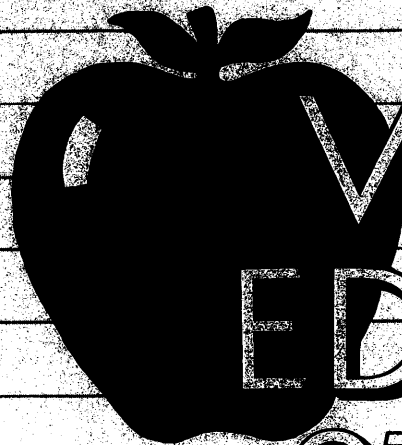


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VITAL EDUCATIONAL STATISTICS

84-85

VOLUME II ~~Certificated Staff, Degrees, Experience, Age,
Mobility and Non-Certificated Support Staff~~

NEW JERSEY STATE DEPARTMENT OF EDUCATION

EDUCATIONAL STATISTICS

1984-85

VOLUME II

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PREFACE

The 1984-85 edition of Vital Educational Statistics Volume II is the eleventh in a series which began in 1974-75. The annual fall survey Certificated Staff Employed and Non-Certificated Staff Employed data collection instruments, supported with detailed illustrated instructions, were the source documents from which the data were aggregated for this publication.

THIS IS THE FIRST YEAR THAT THE REPORTED CERTIFICATED STAFF EMPLOYED DATA INCLUDES THE COUNT OF CLASSROOM TEACHERS ON APPROVED PAID LEAVES OF ABSENCE. IN PRIOR YEARS, THOSE TEACHERS WERE ONLY INCLUDED IN THE COUNT OF TEACHERS LEAVING FOR OFFICIAL LEAVES OF ABSENCE. THEREFORE, THE USERS OF THIS REPORT ARE CAUTIONED TO BE AWARE OF THIS CHANGE WHICH CAUSED AN INCREASE IN THE DIFFERENCE BETWEEN THE TOTAL NUMBER OF CLASSROOM TEACHERS IN SEPTEMBER 1983 AND SEPTEMBER 1984.

The data were collected from school districts and reviewed by the county data analysts before transmittal to the 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 districts and school data, including enrollments, dropouts, graduates and facilities data. Each of the sections contains narrative as well as data tables to accommodate reader and user preferences. The data in the Vital Educational Statistics series are descriptive and were designed to establish a core database to help in reporting on the condition of education in New Jersey. Hopefully, the data, when joined with other department data, will lead to insights with significant policy implications.

The back cover contains two evaluation forms on which users are invited to send comments or suggestions for improving the utility of the data.

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; Doreen O'Kane, Burlington; Joseph Corcoran, Camden; Kenneth Fetter, Cape May and Cumberland; Teddy Sanchez, Essex; Kathleen Carfango, Gloucester; James Hughes, Hudson; Willa L. Cwik, Hunterdon; Mary Ann Peifly, Mercer; Tony Novembre, Middlesex; Edward A. Miklus, Monmouth; Linda Ryan, Morris; John Zeug, Passaic; John Harris, Salem; Sal Abitanta, Somerset; Joseph Padden, Sussex and Warren; Bob DeCastro, Union.

Office of Information Resources Management staff, Suzanne Carr and Donna Ciccone, responsible for editing the instruments and tables contained in this publication were supervised by Terri Bolla and Elaine Ailey. The typing was done by Roberta Leichssenring.

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 Csogi, the graphics artist for the Central Services Unit. 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 1980-81 and 1984-85. The data reported are of the last school day in September in each of the respective school years. In the 1980-81 to 1984-85 period, there was a decrease of 2,763 in the number of certificated staff employed or 2.9 percent of the staff that was employed in 1980-81. Full-time non-certificated staff decreased by 1,244 positions--a decrease of 3.3 percent over the period.

STAFFING TRENDS IN NEW JERSEY EDUCATION
1980-81 TO 1984-85

Certificated Staff Characteristics	Selected School Years					Percent Change for Period
	1980-81	1981-82	1982-83	1983-84	1984-85	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Full-Time Staff						
Administrators	7,161	7,150	7,114	7,219	7,325	+2.3
Classroom Teachers	76,550	75,231	74,303	73,593	73,774	-3.6
Educ. Support Serv.	12,688	12,322	12,270	12,267	12,537	-1.2
Total	96,399	94,703	93,687	93,079	93,636	-2.9
Racial/Ethnic Distribution						
White	86,049	84,370	83,146	82,287	82,579	-4.0
Black	8,702	8,680	8,811	8,953	9,093	+4.5
Hispanic	1,361	1,371	1,437	1,555	1,655	+21.6
Other	287	282	293	284	309	+7.7
Total	96,399	94,703	93,687	93,079	93,636	-2.9
Degrees Held						
None	1,345	1,271	1,185	1,132	1,083	-19.5
Bachelors	55,238	53,108	51,522	50,442	50,253	-9.0
Masters	38,436	38,884	39,430	39,875	40,364	+5.0
Doctorates	1,167	1,235	1,345	1,432	1,752	+50.1
Other	213	205	205	198	184	-13.6
Total	96,399	94,703	93,687	93,079	93,636	-2.9

STAFFING TRENDS IN NEW JERSEY EDUCATION
1980-81 TO 1984-85

Certificated Staff Characteristics	Selected School Years					Percent Change for Period
	1980-81	1981-82	1982-83	1983-84	1984-85	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Certificates Held						
Regular	94,859	93,287	92,387	91,836	92,274	-2.7
Provisional	538	532	533	491	525	-2.4
Emergency	440	448	408	409	492	+11.8
Other	562	436	359	343	345	-38.6
Total	96,399	94,703	93,687	93,079	93,636	-2.9
Non-Certificated Staff						
Characteristics	Selected School Years					Percent Change for Period
	1980-81	1981-82	1982-83	1983-84	1984-85	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Distribution of Full-Time Staff						
	43,024	42,051	42,077	41,591	41,780	-3.3
White	35,096	34,191	33,931	33,408	33,137	-5.6
Black	6,820	6,724	6,905	6,901	7,182	+5.3
Hispanic	1,015	1,029	1,136	1,154	1,315	+29.6
Other	93	108	105	128	146	+56.9

CHANGING STAFF PROFILES

- * The full-time certificated staff employed is increasing in median age, becoming more experienced and showing a higher level of preparation in the form of advanced degrees. The median age of the classroom teacher in 1984-85 was 38.8 years with 12.3 years the median educational experience. In 1980, the classroom teacher median age was 35 years with a median educational experience of 9 years.
- * The teachers make up 78.8% of the total full-time certificated staff with educational support services personnel accounting for 13.4% and administrators/supervisors 7.8%. Since 1980-81, the percentages of the administrators/supervisors and educational support personnel of the total certificated staff increased by .4 of 1% from 7.4% to 7.8% and by .2 of 1% from 13.2% to 13.4% respectively.

- * There was an increase in the number of minorities employed in full-time certificated staff positions. Minorities increased from 9.4% of the full-time administrators/supervisors certificated staff in 1980 to 10.8% in 1984. Likewise, minority classroom teacher certificated staff increased from 11.0% in 1980 to 12.0% in 1984 and minority educational support services personnel increased from 10.2% to 11.3% over the same period.

- * The trend from 1980-81 to 1984-85 shows a decrease in the male and an increase in the female full-time certificated staff. In 1980-81, males accounted for 37.6% and females 62.4% of the total full-time certificated staff. In 1984-85, males represented thirty-six percent (36%) of the total full-time certificated staff and females accounted for sixty-four percent (64%). Over the period this represented a 1.6% decline in males and a 1.6% increase in females.

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, type certification 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 28, 1984, there were 93,636 full-time certificated staff members employed in the public schools of New Jersey. This was 557 more staff members than were reported on September 30, 1983 and was the first year since 1979 that there has been an increase. However, to maintain the continuity of the data analysis in comparison with the previous volumes, there was a net increase of 256 in the certificated staff as 301 of the total 557 increase were the personnel counted in this volume who were on an official leave of absence from the school district. Between 1983 and 1984, the number of administrators and supervisors increased by 106, the number of classroom teachers by 181 and the number of educational support service personnel by 270.

The number of part-time certificated staff increased by 83 from 3,957 in 1983 to 4,040 in 1984. Of the part-time certificated staff, 53% or 2,142 were classroom teachers, 46.5% or 1,877 were educational support service personnel and 21 or 0.5% 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 93,636 full-time certificated staff, 10,426 or 11.1% were reported in system-wide positions and of these positions the highest percentage, 40.6% or 4,231, were in the educational support services personnel category. The second highest percentage, 37.6% or 3,916 were reported in the category classroom teacher and the remaining 21.8% or 2,279 were administrators/supervisors.

Of the 1,291 part-time certificated staff in system-wide positions, 65.5% or 845 were in support services positions and 33.7% or 435 were classroom teachers with the remainder, less than 1%, 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 52.0% or 48,735 of the total 93,636 full-time certificated staff and 52.9% or 2,137 of the total 4,040 part-time certificated staff are assigned to the elementary schools. The 2,293 full-time administrators/supervisors reported in

elementary school positions represent 31.3% of the total 7,325 administrators/supervisors; of the 73,774 reported classroom teachers, 57.1% or 42,098 were elementary teachers; and 34.6% or 4,344 of the 12,537 full-time certificated educational support services personnel were in elementary schools. Of the total full-time certificated elementary staff, 4.7% are administrators/supervisors, 86.4% are classroom teachers and 8.9% are educational support services personnel. The above percentages have been stable over the past five years with no significant changes.

The total number of full-time certificated elementary staff increased for the first time since the 1977-78 school year. From 1983 to 1984 there was an increase of 450 in the staff with the largest number, 345, being in the classroom teachers category. Educational support services showed an increase of 79 and administrators/supervisors increased by 26. Whereas, the full-time certificated staff at the elementary level decreased by 1,265 from the 1980-81 to the 1984-85 school years, the part-time certificated staff increased by 42 from 2,095 in 1980-81 to 2,137 in 1984-85.

