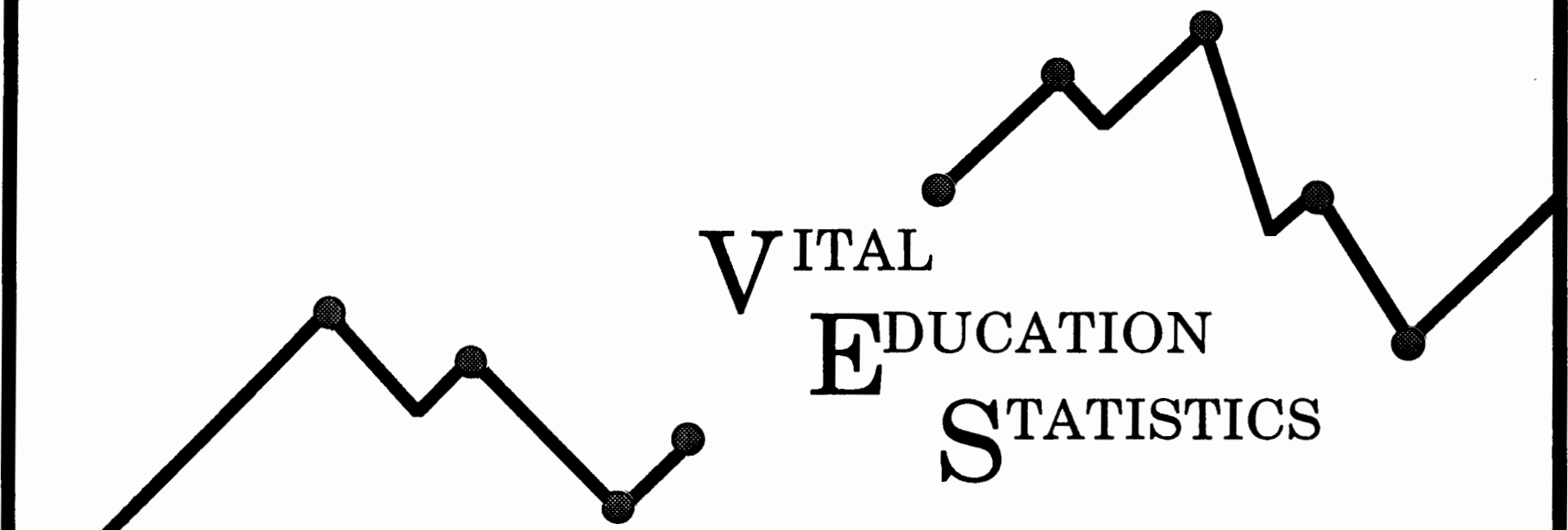


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VITAL E S EDUCATION STATISTICS

1988-89

New Jersey State Department of Education

VOLUME II

 CERTIFICATED STAFF, DEGREES, EXPERIENCE, AGE,
MOBILITY and NON-CERTIFICATED SUPPORT STAFF

EXPLANATORY NOTE

The collection of Intra-District transfers of Certificated Staff was deleted in the 1988-89 Fall Survey to reduce the paperwork burden for the local districts. These data are therefore not reported in the entering and leaving statistics (page 10; and Table XVII, page 27). The users of this report should be aware of this change when comparing 1988-89 data with previous years.

VITAL EDUCATION STATISTICS
1988-89
VOLUME II

Saul Cooperman, Commissioner

Prepared under the direction of the
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PREFACE

The 1988-89 edition of Vital Education Statistics, Volume II is the fifteenth 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 collected for this publication.

THIS IS THE FIFTH YEAR THAT THE REPORTED CERTIFICATED STAFF DATA INCLUDE THE COUNT OF CLASSROOM TEACHERS ON APPROVED PAID LEAVES OF ABSENCE. IN THE EDITIONS PRIOR TO 1984-85, THOSE TEACHERS WERE INCLUDED IN THE COUNT OF TEACHERS LEAVING UNDER OFFICIAL LEAVES OF ABSENCE. THEREFORE, THE USERS OF THIS REPORT SHOULD 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 Education Statistics series are descriptive and are designed to serve as a core database for reporting on the condition of education in New Jersey.

ACKNOWLEDGEMENTS

We want to especially recognize the efforts of the district data analysts who supplied the data and the following county data analysts who organized workshops and coordinated the distribution, collection and editing of the instruments at the county level: Ira B. Helfgott, Atlantic and Ocean; Armand Palazzi, Bergen; Barbara Bruce, Burlington; Joseph Corcoran, Camden; Kenneth Fetter, Cape May and Cumberland; Teddy Sanchez and Dariel Haythe, Essex; Kathleen Carfango, Gloucester; Oscar Valdes, Hudson; Frank Arch, Hunterdon; Mary Ann Peifly, Mercer; John Nemeth, Middlesex; Edward A. Miklus, Monmouth; Shirley Clement, Morris; Nancy Mitchell, Passaic; Donna Fitzgerald, Salem; Sal Abitanta, Somerset; Joseph Padden, Sussex and Warren; Jack Stasi, Union.

Bureau of Information Resources Management staff members Suzanne Carr and Barbara Molnar were responsible for editing the instruments and tables contained in this publication and were supervised by Elaine Ailey. The typing was done by Maria Santucci.

Randy Heritage and the Department of Education computer programming staff for developing the many computer runs required to produce the tables which appear in this publication.

The cover was designed by Kate Fisher, 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 1984-85 and 1988-89. The data reported are of the last school day in September in each of the respective school years.

STAFF TRENDS IN NEW JERSEY EDUCATION 1984-85 TO 1988-89

Certificated Staff Characteristics	Selected School Years					Percent Change for Period
(1)	1984-85 (2)	1985-86 (3)	1986-87 (4)	1987-88 (5)	1988-89 (6)	(7)
Full-Time Staff						
Administrators	7,325	7,500	7,503	7,335	8,138	+11.1
Classroom Teachers	73,774	74,236	75,558	78,335	79,698	+8.0
Educ. Support Serv.	12,537	12,921	13,287	11,601	10,914	-12.9
Total	93,636	94,657	96,348	97,271	98,750	+5.5
Racial/Ethnic Distribution						
White	82,579	83,325	84,759	85,518	86,768	+5.1
Black	9,093	9,271	9,430	9,517	9,666	+6.3
Hispanic	1,655	1,719	1,816	1,858	1,918	+15.9
Other	309	342	343	378	398	+28.8
Total	93,636	94,657	96,348	97,271	98,750	+4.5
Degrees Held						
None	1,083	1,012	964	881	824	-23.9
Bachelors	50,253	51,032	52,316	52,198	53,045	+5.6
Masters	40,364	40,782	41,170	42,354	42,966	+6.4
Doctorates	1,752	1,672	1,731	1,630	1,682	-4.0
Other	184	159	167	208	233	+26.6
Total	93,636	94,657	96,348	97,271	98,750	+4.5

CHANGING STAFF PROFILES

- * An increase of 5,114 in the number of certificated staff were employed between 1984-85 and 1988-89. This was an increase of 5.5% over the 93,636 reported certificated staff in 1984-85.

- * Classroom teachers make up 80.7% of the total full-time certificated staff with educational support services personnel accounting for 11.1% and administrators/supervisors 8.2%. Since 1984-85, the percentage of administrators/supervisors increased by four-tenths of one percent from 7.8% to 8.2% and educational support services personnel decreased by 2.3% from 13.4% to 11.1%.

- * There was an increase in the number of minorities employed in full-time certificated staff positions. Minorities increased from 10.8% of the full-time administrators/supervisors certificated staff in 1984 to 12.6% in 1988. Likewise, certificated minority classroom teacher increased from 12.0% in 1984 to 12.1% in 1988 and minority educational support services personnel increased from 11.3% to 11.8% over the same period.

- * The trend from 1984-85 to 1988-89 shows a decrease in male and an increase in female full-time certificated staff. In 1984-85, males accounted for 36.0% and females 64% of the total full-time certificated staff. In 1988-89, males represented one-third (32.6%) of the total full-time certificated staff and females accounted for two-thirds (67.4%).

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 this report, 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, 1988, 98,750 full-time certificated staff members were employed in the public schools of New Jersey. This was 1,479 more than were reported on September 30, 1987. Between 1987 and 1988, the number of administrators and supervisors increased by 803, the number of classroom teachers increased by 1,363 and the number of educational support service personnel decreased by 687.

The number of part-time certificated staff increased by 48 from 3,907 in 1987 to 3,955 in 1988. Of the part-time certificated staff, 69.2% or 2,737 were classroom teachers, 29.8% or 1,180 were educational support service personnel and 38 or 1.0% were administrators/supervisors.

