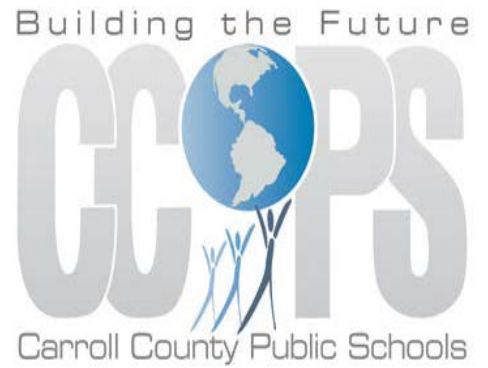




# **Hiring & Departure Analysis**

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

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

## 2015-2016 TEACHER HIRING ANALYSIS

- We hired 171 teachers from October 1, 2014 to August 31, 2015.
- 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

Asian	1
African-American	4
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
<b>Total</b>	<b>171</b>

**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
<b>Total</b>		<b>108</b>	<b>54</b>	<b>8</b>	<b>1</b>	<b>171</b>

**2015 -2016 New Teacher Cost Analysis**

<b>CLASSIFICATION</b>	<b>DEGREE</b>	<b>TEACHER FTE</b>	<b>TOTAL COST</b>	<b>AVERVAGE COST</b>
III	Bachelors	98.37	\$4,718,227	\$47,964
IV	Masters or Equivalency	53.00	\$2,507,733	\$47,315
V	Masters+30	9.60	\$449,866	\$46,861
VI	Masters+60 or Doctorate	1.00	\$71,173	\$71,173
<b>TOTALS</b>		<b>161.97</b>	<b>\$7,936,194</b>	<b>\$53,328</b>

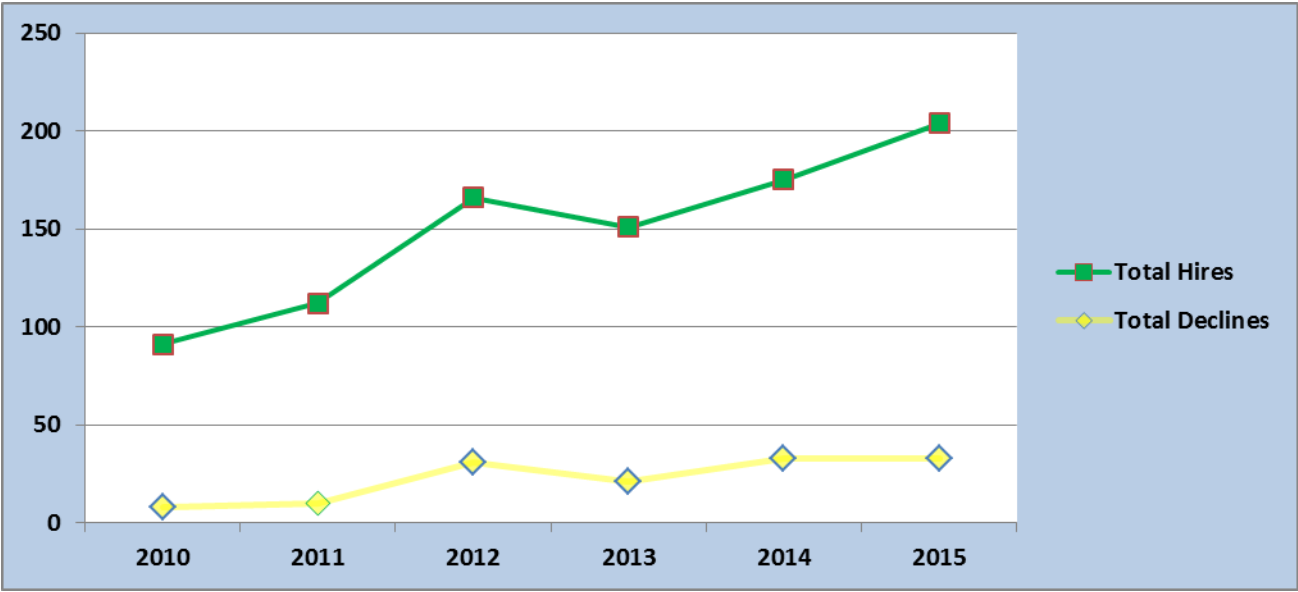
## Employment Activity

### Teaching Positions Declined By Month

	2010	2011	2012	2013	2014	2015	Total
January	0	0	4	2	1	0	7
February	0	0	1	0	1	1	3
March	0	0	1	0	0	1	2
April	1	2	4	2	3	2	14
May	0	3	3	2	6	8	22
June	2	0	9	3	10	6	30
July	3	4	6	9	10	12	44
August	0	0	3	1	1	3	8
September	0	0	0	1	0	N/A	1
October	1	1	0	1	0	N/A	3
November	1	0	0	0	1	N/A	2
December	0	0	0	0	0	N/A	0
<b>Total Declines</b>	<b>8</b>	<b>10</b>	<b>31</b>	<b>21</b>	<b>33</b>	<b>33</b>	<b>136</b>
<b>Total Hires</b>	<b>83</b>	<b>102</b>	<b>135</b>	<b>130</b>	<b>142</b>	<b>171*</b>	