TABLE IV: FULL-TIME AND PART-TIME CERTIFICATED STAFF ASSIGNED TO SECONDARY SCHOOLS BY MAJOR POSITION ASSIGNMENT AND COUNTY. This table shows that 36.8% or 34,475 of the total full-time certificated staff and 15.1% or 612 of the total part-time certificated staff are employed in the secondary schools. Of the 34,475 full-time certificated staff, 7.9% or 2,753 were administrators/supervisors. The 27,760 classroom teachers represent 80.5% of the full-time certificated secondary

staff and the 3,962 educational support services personnel represent 11.5%. The 27,760 classroom teachers were a decrease of 218 from the 27,978 reported in 1983 and the 3,962 educational support services personnel were an increase of 160 over the 3,802 reported in 1983.

The number of part-time certificated staff in secondary schools declined in classroom teaching and education support services positions. Classroom teachers decreased by 19 from 470 in 1983 to 451 in 1984; and educational support services personnel showed a decrease of 24 from 184 in 1983 to 160 in 1984.

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

Approximately 78.1% or 5,719 of the administrators/supervisors are male and 21.9% or 1,606 are female. Between 1980-81 and 1984-85, the number of female administrators/supervisors increased from 1,393 to 1,606, an increase of 213 or 15.3%. The number of males in administrator and supervisor positions in this period decreased by 49 from 5,768 to 5,719.

The degree status of administrators and supervisors improved between 1980-81 and 1984-85. The number of no degrees reported in 1980-81 was 48 while in 1984-85 it was 36, a decrease of 12 or 25%. Administrators and supervisors holding bachelor's degrees decreased by 95; from 384 in 1980-81 to 289 in 1984-85. On the other hand, the

number holding the master's degree increased from 6,081 to 6,130. There was the increase of 36.8% from 609 to 833 in the number holding the doctorate in the five-year period. 99.6% of the administrators and supervisors held regular certificates in 1984-85.

TABLE VI: SEX, HIGHEST DEGREE AND CERTIFICATES 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, 66.5% or 48,047 of the 73,774 reported full-time classroom teachers are female and 33.5 are male. Between 1980-81 and 1984-85 there was a 2,542 decrease in the number of male classroom teachers and a decrease of 234 female classroom teachers. Thus the percentage of females in this period increased from 64.4% of the total in 1980 to 66.5% in 1984 and the percentage of males decreased from 35.6% to 33.5%. When the sex composition of the total 1984-85 full-time certificated staff reported is compared to 1980, the male classroom teacher's category shows a decrease. In 1980, male classroom teachers represented 28.3% of the total 96,399 reported full-time certificated staff and in 1984, the male classroom teacher represented 26.4% of the total 93,636 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 65.6% in 1980 to 62.1% in 1984, the percentage having master's degrees increased from 32.7% in 1980 to 36.0% in 1984. The number holding doctorates increased by 234 from 314 in 1980 to 548 in 1984. 98.5% of the full-time certificated classroom teachers held a regular certificate.

TABLE VII: SEX, HIGHEST DEGREE AND CERTIFICATES HELD BY EDUCATIONAL SUPPORT SERVICES PERSONNEL BY COUNTY. This table shows the status of the full-time certificated educational support services personnel. Of the 12,537 reported educational support services personnel, 9,464 or 74.0% are female and 26.0% male. The percentage of males increased by .6% from 25.4% of the educational support services personnel in 1980 to 26.0% in 1984.

The degree status of the full-time certificated educational support services personnel follows the trend of decreasing no and bachelor's degrees while increases are shown in master's and doctoral degrees. There was a decrease of 138 from the 359 no degrees reported in 1980 to 221 in 1984. Whereas the percentage of full-time certificated educational support services personnel holding bachelor's degrees decreased from 36.6% in 1980 to 33.3% in 1984, the percentage holding master's degrees increased from 57.9% in 1980 to 61.3% in 1984. The number holding doctorates increased by 127, from 244 in 1980 to 371 in 1984, an increase of 52%.

Of the 12,537 full-time certificated educational support services personnel, 12,344 or 98.6% held regular certificates.

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, 6,536 (89.2%) were white, 708 (9.7%) were black and 73 (1.0%) were Hispanic. The number of minority staff members in administrators/supervisors positions

continued to increase with the number of black administrators/supervisors going from 605 in 1980 to 708 in 1984 and Hispanic from 59 in 1980 to 73 in 1984.

TABLE IX: RACIAL/ETHNIC DISTRIBUTION OF FULL-TIME CERTIFICATED CLASSROOM TEACHERS BY COUNTY. The minority full-time certificated classroom teachers increased in 1984. Of the 73,774 reported classroom teachers, 64,924 (88.0%) were white; 7,202 (9.8%) were black; 1,395 (1.9%) were Hispanic; and 253 (0.3%) were American Indian/Alaskan Native, Asian or Pacific Islander. The percentage of white and American Indian/Alaskan Native, Asian or Pacific Islander was the same as in 1980-81 but there was a increase of 21 positions for these groups from 232 to 253.

TABLE X: RACIAL/ETHNIC DISTRIBUTION OF FULL-TIME CERTIFICATED EDUCATIONAL SUPPORT SERVICES PERSONNEL BY COUNTY. Of the 12,537 reported educational support services staff, 11,119 (88.6%) were white; 1,183 (9.6%) were black; 187 (1.5%) were Hispanic; and 48 (0.3%) were American Indian/Alaskan Native, Asian or Pacific Islander. The number of white and American Indian/Alaskan Native, Asian or Pacific Islander staff decreased from 1980 to 1984 and the number of black and Hispanic staff increased.

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 47.6 years median age in 1984-85 is the highest of the three reported classifications and is an increase of 2.5 years over the median age of 44.7 that was reported in 1980. Of the 7,325 administrators/supervisors, 59.5% or 4,362 are between the ages of 42 and 57 years and 26.3% or 1,926 are less than 41 years of age.

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 38.8 years. Of the 73,774 full-time certificated classroom teachers, 43,900 or 59.5% are between the ages of 25 and 41 years. There are 4,818 or 6.5% who are 58 years and over. The classroom teachers median age increased by 4.2 years from the 1980 median of 34.6 to 38.8 years in 1984.

TABLE XIII: AGE DISTRIBUTION EDUCATIONAL SUPPORT SERVICES PERSONNEL BY COUNTY. The median age of the full-time certificated educational support services personnel was 43.7 years. In this category of 12,537 full-time certificated staff, 5,254 or 41.9% are between 18 and 41 years of age and 5,669 or 45.2% are between the ages of 42 and 57. Educational support services personnel median age increased by 2.9 years from 1980 when the median age was 40.8 years.

When the total certificated staff is viewed, the Essex and Union counties would appear to staff the oldest in terms of median year and the youngest staffs would appear to be in Hunterdon, Salem and Sussex 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

1984 was 21.3 years--an increase of 0.5 years from the median of 20.9 years in 1980. Of the 7,325 full-time certificated staff in this category, 4,740 or 64.7% fell between the range of 15 and 29 years of educational experience. Of the total 380 or 5.2% had fewer than 10 years of experience.

The administrators/supervisors have the highest median age, have the highest percentage of higher degrees held and have more experience in education than 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 1980 by 3.3 years to 12.3 years in 1984. Of the 73,774 full-time certificated classroom teachers, 13.8% or 10,153 had fewer than five (5) years of experience and 2.7% or 2,025 were in their first year. 3.1% or 2,276 had more than 29 years of experience. The data show that the teachers median age has increased, 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 10.9 years in 1980 to 13.2 in 1984. Of the 12,537 full-time certificated educational support services personnel, 1,436 or 11.5% had fewer than five (5) years of experience and 565 or 4.5% 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, 1983 but were not in a position at that school on September 28, 1984 (Leaving). Entering is the count of those individuals who were not reported in a school on September 30, 1983 but are in a position in that school on September 28, 1984 (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, for the first time in a decade, show more certificated staff entering than leaving. In the 1984-85 school year, the entering rate was 13% (approximately 13 full-time certificated staff per 100 employed). The statewide leaving rate was 12.5% (approximately 12.5 full-time certificated staff per 100 employed). Previous to this year, the entering and leaving rates of certificated staff were lowest during the 1982-83 school year, when the entering rate was 12.6 full-time certificated staff per 100 employed and the leaving rate 13.3 per 100 staff employed.

Whereas the entering rate exceeded the leaving rate in only seven (7) counties in 1983-84, there were seventeen (17) counties in 1984-85 in which the entry rate exceeded the leaving rate and one county in which the number leaving and entering were equal.

TABLE XVIII: NUMBER OF FULL-TIME CLASSROOM TEACHERS EMPLOYED BY SUBJECT AND COUNTY. Of the 73,774 full-time classroom teachers employed, 36.4% were elementary teachers and 63.5% were secondary teachers in fields which required specialized endorsements to the instructional certificates.

Of those 63.5% or 46,868 teachers, 33,670 or approximately 72% were employed in the following six fields:

1. English 17.3%
2. Special Education 15.5%
3. Health & Physical Education . 11.4%
4. Mathematics 10.6%
5. Science 8.6%
6. Social Studies. 8.5%

Approximately 15% were divided among: music (5.4), foreign languages (4.5), industrial arts (4.2), art (4.0), and business (4.1).

TABLE XIX: NUMBER OF FULL-TIME BEGINNING AND REENTERING TEACHERS BY SUBJECT AND COUNTY. Of the 10,170 reported entering teachers, 34.1% or 3,464 were either beginning or "reentering" (returning to the classroom after leaves of absences or other employment) teachers. Approximately 78% of these teachers were either elementary (30.3%) or teachers in the following fields:

- | | |
|--------------------------|-------|
| 1. Special Education | 17.5% |
| 2. English | 11.3% |
| 3. Mathematics | 7.8% |
| 4. Science | 5.9% |
| 5. Health & Physical Ed. | 4.9% |

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

1. 8.9% were divided among Art, Foreign Languages and Music.
2. 6.8% were divided between Social Studies and Vocational.
3. 6.1% were divided among Business, Home Economics and Industrial Arts.