TABLE II: FULL-TIME AND PART-TIME CERTIFICATED STAFF ASSIGNED SYSTEMWIDE 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 assignments that cover two or more schools. Of the 98,750 full-time certificated staff, 11,161 or 11.3% were reported in systemwide positions and of these positions the highest percentage, 40.3% or 4,497, were in the classroom teacher category. The second highest percentage, 35.0% or 3,902 were reported in the category educational support services personnel and the remaining 24.7% or 2,762 were administrators/supervisors.

Of the 1,022 part-time certificated staff in systemwide positions, 51.9% or 530 were in classroom teacher positions and 46.5% or 475 were support services personnel with the remainder, 1.6%, 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 54.3% or 53,582 of the total 98,750 full-time certificated staff and 57.2% or 2,261 of the total 3,955 part-time certificated staff are assigned to the elementary schools. The 2,605 full-time administrators/supervisors reported in elementary school positions represent 32.0% of the total 8,138 administrators/supervisors; of the 79,698 reported classroom teachers, 59.4% or 47,318 were elementary teachers; and 33.5% or 3,659 of the 10,914 full-time certificated educational support services personnel were in elementary schools.

Of the total full-time certificated elementary staff, 4.9% are administrators/supervisors, 88.3% are classroom teachers and 6.8% are educational support services personnel.

The total number of full-time certificated elementary staff increased for the fifth year. From 1987 to 1988 there was an overall increase of 1,452 in the total staff. The largest increase, 1,708, occurred in the classroom teacher category and was followed by an increase of 188 in the administrator/supervisor category. However, the number of staff in the educational support services category declined by 444 from 4,103 in 1987 to 3,659 in 1988. Part-time elementary certificated staff increased from 2,100 in 1987 to 2,261 in 1988.

TABLE IV: FULL-TIME AND PART-TIME CERTIFICATED STAFF ASSIGNED TO SECONDARY SCHOOLS BY MAJOR POSITION ASSIGNMENT AND COUNTY. This table shows that 34.4% or 34,007 of the total full-time certificated staff and 17.0% or 672 of the total part-time certificated staff are employed in the secondary schools. Of the 34,007 full-time certificated staff, 8.1% or 2,771 were administrators/supervisors. The 27,883 classroom teachers represent 82.0% of the full-time certificated secondary staff and the 3,353 educational support services personnel represent 9.9%. The 27,883 classroom teachers was a decrease of 366 from the 28,249 reported in 1987 and the 3,353 educational support services personnel was a decrease of 248 from the 3,601 reported in 1987.

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

Classroom teachers decreased by 4 from 579 to 575 in 1988; and educational support services personnel decreased by 6 from 96 in 1987 to 90 in 1988.

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 71.5% or 5,821 of the administrators/supervisors are male and 28.5% or 2,317 are female. Between 1984-85 and 1988-89 the number of female administrators/supervisors increased from 1,606 to 2,317, an increase of 711 or 44.3%. The number of males in administrator and supervisor positions in this period increased by 102 from 5,719 to 5,821.

The degree status of administrators and supervisors improved between 1984-85 and 1988-89. The number of no degrees reported in 1984-85 was 36 while in 1988-89 it was 18, a decrease of 18 or 50.0%. Administrators and supervisors holding bachelor's degrees increased by 70; from 289 in 1984-85 to 351 in 1988-89 and the number holding the master's degree increased from 6,130 to 6,790. There was an increase of 11.5% from 833 to 929 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, 70.2% or 55,967 of the 79,698 reported full-time classroom

teachers are female and 29.8% are male. Between 1984-85 and 1988-89, male classroom teachers decreased by 996 and female classroom teachers increased by 6,920. Thus the percentage of females in this period increased from 66.5% of the total in 1984 to 70.2% in 1988 and the percentage of males decreased from 33.5% to 29.8%. When the sex composition of the total 1988-89 full-time certificated staff reported is compared with 1984, the male classroom teacher's category shows a decrease. In 1984, male classroom teachers represented 26.4% of the total 93,636 reported full-time certificated staff. By 1988, the male classroom teacher represented 24.0% of the total 98,750 full-time certificated staff.

The degree status of classroom teacher was relatively unchanged between 1984-85 and 1988-89. The percentage of full-time certificated classroom teachers holding bachelor's degrees in 1984-85 was 62.1% and 62.3% in 1988-89. The percentages holding the master's degrees were 36.0% in 1984 and 36.2% in 1989 and the percentages with doctorates were 0.7% in 1984 and 0.6% in 1989.

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 10,914 reported educational support services personnel, 8,286 or 75.9% are female and 24.1% male. The percentage of males decreased 1.9% from 26.0% of the educational support services personnel in 1984 to 24.1% in 1988.

The degree status of the full-time certificated educational support services personnel shows decreases in the percentages of none, bachelors and doctoral degrees. There was a decrease of 0.6% from the 1.8% no degrees reported in 1984 to 1.2% in 1988. The percentage of full-time certificated educational support services personnel holding bachelor's degrees decreased from 33.3% in 1984 to 28.1% in 1988, the percentage holding master's degrees increased from 61.3% in 1984 to 67.1% in 1988 and the number holding doctorates decreased from 3.0% in 1984 to 2.8% in 1988.

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, 7,116 (87.4%) were white, 869 (10.7%) were black and 137 (1.7%) were Hispanic. The number of minority staff members in administrator/supervisor positions continued to increase with the number of black administrators/supervisors increasing from 708 in 1984 to 869 in 1988 and Hispanic from 73 in 1984 to 137 in 1988.

TABLE IX: RACIAL/ETHNIC DISTRIBUTION OF FULL-TIME CERTIFICATED CLASSROOM TEACHERS BY COUNTY. The number of minority full-time certificated classroom teachers increased in 1988. Of the 79,698 reported classroom teachers, 70,025 (87.9%) were white; 7,722 (9.7%) were black; 1,615 (2.0%) were Hispanic; and 336 (0.4%) were American Indian/Alaskan Native, Asian or Pacific Islander. Between 1984-85 and 1988-89, the percentages of white, black, Hispanic, American Indian/Alaskan Native and Asian/Pacific Islander in the teaching staff showed relatively minor changes.

TABLE X: RACIAL/ETHNIC DISTRIBUTION OF FULL-TIME CERTIFICATED EDUCATIONAL SUPPORT SERVICES PERSONNEL BY COUNTY. Of the 10,914 reported educational support services staff, 9,627 (88.2%) were white; 1,075 (9.8%) were black; 166 (1.5%) were Hispanic; and 46 (0.4%) were American Indian/Alaskan Native Asian or Pacific Islander. Between 1984-85 and 1988-89, there was a decrease in the percentage white, an increase in the percentage black, and no change in Hispanic, American Indian/Alaskan Native or Asian/Pacific Islander.

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 1988-89 is the highest of the three reported classifications and is an increase of 0.3 years over the median age of 47.6 that was reported in 1984. Of the 8,138 administrators/supervisors, 63.2% or 5,144 are between the ages of 42 and 57 years and 23.4% or 1,904 are younger than 42-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 42.6 years. Of the 79,698 full-time certificated classroom teachers, 47,863 or 60.1% are between the ages of 34 and 49 years. There are 5,955 or 7.5% who are 58 years and over. The classroom teachers median age increased by 3.8 years from the 1984 median of 38.8 to 42.6 years in 1988.

TABLE XIII: AGE DISTRIBUTION EDUCATIONAL SUPPORT SERVICES PERSONNEL BY COUNTY. The median age of the full-time certificated educational support services personnel was 45.7 years. In this category of 10,914 full-time certificated staff, 3,832 or 35.1% are between 18 and 41 years of age and 5,507 or 50.5% are between the ages of 41 and 57. Educational support services personnel median age increased by 2.0 years from 1984 when the median age was 43.7 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 Warren 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 1988 was 23 years--an increase of 1.7 years from the median of 21.3 years in 1984. Of the 8,138 full-time certificated staff in this category 5,321 or 65.4% fell between the range of 15 and 29 years of educational experience. Of the total administrators/supervisors, 322 or 4.03% had fewer than 10 years of experience.

The administrators/supervisors category has the highest median age, the highest percentage of higher degrees held and 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 1984 by 2.2 years to 15.4 years in 1989. Of the 79,698 full-time certificated classroom teachers, 15.2% or 12,098 had fewer than five (5) years of experience and 2.5% or 2,006 were in their first year. 4.4% or 3,516 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 2.5, years from the median of 13.4 years in 1984 to 15.9 in 1988. Of the 10,914 full-time certificated educational support services personnel, 1,234 or 12.2% had fewer than five (5) years of experience and 635 or 5.8% 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, 1987 but

were not in that school on September 30, 1988 (Leaving). Entering is the count of those individuals who were not reported in a school on September 30, 1987 but held a position in that school on September 30, 1988 (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 1988-89 school year, the entering rate was 9.8% (approximately 10 full-time certificated staff per 100 employed). The statewide leaving rate was 8.1% (approximately 8 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 twenty (20) counties in 1986-87, there were nineteen (19) counties in 1987-88 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 79,698 full-time classroom teachers employed, 34.7% reported teaching in an elementary assignment and 65.3% reported teaching in a specific subject area assignment.

