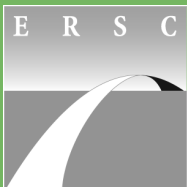


Staff Statistical Profile



EMPLOYEE & RETIREE SERVICE CENTER

45 West Gude Drive, Suite 1200 | Rockville, Maryland 20850

<https://www.montgomeryschoolsmd.org/departments/ersc/>

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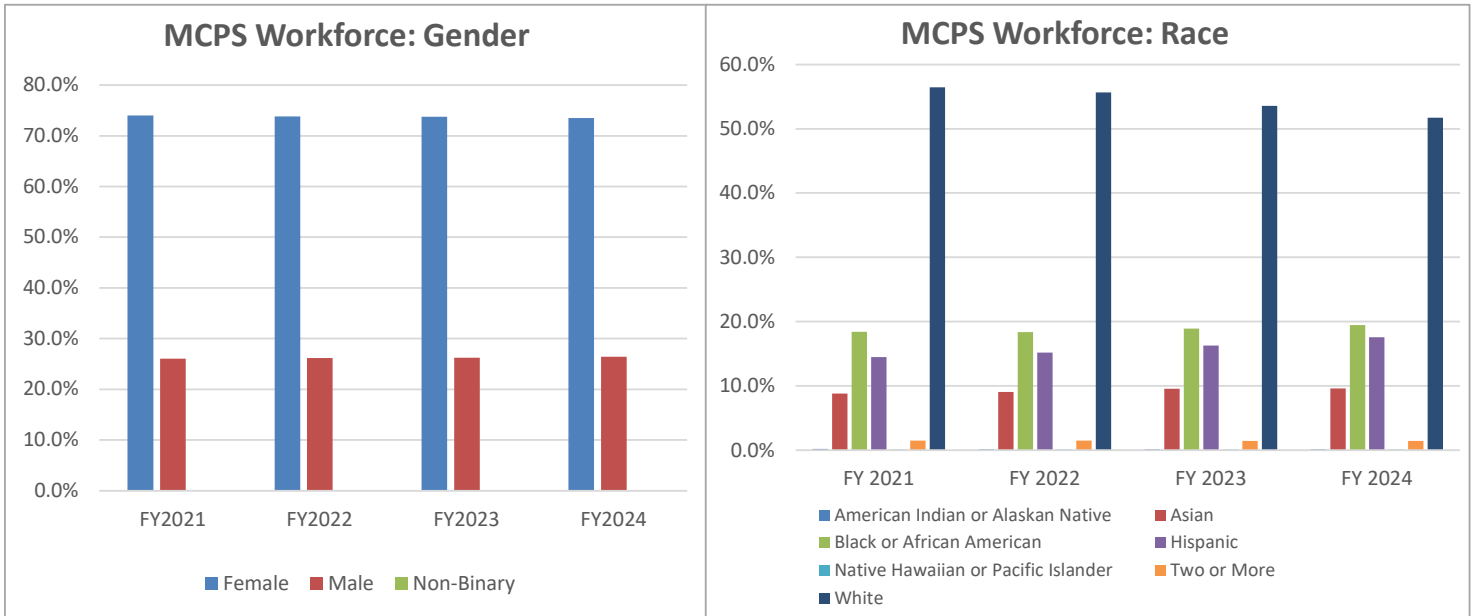
MCPS Workforce: Demographic Profile

	FY 2021		FY 2022		FY 2023		FY 2024	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Female	18,191	74.0%	18,165	73.8%	18,367	73.7%	18,717	73.5%
Male	6,398	26.0%	6,438	26.2%	6,536	26.2%	6,737	26.5%
Non-Binary			2	0.01%	4	0.02%	7	0.03%
TOTAL	24,589	100.0%	24,605	100.0%	24,907	100.0%	25,461	100.0%
RACE								
American Indian or Alaskan Native	46	0.2%	42	0.2%	40	0.2%	38	0.1%
Asian	2,168	8.8%	2,224	9.0%	2,375	9.5%	2,443	9.6%
Black or African American	4,533	18.4%	4,526	18.4%	4,712	18.9%	4,952	19.4%
Hispanic	3,565	14.5%	3,733	15.2%	4,059	16.3%	4,473	17.6%
Native Hawaiian or Pacific Islander	24	0.1%	21	0.1%	20	0.1%	21	0.1%
Two or More	373	1.5%	364	1.5%	361	1.4%	368	1.4%
White	13,880	56.4%	13,695	55.7%	13,340	53.6%	13,166	51.7%
TOTAL	24,589	100.0%	24,605	100.0%	24,907	100.0%	25,461	100.0%
AGE								
Under 20	3	0.01%	4	0.02%	10	0.04%	16	0.06%
20 - 29 years	2,990	12.2%	2,921	11.9%	2,845	11.4%	2,839	11.2%
30 - 39 years	5,469	22.2%	5,417	22.0%	5,486	22.0%	5,491	21.6%
40 - 49 years	6,238	25.4%	6,255	25.4%	6,392	25.7%	6,667	26.2%
50 - 59 years	6,358	25.9%	6,492	26.4%	6,618	26.6%	6,748	26.5%
60+ years	3,531	14.4%	3,516	14.3%	3,556	14.3%	3,700	14.5%
TOTAL	24,589	100.0%	24,605	100.0%	24,907	100.0%	25,461	100.0%

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

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

3. Data was captured on October 15.



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

GENDER	FY 2021		FY 2022		FY 2023		FY 2024	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Elementary School								
Female	8,663	35.2%	8,505	34.6%	8,553	34.3%	8,733	34.3%
Male	1,212	4.9%	1,232	5.0%	1,234	5.0%	1,260	4.9%
Non-Binary			0	0.0%	1	0.004%	3	0.01%
TOTAL	9,875	40.2%	9,737	39.6%	9,788	39.3%	9,996	39.3%
Middle School								
Female	3,115	12.7%	3,048	12.4%	3,016	12.1%	2,963	11.6%
Male	1,206	4.9%	1,187	4.8%	1,165	4.7%	1,255	4.9%
Non-Binary			1	0.004%	3	0.01%	3	0.01%
TOTAL	4,321	17.6%	4,236	17.2%	4,184	16.8%	4,221	16.6%
High School								
Female	3,377	13.7%	3,328	13.5%	3,359	13.5%	3,419	13.4%
Male	1,993	8.1%	1,979	8.0%	2,017	8.1%	2,036	8.0%
Non-Binary			1	0.004%	0	0.0%	1	0.004%
TOTAL	5,370	21.8%	5,308	21.6%	5,376	21.6%	5,456	21.4%
Special School								
Female	206	0.8%	184	0.7%	193	0.8%	204	0.8%
Male	71	0.3%	64	0.3%	55	0.2%	52	0.2%
Non-Binary			0	0.0%	0	0.0%	0	0.0%
TOTAL	277	1.1%	248	1.0%	248	1.0%	256	1.0%
Central								
Female	2,830	11.5%	3,100	12.6%	3,246	13.0%	3,398	13.3%
Male	1,916	7.8%	1,976	8.0%	2,065	8.3%	2,134	8.4%
Non-Binary			0	0.0%	0	0.0%	0	0.0%
TOTAL	4,746	19.3%	5,076	20.6%	5,311	21.3%	5,532	21.7%
Grand TOTAL	24,589	100.0%	24,605	100.0%	24,907	100.0%	25,461	100.0%

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

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

3. Data was captured on October 15.

**MCPS Workforce:
Demographic Profile - Race By School Type**

Race	FY 2021		FY 2022		FY 2023		FY 2024	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Elementary School								
American Indian or Alaskan Native	8	0.03%	8	0.03%	10	0.04%	9	0.04%
Asian	829	3.4%	838	3.4%	880	3.5%	916	3.6%
Black or African American	1,362	5.5%	1,352	5.5%	1,400	5.6%	1,538	6.0%
Hispanic	1,322	5.4%	1,393	5.7%	1,516	6.1%	1,660	6.5%
Native Hawaiian or Pacific Islander	12	0.05%	8	0.03%	7	0.03%	7	0.03%
Two or More	158	0.6%	157	0.6%	144	0.6%	150	0.6%
White	6,184	25.1%	5,981	24.3%	5,831	23.4%	5,716	22.5%
TOTAL	9,875	40.2%	9,737	39.6%	9,788	39.3%	9,996	39.3%
Middle School								
American Indian or Alaskan Native	8	0.03%	4	0.02%	5	0.02%	5	0.02%
Asian	370	1.5%	365	1.5%	389	1.6%	408	1.6%
Black or African American	839	3.4%	806	3.3%	803	3.2%	824	3.2%
Hispanic	567	2.3%	572	2.3%	626	2.5%	671	2.6%
Native Hawaiian or Pacific Islander	3	0.01%	6	0.02%	5	0.02%	5	0.02%
Two or More	75	0.3%	73	0.3%	72	0.3%	77	0.3%
White	2,459	10.0%	2,410	9.8%	2,284	9.2%	2,231	8.8%
TOTAL	4,321	17.6%	4,236	17.2%	4,184	16.8%	4,221	16.6%
High School								
American Indian or Alaskan Native	13	0.1%	11	0.04%	9	0.04%	10	0.04%
Asian	409	1.7%	417	1.7%	448	1.8%	453	1.8%
Black or African American	1,024	4.2%	1,013	4.1%	1,035	4.2%	1,043	4.1%
Hispanic	652	2.7%	650	2.6%	704	2.8%	771	3.0%
Native Hawaiian or Pacific Islander	3	0.01%	2	0.01%	3	0.01%	3	0.01%
Two or More	84	0.3%	74	0.3%	79	0.3%	73	0.3%
White	3,185	13.0%	3,141	12.8%	3,098	12.4%	3,103	12.2%
TOTAL	5,370	21.8%	5,308	21.6%	5,376	21.6%	5,456	21.4%
Special School								
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian	18	0.1%	20	0.1%	20	0.1%	25	0.1%
Black or African American	53	0.2%	53	0.2%	64	0.3%	64	0.3%
Hispanic	29	0.1%	29	0.1%	32	0.1%	44	0.2%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Two or More	7	0.03%	5	0.02%	4	0.02%	4	0.02%
White	170	0.7%	141	0.6%	128	0.5%	119	0.5%
TOTAL	277	1.1%	248	1.0%	248	1.0%	256	1.0%
Central								
American Indian or Alaskan Native	17	0.1%	19	0.1%	16	0.1%	14	0.1%
Asian	542	2.2%	584	2.4%	638	2.6%	641	2.5%
Black or African American	1,255	5.1%	1,302	5.3%	1,410	5.7%	1,483	5.8%
Hispanic	995	4.0%	1,089	4.4%	1,181	4.7%	1,327	5.2%
Native Hawaiian or Pacific Islander	6	0.02%	5	0.02%	5	0.02%	6	0.02%
Two or More	49	0.2%	55	0.2%	62	0.2%	64	0.3%
White	1,882	7.7%	2,022	8.2%	1,999	8.0%	1,997	7.8%
TOTAL	4,746	19.3%	5,076	20.6%	5,311	21.3%	5,532	21.7%
GRAND TOTAL	24,589	100.0%	24,605	100.0%	24,907	100.0%	25,461	100.0%

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

2. Data was captured on October 15.

**MCPS Workforce
Demographic Profile - Age By School Type**

AGE	FY 2021		FY 2022		FY 2023		FY 2024	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Elementary School								
Under 20	1	0.004%	2	0.01%	4	0.02%	10	0.04%
20 - 29 years	1,644	6.7%	1,579	6.4%	1,501	6.0%	1,466	5.8%
30 - 39 years	2,372	9.6%	2,341	9.5%	2,375	9.5%	2,354	9.2%
40 - 49 years	2,390	9.7%	2,365	9.6%	2,419	9.7%	2,582	10.1%
50 - 59 years	2,391	9.7%	2,400	9.8%	2,427	9.7%	2,444	9.6%
60+ years	1,077	4.4%	1,050	4.3%	1,062	4.3%	1,140	4.5%
TOTAL	9,875	40.2%	9,737	39.6%	9,788	39.3%	9,996	39.3%
Middle School								
Under 20	0	0.0%	0	0.0%	1	0.004%	2	0.01%
20 - 29 years	583	2.4%	557	2.3%	509	2.0%	497	2.0%
30 - 39 years	1,080	4.4%	1,031	4.2%	1,022	4.1%	1,012	4.0%
40 - 49 years	1,156	4.7%	1,130	4.6%	1,142	4.6%	1,173	4.6%
50 - 59 years	980	4.0%	1,014	4.1%	1,021	4.1%	1,049	4.1%
60+ years	522	2.1%	504	2.0%	489	2.0%	488	1.9%
TOTAL	4,321	17.6%	4,236	17.2%	4,184	16.8%	4,221	16.6%
High School								
Under 20	1	0.004%	2	0.01%	3	0.01%	1	0.004%
20 - 29 years	491	2.0%	484	2.0%	508	2.0%	523	2.1%
30 - 39 years	1,252	5.1%	1,233	5.0%	1,222	4.9%	1,209	4.7%
40 - 49 years	1,456	5.9%	1,427	5.8%	1,438	5.8%	1,466	5.8%
50 - 59 years	1,415	5.8%	1,414	5.7%	1,439	5.8%	1,458	5.7%
60+ years	755	3.1%	748	3.0%	766	3.1%	799	3.1%
TOTAL	5,370	21.8%	5,308	21.6%	5,376	21.6%	5,456	21.4%
Special School								
Under 20	0	0.0%	0	0.0%	1	0.004%	1	0.004%
20 - 29 years	56	0.2%	51	0.2%	45	0.2%	41	0.2%
30 - 39 years	59	0.2%	45	0.2%	42	0.2%	49	0.2%
40 - 49 years	55	0.2%	48	0.2%	58	0.2%	55	0.2%
50 - 59 years	65	0.3%	66	0.3%	68	0.3%	72	0.3%
60+ years	42	0.2%	38	0.2%	34	0.1%	38	0.1%
TOTAL	277	1.1%	248	1.0%	248	1.0%	256	1.0%
Central								
Under 20	1	0.004%	0	0.0%	1	0.004%	2	0.01%
20 - 29 years	216	0.9%	250	1.0%	282	1.1%	312	1.2%
30 - 39 years	706	2.9%	767	3.1%	825	3.3%	867	3.4%
40 - 49 years	1,181	4.8%	1,285	5.2%	1,335	5.4%	1,391	5.5%
50 - 59 years	1,507	6.1%	1,598	6.5%	1,663	6.7%	1,725	6.8%
60+ years	1,135	4.6%	1,176	4.8%	1,205	4.8%	1,235	4.9%
TOTAL	4,746	19.3%	5,076	20.6%	5,311	21.3%	5,532	21.7%
GRAND TOTAL	24,589	100.0%	24,605	100.0%	24,907	100.0%	25,461	100.0%

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

2. Data was captured on October 15.

MCPS Workforce: Residence Profile¹

FY 2024										
County	MCAAP		MCBOA		SEIU		MCEA		Grand Total	
	#	%	#	%	#	%	#	%	#	%
Montgomery	480	57.9%	67	67.7%	8,450	82.2%	9,150	64.2%	18,147	71.3%
Frederick	87	10.5%	10	10.1%	618	6.0%	1,825	12.8%	2,540	10.0%
Prince George's	89	10.7%	5	5.1%	576	5.6%	724	5.1%	1,394	5.5%
Howard	64	7.7%	5	5.1%	136	1.3%	966	6.8%	1,171	4.6%
Anne Arundel	20	2.4%	0	0.0%	86	0.8%	263	1.8%	369	1.4%
Carroll	16	1.9%	1	1.0%	68	0.7%	277	1.9%	362	1.4%
Baltimore	12	1.4%	2	2.0%	39	0.4%	153	1.1%	206	0.8%
Washington	6	0.7%	3	3.0%	103	1.0%	60	0.4%	172	0.7%
Baltimore City	3	0.4%	2	2.0%	13	0.1%	82	0.6%	100	0.4%
Charles	2	0.2%	0	0.0%	8	0.1%	13	0.1%	23	0.1%
Calvert	0	0.0%	0	0.0%	3	0.03%	11	0.1%	14	0.1%
Queen Anne's	0	0.0%	0	0.0%	3	0.03%	5	0.04%	8	0.03%
Harford	0	0.0%	0	0.0%	3	0.03%	3	0.02%	6	0.02%
Talbot	1	0.1%	0	0.0%	2	0.02%	2	0.01%	5	0.02%
Worcester	1	0.1%	0	0.0%	3	0.03%	1	0.01%	5	0.02%
Wicomico	0	0.0%	0	0.0%	0	0.0%	3	0.02%	3	0.01%
St. Mary's	0	0.0%	0	0.0%	0	0.0%	2	0.01%	2	0.01%
Dorchester	0	0.0%	0	0.0%	1	0.01%	0	0.00%	1	0.004%
Kent	0	0.0%	0	0.0%	0	0.0%	1	0.01%	1	0.004%
Allegany	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Cecil	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Garrett	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Subtotal Maryland	781	94.2%	95	96.0%	10,112	98.4%	13,541	95.0%	24,529	96.3%
District of Columbia	24	2.9%	2	2.0%	62	0.6%	378	2.7%	466	1.8%
Virginia	20	2.4%	1	1.0%	36	0.4%	239	1.7%	296	1.2%
West Virginia	2	0.2%	1	1.0%	45	0.4%	44	0.3%	92	0.4%
Pennsylvania	0	0.0%	0	0.0%	18	0.2%	30	0.2%	48	0.2%
Other States ²	2	0.2%	0	0.0%	8	0.1%	20	0.1%	30	0.1%
TOTAL	829	100.0%	99	100.0%	10,281	100.0%	14,252	100.0%	25,461	100.0%

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

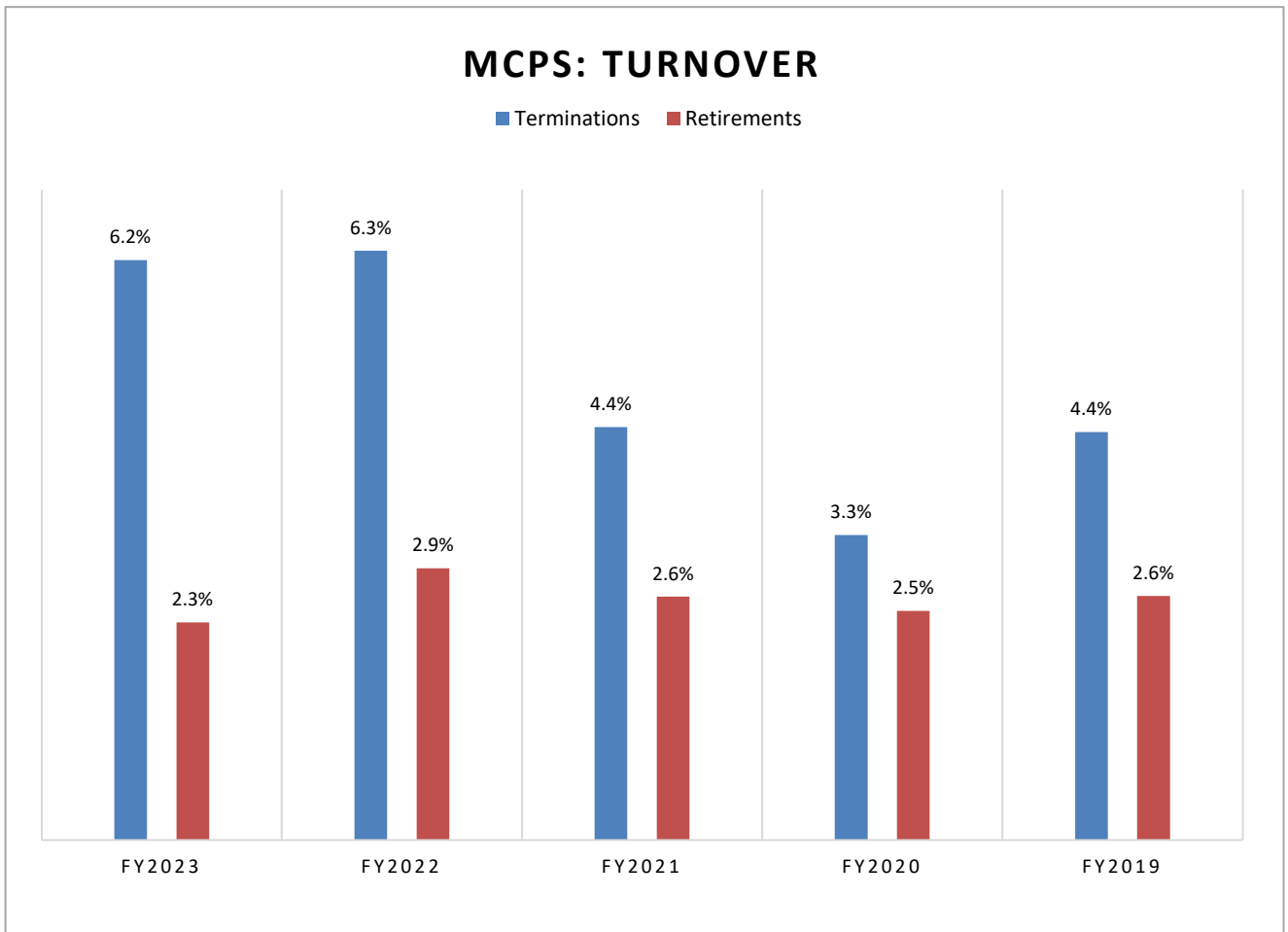
² Employees living in 'Other States' include new employees who have not completed a change of address.

Montgomery County Residence Profile										
Fiscal Year	MCAAP		MCBOA		SEIU		MCEA		Grand Total	
	#	%	#	%	#	%	#	%	#	%
FY2024	480	57.9%	67	67.7%	8,450	82.2%	9,150	64.2%	18,147	71.3%
FY2023	473	58.6%	68	70.1%	8,111	81.6%	8,967	63.8%	17,619	70.7%
FY2022	459	58.6%	67	68.4%	7,792	80.9%	8,967	63.6%	17,285	70.2%
FY2021	456	60.4%	63	63.6%	7,883	81.0%	8,944	63.9%	17,346	70.5%

MCPS: Turnover

Fiscal Year	Number of Employees ¹	Terminations		Retirements		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent
FY2023	24,917	1,555	6.2%	584	2.3%	2,139	8.6%
FY2022	24,649	1,563	6.3%	721	2.9%	2,284	9.3%
FY2021	24,589	1,093	4.4%	644	2.6%	1,737	7.1%
FY2020	24,029	789	3.3%	593	2.5%	1,382	5.8%
FY2019	23,857	1,048	4.4%	627	2.6%	1,675	7.0%

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



FY 2024 MCPS Fact Sheet

(Data as of 10/15/2023)

Employee Type	No. of Employees (Head Count)	No. of Filled Positions (FTE) ¹	Average Annual Salary (salaries/head count)	Average FTE (salaries/filled FTE) ²
Executive Staff (MCAAP EXC)	23	23.0	\$235,651	\$235,651
Administrators (MCAAP)	805	805.0	\$158,320	\$158,320
TOTAL MCAAP	828	828.0		
Supervisors (MCBOA)	100	99.8	\$119,170	\$119,469
TOTAL MCBOA	100	99.8		
Other Professionals (12-Mo. MCEA)	490	482.2	\$125,367	\$127,394
Teachers (10-Mo. MCEA)	13,770	13,460.8	\$96,262	\$98,474
TOTAL MCEA	14,260	13,943.0		
Support Staff (12-Mo. SEIU)	3,520	3,369.1	\$66,153	\$69,116
Support Staff (10-Mo. SEIU)	6,764	5,476.2	\$35,735	\$44,138
TOTAL SEIU	10,284	8,845.3		
GRAND TOTAL	25,472	23,716.1		

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

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

Bargaining Unit Transitions

Changed Unions		FY2021	FY2022	FY2023	FY2024
MCBOA to	MCAAP	4	3	2	0
Total		4	3	2	0
MCEA to	MCAAP	34	65	55	47
	MCBOA	0	1	0	1
Total		34	66	55	48
SEIU to	MCAAP	1	3	1	2
	MCBOA	2	12	4	4
	MCEA	80	136	131	139
Total		83	151	136	145

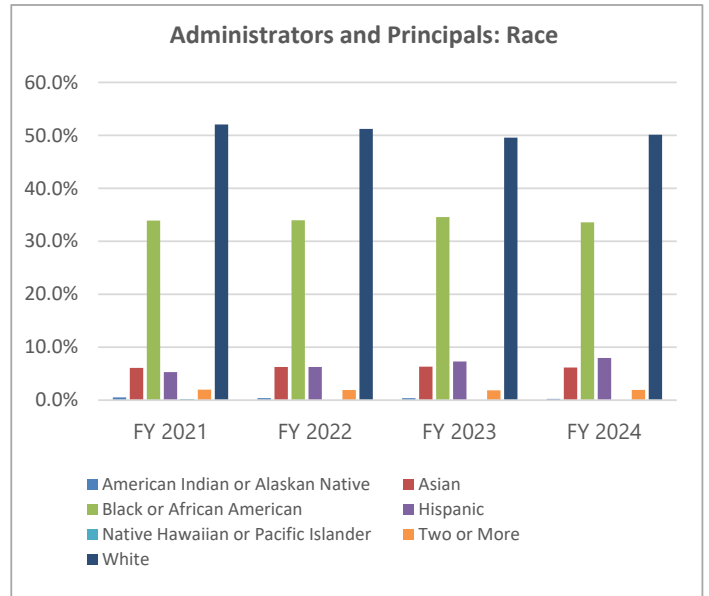
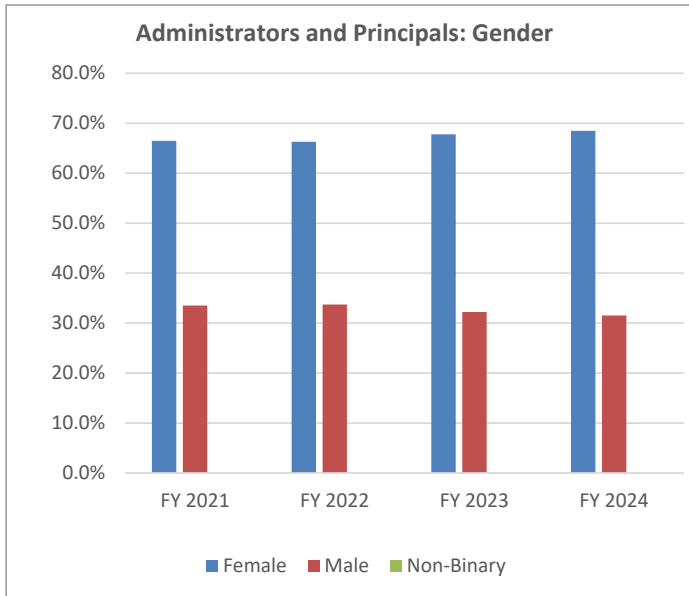
Section 2: Montgomery County Association of Administrators and Principals (MCAAP)

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Administrators and Principals: Demographic Profile

	FY 2021		FY 2022		FY 2023		FY 2024	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Female	502	66.5%	519	66.3%	547	67.8%	567	68.5%
Male	253	33.5%	264	33.7%	260	32.2%	261	31.5%
Non-Binary			0	0.0%	0	0.00%	0	0.0%
TOTAL	755	100.0%	783	100.0%	807	100.0%	828	100.0%
RACE								
American Indian or Alaskan Native	4	0.5%	3	0.4%	3	0.4%	2	0.2%
Asian	46	6.1%	49	6.3%	51	6.3%	51	6.2%
Black or African American	256	33.9%	266	34.0%	279	34.6%	278	33.6%
Hispanic	40	5.3%	49	6.3%	59	7.3%	66	8.0%
Native Hawaiian or Pacific Islander	1	0.1%	0	0.0%	0	0.0%	0	0.0%
Two or More	15	2.0%	15	1.9%	15	1.9%	16	1.9%
White	393	52.1%	401	51.2%	400	49.6%	415	50.1%
TOTAL	755	100.0%	783	100.0%	807	100.0%	828	100.0%
AGE								
20 - 29 years	1	0.1%	5	0.6%	4	0.5%	2	0.2%
30 - 39 years	129	17.1%	131	16.7%	135	16.7%	136	16.4%
40 - 49 years	339	44.9%	345	44.1%	354	43.9%	358	43.2%
50 - 59 years	213	28.2%	240	30.7%	255	31.6%	268	32.4%
60+ years	73	9.7%	62	7.9%	59	7.3%	64	7.7%
TOTAL	755	100.0%	783	100.0%	807	100.0%	828	100.0%

1. Data reflects the number of permanent employees by head count (Position 1). Temporary and substitute employees are not included.
2. Non-Binary Gender is identified and reported since FY2022.
3. Data was captured on October 15.
4. The 'Administrators' category includes school based and non-school based administrative personnel as well as executive staff.



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

GENDER	FY 2022		FY 2023		FY 2024	
	Number	Percent	Number	Percent	Number	Percent
Elementary School						
Female	199	25.4%	204	25.3%	201	24.3%
Male	73	9.3%	71	8.8%	78	9.4%
Non-Binary	0	0.0%	0	0.0%	0	0.0%
TOTAL	272	34.7%	275	34.1%	279	33.7%
Middle School						
Female	91	11.6%	90	11.2%	93	11.2%
Male	54	6.9%	49	6.1%	49	5.9%
Non-Binary	0	0.0%	0	0.0%	0	0.0%
TOTAL	145	18.5%	139	17.2%	142	17.1%
High School						
Female	73	9.3%	76	9.4%	80	9.7%
Male	64	8.2%	63	7.8%	57	6.9%
Non-Binary	0	0.0%	0	0.0%	0	0.0%
TOTAL	137	17.5%	139	17.2%	137	16.5%
Special School						
Female	6	0.8%	6	0.7%	5	0.6%
Male	1	0.1%	1	0.1%	2	0.2%
Non-Binary	0	0.0%	0	0.0%	0	0.0%
TOTAL	7	0.9%	7	0.9%	7	0.8%
Central						
Female	150	19.2%	171	21.2%	188	22.7%
Male	72	9.2%	76	9.4%	75	9.1%
Non-Binary	0	0.0%	0	0.0%	0	0.0%
TOTAL	222	28.4%	247	30.6%	263	31.8%
GRAND TOTAL	783	100.0%	807	100.0%	828	100.0%

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

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

3. Data was captured on October 15.

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

Race	FY 2022		FY 2023		FY 2024	
	Number	Percent	Number	Percent	Number	Percent
Elementary School						
American Indian or Alaskan Native	1	0.1%	1	0.1%	1	0.1%
Asian	15	1.9%	15	1.9%	14	1.7%
Black or African American	92	11.7%	93	11.5%	93	11.2%
Hispanic	17	2.2%	21	2.6%	21	2.5%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%
Two or More	8	1.0%	7	0.9%	6	0.7%
White	139	17.8%	138	17.1%	144	17.4%
TOTAL	272	34.7%	275	34.1%	279	33.7%
Middle School						
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%
Asian	12	1.5%	14	1.7%	12	1.4%
Black or African American	52	6.6%	48	5.9%	49	5.9%
Hispanic	8	1.0%	8	1.0%	11	1.3%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%
Two or More	3	0.4%	3	0.4%	5	0.6%
White	70	8.9%	66	8.2%	65	7.9%
TOTAL	145	18.5%	139	17.2%	142	17.1%
High School						
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%
Asian	4	0.5%	5	0.6%	4	0.5%
Black or African American	55	7.0%	56	6.9%	57	6.9%
Hispanic	14	1.8%	14	1.7%	13	1.6%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%
Two or More	2	0.3%	2	0.2%	1	0.1%
White	62	7.9%	62	7.7%	62	7.5%
TOTAL	137	17.5%	139	17.2%	137	16.5%
Special School						
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%
Asian	0	0.0%	0	0.0%	0	0.0%
Black or African American	2	0.3%	3	0.4%	3	0.4%
Hispanic	0	0.0%	0	0.0%	1	0.1%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%
Two or More	5	0.6%	0	0.0%	0	0.0%
White	0	0.0%	4	0.5%	3	0.4%
TOTAL	7	0.9%	7	0.9%	7	0.8%
Central						
American Indian or Alaskan Native	2	0.3%	2	0.2%	1	0.1%
Asian	18	2.3%	17	2.1%	21	2.5%
Black or African American	65	8.3%	79	9.8%	76	9.2%
Hispanic	10	1.3%	16	2.0%	20	2.4%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%
Two or More	2	0.3%	3	0.4%	4	0.5%
White	125	16.0%	130	16.1%	141	17.0%
TOTAL	222	28.4%	247	30.6%	263	31.8%
GRAND TOTAL	783	100.0%	807	100.0%	828	100.0%

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

2. Data was captured on October 15.

Administrators and Principals: Demographic Profile - Age By School Type

AGE	FY 2022		FY 2023		FY 2024	
	Number	Percent	Number	Percent	Number	Percent
Elementary School						
Under 20	0	0.0%	0	0.0%	0	0.0%
20 - 29 years	1	0.1%	0	0.0%	0	0.0%
30 - 39 years	55	7.0%	58	7.2%	57	6.9%
40 - 49 years	109	13.9%	108	13.4%	107	12.9%
50 - 59 years	88	11.2%	93	11.5%	93	11.2%
60+ years	19	2.4%	16	2.0%	22	2.7%
TOTAL	272	34.7%	275	34.1%	279	33.7%
Middle School						
Under 20	0	0.0%	0	0.0%	0	0.0%
20 - 29 years	1	0.1%	1	0.1%	1	0.1%
30 - 39 years	27	3.4%	27	3.3%	25	3.0%
40 - 49 years	74	9.5%	71	8.8%	71	8.6%
50 - 59 years	35	4.5%	34	4.2%	38	4.6%
60+ years	8	1.0%	6	0.7%	7	0.8%
TOTAL	145	18.5%	139	17.2%	142	17.1%
High School						
Under 20	0	0.0%	0	0.0%	0	0.0%
20 - 29 years	2	0.3%	0	0.0%	0	0.0%
30 - 39 years	29	3.7%	31	3.8%	28	3.4%
40 - 49 years	62	7.9%	64	7.9%	67	8.1%
50 - 59 years	37	4.7%	36	4.5%	37	4.5%
60+ years	7	0.9%	8	1.0%	5	0.6%
TOTAL	137	17.5%	139	17.2%	137	16.5%
Special School						
Under 20	0	0.0%	0	0.0%	0	0.0%
20 - 29 years	0	0.0%	0	0.0%	0	0.0%
30 - 39 years	1	0.1%	3	0.4%	2	0.2%
40 - 49 years	3	0.4%	2	0.2%	2	0.2%
50 - 59 years	3	0.4%	2	0.2%	3	0.4%
60+ years	0	0.0%	0	0.0%	0	0.0%
TOTAL	7	0.9%	7	0.9%	7	0.8%
Central						
Under 20	0	0.0%	0	0.0%	0	0.0%
20 - 29 years	1	0.1%	3	0.4%	1	0.1%
30 - 39 years	19	2.4%	16	2.0%	24	2.9%
40 - 49 years	97	12.4%	109	13.5%	111	13.4%
50 - 59 years	77	9.8%	90	11.2%	97	11.7%
60+ years	28	3.6%	29	3.6%	30	3.6%
TOTAL	222	28.4%	247	30.6%	263	31.8%
GRAND TOTAL	783	100.0%	807	100.0%	828	100.0%

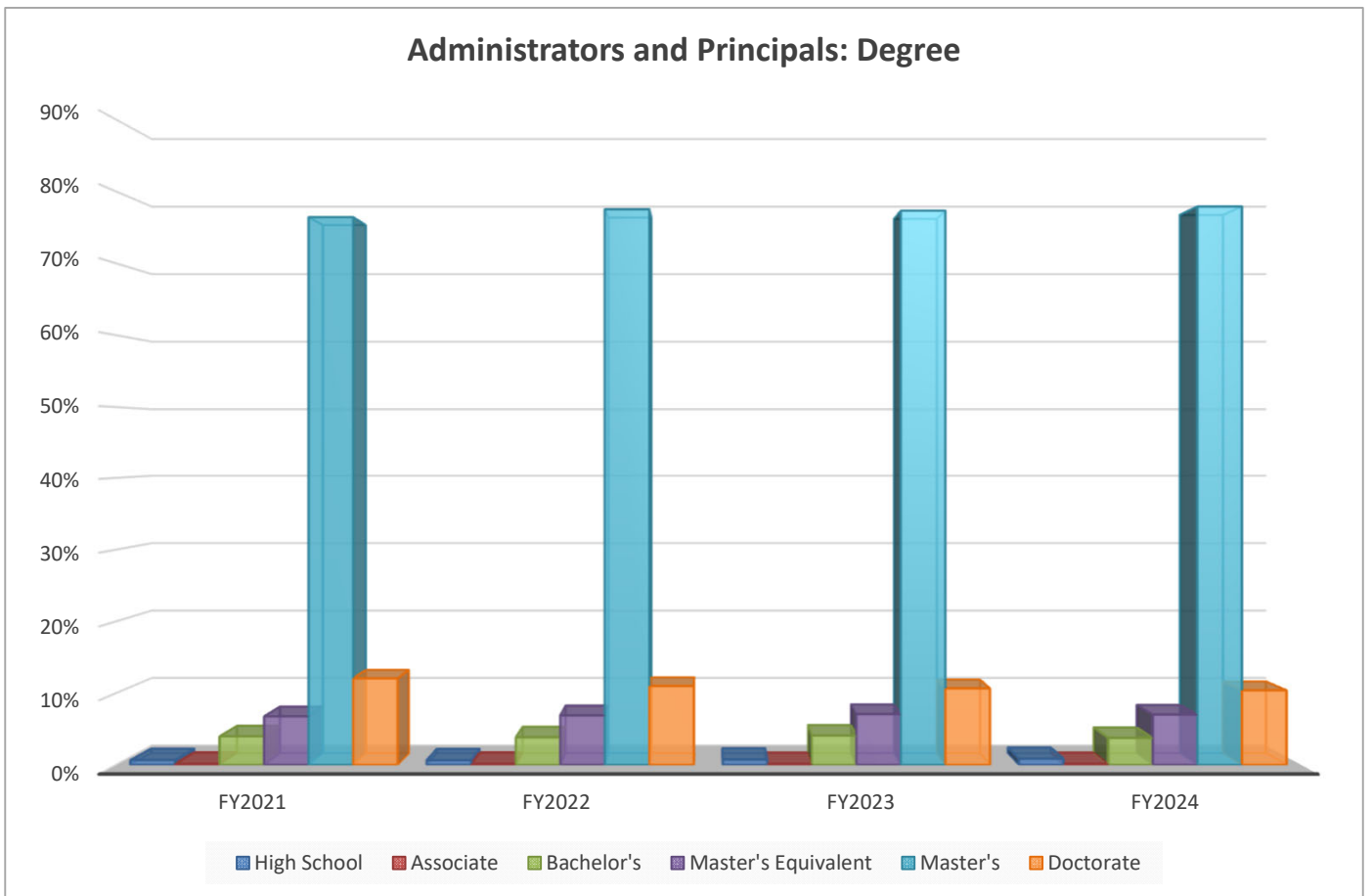
1. Data reflects the number of permanent employees by head count (Position 1). Temporary and substitute employees are not included.

2. Data was captured on October 15.

Administrators and Principals: Degree

Degree	FY2021		FY2022		FY2023		FY2024	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
High School	5	1%	5	1%	6	1%	7	1%
Associate	1	0.1%	1	0.1%	1	0.1%	1	0.1%
Bachelor's	30	4%	30	4%	33	4%	31	4%
Master's Equivalent ¹	51	7%	54	7%	57	7%	58	7%
Master's	577	76%	607	78%	624	77%	645	78%
Doctorate	91	12%	86	11%	86	11%	86	10%
TOTAL	755	100%	783	100%	807	100%	828	100%

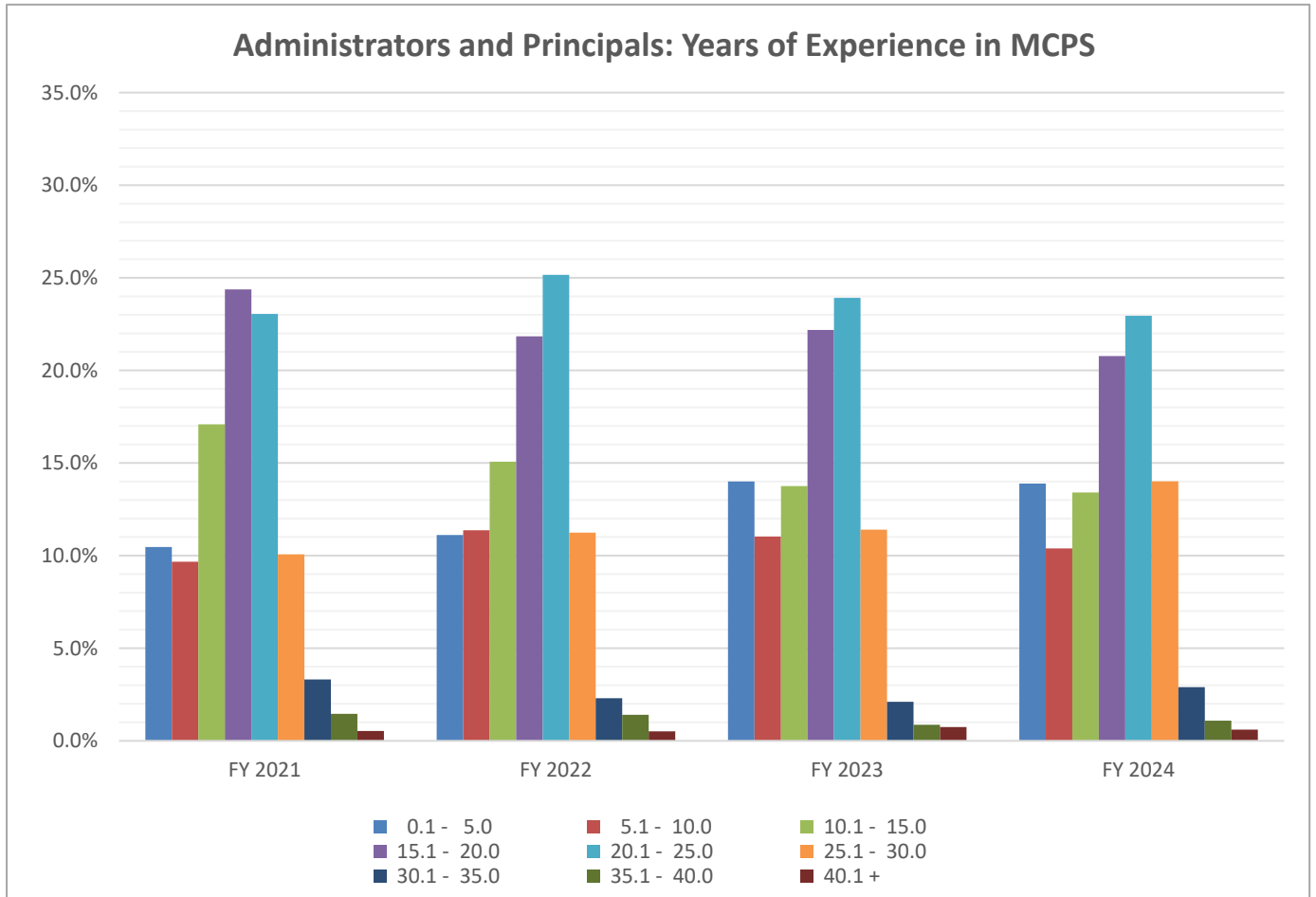
¹ Master's Equivalent is additional professional education course work directly related to public school education and earned after the conferral of a bachelor's degree.



Administrators and Principals: Years of Experience in MCPS

Years of Experience	FY 2021		FY 2022		FY 2023		FY 2024	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	79	10.5%	87	11.1%	113	14.0%	115	13.9%
5.1 - 10.0	73	9.7%	89	11.4%	89	11.0%	86	10.4%
10.1 - 15.0	129	17.1%	118	15.1%	111	13.8%	111	13.4%
15.1 - 20.0	184	24.4%	171	21.8%	179	22.2%	172	20.8%
20.1 - 25.0	174	23.0%	197	25.2%	193	23.9%	190	22.9%
25.1 - 30.0	76	10.1%	88	11.2%	92	11.4%	116	14.0%
30.1 - 35.0	25	3.3%	18	2.3%	17	2.1%	24	2.9%
35.1 - 40.0	11	1.5%	11	1.4%	7	0.9%	9	1.1%
40.1 +	4	0.5%	4	0.5%	6	0.7%	5	0.6%
TOTAL	755	100.0%	783	100.0%	807	100.0%	828	100.0%

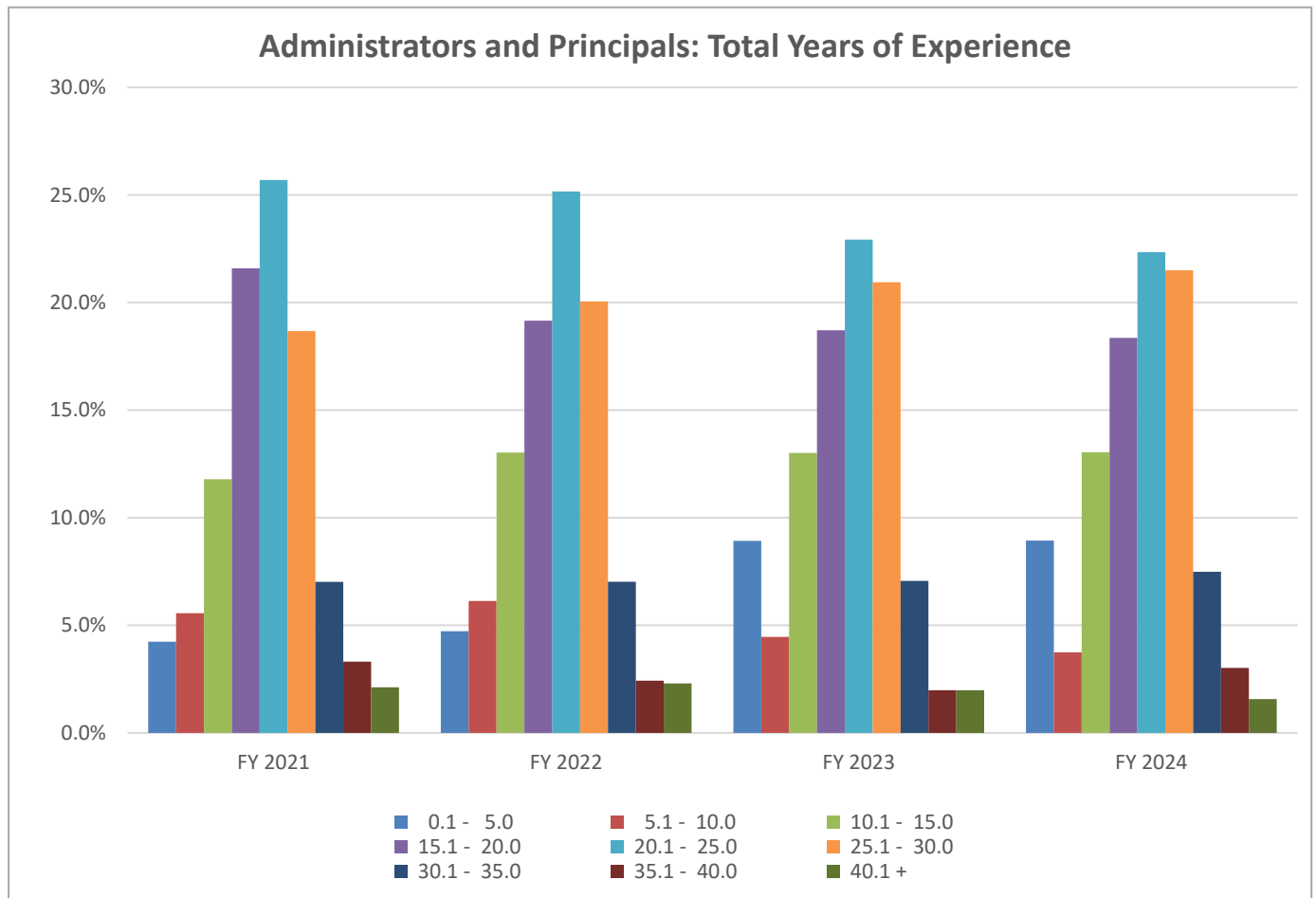
1. Data reflects prior and continuous years worked in MCPS in an administrative or professional position (adjusted for periods of long term leave). Distinct years of experience for either teaching or administrative positions are not available.



