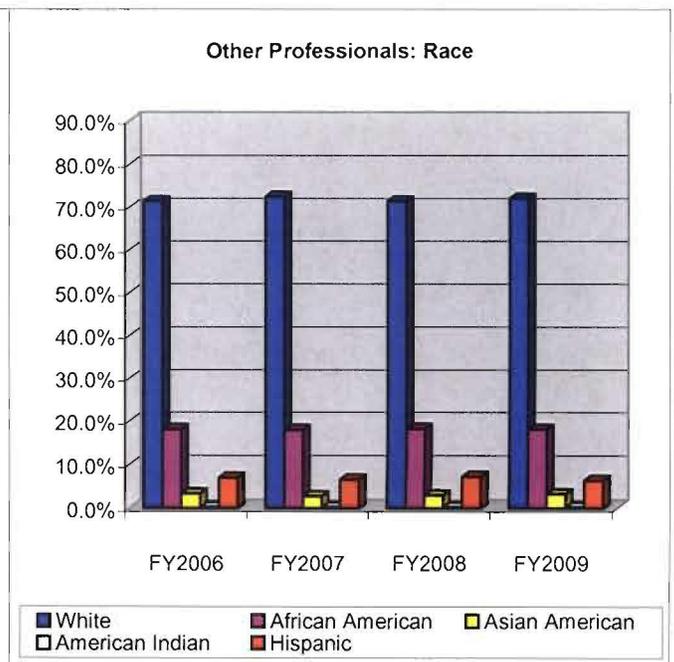
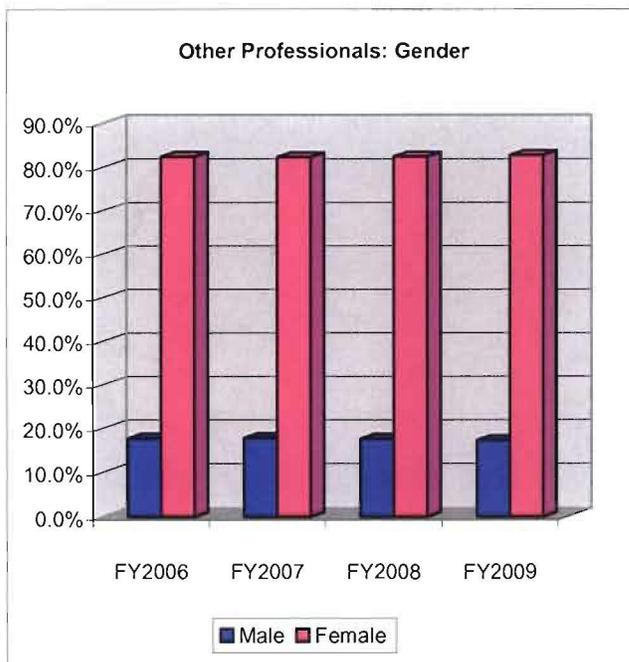
Other Professionals: Demographic Profile

	FY2006		FY2007		FY2008		FY2009	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Male	78	17.7%	78	17.6%	79	17.2%	74	17.6%
Female	362	82.3%	366	82.4%	380	82.8%	346	82.4%
TOTAL	440	100.0%	444	100.0%	459	100.0%	420	100.0%
RACE								
White	319	72.5%	317	71.4%	331	72.1%	300	71.4%
African American	79	18.0%	81	18.2%	83	18.1%	76	18.1%
Asian American	12	2.7%	13	2.9%	15	3.3%	14	3.3%
American Indian	1	0.2%	1	0.2%	1	0.2%	1	0.2%
Hispanic	29	6.6%	32	7.2%	29	6.3%	29	6.9%
TOTAL	440	100.0%	444	100.0%	459	100.0%	420	100.0%
AGE								
20 - 29 years	22	5.0%	16	3.6%	14	3.1%	6	1.4%
30 - 39 years	100	22.7%	100	22.5%	114	24.8%	99	23.6%
40 - 49 years	77	17.5%	85	19.1%	82	17.9%	76	18.1%
50 - 59 years	183	41.6%	179	40.3%	172	37.5%	163	38.8%
60+ years	58	13.2%	64	14.4%	77	16.8%	76	18.1%
TOTAL	440	100.0%	444	100.0%	459	100.0%	420	100.0%

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

2. Data was captured on the annual staff data collection date as set by MSDE, October 15.

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

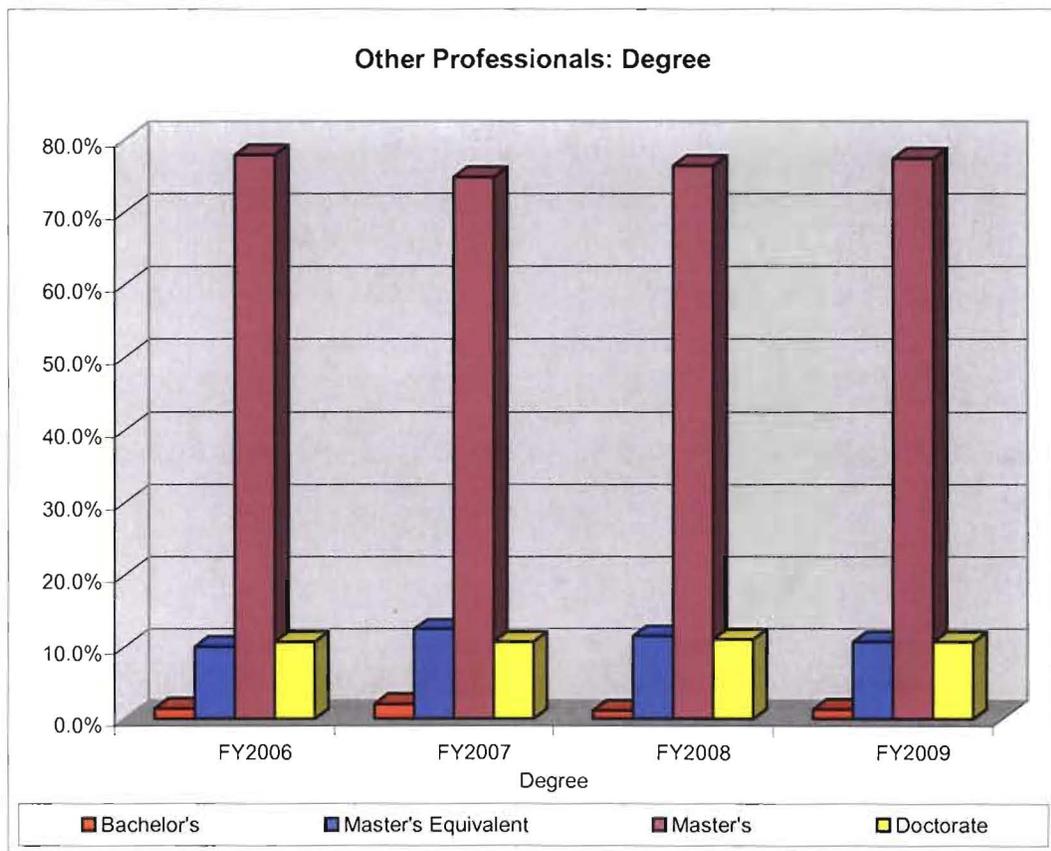


A267

Other Professionals: Degree

DEGREE	FY2006		FY2007		FY2008		FY2009	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Bachelor's	9	2.0%	5	1.1%	6	1.3%	6	1.4%
Master's Equivalent	55	12.5%	51	11.5%	49	10.7%	42	10.0%
Master's	329	74.8%	339	76.4%	355	77.3%	327	77.9%
Doctorate	47	10.7%	49	11.0%	49	10.7%	45	10.7%
TOTAL	440	100.0%	444	100.0%	459	100.0%	420	100.0%

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



A268

Other Professionals: Certification Type

Fiscal Year	Number of Other Professionals	Standard Professional Certificate*		Advanced Professional Certificate**		Maryland Board of Examiners License***		Conditional Degree Certificate****		Certification Data not Available or Not Required	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2008	451	32	7.1%	391	86.7%	1	0.2%	0	0.0%	27	6.0%
FY2007	458	45	9.8%	381	83.2%	1	0.2%	1	0.2%	30	6.6%
FY2006	444	50	11.3%	345	77.7%	16	3.6%	3	0.7%	30	6.8%
FY2005	422	50	11.8%	329	78.0%	14	3.3%	0	0.0%	29	6.9%

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

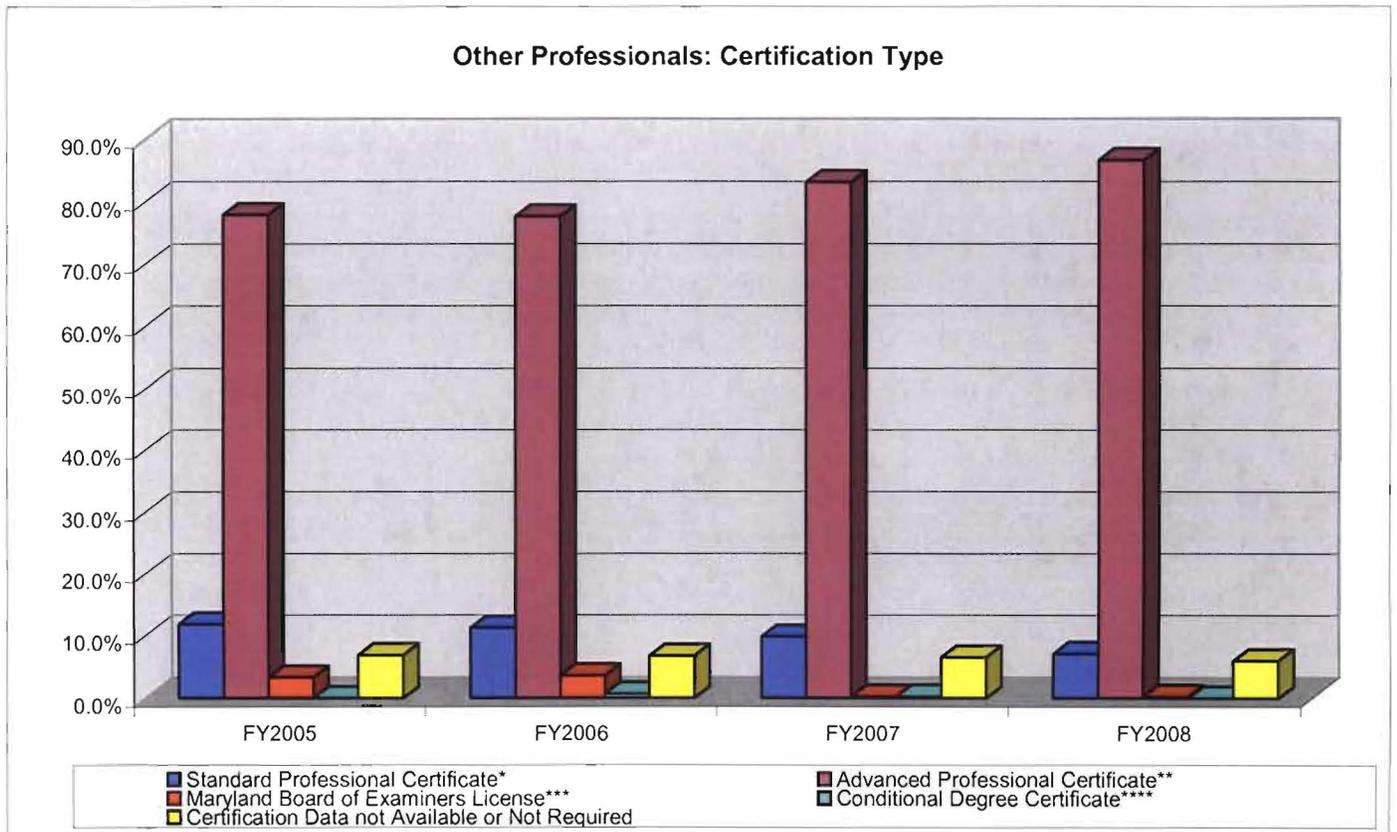
2. Some employees categorized as 'Other Professionals' are not required to hold a Maryland certificate. Examples include: Parent Educators, Employee Assistance Specialist & Evaluation Specialists.

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

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

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

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

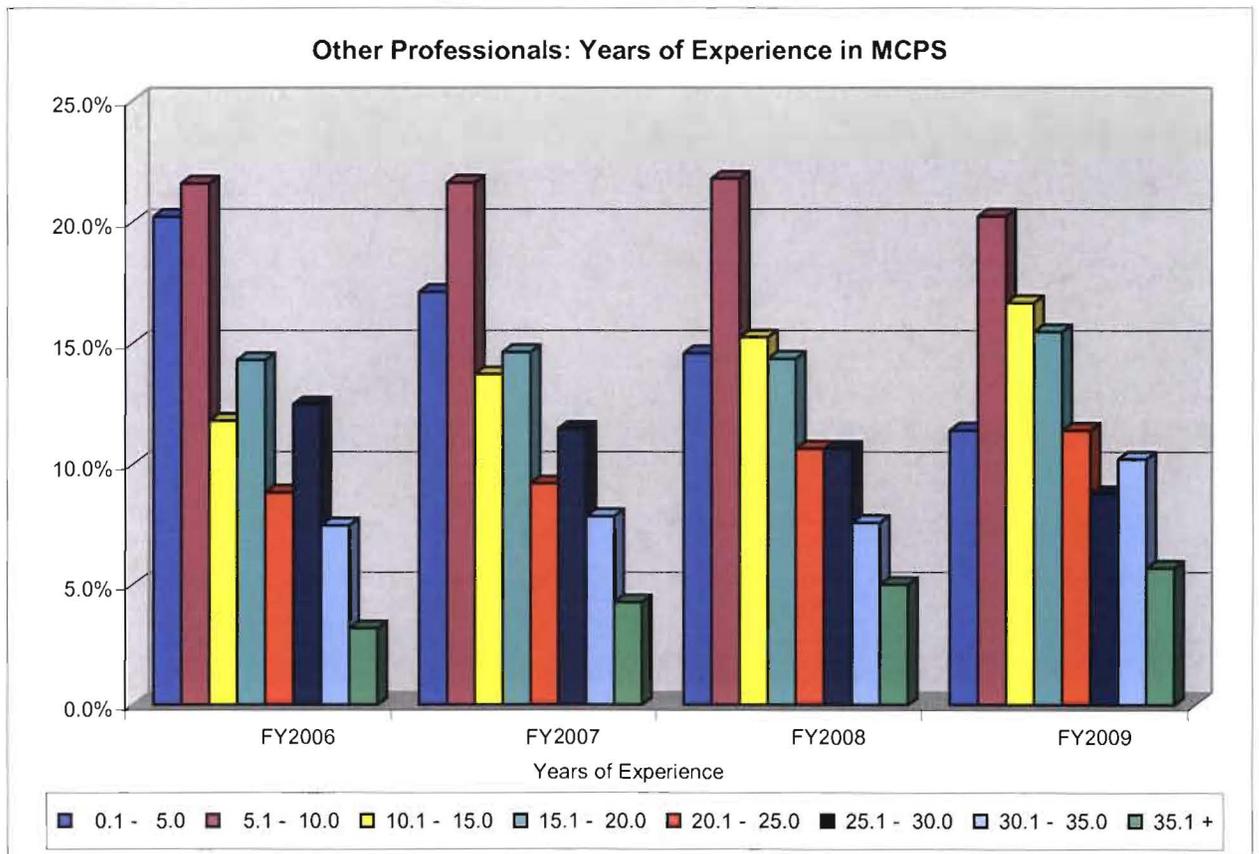


A269

Other Professionals: Years of Experience in MCPS

Years of Experience	FY2006		FY2007		FY2008		FY2009	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	89	20.2%	76	17.1%	67	14.6%	48	11.4%
5.1 - 10.0	95	21.6%	96	21.6%	100	21.8%	85	20.2%
10.1 - 15.0	52	11.8%	61	13.7%	70	15.3%	70	16.7%
15.1 - 20.0	63	14.3%	65	14.6%	66	14.4%	65	15.5%
20.1 - 25.0	39	8.9%	41	9.2%	49	10.7%	48	11.4%
25.1 - 30.0	55	12.5%	51	11.5%	49	10.7%	37	8.8%
30.1 - 35.0	33	7.5%	35	7.9%	35	7.6%	43	10.2%
35.1 +	14	3.2%	19	4.3%	23	5.0%	24	5.7%
TOTAL	440	100.0%	444	100.0%	459	100.0%	420	100.0%

