



VITAL



EDUCATIONAL



STATISTICS



1987-1988

VOLUME II

Certificated Staff, Degrees,
Experience, Age, Mobility and
Non-Certificated Support Staff



VITAL EDUCATIONAL STATISTICS
1987-88
VOLUME II

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PREFACE

The 1987-88 edition of Vital Educational Statistics, Volume II is the fourteenth in a series which began in 1974-75. The annual fall survey Certificated Staff Status Report and Non-Certificated Staff Employed data collection instruments, supported with detailed illustrated instructions, were the sources for the data aggregated for this publication.

THIS IS THE FOURTH YEAR THAT THE REPORTED CERTIFICATED STAFF DATA INCLUDE THE COUNT OF CLASSROOM TEACHERS ON APPROVED PAID LEAVES OF ABSENCE. IN THE PUBLICATIONS PRIOR TO THE 1984-85 EDITION, THOSE TEACHERS WERE INCLUDED IN THE COUNT OF TEACHERS LEAVING UNDER OFFICIAL LEAVES OF ABSENCE. THEREFORE, THE USERS OF THIS REPORT ARE CAUTIONED TO BE AWARE OF THIS CHANGE.

County data analysts collected the instruments from school districts and transmitted them to the New Jersey State Department of Education. For a comprehensive overview of the condition of education it is recommended that both Volumes I & II be used as a set. Volume I contains school district and school data, including enrollments, dropouts and graduates. Each of the sections has narrative as well as data tables to accommodate reader and user preferences. The data in the Vital Educational Statistics series are descriptive and are designed to serve as a core database for reporting on the condition of education in New Jersey.

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Randy Heritage and the Department of Education computer programming staff developed the many computer runs required to produce the reports generated in support of this publication.

The cover was designed by Debbi Cosgi, graphics artist for the Office of Printing and Graphic Services. This volume was edited by Richard Vespucci, publications editor for the Department of Education.

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INTRODUCTION

This introduction provides trend characteristics of the full-time certificated and non-certificated staff employed in the public elementary and secondary schools of New Jersey between 1983-84 and 1987-88. The data reported are of the last school day in September in each of the respective school years.

STAFF TRENDS IN NEW JERSEY EDUCATION 1983-84 TO 1987-88

Certificated Staff Characteristics	Selected School Years					Percent Change for Period
	1983-84	1984-85	1985-86	1986-87	1987-88	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Full-Time Staff						
Administrators	7,219	7,325	7,500	7,503	7,335	+1.6
Classroom Teachers	73,593	73,774	74,236	75,558	78,335	+6.4
Educ. Support Serv.	12,267	12,537	12,921	13,287	11,601	-5.4
Total	93,079	93,636	94,657	96,348	97,271	+4.5
Racial/Ethnic Distribution						
White	82,287	82,579	83,325	84,759	85,518	+3.9
Black	8,953	9,093	9,271	9,430	9,517	+6.3
Hispanic	1,555	1,655	1,719	1,816	1,858	+19.5
Other	284	309	342	343	378	+33.1
Total	93,079	93,636	94,657	96,348	97,271	+4.5
Degrees Held						
None	1,132	1,083	1,012	964	881	-22.2
Bachelors	50,442	50,253	51,032	52,316	52,198	+3.5
Masters	39,875	40,364	40,782	41,170	42,354	+6.2
Doctorates	1,432	1,752	1,672	1,731	1,630	+13.8
Other	198	184	159	167	208	+5.1
Total	93,079	93,636	94,657	96,348	97,271	+4.5

CHANGING STAFF PROFILES

- * An increase of 4,192 in the number of certificated staff were employed between 1983-84 and 1987-88. This was an increase of 4.5% over the 93,079 reported certificated staff in 1983-84.

- * Classroom teachers make up 80.5% of the total full-time certificated staff with educational support services personnel accounting for 11.9% and administrators/supervisors 7.6%. Since 1983-84, the percentage of administrators/supervisors decreased by two-tenths of one percent from 7.8% to 7.6% and educational support services personnel decreased by 1.3% from 13.2% to 11.9%.

- * There was an increase in the number of minorities employed in full-time certificated staff positions. Minorities increased from 10.4% of the full-time administrators/supervisors certificated staff in 1983 to 12.5% in 1987. Likewise, minority classroom teacher certificated staff increased from 11.8% in 1983 to 12.2% in 1987 and minority educational support services personnel increased from 11.2% to 11.4% over the same period.

- * The trend from 1983-84 to 1987-88 shows a decrease in the male and an increase in the female full-time certificated staff. In 1983-84, males accounted for 36.7% and females 63.3% of the total full-time certificated staff. In 1987-88, males represented one third (33.4%) of the total full-time certificated staff and females accounted for two thirds (66.6%).

SECTION I

CERTIFICATED STAFF INFORMATION

CERTIFICATED STAFF INFORMATION

This section contains twenty (20) tables which show the current status of the certificated staff employed full and part-time in the public elementary and secondary schools in New Jersey. For the purposes of reporting, the certificated staff is divided into three categories that generically define the major assignments or positions in education. The categories are: administrators/supervisors, classroom teachers, and educational support services personnel. The tables report the staff in these categories by location of assignment (system-wide or central office, elementary and secondary), sex, racial/ethnicity, age, experience, level of academic preparation, and mobility (entering and leaving).

TABLE I: FULL-TIME AND PART-TIME CERTIFICATED STAFF EMPLOYED BY COUNTY AND MAJOR ASSIGNMENT. This is the basic table in this series. On September 30, 1987, 97,271 full-time certificated staff members were employed in the public schools of New Jersey. This was 923 more than were reported on September 30, 1986. Between 1986 and 1987, the number of administrators and supervisors decreased by 168, the number of classroom teachers increased by 2,777 and the number of educational support service personnel decreased by 1,686.

The number of part-time certificated staff decreased by 219 from 4,126 in 1986 to 3,907 in 1987. Of the part-time certificated staff, 67.7% or 2,266 were classroom teachers, 31.3% or 1,223 were educational support service personnel and 40 or 1.0% were administrators/supervisors.

TABLE II: FULL-TIME AND PART-TIME CERTIFICATED STAFF ASSIGNED SYSTEM-WIDE BY MAJOR POSITION ASSIGNMENT AND COUNTY. Certificated staff in this category refers to those individuals who are employed in the district central office and/or are itinerant with an assignment that covers two or more schools. Of the 97,271 full-time certificated staff, 10,941 or 11.2% were reported in system-wide positions and of these positions the highest percentage, 40.9% or 4,476, were in the classroom teacher category. The second highest percentage, 35.6% or 3,897 were reported in the category educational support services personnel and the remaining 23.5 or 2,568 were administrators/supervisors.

Of the 1,126 part-time certificated staff in system-wide positions, 52.9% or 596 were in classroom teacher positions and 45.4% or 511 were support services personnel with the remainder, 1.7%, in administration/supervision.

TABLE III: FULL-TIME AND PART-TIME CERTIFICATED STAFF ASSIGNED TO ELEMENTARY SCHOOLS BY MAJOR POSITION ASSIGNMENT AND COUNTY. This table shows that 53.6% or 52,130 of the total 97,271 full-time certificated staff and 53.7% or 2,100 of the total 3,907 part-time certificated staff are assigned to the elementary schools. The 2,417 full-time administrators/supervisors reported in elementary school positions represent 33.0% of the total 7,335 administrators/supervisors; of the 78,355 reported classroom teachers, 58.2% or 45,610 were elementary teachers; and 35.4% or 4,103 of the 11,601 full-time certificated educational support services personnel were in elementary schools.

Of the total full-time certificated elementary staff, 4.6% are administrators/supervisors, 87.5% are classroom teachers and 7.9% are educational support services personnel.

The total number of full-time certificated elementary staff increased for the fourth year. From 1986 to 1987 there was an overall increase of 741 in the total staff. The largest increase, 1,536, occurred in the classroom teacher category and was followed by an increase of 55 and administrator/supervisor category. However, the number of staff in the educational support services category declined by 850 from 4,953 in 1986 to 4,103 in 1987. There was also a decline in the part-time elementary certificated staff from 2,169 in 1986 to 2,100 in 1987.

TABLE IV: FULL-TIME AND PART-TIME CERTIFICATED STAFF ASSIGNED TO SECONDARY SCHOOLS BY MAJOR POSITION ASSIGNMENT AND COUNTY. This table shows that 35.2% or 34,200 of the total full-time certificated staff and 15.8% or 618 of the total part-time certificated staff are employed in the secondary schools. Of the 34,200 full-time certificated staff, 6.9% or 2,350 were administrators/supervisors. The 28,249 classroom teachers represent 82.6% of the full-time certificated secondary staff and the 3,601 educational support services personnel represent 10.5%. The 28,249 classroom teachers was an increase of 694 from the 27,555 reported in 1986 and the 3,601 educational support services personnel was a decrease of 392 over the 3,993 reported in 1986.

The number of part-time certificated staff in secondary schools decreased in educational support services positions.

Classroom teachers increased by 71 from 508 to 579 in 1987; and educational support services personnel decreased by 38 from 134 in 1986 to 96 in 1987.

TABLE V: SEX AND HIGHEST DEGREE HELD BY ADMINISTRATORS AND SUPERVISORS BY COUNTY. This is the first of three (3) tables which show the sex and academic degree of the full-time certificated staff in the public schools by major position assignment.

Approximately 72.6% or 5,325 of the administrators/supervisors are male and 27.4% or 2,010 are female. Between 1982-83 and 1987-88 the number of female administrators/supervisors increased from 1,425 to 2,010, an increase of 585 or 41.1%. The number of males in administrator and supervisor positions in this period decreased by 364 from 5,689 to 5,325.

The degree status of administrators and supervisors improved between 1982-83 and 1987-88. The number of no degrees reported in 1982-83 was 38 while in 1987-88 it was 23, a decrease of 15 or 39.5%. Administrators and supervisors holding bachelor's degrees increased by 36; from 315 in 1982-83 to 351 in 1987-88 and the number holding the master's degree increased from 6,039 to 6,069. There was an increase of 24.7% from 677 to 844 in the number holding the doctorate degree in the five-year period.

