

Center for Educational Performance and Information (CEPI)

Registry of Educational Personnel (REP) Summary Report

Fall 2006 Submission





Registry of Educational Personnel (REP)

Summary Report — December 2006

Definitions and Abbreviations

| Term | Definition |
|------------------------|--|
| CEPI | Center for Educational Performance and Information |
| REP | Registry of Educational Personnel - a database that contains employment data regarding all school personnel in Michigan |
| Headcount | Each individual staff member contributes a "one" to the count of school employees, regardless of FTE values. Staff members may work in multiple roles within a school system. For example, a staff member may be employed as a teacher and as an administrator, and thus would be counted once in each role. It is also possible for staff members to work for multiple schools and districts. Depending on the report, a staff member will only be counted once in each cell of the table, but could be in the "Total" cells multiple times. In the state-level charts a staff member is only counted once. |
| All Staff Group Counts | This is the total of all of the staff groups, there is no additional de-duplication done. If a person is employed as a teacher and an administrator the staff member is in the total twice. (See notes on headcount categories) |
| State Totals | This is the total at the state level. There is additional de-duplication done at the level of the PIC. If a person is employed in multiple districts and/or staff groups, the staff member is only counted once. (See notes on headcount categories) |
| FTE | This is an abbreviation for full-time equivalency and is used to represent the portion of time a staff member is in each assignment. For example, if a staff member is a teacher and an administrator, the staff member may have two assignments. One may have an FTE of 0.6 and the other may have an FTE of 0.4. |

| Term | Definition |
|-----------------------|--|
| Record Count | The total number of records reported in the REP for staff members employed in public schools in the state of Michigan. This field is not de-duplicated. |
| District Headcount | The total number of all staff members employed in each district in the state of Michigan for all staff groups. A staff member is counted once for each district and/or staff group in which the is employed. This field is de-duplicated at the level of PIC, District and Staff Group. |
| Staff Group Headcount | The total number of all staff members employed in each staff group in public schools in the state of Michigan. If a staff member is employed by multiple districts, the staff member is only counted once. If the staff member is in multiple staff groups, for example a staff member who is both a teacher and a principal, the staff member is counted once in each group. The "total" column contains strictly the sum of the individual groups and no further de-duplication is performed. This field is de-duplicated at the level of PIC and staff group. |
| Statewide Headcount | The total number of all staff members employed in public schools in the state of Michigan for all staff groups. If a staff member is employed by multiple districts or in multiple staff groups, the staff member is only counted once. |
| PIC | Personnel Identification Code (used to denote a specific staff member) |
| District | The school district that reported the staff member as an employee, including LEAs, PSAs, and ISDs (Entity Types). |
| GED | General Education Development |
| RK | Retention Kindergarten (Young Fives, Early Fives, Jump Start, Begindergarten, etc.) |
| K | Kindergarten |



Registry of Educational Personnel (REP) Summary Report — December 2006 Definitions and Abbreviations

| Term | Definition |
|---|---|
| Staff Group | This is the group to which the staff member is assigned, based upon the assignment code reported by the school district. |
| Administrators | Superintendents, assistant superintendents, principals, assistant principals, supervisors, directors, department managers, coordinators, and consultants. |
| Teachers | Teachers include general education, career and technical education and special education teachers. |
| Day-to-Day Substitute Teachers | Day-to-day substitute teachers generally work for short periods of time, such as covering a classroom for a teacher's absence. |
| Paraprofessionals/Aides | Teacher aides in general education, special education, etc. |
| Day-to-Day Substitute Paraprofessionals/Aides | Day-to-day substitute paraprofessionals/aides generally work for short periods of time, such as covering a classroom or assignment when a staff member is absent for a day. |
| Non-instructional | All staff members assigned to non-instructional positions. |
| | |
| Entity Type | This is the type of entity that employs the staff members. If staff members are employed in multiple entities types they will be counted multiple times in the totals. |
| ISD | Intermediate School District |
| LEA | Local Educational Agency |
| PSA | Public School Academy |
| State Agency | These are institutions run by the State of Michigan |

| Term | Definition |
|-------------------------------------|---|
| Race | The race/ethnicity category is based on the set of race/ethnicity codes reported by the districts. Only those races indicated as primary are utilized. |
| Multi-racial | Any combination of two or more race/ethnicity categories were submitted with a primary code (1) by the district. [Note: Categories with race/ethnicity codes of (2) through (6) are not included in the multi-racial category.] |
| American Indian or Alaska Native | American Indian or Alaska Native was the only race/ethnicity category submitted with a primary code (1). |
| Asian | Asian was the only race/ethnicity category submitted with a primary code (1). |
| Black or African-American | Black or African-American was the only race/ethnicity category submitted with a primary code (1). |
| Native Hawaiian or Pacific Islander | Native Hawaiian or Pacific Islander was the only race/ethnicity category submitted with a primary code (1). |
| White | White was the only race/ethnicity category submitted with a primary code (1). |
| Hispanic | Hispanic was the only race/ethnicity category submitted with a primary code (1). |
| | |
| Age | The staff member's age is not provided by the district in the REP submission. The age is calculated as of July 1, 2006 (the start of the school's fiscal year) using the date of birth reported. |
| Age Not Reported/Invalid Age | Either the date of birth (DOB) was invalid (the date occurs in the future) or the age was over 100 years old. |
| > | Greater than |
| >= | Greater than or equal to |
| < | Less than |
| <= | Less than or equal to |
| DOB | Date of birth |



Registry of Educational Personnel (REP) Summary Report — December 2006

Definitions and Abbreviations

| Term | Definition |
|--|---|
| Grade/Educational Setting | This field is based on the information submitted by the district for either the grade range or educational setting of the staff member's assignment. It is not possible to submit both a grade level and an educational setting for the same assignment. The tables based on this field count a person with an assignment at the elementary, junior high, and/or high school levels in each of the categories in which the staff member has an assignment; this causes duplication in the totals if the staff member teaches grades that fall into multiple categories. |
| Elementary | A grade level was submitted between RK and 6 |
| Jr. High | A grade level was submitted between 7 and 8 |
| High School | A grade level was submitted between 9 and 12 |
| Grade/Educational Setting (continued in next column) | |

| Term | Definition |
|---------------------------------------|---|
| Grade/Educational Setting (continued) | |
| Special Ed.: Primary Age 0-2 | Educational Setting was reported as B=Special Education Primary Age Group 0-2 years of age |
| Special Ed.: Primary Age 3-5 | Educational Setting was reported as I=Special Education Primary Age Group 3-5 years of age |
| Special Ed.: Primary Age 6-21 | Educational Setting was reported as J=Special Education Primary Age Group 6-21 years of age |
| Special Ed.: Primary Age 22-26 | Educational Setting was reported as K=Special Education Primary Age Group 22-26 years of age |
| Alternative Education | Educational Setting was reported as A=Alternative Ed. |
| Career/Tech. Education | Educational Setting was reported as E=Career/Tech. Ed. |
| Adult Education | Educational Setting was reported as C=Adult Education |
| Early Childhood/ Parenting | Educational Setting was reported as D=Early Childhood |
| Early On®/ Early Intervention | Educational Setting was reported as G=Early On®/ Early Intervention |
| State Agency | Educational Setting was reported as F= State Agency |
| Admin./Support Staff | Educational Setting was reported as H=Administrative or Support Staff |
| Grade Not Reported | No Grade or Educational Setting was reported |