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

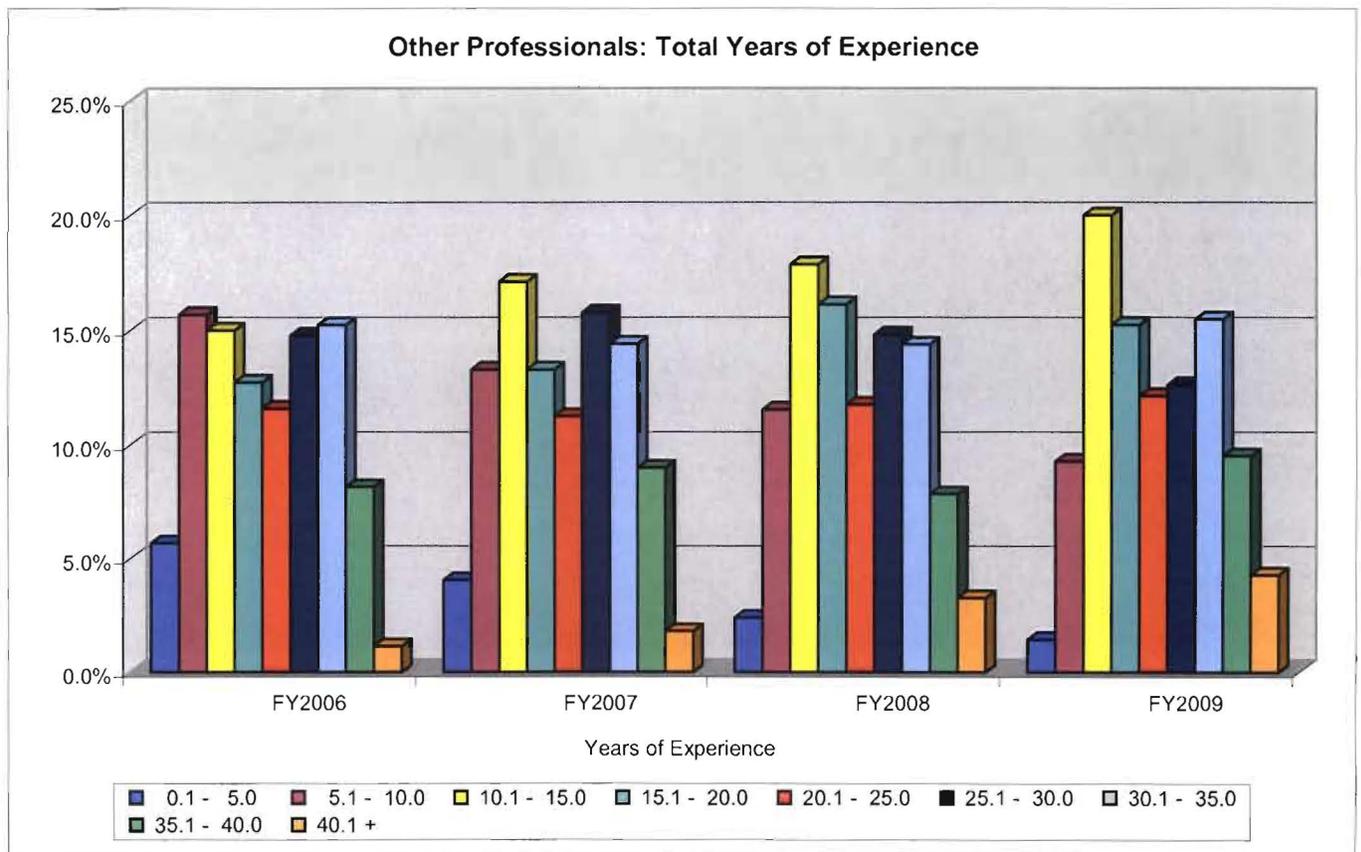


A270

Other Professionals: Total Years of Experience

Years of Experience	FY2006		FY2007		FY2008		FY2009	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	25	5.7%	18	4.1%	11	2.4%	6	1.4%
5.1 - 10.0	69	15.7%	59	13.3%	53	11.5%	39	9.3%
10.1 - 15.0	66	15.0%	76	17.1%	82	17.9%	84	20.0%
15.1 - 20.0	56	12.7%	59	13.3%	74	16.1%	64	15.2%
20.1 - 25.0	51	11.6%	50	11.3%	54	11.8%	51	12.1%
25.1 - 30.0	65	14.8%	70	15.8%	68	14.8%	53	12.6%
30.1 - 35.0	67	15.2%	64	14.4%	66	14.4%	65	15.5%
35.1 - 40.0	36	8.2%	40	9.0%	36	7.8%	40	9.5%
40.1 +	5	1.1%	8	1.8%	15	3.3%	18	4.3%
TOTAL	440	100.0%	444	100.0%	459	100.0%	420	100.0%

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



A271

Other Professionals: Salary Schedule Placement

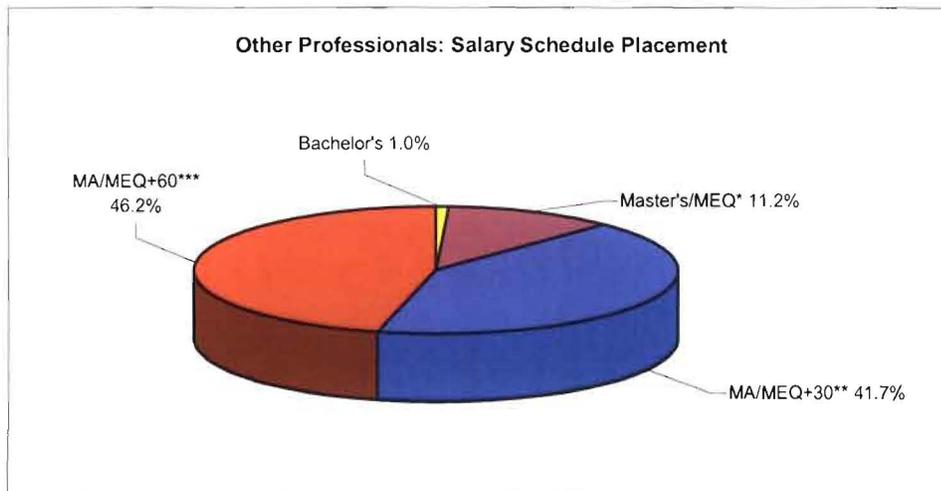
Step	FY2009									
	Bachelor's		Master's/MEQ*		MA/MEQ+30**		MA/MEQ+60***		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
1	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
2	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
3	0	0.0%	0	0.0%	2	1.1%	0	0.0%	2	0.5%
4	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
5	0	0.0%	0	0.0%	0	0.0%	2	1.0%	2	0.5%
6	0	0.0%	0	0.0%	2	1.1%	2	1.0%	4	1.0%
7	1	25.0%	0	0.0%	6	3.4%	4	2.1%	11	2.6%
8	1	25.0%	3	6.4%	7	4.0%	2	1.0%	13	3.1%
9	0	0.0%	0	0.0%	2	1.1%	5	2.6%	7	1.7%
10	2	50.0%	2	4.3%	3	1.7%	2	1.0%	9	2.1%
11	0	0.0%	2	4.3%	7	4.0%	11	5.7%	20	4.8%
12	0	0.0%	2	4.3%	9	5.1%	7	3.6%	18	4.3%
13	0	0.0%	4	8.5%	12	6.9%	6	3.1%	22	5.2%
14	0	0.0%	4	8.5%	10	5.7%	6	3.1%	20	4.8%
15	0	0.0%	2	4.3%	9	5.1%	3	1.5%	14	3.3%
16	0	0.0%	2	4.3%	3	1.7%	4	2.1%	9	2.1%
17	0	0.0%	1	2.1%	5	2.9%	10	5.2%	16	3.8%
18	0	0.0%	3	6.4%	6	3.4%	8	4.1%	17	4.0%
19 - 24	0	0.0%	7	14.9%	34	19.4%	33	17.0%	74	17.6%
25	0	0.0%	15	31.9%	58	33.1%	89	45.9%	162	38.6%
TOTAL	4	1.0%	47	11.2%	175	41.7%	194	46.2%	420	100.0%

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

* Master's/MEQ: Master's degree or Master's Equivalent.

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

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



(A272)

Other Professionals: Annual Salary FY2009

Annual Salary	Number	Percent
Less than \$39,999	2	0.5%
\$40,000 - \$44,999	0	0.0%
\$45,000 - \$49,999	6	1.4%
\$50,000 - \$54,999	0	0.0%
\$55,000 - \$59,999	6	1.4%
\$60,000 - \$64,999	2	0.5%
\$65,000 - \$69,999	4	1.0%
\$70,000 - \$74,999	7	1.7%
\$75,000 - \$79,999	19	4.5%
\$80,000 - \$84,999	9	2.1%
\$85,000 - \$89,999	21	5.0%
\$90,000 - \$94,999	23	5.5%
\$95,000 - \$99,999	28	6.7%
\$100,000 - \$104,999	28	6.7%
\$105,000 - \$109,999	18	4.3%
\$110,000 +	247	58.8%
TOTAL	420	100.0%

Data as of October 15, 2008.

Other Professionals: Average Salaries*		
FY2009		\$106,204
FY 2008		\$102,108
FY 2007		\$95,016
FY 2006		\$91,099

*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.



(1213)

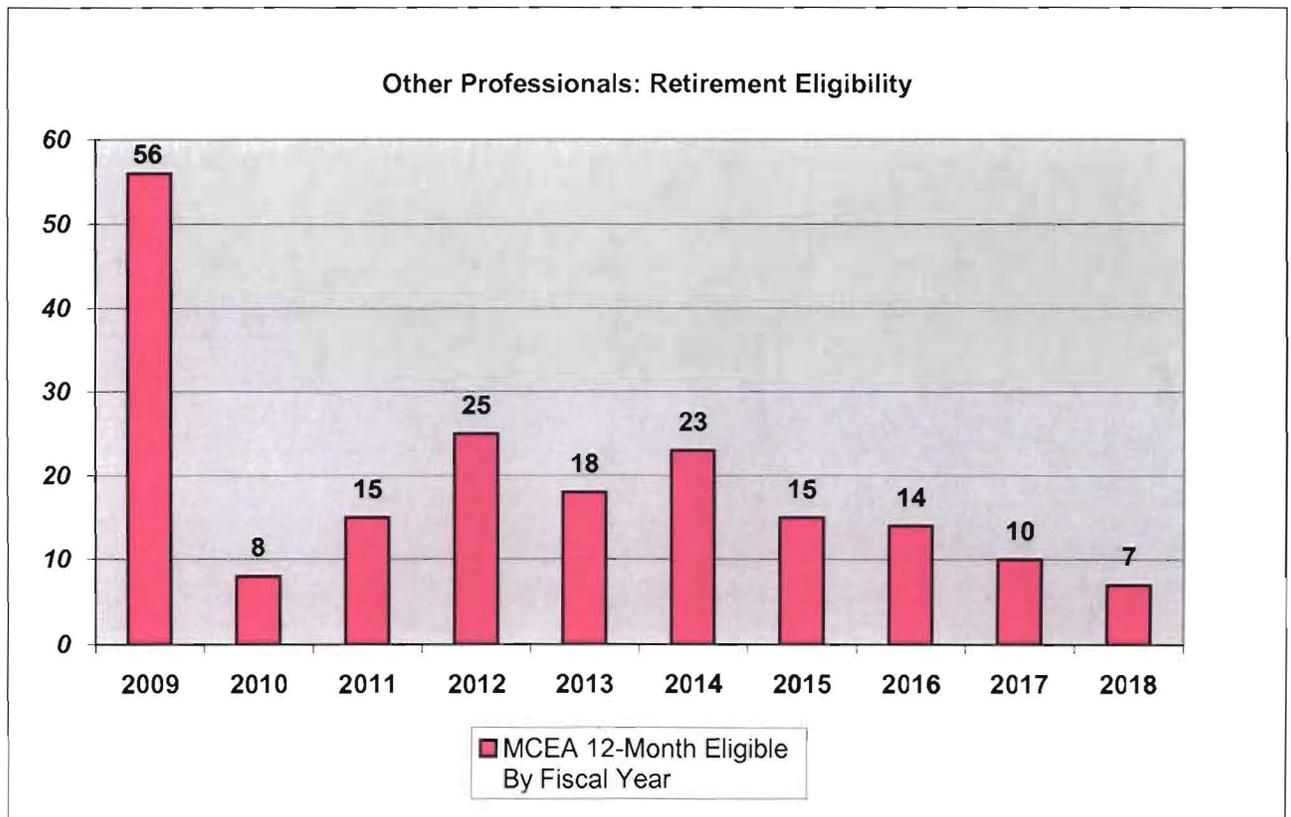
Other Professionals: Retirement Eligibility

Fiscal Year	MCEA 12-Month Eligible By Fiscal Year	Percent of Total
2009	56	13.1%
2010	8	1.9%
2011	15	3.5%
2012	25	5.8%
2013	18	4.2%
2014	23	5.4%
2015	15	3.5%
2016	14	3.3%
2017	10	2.3%
2018	7	1.6%
Eligible within 10 years	191	44.5%
Total MCEA 12-Month	429	100.0%

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members are eligible for retirement after 30 years of service or at age 62 with at least 5 years of service.

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



A2-74

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

Demographic Profile (as of October 15 and June 30)

Degree

Salary Schedule Placement

Annual Salary FY2009

Total Years of Experience

Certification Type

New Teachers: Demographic Profile

AS OF OCTOBER 15

	FY2006		FY2007		FY2008		FY2009	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Male	231	20.3%	244	22.0%	172	19.5%	127	17.6%
Female	905	79.7%	865	78.0%	708	80.5%	594	82.4%
TOTAL	1,136	100.0%	1,109	100.0%	880	100.0%	721	100.0%
RACE								
White	859	75.6%	824	74.3%	651	74.0%	512	71.0%
African American	148	13.0%	181	16.3%	136	15.5%	121	16.8%
Asian American	67	5.9%	54	4.9%	54	6.1%	44	6.1%
American Indian	3	0.3%	2	0.2%	2	0.2%	1	0.1%
Hispanic	59	5.2%	48	4.3%	37	4.2%	43	6.0%
TOTAL	1,136	100.0%	1,109	100.0%	880	100.0%	721	100.0%
AGE								
Under 20 years	0	0.0%	0	0.0%	0	0.0%	1	0.1%
20 - 29 years	650	57.2%	653	58.9%	517	58.8%	401	55.6%
30 - 39 years	236	20.8%	218	19.7%	193	21.9%	165	22.9%
40 - 49 years	144	12.7%	145	13.1%	117	13.3%	103	14.3%
50 - 59 years	99	8.7%	87	7.8%	48	5.5%	47	6.5%
60+ years	7	0.6%	6	0.5%	5	0.6%	4	0.6%
TOTAL	1,136	100.0%	1,109	100.0%	880	100.0%	721	100.0%

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

AS OF JUNE 30

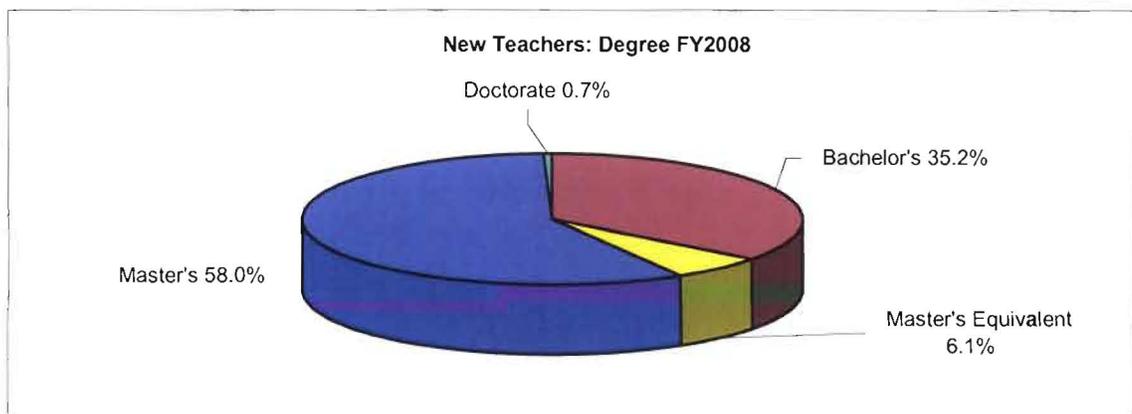
	FY2005		FY2006		FY2007		FY2008	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Male	224	20.8%	246	20.0%	270	22.0%	183	19.6%
Female	855	79.2%	981	80.0%	959	78.0%	751	80.4%
TOTAL	1,079	100.0%	1,227	100.0%	1,229	100.0%	934	100.0%
RACE								
White	788	73.0%	930	75.8%	910	74.0%	689	73.8%
African American	161	14.9%	166	13.5%	202	16.4%	143	15.3%
Asian American	67	6.2%	70	5.7%	58	4.7%	59	6.3%
American Indian	3	0.3%	2	0.2%	2	0.2%	3	0.3%
Hispanic	60	5.6%	59	4.8%	57	4.6%	40	4.3%
TOTAL	1,079	100.0%	1,227	100.0%	1,229	100.0%	934	100.0%
AGE								
20 - 29 years	587	54.4%	692	56.4%	692	56.3%	502	53.7%
30 - 39 years	257	23.8%	263	21.4%	253	20.6%	234	25.1%
40 - 49 years	145	13.4%	156	12.7%	165	13.4%	119	12.7%
50 - 59 years	83	7.7%	108	8.8%	106	8.6%	72	7.7%
60+ years	7	0.6%	8	0.7%	13	1.1%	7	0.7%
TOTAL	1,079	100.0%	1,227	100.0%	1,229	100.0%	934	100.0%