Administrators and Principals: Total Years of Experience

Years of Experience	FY 2021		FY 2022		FY 2023		FY 2024	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	32	4.2%	37	4.7%	72	8.9%	74	8.9%
5.1 - 10.0	42	5.6%	48	6.1%	36	4.5%	31	3.7%
10.1 - 15.0	89	11.8%	102	13.0%	105	13.0%	108	13.0%
15.1 - 20.0	163	21.6%	150	19.2%	151	18.7%	152	18.4%
20.1 - 25.0	194	25.7%	197	25.2%	185	22.9%	185	22.3%
25.1 - 30.0	141	18.7%	157	20.1%	169	20.9%	178	21.5%
30.1 - 35.0	53	7.0%	55	7.0%	57	7.1%	62	7.5%
35.1 - 40.0	25	3.3%	19	2.4%	16	2.0%	25	3.0%
40.1 +	16	2.1%	18	2.3%	16	2.0%	13	1.6%
TOTAL	755	100.0%	783	100.0%	807	100.0%	828	100.0%

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

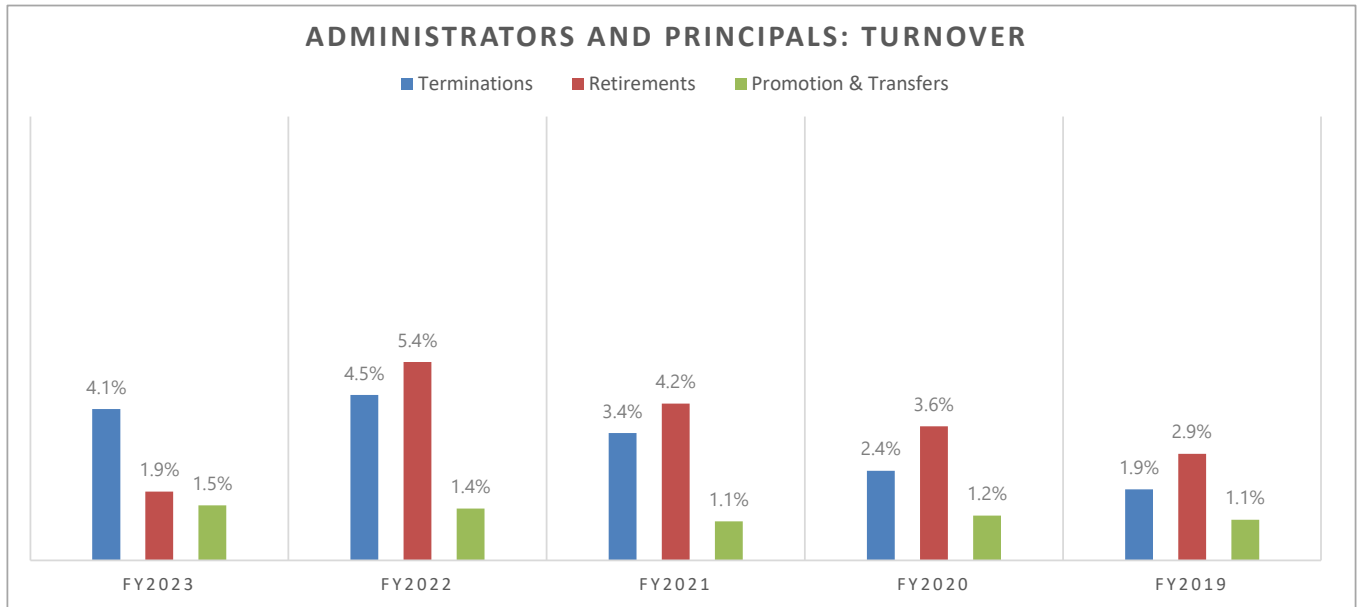


Administrators and Principals: Turnover

Fiscal Year	Number of Administrators ¹	Terminations		Retirements		Promotions & Transfers ²		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2023	807	33	4.1%	15	1.9%	12	1.5%	60	7.4%
FY2022	783	35	4.5%	42	5.4%	11	1.4%	88	11.2%
FY2021	755	26	3.4%	32	4.2%	8	1.1%	66	8.7%
FY2020	744	18	2.4%	27	3.6%	9	1.2%	54	7.3%
FY2019	729	14	1.9%	21	2.9%	8	1.1%	43	5.9%

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

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

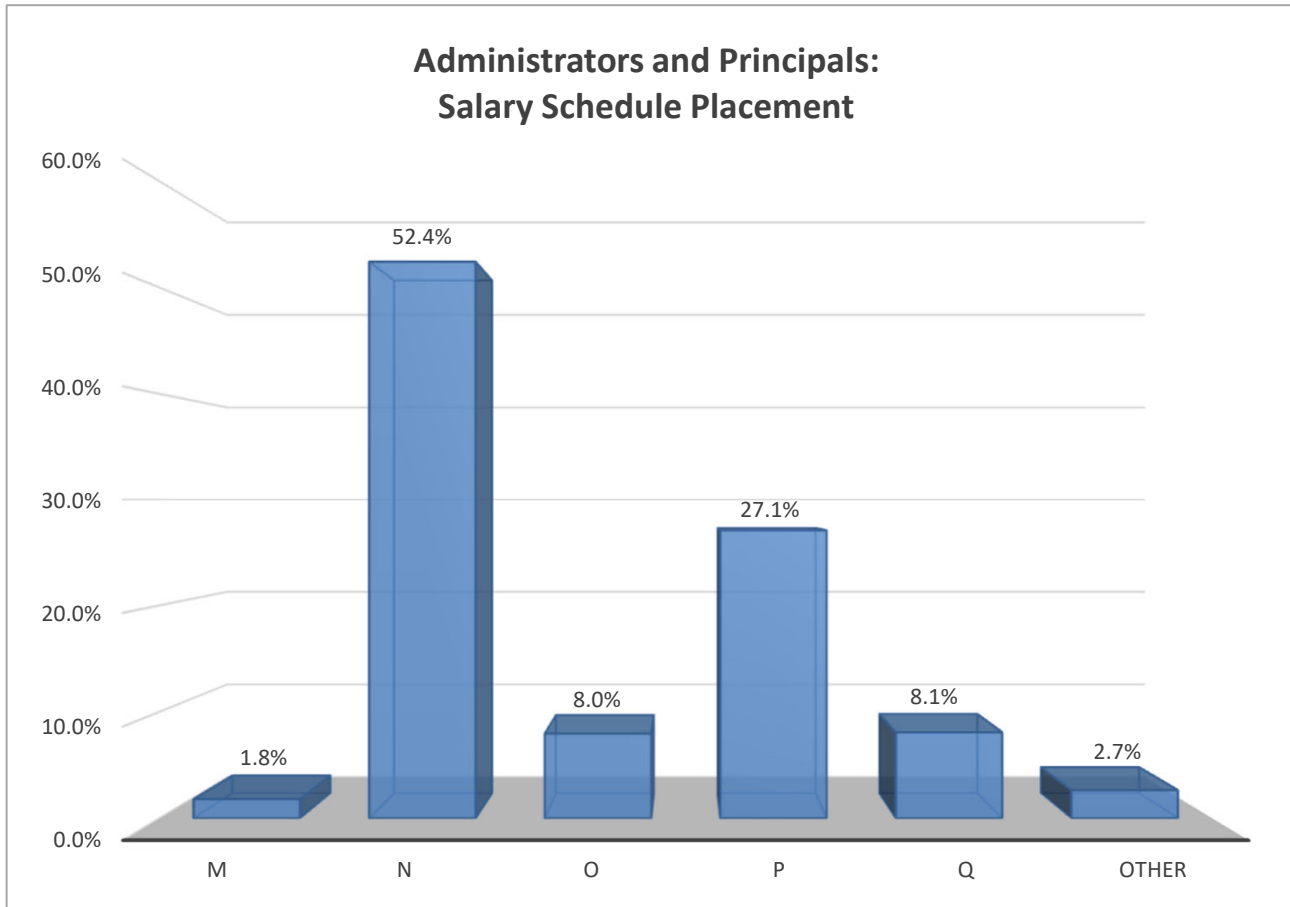


Administrators and Principals: Salary Schedule Placement

FY2024								
Step ¹	M	N	O	P	Q	Other	Total	%
1	0	21	1	0	1		23	2.8%
2	1	21	1	2	1		26	3.1%
3	0	30	4	5	1		40	4.8%
4	2	34	3	3	1		43	5.2%
5	0	21	3	3	2		29	3.5%
6	0	17	0	6	2		25	3.0%
7	0	27	5	6	5		43	5.2%
8	0	23	6	16	7		52	6.3%
9	2	18	2	90	7		119	14.4%
10	9	198	30	83	36		356	43.0%
50	0	12	5	7	1		25	3.0%
60	1	12	6	3	3		25	3.0%
Executive						22	22	2.7%
Total	15	434	66	224	67	22	828	100.0%
% of Schedule	1.8%	52.4%	8.0%	27.1%	8.1%	2.7%	100.0%	

Note: Data as of October 15, 2022

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



Administrators and Principals: Initial Appointments to Administrative Positions

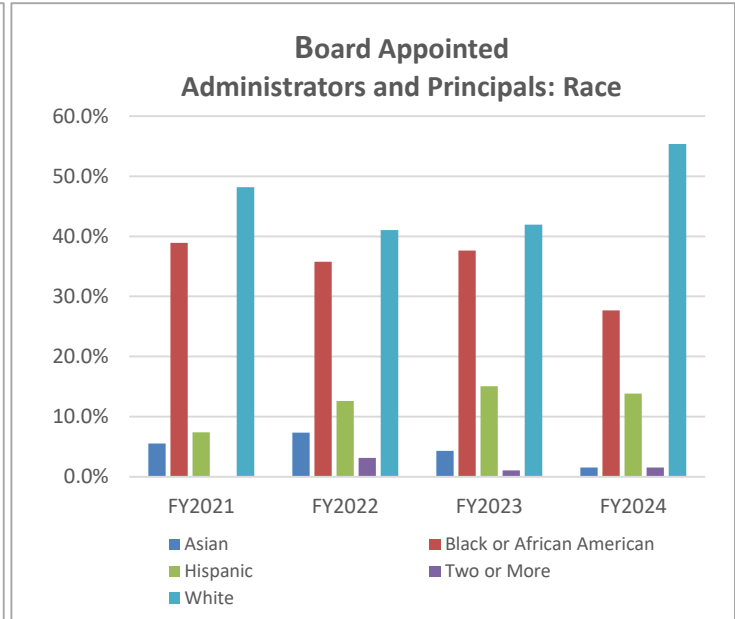
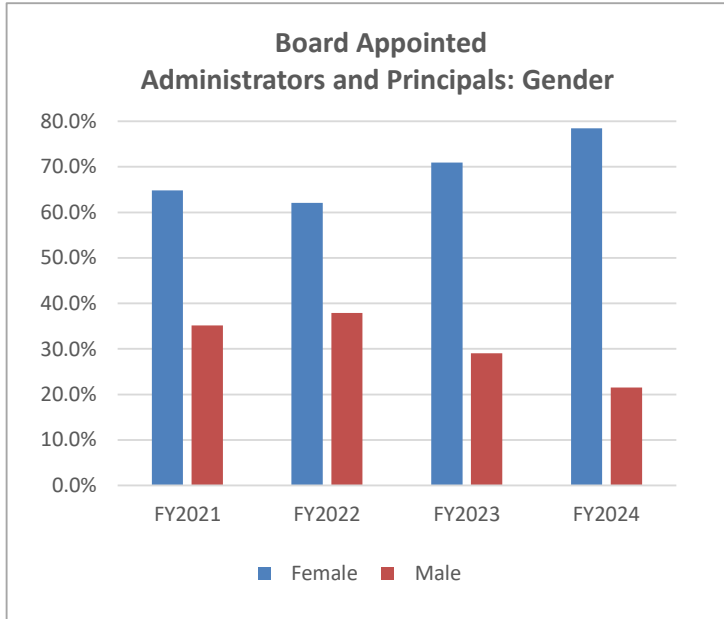
	FY2021		FY2022		FY2023		FY2024	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
BOARD APPOINTMENTS								
External Candidates	15	27.8%	20	21.1%	59	63.4%	17	26.2%
Internal Candidates	39	72.2%	75	78.9%	34	36.6%	48	73.8%
TOTAL	54	100.0%	95	100.0%	93	100.0%	65	100.0%
GENDER								
Female	35	64.8%	59	62.1%	66	71.0%	51	78.5%
Male	19	35.2%	36	37.9%	27	29.0%	14	21.5%
Non-Binary			0	0.0%	0	0.0%	0	0.0%
TOTAL	54	100.0%	95	100.0%	93	100.0%	65	100.0%
RACE								
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian	3	5.6%	7	7.4%	4	4.3%	1	1.5%
Black or African American	21	38.9%	34	35.8%	35	37.6%	18	27.7%
Hispanic	4	7.4%	12	12.6%	14	15.1%	9	13.8%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Two or More	0	0.0%	3	3.2%	1	1.1%	1	1.5%
White	26	48.1%	39	41.1%	39	41.9%	36	55.4%
TOTAL	54	100.0%	95	100.0%	93	100.0%	65	100.0%

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

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

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

4. Data as of January 11, 2024



Administrators: Retirement Eligibility

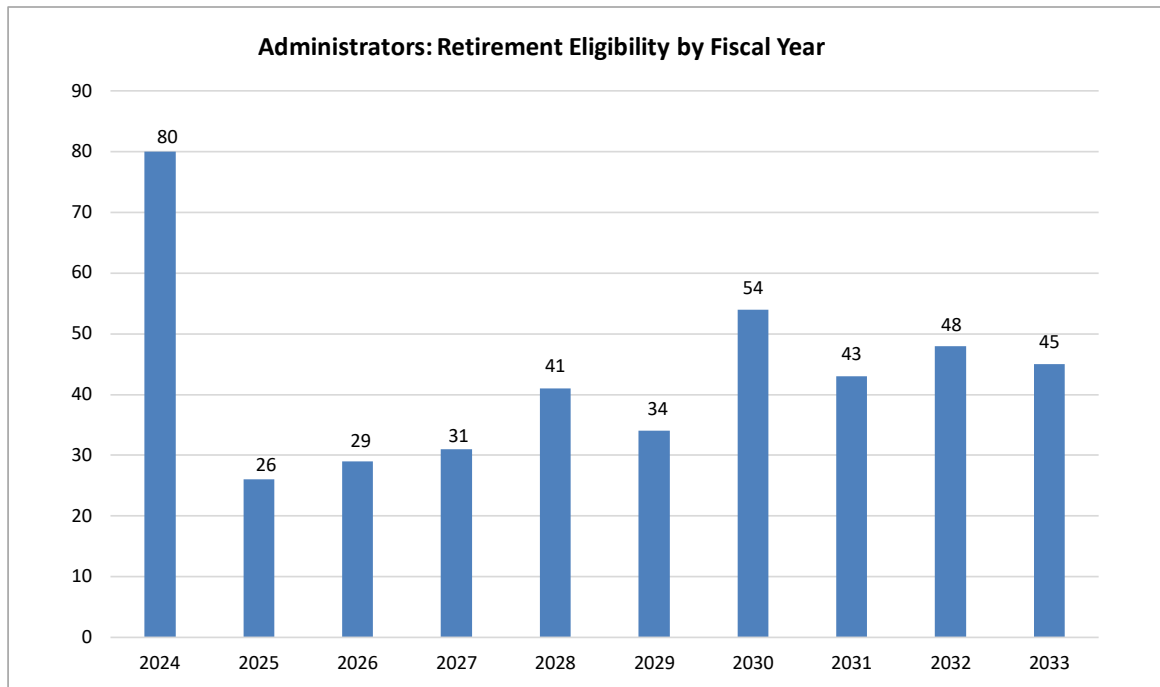
Fiscal Year	Number of Administrators Eligible to Retire	Percent of Total
2024	80	9.5%
2025	26	3.1%
2026	29	3.4%
2027	31	3.7%
2028	41	4.9%
2029	34	4.0%
2030	54	6.4%
2031	43	5.1%
2032	48	5.7%
2033	45	5.3%
Eligible within 10 years	431	51.1%
Total Administrators	843	100.0%

1. Data reflects retirement eligibility for all employees as of July 1, 2023.

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

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

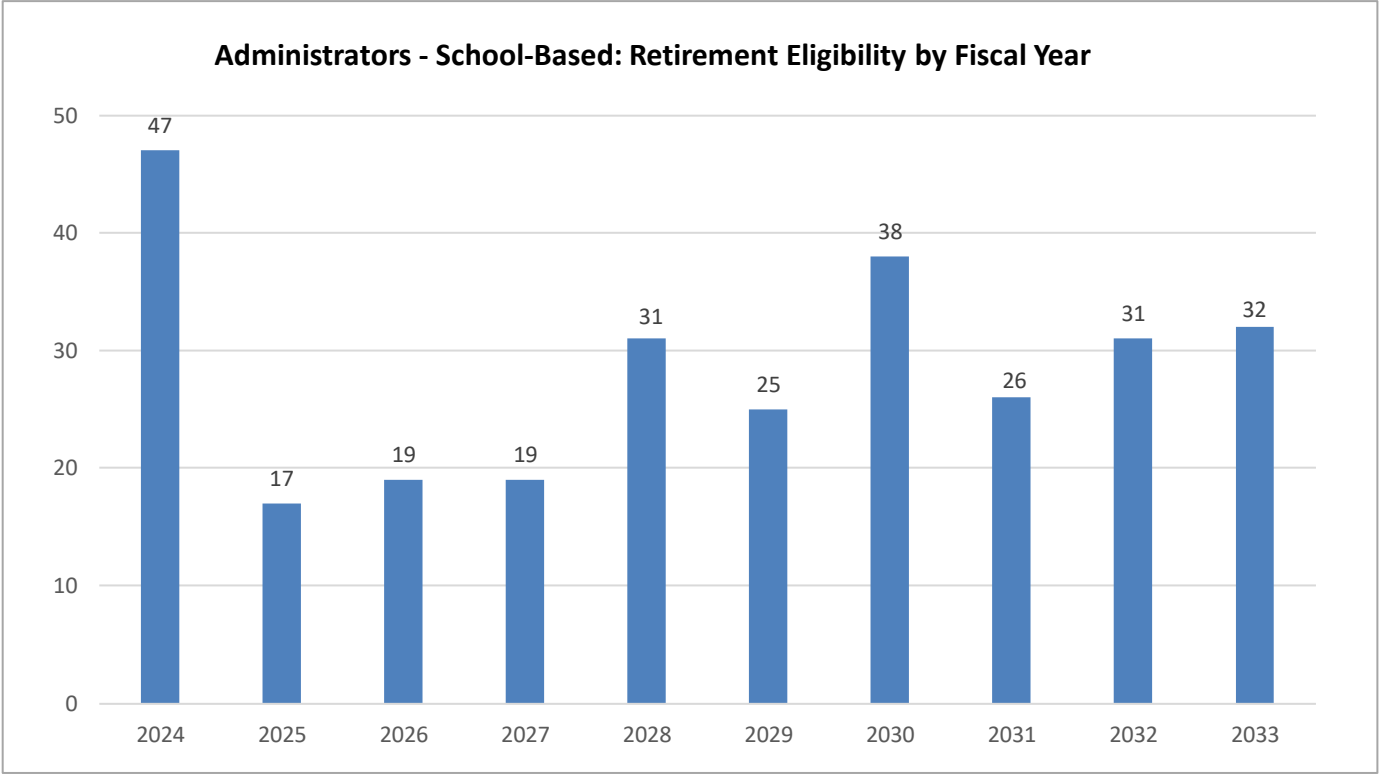
4. Reformed Pension System members are eligible for retirement at age 65 with at least 10 years of eligibility service OR age + years of eligibility service = 90.



Administrators - School-Based: Retirement Eligibility

Fiscal Year	Number of School-Based Administrators Eligible to Retire	Percent of Total
2024	47	5.6%
2025	17	2.0%
2026	19	2.3%
2027	19	2.3%
2028	31	3.7%
2029	25	3.0%
2030	38	4.5%
2031	26	3.1%
2032	31	3.7%
2033	32	3.8%
Eligible within 10 years	285	33.8%
Total School-Based Administrators	843	100.0%

1. Data reflects retirement eligibility for all employees as of July 1, 2023.
2. Retirement System members are eligible for retirement at any age with 30 years of credited service OR age 60 with at least 5 years of credited service.
3. Pension System members are eligible for retirement with 30 years of eligibility service OR age 62 with at least 5 years of eligibility service.
4. Reformed Pension System members are eligible for retirement at age 65 with at least 10 years of eligibility service OR age + years of eligibility service = 90.
5. School-Based Administrators include Principals, Assistant Principals, and Assistant School Administrators.



Administrators - Non School-Based: Retirement Eligibility

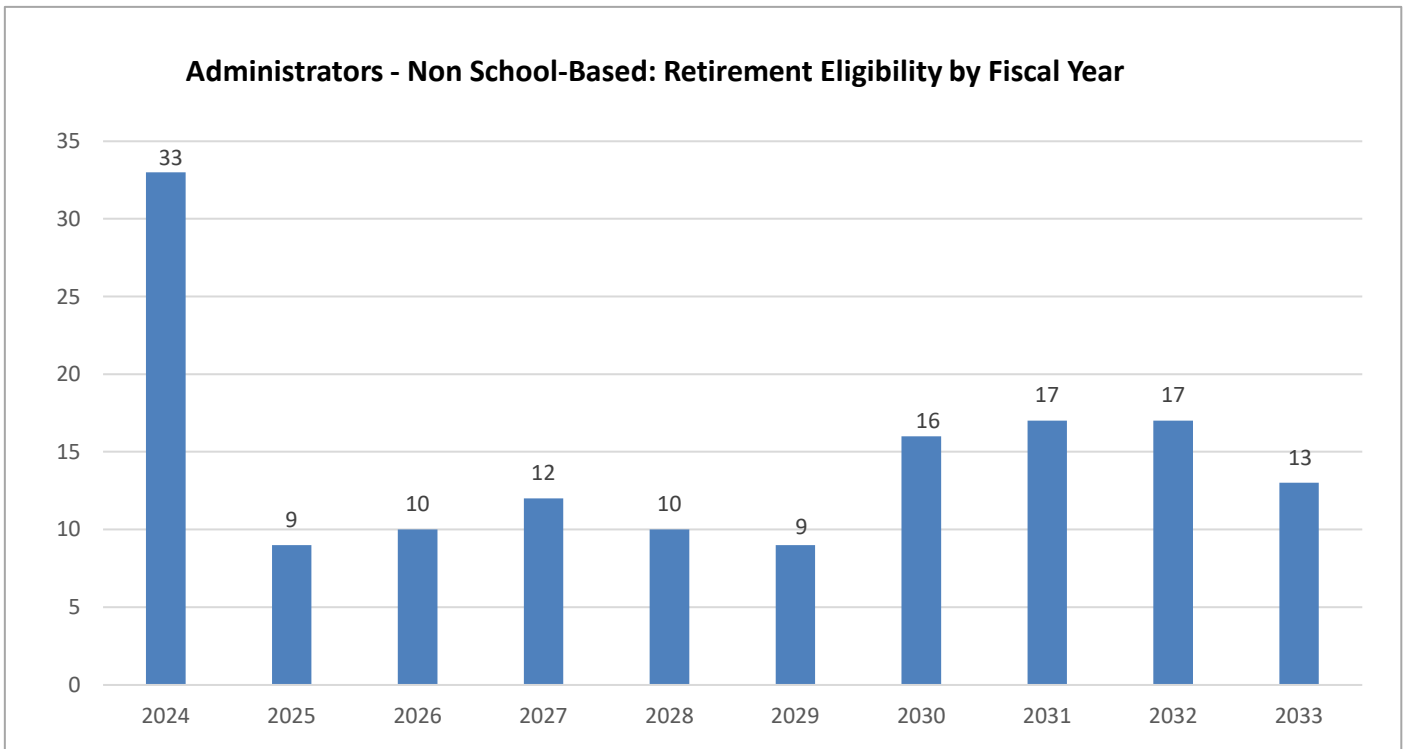
Fiscal Year	Number of Non School-Based Administrators Eligible to Retire	Percent of Total
2024	33	3.9%
2025	9	1.1%
2026	10	1.2%
2027	12	1.4%
2028	10	1.2%
2029	9	1.1%
2030	16	1.9%
2031	17	2.0%
2032	17	2.0%
2033	13	1.5%
Eligible within 10 years	146	17.3%
Total Non School-Based Administrators	843	100.0%

1. Data reflects retirement eligibility for all employees as of July 1, 2023.

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

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

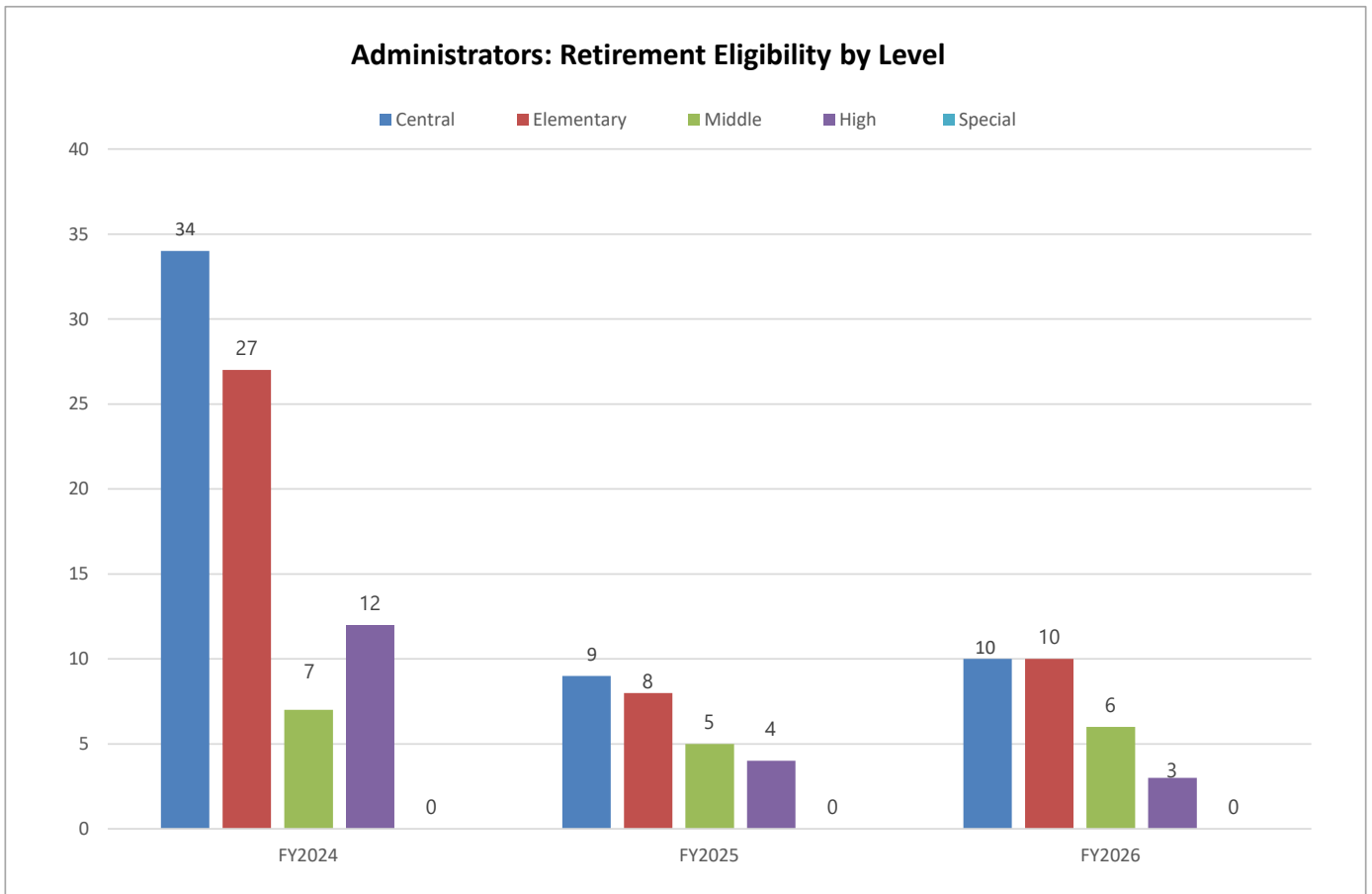
4. Reformed Pension System members are eligible for retirement at age 65 with at least 10 years of eligibility service OR age + years of eligibility service = 90.



Administrators: Retirement Eligibility by Level

Level	Number of Administrators	Percent of Total	Retirement Eligible by Fiscal Year			Retirement Eligible Within 3 Years	
			FY2024	FY2025	FY2026	Number	Percent
Central	265	31.4%	34	9	10	53	20.0%
Elementary	285	33.8%	27	8	10	45	15.8%
Middle	145	17.2%	7	5	6	18	12.4%
High	141	16.7%	12	4	3	19	13.5%
Special	7	0.8%	0	0	0	0	0.0%
Total Administrators	843	100.0%	80	26	29	135	16.0%

1. Data reflects retirement eligibility for all employees as of July 1, 2023.
2. Retirement System members are eligible for retirement at any age with 30 years of credited service OR age 60 with at least 5 years of credited service.
3. Pension System members are eligible for retirement with 30 years of eligibility service OR age 62 with at least 5 years of eligibility service.
4. Reformed Pension System members are eligible for retirement at age 65 with at least 10 years of eligibility service OR age + years of eligibility service = 90.



Section 3: Principals (MCAAP)

1. Demographic Profile
 - a. Demographic Profile - Gender by School Type
 - b. Demographic Profile - Race by School Type
 - c. Demographic Profile - Age by School Type
2. Years of Experience as an MCPS Principal
3. Total Years of Experience
4. Certification Type
5. Turnover
6. New Principal Demographic Profile
7. Retirement Eligibility
8. Retirement Eligibility by Level

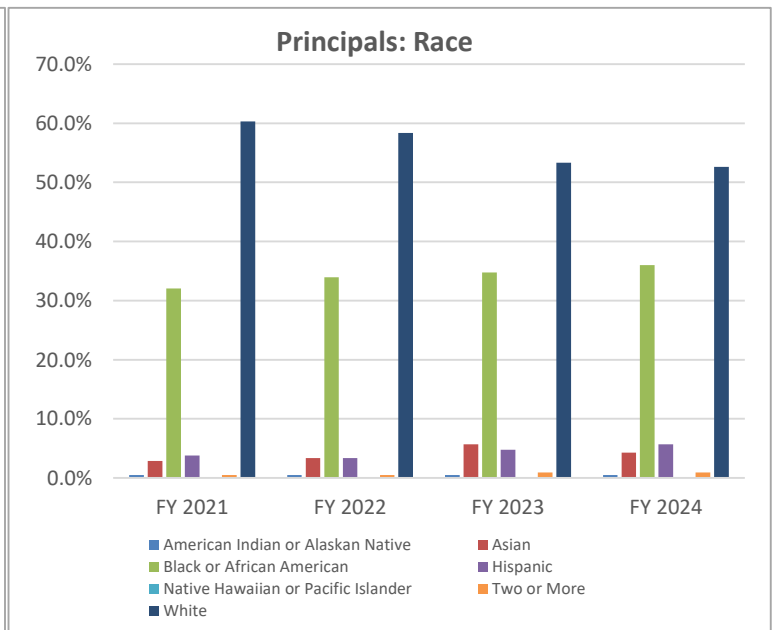
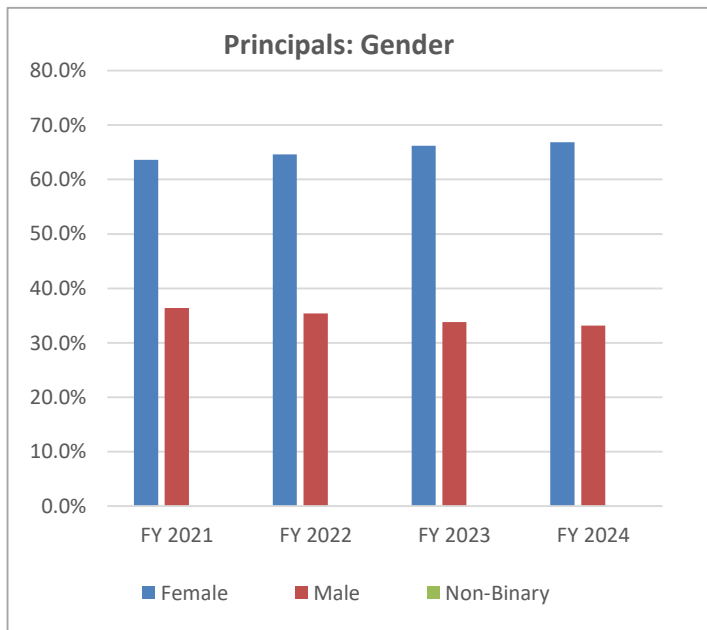
Principals: Demographic Profile

	FY 2021		FY 2022		FY 2023		FY 2024	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Female	133	63.6%	135	64.6%	139	66.2%	141	66.8%
Male	76	36.4%	74	35.4%	71	33.8%	70	33.2%
Non-Binary			0	0.0%	0	0.0%	0	0.00%
TOTAL	209	100.0%	209	100.0%	210	100.0%	211	100.0%
RACE								
American Indian or Alaskan Native	1	0.5%	1	0.5%	1	0.5%	1	0.5%
Asian	6	2.9%	7	3.3%	12	5.7%	9	4.3%
Black or African American	67	32.1%	71	34.0%	73	34.8%	76	36.0%
Hispanic	8	3.8%	7	3.3%	10	4.8%	12	5.7%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Two or More	1	0.5%	1	0.5%	2	1.0%	2	0.9%
White	126	60.3%	122	58.4%	112	53.3%	111	52.6%
TOTAL	209	100.0%	209	100.0%	210	100.0%	211	100.0%
AGE								
20 - 29 years	0	0.0%	0	0.0%	0	0.0%	0	0.0%
30 - 39 years	19	9.1%	16	7.7%	15	7.1%	15	7.1%
40 - 49 years	104	49.8%	92	44.0%	80	38.1%	85	40.3%
50 - 59 years	59	28.2%	77	36.8%	96	45.7%	90	42.7%
60+ years	27	12.9%	24	11.5%	19	9.0%	21	10.0%
TOTAL	209	100.0%	209	100.0%	210	100.0%	211	100.0%

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

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

3. Data was captured on October 15.



**Principals:
Demographic Profile - Gender By School Type**

GENDER	FY 2022		FY 2023		FY 2024	
	Number	Percent	Number	Percent	Number	Percent
Elementary School						
Female	97	46.4%	98	46.7%	99	46.9%
Male	38	18.2%	37	17.6%	38	18.0%
Non-Binary	0	0.0%	0	0.0%	0	0.0%
TOTAL	135	64.6%	135	64.3%	137	64.9%
Middle School						
Female	24	11.5%	25	11.9%	24	11.4%
Male	16	7.7%	15	7.1%	15	7.1%
Non-Binary	0	0.0%	0	0.0%	0	0.0%
TOTAL	40	19.1%	40	19.0%	39	18.5%
High School						
Female	8	3.8%	8	3.8%	10	4.7%
Male	17	8.1%	17	8.1%	15	7.1%
Non-Binary	0	0.0%	0	0.0%	0	0.0%
TOTAL	25	12.0%	25	11.9%	25	11.8%
Special School						
Female	4	1.9%	5	2.4%	5	2.4%
Male	1	0.5%	0	0.0%	0	0.0%
Non-Binary	0	0.0%	0	0.0%	0	0.0%
TOTAL	5	2.4%	5	2.4%	5	2.4%
Central						
Female	2	1.0%	3	1.4%	3	1.4%
Male	2	1.0%	2	1.0%	2	0.9%
Non-Binary	0	0.0%	0	0.0%	0	0.0%
TOTAL	4	1.9%	5	2.4%	5	2.4%
GRAND TOTAL	209	100.0%	210	100.0%	211	100.0%

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

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

3. Data was captured on October 15.

**Principals:
Demographic Profile - Race By School Type**

Race	FY 2022		FY 2023		FY 2024	
	Number	Percent	Number	Percent	Number	Percent
Elementary School						
American Indian or Alaskan Native	1	0.5%	1	0.5%	1	0.5%
Asian	3	1.4%	6	2.9%	5	2.4%
Black or African American	45	21.5%	45	21.4%	48	22.7%
Hispanic	3	1.4%	6	2.9%	7	3.3%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%
Two or More	1	0.5%	1	0.5%	1	0.5%
White	82	39.2%	76	36.2%	75	35.5%
TOTAL	135	64.6%	135	64.3%	137	64.9%
Middle School						
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%
Asian	3	1.4%	4	1.9%	4	1.9%
Black or African American	14	6.7%	16	7.6%	15	7.1%
Hispanic	3	1.4%	3	1.4%	3	1.4%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%
Two or More	0	0.0%	1	0.5%	1	0.5%
White	20	9.6%	16	7.6%	16	7.6%
TOTAL	40	19.1%	40	19.0%	39	18.5%
High School						
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%
Asian	0	0.0%	1	0.5%	0	0.0%
Black or African American	8	3.8%	7	3.3%	8	3.8%
Hispanic	1	0.5%	1	0.5%	2	0.9%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%
Two or More	0	0.0%	0	0.0%	0	0.0%
White	16	7.7%	16	7.6%	15	7.1%
TOTAL	25	12.0%	25	11.9%	25	11.8%
Special School						
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%
Asian	0	0.0%	0	0.0%	0	0.0%
Black or African American	1	0.5%	2	1.0%	2	0.9%
Hispanic	0	0.0%	0	0.0%	0	0.0%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%
Two or More	0	0.0%	0	0.0%	0	0.0%
White	4	1.9%	3	1.4%	3	1.4%
TOTAL	5	2.4%	5	2.4%	5	2.4%
Central						
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%
Asian	1	0.5%	1	0.5%	0	0.0%
Black or African American	3	1.4%	3	1.4%	3	1.4%
Hispanic	0	0.0%	0	0.0%	0	0.0%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%
Two or More	0	0.0%	0	0.0%	0	0.0%
White	0	0.0%	1	0.5%	2	0.9%
TOTAL	4	1.9%	5	2.4%	5	2.4%
GRAND TOTAL	209	100.0%	210	100.0%	211	100.0%

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

2. Data was captured on October 15.

**Principals:
Demographic Profile - Age By School Type**

AGE	FY 2022		FY 2023		FY 2024	
	Number	Percent	Number	Percent	Number	Percent
Elementary School						
Under 20	0	0.0%	0	0.0%	0	0.0%
20 - 29 years	0	0.0%	0	0.0%	0	0.0%
30 - 39 years	14	6.7%	12	5.7%	10	4.7%
40 - 49 years	51	24.4%	50	23.8%	52	24.6%
50 - 59 years	52	24.9%	59	28.1%	59	28.0%
60+ years	18	8.6%	14	6.7%	16	7.6%
TOTAL	135	64.6%	135	64.3%	137	64.9%
Middle School						
Under 20	0	0.0%	0	0.0%	0	0.0%
20 - 29 years	0	0.0%	0	0.0%	0	0.0%
30 - 39 years	1	0.5%	1	0.5%	2	0.9%
40 - 49 years	25	12.0%	19	9.0%	20	9.5%
50 - 59 years	11	5.3%	18	8.6%	14	6.6%
60+ years	3	1.4%	2	1.0%	3	1.4%
TOTAL	40	19.1%	40	19.0%	39	18.5%
High School						
Under 20	0	0.0%	0	0.0%	0	0.0%
20 - 29 years	0	0.0%	0	0.0%	0	0.0%
30 - 39 years	1	0.5%	1	0.5%	2	0.9%
40 - 49 years	11	5.3%	8	3.8%	9	4.3%
50 - 59 years	10	4.8%	13	6.2%	12	5.7%
60+ years	3	1.4%	3	1.4%	2	0.9%
TOTAL	25	12.0%	25	11.9%	25	11.8%
Special School						
Under 20	0	0.0%	0	0.0%	0	0.0%
20 - 29 years	0	0.0%	0	0.0%	0	0.0%
30 - 39 years	0	0.0%	1	0.5%	1	0.5%
40 - 49 years	3	1.4%	2	1.0%	2	0.9%
50 - 59 years	2	1.0%	2	1.0%	2	0.9%
60+ years	0	0.0%	0	0.0%	0	0.0%
TOTAL	5	2.4%	5	2.4%	5	2.4%
Central						
Under 20	0	0.0%	0	0.0%	0	0.0%
20 - 29 years	0	0.0%	0	0.0%	0	0.0%
30 - 39 years	0	0.0%	0	0.0%	0	0.0%
40 - 49 years	2	1.0%	1	0.5%	2	0.9%
50 - 59 years	2	1.0%	4	1.9%	3	1.4%
60+ years	0	0.0%	0	0.0%	0	0.0%
TOTAL	4	1.9%	5	2.4%	5	2.4%
GRAND TOTAL	209	100.0%	210	100.0%	211	100.0%

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

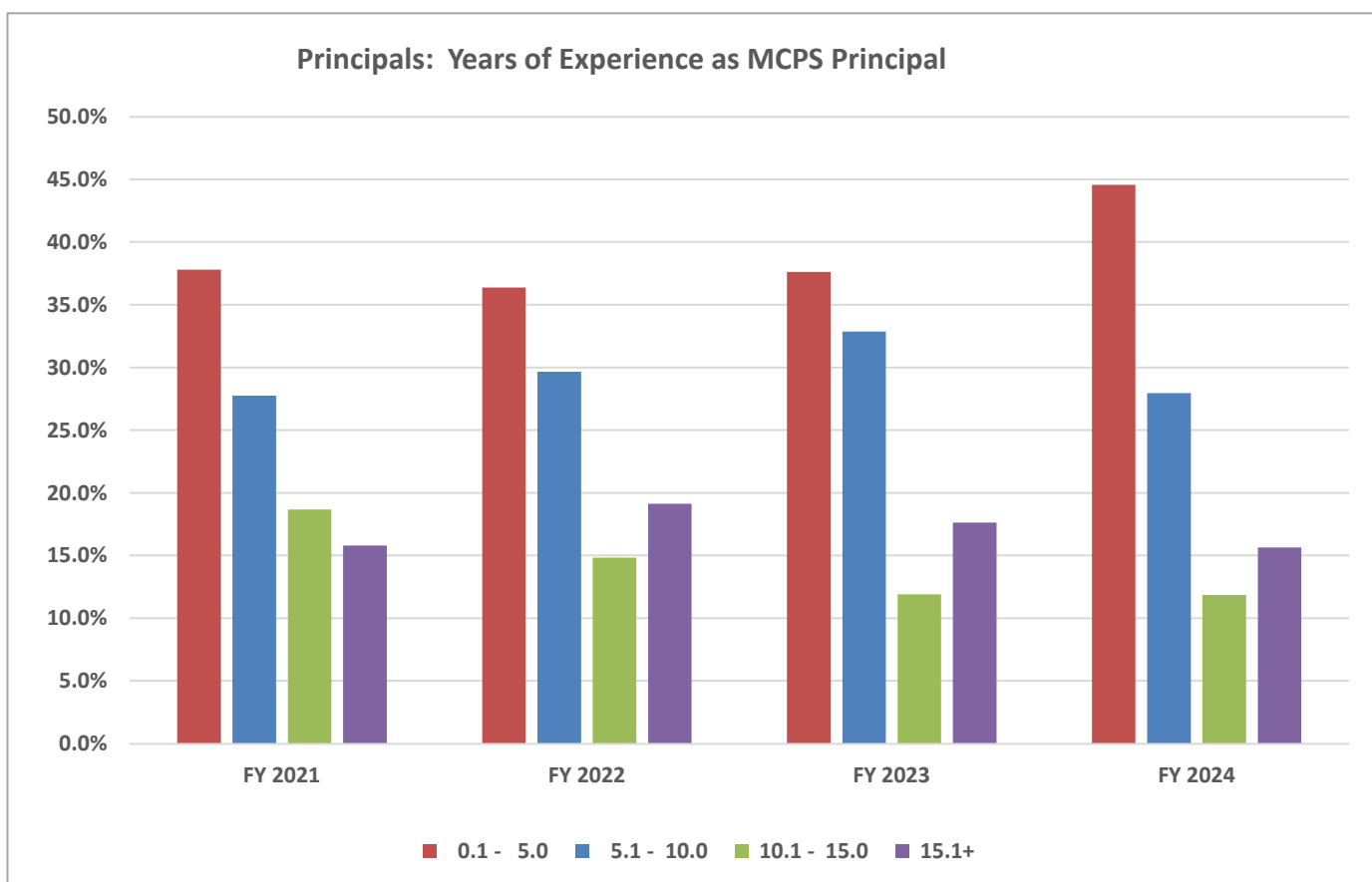
2. Data was captured on October 15.