TABLE VI: SEX AND HIGHEST DEGREE HELD BY CLASSROOM TEACHERS BY COUNTY. This table shows the status of classroom teachers and follows a trend similar to that reported for administrators and supervisors. In this category, 69.1% or 54,135 of the 78,335 reported full-time classroom teachers are female and 30.9% are male. Between 1982-83 and 1987-88, male classroom teachers decreased by 1,742 and female classroom teachers increased by 5,774. Thus the percentage of females in this period increased from 65.1% of the total in 1982 to 69.1% in 1987 and the percentage of males decreased from 34.9% to 30.9%. When the sex composition of the total 1987-88 full-time certificated staff reported is compared with 1982, the male classroom teacher's category shows a decrease. In 1982, male classroom teachers represented 27.7% of the total 93,687 reported full-time certificated staff. By 1987, the male classroom teacher represented 24.8% of the total 97,271 full-time certificated staff.

The degree status of classroom teachers parallels the administrators/supervisors. Whereas the percentage of full-time certificated classroom teachers holding bachelor's degrees decreased from 63.3% in 1982 to 61.7% in 1987, the percentage having master's degrees increased from 34.9% in 1982 to 36.7% in 1986. The number holding doctorates increased by 114 from 368 in 1982 to 482 in 1987.

TABLE VII: SEX AND HIGHEST DEGREE HELD BY EDUCATIONAL SUPPORT SERVICES PERSONNEL BY COUNTY. This table shows the status of the full-time certificated educational support services personnel.

Of the 11,601 reported educational support services personnel, 8,608 or 74.2% are female and 25.8% male. The percentage of males increased 0.3% from 25.5% of the educational support services personnel in 1982 to 25.8% in 1987.

The degree status of the full-time certificated educational support services personnel shows a decrease in the number of none and increases in the numbers of bachelors, masters and doctoral degrees. There was a decrease of 130 from the 282 no degrees reported in 1982 to 152 in 1987. The percentage of full-time certificated educational support services personnel holding bachelor's degrees decreased from 34.1% in 1982 to 30.4% in 1987, the percentage holding master's degrees increased from 60.4% in 1982 to 64.9% in 1987 and the number holding doctorates increased by 4, from 300 in 1982 to 304 in 1987.

TABLE VIII: RACIAL/ETHNIC DISTRIBUTION OF FULL-TIME CERTIFICATED ADMINISTRATORS AND SUPERVISORS BY COUNTY. This is the first of three tables showing the racial/ethnic distribution of full-time certificated staff. Of the administrators and supervisors serving full-time, 6,421 (87.5%) were white, 787 (10.7%) were black and 114 (1.6%) were Hispanic. The number of minority staff members in administrator/supervisor positions continued to increase with the number of black administrators/supervisors increasing from 630 in 1982 to 787 in 1987 and Hispanic from 57 in 1982 to 114 in 1987.

TABLE IX: RACIAL/ETHNIC DISTRIBUTION OF FULL-TIME CERTIFICATED CLASSROOM TEACHERS BY COUNTY. The minority full-time certificated classroom teachers increased in 1987. Of the 78,335 reported classroom teachers, 68,816 (87.8%) were white; 7,628 (9.7%) were black; 1,571 (2.0%) were Hispanic; and 320 (0.4%) were American Indian/Alaskan Native, Asian or Pacific Islander. Between 1982-83 and 1987-88, the percentages of black and Hispanic increased, American Indian/Alaskan Native and Asian/Pacific Islander were unchanged and whites decreased.

TABLE X: RACIAL/ETHNIC DISTRIBUTION OF FULL-TIME CERTIFICATED EDUCATIONAL SUPPORT SERVICES PERSONNEL BY COUNTY. Of the 11,601 reported educational support services staff, 10,281 (88.6%) were white; 1,102 (9.5%) were black; 173 (1.5%) were Hispanic; and 45 (0.3%) were American Indian/Alaskan Native Asian or Pacific Islander. As with the classroom teachers between 1982-83 and 1987-88, there was an increase in the percentages of black and Hispanic, no changes in American Indian/Alaskan Native and Asian/Pacific Islander, and a decrease in white.

TABLE XI: AGE DISTRIBUTION ADMINISTRATORS AND SUPERVISORS BY COUNTY. This is the first of three tables which show the distribution of the full-time certificated staff by position and age. The administrators/supervisors 47.9 years median age in 1987-88 is the highest of the three reported classifications and is an increase of 1.9 years over the median age of 46.0 that was reported in 1982. Of the 7,335 administrators/supervisors, 61.1% or 4,480 are between the ages of 42 and 57 years and 23.7% or 1,740 are younger than 41-years-old.

TABLE XII: AGE DISTRIBUTION CLASSROOM TEACHERS BY COUNTY. As the administrators and supervisors group represented the oldest of the three position assignments, the classroom teachers represent the youngest with a median age of 40.8 years. Of the 78,335 full-time certificated classroom teachers, 38,413 or 49.0% are between the ages of 26 and 41 years. There are 5,594 or 7.1% who are 58 years and over. The classroom teachers median age increased by 3.8 years from the 1982 median of 37.0 to 40.8 years in 1987.

TABLE XIII: AGE DISTRIBUTION EDUCATIONAL SUPPORT SERVICES PERSONNEL BY COUNTY. The median age of the full-time certificated educational support services personnel was 45.0 years. In this category of 11,601 full-time certificated staff, 4,450 or 38.4% are between 18 and 41 years of age and 5,526 or 47.6% are between the ages of 41 and 57. Educational support services personnel median age increased by 2.0 years from 1982 when the median age was 43 years.

When the total age distribution data are viewed, Bergen, Morris and Somerset counties would appear to have the oldest staffs in terms of median year and the youngest staffs would appear to be in Cape May, Gloucester and Hudson counties.

TABLE XIV: TOTAL EDUCATIONAL EXPERIENCE OF ADMINISTRATORS/SUPERVISORS BY COUNTY. This is the first of three tables which show the distribution of the full-time certificated staff by position and years of experience.

The increasing degree status and median age for the administrators/supervisors full-time certificated staff is reflected in years of experience.

The median year of experience in education for the administrators/supervisors in 1987 was 22.3 years--an increase of 3.1 years from the median of 19.2 years in 1982. Of the 7,335 full-time certificated staff in this category 4,822 or 65.7% fell between the range of 15 and 29 years of educational experience. Of the total administrators/supervisors, 315 or 4.3% had fewer than 10 years of experience.

The administrators/supervisors category has the highest median age, has the highest percentage of higher degrees held and has more years of experience in education than either the classroom teachers or the educational support services personnel.

TABLE XV: TOTAL EDUCATION EXPERIENCE OF CLASSROOM TEACHERS BY COUNTY. The teachers' median years of experience have increased from 1982 by 3.1 years to 14.1 years in 1987. Of the 78,335 full-time certificated classroom teachers, 14.9% or 11,671 had fewer than five (5) years of experience and 2.5% or 1,978 were in their first year. 4.1% or 3,188 had more than 29 years of experience. The data show that the median age of teachers has increased. They hold higher degrees and have more experience.

TABLE XVI: TOTAL EDUCATIONAL EXPERIENCE OF EDUCATIONAL SUPPORT SERVICES PERSONNEL BY COUNTY. The full-time certificated staff median years of experience increased by 4.0, years from the median of 11.0 years in 1982 to 15.0 in 1987. Of the 11,601 full-time certificated educational support services personnel, 1,400 or 12.1% had fewer than five (5) years of experience and 656 or 5.6% had more than 29 years of experience.

TABLE XVII: CERTIFICATED PERSONNEL ENTERING AND LEAVING BY MAJOR POSITION ASSIGNMENT AND COUNTY. The table summarizes the mobility of the full-time certificated staff into and out of the public schools of New Jersey. It is a count of certificated individuals who were reported in a position in a school on September 30, 1986 but were not in that school on September 30, 1987 (Leaving). Entering is the count of those individuals who were not reported in a school on September 30, 1986 but held a position in that school on September 30, 1987 (Entering). Twenty-one (21) reasons have been coded for entering and for leaving to provide users with data to study the supply and demand of certificated staff in the public schools of New Jersey.

The statewide data show more certificated staff entering than leaving. In the 1987-88 school year, the entering rate was 15.8% (approximately 16 full-time certificated staff per 100 employed). The statewide leaving rate was 13.4% (approximately 13 full-time certificated staff per 100 employed). Previous to this year, the entering and leaving rates of certificated staff were lowest during the 1985-86 school year, when the entering rate was 13.0 full-time certificated staff per 100 employed and the leaving rate 12.0 per 100 staff employed.

Whereas the entering rate exceeded the leaving rate in seventeen (17) counties in 1984-85, there were twenty (20) counties in 1986-87 in which the entry rate exceeded the leaving rate.

TABLE XVIII: NUMBER OF FULL-TIME CLASSROOM TEACHERS EMPLOYED BY SUBJECT ASSIGNMENT AND COUNTY. Of the 78,335 full-time classroom teachers employed, 34.0% reported teaching in an elementary assignment and 66.0% reported teaching in a specific subject area assignment.

Of the 66.0% or 51,687 teachers in subject area assignment, 39,034 or 75.5% were employed in the following six fields:

1. English..... 20.2%
2. Special Education..... 16.1%
3. Mathematics..... 13.2%
4. Health & Physical Education.... 10.6%
5. Science..... 7.8%
6. Social Studies..... 7.6%

Approximately 19.3% were divided among: music (5.0), foreign languages (4.0), art (3.8), industrial arts (3.3), and business (3.2).

TABLE XIX: NUMBER OF FULL-TIME BEGINNING AND RE-ENTERING TEACHERS BY SUBJECT AND COUNTY. Of the 12,186 reported entering teachers, 36.6% or 4,454 were either beginning or "reentering" (returning to the classroom after leaves of absences or other employment) teachers. Of these 4,454 teachers, approximately 81.3% were either elementary (32.7%) or teachers in the following fields.

- | | |
|--------------------------|-------|
| 1. Special Education | 18.6% |
| 2. English | 12.9% |
| 3. Mathematics | 8.4% |
| 4. Health & Physical Ed. | 4.6% |
| 5. Science | 4.1% |

The remainder of these teachers were distributed among the disciplines as follows:

1. 9.9% were divided among foreign languages, music and social studies.
2. 4.6% were divided between art and vocational.
3. 4.2% were divided among business, home economics and industrial arts.

TABLE XX: NUMBER OF FULL-TIME CLASSROOM TEACHER SEPARATIONS BY COUNTY. There were 3,732 teachers or 37.0% of the reported 10,091 leaving teachers who left classroom duties during the 1986-87 school year.

