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VITAL EDUCATIONAL STATISTICS

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VOLUME II

*Teaching Staff, Degrees, Experience,
Age, Mobility and Support Staff*

*Office of Information Services and Support
Division of Administration
New Jersey State Department of Education*

DECEMBER 1984

VITAL EDUCATIONAL STATISTICS
1983-84
VOLUME II

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PREFACE

The 1983-84 edition of Vital Educational Statistics is the tenth in a series which began in 1974-75. It is the seventh year of a revised series using data derived from re-designed instruments supported by detailed and illustrated instructions. It is also the sixth year the publication has been divided into two volumes.

Volume II contains both certificated and non-certificated staff personnel data. The certificated staff data (Section I) deal with staff employed on a full-time and part-time basis; academic degrees held; certificates held; staff mobility; racial/ethnic composition and sex. The non-certificated staff data (Section II) consist of the following: the number employed in the various support service program areas and the racial/ethnic distribution of full-time personnel. Non-certificated staff are those support services personnel who are not required to hold state (educational) certification from the State Board of Examiners.

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 data-base to help in reporting on the condition of education in New Jersey. Hopefully, the data, when joined, 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 analyst 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 & Ocean; Armand Palazzi, Bergen; Doreen O'Kane, Burlington; Joseph Corcoran, Camden; Kenneth Fetter, Cape May & Cumberland; Juanita H. Brandford, Essex; Grace Romano, Gloucester; James Hughes, Hudson; Willa L. Cwik, Hunterdon; Mary Ann Peifly, Mercer; Tony Novembre, Middlesex; Edward A. Miklus, Monmouth; Fran Nagy, Morris; John Zueg, Passaic, John Harris, Salem; Sal Abitanta, Somerset; Joseph Padden, Sussex & Warren; Bob DeCastro, Union.

The Office of Information Services and Support staff, Rosemarie Montervino and Suzanne Carr, edited the instruments and tables for this publication under the supervision of Terri Bolla and Elaine Ailey. The typing was done by Roberta Leichssenring.

Howard Bookin developed the many computer runs required to produce the reports generated in this publication.

The cover was designed by Debbi Csogi, the graphics artist for the printing unit. This volume was edited by Richard Vespucci, publications editor for the Department of Education.

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INTRODUCTION

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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 1979-80 and 1983-84. The data reported are of the last school day in September in each of the respective school years. The data show that the number of full-time certificated staff employed has been decreasing each year since 1978-79. In the 1979-80 to 1983-84 period, there was a decrease of 3,894 in the number of certificated staff employed or 4 percent of the staff that was employed in 1979-80. Full-time non-certificated staff decreased by 1,985 positions--a decrease of 4.6 percent over the period.

STAFFING TRENDS IN NEW JERSEY EDUCATION 1979-80 to 1983-84

Certificated Staff Characteristics	Selected School Years					Percent Change for Period
	1979-80	1980-81	1981-82	1982-83	1983-84	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Full-time Staff						
Administrators	7,109	7,161	7,150	7,114	7,219	1.5
Classroom Teachers	77,443	76,550	75,231	74,303	73,593	- 5.0
Educ. Support Services	12,421	12,688	12,322	12,270	12,267	- 1.2
Total	96,973	96,399	94,703	93,687	93,079	- 4.0
Racial/Ethnic Distribution						
White	86,859	86,049	84,370	83,146	82,287	- 5.2
Black	8,526	8,702	8,680	8,811	8,953	4.6
Hispanic	1,268	1,361	1,371	1,437	1,555	22.6
Other	284	287	282	293	284	0
Total	96,973	96,399	94,703	93,687	93,079	- 4.0
Degrees Held						
None	1,479	1,345	1,271	1,185	1,132	-23.0
Bachelors	56,721	55,238	53,108	51,522	50,442	-11.1
Masters	37,487	38,436	38,884	39,430	39,875	6.4
Doctors	1,087	1,167	1,235	1,345	1,432	31.7
Other	208	213	205	205	198	- 4.8
Total	96,973	96,399	94,703	93,687	93,079	- 4.0

STAFFING TRENDS IN NEW JERSEY EDUCATION
1979-80 to 1983-84

2

Certificated Staff Characteristics	Selected School Years					Percent Change for Period
	1979-80	1980-81	1981-82	1982-83	1983-84	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Certificates Held						
Regular	95,437	94,859	93,287	92,387	91,386	- 3.8
Provisional	531	538	532	533	491	- 7.5
Emergency	415	440	448	408	409	- 1.4
Other	590	562	536	359	343	-41.8
Total	96,973	96,399	94,703	93,687	93,687	- 4.0
Staff Mobility						
Entering	14,569	14,295	13,989	12,209	11,716	-16.2
Leaving	15,379	15,086	15,695	13,421	12,370	- 7.9
Non-Certificated Staff Characteristics	Selected School Years					Percent Change for Period
	1979-80	1980-81	1981-82	1982-83	1983-84	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Distribution of Full- Time Staff	43,576.0	43,024.0	42,051.0	42,077.0	41,591.0	- 4.6
White	34,852	35,096	34,191	33,931	33,408	3.3
Black	6,678	6,820	6,724	6,905	6,901	21.6
Hispanic	949	1,015	1,029	1,136	1,154	32.0
Other	97	93	108	105	128	

CHANGING STAFF PROFILES

- * The full-time certificated staff employed is growing older, becoming more experienced and showing a higher level of preparation in the form of advanced degrees. The median age of the classroom teacher in 1983-84 was 38.6 years with 12.8 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 79.1% of the total full-time certificated staff with education support services personnel accounting for 13.2% and administrators/supervisors 7.7%. Since 1979-80, the percentages of both the administrators/supervisors and education support services personnel of the total certificated staff increased by .4% from 7.3% to 7.7% and 12.8% to 13.2% respectively.

There has been a continuous upward trend in the employment of minorities in full-time certificated staff positions.

- * Minorities rose from 9.1% of the full-time administrators/supervisors certificated staff in 1979 to 10.4% in 1983. Likewise, minority classroom teacher certificated staff rose from 10.5% in 1979 to 11.8% in 1983 and minority education support services personnel increase from 10.5% to 11.2% over the same period.

- * The trend from 1979-80 to 1983-84 shows a decrease in the male and an increase in the female full-time certificated staff. In 1979-80, the male accounted for 37.9 % and the female 62.1% of the total full-time certificated staff. In 1983-84, the male had declined by 1.2% to represent 36.7% and the female had increased to 63.3% of the certificated staff. The female made gains in the administrators/supervisors and classroom teacher categories while declining slightly in the education support services category.

