



Hiring & Departure Analysis

October 14, 2015

Carroll County Public Schools
125 North Court Street
Westminster, Maryland 21157
410-751-3000



Hiring Analysis 2015-2016 School Year

October 14, 2015

Data includes October 1, 2014 through August 31, 2015 period

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2015-2016 TEACHER HIRING ANALYSIS

- We hired 171 teachers for the 2015/2016 school year.
- Of which 67.25% received their higher education in the state of Maryland.
- 57.9% of the teaching staff hired resides in Carroll County.

Maryland College Recruitment-

Graduates: **115**

Frostburg	4	Notre Dame	5
Hood	2	Salisbury	6
Johns Hopkins	4	Stevenson University	7
Loyola	6	Towson	32
McDaniel	29	UMBC	2
Morgan States	1	UMCP	7
Mt Saint Mary's	5	Washington College	1
Notre Dame	4		

Other State Colleges (13)

Graduates: **56**

Arizona	2	Massachusetts	1
California	1	New York	5
Connecticut	1	North Carolina	2
Delaware	3	Pennsylvania	33
Georgia	2	South Carolina	1
Florida	1	Virginia	3
Illinois	1		

Gender Designation

Males: 22

Females: 149

EEO Classification

African-American	5
Caucasian	166

Note: All figures in this report are head counts including former teachers.

2015 Position Secured By Subject Area

Agriscience	1
Allied Health	1
Art	4
Auto Service	1
Behavioral Support Specialist	2
BEST Teacher	2
Biology	3
Business Education	2
Chemistry	6
Computer Science	1
Elementary	29
Engineering	1
English	13
ESOL	3
Family & Consumer Science	2
Gifted & Talented	1
Hearing Impaired	1
Kindergarten	8
Life Science	1
Math	19
Media	1
Music	4
Physical Education	1
Pre-Kindergarten	6
School Counselor	6
Social Studies	14
Spanish	2
Special Education	28
Speech Pathologist	4
Technology Education	4
Total	171

2015 - 2016 CCPS Teacher Salary Schedule

Step on Schedule	Class II	Class III	Class IV	Class V	Class VI	Total
	S P	S P	AP or SP + MA or Equiv.	M+30 & Qualified for APC	M+60	
1		102	43	5		150
2		2	1			3
2.5				1		1
3		1	3			4
3.5			1			1
4						0
4.5						0
5		1				1
6						0
6.5		1	1			2
7						0
7.5						0
8						0
9		1	2			3
10						0
11			1			1
11.5						0
12						0
12.5						0
13					1	1
14						0
15				1		1
17						0
18			1			1
20			1	1		2
21						0
22						0
Total		108	54	8	1	171

2015 -2016 New Teacher Cost Analysis

CLASSIFICATION	DEGREE	TEACHER FTE	TOTAL COST	AVERVAGE COST
III	Bachelors	98.37	\$4,859,189	\$49,397
IV	Masters or Equivalency	53.00	\$2,555,966	\$48,226
V	Masters+30	7.60	\$449,866	\$59,193
VI	Masters+60 or Doctorate	1.00	\$71,173	\$71,173
TOTALS		159.97	\$7,936,194	\$49,611