Of the 65.3% or 51,987 teachers in subject area assignment, 39,305 or 75.6% were employed in the following six fields:

1. English..... 21.0%
2. Special Education..... 17.1%
3. Mathematics..... 12.0%
4. Health & Physical Education.... 10.7%
5. Science..... 7.4%
6. Social Studies..... 7.3%

Approximately 19.7% were divided among: music (5.0), foreign languages (3.9), art (3.9), industrial arts (3.4), and business (3.5).

TABLE XIX: NUMBER OF FULL-TIME BEGINNING AND RE-ENTERING TEACHERS BY SUBJECT AND COUNTY. Of the 7,722 reported entering teachers, 63.7% or 4,916 were either beginning or "reentering" (returning to the classroom after leaves of absences or other employment) teachers. Of these 4,046 teachers, approximately 82.3% were either elementary (35.0%) or teachers in the following fields.

1. Special Education..... 18.6%
2. English..... 11.9%
3. Health & Physical Education.... 6.5%
4. Mathematics..... 5.8%
5. Music..... 4.5%

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

1. 10.0% were divided among art, science and social studies.
2. 4.7% were divided between foreign languages and vocational.
3. 3.0% were divided among business, home economics and industrial arts.

TABLE XX: NUMBER OF FULL-TIME CLASSROOM TEACHER SEPARATIONS BY COUNTY. There were 3,579 teachers or 63.0% of the reported 5,604 leaving teachers who left classroom duties during the 1987-88 school year.

Approximately 81.0% of these 3,579 classroom teachers were either elementary (29.1%) or teachers from the following fields:

1. English..... 14.6%
2. Special Education..... 14.1%
3. Mathematics..... 8.2%
4. Health & Physical Education.... 5.6%
5. Science..... 5.0%
6. Music..... 4.4%

The remaining 19.0% of these teachers were divided among art (2.4), business (2.5), foreign languages (2.8), home economics (1.9), industrial arts (2.5), social studies (4.4), and vocational (2.5).

Comparison of Certificated Staff Mobility 1982-83 and 1987-88*

<u>Category</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>	<u>1988-89</u>
Administrators/Supervisors							
Entering	706	669	791	825	829	1,027	512
Leaving	820	767	860	872	929	1,002	630
Classroom Teachers							
Entering	9,860	9,380	10,170	10,241	10,805	12,186	7,722
Leaving	10,811	9,893	9,596	9,562	9,343	10,091	5,604
Educational Support Services							
Entering	1,643	1,667	1,710	1,937	2,009	2,206	1,318
Leaving	1,790	1,710	1,600	1,616	1,696	1,922	1,780
Total Certificated Staff							
Entering	12,209	11,716	12,671	13,003	13,643	15,419	9,552
Leaving	13,421	12,370	12,056	12,053	11,968	13,015	8,014

*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, 1988

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	239	1	2,317	55	288	30	2,844	86	2.9	2.2
Bergen	908	9	7,673	412	1,086	150	9,667	571	9.8	14.4
Burlington	381	4	4,164	134	590	98	5,135	236	5.2	6.0
Camden	561	4	5,524	122	731	76	6,816	202	6.9	5.1
Cape May	111		1,015	28	133	26	1,259	54	1.3	1.4
Cumberland	159		1,732	39	188	20	2,079	59	2.1	1.5
Essex	1,019		8,450	127	1,192	47	10,661	174	10.8	4.4
Gloucester	233	4	2,546	75	333	41	3,112	120	3.2	3.0
Hudson	473		4,816	20	557	10	5,846	30	5.9	0.8
Hunterdon	107	1	1,193	106	153	70	1,453	177	1.5	4.5
Mercer	334	1	3,229	149	534	91	4,097	241	4.1	6.1
Middlesex	618	1	6,346	200	888	44	7,852	245	8.0	6.2
Monmouth	608	1	6,067	294	817	100	7,492	395	7.6	10.0
Morris	487	5	4,735	282	701	95	5,923	382	6.0	9.7
Ocean	400	1	4,172	116	596	41	5,168	158	5.2	4.0
Passaic	408	2	4,755	129	653	28	5,816	159	5.9	4.0
Salem	88		886	24	99	32	1,073	56	1.1	1.4
Somerset	260	1	2,365	141	340	38	2,965	180	3.0	4.6
Sussex	149		1,682	86	218	41	2,049	127	2.1	3.2
Union	498		4,956	132	676	33	6,130	165	6.2	4.2
Warren	97	3	1,075	66	141	69	1,313	138	1.3	3.5
TOTAL	8,138	38	79,698	2,737	10,914	1,180	98,750	3,955	100.0	100.0
PERCENT	8.2	1.0	80.7	69.2	11.1	29.8				

TABLE II

**FULL-TIME AND PART-TIME CERTIFICATED STAFF ASSIGNED SYSTEM-WIDE
BY MAJOR POSITION ASSIGNMENT CATEGORY AND COUNTY
SEPTEMBER 30, 1988**

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	93		114	11	118	11	325	22	2.9	2.2
Bergen	310	4	645	78	461	67	1,416	149	12.7	14.6
Burlington	135	3	200	35	155	39	490	77	4.4	7.5
Camden	215	2	277	37	229	28	721	67	6.5	6.6
Cape May	35		22	1	63	7	120	8	1.1	0.8
Cumberland	51		78	6	78	12	207	18	1.9	1.8
Essex	323		566	35	572	23	1,461	58	13.1	5.7
Gloucester	61	1	148	12	122	16	331	29	3.0	2.8
Hudson	163		263	5	215	6	641	11	5.7	1.1
Hunterdon	22		26	7	27	12	75	19	0.7	1.9
Mercer	135	1	160	51	192	49	487	101	4.4	9.9
Middlesex	213		423	28	324	20	960	48	8.6	4.7
Monmouth	202		288	49	258	49	748	98	6.7	9.6
Morris	170	1	241	49	226	41	637	91	5.7	8.9
Ocean	129		133	5	138	7	400	12	3.6	1.2
Passaic	127	2	248	40	194	12	569	54	5.1	5.3
Salem	36		54	6	36	11	126	17	1.1	1.7
Somerset	105	1	154	18	109	18	368	37	3.3	3.6
Sussex	30		40	6	40	12	110	18	1.0	1.8
Union	185		381	38	301	17	867	55	7.8	5.4
Warren	22	2	36	13	44	18	102	33	0.9	3.2
TOTAL	2,762	17	4,497	530	3,902	475	11,161	1,022	100.0	100.0
Percent of State-wide Certificated Staff	24.7	1.7	40.3	51.9	35.0	46.5	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, 1988

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	68	1	1,507	32	75	18	1,650	51	3.1	2.3
Bergen	251	3	4,160	200	309	69	4,720	272	8.8	12.0
Burlington	123	1	2,496	89	272	58	2,891	148	5.4	6.5
Camden	178	1	3,323	63	264	41	3,765	105	7.0	4.6
Cape May	39		665	25	33	18	737	43	1.4	1.9
Cumberland	55		1,069	26	58	8	1,182	34	2.2	1.5
Essex	362		5,132	68	287	21	5,781	89	10.8	3.9
Gloucester	69	3	1,313	55	94	21	1,476	79	2.8	3.5
Hudson	150		2,985	12	165	4	3,300	16	6.2	0.7
Hunterdon	43	1	790	75	67	51	900	127	1.7	5.6
Mercer	103		1,771	64	172	30	2,046	94	3.8	4.2
Middlesex	182		3,588	124	282	21	4,052	145	7.6	6.4
Monmouth	186		3,781	181	299	44	4,266	225	8.0	10.0
Morris	148	3	2,823	185	283	50	3,254	238	6.1	10.5
Ocean	147	1	2,510	100	285	33	2,942	134	5.5	5.9
Passaic	151		2,986	59	240	9	3,377	68	6.3	3.0
Salem	24		547	13	35	21	606	34	1.1	1.5
Somerset	63		1,308	85	118	14	1,489	99	2.8	4.4
Sussex	55		1,065	61	101	24	1,221	85	2.3	3.8
Union	172		2,869	72	169	12	3,210	84	6.0	3.7
Warren	36		630	43	51	48	717	91	1.3	4.0
TOTAL	2,605	14	47,318	1,632	3,659	615	53,582	2,261	100.0	100.0
Percent of Elementary Certificated Staff	4.9	0.6	88.3	72.2	6.8	27.2	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, 1988