SECTION I

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 (central office, elementary and secondary), sex, racial/ethnicity, age, experience, level of academic preparation, type of 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 30, 1983, there were 93,079 full-time certificated staff members employed in New Jersey's public schools. This was 608 fewer staff members than were reported on September 30, 1982 and marked the fifth consecutive year of decline. During this period there was an average loss of 780 certificated staff members per year. Between 1982 and 1983, the number of classroom teachers declined by 710 and the number of educational support services personnel by 3.

On the other hand, the number of part-time certificated staff increased for the fifth consecutive year with a gain of ten (10) from 3,947 in 1982 to 3,957 in 1983. During this five-year period there was a gain of 517 certificated part-time staff for an average of 103.4 per year. Of the part-time personnel, 53.2% or 2,123 were classroom teachers, 45.8% or 1,811 were support services personnel and 23 or 1% were administrators/supervisors.

TABLE II: FULL-TIME AND PART-TIME CERTIFICATED STAFF ASSIGNED TO ELEMENTARY SCHOOL, SECONDARY SCHOOL AND SYSTEM WIDE POSITIONS BY COUNTY. This table shows the distribution of the certificated staff by the level of assignment. Certificated staff in the category system-wide positions are those individuals who are employed in a school district's central office and/or those who are assigned to work in two or more schools. Of the total full-time certificated staff, over half or 51.8% are employed at the elementary level; 37.1% or 34,496 are employed at the secondary level and 11.1% or 10,298 are in system-wide positions. Over the past five years there has been a steady decline in the number of full-time certificated staff at the elementary and secondary levels and an increase in the number in system-wide positions.

In the part-time certificated staff, there was an increase of 30 from 2,041 in 1982 to 2,071 in 1983 in the elementary schools and an increase of 43 from 1,188 in 1982 to 1,231 in 1983 in system-wide positions. On the other hand, there was a loss of 63 part-time secondary school positions from 718 in 1982 to 655 in 1983.

TABLE III: FULL-TIME AND PART-TIME CERTIFICATED STAFF ASSIGNED TO ELEMENTARY SCHOOLS BY MAJOR POSITION ASSIGNMENT AND COUNTY. This table shows that 51.9% or 48,285 of the total 93,079 full-time certificated staff and 52.3% or 2,071 of the total 3,957 part-time certificated staff are assigned to the elementary schools. The 2,267 full-time administrators/supervisors represent 31.4% of the 7,219 total reported; the 41,753 classroom teachers are 56.7% of the 73,593 full-time certificated classroom teachers; and the 4,265 education support services personnel represent 34.8% of the 12,267 full-time certificated support services staff. Of the total full-time certificated elementary staff, 4.7% are administrators/supervisors, 86.5% classroom teachers and 8.8% educational support services personnel. The above percentages have been relatively stable over the past five years with no significant changes.

However, the total number of full-time certificated elementary staff continued the decline which began with the 1979-80 school year. The rate of decline between 1982-83 and 1983-84 was 3.6%; a rate slightly under the 4.3% decline for the five-year period from 1979-80 to 1983-84. Whereas the full-time certificated staff at the elementary level decreased by 2,188 from the 1979-80 to 1983-84 period, the part-time certificated staff increased by 95 from 1,976 in 1979-80 to 2,071 in 1983-84.

TABLE IV: FULL-TIME AND PART-TIME CERTIFICATED STAFF ASSIGNED TO SECONDARY SCHOOLS BY MAJOR POSITION ASSIGNMENT AND COUNTY. This table shows that 37.1% or 34,496 of the total full-time certificated staff and 16.6% or 655 of the total part-time certificated staff are employed in the secondary schools. Of the 34,496 full-time certificated staff, 7.9% or 2,716 were administrators/supervisors--an increase of 102 positions from the 2,614 reported in 1982. The 27,978 classroom teachers were 81.1% of the full-time certificated secondary staff and the 3,802 educational support services personnel were 11% of the total. The 27,978 classroom teachers were 571 less than the 28,549 in 1982 and the 3,802 educational support services personnel were 4 more than the 3,798 in 1982.

The number of part-time certificated staff in secondary schools declined in all position assignments. Administrator/supervisor dropped 3 from 4 in 1982 to 1 in 1983; classroom teachers dropped 10 from 480 in 1982 to 470 in 1983; and educational support services personnel showed the largest decline with a loss of 50 from 234 in 1982 to 184 in 1983.

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 elementary and secondary schools by major position assignment.

Approximately 78.8% or 5,688 of the administrators/supervisors are male and 20.2% or 1,531 are female. Between 1979-80 and 1983-84 the number of female administrators/supervisors went from 1,365 to 1,531; an increase of 12.2% or a gain of 166 positions. On the other side the number of males in administration/supervision positions in this period decreased by 56 from 5,744 to 5,688.

The degree status of administrators/supervisors has improved between 1979-80 and 1983-84. The number of no degrees reported in 1979-80 was 55 while in 1983-84 it was 39--a decrease of 16. Administrators/supervisors holding the bachelor's degree has decreased by 28.2% from 426 in 1979-80 to 306 in 1983-84. On the other hand, the number holding the master's degree rose from 6,026 to 6,122 and more significantly an increase of 26.3% in the number holding the doctorate which rose from 562 to 710 in the five-year period. Commensurate with the educational level is the certification status and 99.4% of the administrators/supervisors held regular certificates in 1983-84.

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/supervisors with the exception of the sex ratio. In this category, 65.6% or 48,286 of the 73,593 reported full-time classroom teachers are female and 34.4% are male. In the five-year period from 1979-80, there was a 2,554 decrease in the number of male classroom teachers and a decrease of 1,296 female classroom teachers. Thus the percentage

of females in this period increased from 64% in 1979 to 65.6% in 1983 and the percentage of males decreased from 36% to 34.4%. When the sex composition of the total 1983-84 full-time certificated staff reported is compared with 1979, the male classroom teacher's category records the only decline. In 1979, the male classroom teacher represented 28.7% of the total 96,973 reported full-time certificated staff and in 1983 the male classroom teacher represented 27.2% of the total 93,079 full-time certificated staff.

The degree status of classroom teachers parallels the administrators/supervisors: a decrease of 162 from the 1,014 no degrees reported in 1979 to the 852 no degrees in 1983. Whereas the percentage of full-time certificated classroom teachers holding the bachelor's degree dropped from 66.6% in 1979 to 62.5% in 1983, the percentage having the master's degree rose from 31.5% in 1979 to 35.7% in 1983. The number holding the doctorate increased by 96 from 291 in 1979 to 387 in 1983. Commensurate with the level of education, 98.6% of the full-time certificated classroom teachers held a regular certificate. This was slightly less than the 99.4% of the administrators/supervisors.