Registry of Educational Personnel (REP) Summary Report — December 2006 State Summary Tables

| FTE and Headcount by Staff Group | Staff Group | | | | | | | | | | | | All Staff Groups |
|-----------------------------------|----------------|------|------------|-------|--------------------------------|-------|-------------------------|-------|---|-------|-------------------|-------|------------------|
| | Administrators | | Teachers | | Day-to-Day Substitute Teachers | | Paraprofessionals/Aides | | Day-to-Day Substitute Paraprofessionals/Aides | | Non-Instructional | | |
| | Count | % | Count | % | Count | % | Count | % | Count | % | Count | % | |
| Full-Time Equivalency Staff (FTE) | 11,785.84 | 5.34 | 109,945.78 | 49.81 | n/a * | n/a * | 27,203.86 | 12.33 | n/a * | n/a * | 71,781.39 | 32.52 | 220,716.87 |
| Record Count | 13,483 | 3.63 | 138,070 | 37.18 | 61,932 | 16.68 | 35,159 | 9.47 | 5,755 | 1.55 | 116,941 | 31.49 | 371,340 |
| District Headcount | 12,422 | 3.70 | 113,452 | 33.75 | 60,233 | 17.92 | 32,376 | 9.63 | 5,618 | 1.67 | 112,052 | 33.33 | 336,153 |
| Staff Group Headcount | 12,208 | 3.94 | 111,705 | 36.03 | 39,134 | 12.30 | 32,258 | 10.41 | 5,422 | 1.75 | 110,284 | 35.57 | 310,011 |
| Statewide Headcount | | | | | | | | | | | | | 298,153 |

| Gender | State Total | % |
|--|----------------|--------|
| Male | 74,503 | 24.99% |
| Female | 223,650 | 75.01% |
| Total | 298,153 | |
| Race/Ethnicity | State Total | % |
| American Indian/Alaskan Native | 823 | 0.28% |
| Asian | 1,440 | 0.48% |
| African-American/Black | 34,319 | 11.51% |
| Native Hawaiian/Other Pacific Islander | 291 | 0.10% |
| White | 257,325 | 86.31% |
| Hispanic/Latino | 3,855 | 1.29% |
| Multi-Racial | 100 | 0.03% |
| Total | 298,153 | |

| Highest Educational Level | State Total | % |
|---|----------------|--------|
| High School Diploma/GED | 81,820 | 27.44% |
| Associate Degree | 6,729 | 2.26% |
| Bachelor's Degree | 54,620 | 18.32% |
| Master's Degree | 66,620 | 22.34% |
| Specialist's Degree | 1,767 | 0.59% |
| Doctorate Degree | 1,008 | 0.34% |
| Juris Doctorate | 76 | 0.03% |
| Medical Degree | 18 | 0.01% |
| Other License/Degree | 1,113 | 0.37% |
| Paraprofessional/Aide Status via Assessment | 3,670 | 1.23% |
| None | 8,022 | 2.69% |
| Not Reported/Not Required | 72,690 | 24.38% |
| Total | 298,153 | |

| Age Group | State Total | % |
|------------------------------|----------------|--------|
| Age < 20 | 5,732 | 1.92% |
| Age >= 20 but < 30 | 44,505 | 14.93% |
| Age >= 30 but < 40 | 62,373 | 20.92% |
| Age >= 40 but < 50 | 81,097 | 27.20% |
| Age >= 50 but < 60 | 81,949 | 27.49% |
| Age >= 60 but < 70 | 19,475 | 6.53% |
| Age >= 70 | 3,022 | 1.01% |
| DOB Not Reported/Invalid Age | 0 | 0.00% |
| State Total | 298,153 | |

| State Level Totals | Count | % |
|--------------------|---------|-------|
| Entity Type | | |
| ISD | 23,785 | 7.8% |
| LEA | 268,465 | 88.1% |
| PSA | 12,452 | 4.1% |
| State Agency | 140 | 0.1% |

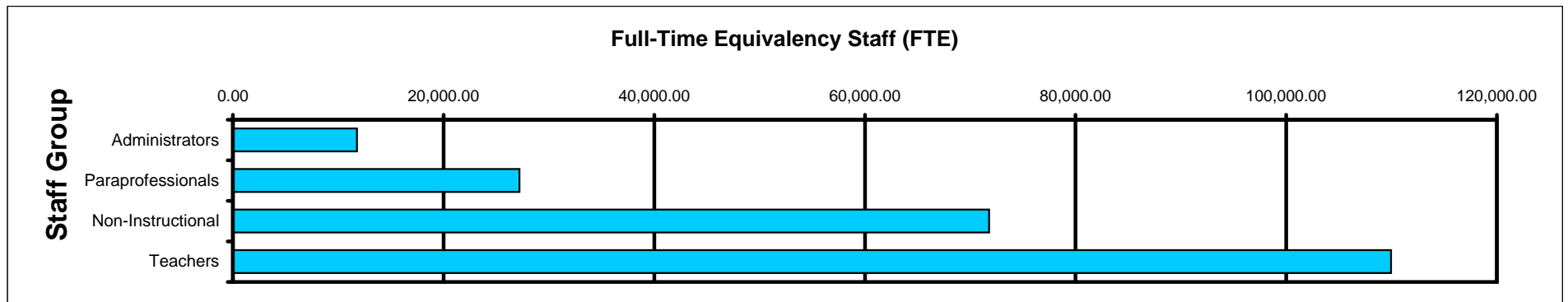


Registry of Educational Personnel (REP) Summary Report — December 2006 Headcount and FTE Values

| FTE and Headcount by Staff Group | Staff Group | | | | | | | | | | | | All Staff Groups |
|-----------------------------------|----------------|------|------------|-------|--------------------------------|-------|-------------------------|-------|---|-------|-------------------|-------|------------------|
| | Administrators | | Teachers | | Day-to-Day Substitute Teachers | | Paraprofessionals/Aides | | Day-to-Day Substitute Paraprofessionals/Aides | | Non-Instructional | | |
| | Count | % | Count | % | Count | % | Count | % | Count | % | Count | % | |
| Full-Time Equivalency Staff (FTE) | 11,785.84 | 5.34 | 109,945.78 | 49.81 | n/a * | n/a * | 27,203.86 | 12.33 | n/a * | n/a * | 71,781.39 | 32.52 | 220,716.87 |
| Record Count | 13,483 | 3.63 | 138,070 | 37.18 | 61,932 | 16.68 | 35,159 | 9.47 | 5,755 | 1.55 | 116,941 | 31.49 | 371,340 |
| District Headcount | 12,422 | 3.70 | 113,452 | 33.75 | 60,233 | 17.92 | 32,376 | 9.63 | 5,618 | 1.67 | 112,052 | 33.33 | 336,153 |
| Staff Group Headcount | 12,208 | 3.94 | 111,705 | 36.03 | 39,134 | 12.30 | 32,258 | 10.41 | 5,422 | 1.75 | 110,284 | 35.57 | 310,011 |
| Statewide Headcount | | | | | | | | | | | | | 298,153 |

* FTE values are not reported for Day-to-Day Substitute Staff Members

| |
|---|
| Record Count: The total number of records reported in the REP for staff members employed in public schools in the state of Michigan. This field is not de-duplicated. |
| District Headcount: The total number of all staff members employed in each district in the state of Michigan for all staff groups. A staff member is counted once for each district and/or staff group in which the is employed. This field is de-duplicated at the level of PIC, District and Staff Group. |
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| Statewide Headcount: The total number of all staff members employed in public schools in the state of Michigan for all staff groups. If a staff member is employed by multiple districts or in multiple staff groups, the staff member is only counted once. This field is de-duplicated at the PIC level. |