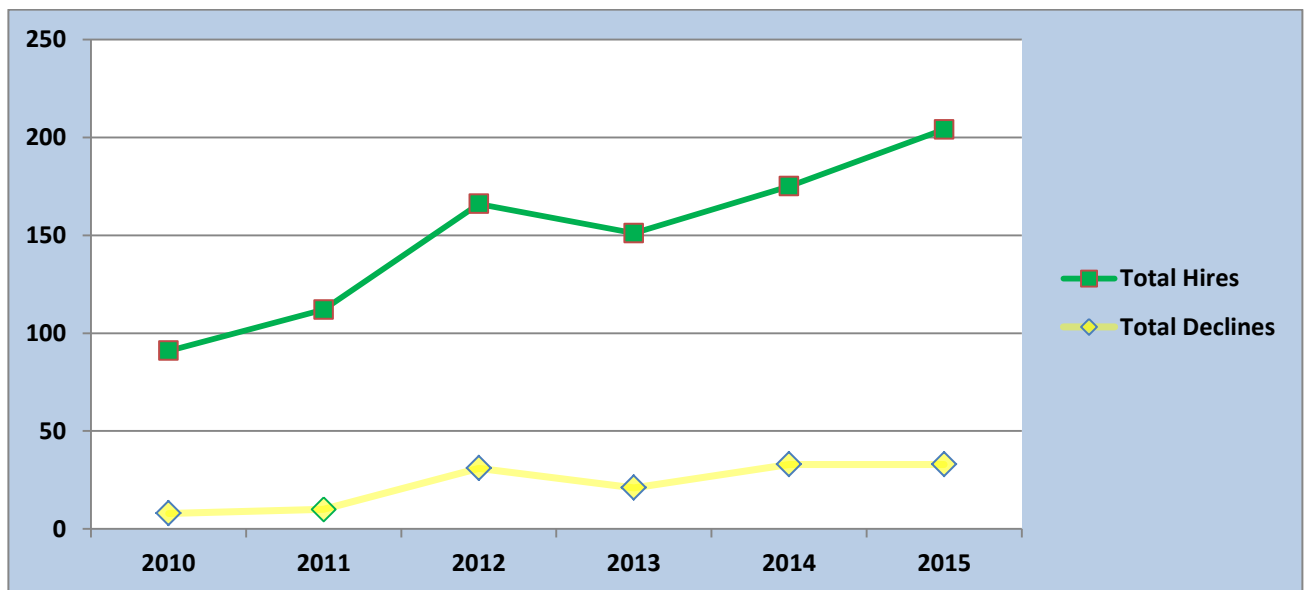
Employment Activity

Teaching Positions Declined By Month

	2010	2011	2012	2013	2014	2015	Total	Average
January	0	0	4	2	1	0	7	1.17
February	0	0	1	0	1	1	3	0.50
March	0	0	1	0	0	1	2	0.33
April	1	2	4	2	3	2	14	2.33
May	0	3	3	2	6	8	22	3.67
June	2	0	9	3	10	6	30	5.00
July	3	4	6	9	10	12	44	7.33
August	0	0	3	1	1	3	8	1.33
September	0	0	0	1	0	N/A	1	0.20
October	1	1	0	1	0	N/A	3	0.60
November	1	0	0	0	1	N/A	2	0.40
December	0	0	0	0	0	N/A	0	0.00
Total Declines	8	10	31	21	33	33	136	22.67
Total Hires	83	102	135	130	142	171*		

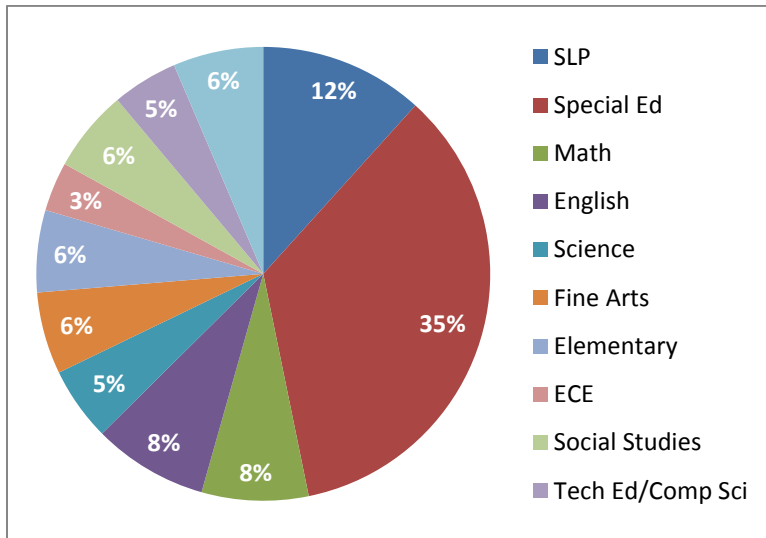
*The data point does not include the 4 registered nurses hired during the season.