Approximately 78.0% of these 3,732 classroom teachers were either elementary (30.3%) or teachers from the following fields:

- | | |
|--------------------------|-------|
| 1. Special Education | 13.4% |
| 2. English | 12.6% |
| 3. Mathematics | 6.3% |
| 4. Health & Physical Ed. | 5.6% |
| 5. Science | 5.5% |
| 6. Music | 4.3% |

The remaining 22.0% of these teachers were divided among art (2.4), business (3.3), foreign languages (3.5), home economics (2.1), industrial arts (2.9), social studies (4.2), and vocational (3.2).

Comparison of Certificated Staff Mobility 1980-81 and 1986-87*

<u>Category</u>	<u>1981-82*</u>	<u>1982-83</u>	<u>1983-84</u>	<u>1984-85</u>	<u>1985-86</u>	<u>1986-87</u>	<u>1987-88</u>
Administrators/Supervisors							
Entering	803	706	669	791	825	829	1,027
Leaving	953	820	767	860	872	929	1,002
Classroom Teachers							
Entering	11,310	9,860	9,380	10,170	10,241	10,805	12,186
Leaving	12,527	10,811	9,893	9,596	9,562	9,343	10,091
Educational Support Services							
Entering	1,876	1,643	1,667	1,710	1,937	2,009	2,206
Leaving	2,179	1,790	1,710	1,600	1,616	1,696	1,922
Total Certificated Staff							
Entering	13,989	12,209	11,716	12,671	13,003	13,643	15,419
Leaving	15,659	13,421	12,370	12,056	12,053	11,968	13,015

*These data are for the school year preceding the report year.

TABLE I
FULL-TIME AND PART-TIME STAFF EMPLOYED IN THE PUBLIC SCHOOLS
OF NEW JERSEY BY COUNTY AND MAJOR ASSIGNMENT CATEGORY
SEPTEMBER 30, 1987

COUNTY	CERTIFICATED STAFF						TOTAL		Percent of Total Certificated Staff	
	Administrators and Supervisors		Classroom Teachers		Educational Support Services					
	FULL-TIME	PART-TIME	FULL-TIME	PART-TIME	FULL-TIME	PART-TIME	FULL-TIME	PART-TIME	FULL-TIME	PART-TIME
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Atlantic	214	1	2,245	51	270	24	2,729	76	2.8	1.9
Bergen	782	6	7,701	409	1,051	147	9,534	562	9.8	14.4
Burlington	345	4	4,102	126	588	96	5,035	226	5.2	5.8
Camden	500	3	5,320	137	724	83	6,544	223	6.7	5.7
Cape May	94		978	27	129	24	1,201	51	1.2	1.3
Cumberland	147		1,712	41	196	17	2,055	58	2.1	1.5
Essex	965		8,423	139	1,215	44	10,603	183	10.9	4.7
Gloucester	216	4	2,435	76	340	55	2,991	135	3.1	3.5
Hudson	387		4,783	18	715	11	5,885	29	6.1	0.7
Hunterdon	90	3	1,157	100	175	77	1,422	180	1.5	4.6
Mercer	306		3,128	133	596	89	4,030	222	4.1	5.7
Middlesex	540	6	6,369	196	866	40	7,775	242	8.0	6.2
Monmouth	543	1	5,920	253	950	114	7,413	368	7.6	9.4
Morris	444	3	4,679	267	800	110	5,923	380	6.1	9.7
Ocean	358	1	3,913	89	758	45	5,029	135	5.2	3.5
Passaic	389	2	4,716	116	644	27	5,749	145	5.9	3.7
Salem	81	1	882	26	95	34	1,058	61	1.1	1.6
Somerset	212		2,312	147	360	38	2,884	185	3.0	4.7
Sussex	148		1,682	90	217	46	2,047	136	2.1	3.5
Union	492	3	4,812	133	772	37	6,076	173	6.2	4.4
Warren	82	2	1,066	70	140	65	1,288	137	1.3	3.5
TOTAL	7,335	40	78,335	2,644	11,601	1,223	97,271	3,907	100.0	100.0
PERCENT	7.5	1.0	80.5	67.7	11.9	31.3				

TABLE II

**FULL-TIME AND PART-TIME CERTIFICATED STAFF ASSIGNED SYSTEM-WIDE
BY MAJOR POSITION ASSIGNMENT CATEGORY AND COUNTY
SEPTEMBER 30, 1987**

COUNTY	MAJOR SYSTEM-WIDE ASSIGNMENT CATEGORY						TOTAL SYSTEM-WIDE CERTIFICATED STAFF		Percent of Total System-Wide Certificated Staff	
	Administrators and Supervisors		Classroom Teachers		Educational Support Services		FULL-TIME	PART-TIME	FULL-TIME	PART-TIME
	FULL-TIME	PART-TIME	FULL-TIME	PART-TIME	FULL-TIME	PART-TIME				
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Atlantic	86		129	13	119	11	334	24	3.1	2.1
Bergen	293	3	614	96	441	68	1,348	167	12.3	14.8
Burlington	120	2	204	33	163	34	487	69	4.5	6.1
Camden	195	1	264	71	230	34	689	106	6.3	9.4
Cape May	30		14	3	36	1	80	4	0.7	0.4
Cumberland	52		80	5	81	8	213	13	1.9	1.2
Essex	325		570	47	572	23	1,467	70	13.4	6.2
Gloucester	54	2	135	14	111	25	300	41	2.7	3.6
Hudson	129		273	8	226	7	628	15	5.7	1.3
Hunterdon	25		26	5	21	17	72	22	0.7	2.0
Mercer	126		170	48	195	64	491	112	4.5	9.9
Middlesex	203	4	404	23	325	19	932	46	8.5	4.1
Monmouth	187		271	50	271	56	729	106	6.7	9.4
Morris	162	2	273	63	242	48	677	113	6.2	10.0
Ocean	109		117	6	156	9	382	15	3.5	1.3
Passaic	119	2	251	31	178	10	548	43	5.0	3.8
Salem	32	1	57	5	36	9	125	15	1.1	1.3
Somerset	95		140	13	102	18	337	31	3.1	2.8
Sussex	31		48	7	42	11	121	18	1.1	1.6
Union	172	2	398	45	307	20	877	67	8.0	6.0
Warren	23		38	10	43	19	104	29	1.0	2.6
TOTAL	2,568	19	4,476	596	3,897	511	10,941	1,126	100.0	100.0
Percent of State-wide Certificated Staff	23.5	1.7	40.9	52.9	35.6	45.4	100.0	100.0		

TABLE III
FULL-TIME AND PART-TIME CERTIFICATED STAFF ASSIGNED TO ELEMENTARY
SCHOOLS BY MAJOR POSITION ASSIGNMENT CATEGORY AND COUNTY
SEPTEMBER 30, 1987

COUNTY	MAJOR ELEMENTARY SCHOOL ASSIGNMENT CATEGORY						TOTAL ELEMENTARY CERTIFICATED STAFF		Percent of Total Elementary Certificated Staff	
	Administrators and Supervisors		Classroom Teachers		Educational Support Services					
	FULL-TIME	PART-TIME	FULL-TIME	PART-TIME	FULL-TIME	PART-TIME	FULL-TIME	PART-TIME	FULL-TIME	PART-TIME
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Atlantic	55	1	1,418	32	64	11	1,537	44	2.9	2.1
Bergen	237	3	4,078	189	295	66	4,610	258	8.8	12.3
Burlington	121	2	2,411	76	258	60	2,790	138	5.4	6.6
Camden	164	1	3,127	48	262	42	3,553	91	6.8	4.3
Cape May	37		626	22	49	21	712	43	1.4	2.0
Cumberland	55		1,045	28	57	9	1,157	37	2.2	1.8
Essex	345		5,058	65	296	20	5,699	85	10.9	4.0
Gloucester	65	2	1,248	55	99	28	1,412	85	2.7	4.0
Hudson	136		2,951	8	244	4	3,331	12	6.4	0.6
Hunterdon	34	3	744	68	86	51	864	122	1.7	5.8
Mercer	91		1,689	56	189	21	1,969	77	3.8	3.7
Middlesex	170		3,530	119	276	17	3,976	136	7.6	6.5
Monmouth	173		3,602	148	379	45	4,154	193	8.0	9.2
Morris	140		2,734	151	339	56	3,213	207	6.2	9.9
Ocean	144	1	2,375	70	424	34	2,943	105	5.6	5.0
Passaic	143		2,953	55	247	9	3,343	64	6.4	3.0
Salem	28		528	16	31	25	587	41	1.1	2.0
Somerset	55		1,226	93	141	12	1,422	105	2.7	5.0
Sussex	52		1,044	64	104	31	1,200	95	2.3	4.5
Union	142	1	2,608	59	212	12	2,962	72	5.7	3.4
Warren	30	1	615	47	51	42	696	90	1.3	4.3
TOTAL	2,417	15	45,610	1,469	4,103	616	52,130	2,100	100.0	100.0
Percent of Elementary Certificated Staff	4.6	0.7	87.5	70.0	7.9	29.3	100.0	100.0		

TABLE IV
FULL-TIME AND PART-TIME CERTIFICATED STAFF ASSIGNED TO SECONDARY
SCHOOLS BY MAJOR POSITION ASSIGNMENT CATEGORY AND COUNTY
SEPTEMBER 30, 1987

COUNTY	MAJOR SECONDARY SCHOOL ASSIGNMENT CATEGORY						TOTAL SECONDARY CERTIFICATED STAFF		Percent of Total Secondary Certificated Staff	
	Administrators and Supervisors		Classroom Teachers		Educational Support Services		FULL-TIME	PART-TIME	FULL-TIME	PART-TIME
	FULL-TIME	PART-TIME	FULL-TIME	PART-TIME	FULL-TIME	PART-TIME				
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Atlantic	73		698	6	87	2	858	8	2.5	1.2
Bergen	252		3,009	124	315	13	3,576	137	10.5	20.1
Burlington	104		1,487	17	167	2	1,758	19	5.1	2.8
Camden	141	1	1,929	18	232	7	2,302	26	6.7	3.8
Cape May	27		338	2	44	2	409	4	1.2	0.6
Cumberland	40		587	8	58		685	8	2.0	1.2
Essex	295		2,795	27	347	1	3,437	28	10.0	4.1
Gloucester	97		1,052	7	130	2	1,279	9	3.7	1.3
Hudson	122		1,559	2	245		1,926	2	5.6	0.3
Hunterdon	31		387	27	68	9	486	36	1.4	5.3
Mercer	89		1,269	29	212	4	1,570	33	4.6	4.8
Middlesex	167	2	2,435	54	265	4	2,867	60	8.4	8.8
Monmouth	183	1	2,047	55	300	13	2,530	69	7.4	10.1
Morris	142	1	1,672	53	219	6	2,033	60	5.9	8.8
Ocean	105		1,421	13	178	2	1,704	15	5.0	2.2
Passaic	127		1,512	30	219	8	1,858	38	5.4	5.6
Salem	21		297	5	28		346	5	1.0	0.7
Somerset	62		946	41	117	8	1,125	49	3.3	7.2
Sussex	65		590	19	71	4	726	23	2.1	3.4
Union	178		1,806	29	253	5	2,237	34	6.5	5.0
Warren	29	1	413	13	46	4	488	18	1.4	2.6
TOTAL	2,350	6	28,249	579	3,601	96	34,200	681	100.0	100.0
Percent of Secondary Certificated Staff	6.9	0.9	82.6	85.0	10.5	14.1	100.0	100.0		

