Center for Educational Performance and Information (CEPI)

Registry of Educational Personnel (REP) Summary Report

Fall 2007 Submission

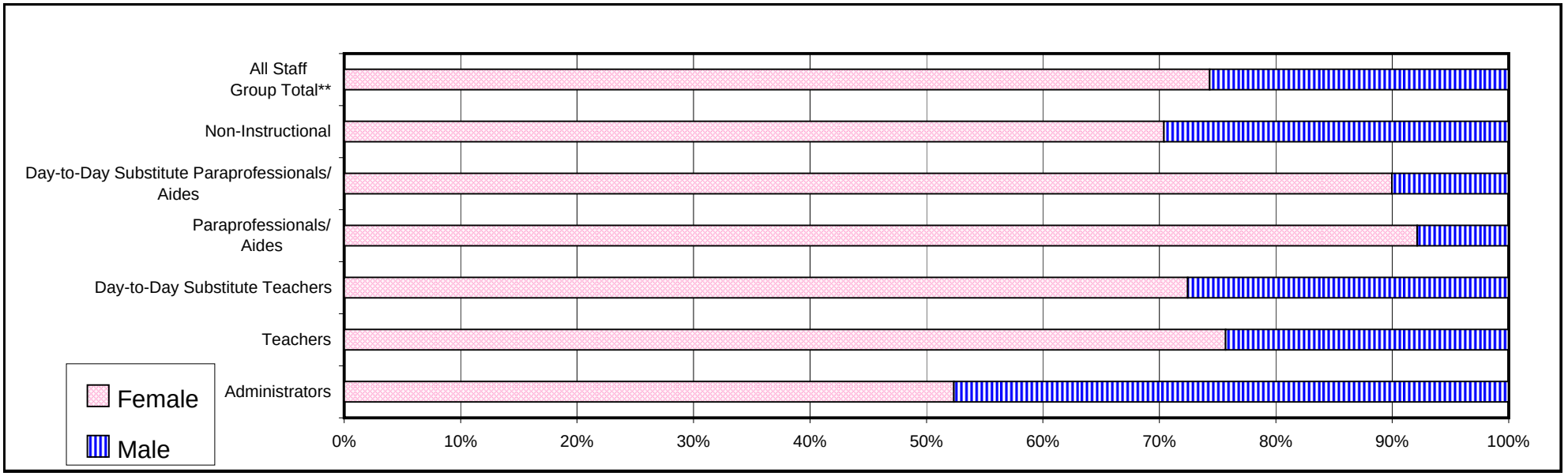
CENTER FOR EDUCATIONAL PERFORMANCE AND INFORMATION

REP Summary Report — Fall 2007
Gender
State of Michigan

Gender 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			
Gender	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Female	6,421	52.36%	84,471	75.69%	44,693	72.43%	28,331	92.14%	7,452	89.98%	80,133	70.40%	251,501	74.32%
Male	5,842	47.64%	27,124	24.31%	17,011	27.57%	2,416	7.86%	830	10.02%	33,699	29.60%	86,922	25.68%
Staff Group Totals	12,263	3.62%	111,595	32.98%	61,704	18.23%	30,747	9.09%	8,282	2.45%	113,832	33.64%	338,423	

This table is de-duplicated at the district level by PIC and staff group. This will result in some staff members being counted in multiple districts and/or staff groups.

**The "All Staff Group Total" column is the sum of the six staff group columns. It is not a headcount. Any duplication that appears in the individual cells will also affect the all staff group totals



This report is based on unaudited data submitted by school districts in the state of Michigan