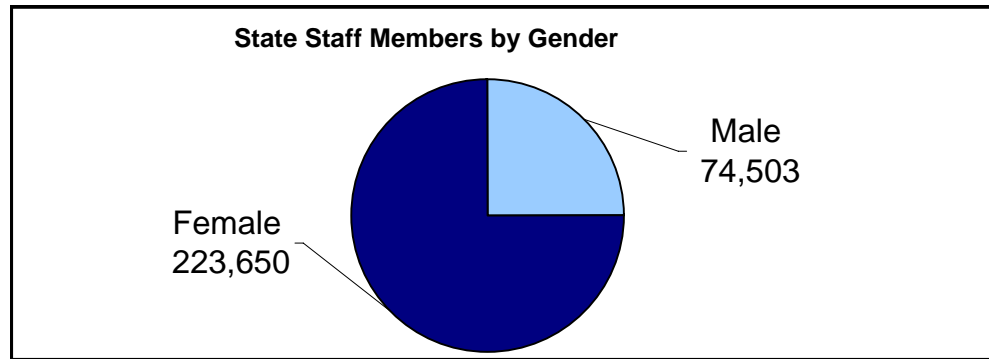
Registry of Educational Personnel (REP) Summary Report — December 2006 Gender and Race/Ethnicity

| Gender by Staff Group and Race by Staff Group | Staff Group | | | | | | | | | | | | All Staff Group Total | |
|---|----------------|--------------|----------------|---------------|--------------------------------|---------------|-------------------------|---------------|---|--------------|-------------------|---------------|-----------------------|----------|
| | Administrators | | Teachers | | Day-to-Day Substitute Teachers | | Paraprofessionals/Aides | | Day-to-Day Substitute Paraprofessionals/Aides | | Non-Instructional | | | |
| | Count | % | Count | % | Count | % | Count | % | Count | % | Count | % | Count | % |
| Gender | | | | | | | | | | | | | | |
| Male | 5,892 | 48.26% | 27,306 | 24.44% | 10,217 | 26.79% | 2,492 | 7.73% | 528 | 9.74% | 31,552 | 28.61% | 77,987 | 25.16% |
| Female | 6,316 | 51.74% | 84,399 | 75.56% | 27,917 | 73.21% | 29,766 | 92.27% | 4,894 | 90.26% | 78,732 | 71.39% | 232,024 | 74.84% |
| Staff Group Totals | 12,208 | 3.94% | 111,705 | 36.03% | 38,134 | 12.30% | 32,258 | 10.41% | 5,422 | 1.75% | 110,284 | 35.57% | 310,011 | |
| Race/Ethnicity | Count | % | Count | % | Count | % | Count | % | Count | % | Count | % | Count | % |
| American Indian/Alaskan Native | 46 | 0.38% | 270 | 0.24% | 90 | 0.24% | 105 | 0.33% | 6 | 0.11% | 345 | 0.31% | 862 | 0.28% |
| Asian | 34 | 0.28% | 547 | 0.49% | 192 | 0.50% | 169 | 0.52% | 39 | 0.72% | 508 | 0.46% | 1,489 | 0.48% |
| African-American/Black | 1,905 | 15.60% | 9,810 | 8.78% | 4,060 | 10.65% | 3,954 | 12.26% | 261 | 4.81% | 15,040 | 13.64% | 35,030 | 11.30% |
| Native Hawaiian/Other Pacific Islander | 11 | 0.09% | 73 | 0.07% | 47 | 0.12% | 28 | 0.09% | 8 | 0.15% | 133 | 0.12% | 300 | 0.10% |
| White | 10,076 | 82.54% | 100,009 | 89.53% | 33,440 | 87.69% | 27,258 | 84.50% | 5,048 | 93.10% | 92,399 | 83.78% | 268,230 | 86.52% |
| Hispanic/Latino | 129 | 1.06% | 960 | 0.86% | 293 | 0.77% | 730 | 2.26% | 60 | 1.11% | 1,825 | 1.65% | 3,997 | 1.29% |
| Multi-Racial | 7 | 0.06% | 36 | 0.03% | 12 | 0.03% | 14 | 0.04% | - | 0.00% | 34 | 0.03% | 103 | 0.03% |
| Staff Group Totals | 12,208 | 3.94% | 111,705 | 36.03% | 38,134 | 12.30% | 32,258 | 10.41% | 5,422 | 1.75% | 110,284 | 35.57% | 310,011 | |

*De-duplicated by PIC and Staff Group

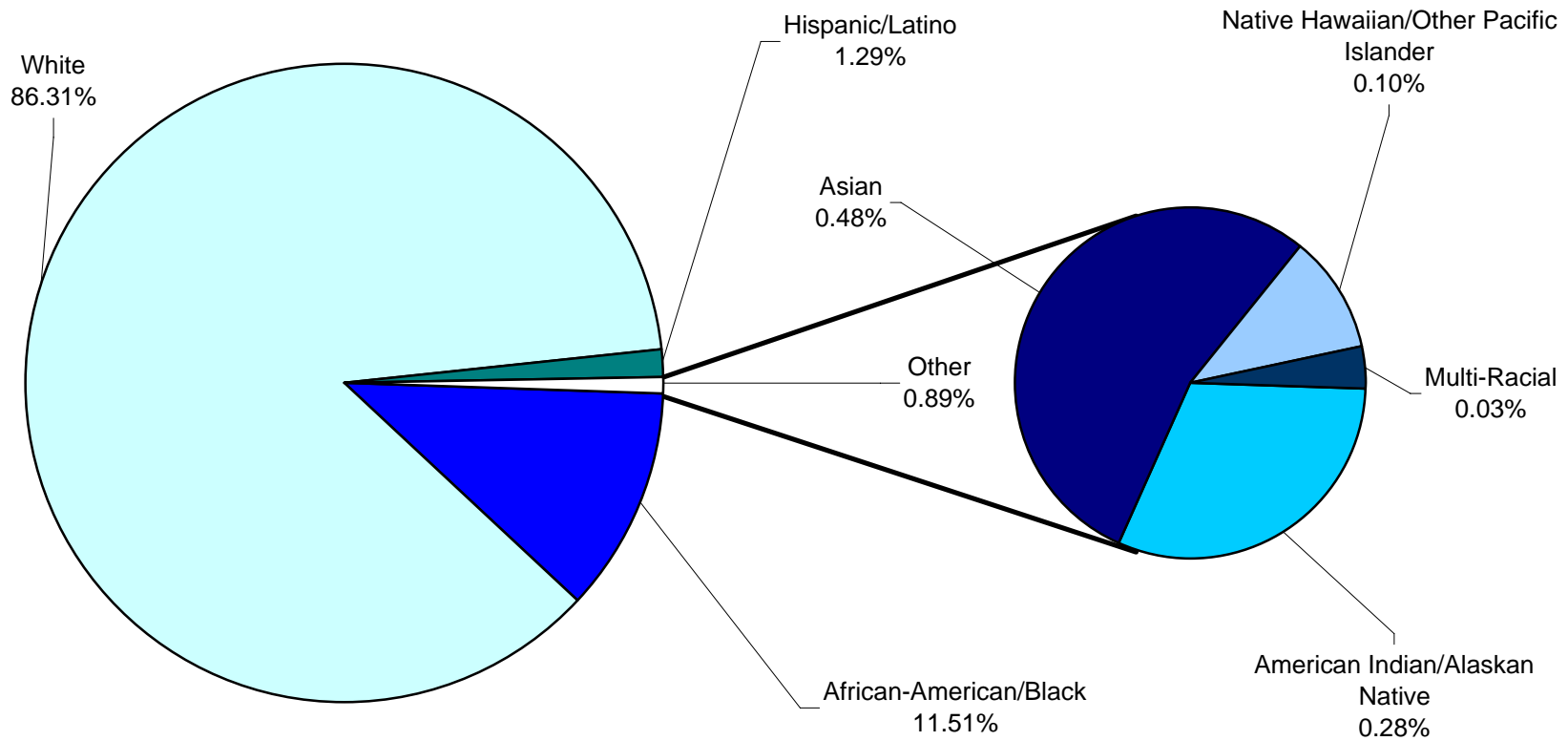
| Statewide Table for Gender and Race/Ethnicity | | |
|---|----------------|--------|
| Gender | State Total | % |
| Male | 74,503 | 24.99% |
| Female | 223,650 | 75.01% |
| Total | 298,153 | |
| Race/Ethnicity | State Total | % |
| American Indian/Alaskan Native | 823 | 0.28% |
| Asian | 1,440 | 0.48% |
| African-American/Black | 34,319 | 11.51% |
| Native Hawaiian/Other Pacific Islander | 291 | 0.10% |
| White | 257,325 | 86.31% |
| Hispanic/Latino | 3,855 | 1.29% |
| Multi-Racial | 100 | 0.03% |
| Total | 298,153 | |