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 and the trend parallels the administrators and classroom teachers. Of the 12,267 reported educational support services personnel, 9,112 or 74.3% are female and 25.7% male. Although not large, the percentage of males increased by .4% from 25.3% of the educational support services personnel in 1979 to 25.7% in 1983. This was a reverse of the trends in administrators/supervisors and classroom teachers where the percentage of females had increased in the five year period.

The degree status of the full-time certificated educational support services personnel follows the pattern of decline in the no degree and Bachelor's degrees while increases are shown in Master and Doctorate degrees. There was a decrease of 160 from the 401 no degrees reported in 1979 to 241 in 1983. Whereas the percentage of full-time certificated educational support services personnel holding the Bachelor's degree dropped from 37.2% in 1979 to 33.5% in 1983, the percentage holding the Master's degree rose from 56.9% in 1979 to 61.1% in 1983. The number holding the Doctorate rose by 101 from 234 in 1979 to 335 in 1983.

Of the 12,267 full-time certificated educational support services personnel, 12,086 or 98.6% held a regular certificate. This matches the percentage of classroom teachers and is slightly less than the 99.4% for administrators/supervisors.

TABLE VIII: RACIAL/ETHNIC DISTRIBUTION OF FULL-TIME CERTIFICATED ADMINISTRATORS/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, 6,469 (89.6%) were White, 674 (9.3%) were Black and 69 (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 630 in 1982 to 674 in 1983 and Hispanic from 57 in 1982 to 69 in 1983.

TABLE IX: RACIAL/ETHNIC DISTRIBUTION OF FULL-TIME CERTIFICATED CLASSROOM TEACHERS BY COUNTY. The minority full-time certificated classroom teachers continued to increase in 1983. Of the 73,593 reported classroom teachers, 64,927 (88.2%) were White; 7,136 (9.7%) were Black; 1,298 (1.8%) were Hispanic; and 233 (0.3%) were American Indian/Alaskan Native, Asian or Pacific Islander. While the number of White and American Indian/Alaskan Native, Asian or Pacific

Islander decreased from 1982-83, there were increases of 55 Black and 85 Hispanic positions in this period.

TABLE X: RACIAL/ETHNIC DISTRIBUTION OF FULL-TIME CERTIFICATED EDUCATIONAL SUPPORT SERVICES PERSONNEL BY COUNTY. The number of full-time certificated educational support services personnel parallels the classroom teacher trend. Of the 12,267 reported educational support services staff, 10,891 (88.8%) were White; 1,143 (9.3%) were Black; 188 (1.5%) were Hispanic; and 45 (0.3%) were American Indian/Alaskan Native, Asian or Pacific Islander. While the number of White decreased and American Indian/Alaskan Native, Asian or Pacific Islander was unchanged from 1982 to 1983, there were increases of 43 Black and 21 Hispanic positions.

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. As might be expected, the administrators/supervisors 46.4 median age in 1983-84 is the oldest of the three reported positions and is 2.4 years older than the median age of 44 for this group in 1980. Of the 7,219 administrators/supervisors, 58.4% or 4,215 fall between the ages of 42 and 57 years and 28.3% or 2,039 are less than 41 years of age. The trend indicates that the administrator/supervisors full-time certificated staff will continue to grow older.

TABLE XII: AGE DISTRIBUTION CLASSROOM TEACHERS BY COUNTY. As the administrators/supervisors group represented the oldest of the three position assignments, the classroom teachers represent the youngest with a median age of 38.6 years. Of the 73,593 full-time certificated classroom teachers, 45,602 or 61.9% are between the ages of 18 and 41 years. Only 4,658 or 6.4% are 58 years and over.

However, as reported earlier in the introduction, the classroom teachers are growing older as the median age rose by 3.6 years from the 1980 median of 35 to 38.6 years in 1983.

TABLE XIII: AGE DISTRIBUTION EDUCATIONAL SUPPORT SERVICES PERSONNEL BY COUNTY. The median age of the full-time certificated educational support services personnel was 44.4 years. This makes them 5.8 years older than the classroom teachers and 2 years younger than the administrators/supervisors. In this position category of 12,267 full-time certificated staff, 5,326 or 43.5% are between 18 and 41 years of age and 5,426 or 44.2% are between the ages of 42 and 57 years. Educational support services personnel are also older than they were in 1980 when the median age was 41 years.

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

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

The upward trend shown for degrees and age for the administrators/supervisors full-time certificated staff is also reflected in years of experience. The median years of experience in education for the administrators/supervisors in 1983 was 21.5 years--an increase of 2.5 years from the median of 19 years in 1980. Of the 7,219 full-time certificated staff in this category, 4,613 or 63.9% fell between the range of 15 and 29 years of educational experience. Only 426 or 5.9% of the total had fewer than ten years of experience.

As could have been predicted for the three position assignment categories, the administrators/supervisors are older, have the higher percentages of higher degrees held and have more experience in education than the other two categories.

TABLE XV: TOTAL EDUCATION EXPERIENCE OF CLASSROOM TEACHERS BY COUNTY. As experience correlates to age and it has been shown that the classroom teachers are growing older, the teachers' years of experience have increased by 3.8 years from the median years of experience in 1980 to the 12.8 years in 1983. Of the 73,593 full-time certificated classroom teachers, 14.1% or 10,337 had less than 5 years of experience and 2.1% or 1,529 were in their first year. On the other end of the scale, only 2.8% or 2,127 had more than 29 years of experience. Although this is a reversal of the administrators/supervisors category, the trends are parallel in that the teachers are growing older, holding higher degrees and increasing years of experience.

TABLE XVI: TOTAL EDUCATIONAL EXPERIENCE OF EDUCATIONAL SUPPORT SERVICES PERSONNEL BY COUNTY. Educational Support Services personnel have also grown older, are holding higher degrees and are becoming more experienced. The full-time certificated staff median years of experience increased by 3.8 years from the median of 10 years in 1980 to 13.8 in 1983. This was the same increase as that shown for classroom teachers. Of the 12,267 full-time certificated educational support services personnel, 1,467 or 12% had less than 5 years of experience and 528 or 4.3% had more than 29 years of experience.

TABLE XVII: CERTIFICATED PERSONNEL ENTERING AND LEAVING BY MAJOR POSITION ASSIGNMENT AND COUNTY. This table summarizes the mobility characteristics of the reported full-time certificated staff. The statewide data once again show that more certificated staff are leaving than entering.

The terms "entering" and "leaving" are a composite of twenty-one (21) coded reasons. These are supplied to the respondents to facilitate the identification of the sources of the supply of the entering staff and the determination of the destination of the leaving staff.

