

**Center for Educational Performance and  
Information (CEPI)**

**Registry of Educational Personnel (REP)  
Summary Report**

**Fall 2008 Submission**



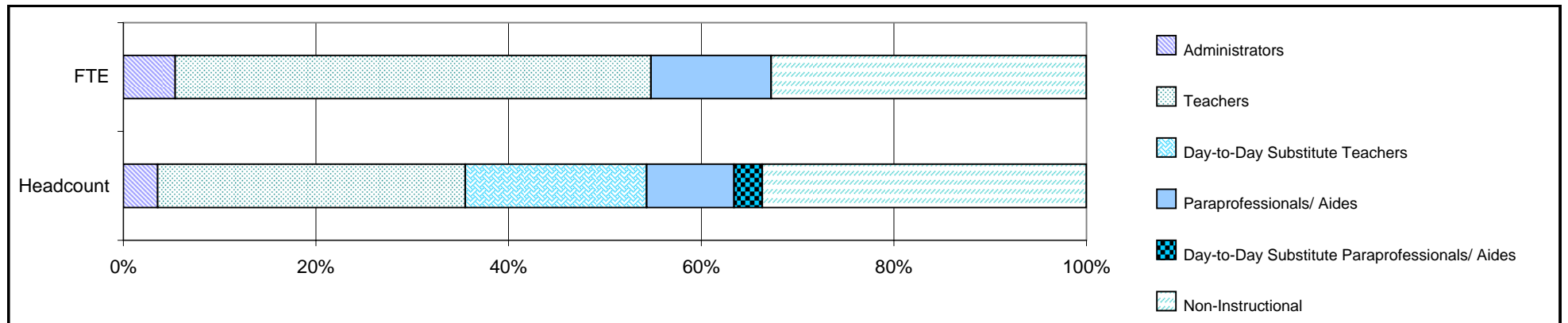
# REP Summary Report — Fall 2008

## Headcount and FTE

### State of Michigan

Headcount and FTE 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	
Headcount and FTE	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count
Headcount	12,295	3.56%	110,344	31.94%	65,099	18.85%	31,344	9.07%	10,063	2.91%	116,287	33.66%	345,432
FTE	11,602	5.38%	106,605	49.42%	Not Reported		26,891	12.47%	Not Reported		70,612	32.73%	215,709.36

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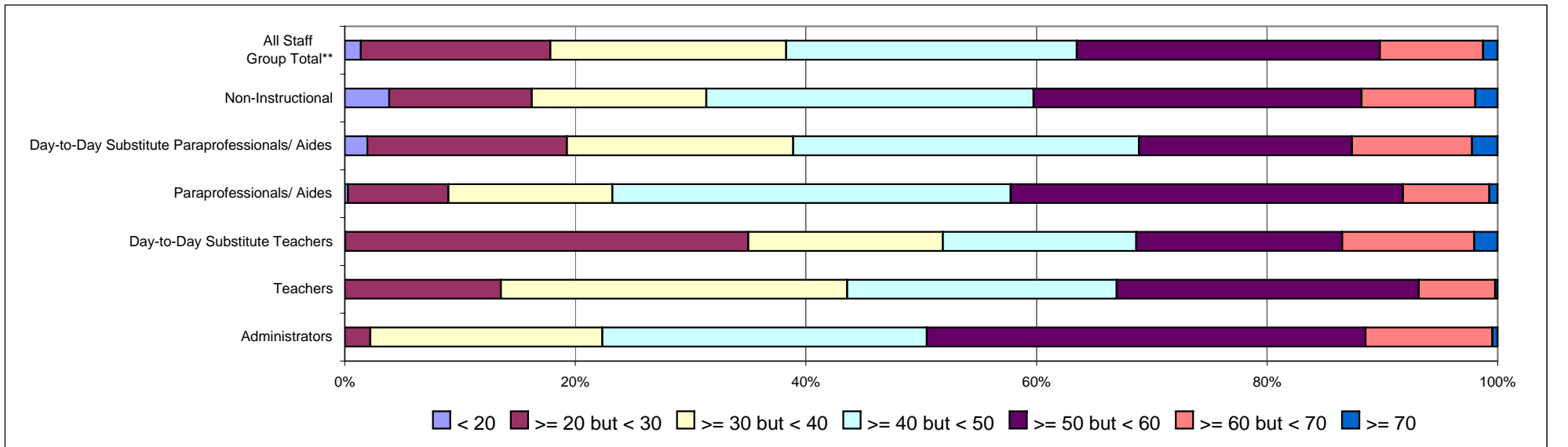
# REP Summary Report — Fall 2008