*De-duplicated by PIC



Fall 2006 REP Summary Report

State Staff Members by Race/Ethnicity





Registry of Educational Personnel (REP) Summary Report — December 2006 Gender and Race/Ethnicity Crosstabulation

| Personnel Headcount | Staff Group and Gender | | | | | | | | | | | | All Staff Groups Subtotals | | All Staff Groups Grand Total |
|---|------------------------|--------------|----------------|---------------|--------------------------------|---------------|-------------------------|---------------|---|--------------|-------------------|---------------|----------------------------|----------------|------------------------------|
| | Administrators | | Teachers | | Day-to-Day Substitute Teachers | | Paraprofessionals/Aides | | Day-to-Day Substitute Paraprofessionals/Aides | | Non-Instructional | | | | |
| | Race/Ethnicity | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | |
| American Indian/Alaskan Native | 20 | 26 | 75 | 195 | 22 | 68 | 15 | 90 | 1 | 5 | 125 | 220 | 258 | 604 | 862 |
| Asian | 13 | 21 | 127 | 420 | 42 | 150 | 20 | 149 | 7 | 32 | 121 | 387 | 330 | 1,159 | 1,489 |
| African-American/ Black | 620 | 1,285 | 1,948 | 7,862 | 1,256 | 2,804 | 734 | 3,220 | 42 | 219 | 4,533 | 10,507 | 9,133 | 25,897 | 35,030 |
| Native Hawaiian/ Other Pacific Islander | 9 | 2 | 17 | 56 | 10 | 37 | 2 | 26 | 1 | 7 | 25 | 108 | 64 | 236 | 300 |
| White | 5,165 | 4,911 | 24,870 | 75,139 | 8,785 | 24,655 | 1,631 | 25,627 | 471 | 4,577 | 26,163 | 66,236 | 67,085 | 201,145 | 268,230 |
| Hispanic/Latino | 60 | 69 | 264 | 696 | 100 | 193 | 88 | 642 | 6 | 54 | 571 | 1,254 | 1,089 | 2,908 | 3,997 |
| Multi-Racial | 5 | 2 | 5 | 31 | 2 | 10 | 2 | 12 | | | 14 | 20 | 28 | 75 | 103 |
| Sub-total | 5,892 | 6,316 | 27,306 | 84,399 | 10,217 | 27,917 | 2,492 | 29,766 | 528 | 4,894 | 31,552 | 78,732 | 77,987 | 232,024 | |
| Total | 12,208 | | 111,705 | | 38,134 | | 32,258 | | 5,422 | | 110,284 | | 310,011 | | |

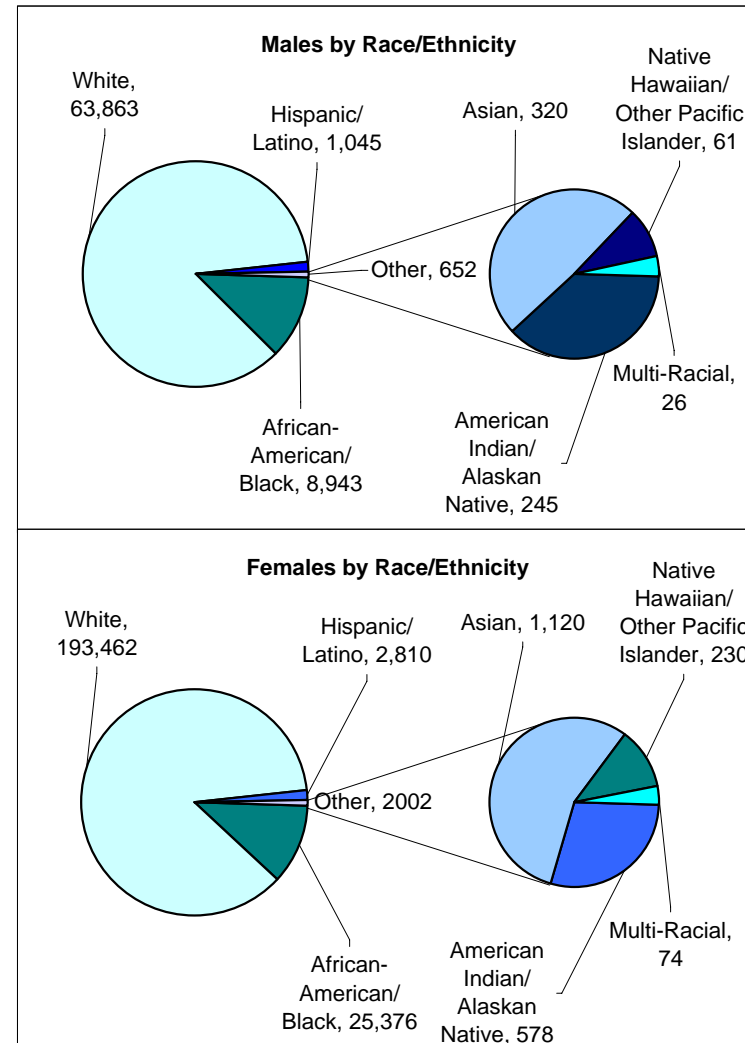
| Personnel Headcount | Staff Group and Gender | | | | | | | | | | | | All Staff Groups Subtotals | | All Staff Groups Grand Total |
|---|------------------------|---------------|---------------|---------------|--------------------------------|---------------|-------------------------|---------------|---|---------------|-------------------|---------------|----------------------------|---------------|------------------------------|
| | Administrators | | Teachers | | Day-to-Day Substitute Teachers | | Paraprofessionals/Aides | | Day-to-Day Substitute Paraprofessionals/Aides | | Non-Instructional | | | | |
| | Race/Ethnicity | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | |
| American Indian/Alaskan Native | 0.16% | 0.21% | 0.07% | 0.17% | 0.06% | 0.18% | 0.05% | 0.28% | 0.02% | 0.09% | 0.11% | 0.20% | 0.08% | 0.19% | 0.28% |
| Asian | 0.11% | 0.17% | 0.11% | 0.38% | 0.11% | 0.39% | 0.06% | 0.46% | 0.13% | 0.59% | 0.11% | 0.35% | 0.11% | 0.37% | 0.48% |
| African-American/ Black | 5.08% | 10.53% | 1.74% | 7.04% | 3.29% | 7.35% | 2.28% | 9.98% | 0.77% | 4.04% | 4.11% | 9.53% | 2.95% | 8.35% | 11.30% |
| Native Hawaiian/ Other Pacific Islander | 0.07% | 0.02% | 0.02% | 0.05% | 0.03% | 0.10% | 0.01% | 0.08% | 0.02% | 0.13% | 0.02% | 0.10% | 0.02% | 0.08% | 0.10% |
| White | 42.31% | 40.23% | 22.26% | 67.27% | 23.04% | 64.65% | 5.06% | 79.44% | 8.69% | 84.42% | 23.72% | 60.06% | 21.64% | 64.88% | 86.52% |
| Hispanic/Latino | 0.49% | 0.57% | 0.24% | 0.62% | 0.26% | 0.51% | 0.27% | 1.99% | 0.11% | 1.00% | 0.52% | 1.14% | 0.35% | 0.94% | 1.29% |
| Multi-Racial | 0.04% | 0.02% | 0.00% | 0.03% | 0.01% | 0.03% | 0.01% | 0.04% | 0.00% | 0.00% | 0.01% | 0.02% | 0.01% | 0.02% | 0.03% |
| Sub-total | 48.26% | 51.74% | 24.44% | 75.56% | 26.79% | 73.21% | 7.73% | 92.27% | 9.74% | 90.26% | 28.61% | 71.39% | 25.16% | 74.84% | |
| Staff Group % of Total | 3.94% | | 36.03% | | 12.30% | | 10.41% | | 1.75% | | 35.57% | | | | |