A276

New Teachers: Degree

	FY2006		FY2007		FY2008		FY2009	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
ELEMENTARY SCHOOL								
Non-degree	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Bachelor's	304	54.3%	277	54.1%	207	51.8%	154	43.8%
Master's Equivalent	47	8.4%	27	5.3%	17	4.3%	21	6.0%
Master's	209	37.3%	207	40.4%	175	43.8%	177	50.3%
Doctorate	0	0.0%	1	0.2%	1	0.3%	0	0.0%
TOTAL	560	100.0%	512	100.0%	400	100.0%	352	100.0%
MIDDLE SCHOOL								
Non-degree	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Bachelor's	92	37.9%	82	35.5%	63	29.3%	45	24.9%
Master's Equivalent	32	13.2%	23	10.0%	12	5.6%	9	5.0%
Master's	119	49.0%	126	54.5%	138	64.2%	124	68.5%
Doctorate	0	0.0%	0	0.0%	2	0.9%	3	1.7%
TOTAL	243	100.0%	231	100.0%	215	100.0%	181	100.0%
HIGH SCHOOL								
Non-degree	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Bachelor's	86	30.6%	104	32.5%	69	30.0%	50	30.3%
Master's Equivalent	47	16.7%	21	6.6%	21	9.1%	12	7.3%
Master's	145	51.6%	190	59.4%	138	60.0%	101	61.2%
Doctorate	3	1.1%	5	1.6%	2	0.9%	2	1.2%
TOTAL	281	100.0%	320	100.0%	230	100.0%	165	100.0%
CENTRAL OFFICE AND SPECIAL SCHOOLS								
Non-degree	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Bachelor's	16	30.8%	8	17.8%	7	20.0%	5	21.7%
Master's Equivalent	7	13.5%	6	13.3%	3	8.6%	2	8.7%
Master's	29	55.8%	31	68.9%	25	71.4%	16	69.6%
Doctorate	0	0.0%	0	0.0%	0	0.0%	0	0.0%
TOTAL	52	100.0%	45	100.0%	35	100.0%	23	100.0%
ALL NEW TEACHERS								
Non-degree	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Bachelor's	498	43.8%	471	42.5%	346	39.3%	254	35.2%
Master's Equivalent	133	11.7%	77	6.9%	53	6.0%	44	6.1%
Master's	502	44.2%	554	50.0%	476	54.1%	418	58.0%
Doctorate	3	0.3%	7	0.6%	5	0.6%	5	0.7%
GRAND TOTAL	1,136	100.0%	1,109	100.0%	880	100.0%	721	100.0%

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



AP211

New Teachers: Salary Schedule Placement

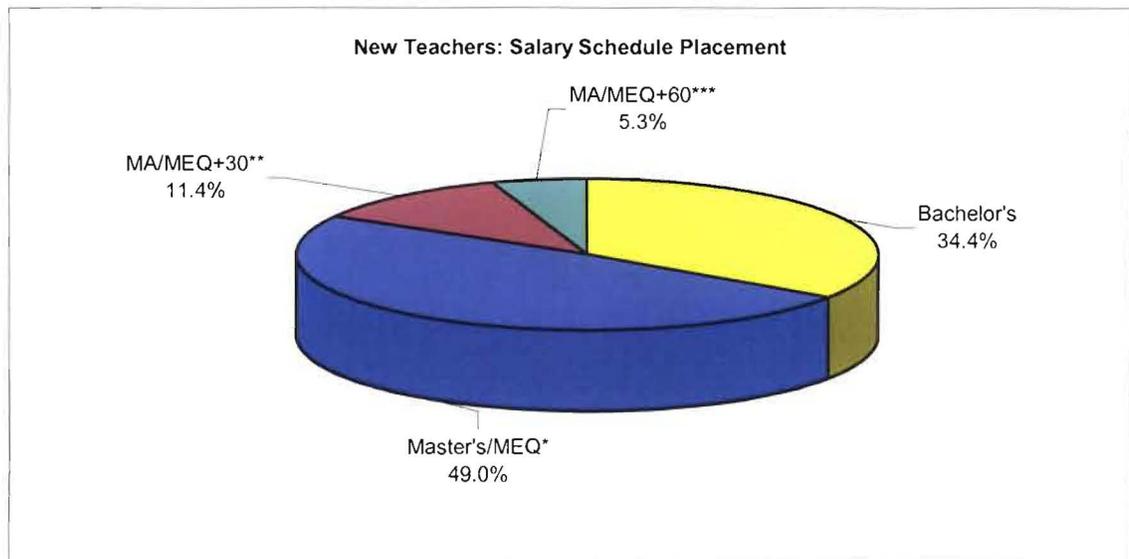
Step	FY2009									
	Bachelor's		Master's/MEQ*		MA/MEQ+30**		MA/MEQ+60***		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
1	175	70.6%	181	51.3%	22	26.8%	13	34.2%	391	54.2%
2	15	6.0%	16	4.5%	4	4.9%	0	0.0%	35	4.9%
3	13	5.2%	18	5.1%	2	2.4%	3	7.9%	36	5.0%
4	9	3.6%	15	4.2%	2	2.0%	2	5.3%	28	3.9%
5	3	1.2%	20	5.7%	4	4.9%	1	2.6%	28	3.9%
6	5	2.0%	14	4.0%	6	7.3%	3	7.9%	28	3.9%
7	27	10.9%	19	5.4%	4	4.9%	2	5.3%	52	7.2%
8	0	0.0%	11	3.1%	7	8.5%	1	2.6%	19	2.6%
9	0	0.0%	52	14.7%	6	7.3%	0	0.0%	58	8.0%
10	1	0.4%	0	0.0%	4	4.9%	1	2.6%	6	0.8%
11	0	0.0%	2	0.6%	19	23.2%	10	26.3%	31	4.3%
12	0	0.0%	1	0.3%	0	0.0%	0	0.0%	1	0.1%
13	0	0.0%	1	0.3%	1	1.2%	0	0.0%	2	0.3%
14	0	0.0%	2	0.6%	1	1.2%	1	2.6%	4	0.6%
15	0	0.0%	0	0.0%	0	0.0%	1	2.6%	1	0.1%
16	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
17	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
18	0	0.0%	1	0.3%	0	0.0%	0	0.0%	1	0.1%
19-24	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
25	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
TOTAL	248	34.4%	353	49.0%	82	11.4%	38	5.3%	721	100.0%

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

* Master's/MEQ: Master's degree or Master's Equivalent.

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

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



A276

New Teachers: Annual Salary FY2009

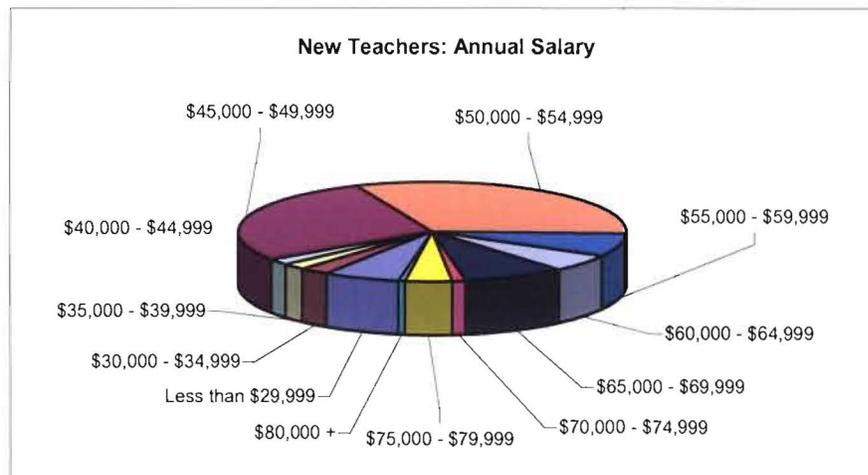
Annual Salary	Number	Percent
Less than \$29,999	47	6.5%
\$30,000 - \$34,999	18	2.5%
\$35,000 - \$39,999	14	1.9%
\$40,000 - \$44,999	14	1.9%
\$45,000 - \$49,999	202	28.0%
\$50,000 - \$54,999	229	31.8%
\$55,000 - \$59,999	55	7.6%
\$60,000 - \$64,999	40	5.5%
\$65,000 - \$69,999	61	8.5%
\$70,000 - \$74,999	8	1.1%
\$75,000 - \$79,999	29	4.0%
\$80,000 +	4	0.6%
TOTAL	721	100.0%

Data as of October 15, 2008.

New Teachers: Average Salaries*	
FY2009	\$51,300
FY 2008	\$50,132
FY 2007	\$48,780
FY 2006	\$46,971

* 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.

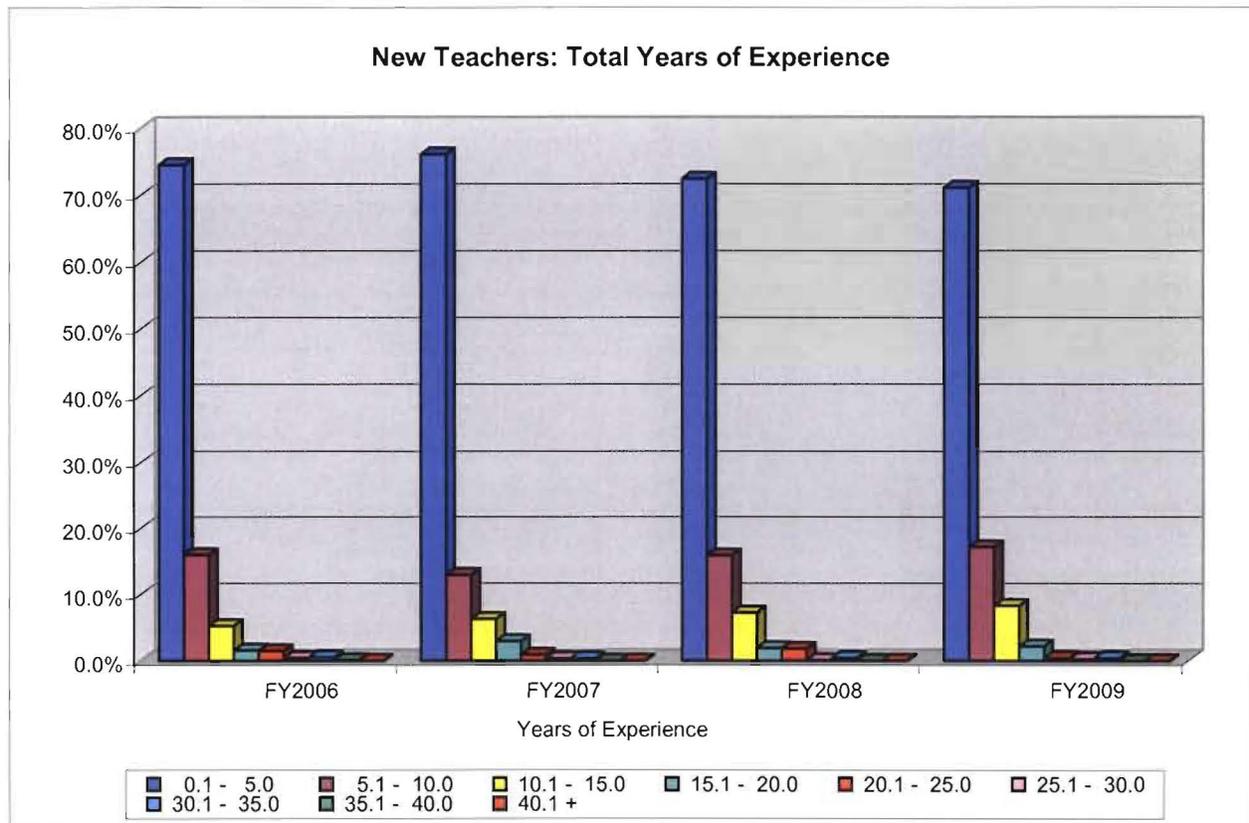


A279

New Teachers: Total Years of Experience

Years of Experience	FY2006		FY2007		FY2008		FY2009	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	847	74.6%	844	76.1%	638	72.5%	513	71.2%
5.1 - 10.0	182	16.0%	144	13.0%	140	15.9%	124	17.2%
10.1 - 15.0	60	5.3%	70	6.3%	64	7.3%	60	8.3%
15.1 - 20.0	18	1.6%	33	3.0%	17	1.9%	16	2.2%
20.1 - 25.0	17	1.5%	10	0.9%	16	1.8%	3	0.4%
25.1 - 30.0	5	0.4%	4	0.4%	1	0.1%	2	0.3%
30.1 - 35.0	6	0.5%	4	0.4%	4	0.5%	3	0.4%
35.1 - 40.0	1	0.1%	0	0.0%	0	0.0%	0	0.0%
40.1 +	0	0.0%	0	0.0%	0	0.0%	0	0.0%
TOTAL	1,136	100.0%	1,109	100.0%	880	100.0%	721	100.0%

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



A280

New Teachers: Certification Type

Fiscal Year	Number of New Teachers	Standard Professional Certificate*		Advanced Professional Certificate**		Maryland Board of Examiners License***		Conditional Degree Certificate****		Resident Teacher Certificate*****		Certification Data not Available or not Needed	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2008	934	618	66.2%	232	24.8%	19	2.0%	57	6.1%	6	0.6%	2	0.2%
FY2007	1,229	781	63.5%	240	19.5%	20	1.6%	134	10.9%	13	1.1%	40	3.3%
FY2006	1,227	798	65.0%	238	19.4%	24	2.0%	143	11.7%	15	1.2%	9	0.7%
FY2005	1,079	642	59.5%	201	18.6%	25	2.3%	195	18.1%	NA	NA	16	1.5%

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

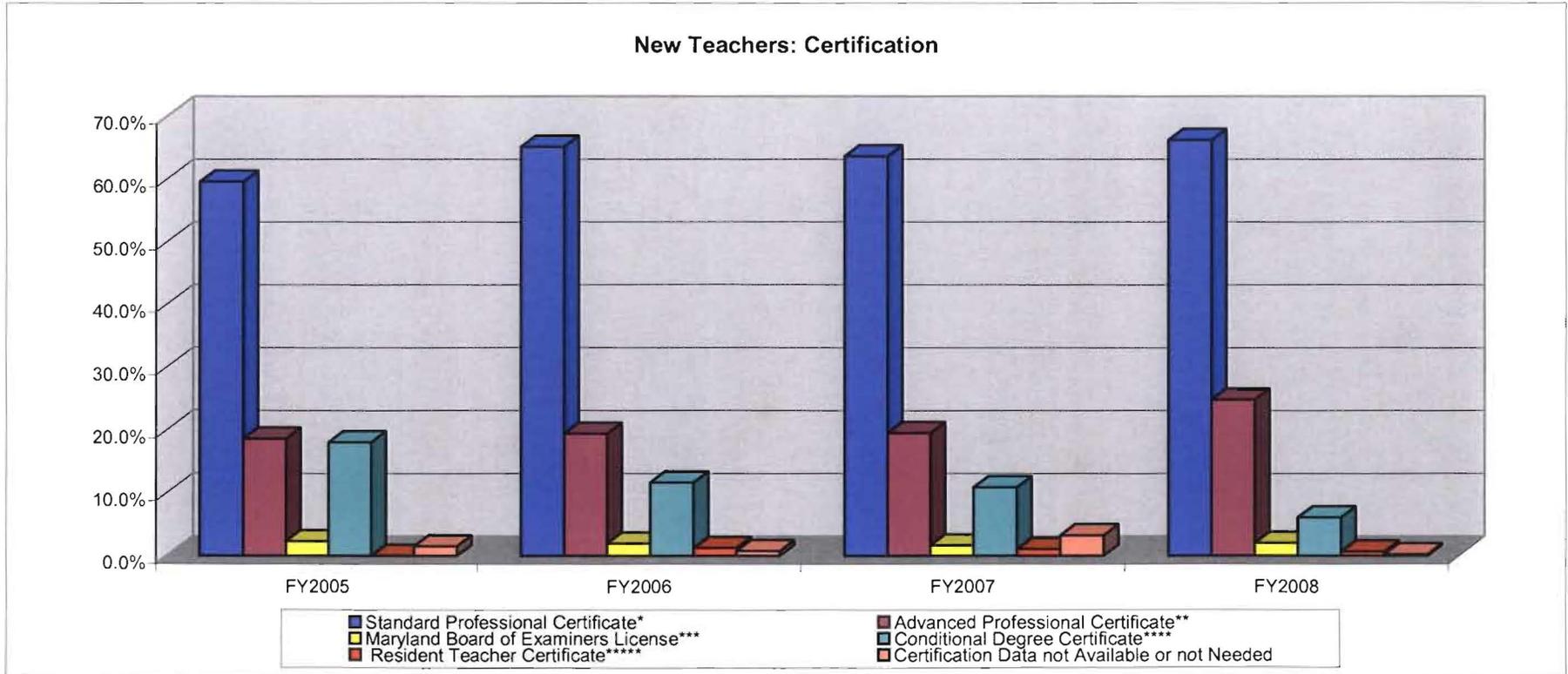
* The Standard Professional Certificate is a professional certificate in the state of Maryland.