## 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	-	0.00%	2	0.00%	27	0.04%	90	0.29%	198	1.97%	4,483	3.86%	4,800	1.39%
>= 20 but < 30	273	2.22%	14,941	13.54%	22,753	34.95%	2,730	8.71%	1,742	17.31%	14,389	12.37%	56,828	16.45%
>= 30 but < 40	2,476	20.14%	33,161	30.05%	10,993	16.89%	4,461	14.23%	1,974	19.62%	17,594	15.13%	70,659	20.46%
>= 40 but < 50	3,460	28.14%	25,780	23.36%	10,927	16.79%	10,824	34.53%	3,018	29.99%	33,006	28.38%	87,015	25.19%
>= 50 but < 60	4,678	38.05%	28,920	26.21%	11,621	17.85%	10,662	34.02%	1,859	18.47%	33,079	28.45%	90,819	26.29%
>= 60 but < 70	1,352	11.00%	7,297	6.61%	7,456	11.45%	2,354	7.51%	1,049	10.42%	11,470	9.86%	30,978	8.97%
>= 70	56	0.46%	243	0.22%	1,322	2.03%	223	0.71%	223	2.22%	2,266	1.95%	4,333	1.25%
<b>Staff Group Totals</b>	<b>12,295</b>	<b>3.56%</b>	<b>110,344</b>	<b>31.94%</b>	<b>65,099</b>	<b>18.85%</b>	<b>31,344</b>	<b>9.07%</b>	<b>10,063</b>	<b>2.91%</b>	<b>116,287</b>	<b>33.66%</b>	<b>345,432</b>	

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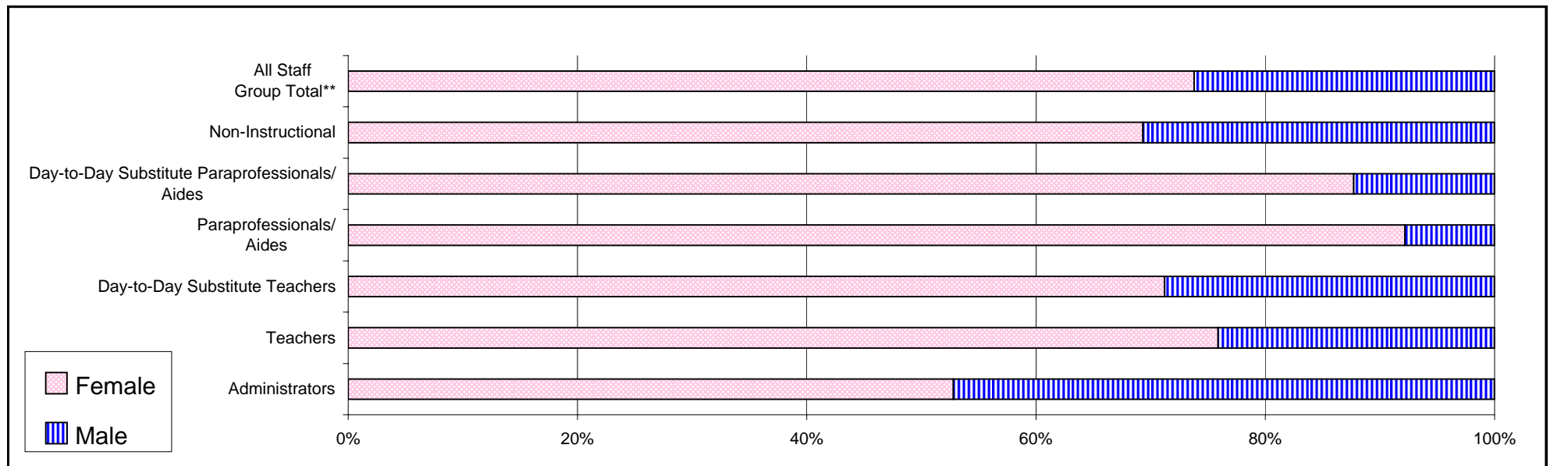
## Gender