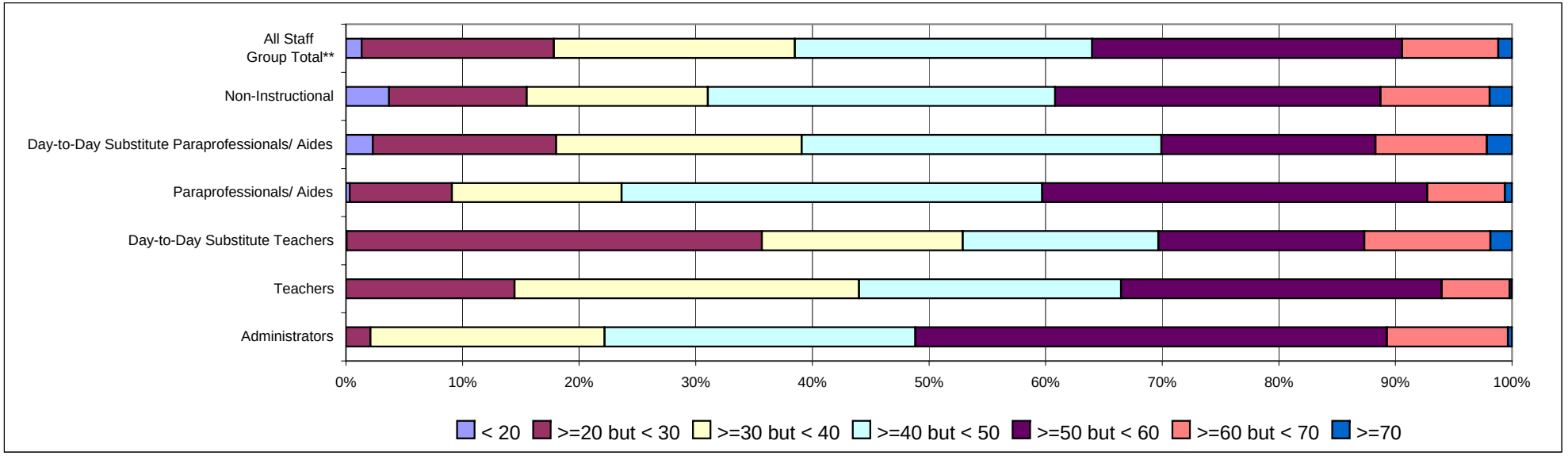
CENTER FOR EDUCATIONAL PERFORMANCE AND INFORMATION

REP Summary Report — Fall 2007
Age
State of Michigan

Age 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			
Age	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
< 20	1	0.01%	3	0.00%	43	0.07%	98	0.32%	191	2.31%	4,215	3.70%	4,551	1.34%
>=20 but < 30	259	2.11%	16,141	14.46%	21,973	35.61%	2,700	8.78%	1,303	15.73%	13,429	11.80%	55,805	16.49%
>=30 but < 40	2,462	20.08%	32,956	29.53%	10,634	17.23%	4,474	14.55%	1,743	21.05%	17,689	15.54%	69,958	20.67%
>=40 but < 50	3,266	26.63%	25,096	22.49%	10,343	16.76%	11,088	36.06%	2,556	30.86%	33,913	29.79%	86,262	25.49%
>=50 but < 60	4,962	40.46%	30,663	27.48%	10,897	17.66%	10,154	33.02%	1,519	18.34%	31,767	27.91%	89,962	26.58%
>=60 but < 70	1,272	10.37%	6,525	5.85%	6,675	10.82%	2,044	6.65%	792	9.56%	10,632	9.34%	27,940	8.26%
>=70	41	0.33%	211	0.19%	1,139	1.85%	189	0.61%	178	2.15%	2,187	1.92%	3,945	1.17%
Staff Group Totals	12,263	3.62%	111,595	32.98%	61,704	18.23%	30,747	9.09%	8,282	2.45%	113,832	33.64%	338,423	

This table is de-duplicated at the district level by PIC and staff group. This will result in some staff members being counted in multiple districts and/or staff groups.

**The "All Staff Group Total" column is the sum of the six staff group columns. It is not a headcount. Any duplication that appears in the individual cells will also affect the all staff group totals.



This report is based on unaudited data submitted by school districts in the state of Michigan