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

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

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

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



1281

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

Retention of Teachers
Demographic Profile
Gender by School Type
Degree by School Type
Years of Experience in MCPS
Total Years of Experience
Salary Schedule Placement
Annual Salary FY2009
Certification Type
Turnover
Retirement Eligibility

RETENTION OF TEACHERS

(new hire data based on fiscal year)

Terminations only

	Number of Teachers Hired	FY1997		FY1998		FY1999		FY2000		FY2001		FY2002		FY2003		FY2004		FY2005		FY2006		FY2007		FY2008		Total # of Terminations		
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
		FY1997	667	45	6.7%	53	7.9%	41	6.1%	37	5.5%	34	5.1%	40	6.0%	23	3.4%	27	4.0%	18	2.7%	12	1.8%	7	1.0%	7	1.0%	344
FY1998	816			55	6.7%	58	7.1%	58	7.1%	28	3.4%	44	5.4%	27	3.3%	28	3.4%	18	2.2%	22	2.7%	12	1.5%	14	1.7%	364	44.6%	
FY1999	1,221					119	9.7%	97	7.9%	37	3.0%	48	3.9%	45	3.7%	44	3.6%	42	3.4%	48	3.9%	23	1.9%	23	1.9%	526	43.1%	
FY2000	1,241							144	11.6%	79	6.4%	92	7.4%	56	4.5%	65	5.2%	40	3.2%	51	4.1%	27	2.2%	18	1.5%	572	46.1%	
FY2001	1,258									115	9.1%	112	8.9%	89	7.1%	80	6.4%	72	5.7%	44	3.5%	20	1.6%	35	2.8%	567	45.1%	
FY2002	1,275											160	12.5%	100	7.8%	84	6.6%	73	5.7%	37	2.9%	41	3.2%	27	2.1%	522	40.9%	
FY2003	1,094													132	12.1%	83	7.6%	91	8.3%	57	5.2%	39	3.6%	30	2.7%	432	39.5%	
FY2004	945															93	9.8%	111	11.7%	61	6.5%	32	3.4%	30	3.2%	327	34.6%	
FY2005	1,117																	103	9.2%	102	9.1%	71	6.4%	45	4.0%	321	28.7%	
FY2006	1,297																			156	12.0%	124	9.6%	86	6.6%	366	28.2%	
FY2007	1,256																						121	9.6%	121	9.6%	242	19.3%
FY2008	1,236																								102	8.3%	102	8.3%
Totals	13,423																									4,685	34.9%	

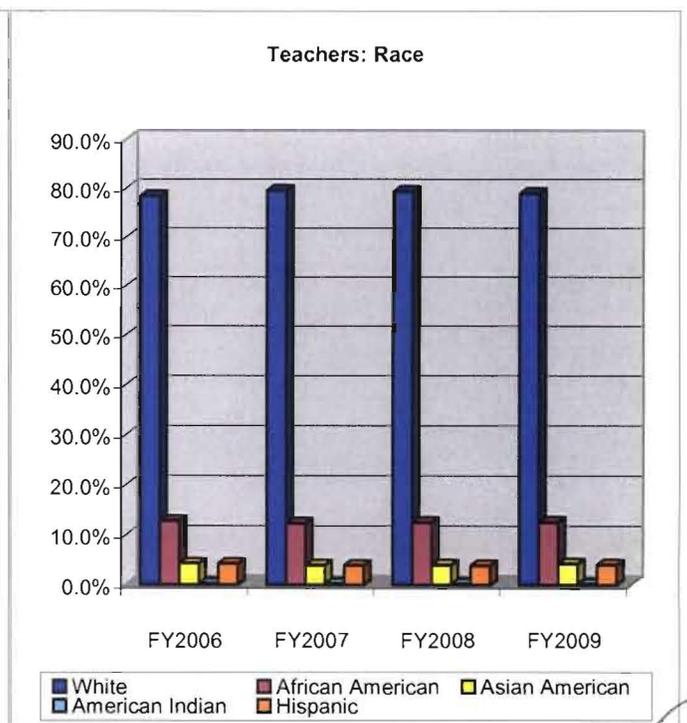
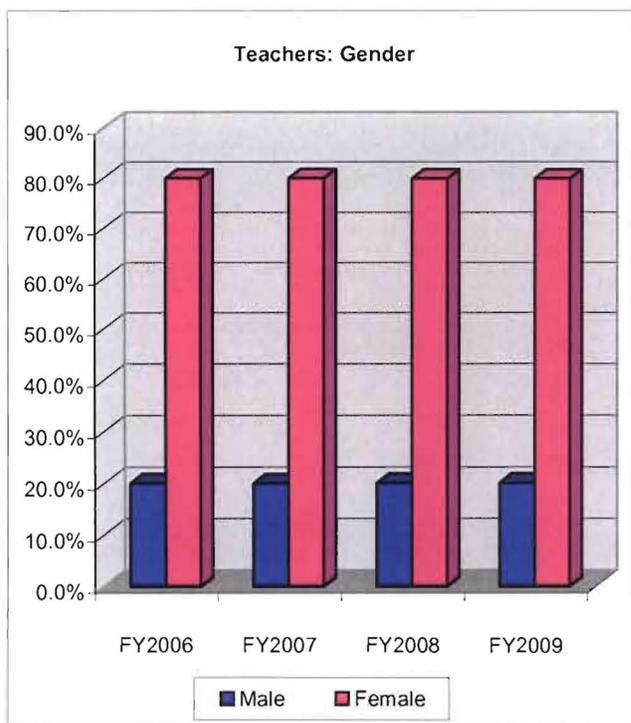
1. This chart shows the cohort of teachers hired in a fiscal year and (reading across the line) the number from that cohort that terminated employment in subsequent fiscal years.
2. This chart does not include retirements.

1283

Teachers: Demographic Profile

	FY2006		FY2007		FY2008		FY2009	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Male	2,244	20.0%	2,310	20.1%	2,322	20.1%	2,305	20.0%
Female	8,965	80.0%	9,176	79.9%	9,222	79.9%	9,192	80.0%
TOTAL	11,209	100.0%	11,486	100.0%	11,544	100.0%	11,497	100.0%
RACE								
White	8,919	79.6%	9,116	79.4%	9,119	79.0%	9,018	78.4%
African American	1,383	12.3%	1,440	12.5%	1,450	12.6%	1,473	12.8%
Asian American	443	4.0%	458	4.0%	487	4.2%	492	4.3%
American Indian	27	0.2%	26	0.2%	24	0.2%	27	0.2%
Hispanic	437	3.9%	446	3.9%	464	4.0%	487	4.2%
TOTAL	11,209	100.0%	11,486	100.0%	11,544	100.0%	11,497	100.0%
Average Age	41.8		41.7		41.8		42.1	
AGE								
Under 20 years							1	0.0%
20 - 29 years	2,457	21.9%	2,619	22.8%	2,571	22.3%	2,395	20.8%
30 - 39 years	2,923	26.1%	2,973	25.9%	3,053	26.4%	3,138	27.3%
40 - 49 years	2,284	20.4%	2,341	20.4%	2,388	20.7%	2,382	20.7%
50 - 59 years	2,880	25.7%	2,827	24.6%	2,701	23.4%	2,704	23.5%
60+ years	665	5.9%	726	6.3%	831	7.2%	877	7.6%
TOTAL	11,209	100.0%	11,486	100.0%	11,544	100.0%	11,497	100.0%

1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included.
2. Data was captured on the annual staff data collection date as set by MSDE, October 15.



PT284

Teachers: Gender by School Type

	FY2006		FY2007		FY2008		FY2009	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
ELEMENTARY SCHOOL								
Male	465	8.9%	457	8.6%	474	8.9%	470	8.8%
Female	4,743	91.1%	4,859	91.4%	4,868	91.1%	4,867	91.2%
TOTAL	5,208	100.0%	5,316	100.0%	5,342	100.0%	5,337	100.0%
MIDDLE SCHOOL								
Male	614	25.7%	636	26.5%	608	25.1%	586	24.5%
Female	1,776	74.3%	1,767	73.5%	1,810	74.9%	1,807	75.5%
TOTAL	2,390	100.0%	2,403	100.0%	2,418	100.0%	2,393	100.0%
HIGH SCHOOL								
Male	1,095	36.0%	1,136	35.9%	1,166	36.7%	1,177	37.1%
Female	1,943	64.0%	2,031	64.1%	2,008	63.3%	1,993	62.9%
TOTAL	3,038	100.0%	3,167	100.0%	3,174	100.0%	3,170	100.0%
CENTRAL OFFICE & SPECIAL SCHOOLS								
Male	70	12.2%	45	10.1%	74	12.1%	72	12.1%
Female	503	87.8%	399	89.9%	536	87.9%	525	87.9%
TOTAL	573	100.0%	444	100.0%	610	100.0%	597	100.0%
ALL TEACHERS								
Male	2,244	20.0%	2,310	20.1%	2,322	20.1%	2,305	20.0%
Female	8,965	80.0%	9,176	79.9%	9,222	79.9%	9,192	80.0%
GRAND TOTAL	11,209	100.0%	11,486	100.0%	11,544	100.0%	11,497	100.0%

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

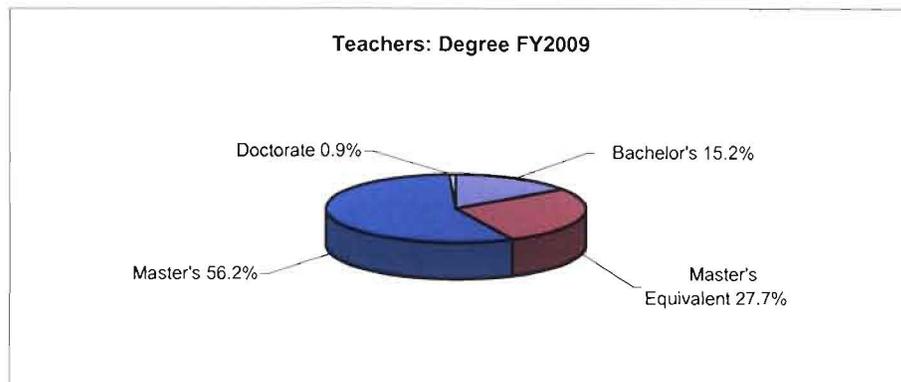
2. Data was captured on the annual staff data collection date as set by MSDE, October 15.

A285

Teachers: Degree by School Type

	FY2006		FY2007		FY2008		FY2009	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
ELEMENTARY SCHOOL								
Non-degree	0	0.0%	0	0.0%	3	0.1%	0	0.0%
Bachelor's	1,196	23.0%	1,227	23.1%	1,154	21.6%	1,036	19.4%
Master's Equivalent	1,516	29.1%	1,518	28.6%	1,527	28.6%	1,506	28.2%
Master's	2,475	47.5%	2,552	48.0%	2,635	49.3%	2,774	52.0%
Doctorate	21	0.4%	19	0.4%	23	0.4%	21	0.4%
TOTAL	5,208	100.0%	5,316	100.0%	5,342	100.0%	5,337	100.0%
MIDDLE SCHOOL								
Non-degree	0	0.0%	0	0.0%	4	0.2%	0	0.0%
Bachelor's	381	15.9%	370	15.4%	350	14.5%	302	12.6%
Master's Equivalent	730	30.5%	726	30.2%	714	29.5%	678	28.3%
Master's	1,258	52.6%	1,284	53.4%	1,328	54.9%	1,394	58.3%
Doctorate	21	0.9%	23	1.0%	22	0.9%	19	0.8%
TOTAL	2,390	100.0%	2,403	100.0%	2,418	100.0%	2,393	100.0%
HIGH SCHOOL								
Non-degree	4	0.1%	2	0.1%	4	0.1%	5	0.2%
Bachelor's	462	15.2%	450	14.2%	403	12.7%	362	11.4%
Master's Equivalent	933	30.7%	940	29.7%	916	28.9%	892	28.1%
Master's	1,602	52.7%	1,733	54.7%	1,806	56.9%	1,865	58.8%
Doctorate	37	1.2%	42	1.3%	45	1.4%	46	1.5%
TOTAL	3,038	100.0%	3,167	100.0%	3,174	100.0%	3,170	100.0%
CENTRAL OFFICE AND SPECIAL SCHOOLS								
Non-degree	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Bachelor's	72	12.6%	58	9.7%	51	8.4%	46	7.7%
Master's Equivalent	106	18.5%	118	19.7%	112	18.4%	108	18.1%
Master's	387	67.5%	414	69.0%	434	71.1%	431	72.2%
Doctorate	8	1.4%	10	1.7%	13	2.1%	12	2.0%
TOTAL	573	100.0%	600	100.0%	610	100.0%	597	100.0%
ALL TEACHERS								
Non-degree	4	0.0%	2	0.0%	11	0.1%	5	0.0%
Bachelor's	2,111	18.8%	2,105	18.3%	1,958	17.0%	1,746	15.2%
Master's Equivalent	3,285	29.3%	3,302	28.7%	3,269	28.3%	3,184	27.7%
Master's	5,722	51.0%	5,983	52.1%	6,203	53.7%	6,464	56.2%
Doctorate	87	0.8%	94	0.8%	103	0.9%	98	0.9%
GRAND TOTAL	11,209	100.0%	11,486	100.0%	11,544	100.0%	11,497	100.0%

1. Data was captured on the annual staff data collection date as set by MSDE, October 15.

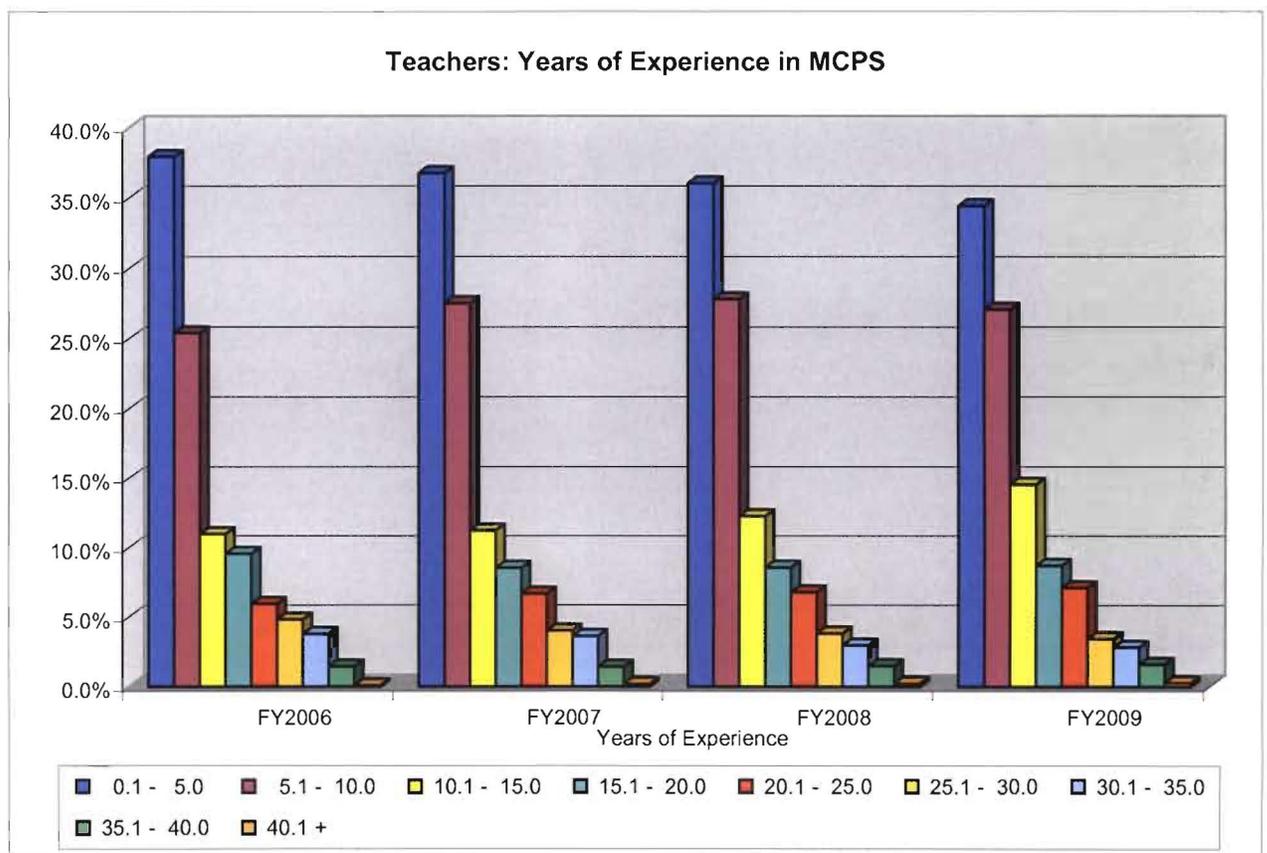


A2886

Teachers: Years of Experience in MCPS

Years of Experience	FY2006		FY2007		FY2008		FY2009	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	4,251	37.9%	4,221	36.7%	4,159	36.0%	3,956	34.4%
5.1 - 10.0	2,848	25.4%	3,162	27.5%	3,211	27.8%	3,114	27.1%
10.1 - 15.0	1,231	11.0%	1,290	11.2%	1,416	12.3%	1,672	14.5%
15.1 - 20.0	1,071	9.6%	981	8.5%	989	8.6%	1,000	8.7%
20.1 - 25.0	668	6.0%	767	6.7%	784	6.8%	816	7.1%
25.1 - 30.0	541	4.8%	463	4.0%	443	3.8%	396	3.4%
30.1 - 35.0	426	3.8%	418	3.6%	343	3.0%	325	2.8%
35.1 - 40.0	163	1.5%	164	1.4%	172	1.5%	186	1.6%
40.1 +	10	0.1%	20	0.2%	27	0.2%	32	0.3%
TOTAL	11,209	100.0%	11,486	100.0%	11,544	100.0%	11,497	100.0%