Principals: Years of Experience as an MCPS Principal

Years of Experience	FY 2021		FY 2022		FY 2023		FY 2024	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	79	37.8%	76	36.4%	79	37.6%	94	44.5%
5.1 - 10.0	58	27.8%	62	29.7%	69	32.9%	59	28.0%
10.1 - 15.0	39	18.7%	31	14.8%	25	11.9%	25	11.8%
15.1+	33	15.8%	40	19.1%	37	17.6%	33	15.6%
TOTAL	209	100.0%	209	100.0%	210	100.0%	211	100.0%

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

2. Data captured on October 15.



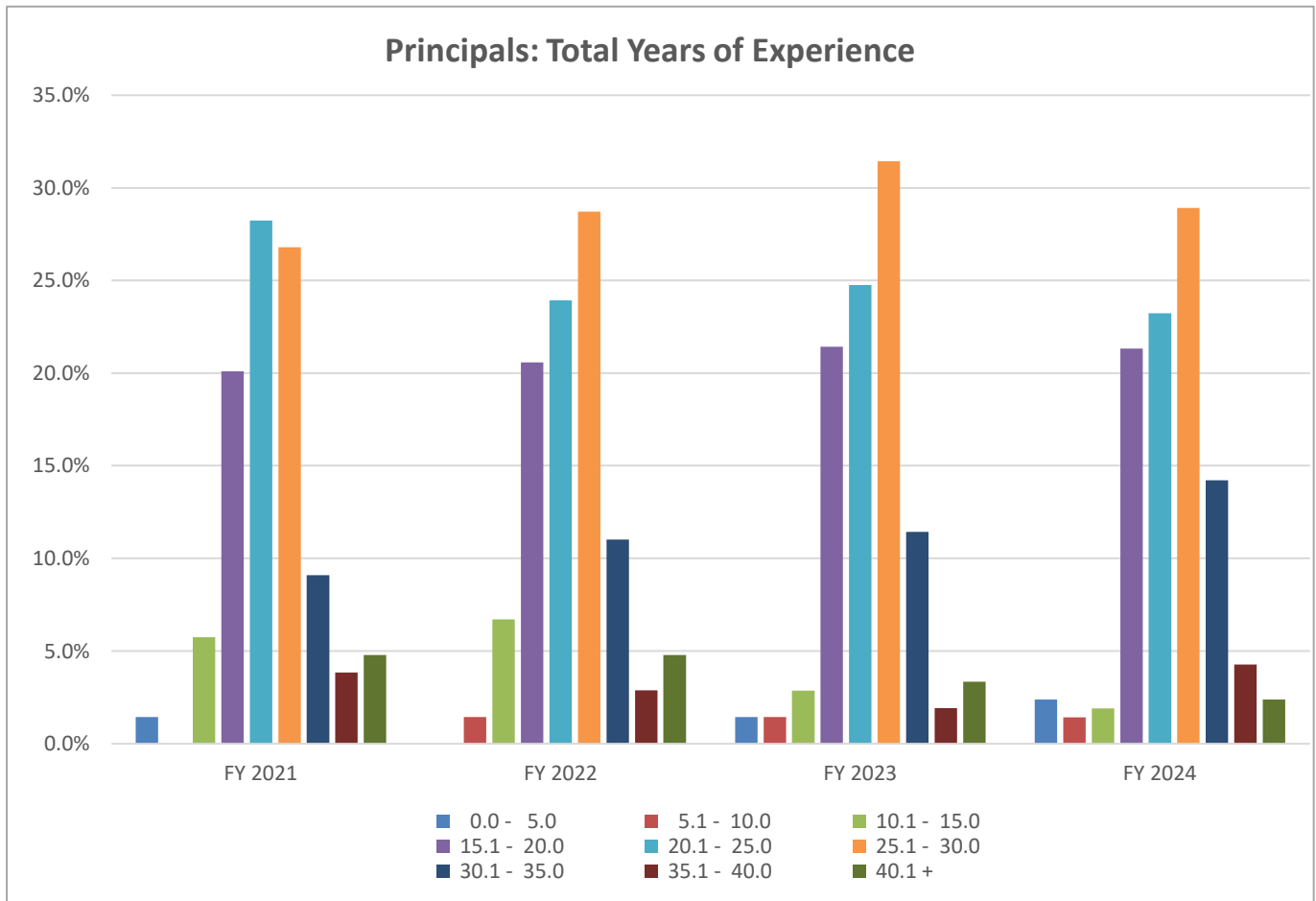
Principals: Total Years of Experience

Years of Experience	FY 2021		FY 2022		FY 2023		FY 2024	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.0 - 5.0	3	1.4%	0	0.0%	3	1.4%	5	2.4%
5.1 - 10.0	0	0.0%	3	1.4%	3	1.4%	3	1.4%
10.1 - 15.0	12	5.7%	14	6.7%	6	2.9%	4	1.9%
15.1 - 20.0	42	20.1%	43	20.6%	45	21.4%	45	21.3%
20.1 - 25.0	59	28.2%	50	23.9%	52	24.8%	49	23.2%
25.1 - 30.0	56	26.8%	60	28.7%	66	31.4%	61	28.9%
30.1 - 35.0	19	9.1%	23	11.0%	24	11.4%	30	14.2%
35.1 - 40.0	8	3.8%	6	2.9%	4	1.9%	9	4.3%
40.1 +	10	4.8%	10	4.8%	7	3.3%	5	2.4%
TOTAL	209	100.0%	209	100.0%	210	100.0%	211	100.0%

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

2. Data reflects number of permanent employees by head count (Position1). Temporary and substitute employees are not included. Data includes consulting principals on special assignment.

3. Data captured on October 15.



Principals: Certification Type

Fiscal Year	Number of Principals	Conditional Certificate ¹		Standard Professional Certificate ²		Advanced Professional Certificate ³	
		Number	Percent	Number	Percent	Number	Percent
FY2024	211	1	0.5%	2	0.9%	208	98.6%
FY2023	210	0	0.0%	1	0.5%	209	99.5%
FY2022	209	0	0.0%	0	0.0%	209	100.0%
FY2021	209	0	0.0%	0	0.0%	209	100.0%

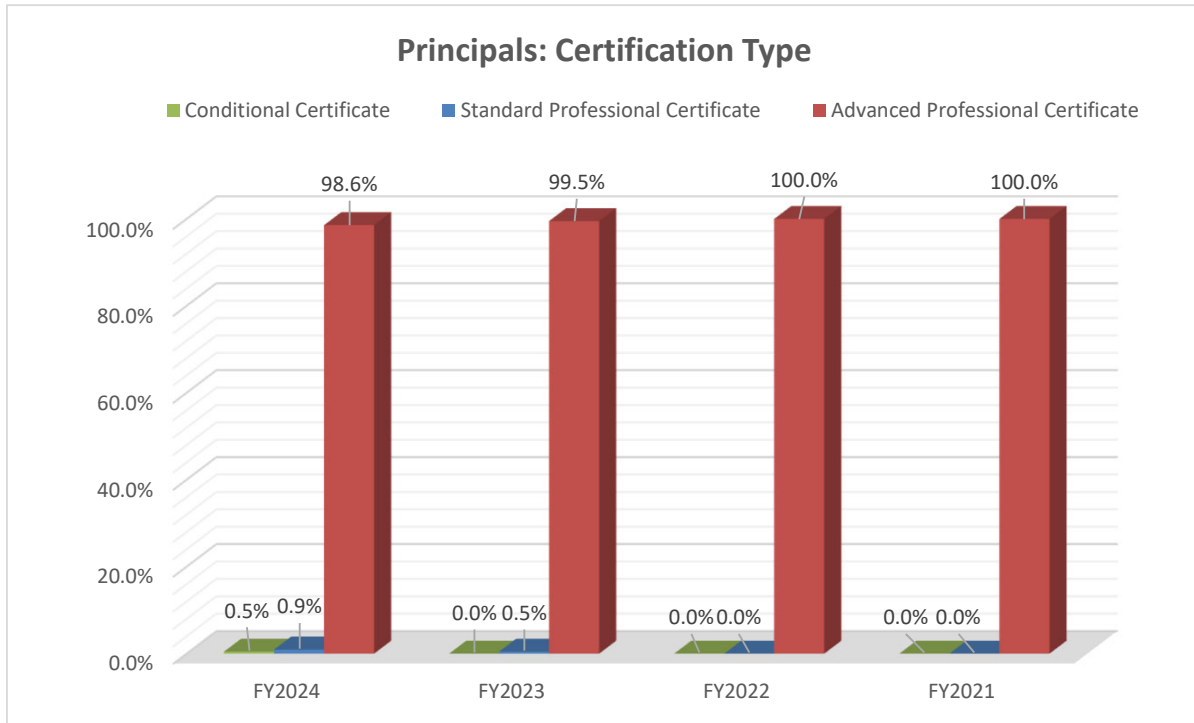
¹ The Conditional Certificate is not a professional level certificate in the State of Maryland.

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

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

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

Data captured on October 15.

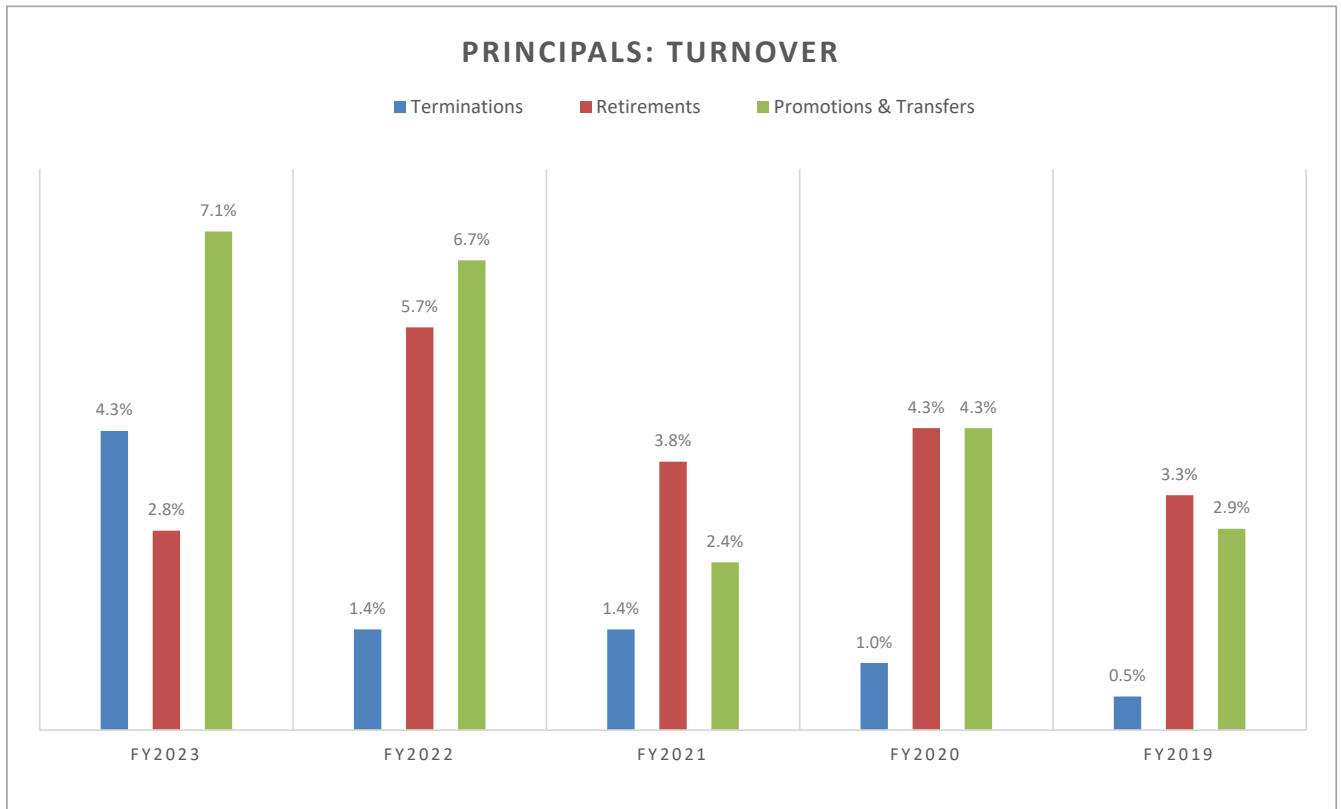


Principals: Turnover

Fiscal Year	Number of Principals ¹	Terminations		Retirements		Promotions & Transfers ²		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2023	211	9	4.3%	6	2.8%	15	7.1%	30	14.2%
FY2022	209	3	1.4%	12	5.7%	14	6.7%	29	13.9%
FY2021	209	3	1.4%	8	3.8%	5	2.4%	16	7.7%
FY2020	209	2	1.0%	9	4.3%	9	4.3%	20	9.6%
FY2019	209	1	0.5%	7	3.3%	6	2.9%	14	6.7%

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

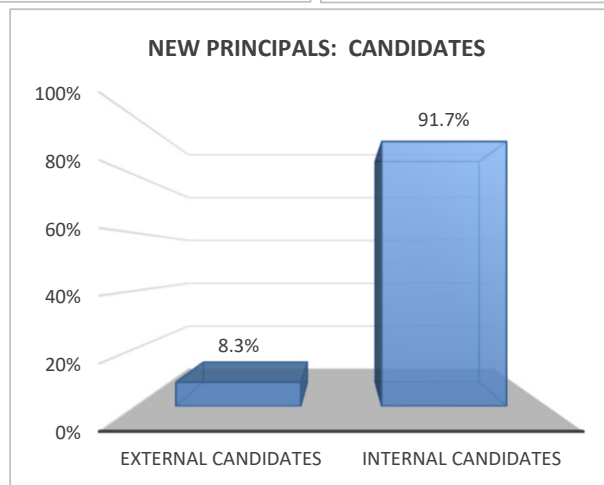
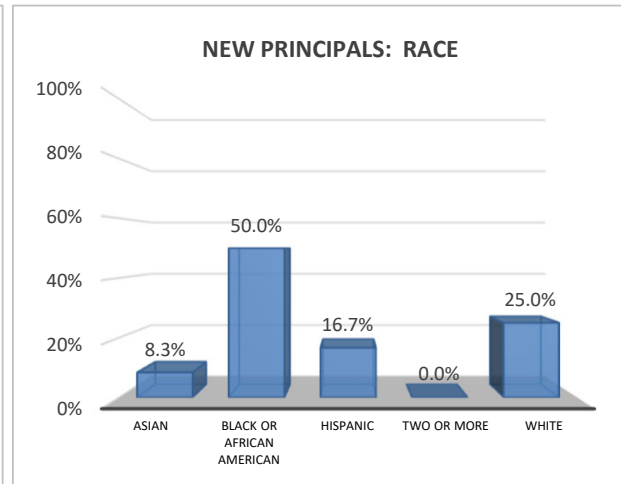
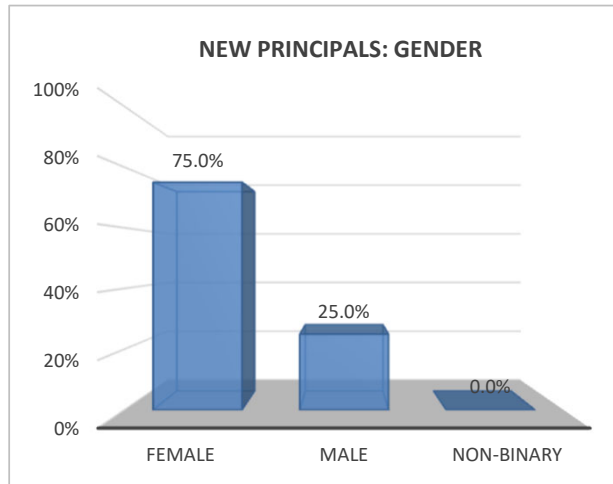
² Promotion is defined to be a principal moving to a higher graded non-principal position. A principal moving from one school to another is not counted as a promotion. Transfer is defined to be a principal no longer in a principal position.



Principals: New Principals Demographic Profile

FY2024	Elementary School	Middle School	High School	Special School	Total	
					Number	Percent
NEW HIRES AND PROMOTIONS						
External Candidates	1	0	0	0	1	8.3%
Internal Candidates	6	1	3	1	11	91.7%
TOTAL	7	1	3	1	12	100.0%
GENDER						
Female	5	1	3	0	9	75.0%
Male	2	0	0	1	3	25.0%
Non-Binary	0	0	0	0	0	0.0%
TOTAL	7	1	3	1	12	100.0%
RACE						
American Indian or Alaskan Native	0	0	0	0	0	0.0%
Asian	1	0	0	0	1	8.3%
Black or African American	3	1	2	0	6	50.0%
Hispanic	1	0	1	0	2	16.7%
Native Hawaiian or Pacific Islander	0	0	0	0	0	0.0%
Two or More	0	0	0	0	0	0.0%
White	2	0	0	1	3	25.0%
TOTAL	7	1	3	1	12	100.0%

1. Data reflects the number of permanent employees by head count (Position 1). Temporary and substitute employees are not included.
2. Non-Binary Gender is identified and reported since FY2022.
3. Data as of January 12, 2024
4. Coordinators at Longview School and Stephen Knolls School were classified as Principal effective FY2018.



Principals: Retirement Eligibility

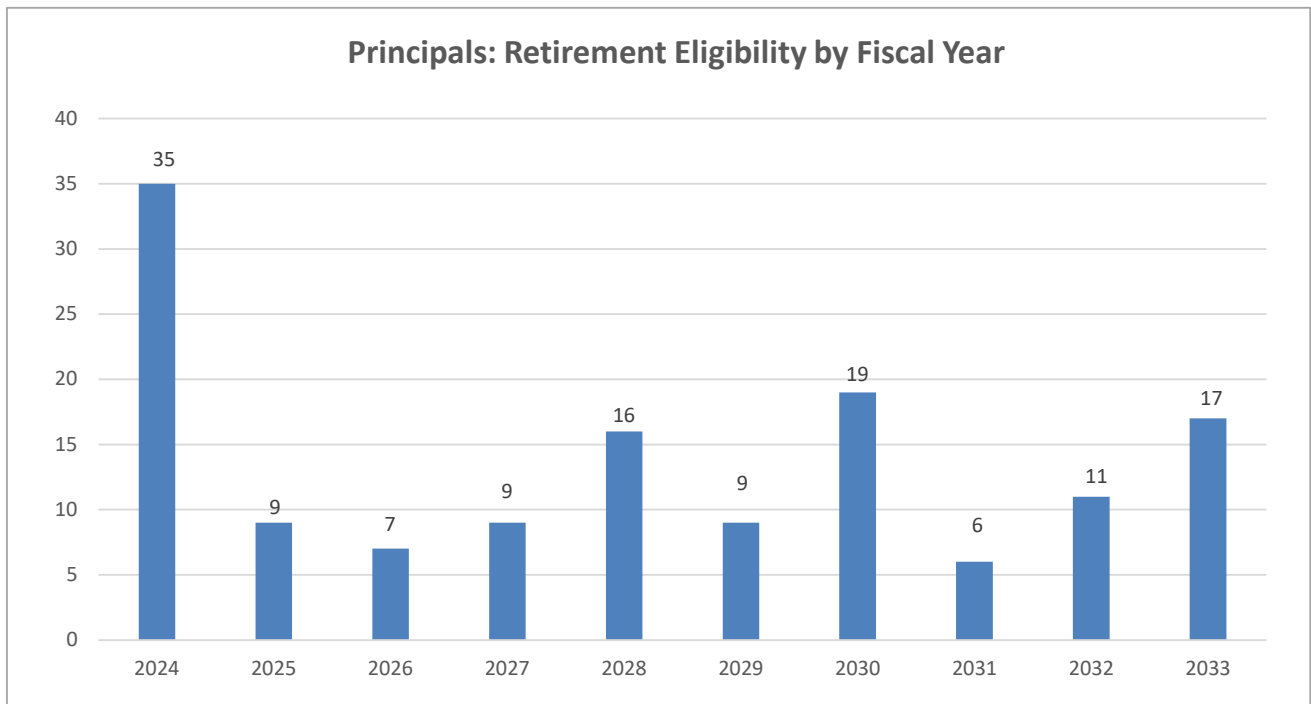
Fiscal Year	Principals Eligible By Fiscal Year	Percent of Total
2024	35	16.3%
2025	9	4.2%
2026	7	3.3%
2027	9	4.2%
2028	16	7.4%
2029	9	4.2%
2030	19	8.8%
2031	6	2.8%
2032	11	5.1%
2033	17	7.9%
Eligible within 10 years	138	64.2%
Total Principals	215	100.0%

1. Data reflects retirement eligibility for all employees as of July 1, 2023.

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

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

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



Principals: Retirement Eligibility by Level

Level	Number of Principals	Percent of Total	Retirement Eligible by Fiscal Year			Retirement Eligible Within 3 Years	
			FY2024	FY2025	FY2026	Number	Percent
Central	5	2.3%	1	0	0	1	20.0%
Elementary	138	64.2%	21	7	4	32	23.2%
Middle	40	18.6%	4	0	3	7	17.5%
High	27	12.6%	9	2	0	11	40.7%
Special	5	2.3%	0	0	0	0	0.0%
Total Principals	215	100.0%	35	9	7	51	23.7%

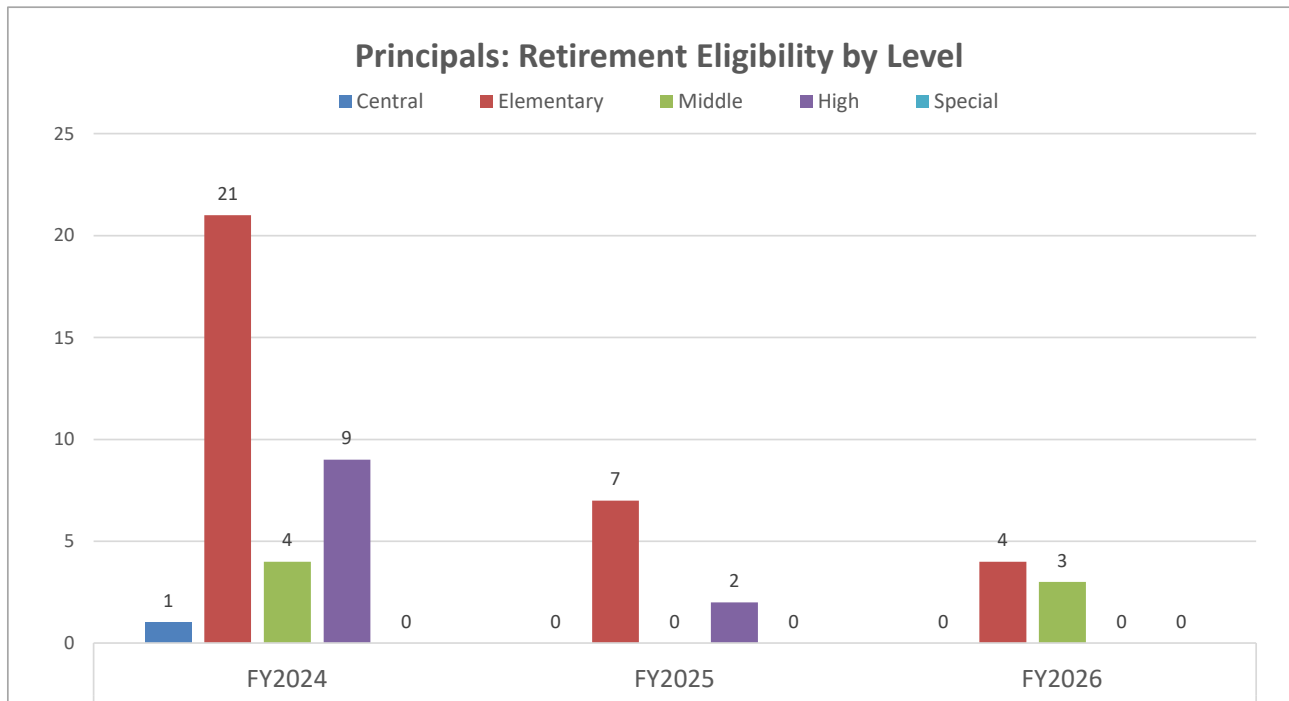
1. Data reflects retirement eligibility for all employees as of July 1, 2023.

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

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

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

5. Central level includes Consulting Principals and Alternative Programs. .



Section 4: Assistant Principals (MCAAP)

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

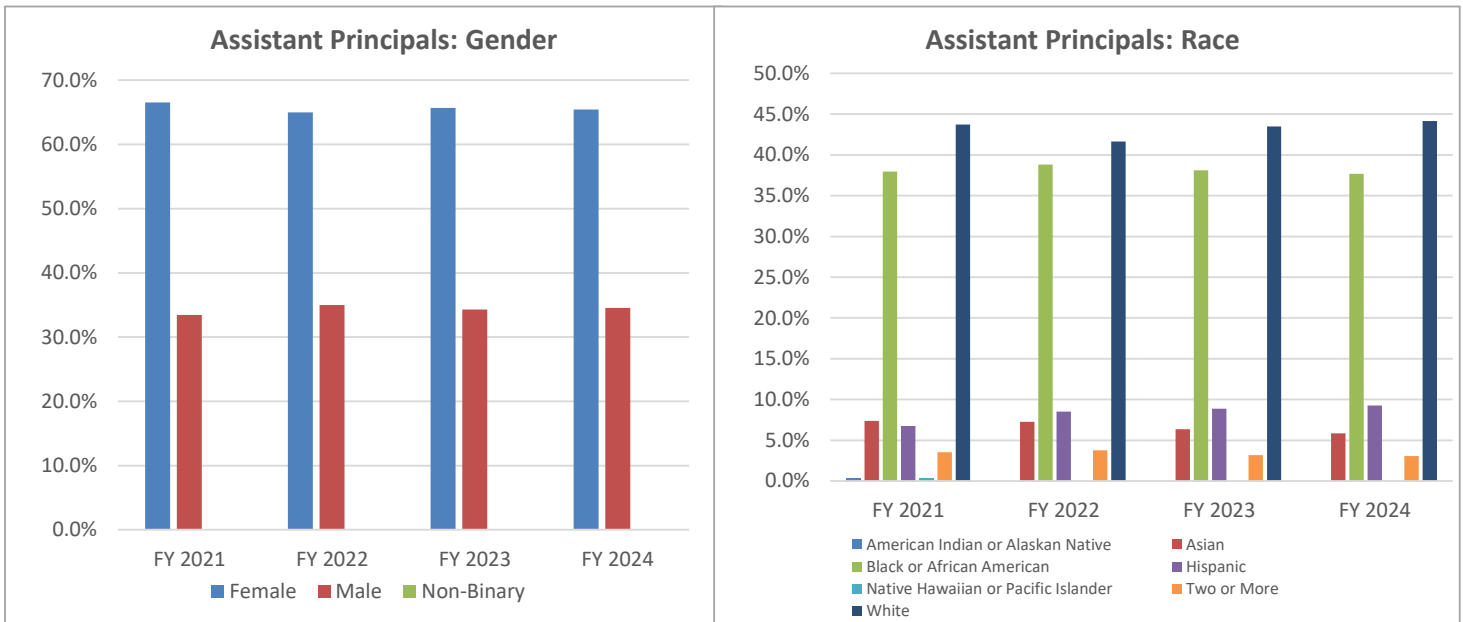
Assistant Principals: Demographic Profile

	FY 2021		FY 2022		FY 2023		FY 2024	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Female	207	66.6%	206	65.0%	207	65.7%	212	65.4%
Male	104	33.4%	111	35.0%	108	34.3%	112	34.6%
Non-Binary			0	0.0%	0	0.0%	0	0.00%
TOTAL	311	100.0%	317	100.0%	315	100.0%	324	100.0%
RACE								
American Indian or Alaskan Native	1	0.3%	0	0.0%	0	0.0%	0	0.0%
Asian	23	7.4%	23	7.3%	20	6.3%	19	5.9%
Black or African American	118	37.9%	123	38.8%	120	38.1%	122	37.7%
Hispanic	21	6.8%	27	8.5%	28	8.9%	30	9.3%
Native Hawaiian or Pacific Islander	1	0.3%	0	0.0%	0	0.0%	0	0.0%
Two or More	11	3.5%	12	3.8%	10	3.2%	10	3.1%
White	136	43.7%	132	41.6%	137	43.5%	143	44.1%
TOTAL	311	100.0%	317	100.0%	315	100.0%	324	100.0%
AGE								
20 - 29 years	1	0.3%	4	1.3%	1	0.3%	1	0.3%
30 - 39 years	78	25.1%	77	24.3%	90	28.6%	90	27.8%
40 - 49 years	137	44.1%	144	45.4%	144	45.7%	140	43.2%
50 - 59 years	85	27.3%	84	26.5%	71	22.5%	80	24.7%
60+ years	10	3.2%	8	2.5%	9	2.9%	13	4.0%
TOTAL	311	100.0%	317	100.0%	315	100.0%	324	100.0%

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

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

3. Data was captured on October 15.



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

GENDER	FY 2022		FY 2023		FY 2024	
	Number	Percent	Number	Percent	Number	Percent
Elementary School						
Female	92	29.0%	93	29.5%	90	27.8%
Male	33	10.4%	33	10.5%	39	12.0%
Non-Binary	0	0.0%	0	0.0%	0	0.0%
TOTAL	125	39.4%	126	40.0%	129	39.8%
Middle School						
Female	55	17.4%	53	16.8%	56	17.3%
Male	34	10.7%	30	9.5%	32	9.9%
Non-Binary	0	0.0%	0	0.0%	0	0.0%
TOTAL	89	28.1%	83	26.3%	88	27.2%
High School						
Female	55	17.4%	58	18.4%	64	19.8%
Male	43	13.6%	43	13.7%	38	11.7%
Non-Binary	0	0.0%	0	0.0%	0	0.0%
TOTAL	98	30.9%	101	32.1%	102	31.5%
Special School						
Female	2	0.6%	1	0.3%	0	0.0%
Male	0	0.0%	1	0.3%	2	0.6%
Non-Binary	0	0.0%	0	0.0%	0	0.0%
TOTAL	2	0.6%	2	0.6%	2	0.6%
Central						
Female	2	0.6%	2	0.6%	2	0.6%
Male	1	0.3%	1	0.3%	1	0.3%
Non-Binary	0	0.0%	0	0.0%	0	0.0%
TOTAL	3	0.9%	3	1.0%	3	0.9%
GRAND TOTAL	317	100.0%	315	100.0%	324	100.0%

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

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

3. Data was captured on October 15.

Assistant Principals: Demographic Profile - Race By School Type

Race	FY 2022		FY 2023		FY 2024	
	Number	Percent	Number	Percent	Number	Percent
Elementary School						
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%
Asian	12	3.8%	9	2.9%	8	2.5%
Black or African American	43	13.6%	42	13.3%	41	12.7%
Hispanic	9	2.8%	11	3.5%	13	4.0%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%
Two or More	7	2.2%	6	1.9%	5	1.5%
White	54	17.0%	58	18.4%	62	19.1%
TOTAL	125	39.4%	126	40.0%	129	39.8%
Middle School						
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%
Asian	7	2.2%	7	2.2%	7	2.2%
Black or African American	35	11.0%	31	9.8%	31	9.6%
Hispanic	5	1.6%	4	1.3%	6	1.9%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%
Two or More	3	0.9%	2	0.6%	4	1.2%
White	39	12.3%	39	12.4%	40	12.3%
TOTAL	89	28.1%	83	26.3%	88	27.2%
High School						
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%
Asian	4	1.3%	4	1.3%	4	1.2%
Black or African American	42	13.2%	44	14.0%	47	14.5%
Hispanic	13	4.1%	13	4.1%	10	3.1%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%
Two or More	2	0.6%	2	0.6%	1	0.3%
White	37	11.7%	38	12.1%	40	12.3%
TOTAL	98	30.9%	101	32.1%	102	31.5%
Special School						
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%
Asian	0	0.0%	0	0.0%	0	0.0%
Black or African American	1	0.3%	1	0.3%	1	0.3%
Hispanic	0	0.0%	0	0.0%	1	0.3%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%
Two or More	0	0.0%	0	0.0%	0	0.0%
White	1	0.3%	1	0.3%	0	0.0%
TOTAL	2	0.6%	2	0.6%	2	0.6%
Central						
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%
Asian	0	0.0%	0	0.0%	0	0.0%
Black or African American	2	0.6%	2	0.6%	2	0.6%
Hispanic	0	0.0%	0	0.0%	0	0.0%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%
Two or More	0	0.0%	0	0.0%	0	0.0%
White	1	0.3%	1	0.3%	1	0.3%
TOTAL	3	0.9%	3	1.0%	3	0.9%
GRAND TOTAL	317	100.0%	315	100.0%	324	100.0%

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

2. Data was captured on October 15.

Assistant Principals: Demographic Profile - Age By School Type

AGE	FY 2022		FY 2023		FY 2024	
	Number	Percent	Number	Percent	Number	Percent
Elementary School						
Under 20	0	0.0%	0	0.0%	0	0.0%
20 - 29 years	1	0.3%	0	0.0%	0	0.0%
30 - 39 years	33	10.4%	40	12.7%	44	13.6%
40 - 49 years	54	17.0%	51	16.2%	46	14.2%
50 - 59 years	36	11.4%	34	10.8%	33	10.2%
60+ years	1	0.3%	1	0.3%	6	1.9%
TOTAL	125	39.4%	126	40.0%	129	39.8%
Middle School						
Under 20	0	0.0%	0	0.0%	0	0.0%
20 - 29 years	1	0.3%	1	0.3%	1	0.3%
30 - 39 years	21	6.6%	22	7.0%	21	6.5%
40 - 49 years	42	13.2%	43	13.7%	42	13.0%
50 - 59 years	21	6.6%	14	4.4%	20	6.2%
60+ years	4	1.3%	3	1.0%	4	1.2%
TOTAL	89	28.1%	83	26.3%	88	27.2%
High School						
Under 20	0	0.0%	0	0.0%	0	0.0%
20 - 29 years	2	0.6%	0	0.0%	0	0.0%
30 - 39 years	22	6.9%	26	8.3%	24	7.4%
40 - 49 years	45	14.2%	49	15.6%	51	15.7%
50 - 59 years	26	8.2%	21	6.7%	24	7.4%
60+ years	3	0.9%	5	1.6%	3	0.9%
TOTAL	98	30.9%	101	32.1%	102	31.5%
Special School						
Under 20	0	0.0%	0	0.0%	0	0.0%
20 - 29 years	0	0.0%	0	0.0%	0	0.0%
30 - 39 years	1	0.3%	2	0.6%	1	0.3%
40 - 49 years	0	0.0%	0	0.0%	0	0.0%
50 - 59 years	1	0.3%	0	0.0%	1	0.3%
60+ years	0	0.0%	0	0.0%	0	0.0%
TOTAL	2	0.6%	2	0.6%	2	0.6%
Central						
Under 20	0	0.0%	0	0.0%	0	0.0%
20 - 29 years	0	0.0%	0	0.0%	0	0.0%
30 - 39 years	0	0.0%	0	0.0%	0	0.0%
40 - 49 years	3	0.9%	1	0.3%	1	0.3%
50 - 59 years	0	0.0%	2	0.6%	2	0.6%
60+ years	0	0.0%	0	0.0%	0	0.0%
TOTAL	3	0.9%	3	1.0%	3	0.93%
GRAND TOTAL	317	100.0%	315	100.0%	324	100.0%

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

2. Data was captured on October 15.

Assistant Principals: Certification Type

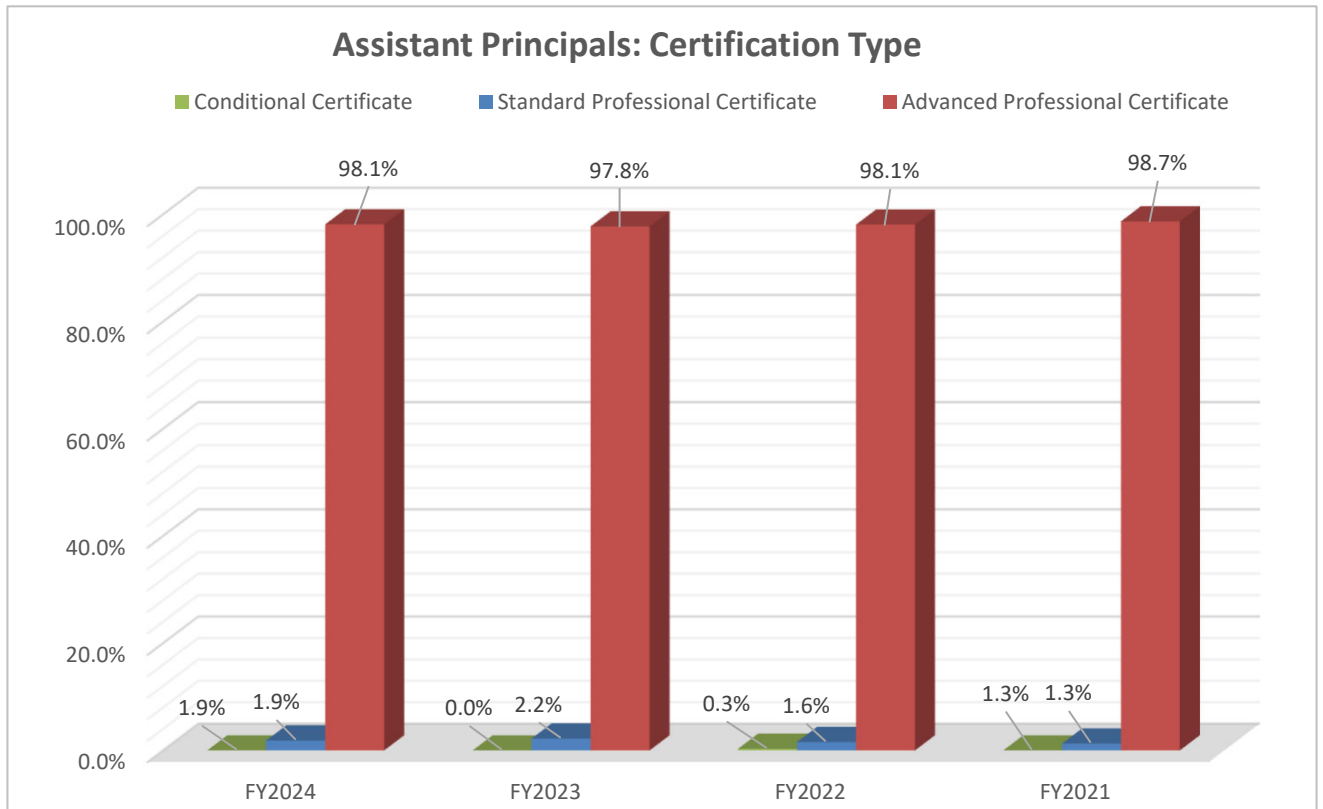
Fiscal Year	Number of Assistant Principals	Conditional Certificate ¹		Standard Professional Certificate ²		Advanced Professional Certificate ³	
		Number	Percent	Number	Percent	Number	Percent
FY2024	324	0	0.0%	6	1.9%	318	98.1%
FY2023	315	0	0.0%	7	2.2%	308	97.8%
FY2022	317	1	0.3%	5	1.6%	311	98.1%
FY2021	311	0	0.0%	4	1.3%	307	98.7%

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

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

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

Data captured on October 15.

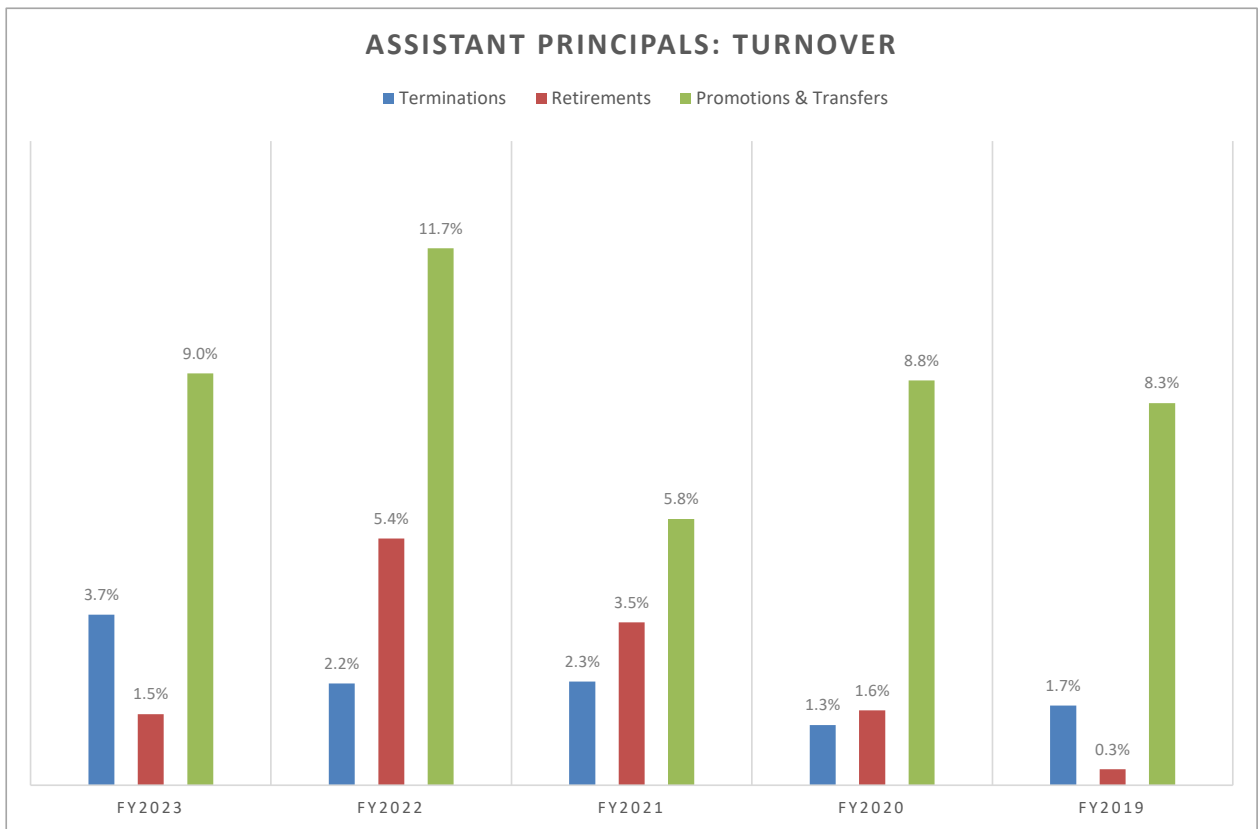


Assistant Principals: Turnover

Fiscal Year	Number of Assistant Principals ¹	Terminations		Retirements		Promotions & Transfers ²		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2023	324	12	3.7%	5	1.5%	29	9.0%	46	14.2%
FY2022	317	7	2.2%	17	5.4%	37	11.7%	61	19.2%
FY2021	311	7	2.3%	11	3.5%	18	5.8%	36	11.6%
FY2020	307	4	1.3%	5	1.6%	27	8.8%	36	11.7%
FY2019	289	5	1.7%	1	0.3%	24	8.3%	30	10.4%

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

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



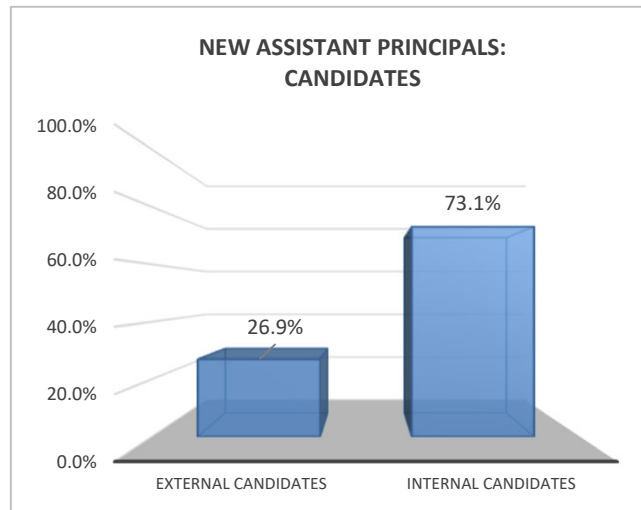
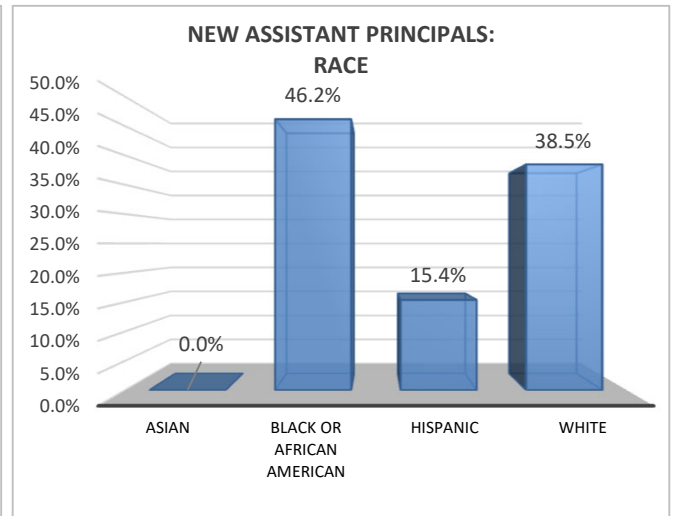
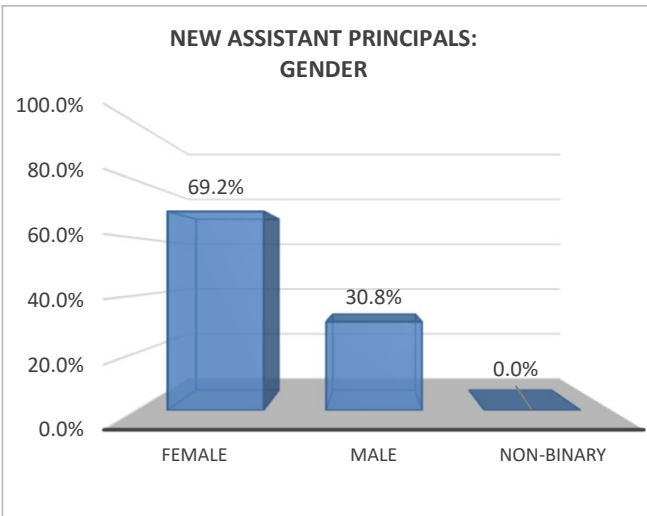
Assistant Principals: New Assistant Principal Demographic Profile

FY 2024	Total	
	Number	Percent
NEW HIRES AND PROMOTIONS		
External Candidates	7	26.9%
Internal Candidates	19	73.1%
TOTAL	26	100.0%
GENDER		
Female	18	69.2%
Male	8	30.8%
Non-Binary	0	0.0%
TOTAL	26	100.0%
RACE		
American Indian or Alaskan Native	0	0.0%
Asian	0	0.0%
Black or African American	12	46.2%
Hispanic	4	15.4%
Native Hawaiian or Pacific Islander	0	0.0%
Two or More	0	0.0%
White	10	38.5%
TOTAL	26	100.0%