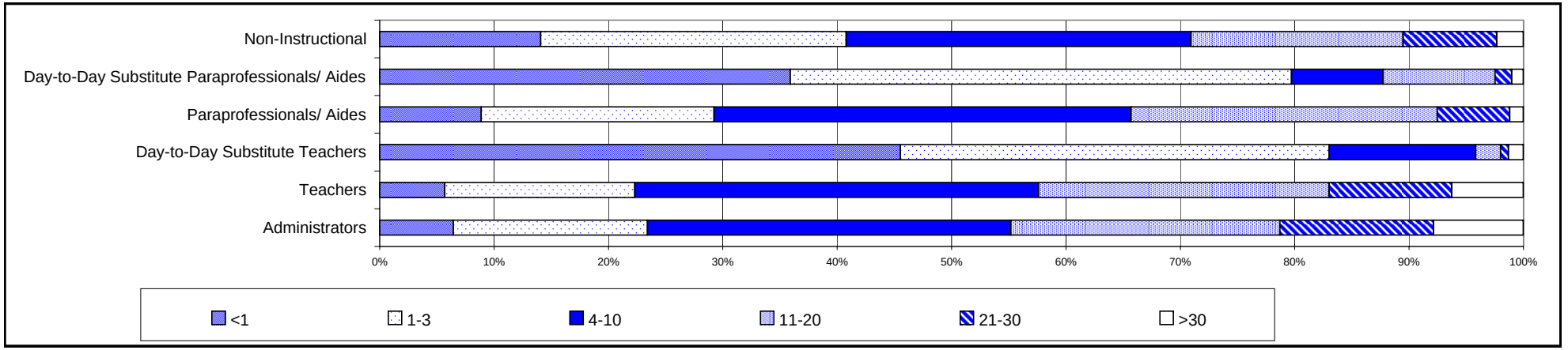
CENTER FOR EDUCATIONAL PERFORMANCE AND INFORMATION

REP Summary Report — Fall 2007
Longevity
State of Michigan

Longevity 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					
Longevity	Count	%	Cumulative	Count	%	Cumulative	Count	%	Cumulative	Count	%	Cumulative	Count	%	Cumulative	Count	%	Cumulative	Count	%	Cumulative
<1 Year	789	6.43%	6.43%	6,359	5.70%	5.70%	28,095	45.53%	45.53%	2,726	8.87%	8.87%	2,974	35.91%	35.91%	16,026	14.08%	14.08%	56,969	16.83%	16.83%
1 Year	797	6.50%	12.93%	6,497	5.82%	11.52%	14,191	23.00%	68.53%	2,424	7.88%	16.75%	2,050	24.75%	60.66%	13,596	11.94%	26.02%	39,555	11.69%	28.52%
2 Years	675	5.50%	18.44%	6,298	5.64%	17.16%	6,176	10.01%	78.54%	2,215	7.20%	23.95%	1,078	13.02%	73.68%	9,929	8.72%	34.75%	26,371	7.79%	36.31%
3 Years	611	4.98%	23.42%	5,737	5.14%	22.30%	2,768	4.49%	83.03%	1,628	5.29%	29.25%	501	6.05%	79.73%	6,895	6.06%	40.80%	18,140	5.36%	41.67%
4 Years	495	4.04%	27.46%	4,583	4.11%	26.41%	2,099	3.40%	86.43%	1,331	4.33%	33.58%	373	4.50%	84.23%	5,567	4.89%	45.69%	14,448	4.27%	45.94%
5 Years	548	4.47%	31.93%	5,260	4.71%	31.13%	1,563	2.53%	88.96%	1,502	4.89%	38.46%	288	3.48%	87.71%	5,533	4.86%	50.55%	14,694	4.34%	50.29%
6-10 Years	2,852	23.26%	55.18%	29,569	26.50%	57.62%	4,237	6.87%	95.83%	8,371	27.23%	65.69%	2	0.02%	87.73%	23,210	20.39%	70.94%	68,241	20.16%	70.45%
11-15 Years	1,656	13.50%	68.69%	16,247	14.56%	72.18%	873	1.41%	97.24%	5,321	17.31%	82.99%	669	8.08%	95.81%	11,819	10.38%	81.33%	36,585	10.81%	81.26%
16-20 Years	1,231	10.04%	78.72%	12,088	10.83%	83.01%	469	0.76%	98.00%	2,916	9.48%	92.48%	141	1.70%	97.51%	9,279	8.15%	89.48%	26,124	7.72%	88.98%
21-25 Years	871	7.10%	85.83%	6,662	5.97%	88.98%	225	0.36%	98.37%	1,304	4.24%	96.72%	75	0.91%	98.42%	5,558	4.88%	94.36%	14,695	4.34%	93.32%
26-30 Years	776	6.33%	92.16%	5,302	4.75%	93.73%	196	0.32%	98.68%	644	2.09%	98.81%	46	0.56%	98.97%	3,785	3.33%	97.69%	10,749	3.18%	96.50%
31-35 Years	677	5.52%	97.68%	5,006	4.49%	98.22%	346	0.56%	99.24%	275	0.89%	99.71%	42	0.51%	99.48%	1,887	1.66%	99.34%	8,233	2.43%	98.93%
36-40 Years	257	2.10%	99.77%	1,842	1.65%	99.87%	357	0.58%	99.82%	77	0.25%	99.96%	33	0.40%	99.88%	585	0.51%	99.86%	3,151	0.93%	99.86%
>40 Years	28	0.23%	100.00%	145	0.13%	100.00%	109	0.18%	100.00%	13	0.04%	100.00%	10	0.12%	100.00%	163	0.14%	100.00%	468	0.14%	100.00%
Staff Group Totals	12,263	3.62%		111,595	32.98%		61,704	18.23%		30,747	9.09%		8,282	2.45%		113,832	33.64%		338,423		

This table is de-duplicated at the district level by PIC and staff group.
This will result in some staff members being counted in multiple districts and/or staff groups.