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

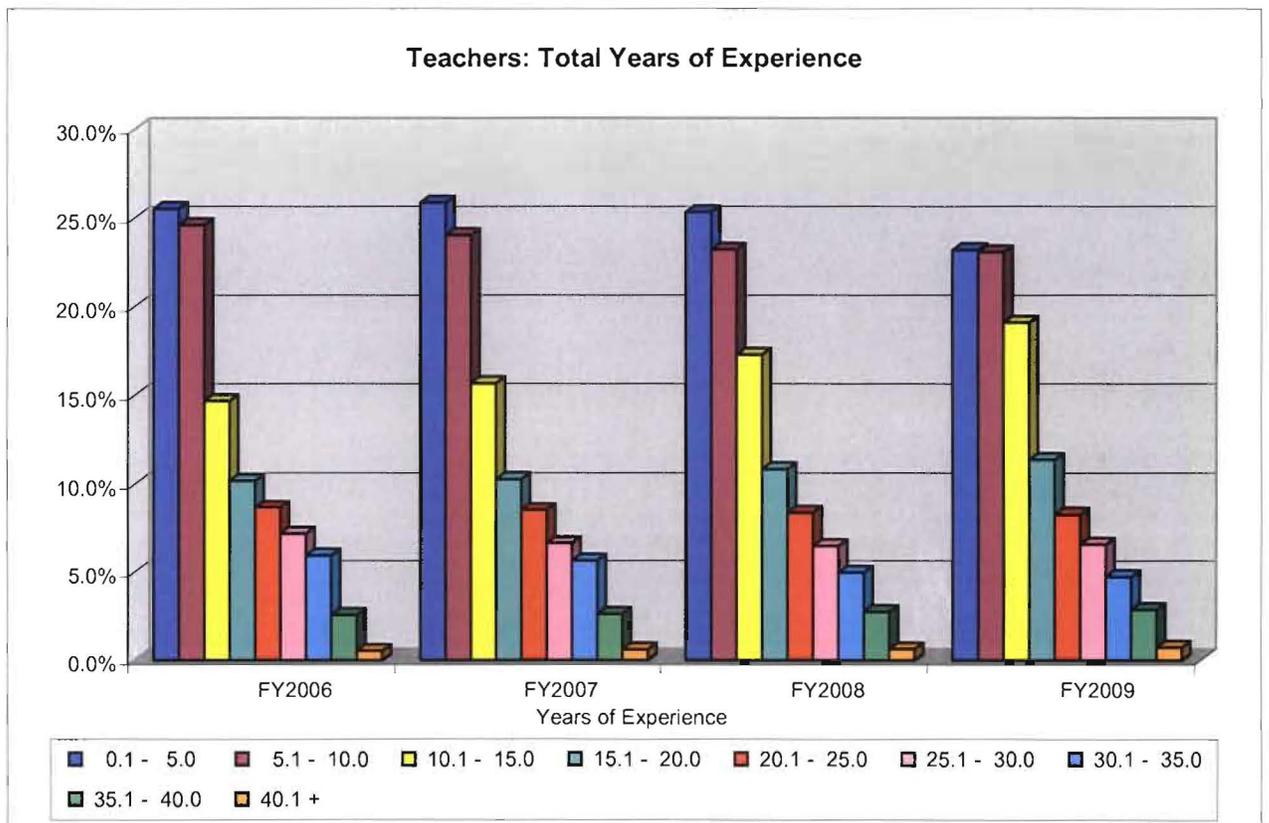


A287

Teachers: Total Years of Experience

Years of Experience	FY2006		FY2007		FY2008		FY2009	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	2,862	25.5%	2,973	25.9%	2,926	25.3%	2,667	23.2%
5.1 - 10.0	2,759	24.6%	2,761	24.0%	2,681	23.2%	2,654	23.1%
10.1 - 15.0	1,647	14.7%	1,802	15.7%	1,999	17.3%	2,197	19.1%
15.1 - 20.0	1,144	10.2%	1,183	10.3%	1,254	10.9%	1,310	11.4%
20.1 - 25.0	975	8.7%	982	8.5%	969	8.4%	953	8.3%
25.1 - 30.0	807	7.2%	764	6.7%	750	6.5%	757	6.6%
30.1 - 35.0	668	6.0%	650	5.7%	575	5.0%	545	4.7%
35.1 - 40.0	288	2.6%	301	2.6%	317	2.7%	330	2.9%
40.1 +	59	0.5%	70	0.6%	73	0.6%	84	0.7%
TOTAL	11,209	100.0%	11,486	100.0%	11,544	100.0%	11,497	100.0%

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



P250

Teachers: Salary Schedule Placement

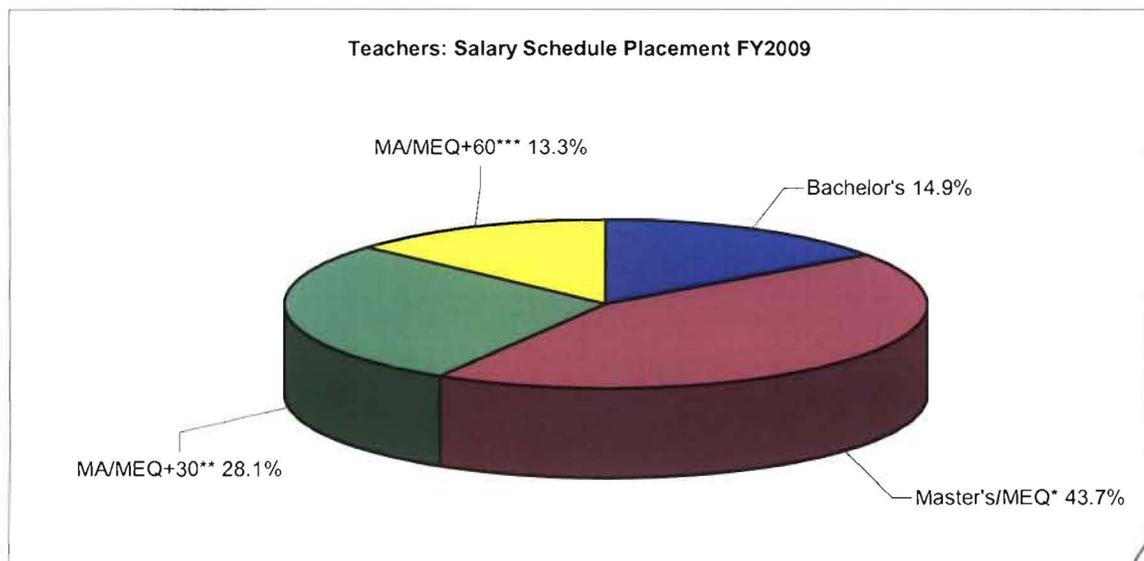
Step	FY2009									
	Bachelor's		Master's/MEQ*		MA/MEQ+30**		MA/MEQ+60***		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
1	191	11.2%	193	3.8%	27	0.8%	14	0.9%	425	3.7%
2	261	15.2%	209	4.2%	37	1.1%	14	0.9%	521	4.5%
3	303	17.7%	227	4.5%	50	1.5%	27	1.8%	607	5.3%
4	280	16.4%	255	5.1%	62	1.9%	23	1.5%	620	5.4%
5	195	11.4%	293	5.8%	76	2.3%	26	1.7%	590	5.1%
6	107	6.3%	276	5.5%	85	2.6%	41	2.7%	509	4.4%
7	111	6.5%	307	6.1%	113	3.5%	39	2.6%	570	5.0%
8	80	4.7%	293	5.8%	146	4.5%	44	2.9%	563	4.9%
9	52	3.0%	362	7.2%	137	4.2%	53	3.5%	604	5.3%
10	132	7.7%	309	6.2%	156	4.8%	49	3.2%	646	5.6%
11			326	6.5%	192	5.9%	70	4.6%	588	5.1%
12			248	4.9%	209	6.5%	68	4.4%	525	4.6%
13			223	4.4%	182	5.6%	82	5.4%	487	4.2%
14			152	3.0%	143	4.4%	62	4.1%	357	3.1%
15			150	3.0%	137	4.2%	73	4.8%	360	3.1%
16			129	2.6%	96	3.0%	63	4.1%	288	2.5%
17			119	2.4%	146	4.5%	58	3.8%	323	2.8%
18			110	2.2%	92	2.8%	43	2.8%	245	2.1%
19-24			403	8.0%	472	14.6%	279	18.2%	1,154	10.0%
25			437	8.7%	677	20.9%	401	26.2%	1,515	13.2%
TOTAL	1,712	14.9%	5,021	43.7%	3,235	28.1%	1,529	13.3%	11,497	100.0%

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

* Master's/MEQ: Master's degree or Master's Equivalent.

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

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



A28A

Teachers: Annual Salary FY2009

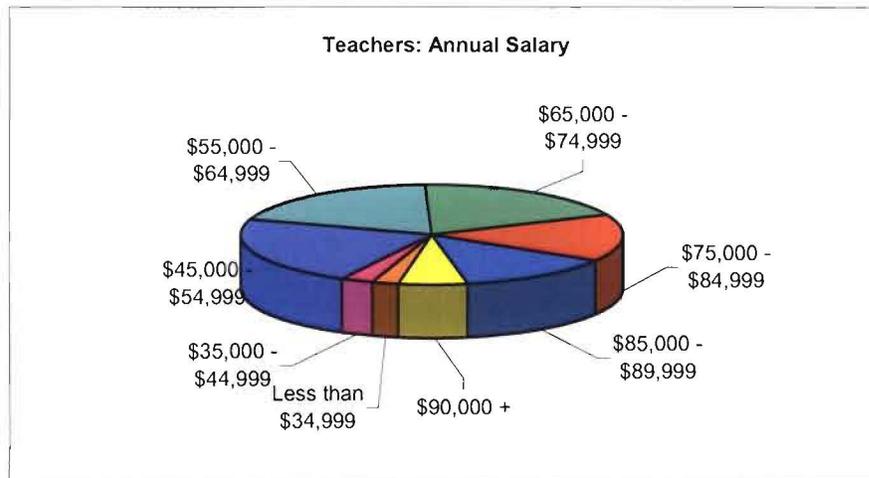
Annual Salary	Number	Percent
Less than \$29,999	121	1.1%
\$30,000 - \$34,999	92	0.8%
\$35,000 - \$39,999	128	1.1%
\$40,000 - \$44,999	135	1.2%
\$45,000 - \$49,999	1048	9.1%
\$50,000 - \$54,999	1136	9.9%
\$55,000 - \$59,999	986	8.6%
\$60,000 - \$64,999	904	7.9%
\$65,000 - \$69,999	939	8.2%
\$70,000 - \$74,999	889	7.7%
\$75,000 - \$79,999	870	7.6%
\$80,000 - \$84,999	621	5.4%
\$85,000 - \$89,999	545	4.7%
\$90,000 - \$94,999	711	6.2%
\$95,000 +	2372	20.6%
TOTAL	11,497	100.0%

Data as of October 15, 2008.

Teachers: Average Salaries*	
FY2009	\$75,500
FY 2008	\$71,030
FY 2007	\$66,722
FY 2006	\$64,841

* 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.



(1790)

Teachers: Certification Type

Fiscal Year	Number of Teachers	Standard Professional Certificate*		Advanced Professional Certificate**		Maryland Board of Examiners License***		Conditional Degree Certificate****		Resident Teacher Certificate*****		Certification Data not Available or Not Needed	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2008	11,447	4,193	36.6%	6,845	59.8%	239	2.1%	154	1.3%	6	0.1%	10	0.1%
FY2007	11,415	4,189	36.7%	6,703	58.7%	227	2.0%	239	2.1%	14	0.1%	43	0.4%
FY2006	11,147	3,787	34.0%	6,897	61.9%	226	2.0%	224	2.0%	4	0.0%	9	0.1%
FY2005	10,841	4,030	37.2%	6,133	56.6%	209	1.9%	444	4.1%	3	0.0%	22	0.2%

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

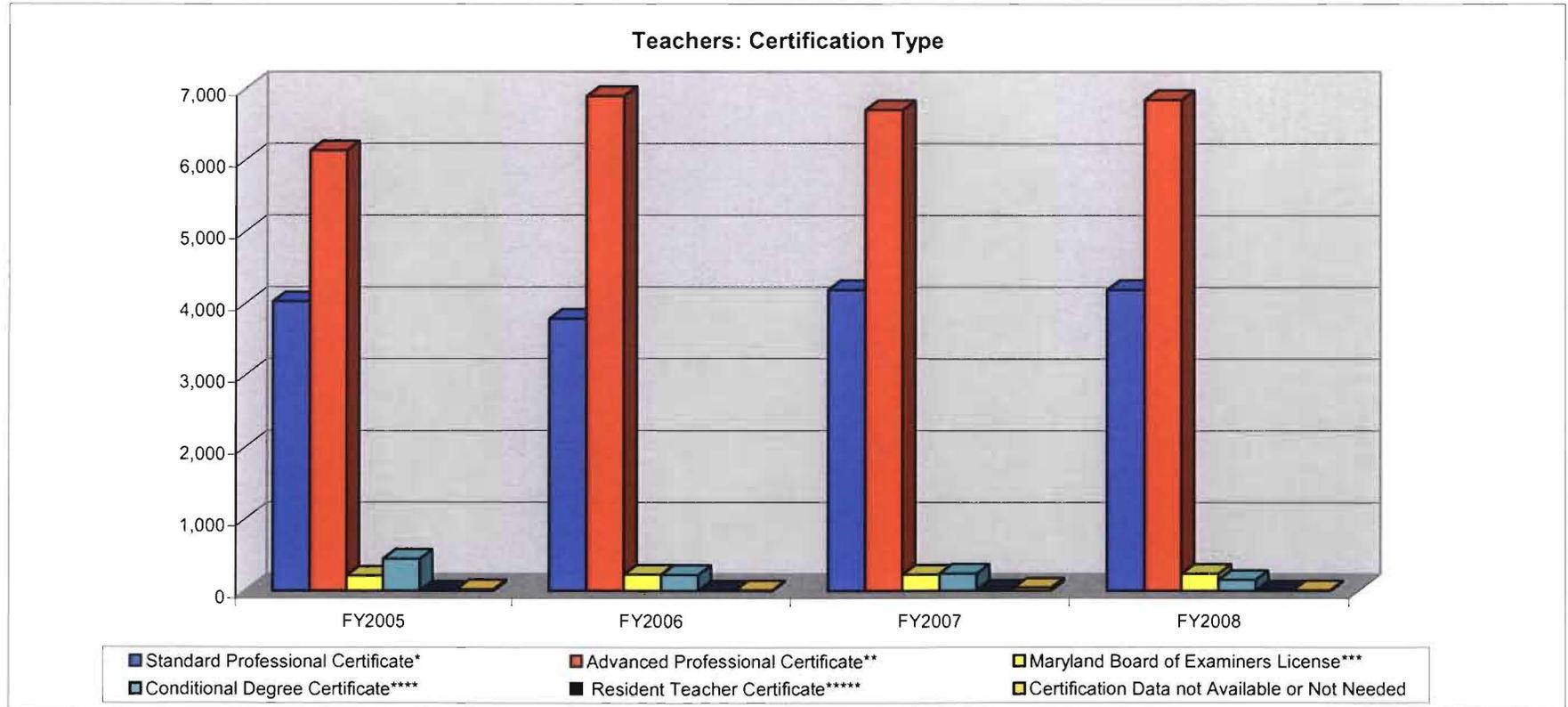
* The Standard Professional Certificate is a professional certificate in the state of Maryland.