### 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	6,490	52.79%	83,727	75.88%	46,362	71.22%	28,891	92.17%	8,827	87.72%	80,623	69.33%	254,920	73.80%
Male	5,805	47.21%	26,617	24.12%	18,737	28.78%	2,453	7.83%	1,236	12.28%	35,664	30.67%	90,512	26.20%
<b>Staff Group Totals</b>	<b>12,295</b>	<b>3.56%</b>	<b>110,344</b>	<b>31.94%</b>	<b>65,099</b>	<b>18.85%</b>	<b>31,344</b>	<b>9.07%</b>	<b>10,063</b>	<b>2.91%</b>	<b>116,287</b>	<b>33.66%</b>	<b>345,432</b>	

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# REP Summary Report — Fall 2008

## Longevity by Gender

### State of Michigan

Longevity by Gender by Staff Group (Headcount)	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	390	399	5,044	1,537	19,120	8,338	2,326	413	3,128	543	11,470	6,942	41,478	18,172	59,650
1 Year	394	408	4,473	1,411	16,512	6,367	2,207	334	2,605	384	9,596	4,998	35,787	13,902	49,689
2 Years	349	369	4,160	1,332	3,471	1,328	1,872	220	1,015	115	6,403	3,247	17,270	6,611	23,881
3 Years	325	290	4,310	1,320	1,936	711	1,749	180	558	58	5,133	2,269	14,011	4,828	18,839
4 Years	296	282	3,941	1,230	946	345	1,342	128	302	22	3,894	1,713	10,721	3,720	14,441
5 Years	249	232	3,240	1,013	727	289	1,122	104	222	26	3,312	1,368	8,872	3,032	11,904
6-10 Years	1,331	1,447	21,853	7,109	2,170	840	7,515	528	629	59	16,496	5,827	49,994	15,810	65,804
11-15 Years	949	850	13,436	4,211	565	185	5,460	247	164	12	9,885	2,894	30,459	8,399	38,858
16-20 Years	742	491	9,283	2,419	271	67	2,875	143	69	8	6,551	2,012	19,791	5,140	24,931
21-25 Years	576	374	6,167	1,806	173	28	1,463	89	62	2	4,334	1,853	12,775	4,152	16,927
26-30 Years	401	239	2,945	1,000	95	24	519	43	23	2	1,994	1,230	5,977	2,538	8,515
31-35 Years	323	271	3,385	1,476	165	75	341	15	31	1	1,098	894	5,343	2,732	8,075
36-40 Years	151	131	1,358	667	166	94	85	7	15	2	348	313	2,123	1,214	3,337
>40 Years	14	22	132	86	45	46	15	2	4	2	109	104	319	262	581
<b>Subtotal</b>	<b>6,490</b>	<b>5,805</b>	<b>83,727</b>	<b>26,617</b>	<b>46,362</b>	<b>18,737</b>	<b>28,891</b>	<b>2,453</b>	<b>8,827</b>	<b>1,236</b>	<b>80,623</b>	<b>35,664</b>	<b>254,920</b>	<b>90,512</b>	
<b>Total</b>	<b>12,295</b>		<b>110,344</b>		<b>65,099</b>		<b>31,344</b>		<b>10,063</b>		<b>116,287</b>		<b>345,432</b>		