**The "All Staff Group Total" column is the sum of the six staff group columns. It is not a headcount
Any duplication that appears in the individual cells will also affect the all staff group totals.



CENTER FOR EDUCATIONAL PERFORMANCE AND INFORMATION

REP Summary Report — Fall 2007
Longevity by Gender
State of Michigan

Longevity by Gender by Staff Group	Staff Group and Gender												All Staff Groups Subtotals		All Staff Groups Grand Total
	Administrators		Teachers		Paraprofessionals/ Aides		Non-Instructional		Day-to-Day Substitute Teachers		Day-to-Day Substitute Paraprofessionals/ Aides				
Longevity	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
<1 Year	383	406	4,771	1,588	2,289	437	10,627	5,399	20,434	7,661	2,628	346	41,132	15,837	56,969
1 Year	378	419	4,923	1,574	2,134	290	8,938	4,658	10,169	4,022	1,830	220	28,372	11,183	39,555
2 Years	354	321	4,835	1,463	1,982	233	6,775	3,154	4,526	1,650	983	95	19,455	6,916	26,371
3 Years	301	310	4,380	1,357	1,469	159	4,771	2,124	2,041	727	458	43	13,420	4,720	18,140
4 Years	255	240	3,487	1,096	1,208	123	3,978	1,589	1,498	601	342	31	10,768	3,680	14,448
5 Years	257	291	3,958	1,302	1,366	136	3,924	1,609	1,094	469	261	27	10,860	3,834	14,694
6-10 Years	1,361	1,491	22,276	7,293	7,847	524	17,296	5,914	3,042	1,195	623	46	52,445	16,463	68,908
11-15 Years	891	765	12,443	3,804	5,085	236	9,103	2,716	661	212	131	10	28,314	7,743	36,057
16-20 Years	756	475	9,652	2,436	2,777	139	7,072	2,207	370	99	70	5	20,697	5,361	26,058
21-25 Years	519	352	5,155	1,507	1,223	81	3,839	1,719	192	33	42	4	10,970	3,696	14,666
26-30 Years	465	311	3,883	1,419	604	40	2,381	1,404	159	37	41	1	7,533	3,212	10,745
31-35 Years	369	308	3,365	1,641	264	11	1,038	849	230	116	32	1	5,298	2,926	8,224
36-40 Years	123	134	1,260	582	71	6	309	276	221	136	9	1	1,993	1,135	3,128
>40 Years	9	19	83	62	12	1	82	81	56	53	2	0	244	216	460
Subtotal	6,421	5,842	84,471	27,124	28,331	2,416	80,133	33,699	44,693	17,011	7,452	830	251,501	86,922	
Total	12,263		111,595		30,747		113,832		61,704		8,282		338,423		

This table is de-duplicated at the district level by PIC and staff group. This will result in some staff members being counted in multiple districts and/or staff groups.

**The "All Staff Group Total" column is the sum of the six staff group columns. It is not a headcount. Any duplication that appears in the individual cells will also affect the all staff group totals.