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	78		696	12	95	1	869	13	2.6	1.9
Bergen	347	2	2,868	134	316	14	3,531	150	10.4	22.3
Burlington	123		1,468	10	163	1	1,754	11	5.2	1.6
Camden	168	1	1,924	22	238	7	2,330	30	6.9	4.5
Cape May	37		328	2	37	1	402	3	1.2	0.4
Cumberland	53		585	7	52		690	7	2.0	1.0
Essex	334		2,752	24	333	3	3,419	27	10.1	4.0
Gloucester	103		1,085	8	117	4	1,305	12	3.8	1.8
Hudson	160		1,568	3	177		1,905	3	5.6	0.4
Hunterdon	42		377	24	59	7	478	31	1.4	4.6
Mercer	96		1,298	34	170	12	1,564	46	4.6	6.8
Middlesex	223	1	2,335	48	282	3	2,840	52	8.4	7.7
Monmouth	220	1	1,998	64	260	7	2,478	72	7.3	10.7
Morris	169	1	1,671	48	192	4	2,032	53	6.0	7.9
Ocean	124		1,529	11	173	1	1,826	12	5.4	1.8
Passaic	130		1,521	30	219	7	1,870	37	5.5	5.5
Salem	28		285	5	28		341	5	1.0	0.7
Somerset	92		903	38	113	6	1,108	44	3.3	6.5
Sussex	64		577	19	77	5	718	24	2.1	3.6
Union	141		1,706	22	206	4	2,053	26	6.0	3.9
Warren	39	1	409	10	46	3	494	14	1.5	2.1
TOTAL	2,771	7	27,883	575	3,353	90	34,007	672	100.0	100.0
Percent of Secondary Certificated Staff	8.1	1.0	82.0	85.6	9.9	13.4	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, 1988

COUNTY	SEX				NUMBER BY					TOTAL NUMBER
	MALE		FEMALE		HIGHEST DEGREE HELD					
	Number	Percent	Number	Percent	None	Bachelors	Masters	Doctors	Other	
Atlantic	178	74.5	61	25.5	1	13	192	31	2	239
Bergen	705	77.6	203	22.4	3	25	742	129	9	908
Burlington	285	74.8	96	25.2	1	14	318	47	1	381
Camden	387	69.0	174	31.0	1	41	467	51	1	561
Cape May	84	75.7	27	24.3	1	16	86	7	1	111
Cumberland	101	63.5	58	36.5	2	4	138	14	1	159
Essex	632	62.0	387	38.0	1	46	842	127	3	1,019
Gloucester	177	76.0	56	24.0		12	198	23		233
Hudson	331	70.0	142	30.0	1	30	414	25	3	473
Hunterdon	84	78.5	23	21.5		3	88	15	1	107
Mercer	223	66.8	111	33.2		16	276	39	3	334
Middlesex	440	71.2	178	28.8	1	20	499	87	11	618
Monmouth	445	73.2	163	26.8	2	21	510	73	2	608
Morris	366	75.2	121	24.8	3	21	402	60	1	487
Ocean	301	75.3	99	24.8		19	355	25	1	400
Passaic	274	67.2	134	32.8	1	9	363	29	6	408
Salem	67	76.1	21	23.9		1	76	11		88
Somerset	197	75.8	63	24.2		9	193	57	1	260
Sussex	117	78.5	32	21.5		6	121	21	1	149
Union	343	68.9	155	31.1		19	427	51	1	498
Warren	84	86.6	13	13.4		6	83	7	1	97
TOTAL	5,821	71.5	2,317	28.5	18	351	6,790	929	50	8,138
				Percent	0.2	4.3	83.4	11.4	0.6	

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

SEPTEMBER 30, 1988

COUNTY	SEX				NUMBER BY					TOTAL NUMBER
	MALE		FEMALE		HIGHEST DEGREE HELD					
	Number	Percent	Number	Percent	None	Bachelors	Masters	Doctors	Other	
Atlantic	648	28.0	1,669	72.0	17	1,865	428	7		2,317
Bergen	2,484	32.4	5,189	67.6	46	3,424	4,126	70	7	7,673
Burlington	1,316	31.6	2,848	68.4	36	2,896	1,215	14	3	4,164
Camden	1,665	30.1	3,859	69.9	81	3,949	1,449	35	10	5,524
Cape May	316	31.1	699	68.9	23	754	232	2	4	1,015
Cumberland	480	27.7	1,252	72.3	24	1,340	359	5	4	1,732
Essex	2,422	28.7	6,028	71.3	43	5,124	3,184	90	9	8,450
Gloucester	782	30.7	1,764	69.3	22	1,965	547	8	4	2,546
Hudson	1,375	28.6	3,441	71.4	41	3,005	1,747	14	9	4,816
Hunterdon	365	30.6	828	69.4	5	722	458	8		1,193
Mercer	869	26.9	2,360	73.1	26	2,054	1,124	21	4	3,229
Middlesex	1,935	30.5	4,411	69.5	71	3,619	2,604	46	6	6,346
Monmouth	1,679	27.7	4,388	72.3	39	3,746	2,249	28	5	6,067
Morris	1,458	30.8	3,277	69.2	23	2,705	1,987	17	3	4,735
Ocean	1,262	30.2	2,910	69.8	44	2,885	1,226	10	7	4,172
Passaic	1,284	27.0	3,471	73.0	37	3,011	1,673	26	8	4,755
Salem	276	31.2	610	68.8	15	707	163		1	886
Somerset	750	31.7	1,615	68.3	16	1,383	954	12		2,365
Sussex	559	33.2	1,123	66.8	9	1,052	615	4	2	1,682
Union	1,443	29.1	3,513	70.9	51	2,699	2,171	31	4	4,956
Warren	363	33.8	712	66.2	11	723	337	3	1	1,075
TOTAL	23,731	29.8	55,967	70.2	680	49,628	28,848	451	91	79,698
				Percent	0.9	62.3	36.2	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, 1988

COUNTY	SEX				NUMBER BY					TOTAL NUMBER
	MALE		FEMALE		HIGHEST DEGREE HELD					
	Number	Percent	Number	Percent	None	Bachelors	Masters	Doctors	Other	
Atlantic	82	28.5	206	71.5	3	83	193	5	4	288
Bergen	245	22.6	841	77.4	5	223	795	57	6	1,086
Burlington	114	19.3	476	80.7	5	202	371	9	3	590
Camden	202	27.6	529	72.4	8	203	504	15	1	731
Cape May	38	28.6	95	71.4	3	51	76	3		133
Cumberland	51	27.1	137	72.9	3	79	100	5	1	188
Essex	265	22.2	927	77.8	6	319	822	34	11	1,192
Gloucester	74	22.2	259	77.8	2	123	202	3	3	333
Hudson	168	30.2	389	69.8	8	150	386	11	2	557
Hunterdon	29	19.0	124	81.0	2	41	103	4	3	153
Mercer	110	20.6	424	79.4	7	173	335	18	1	534
Middlesex	232	26.1	656	73.9	8	230	608	34	8	888
Monmouth	197	24.1	620	75.9	14	222	538	26	17	817
Morris	157	22.4	544	77.6	17	167	495	20	2	701
Ocean	168	28.2	428	71.8	13	205	362	8	8	596
Passaic	172	26.3	481	73.7	9	192	429	17	6	653
Salem	23	23.2	76	76.8	3	42	50	1	3	99
Somerset	69	20.3	271	79.7	1	69	259	10	1	340
Sussex	41	18.8	177	81.2	3	65	142	6	2	218
Union	159	23.5	517	76.5	5	186	467	14	4	676
Warren	32	22.7	109	77.3	1	41	91	2	6	141
TOTAL	2,628	24.1	8,286	75.9	126	3,066	7,328	302	92	10,914
				Percent	1.2	28.1	67.1	2.8	0.8	

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

SEPTEMBER 30, 1988

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	199	83.3	37	15.5	3	1.3					239	16.7
Bergen	880	96.9	21	2.3	6	0.7			1	0.1	908	3.1
Burlington	350	91.9	26	6.8	4	1.0	1	0.3			381	8.1
Camden	452	80.6	95	16.9	13	2.3	1	0.2			561	19.4
Cape May	104	93.7	7	6.3							111	6.3
Cumberland	133	83.6	20	12.6	5	3.1			1	0.6	159	16.4
Essex	653	64.1	324	31.8	36	3.5	2	0.2	4	0.4	1,019	35.9
Gloucester	226	97.0	7	3.0							233	3.0
Hudson	397	83.9	51	10.8	25	5.3					473	16.1
Hunterdon	107	100.0									107	0.0
Mercer	261	78.1	68	20.4	4	1.2			1	0.3	334	21.9
Middlesex	571	92.4	36	5.8	9	1.5			2	0.3	618	7.6
Monmouth	573	94.2	28	4.6	7	1.2					608	5.8
Morris	479	98.4	7	1.4	1	0.2					487	1.6
Ocean	389	97.3	7	1.8	4	1.0					400	2.8
Passaic	342	83.8	56	13.7	9	2.2			1	0.2	408	16.2
Salem	80	90.9	7	8.0	1	1.1					88	9.1
Somerset	250	96.2	8	3.1	1	0.4			1	0.4	260	3.8
Sussex	148	99.3					1	0.7			149	0.7
Union	426	85.5	63	12.7	9	1.8					498	14.5
Warren	96	99.0	1	1.0							97	1.0
TOTAL	7,116	87.4	869	10.7	137	1.7	5	0.1	11	0.1	8,138	12.6