TABLE XX: NUMBER OF FULL-TIME CLASSROOM TEACHER SEPARATIONS BY COUNTY. There were 3,592 teachers or 37.4% of the reported 9,596 leaving teachers who left classroom duties during the 1984-85 school year.

Approximately seventy-five percent (74.8%) of these classroom teachers were either elementary (29.2%) or teachers from the following fields:

- | | |
|--------------------------|-------|
| 1. Special Education | 12.0% |
| 2. English | 10.6% |
| 3. Mathematics | 7.0% |
| 4. Science | 5.9% |
| 5. Health & Physical Ed. | 5.4% |
| 6. Social Studies | 4.7% |

The remaining twenty-five percent (25%) of these teachers were divided among art (2.8%), business (3.1%), foreign languages (3.3%), industrial arts (4.1%), vocational (4.2%), and home economics (2.9%) and (4.5%) were full-time music teachers .

Comparison of Certificated Staff Mobility
1980-81 and 1984-85*

<u>Category</u>	<u>1980-81</u>	<u>1984-85</u>
Administrators/Supervisors		
Entering	810	791
Leaving	937	860
Classroom Teachers		
Entering	11,315	10,170
Leaving	12,049	9,596
Educational Support Services		
Entering	2,170	1,710
Leaving	2,100	1,600
Total Certificated Staff		
Entering	14,295	12,671
Leaving	15,086	12,056

*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 28, 1984

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	206	2	1,942	44	330	29	2,478	75	2.6	1.9
Bergen	842	5	7,410	321	1,244	226	9,496	552	10.1	13.7
Burlington	350		3,926	117	547	112	4,823	229	5.2	5.7
Camden	465	1	4,914	90	825	120	6,204	211	6.6	5.2
Cape May	78		811	38	165	25	1,054	63	1.1	1.6
Cumberland	146	1	1,542	40	268	15	1,956	56	2.1	1.4
Essex	878	1	8,079	88	1,405	125	10,362	214	11.1	5.3
Gloucester	200	1	2,242	57	347	77	2,789	135	3.0	3.3
Hudson	408		4,690	13	820	11	5,918	24	6.3	0.6
Hunterdon	91		1,084	85	172	87	1,347	172	1.4	4.3
Mercer	296	1	2,905	115	561	135	3,762	251	4.0	6.2
Middlesex	593	1	5,899	168	1,046	89	7,538	258	8.1	6.4
Monmouth	580	1	5,589	225	837	211	7,006	437	7.5	10.8
Morris	468	3	4,543	209	793	162	5,804	374	6.2	9.3
Ocean	322		3,673	91	610	61	4,605	152	4.9	3.8
Passaic	358		4,360	47	739	65	5,457	112	5.8	2.8
Salem	70		794	15	123	35	987	50	1.1	1.2
Somerset	239		2,222	128	360	58	2,821	186	3.0	4.6
Sussex	142		1,527	87	256	68	1,925	155	2.1	3.8
Union	513	3	4,638	103	921	88	6,072	194	6.5	4.8
Warren	80	1	984	61	168	78	1,232	140	1.3	3.5
TOTAL	7,325	21	73,774	2,142	12,537	1,877	93,636	4,040	100.0	100.0
PERCENT	7.8	0.5	78.8	53.0	13.4	46.5				

TABLE II
FULL-TIME AND PART-TIME CERTIFICATED STAFF ASSIGNED SYSTEM-WIDE
BY MAJOR POSITION ASSIGNMENT CATEGORY AND COUNTY
SEPTEMBER 28 1984

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	72	1	116	10	127	10	315	21	3.0	1.6
Bergen	255	1	516	63	488	93	1,259	157	12.1	12.2
Burlington	113		179	21	158	46	450	67	4.3	5.2
Camden	166		225	30	254	58	645	88	6.2	6.8
Cape May	20		11	3	37	6	68	9	0.7	0.7
Cumberland	44		66	3	97	5	207	8	2.0	0.6
Essex	267	1	459	34	596	76	1,322	111	12.7	8.6
Gloucester	52		90	4	120	28	262	32	2.5	2.5
Hudson	124		228	4	236	6	588	10	5.6	0.8
Hunterdon	20		30	6	25	13	75	19	0.7	1.5
Mercer	113	1	140	31	229	118	482	150	4.6	11.6
Middlesex	206	1	392	36	350	62	948	99	9.1	7.7
Monmouth	173	1	259	65	261	61	693	127	6.6	9.8
Morris	139	2	215	38	254	73	608	113	5.8	8.8
Ocean	96		89	5	146	14	331	19	3.2	1.5
Passaic	93		297	10	275	47	665	57	6.4	4.4
Salem	22		59	3	38	9	119	12	1.1	0.9
Somerset	86		154	16	111	21	351	37	3.4	2.9
Sussex	28		26	5	46	11	100	16	1.0	1.2
Union	170	2	329	39	340	63	839	104	8.0	8.1
Warren	20	1	36	9	43	25	99	35	0.9	2.7
TOTAL	2,279	11	3,916	435	4,231	845	10,426	1,291	100.0	100.0
Percent of State-wide Certificated Staff	21.9	0.9	37.6	33.7	40.6	65.5	100.0	100.0		

TABLE III

**FULL-TIME AND PART-TIME CERTIFICATED STAFF ASSIGNED TO ELEMENTARY
SCHOOL BY MAJOR POSITION ASSIGNMENT CATEGORY AND COUNTY
SEPTEMBER 28, 1984**

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	59	1	1,227	24	123	17	1,409	42	2.9	2.0
Bergen	237	4	3,886	178	348	114	4,471	296	9.2	13.9
Burlington	127		2,287	83	213	64	2,627	147	5.4	6.9
Camden	149	1	2,915	42	299	54	3,363	97	6.9	4.5
Cape May	28		495	35	88	19	611	54	1.3	2.5
Cumberland	49	1	941	35	111	9	1,101	45	2.3	2.1
Essex	304		4,719	27	397	36	5,420	63	11.1	2.9
Gloucester	61	1	1,136	46	110	36	1,307	83	2.7	3.9
Hudson	142		2,916	7	344	5	3,402	12	7.0	0.6
Hunterdon	36		674	66	78	63	788	129	1.6	6.0
Mercer	86		1,448	49	137	15	1,671	64	3.4	3.0
Middlesex	156		3,176	92	324	20	3,656	112	7.5	5.2
Monmouth	154		3,196	115	293	112	3,643	227	7.5	10.6
Morris	146	1	2,681	127	323	80	3,150	208	6.5	9.7
Ocean	126		2,261	76	304	41	2,691	117	5.5	5.5
Passaic	133		2,611	30	217	13	2,961	43	6.1	2.0
Salem	20		463	9	50	26	533	35	1.1	1.6
Somerset	60		1,135	67	119	28	1,314	95	2.7	4.4
Sussex	50		943	67	129	50	1,122	117	2.3	5.5
Union	140		2,432	38	262	21	2,834	59	5.8	2.8
Warren	30		556	43	75	49	661	92	1.4	4.3
TOTAL	2,293	9	42,098	1,256	4,344	872	48,735	2,137	100.0	100.0
Percent of Elementary Certificated Staff	4.7	0.4	86.4	58.8	8.9	40.8	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 28, 1984

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	75		599	10	80	2	754	12	2.2	2.0
Bergen	350		3,008	80	408	19	3,766	99	10.9	16.2
Burlington	110		1,460	13	176	2	1,746	15	5.1	2.5
Camden	150		1,774	18	272	8	2,196	26	6.4	4.2
Cape May	30		305		40		375		1.1	
Cumberland	53		535	2	60	1	648	3	1.9	0.5
Essex	307		2,901	27	412	13	3,620	40	10.5	6.5
Gloucester	87		1,016	7	117	13	1,220	20	3.5	3.3
Hudson	142		1,546	2	240		1,928	2	5.6	0.3
Hunterdon	35		380	13	69	11	484	24	1.4	3.9
Mercer	97		1,317	35	195	2	1,609	37	4.7	6.0
Middlesex	231		2,331	40	372	7	2,934	47	8.5	7.7
Monmouth	253		2,134	45	283	38	2,670	83	7.7	13.6
Morris	183		1,647	44	216	9	2,046	53	5.9	8.7
Ocean	100		1,323	10	160	6	1,583	16	4.6	2.6
Passaic	132		1,452	7	247	5	1,831	12	5.3	2.0
Salem	28		272	3	35		335	3	1.0	0.5
Somerset	93		933	45	130	9	1,156	54	3.4	8.8
Sussex	64		558	15	81	7	703	22	2.0	3.6
Union	203	1	1,877	26	319	4	2,399	31	7.0	5.1
Warren	30		392	9	50	4	472	13	1.4	2.1
TOTAL	2,753	1	27,760	451	3,962	160	34,475	612	100.0	100.0
Percent of Secondary Certificated Staff	8.0	0.2	80.5	73.7	11.5	26.1	100.0	100.0		