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

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

3. Data was captured on January 12, 2024



Assistant Principals: Retirement Eligibility

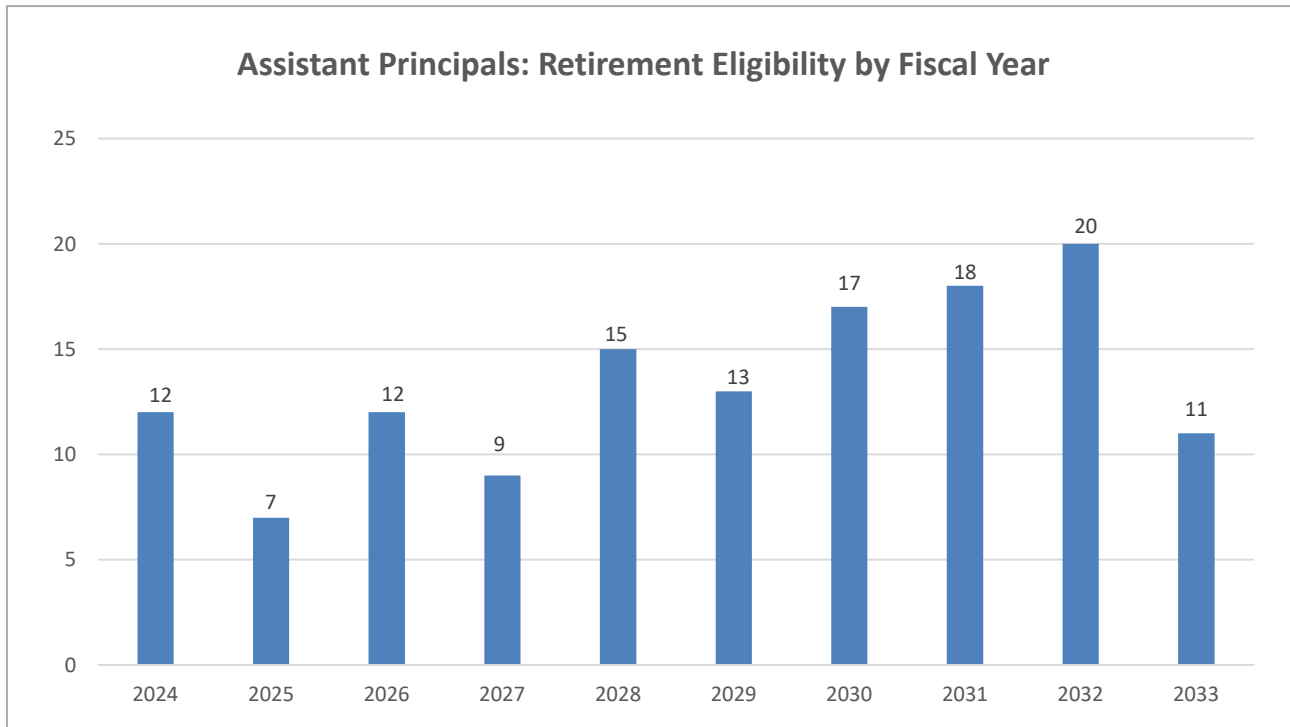
Fiscal Year	Assistant Principals Eligible By Fiscal Year	Percent of Total
2024	12	3.6%
2025	7	2.1%
2026	12	3.6%
2027	9	2.7%
2028	15	4.5%
2029	13	3.9%
2030	17	5.2%
2031	18	5.5%
2032	20	6.1%
2033	11	3.3%
Eligible within 10 years	134	40.6%
Total Assistant Principals	330	100.0%

1. Data reflects retirement eligibility for all employees as of July 1, 2023.

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

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

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



Assistant Principals: Retirement Eligibility by Level

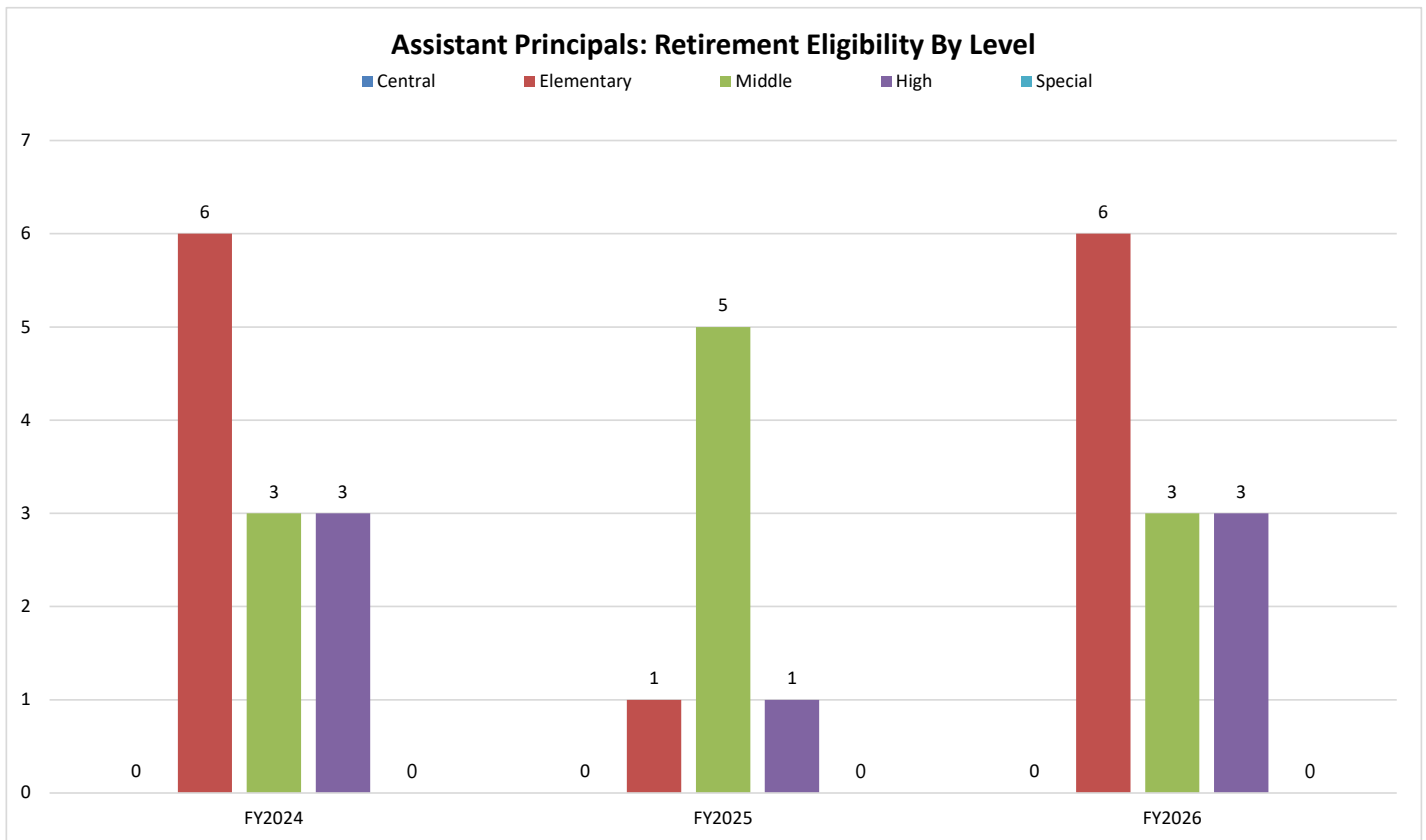
Level	Number of Assistant Principals	Percent of Total	Retirement Eligible by Fiscal Year			Retirement Eligible Within 3 Years	
			FY2024	FY2025	FY2026	Number	Percent
Central	0	0.0%	0	0	0	0	0.0%
Elementary	134	40.6%	6	1	6	13	9.7%
Middle	90	27.3%	3	5	3	11	12.2%
High	104	31.5%	3	1	3	7	6.7%
Special	2	0.6%	0	0	0	0	0.0%
Total Assistant Principals	330	100.0%	12	7	12	31	9.4%

1. Data reflects retirement eligibility for all employees as of July 1, 2023.

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

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

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



Section 5: Assistant School Administrators (MCAAP)

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

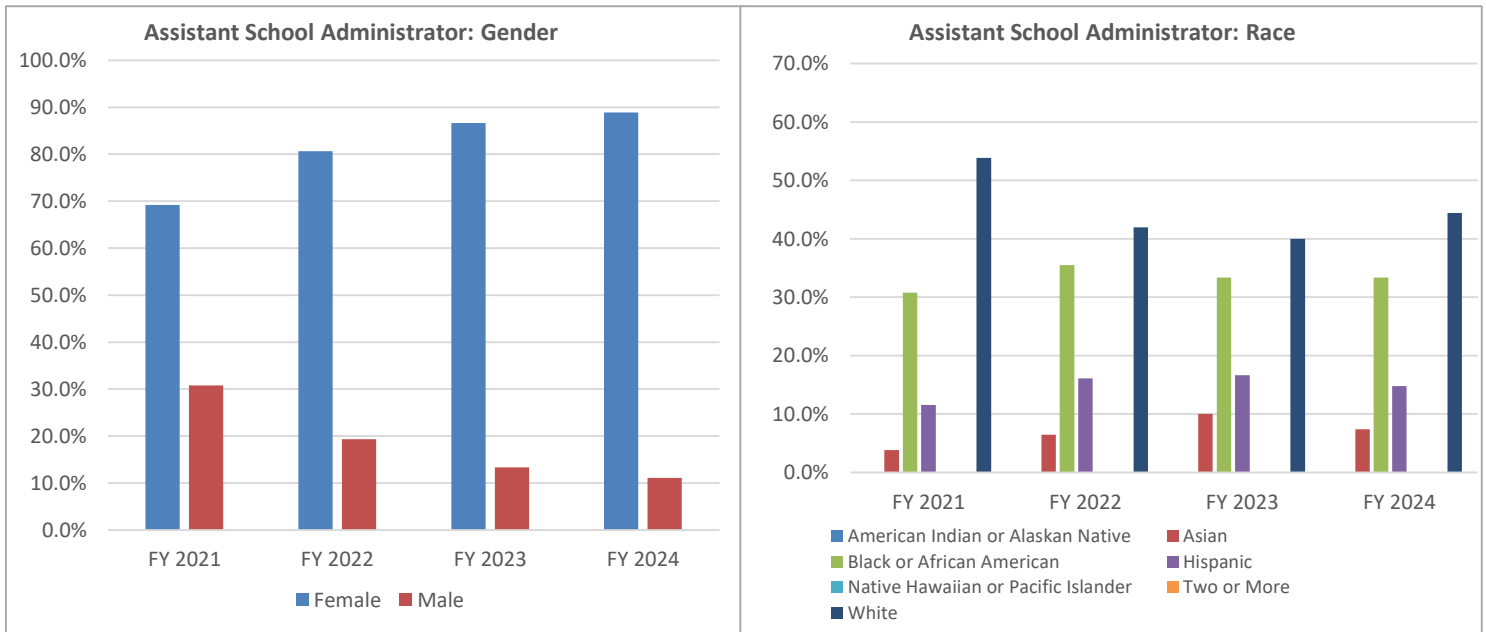
Assistant School Administrators: Demographic Profile

	FY 2021		FY 2022		FY 2023		FY 2024	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Female	18	69.2%	25	80.6%	26	86.7%	24	88.9%
Male	8	30.8%	6	19.4%	4	13.3%	3	11.1%
Non-Binary			0	0.0%	0	0.0%	0	0.0%
TOTAL	26	100.0%	31	100.0%	30	100.0%	27	100.0%
RACE								
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian	1	3.8%	2	6.5%	3	10.0%	2	7.4%
Black or African American	8	30.8%	11	35.5%	10	33.3%	9	33.3%
Hispanic	3	11.5%	5	16.1%	5	16.7%	4	14.8%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Two or More	0	0.0%	0	0.0%	0	0.0%	0	0.0%
White	14	53.8%	13	41.9%	12	40.0%	12	44.4%
TOTAL	26	100.0%	31	100.0%	30	100.0%	27	100.0%
AGE								
20 - 29 years	0	0.0%	0	0.0%	0	0.0%	0	0.0%
30 - 39 years	9	34.6%	16	51.6%	11	36.7%	6	22.2%
40 - 49 years	12	46.2%	12	38.7%	17	56.7%	18	66.7%
50 - 59 years	2	7.7%	1	3.2%	1	3.3%	3	11.1%
60+ years	3	11.5%	2	6.5%	1	3.3%	0	0.0%
TOTAL	26	100.0%	31	100.0%	30	100.0%	27	100.0%

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

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

3. Data was captured on October 15.



Assistant School Administrators: Demographic Profile - Gender By School Type

GENDER	FY 2022		FY 2023		FY 2024	
	Number	Percent	Number	Percent	Number	Percent
Elementary School						
Female	10	32.3%	11	36.7%	12	44.4%
Male	2	6.5%	1	3.3%	1	3.7%
Non-Binary	0	0.0%	0	0.0%	0	0.0%
TOTAL	12	38.7%	12	40.0%	13	48.1%
Middle School						
Female	7	22.6%	7	23.3%	8	29.6%
Male	2	6.5%	2	6.7%	0	0.0%
Non-Binary	0	0.0%	0	0.0%	0	0.0%
TOTAL	9	29.0%	9	30.0%	8	29.6%
High School						
Female	8	25.8%	8	26.7%	4	14.8%
Male	2	6.5%	1	3.3%	2	7.4%
Non-Binary	0	0.0%	0	0.0%	0	0.0%
TOTAL	10	32.3%	9	30.0%	6	22.2%
GRAND TOTAL	31	100.0%	30	100.0%	27	100.0%

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

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

3. Data was captured on October 15.

Assistant School Administrators: Demographic Profile - Race By School Type

Race	FY 2022		FY 2023		FY 2024	
	Number	Percent	Number	Percent	Number	Percent
Elementary School						
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%
Asian	0	0.0%	0	0.0%	1	3.7%
Black or African American	4	12.9%	4	13.3%	4	14.8%
Hispanic	5	16.1%	4	13.3%	1	3.7%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%
Two or More	0	0.0%	0	0.0%	0	0.0%
White	3	9.7%	4	13.3%	7	25.9%
TOTAL	12	38.7%	12	40.0%	13	48.1%
Middle School						
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%
Asian	2	6.5%	3	10.0%	1	3.7%
Black or African American	2	6.5%	1	3.3%	3	11.1%
Hispanic	0	0.0%	1	3.3%	2	7.4%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%
Two or More	0	0.0%	0	0.0%	0	0.0%
White	5	16.1%	4	13.3%	2	7.4%
TOTAL	9	29.0%	9	30.0%	8	29.6%
High School						
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%
Asian	0	0.0%	0	0.0%	0	0.0%
Black or African American	5	16.1%	5	16.7%	2	7.4%
Hispanic	0	0.0%	0	0.0%	1	3.7%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%
Two or More	0	0.0%	0	0.0%	0	0.0%
White	5	16.1%	4	13.3%	3	11.1%
TOTAL	10	32.3%	9	30.0%	6	22.2%
GRAND TOTAL	31	100.0%	30	100.0%	27	100.0%

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

2. Data was captured on October 15.

Assistant School Administrators: Demographic Profile - Age By School Type

AGE	FY 2022		FY 2023		FY 2024	
	Number	Percent	Number	Percent	Number	Percent
Elementary School						
Under 20	0	0.0%	0	0.0%	0	0.0%
20 - 29 years	0	0.0%	0	0.0%	0	0.0%
30 - 39 years	8	25.8%	6	20.0%	3	11.1%
40 - 49 years	4	12.9%	6	20.0%	9	33.3%
50 - 59 years	0	0.0%	0	0.0%	1	3.7%
60+ years	0	0.0%	0	0.0%	0	0.0%
TOTAL	12	38.7%	12	40.0%	13	48.1%
Middle School						
Under 20	0	0.0%	0	0.0%	0	0.0%
20 - 29 years	0	0.0%	0	0.0%	0	0.0%
30 - 39 years	3	9.7%	2	6.7%	1	3.7%
40 - 49 years	4	12.9%	6	20.0%	5	18.5%
50 - 59 years	1	3.2%	0	0.0%	2	7.4%
60+ years	1	3.2%	1	3.3%	0	0.0%
TOTAL	9	29.0%	9	30.0%	8	29.6%
High School						
Under 20	0	0.0%	0	0.0%	0	0.0%
20 - 29 years	0	0.0%	3	10.0%	0	0.0%
30 - 39 years	5	16.1%	5	16.7%	2	7.4%
40 - 49 years	4	12.9%	1	3.3%	4	14.8%
50 - 59 years	0	0.0%	0	0.0%	0	0.0%
60+ years	1	3.2%	0	0.0%	0	0.0%
TOTAL	10	32.3%	9	30.0%	6	22.2%
GRAND TOTAL	31	100.0%	30	100.0%	27	100.0%

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

2. Data was captured on October 15.

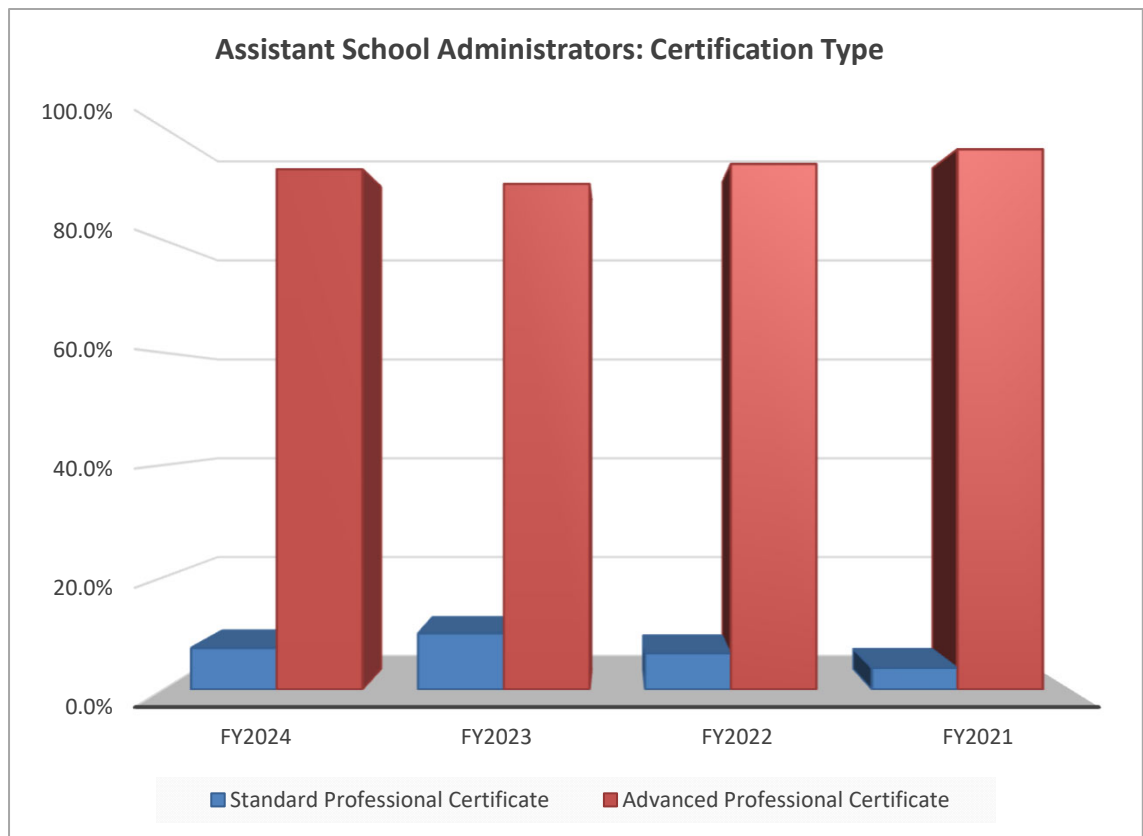
Assistant School Administrators: Certification Type

Fiscal Year	Number of Assistant School Administrators	Standard Professional Certificate ¹		Advanced Professional Certificate ²	
		Number	Percent	Number	Percent
FY2024	27	2	7.4%	25	92.6%
FY2023	30	3	10.0%	27	90.0%
FY2022	31	2	6.5%	29	93.5%
FY2021	26	1	3.8%	25	96.2%

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

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

Data captured on October 15.



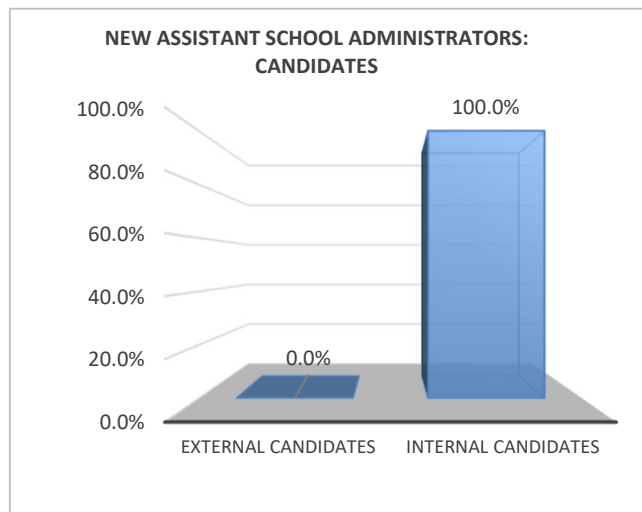
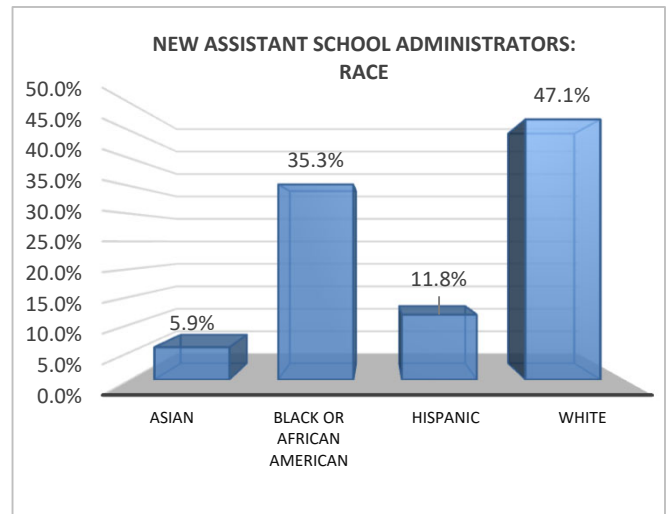
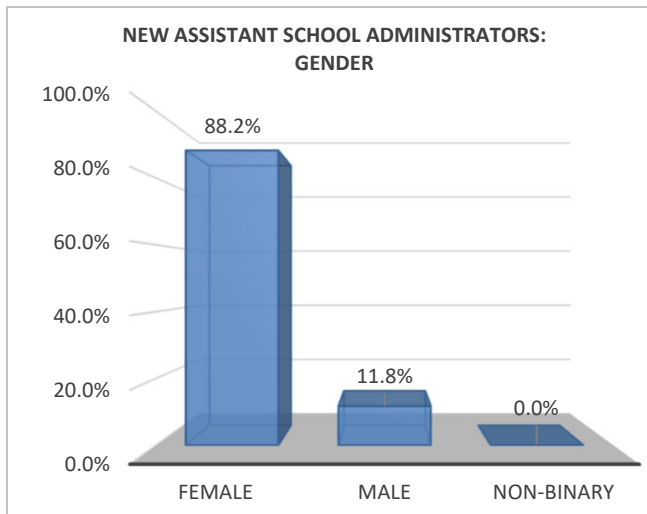
Assistant School Administrators: New Assistant School Administrators Demographic Profile

FY 2024	Total	
	Number	Percent
NEW HIRES AND PROMOTIONS		
External Candidates	0	0.0%
Internal Candidates	17	100.0%
TOTAL	17	100.0%
GENDER		
Female	15	88.2%
Male	2	11.8%
Non-Binary	0	0.0%
TOTAL	17	100.0%
RACE		
American Indian or Alaskan Native	0	0.0%
Asian	1	5.9%
Black or African American	6	35.3%
Hispanic	2	11.8%
Native Hawaiian or Pacific Islander	0	0.0%
Two or More	0	0.0%
White	8	47.1%
TOTAL	17	100.0%

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

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

3. Data was captured on January 9, 2024.

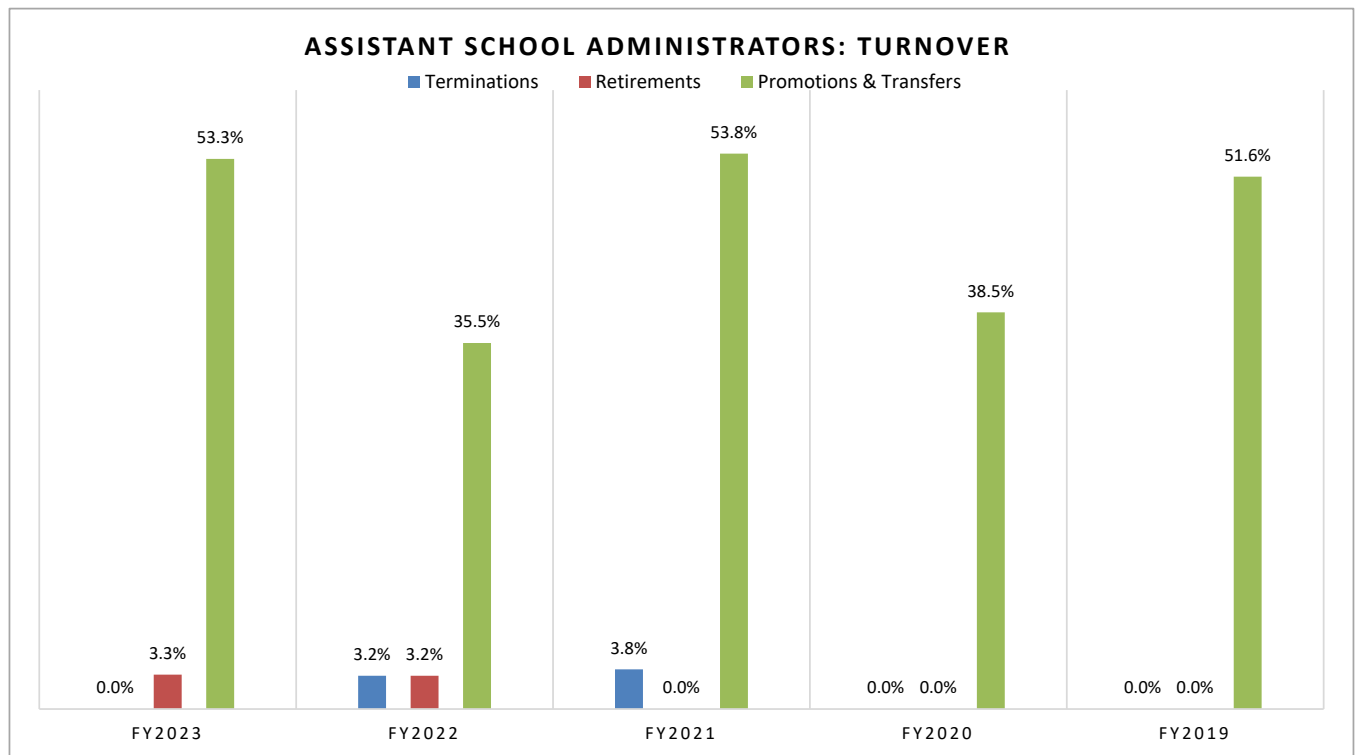


Assistant School Administrators: Turnover

Fiscal Year	Number of Assistant School Administrators ¹	Terminations		Retirements		Promotions & Transfers ²		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2023	30	0	0.0%	1	3.3%	16	53.3%	17	56.7%
FY2022	31	1	3.2%	1	3.2%	11	35.5%	13	41.9%
FY2021	26	1	3.8%	0	0.0%	14	53.8%	15	57.7%
FY2020	26	0	0.0%	0	0.0%	10	38.5%	10	38.5%
FY2019	31	0	0.0%	0	0.0%	16	51.6%	16	51.6%

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

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



Assistant School Administrators: Retirement Eligibility

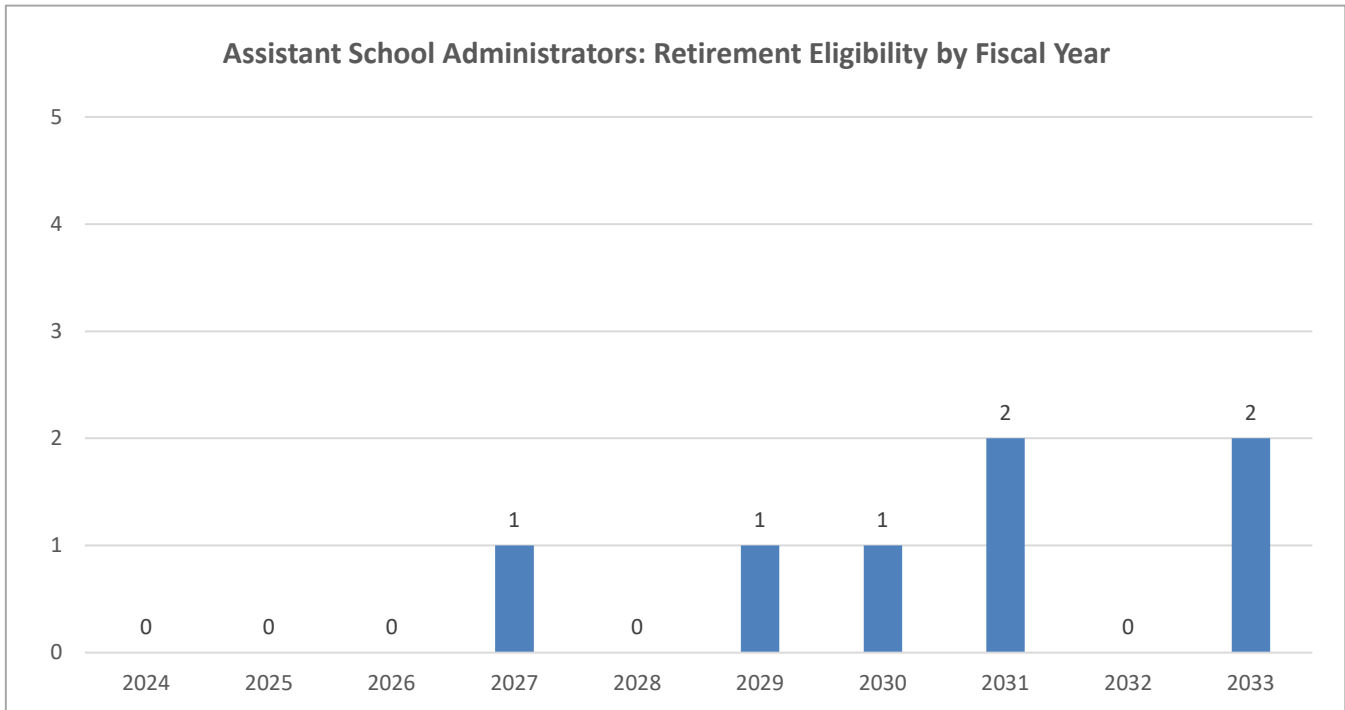
Fiscal Year	Assistant School Administrators Eligible By Fiscal Year	Percent of Total
2024	0	0.0%
2025	0	0.0%
2026	0	0.0%
2027	1	3.7%
2028	0	0.0%
2029	1	3.7%
2030	1	3.7%
2031	2	7.4%
2032	0	0.0%
2033	2	7.4%
Eligible within 10 years	7	25.9%
Total Assistant School Administrators	27	100.0%

1. Data reflects retirement eligibility for all employees as of July 1, 2023.

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

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

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



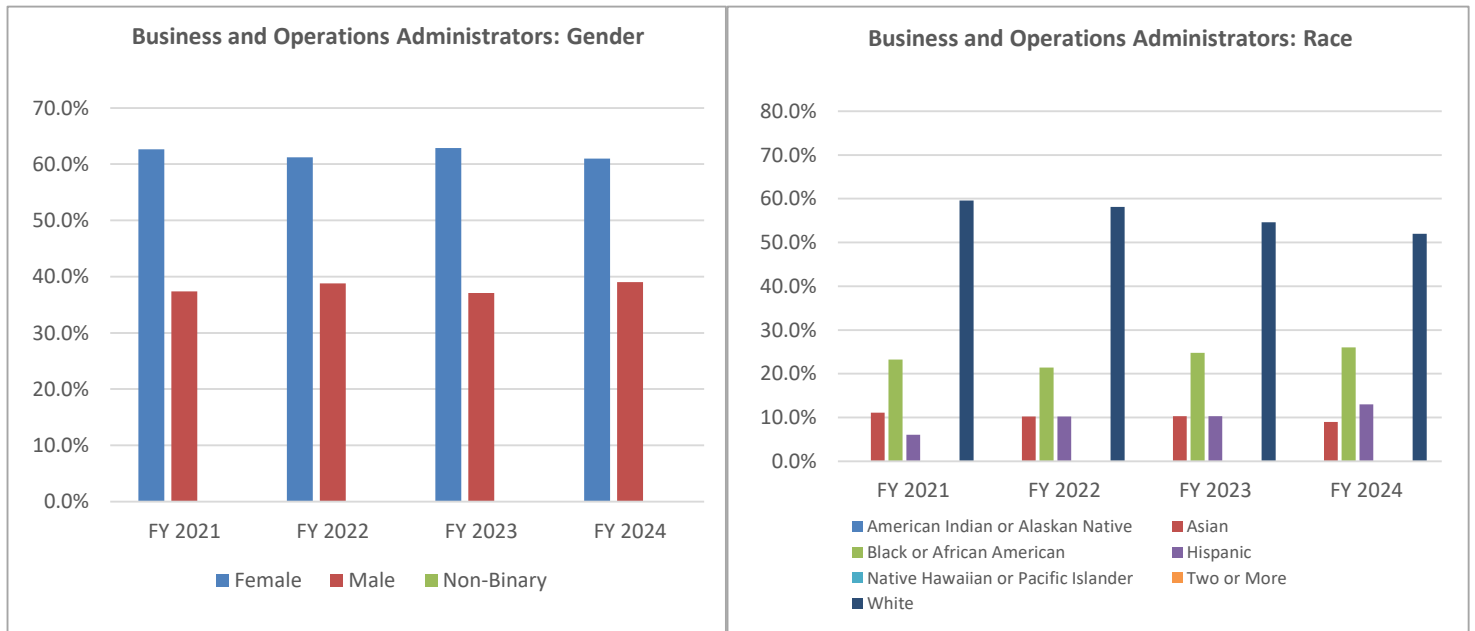
Section 6: Montgomery County Business and Operations Administrators (MCBOA)

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

Business and Operations Administrators: Demographic Profile

	FY 2021		FY 2022		FY 2023		FY 2024	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Female	62	62.6%	60	61.2%	61	62.9%	61	61.0%
Male	37	37.4%	38	38.8%	36	37.1%	39	39.0%
Non-Binary			0	0.0%	0	0.0%	0	0.0%
TOTAL	99	100.0%	98	100.0%	97	100.0%	100	100.0%
RACE								
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian	11	11.1%	10	10.2%	10	10.3%	9	9.0%
Black or African American	23	23.2%	21	21.4%	24	24.7%	26	26.0%
Hispanic	6	6.1%	10	10.2%	10	10.3%	13	13.0%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Two or More	0	0.0%	0	0.0%	0	0.0%	0	0.0%
White	59	59.6%	57	58.2%	53	54.6%	52	52.0%
TOTAL	99	100.0%	98	100.0%	97	100.0%	100	100.0%
AGE								
20 - 29 years	1	1.0%	2	2.0%	2	2.1%	2	2.0%
30 - 39 years	13	13.1%	15	15.3%	13	13.4%	13	13.0%
40 - 49 years	15	15.2%	16	16.3%	18	18.6%	22	22.0%
50 - 59 years	46	46.5%	41	41.8%	43	44.3%	42	42.0%
60+ years	24	24.2%	24	24.5%	21	21.6%	21	21.0%
TOTAL	99	100.0%	98	100.0%	97	100.0%	100	100.0%

1. Data reflects the number of permanent employees by head count (Position 1). Temporary and substitute employees are not included.
2. Non-Binary Gender is identified and reported since FY2022.
3. Data was captured on October 15.



Business and Operations Administrators: Demographic Profile - Gender By School Type

GENDER	FY 2022		FY 2023		FY 2024	
	Number	Percent	Number	Percent	Number	Percent
High School						
Female	22	22.4%	22	22.7%	20	20.0%
Male	3	3.1%	3	3.1%	5	5.0%
Non-Binary	0	0.0%	0	0.0%	0	0.0%
TOTAL	25	25.5%	25	25.8%	25	25.0%
Central						
Female	38	38.8%	39	40.2%	41	41.0%
Male	35	35.7%	33	34.0%	34	34.0%
Non-Binary	0	0.0%	0	0.0%	0	0.0%
TOTAL	73	74.5%	72	74.2%	75	75.0%
GRAND TOTAL	98	100.0%	97	100.0%	100	100.0%

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

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

3. Data was captured on October 15.

Business and Operations Administrators: Demographic Profile - Race By School Type

Race	FY 2022		FY 2023		FY 2024	
	Number	Percent	Number	Percent	Number	Percent
High School						
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%
Asian	1	1.0%	1	1.0%	1	1.0%
Black or African American	3	3.1%	3	3.1%	4	4.0%
Hispanic	4	4.1%	4	4.1%	5	5.0%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%
Two or More	0	0.0%	0	0.0%	0	0.0%
White	17	17.3%	17	17.5%	15	15.0%
TOTAL	25	25.5%	25	25.8%	25	25.0%
Central						
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%
Asian	9	9.2%	9	9.3%	8	8.0%
Black or African American	18	18.4%	21	21.6%	22	22.0%
Hispanic	6	6.1%	6	6.2%	8	8.0%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%
Two or More	0	0.0%	0	0.0%	0	0.0%
White	40	40.8%	36	37.1%	37	37.0%
TOTAL	73	74.5%	72	74.2%	75	75.0%
GRAND TOTAL	98	100.0%	97	100.0%	100	100.0%

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

2. Data was captured on October 15.

Business and Operations Administrators: Demographic Profile - Age By School Type

AGE	FY 2022		FY 2023		FY 2024	
	Number	Percent	Number	Percent	Number	Percent
High School						
Under 20	0	0.0%	0	0.0%	0	0.0%
20 - 29 years	1	1.0%	1	1.0%	0	0.0%
30 - 39 years	4	4.1%	4	4.1%	4	4.0%
40 - 49 years	2	2.0%	2	2.1%	4	4.0%
50 - 59 years	10	10.2%	9	9.3%	10	10.0%
60+ years	8	8.2%	9	9.3%	7	7.0%
TOTAL	25	25.5%	25	25.8%	25	25.0%
Central						
Under 20	0	0.0%	0	0.0%	0	0.0%
20 - 29 years	1	1.0%	1	1.0%	2	2.0%
30 - 39 years	11	11.2%	9	9.3%	9	9.0%
40 - 49 years	14	14.3%	16	16.5%	18	18.0%
50 - 59 years	31	31.6%	34	35.1%	32	32.0%
60+ years	16	16.3%	12	12.4%	14	14.0%
TOTAL	73	74.5%	72	74.2%	75	75.0%
GRAND TOTAL	98	100.0%	97	100.0%	100	100.0%

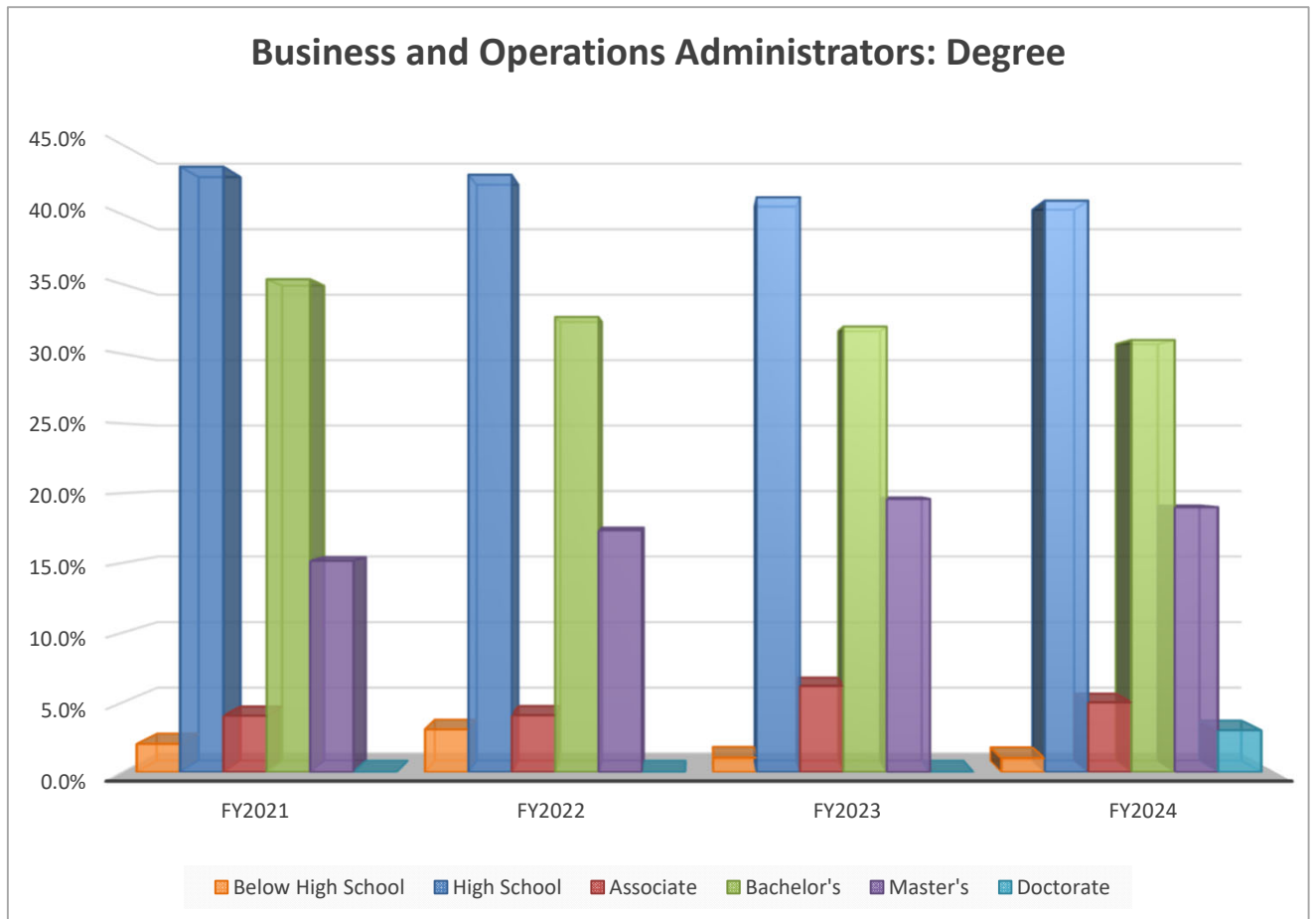
1. Data reflects the number of permanent employees by head count (Position 1). Temporary and substitute employees are not included.