*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, 1988**

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	1,973	85.2	306	13.2	29	1.3			9	0.4	2,317	14.8
Bergen	7,396	96.4	191	2.5	48	0.6	2		36	0.5	7,673	3.6
Burlington	3,805	91.4	329	7.9	21	0.5	1		8	0.2	4,164	8.6
Camden	4,496	81.4	878	15.9	125	2.3	3	0.1	22	0.4	5,524	18.6
Cape May	980	96.6	28	2.8	5	0.5			2	0.2	1,015	3.4
Cumberland	1,535	88.6	132	7.6	48	2.8	2	0.1	15	0.9	1,732	11.4
Essex	5,353	63.3	2,703	32.0	332	3.9	6	0.1	56	0.7	8,450	36.7
Gloucester	2,429	95.4	110	4.3	4	0.2			3	0.1	2,546	4.6
Hudson	3,837	79.7	531	11.0	392	8.1	1		55	1.1	4,816	20.3
Hunterdon	1,183	99.2	1	0.1	5	0.4			4	0.3	1,193	0.8
Mercer	2,610	80.8	549	17.0	55	1.7			15	0.5	3,229	19.2
Middlesex	5,945	93.7	268	4.2	117	1.8			16	0.3	6,346	6.3
Monmouth	5,700	94.0	314	5.2	38	0.6	2		13	0.2	6,067	6.0
Morris	4,621	97.6	70	1.5	32	0.7	1		11	0.2	4,735	2.4
Ocean	4,062	97.4	70	1.7	33	0.8	3	0.1	4	0.1	4,172	2.6
Passaic	4,004	84.2	540	11.4	197	4.1			14	0.3	4,755	15.8
Salem	803	90.6	76	8.6	6	0.7	1	0.1			886	9.4
Somerset	2,276	96.2	75	3.2	7	0.3	1		6	0.3	2,365	3.8
Sussex	1,674	99.5	4	0.2	3	0.2			1	0.1	1,682	0.5
Union	4,275	86.3	546	11.0	115	2.3	1		19	0.4	4,956	13.7
Warren	1,068	99.3	1	0.1	3	0.3			3	0.3	1,075	0.7
TOTAL	70,025	87.9	7,722	9.7	1,615	2.0	24	0.0	312	0.4	79,698	12.1

*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, 1988

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	256	88.9	29	10.1	2	0.7			1	0.3	288	11.1
Bergen	1,026	94.5	50	4.6	7	0.6			3	0.3	1,086	5.5
Burlington	538	91.2	50	8.5					2	0.3	590	8.8
Camden	618	84.5	100	13.7	8	1.1	1	0.1	4	0.5	731	15.5
Cape May	126	94.7	7	5.3							133	5.3
Cumberland	167	88.8	15	8.0	3	1.6	1	0.5	2	1.1	188	11.2
Essex	775	65.0	369	31.0	37	3.1	2	0.2	9	0.8	1,192	35.0
Gloucester	314	94.3	19	5.7							333	5.7
Hudson	479	86.0	38	6.8	37	6.6			3	0.5	557	14.0
Hunterdon	151	98.7			1	0.7			1	0.7	153	1.3
Mercer	435	81.5	90	16.9	7	1.3			2	0.4	534	18.5
Middlesex	817	92.0	52	5.9	17	1.9			2	0.2	888	8.0
Monmouth	756	92.5	56	6.9	4	0.5			1	0.1	817	7.5
Morris	686	97.9	11	1.6	2	0.3			2	0.3	701	2.1
Ocean	576	96.6	16	2.7	2	0.3			2	0.3	596	3.4
Passaic	572	87.6	56	8.6	23	3.5	1	0.2	1	0.2	653	12.4
Salem	88	88.9	10	10.1					1	1.0	99	11.1
Somerset	320	94.1	16	4.7	2	0.6			2	0.6	340	5.9
Sussex	217	99.5							1	0.5	218	0.5
Union	569	84.2	91	13.5	14	2.1			2	0.3	676	15.8
Warren	141	100.0									141	0.0
TOTAL	9,627	88.2	1,075	9.8	166	1.5	5	0.0	41	0.4	10,914	11.8

*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, 1988

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			2	54	85	66	32		239
Bergen			12	158	293	267	168	10	908
Burlington			6	84	134	100	51	6	381
Camden			14	118	228	131	68	2	561
Cape May			4	31	44	22	9	1	111
Cumberland			3	35	51	50	18	2	159
Essex			12	190	329	310	152	26	1,019
Gloucester			10	64	74	69	14	2	233
Hudson			8	108	149	118	76	14	473
Hunterdon			3	25	50	21	8		107
Mercer			8	63	130	84	43	6	334
Middlesex		1	6	100	200	203	98	10	618
Monmouth		1	8	123	206	181	80	9	608
Morris			6	101	176	143	58	3	487
Ocean			9	93	150	108	36	4	400
Passaic			5	59	126	133	69	16	408
Salem			3	19	32	28	6		88
Somerset			6	41	98	77	36	2	260
Sussex			5	42	55	37	10		149
Union			9	82	172	134	92	9	498
Warren			1	28	32	24	12		97
TOTAL		2	140	1,618	2,814	2,306	1,136	122	8,138
Percent in Each Age Group		0.0	1.7	19.9	34.6	28.3	14.0	1.5	

TABLE XII
AGE DISTRIBUTION: CLASSROOM TEACHERS
NEW JERSEY PUBLIC SCHOOL DISTRICTS BY COUNTY
 SEPTEMBER 30, 1988

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		117	416	786	553	311	122	12	2,317
Bergen		264	836	2,061	2,341	1,375	724	72	7,673
Burlington		138	619	1,363	1,182	613	238	11	4,164
Camden		221	900	1,879	1,498	671	322	33	5,524
Cape May		51	234	388	203	97	40	2	1,015
Cumberland		72	263	646	453	208	78	12	1,732
Essex		247	1,113	2,601	2,237	1,438	734	80	8,450
Gloucester		145	445	902	672	256	118	8	2,546
Hudson		126	793	1,916	1,151	477	297	56	4,816
Hunterdon		53	178	380	370	168	41	3	1,193
Mercer		151	521	998	799	485	244	31	3,229
Middlesex		202	755	1,906	2,034	998	422	29	6,346
Monmouth		233	752	1,928	1,828	866	422	38	6,067
Morris		167	537	1,287	1,607	781	324	32	4,735
Ocean		179	718	1,490	1,149	460	166	10	4,172
Passaic		156	688	1,508	1,303	705	352	43	4,755
Salem		42	162	299	231	108	40	4	886
Somerset		116	299	632	728	386	189	15	2,365
Sussex		57	246	603	504	206	62	4	1,682
Union		180	723	1,352	1,387	841	426	47	4,956
Warren		30	183	424	284	102	49	3	1,075
TOTAL		2,947	11,381	25,349	22,514	11,552	5,410	545	79,698
Percent in Each Age Group		3.7	14.3	31.8	28.2	14.5	6.8	0.7	

TABLE XIII
AGE DISTRIBUTION: EDUCATIONAL SUPPORT SERVICES PERSONNEL
NEW JERSEY PUBLIC SCHOOL DISTRICTS BY COUNTY
 SEPTEMBER 30, 1988

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		2	38	86	76	55	27	4	288
Bergen		10	68	230	299	266	191	22	1,086
Burlington		3	52	161	183	111	71	9	590
Camden		1	61	215	212	154	74	14	731
Cape May		1	23	45	39	19	6		133
Cumberland		3	18	54	52	35	23	3	188
Essex		10	79	262	331	295	186	29	1,192
Gloucester		7	35	116	81	55	39		333
Hudson			35	193	145	98	68	18	557
Hunterdon		2	18	44	51	24	12	2	153
Mercer		7	53	130	158	111	68	7	534
Middlesex		11	66	196	275	218	116	6	888
Monmouth		11	56	225	254	156	108	7	817
Morris		3	53	145	251	159	81	9	701
Ocean		11	62	203	167	106	44	3	596
Passaic		5	53	162	177	149	97	10	653
Salem		3	8	29	27	16	13	3	99
Somerset		2	29	80	96	87	42	4	340
Sussex		4	28	53	68	48	15	2	218
Union		9	54	146	176	159	116	16	676
Warren		1	13	49	34	34	8	2	141
TOTAL		106	902	2,824	3,152	2,355	1,405	170	10,914
Percent in Each Age Group		1.0	8.3	25.9	28.9	21.6	12.9	1.6	