Registry of Educational Personnel (REP) Summary Report — December 2006 Gender and Race/Ethnicity Crosstabulation

| Statewide Table of Race By Gender | | | |
|--|----------------|----------------|----------------|
| Race/Ethnicity | State Total | | State Total |
| | Male | Female | |
| American Indian/ Alaskan Native | 245 | 578 | 823 |
| Asian | 320 | 1,120 | 1,440 |
| African-American/ Black | 8,943 | 25,376 | 34,319 |
| Native Hawaiian/ Other Pacific Islander | 61 | 230 | 291 |
| White | 63,863 | 193,462 | 257,325 |
| Hispanic/Latino | 1,045 | 2,810 | 3,855 |
| Multi-Racial | 26 | 74 | 100 |
| All Staff Group Counts | 74,503 | 223,650 | 298,153 |
| Total | 298,153 | | |

| Statewide Percentages | | | |
|--|---------------|---------------|-------------|
| Race/Ethnicity | Gender Total | | State Total |
| | Male | Female | |
| American Indian/ Alaskan Native | 0.08% | 0.19% | 0.28% |
| Asian | 0.11% | 0.38% | 0.48% |
| African-American/ Black | 3.00% | 8.51% | 11.51% |
| Native Hawaiian/ Other Pacific Islander | 0.02% | 0.08% | 0.10% |
| White | 21.42% | 64.89% | 86.31% |
| Hispanic/Latino | 0.35% | 0.94% | 1.29% |
| Multi-Racial | 0.01% | 0.02% | 0.03% |
| Sub-total | 24.99% | 75.01% | |





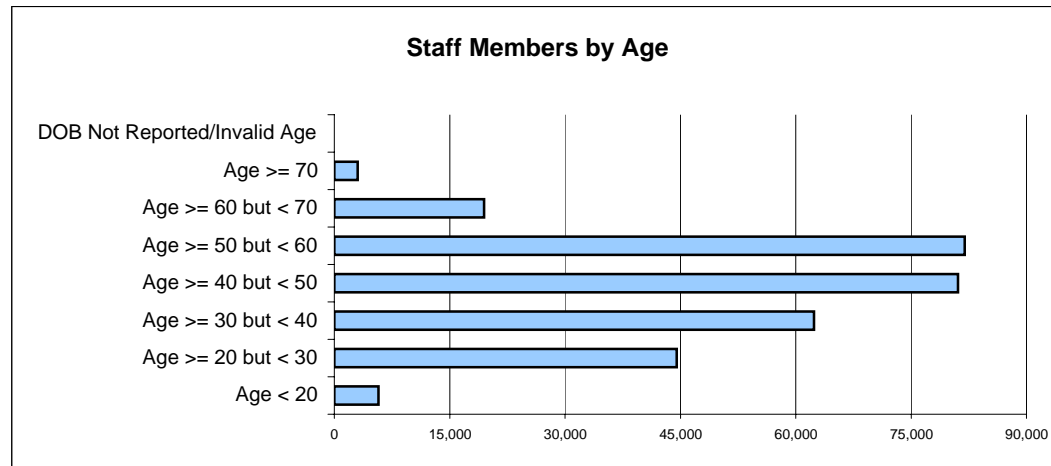
Registry of Educational Personnel (REP) Summary Report — December 2006 Age Based on Date of Birth

| Age Group | Staff Group | | | | | | | | | | | | All Staff Groups Subtotals | |
|------------------------------|----------------|--------------|----------------|---------------|--------------------------------|---------------|-------------------------|---------------|---|--------------|-------------------|---------------|----------------------------|--------|
| | Administrators | | Teachers | | Day-to-Day Substitute Teachers | | Paraprofessionals/Aides | | Day-to-Day Substitute Paraprofessionals/Aides | | Non-Instructional | | | |
| | Count | % | Count | % | Count | % | Count | % | Count | % | Count | % | Count | % |
| Age < 20 | 1 | 0.01% | 7 | 0.01% | 167 | 0.44% | 193 | 0.60% | 191 | 3.52% | 5,192 | 4.71% | 5,751 | 1.86% |
| Age >= 20 but < 30 | 273 | 2.24% | 18,364 | 16.44% | 13,602 | 35.67% | 2,835 | 8.79% | 871 | 16.06% | 12,510 | 11.34% | 48,455 | 15.63% |
| Age >= 30 but < 40 | 2,451 | 20.08% | 31,721 | 28.40% | 6,558 | 17.20% | 5,210 | 16.15% | 1,214 | 22.39% | 17,886 | 16.22% | 65,040 | 20.98% |
| Age >= 40 but < 50 | 3,252 | 26.64% | 24,709 | 22.12% | 6,625 | 17.37% | 12,393 | 38.42% | 1,650 | 30.43% | 35,120 | 31.85% | 83,749 | 27.01% |
| Age >= 50 but < 60 | 5,238 | 42.91% | 32,163 | 28.79% | 6,840 | 17.94% | 9,689 | 30.04% | 965 | 17.80% | 29,224 | 26.50% | 84,119 | 27.13% |
| Age >= 60 but < 70 | 950 | 7.78% | 4,562 | 4.08% | 3,647 | 9.56% | 1,726 | 5.35% | 438 | 8.08% | 8,518 | 7.72% | 19,841 | 6.40% |
| Age >= 70 | 43 | 0.35% | 179 | 0.16% | 695 | 1.82% | 212 | 0.66% | 93 | 1.72% | 1,834 | 1.66% | 3,056 | 0.99% |
| DOB Not Reported/Invalid Age | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Staff Group Totals | 12,208 | 3.94% | 111,705 | 36.03% | 38,134 | 12.30% | 32,258 | 10.41% | 5,422 | 1.75% | 110,284 | 35.57% | 310,011 | |