2. Data was captured on October 15.

Business and Operations Administrators: Degree

Degree	FY2021		FY2022		FY2023		FY2024	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Below High School	2	2.0%	3	3.1%	1	1.0%	1	1.0%
High School	43	43.4%	42	42.9%	40	41.2%	41	41.0%
Associate	4	4.0%	4	4.1%	6	6.2%	5	5.0%
Bachelor's	35	35.4%	32	32.7%	31	32.0%	31	31.0%
Master's	15	15.2%	17	17.3%	19	19.6%	19	19.0%
Doctorate	0	0.0%	0	0.0%	0	0.0%	3	3.0%
TOTAL	99	100.0%	98	100.0%	97	100.0%	100	100.0%

1. Data captured on October 15.

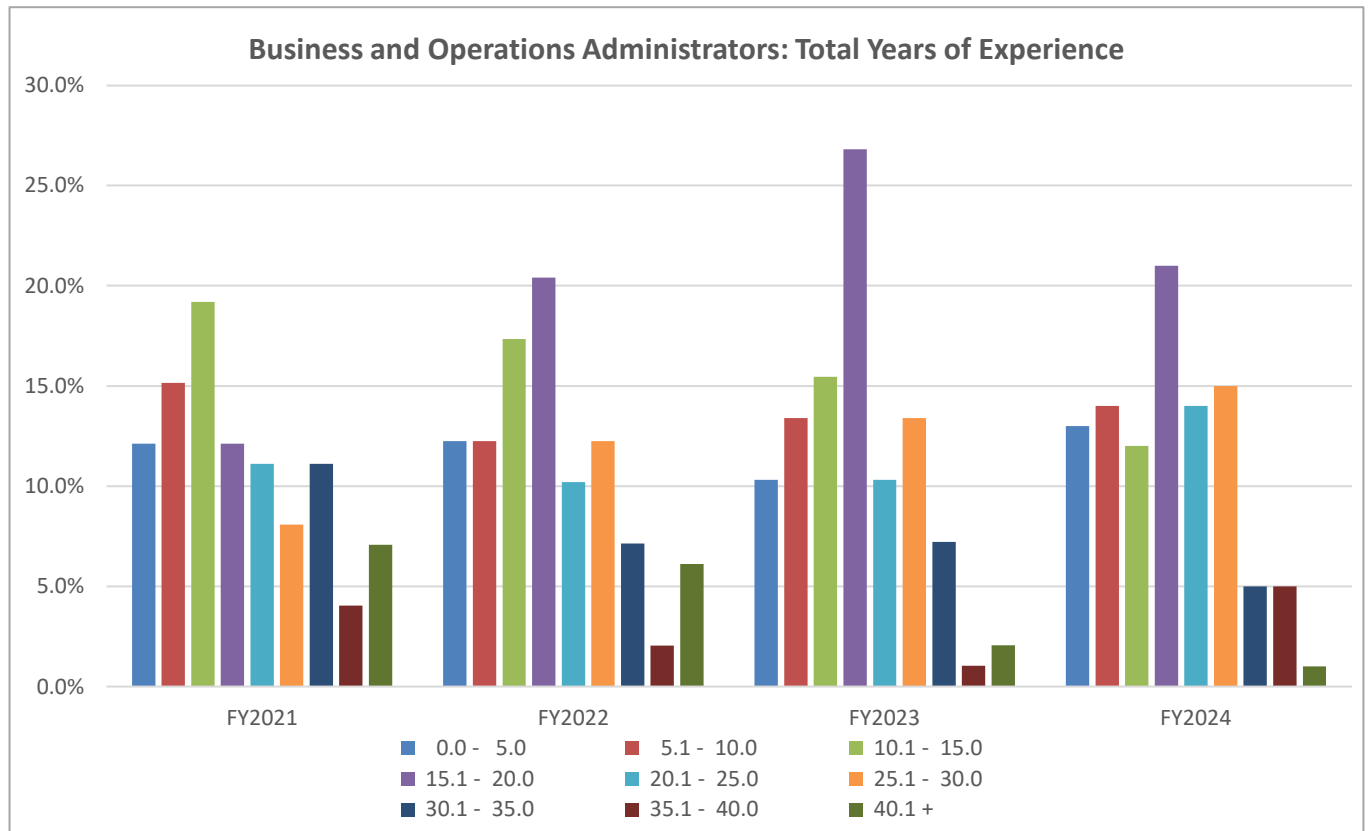


Business and Operations Administrators: Total Years of Experience

Years of Experience	FY2021		FY2022		FY2023		FY2024	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.0 - 5.0	12	12.1%	12	12.2%	10	10.3%	13	13.0%
5.1 - 10.0	15	15.2%	12	12.2%	13	13.4%	14	14.0%
10.1 - 15.0	19	19.2%	17	17.3%	15	15.5%	12	12.0%
15.1 - 20.0	12	12.1%	20	20.4%	26	26.8%	21	21.0%
20.1 - 25.0	11	11.1%	10	10.2%	10	10.3%	14	14.0%
25.1 - 30.0	8	8.1%	12	12.2%	13	13.4%	15	15.0%
30.1 - 35.0	11	11.1%	7	7.1%	7	7.2%	5	5.0%
35.1 - 40.0	4	4.0%	2	2.0%	1	1.0%	5	5.0%
40.1 +	7	7.1%	6	6.1%	2	2.1%	1	1.0%
TOTAL	99	100.0%	98	100.0%	97	100.0%	100	100.0%

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

2. Data captured October 15.

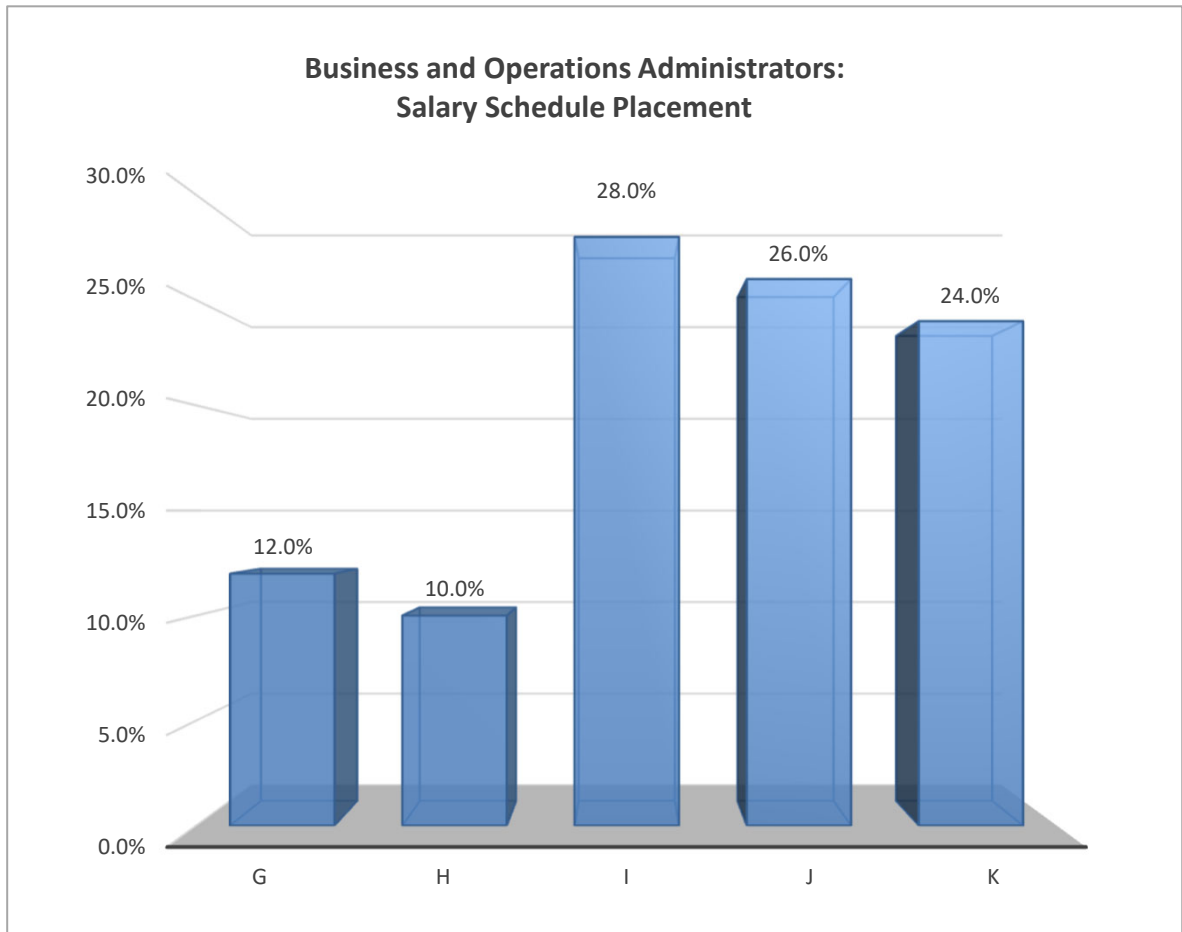


Business and Operations Administrators: Salary Schedule Placement

FY 2024							
Step ¹	G	H	I	J	K	Total	%
1	3	0	3	2	0	8	8.0%
2	0	1	0	1	0	2	2.0%
3	1	0	1	2	3	7	7.0%
4	1	2	1	2	0	6	6.0%
5	0	0	3	2	0	5	5.0%
6	1	0	0	0	2	3	3.0%
7	0	1	1	2	1	5	5.0%
8	1	0	3	0	1	5	5.0%
9	1	0	1	4	4	10	10.0%
10	0	0	2	2	1	5	5.0%
11	1	0	2	0	3	6	6.0%
12	3	5	11	9	7	35	35.0%
50	0	1	0	0	1	2	2.0%
60	0	0	0	0	1	1	1.0%
Total	12	10	28	26	24	100	100.0%
% of Schedule	12.0%	10.0%	28.0%	26.0%	24.0%	100.0%	

Data as of October 15

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



Business and Operations Administrators: Retirement Eligibility

Fiscal Year	Supervisors Eligible By Fiscal Year	Percent of Total
2024	26	26.0%
2025	3	3.0%
2026	5	5.0%
2027	6	6.0%
2028	2	2.0%
2029	4	4.0%
2030	3	3.0%
2031	6	6.0%
2032	6	6.0%
2033	5	5.0%
Eligible within 10 years	66	66.0%
Total Supervisors	100	100.0%

1. Data reflects retirement eligibility for all employees as of July 1, 2023.

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

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

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



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

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

Other MCEA Professionals: Demographic Profile

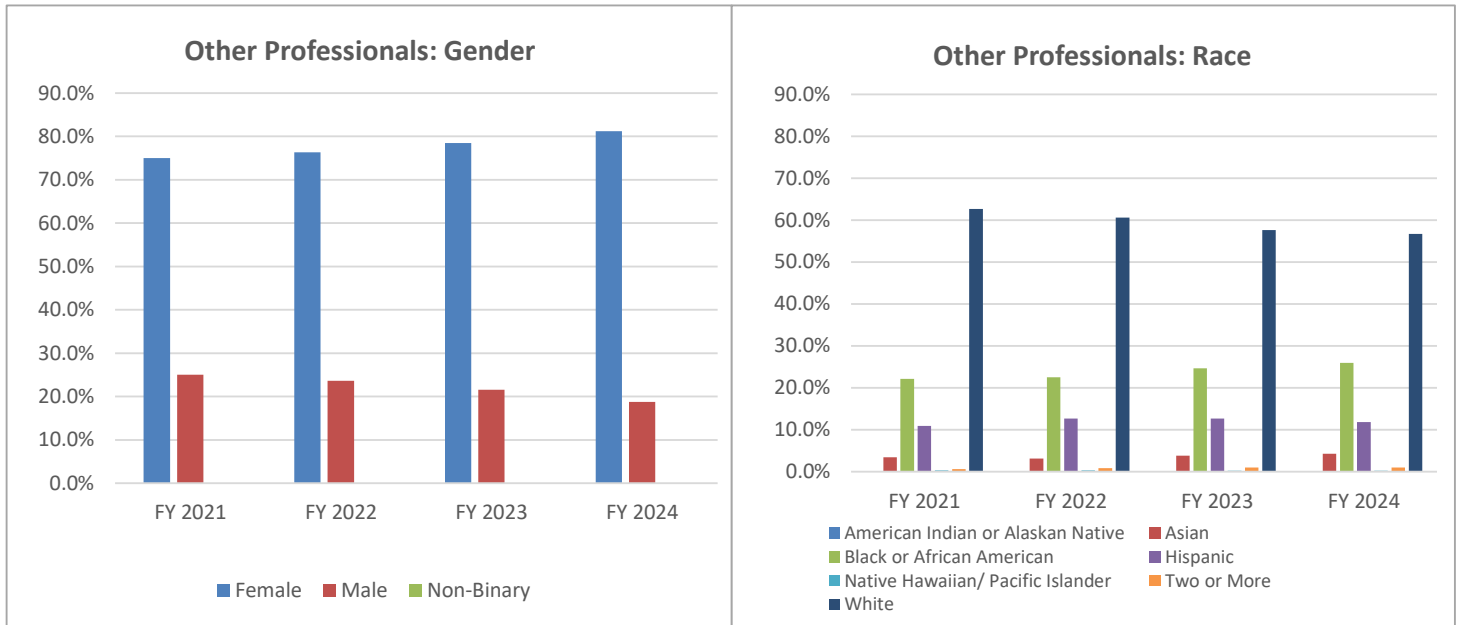
	FY 2021		FY 2022		FY 2023		FY 2024	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Female	261	75.0%	271	76.3%	328	78.5%	398	81.2%
Male	87	25.0%	84	23.7%	90	21.5%	92	18.8%
Non-Binary			0	0.0%	0	0.0%	0	0.0%
TOTAL	348	100.0%	355	100.0%	418	100.0%	490	100.0%
RACE								
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian	12	3.4%	11	3.1%	16	3.8%	21	4.3%
Black or African American	77	22.1%	80	22.5%	103	24.6%	127	25.9%
Hispanic	38	10.9%	45	12.7%	53	12.7%	58	11.8%
Native Hawaiian/ Pacific Islander	1	0.3%	1	0.3%	1	0.2%	1	0.2%
Two or More	2	0.6%	3	0.8%	4	1.0%	5	1.0%
White	218	62.6%	215	60.6%	241	57.7%	278	56.7%
TOTAL	348	100.0%	355	100.0%	418	100.0%	490	100.0%
AGE								
20 - 29 years	2	0.6%	2	0.6%	23	5.5%	33	6.7%
30 - 39 years	66	19.0%	67	18.9%	83	19.9%	103	21.0%
40 - 49 years	131	37.6%	135	38.0%	164	39.2%	180	36.7%
50 - 59 years	99	28.4%	108	30.4%	109	26.1%	135	27.6%
60+ years	50	14.4%	43	12.1%	39	9.3%	39	8.0%
TOTAL	348	100.0%	355	100.0%	418	100.0%	490	100.0%

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

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

3. Data was captured on October 15.

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



Other MCEA Professionals: Demographic Profile - Gender By School Type

GENDER	FY 2022		FY 2023		FY 2024	
	Number	Percent	Number	Percent	Number	Percent
Elementary School						
Female	0	0.0%	0	0.0%	0	0.0%
Male	0	0.0%	0	0.0%	0	0.0%
Non-Binary	0	0.0%	0	0.0%	0	0.0%
TOTAL	0	0.0%	0	0.0%	0	0.0%
Middle School						
Female	1	0.3%	0	0.0%	0	0.0%
Male	0	0.0%	0	0.0%	0	0.0%
Non-Binary	0	0.0%	0	0.0%	0	0.0%
TOTAL	1	0.3%	0	0.0%	0	0.0%
High School						
Female	6	1.7%	6	1.4%	6	1.2%
Male	19	5.4%	18	4.3%	19	3.9%
Non-Binary	0	0.0%	0	0.0%	0	0.0%
TOTAL	25	7.0%	24	5.7%	25	5.1%
Special School						
Female	0	0.0%	1	0.2%	1	0.2%
Male	0	0.0%	0	0.0%	0	0.0%
Non-Binary	0	0.0%	0	0.0%	0	0.0%
TOTAL	0	0.0%	1	0.2%	1	0.2%
Central						
Female	264	74.4%	321	76.8%	391	79.8%
Male	65	18.3%	72	17.2%	73	14.9%
Non-Binary	0	0.0%	0	0.0%	0	0.0%
TOTAL	329	92.7%	393	94.0%	464	94.7%
GRAND TOTAL	355	100.0%	418	100.0%	490	100.0%

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

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

3. Data was captured on October 15.

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

Race	FY 2022		FY 2023		FY 2024	
	Number	Percent	Number	Percent	Number	Percent
Elementary School						
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%
Asian	0	0.0%	0	0.0%	0	0.0%
Black or African American	0	0.0%	0	0.0%	0	0.0%
Hispanic	0	0.0%	0	0.0%	0	0.0%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%
Two or More	0	0.0%	0	0.0%	0	0.0%
White	0	0.0%	0	0.0%	0	0.0%
TOTAL	0	0.0%	0	0.0%	0	0.0%
Middle School						
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%
Asian	0	0.0%	0	0.0%	0	0.0%
Black or African American	0	0.0%	0	0.0%	0	0.0%
Hispanic	0	0.0%	0	0.0%	0	0.0%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%
Two or More	0	0.0%	0	0.0%	0	0.0%
White	1	0.3%	0	0.0%	0	0.0%
TOTAL	1	0.3%	0	0.0%	0	0.0%
High School						
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%
Asian	0	0.0%	0	0.0%	0	0.0%
Black or African American	3	0.8%	4	1.0%	3	0.6%
Hispanic	0	0.0%	0	0.0%	0	0.0%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%
Two or More	0	0.0%	0	0.0%	0	0.0%
White	22	6.2%	20	4.8%	22	4.5%
TOTAL	25	7.0%	24	5.7%	25	5.1%
Special School						
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%
Asian	0	0.0%	0	0.0%	0	0.0%
Black or African American	0	0.0%	1	0.2%	0	0.0%
Hispanic	0	0.0%	0	0.0%	0	0.0%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%
Two or More	0	0.0%	0	0.0%	0	0.0%
White	0	0.0%	0	0.0%	1	0.2%
TOTAL	0	0.0%	1	0.2%	1	0.2%
Central						
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%
Asian	11	3.1%	16	3.8%	21	4.3%
Black or African American	77	21.7%	98	23.4%	124	25.3%
Hispanic	45	12.7%	53	12.7%	58	11.8%
Native Hawaiian or Pacific Islander	1	0.3%	1	0.2%	1	0.2%
Two or More	3	0.8%	4	1.0%	5	1.0%
White	192	54.1%	221	52.9%	255	52.0%
TOTAL	329	92.7%	393	94.0%	464	94.7%
GRAND TOTAL	355	100.0%	418	100.0%	490	100.0%

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

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

AGE	FY 2022		FY 2023		FY 2024	
	Number	Percent	Number	Percent	Number	Percent
Elementary School						
Under 20	0	0.0%	0	0.0%	0	0.0%
20 - 29 years	0	0.0%	0	0.0%	0	0.0%
30 - 39 years	0	0.0%	0	0.0%	0	0.0%
40 - 49 years	0	0.0%	0	0.0%	0	0.0%
50 - 59 years	0	0.0%	0	0.0%	0	0.0%
60+ years	0	0.0%	0	0.0%	0	0.0%
TOTAL	0	0.0%	0	0.0%	0	0.0%
Middle School						
Under 20	0	0.0%	0	0.0%	0	0.0%
20 - 29 years	0	0.0%	0	0.0%	0	0.0%
30 - 39 years	0	0.0%	0	0.0%	0	0.0%
40 - 49 years	1	0.3%	0	0.0%	0	0.0%
50 - 59 years	0	0.0%	0	0.0%	0	0.0%
60+ years	0	0.0%	0	0.0%	0	0.0%
TOTAL	1	0.3%	0	0.0%	0	0.0%
High School						
Under 20	0	0.0%	0	0.0%	0	0.0%
20 - 29 years	0	0.0%	0	0.0%	0	0.0%
30 - 39 years	3	0.8%	2	0.5%	3	0.6%
40 - 49 years	15	4.2%	16	3.8%	13	2.7%
50 - 59 years	5	1.4%	4	1.0%	9	1.8%
60+ years	2	0.6%	2	0.5%	0	0.0%
TOTAL	25	7.0%	24	5.7%	25	5.1%
Special School						
Under 20	0	0.0%	0	0.0%	0	0.0%
20 - 29 years	0	0.0%	1	0.2%	1	0.2%
30 - 39 years	0	0.0%	0	0.0%	0	0.0%
40 - 49 years	0	0.0%	0	0.0%	0	0.0%
50 - 59 years	0	0.0%	0	0.0%	0	0.0%
60+ years	0	0.0%	0	0.0%	0	0.0%
TOTAL	0	0.0%	1	0.2%	1	0.2%
Central						
Under 20	0	0.0%	0	0.0%	0	0.0%
20 - 29 years	2	0.6%	22	5.3%	32	6.5%
30 - 39 years	64	18.0%	81	19.4%	100	20.4%
40 - 49 years	119	33.5%	148	35.4%	167	34.1%
50 - 59 years	103	29.0%	105	25.1%	126	25.7%
60+ years	41	11.5%	37	8.9%	39	8.0%
TOTAL	329	92.7%	393	94.0%	464	94.7%
GRAND TOTAL	355	100.0%	418	100.0%	490	100.0%

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

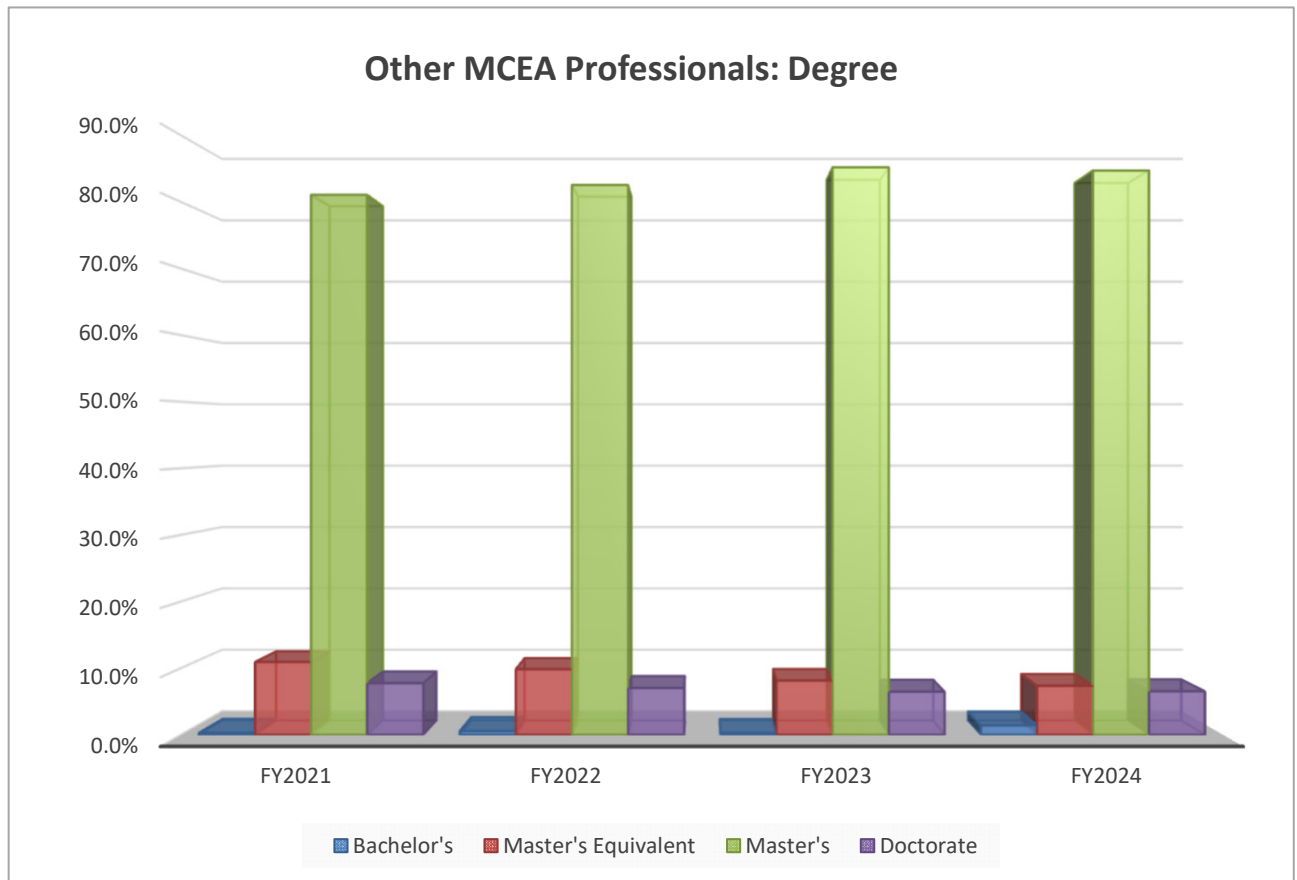
2. Data was captured on October 15.

Other MCEA Professionals: Degree

Degree	FY2021		FY2022		FY2023		FY2024	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Bachelor's	1	0.3%	2	0.6%	1	0.2%	7	1.4%
Master's Equivalent	38	10.9%	35	9.9%	34	8.1%	36	7.3%
Master's	282	81.0%	293	82.5%	356	85.2%	415	84.7%
Doctorate	27	7.8%	25	7.0%	27	6.5%	32	6.5%
TOTAL	348	100.0%	355	100.0%	418	100.0%	490	100.0%

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

2. Data as of October 15.



Other MCEA Professionals: Certification Type

Fiscal Year	Other Professionals	Standard Professional Certificate ¹		Advanced Professional Certificate ²		Maryland Board of Examiners License ³		Conditional Certificate ⁴		Certification Data Not Available or Not Required	
	Number	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2023	418	48	11.5%	353	84.4%	5	1.2%	2	0.5%	10	2.4%
FY2022	355	9	2.5%	329	92.7%	2	0.6%	1	0.3%	14	3.9%
FY2021	348	9	2.6%	322	92.5%	2	0.6%	0	0.0%	15	4.3%
FY2020	311	12	3.9%	283	91.0%	1	0.3%	0	0.0%	15	4.8%

Certification data is collected in June of the fiscal year.

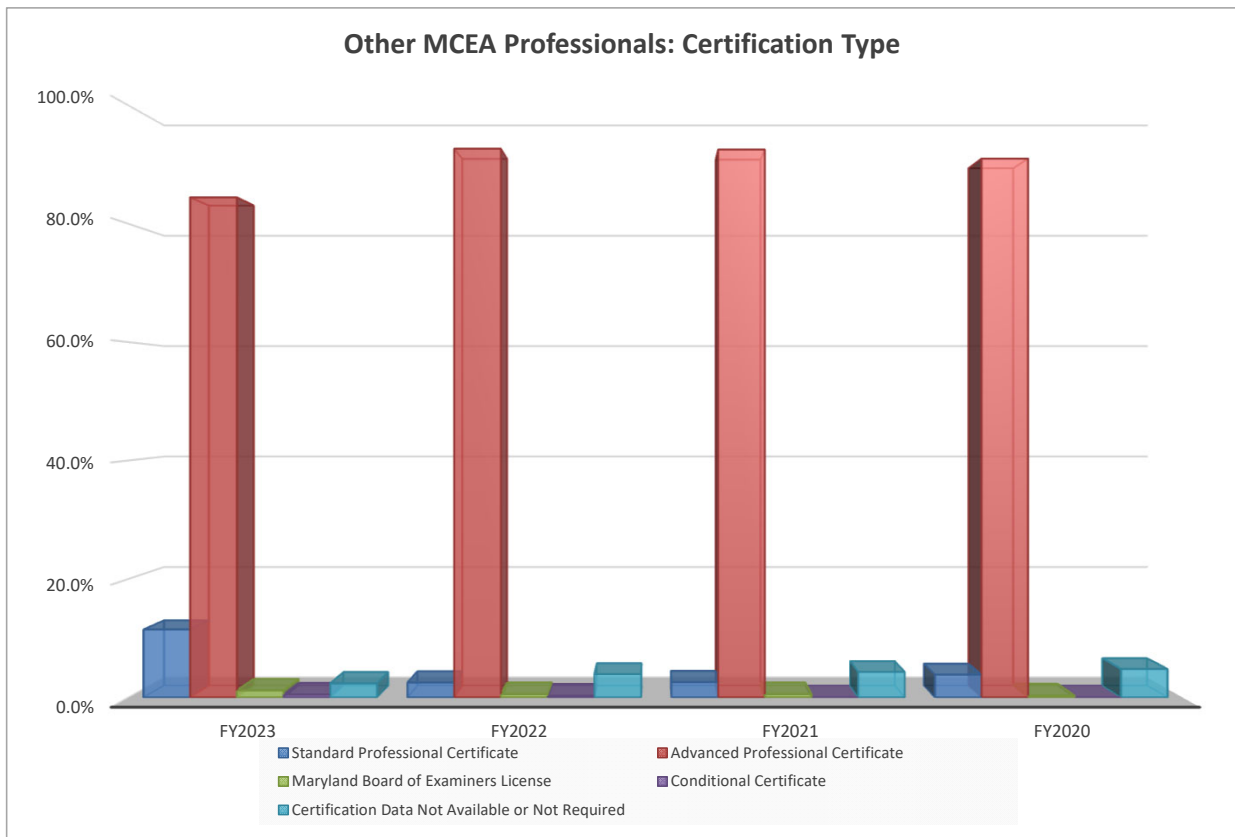
Some employees categorized as 'Other Professionals' are not required to hold a Maryland certificate. Examples include: Parent Educators, Employee Assistance Specialist & Evaluation Specialists.

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

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

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

⁴ Conditional 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, or has failed to renew the professional certificate.

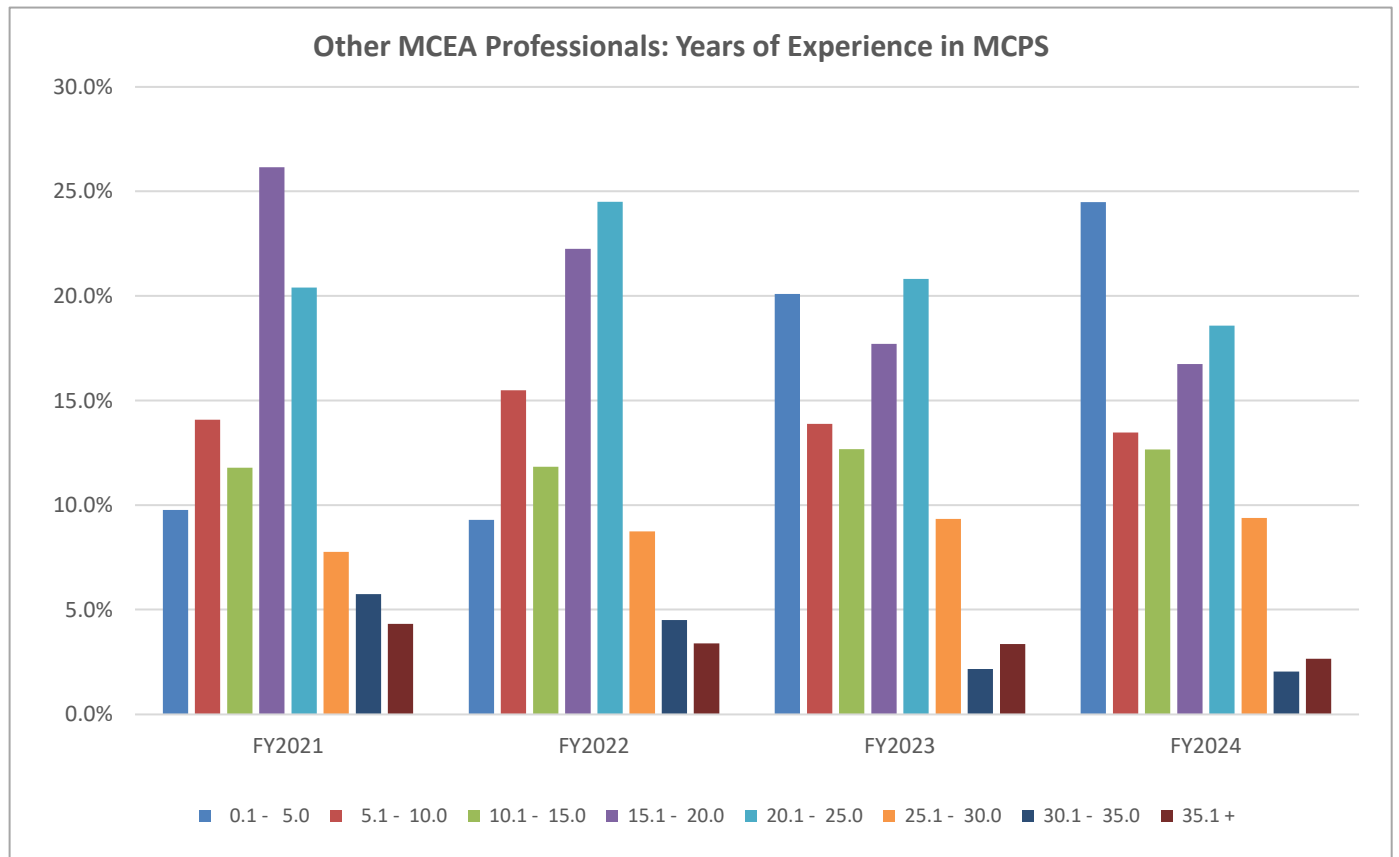


Other MCEA Professionals: Years of Experience in MCPS

Years of Experience	FY2021		FY2022		FY2023		FY2024	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	34	9.8%	33	9.3%	84	20.1%	120	24.5%
5.1 - 10.0	49	14.1%	55	15.5%	58	13.9%	66	13.5%
10.1 - 15.0	41	11.8%	42	11.8%	53	12.7%	62	12.7%
15.1 - 20.0	91	26.1%	79	22.3%	74	17.7%	82	16.7%
20.1 - 25.0	71	20.4%	87	24.5%	87	20.8%	91	18.6%
25.1 - 30.0	27	7.8%	31	8.7%	39	9.3%	46	9.4%
30.1 - 35.0	20	5.7%	16	4.5%	9	2.2%	10	2.0%
35.1 +	15	4.3%	12	3.4%	14	3.3%	13	2.7%
TOTAL	348	100.0%	355	100.0%	418	100.0%	490	100.0%

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

2. Data as of October 15.

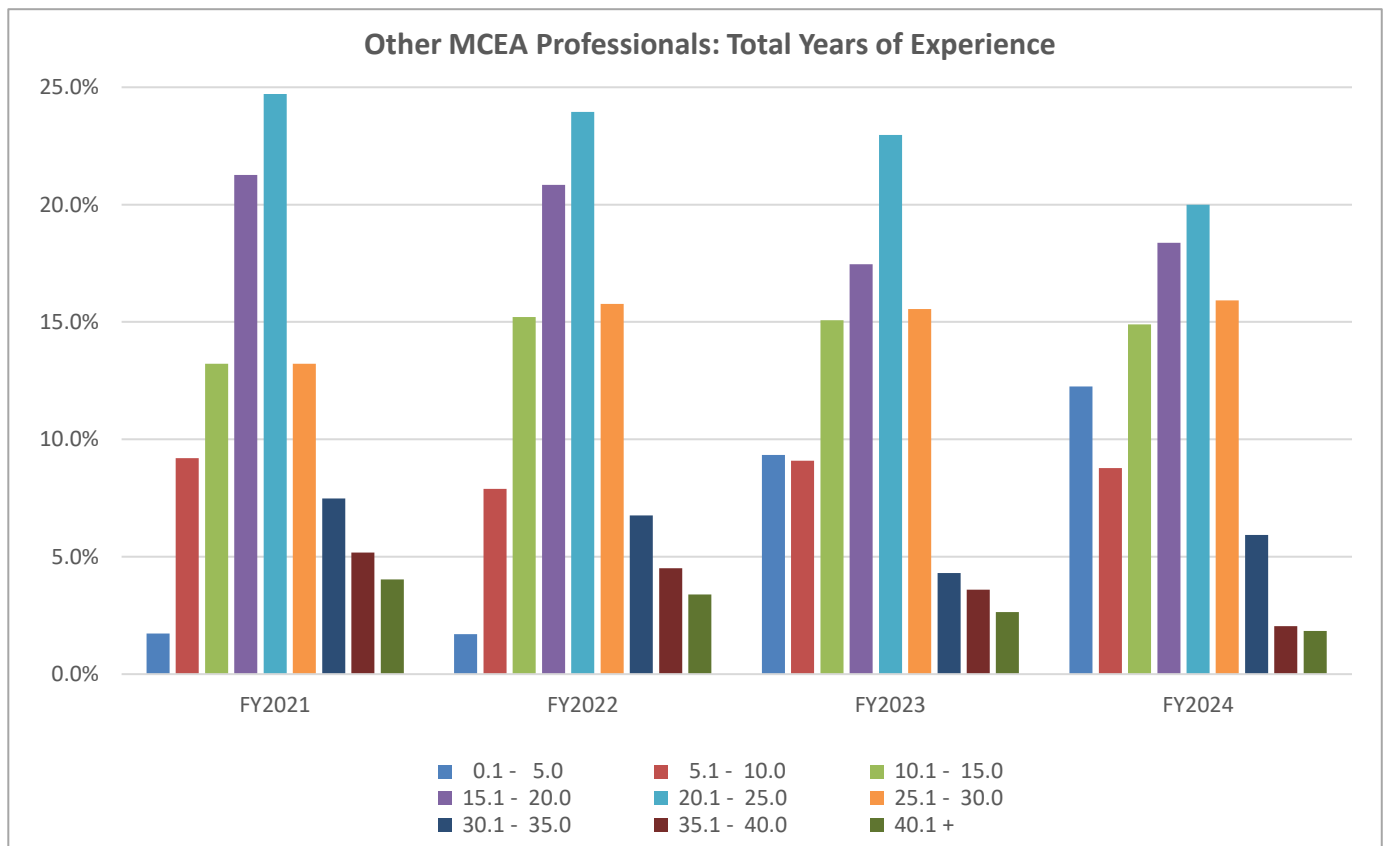


Other MCEA Professionals: Total Years of Experience

Years of Experience	FY2021		FY2022		FY2023		FY2024	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	6	1.7%	6	1.7%	39	9.3%	60	12.2%
5.1 - 10.0	32	9.2%	28	7.9%	38	9.1%	43	8.8%
10.1 - 15.0	46	13.2%	54	15.2%	63	15.1%	73	14.9%
15.1 - 20.0	74	21.3%	74	20.8%	73	17.5%	90	18.4%
20.1 - 25.0	86	24.7%	85	23.9%	96	23.0%	98	20.0%
25.1 - 30.0	46	13.2%	56	15.8%	65	15.6%	78	15.9%
30.1 - 35.0	26	7.5%	24	6.8%	18	4.3%	29	5.9%
35.1 - 40.0	18	5.2%	16	4.5%	15	3.6%	10	2.0%
40.1 +	14	4.0%	12	3.4%	11	2.6%	9	1.8%
TOTAL	348	100.0%	355	100.0%	418	100.0%	490	100.0%

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

2. Data as of October 15.



Other MCEA Professionals: Salary Schedule Placement

FY2024										
Step	Bachelor		Master/MEQ ¹		MA/MEQ+30 ²		MA/MEQ+60 ³		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
1	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
2	0	0.0%	4	0.8%	2	0.4%	1	0.2%	7	1.4%
3	0	0.0%	1	0.2%	3	0.6%	0	0.0%	4	0.8%
4	0	0.0%	3	0.6%	1	0.2%	0	0.0%	4	0.8%
5	1	0.2%	1	0.2%	19	3.9%	5	1.0%	26	5.3%
6	0	0.0%	2	0.4%	6	1.2%	2	0.4%	10	2.0%
7	0	0.0%	3	0.6%	2	0.4%	2	0.4%	7	1.4%
8	0	0.0%	1	0.2%	4	0.8%	5	1.0%	10	2.0%
9	1	0.2%	3	0.6%	10	2.0%	0	0.0%	14	2.9%
10	3	0.6%	1	0.2%	11	2.2%	6	1.2%	21	4.3%
11	0	0.0%	1	0.2%	6	1.2%	8	1.6%	15	3.1%
12	0	0.0%	9	1.8%	16	3.3%	13	2.7%	38	7.8%
13	0	0.0%	3	0.6%	8	1.6%	6	1.2%	17	3.5%
14	0	0.0%	4	0.8%	5	1.0%	4	0.8%	13	2.7%
15	0	0.0%	1	0.2%	7	1.4%	6	1.2%	14	2.9%
16	0	0.0%	3	0.6%	3	0.6%	9	1.8%	15	3.1%
17	0	0.0%	1	0.2%	4	0.8%	7	1.4%	12	2.4%
18	0	0.0%	3	0.6%	11	2.2%	9	1.8%	23	4.7%
19 - 24	0	0.0%	6	1.2%	35	7.1%	59	12.0%	100	20.4%
25	0	0.0%	8	1.6%	43	8.8%	61	12.4%	112	22.9%
55	0	0.0%	2	0.4%	5	1.0%	12	2.4%	19	3.9%
65	0	0.0%	0	0.0%	4	0.8%	5	1.0%	9	1.8%
TOTAL	5	1.0%	60	12.2%	205	41.8%	220	44.9%	490	100.0%

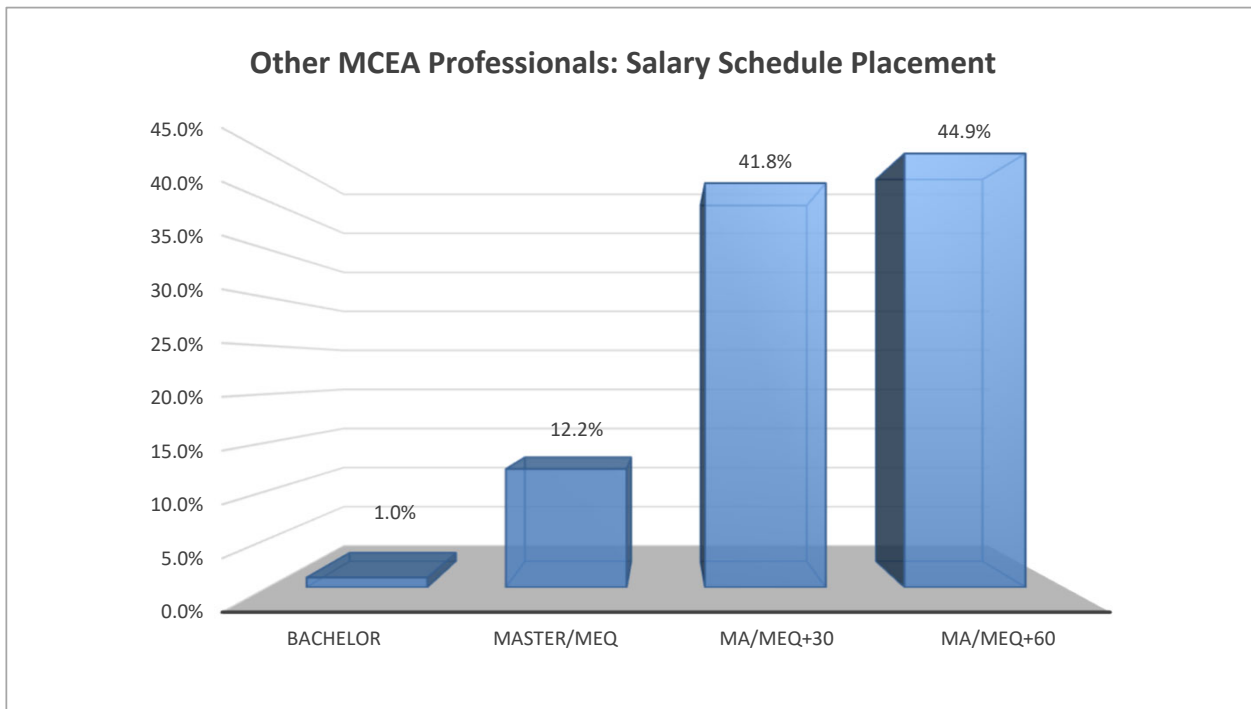
Data reflects the number of permanent employees by head count as of October 15.

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

¹ Master's/MEQ: Master's degree or Master's Equivalent.

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

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



Other MCEA Professionals: Annual Salary FY2024

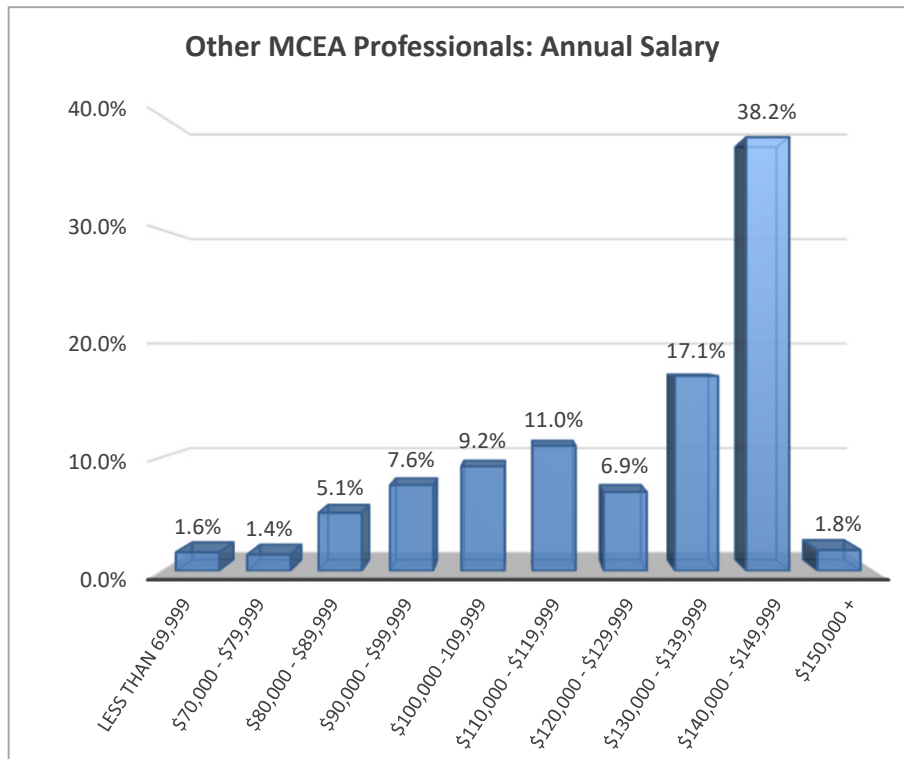
Annual Salary	Number	Percent
Less than \$59,999	6	1.2%
\$60,000 - \$64,999	0	0.0%
\$65,000 - \$69,999	2	0.4%
\$70,000 - \$74,999	2	0.4%
\$75,000 - \$79,999	5	1.0%
\$80,000 - \$84,999	10	2.0%
\$85,000 - \$89,999	15	3.1%
\$90,000 - \$94,999	27	5.5%
\$95,000 - \$99,999	10	2.0%
\$100,000 - \$109,999	45	9.2%
\$110,000 - \$119,999	54	11.0%
\$120,000 - \$129,999	34	6.9%
\$130,000 - \$139,999	84	17.1%
\$140,000 - \$149,999	187	38.2%
\$150,000 +	9	1.8%
TOTAL	490	100.0%

Other Professionals: Average Salaries ¹	
FY2024	\$127,394
FY2023	\$117,054
FY2022	\$120,114
FY2021	\$118,106

¹ Average salary calculation: Salaries/filled FTE.

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

Data reflects the number of permanent employees by head count as of October, 2021.



Other MCEA Professionals: Retirement Eligibility

Fiscal Year	Other Professionals Eligible By Fiscal Year	Percent of Total
2024	49	10.0%
2025	8	1.6%
2026	10	2.0%
2027	13	2.6%
2028	15	3.0%
2029	24	4.9%
2030	25	5.1%
2031	21	4.3%
2032	15	3.0%
2033	18	3.7%
Eligible within 10 years	198	40.2%
Total Other Professionals	492	100.0%

1. Data reflects retirement eligibility for all employees as of July 1, 2023.
2. Retirement System members are eligible for retirement at any age with 30 years of credited service OR age 60 with at least 5 years of credited service.
3. Pension System members are eligible for retirement with 30 years of eligibility service OR age 62 with at least 5 years of eligibility service.
4. Reformed Pension System members are eligible for retirement at age 65 with at least 10 years of eligibility service OR age + years of eligibility service = 90.