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

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

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

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



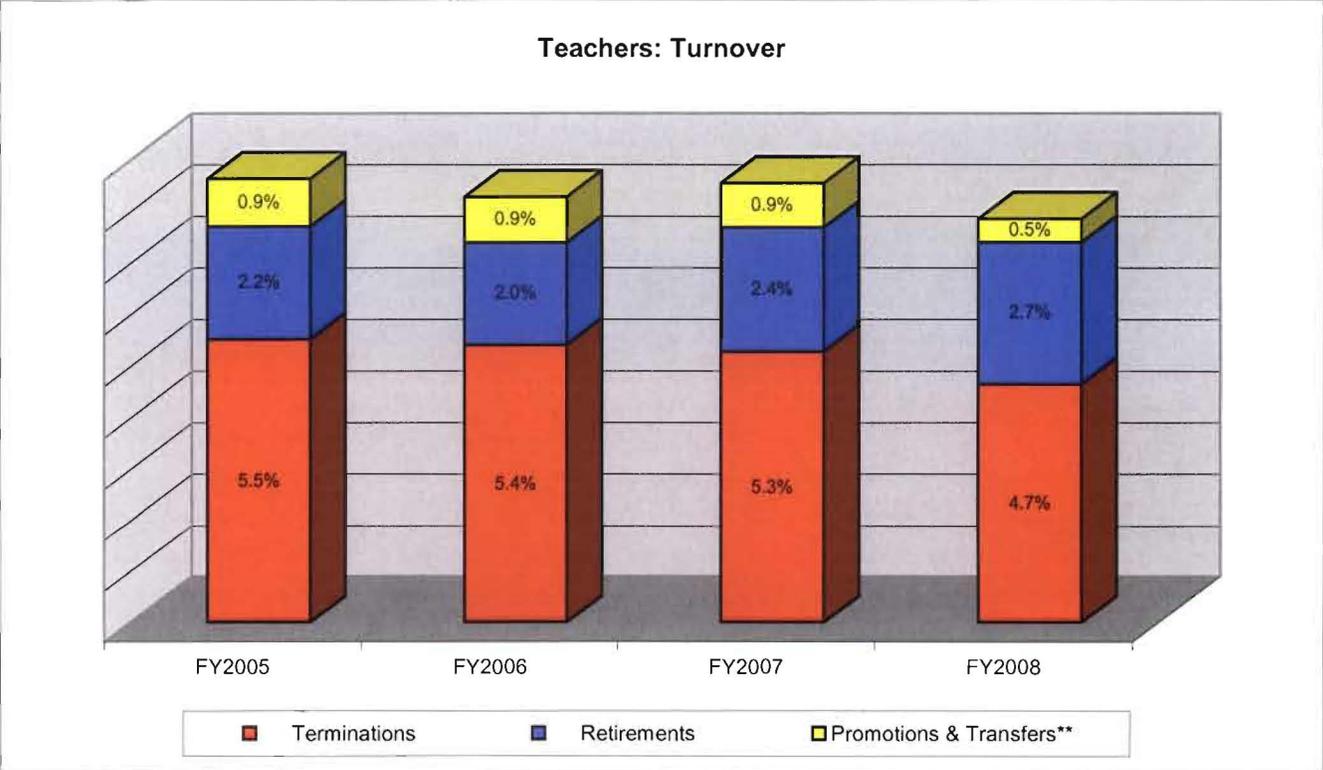
1291

Teachers: Turnover

Fiscal Year	Number of Teachers*	Terminations		Retirements		Promotions & Transfers**		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2008	11,929	556	4.7%	328	2.7%	54	0.5%	938	7.9%
FY2007	11,929	631	5.3%	287	2.4%	102	0.9%	1020	8.6%
FY2006	11,661	632	5.4%	231	2.0%	103	0.9%	966	8.3%
FY2005	11,346	627	5.5%	248	2.2%	105	0.9%	980	8.6%

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

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



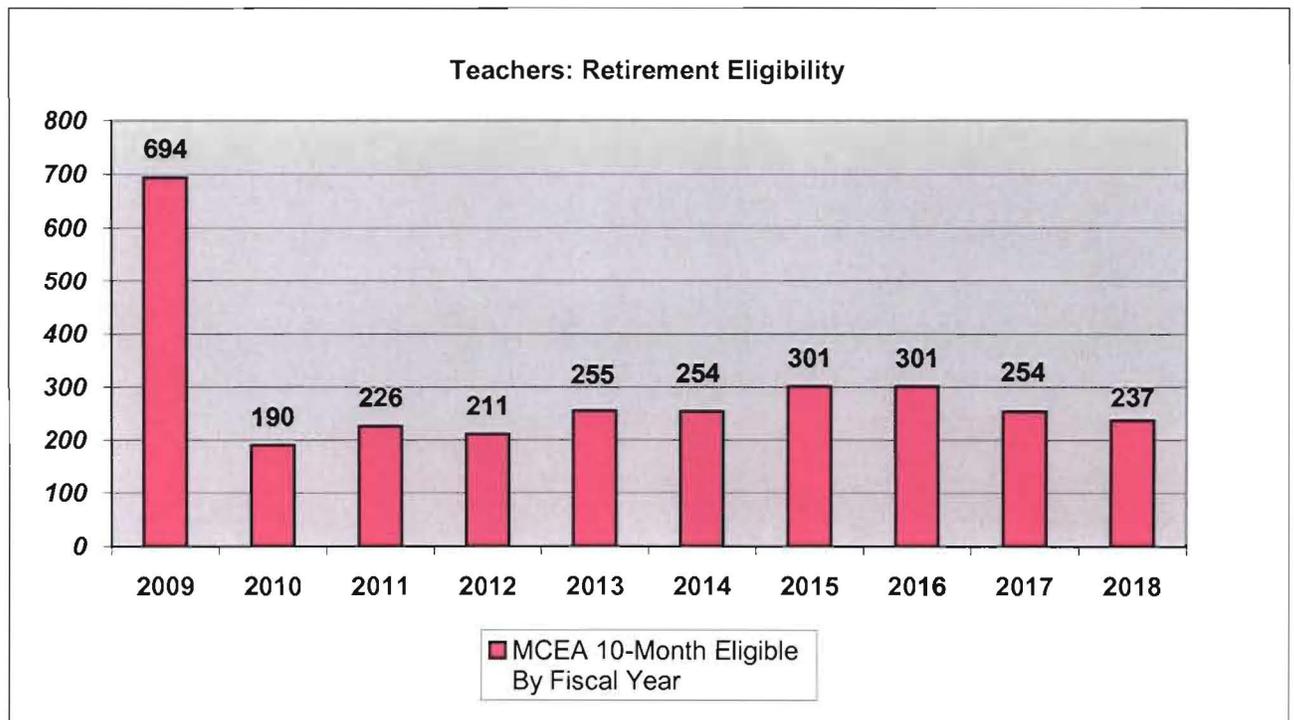
Teachers: Retirement Eligibility

Fiscal Year	MCEA 10-Month Eligible By Fiscal Year	Percent of Total
2009	694	6.0%
2010	190	1.6%
2011	226	2.0%
2012	211	1.8%
2013	255	2.2%
2014	254	2.2%
2015	301	2.6%
2016	301	2.6%
2017	254	2.2%
2018	237	2.1%
Eligible within 10 years	2,923	25.3%
Total MCEA 10-Month	11,532	100.0%

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members are eligible for retirement after 30 years of service or at age 62 with at least 5 years of service.

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



A293

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

Demographic Profile by School Type
Demographic Profile

A294

Counselors: Demographic Profile

	FY2006		FY2007		FY2008		FY2009	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
ELEMENTARY SCHOOL								
Gender								
Male	7	5.5%	8	6.2%	9	6.8%	7	5.3%
Female	120	94.5%	122	93.8%	123	93.2%	124	94.7%
TOTAL	127	100.0%	130	100.0%	132	100.0%	131	100.0%
Race								
White	101	79.5%	102	78.5%	105	79.5%	103	78.6%
African American	20	15.7%	20	15.4%	19	14.4%	20	15.3%
Asian American	1	0.8%	2	1.5%	3	2.3%	3	2.3%
American Indian	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Hispanic	5	3.9%	6	4.6%	5	3.8%	5	3.8%
TOTAL	127	100.0%	130	100.0%	132	100.0%	131	100.0%
MIDDLE SCHOOL								
Gender								
Male	26	19.1%	27	20.0%	25	16.9%	25	16.9%
Female	110	80.9%	108	80.0%	123	83.1%	123	83.1%
TOTAL	136	100.0%	135	100.0%	148	100.0%	148	100.0%
Race								
White	90	66.2%	86	63.7%	95	64.2%	96	64.9%
African American	39	28.7%	40	29.6%	42	28.4%	43	29.1%
Asian American	3	2.2%	4	3.0%	4	2.7%	2	1.4%
American Indian	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Hispanic	4	2.9%	5	3.7%	7	4.7%	7	4.7%
TOTAL	136	100.0%	135	100.0%	148	100.0%	148	100.0%
HIGH SCHOOL								
Gender								
Male	49	27.7%	50	27.8%	49	26.1%	50	26.6%
Female	128	72.3%	130	72.2%	139	73.9%	138	73.4%
TOTAL	177	100.0%	180	100.0%	188	100.0%	188	100.0%
Race								
White	108	61.0%	110	61.1%	116	61.7%	118	62.8%
African American	52	29.4%	51	28.3%	50	26.6%	48	25.5%
Asian American	8	4.5%	9	5.0%	8	4.3%	8	4.3%
American Indian	0	0.0%	0	0.0%	1	0.5%	1	0.5%
Hispanic	9	5.1%	10	5.6%	13	6.9%	13	6.9%
TOTAL	177	100.0%	180	100.0%	188	100.0%	188	100.0%
CENTRAL OFFICE AND SPECIAL SCHOOLS								
Gender								
Male	3	21.4%	3	23.1%	2	13.3%	1	6.7%
Female	11	78.6%	10	76.9%	13	86.7%	14	93.3%
TOTAL	14	100.0%	13	100.0%	15	100.0%	15	100.0%
Race								
White	4	28.6%	4	30.8%	5	33.3%	5	33.3%
African American	2	14.3%	1	7.7%	1	6.7%	1	6.7%
Asian American	3	21.4%	3	23.1%	3	20.0%	3	20.0%
American Indian	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Hispanic	5	35.7%	5	38.5%	6	40.0%	6	40.0%
TOTAL	14	100.0%	13	100.0%	15	100.0%	15	100.0%
GRAND TOTAL	454		458		483		482	

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

2. Data was captured on the annual staff data collection date as set by MSDE, October 15.

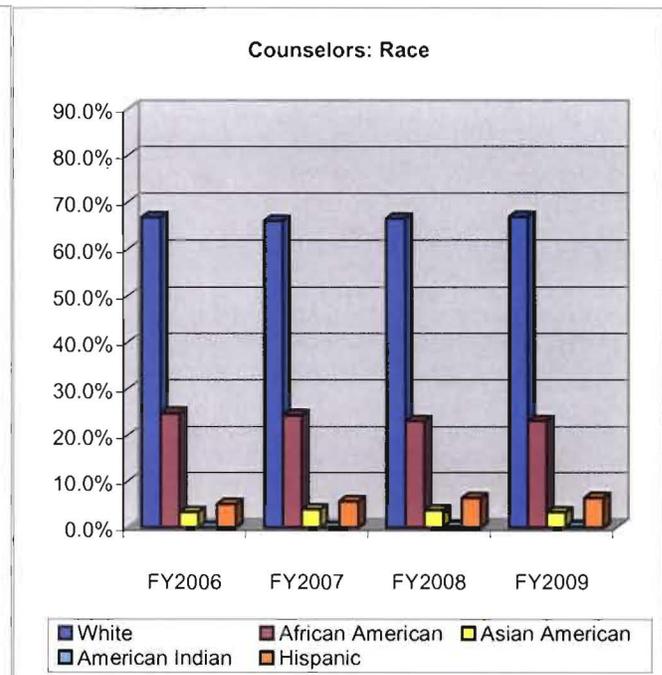
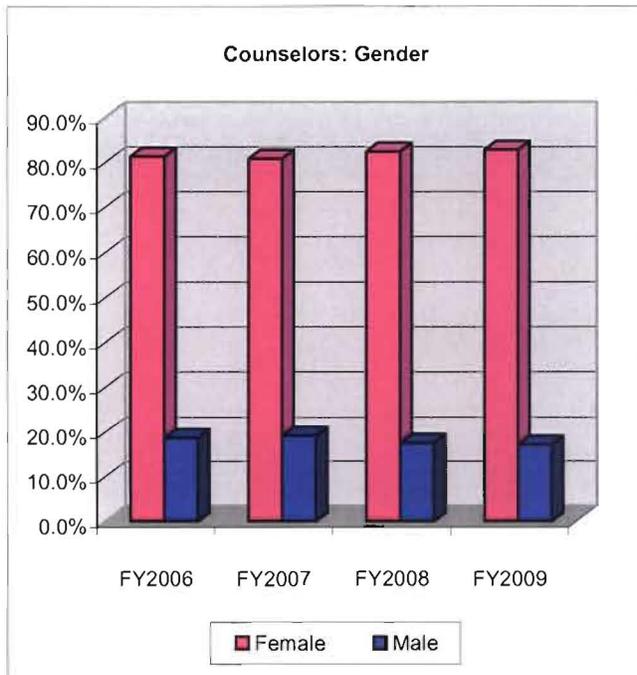
3. Counselors assigned to non-school based offices service ESOL students, students in alternative programs, and students in special schools.

A295

Counselors: Demographic Profile

	FY2006		FY2007		FY2008		FY2009	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Male	85	18.7%	88	19.2%	85	17.6%	83	17.2%
Female	369	81.3%	370	80.8%	398	82.4%	399	82.8%
TOTAL	454	100.0%	458	100.0%	483	100.0%	482	100.0%
RACE								
White	303	66.7%	302	65.9%	321	66.5%	322	66.8%
African American	113	24.9%	112	24.5%	112	23.2%	112	23.2%
Asian American	15	3.3%	18	3.9%	18	3.7%	16	3.3%
American Indian	0	0.0%	0	0.0%	1	0.2%	1	0.2%
Hispanic	23	5.1%	26	5.7%	31	6.4%	31	6.4%
TOTAL	454	100.0%	458	100.0%	483	100.0%	482	100.0%

1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included.
2. Data was captured on the annual staff data collection date as set by MSDE, October 15.



1796

10 and 12-month SEIU Local 500 Personnel:

Support Services Demographic Profile
Support Services Salary Schedule Placement
Support Services Total Years of Experience
Support Services Turnover

Paraeducators Demographic Profile
Paraeducators Degree by School Type
Paraeducators Degree (Summary and Graph)
Paraeducators Title I Highly Qualified Competency
Paraeducators Title I Competency by School
Paraeducators Turnover

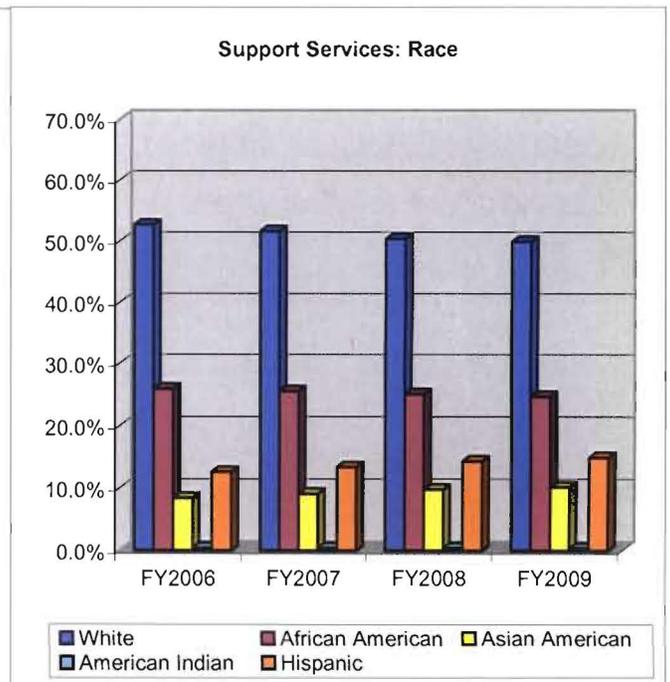
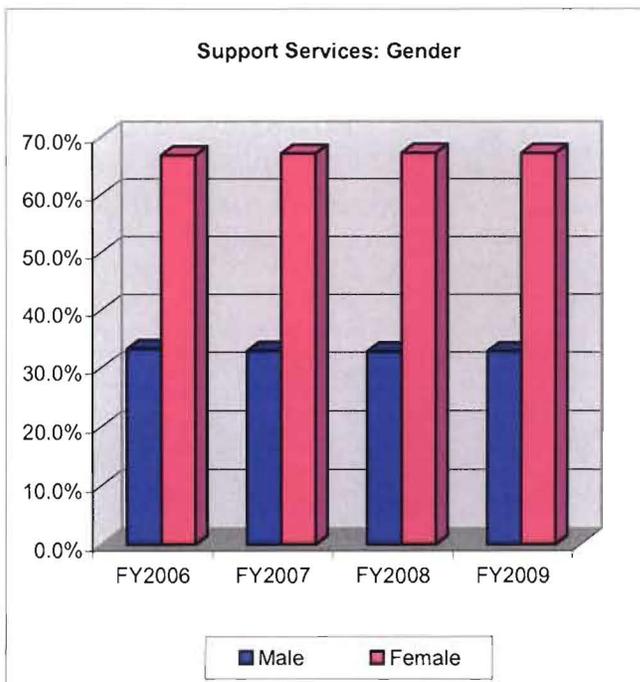
SEIU Retirement Eligibility