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

SEPTEMBER 30, 1988

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	7	22	59	65	41	36	7			239
Bergen	3	7	1	21	84	185	194	173	165	66	7	2	908
Burlington		1	2	8	39	108	86	68	51	15	3		381
Camden		5		19	75	134	152	92	61	21	2		561
Cape May	2	4		6	18	28	25	13	8	5	2		111
Cumberland	1			2	22	34	38	36	19	6	1		159
Essex	2	5		36	85	205	234	214	170	55	9	4	1,019
Gloucester	2	2		11	32	63	45	52	18	6		2	233
Hudson		2		7	56	106	106	91	72	27	2	4	473
Hunterdon				5	17	24	35	17	6	2	1		107
Mercer	1	4	2	11	33	84	80	58	45	13	2	1	334
Middlesex	5	4	1	11	54	94	144	159	106	32	7	1	618
Monmouth		4	5	16	54	127	152	131	88	29		2	608
Morris	1	1	1	16	46	100	123	102	76	18	3		487
Ocean		3	1	17	46	89	106	89	36	10	3		400
Passaic	1	1		8	25	84	85	93	73	21	12	5	408
Salem			1	4	15	22	21	7	15	3			88
Somerset	1	1	1	6	23	51	67	51	44	12	2	1	260
Sussex		2		6	18	46	31	31	14		1		149
Union		5	1	12	49	103	109	93	78	41	6	1	498
Warren		1	1	3	14	26	18	22	11	1			97
TOTAL	19	53	18	232	827	1,772	1,916	1,633	1,192	390	63	23	8,138
Percent of State Total	0.2	0.7	0.2	2.9	10.2	21.8	23.5	20.1	14.6	4.8	0.8	0.3	

TABLE XV
TOTAL EDUCATIONAL EXPERIENCE OF CLASSROOM TEACHERS
NEW JERSEY PUBLIC SCHOOL DISTRICTS BY COUNTY

SEPTEMBER 30, 1988

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	84	280	99	359	486	454	293	164	79	15	3	1	2,317
Bergen	151	571	198	931	1,231	1,765	1,493	804	381	122	18	8	7,673
Burlington	110	382	147	657	839	869	691	314	121	26	8		4,164
Camden	179	614	187	965	1,082	1,185	742	378	159	29	3	1	5,524
Cape May	41	160	40	190	237	179	88	52	22	6			1,015
Cumberland	52	204	52	240	379	396	252	99	42	13	3		1,732
Essex	198	805	215	1,192	1,459	2,085	1,315	697	337	113	32	2	8,450
Gloucester	97	292	94	441	498	538	323	171	69	20	2	1	2,546
Hudson	95	359	152	733	1,230	1,171	661	268	100	38	6	3	4,816
Hunterdon	23	108	34	214	238	272	170	100	29	4	1		1,193
Mercer	93	350	122	570	658	608	401	260	120	41	6		3,229
Middlesex	137	485	178	846	1,139	1,506	1,175	605	226	43	4	2	6,346
Monmouth	134	553	176	939	1,146	1,394	986	495	193	38	13		6,067
Morris	91	349	136	688	871	1,133	852	409	150	47	6	3	4,735
Ocean	116	497	148	741	880	921	516	259	75	15	4		4,172
Passaic	101	461	203	771	988	1,006	691	355	128	42	7	2	4,755
Salem	32	113	37	136	176	193	109	62	22	5	1		886
Somerset	60	224	61	300	383	539	457	211	100	27	3		2,365
Sussex	33	147	52	315	398	354	235	112	27	8	1		1,682
Union	162	505	166	776	868	934	801	437	231	65	9	2	4,956
Warren	17	104	32	173	263	231	154	66	25	10			1,075
TOTAL	2,006	7,563	2,529	12,177	15,449	17,733	12,405	6,318	2,636	727	130	25	79,698
Percent of State Total	2.5	9.5	3.2	15.3	19.4	22.3	15.6	7.9	3.3	0.9	0.2	0.0	

NEW JERSEY STATE DEPARTMENT OF EDUCATION/IRM

TABLE XVI
TOTAL EDUCATIONAL EXPERIENCE OF EDUCATIONAL SUPPORT PERSONNEL
NEW JERSEY PUBLIC SCHOOL DISTRICTS BY COUNTY
 SEPTEMBER 30, 1988

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	10	29	7	39	61	63	34	31	13	1			288
Bergen	26	74	28	131	189	233	197	118	62	21	7		1,086
Burlington	11	51	17	104	115	129	75	53	24	10		1	590
Camden	18	51	28	121	143	174	111	54	23	7	1		731
Cape May	6	21	3	20	44	17	12	7	2		1		133
Cumberland	4	11	1	25	43	46	34	13	7	3	1		188
Essex	16	72	31	144	174	305	225	126	64	25	9	1	1,192
Gloucester	6	40	17	52	66	74	42	19	14	3			333
Hudson	2	24	6	75	129	144	91	54	16	11	2	3	557
Hunterdon	2	16	2	29	43	24	22	5	7	2	1		153
Mercer	6	46	18	82	109	110	79	47	24	12	1		534
Middlesex	13	54	24	117	146	212	156	120	38	6	2		888
Monmouth	21	72	18	113	161	189	127	76	30	9		1	817
Morris	11	39	22	95	151	165	126	67	15	8	1	1	701
Ocean	19	45	14	86	133	150	95	39	12	3			596
Passaic	13	47	18	70	131	166	120	46	30	10	1	1	653
Salem	5	10	1	14	23	21	11	9	1	4			99
Somerset	12	27	9	57	66	58	51	41	16	2	1		340
Sussex	7	17	3	46	56	47	24	12	6				218
Union	16	57	20	99	127	119	113	72	38	10	4	1	676
Warren	1	12	7	25	33	33	15	10	3	2			141
TOTAL	225	815	294	1,544	2,143	2,479	1,760	1,019	445	149	32	9	10,914
Percent of State Total	2.1	7.5	2.7	14.1	19.6	22.7	16.1	9.3	4.1	1.4	0.3	0.1	

TABLE XVII
CERTIFICATED PERSONNEL ENTERING AND LEAVING
NEW JERSEY PUBLIC SCHOOLS BY COUNTY AND POSITION

October 1, 1987 to September 30, 1988

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	24	11	294	186	57	51	375	248
Bergen	64	73	712	507	131	187	907	767
Burlington	24	26	405	288	87	90	516	404
Camden	30	40	623	361	99	98	752	499
Cape May	10	9	114	58	27	23	151	90
Cumberland	9	11	151	116	18	30	178	157
Essex	51	71	714	617	102	122	867	810
Gloucester	23	19	280	171	45	58	348	248
Hudson	11	18	293	295	25	55	329	368
Hunterdon	12	16	161	104	34	59	207	179
Mercer	12	13	328	220	71	87	411	320
Middlesex	29	41	563	431	69	111	661	583
Monmouth	37	55	585	418	115	157	737	630
Morris	49	62	446	368	78	139	573	569
Ocean	20	30	456	258	75	101	551	389
Passaic	20	17	409	318	51	63	480	398
Salem	7	12	84	65	15	19	106	96
Somerset	21	18	265	172	60	79	346	269
Sussex	15	20	146	121	49	74	210	215
Union	31	58	587	455	73	132	691	645
Warren	13	10	106	75	37	45	156	130
TOTAL	512	630	7,722	5,604	1,318	1,780	9,552	8,014