Section 8: MCEA – New Teachers (10 month)

1. Demographic Profile (as of October 15 and June 1)
 - a. Demographic Profile - Gender by School Type
 - b. Demographic Profile - Race by School Type
 - c. Demographic Profile - Age by School Type
2. Degree
3. Salary Schedule Placement
4. Annual Salary
5. Total Years of Experience
6. Certification Type
7. MCPS High School Graduates Hired as Teachers

New Teachers: Demographic Profile

AS OF OCTOBER 15

	FY 2021		FY 2022		FY 2023		FY 2024	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Female	713	79.2%	738	77.9%	799	79.4%	830	75.6%
Male	187	20.8%	209	22.1%	206	20.5%	267	24.3%
Non-Binary			0	0.0%	1	0.1%	1	0.1%
TOTAL	900	100.0%	947	100.0%	1,006	100.0%	1,098	100.0%
RACE								
American Indian or Alaskan Native	1	0.1%	0	0.0%	1	0.1%	3	0.3%
Asian	69	7.7%	74	7.8%	85	8.4%	79	7.2%
Black or African American	121	13.4%	148	15.6%	207	20.6%	227	20.7%
Hispanic	126	14.0%	136	14.4%	156	15.5%	183	16.7%
Native Hawaiian or Pacific Islander	3	0.3%	1	0.1%	0	0.0%	0	0.0%
Two or More	22	2.4%	15	1.6%	25	2.5%	26	2.4%
White	558	62.0%	573	60.5%	532	52.9%	580	52.8%
TOTAL	900	100.0%	947	100.0%	1,006	100.0%	1,098	100.0%
AGE								
Under 20 years	0	0.0%	0	0.0%	0	0.0%	0	0.0%
20 - 29 years	460	51.1%	422	44.6%	412	41.0%	423	38.5%
30 - 39 years	235	26.1%	253	26.7%	271	26.9%	280	25.5%
40 - 49 years	127	14.1%	132	13.9%	185	18.4%	209	19.0%
50 - 59 years	64	7.1%	105	11.1%	109	10.8%	136	12.4%
60+ years	14	1.6%	35	3.7%	29	2.9%	50	4.6%
TOTAL	900	100.0%	947	100.0%	1,006	100.0%	1,098	100.0%

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

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

3. Data was captured on October 15.

AS OF JUNE 1

	FY 2020		FY 2021		FY 2022		FY 2023	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Female	957	81.2%	838	79.4%	830	77.9%	869	79.7%
Male	221	18.8%	218	20.6%	235	22.1%	221	20.3%
Non-Binary			0	0.0%	0	0.0%	1	0.1%
TOTAL	1,178	100.0%	1,056	100.0%	1,065	100.0%	1,091	100.0%
RACE								
American Indian or Alaskan Native	0	0.0%	2	0.2%	0	0.0%	1	0.1%
Asian	87	7.4%	82	7.8%	89	8.4%	98	9.0%
Black or African American	175	14.9%	157	14.9%	190	17.8%	233	21.4%
Hispanic	154	13.1%	141	13.4%	155	14.6%	171	15.7%
Native Hawaiian Pacific Islander	1	0.1%	3	0.3%	1	0.1%	0	0.0%
Two or More	23	2.0%	25	2.4%	17	1.6%	24	2.2%
White	738	62.6%	646	61.2%	613	57.6%	564	51.7%
TOTAL	1,178	100.0%	1,056	100.0%	1,065	100.0%	1,091	100.0%
AGE								
20 - 29 years	528	44.8%	507	48.0%	434	40.8%	406	37.2%
30 - 39 years	323	27.4%	285	27.0%	302	28.4%	300	27.5%
40 - 49 years	183	15.5%	161	15.2%	162	15.2%	214	19.6%
50 - 59 years	121	10.3%	89	8.4%	127	11.9%	131	12.0%
60+ years	23	2.0%	14	1.3%	40	3.8%	40	3.7%
TOTAL	1,178	100.0%	1,056	100.0%	1,065	100.0%	1,091	100.0%

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

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

3. Data was captured on June 1.

New Teachers: Demographic Profile - Gender by School Type

AS OF OCTOBER 15

GENDER	FY 2022		FY 2023		FY 2024	
	Number	Percent	Number	Percent	Number	Percent
Female	375	39.6%	439	43.6%	511	46.5%
Male	38	4.0%	55	5.5%	66	6.0%
Non-Binary	0	0.0%	0	0.0%	1	0.1%
Elementary School TOTAL	413	43.6%	494	49.1%	578	52.6%
Female	157	16.6%	176	17.5%	155	14.1%
Male	71	7.5%	63	6.3%	96	8.7%
Non-Binary	0	0.0%	1	0.1%	0	0.0%
Middle School TOTAL	228	24.1%	240	23.9%	251	22.9%
Female	136	14.4%	153	15.2%	131	11.9%
Male	79	8.3%	82	8.2%	99	9.0%
Non-Binary	0	0.0%	0	0.0%	0	0.0%
High School TOTAL	215	22.7%	235	23.4%	230	20.9%
Female	10	1.1%	14	1.4%	11	1.0%
Male	4	0.4%	4	0.4%	4	0.4%
Non-Binary	0	0.0%	0	0.0%	0	0.0%
Special School TOTAL	14	1.5%	18	1.8%	15	1.4%
Female	60	6.3%	17	1.7%	22	2.0%
Male	17	1.8%	2	0.2%	2	0.2%
Non-Binary	0	0.0%	0	0.0%	0	0.0%
Central TOTAL	77	8.1%	19	1.9%	24	2.2%
Grand TOTAL	947	100.0%	1,006	100.0%	1,098	100.0%

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

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

3. Data was captured on October 15.

AS OF JUNE 1

GENDER	FY 2021		FY 2022		FY 2023	
	Number	Percent	Number	Percent	Number	Percent
Female	458	43.4%	425	39.9%	466	42.7%
Male	54	5.1%	44	4.1%	55	5.0%
Non-Binary	0	0.0%	0	0.0%	0	0.0%
Elementary School TOTAL	512	48.5%	469	44.0%	521	47.8%
Female	199	18.8%	169	15.9%	183	16.8%
Male	69	6.5%	76	7.1%	69	6.3%
Non-Binary	0	0.0%	0	0.0%	1	0.1%
Middle School TOTAL	268	25.4%	245	23.0%	253	23.2%
Female	133	12.6%	150	14.1%	176	16.1%
Male	83	7.9%	93	8.7%	90	8.2%
Non-Binary	0	0.0%	0	0.0%	0	0.0%
High School TOTAL	216	20.5%	243	22.8%	266	24.4%
Female	12	1.1%	15	1.4%	20	1.8%
Male	5	0.5%	4	0.4%	4	0.4%
Non-Binary	0	0.0%	0	0.0%	0	0.0%
Special School TOTAL	17	1.6%	19	1.8%	24	2.2%
Female	36	3.4%	71	6.7%	24	2.2%
Male	7	0.7%	18	1.7%	3	0.3%
Non-Binary	0	0.0%	0	0.0%	0	0.0%
Central TOTAL	43	4.1%	89	8.4%	27	2.5%
Grand TOTAL	1,056	100.0%	1,065	100.0%	1,091	100.0%

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

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

3. Data was captured on June 1.

New Teachers
Demographic Profile - Race by School Type

AS OF OCTOBER 15

Race	FY 2022		FY 2023		FY 2024	
	Number	Percent	Number	Percent	Number	Percent
American Indian or Alaskan Native	0	0.0%	1	0.1%	1	0.1%
Asian	24	2.5%	42	4.2%	43	3.9%
Black or African American	62	6.5%	89	8.8%	123	11.2%
Hispanic	72	7.6%	81	8.1%	102	9.3%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%
Two or More	9	1.0%	11	1.1%	15	1.4%
White	246	26.0%	270	26.8%	294	26.8%
Elementary School TOTAL	413	43.6%	494	49.1%	578	52.6%
American Indian or Alaskan Native	0	0.0%	0	0.0%	1	0.1%
Asian	17	1.8%	20	2.0%	22	2.0%
Black or African American	33	3.5%	61	6.1%	53	4.8%
Hispanic	33	3.5%	35	3.5%	35	3.2%
Native Hawaiian or Pacific Islander	1	0.1%	0	0.0%	0	0.0%
Two or More	3	0.3%	7	0.7%	8	0.7%
White	141	14.9%	117	11.6%	132	12.0%
Middle School TOTAL	228	24.1%	240	23.9%	251	22.9%
American Indian or Alaskan Native	0	0.0%	0	0.0%	1	0.1%
Asian	25	2.6%	17	1.7%	13	1.2%
Black or African American	36	3.8%	50	5.0%	45	4.1%
Hispanic	21	2.2%	35	3.5%	39	3.6%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%
Two or More	2	0.2%	6	0.6%	3	0.3%
White	131	13.8%	127	12.6%	129	11.7%
High School TOTAL	215	22.7%	235	23.4%	230	20.9%
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%
Asian	2	0.2%	1	0.1%	1	0.1%
Black or African American	2	0.2%	5	0.5%	2	0.2%
Hispanic	1	0.1%	3	0.3%	3	0.3%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%
Two or More	1	0.1%	1	0.1%	0	0.0%
White	8	0.8%	8	0.8%	9	0.8%
Special School TOTAL	14	1.5%	18	1.8%	15	1.4%
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%
Asian	6	0.6%	5	0.5%	0	0.0%
Black or African American	15	1.6%	2	0.2%	4	0.4%
Hispanic	9	1.0%	2	0.2%	4	0.4%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%
Two or More	0	0.0%	0	0.0%	0	0.0%
White	47	5.0%	10	1.0%	16	1.5%
Central TOTAL	77	8.1%	19	1.9%	24	2.2%
GRAND TOTAL	947	100.0%	1,006	100.0%	1,098	100.0%

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

2. Data was captured on October 15.

AS OF JUNE 1

Race	FY 2021		FY 2022		FY 2023	
	Number	Percent	Number	Percent	Number	Percent
American Indian or Alaskan Native	1	0.1%	0	0.0%	1	0.1%
Asian	29	2.7%	32	3.0%	45	4.1%
Black or African American	65	6.2%	83	7.8%	100	9.2%
Hispanic	69	6.5%	79	7.4%	85	7.8%
Native Hawaiian or Pacific Islander	1	0.1%	0	0.0%	0	0.0%
Two or More	14	1.3%	10	0.9%	10	0.9%
White	333	31.5%	265	24.9%	280	25.7%
Elementary School TOTAL	512	48.5%	469	44.0%	521	47.8%
American Indian or Alaskan Native	1	0.1%	0	0.0%	0	0.0%
Asian	23	2.2%	17	1.6%	23	2.1%
Black or African American	42	4.0%	39	3.7%	65	6.0%
Hispanic	38	3.6%	34	3.2%	39	3.6%
Native Hawaiian or Pacific Islander	2	0.2%	1	0.1%	0	0.0%
Two or More	5	0.5%	3	0.3%	7	0.6%
White	157	14.9%	151	14.2%	119	10.9%
Middle School TOTAL	268	25.4%	245	23.0%	253	23.2%
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%
Asian	22	2.1%	30	2.8%	21	1.9%
Black or African American	37	3.5%	42	3.9%	59	5.4%
Hispanic	26	2.5%	28	2.6%	39	3.6%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%
Two or More	4	0.4%	3	0.3%	6	0.5%
White	127	12.0%	140	13.1%	141	12.9%
High School TOTAL	216	20.5%	243	22.8%	266	24.4%
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%
Asian	2	0.2%	3	0.3%	3	0.3%
Black or African American	3	0.3%	4	0.4%	6	0.5%
Hispanic	0	0.0%	1	0.1%	4	0.4%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%
Two or More	1	0.1%	1	0.1%	1	0.1%
White	11	1.0%	10	0.9%	10	0.9%
Special School TOTAL	17	1.6%	19	1.8%	24	2.2%
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%
Asian	6	0.6%	7	0.7%	6	0.5%
Black or African American	10	0.9%	22	2.1%	3	0.3%
Hispanic	8	0.8%	13	1.2%	4	0.4%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%
Two or More	1	0.1%	0	0.0%	0	0.0%
White	18	1.7%	47	4.4%	14	1.3%
Central TOTAL	43	4.1%	89	8.4%	27	2.5%
GRAND TOTAL	1,056	100.0%	1,065	100.0%	1,091	100.0%

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

2. Data was captured on June 1.

**New Teachers:
Demographic Profile - Age by School Type**

AS OF OCTOBER 15

AGE	FY 2022		FY 2023		FY 2024	
	Number	Percent	Number	Percent	Number	Percent
Under 20	0	0.0%	0	0.0%	0	0.0%
20 - 29 years	215	22.7%	233	23.2%	236	21.5%
30 - 39 years	105	11.1%	130	12.9%	136	12.4%
40 - 49 years	58	6.1%	71	7.1%	118	10.7%
50 - 59 years	28	3.0%	51	5.1%	67	6.1%
60+ years	7	0.7%	9	0.9%	21	1.9%
Elementary School TOTAL	413	43.6%	494	49.1%	578	52.6%
Under 20	0	0.0%	0	0.0%	0	0.0%
20 - 29 years	102	10.8%	81	8.1%	102	9.3%
30 - 39 years	50	5.3%	64	6.4%	62	5.6%
40 - 49 years	36	3.8%	56	5.6%	42	3.8%
50 - 59 years	33	3.5%	26	2.6%	37	3.4%
60+ years	7	0.7%	13	1.3%	8	0.7%
Middle School TOTAL	228	24.1%	240	23.9%	251	22.9%
Under 20	0	0.0%	0	0.0%	0	0.0%
20 - 29 years	80	8.4%	85	8.4%	74	6.7%
30 - 39 years	69	7.3%	66	6.6%	68	6.2%
40 - 49 years	21	2.2%	50	5.0%	45	4.1%
50 - 59 years	31	3.3%	27	2.7%	24	2.2%
60+ years	14	1.5%	7	0.7%	19	1.7%
High School TOTAL	215	22.7%	235	23.4%	230	20.9%
Under 20	0	0.0%	0	0.0%	0	0.0%
20 - 29 years	8	0.8%	9	0.9%	4	0.4%
30 - 39 years	1	0.1%	4	0.4%	5	0.5%
40 - 49 years	2	0.2%	3	0.3%	2	0.2%
50 - 59 years	2	0.2%	2	0.2%	2	0.2%
60+ years	1	0.1%	0	0.0%	2	0.2%
Special School TOTAL	14	1.5%	18	1.8%	15	1.4%
Under 20	0	0.0%	0	0.0%	0	0.0%
20 - 29 years	17	1.8%	4	0.4%	7	0.6%
30 - 39 years	28	3.0%	7	0.7%	9	0.8%
40 - 49 years	15	1.6%	5	0.5%	2	0.2%
50 - 59 years	11	1.2%	3	0.3%	6	0.5%
60+ years	6	0.6%	0	0.0%	0	0.0%
Central TOTAL	77	8.1%	19	1.9%	24	2.2%
GRAND TOTAL	947	100.0%	1,006	100.0%	1,098	100.0%

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

2. Data was captured on October 15.

AS OF JUNE 1

AGE	FY 2021		FY 2022		FY 2023	
	Number	Percent	Number	Percent	Number	Percent
Under 20	0	0.0%	0	0.0%	0	0.0%
20 - 29 years	286	27.1%	229	21.5%	231	21.2%
30 - 39 years	125	11.8%	129	12.1%	141	12.9%
40 - 49 years	57	5.4%	63	5.9%	83	7.6%
50 - 59 years	37	3.5%	39	3.7%	56	5.1%
60+ years	7	0.7%	9	0.8%	10	0.9%
Elementary School TOTAL	512	48.5%	469	44.0%	521	47.8%
Under 20	0	0.0%	0	0.0%	0	0.0%
20 - 29 years	120	11.4%	96	9.0%	77	7.1%
30 - 39 years	69	6.5%	62	5.8%	68	6.2%
40 - 49 years	57	5.4%	42	3.9%	60	5.5%
50 - 59 years	20	1.9%	35	3.3%	32	2.9%
60+ years	2	0.2%	10	0.9%	16	1.5%
Middle School TOTAL	268	25.4%	245	23.0%	253	23.2%
Under 20	0	0.0%	0	0.0%	0	0.0%
20 - 29 years	78	7.4%	83	7.8%	85	7.8%
30 - 39 years	69	6.5%	76	7.1%	75	6.9%
40 - 49 years	40	3.8%	34	3.2%	57	5.2%
50 - 59 years	25	2.4%	36	3.4%	36	3.3%
60+ years	4	0.4%	14	1.3%	13	1.2%
High School TOTAL	216	20.5%	243	22.8%	266	24.4%
Under 20	0	0.0%	0	0.0%	0	0.0%
20 - 29 years	9	0.9%	9	0.8%	9	0.8%
30 - 39 years	4	0.4%	1	0.1%	6	0.5%
40 - 49 years	0	0.0%	3	0.3%	5	0.5%
50 - 59 years	3	0.3%	5	0.5%	3	0.3%
60+ years	1	0.1%	1	0.1%	1	0.1%
Special School TOTAL	17	1.6%	19	1.8%	24	2.2%
Under 20	0	0.0%	0	0.0%	0	0.0%
20 - 29 years	14	1.3%	17	1.6%	4	0.4%
30 - 39 years	18	1.7%	34	3.2%	10	0.9%
40 - 49 years	7	0.7%	20	1.9%	9	0.8%
50 - 59 years	4	0.4%	12	1.1%	4	0.4%
60+ years	0	0.0%	6	0.6%	0	0.0%
Central TOTAL	43	4.1%	89	8.4%	27	2.5%
GRAND TOTAL	1,056	100.0%	1,065	100.0%	1,091	100.0%

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

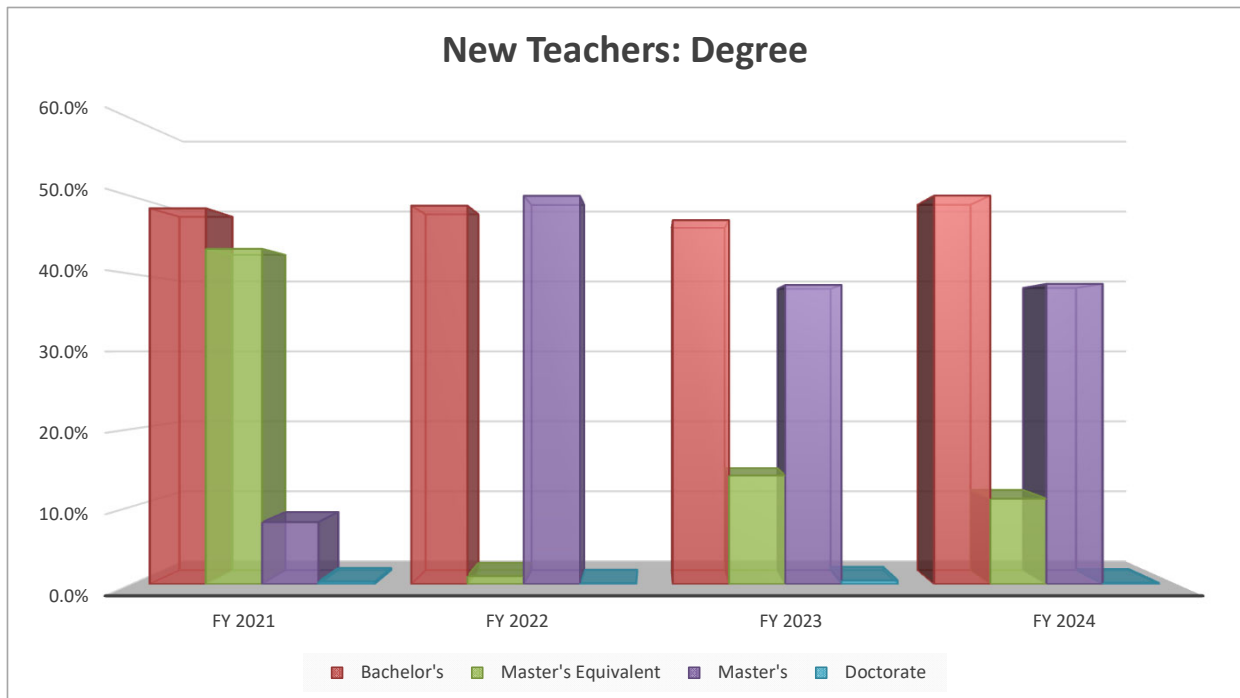
2. Data was captured on June 1.

New Teachers: Degree

	FY 2021		FY 2022		FY 2023		FY 2024	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
ELEMENTARY SCHOOL								
Bachelor's	239	54.6%	257	62.2%	242	49.0%	324	56.1%
Master's Equivalent ¹	162	37.0%	4	1.0%	64	13.0%	46	8.0%
Master's	36	8.2%	152	36.8%	186	37.7%	206	35.6%
Doctorate	1	0.2%	0	0.0%	2	0.4%	2	0.3%
TOTAL	438	100.0%	413	100.0%	494	100.0%	578	100.0%
MIDDLE SCHOOL								
Bachelor's	112	47.9%	101	44.3%	115	47.9%	124	49.4%
Master's Equivalent	106	45.3%	2	0.9%	31	12.9%	26	10.4%
Master's	14	6.0%	125	54.8%	93	38.8%	101	40.2%
Doctorate	2	0.9%	0	0.0%	1	0.4%	0	0.0%
TOTAL	234	100.0%	228	100.0%	240	100.0%	251	100.0%
HIGH SCHOOL								
Bachelor's	73	39.2%	77	35.8%	100	42.6%	91	39.6%
Master's Equivalent	93	50.0%	3	1.4%	40	17.0%	35	15.2%
Master's	20	10.8%	134	62.3%	93	39.6%	104	45.2%
Doctorate	0	0.0%	1	0.5%	2	0.9%	0	0.0%
TOTAL	186	100.0%	215	100.0%	235	100.0%	230	100.0%
CENTRAL OFFICE & SPECIAL SCHOOLS								
Bachelor's	12	28.6%	27	29.7%	15	40.5%	11	28.2%
Master's Equivalent	28	66.7%	1	1.1%	6	16.2%	14	35.9%
Master's	2	4.8%	63	69.2%	16	43.2%	14	35.9%
Doctorate	0	0.0%	0	0.0%	0	0.0%	0	0.0%
TOTAL	42	100.0%	91	100.0%	37	100.0%	39	100.0%
ALL NEW TEACHERS								
Bachelor's	436	48.4%	462	48.8%	472	46.9%	550	50.1%
Master's Equivalent	389	43.2%	10	1.1%	141	14.0%	121	11.0%
Master's	72	8.0%	474	50.1%	388	38.6%	425	38.7%
Doctorate	3	0.3%	1	0.1%	5	0.5%	2	0.2%
GRAND TOTAL	900	100.0%	947	100.0%	1,006	100.0%	1,098	100.0%

Data as of October 15.

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



New Teachers: Salary Schedule Placement

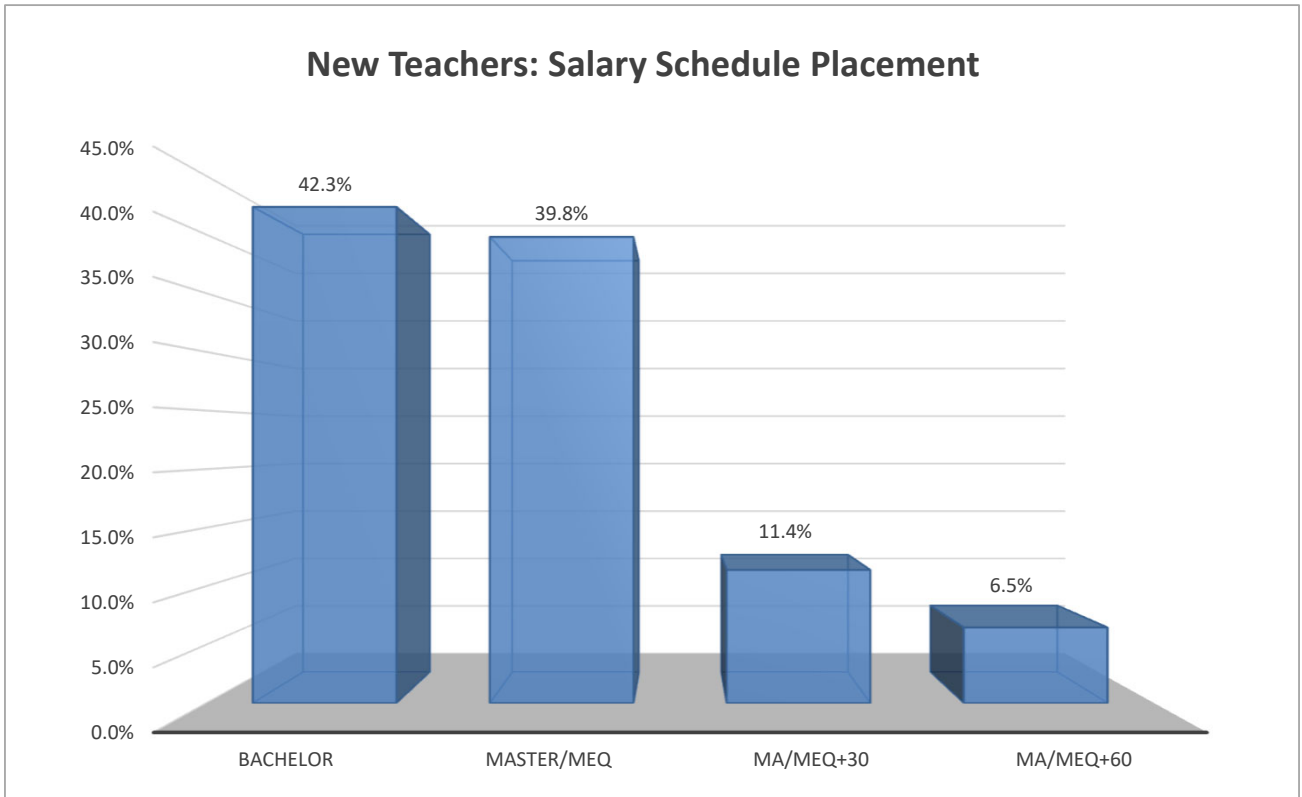
FY2024										
Step	Bachelor		Master/MEQ ¹		MA/MEQ+30 ²		MA/MEQ+60 ³		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
1	223	20.3%	87	7.9%	14	1.3%	10	0.9%	334	30.4%
2	124	11.3%	68	6.2%	4	0.4%	4	0.4%	200	18.2%
3	42	3.8%	42	3.8%	12	1.1%	6	0.5%	102	9.3%
4	15	1.4%	22	2.0%	3	0.3%	2	0.2%	42	3.8%
5	13	1.2%	24	2.2%	11	1.0%	1	0.1%	49	4.5%
6	12	1.1%	21	1.9%	3	0.3%	2	0.2%	38	3.5%
7	2	0.2%	25	2.3%	12	1.1%	2	0.2%	41	3.7%
8	3	0.3%	21	1.9%	11	1.0%	3	0.3%	38	3.5%
9	7	0.6%	13	1.2%	7	0.6%	1	0.1%	28	2.6%
10	24	2.2%	15	1.4%	8	0.7%	3	0.3%	50	4.6%
11	0	0.0%	11	1.0%	2	0.2%	2	0.2%	15	1.4%
12	0	0.0%	63	5.7%	27	2.5%	17	1.5%	107	9.7%
13	0	0.0%	8	0.7%	3	0.3%	2	0.2%	13	1.2%
14	0	0.0%	7	0.6%	2	0.2%	1	0.1%	10	0.9%
15	0	0.0%	0	0.0%	1	0.1%	2	0.2%	3	0.3%
16	0	0.0%	3	0.3%	0	0.0%	3	0.3%	6	0.5%
17	0	0.0%	2	0.2%	2	0.2%	1	0.1%	5	0.5%
18	0	0.0%	1	0.1%	1	0.1%	2	0.2%	4	0.4%
19-24	0	0.0%	3	0.3%	2	0.2%	5	0.5%	10	0.9%
25	0	0.0%	1	0.1%	0	0.0%	2	0.2%	3	0.3%
TOTAL	465	42.3%	437	39.8%	125	11.4%	71	6.5%	1,098	100.0%

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

¹ Master's/MEQ: Master's degree or Master's Equivalent.

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

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



New Teachers: Annual Salary FY2024

Annual Salary	Number	Percent
Less than \$29,999	18	1.6%
\$30,000 - \$34,999	10	0.9%
\$35,000 - \$39,999	16	1.5%
\$40,000 - \$44,999	4	0.4%
\$45,000 - \$49,999	16	1.5%
\$50,000 - \$54,999	6	0.5%
\$55,000 - \$59,999	210	19.1%
\$60,000 - \$64,999	179	16.3%
\$65,000 - \$69,999	233	21.2%
\$70,000 - \$74,999	73	6.6%
\$75,000 - \$79,999	81	7.4%
\$80,000 - \$84,999	53	4.8%
\$85,000 - \$89,999	46	4.2%
\$90,000 - \$94,999	60	5.5%
\$95,000 - \$99,999	57	5.2%
\$100,000 - \$104,999	8	0.7%
\$105,000 - \$109,999	6	0.5%
\$110,000 - \$114,999	6	0.5%
\$115,000 - \$119,999	9	0.8%
\$120,000 - \$124,999	7	0.6%
\$125,000 +	0	0.0%
TOTAL	1,098	100.0%

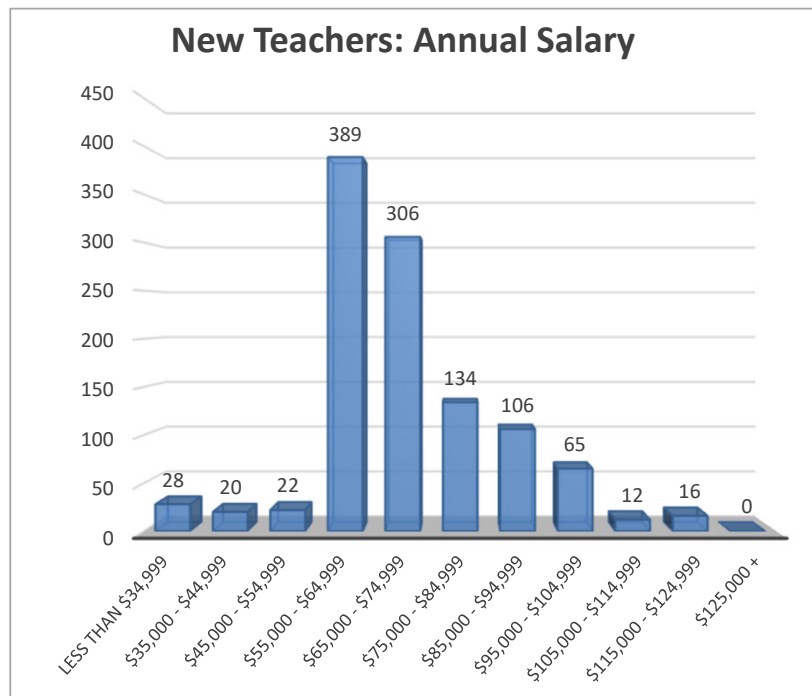
Data as of October 15.

New Teachers: Average Salaries ¹	
FY2024	\$69,746
FY2023	\$60,940
FY2022	\$58,228
FY2021	\$56,143

¹ Average salary calculation: Salaries/filled FTE.

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

Data reflects the number of permanent employees by head count.

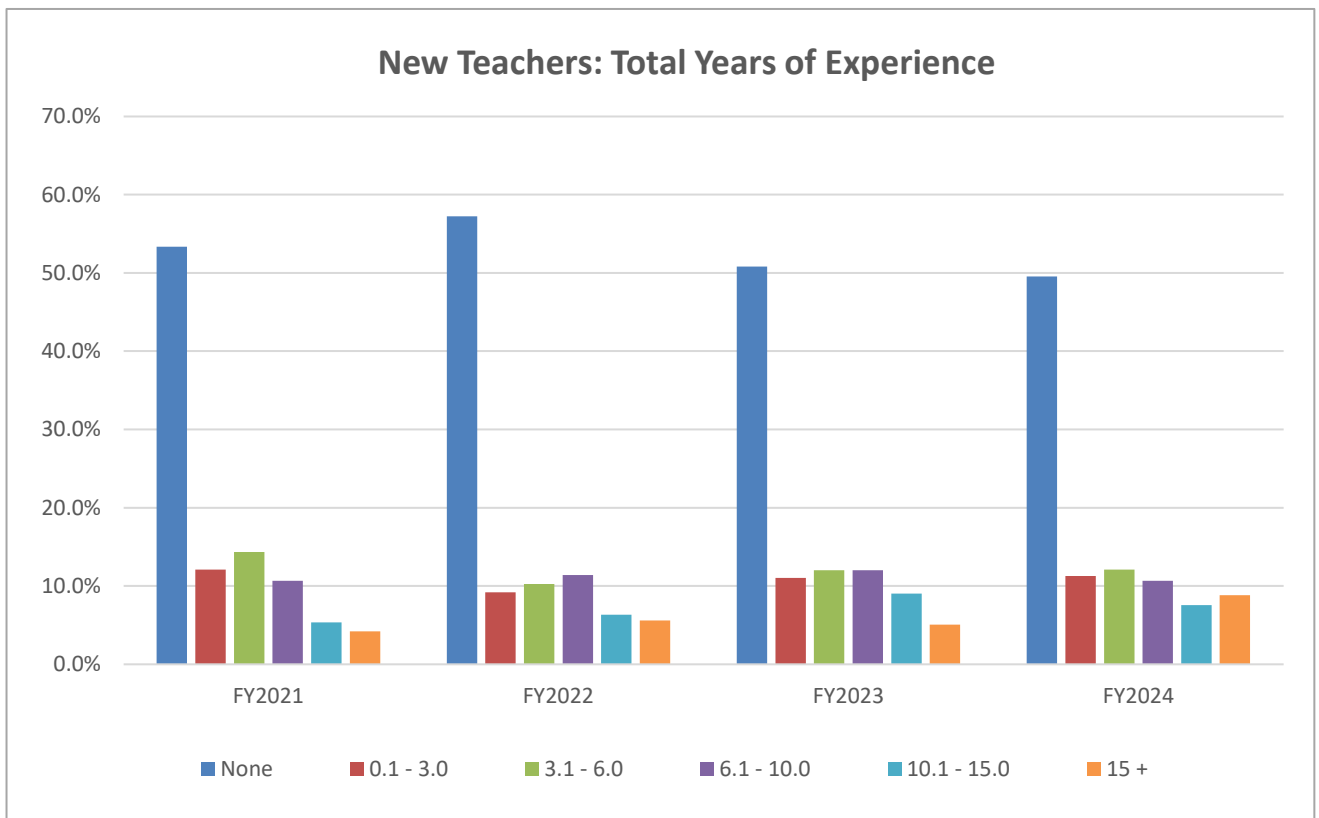


New Teachers: Total Years of Experience

Years of Experience	FY2021		FY2022		FY2023		FY2024	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
None	480	53.3%	542	57.2%	511	50.8%	544	49.5%
0.1 - 3.0	109	12.1%	87	9.2%	111	11.0%	124	11.3%
3.1 - 6.0	129	14.3%	97	10.2%	121	12.0%	133	12.1%
6.1 - 10.0	96	10.7%	108	11.4%	121	12.0%	117	10.7%
10.1 - 15.0	48	5.3%	60	6.3%	91	9.0%	83	7.6%
15 +	38	4.2%	53	5.6%	51	5.1%	97	8.8%
TOTAL	900	100.0%	947	100.0%	1,006	100.0%	1,098	100.0%

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

2. Data captured October 15.



New Teachers: Certification Type

Fiscal Year	New Teachers	Standard Professional Certificate ¹		Advanced Professional Certificate ²		Maryland Board of Examiners License ³		Conditional Certificate ⁴		Resident Teacher Certificate ⁵		Certification Data not Available or not Needed	
	Number	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2023	1,091	524	48.0%	165	15.1%	40	3.7%	329	30.2%	9	0.8%	24	2.2%
FY2022	1,065	549	51.5%	165	15.5%	46	4.3%	275	25.8%	1	0.1%	29	2.7%
FY2021	1,056	600	56.8%	146	13.8%	37	3.5%	235	22.3%	6	0.6%	32	3.0%
FY2020	1,179	685	58.1%	182	15.4%	50	4.2%	241	20.4%	13	1.1%	7	0.6%

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

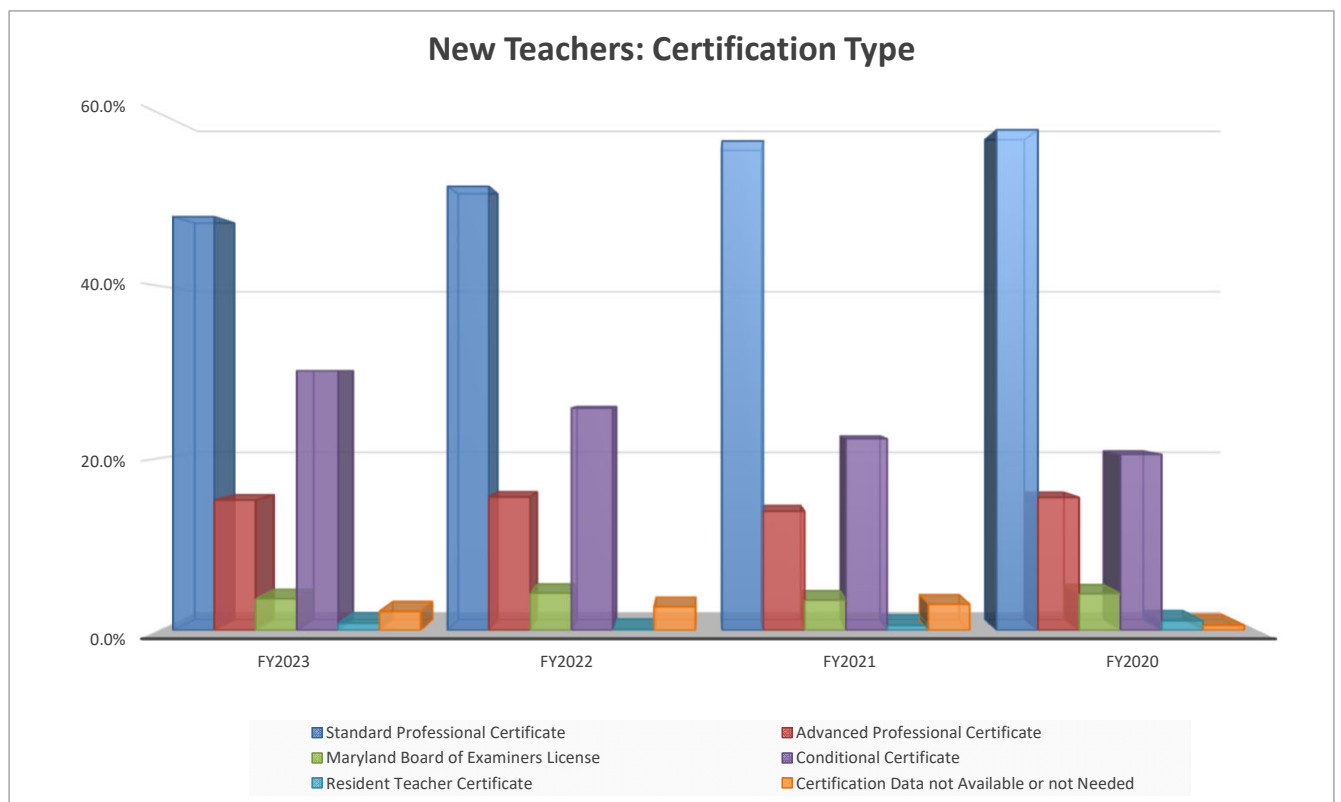
¹ *The Standard Professional Certificate is a professional certificate in the state of Maryland.*

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

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

⁴ *Conditional 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, or has failed to renew the professional certificate.*

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

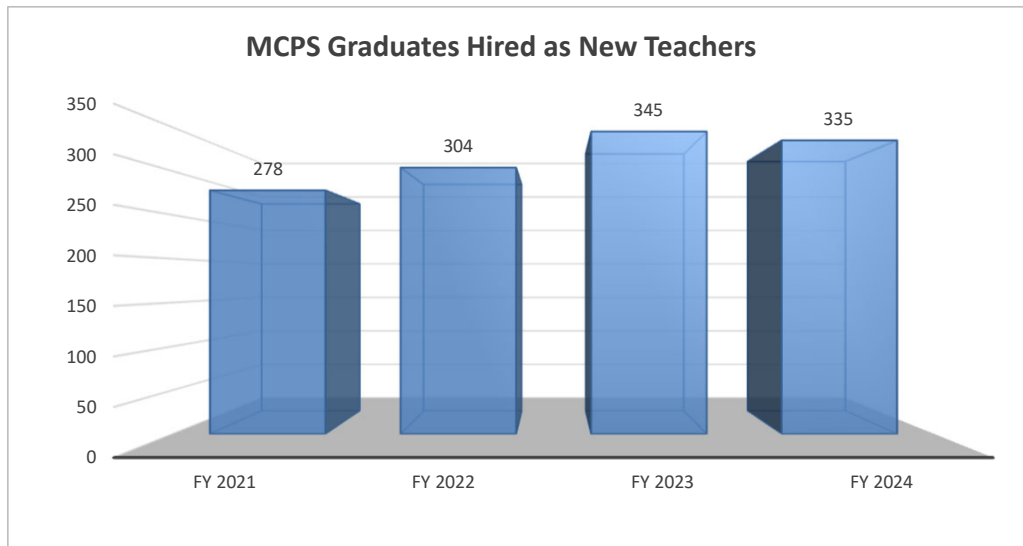


New Teachers: MCPS Graduates Hired

	FY 2021	FY 2022	FY 2023	FY 2024
	Number	Number	Number	Number
Albert Einstein High School	9	8	14	14
Bethesda-Chevy Chase High School	9	12	13	9
Charles W. Woodward High School*	0	0	2	0
Clarksburg High School	10	12	9	13
Col. Zadok Magruder High School	16	20	20	12
Damascus High School	12	15	9	18
Gaithersburg High School	18	19	18	17
James Hubert Blake High School	14	8	18	16
John F. Kennedy High School	8	10	12	10
Montgomery Blair High School	5	15	14	14
Northwest High School	15	11	15	18
Northwood High School	6	10	11	13
Paint Branch High School	11	9	13	10
Poolesville High School	5	6	9	8
Quince Orchard High School	8	14	18	11
Richard Montgomery High School	11	14	10	15
Robert E. Peary High School*	1	0	0	1
Rockville High School	8	16	14	11
Seneca Valley High School	7	9	10	11
Sherwood High School	22	21	20	27
Springbrook High School	7	10	12	15
Thomas S. Wootton High School	24	12	22	23
Walt Whitman High School	14	5	5	13
Walter Johnson High School	13	20	16	7
Watkins Mill High School	8	9	13	9
Wheaton High School	6	7	13	7
Winston Churchill High School	11	12	15	13
TOTAL	278	304	345	335

* School no longer operational

1. Data as of October 15 of each fiscal year
2. Data provided by Office of Human Resources and Development



Section 9: MCEA – Teachers (10 month)

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

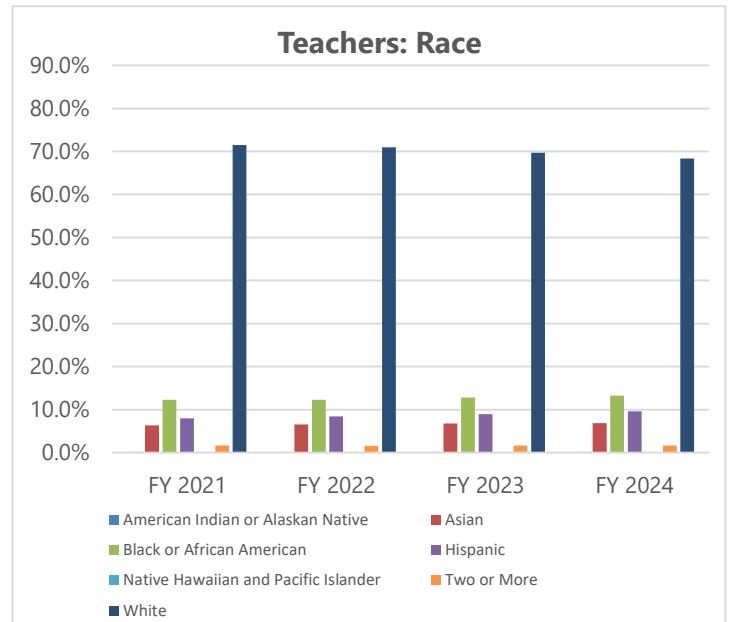
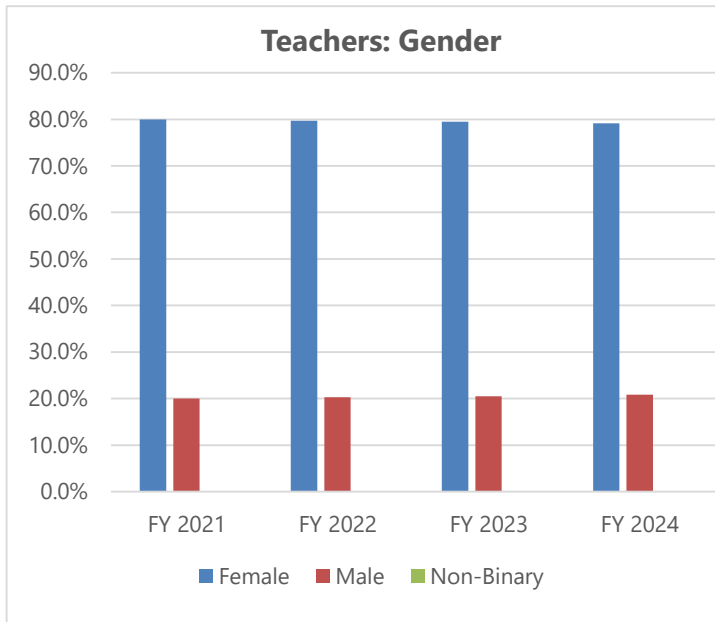
Teachers: Demographic Profile

	FY 2021		FY 2022		FY 2023		FY 2024	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Female	10,913	80.0%	10,951	79.7%	10,847	79.5%	10,894	79.1%
Male	2,733	20.0%	2,792	20.3%	2,797	20.5%	2,870	20.8%
Non-Binary			2	0.01%	4	0.03%	6	0.04%
TOTAL	13,646	100.0%	13,745	100.0%	13,648	100.0%	13,770	100.0%
RACE								
American Indian or Alaskan Native	21	0.2%	18	0.1%	17	0.1%	18	0.1%
Asian	868	6.4%	901	6.6%	930	6.8%	949	6.9%
Black or African American	1,676	12.3%	1,686	12.3%	1,743	12.8%	1,828	13.3%
Hispanic	1,088	8.0%	1,155	8.4%	1,218	8.9%	1,322	9.6%
Native Hawaiian and Pacific Islander	11	0.1%	10	0.1%	9	0.1%	9	0.1%
Two or More	228	1.7%	217	1.6%	221	1.6%	227	1.6%
White	9,754	71.5%	9,758	71.0%	9,510	69.7%	9,417	68.4%
TOTAL	13,646	100.0%	13,745	100.0%	13,648	100.0%	13,770	100.0%
AGE								
Under 20 years	0	0.0%	0	0.0%	0	0.0%	0	0.0%
20 - 29 years	2,249	16.5%	2,185	15.9%	1,983	14.5%	1,889	13.7%
30 - 39 years	3,941	28.9%	3,916	28.5%	3,860	28.3%	3,761	27.3%
40 - 49 years	3,771	27.6%	3,800	27.6%	3,849	28.2%	3,998	29.0%
50 - 59 years	2,783	20.4%	2,954	21.5%	3,081	22.6%	3,175	23.1%
60+ years	902	6.6%	890	6.5%	875	6.4%	947	6.9%
TOTAL	13,646	100.0%	13,745	100.0%	13,648	100.0%	13,770	100.0%
AVERAGE AGE	42.2		42.4		42.8		43.2	

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

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

3. Data was captured on October 15.



Teachers: Demographic Profile - Gender by School Type

	FY2021		FY2022		FY2023		FY2024	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
ELEMENTARY SCHOOL								
Female	5,901	91.0%	5,822	90.9%	5,782	90.8%	5,836	90.7%
Male	581	9.0%	586	9.1%	587	9.2%	593	9.2%
Non-Binary			0	0.0%	1	0.02%	3	0.05%
TOTAL	6,482	100.0%	6,408	100.0%	6,370	100.0%	6,432	100.0%
MIDDLE SCHOOL								
Female	2,121	73.4%	2,097	73.0%	2,022	72.4%	1,973	70.6%
Male	768	26.6%	773	26.9%	768	27.5%	820	29.3%
Non-Binary			1	0.03%	3	0.1%	3	0.1%
TOTAL	2,889	100.0%	2,871	100.0%	2,793	100.0%	2,796	100.0%
HIGH SCHOOL								
Female	2,258	63.2%	2,248	62.6%	2,254	62.7%	2,306	62.7%
Male	1,316	36.8%	1,344	37.4%	1,341	37.3%	1,369	37.3%
Non-Binary			1	0.03%	0	0.0%	0	0.0%
TOTAL	3,574	100.0%	3,593	100.0%	3,595	100.0%	3,675	100.0%
CENTRAL OFFICE & SPECIAL SCHOOLS								
Female	633	90.3%	784	89.8%	789	88.7%	779	89.9%
Male	68	9.7%	89	10.2%	101	11.3%	88	10.1%
Non-Binary			0	0.0%	0	0.0%	0	0.0%
TOTAL	701	100.0%	873	100.0%	890	100.0%	867	100.0%
ALL TEACHERS								
Female	10,913	80.0%	10,951	79.7%	10,847	79.5%	10,894	79.1%
Male	2,733	20.0%	2,792	20.3%	2,797	20.5%	2,870	20.8%
Non-Binary			2	0.01%	4	0.03%	6	0.04%
GRAND TOTAL	13,646	100.0%	13,745	100.0%	13,648	100.0%	13,770	100.0%

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

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

2. Data was captured on October 15.

**Teachers:
Demographic Profile - Race by School Type**

Race	FY 2022		FY 2023		FY 2024	
	Number	Percent	Number	Percent	Number	Percent
Elementary School						
American Indian or Alaskan Native	4	0.03%	4	0.03%	4	0.03%
Asian	422	3.1%	435	3.2%	441	3.2%
Black or African American	614	4.5%	654	4.8%	727	5.3%
Hispanic	565	4.1%	603	4.4%	661	4.8%
Native Hawaiian or Pacific Islander	5	0.04%	3	0.02%	3	0.02%
Two or More	112	0.8%	105	0.8%	110	0.8%
White	4,686	34.1%	4,566	33.5%	4,486	32.6%
TOTAL	6,408	46.6%	6,370	46.7%	6,432	46.7%
Middle School						
American Indian or Alaskan Native	3	0.02%	3	0.02%	3	0.02%
Asian	185	1.3%	187	1.4%	197	1.4%
Black or African American	427	3.1%	432	3.2%	445	3.2%
Hispanic	245	1.8%	245	1.8%	259	1.9%
Native Hawaiian or Pacific Islander	4	0.03%	4	0.03%	4	0.03%
Two or More	49	0.4%	54	0.4%	54	0.4%
White	1,958	14.2%	1,868	13.7%	1,834	13.3%
TOTAL	2,871	20.9%	2,793	20.5%	2,796	20.3%
High School						
American Indian or Alaskan Native	9	0.1%	7	0.1%	8	0.1%
Asian	240	1.7%	247	1.8%	251	1.8%
Black or African American	507	3.7%	511	3.7%	526	3.8%
Hispanic	283	2.1%	298	2.2%	321	2.3%
Native Hawaiian or Pacific Islander	1	0.01%	1	0.01%	1	0.01%
Two or More	45	0.3%	51	0.4%	51	0.4%
White	2,508	18.2%	2,480	18.2%	2,517	18.3%
TOTAL	3,593	26.1%	3,595	26.3%	3,675	26.7%
Special School						
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%
Asian	9	0.1%	7	0.1%	8	0.1%
Black or African American	15	0.1%	19	0.1%	20	0.1%
Hispanic	4	0.03%	5	0.04%	9	0.07%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%
Two or More	3	0.02%	3	0.02%	3	0.02%
White	91	0.7%	91	0.7%	82	0.6%
TOTAL	122	0.9%	125	0.9%	122	0.9%
Central						
American Indian or Alaskan Native	2	0.01%	3	0.02%	3	0.02%
Asian	45	0.3%	54	0.4%	52	0.4%
Black or African American	123	0.9%	127	0.9%	110	0.8%
Hispanic	58	0.4%	67	0.5%	72	0.5%
Native Hawaiian or Pacific Islander	0	0.0%	1	0.01%	1	0.01%
Two or More	8	0.06%	8	0.1%	9	0.1%
White	515	3.7%	505	3.7%	498	3.6%
TOTAL	751	5.5%	765	5.6%	745	5.4%
GRAND TOTAL	13,745	100.0%	13,648	100.0%	13,770	100.0%

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

2. Data was captured on October 15.

**Teachers:
Demographic Profile - Age by School Type**

AGE	FY 2022		FY 2023		FY 2024	
	Number	Percent	Number	Percent	Number	Percent
Elementary School						
Under 20	0	0.0%	0	0.0%	0	0.0%
20 - 29 years	1,292	9.4%	1,188	8.7%	1,126	8.2%
30 - 39 years	1,897	13.8%	1,881	13.8%	1,822	13.2%
40 - 49 years	1,630	11.9%	1,658	12.1%	1,768	12.8%
50 - 59 years	1,226	8.9%	1,287	9.4%	1,324	9.6%
60+ years	363	2.6%	356	2.6%	392	2.8%
TOTAL	6,408	46.6%	6,370	46.7%	6,432	46.7%
Middle School						
Under 20	0	0.0%	0	0.0%	0	0.0%
20 - 29 years	447	3.3%	373	2.7%	355	2.6%
30 - 39 years	821	6.0%	800	5.9%	778	5.6%
40 - 49 years	832	6.1%	844	6.2%	856	6.2%
50 - 59 years	619	4.5%	639	4.7%	665	4.8%
60+ years	152	1.1%	137	1.0%	142	1.0%
TOTAL	2,871	20.9%	2,793	20.5%	2,796	20.3%
High School						
Under 20	0	0.0%	0	0.0%	0	0.0%
20 - 29 years	365	2.7%	359	2.6%	364	2.6%
30 - 39 years	977	7.1%	950	7.0%	930	6.8%
40 - 49 years	1,059	7.7%	1,050	7.7%	1,089	7.9%
50 - 59 years	889	6.5%	926	6.8%	955	6.9%
60+ years	303	2.2%	310	2.3%	337	2.4%
TOTAL	3,593	26.1%	3,595	26.3%	3,675	26.7%
Special School						
Under 20	0	0.0%	0	0.0%	0	0.0%
20 - 29 years	29	0.2%	25	0.18%	19	0.14%
30 - 39 years	31	0.2%	30	0.22%	35	0.25%
40 - 49 years	23	0.2%	29	0.21%	25	0.18%
50 - 59 years	30	0.2%	29	0.21%	27	0.20%
60+ years	9	0.1%	12	0.09%	16	0.12%
TOTAL	122	0.9%	125	0.9%	122	0.9%
Central						
Under 20	0	0.0%	0	0.0%	0	0.0%
20 - 29 years	52	0.4%	38	0.3%	25	0.2%
30 - 39 years	190	1.4%	199	1.5%	196	1.4%
40 - 49 years	256	1.9%	268	2.0%	260	1.9%
50 - 59 years	190	1.4%	200	1.5%	204	1.5%
60+ years	63	0.5%	60	0.4%	60	0.4%
TOTAL	751	5.5%	765	5.6%	745	5.4%
GRAND TOTAL	13,745	100.0%	13,648	100.0%	13,770	100.0%

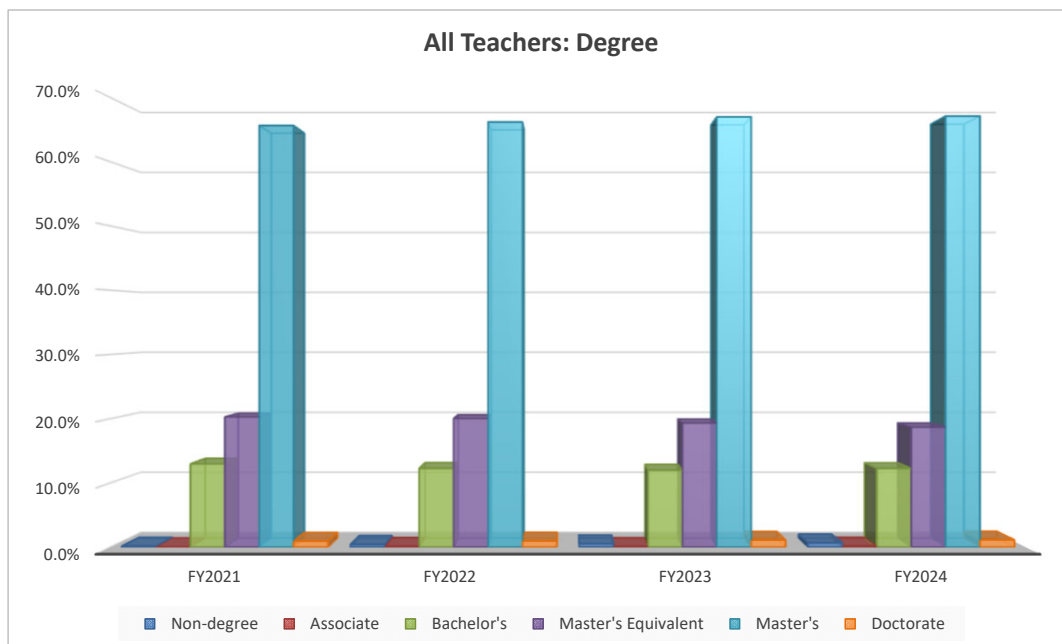
1. Data reflects the number of permanent employees by head count (Position 1). Temporary and substitute employees are not included.