Longevity by Gender by Staff Group	Staff Group and Gender												All Staff Groups Subtotals		All Staff Groups Grand Total
	Administrators		Teachers		Paraprofessionals/ Aides		Non-Instructional		Day-to-Day Substitute Teachers		Day-to-Day Substitute Paraprofessionals/ Aides				
Longevity	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
<1 Year	3.12%	3.31%	4.28%	1.42%	7.44%	1.42%	9.34%	4.74%	33.12%	12.42%	31.73%	4.18%	12.15%	4.68%	16.83%
1 Year	3.08%	3.42%	4.41%	1.41%	6.94%	0.94%	7.85%	4.09%	16.48%	6.52%	22.10%	2.66%	8.38%	3.30%	11.69%
2 Years	2.89%	2.62%	4.33%	1.31%	6.45%	0.76%	5.95%	2.77%	7.34%	2.67%	11.87%	1.15%	5.75%	2.04%	7.79%
3 Years	2.45%	2.53%	3.92%	1.22%	4.78%	0.52%	4.19%	1.87%	3.31%	1.18%	5.53%	0.52%	3.97%	1.39%	5.36%
4 Years	2.08%	1.96%	3.12%	0.98%	3.93%	0.40%	3.49%	1.40%	2.43%	0.97%	4.13%	0.37%	3.18%	1.09%	4.27%
5 Years	2.10%	2.37%	3.55%	1.17%	4.44%	0.44%	3.45%	1.41%	1.77%	0.76%	3.15%	0.33%	3.21%	1.13%	4.34%
6-10 Years	11.10%	12.16%	19.96%	6.54%	25.52%	1.70%	15.19%	5.20%	4.93%	1.94%	7.52%	0.56%	15.50%	4.86%	20.36%
11-15 Years	7.27%	6.24%	11.15%	3.41%	16.54%	0.77%	8.00%	2.39%	1.07%	0.34%	1.58%	0.12%	8.37%	2.29%	10.65%
16-20 Years	6.16%	3.87%	8.65%	2.18%	9.03%	0.45%	6.21%	1.94%	0.60%	0.16%	0.85%	0.06%	6.12%	1.58%	7.70%
21-25 Years	4.23%	2.87%	4.62%	1.35%	3.98%	0.26%	3.37%	1.51%	0.31%	0.05%	0.51%	0.05%	3.24%	1.09%	4.33%
26-30 Years	3.79%	2.54%	3.48%	1.27%	1.96%	0.13%	2.09%	1.23%	0.26%	0.06%	0.50%	0.01%	2.23%	0.95%	3.18%
31-35 Years	3.01%	2.51%	3.02%	1.47%	0.86%	0.04%	0.91%	0.75%	0.37%	0.19%	0.39%	0.01%	1.57%	0.86%	2.43%
36-40 Years	1.00%	1.09%	1.13%	0.52%	0.23%	0.02%	0.27%	0.24%	0.36%	0.22%	0.11%	0.01%	0.59%	0.34%	0.92%
>40 Years	0.07%	0.15%	0.07%	0.06%	0.04%	0.00%	0.07%	0.07%	0.09%	0.09%	0.02%	0.00%	0.07%	0.06%	0.14%
Subtotal	52.36%	47.64%	75.69%	24.31%	92.14%	7.86%	70.40%	29.60%	72.43%	27.57%	89.98%	10.02%	74.32%	25.68%	
Staff Group % of Total	3.62%		32.98%		9.09%		33.64%		18.23%		2.45%				