Support Services: Demographic Profile

	FY2006		FY2007		FY2008		FY2009	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Male	2,972	33.2%	3,024	32.9%	3,048	32.8%	3,048	32.8%
Female	5,970	66.8%	6,159	67.1%	6,246	67.2%	6,234	67.2%
TOTAL	8,942	100.0%	9,183	100.0%	9,294	100.0%	9,282	100.0%
RACE								
White	4,713	52.7%	4,742	51.6%	4,682	50.4%	4,635	49.9%
African American	2,315	25.9%	2,344	25.5%	2,331	25.1%	2,288	24.6%
Asian American	751	8.4%	834	9.1%	910	9.8%	942	10.1%
American Indian	37	0.4%	36	0.4%	39	0.4%	36	0.4%
Hispanic	1,126	12.6%	1,227	13.4%	1,332	14.3%	1,381	14.9%
TOTAL	8,942	100.0%	9,183	100.0%	9,294	100.0%	9,282	100.0%
AGE								
Under 20 years	10	0.1%	20	0.2%	12	0.1%	9	0.1%
20 - 29 years	604	6.8%	649	7.1%	668	7.2%	636	6.9%
30 - 39 years	1,235	13.8%	1,244	13.5%	1,188	12.8%	1,114	12.0%
40 - 49 years	2,944	32.9%	2,954	32.2%	2,895	31.1%	2,785	30.0%
50 - 59 years	3,053	34.1%	3,141	34.2%	3,237	34.8%	3,326	35.8%
60+ years	1,096	12.3%	1,175	12.8%	1,294	13.9%	1,412	15.2%
TOTAL	8,942	100.0%	9,183	100.0%	9,294	100.0%	9,282	100.0%

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

2. Data was captured on the annual staff data collection date as set by MSDE, October 15.



A 298

Support Services: Salary Schedule Placement

FY2009												
Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Total Count	Percent on Grade
	Count	Count	Count	Count	Count	Count	Count	Count	Count	Count		
4	41	60	50	38	46	25	32	50	25	161	528	5.0%
6	91	90	107	72	61	72	64	62	46	337	1,002	9.5%
7	107	155	105	95	167	62	48	42	46	243	1,070	10.1%
8	7	6	12	8	6	7	10	5	3	53	117	1.1%
9	3	3	1	0	1	2	1	2	5	36	54	0.5%
10	8	11	8	15	16	20	19	21	20	118	256	2.4%
11	214	336	229	132	76	148	154	115	371	279	2,054	19.5%
12	181	192	160	130	82	91	84	108	116	741	1,885	17.9%
13	8	59	94	93	100	140	93	85	101	669	1,442	13.7%
14	24	29	40	52	31	33	29	33	92	222	585	5.5%
15	6	19	15	19	19	21	27	27	34	218	405	3.8%
16	13	16	22	18	31	17	20	34	29	162	362	3.4%
17	4	14	12	7	7	14	12	13	24	80	187	1.8%
18	4	4	1	3	5	7	9	10	6	41	90	0.9%
19	1	1	2	4	2	2	3	8	14	25	62	0.6%
20	5	13	10	9	12	11	10	19	10	70	169	1.6%
21	0	1	1	2	3	4	2	6	3	11	33	0.3%
22	0	1	4	2	2	5	3	2	7	17	43	0.4%
23	1	1	6	3	8	14	6	2	5	29	75	0.7%
24	0	1	1	2	2	2	1	2	2	10	23	0.2%
25	0	3	3	3	3	3	4	4	5	34	62	0.6%
26	0	0	0	0	0	0	3	0	3	5	11	0.1%
27	0	0	0	0	0	2	2	0	3	26	33	0.3%
TOTAL	718	1,015	883	707	680	702	636	650	970	3,587	10,548	100.0%
% on Step	6.8%	9.6%	8.4%	6.7%	6.4%	6.7%	6.0%	6.2%	9.2%	34.0%	100.0%	

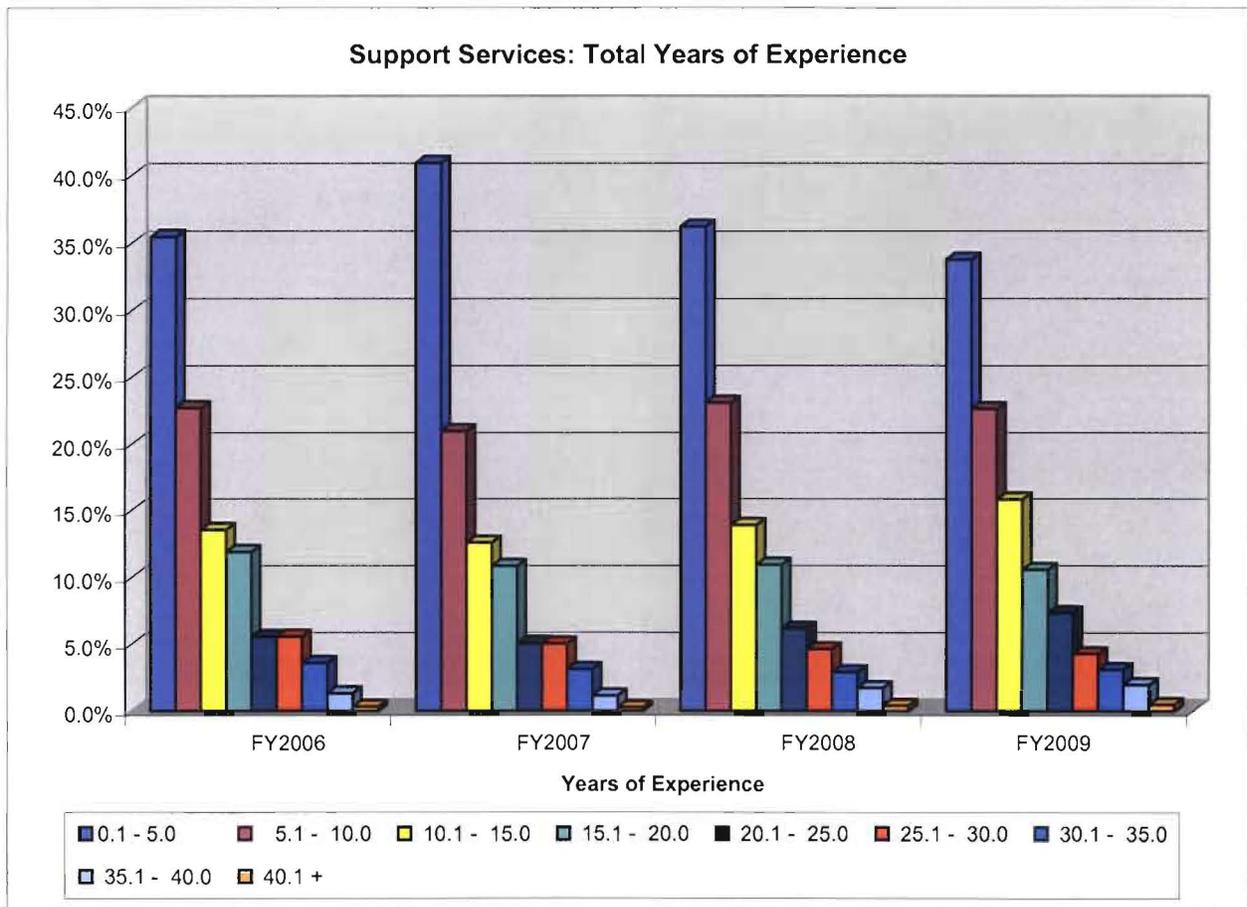
1. Currently there are no MCPS positions in grades 1,2,3 or 5.
2. The figures above reflect number of assignments. An employee in multiple positions could be in multiple pay grades.
3. The figures above reflect filled positions as of October 15.

11/29/09

Support Services: Total Years of Experience

Years of Experience	FY2006		FY2007		FY2008		FY2009	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	3,169	35.4%	3,756	40.9%	3,364	36.2%	3,133	33.8%
5.1 - 10.0	2,032	22.7%	1,928	21.0%	2,147	23.1%	2,102	22.6%
10.1 - 15.0	1,213	13.6%	1,158	12.6%	1,294	13.9%	1,471	15.8%
15.1 - 20.0	1,065	11.9%	998	10.9%	1,019	11.0%	983	10.6%
20.1 - 25.0	497	5.6%	466	5.1%	574	6.2%	683	7.4%
25.1 - 30.0	498	5.6%	463	5.0%	431	4.6%	397	4.3%
30.1 - 35.0	322	3.6%	287	3.1%	270	2.9%	287	3.1%
35.1 - 40.0	119	1.3%	104	1.1%	160	1.7%	182	2.0%
40.1 +	27	0.3%	23	0.3%	35	0.4%	44	0.5%
TOTAL	8,942	100.0%	9,183	100.0%	9,294	100.0%	9,282	100.0%

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



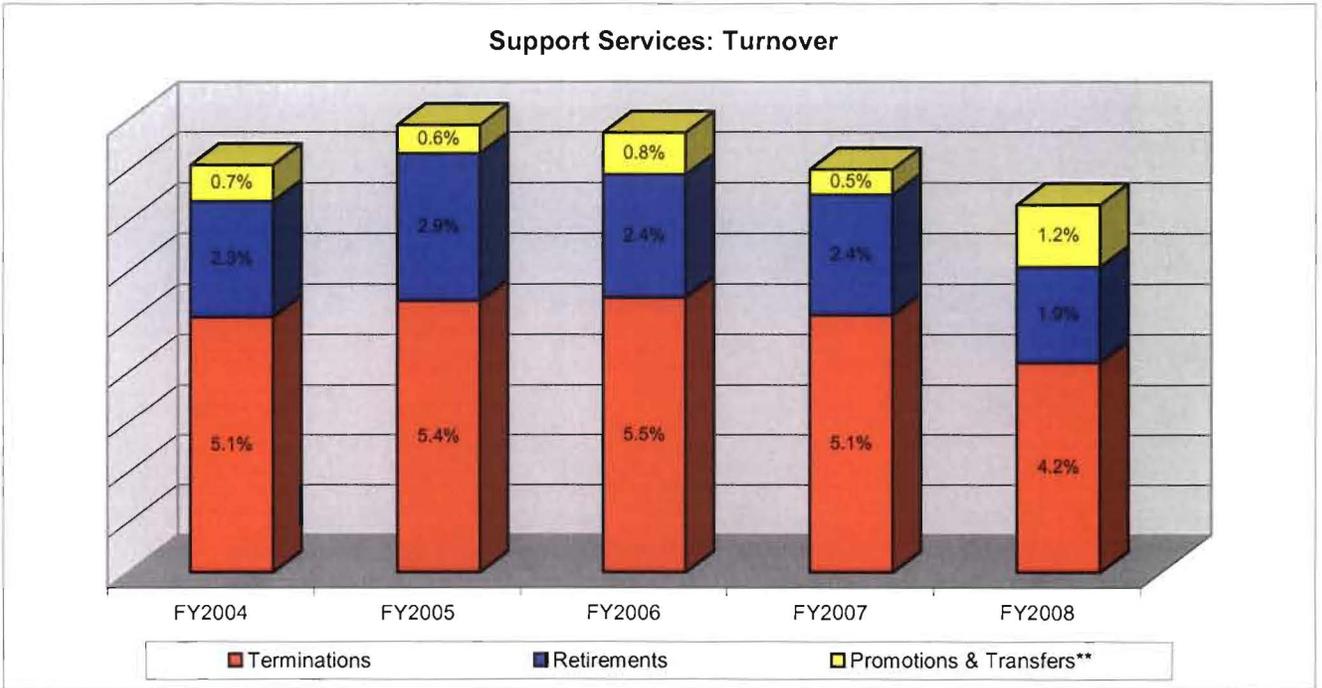
A300

Support Services: Turnover

Fiscal Year	Number of Support Services*	Terminations		Retirements		Promotions & Transfers**		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2008	9523	399	4.2%	180	1.9%	117	1.2%	696	7.3%
FY2007	9,323	478	5.1%	222	2.4%	47	0.5%	747	8.0%
FY2006	9,080	497	5.5%	221	2.4%	75	0.8%	793	8.7%
FY2005	8,831	478	5.4%	257	2.9%	50	0.6%	785	8.9%
FY2004	8,641	440	5.1%	198	2.3%	62	0.7%	700	8.1%

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

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



11301

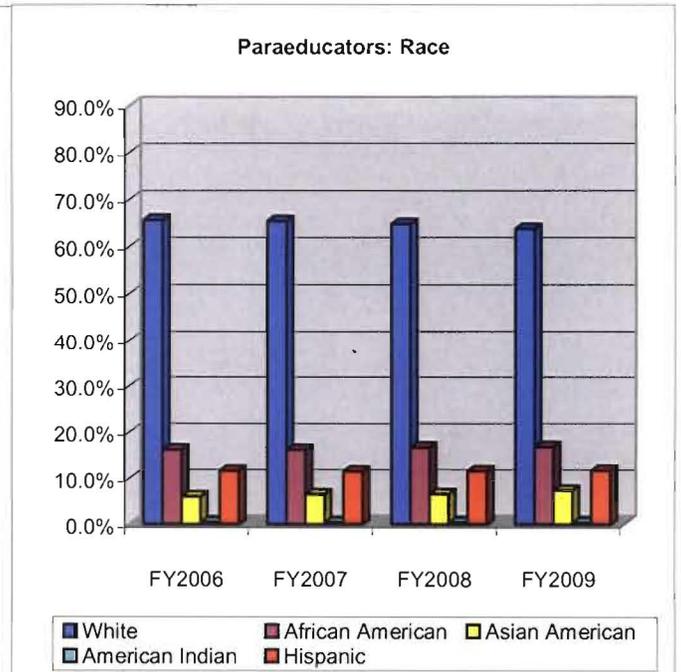
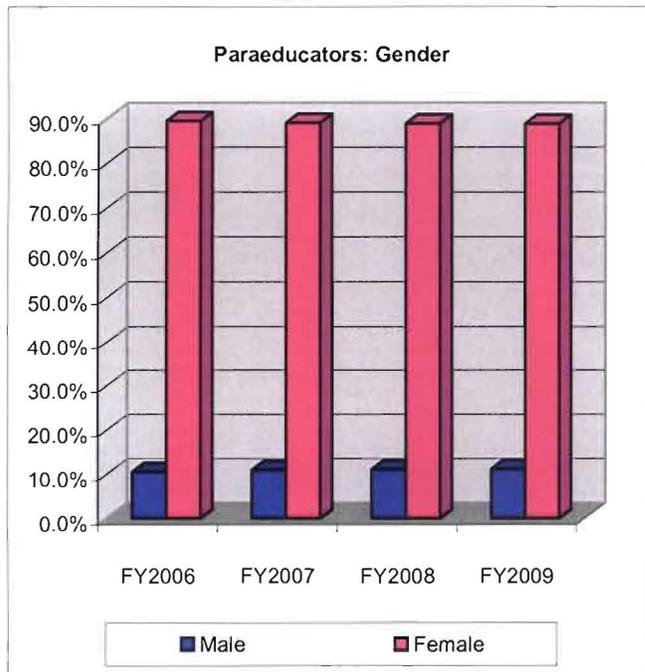
Paraeducators: Demographic Profile

	FY2006		FY2007		FY2008		FY2009	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Male	251	10.6%	272	11.0%	283	11.1%	289	11.2%
Female	2,123	89.4%	2,201	89.0%	2,263	88.9%	2,285	88.8%
TOTAL	2,374	100.0%	2,473	100.0%	2,546	100.0%	2,574	100.0%
RACE								
White	1,558	65.6%	1,617	65.4%	1,649	64.8%	1,641	63.8%
African American	384	16.2%	399	16.1%	424	16.7%	432	16.8%
Asian American	144	6.1%	162	6.6%	168	6.6%	190	7.4%
American Indian	12	0.5%	11	0.4%	11	0.4%	10	0.4%
Hispanic	276	11.6%	284	11.5%	294	11.5%	301	11.7%
TOTAL	2,374	100.0%	2,473	100.0%	2,546	100.0%	2,574	100.0%