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 (Percentage)	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	3.17%	3.25%	4.57%	1.39%	29.37%	12.81%	7.42%	1.32%	31.08%	5.40%	9.86%	5.97%	12.01%	5.26%	17.27%
1 Year	3.20%	3.32%	4.05%	1.28%	25.36%	9.78%	7.04%	1.07%	25.89%	3.82%	8.25%	4.30%	10.36%	4.02%	14.38%
2 Years	2.84%	3.00%	3.77%	1.21%	5.33%	2.04%	5.97%	0.70%	10.09%	1.14%	5.51%	2.79%	5.00%	1.91%	6.91%
3 Years	2.64%	2.36%	3.91%	1.20%	2.97%	1.09%	5.58%	0.57%	5.55%	0.58%	4.41%	1.95%	4.06%	1.40%	5.45%
4 Years	2.41%	2.29%	3.57%	1.11%	1.45%	0.53%	4.28%	0.41%	3.00%	0.22%	3.35%	1.47%	3.10%	1.08%	4.18%
5 Years	2.03%	1.89%	2.94%	0.92%	1.12%	0.44%	3.58%	0.33%	2.21%	0.26%	2.85%	1.18%	2.57%	0.88%	3.45%
6-10 Years	10.83%	11.77%	19.80%	6.44%	3.33%	1.29%	23.98%	1.68%	6.25%	0.59%	14.19%	5.01%	14.47%	4.58%	19.05%
11-15 Years	7.72%	6.91%	12.18%	3.82%	0.87%	0.28%	17.42%	0.79%	1.63%	0.12%	8.50%	2.49%	8.82%	2.43%	11.25%
16-20 Years	6.03%	3.99%	8.41%	2.19%	0.42%	0.10%	9.17%	0.46%	0.69%	0.08%	5.63%	1.73%	5.73%	1.49%	7.22%
21-25 Years	4.68%	3.04%	5.59%	1.64%	0.27%	0.04%	4.67%	0.28%	0.62%	0.02%	3.73%	1.59%	3.70%	1.20%	4.90%
26-30 Years	3.26%	1.94%	2.67%	0.91%	0.15%	0.04%	1.66%	0.14%	0.23%	0.02%	1.71%	1.06%	1.73%	0.73%	2.47%
31-35 Years	2.63%	2.20%	3.07%	1.34%	0.25%	0.12%	1.09%	0.05%	0.31%	0.01%	0.94%	0.77%	1.55%	0.79%	2.34%
36-40 Years	1.23%	1.07%	1.23%	0.60%	0.25%	0.14%	0.27%	0.02%	0.15%	0.02%	0.30%	0.27%	0.61%	0.35%	0.97%
>40 Years	0.11%	0.18%	0.12%	0.08%	0.07%	0.07%	0.05%	0.01%	0.04%	0.02%	0.09%	0.09%	0.09%	0.08%	0.17%
<b>Subtotal</b>	<b>52.79%</b>	<b>47.21%</b>	<b>75.88%</b>	<b>24.12%</b>	<b>71.22%</b>	<b>28.78%</b>	<b>92.17%</b>	<b>7.83%</b>	<b>87.72%</b>	<b>12.28%</b>	<b>69.33%</b>	<b>30.67%</b>	<b>73.80%</b>	<b>26.20%</b>	
<b>Staff Group % of Total</b>	<b>3.56%</b>		<b>31.94%</b>		<b>18.85%</b>		<b>9.07%</b>		<b>2.91%</b>		<b>33.66%</b>				

# REP Summary Report — Fall 2008

## Race by Gender

### State of Michigan

Race by Gender by Staff Group (Headcount)	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	
American Indian/Alaskan Native	19	11	173	64	134	48	19	2	235	112	75	5	655	242	897
Asian	20	17	465	127	260	70	72	11	454	170	140	17	1,411	412	1,823
African-American/Black	1,219	610	7,274	1,763	3,688	1,495	470	145	10,815	5,063	3,001	678	26,467	9,754	36,221
Hispanic/Latino	72	64	700	261	497	220	116	17	1,269	621	630	85	3,284	1,268	4,552
Multi-Racial	1	1	24	4	19	3	3	0	26	6	7	0	80	14	94
Native Hawaiian/Other Pacific Islander	3	12	63	18	189	68	32	3	116	35	25	5	428	141	569
White	5,156	5,090	75,028	24,380	41,575	16,833	8,115	1,058	67,708	29,657	25,013	1,663	222,595	78,681	301,276
<b>Subtotal</b>	<b>6,490</b>	<b>5,805</b>	<b>83,727</b>	<b>26,617</b>	<b>46,362</b>	<b>18,737</b>	<b>8,827</b>	<b>1,236</b>	<b>80,623</b>	<b>35,664</b>	<b>28,891</b>	<b>2,453</b>	<b>254,920</b>	<b>90,512</b>	
<b>Total</b>	<b>12,295</b>		<b>110,344</b>		<b>65,099</b>		<b>10,063</b>		<b>116,287</b>		<b>31,344</b>		<b>345,432</b>		