TABLE V
SEX, HIGHEST DEGREE HELD BY ADMINISTRATORS AND SUPERVISORS
EMPLOYED IN THE PUBLIC SCHOOLS OF NEW JERSEY BY COUNTY

SEPTEMBER 30, 1987

COUNTY	SEX				NUMBER BY					TOTAL NUMBER
	MALE		FEMALE		HIGHEST DEGREE HELD					
	Number	Percent	Number	Percent	None	Bachelors	Masters	Doctors	Other	
Atlantic	164	76.6	50	23.4	1	10	173	28	2	214
Bergen	603	77.1	179	22.9	4	30	623	116	9	782
Burlington	268	77.7	77	22.3	1	12	290	41	1	345
Camden	361	72.2	139	27.8	1	34	416	48	1	500
Cape May	70	74.5	24	25.5	2	14	69	8	1	94
Cumberland	100	68.0	47	32.0	3	6	124	13	1	147
Essex	595	61.7	370	38.3	1	43	796	122	3	965
Gloucester	165	76.4	51	23.6		14	184	18		216
Hudson	278	71.8	109	28.2		25	342	17	3	387
Hunterdon	74	82.2	16	17.8		4	73	12	1	90
Mercer	206	67.3	100	32.7		9	257	36	4	306
Middlesex	410	75.9	130	24.1	1	20	432	78	9	540
Monmouth	405	74.6	138	25.4	3	27	449	63	1	543
Morris	339	76.4	105	23.6	3	20	360	60	1	444
Ocean	261	72.9	97	27.1		30	302	25	1	358
Passaic	263	67.6	126	32.4	1	6	350	27	5	389
Salem	63	77.8	18	22.2		4	64	13		81
Somerset	168	79.2	44	20.8		5	159	47	1	212
Sussex	123	83.1	25	16.9	1	7	120	18	2	148
Union	335	68.1	157	31.9	1	27	414	48	2	492
Warren	74	90.2	8	9.8		4	71	6	1	82
TOTAL	5,325	72.6	2,010	27.4	23	351	6,068	844	49	7,335
				Percent	0.3	4.8	82.7	11.5	0.7	

TABLE VI
SEX, HIGHEST DEGREE HELD BY CLASSROOM TEACHERS
EMPLOYED IN THE PUBLIC SCHOOLS OF NEW JERSEY BY COUNTY

SEPTEMBER 30, 1987

COUNTY	SEX				NUMBER BY					TOTAL NUMBER
	MALE		FEMALE		HIGHEST DEGREE HELD					
	Number	Percent	Number	Percent	None	Bachelors	Masters	Doctors	Other	
Atlantic	636	28.3	1,609	71.7	18	1,796	426	5		2,245
Bergen	2,628	34.1	5,073	65.9	47	3,421	4,151	78	4	7,701
Burlington	1,343	32.7	2,759	67.3	39	2,837	1,205	19	2	4,102
Camden	1,668	31.4	3,652	68.6	81	3,760	1,440	29	10	5,320
Cape May	316	32.3	662	67.7	22	723	229	2	2	978
Cumberland	489	28.6	1,223	71.4	28	1,323	352	4	5	1,712
Essex	2,486	29.5	5,937	70.5	46	5,074	3,213	83	7	8,423
Gloucester	770	31.6	1,665	68.4	22	1,857	545	8	3	2,435
Hudson	1,380	28.9	3,403	71.1	45	2,984	1,731	17	6	4,783
Hunterdon	362	31.3	795	68.7	3	694	450	10		1,157
Mercer	868	27.7	2,260	72.3	27	1,981	1,095	21	4	3,128
Middlesex	2,017	31.7	4,352	68.3	74	3,555	2,681	54	5	6,369
Monmouth	1,712	28.9	4,208	71.1	43	3,641	2,202	31	3	5,920
Morris	1,485	31.7	3,194	68.3	25	2,649	1,984	19	2	4,679
Ocean	1,240	31.7	2,673	68.3	51	2,667	1,177	13	5	3,913
Passaic	1,305	27.7	3,411	72.3	40	2,975	1,666	27	8	4,716
Salem	283	32.1	599	67.9	15	701	165		1	882
Somerset	770	33.3	1,542	66.7	11	1,334	945	22		2,312
Sussex	587	34.9	1,095	65.1	10	1,054	610	7	1	1,682
Union	1,479	30.7	3,333	69.3	49	2,573	2,155	31	4	4,812
Warren	376	35.3	690	64.7	10	723	330	2	1	1,066
TOTAL	24,200	30.9	54,135	69.1	706	48,322	28,752	482	73	78,335
				Percent	0.9	61.7	36.7	0.6	0.1	

TABLE VII
SEX, HIGHEST DEGREE HELD BY EDUCATIONAL SUPPORT
SERVICES PERSONNEL EMPLOYED IN THE PUBLIC SCHOOLS OF NEW JERSEY BY COUNTY

SEPTEMBER 30, 1987

COUNTY	SEX				NUMBER BY					TOTAL NUMBER
	MALE		FEMALE		HIGHEST DEGREE HELD					
	Number	Percent	Number	Percent	None	Bachelors	Masters	Doctors	Other	
Atlantic	83	30.7	187	69.3	4	72	186	3	5	270
Bergen	250	23.8	801	76.2	9	208	772	59	3	1,051
Burlington	121	20.6	467	79.4	6	196	370	13	3	588
Camden	209	28.9	515	71.1	9	207	489	17	2	724
Cape May	41	31.8	88	68.2	5	48	74	2		129
Cumberland	57	29.1	139	70.9	3	85	101	5	2	196
Essex	273	22.5	942	77.5	11	335	830	31	8	1,215
Gloucester	89	26.2	251	73.8	1	138	193	6	2	340
Hudson	229	32.0	486	68.0	10	226	465	11	3	715
Hunterdon	42	24.0	133	76.0	2	55	112	4	2	175
Mercer	144	24.2	452	75.8	7	215	352	20	2	596
Middlesex	224	25.9	642	74.1	8	228	595	32	3	866
Monmouth	242	25.5	708	74.5	20	312	575	24	19	950
Morris	196	24.5	604	75.5	19	224	537	17	3	800
Ocean	240	31.7	518	68.3	12	299	431	9	7	758
Passaic	167	25.9	477	74.1	13	193	414	17	7	644
Salem	24	25.3	71	74.7	3	34	54	1	3	95
Somerset	85	23.6	275	76.4	2	94	253	10	1	360
Sussex	40	18.4	177	81.6	3	65	144	3	2	217
Union	206	26.7	566	73.3	4	243	502	19	4	772
Warren	31	22.1	109	77.9	1	48	85	1	5	140
TOTAL	2,993	25.8	8,608	74.2	152	3,525	7,534	304	86	11,601
				Percent	1.3	30.4	64.9	2.6	0.7	

TABLE VIII
RACIAL/ETHNIC DISTRIBUTION OF FULL-TIME ADMINISTRATORS
AND SUPERVISORS EMPLOYED IN NEW JERSEY
PUBLIC SCHOOL DISTRICTS BY COUNTY

SEPTEMBER 30, 1987

COUNTY	WHITE*		BLACK*		HISPANIC		AMERICAN INDIAN/ ALASKAN NATIVE		ASIAN OR PACIFIC ISLANDER		TOTAL Administrators Supervisors Employed	Minority** Adm./Supv. As % of County Total
	Adm./Supv. Employed	% of Total Adm./Supv. in the County	Adm./Supv. Employed	% of Total Adm./Supv. in the County	Adm./Supv. Employed	% of Total Adm./Supv. in the County	Adm./Supv. Employed	% of Total Adm./Supv. in the County	Adm./Supv. Employed	% of Total Adm./Supv. in the County		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
Atlantic	181	84.6	30	14.0	3	1.4					214	15.4
Bergen	755	96.5	23	2.9	3	0.4			1	0.1	782	3.5
Burlington	315	91.3	27	7.8	2	0.6	1	0.3			345	8.7
Camden	411	82.2	79	15.8	10	2.0					500	17.8
Cape May	89	94.7	5	5.3							94	5.3
Cumberland	125	85.0	17	11.6	5	3.4					147	15.0
Essex	617	63.9	309	32.0	34	3.5	1	0.1	4	0.4	965	36.1
Gloucester	205	94.9	11	5.1							216	5.1
Hudson	329	85.0	36	9.3	22	5.7					387	15.0
Hunterdon	90	100.0									90	0.0
Mercer	241	78.8	61	19.9	3	1.0			1	0.3	306	21.2
Middlesex	501	92.8	31	5.7	7	1.3			1	0.2	540	7.2
Monmouth	512	94.3	26	4.8	5	0.9					543	5.7
Morris	437	98.4	5	1.1	1	0.2	1	0.2			444	1.6
Ocean	351	98.0	5	1.4	2	0.6					358	2.0
Passaic	329	84.6	51	13.1	9	2.3					389	15.4
Salem	76	93.8	5	6.2							81	6.2
Somerset	201	94.8	9	4.2	1	0.5			1	0.5	212	5.2
Sussex	147	99.3					1	0.7			148	0.7
Union	428	87.0	56	11.4	7	1.4			1	0.2	492	13.0
Warren	81	98.8	1	1.2							82	1.2
TOTAL	6,421	87.5	787	10.7	114	1.6	4	0.1	9	0.1	7,335	12.5

*Not of Hispanic Origin

**Percent of County Minority Enrollment = Columns 4, 6, 8, and 10 divided by Column 12

TABLE IX
RACIAL/ETHNIC DISTRIBUTION OF FULL-TIME CLASSROOM TEACHERS
EMPLOYED IN NEW JERSEY PUBLIC SCHOOL DISTRICTS BY COUNTY
SEPTEMBER 30, 1987