TABLE V

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

SEPTEMBER 28, 1984

COUNTY	SEX				TOTAL NUMBER	NUMBER BY											
	MALE		FEMALE			HIGHEST DEGREE HELD					CERTIFICATED HELD						
	Number	Percent	Number	Percent		None	Bache- lors	Masters	Doctors	Other	Regular	Provis- ional	Emer- gency	Tem- porary	Intern	Part- time Voc.	None
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)
Atlantic	174	84.5	32	15.5	206	1	14	167	23	1	205						1
Bergen	703	83.5	139	16.5	842	4	21	715	93	9	836	1					5
Burlington	277	79.1	73	20.9	350	2	20	287	41		350						
Camden	363	78.1	102	21.9	465	5	38	383	39		465						
Cape May	66	84.6	12	15.4	78	2	2	69	5		78						
Cumberland	105	71.9	41	28.1	146	2	4	131	8	1	146						
Essex	616	70.2	262	29.8	878	1	32	644	200	1	874			1			3
Gloucester	170	85.0	30	15.0	200	3	9	168	20		200						
Hudson	285	69.9	123	30.1	408	1	29	357	19	2	404						4
Hunterdon	84	92.3	7	7.7	91		3	73	14	1	91						
Mercer	218	73.6	78	26.4	296		11	249	34	2	296						
Middlesex	472	79.6	121	20.4	593	1	22	491	68	11	590	1					2
Monmouth	452	77.9	128	22.1	580	4	19	500	57		578						2
Morris	383	81.8	85	18.2	468	3	9	409	46	1	466			1			1
Ocean	259	80.4	63	19.6	322		7	297	18		321	1					
Passaic	262	73.2	96	26.8	358	2	14	317	23	2	355	1	2				
Salem	61	87.1	9	12.9	70		2	60	8		69	1					
Somerset	196	82.0	43	18.0	239	1	7	187	42	2	239						
Sussex	126	88.7	16	11.3	142	1	7	116	16	2	142						
Union	375	73.1	138	26.9	513	3	11	443	54	2	512						1
Warren	72	90.0	8	10.0	80		8	67	5		79						1
TOTAL	5,719	78.1	1,606	21.9	7,325	36	289	6,130	833	37	7,296	5	2	2			20
					Percent	0.5	3.9	83.7	11.4	0.5	99.6	0.1	0.0	0.0			0.3

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

SEPTEMBER 28, 1984

COUNTY	SEX				TOTAL NUMBER	NUMBER BY											
	MALE		FEMALE			HIGHEST DEGREE HELD					CERTIFICATED HELD						
	Number	Percent	Number	Percent		None	Bache- lors	Masters	Doctors	Other	Regular	Provis- ional	Emer- gency	Tem- porary	Intern	Part- time Voc.	None
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)
Atlantic	617	31.8	1,325	68.2	1,942	24	1,523	392	3		1,921	6	11	2			2
Bergen	2,749	37.1	4,661	62.9	7,410	65	3,333	3,949	61	2	7,349	23	18	3	1		16
Burlington	1,378	35.1	2,548	64.9	3,926	33	2,715	1,161	15	2	3,898	2	17				9
Camden	1,654	33.7	3,260	66.3	4,914	96	3,480	1,313	17	8	4,818	23	49	11			13
Cape May	304	37.5	507	62.5	811	26	612	170	3		795	1	12				3
Cumberland	487	31.6	1,055	68.4	1,542	32	1,191	313	5	1	1,516	10	7				9
Essex	2,519	31.2	5,560	68.8	8,079	65	4,724	3,058	230	2	7,800	121	104	6	3		45
Gloucester	798	35.6	1,444	64.4	2,242	18	1,708	506	10		2,229	2	5	2			4
Hudson	1,434	30.6	3,256	69.4	4,690	75	3,087	1,506	16	6	4,603	42	42				3
Hunterdon	382	35.2	702	64.8	1,084	2	652	424	6		1,073	4	3	1			3
Mercer	886	30.5	2,019	69.5	2,905	41	1,839	1,003	20	2	2,867	32	5			1	
Middlesex	2,048	34.7	3,851	65.3	5,899	83	3,332	2,429	42	13	5,783	53	43				20
Monmouth	1,791	32.0	3,798	68.0	5,589	46	3,496	2,016	24	7	5,548	7	16				18
Morris	1,560	34.3	2,983	65.7	4,543	30	2,649	1,848	14	2	4,500	16	6	5			16
Ocean	1,274	34.7	2,399	65.3	3,673	49	2,501	1,100	18	5	3,643	8	15				7
Passaic	1,302	29.9	3,058	70.1	4,360	43	2,880	1,415	16	6	4,234	53	57	1	1		14
Salem	276	34.8	518	65.2	794	15	634	144	1		780	4	7	3			
Somerset	811	36.5	1,411	63.5	2,222	12	1,273	922	15		2,200	3	9	1			9
Sussex	571	37.4	956	62.6	1,527	14	959	546	7	1	1,510	5	5			1	6
Union	1,513	32.6	3,125	67.4	4,638	44	2,517	2,051	23	3	4,595	14	21	1			7
Warren	373	37.9	611	62.1	984	13	688	281	2		972	3	3	5			1
TOTAL	24,727	33.5	49,047	66.5	73,774	826	45,793	26,547	548	60	72,634	432	455	41	5	2	205
					Percent	1.1	62.1	36.0	0.7	0.1	98.4	0.6	0.6	0.1	0.0	0.0	0.3

NEW JERSEY STATE DEPARTMENT OF EDUCATION/IRM

TABLE VII

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

SEPTEMBER 28, 1984

COUNTY	SEX				TOTAL NUMBER	NUMBER BY											
	MALE		FEMALE			HIGHEST DEGREE HELD					CERTIFICATED HELD						
	Number	Percent	Number	Percent		None	Bachelors	Masters	Doctors	Other	Regular	Provisional	Emergency	Temporary	Intern	Part-time Voc.	None
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)
Atlantic	87	26.4	243	73.6	330	8	120	188	4	10	326	2	1				1
Bergen	323	26.0	921	74.0	1,244	14	297	882	46	5	1,228	9	2	1			4
Burlington	138	25.2	409	74.8	547	8	187	334	15	3	544	2					1
Camden	226	27.4	599	72.6	825	9	298	501	13	4	811	3	1	1			9
Cape May	45	27.3	120	72.7	165	6	75	82	2		157	1	6				1
Cumberland	65	24.3	203	75.7	268	7	135	117	5	4	263	2					3
Essex	338	24.1	1,067	75.9	1,405	17	396	857	131	4	1,361	22	6	4			12
Gloucester	79	22.8	268	77.2	347	3	154	185	5		347						
Hudson	255	31.1	565	68.9	820	22	297	489	8	4	809	6	1		1		3
Hunterdon	44	25.6	128	74.4	172	4	69	93	4	2	171						1
Mercer	138	24.6	423	75.4	561	10	197	331	18	5	559	1					1
Middlesex	272	26.0	774	74.0	1,046	8	327	665	35	11	1,033	7					6
Monmouth	200	23.9	637	76.1	837	25	261	518	21	12	825	7	1	1			3
Morris	190	24.0	603	76.0	793	22	227	528	15	1	784	2	1	1			5
Ocean	186	30.5	424	69.5	610	18	220	359	7	6	601	6	3				
Passaic	195	26.4	544	73.6	739	17	268	436	12	6	720	7	6				6
Salem	32	26.0	91	74.0	123	4	60	59			119	2	2				
Somerset	99	27.5	261	72.5	360	3	98	249	10		356	2	1				1
Sussex	53	20.7	203	79.3	256	8	103	141	2	2	253	3					
Union	251	27.3	670	72.7	921	6	307	590	16	2	912	3	3			1	2
Warren	44	26.2	124	73.8	168	2	75	83	2	6	165	1	1	1			
TOTAL	3,260	26.0	9,277	74.0	12,537	221	4,171	7,687	371	87	12,344	88	35	9	1	1	59
					Percent	1.8	33.3	61.3	3.0	0.6	98.4	0.7	0.3	0.1	0.0	0.0	0.5

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

SEPTEMBER 28, 1984

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	178	86.4	26	12.6	2	1.0					206	13.6
Bergen	823	97.7	18	2.1	1	0.1					842	2.3
Burlington	322	92.0	26	7.4	1	0.3	1	0.3			350	8.0
Camden	390	83.9	69	14.8	6	1.3					465	16.1
Cape May	74	94.9	4	5.1							78	5.1
Cumberland	125	85.6	29	13.0	2	1.4					146	14.4
Essex	609	69.4	244	27.8	21	2.4	1	0.1	3	0.3	878	30.6
Gloucester	189	94.5	11	5.5							200	5.5
Hudson	355	87.0	42	10.3	11	2.7					408	13.0
Hunterdon	91	100.0									91	
Mercer	235	79.4	56	18.9	4	1.4			1	0.3	296	20.6
Middlesex	557	93.9	32	5.4	4	0.7					593	6.1
Monmouth	545	94.0	29	5.0	5	0.9			1	0.2	580	6.0
Morris	460	98.3	7	1.5	1	0.2					468	1.7
Ocean	318	98.8	2	0.6	2	0.6					322	1.2
Passaic	308	86.0	46	12.9	4	1.1					358	14.0
Salem	65	92.9	5	7.1							70	7.1
Somerset	229	95.8	7	2.9	2	0.8			1	0.4	239	4.2
Sussex	142	100.0									142	
Union	442	86.2	64	12.5	7	1.4					513	13.8
Warren	79	98.8	1	1.3							80	1.3
TOTAL	6,536	89.2	708	9.7	73	1.0	2	0.0	6	0.1	7,325	10.8

*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 28, 1984

COUNTY	WHITE*		BLACK*		HISPANIC		AMERICAN INDIAN/ ALASKAN NATIVE		ASIAN OR PACIFIC ISLANDER		Total 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	1,638	84.4	277	14.3	19	1.0	1	0.1	7	0.4	1,942	15.7
Bergen	7,152	96.5	176	2.4	50	0.7	4	0.1	28	0.4	7,410	3.5
Burlington	3,559	90.7	338	8.6	21	0.5	2	0.1	6	0.2	3,926	9.4
Camden	4,022	81.9	781	15.9	92	1.9	2		17	0.4	4,914	18.2
Cape May	775	95.6	32	4.0	4	0.5					811	4.4
Cumberland	1,380	89.5	116	7.5	30	2.0	3	0.2	13	0.8	1,542	10.5
Essex	5,275	65.3	2,459	30.4	300	3.7	2		43	0.5	8,079	34.7
Gloucester	2,131	95.1	103	4.6	4	0.2	1		3	0.1	2,242	5.0
Hudson	3,819	81.4	503	10.7	340	7.3			28	0.6	4,690	18.6
Hunterdon	1,073	99.0	5	0.5	1	0.1			5	0.5	1,084	1.0
Mercer	2,295	79.0	545	18.8	48	1.7			17	0.6	2,905	21.0
Middlesex	5,540	93.9	244	4.1	104	1.8	1		10	0.2	5,899	6.1
Monmouth	5,227	93.5	315	5.6	36	0.6	1		10	0.2	5,589	6.5
Morris	4,443	97.8	67	1.5	23	0.5	1		9	0.2	4,543	2.2
Ocean	3,569	97.2	69	1.9	25	0.7	6	0.2	4	0.1	3,673	2.8
Passaic	3,663	84.0	517	11.9	173	4.0	1		6	0.1	4,360	16.0
Salem	719	90.6	68	8.6	6	0.8	1	0.1			794	9.5
Somerset	2,150	96.8	60	2.7	8	0.4			4	0.2	2,222	3.2
Sussex	1,519	99.5	4	0.3	3	0.2			1	0.1	1,527	0.5
Union	3,998	86.2	520	11.2	105	2.3	1		14	0.3	4,638	13.8
Warren	977	99.3	3	0.3	3	0.3			1	0.1	984	0.7
TOTAL	64,924	88.0	7,202	9.8	1,395	1.9	27	0.0	226	0.3	73,774	12.0