2. Data was captured on October 15.

Teachers: Degree by School Type

	FY2021		FY2022		FY2023		FY2024	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
ELEMENTARY SCHOOL								
Non-degree	14	0.2%	34	0.5%	41	0.6%	53	0.8%
Associate	3	0.05%	9	0.1%	7	0.1%	11	0.2%
Bachelor's	1,080	16.8%	1,025	16.1%	956	15.1%	999	15.6%
Master's Equivalent	1,313	20.5%	1,299	20.4%	1,257	19.9%	1,218	19.1%
Master's	3,986	62.1%	3,976	62.5%	4,039	63.8%	4,073	63.8%
Doctorate	24	0.4%	23	0.4%	29	0.5%	35	0.5%
TOTAL	6,420	100.0%	6,366	100.0%	6,329	100.0%	6,389	100.0%
MIDDLE SCHOOL								
Non-degree	1	0.03%	10	0.3%	12	0.4%	15	0.5%
Associate	0	0.0%	4	0.1%	3	0.1%	5	0.2%
Bachelor's	367	12.7%	338	11.8%	330	11.8%	349	12.5%
Master's Equivalent	582	20.2%	588	20.5%	548	19.6%	522	18.7%
Master's	1,911	66.2%	1,903	66.3%	1,866	66.9%	1,869	66.9%
Doctorate	24	0.8%	27	0.9%	31	1.1%	32	1.1%
TOTAL	2,885	100.0%	2,870	100.0%	2,790	100.0%	2,792	100.0%
HIGH SCHOOL								
Non-degree	5	0.1%	11	0.3%	14	0.4%	22	0.6%
Associate	3	0.08%	4	0.1%	2	0.06%	6	0.2%
Bachelor's	275	7.7%	256	7.1%	282	7.8%	291	7.9%
Master's Equivalent	764	21.3%	739	20.5%	723	20.0%	721	19.6%
Master's	2,480	69.1%	2,535	70.3%	2,521	69.9%	2,570	69.7%
Doctorate	63	1.8%	63	1.7%	67	1.9%	76	2.1%
TOTAL	3,590	100.0%	3,608	100.0%	3,609	100.0%	3,686	100.0%
CENTRAL OFFICE & SPECIAL SCHOOLS								
Non-degree	2	0.3%	4	0.4%	4	0.4%	2	0.2%
Associate	0	0.0%	1	0.1%	1	0.1%	0	0.0%
Bachelor's	46	6.1%	66	7.3%	66	7.2%	47	5.2%
Master's Equivalent	107	14.2%	127	14.1%	109	11.8%	112	12.4%
Master's	581	77.4%	684	75.9%	717	77.9%	729	80.7%
Doctorate	15	2.0%	19	2.1%	23	2.5%	13	1.4%
TOTAL	751	100.0%	901	100.0%	920	100.0%	903	100.0%
ALL TEACHERS								
Non-degree	22	0.2%	59	0.4%	71	0.5%	92	0.7%
Associate	6	0.04%	18	0.1%	13	0.1%	22	0.2%
Bachelor's	1,768	13.0%	1,685	12.3%	1,634	12.0%	1,686	12.2%
Master's Equivalent	2,766	20.3%	2,753	20.0%	2,637	19.3%	2,573	18.7%
Master's	8,958	65.6%	9,098	66.2%	9,143	67.0%	9,241	67.1%
Doctorate	126	0.9%	132	1.0%	150	1.1%	156	1.1%
GRAND TOTAL	13,646	100.0%	13,745	100.0%	13,648	100.0%	13,770	100.0%

1. Data was captured on October 15.

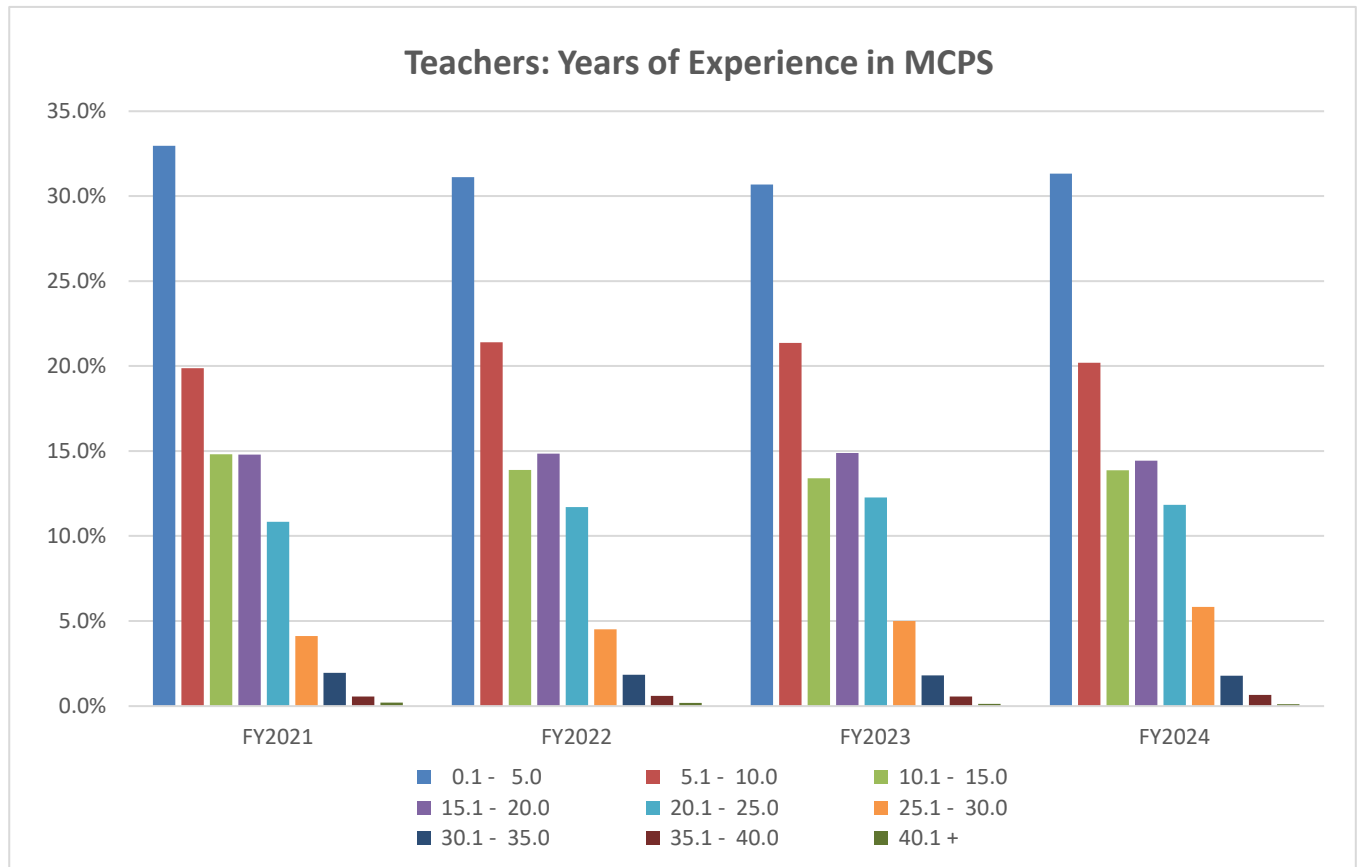


Teachers: Years of Experience in MCPS

Years of Experience	FY2021		FY2022		FY2023		FY2024	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	4,496	32.9%	4,276	31.1%	4,188	30.7%	4,313	31.3%
5.1 - 10.0	2,711	19.9%	2,942	21.4%	2,916	21.4%	2,779	20.2%
10.1 - 15.0	2,019	14.8%	1,907	13.9%	1,827	13.4%	1,909	13.9%
15.1 - 20.0	2,017	14.8%	2,039	14.8%	2,030	14.9%	1,988	14.4%
20.1 - 25.0	1,477	10.8%	1,607	11.7%	1,673	12.3%	1,629	11.8%
25.1 - 30.0	561	4.1%	619	4.5%	681	5.0%	803	5.8%
30.1 - 35.0	264	1.9%	251	1.8%	244	1.8%	245	1.8%
35.1 - 40.0	74	0.5%	80	0.6%	74	0.5%	90	0.7%
40.1 +	27	0.2%	24	0.2%	15	0.1%	14	0.1%
TOTAL	13,646	100.0%	13,745	100.0%	13,648	100.0%	13,770	100.0%

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

2. Data Captured as of October 15.

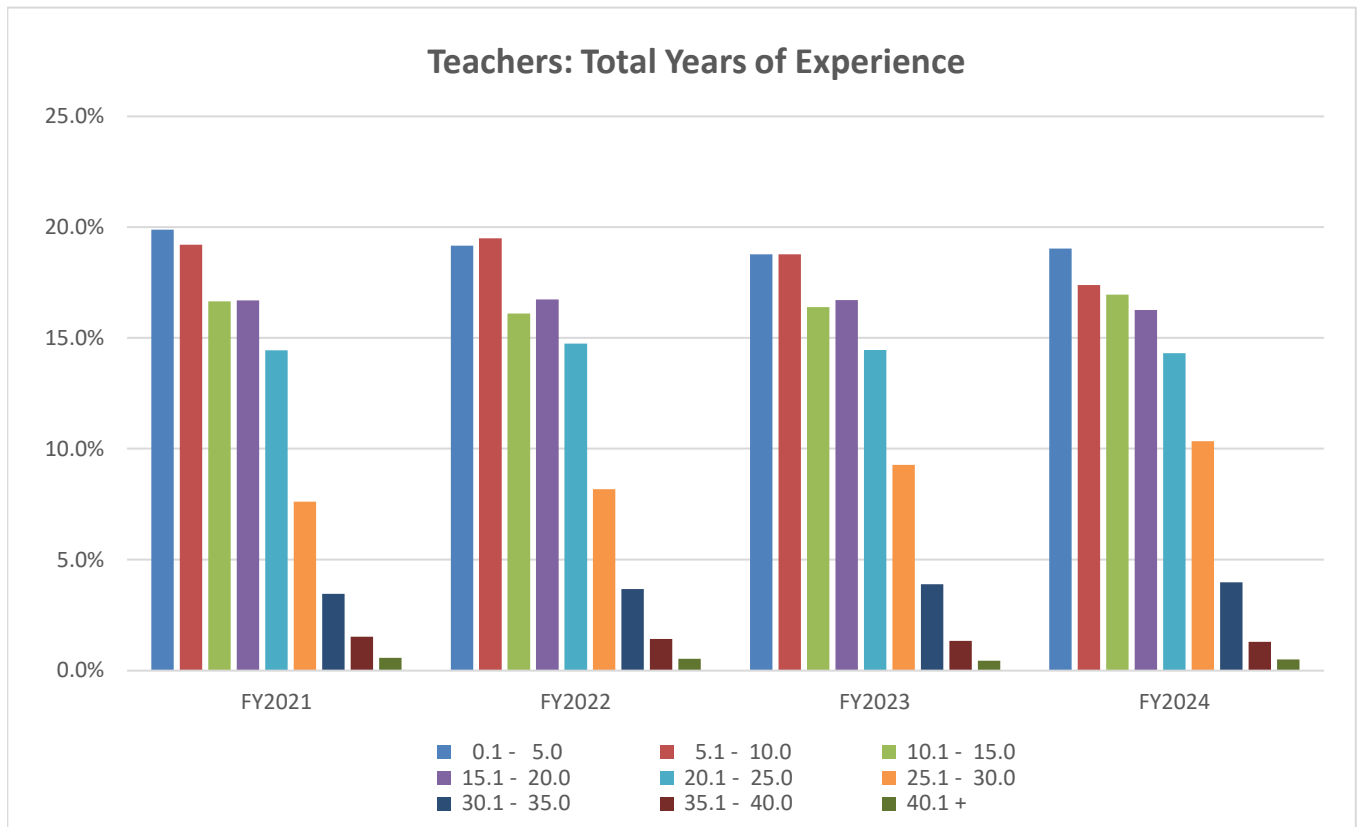


Teachers: Total Years of Experience

Years of Experience	FY2021		FY2022		FY2023		FY2024	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	2,713	19.9%	2,633	19.2%	2,561	18.8%	2,620	19.0%
5.1 - 10.0	2,620	19.2%	2,679	19.5%	2,561	18.8%	2,393	17.4%
10.1 - 15.0	2,272	16.6%	2,213	16.1%	2,236	16.4%	2,334	16.9%
15.1 - 20.0	2,278	16.7%	2,300	16.7%	2,280	16.7%	2,238	16.3%
20.1 - 25.0	1,970	14.4%	2,026	14.7%	1,973	14.5%	1,969	14.3%
25.1 - 30.0	1,038	7.6%	1,124	8.2%	1,265	9.3%	1,423	10.3%
30.1 - 35.0	471	3.5%	504	3.7%	531	3.9%	547	4.0%
35.1 - 40.0	207	1.5%	195	1.4%	181	1.3%	178	1.3%
40.1 +	77	0.6%	71	0.5%	60	0.4%	68	0.5%
TOTAL	13,646	100.0%	13,745	100.0%	13,648	100.0%	13,770	100.0%

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

2. Data captured as of October 15.



Teachers: Salary Schedule Placement

FY2024										
Step	Bachelor		Master/MEQ ¹		MA/MEQ+30 ²		MA/MEQ+60 ³		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
1	234	1.70%	95	0.69%	16	0.12%	12	0.09%	357	2.59%
2	403	2.93%	202	1.47%	45	0.33%	20	0.15%	670	4.87%
3	284	2.06%	233	1.69%	63	0.46%	27	0.20%	607	4.41%
4	169	1.23%	229	1.66%	67	0.49%	35	0.25%	500	3.63%
5	144	1.05%	245	1.78%	96	0.70%	36	0.26%	521	3.78%
6	108	0.78%	208	1.51%	83	0.60%	50	0.36%	449	3.26%
7	74	0.54%	257	1.87%	128	0.93%	58	0.42%	517	3.75%
8	74	0.54%	303	2.20%	148	1.07%	72	0.52%	597	4.34%
9	42	0.31%	218	1.58%	143	1.04%	66	0.48%	469	3.41%
10	134	0.97%	237	1.72%	178	1.29%	99	0.72%	648	4.71%
11	0	0.00%	230	1.67%	180	1.31%	126	0.92%	536	3.89%
12	0	0.00%	346	2.51%	278	2.02%	205	1.49%	829	6.02%
13	0	0.00%	187	1.36%	175	1.27%	164	1.19%	526	3.82%
14	0	0.00%	125	0.91%	124	0.90%	113	0.82%	362	2.63%
15	0	0.00%	133	0.97%	162	1.18%	109	0.79%	404	2.93%
16	0	0.00%	122	0.89%	152	1.10%	132	0.96%	406	2.95%
17	0	0.00%	102	0.74%	136	0.99%	159	1.15%	397	2.88%
18	0	0.00%	111	0.81%	153	1.11%	166	1.21%	430	3.12%
19-24	0	0.00%	467	3.39%	808	5.87%	991	7.20%	2,266	16.46%
25	0	0.00%	305	2.21%	660	4.79%	942	6.84%	1,907	13.85%
50-52	1	0.01%	0	0.00%	0	0.00%	0	0.00%	1	0.01%
55	0	0.00%	57	0.41%	94	0.68%	148	1.07%	299	2.17%
60-65	1	0.01%	20	0.15%	20	0.15%	31	0.23%	72	0.52%
TOTAL	1,668	12.11%	4,432	32.19%	3,909	28.39%	3,761	27.31%	13,770	100.0%

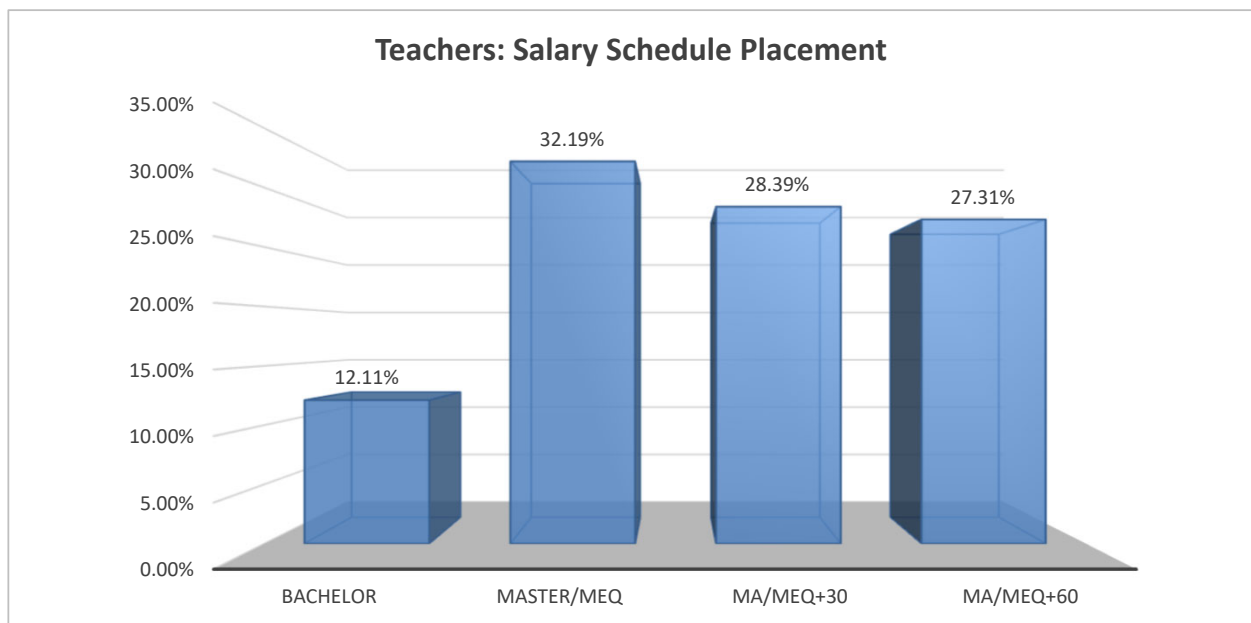
Data reflects the number of permanent employees by head count (Position 1). Temporary and substitute employees are not included.

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

¹ Master's/MEQ: Master's degree or Master's Equivalent.

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

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



Teachers: Annual Salary FY2024

Annual Salary	Number	Percent
Less than \$59,999	601	4.4%
\$60,000 - \$64,999	881	6.4%
\$65,000 - \$69,999	929	6.7%
\$70,000 - \$74,999	791	5.7%
\$75,000 - \$79,999	881	6.4%
\$80,000 - \$84,999	805	5.8%
\$85,000 - \$89,999	864	6.3%
\$90,000 - \$94,999	678	4.9%
\$95,000 - \$99,999	974	7.1%
\$100,000 - \$109,999	1,173	8.5%
\$110,000 - \$119,999	2,077	15.1%
\$120,000 - \$129,999	2,717	19.7%
\$130,000 - \$139,999	386	2.8%
\$140,000 - \$149,999	13	0.1%
\$150,000 +	0	0.0%
TOTAL	13,770	100.0%

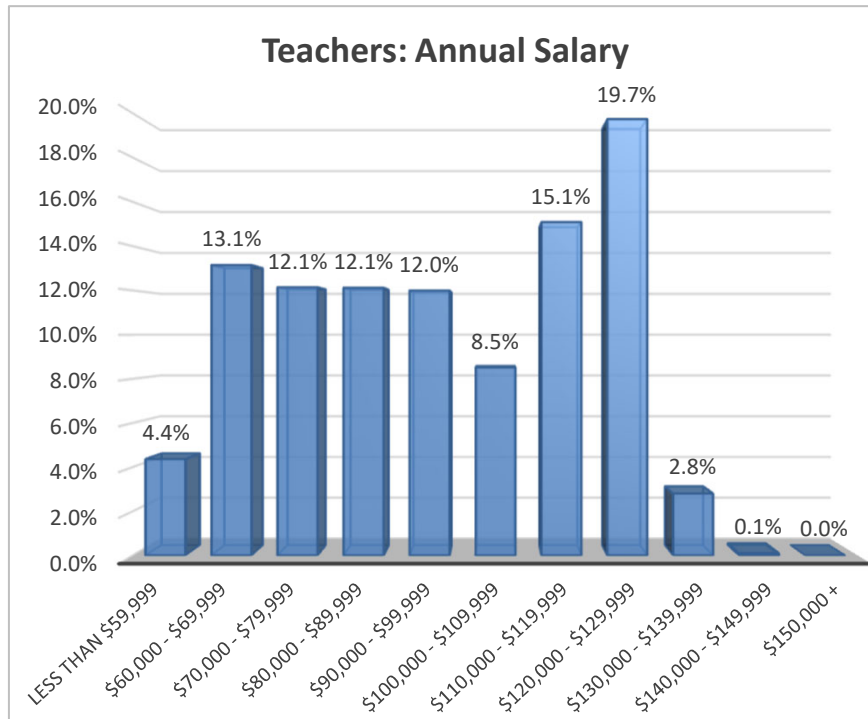
Data as of October 15.

Teachers: Average Salaries ¹	
FY 2024	\$98,474
FY 2023	\$87,604
FY 2022	\$85,569
FY 2021	\$83,655
FY 2020	\$85,391

¹ Average salary calculation: Salaries/filled FTE

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

Data reflects the number of permanent employees by head count.



Teachers: Certification Type

Fiscal Year	Number of Teachers (as of June 1)	Standard Professional Certificate ¹		Advanced Professional Certificate ²		Maryland Board of Examiners License ³		Conditional Certificate ⁴		Resident Teacher Certificate ⁵		Certification Data not Available or not Needed	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
FY2023	13,648	2,871	21.0%	9,650	70.7%	498	3.6%	588	4.3%	1	0.01%	40	0.3%
FY2022	13,745	3,005	21.9%	9,734	70.8%	505	3.7%	447	3.3%	0	0.0%	54	0.4%
FY2021	13,646	3,015	22.1%	9,747	71.4%	500	3.7%	342	2.5%	3	0.02%	39	0.3%
FY2020	13,407	3,311	24.7%	9,267	69.1%	498	3.7%	284	2.1%	11	0.1%	36	0.3%

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

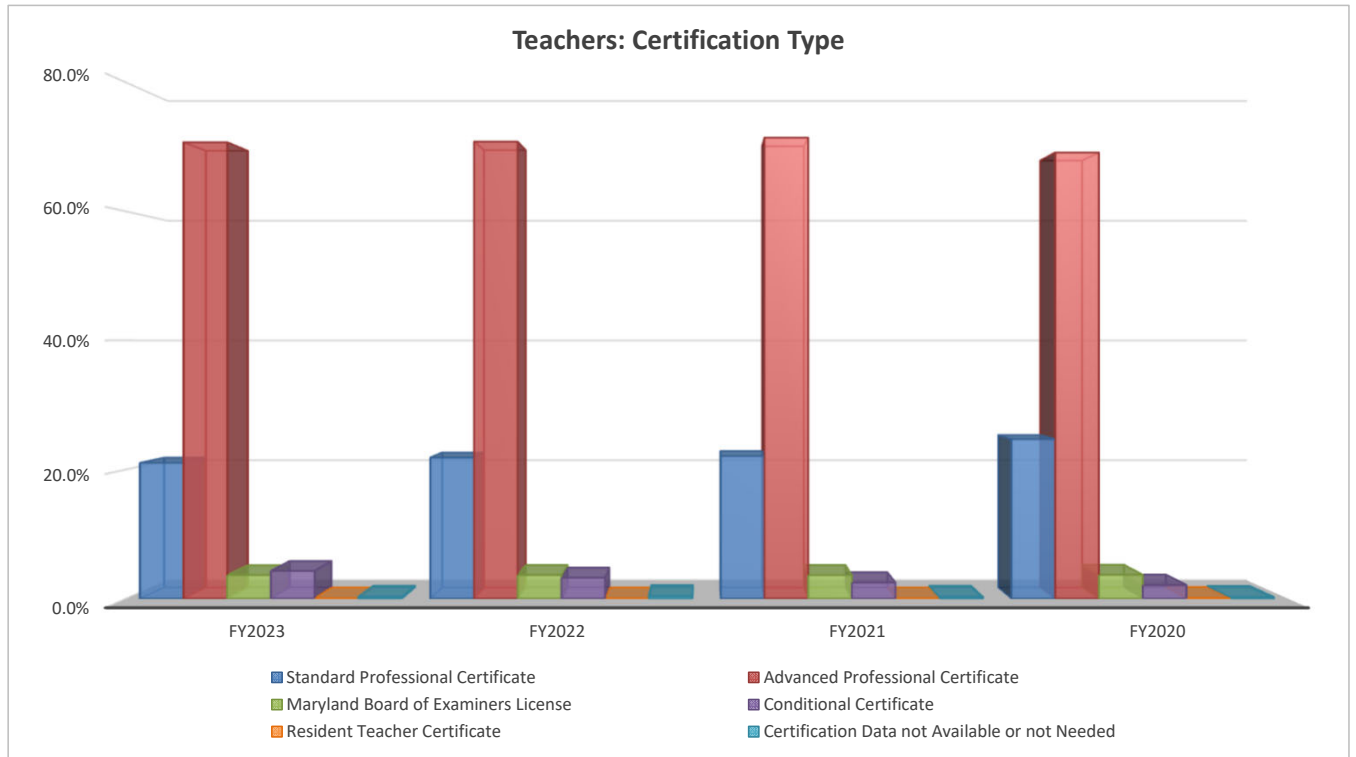
¹ The Standard Professional Certificate is a professional certificate in the state of Maryland.

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

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

⁴ Conditional 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, or has failed to renew the professional certificate.

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

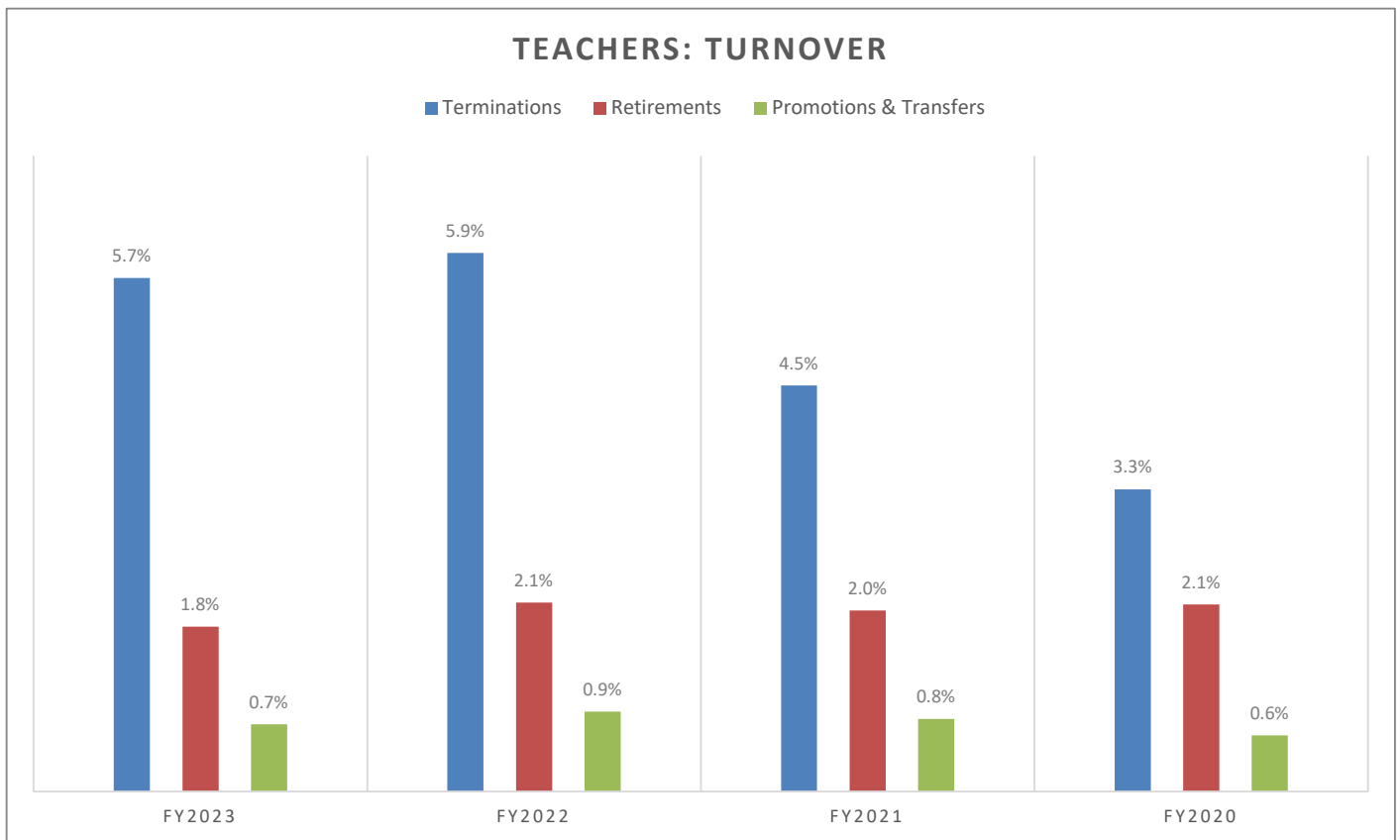


Teachers: Turnover

Fiscal Year	Number of Teachers ¹	Terminations		Retirements		Promotions & Transfers ²		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2023	13,648	772	5.7%	248	1.8%	101	0.7%	1121	8.2%
FY2022	13,745	815	5.9%	286	2.1%	121	0.9%	1222	8.9%
FY2021	13,646	610	4.5%	272	2.0%	109	0.8%	991	7.3%
FY2020	13,407	446	3.3%	276	2.1%	83	0.6%	805	6.0%

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

² Promotion is defined to be a teacher moving to a higher graded non-teacher position. A teacher moving from one school to another is not counted as a promotion. Transfer is defined to be a teacher no longer in a teaching position.



RETENTION OF TEACHERS
(new hire data based on fiscal year)

Fiscal Year	Number of Teachers Hired	Terminations																								Total # of Terminations	
		FY2012		FY2013		FY2014		FY2015		FY2016		FY2017		FY2018		FY2019		FY2020		FY2021		FY2022		FY2023		#	%
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%				
FY2012	881	61	6.9%	44	5.0%	39	4.4%	62	7.0%	32	3.6%	27	3.1%	22	2.5%	21	2.4%	15	1.7%	21	2.4%	28	3.2%	17	1.9%	389	44.2%
FY2013	720			76	10.6%	57	7.9%	71	9.9%	44	6.1%	35	4.9%	38	5.3%	19	2.6%	15	2.1%	12	1.7%	30	4.2%	29	4.0%	426	59.2%
FY2014	978					79	8.1%	79	8.1%	48	4.9%	45	4.6%	35	3.6%	33	3.4%	19	1.9%	28	2.9%	20	2.0%	26	2.7%	412	42.1%
FY2015	972							32	3.3%	62	6.4%	59	6.1%	40	4.1%	53	5.5%	19	2.0%	20	2.1%	28	2.9%	18	1.9%	331	34.1%
FY2016	720									54	7.5%	60	8.3%	41	5.7%	30	4.2%	18	2.5%	16	2.2%	27	3.8%	23	3.2%	269	37.4%
FY2017	1,349											148	11.0%	84	6.2%	61	4.5%	49	3.6%	60	4.4%	53	3.9%	40	3.0%	495	36.7%
FY2018	1,074													112	10.4%	85	7.9%	47	4.4%	60	5.6%	67	6.2%	55	5.1%	426	39.7%
FY2019	1,009															112	11.1%	64	6.3%	59	5.8%	85	8.4%	57	5.6%	377	37.4%
FY2020	1,221																	121	9.9%	97	7.9%	119	9.7%	79	6.5%	416	34.1%
FY2021	1,093																			129	11.8%	116	10.6%	91	8.3%	336	30.7%
FY2022	1,134																					143	12.6%	103	9.1%	246	21.7%
FY2023	1,176																							162	13.8%	162	13.8%
Totals	12,327																									4,285	34.8%

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.
3. The count of teachers who were hired during the year, who may have been termed or maybe on Leave

Teachers: Retirement Eligibility

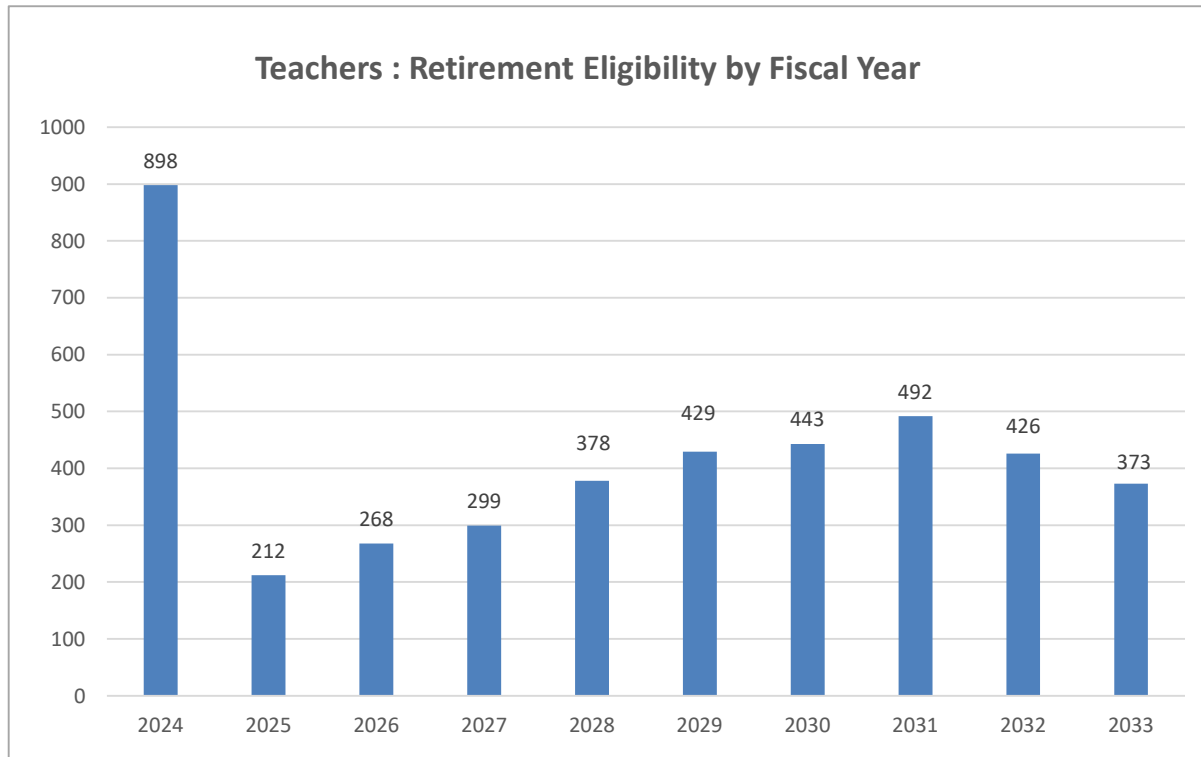
Fiscal Year	Teachers Eligible By Fiscal Year	Percent of Total
2024	898	6.5%
2025	212	1.5%
2026	268	1.9%
2027	299	2.2%
2028	378	2.7%
2029	429	3.1%
2030	443	3.2%
2031	492	3.6%
2032	426	3.1%
2033	373	2.7%
Eligible within 10 years	4,218	30.6%
Total Teachers	13,775	100.0%

1. Data reflects retirement eligibility for all employees as of July 1, 2023.

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

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

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



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

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

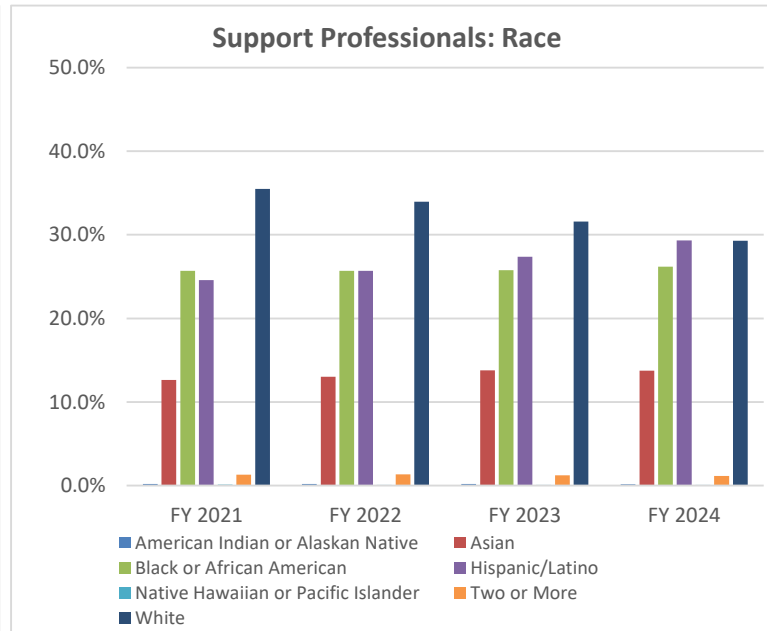
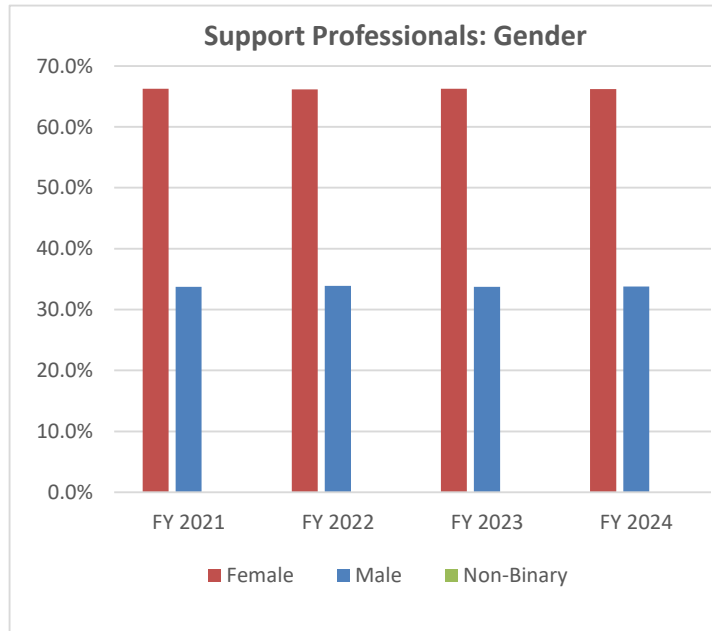
Support Professionals: Demographic Profile

	FY 2021		FY 2022		FY 2023		FY 2024	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Female	6,453	66.2%	6,371	66.1%	6,591	66.3%	6,806	66.2%
Male	3,288	33.8%	3,265	33.9%	3,356	33.7%	3,477	33.8%
Non-Binary			0	0.0%	0	0.0%	1	0.01%
TOTAL	9,741	100.0%	9,636	100.0%	9,947	100.0%	10,284	100.0%
RACE								
American Indian or Alaskan Native	21	0.2%	21	0.2%	20	0.2%	18	0.2%
Asian	1,231	12.6%	1,254	13.0%	1,370	13.8%	1,413	13.7%
Black or African American	2,501	25.7%	2,475	25.7%	2,563	25.8%	2,693	26.2%
Hispanic/Latino	2,393	24.6%	2,476	25.7%	2,721	27.4%	3,016	29.3%
Native Hawaiian or Pacific Islander	11	0.1%	10	0.1%	10	0.1%	11	0.1%
Two or More	128	1.3%	129	1.3%	122	1.2%	121	1.2%
White	3,456	35.5%	3,271	33.9%	3,141	31.6%	3,012	29.3%
TOTAL	9,741	100.0%	9,636	100.0%	9,947	100.0%	10,284	100.0%
AGE								
Under 20 years	3	0.03%	4	0.04%	10	0.1%	16	0.2%
20 - 29 years	737	7.6%	730	7.6%	836	8.4%	914	8.9%
30 - 39 years	1,320	13.6%	1,290	13.4%	1,396	14.0%	1,479	14.4%
40 - 49 years	1,982	20.3%	1,961	20.4%	2,010	20.2%	2,113	20.5%
50 - 59 years	3,217	33.0%	3,154	32.7%	3,132	31.5%	3,131	30.4%
60+ years	2,482	25.5%	2,497	25.9%	2,563	25.8%	2,631	25.6%
TOTAL	9,741	100.0%	9,636	100.0%	9,947	100.0%	10,284	100.0%