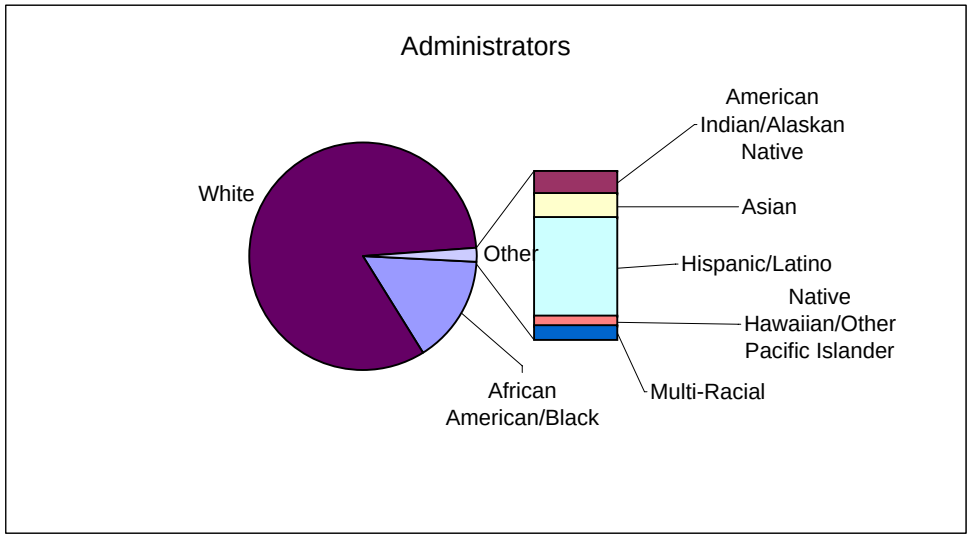
CENTER FOR EDUCATIONAL PERFORMANCE AND INFORMATION

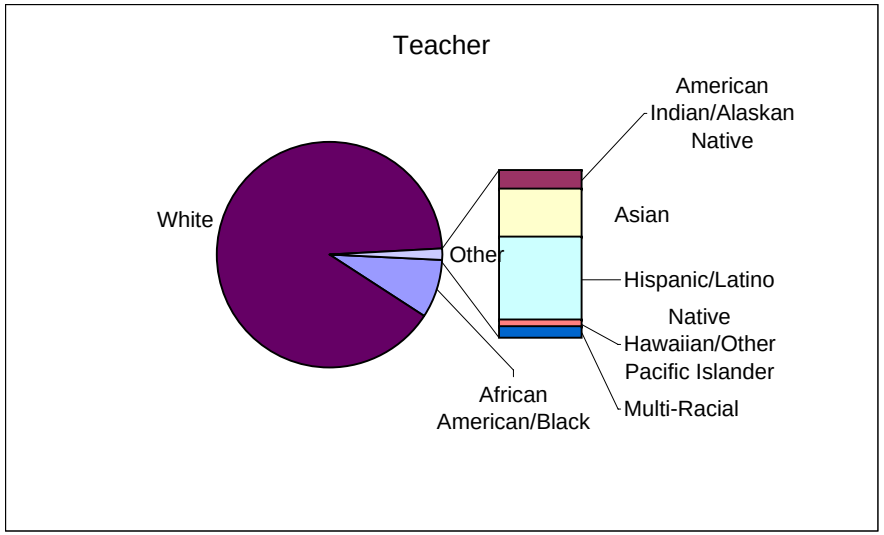
REP Summary Report — Fall 2007
Race-Ethnicity
State of Michigan

Race-Ethnicity 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			
Race-Ethnicity	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
African American/Black	1,876	15.30%	9,358	8.39%	4,863	7.88%	3,645	11.85%	447	5.40%	14,515	12.75%	34,704	10.25%
American Indian/Alaskan Native	33	0.27%	237	0.21%	425	0.69%	79	0.26%	14	0.17%	335	0.29%	1,123	0.33%
Asian	33	0.27%	566	0.51%	273	0.44%	150	0.49%	52	0.63%	558	0.49%	1,632	0.48%
Hispanic/Latino	137	1.12%	964	0.86%	424	0.69%	690	2.24%	91	1.10%	1,828	1.61%	4,134	1.22%
White	10,153	82.79%	100,276	89.86%	54,724	88.69%	26,116	84.94%	7,642	92.27%	96,336	84.63%	295,247	87.24%
Native Hawaiian/Other Pacific Islander	13	0.11%	78	0.07%	70	0.11%	24	0.08%	9	0.11%	124	0.11%	318	0.09%
Multi-Racial	18	0.15%	116	0.10%	925	1.50%	43	0.14%	27	0.33%	136	0.12%	1,265	0.37%
Staff Group Totals	12,263	3.62%	111,595	32.98%	61,704	18.23%	30,747	9.09%	8,282	2.45%	113,832	33.64%	338,423	

This table is de-duplicated at the district level by PIC and staff group. This will result in some staff members being counted in multiple districts and/or staff groups.

**The "All Staff Group Total" column is the sum of the six staff group columns. It is not a headcount. Any duplication that appears in the individual cells will also affect the all staff group totals





This report is based on unaudited data submitted by school districts in the state of Michigan

CENTER FOR EDUCATIONAL PERFORMANCE AND INFORMATION

REP Summary Report — Fall 2007
Race by Gender
State of Michigan

Race by Gender by Staff Group	Staff Group and Gender												All Staff Groups Gender 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	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
African American/Black	1,270	606	7,532	1,826	3,409	1,454	2,970	675	365	82	10,067	4,448	25,613	9,091	34,704
American Indian/Alaskan Native	20	13	171	66	321	104	73	6	11	3	217	118	813	310	1,123
Asian	17	16	433	133	224	49	133	17	44	8	421	137	1,272	360	1,632
Hispanic/Latino	69	68	695	269	289	135	607	83	81	10	1,235	593	2,976	1,158	4,134
Multi-Racial	7	11	92	24	714	211	35	8	23	4	90	46	961	304	1,265
Native Hawaiian/Other Pacific Islander	3	10	59	19	54	16	21	3	9	0	99	25	245	73	318
White	5,035	5,118	75,489	24,787	39,682	15,042	24,492	1,624	6,919	723	68,004	28,332	219,621	75,626	295,247
Subtotal	6,421	5,842	84,471	27,124	44,693	17,011	28,331	2,416	7,452	830	80,133	33,699	251,501	86,922	
Total	12,263		111,595		61,704		30,747		8,282		113,832		338,423		

This table is de-duplicated at the district level by PIC and staff group.
This will result in some staff members being counted in multiple districts and/or staff groups.

**The "All Staff Group Total" column is the sum of the six staff group columns. It is not a headcount.
Any duplication that appears in the individual cells will also affect the all staff group totals.