NEW JERSEY STATE DEPARTMENT OF EDUCATION/IRM

TABLE XVIII
 NUMBER OF FULL-TIME CLASSROOM TEACHERS EMPLOYED BY
 POSITION (SUBJECT) ASSIGNMENT FOR SCHOOL YEAR 1988-89

SEPTEMBER 30, 1988

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	860	51	52	307	30	158	37	54	162	59	93	109	317	28	2,317
Bergen	2,530	237	171	1,041	269	587	88	146	612	290	418	400	787	97	7,673
Burlington	1,462	100	110	523	98	289	55	93	327	142	196	188	497	84	4,164
Camden	1,900	124	116	746	120	349	93	111	459	161	277	268	660	140	5,524
Cape May	334	22	24	122	13	74	16	22	83	28	47	46	154	30	1,015
Cumberland	643	39	42	244	32	107	25	32	114	45	69	76	229	35	1,732
Essex	3,113	222	187	1,387	189	521	126	171	622	265	369	363	829	86	8,450
Gloucester	878	63	62	341	49	180	39	61	201	82	114	117	312	47	2,546
Hudson	2,007	102	124	720	83	260	79	92	337	104	157	144	538	69	4,816
Hunterdon	436	29	25	155	32	97	16	24	91	42	59	52	120	15	1,193
Mercer	1,088	81	78	403	92	243	44	75	268	117	143	152	395	50	3,229
Middlesex	2,010	161	141	847	163	477	100	144	573	217	353	331	691	138	6,346
Monmouth	2,131	158	118	760	167	452	86	135	484	182	305	309	688	92	6,067
Morris	1,397	142	97	601	172	333	75	123	417	203	308	299	523	45	4,735
Ocean	1,465	122	104	410	103	328	67	112	322	137	184	212	532	74	4,172
Passaic	1,850	111	122	744	91	301	83	123	340	128	186	195	417	64	4,755
Salem	337	18	19	105	15	57	17	20	62	28	38	41	105	24	886
Somerset	787	65	53	293	88	191	30	67	193	100	138	115	225	20	2,365
Sussex	552	41	37	218	35	137	29	45	130	57	86	86	206	23	1,682
Union	1,511	123	104	850	141	347	74	107	385	181	240	264	543	86	4,956
Warren	420	23	25	113	21	75	15	20	76	30	55	45	139	18	1,075
TOTAL	27,711	2,034	1,811	10,930	2,003	5,563	1,194	1,777	6,258	2,598	3,835	3,812	8,907	1,265	79,698

TABLE XIX

NUMBER OF FULL-TIME BEGINNING* AND REENTERING** CLASSROOM TEACHERS
ASSIGNED DURING SCHOOL YEAR 1988-89

SEPTEMBER 30, 1988

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	65	7	1	16	5	21	8	4	11	7	6	12	38	3	204
Bergen	149	15	2	41	17	36	9	1	18	23	8	19	88	5	431
Burlington	98	8	3	20	6	23	1	2	11	16	9	15	43	7	262
Camden	164	5	6	66	11	27	5	1	29	15	13	19	75	10	446
Cape May	18	4	1	7		3		2	6	2		3	17	4	67
Cumberland	24	3	1	15	4	8		2	9	5	3	5	25		104
Essex	175	18	4	65	4	17	5	2	25	17	19	8	68	9	436
Gloucester	55	4	1	22	5	10	2	5	10	5	11	5	43	3	181
Hudson	73	6	1	25		13	2		10	4	7	7	47	6	201
Hunterdon	31	5		8	3	10	4		8	3	4	4	20	2	102
Mercer	94	9	3	18	10	17	2	2	7	5	9	5	48	3	232
Middlesex	123	5	1	48	7	23	5	5	17	18	18	7	67	7	351
Monmouth	129	7	5	32	12	28	4	2	29	19	14	12	64	7	364
Morris	70	9	2	27	16	15	3	4	16	17	13	9	63	4	268
Ocean	111	6	4	20	11	15	1	1	16	13	13	13	50	8	282
Passaic	98	7	5	37	3	19	4	4	17	13	11	7	31	4	260
Salem	17	2	1	10	1	8			7	1	1	2	10	5	65
Somerset	55	5	1	24	4	13	1	1	11	15	5	8	20	2	165
Sussex	29	5	1	11	2	2		2	5	4	2		14	2	79
Union	117	9	1	69	9	13	2	1	22	16	14	12	67	6	358
Warren	26	1	2	4	1			4	1	2			16	1	58
TOTAL	1,721	140	46	585	131	321	58	45	285	220	180	172	914	98	4,916

*Beginning = No Previous Experience

**Reentering = Former Teachers Reentering

NUMBER OF FULL-TIME CLASSROOM TEACHER SEPARATIONS
DURING SCHOOL YEAR 1987-88 AND SUMMER OF 1988

SEPTEMBER 30, 1988

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	31	1	2	14	3	3	1	2	5		3	7	17	9	98
Bergen	117	11	11	33	14	24	4	5	26	23	14	23	37	3	345
Burlington	48	3	6	25	3	15	4	4	13	5	11	7	39	11	194
Camden	66	2	6	38	6	8	5	5	22	6	8	3	35	8	218
Cape May	7			3	2			1	4	3	1	1	6	6	34
Cumberland	23			12	3	2	1	4	4	2	2	2	15	1	71
Essex	137	10	11	69	6	15	4	8	32	19	15	16	55	6	403
Gloucester	31	2		16	2	4	4	3	6	4	6	5	17	4	104
Hudson	41	5	5	15	3	9	4	4	10	5	6	4	23	4	138
Hunterdon	19	3	1	11		4	2	1	4	5	4	4	9	1	68
Mercer	40	5	3	25	7	8	3	1	15	3	11	6	33	4	164
Middlesex	71	8	5	32	4	22	7	8	24	19	21	13	38	6	278
Monmouth	76	7	7	33	11	13	10	8	28	10	20	15	24	5	267
Morris	48	7	11	45	10	15	2	11	18	17	14	8	24	1	231
Ocean	43	3	5	12	6	9	1	1	12	4	8	8	22	4	138
Passaic	61	3	4	30	4	8	6	10	18	9	5	6	15	6	185
Salem	17	2	1	6		4	1	2	4	2	2	1	3	2	47
Somerset	36	3	3	22	2	4		2	12	8	8	10	13		123
Sussex	22	2	2	18	3	7		2	7	2	4	4	14	1	88
Union	83	7	6	58	9	25	8	6	25	10	16	13	57	5	328
Warren	25	2	1	4	2	3		2	4	1	1	1	10	1	57
TOTAL	1,042	86	90	521	100	202	67	90	293	157	180	157	506	88	3,579

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 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 57,082 persons were employed in support services in New Jersey public elementary and secondary education. Of this total, more than three-quarters (79.4%) were employed full-time; slightly more than two-thirds (70.2%) were female; and one-fifth (21.3%) were minority.

TABLE XXII: FULL-TIME NON-CERTIFICATED SUPPORT SERVICES STAFF EMPLOYED BY COUNTY, ASSIGNMENT AND SEX. In the 1988-89 school year, 45,301 full-time non-certificated support services personnel were employed in public elementary and secondary local education agencies. Of this total, 90.5% or 40,995 were employed in the assignment classification areas of service workers, secretarial/clerical and teacher aides. The largest number, 20,368 or 45.0%, were reported in service work assignments with the next largest number, 11,830 or 26.1%, in secretarial/clerical assignments. The smallest number, 525 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 45,301 full-time non-certificated support services staff employed, 23.2% or 10,534 were minority. Of the full-time non-certificated support services staff employed, 18.3% or 8,288 were black, 1,970 or 4.3% were Hispanic and 276 or 0.6% were other minorities.

Of the total assignments, 30,062 or 66.4% were reported as being held by females and 15,239 or 33.6% were held by males.

COMPARISON OF SELECTED NON-CERTIFICATED STAFF DATA

TERM	1986-87	1987-88	1988-89
TOTAL Full-Time Non-Certificated Staff	43,193	43,986	45,301
Racial/Ethnic Distribution			
White	33,413	33,905	34,767
Black	7,889	8,128	8,288
Hispanic	1,681	1,722	1,970
American Indian/ Alaskan Native and Asian or Pacific Islander	210	231	276
Sex			
Female	28,335	29,050	30,062
Male	14,858	14,936	15,239

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

SEPTEMBER

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	431	380	73	58	9	11	4		10	2	527	451	978
Teacher Aides	174	5,736	109	2,118	33	570		5	13	31	329	8,460	8,789
Technicians	167	208	48	77	7	10			6	2	228	297	525
Clerical/Secretarial	104	10,212	25	1,125	9	311		4	27	21	165	11,673	11,838
Service Workers	8,497	6,679	2,245	1,922	644	247	12	8	85	29	11,483	8,885	20,368
Skilled Crafts	1,347	22	166	59	43	6	2	1	8		1,566	88	1,654
Labors, Unskilled	680	130	203	60	54	16	3		1	2	941	208	1,149
TOTAL FULL-TIME	11,400	23,367	2,869	5,419	799	1,171	21	18	150	87	15,239	30,062	45,301
B. PART-TIME													
Professional	662	253	17	42	11	6	1		18	9	709	310	1,019
Non-Professional	884	8,479	112	916	50	241	3	9	18	50	1,067	9,695	10,762
TOTAL PART-TIME	1,546	8,732	129	958	61	247	4	9	36	59	1,776	10,005	11,781
TOTAL NON-CERTIFICATED (A+B)	12,946	32,099	2,998	6,377	860	1,418	25	27	186	146	17,015	40,067	57,082
C. NEW HIRES (July thru Sept)													
Professional	49	120	12	20	2	10			2		65	150	215
Non-Professional	573	1,951	140	226	53	83	1	2	10	12	777	2,274	3,051
TOTAL NEW HIRES	622	2,071	152	246	55	93	1	2	12	12	842	2,424	3,266