Statewide, the entering and leaving rates of certificated staff during the 1982-83 school year were the lowest of those reported over the last five years. The statewide entering rate was 12.6% (approximately 12.6 full-time certificated staff per 100 employed). Eleven counties exceeded this rate. The statewide leaving rate was 13.3 per 100 staff employed. Eleven counties also exceeded this rate.

The certificated staff "entering" rate exceeded the "leaving" rate in seven (7) counties: Camden, Cape May, Essex, Hudson, Monmouth, Ocean and Salem. Warren County had the lowest mobility rate for certificated staff "entering" and Sussex County the lowest mobility rate for "leaving."

TABLE XVIII: NUMBER OF FULL-TIME CLASSROOM TEACHERS EMPLOYED BY SUBJECT AND COUNTY. Of the 73,593 full-time classroom teachers employed, 36.3% were elementary teachers and 67.3% were in fields which required specialized endorsements to the instructional certificates.

Of those 67.7% of the teachers, approximately 45% were employed in the following six fields:

1. English 11.0%
2. Special Education 9.4%
3. Health & Physical Education . . . 7.3%
4. Mathematics 6.7%
5. Social Studies 5.4%
6. Science 5.4%

Approximately 15% were divided among: music (3.5), industrial arts (2.8), foreign languages (2.8), art (2.6), and business (2.6).

TABLE XIX: NUMBER OF FULL-TIME BEGINNING AND RE-ENTERING TEACHERS BY SUBJECT AND COUNTY. Approximately 75% of the "beginning" and "re-entering" teachers were either elementary (26.7%) or teachers in the following fields:

1. Special Education 22.8%
2. English 9.8%
3. Mathematics 6.6%
4. Health and Physical Education . 5.4%
5. Science 4.9%

Teachers who were "beginning" or "re-entering" were distributed over the disciplines as follows:

1. 12.7% were divided among social studies and vocational.
2. 7% were divided among foreign languages, industrial arts and business.
3. Approximately 5% were divided among home economics and art.

Of the 9,380 teachers reported new to their positions (entering teachers in Table XVII), 2,869 or 31% were beginning or re-entering teachers.

TABLE XX: NUMBER OF FULL-TIME CLASSROOM TEACHER SEPARATIONS BY COUNTY. There were 3,598 teachers or 36.4% of the 9,893 leaving teachers separated from classroom duties during the 1982-83 school year.

Seventy-seven percent (77%) of these classroom teachers were either elementary teachers (27.8%) or teachers from the following fields:

1. English. 11.9%
2. Special Education. 10.9%
3. Mathematics. 7.0%
4. Science. 5.6%
5. Health & Physical Education. . . 5.1%
6. Social Studies 5.5%

Twenty-two percent (22%) of the separated teachers were divided among art (3.5%), business (3.3%), foreign languages (3.9%), industrial arts (3.6%), vocational (4.2%), and home economics (2.9%). Four (4) percent were full-time teachers employed in music.

Comparison of Certificated Staff Mobility 1979-80 and 1983-84*

Category	1979-80	1983-84
Administrators/Supervisors		
Entering	711	669
Leaving	766	767
Classroom Teachers		
Entering	11,341	9,380
Leaving	11,756	9,893
Educational Support Services		
Entering	2,177	1,667
Leaving	2,043	1,710
Total Certificated Staff		
Entering	14,229	11,716
Leaving	14,565	12,370

*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, 1983

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	211	3	1,900	45	319	37	2,430	85	2.6	2.2
Bergen	834	7	7,516	314	1,245	232	9,595	553	10.3	14.0
Burlington	358		3,903	112	555	109	4,816	221	5.2	5.6
Camden	449	2	4,895	79	797	108	6,141	189	6.6	4.8
Cape May	74		790	34	157	25	1,021	59	1.1	1.5
Cumberland	136		1,552	26	246	11	1,934	37	2.1	0.9
Essex	862	1	8,134	110	1,423	119	10,419	230	11.2	5.8
Gloucester	198	1	2,207	52	349	72	2,754	125	3.0	3.2
Hudson	395		4,703	15	817	13	5,915	28	6.4	0.7
Hunterdon	93		1,075	76	167	83	1,335	159	1.4	4.0
Mercer	293	1	2,876	103	525	99	3,694	203	4.0	5.1
Middlesex	582	1	5,905	201	999	85	7,486	287	8.0	7.3
Monmouth	573	1	5,537	223	813	247	6,923	471	7.4	11.9
Morris	473	4	4,493	212	772	192	5,738	408	6.2	10.3
Ocean	331		3,584	77	586	55	4,501	132	4.8	3.3
Passaic	350		4,326	45	693	57	5,369	102	5.8	2.6
Salem	69		769	16	131	17	969	33	1.0	0.8
Somerset	234		2,228	121	361	58	2,823	179	3.0	4.5
Sussex	139		1,502	88	240	59	1,881	147	2.0	3.7
Union	490	2	4,714	112	907	78	6,111	192	6.6	4.8
Warren	75		984	62	165	55	1,224	117	1.3	3.0
TOTAL	7,219	23	73,593	2,123	12,267	1,811	93,079	3,957	100.0	100.0
Percent	7.8	0.6	79.1	53.6	13.1	45.8				

TABLE II

**FULL-TIME AND PART-TIME CERTIFICATED STAFF ASSIGNED TO ELEMENTARY SCHOOL, SECONDARY SCHOOL
AND SYSTEM-WIDE POSITIONS BY COUNTY AND TYPE OF POSITION
September 30, 1983**

COUNTY	CERTIFICATED STAFF ASSIGNED						TOTAL FULL-TIME CERTIFICATED STAFF	
	Elementary Schools		Secondary Schools		System-Wide Positions		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)
Atlantic	1,407	39	734	12	289	34	2,430	85
Bergen	4,471	287	3,900	106	1,224	160	9,595	553
Burlington	2,695	141	1,675	20	446	60	4,816	221
Camden	3,261	96	2,245	23	635	70	6,141	189
Cape May	596	51	366	2	59	6	1,021	59
Cumberland	1,089	22	641	8	204	7	1,934	37
Essex	5,422	77	3,678	36	1,319	117	10,419	230
Gloucester	1,285	71	1,211	21	258	33	2,754	125
Hudson	3,405	15	1,912	4	598	9	5,915	28
Hunterdon	783	115	472	23	80	21	1,335	159
Mercer	1,661	55	1,571	32	462	116	3,694	203
Middlesex	3,465	118	3,086	76	935	93	7,486	287
Monmouth	3,578	246	2,636	88	709	137	6,923	471
Morris	3,117	230	2,015	53	606	125	5,738	408
Ocean	2,659	102	1,529	13	313	17	4,501	132
Passaic	2,910	30	1,799	17	660	55	5,369	102
Salem	522	23	323	1	124	9	969	33
Somerset	1,326	91	1,149	51	348	37	2,823	179
Sussex	1,101	112	686	22	94	13	1,881	147
Union	2,874	71	2,400	35	837	86	6,111	192
Warren	658	79	468	12	98	26	1,224	117
TOTAL	48,285	2,071	34,496	655	10,298	1,231	93,079	3,957
Percent of Certificated Staff Assigned	51.8	52.3	37.1	16.6	11.1	31.1	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, 1983