Race by Gender by Staff Group	Staff Group and Gender												All Staff Groups Gender 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	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
African American/Black	10.36%	4.94%	6.75%	1.64%	5.52%	2.36%	9.66%	2.20%	4.41%	0.99%	8.84%	3.91%	7.57%	2.69%	10.25%
American Indian/Alaskan Native	0.16%	0.11%	0.15%	0.06%	0.52%	0.17%	0.24%	0.02%	0.13%	0.04%	0.19%	0.10%	0.24%	0.09%	0.33%
Asian	0.14%	0.13%	0.39%	0.12%	0.36%	0.08%	0.43%	0.06%	0.53%	0.10%	0.37%	0.12%	0.38%	0.11%	0.48%
Hispanic/Latino	0.56%	0.55%	0.62%	0.24%	0.47%	0.22%	1.97%	0.27%	0.98%	0.12%	1.08%	0.52%	0.88%	0.34%	1.22%
Multi-Racial	0.06%	0.09%	0.08%	0.02%	1.16%	0.34%	0.11%	0.03%	0.28%	0.05%	0.08%	0.04%	0.28%	0.09%	0.37%
Native Hawaiian/Other Pacific Islander	0.02%	0.08%	0.05%	0.02%	0.09%	0.03%	0.07%	0.01%	0.11%	0.00%	0.09%	0.02%	0.07%	0.02%	0.09%
White	41.06%	41.74%	67.65%	22.21%	64.31%	24.38%	79.66%	5.28%	83.54%	8.73%	59.74%	24.89%	64.90%	22.35%	87.24%
Subtotal	52.36%	47.64%	75.69%	24.31%	72.43%	27.57%	92.14%	7.86%	89.98%	10.02%	70.40%	29.60%	74.32%	25.68%	
Staff Group % of Total	3.62%		32.98%		18.23%		9.09%		2.45%		33.64%				