COUNTY	WHITE*		BLACK*		HISPANIC		AMERICAN INDIAN/ ALASKAN NATIVE		ASIAN OR PACIFIC ISLANDER		Classroom Teachers Employed	Minority** Classroom Teachers as % of County Total
	Classroom Teachers Employed	% of Total Classroom Teachers in County	Classroom Teachers Employed	% of Total Classroom Teachers in County	Classroom Teachers Employed	% of Total Classroom Teachers in County	Classroom Teachers Employed	% of Total Classroom Teachers in County	Classroom Teachers Employed	% of Total Classroom Teachers in County		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
Atlantic	1,901	84.7	305	13.6	30	1.3			9	0.4	2,245	15.3
Bergen	7,421	96.4	192	2.5	49	0.6	2		37	0.5	7,701	3.6
Burlington	3,740	91.2	336	8.2	20	0.5	1		5	0.1	4,102	8.8
Camden	4,319	81.2	852	16.0	121	2.3	5	0.1	23	0.4	5,320	18.8
Cape May	943	96.4	29	3.0	4	0.4			2	0.2	978	3.6
Cumberland	1,514	88.4	140	8.2	41	2.4	3	0.2	14	0.8	1,712	11.6
Essex	5,362	63.7	2,677	31.8	326	3.9	3		55	0.7	8,423	36.3
Gloucester	2,319	95.2	109	4.5	4	0.2			3	0.1	2,435	4.8
Hudson	3,835	80.2	515	10.8	382	8.0			51	1.1	4,783	19.8
Hunterdon	1,143	98.8	2	0.2	7	0.6			5	0.4	1,157	1.2
Mercer	2,519	80.5	545	17.4	51	1.6			13	0.4	3,128	19.5
Middlesex	5,971	93.8	269	4.2	112	1.8			17	0.3	6,369	6.2
Monmouth	5,562	94.0	301	5.1	41	0.7	2		14	0.2	5,920	6.0
Morris	4,571	97.7	66	1.4	30	0.6	1		11	0.2	4,679	2.3
Ocean	3,813	97.4	63	1.6	29	0.7	4	0.1	4	0.1	3,913	2.6
Passaic	3,963	84.0	551	11.7	193	4.1			9	0.2	4,716	16.0
Salem	799	90.6	75	8.5	7	0.8	1	0.1			882	9.4
Somerset	2,230	96.5	69	3.0	6	0.3	1		6	0.3	2,312	3.5
Sussex	1,676	99.6	3	0.2	2	0.1			1	0.1	1,682	0.4
Union	4,156	86.4	527	11.0	113	2.3	1		15	0.3	4,812	13.6
Warren	1,059	99.3	2	0.2	3	0.3			2	0.2	1,066	0.7
TOTAL	68,816	87.8	7,628	9.7	1,571	2.0	24	0.0	296	0.4	78,335	12.2

*Not of Hispanic Origin

**% County Minority Enrollment=Columns 4, 6, 8 and 10 Divided by Column 12

TABLE X
RACIAL/ETHNIC DISTRIBUTION OF FULL-TIME EDUCATIONAL SUPPORT SERVICES PERSONNEL
EMPLOYED IN NEW JERSEY PUBLIC SCHOOL DISTRICTS BY COUNTY
SEPTEMBER 30, 1987

COUNTY	WHITE*		BLACK*		HISPANIC		AMERICAN INDIAN/ ALASKAN NATIVE		ASIAN OR PACIFIC ISLANDER		Total Ed. Support Services Personnel Employed	Minority** Ed. Support Services per as % of County Total
	Ed. Support Services Personnel Employed	% of Total Educational Support Ser. Personnel In County	Ed. Support Services Personnel Employed	% of Total Educational Support Ser. Personnel In County	Ed. Support Services Personnel Employed	% of Total Educational Support Ser. Personnel In County	Ed. Support Services Personnel Employed	% of Total Educational Support Ser. Personnel In County	Ed. Support Services Personnel Employed	% of Total Ed. Support Services Personnel Employed		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
Atlantic	238	88.1	29	10.7	2	0.7			1	0.4	270	11.9
Bergen	995	94.7	46	4.4	6	0.6	1	0.1	3	0.3	1,051	5.3
Burlington	539	91.7	48	8.2					1	0.2	588	8.3
Camden	615	84.9	95	13.1	8	1.1	2	0.3	4	0.6	724	15.1
Cape May	121	93.8	8	6.2							129	6.2
Cumberland	172	87.8	15	7.7	5	2.6	2	1.0	2	1.0	196	12.2
Essex	829	68.2	344	28.3	33	2.7	1	0.1	8	0.7	1,215	31.8
Gloucester	321	94.4	19	5.6							340	5.6
Hudson	609	85.2	63	8.8	39	5.5			4	0.6	715	14.8
Hunterdon	173	98.9	1	0.6	1	0.6					175	1.1
Mercer	479	80.4	104	17.4	11	1.8			2	0.3	596	19.6
Middlesex	799	92.3	49	5.7	16	1.8			2	0.2	866	7.7
Monmouth	877	92.3	69	7.3	3	0.3			1	0.1	950	7.7
Morris	780	97.5	14	1.8	4	0.5			2	0.3	800	2.5
Ocean	732	96.6	21	2.8	2	0.3			3	0.4	758	3.4
Passaic	574	89.1	46	7.1	23	3.6			1	0.2	644	10.9
Salem	85	89.5	9	9.5					1	1.1	95	10.5
Somerset	340	94.4	16	4.4	2	0.6			2	0.6	360	5.6
Sussex	216	99.5			1	0.5					217	0.5
Union	647	83.8	106	13.7	17	2.2			2	0.3	772	16.2
Warren	140	100.0									140	0.0
	10,281	88.6	1,102	9.5	173	1.5	6	0.1	39	0.3	11,601	11.4

*Not of Hispanic Origin

**% County Minority Enrollment=Columns 4, 6, 8 and 10 Divided by Column 12

TABLE XI
AGE DISTRIBUTION: ADMINISTRATORS AND SUPERVISORS
NEW JERSEY PUBLIC SCHOOL DISTRICTS BY COUNTY
SEPTEMBER 30, 1987

COUNTY	NUMBER IN EACH AGE GROUP								TOTAL
	Not Available	18-25	26-33	34-41	42-49	50-57	58-65	66 and Over	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
Atlantic			7	46	71	62	28		214
Bergen			12	169	223	233	139	6	782
Burlington			6	86	114	93	42	4	345
Camden			12	109	204	118	55	2	500
Cape May			5	27	34	18	8	2	94
Cumberland			1	33	47	43	21	2	147
Essex			11	194	290	293	156	21	965
Gloucester			11	62	71	53	19		216
Hudson			6	96	118	95	61	11	387
Hunterdon			1	28	39	17	5		90
Mercer			3	71	106	82	41	3	306
Middlesex			8	80	173	192	79	8	540
Monmouth			6	119	176	162	70	10	543
Morris		1	6	106	150	119	56	6	444
Ocean			17	81	139	85	32	4	358
Passaic			5	71	119	123	59	12	389
Salem			2	30	23	19	7		81
Somerset			2	41	66	79	23	1	212
Sussex			4	49	50	39	6		148
Union		1	6	85	157	135	100	8	492
Warren				24	28	22	8		82
TOTAL		2	131	1,607	2,398	2,082	1,015	100	7,335
Percent in Each Age Group		0.0	1.8	21.9	32.7	28.4	13.8	1.4	

TABLE XIV
TOTAL EDUCATIONAL EXPERIENCE OF ADMINISTRATORS AND SUPERVISORS
NEW JERSEY PUBLIC SCHOOL DISTRICTS BY COUNTY
SEPTEMBER 30, 1987

COUNTY	TOTAL YEARS OF EXPERIENCE												TOTAL
	UNDER 1 YEAR	1-3	4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40-44	45 AND OVER	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
Atlantic	1	1		12	20	46	54	44	31	5			214
Bergen	4	8	2	26	84	166	143	163	119	60	6	1	782
Burlington	1	2	2	9	41	89	73	69	44	14	1		345
Camden	3	3	1	15	60	136	128	82	51	20	1		500
Cape May	1	4		5	13	24	21	13	7	5	1		94
Cumberland	1	1		1	22	27	35	34	18	7	1		147
Essex	2	3	1	25	96	204	212	208	136	63	11	4	965
Gloucester		4	3	11	27	59	45	44	16	6	1		216
Hudson	1			10	46	82	100	74	46	21	4	3	387
Hunterdon		1		5	14	23	22	16	5	3	1		90
Mercer		2		7	40	79	70	60	36	10	1	1	306
Middlesex		2		10	45	85	126	148	89	31	4		540
Monmouth	2	4	2	17	50	127	123	121	68	23	4	2	543
Morris		7		13	48	94	107	84	65	23	2	1	444
Ocean	2	3	1	19	48	85	91	70	26	10	3		358
Passaic		1		8	27	82	89	87	60	23	9	3	389
Salem				5	10	31	14	8	11	2			81
Somerset		4	1	6	18	43	50	49	32	8	1		212
Sussex		1		6	22	47	27	28	16		1		148
Union		5	1	16	43	94	112	98	68	44	10	1	492
Warren	1				12	23	18	16	11	1			82
TOTAL	19	56	14	226	786	1,646	1,660	1,516	955	379	62	16	7,335
Percent of State Total	0.3	0.8	0.2	3.1	10.7	22.4	22.6	20.7	13.0	5.2	0.8	0.2	

TABLE XV
TOTAL EDUCATIONAL EXPERIENCE OF CLASSROOM TEACHERS
NEW JERSEY PUBLIC SCHOOL DISTRICTS BY COUNTY
SEPTEMBER 30, 1987