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	62	1	1,224	22	121	16	1,407	39	2.9	1.9
Bergen	237	5	3,879	169	355	113	4,471	287	9.3	13.9
Burlington	131		2,351	76	213	65	2,695	141	5.6	6.8
Camden	141	2	2,824	38	296	56	3,261	96	6.7	4.6
Cape May	28		486	29	82	22	596	51	1.2	2.5
Cumberland	49		934	17	106	5	1,089	22	2.3	1.1
Essex	305		4,721	36	396	41	5,422	77	11.2	3.7
Gloucester	61	1	1,119	36	105	34	1,285	71	2.7	3.4
Hudson	136		2,921	9	348	6	3,405	15	7.1	0.7
Hunterdon	36		666	60	81	55	783	115	1.6	5.6
Mercer	84		1,440	43	137	12	1,661	55	3.4	2.7
Middlesex	149		3,018	94	298	24	3,465	118	7.2	5.7
Monmouth	151		3,146	117	281	129	3,578	246	7.4	11.9
Morris	144	1	2,660	126	313	103	3,117	230	6.5	11.1
Ocean	116		2,239	65	304	37	2,659	102	5.5	4.9
Passaic	138		2,572	23	200	7	2,910	30	6.0	1.4
Salem	20		456	12	46	11	522	23	1.1	1.1
Somerset	61		1,144	65	121	26	1,326	91	2.7	4.4
Sussex	45		929	67	127	45	1,101	112	2.3	5.4
Union	144		2,466	48	264	23	2,874	71	5.9	3.4
Warren	29		558	41	71	38	658	79	1.4	3.8
TOTAL	2,267	10	41,753	1,193	4,265	868	48,285	2,071	100.0	100.0
Percent of Elementary Certificated Staff	4.7	0.5	86.5	57.6	8.8	41.9	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, 1983

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		580	9	79	3	734	12	2.1	1.8
Bergen	341		3,147	77	412	29	3,900	106	11.3	16.2
Burlington	117		1,381	18	177	2	1,675	20	4.9	3.1
Camden	145		1,839	16	261	7	2,245	23	6.5	3.5
Cape May	30		298	2	38		366	2	1.1	0.3
Cumberland	46		547	7	48	1	641	8	1.9	1.2
Essex	303		2,967	25	408	11	3,678	36	10.7	5.5
Gloucester	84		1,007	9	120	12	1,211	21	3.5	3.2
Hudson	137		1,539	3	236	1	1,912	4	5.5	0.6
Hunterdon	36		374	10	62	13	472	23	1.4	3.5
Mercer	101		1,293	29	177	3	1,571	32	4.6	4.9
Middlesex	240		2,490	67	356	9	3,086	76	8.9	11.6
Monmouth	257		2,120	41	259	47	2,636	88	7.6	13.4
Morris	187		1,620	43	208	10	2,015	53	5.8	8.1
Ocean	109		1,265	7	155	6	1,529	13	4.4	2.0
Passaic	120		1,466	11	213	6	1,799	17	5.2	2.6
Salem	26		258	1	39		323	1	0.9	0.2
Somerset	91		934	42	124	9	1,149	51	3.3	7.8
Sussex	68		547	15	71	7	686	22	2.0	3.4
Union	176	1	1,916	30	308	4	2,400	35	7.0	5.3
Warren	27		390	8	51	4	468	12	1.4	1.8
TOTAL	2,716	1	27,978	470	3,802	184	34,496	655	100.0	100.0
Percent of Secondary Certificated Staff	7.9	0.2	81.1	71.7	11.0	28.1	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 30, 1983

COUNTY	S E X				TOTAL NUMBER	N U M B E R B Y											
	MALE		FEMALE			HIGHEST DEGREE HELD					CERTIFICATE HELD						
	Number	Percent	Number	Percent		None	Bachelors	Masters	Doctors	Other	Regular	Provis- ional	Emer- gency	Tempor- ary	Intern	Part- time Voc.	None
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)
Atlantic	181	85.8	30	14.2	211	1	15	175	19	1	211						
Bergen	701	84.1	133	15.9	834	4	25	702	93	10	825	1					8
Burlington	283	79.1	75	20.9	358	2	19	299	38		357						1
Camden	361	80.4	88	19.6	449	5	49	357	38		448						1
Cape May	64	86.5	10	13.5	74	3	2	63	6		74						
Cumberland	100	73.5	36	26.5	136	2	3	122	8	1	136						
Essex	609	70.6	253	29.4	862	3	38	706	113	2	854	1		1			6
Gloucester	163	82.3	35	17.7	198	3	13	160	22		198						
Hudson	283	71.6	112	28.4	395	2	22	348	21	2	388		2				5
Hunterdon	81	87.1	12	12.9	93		3	79	10	1	93						
Mercer	217	74.1	76	25.9	293		13	247	31	2	293						
Middlesex	468	80.4	114	19.6	582		21	490	60	11	580						2
Monmouth	452	78.9	121	21.1	573	4	17	496	55	1	569						4
Morris	393	83.1	80	16.9	473	2	7	413	49	2	471						2
Ocean	266	80.4	65	19.6	331	1	13	302	15		327	1	2				1
Passaic	254	72.6	96	27.4	350	2	12	312	21	3	348		1				1
Salem	59	85.5	10	14.5	69		2	60	7		69						
Somerset	191	81.6	43	18.4	234	1	6	192	33	2	234						
Sussex	124	89.2	15	10.8	139	1	6	115	15	2	138			1			
Union	372	75.9	118	24.1	490	3	13	418	54	2	488						2
Warren	66	88.0	9	12.0	75		7	66	2		74						1
TOTAL	5,688	78.8	1,531	21.2	7,219	39	306	6,122	710	42	7,175	3	5	2			34
Percent						0.5	4.3	84.8	9.8	0.6	99.4	0.0	0.1	0.0			0.5