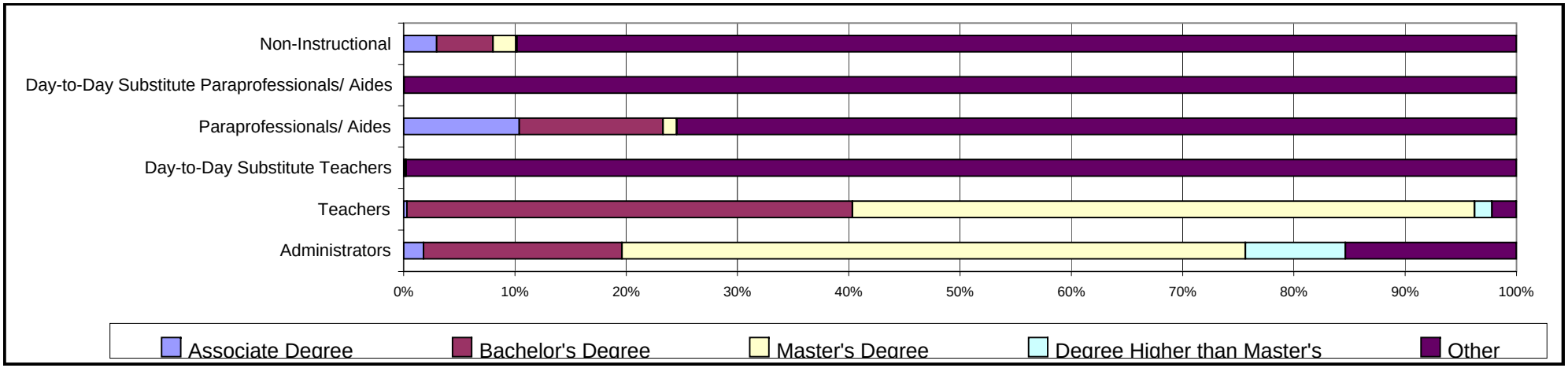
CENTER FOR EDUCATIONAL PERFORMANCE AND INFORMATION

REP Summary Report — Fall 2007
Highest Education Level
State of Michigan

Highest Education Level 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			
Highest Education Level	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Not Required to Report	-	0.00%	-	0.00%	61,512	99.69%	-	0.00%	8,214	99.18%	36,269	31.86%	105,995	31.32%
None	309	2.52%	595	0.53%	17	0.03%	1,652	5.37%	20	0.24%	7,486	6.58%	10,079	2.98%
High School Diploma or its equivalent	1,493	12.17%	1,620	1.45%	36	0.06%	17,659	57.43%	42	0.51%	57,474	50.49%	78,324	23.14%
Associate Degree	220	1.79%	338	0.30%	10	0.02%	3,194	10.39%	2	0.02%	3,380	2.97%	7,144	2.11%
Bachelor's Degree	2,187	17.83%	44,666	40.03%	107	0.17%	3,971	12.92%	2	0.02%	5,760	5.06%	56,693	16.75%
Master's Degree	6,869	56.01%	62,395	55.91%	20	0.03%	378	1.23%	-	0.00%	2,357	2.07%	72,019	21.28%
Specialist's Degree	584	4.76%	1,219	1.09%	1	0.00%	4	0.01%	-	0.00%	42	0.04%	1,850	0.55%
Doctoral Degree	478	3.90%	478	0.43%	-	0.00%	4	0.01%	-	0.00%	36	0.03%	996	0.29%
Juris Doctorate	37	0.30%	31	0.03%	-	0.00%	1	0.00%	-	0.00%	8	0.01%	77	0.02%
Medical Degree	3	0.02%	8	0.01%	-	0.00%	-	0.00%	-	0.00%	8	0.01%	19	0.01%
Obtained Paraprofessional Quality Standard on State Academic Assessment	-	0.00%	8	0.01%	-	0.00%	3,631	11.81%	1	0.01%	426	0.37%	4,066	1.20%
Other License, Credential, or Professional Degree	83	0.68%	237	0.21%	1	0.00%	253	0.82%	1	0.01%	586	0.51%	1,161	0.34%
Staff Group Totals	12,263	3.62%	111,595	32.98%	61,704	18.23%	30,747	9.09%	8,282	2.45%	113,832	33.64%	338,423	

This table is de-duplicated at the district level by PIC and staff group. This will result in some staff members being counted in multiple districts and/or staff groups.

**The "All Staff Group Total" column is the sum of the six staff group columns. It is not a headcount. Any duplication that appears in the individual cells will also affect the all staff group totals

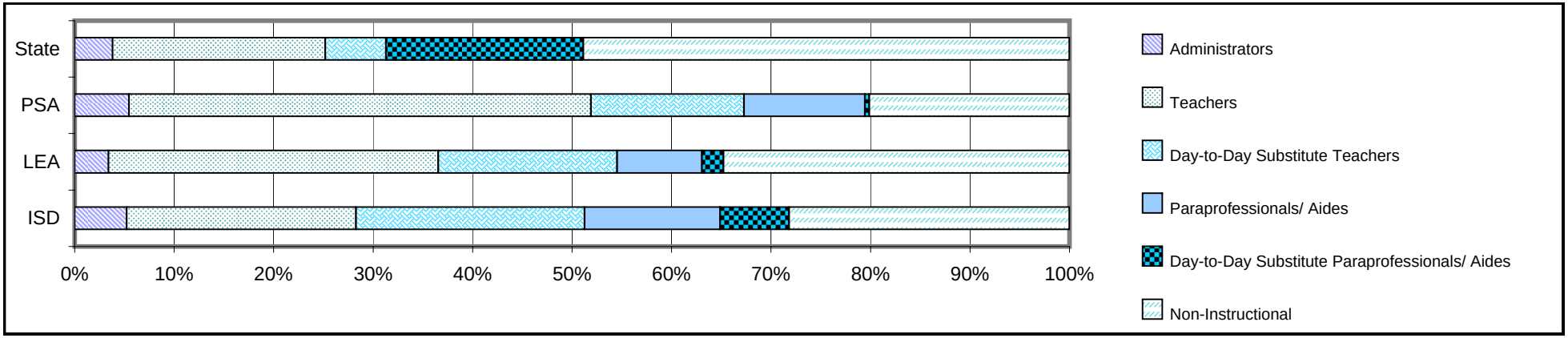


This report is based on unaudited data submitted by school districts in the state of Michigan

CENTER FOR EDUCATIONAL PERFORMANCE AND INFORMATION

REP Summary Report — Fall 2007
Entity Type
State of Michigan

Entity Type 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			
Entity Type	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
ISD	1,351	11.02%	5,975	5.35%	5,950	9.64%	3,524	11.46%	1,796	21.69%	7,297	6.41%	25,893	7.65%
LEA	10,086	82.25%	98,605	88.36%	53,434	86.60%	25,394	82.59%	6,391	77.17%	103,446	90.88%	297,356	87.87%
PSA	821	6.69%	6,987	6.26%	2,312	3.75%	1,829	5.95%	69	0.83%	3,025	2.66%	15,043	4.45%
State	5	0.04%	28	0.03%	8	0.01%	-	0.00%	26	0.31%	64	0.06%	131	0.04%
Grand Total	12,263	3.62%	111,595	32.98%	61,704	18.23%	30,747	9.09%	8,282	2.45%	113,832	33.64%	338,423	

This table is de-duplicated at the district level by PIC and staff group. This will result in some staff members being counted in multiple districts and/or staff groups.

**The "All Staff Group Total" column is the sum of the six staff group columns. It is not a headcount. Any duplication that appears in the individual cells will also affect the all staff group totals.