*NOT OF HISPANIC ORIGIN

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

SEPTEMBER 30, 1988

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	22	12	193	9	14	7	335	319	398	43		11	5	1,385
Bergen	50	44	23	496	16	25	15	1,201	1,072	222	149		168	13	3,494
Burlington	27	19	31	627	14	20	11	622	675	794	62		31	25	2,958
Camden	30	37	56	1,060	36	39	12	727	716	750	88	6	158	32	3,747
Cape May	5	13	13	125	3			168	147	185	8		31	4	702
Cumberland	13	7	18	282		1	4	251	253	328	33	2	13	5	1,210
Essex	111	62	22	1,131	56	74	6	1,181	1,359	1,344	245	57	50	9	5,707
Gloucester	8	17	12	278	5	6		366	279	379	75	4	20	2	1,451
Hudson	39	10	20	539	9	6	53	626	590	362	65	2	71	31	2,423
Hunterdon		14	7	71	2	1		170	159	140	9	1	8		582
Mercer	31	16	18	535	18	12	11	545	470	451	113	3	34	24	2,281
Middlesex	38	15	3	580	12	15	6	897	748	470	123	4	71	6	2,988
Monmouth	37	32	24	422	16	25	2	947	953	669	94		62	4	3,287
Morris	29	40		324	8	6	3	717	746	509	61	4	17	1	2,465
Ocean	21	49	8	513	5	16	4	762	822	873	122	1	17	31	3,244
Passaic	21	10	29	328	4	8	13	521	651	328	78	2	70	3	2,066
Salem	2	6	2	110		1	2	123	89	118	10		31	4	498
Somerset	10	9	4	175	3	7	2	359	343	214	65	1	4		1,196
Sussex	2	3	7	150	5	5	5	227	188	134	15	1	20	1	763
Union	28	22	18	415	7	16	9	778	778	174	101		54	3	2,403
Warren	8	4	2	106				150	126	43	7			5	451
TOTAL	527	451	329	8,460	228	297	165	11,673	11,483	8,885	1,566	88	941	208	45,301

NEW JERSEY STATE DEPARTMENT OF EDUCATION/IRM

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

SEPTEMBER 30, 1988

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	281	750	114	193	23	21				3	418	967	1,385	25.6
Bergen	1,286	1,868	132	96	57	29	2	1	16	7	1,493	2,001	3,494	9.8
Burlington	710	1,874	118	192	15	25	2		6	16	851	2,107	2,958	12.6
Camden	694	1,810	278	681	103	156	5	1	16	3	1,096	2,651	3,747	33.2
Cape May	181	455	22	37	3	1			1	2	207	495	702	9.4
Cumberland	210	727	49	78	68	63		4	7	4	334	876	1,210	22.6
Essex	807	1,266	938	2,367	84	223	4	1	16	1	1,849	3,858	5,707	63.6
Gloucester	338	977	49	68	12	7					399	1,052	1,451	9.4
Hudson	641	1,047	82	286	98	235		1	26	7	847	1,576	2,423	30.4
Hunterdon	182	394	3	1				2			185	397	582	1.0
Mercer	485	1,103	189	435	17	45			4	3	695	1,586	2,281	30.4
Middlesex	869	1,757	93	125	33	97	1	2	5	6	1,001	1,987	2,988	12.2
Monmouth	961	1,881	179	185	45	28	1		2	5	1,188	2,099	3,287	13.6
Morris	751	1,557	77	30	31	8			5	6	864	1,601	2,465	6.4
Ocean	929	2,159	42	50	28	33				3	999	2,245	3,244	4.8
Passaic	624	824	142	225	91	134	5	4	4	13	866	1,200	2,066	30.0
Salem	93	318	39	42	2	2			2		136	362	498	17.4
Somerset	335	715	52	38	14	6	1		29	6	431	765	1,196	12.2
Sussex	239	517		2	2	2			1		242	521	763	1.0
Union	647	1,063	269	287	70	55		1	9	2	995	1,408	2,403	28.8
Warren	137	305	2	1	3	1		1	1		143	308	451	2.0
TOTAL	11,400	23,367	2,869	5,419	799	1,171	21	18	150	87	15,239	30,062	45,301	23.2

*Not of Hispanic Origin

NEW JERSEY STATE DEPARTMENT OF EDUCATION/IRM

GLOSSARY

Administrator/Supervisor: A staff member with valid certification who has been assigned the responsibility to manage or direct the activities of a district or a portion of these activities.

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.)

Educational Support Services Personnel: A staff member with valid certification who provides administrative, technical and logistical support to sustain and enhance the fulfillment of the objectives of a district's educational programs.

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: A staff member with valid certification who instructs students.

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)**

COUNTY:
DISTRICT:
SCHOOL:

TRANSACTION: ADD DELETE

STATUS:
 FULL TIME PART-TIME PERM. SUB

1 CO.	DISTRICT	SCHOOL	2 SOCIAL SECURITY NUMBER																	
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2
3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6
7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7
8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8
9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9

6 ED. EXPERIENCE		
YEARS IN DISTRICT	YEARS IN NJ	TOTAL YEARS
0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

7 FEDERAL PROGRAM FROM WHICH ALL OR PART OF SALARY IS PAID

LEAVE BLANK IF SALARY IS OR WAS NOT FEDERALLY FUNDED.

ECIA Chapter 1
 ECIA Chapter 2
 Education of the Handicapped Act
 Bilingual Education Act
 Carl D. Perkins Voc. Ed / Act
 Job Training Partnership Act
 Adult Education Act
 Other Than Above Federal Act
 No Longer Federally Funded

8

CURRENT ANNUAL SALARY
0
1
2
3
4
5
6
7
8
9

DO NOT INCLUDE EXTRA PAY FOR EXTRA SERVICE

3 LAST NAME	FIRST NAME	MI
A	A	A
B	B	B
C	C	C
D	D	D
E	E	E
F	F	F
G	G	G
H	H	H
I	I	I
J	J	J
K	K	K
L	L	L
M	M	M
N	N	N
O	O	O
P	P	P
Q	Q	Q
R	R	R
S	S	S
T	T	T
U	U	U
V	V	V
W	W	W
X	X	X
Y	Y	Y
Z	Z	Z

EXCEPTIONAL CONTRACT CONDITION

A
B
C
D
E
F
G
H
I
J
K
L

10 DATE OF BIRTH

YEAR

0 0
1 1
2 2
3 3
4 4
5 5
6 6
7 7
8 8
9 9

11 MOBILITY

ENTER	LEAVE
WRITE NUMBER FROM CODE LIST	WRITE NUMBER FROM CODE LIST
0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

4 SEX/RACE

MALE

White
 Black
 Puerto Rican
 Cuban
 Other Hispanic
 American Ind / Alaskan Native
 Asian/Pacific Islander

FEMALE

White
 Black
 Puerto Rican
 Cuban
 Other Hispanic
 American Ind / Alaskan Native
 Asian/Pacific Islander

5 EDUCATION

DEGREE

No Degree
 Bachelors
 Masters
 Doctorate
 Other

CREDITS TOWARD AND/OR BEYOND DEGREE

1-14
 15-29
 30-59
 60-89
 90-119
 120-177
 178 or more

12 ASSIGNMENT

ENTER CLASS CODE NUMBER FROM LIST PROVIDED.

0	1	2	3	4	5	6	7	8	9
0	0	0	0	0	0	0	0	0	0
1	1	1	1	1	1	1	1	1	1
2	2	2	2	2	2	2	2	2	2
3	3	3	3	3	3	3	3	3	3
4	4	4	4	4	4	4	4	4	4
5	5	5	5	5	5	5	5	5	5
6	6	6	6	6	6	6	6	6	6
7	7	7	7	7	7	7	7	7	7
8	8	8	8	8	8	8	8	8	8
9	9	9	9	9	9	9	9	9	9
Delete	Delete	Delete	Delete	Delete	Delete	Delete	Delete	Delete	Delete

ASSIGNMENT DESCRIPTION

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

FALL REPORT 1988

SEPTEMBER 30, 1988

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											
11. TOTAL (9-10)											
C. NEW HIRES (JULY THRU SEPT. OF THE SURVEY YEAR)											
12. Non-Certificated Professional Staff											
13. Non-Professional Staff											
14. TOTAL (12-13)											
<p>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.</p>											
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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