TABLE VI

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

September 30, 1983

COUNTY	SEX				TOTAL NUMBER	NUMBER BY											
	MALE		FEMALE			HIGHEST DEGREE HELD					CERTIFICATE HELD						
	Number	Percent	Number	Percent		None	Bachelors	Masters	Doctors	Other	Regular	Provis- ional	Emer- gency	Tempor- ary	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	32.5	1,283	67.5	1,900	24	1,490	385	1		1,876	6	13	1	1		3
Bergen	2,836	37.7	4,680	62.3	7,516	66	3,379	3,993	72	6	7,461	23	15	4	2		11
Burlington	1,397	35.8	2,506	64.2	3,903	34	2,727	1,129	12	1	3,876	4	17				6
Camden	1,702	34.8	3,193	65.2	4,895	103	3,457	1,308	19	8	4,795	25	48	16			11
Cape May	295	37.3	495	62.7	790	31	605	154			771	4	12				3
Cumberland	513	33.1	1,039	66.9	1,552	29	1,195	324	4		1,523	12	12				5
Essex	2,608	32.1	5,525	67.9	8,134	76	4,916	3,055	83	4	7,920	129	50	6	2		27
Gloucester	809	36.7	1,398	63.3	2,207	22	1,685	490	10		2,194	4	5	2			2
Hudson	1,457	31.0	3,246	69.0	4,703	77	3,116	1,493	11	6	4,616	44	41				2
Hunterdon	393	36.6	682	63.4	1,075	3	668	398	6		1,069	4	2				
Mercer	905	31.5	1,971	68.5	2,876	44	1,867	950	14	1	2,844	20	10			1	1
Middlesex	2,100	35.6	3,805	64.4	5,905	82	3,346	2,432	34	11	5,806	39	49				11
Monmouth	1,847	33.4	3,690	66.6	5,537	46	3,503	1,961	20	7	5,491	14	15				17
Morris	1,583	35.2	2,910	64.8	4,493	28	2,608	1,838	16	3	4,450	11	5	4	2		21
Ocean	1,284	35.8	2,300	64.2	3,584	46	2,441	1,071	18	8	3,560	6	15				3
Passaic	1,332	30.8	2,994	69.2	4,326	39	2,881	1,383	17	6	4,235	27	48	2	1		13
Salem	278	36.2	491	63.8	769	16	608	145			756	1	10	2			
Somerset	828	37.2	1,400	62.8	2,228	11	1,296	904	17		2,216	2	4	1			5
Sussex	574	38.2	928	61.8	1,502	17	955	521	7	2	1,485	5	2			1	9
Union	1,571	33.3	3,143	66.7	4,714	47	2,583	2,057	24	3	4,657	11	12	2	4		28
Warren	377	38.3	607	61.7	984	11	703	268	2		974	2	3	3			2
TOTAL	25,307	34.3	48,286	65.6	73,593	852	46,029	26,259	387	66	72,575	393	388	43	12	2	180
					Percent	1.2	62.5	35.7	0.5	0.1	98.6	0.5	0.5	0.1	0.0	0.0	0.3

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 30, 1983

COUNTY	SEX				TOTAL NUMBER	NUMBER BY											
	MALE		FEMALE			HIGHEST DEGREE HELD					CERTIFICATE HELD						
	Number	Percent	Number	Percent		None	Bachelors	Masters	Doctors	Other	Regular	Provis- ional	Emer- gency	Tempor- ary	Intern	Part- time Voc.	None
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)
Atlantic	81	25.4	238	74.6	319	10	128	168	3	10	313	4	1				1
Bergen	309	24.8	936	75.2	1,245	14	298	878	48	7	1,231	7	1	1			5
Burlington	144	25.9	411	74.1	555	10	188	340	14	3	549	4					2
Camden	221	27.7	576	72.3	797	8	282	486	15	6	786	5					6
Cape May	44	28.0	113	72.0	157	7	71	78	1		152	1					4
Cumberland	54	22.0	192	78.0	246	6	126	106	5	3	241	3	1				1
Essex	352	24.7	1,071	75.3	1,423	17	433	869	100	4	1,385	23	2	3			10
Gloucester	85	24.4	264	75.6	349	5	154	185	5		347	2					
Hudson	251	30.7	566	69.3	817	22	313	471	7	4	806	6	1		1		3
Hunterdon	41	24.6	126	75.4	167	5	68	87	5	2	166			1			
Mercer	125	23.8	400	76.2	525	13	178	317	14	3	523	1					1
Middlesex	246	24.6	753	75.4	999	12	312	630	32	13	987	4	2				6
Monmouth	199	24.5	614	75.5	813	26	243	513	21	10	804	6		1			2
Morris	183	23.7	589	76.3	772	26	229	499	17	1	763	2		2			5
Ocean	175	29.9	411	70.1	586	19	208	348	5	6	580	4	1				1
Passaic	183	26.4	510	73.6	693	20	248	410	9	6	677	7	3				6
Salem	34	26.0	97	74.0	131	5	61	65			128	2	1				
Somerset	99	27.4	262	72.6	361	3	99	247	12		355	3	1				2
Sussex	52	21.7	188	78.3	240	4	99	132	2	3	236	3					1
Union	235	25.9	672	74.1	907	7	297	583	18	2	899	4	1			1	2
Warren	42	25.5	123	74.5	165	2	72	82	2	7	158	4	1	2			
TOTAL	3,155	25.7	9,112	74.3	12,267	241	4,107	7,494	335	90	12,086	95	16	10	1	1	58
Percent						2.0	33.5	61.1	2.7	0.7	98.5	0.8	0.1	0.1	0.0	0.0	0.5

TABLE VIII

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

September 30, 1983

COUNTY	WHITE*		BLACK*		HISPANIC		AMERICAN INDIAN/ ALASKAN NATIVE		ASIAN OR PACIFIC ISLANDER		TOTAL Administrators/ Supervisors Employed	Minority** Admin./Sup. As % of County Total
	Admin./Sup. Employed	% of Total Admin./Sup. In The County	Admin./Sup. Employed	% of Total Admin./Sup. In The County	Admin./Sup. Employed	% of Total Admin./Sup. In The County	Admin./Sup. Employed	% of Total Admin./Sup. In The County	Admin./Sup. Employed	% of Total Admin./Sup. In The County		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
Atlantic	181	85.8	28	13.3	2	0.9					211	14.2
Bergen	811	97.2	22	2.6	1	0.1					834	2.8
Burlington	329	91.9	28	7.8			1	0.3			358	8.1
Camden	382	85.1	63	14.0	4	0.9					449	14.9
Cape May	70	94.6	4	5.4							74	5.4
Cumberland	119	87.5	16	11.8	1	0.7					136	12.5
Essex	602	69.8	234	27.1	23	2.7	1	0.1	2	0.2	862	30.2
Gloucester	187	94.4	10	5.1	1	0.5					198	5.6
Hudson	350	88.6	32	8.1	13	3.3					395	11.4
Hunterdon	92	98.9							1	1.1	93	1.1
Mercer	233	79.5	56	19.1	4	1.4					293	20.5
Middlesex	551	94.7	28	4.8	3	0.5					582	5.3
Monmouth	538	93.9	29	5.1	5	0.9			1	0.2	573	6.1
Morris	467	98.7	6	1.3							473	1.3
Ocean	326	98.5	3	0.9	2	0.6					331	1.5
Passaic	303	86.6	43	12.3	4	1.1					350	13.4
Salem	64	92.8	4	5.8	1	1.4					69	7.2
Somerset	225	96.2	7	3.0	1	0.4			1	0.4	234	3.8
Sussex	139	100.0									139	0.0
Union	425	86.7	61	12.4	4	0.8					490	13.3
Warren	75	100.0									75	0.0
TOTAL	6,469	89.6	674	9.3	69	1.0	2	0.0	5	0.1	7,219	10.4