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Race by Gender by Staff Group (Percentage)	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	
American Indian/Alaskan Native	0.15%	0.09%	0.16%	0.06%	0.21%	0.07%	0.19%	0.02%	0.20%	0.10%	0.24%	0.02%	0.19%	0.07%	0.26%
Asian	0.16%	0.14%	0.42%	0.12%	0.40%	0.11%	0.72%	0.11%	0.39%	0.15%	0.45%	0.05%	0.41%	0.12%	0.53%
African-American/Black	9.91%	4.96%	6.59%	1.60%	5.67%	2.30%	4.67%	1.44%	9.30%	4.35%	9.57%	2.16%	7.66%	2.82%	10.49%
Hispanic/Latino	0.59%	0.52%	0.63%	0.24%	0.76%	0.34%	1.15%	0.17%	1.09%	0.53%	2.01%	0.27%	0.95%	0.37%	1.32%
Multi-Racial	0.01%	0.01%	0.02%	0.00%	0.03%	0.00%	0.03%	0.00%	0.02%	0.01%	0.02%	0.00%	0.02%	0.00%	0.03%
Native Hawaiian/Other Pacific Islander	0.02%	0.10%	0.06%	0.02%	0.29%	0.10%	0.32%	0.03%	0.10%	0.03%	0.08%	0.02%	0.12%	0.04%	0.16%
White	41.94%	41.40%	67.99%	22.09%	63.86%	25.86%	80.64%	10.51%	58.22%	25.50%	79.80%	5.31%	64.44%	22.78%	87.22%
<b>Subtotal</b>	<b>52.79%</b>	<b>47.21%</b>	<b>75.88%</b>	<b>24.12%</b>	<b>71.22%</b>	<b>28.78%</b>	<b>87.72%</b>	<b>12.28%</b>	<b>69.33%</b>	<b>30.67%</b>	<b>92.17%</b>	<b>7.83%</b>	<b>73.80%</b>	<b>26.20%</b>	
<b>Staff Group % of Total</b>	<b>3.56%</b>		<b>31.94%</b>		<b>18.85%</b>		<b>2.91%</b>		<b>33.66%</b>		<b>9.07%</b>				



# Registry of Educational Personnel (REP)

## Summary Report — December 2008

### Definitions, Abbreviations, and Technical Notes

Term	Definition
CEPI	Center for Educational Performance and Information
REP	Registry of Educational Personnel - The REP is 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 - once in each group (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)

Term	Definition
PIC	Personnel Identification Code. The PIC is the unique identifier for each staff member.
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, they may have two assignments. One assignment may have an FTE of 0.6 and the other may have 0.4 FTE.
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, migrant programs, 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.



# Registry of Educational Personnel (REP) Summary Report — December 2008

## Definitions, Abbreviations, and Technical Notes

Age	The staff member's age is not provided by the district in the REP submission. The age is calculated as of July 1, 2008 (the start of the school's fiscal year) using the date of birth reported.
Longevity	This is the number of years that the staff member has been employed by the district. The longevity is calculated as the amount of time between July 1, 2008 and the date of hire.
DOB	Date of birth
DOH	Date of Hire
Age Not Reported/ Invalid Age	Either the DOB was invalid (the date is in the future) or the age was over 100 years old.
Highest Education Level	This is the highest degree earned by the staff member who is being employed.
Gender	This is the gender that was reported by the district for the staff member.
Entity Type	This is the type of entity that employs the staff members. If staff members are employed in multiple types of entities, they will be counted multiple times in the totals.
LEA	Local Education Agency
PSA	Public School Academy
ISD	Intermediate School District (or a Regional Educational Service Agency)
State Agency	Institutions run by the State of Michigan
District	The school district that reported the staff member as an employee, including LEAs, PSAs and ISDs (Entity Types).

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 which 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).
Mathematical Symbols	
>	Greater than
>=	Greater than or equal to
<	Less than
<=	Less than or equal to





# Registry of Educational Personnel (REP) Summary Report — December 2008

## Definitions, Abbreviations, and Technical Notes

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.
Grades are divided into the following ranges:	
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
It is possible for a staff member to be in multiple grade ranges, but not in multiple settings or in a grade and in one or more settings.	
Grade Not Reported	No Grade or Educational Setting was reported
GED	General Education Development. GED is a program that allows a student to qualify for a high school equivalency certificate.
RK	Retention Kindergarten (Young Fives, Early Fives, Jump Start, Begingergarten, etc.)
K	Kindergarten
Grade/Educational Setting (continued in next column)	

Grade/Educational Setting (continued)	
Educational Settings:	
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 Education
Adult Education	Educational Setting was reported as C=Adult Education
Early Childhood/ Parenting	Educational Setting was reported as D=Early Childhood
Career/Tech. Education	Educational Setting was reported as E=Career/Technical Education
State Agency Early On®/ Early Intervention	Educational Setting was reported as F= State G=Early On®/ Early Intervention
Admin./Support Staff	Educational Setting was reported as H=Administrative or Support Staff
Migrant Education	Educational Setting was reported as L=Migrant Education Program
Migrant Education - Summer Only	Educational Setting was reported as M=Migrant Education Program - Summer Only
ESL - Title III	Educational Setting was reported as N=English as a Second Language - Title III only
Bilingual - Title III	Educational Setting was reported as O=Bilingual Education/ELL - Title III
Bilingual - Section 41	Educational Setting was reported as P=Bilingual Education/ELL - Section 41