*Not of Hispanic Origin

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

**RACIAL/ETHNIC DISTRIBUTION OF FULL-TIME EDUCATIONAL SUPPORT SERVICES PERSONNEL
EMPLOYED IN NEW JERSEY PUBLIC SCHOOL DISTRICTS BY COUNTY
SEPTEMBER 28, 1984**

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 Educational Support Ser. Personnel in County		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
Atlantic	284	86.1	41	12.4	5	1.5					330	13.9
Bergen	1,198	96.3	39	3.1	4	0.3	1	0.1	2	0.2	1,244	3.7
Burlington	501	91.6	45	8.2					1	0.2	547	8.4
Camden	706	85.6	101	12.2	12	1.5	1	0.1	5	0.6	825	14.4
Cape May	158	95.8	7	4.2							165	4.2
Cumberland	226	84.3	32	11.9	7	2.6	1	0.4	2	0.8	268	15.7
Essex	981	69.8	384	27.3	35	2.5			5	0.4	1,405	30.2
Gloucester	329	94.8	18	5.2							347	5.2
Hudson	697	85.0	71	8.7	48	5.9			4	0.5	820	15.0
Hunterdon	171	99.4					1	0.6			172	0.6
Mercer	460	82.0	94	16.8	6	1.1			1	0.2	561	18.0
Middlesex	968	92.5	61	5.8	14	1.3			3	0.3	1,046	7.5
Monmouth	780	93.2	53	6.3	3	0.4			1	0.1	837	6.8
Morris	772	97.4	14	1.8	2	0.3			5	0.6	793	2.7
Ocean	590	96.7	14	2.3	2	0.3	1	0.2	3	0.5	610	3.3
Passaic	652	88.2	57	7.7	28	3.8			2	0.3	739	11.8
Salem	110	89.4	12	9.8	1	0.8					123	10.6
Somerset	344	95.6	13	3.6	1	0.3			2	0.6	360	4.4
Sussex	255	99.6			1	0.4					256	0.4
Union	769	83.5	127	13.8	18	2.0			7	0.8	921	16.5
Warren	168	100.0									168	
TOTAL	11,119	88.7	1,183	9.4	187	1.5	5	0.0	43	0.3	12,537	11.3

*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 28, 1984

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		1	6	51	61	64	23		206
Bergen			17	180	233	281	125	6	842
Burlington			11	100	110	99	29	1	350
Camden			9	125	156	117	56	2	465
Cape May			7	25	22	12	12		78
Cumberland			7	36	33	49	20	1	146
Essex			16	170	241	266	167	18	878
Gloucester			6	64	59	55	15	1	200
Hudson		1	13	111	96	114	60	13	408
Hunterdon			1	30	35	18	7		91
Mercer			4	81	77	88	41	5	296
Middlesex			13	112	191	194	73	10	593
Monmouth			14	144	177	174	70	1	580
Morris			13	104	142	151	57	1	468
Ocean			11	88	120	79	21	3	322
Passaic			9	72	106	115	50	6	358
Salem			3	23	17	16	10	1	70
Somerset			4	56	76	69	34		239
Sussex			4	47	50	34	7		142
Union			7	103	150	165	75	13	513
Warren			4	23	25	25	2	1	80
TOTAL		2	179	1,745	2,177	2,185	954	83	7,325
Percent in Each Age Group		0.0	2.4	23.8	29.7	29.8	13.0	1.1	

**AGE DISTRIBUTION: CLASSROOM TEACHERS,
NEW JERSEY PUBLIC SCHOOL DISTRICTS BY COUNTY
SEPTEMBER 28, 1984**

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		89	480	666	373	221	106	7	1,942
Bergen		207	1,120	2,433	1,626	1,397	575	52	7,410
Burlington		143	888	1,386	823	495	186	5	3,926
Camden		170	1,190	1,781	900	592	257	24	4,914
Cape May		41	254	275	128	74	37	2	811
Cumberland		49	424	550	282	144	83	10	1,542
Essex		247	1,516	2,732	1,649	1,227	642	66	8,079
Gloucester		113	564	826	412	227	90	10	2,242
Hudson		182	1,321	1,741	704	454	237	51	4,690
Hunterdon		40	241	412	230	117	42	2	1,084
Mercer		128	670	865	579	431	218	14	2,905
Middlesex		194	1,025	2,144	1,326	852	323	35	5,899
Monmouth		200	954	2,068	1,220	794	329	24	5,589
Morris		177	773	1,580	1,070	638	286	19	4,543
Ocean		192	879	1,372	696	396	129	9	3,673
Passaic		198	990	1,449	837	593	262	31	4,360
Salem		40	204	254	163	86	42	5	794
Somerset		70	351	771	511	367	141	11	2,222
Sussex		62	364	571	325	159	42	4	1,527
Union		166	969	1,430	935	768	342	28	4,638
Warren		44	285	380	138	97	38	2	984
TOTAL		2,752	15,462	25,686	14,927	10,129	4,407	411	73,774
Percent in Each Age Group		3.7	21.0	34.8	20.2	13.7	6.0	0.6	

NEW JERSEY STATE DEPARTMENT OF EDUCATION/IRM

TABLE XIII
AGE DISTRIBUTION: EDUCATIONAL SUPPORT SERVICES PERSONNEL,
NEW JERSEY PUBLIC SCHOOL DISTRICTS BY COUNTY
SEPTEMBER 28, 1984

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	53	97	69	60	43	1	330
Bergen		14	112	279	306	337	175	21	1,244
Burlington		3	71	168	122	102	73	8	547
Camden		12	104	277	197	146	82	7	825
Cape May		9	45	50	34	19	7	1	165
Cumberland		3	50	88	57	42	25	3	268
Essex		11	118	338	347	342	214	35	1,405
Gloucester		15	61	95	76	74	26		347
Hudson		11	163	294	134	118	86	14	820
Hunterdon		5	27	56	45	29	10		172
Mercer		5	71	155	138	121	67	4	561
Middlesex		12	122	288	276	228	97	23	1,046
Monmouth		15	98	229	193	211	82	9	837
Morris		5	76	210	240	155	101	6	793
Ocean		13	92	204	138	109	51	3	610
Passaic		7	93	184	183	170	91	11	739
Salem		9	16	32	24	27	13	2	123
Somerset		6	39	79	85	92	53	6	360
Sussex		5	42	67	79	39	23	1	256
Union		17	117	221	204	239	114	9	921
Warren		6	37	46	36	26	17		168
TOTAL		190	1,607	3,457	2,983	2,686	1,450	164	12,537
Percent in Each Age Group		1.5	12.8	27.6	23.8	21.4	11.6	1.3	

TABLE XIV

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

SEPTEMBER 28, 1984

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	2	1	7	26	40	49	53	21	5	1		206
Bergen	2	8	8	29	102	137	178	206	127	39	6		842
Burlington	1	2	2	16	66	71	78	73	32	9			350
Camden		3	1	23	68	120	100	93	46	10		1	465
Cape May				8	18	15	15	11	5	5	1		78
Cumberland		1		5	22	30	34	29	11	11	2	1	146
Essex	4	9	7	23	109	159	195	168	134	56	13	1	878
Gloucester	1	1		10	37	47	54	29	16	3	2		200
Hudson	1	3	2	13	58	101	89	69	47	13	11	1	408
Hunterdon		1	1	6	15	20	26	10	10	2			91
Mercer				8	54	69	59	66	23	11	5	1	296
Middlesex	2	3		26	59	106	161	142	71	19	4		593
Monmouth	3	1	1	21	89	109	146	141	54	11	4		580
Morris	1	1	4	18	60	96	111	114	46	17			468
Ocean		1		12	58	78	90	53	21	9			322
Passaic	2	3	2	12	41	64	80	89	45	10	8	2	358
Salem		2	1	2	15	18	10	13	8	1			70
Somerset				10	28	51	56	51	34	8	1		239
Sussex	2	2		7	24	37	35	29	5	1			142
Union	3	4	1	17	59	92	109	108	78	35	7		513
Warren		1		5	10	23	25	10	5		1		80
TOTAL	23	48	31	278	1,018	1,483	1,700	1,557	839	275	66	7	7,325
Percent of State Total	0.3	0.7	0.4	3.8	13.9	20.3	23.2	21.3	11.5	3.8	0.9	0.1	