*Not of Hispanic Origin

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

NEW JERSEY STATE DEPARTMENT OF EDUCATION

TABLE IX

**RACIAL/ETHNIC DISTRIBUTION OF FULL TIME
CLASSROOM TEACHERS EMPLOYED IN
NEW JERSEY PUBLIC SCHOOL DISTRICTS
BY COUNTY**

September 30, 1983

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	1,603	84.4	271	14.3	18	0.9	1	0.1	7	0.4	1,900	15.6
Bergen	7,253	96.5	185	2.5	42	0.6	5	0.1	31	0.4	7,516	3.5
Burlington	3,543	90.8	333	8.5	20	0.5	2	0.1	5	0.1	3,903	9.2
Camden	4,026	82.2	766	15.6	87	1.8	3	0.1	13	0.3	4,895	17.8
Cape May	751	95.1	35	4.4	4	0.5					790	4.9
Cumberland	1,389	89.5	118	7.6	30	1.9	3	0.2	12	0.8	1,552	10.5
Essex	5,379	66.1	2,431	29.9	287	3.5			37	0.5	8,134	33.9
Gloucester	2,091	94.7	108	4.9	4	0.2	1	0.0	3	0.1	2,207	5.3
Hudson	3,866	82.2	488	10.4	324	6.9			25	0.5	4,703	17.8
Hunterdon	1,063	98.9	5	0.5	3	0.3			4	0.4	1,075	1.1
Mercer	2,301	80.0	518	18.0	45	1.6	1	0.0	11	0.4	2,876	20.0
Middlesex	5,544	93.9	257	4.4	94	1.6	1	0.0	9	0.2	5,905	6.1
Monmouth	5,171	93.4	322	5.8	33	0.6			11	0.2	5,537	6.6
Morris	4,394	97.8	68	1.5	19	0.4	2	0.0	10	0.2	4,493	2.2
Ocean	3,494	97.5	64	1.8	23	0.6			3	0.1	3,584	2.5
Passaic	3,647	84.3	516	11.9	154	3.6	2	0.0	7	0.2	4,326	15.7
Salem	697	90.6	69	9.0	2	0.3	1	0.1			769	9.4
Somerset	2,156	96.8	59	2.6	8	0.4			5	0.2	2,228	3.2
Sussex	1,495	99.5	4	0.3	2	0.1			1	0.1	1,502	0.5
Union	4,088	86.7	514	10.9	97	2.1	1	0.0	14	0.3	4,714	13.3
Warren	976	99.2	5	0.5	2	0.2			1	0.1	984	0.8
TOTAL	64,927	88.2	7,136	9.7	1,298	1.8	23	0.0	209	0.3	73,593	11.8

*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, 1983

COUNTY	WHITE*		BLACK*		HISPANIC		AMERICAN INDIAN/ ALASKAN NATIVE		ASIAN OR PACIFIC ISLANDER		TOTAL	Minority** Ed. Support Services Per. as % of County Total
	Ed. Support Services Personnel Employed	% of Total Educational Support Ser. Per. In County	Ed. Support Services Personnel Employed	% of Total Educational Support Ser. Per. In County	Ed. Support Services Personnel Employed	% of Total Educational Support Ser. Per. In County	Ed. Support Services Personnel Employed	% of Total Educational Support Ser. Per. In County	Ed. Support Services Personnel Employed	% of Total Educational Support Ser. Per. In County	Ed. Support Services Personnel Employed	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
Atlantic	273	85.6	42	13.2	3	0.9			1	0.3	319	14.4
Bergen	1,199	96.3	39	3.1	3	0.2	2	0.2	2	0.2	1,245	3.7
Burlington	509	91.4	47	8.5					1	0.2	555	8.6
Camden	691	86.7	89	11.2	13	1.6			4	0.5	797	13.3
Cape May	151	96.2	6	3.8							157	3.8
Cumberland	210	85.4	26	10.6	7	2.8			3	1.2	246	14.6
Essex	996	70.0	381	26.8	42	3.0			4	0.3	1,423	30.0
Gloucester	328	94.0	21	6.0							349	6.0
Hudson	692	84.7	73	8.9	48	5.9			4	0.5	817	15.3
Hunterdon	166	99.4					1	0.6			167	0.6
Mercer	428	81.5	91	17.3	6	1.1					525	18.5
Middlesex	930	93.1	52	5.2	14	1.4			3	0.3	999	6.9
Monmouth	756	93.0	51	6.3	3	0.4	1	0.1	2	0.2	813	7.0
Morris	753	97.5	14	1.8	1	0.1			4	0.5	772	2.5
Ocean	568	96.9	13	2.2	2	0.3	1	0.2	2	0.3	586	3.1
Passaic	617	89.0	50	7.2	25	3.6			1	0.1	693	11.0
Salem	116	88.5	13	9.9	2	1.5					131	11.5
Somerset	343	95.0	15	4.2	1	0.3			2	0.6	361	5.0
Sussex	239	99.6			1	0.4					240	0.4
Union	765	84.3	120	13.2	15	1.7			7	0.8	907	15.7
Warren	163	98.8			2	1.2					165	1.2
TOTAL	10,891	88.8	1,143	9.3	188	1.5	5	0.0	40	0.3	12,267	11.2