*De-duplicated by PIC and Staff Group

| Statewide Table of Age | | |
|------------------------------|----------------|--------|
| Age Group | State Total | % |
| Age < 20 | 5,732 | 1.92% |
| Age >= 20 but < 30 | 44,505 | 14.93% |
| Age >= 30 but < 40 | 62,373 | 20.92% |
| Age >= 40 but < 50 | 81,097 | 27.20% |
| Age >= 50 but < 60 | 81,949 | 27.49% |
| Age >= 60 but < 70 | 19,475 | 6.53% |
| Age >= 70 | 3,022 | 1.01% |
| DOB Not Reported/Invalid Age | 0 | 0.00% |
| State Total | 298,153 | |

*De-duplicated by PIC

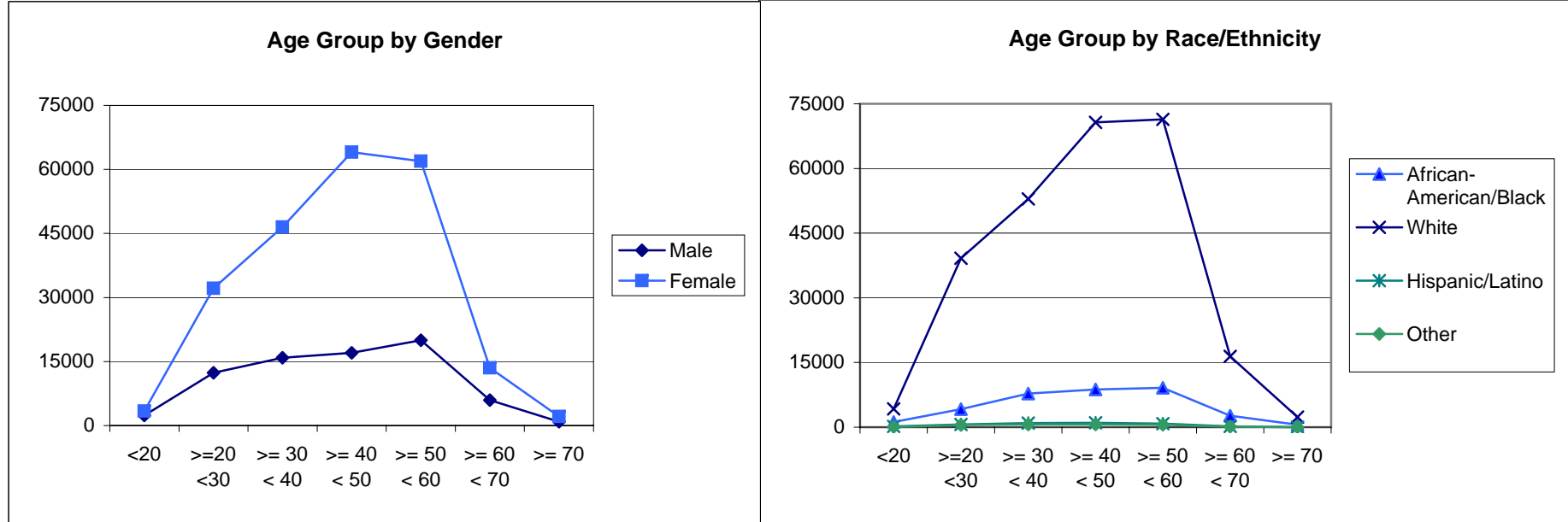




Registry of Educational Personnel (REP) Summary Report — December 2006 Age, Gender and Race/Ethnicity

| Age Group | Gender | | Race/Ethnicity | | | | | | | All Staff Group Counts |
|-------------------------------|---------------|----------------|--------------------------------|--------------|------------------------|--|----------------|-----------------|--------------|------------------------|
| | Male | Female | American Indian/Alaskan Native | Asian | African-American/Black | Native Hawaiian/Other Pacific Islander | White | Hispanic/Latino | Multi-Racial | |
| Age < 20 | 2,354 | 3,378 | 18 | 64 | 1,211 | 9 | 4,260 | 167 | 3 | 5,732 |
| Age >= 20 but < 30 | 12,344 | 32,161 | 96 | 310 | 4,167 | 50 | 39,211 | 649 | 22 | 44,505 |
| Age >= 30 but < 40 | 15,896 | 46,477 | 186 | 389 | 7,804 | 61 | 52,958 | 950 | 25 | 62,373 |
| Age >= 40 but < 50 | 17,019 | 64,078 | 221 | 325 | 8,749 | 71 | 70,668 | 1,037 | 26 | 81,097 |
| Age >= 50 but < 60 | 20,005 | 61,944 | 236 | 264 | 9,115 | 73 | 71,406 | 836 | 19 | 81,949 |
| Age >= 60 but < 70 | 5,963 | 13,512 | 58 | 74 | 2,678 | 21 | 16,451 | 188 | 5 | 19,475 |
| Age >= 70 | 922 | 2,100 | 8 | 14 | 595 | 6 | 2,371 | 28 | 0 | 3,022 |
| DOB Not Reported/Invalid Age | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| All Staff Group Counts | 74,503 | 223,650 | 823 | 1,440 | 34,319 | 291 | 257,325 | 3,855 | 100 | 298,153 |

De-duplicated by PIC





Registry of Educational Personnel (REP) Summary Report — December 2006 Age, Gender and Race/Ethnicity Report December 2006

| Personnel Headcount | Race and Gender | | | | | | | | | | | | | | | | Overall Totals |
|------------------------------|------------------------------------|------------|--------------|--------------|----------------------------|---------------|--|------------|----------------|----------------|---------------------|--------------|--------------|-----------|-----------------|----------------|----------------|
| | American Indian/ Alaskan Native | | Asian | | African-American/ Black | | Native Hawaiian/ Other Pacific Islander | | White | | Hispanic/ Latino | | Multi-Racial | | Gender Subtotal | | |
| | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | |
| Age < 20 | 6 | 12 | 24 | 40 | 506 | 705 | 3 | 6 | 1,743 | 2,517 | 70 | 97 | 2 | 1 | 2,354 | 3,378 | 11,464 |
| Age >= 20 but < 30 | 32 | 64 | 73 | 237 | 1,260 | 2,907 | 12 | 38 | 10,774 | 28,437 | 188 | 461 | 5 | 17 | 12,344 | 32,161 | 89,010 |
| Age >= 30 but < 40 | 49 | 137 | 75 | 314 | 2,098 | 5,706 | 14 | 47 | 13,420 | 39,538 | 236 | 714 | 4 | 21 | 15,896 | 46,477 | 124,746 |
| Age >= 40 but < 50 | 59 | 162 | 67 | 258 | 2,194 | 6,555 | 9 | 62 | 14,409 | 56,259 | 274 | 763 | 7 | 19 | 17,019 | 64,078 | 162,194 |
| Age >= 50 but < 60 | 76 | 160 | 55 | 209 | 2,065 | 7,050 | 16 | 57 | 17,562 | 53,844 | 224 | 612 | 7 | 12 | 20,005 | 61,944 | 163,898 |
| Age >= 60 but < 70 | 21 | 37 | 18 | 56 | 682 | 1,996 | 6 | 15 | 5,187 | 11,264 | 48 | 140 | 1 | 4 | 5,963 | 13,512 | 38,950 |
| Age >= 70 but < 80 | 2 | 6 | 8 | 6 | 138 | 457 | 1 | 5 | 768 | 1,603 | 5 | 23 | 0 | 0 | 922 | 2,100 | 6,044 |
| DOB Not Reported/Invalid Age | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Gender Subtotal | 245 | 578 | 320 | 1,120 | 8,943 | 25,376 | 61 | 230 | 63,863 | 193,462 | 1,045 | 2,810 | 26 | 74 | 74,503 | 223,650 | |
| Total | 823 | | 1,440 | | 34,319 | | 291 | | 257,325 | | 3,855 | | 100 | | 298,153 | | |