NEW JERSEY STATE DEPARTMENT OF EDUCATION/IRM

TABLE XV

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

SEPTEMBER 28, 1984

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	48	158	63	442	507	346	219	115	32	9	3		1,942
Bergen	143	442	164	1,119	1,707	1,791	1,058	606	277	71	27	5	7,410
Burlington	114	294	139	833	972	824	451	211	72	14	2		3,926
Camden	155	439	194	1,078	1,280	900	495	261	87	21	4		4,914
Cape May	23	91	41	219	213	93	77	36	17			1	811
Cumberland	50	99	40	392	410	288	142	72	34	12	3		1,542
Essex	192	603	228	1,349	2,232	1,678	919	518	244	92	20	4	8,079
Gloucester	74	203	93	484	620	371	222	114	46	14	1		2,242
Hudson	112	393	154	1,263	1,321	801	382	164	69	16	14	1	4,690
Hunterdon	28	77	38	232	287	213	126	65	12	6			1,084
Mercer	102	245	120	625	696	491	313	202	79	26	5	1	2,905
Middlesex	135	404	128	995	1,466	1,417	825	395	107	23	3	1	5,899
Monmouth	175	402	173	994	1,494	1,203	662	357	95	30	2	2	5,589
Morris	109	325	155	792	1,163	1,005	585	259	130	17	3		4,543
Ocean	127	334	137	878	985	618	385	152	44	12	1		3,673
Passaic	166	384	154	990	1,053	800	473	228	85	20	7		4,360
Salem	37	84	24	157	200	139	86	31	27	8	1		794
Somerset	39	131	59	360	534	554	307	165	58	13	2		2,222
Sussex	30	149	56	386	391	286	155	54	19	1			1,527
Union	139	415	177	903	982	904	557	358	151	42	10		4,638
Warren	27	79	40	246	259	184	90	38	15	5	1		984
TOTAL	2,025	5,751	2,377	14,737	18,772	14,906	8,529	4,401	1,700	452	109	15	73,774
Percent of State Total	2.7	7.8	3.2	20.0	25.5	20.2	11.6	6.0	2.3	0.6	0.2	0.0	

TABLE XVI

**TOTAL EDUCATIONAL EXPERIENCE OF EDUCATIONAL SUPPORT PERSONNEL
NEW JERSEY PUBLIC SCHOOL DISTRICTS BY COUNTY**

SEPTEMBER 28, 1984

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	8	26	12	71	80	56	40	22	9	5	1		330
Bergen	17	73	24	195	279	271	177	128	59	18	3		1,244
Burlington	8	35	24	109	140	95	71	48	11	4	2		547
Camden	27	61	20	164	211	158	104	50	25	5			825
Cape May	7	16	11	51	37	27	10	4	1	1			165
Cumberland	9	20	13	47	70	62	26	16	3	2			268
Essex	19	72	27	197	321	329	194	139	70	29	5	3	1,405
Gloucester	12	39	15	65	80	67	34	30	4	1			347
Hudson	11	52	30	185	206	159	88	42	38	5	4		820
Hunterdon	4	16	7	37	42	28	21	12	4	1			172
Mercer	9	43	20	98	127	112	79	45	23	5			561
Middlesex	17	56	22	172	258	246	172	81	16	5	1		1,046
Monmouth	25	60	23	157	190	173	121	61	21	5	1		837
Morris	16	44	25	161	177	180	111	46	28	3	2		793
Ocean	8	42	10	126	181	119	78	29	14	3			610
Passaic	9	45	19	119	207	155	94	59	24	4	4		739
Salem	8	9	1	20	31	24	15	10	2	2	1		123
Somerset	6	20	6	63	79	69	64	33	15	5			360
Sussex	5	27	11	62	64	45	25	14	2	1			256
Union	25	62	23	180	170	193	138	72	43	13	2		921
Warren	6	13	6	37	49	29	15	6	5	1	1		168
TOTAL	256	831	349	2,316	2,999	2,597	1,677	947	417	118	27	3	12,537
Percent of State Total	2.0	6.6	2.8	18.5	23.9	20.7	13.4	7.6	3.3	0.9	0.2	0.0	

NEW JERSEY STATE DEPARTMENT OF EDUCATION/IRM

TABLE XVII

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

OCTOBER 1, 1983 TO SEPTEMBER 28, 1984

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	23	27	252	213	46	35	321	275
Bergen	80	104	1,043	1,097	173	182	1,296	1,383
Burlington	42	54	576	549	80	87	698	690
Camden	43	50	679	619	115	98	837	767
Cape May	11	9	106	83	19	13	136	105
Cumberland	10	10	158	148	38	26	206	184
Essex	117	113	1,092	1,106	140	159	1,349	1,378
Gloucester	29	29	320	292	61	54	410	375
Hudson	53	48	543	525	92	98	688	671
Hunterdon	7	9	150	136	19	19	176	164
Mercer	37	39	384	339	103	77	524	455
Middlesex	68	66	948	920	141	123	1,157	1,109
Monmouth	54	54	800	723	144	129	998	906
Morris	48	59	657	580	112	104	817	743
Ocean	45	50	507	410	95	76	647	536
Passaic	33	33	576	515	100	96	709	644
Salem	7	11	102	72	16	24	125	107
Somerset	22	29	320	316	46	43	388	388
Sussex	14	13	177	152	40	25	231	190
Union	43	49	675	708	109	107	827	864
Warren	5	4	105	93	21	25	131	122
TOTAL	791	860	10,170	9,596	1,710	1,600	12,671	12,056

TABLE XVIII

**NUMBER OF FULL-TIME CLASSROOM TEACHERS EMPLOYED BY
POSITION (SUBJECT) ASSIGNMENT FOR SCHOOL YEAR 1984-85**

SEPTEMBER 30, 1984

COUNTY	Elementary	Perm. Second. Subs.	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)	(17)
Atlantic	790		47	50	180	31	125	34	51	103	58	80	94	252	47	1,942
Bergen	2,556	1	208	187	789	302	569	107	192	533	298	468	433	639	128	7,410
Burlington	1,499	5	98	109	380	99	280	54	92	260	131	213	191	416	99	3,926
Camden	1,708		114	124	561	110	335	88	105	345	145	267	267	570	175	4,914
Cape May	261		18	29	77	15	60	17	19	54	25	42	40	110	44	811
Cumberland	581		35	37	185	28	99	27	42	91	43	75	76	166	57	1,542
Essex	3,296		205	211	910	215	537	140	200	484	267	393	392	726	103	8,079
Gloucester	805	1	61	60	228	53	164	42	65	149	80	122	126	240	46	2,242
Hudson	1,995	8	102	146	670	81	273	91	113	222	113	175	168	440	93	4,690
Hunterdon	432		24	24	96	31	93	17	22	80	37	62	62	85	19	1,084
Mercer	892		73	75	367	94	219	41	82	247	115	157	164	321	58	2,905
Middlesex	1,949	5	142	148	644	174	476	102	178	411	219	358	352	578	163	5,899
Monmouth	2,041	4	142	131	588	164	422	90	150	390	175	338	342	508	104	5,589
Morris	1,456	3	129	115	500	176	331	77	135	356	205	304	288	397	71	4,543
Ocean	1,317	10	115	100	332	92	290	64	111	250	130	167	199	434	62	3,673
Passaic	1,905	14	106	108	472	99	280	81	123	249	122	189	200	338	74	4,360
Salem	308		17	22	72	14	54	18	24	50	29	37	40	85	24	794
Somerset	688		53	61	244	98	184	36	70	183	92	154	140	195	24	2,222
Sussex	544	1	46	38	154	37	123	26	39	95	54	84	78	161	47	1,527
Union	1,459		118	123	571	159	348	83	121	353	179	271	276	481	96	4,638
Warren	371	1	26	23	95	21	72	13	23	62	27	55	55	118	22	984
TOTAL	26,853	53	1,879	1,921	8,115	2,093	5,334	1,248	1,957	4,967	2,544	4,011	3,983	7,260	1,556	73,774

TABLE XIX

NUMBER OF FULL-TIME BEGINNING* AND REENTERING CLASSROOM TEACHERS
POSITION (SUBJECT) ASSIGNMENT FOR SCHOOL YEAR 1984-85**

SEPTEMBER 28, 1984

COUNTY	Elementary	Perm. Second. Subs.	Art	Business	English	Foreign Lang.	Health and Physical Ed.	Home Econo- mics	Indus- trial Arts	Math	Music	Science	Social Studies	Special Educa- tion	Voca- tional	TOTAL
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)
Atlantic	29		2	2	13	2	4	1	3	6	4	4	4	20	3	97
Bergen	76		3	6	24	24	16	5	7	25	14	14	12	45	4	275
Burlington	74	5	4	6	19	4	12	3	5	15	1	13	5	43	11	220
Camden	95		4	8	28	8	11	4	2	18	7	12	5	46	8	256
Cape May	12		3	3	5	2	6	1	2	7	1	1		14	3	60
Cumberland	13		3	1	9		4	2	2	5	1	2		23	5	70
Essex	96		7	3	56	12	14	3	6	21	9	20	4	43	7	301
Gloucester	34	1	1		13	3	7	1	1	8	7	7	8	27	3	121
Hudson	63	2	3	4	19	4	6	4	2	8	8	5	5	17	8	158
Hunterdon	22		1	1	8	4	1	1		5	2	6	5	6		62
Mercer	53		6	9	22	6	11	2	5	10	6	18	10	24	3	185
Middlesex	63	3	2	7	24	10	8	4	9	10	8	14	5	49	10	226
Monmouth	102		4	7	25	5	12	1	7	22	11	25	18	53	5	297
Morris	64	1	5	6	29	14	13	2	4	21	11	16	12	32	14	244
Ocean	55	3	4	10	13	5	8	3	3	26	13	10	5	46	6	210
Passaic	85	3	3	4	31	4	8	1	3	18	7	10	4	29	8	218
Salem	16				9	2	4	5	3	2	2	2	1	11	6	63
Somerset	19		2	2	7	4	6	2	5	9	5	2	2	16	2	83
Sussex	17		3	4	5	1	6	1	1	9	2	4	4	15		72
Union	53		3	5	25	8	12	4	2	21	4	14	10	36	6	203
Warren	9		1	2	6	1		1		5		5	1	10	2	43
TOTAL	1,050	18	64	90	390	123	169	51	72	271	123	204	120	605	114	3,464