COUNTY	TOTAL YEARS OF EXPERIENCE												TOTAL
	UNDER 1 YEAR	1-3	4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40-44	45 AND OVER	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
Atlantic	68	281	69	376	507	432	277	142	76	13	3	1	2,245
Bergen	155	588	148	960	1,332	1,828	1,410	784	355	110	25	6	7,701
Burlington	115	380	107	677	884	903	596	301	104	32	3		4,102
Camden	181	559	148	994	1,136	1,135	661	343	130	28	5		5,320
Cape May	42	158	27	206	226	162	86	45	21	4	1		978
Cumberland	61	190	45	264	404	389	211	93	43	10	2		1,712
Essex	177	815	223	1,276	1,618	2,012	1,202	658	291	115	32	4	8,423
Gloucester	75	280	82	447	505	508	292	164	60	20	1	1	2,435
Hudson	72	401	136	888	1,229	1,141	546	238	94	29	7	2	4,783
Hunterdon	25	105	37	206	243	261	160	94	20	2	4		1,157
Mercer	112	343	97	584	639	587	372	244	112	32	5	1	3,128
Middlesex	135	498	133	924	1,222	1,535	1,107	561	209	39	5	1	6,369
Monmouth	137	570	174	901	1,196	1,390	887	458	160	39	8		5,920
Morris	99	390	112	700	928	1,132	764	367	139	38	7	3	4,679
Ocean	112	464	150	724	889	812	463	217	64	18			3,913
Passaic	112	521	151	825	981	1,007	635	319	122	37	5	1	4,716
Salem	28	126	33	137	184	175	106	57	25	10	1		882
Somerset	77	163	40	304	408	567	433	206	84	26	3	1	2,312
Sussex	38	165	45	346	388	349	217	101	28	5			1,682
Union	135	455	146	832	858	949	724	435	211	56	10	1	4,812
Warren	22	108	30	189	262	231	135	61	22	6			1,066
TOTAL	1,978	7,560	2,133	12,760	16,039	17,505	11,284	5,888	2,370	669	127	22	78,335
Percent of State Total	2.5	9.7	2.7	16.3	20.5	22.3	14.4	7.5	3.0	0.9	0.2	0.0	

TABLE XVI
TOTAL EDUCATIONAL EXPERIENCE OF EDUCATIONAL SUPPORT PERSONNEL
NEW JERSEY PUBLIC SCHOOL DISTRICTS BY COUNTY
SEPTEMBER 30, 1987

COUNTY	TOTAL YEARS OF EXPERIENCE												TOTAL
	UNDER 1 YEAR	1-3	4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40-44	45 AND OVER	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
Atlantic	7	22	7	42	67	48	36	28	11	2			270
Bergen	19	74	12	159	194	228	181	99	62	19	4		1,051
Burlington	11	52	15	107	115	126	71	59	22	8	1	1	588
Camden	21	48	13	132	147	172	99	58	23	10		1	724
Cape May	8	16	4	26	44	16	7	5	2	1			129
Cumberland	4	10	8	29	39	51	32	11	8	4			196
Essex	27	76	27	154	204	319	192	115	64	26	10	1	1,215
Gloucester	11	39	9	57	80	65	35	27	12	4	1		340
Hudson	7	35	16	92	172	187	113	56	23	10	4		715
Hunterdon	7	12	4	32	40	37	23	11	5	4			175
Mercer	15	48	11	91	122	124	89	55	25	12	4		596
Middlesex	12	65	20	118	164	196	147	108	31	3	2		866
Monmouth	33	74	25	135	204	201	147	85	31	12	2	1	950
Morris	7	65	16	132	163	170	150	66	18	11	1	1	800
Ocean	22	54	18	133	158	169	120	56	23	4	1		758
Passaic	13	58	9	88	132	160	97	54	22	9	1	1	644
Salem	1	10	3	15	27	14	14	6	3	2			95
Somerset	7	29	9	52	71	57	72	38	19	5	1		360
Sussex	3	17	12	49	50	42	24	17	3				217
Union	16	60	23	126	130	161	116	81	42	13	4		772
Warren	5	16	3	25	33	26	18	8	6				140
TOTAL	256	880	264	1,794	2,356	2,569	1,783	1,043	455	159	36	6	11,601
Percent of State Total	2.2	7.6	2.3	15.5	20.3	22.1	15.4	9.0	3.9	1.4	0.3	0.1	

TABLE XVII
CERTIFICATED PERSONNEL ENTERING AND LEAVING
NEW JERSEY PUBLIC SCHOOLS BY COUNTY AND POSITION
OCTOBER 1, 1986 TO SEPTEMBER 30, 1987

COUNTY	ADMINISTRATORS & SUPERVISORS		CLASSROOM TEACHERS		EDUCATIONAL SUPPORT SERVICES		TOTAL	
	ENTERING	LEAVING	ENTERING	LEAVING	ENTERING	LEAVING	ENTERING	LEAVING
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
Atlantic	38	36	350	234	56	67	444	337
Bergen	112	130	1,270	1,058	205	167	1,587	1,355
Burlington	43	39	562	439	101	53	706	531
Camden	68	70	856	635	179	149	1,103	854
Cape May	18	12	137	91	33	26	188	129
Cumberland	19	21	265	216	23	22	307	259
Essex	132	117	1,207	1,154	192	241	1,531	1,512
Gloucester	36	36	344	264	80	68	460	368
Hudson	42	50	569	596	86	133	697	779
Hunterdon	11	16	185	129	57	32	253	177
Mercer	59	46	594	467	130	100	783	613
Middlesex	54	54	962	738	149	141	1,165	933
Monmouth	100	90	943	832	196	123	1,239	1,045
Morris	69	77	803	684	159	105	1,031	866
Ocean	64	35	561	451	124	96	749	582
Passaic	39	42	821	696	133	119	993	857
Salem	18	12	130	94	21	15	169	121
Somerset	29	32	494	370	70	57	593	459
Sussex	22	18	276	204	52	38	350	260
Union	42	56	707	631	127	146	876	833
Warren	12	13	150	108	33	24	195	145
TOTAL	1,027	1,002	12,186	10,091	2,206	1,922	15,419	13,015

NEW JERSEY STATE DEPARTMENT OF EDUCATION/IRM

TABLE XVIII
 NUMBER OF FULL-TIME CLASSROOM TEACHERS EMPLOYED BY
 POSITION (SUBJECT) ASSIGNMENT FOR SCHOOL YEAR 1987-88

SEPTEMBER 30, 1987

COUNTY	Elementary	Art	Business	English	Foreign Languages	Health & Phys. Ed.	Home Economics	Industrial Arts	Math	Music	Science	Social Studies	Special Education	Vocational	TOTAL
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
Atlantic	839	49	38	274	34	140	35	50	187	51	96	109	301	42	2,245
Bergen	2,464	221	156	1,005	278	584	95	153	682	297	481	450	730	105	7,701
Burlington	1,443	99	106	495	99	279	59	94	345	137	205	183	473	85	4,102
Camden	1,818	117	112	693	118	333	96	100	463	151	281	274	610	154	5,320
Cape May	304	20	24	124	14	74	14	21	97	29	49	48	124	36	978
Cumberland	609	39	38	233	29	106	26	27	136	47	81	79	212	50	1,712
Essex	3,080	218	177	1,329	194	522	125	164	683	269	370	368	825	99	8,423
Gloucester	812	59	54	310	52	171	40	55	224	80	126	120	274	58	2,435
Hudson	2,034	109	99	691	83	256	87	87	363	113	155	136	482	88	4,783
Hunterdon	389	26	19	141	31	97	15	19	105	39	72	71	111	22	1,157
Mercer	1,016	77	68	382	98	233	46	69	277	116	157	156	381	52	3,128
Middlesex	1,934	163	140	866	163	475	100	143	628	224	381	354	638	160	6,369
Monmouth	2,026	146	113	734	175	442	84	141	529	175	324	318	631	82	5,920
Morris	1,395	136	98	566	170	347	74	124	420	207	307	290	486	59	4,679
Ocean	1,355	122	94	383	99	323	63	104	323	127	176	160	494	90	3,913
Passaic	1,721	109	109	773	97	295	88	115	418	127	181	200	399	84	4,716
Salem	301	20	19	99	14	63	19	24	83	30	42	42	103	23	882
Somerset	733	58	51	284	91	186	32	67	210	90	144	129	218	19	2,312
Sussex	532	41	38	199	37	139	28	44	141	55	101	99	198	30	1,682
Union	1,461	114	96	774	147	342	76	106	397	170	252	265	505	107	4,812
Warren	382	24	24	121	21	75	15	21	87	29	63	54	134	16	1,066
TOTAL	26,648	1,967	1,673	10,476	2,044	5,482	1,217	1,728	6,798	2,563	4,044	3,905	8,329	1,461	78,335

TABLE XIX

NUMBER OF FULL-TIME BEGINNING* AND REENTERING** CLASSROOM TEACHERS
ASSIGNED DURING SCHOOL YEAR 1987-88

SEPTEMBER 30, 1987

COUNTY	Elementary	Art	Business	English	Foreign Languages	Health & Phys. Ed.	Home Economics	Industrial Arts	Math	Music	Science	Social Studies	Special Education	Vocational	TOTAL
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
Atlantic	61	3	3	19	2	4	3	2	17	2	7	7	34	1	165
Bergen	138	9	12	46	22	17	6	5	31	22	20	20	67	7	422
Burlington	97	5	4	22	2	12	2	3	13	9	7	6	51	5	238
Camden	119	6	5	57	6	8	7	4	31	14	10	5	74	6	352
Cape May	26		1	10	3	1		1	5	5	1	2	15	8	78
Cumberland	23	4		14	4	5	1	2	7	6	1	4	21	4	96
Essex	153	10	6	75	12	19	2	5	33	14	16	13	49	4	411
Gloucester	40	4	4	22	3	10	3	4	12	4	7	3	33	3	152
Hudson	45	3	1	16	1	2	3	1	4	3	5	2	35	5	126
Hunterdon	31	5		6	7	5	1		7	8	3	2	12	4	91
Mercer	91	6	1	25	8	10	5	4	21	11	10	7	36	2	237
Middlesex	106	14	2	40	5	22	5		36	6	15	3	66	9	329
Monmouth	107	6	3	41	9	6	5	2	29	11	18	17	59	4	317
Morris	67	6	3	36	13	17	6	3	17	12	11	19	50	4	264
Ocean	71	5	2	21	6	18	4	1	17	9	13	9	49	10	235
Passaic	69	6	5	54	5	17	5	14	24	6	12	10	42	4	273
Salem	17	2	1	3	2	6	2	2	7	1	2	1	14	6	66
Somerset	67	9	1	19	7	9	1		21	7	6	6	25		178
Sussex	31	3	4	9	2	10	3		9	5	7	4	23	1	111
Union	82	4	4	38	9	8	4	4	27	4	6	7	56	4	257
Warren	14	2		4	1				6	4	4	2	16	3	56
TOTAL	1,455	112	62	577	129	206	68	57	374	163	181	149	827	94	4,454