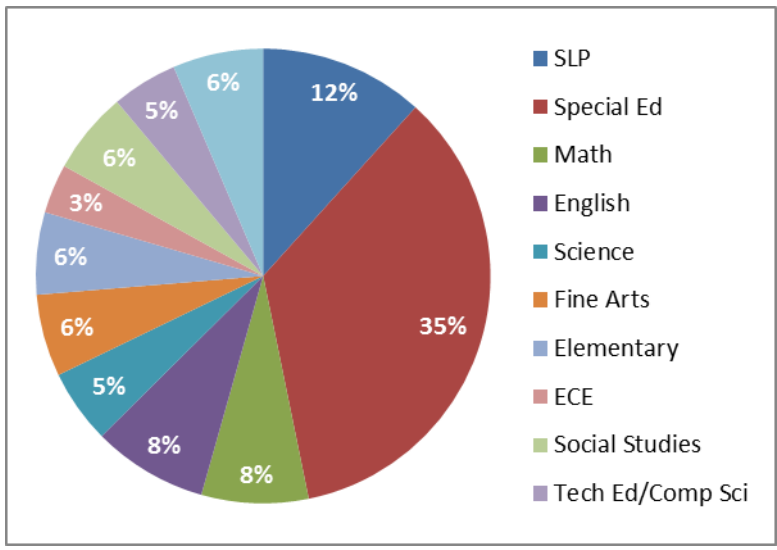
\*The data point does not include the 4 registered nurses hired during the season.

### Hiring Trend



**Positions By Subject Area**

**Positions Accepted**

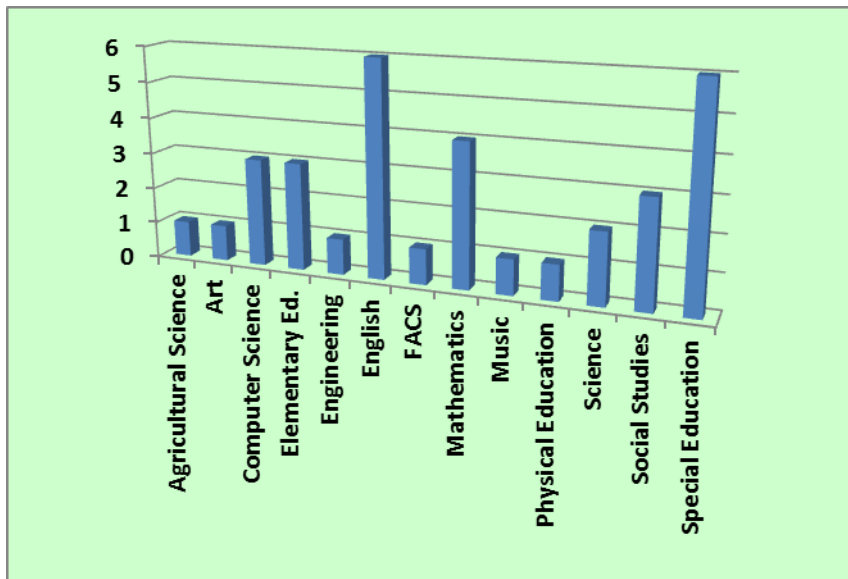


Speech Language Path.	20
Special Ed	60
Math	13
English	14
Science	9
Fine Arts	10
Elementary	10
ECE	6
Social Studies	10
Tech Ed/Comp Sci	8
Other	11
<b>Total</b>	<b>171</b>

**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
<b>Total</b>	<b>33</b>

### 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	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
<b>TOTAL</b>	<b>95</b>	<b>10</b>	<b>6</b>	<b>66</b>	<b>9</b>



# **Departure Analysis**

October 14, 2015

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

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

## 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%
<b>Total</b>	<b>251</b>	<b>2,388</b>	<b>10.51%</b>

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
<b>TOTAL</b>	<b>0</b>	<b>10</b>	<b>6</b>	<b>235</b>	<b>251</b>

\*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						
REASON/CODE	CLER	LPN	ASST	FOOD	MAIN	TOTAL
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
<b>TOTAL</b>	<b>9</b>	<b>0</b>	<b>33</b>	<b>15</b>	<b>35</b>	<b>92</b>

### 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
<b>TOTAL</b>	<b>197</b>	<b>7.94%</b>	<b>16.36</b>	<b>227</b>	<b>9.13%</b>	<b>6.36</b>	<b>251</b>	<b>10.51%</b>	<b>7.43*</b>

### 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
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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
<b>TOTAL</b>	<b>105</b>	<b>9.56%</b>	<b>11.81</b>	<b>131</b>	<b>5.27%</b>	<b>11.81</b>	<b>92</b>	<b>8.64%</b>	<b>9.45*</b>

\*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](http://www.nces.ed.gov/pubs2014/2014077.pdf).