Hiring Trend



Positions By Subject Area

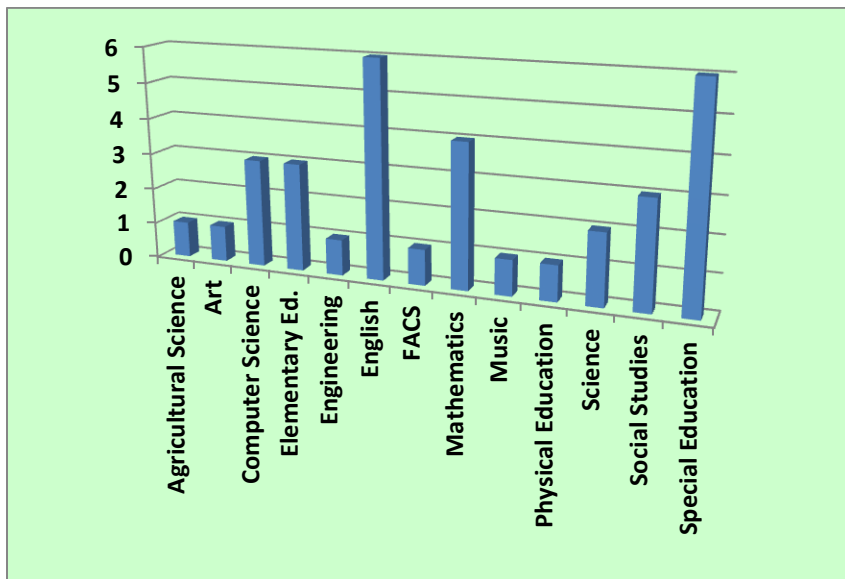
Positions Accepted



Speech Language Path.	20
Special Ed	60
Math	13
English	14
Science	9
Fine Arts	10
Elementary	10
ECE	6
Social Studies	10
Tech Ed/Comp Sci	8
Other	11
Total	171

Positions Declined

Applicants declined 33 positions during the 2015-2016 hiring period.



Agricultural Science	1
Art	1
Computer Science	3
Elementary Ed.	3
Engineering	1
English	6
FACS	1
Mathematics	4
Music	1
Physical Education	1
Science	2
Social Studies	3
Special Education	6
Total	33

2015 - 2016 Classified Hiring Analysis

Employee Group	#New Hires	Experienced (or military)	Degreed/Certified	CC Resident	Former Employee
Assistants	41	8	5	26	7
Cust/Maint/Bus	37	0	0	29	1
Food Services	7	0	0	3	0
LPN	0	0	0	0	0
Secretarial/Clerical	10	2	1	8	1
TOTAL	95	10	6	66	9

Building the Future



Departure Analysis

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2014-2015 Summary Departure Analysis

Professional Employees

PROFESSIONAL	DEPARTURE CENSUS	TOT ACTV EMPL IN GROUP	% OF TOT ACT EMPL IN GROUP
CABINET	0	15	0%
A & S	10	189	5.29%
ATSP	6	96	6.25%
TEAC	235	2088	11.25%
Total	251	2,388	10.51%

2014-2015 DEPARTURE DATA FOR PROFESSIONAL STAFF					
REASON/CODE	CABINET	A&S	ATSP	TEAC	TOTAL
RESIGNATION	0	2	4	81	87
RETIREMENT	0	7	2	85	94
COMPLETION OF CONTRACT/CONTRACT EXPIRED	0	0	0	3	3
LEAVE OF ABSENCE	0	0	0	16	16
BROKEN CONTRACT	0	0	0	15	15
RELEASE FROM CONTRACT	0	0	0	25	25
DEATH	0	0	0	2	2
NON-RENEWAL/TERMINATION	0	1	0	3	4
REDUCTION IN FORCE	0	0	0	5	5
TOTAL	0	10	6	235	251

*Teacher total does not include the resignation (4), retirement (2), or leave of absence (1) for seven nurses.