*Beginning = No Previous Experience

**Reentering = Former Teachers Reentering

NUMBER OF FULL-TIME CLASSROOM TEACHER SEPARATIONS
DURING SCHOOL YEAR 1986-87 AND SUMMER OF 1987
SEPTEMBER 30, 1987

COUNTY	Elementary	Perm. Second. Subs.	Art	Business	English	Foreign Lang.	Health and Physical Ed.	Home Economics	Industrial Arts	Math	Music	Science	Social Studies	Special Education	Vocational	TOTAL
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)
Atlantic	35		2	4	10	5	6	6	1	5	3	8	1	13	5	104
Bergen	143	1	11	17	51	14	30	11	14	20	16	36	22	49	10	445
Burlington	48	1	4	7	24	7	4	3	3	8	10	12	3	37	7	178
Camden	61		3	8	25	5	8	1	2	16	13	8	8	29	9	196
Cape May	9			2	5	2	4			2	1	3	1	7	7	43
Cumberland	16		2	1	4	6	3	1	4	1	5	5	1	13	2	64
Essex	177	1	12	13	59	15	21	7	12	34	19	22	16	36	10	454
Gloucester	22		2	5	13	1	9	2	3	4	1	6	5	20	4	97
Hudson	62		4	11	24	6	9	4	9	11	9	6	5	18	6	184
Hunterdon	22		4		5	3	6	1		6	1	10	4	14		76
Mercer	41		4	7	21	5	9	2	6	5	10	9	8	20	3	150
Middlesex	80	1	5	6	31	9	16	6	6	19	12	13	9	39	12	264
Monmouth	85	3	9	10	42	11	14	9	12	23	12	13	19	44	5	311
Morris	69		4	7	34	17	20	3	7	22	14	19	15	37	4	272
Ocean	37		5	5	21	3	9	4	3	10	4	9	7	20	7	144
Passaic	64	1	3	7	24	4	9	4	8	9	7	8	8	23	10	189
Salem	18		1	3	8	1	5	1	2	3	1		1	6	3	53
Somerset	39		2	1	18	5	3	2	2	11	6	6	10	7		112
Sussex	20	1	2	2	5	1	6	2	1	4	3	3	5	11	6	72
Union	73		10	8	37	10	18	8	10	20	11	9	9	50	5	278
Warren	13		1	1	8	1			2	3	3	1	1	8	4	46
TOTAL	1,134	9	90	125	469	131	209	77	107	236	161	206	158	501	119	3,732

SECTION II

NON-CERTIFICATED STAFF INFORMATION

NON-CERTIFICATED STAFF

This section contains three tables reporting data on the personnel employed in public elementary and secondary education in assignments which do not require a State Board of Education issued certificate to hold that position. The tables provide data by support services assignment areas, the racial/ethnic non-certificated support and sex distribution of both full-time and part-time, and reports the distribution of the full-time non-certificated personnel by county.

TABLE XXI: FULL-TIME AND PART-TIME NON-CERTIFICATED SUPPORT SERVICES STAFF EMPLOYED BY RACIAL/ETHNIC DISTRIBUTION, SEX AND ASSIGNMENT. This is a composite table which reports the number of individuals employed in full-time and part-time non-certificated support services positions. A total of 55,651 persons were employed in support services in New Jersey public elementary and secondary education. Of this total, more than three-quarters (79.0%) were employed full-time; slightly more than two-thirds (69.0%) were female; and one-fifth (21.0%) were minority.

TABLE XXII: FULL-TIME NON-CERTIFICATED SUPPORT SERVICES STAFF EMPLOYED BY COUNTY, ASSIGNMENT AND SEX. In the 1987-88 school year, 43,986 full-time non-certificated support services personnel were employed in public elementary and secondary local education agencies. Of this total, 90.3% or 39,726 were employed in the assignment classification area of service workers, secretarial/clerical and teacher aides. The largest number, 20,132 or 45.8%, were reported in service work assignments with the next largest number, 11,401 or 25.9%, in secretarial/clerical assignments. The smallest number, 534 or 1.2%, were reported in technician assignments.

TABLE XXIII: RACIAL/ETHNIC DISTRIBUTION AND SEX BY COUNTY OF FULL-TIME NON-CERTIFICATED SUPPORT SERVICES STAFF EMPLOYED. Of the total 43,986 full-time non-certificated support services staff employed, 23.0% or 10,081 were minority. Of the full-time non-certificated support services staff employed, 18.5% or 8,128 were black, 1,722 or 3.9% were Hispanic and 231 or 0.5% were other minorities.

Of the total assignments, 29,050 or 66.0% were reported as being held by females and 14,936 or 34.0% were held by males.

COMPARISON OF SELECTED NON-CERTIFICATED STAFF DATA

TERM	1985-86	1986-87	1987-88
TOTAL Full-Time Non-Certificated Staff	42,981	43,193	43,986
Racial/Ethnic Distribution			
White	33,514	33,413	33,905
Black	7,687	7,889	8,128
Hispanic	1,591	1,681	1,722
American Indian/ Alaskan Native and Asian or Pacific Islander	189	210	231
Sex			
Female	27,862	28,335	29,050
Male	15,119	14,858	14,936

TABLE XXI
FULL-TIME, PART-TIME INCLUDING NEW HIRES
NON-CERTIFICATED SUPPORT SERVICES STAFF
BY ASSIGNMENT, RACIAL/ETHNIC DISTRIBUTION AND SEX

SEPTEMBER 30, 1987

ASSIGNMENT	RACIAL/ETHNIC DISTRIBUTION AND SEX										TOTAL MALE	TOTAL FEMALE	GRAND TOTAL
	WHITE*		BLACK*		HISPANIC		AMERICAN INDIAN/ ALASKAN NATIVE		ASIAN OR PACIFIC ISLANDER				
	M	F	M	F	M	F	M	F	M	F			
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
A. FULL-TIME													
Professionals	423	309	62	56	8	11	1		12	1	506	377	883
Teacher Aides	109	5,383	97	2,022	34	508		4	7	29	247	7,946	8,193
Technicians	157	225	51	86	4	6			3	2	215	319	534
Clerical/Secretarial	89	9,849	27	1,122	4	268	1	9	14	18	135	11,266	11,401
Service Workers	8,368	6,710	2,262	1,904	556	223	12	9	52	36	11,250	8,882	20,132
Skilled Crafts	1,488	76	183	21	45	9	3		7	1	1,726	107	1,833
Labors, Unskilled	629	90	181	54	38	8	3		6	1	857	153	1,010
TOTAL FULL-TIME	11,263	22,642	2,863	5,265	689	1,033	20	22	101	88	14,936	29,050	43,986
B. PART-TIME													
Professional	680	261	18	57	6	21			25	13	729	352	1,081
Non-Professional	908	8,294	137	917	35	223	2	6	24	38	1,106	9,478	10,584
TOTAL PART-TIME	1,588	8,555	155	974	41	244	2	6	49	51	1,835	9,830	11,665
TOTAL NON-CERTIFICATED (A+B)	12,851	31,197	3,018	6,239	730	1,277	22	28	150	139	16,771	38,880	55,651
C. NEW HIRES (July thru Sept)													
Professional	36	114	12	11		9					48	134	182
Non-Professional	555	1,635	119	261	57	76		4	4	9	735	1,985	2,720
TOTAL NEW HIRES	591	1,749	131	272	57	85		4	4	9	783	2,119	2,902

*NOT OF HISPANIC ORIGIN

**TABLE XXII
FULL-TIME NON-CERTIFICATED SUPPORT SERVICES STAFF
EMPLOYED BY COUNTY, ASSIGNMENT AND SEX**

SEPTEMBER 30, 1987

COUNTY	BY ASSIGNMENT AND SEX														TOTAL FULL-TIME NON- CERTIFICATED STAFF
	PROFESSIONAL		TEACHER AIDES		TECHNICIANS		CLERICAL/ SECRETARIAL		SERVICE WORKERS		SKILLED CRAFTS		LABORERS UNSKILLED		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
Atlantic	17	18	10	172	5	8	6	319	302	394	54		7		1,312
Bergen	45	35	11	450	16	35	10	1,178	1,101	233	136		174	7	3,431
Burlington	26	21	15	586	13	29	6	589	631	764	65	6	41	22	2,814
Camden	16	19	36	997	25	37	17	763	689	754	142	19	110	27	3,651
Cape May	6	12	10	114	3			154	152	192	7	2	6	2	660
Cumberland	14	9	7	267		2	3	240	244	322	32		10	4	1,154
Essex	101	61	23	1,100	54	84	19	1,151	1,355	1,340	231	9	72	17	5,617
Gloucester	9	15	11	241	4	5	1	354	305	364	66	1	11	2	1,389
Hudson	51	13	22	517	6	10	18	603	608	405	147	27	55	19	2,501
Hunterdon		11	5	79	4	1	1	163	153	141	3		3		564
Mercer	26	25	26	531	21	12	5	537	452	417	97		35	20	2,204
Middlesex	35	17	6	534	17	14	6	881	754	566	169	3	74	10	3,086
Monmouth	38	34	13	374	13	28	1	846	888	572	91	1	58	1	2,958
Morris	25	20	3	309	7	4	5	680	699	527	79	32	20	2	2,412
Ocean	13	18	7	465	8	16	3	703	812	812	118	3	1	3	2,982
Passaic	26	7	18	301	5	4	5	528	629	404	86	1	66	3	2,083
Salem	5	5	3	84		2	3	121	101	119	5		18	2	468
Somerset	8	12	1	169	1	7	9	341	313	202	61	1	22	6	1,153
Sussex	3	5	1	155	2	2	1	228	178	129	25	2	16	2	749
Union	41	16	18	403	11	19	16	745	766	179	105		53	4	2,376
Warren	1	4	1	98				142	118	46	7		5		422
TOTAL	506	377	247	7,946	215	319	135	11,266	11,250	8,882	1,726	107	857	153	43,986

**TABLE XXIII
RACIAL/ETHNIC DISTRIBUTION AND SEX BY COUNTY OF
FULL-TIME NON-CERTIFICATED SUPPORT SERVICES STAFF EMPLOYED**