*Beginning = No Previous Experience

**Reentering = Former Teachers Reentering

**NUMBER OF FULL-TIME CLASSROOM TEACHER SEPARATIONS*
DURING SCHOOL YEAR 1983-84 AND SUMMER OF 1984**

SEPTEMBER 28, 1984

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	26		3	2	5	1	7		2	5	5		1	12	7	76
Bergen	108	1	10	9	40	22	23	14	15	27	22	22	22	55	10	400
Burlington	59		5	8	21	5	11	6	9	14	3	20	13	30	12	216
Camden	85	1	4	7	25	5	10	5	7	14	8	11	6	26	12	226
Cape May	7		1	3	3	2	3	1	1	4	1	2	2	11	9	50
Cumberland	18		2	3	8	1	2	4	3	3	2	4	3	11	4	68
Essex	136	5	14	13	45	19	17	9	17	31	18	26	16	40	6	412
Gloucester	35		1	2	7	1	3	2	6	8	12	9	4	20	5	115
Hudson	33	6	2	8	21	3	9	5	4	7	2	5	5	16	6	132
Hunterdon	21		1	1	8	3	6	2	1	4	3	6	4	10	1	71
Mercer	31		2	7	22	6	8	1	5	8	6	14	9	15	2	136
Middlesex	69		11	12	26	7	13	8	18	15	20	16	8	22	19	264
Monmouth	83	1	13	8	26	11	20	9	6	20	13	20	16	35	11	292
Morris	68	1	8	5	31	5	23	6	8	19	11	14	8	24	14	245
Ocean	53		3	6	16	4	6	5	9	15	9	7	5	24	6	168
Passaic	56	2	6	5	16	6	11	6	6	10	6	6	5	13	9	163
Salem	14				3	1	2	4	1		2	2	2	10	6	47
Somerset	34		3	3	14	3	6	2	9	11	8	6	8	12	3	122
Sussex	20		2	1	7	3	3	3	3	9	3	5	5	4	1	69
Union	85		6	9	27	9	10	10	16	23	6	14	24	31	7	277
Warren	8		2		9		2	2		3	1	3	2	9	2	43
TOTAL	1,049	17	99	112	380	117	195	104	146	250	161	212	168	430	152	3,592

*Separations = Departures from Teaching Duties

NEW JERSEY STATE DEPARTMENT OF EDUCATION/IRM

NON-CERTIFICATED STAFF

This section contains three tables reporting data on non-certificated personnel employed in the public schools. The tables provide data by support service program areas, the number of professional and non-professional personnel, the racial/ethnic distribution of full-time non-certificated personnel, and the full-time equivalent (FTE) of all non-certificated part-time support services personnel.

TABLE XXI: FULL-TIME NON-CERTIFICATED PERSONNEL EMPLOYED BY FULL-TIME EQUIVALENT ASSIGNMENTS, PROGRAM AREAS AND COUNTY. This table shows that of the 41,780 full-time non-certificated staff, 40,745 were reported in the non-professional category and 1,035 in the professional category.

Of the eight support services program areas, business services accounted for 24,310 (58.2%) of the non-certificated employed staff. School administration and instructional services accounted for an additional 27.5%.

TABLE XXII: RACIAL/ETHNIC DISTRIBUTION AND SEX OF FULL-TIME NON-CERTIFICATED STAFF BY COUNTY. Of the total 41,780 full-time non-certificated staff, 20.7% were minority. Of the full-time non-certificated staff, 17.2% or 7,182 were black, 1,315 or 3.1% were Hispanic and 128 or .5% were other minorities.

Of the total positions, 26,751 or 64% were reported filled by females and 15,029 or 36% were filled by males.

TABLE XXIII: FULL-TIME EQUIVALENT ASSIGNMENTS OF ALL NON-CERTIFICATED STAFF EMPLOYED BY COUNTY. This is a composite table which reports the full-time and part-time non-certificated staff equated to full-time employed by service program areas. When the part-time employees were equated to full-time employees, the number of assignments increased from 41,780 to 48,184. Of the 48,184 full-time equivalent assignments, 27,978 or 58.1% were in business services, 7,659 or 15.9% were in instructional services and 5,259 or 10.9% were in school administration.

COMPARISON OF SELECTED NON-CERTIFICATED STAFF DATA

ITEM	1982-83	1983-84	1984-85
Total Full-Time Non-Certificated Staff	42,077	41,591	41,780
Racial/Ethnic Distribution			
White	33,931	33,408	33,137
Black	6,905	6,901	7,182
Hispanic	1,136	1,154	1,315
American Indian/ Alaskan Native and Asian or Pacific Islander	105	128	128
Sex			
Female	26,710	26,504	26,751
Male	15,367	15,087	15,029

TABLE XXI
FULL-TIME EQUIVALENT ASSIGNMENTS OF
FULL-TIME NON-CERTIFICATED PERSONNEL EMPLOYED
BY SUPPORT SERVICE PROGRAM AREAS AND COUNTY

SEPTEMBER 28, 1984

COUNTY	SUPPORT SERVICES PROGRAM AREAS								TOTAL FULL TIME NON- CERTIFI- CATED PERSONNEL	PERSONNEL CATEGORY	
	GENERAL ADMINIS- TRATION	BUSINESS SERVICES	CENTRAL SERVICES	SCHOOL ADMINIS- TRATION	INSTRUC- TIONAL SERVICES	PUPIL SERVICES	COMMUNITY SERVICES	OTHER SERVICES		PRO- FESSIONAL	NON-PRO- FESSIONAL
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
Atlantic	59.5	857.0	21.0	126.0	125.6	38.0	3.0	27.9	1,258.0	21.0	1,237.0
Bergen	325.7	1,884.8	62.2	499.3	410.7	188.3	5.0	31.0	3,407.0	101.0	3,306.0
Burlington	135.0	1,579.8	55.9	240.5	474.4	101.4	3.0	56.0	2,646.0	28.0	2,618.0
Camden	130.0	1,784.7	19.0	334.0	835.0	114.0	30.0	95.3	3,342.0	67.0	3,275.0
Cape May	47.8	379.7	9.5	62.5	93.0	36.0	0.5	18.0	647.0	40.0	607.0
Cumberland	34.0	665.5	31.0	116.0	217.0	38.5	2.0	3.0	1,107.0	12.0	1,095.0
Essex	153.0	3,111.0	176.0	874.0	776.5	242.5	59.0	88.0	5,480.0	234.0	5,246.0
Gloucester	81.0	746.0	19.5	121.5	200.0	46.5	1.0	30.5	1,246.0	21.0	1,225.0
Hudson	105.0	1,413.0	29.5	283.0	404.0	153.5	33.0	38.0	2,459.0	69.0	2,390.0
Hunterdon	38.0	304.5	10.0	63.5	79.5	19.5		6.0	521.0	24.0	497.0
Mercer	105.5	1,117.5	35.0	202.4	471.0	82.6	10.0	52.0	2,076.0	54.0	2,022.0
Middlesex	127.5	1,772.5	60.0	353.8	422.5	173.5	15.2	47.0	2,972.0	56.0	2,916.0
Monmouth	208.5	1,573.5	72.0	353.0	360.0	143.0	9.0	31.0	2,750.0	87.0	2,663.0
Morris	163.5	1,460.0	42.0	281.0	254.0	86.2	2.3	23.0	2,312.0	38.0	2,274.0
Ocean	138.2	1,742.0	23.0	261.0	285.0	110.8	4.0	92.0	2,656.0	31.0	2,625.0
Passaic	253.3	1,126.7	30.0	194.5	237.0	43.5	9.0	33.0	1,927.0	34.0	1,893.0
Salem	27.3	269.0	5.7	47.2	62.0	15.2	2.6	2.0	431.0	16.0	415.0
Somerset	50.5	656.5	22.0	140.8	160.7	62.0	3.0	21.5	1,117.0	14.0	1,103.0
Sussex	52.0	394.0	11.5	88.0	132.0	37.5	1.0	4.0	720.0	24.0	696.0
Union	144.7	1,283.3	49.0	313.5	393.4	122.1	6.0	17.0	2,329.0	55.0	2,274.0
Warren	23.2	188.6	1.6	60.5	81.0	20.1		2.0	377.0	9.0	368.0
TOTAL	2,403.2	24,309.6	785.4	5,016.0	6,474.3	1,874.7	198.6	718.2	41,780.0	1,035.0	40,745.0

NEW JERSEY STATE DEPARTMENT OF EDUCATION/IRM

**FULL-TIME EQUIVALENT ASSIGNMENTS OF
ALL NON-CERTIFICATED PERSONNEL EMPLOYED
BY SUPPORT SERVICE PROGRAM AREAS AND COUNTY
SEPTEMBER 28, 1984**

COUNTY	SUPPORT SERVICE PROGRAM AREAS								Total FTE of Non- Certificated Personnel
	General Administration	Business Services	Central Services	School Administration	Instructional Services	Pupil Services	Community Services	Other Services	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
Atlantic	66.2	915.4	22.0	127.9	130.6	42.3	3.0	40.5	1,347.9
Bergen	359.9	2,185.0	76.5	538.1	501.9	229.7	14.4	93.8	3,999.3
Burlington	150.5	1,721.5	58.0	247.1	519.8	117.8	5.0	108.4	2,928.1
Camden	150.2	2,275.1	19.0	344.5	902.8	154.0	31.0	121.6	3,998.2
Cape May	51.0	399.3	9.5	63.0	95.9	39.1	0.5	21.0	679.3
Cumberland	40.5	757.6	31.8	119.4	217.5	42.5	2.0	41.8	1,253.1
Essex	166.2	3,349.1	177.0	912.7	825.3	264.6	62.0	172.6	5,929.5
Gloucester	95.5	874.3	21.3	125.3	273.1	53.8	1.5	48.2	1,493.0
Hudson	107.1	1,581.7	31.0	287.9	449.8	161.0	34.0	40.5	2,693.0
Hunterdon	53.4	406.0	11.4	68.3	90.4	23.8		8.8	662.1
Mercer	116.0	1,357.0	39.8	210.0	542.6	89.9	10.0	93.9	2,459.1
Middlesex	138.0	2,209.1	61.0	363.3	541.2	184.7	17.1	154.8	3,669.2
Monmouth	225.1	1,916.8	77.6	373.4	682.8	165.7	10.5	81.2	3,533.1
Morris	206.9	1,699.4	44.9	307.9	380.3	106.5	10.9	38.3	2,795.1
Ocean	158.7	1,815.8	24.0	268.4	310.4	123.7	4.0	109.3	2,814.3
Passaic	259.8	1,265.2	31.2	208.6	256.1	50.5	12.2	47.8	2,131.4
Salem	30.1	307.8	5.7	47.7	71.5	17.8	2.6	15.0	498.2
Somerset	62.6	729.3	24.0	163.6	180.8	74.3	4.3	79.6	1,318.5
Sussex	56.3	470.5	13.0	90.0	169.4	40.3	1.0	9.6	850.1
Union	155.8	1,523.8	53.6	328.1	422.7	144.4	7.0	61.0	2,696.4
Warren	28.9	218.5	2.0	64.2	94.0	24.0		3.4	435.0
TOTAL	2,678.7	27,978.2	834.3	5,259.4	7,658.9	2,150.3	233.0	1,391.1	48,183.9
PERCENT STAFF EACH PROGRAM AREA	5.6	58.1	1.7	10.9	15.9	4.5	0.5	2.9	

*NOTE: Some employees perform in more than one area. For instance a school district may employ one person to work half-time in business services and half-time in community services.