2014 – 2015 Summary Departure Analysis

Classified Employees

CLASSIFIED	DEPARTURE CENSUS	TOT ACTV EMPL IN GROUP	% OF TOT ACT EMPL IN GROUP
CLER/SEC	9	235	3.83%
LPN	0	6	0.00%
ASST	33	392	8.42%
FOOD SRV	15	123	12.20%
MAINT & CUST	35	309	11.33%
Total	92	1065	8.64%

2014-2015 DEPARTURE DATA FOR CLASSIFIED STAFF						
<u>REASON/CODE</u>	<u>CLER</u>	<u>LPN</u>	<u>ASST</u>	<u>FOOD</u>	<u>MAIN</u>	<u>TOTAL</u>
RESIGNATION	5	0	20	6	17	48
RETIREMENT	4	0	9	4	15	32
LEAVE OF ABSENCE	0	0	4	5	2	11
DEATH	0	0	0	0	1	1
REDUCTION	0	0	0	0	0	0
TERMINATION	0	0	0	0	0	0
TOTAL	9	0	33	15	35	92

Historical Professional Position Departure Analysis

DEPARTURE	2012-2013	% OF ACTV PROF EMPL	AVG YRS OF SERVICE	2013 - 2014	% OF ACTV PROF EMPL	AVG YRS OF SERVICE	2014 - 2015	% OF ACTV PROF EMPL	AVG YRS OF SERVICE
RESIGNATION	54	2.18%	7.3	104	4.18%	7.15	87	3.64%	6.92
RETIREMENT	85	3.42%	29.1	62	2.49%	24.84	94	3.94%	27.46
COMPL. OF CONTRACT	0	0.00%	0	3	0.12%	7.33	3	0.13%	3
LEAVE OF ABSENCE	22	0.89%	8.2	22	0.88%	8.00	16	0.67%	7.8
BROKEN CONTRACT	4	0.16%	2.2	6	0.24%	3.07	15	0.63%	2.94
RELEASE FROM CONTRACT	15	0.60%	4.4	23	0.93%	4.36	25	1.05%	4.25
DEATH	1	0.04%	1	0	0.00%	0.00	2	0.08%	8.62
NON-RENEWAL/TERM	9	0.36%	6.8	1	0.04%	0.00	4	0.17%	2.17
REDUCTION IN FORCE	7	0.28%	5.6	6	0.24%	2.50	5	0.21%	3.74
TOTAL	197	7.94%	16.36	227	9.13%	6.36	251	10.51%	7.43*

Historical Classified Position Departure Analysis

DEPARTURE	2012 - 2013	% OF ACTV CLASS EMPL	AVG YRS OF SERV	2013-2014	% OF ACTV CLASS EMPL	AVG YRS OF SERV	2014 - 2015	% OF ACTV CLASS EMPL	AVG YRS OF SERV
RESIGNATION	51	4.64%	6.7	67	2.70%	5.38	48	4.51%	5.7
RETIREMENT	42	3.83%	19.3	43	1.73%	17.83	32	3.00%	22.3
LEAVE OF ABSENCE	9	0.82%	7.1	15	0.60%	8.41	11	1.03%	12.3
DEATH	1	0.09%	18	0	0.00%	0.00	1	0.09%	16.4
REDUCTION	0	0.00%	0	0	0.00%	0.00	0	0.00%	0
TERMINATION	2	0.18%	3	6	0.24%	5.67	0	0.00%	0
TOTAL	105	9.56%	11.81	131	5.27%	11.81	92	8.64%	9.45*

*Notes the average number of service years.

Teacher Attrition & National Average

<i>CCPS Attrition Rate</i>					
	2011	2012	2013	2014	2015
CCPS	7.03%	6.53%	7.94%	9.13%	11.25%
National Average	15%	15%	15%	16.80%	20%

The national teacher attrition rate for 2015 will rise to 20 percent. Among public school teachers with 1–3 years of experience, 80 percent stayed in their base-year school, 13 percent moved to another school, and 7 percent left teaching in 2012–13. About 8 percent of public school teachers who left teaching in 2012–13 were working in an occupation outside the field of education, including military service. About 51 percent of public school teachers who left teaching in 2012–13 reported that the manageability of their work load was better in their current position than in teaching. Additionally, 53 percent of public school leavers reported that their general work conditions were better in their current position than in teaching.

Reference: National Center for Education Statistics (NCES) – Teacher Attrition and Mobility: Results
www.nces.ed.gov/pubs2014/2014077.pdf.