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

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

3. Data was captured on the annual staff data collection date as set by MSDE, October 15.



A302

Paraeducators: Degree by School Type

	FY2006		FY2007		FY2008		FY2009	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
ELEMENTARY SCHOOL								
Not available	33	2.7%	37	3.0%	38	3.1%	38	3.1%
HS	604	49.2%	585	47.1%	579	46.6%	562	45.5%
AA	117	9.5%	124	10.0%	118	9.5%	116	9.4%
Bachelor's	413	33.6%	429	34.5%	443	35.6%	453	36.7%
Master's	60	4.9%	67	5.4%	67	5.4%	63	5.1%
Doctorate	1	0.1%	1	0.1%	2	0.2%	2	0.2%
TOTAL	1,228	100.0%	1,243	100.0%	1,247	100.3%	1,234	100.0%
MIDDLE SCHOOL								
Not available	8	2.3%	8	2.1%	10	2.6%	14	3.5%
HS	157	44.5%	165	44.0%	167	42.7%	170	42.8%
AA	23	6.5%	31	8.3%	31	7.9%	31	7.8%
Bachelor's	143	40.5%	149	39.7%	159	40.7%	158	39.8%
Master's	21	5.9%	22	5.9%	24	6.1%	24	6.0%
Doctorate	1	0.3%	0	0.0%	0	0.0%	0	0.0%
TOTAL	353	100.0%	375	100.0%	391	100.0%	397	100.0%
HIGH SCHOOL								
Not available	10	2.4%	13	2.8%	11	2.2%	10	1.9%
HS	190	45.3%	199	42.3%	218	44.2%	217	40.6%
AA	38	9.1%	40	8.5%	37	7.5%	40	7.5%
Bachelor's	144	34.4%	181	38.4%	189	38.3%	222	41.6%
Master's	34	8.1%	35	7.4%	35	7.1%	42	7.9%
Doctorate	3	0.7%	3	0.6%	3	0.6%	3	0.6%
TOTAL	419	100.0%	471	100.0%	493	100.0%	534	100.0%
CENTRAL OFFICE AND SPECIAL SCHOOLS								
Not available	11	2.9%	15	3.9%	24	5.8%	23	5.6%
HS	191	51.1%	194	50.5%	197	47.5%	207	50.6%
AA	34	9.1%	34	8.9%	34	8.2%	33	8.1%
Bachelor's	117	31.3%	118	30.7%	131	31.6%	121	29.6%
Master's	20	5.3%	22	5.7%	28	6.7%	24	5.9%
Doctorate	1	0.3%	1	0.3%	1	0.2%	1	0.2%
TOTAL	374	100.0%	384	100.0%	415	100.0%	409	100.0%
ALL PARAEDUCATORS								
Not available	62	2.6%	73	3.0%	83	3.3%	85	3.3%
HS	1,142	48.1%	1,143	46.2%	1,161	45.6%	1,156	44.9%
AA	212	8.9%	229	9.3%	220	8.6%	220	8.5%
Bachelor's	817	34.4%	877	35.5%	922	36.2%	954	37.1%
Master's	135	5.7%	146	5.9%	154	6.0%	153	5.9%
Doctorate	6	0.3%	5	0.2%	6	0.2%	6	0.2%
GRAND TOTAL	2,374	100.0%	2,473	100.0%	2,546	100.0%	2,574	100.0%

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

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

3. Data was captured on the annual staff data collection date as set by MSDE, October 15.

(ABOB)

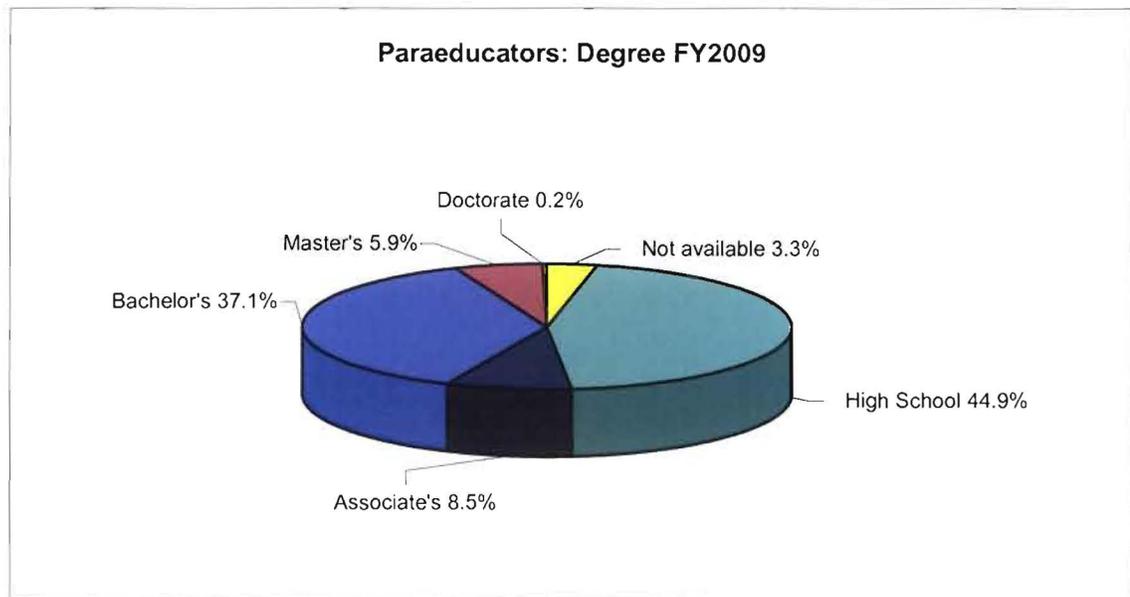
Paraeducators: Degree

	FY2006		FY2007		FY2008		FY2009	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
ALL PARAEDUCATORS								
Not available	62	2.6%	73	3.0%	83	3.3%	85	3.3%
High School	1,142	48.1%	1,143	46.2%	1,161	45.6%	1,156	44.9%
Associate's	212	8.9%	229	9.3%	220	8.6%	220	8.5%
Bachelor's	817	34.4%	877	35.5%	922	36.2%	954	37.1%
Master's	135	5.7%	146	5.9%	154	6.0%	153	5.9%
Doctorate	6	0.3%	5	0.2%	6	0.2%	6	0.2%
GRAND TOTAL	2,374	100.0%	2,473	100.0%	2,546	100.0%	2,574	100.0%

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

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

3. Data was captured on the annual staff data collection date as set by MSDE, October 15.



A301

Paraeducators: Elementary School Title I Highly Qualified Competency

	FY2006		FY2007		FY2008		FY2009	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Title I Elementary Schools								
Highly Qualified	194	96.0%	195	98.5%	223	100.0%	193	100.0%
Not Highly Qualified	8	4.0%	3	1.5%	0	0.0%	0	0.0%
TOTAL	202	100.0%	198	100.0%	223	100.0%	193	100.0%

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

2. Data reflects employees in the following positions: Paraeducator Special Education and Paraeducator (10 month). The following positions are **not** included: Paraeducator Special Education Itinerant, Paraeducator Special Programs, Paraeducator ESOL, Paraeducator Focus, Paraeducator PreK, Paraeducator Head Start, Paraeducator JROTC, Paraeducator Computer Lab, and Instructional Data Assistant.

3. Highly qualified designation is a requirement for all paraeducators allocated to a Title I school.

4. Highly qualified competency is defined as a paraeducator who has a college degree, 48 college credits or greater, or passes the Para Pro assessment exam with a score of 455 or higher.

5. A school is designated Title I by percentage of students who qualify for the Free and Reduced-price Meals (FARMS) program.

6. FY2006: 20 Title I schools, FY2007: 20 Title I schools, FY2008: 23 Title 1 schools, FY2009: 28 Title 1 schools

7. FY2009 Data as of January 30, 2009.

(A305)

Paraeducators: Title I Competency

Title I Elementary Schools	FY2009					
	Highly Qualified		Not Highly Qualified		Total	
	Number	Percent	Number	Percent	Number	Percent
Arcola	10	100.0%	0	0.0%	10	5.2%
Broad Acres	4	100.0%	0	0.0%	4	2.1%
Brookhaven	14	100.0%	0	0.0%	14	7.3%
Burnt Mills	3	100.0%	0	0.0%	3	1.6%
Clopper Mill	11	100.0%	0	0.0%	11	5.7%
Cresthaven	2	100.0%	0	0.0%	2	1.0%
East Silver Spring	4	100.0%	0	0.0%	4	2.1%
Gaithersburg	13	100.0%	0	0.0%	13	6.7%
Georgian Forest	8	100.0%	0	0.0%	8	4.1%
Glen Haven	11	100.0%	0	0.0%	11	5.7%
Harmony Hills	5	100.0%	0	0.0%	5	2.6%
Highland	7	100.0%	0	0.0%	7	3.6%
Jackson Road	9	100.0%	0	0.0%	9	4.7%
Kemp Mill	4	100.0%	0	0.0%	4	2.1%
Montgomery Knolls	9	100.0%	0	0.0%	9	4.7%
New Hampshire Estates	9	100.0%	0	0.0%	9	4.7%
Oak View	4	100.0%	0	0.0%	4	2.1%
R. Sargent Shriver	6	100.0%	0	0.0%	6	3.1%
Rolling Terrace	5	100.0%	0	0.0%	5	2.6%
Roscoe R. Nix	5	100.0%	0	0.0%	5	2.6%
Rosemont	11	100.0%	0	0.0%	11	5.7%
South Lake	5	100.0%	0	0.0%	5	2.6%
Summit Hall	6	100.0%	0	0.0%	6	3.1%
Twinbrook	7	100.0%	0	0.0%	7	3.6%
Viers Mill	11	100.0%	0	0.0%	11	5.7%
Washington Grove	4	100.0%	0	0.0%	4	2.1%
Weller Road	3	100.0%	0	0.0%	3	1.6%
Wheaton Woods	3	100.0%	0	0.0%	3	1.6%
TOTAL	193	100.0%	0	0.0%	193	100.0%

1. Data reflects the number of permanent employees by head count. Temporary and substitute employees are not included. If a paraeducator is working at multiple schools they will be counted multiple times.

2. Data reflects employees in the following positions: Paraeducator Special Education and Paraeducator (10 month). The following positions are **not** included: Paraeducator Special Education Itinerant, Paraeducator Special Programs, Paraeducator ESOL, Paraeducator Focus, Paraeducator PreK, Paraeducator Head Start, Paraeducator JROTC, Paraeducator Computer Lab, and Instructional Data Assistant.

3. Highly qualified designation is a requirement for all paraeducators allocated to a Title I school.

4. Highly qualified competency is defined as a paraeducator who has a college degree, 48 college credits or greater, or passes the Para Pro assessment exam with a score of 455 or higher.

5. A school is designated Title I by percentage of students who qualify for the Free and Reduced-price Meals (FARMS) program.

6. Data as of January 30, 2009.

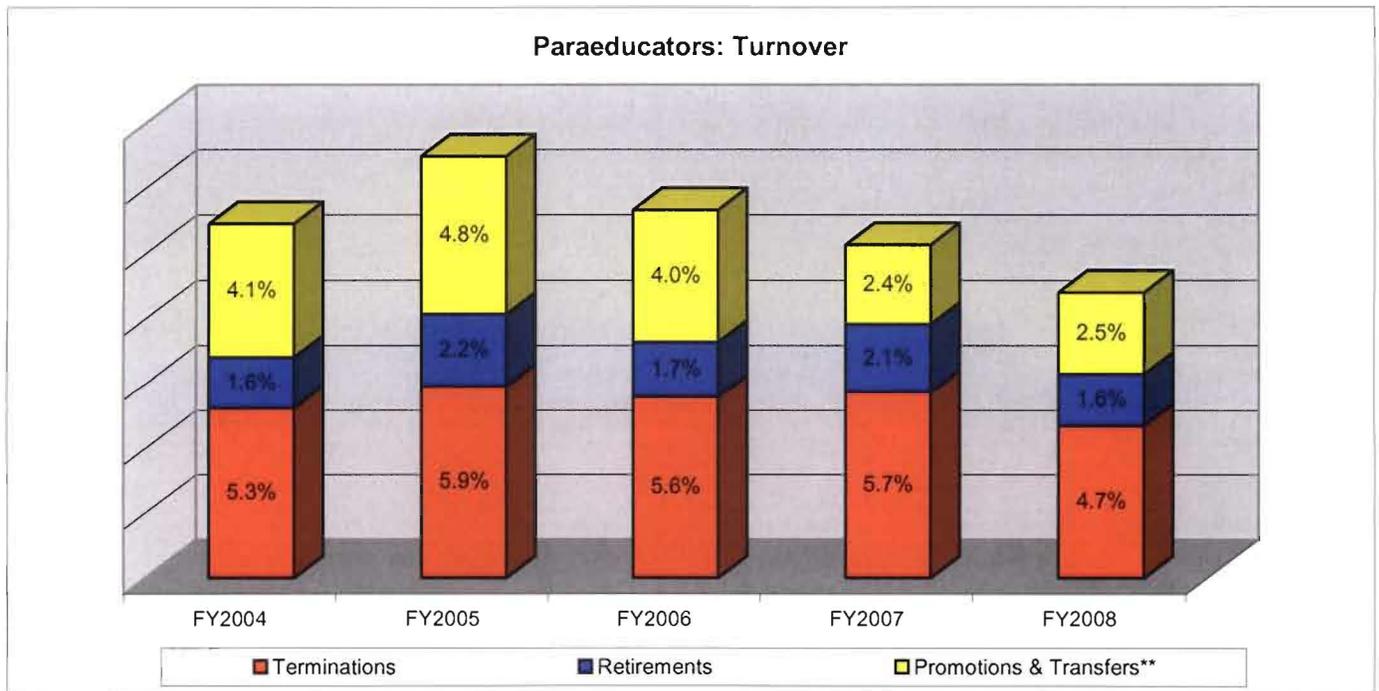
A306

Paraeducators: Turnover

Fiscal Year	Number of Paraeducators*	Terminations		Retirements		Promotions & Transfers**		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2008	2,610	123	4.7%	42	1.6%	65	2.5%	230	8.8%
FY2007	2,522	145	5.7%	53	2.1%	61	2.4%	259	10.3%
FY2006	2,425	136	5.6%	41	1.7%	98	4.0%	275	11.3%
FY2005	2,357	140	5.9%	52	2.2%	114	4.8%	306	13.0%
FY2004	2,298	121	5.3%	36	1.6%	94	4.1%	251	10.9%

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

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



A307

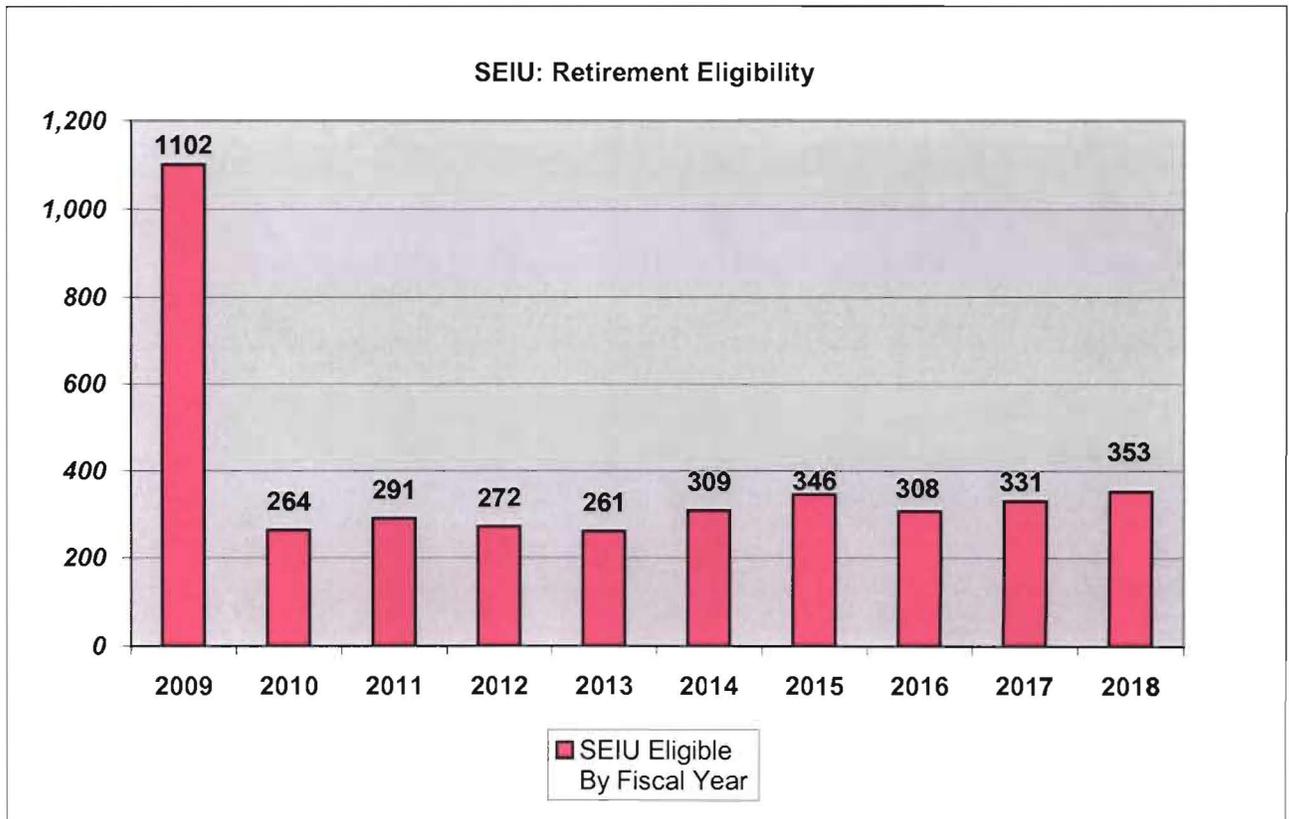
SEIU: Retirement Eligibility

Fiscal Year	SEIU Eligible By Fiscal Year	Percent of Total
2009	1102	11.8%
2010	264	2.8%
2011	291	3.1%
2012	272	2.9%
2013	261	2.8%
2014	309	3.3%
2015	346	3.7%
2016	308	3.3%
2017	331	3.6%
2018	353	3.8%
Eligible within 10 years	3,837	41.2%
Total SEIU	9,315	100.0%

1. Data reflects retirement eligibility as of July 1.

2. Pension plan members are eligible for retirement after 30 years of service or at age 62 with at least 5 years of service.

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



A308