| Personnel Headcount | Race and Gender | | | | | | | | | | | | | | | | Overall Totals |
|------------------------------|------------------------------------|---------------|---------------|---------------|----------------------------|---------------|--|---------------|---------------|---------------|---------------------|---------------|---------------|---------------|-----------------|---------------|----------------|
| | American Indian/ Alaskan Native | | Asian | | African-American/ Black | | Native Hawaiian/ Other Pacific Islander | | White | | Hispanic/ Latino | | Multi-Racial | | Gender Subtotal | | |
| | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | |
| Age < 20 | 0.73% | 1.46% | 1.67% | 2.78% | 1.47% | 2.05% | 1.03% | 2.06% | 0.68% | 0.98% | 1.82% | 2.52% | 2.00% | 1.00% | 0.79% | 1.13% | 3.85% |
| Age >= 20 but < 30 | 3.89% | 7.78% | 5.07% | 16.46% | 3.67% | 8.47% | 4.12% | 13.06% | 4.19% | 11.05% | 4.88% | 11.96% | 5.00% | 17.00% | 4.14% | 10.79% | 29.85% |
| Age >= 30 but < 40 | 5.95% | 16.65% | 5.21% | 21.81% | 6.11% | 16.63% | 4.81% | 16.15% | 5.22% | 15.37% | 6.12% | 18.52% | 4.00% | 21.00% | 5.33% | 15.59% | 41.84% |
| Age >= 40 but < 50 | 7.17% | 19.68% | 4.65% | 17.92% | 6.39% | 19.10% | 3.09% | 21.31% | 5.60% | 21.86% | 7.11% | 19.79% | 7.00% | 19.00% | 5.71% | 21.49% | 54.40% |
| Age >= 50 but < 60 | 9.23% | 19.44% | 3.82% | 14.51% | 6.02% | 20.54% | 5.50% | 19.59% | 6.82% | 20.92% | 5.81% | 15.88% | 7.00% | 12.00% | 6.71% | 20.78% | 54.97% |
| Age >= 60 but < 70 | 2.55% | 4.50% | 1.25% | 3.89% | 1.99% | 5.82% | 2.06% | 5.15% | 2.02% | 4.38% | 1.25% | 3.63% | 1.00% | 4.00% | 2.00% | 4.53% | 13.06% |
| Age >= 70 but < 80 | 0.24% | 0.73% | 0.56% | 0.42% | 0.40% | 1.33% | 0.34% | 1.72% | 0.30% | 0.62% | 0.13% | 0.60% | 0.00% | 0.00% | 0.31% | 0.70% | 2.03% |
| DOB Not Reported/Invalid Age | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| Gender Subtotal | 29.77% | 70.23% | 22.22% | 77.78% | 26.06% | 73.94% | 20.96% | 79.04% | 24.82% | 75.18% | 27.11% | 72.89% | 26.00% | 74.00% | 24.99% | 75.01% | |
| Total | 0.28% | | 0.48% | | 11.51% | | 0.10% | | 86.31% | | 1.29% | | 0.03% | | | | |



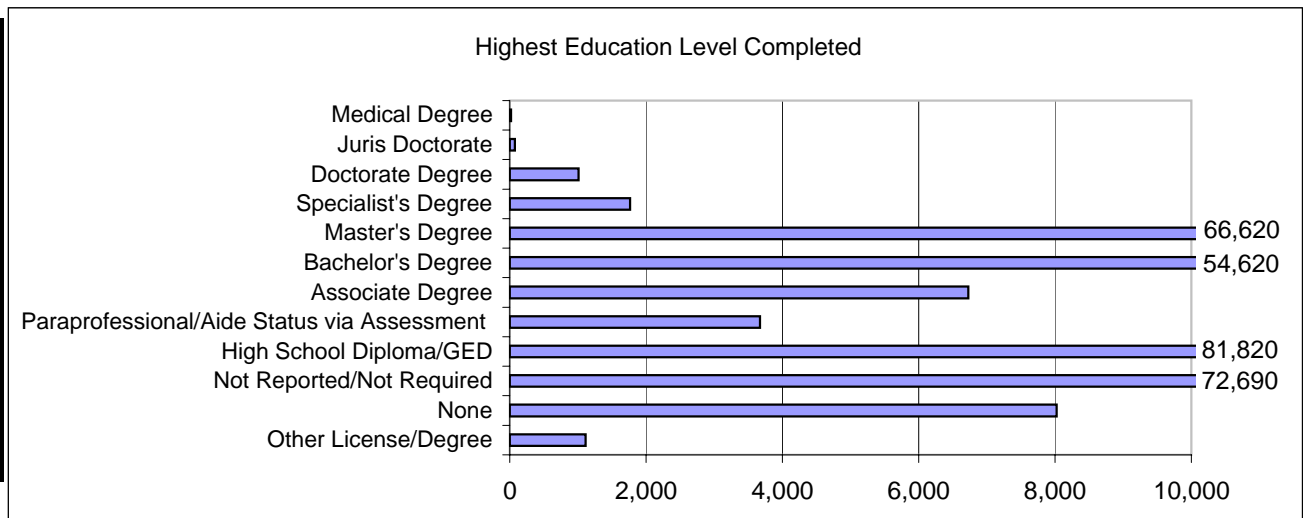
Registry of Educational Personnel (REP) Summary Report — December 2006 Highest Educational Level Obtained