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

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

3. Data was captured on October 15.



Support Professionals: Demographic Profile - Gender By School Type

GENDER	FY 2022		FY 2023		FY 2024	
	Number	Percent	Number	Percent	Number	Percent
Elementary School						
Female	2,487	25.8%	2,569	25.8%	2,699	26.2%
Male	573	5.9%	576	5.8%	589	5.7%
Non-Binary	0	0.0%	0	0.0%	0	0.0%
TOTAL	3,060	31.8%	3,145	31.6%	3,288	32.0%
Middle School						
Female	859	8.9%	905	9.1%	898	8.7%
Male	361	3.7%	348	3.5%	386	3.8%
Non-Binary	0	0.0%	0	0.0%	0	0.0%
TOTAL	1,220	12.7%	1,253	12.6%	1,284	12.5%
High School						
Female	980	10.2%	1,002	10.1%	1,007	9.8%
Male	551	5.7%	593	6.0%	586	5.7%
Non-Binary	0	0.0%	0	0.0%	1	0.01%
TOTAL	1,531	15.9%	1,595	16.0%	1,594	15.5%
Special School						
Female	85	0.9%	90	0.9%	98	1.0%
Male	35	0.4%	27	0.3%	30	0.3%
Non-Binary	0	0.0%	0	0.0%	0	0.0%
TOTAL	120	1.2%	117	1.2%	128	1.2%
Central						
Female	1,960	20.3%	2,025	20.4%	2,104	20.5%
Male	1,745	18.1%	1,812	18.2%	1,886	18.3%
Non-Binary	0	0.0%	0	0.0%	0	0.0%
TOTAL	3,705	38.4%	3,837	38.6%	3,990	38.8%
Grand TOTAL	9,636	100.0%	9,947	100.0%	10,284	100.0%

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

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

3. Data was captured on October 15.

Support Professionals: Demographic Profile - Race By School Type

Race	FY 2022		FY 2023		FY 2024	
	Number	Percent	Number	Percent	Number	Percent
Elementary School						
American Indian or Alaskan Native	3	0.03%	5	0.05%	4	0.04%
Asian	401	4.2%	430	4.3%	461	4.5%
Black or African American	647	6.7%	653	6.6%	718	7.0%
Hispanic	811	8.4%	892	9.0%	978	9.5%
Native Hawaiian or Pacific Islander	3	0.03%	4	0.04%	4	0.04%
Two or More	37	0.4%	32	0.3%	34	0.3%
White	1,158	12.0%	1,129	11.4%	1,089	10.6%
TOTAL	3,060	31.8%	3,145	31.6%	3,288	32.0%
Middle School						
American Indian or Alaskan Native	1	0.01%	2	0.02%	2	0.02%
Asian	168	1.7%	189	1.9%	199	1.9%
Black or African American	327	3.4%	323	3.2%	330	3.2%
Hispanic	319	3.3%	373	3.7%	401	3.9%
Native Hawaiian or Pacific Islander	2	0.02%	1	0.01%	1	0.01%
Two or More	21	0.2%	15	0.2%	18	0.2%
White	382	4.0%	350	3.5%	333	3.2%
TOTAL	1,220	12.7%	1,253	12.6%	1,284	12.5%
High School						
American Indian or Alaskan Native	2	0.02%	2	0.02%	2	0.02%
Asian	173	1.8%	196	2.0%	197	1.9%
Black or African American	445	4.6%	461	4.6%	453	4.4%
Hispanic	349	3.6%	388	3.9%	432	4.2%
Native Hawaiian or Pacific Islander	1	0.01%	2	0.02%	2	0.02%
Two or More	27	0.3%	26	0.3%	21	0.2%
White	534	5.5%	520	5.2%	487	4.7%
TOTAL	1,531	15.9%	1,595	16.0%	1,594	15.5%
Special School						
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%
Asian	11	0.1%	13	0.1%	17	0.2%
Black or African American	36	0.4%	41	0.4%	41	0.4%
Hispanic	25	0.3%	27	0.3%	34	0.3%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%
Two or More	2	0.02%	2	0.02%	2	0.02%
White	46	0.5%	34	0.3%	34	0.3%
TOTAL	120	1.2%	117	1.2%	128	1.2%
Central						
American Indian or Alaskan Native	15	0.2%	11	0.1%	10	0.1%
Asian	501	5.2%	542	5.4%	539	5.2%
Black or African American	1,020	10.6%	1,085	10.9%	1,151	11.2%
Hispanic	972	10.1%	1,041	10.5%	1,171	11.4%
Native Hawaiian or Pacific Islander	4	0.04%	3	0.03%	4	0.04%
Two or More	42	0.4%	47	0.5%	46	0.4%
White	1,151	11.9%	1,108	11.1%	1,069	10.4%
TOTAL	3,705	38.4%	3,837	38.6%	3,990	38.8%
GRAND TOTAL	9,636	100.0%	9,947	100.0%	10,284	100.0%

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

2. Data was captured on October 15.

Support Professionals: Demographic Profile - Age By School Type

AGE	FY 2022		FY 2023		FY 2024	
	Number	Percent	Number	Percent	Number	Percent
Elementary School						
Under 20	2	0.02%	4	0.04%	10	0.10%
20 - 29 years	286	3.0%	314	3.2%	340	3.3%
30 - 39 years	389	4.0%	436	4.4%	475	4.6%
40 - 49 years	627	6.5%	654	6.6%	710	6.9%
50 - 59 years	1,088	11.3%	1,047	10.5%	1,027	10.0%
60+ years	668	6.9%	690	6.9%	726	7.1%
TOTAL	3,060	31.8%	3,145	31.6%	3,288	32.0%
Middle School						
Under 20	0	0.0%	1	0.01%	2	0.02%
20 - 29 years	110	1.1%	135	1.4%	142	1.4%
30 - 39 years	183	1.9%	195	2.0%	209	2.0%
40 - 49 years	223	2.3%	228	2.3%	246	2.4%
50 - 59 years	360	3.7%	348	3.5%	346	3.4%
60+ years	344	3.6%	346	3.5%	339	3.3%
TOTAL	1,220	12.7%	1,253	12.6%	1,284	12.5%
High School						
Under 20	2	0.02%	3	0.03%	1	0.01%
20 - 29 years	118	1.2%	149	1.5%	159	1.5%
30 - 39 years	221	2.3%	236	2.4%	244	2.4%
40 - 49 years	289	3.0%	306	3.1%	293	2.8%
50 - 59 years	473	4.9%	464	4.7%	447	4.3%
60+ years	428	4.4%	437	4.4%	450	4.4%
TOTAL	1,531	15.9%	1,595	16.0%	1,594	15.5%
Special School						
Under 20	0	0.0%	1	0.01%	1	0.01%
20 - 29 years	22	0.2%	20	0.2%	21	0.2%
30 - 39 years	13	0.1%	9	0.1%	13	0.1%
40 - 49 years	22	0.2%	27	0.3%	28	0.3%
50 - 59 years	34	0.4%	37	0.4%	42	0.4%
60+ years	29	0.3%	23	0.2%	23	0.2%
TOTAL	120	1.2%	117	1.2%	128	1.2%
Central						
Under 20	0	0.0%	1	0.01%	2	0.02%
20 - 29 years	194	2.0%	218	2.2%	252	2.5%
30 - 39 years	484	5.0%	520	5.2%	538	5.2%
40 - 49 years	800	8.3%	795	8.0%	836	8.1%
50 - 59 years	1,199	12.4%	1,236	12.4%	1,269	12.3%
60+ years	1,028	10.7%	1,067	10.7%	1,093	10.6%
TOTAL	3,705	38.4%	3,837	38.6%	3,990	38.8%
GRAND TOTAL	9,636	100.0%	9,947	100.0%	10,284	100.0%

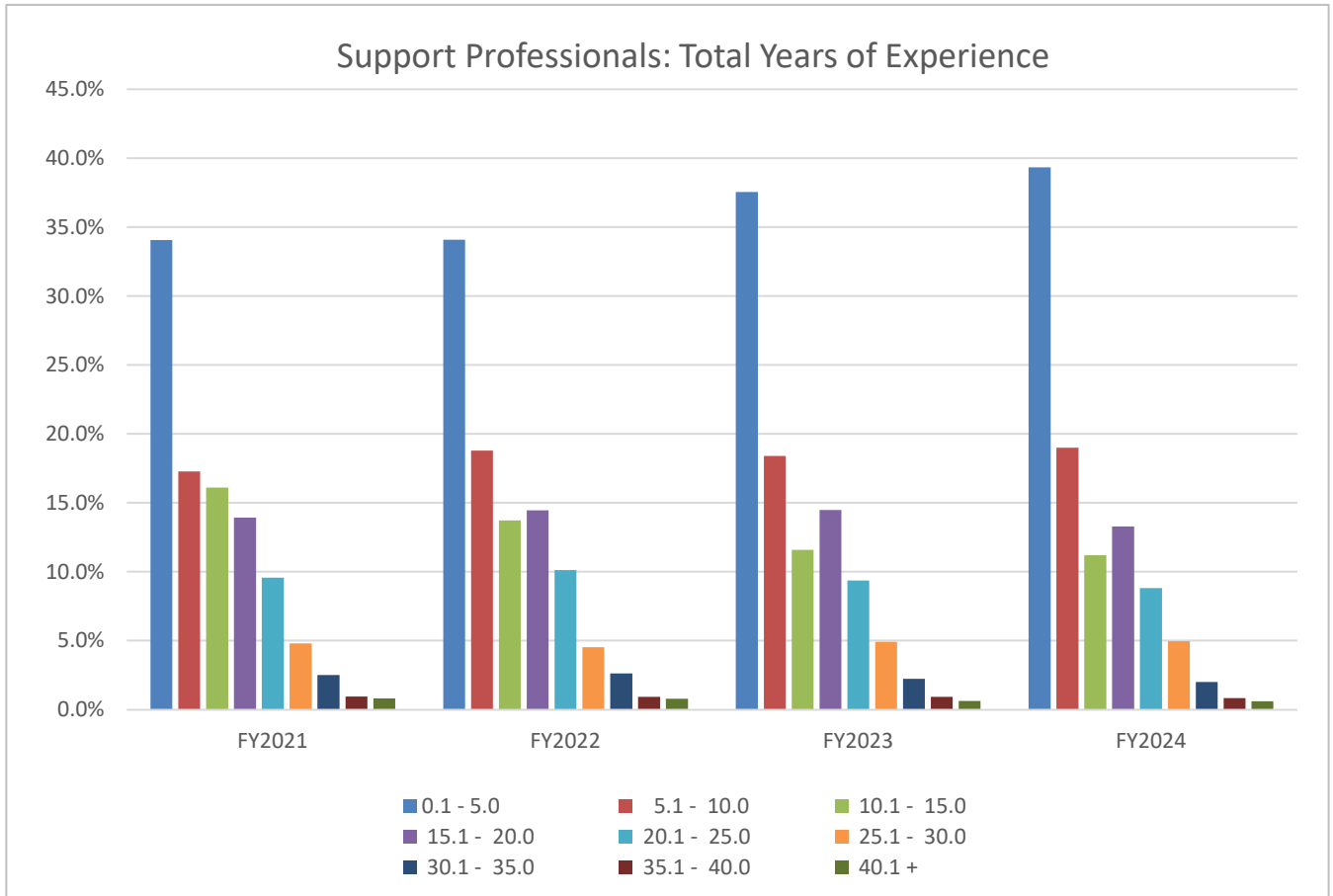
1. Data reflects the number of permanent employees by head count (Position 1). Temporary and substitute employees are not included.

2. Data was captured on October 15.

Support Professionals: Total Years of Experience

Years of Experience	FY2021		FY2022		FY2023		FY2024	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0.1 - 5.0	3,318	34.1%	3,284	34.1%	3,733	37.5%	4,045	39.3%
5.1 - 10.0	1,683	17.3%	1,809	18.8%	1,829	18.4%	1,952	19.0%
10.1 - 15.0	1,569	16.1%	1,322	13.7%	1,152	11.6%	1,152	11.2%
15.1 - 20.0	1,357	13.9%	1,393	14.5%	1,440	14.5%	1,365	13.3%
20.1 - 25.0	931	9.6%	976	10.1%	930	9.3%	906	8.8%
25.1 - 30.0	467	4.8%	435	4.5%	489	4.9%	510	5.0%
30.1 - 35.0	245	2.5%	253	2.6%	221	2.2%	206	2.0%
35.1 - 40.0	93	1.0%	89	0.9%	91	0.9%	86	0.8%
40.1 +	78	0.8%	75	0.8%	62	0.6%	62	0.6%
TOTAL	9,741	100.0%	9,636	100.0%	9,947	100.0%	10,284	100.0%

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

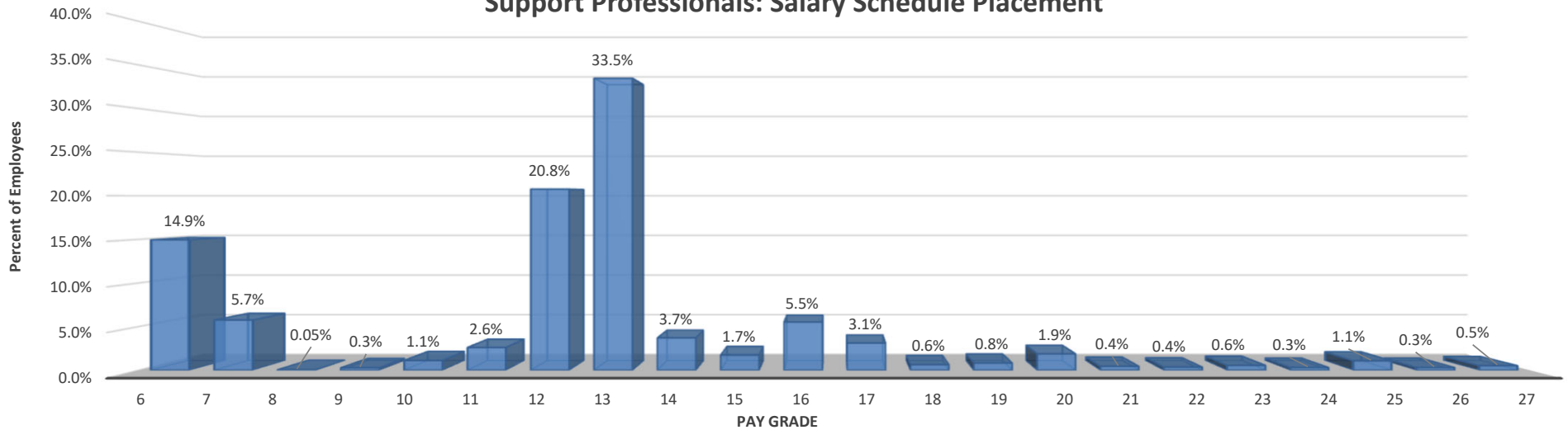


Support Professionals: Salary Schedule Placement

Pay Grade → Pay Step ↓	FY2024																					Total Number of Employees		
	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	Count	%
	1	178	53	0	3	4	9	560	19	30	3	18	13	1	0	5	1	0	2	0	1	1	0	901
2	226	117	0	5	4	10	449	18	44	7	22	12	1	0	11	3	0	3	0	9	1	1	943	9.2%
3	105	55	0	2	3	8	247	136	21	7	39	16	2	1	18	3	3	0	3	13	7	1	690	6.7%
4	61	25	0	4	6	13	102	273	15	8	20	20	1	3	9	3	3	1	4	3	4	0	578	5.6%
5	90	1	0	1	15	19	87	246	23	7	22	26	5	2	11	3	2	2	2	5	2	2	573	5.6%
6	80	42	0	0	9	19	75	266	24	8	30	22	0	4	17	5	1	6	3	2	5	0	618	6.0%
7	74	44	0	0	8	17	80	294	24	5	26	28	3	9	9	3	3	1	3	9	4	0	644	6.3%
8	65	32	0	2	7	17	94	148	20	7	33	20	6	11	14	2	1	7	0	13	2	4	505	4.9%
9	33	10	0	1	7	24	47	164	14	17	20	16	11	7	18	5	5	9	4	3	2	5	422	4.1%
10	46	37	0	0	10	9	70	133	19	16	32	15	5	6	11	2	2	3	2	6	0	9	433	4.2%
11	45	4	0	2	3	7	39	131	16	17	27	13	3	3	7	0	1	3	3	5	0	6	335	3.3%
12	34	13	3	0	3	20	31	160	18	13	33	12	4	5	9	3	1	3	0	1	0	3	369	3.6%
13	21	15	0	1	4	8	19	205	23	10	20	23	4	7	3	1	3	1	1	1	0	2	372	3.6%
14	20	7	0	2	3	13	21	355	11	3	22	14	3	4	7	1	2	0	0	6	2	3	499	4.9%
15	17	17	0	0	2	7	24	74	8	7	17	8	2	2	1	0	1	2	1	4	0	0	194	1.9%
16	75	16	1	0	7	15	34	115	10	8	38	20	0	5	6	0	0	0	2	4	0	5	361	3.5%
17	367	103	1	6	20	53	156	705	61	36	149	43	15	16	37	11	9	14	4	26	2	13	1,847	18.0%
TOTAL	1,537	591	5	29	115	268	2,135	3,442	381	179	568	321	66	85	193	46	37	57	32	111	32	54	10,284	100.0%
% on Grade	14.9%	5.7%	0.05%	0.3%	1.1%	2.6%	20.8%	33.5%	3.7%	1.7%	5.5%	3.1%	0.6%	0.8%	1.9%	0.4%	0.4%	0.6%	0.3%	1.1%	0.3%	0.5%	100.0%	

1. Currently there are no MCPS positions in grades 1-5
2. The figures above reflect number of assignments. An employee in multiple positions could be in multiple pay grades.
3. The figures above reflect filled positions as of October 15, 2023.

Support Professionals: Salary Schedule Placement

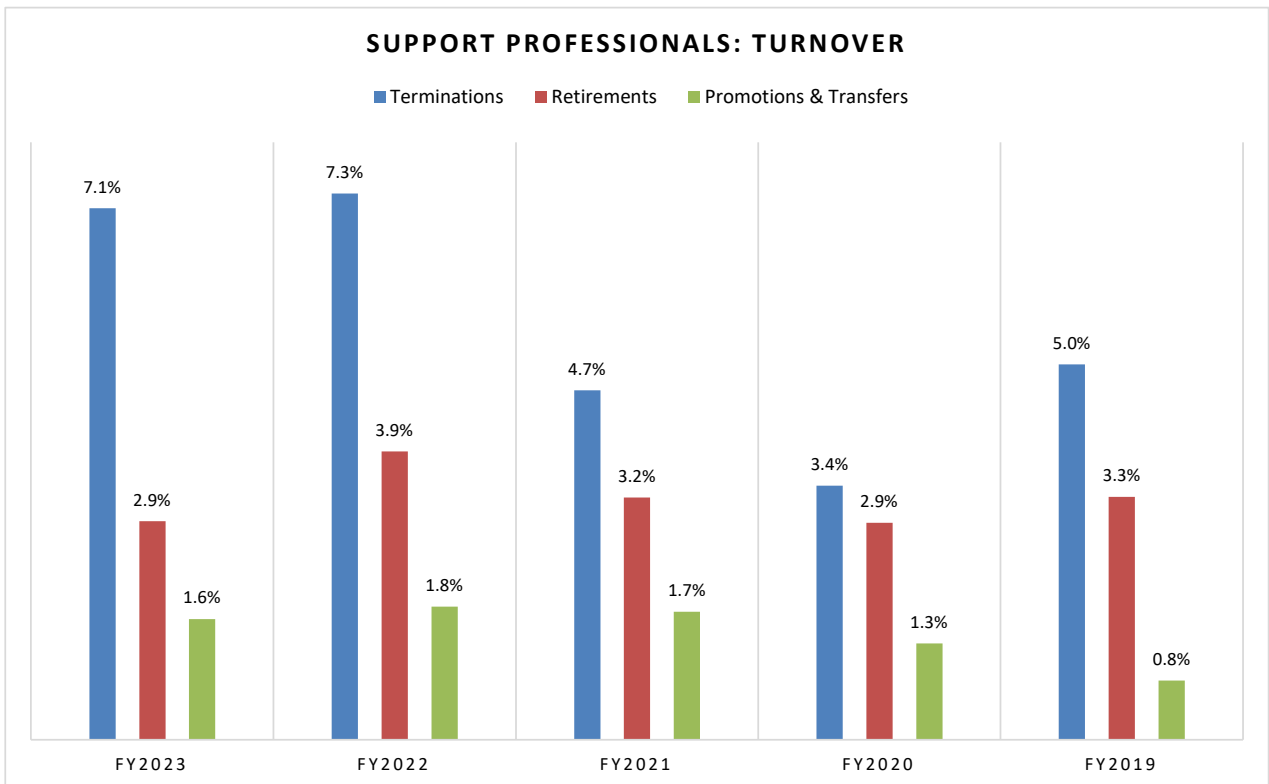


Support Professionals: Turnover

Fiscal Year	Number of Support Professionals ¹	Terminations		Retirements		Promotions & Transfers ²		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2023	10,284	732	7.1%	301	2.9%	166	1.6%	1,199	11.7%
FY2022	9,636	705	7.3%	372	3.9%	172	1.8%	1,249	13.0%
FY2021	9,741	456	4.7%	316	3.2%	167	1.7%	939	9.6%
FY2020	9,466	322	3.4%	275	2.9%	122	1.3%	719	7.6%
FY2019	9,585	482	5.0%	312	3.3%	76	0.8%	870	9.1%

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

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



Paraeducators: Demographic Profile

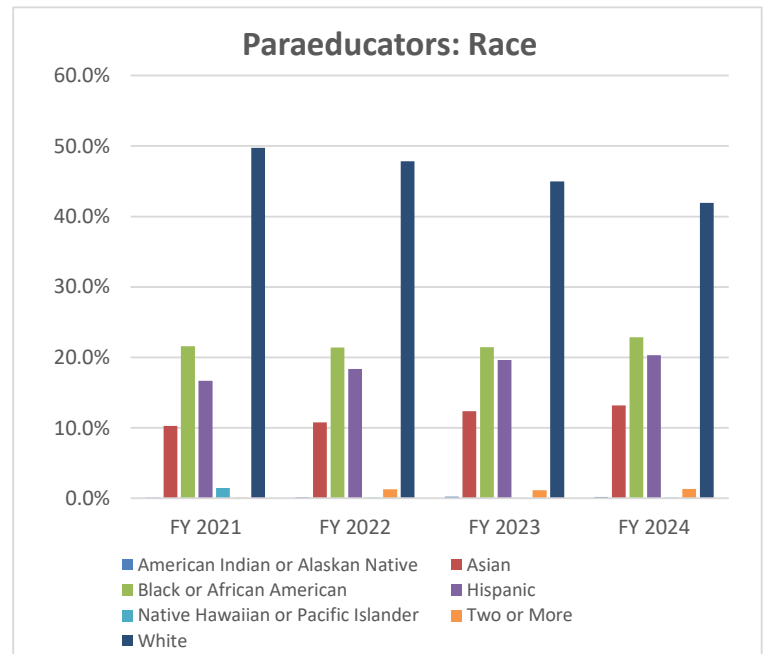
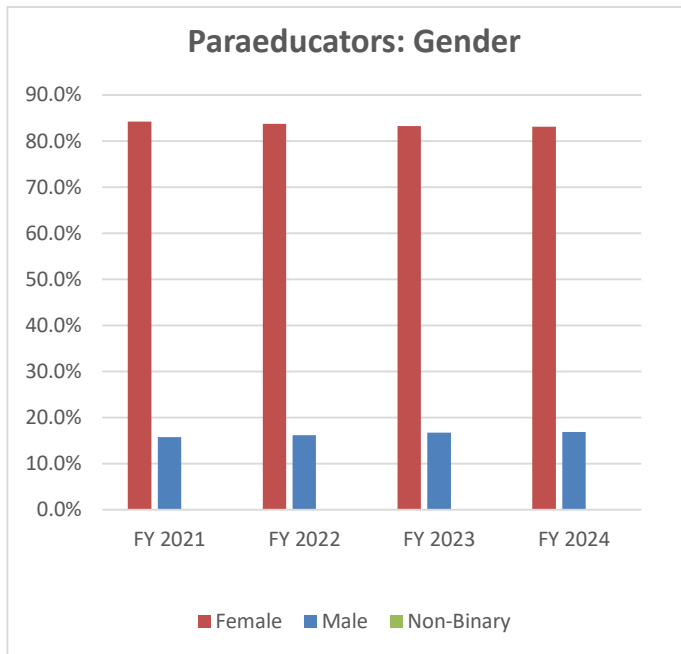
	FY 2021		FY 2022		FY 2023		FY 2024	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
GENDER								
Female	2,596	84.2%	2,570	83.8%	2,666	83.3%	2,755	83.1%
Male	486	15.8%	498	16.2%	536	16.7%	561	16.9%
Non-Binary			0	0.0%	0	0.0%	0	0.0%
TOTAL	3,082	100.0%	3,068	100.0%	3,202	100.0%	3,316	100.0%
RACE								
American Indian or Alaskan Native	4	0.1%	5	0.2%	8	0.2%	7	0.2%
Asian	317	10.3%	331	10.8%	397	12.4%	438	13.2%
Black or African American	666	21.6%	657	21.4%	687	21.5%	759	22.9%
Hispanic	514	16.7%	564	18.4%	629	19.6%	674	20.3%
Native Hawaiian or Pacific Islander	45	1.5%	3	0.1%	3	0.1%	4	0.1%
Two or More	3	0.1%	40	1.3%	37	1.2%	44	1.3%
White	1,533	49.7%	1,468	47.8%	1,441	45.0%	1,390	41.9%
TOTAL	3,082	100.0%	3,068	100.0%	3,202	100.0%	3,316	100.0%

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

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

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

4. Data was captured on October 15.



**Paraeducators:
Demographic Profile - Gender By School Type**

GENDER	FY 2022		FY 2023		FY 2024	
	Number	Percent	Number	Percent	Number	Percent
Elementary School						
Female	1,533	50.0%	1,573	49.1%	1,671	50.4%
Male	166	5.4%	183	5.7%	192	5.8%
Non-Binary	0	0.0%	0	0.0%	0	0.0%
TOTAL	1,699	55.4%	1,756	54.8%	1,863	56.2%
Middle School						
Female	348	11.3%	370	11.6%	350	10.6%
Male	99	3.2%	105	3.3%	124	3.7%
Non-Binary	0	0.0%	0	0.0%	0	0.0%
TOTAL	447	14.6%	475	14.8%	474	14.3%
High School						
Female	361	11.8%	367	11.5%	364	11.0%
Male	166	5.4%	178	5.6%	175	5.3%
Non-Binary	0	0.0%	0	0.0%	0	0.0%
TOTAL	527	17.2%	545	17.0%	539	16.3%
Special School						
Female	78	2.5%	81	2.5%	89	2.7%
Male	27	0.9%	18	0.6%	18	0.5%
Non-Binary	0	0.0%	0	0.0%	0	0.0%
TOTAL	105	3.4%	99	3.1%	107	3.2%
Central						
Female	250	8.1%	275	8.6%	281	8.5%
Male	40	1.3%	52	1.6%	52	1.6%
Non-Binary	0	0.0%	0	0.0%	0	0.0%
TOTAL	290	9.5%	327	10.2%	333	10.0%
GRAND TOTAL	3,068	100.0%	3,202	100.0%	3,316	100.0%

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

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

3. Data was captured on October 15.

**Paraeducators:
Demographic Profile - Race By School Type**

Race	FY 2022		FY 2023		FY 2024	
	Number	Percent	Number	Percent	Number	Percent
Elementary School						
American Indian or Alaskan Native	3	0.1%	5	0.2%	4	0.1%
Asian	206	6.7%	235	7.3%	263	7.9%
Black or African American	304	9.9%	317	9.9%	376	11.3%
Hispanic	313	10.2%	348	10.9%	391	11.8%
Native Hawaiian or Pacific Islander	1	0.03%	1	0.03%	1	0.03%
Two or More	19	0.6%	17	0.5%	18	0.5%
White	853	27.8%	833	26.0%	810	24.4%
TOTAL	1,699	55.4%	1,756	54.8%	1,863	56.2%
Middle School						
American Indian or Alaskan Native	1	0.03%	2	0.06%	2	0.06%
Asian	42	1.4%	60	1.9%	63	1.9%
Black or African American	117	3.8%	119	3.7%	125	3.8%
Hispanic	71	2.3%	87	2.7%	82	2.5%
Native Hawaiian or Pacific Islander	1	0.03%	1	0.03%	1	0.03%
Two or More	7	0.2%	5	0.2%	11	0.3%
White	208	6.8%	201	6.3%	190	5.7%
TOTAL	447	14.6%	475	14.83%	474	14.29%
High School						
American Indian or Alaskan Native	0	0.0%	1	0.03%	1	0.03%
Asian	37	1.2%	46	1.4%	51	1.5%
Black or African American	151	4.9%	152	4.7%	154	4.6%
Hispanic	83	2.7%	89	2.8%	94	2.8%
Native Hawaiian or Pacific Islander	0	0.0%	1	0.03%	1	0.03%
Two or More	9	0.3%	8	0.2%	10	0.3%
White	247	8.1%	248	7.7%	228	6.9%
TOTAL	527	17.2%	545	17.0%	539	16.3%
Special School						
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%
Asian	10	0.3%	12	0.4%	16	0.5%
Black or African American	26	0.8%	30	0.9%	31	0.9%
Hispanic	22	0.7%	23	0.7%	26	0.8%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%
Two or More	2	0.1%	2	0.1%	1	0.03%
White	45	1.5%	32	1.0%	33	1.0%
TOTAL	105	3.4%	99	3.1%	107	3.2%
Central						
American Indian or Alaskan Native	1	0.03%	0	0.0%	0	0.0%
Asian	36	1.2%	44	1.4%	45	1.4%
Black or African American	59	1.9%	69	2.2%	73	2.2%
Hispanic	75	2.4%	82	2.6%	81	2.4%
Native Hawaiian or Pacific Islander	1	0.03%	0	0.0%	1	0.03%
Two or More	3	0.1%	5	0.2%	4	0.1%
White	115	3.7%	127	4.0%	129	3.9%
TOTAL	290	9.45%	327	10.21%	333	10.04%
GRAND TOTAL	3,068	100.0%	3,202	100.0%	3,316	100.0%

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

**Paraeducators:
Demographic Profile - Age By School Type**

AGE	FY 2022		FY 2023		FY 2024	
	Number	Percent	Number	Percent	Number	Percent
Elementary School						
Under 20	1	0.03%	3	0.1%	5	0.2%
20 - 29 years	221	7.2%	239	7.5%	256	7.7%
30 - 39 years	211	6.9%	229	7.2%	261	7.9%
40 - 49 years	350	11.4%	374	11.7%	406	12.2%
50 - 59 years	563	18.4%	553	17.3%	561	16.9%
60+ years	353	11.5%	358	11.2%	374	11.3%
TOTAL	1,699	55.4%	1,756	54.8%	1,863	56.18%
Middle School						
Under 20	0	0.0%	1	0.03%	1	0.03%
20 - 29 years	64	2.1%	79	2.5%	84	2.5%
30 - 39 years	78	2.5%	86	2.7%	83	2.5%
40 - 49 years	77	2.5%	86	2.7%	85	2.6%
50 - 59 years	110	3.6%	110	3.4%	117	3.5%
60+ years	118	3.8%	113	3.5%	104	3.1%
TOTAL	447	14.6%	475	14.8%	474	14.29%
High School						
Under 20	1	0.03%	0	0.0%	0	0.0%
20 - 29 years	67	2.2%	80	2.5%	90	2.7%
30 - 39 years	78	2.5%	85	2.7%	76	2.3%
40 - 49 years	91	3.0%	93	2.9%	84	2.5%
50 - 59 years	126	4.1%	123	3.8%	124	3.7%
60+ years	164	5.3%	164	5.1%	165	5.0%
TOTAL	527	17.2%	545	17.02%	539	16.25%
Special School						
Under 20	0	0.0%	0	0.0%	1	0.03%
20 - 29 years	23	0.7%	20	0.6%	21	0.6%
30 - 39 years	11	0.4%	9	0.3%	12	0.4%
40 - 49 years	16	0.5%	18	0.6%	21	0.6%
50 - 59 years	29	0.9%	30	0.9%	30	0.9%
60+ years	26	0.8%	22	0.7%	22	0.7%
TOTAL	105	3.4%	99	3.1%	107	3.23%
Central						
Under 20	0	0.0%	0	0.0%	0	0.0%
20 - 29 years	44	1.4%	50	1.6%	55	1.7%
30 - 39 years	46	1.5%	59	1.8%	55	1.7%
40 - 49 years	67	2.2%	65	2.0%	71	2.1%
50 - 59 years	72	2.3%	80	2.5%	84	2.5%
60+ years	61	2.0%	73	2.3%	68	2.1%
TOTAL	290	9.5%	327	10.2%	333	10.0%
GRAND TOTAL	3,068	100.0%	3,202	100.0%	3,316	100.0%

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

2. Data was captured on October 15.

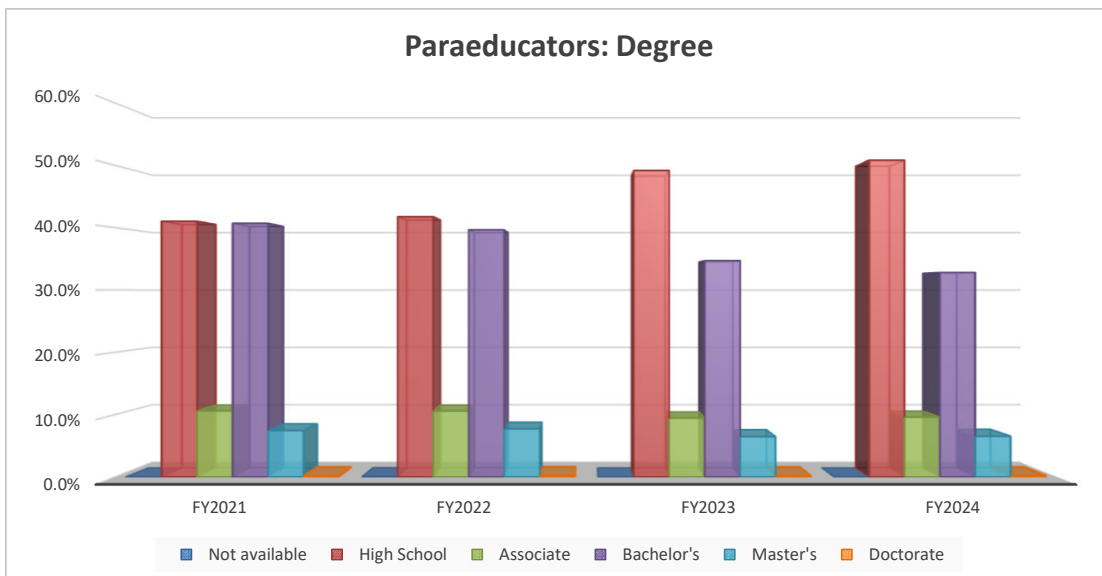
Paraeducators: Degree by School Type

	FY2021		FY2022		FY2023		FY2024	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
ELEMENTARY SCHOOL								
Not available	0	0.0%	1	0.1%	0	0.0%	0	0.0%
High School	707	41.9%	720	42.4%	851	48.4%	944	50.7%
Associate	173	10.3%	172	10.1%	169	9.6%	185	9.9%
Bachelor's	686	40.7%	679	40.0%	631	35.9%	621	33.3%
Master's	120	7.1%	124	7.3%	104	5.9%	112	6.0%
Doctorate	1	0.1%	3	0.2%	2	0.1%	1	0.1%
TOTAL	1,687	100.0%	1,699	100.0%	1,757	100.0%	1,863	100.0%
MIDDLE SCHOOL								
Not available	0	0.0%	0	0.0%	0	0.0%	0	0.0%
High School	179	39.2%	179	40.0%	227	47.9%	228	48.1%
Associate	64	14.0%	55	12.3%	57	12.0%	52	11.0%
Bachelor's	182	39.8%	179	40.0%	159	33.5%	164	34.6%
Master's	31	6.8%	33	7.4%	30	6.3%	29	6.1%
Doctorate	1	0.2%	1	0.2%	1	0.2%	1	0.2%
TOTAL	457	100.0%	447	100.0%	474	100.0%	474	100.0%
HIGH SCHOOL								
Not available	0	0.0%	0	0.0%	0	0.0%	0	0.0%
High School	197	37.2%	198	37.6%	248	45.5%	257	47.7%
Associate	48	9.1%	52	9.9%	44	8.1%	40	7.4%
Bachelor's	235	44.3%	221	41.9%	196	36.0%	184	34.1%
Master's	47	8.9%	53	10.1%	53	9.7%	53	9.8%
Doctorate	3	0.6%	3	0.6%	4	0.7%	5	0.9%
TOTAL	530	100.0%	527	100.0%	545	100.0%	539	100.0%
CENTRAL OFFICE & SPECIAL SCHOOLS								
Not available	0	0.0%	0	0.0%	0	0.0%	0	0.0%
High School	181	44.4%	184	46.6%	248	58.2%	256	58.2%
Associate	42	10.3%	46	11.6%	33	7.7%	41	9.3%
Bachelor's	151	37.0%	137	34.7%	125	29.3%	119	27.0%
Master's	32	7.8%	27	6.8%	20	4.7%	23	5.2%
Doctorate	2	0.5%	1	0.3%	0	0.0%	1	0.2%
TOTAL	408	100.0%	395	100.0%	426	100.0%	440	100.0%
ALL PARAEDUCATORS								
Not available	0	0.0%	1	0.03%	0	0.0%	0	0.0%
High School	1,264	41.0%	1,281	41.8%	1,574	49.2%	1,685	50.8%
Associate	327	10.6%	325	10.6%	303	9.5%	318	9.6%
Bachelor's	1,254	40.7%	1,216	39.6%	1,111	34.7%	1,088	32.8%
Master's	230	7.5%	237	7.7%	207	6.5%	217	6.5%
Doctorate	7	0.2%	8	0.3%	7	0.2%	8	0.2%
GRAND TOTAL	3,082	100.0%	3,068	100.0%	3,202	100.0%	3,316	100.0%

1. Data was captured on October 15.

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

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



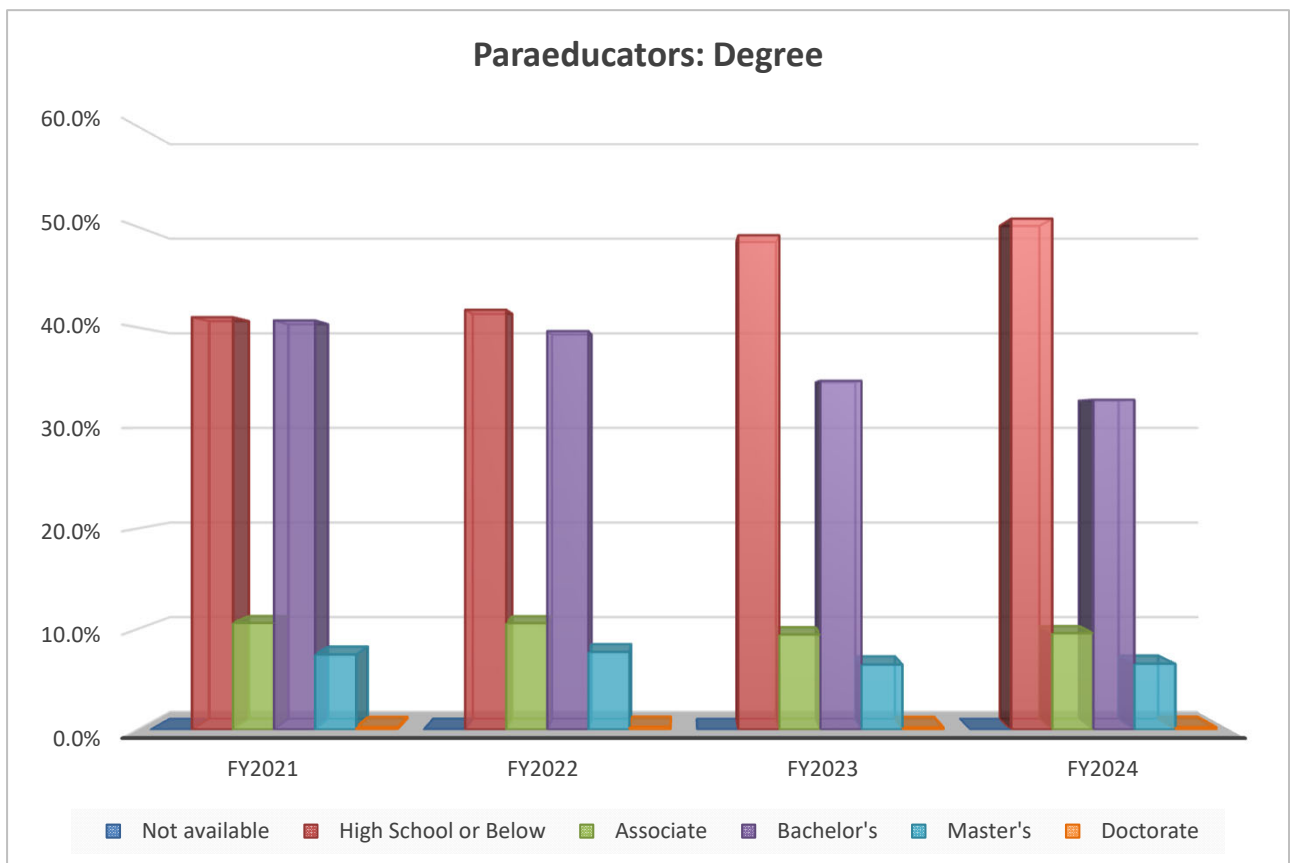
Paraeducators: Degree

	FY2021		FY2022		FY2023		FY2024	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
ALL PARAEDUCATORS								
Not available	0	0.0%	1	0.03%	0	0.0%	0	0.0%
High School or Below	1,264	41.0%	1,281	41.8%	1,574	49.2%	1,685	50.8%
Associate	327	10.6%	325	10.6%	303	9.5%	318	9.6%
Bachelor's	1,254	40.7%	1,216	39.6%	1,111	34.7%	1,088	32.8%
Master's	230	7.5%	237	7.7%	207	6.5%	217	6.5%
Doctorate	7	0.2%	8	0.3%	7	0.2%	8	0.2%
GRAND TOTAL	3,082	100.0%	3,068	100.0%	3,202	100.0%	3,316	100.0%

1. Data was captured on October 15.

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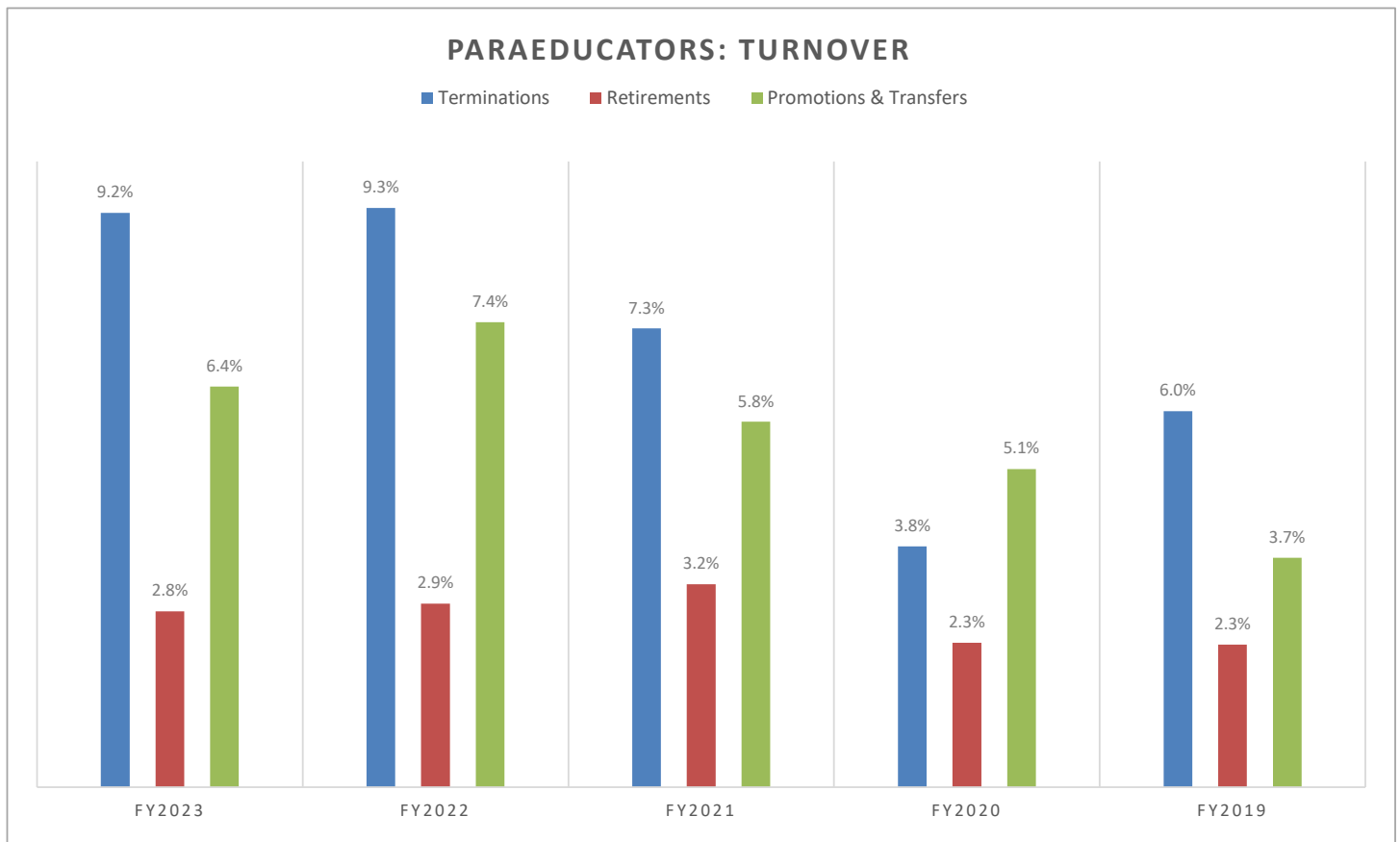


Paraeducators: Turnover

Fiscal Year	Number of Paraeducators ¹	Terminations		Retirements		Promotions & Transfers ²		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
FY2023	3,202	294	9.2%	90	2.8%	205	6.4%	589	18.4%
FY2022	3,068	284	9.3%	90	2.9%	228	7.4%	602	19.6%
FY2021	3,082	226	7.3%	100	3.2%	180	5.8%	506	16.4%
FY2020	2,989	115	3.8%	69	2.3%	152	5.1%	336	11.2%
FY2019	3,028	182	6.0%	69	2.3%	111	3.7%	362	12.0%

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

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



Support Professionals: Retirement Eligibility

Fiscal Year	Support Eligible By Fiscal Year	Percent of Total
2024	1735	16.7%
2025	287	2.8%
2026	304	2.9%
2027	296	2.8%
2028	330	3.2%
2029	320	3.1%
2030	352	3.4%
2031	407	3.9%
2032	467	4.5%
2033	313	3.0%
Eligible within 10 years	4,811	46.3%
Total Support	10,398	100.0%

1. Data reflects retirement eligibility for all employees as of July 1, 2023.
2. Retirement System members are eligible for retirement at any age with 30 years of credited service OR age 60 with at least 5 years of credited service.
3. Pension System members are eligible for retirement with 30 years of eligibility service OR age 62 with at least 5 years of eligibility service.
4. Reformed Pension System members are eligible for retirement at age 65 with at least 10 years of eligibility service OR age + years of eligibility service = 90.