SEPTEMBER 30, 1987

COUNTY	RACIAL/ETHNIC DISTRIBUTION AND SEX										TOTAL MALE	TOTAL FEMALE	GRAND TOTAL	PERCENT MINORITY
	WHITE*		BLACK*		HISPANIC		AMERICAN INDIAN/ ALASKAN NATIVE		ASIAN OR PACIFIC ISLANDER					
	M	F	M	F	M	F	M	F	M	F				
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)
Atlantic	262	716	115	173	24	19				3	401	911	1,312	25.4
Bergen	1,302	1,823	118	81	57	26	4	1	12	7	1,493	1,938	3,431	9.0
Burlington	642	1,800	139	177	9	23	3	2	4	15	797	2,017	2,814	13.2
Camden	662	1,819	280	666	88	127	2		3	4	1,035	2,616	3,651	32.0
Cape May	151	433	30	39	3	2				2	184	476	660	11.6
Cumberland	202	703	41	78	66	54		5	1	4	310	844	1,154	21.6
Essex	797	1,235	959	2,326	80	197	3	1	16	3	1,855	3,762	5,617	63.8
Gloucester	353	915	46	62	8	5					407	982	1,389	8.8
Hudson	700	1,058	122	319	83	213		1	2	3	907	1,594	2,501	29.8
Hunterdon	169	393						2			169	395	564	0.4
Mercer	460	1,113	187	387	11	40			4	2	662	1,542	2,204	28.6
Middlesex	936	1,825	87	115	35	76	1		2	9	1,061	2,025	3,086	10.6
Monmouth	903	1,644	167	184	30	23		1	2	4	1,102	1,856	2,958	13.8
Morris	761	1,528	52	34	21	7		1	4	4	838	1,574	2,412	5.0
Ocean	895	1,940	40	53	26	23			1	4	962	2,020	2,982	5.0
Passaic	622	874	128	220	72	134	7	4	6	16	835	1,248	2,083	28.2
Salem	96	301	36	30	1	1		1	2		135	333	468	15.2
Somerset	328	696	48	30	18	6		1	21	5	415	738	1,153	11.2
Sussex	223	522		1	2				1		226	523	749	0.6
Union	673	1,017	266	288	52	57		1	19	3	1,010	1,366	2,376	28.8
Warren	126	287	2	2	3			1	1		132	290	422	2.2
TOTAL	11,263	22,642	2,863	5,265	689	1,033	20	22	101	88	14,936	29,050	43,986	23.0

*Not of Hispanic Origin

NEW JERSEY STATE DEPARTMENT OF EDUCATION/IRM

GLOSSARY

Assignment: The specific group of activities for which a staff member has been given responsibility.

Certificate: The legal document giving authorization, from the New Jersey State Board of Examiners, to perform the services to which the person is assigned.

Clerical/Secretarial Staff: Staff members in positions requiring skills and training for all clerical-type work including such activities as preparing, transcribing, systematizing or preserving written communications and reports; and of operating such equipment as bookkeeping machines, typewriters, tabulating machines and word processors. Includes bookkeepers, messengers, office machine operators, clerk-typists, stenographers, secretaries, hearing reporters, statistical clerks, dispatchers, payroll clerks and kindred workers.

Degree: A title conferred by an approved college or university as official recognition for the completion of a course of study. (Only the highest degree conferred should be used in this report.)

Entering: The source from which a staff member new to the school or district was recruited.

Experience: A year of professional, educational employment (excluding current year) in a public school, college or university.

Full-Time: The period of time in each day required for full-time certificated staff employment shall be the number of hours prescribed by the local board of education, but shall be not less than (4) clock hours.

Full-Time Equivalent: The amount of time for a less-than-full-time activity divided by the amount of time normally required for a corresponding full-time activity.

Laborers: Staff members in full-time positions performing manual labor and not classified in any of the other activity assignment area classifications.

Leaving: The relocation of a staff member from the site reported in the previous year.

New Hires: Refers to persons who were hired for the first time or after a break in service for full-time employment in the district. DO NOT COUNT PERSONNEL RETURNING FROM OFFICIAL LEAVES OF ABSENCE GRANTED BY THE DISTRICT.

Non-Certificated Professional Staff: Staff members in positions for which a certificate issued by the State Board of Examiners is not required for the performance of professional services in the school or district. Includes persons engaged in administration, such as accountants and attorneys; in health services, such as doctors, dentists and psychiatrists; in facilities planning and operations, such as architects and engineers.

Part-Time: A staff member whose total current assignments require less than his or her full-time services. A part-time staff member may be employed full-time for a part of the school year, part-time for a part of the school year, or part-time for the entire school year.

Racial/Ethnic Groups: A staff member may be included in the group to which he or she appears to belong, identifies with, or is regarded as belonging to in the community. However, no person should be counted in more than one racial/ethnic category. The categories are: white, not of Hispanic origin; black, not of Hispanic origin; Hispanic, American Indian or Alaskan native and Asian or Pacific islander.

Salary: The total amount, specified by contract, to be paid for services rendered.

School Year: A calendar year which begins on July 1 and ends on June 30 of the following year.

Social Security Number: The unique identification number assigned to a person by the Social Security Administration.

Service Workers: Staff members in positions performing paraprofessional services in cafeteria, maintenance, security, transportation, etc. Includes cafeteria workers; custodial workers with the responsibility for cleanliness of buildings and operating such equipment as heating and ventilating systems; security workers with the responsibility for preserving the security of district property and keeping the buildings safe for occupancy; and transportation workers.

Skilled Crafts: Staff members in positions performing jobs which require special manual skills and a thorough and comprehensive knowledge of the processes involved in the work which has been acquired through on-the-job training and experience, through apprenticeships, or other formal training programs. Includes mechanics, carpenters, electricians, plumbers, heavy equipment operators, stationary engineers, skilled machinery operators, compositors, typesetters and kindred workers.

Teacher Aides: Staff members in positions performing assigned activities which assist certificated staff members perform professional-educational-teaching assignments. Includes persons such as teacher aides, library aides, playground aides, guidance aides, etc.

Technicians: Staff members in positions requiring a combination of knowledge and manual skill which has been obtained through approximately two years of post-high school education, such as is offered in many technical institutes and/or junior colleges, or through equivalent on-the-job training. Includes computer programmers and operators, film inspectors, projectionists, graphic artists, draftsmen, technicians (medical and dental) and similar occupations which cannot be properly classified in other activity area assignment classifications.

APPENDIX

**(SURVEY INSTRUMENTS USED TO
COLLECT STAFF DATA)**

ASSIGNMENT ENTER CLASS CODE NO. FROM LIST PROVIDED	ENROLLMENT		MINUTES/ SESSION	SESSIONS/ WEEK	WEEKS/ YEAR	TYPE OF CERTIFIC. HOLD FOR THIS ASSIGNMENT
	MALE WRITE IN NUMBER	FEMALE WRITE IN NUMBER				
00	0	0	0	0	0	1 Regular
01	1	1	1	1	1	2 Provisional
02	2	2	2	2	2	3 Emergency
03	3	3	3	3	3	4 Part-time Vocational
04	4	4	4	4	4	5 Non-Citizen Regular
05	5	5	5	5	5	6 None
06	6	6	6	6	6	
07	7	7	7	7	7	
08	8	8	8	8	8	
09	9	9	9	9	9	
10	0	0	0	0	0	1 Regular
11	1	1	1	1	1	2 Provisional
12	2	2	2	2	2	3 Emergency
13	3	3	3	3	3	4 Part-time Vocational
14	4	4	4	4	4	5 Non-Citizen Regular
15	5	5	5	5	5	6 None
16	6	6	6	6	6	
17	7	7	7	7	7	
18	8	8	8	8	8	
19	9	9	9	9	9	
20	0	0	0	0	0	1 Regular
21	1	1	1	1	1	2 Provisional
22	2	2	2	2	2	3 Emergency
23	3	3	3	3	3	4 Part-time Vocational
24	4	4	4	4	4	5 Non-Citizen Regular
25	5	5	5	5	5	6 None
26	6	6	6	6	6	
27	7	7	7	7	7	
28	8	8	8	8	8	
29	9	9	9	9	9	
30	0	0	0	0	0	1 Regular
31	1	1	1	1	1	2 Provisional
32	2	2	2	2	2	3 Emergency
33	3	3	3	3	3	4 Part-time Vocational
34	4	4	4	4	4	5 Non-Citizen Regular
35	5	5	5	5	5	6 None
36	6	6	6	6	6	
37	7	7	7	7	7	
38	8	8	8	8	8	
39	9	9	9	9	9	
40	0	0	0	0	0	1 Regular
41	1	1	1	1	1	2 Provisional
42	2	2	2	2	2	3 Emergency
43	3	3	3	3	3	4 Part-time Vocational
44	4	4	4	4	4	5 Non-Citizen Regular
45	5	5	5	5	5	6 None
46	6	6	6	6	6	
47	7	7	7	7	7	
48	8	8	8	8	8	
49	9	9	9	9	9	

REPORT OF NON-CERTIFICATED SUPPORT SERVICES PERSONNEL EMPLOYED BY NEW JERSEY PUBLIC SCHOOL DISTRICTS

FALL REPORT 1987

SEPTEMBER 30, 1987

County: _____ CODE District: _____ CODE
 School: _____ CODE Type: _____ CODE

ACTIVITY ASSIGNMENT CLASSIFICATION	OVERALL TOTALS (SUM OF COL. B THRU K) A	STAFF TOTALS									
		MALE					FEMALE				
		WHITE (NOT OF HISPANIC ORIGIN) B	BLACK (NOT OF HISPANIC ORIGIN) C	HISPANIC D	AMERICAN INDIAN/ALASKAN NATIVE E	ASIAN OR PACIFIC ISLANDER F	WHITE (NOT OF HISPANIC ORIGIN) G	BLACK (NOT OF HISPANIC ORIGIN) H	HISPANIC I	AMERICAN INDIAN/ALASKAN NATIVE J	ASIAN OR PACIFIC ISLANDER K

A. FULL-TIME STAFF

1. Non-Certificated Professional Staff												
2. Teacher Aides												
3. Technicians												
4. Clerical/ Secretarial Staff												
5. Services Workers												
6. Skilled Crafts												
7. Laborers, Unskilled												
8. TOTAL (1-7)												

B. PART-TIME STAFF

9. Non-Certificated Professional Staff												
10. All-Other Non-Certificated Staff												
1. TOTAL (9-10)												

C. NEW HIRES (JULY THRU SEPT. OF THE SURVEY YEAR)

2. Non-Certificated Professional Staff												
3. Non-Professional Staff												
4. TOTAL (12-13)												

CERTIFICATION: I certify that the information given in this report is correct and true to the best of my knowledge and was prepared in accordance with accompanying instructions. Willfully false statements on this report are punishable by law, U.S. Code, Title 18, Section 1001.

Date	Signature: Person Responsible for Preparing this Report	Telephone of Person Responding
Date	Signature: Chief School Administrator	Date
		Signature: County Superintendent

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