| Highest Educational Level | Staff Group | | | | | | | | | | | | All Staff Group Counts | |
|---|----------------|--------------|----------------|---------------|--------------------------------|---------------|-------------------------|---------------|---|--------------|-------------------|---------------|------------------------|--------|
| | Administrators | | Teachers | | Day-to-Day Substitute Teachers | | Paraprofessionals/Aides | | Day-to-Day Substitute Paraprofessionals/Aides | | Non-Instructional | | | |
| | Count | % | Count | % | Count | % | Count | % | Count | % | Count | % | Count | % |
| High School Diploma/GED | 1,549 | 12.69% | 2,812 | 2.52% | 6 | 0.02% | 19,741 | 61.20% | 3 | 0.06% | 59,322 | 53.79% | 83,433 | 26.91% |
| Associate Degree | 217 | 1.78% | 311 | 0.28% | 3 | 0.01% | 3,268 | 10.13% | 1 | 0.02% | 3,153 | 2.86% | 6,953 | 2.24% |
| Bachelor's Degree | 2,203 | 18.05% | 46,284 | 41.43% | 33 | 0.09% | 3,671 | 11.38% | 0 | 0.00% | 4,748 | 4.31% | 56,939 | 18.37% |
| Master's Degree | 6,801 | 55.71% | 59,791 | 53.53% | 4 | 0.01% | 331 | 1.03% | 0 | 0.00% | 1,640 | 1.49% | 68,567 | 22.12% |
| Specialist's Degree | 564 | 4.62% | 1,192 | 1.07% | 0 | 0.00% | 3 | 0.01% | 0 | 0.00% | 34 | 0.03% | 1,793 | 0.58% |
| Doctorate Degree | 496 | 4.06% | 498 | 0.45% | 0 | 0.00% | 3 | 0.01% | 0 | 0.00% | 36 | 0.03% | 1,033 | 0.33% |
| Juris Doctorate | 39 | 0.32% | 30 | 0.03% | 0 | 0.00% | 2 | 0.01% | 0 | 0.00% | 7 | 0.01% | 78 | 0.03% |
| Medical Degree | 4 | 0.03% | 7 | 0.01% | 0 | 0.00% | - | 0.00% | 0 | 0.00% | 7 | 0.01% | 18 | 0.01% |
| Other License/Degree | 79 | 0.65% | 223 | 0.20% | 0 | 0.00% | 248 | 0.77% | 0 | 0.00% | 578 | 0.52% | 1,128 | 0.36% |
| Paraprofessional/Aide Status via Assessment | 1 | 0.01% | 7 | 0.01% | 0 | 0.00% | 3,508 | 10.87% | 0 | 0.00% | 382 | 0.35% | 3,898 | 1.26% |
| None | 253 | 2.07% | 549 | 0.49% | 9 | 0.02% | 1,423 | 4.41% | 0 | 0.00% | 5,964 | 5.41% | 8,198 | 2.64% |
| Not Reported/Not Required | 2 | 0.02% | 1 | 0.00% | 38,079 | 99.86% | 60 | 0.19% | 5,418 | 99.93% | 34,413 | 31.20% | 77,973 | 25.15% |
| All Staff Group Counts | 12,208 | 3.94% | 111,705 | 36.03% | 38,134 | 12.30% | 32,258 | 10.41% | 5,422 | 1.75% | 110,284 | 35.57% | 310,011 | |

*De-duplicated at PIC and Staff Groups

| Statewide Table for Highest Education Level Completed | | |
|---|----------------|--------|
| Highest Educational Level | State Total | % |
| High School Diploma/GED | 81,820 | 27.44% |
| Associate Degree | 6,729 | 2.26% |
| Bachelor's Degree | 54,620 | 18.32% |
| Master's Degree | 66,620 | 22.34% |
| Specialist's Degree | 1,767 | 0.59% |
| Doctorate Degree | 1,008 | 0.34% |
| Juris Doctorate | 76 | 0.03% |
| Medical Degree | 18 | 0.01% |
| Other License/Degree | 1,113 | 0.37% |
| Paraprofessional/Aide Status via Assessment | 3,670 | 1.23% |
| None | 8,022 | 2.69% |
| Not Reported/Not Required | 72,690 | 24.38% |
| Total | 298,153 | |

*De-duplicated at PIC





Registry of Educational Personnel (REP) Summary Report — December 2006 Grade Level/Educational Settings

| Grade/Educational Setting | Staff Group | | | | | |
|--------------------------------|----------------|----------|--------------------------------|-------------------------|---|-------------------|
| | Administrators | Teachers | Day-to-Day Substitute Teachers | Paraprofessionals/Aides | Day-to-Day Substitute Paraprofessionals/Aides | Non-Instructional |
| Elementary | 1,988 | 52,132 | 57 | 9,134 | 52 | 14,437 |
| Jr. High | 1,072 | 19,887 | 32 | 1,934 | 5 | 7,192 |
| High School | 1,295 | 27,594 | 27 | 1,421 | 5 | 8,267 |
| Special Ed.: Primary Age 0-2 | 224 | 4,281 | 3 | 1,613 | 64 | 614 |
| Special Ed.: Primary Age 3-5 | 10 | 1,213 | 0 | 1,217 | 2 | 27 |
| Special Ed.: Primary Age 6-21 | 134 | 16,089 | 4 | 10,786 | 19 | 470 |
| Special Ed.: Primary Age 22-26 | 2 | 164 | 0 | 216 | 0 | 25 |
| Alternative Education | 189 | 1,485 | 0 | 284 | 1 | 625 |
| Career/Tech. Education | 170 | 1,433 | 2 | 572 | 1 | 686 |
| Adult Education | 86 | 545 | 0 | 185 | 0 | 318 |
| Early Childhood/Parenting | 142 | 790 | 1 | 1,544 | 1 | 1,500 |
| Early On®/Early Intervention | 41 | 146 | 0 | 182 | 0 | 203 |
| State Agency | 15 | 7 | 0 | 4 | 0 | 141 |
| Admin./Support Staff | 8,235 | 1,771 | 94 | 5,824 | 91 | 51,193 |
| Grade Not Reported | 0 | 1 | 37,992 | 18 | 5,209 | 34,454 |

*De-duplicated by PIC, Staff Group, and Grade/Educational Settings



Registry of Educational Personnel (REP) Summary Report — December 2006 Entity Type Report

| Entity Type | Staff Group | | | | | | | | | | | | Staff Group Totals | |
|---------------------------|----------------|-------------|----------------|--------------|--------------------------------|--------------|-------------------------|--------------|---|-------------|-------------------|--------------|--------------------|-------|
| | Administrators | | Teachers | | Day-to-Day Substitute Teachers | | Paraprofessionals/Aides | | Day-to-Day Substitute Paraprofessionals/Aides | | Non-Instructional | | | |
| | Count | % | Count | % | Count | % | Count | % | Count | % | Count | % | Count | % |
| ISD | 1,370 | 11.2% | 5,717 | 5.1% | 4,858 | 11.9% | 3,520 | 10.9% | 1,432 | 25.8% | 7,043 | 6.4% | 23,940 | 7.6% |
| LEA | 10,103 | 82.5% | 100,307 | 89.2% | 34,555 | 84.6% | 27,190 | 84.1% | 4,031 | 72.7% | 100,838 | 91.1% | 277,024 | 88.2% |
| PSA | 769 | 6.3% | 6,359 | 5.7% | 1,433 | 3.5% | 1,608 | 5.0% | 51 | 0.9% | 2,715 | 2.5% | 12,935 | 4.1% |
| State Agency | 5 | 0.0% | 26 | 0.0% | 13 | 0.0% | 0 | 0.0% | 32 | 0.6% | 64 | 0.1% | 140 | 0.0% |
| Staff Group Totals | 12,247 | 3.9% | 112,409 | 35.8% | 40,859 | 13.0% | 32,318 | 10.3% | 5,546 | 1.8% | 110,660 | 35.2% | 314,039 | |

*De-duplicated by PIC, Staff Group and Entity Type

| Statewide Table of Entity Type | | |
|--------------------------------|----------------|-------|
| State Level Totals | Count | % |
| Entity Type | | |
| ISD | 23,785 | 7.8% |
| LEA | 268,465 | 88.1% |
| PSA | 12,452 | 4.1% |
| State Agency | 140 | 0.1% |
| Totals | 304,842 | |

*De-Duplicated by PIC and Entity Type

Technical Note: If staff members are employed in multiple entities types they will be counted multiple times in the totals.