NEW JERSEY STATE DEPARTMENT OF EDUCATION/IRM

GLOSSARY

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

Attendance and Social Work Services: Includes non-certificated personnel who direct and manage; attendance services; pupil accounting services; social work services, etc.

Board of Education Personnel: Includes personnel employed in directing and managing the general operation of the board of education; board secretary; custodian of funds; election services; legal services; audit services, etc.

Business or Secretarial School: A non-degree granting, post-secondary institution offering courses of varying length in preparation for technical business occupations.

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

College (four-year): A post-secondary institution offering a four-year curriculum and empowered to confer a bachelor's degree.

College (two-year): A post-secondary institution offering a two-year curriculum and empowered to confer an associate's degree.

Data Processing Services: Directing and managing: programming services; machine operation services; data processing systems analysis, etc.

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.)

Direction and Management of Personnel: Includes non-certificated personnel in planning, research, development, evaluation, information, staff, statistical and data processing services.

Directing and Managing Personnel: Includes non-certificated personnel engaged in purchasing, paying, transporting, exchanging, and maintaining goods and services for the local education agency.

Educational Media Services: Includes directing and managing: school library services; audio-visual services; educational television; computer-assisted instruction, etc.

Employment: Working full-time or part-time in one of the following categories cited in the Dictionary of Occupational Titles: Professional, Technical or Managerial; Clerical-Sales; Service; Farming, Fishing, Forestry and Related; Processing; Machine Trades; Bench Work; Structural; Miscellaneous.

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

Executive Administration Personnel: Includes personnel involved in staff relations and negotiation services; state and federal relations, and the secretarial or clerical staff, etc.

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

Facilities - Acquisition and Construction:

Includes directing and managing: land acquisition and development services; architectural and engineering services; educational specifications development; building acquisition; construction and improvement, etc.

Fiscal Services: Includes direction and managing: budgeting services; receiving and disbursing funds, payroll services; financial accounting; internal auditing; property account, bookkeepers and accountants, etc.

Food Services: Includes directing and management; food preparation and dispensing; food delivery and cafeteria and food service workers, etc.

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.

Guidance Services: Includes directing and managing non-certificated counseling services; pupil appraisal services; information about vocational opportunities; pupil records; placement services, etc.

Health Services: Includes medical inspector; dental services; nursing services; screening for vision; hearing deficiencies, etc.

Improvement of Instruction: Includes personnel who direct and manage (non-certificated) staff training services; assist with instruction and curriculum development, etc.

Information Services: Directing and managing; internal information; public information; management information.

Instructional Aides: Persons performing a variety of non-instructional duties in the classroom with such things as setting up activities and assisting individual children.

Internal Services: Includes directing and managing; purchasing, warehousing and distribution; printing and duplicating; publishing, etc.

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

Maintenance Services: Directing and managing; personnel who repair buildings and equipment and service the replacement of existing equipment; carpenters, plumbers, etc.

Non-Professional: Non-certificated personnel other than professionals. In many instances, the dividing point between the two is simply the amount of education required for the assignment. Broad general categories here will include: technicians, clerical employees, crafts and trades employees, vehicle operators and laborers.

Office of the Principal: Non-certificated staff providing support in the principal and assistant principal's office. This includes all clerical activities.

Operation of Plant Services: Directing and managing personnel care and upkeep of buildings; care and upkeep of grounds; care and upkeep of equipment. This includes custodians or building services workers and security services.

Part-Time: A certificated 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 part of the school or academic year or part-time for part or all of the school or academic year.

Planning, Research and Evaluation: Directing and managing; development services; evaluation services; planning services; research services.

Professional: A person whose assignments require a high degree of knowledge and skills acquired through at least a Bachelor's degree (or its equivalent), but not requiring skills in the field of education. Some examples of non-certificated professionals are such school board employees as: accountants, architects, auditors, dietitians/nutritionists, engineers, attorneys, medical personnel, planners and researchers/statisticians.

Psychological Services: Planning and managing psychological services (if non-certificated) psychological testing services, etc.

Pupil Transportation Services: Service area direction; vehicle operation (drivers) monitoring services; vehicle servicing maintenance.

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.

Rate: The total hourly, daily, weekly, or monthly wage, to be paid for services rendered.

Residential Housing Services: Administrative personnel services by students or staff.

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

School Year: The "school year" begins on July 1 and ends on June 30.

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

Speech Correction and Audiology Personnel: Includes directing and managing and other personnel assisting in identification and appraisal of speech and hearing disorders.

Staff Services: Directing and managing; recruitment and placement; staff accounting in-service education; health services, etc.

REPORT OF CERTIFICATED STAFF EMPLOYED

SEPTEMBER 28, 1984

PAGE NO

SOCIAL SECURITY NUMBER	NAME			SEX AND RACE	YEAR OF BIRTH	EDUCATION		EXPERIENCE				CONTRACT RATE OR SALARY	TYPE OF CERTIFICATE HELD	ASSIGNMENTS		MOBILITY		FEDERAL PROGRAM CODES	REMARKS
	LAST	FIRST	MIDDLE INITIAL			DEGREE	CREDITS	THIS SCHOOL	THIS DISTRICT	NEW JERSEY	TOTAL			ALL JOB CODES	FULL TIME EQUIV	Entering	Leaving		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)

DATE

SIGNATURE CHIEF SCHOOL ADMINISTRATOR

DATE

COUNTY SUPERINTENDENT

EXTENSION

NUMBER

AREA CODE

PHONE

PREPARED BY

SIGNATURES OF REPORTING OFFICIALS →

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DATE	DATE	County _____ Code <input type="text"/>	District _____	Code <input type="text"/>	School _____	Code <input type="text"/>	Type <input type="text"/>	Code <input type="text"/>	NUMBER OF FULL TIME NON-CERTIFICATED PERSONNEL										I T E M	TOTAL PART TIME NON- CERTIFICATED PERSONNEL					
									SUPPORT SERVICE PROGRAM AREAS EMPLOYING NON-CERTIFICATED PERSONNEL	TOTAL Cols. 3 + 4 + 5 = Col. 6			TOTAL FULL TIME NON- CERTIFICATED PERSONNEL	COLUMNS 7 THRU 16 = COLUMN 6											
										PROFES- SIONAL	NON-PROFESSIONAL			WHITE *		BLACK *		HISPANIC			AMERICAN INDIAN OR ALASKAN NATIVE		ASIAN OR PACIFIC ISLANDER		
											OFFICE/ CLERICAL	OTHER		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)	(17)	(18)								
CHIEF SCHOOL ADMINISTRATOR	COUNTY SUPERINTENDENT	GENERAL ADMINISTRATION AREA																							
		A1	Board of Education Personnel														A1								
		A2	Executive Administration Personnel														A2								
		BUSINESS SERVICES AREA																							
		B1	Directing and Managing Personnel														B1								
		B2	Fiscal Services Personnel														B2								
		B3	Facilities Acquisition & Construction Personnel														B3								
		B4	Food Services Personnel														B4								
		B5	Internal Services Personnel														B5								
B6	Residential Housing Services Personnel														B6										
B7	Operation of Plant Services Personnel														B7										
B8	Maintenance Services Personnel														B8										
B9	Pupil Transportation Services Personnel														B9										
DATE	EXTENSION	CENTRAL SERVICES AREA																							
		C1	Direction and Management Personnel														C1								
		C2	Planning, Research and Evaluation														C2								
		C3	Information Services Personnel														C3								
		C4	Staff Services Personnel														C4								
		C5	Statistical Services Personnel														C5								
PREPARED BY	TELEPHONE AREA CODE NUMBER	SCHOOL ADMINISTRATION SERVICES																							
		D1	Office of the Principal Personnel														D1								
		INSTRUCTIONAL SERVICES																							
		E1	Improvement of Instruction Personnel														E1								
		E2	Educational Library/Media Personnel														E2								
		E3	Instructional Aides														E3								
		STUDENT SERVICES																							
		F1	Attendance and Social Work														F1								
		F2	Guidance Personnel														F2								
		F3	Health Personnel														F3								
F4	Psychological Personnel														F4										
F5	Speech Correction and Audiology Personnel														F5										
SIGNATURES OF REPORTING OFFICIALS	DATE	COMMUNITY SERVICES PERSONNEL																							
		G1															G1								
DATE	DATE	OTHER SUPPORT SERVICES PERSONNEL																							
		H1															H1								
DATE	DATE	TOTAL NON-CERTIFICATED PERSONNEL																							
		J1															J1								

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New Jersey Department of Education
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