*Not Hispanic Origin

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

NEW JERSEY STATE DEPARTMENT OF EDUCATION

TABLE XI
AGE DISTRIBUTION
ADMINISTRATORS AND SUPERVISORS
NEW JERSEY PUBLIC SCHOOL DISTRICTS
BY COUNTY

September 30, 1983

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			6	64	58	65	18		211
Bergen			20	186	219	285	116	8	834
Burlington			15	98	106	106	31	2	358
Camden			14	120	136	126	50	3	449
Cape May			8	25	18	12	11		74
Cumberland			6	37	31	46	15	1	136
Essex			27	178	212	278	151	16	862
Gloucester			12	65	62	42	16	1	198
Hudson		1	16	115	88	107	58	10	395
Hunterdon			1	41	26	20	5		93
Mercer			6	81	74	87	41	4	293
Middlesex			16	120	186	189	67	4	582
Monmouth			18	150	163	172	67	3	573
Morris			15	120	134	149	54	1	473
Ocean			13	101	112	84	20	1	331
Passaic			9	64	110	107	51	9	350
Salem			4	24	17	12	11	1	69
Somerset			5	52	67	75	32	3	234
Sussex			10	39	48	37	5		139
Union			13	98	132	172	62	13	490
Warren		1	1	24	24	21	3	1	75
TOTAL		2	235	1,802	2,023	2,192	884	81	7,219
Percent in Each Age Group		0.0	3.3	25.0	28.0	30.4	12.2	1.1	

TABLE XII
AGE DISTRIBUTION
CLASSROOM TEACHERS
NEW JERSEY PUBLIC SCHOOL DISTRICTS
BY COUNTY
September 30, 1983

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		78	525	631	343	215	98	10	1,900
Bergen		225	1,296	2,487	1,505	1,374	569	60	7,516
Burlington		161	1,007	1,338	731	485	173	8	3,903
Camden		195	1,318	1,746	771	603	244	18	4,895
Cape May		52	280	233	115	70	37	3	790
Cumberland		48	478	530	257	154	77	8	1,552
Essex		267	1,774	2,670	1,516	1,214	631	62	8,134
Gloucester		141	598	788	362	220	91	7	2,207
Hudson		205	1,498	1,637	622	455	242	44	4,703
Hunterdon		46	268	392	213	111	40	5	1,075
Mercer		130	735	835	526	445	191	14	2,876
Middlesex		214	1,202	2,153	1,159	843	301	33	5,905
Monmouth		186	1,115	2,043	1,046	808	317	22	5,537
Morris		196	858	1,576	933	640	267	23	4,493
Ocean		178	975	1,330	591	373	120	17	3,584
Passaic		189	1,117	1,416	758	562	254	30	4,326
Salem		41	207	244	146	82	45	4	769
Somerset		76	410	775	462	356	141	8	2,228
Sussex		64	409	560	271	158	36	4	1,502
Union		194	1,069	1,475	863	744	338	31	4,714
Warren		58	309	351	136	95	33	2	984
TOTAL		2,944	17,448	25,210	13,326	10,007	4,245	413	73,593
Percent in Each Age Group		4.0	23.7	34.2	18.1	13.6	5.8	0.6	

TABLE XIII

**AGE DISTRIBUTION
EDUCATIONAL SUPPORT SERVICES PERSONNEL
NEW JERSEY PUBLIC SCHOOL DISTRICTS
BY COUNTY**

September 30, 1983

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		9	62	92	58	61	37		319
Bergen		13	133	261	310	345	170	13	1,245
Burlington		8	76	172	117	107	69	6	555
Camden		15	124	255	169	147	81	6	797
Cape May		7	52	40	29	18	10	1	157
Cumberland		4	46	79	47	43	25	2	246
Essex		22	141	333	344	355	193	35	1,423
Gloucester		14	73	87	75	70	28	2	349
Hudson		23	203	267	117	103	87	17	817
Hunterdon		5	30	60	35	27	10		167
Mercer		11	69	133	127	120	60	5	525
Middlesex		11	138	283	238	220	94	15	999
Monmouth		12	111	211	185	208	71	15	813
Morris		4	73	215	209	168	97	6	772
Ocean		16	110	184	122	104	45	5	586
Passaic		12	82	184	162	159	86	8	693
Salem		6	25	29	25	27	18	1	131
Somerset		7	38	83	92	93	42	6	361
Sussex		6	47	68	61	38	18	2	240
Union		10	142	209	200	231	109	6	907
Warren		6	36	49	32	28	14		165
TOTAL		221	1,811	3,294	2,754	2,672	1,364	151	12,267
Percent in Each Age Group		1.8	14.8	26.9	22.4	21.8	11.1	1.2	

TABLE XIV

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

September 30, 1983

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		2		13	28	46	54	48	19		1		211
Bergen	2	13	4	41	98	142	173	190	137	25	7	2	834
Burlington	1	2	1	20	72	78	76	70	29	9			358
Camden		1	3	21	70	116	98	81	50	7	2		449
Cape May				8	19	12	13	11	8	3			74
Cumberland			1	6	17	37	31	22	11	8	3		136
Essex		13	3	30	125	151	177	182	122	45	12	2	862
Gloucester	1	1	2	11	45	37	58	25	15	1	2		198
Hudson		4	3	22	67	92	75	73	34	15	9	1	395
Hunterdon	1	1	1	7	19	20	20	15	7	2			93
Mercer				8	53	72	60	59	26	10	4	1	293
Middlesex	1	2	1	28	59	115	161	130	67	16	2		582
Monmouth	1		3	23	88	113	153	128	50	13	1		573
Morris		3	1	17	67	108	104	110	51	12			473
Ocean		2	4	19	58	80	85	49	28	6			331
Passaic		1		9	44	66	85	88	36	12	5	4	350
Salem			1	5	15	18	12	9	8	1			69
Somerset				16	27	51	48	49	35	5	3		234
Sussex	1	1	1	9	30	29	41	23	3	1			139
Union	1	4		22	59	92	107	94	82	24	5		490
Warren	1			2	15	17	22	12	4		2		75
TOTAL	10	50	29	337	1,075	1,492	1,653	1,468	822	215	58	10	7,219
Percent of State Total	0.1	0.7	0.4	4.7	14.9	20.7	22.9	20.3	11.4	3.0	0.8	0.1	

NEW JERSEY STATE DEPARTMENT OF EDUCATION

TABLE XV

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

September 30, 1983

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	36	147	79	504	472	313	202	105	28	11	3		1,900
Bergen	97	481	168	1,221	1,914	1,689	1,012	591	241	68	26	8	7,516
Burlington	79	327	152	895	1,013	771	413	184	56	12	1		3,903
Camden	103	505	200	1,163	1,307	829	448	230	85	19	5	1	4,895
Cape May	33	98	46	209	198	94	60	36	15		1		790
Cumberland	27	104	68	414	409	266	142	71	36	13	2		1,552
Essex	133	667	280	1,501	2,295	1,532	882	489	235	98	18	4	8,134
Gloucester	63	226	87	516	607	345	214	100	38	10	1		2,207
Hudson	108	428	218	1,356	1,307	690	353	153	57	22	10	1	4,703
Hunterdon	25	86	42	245	290	197	130	43	12	5			1,075
Mercer	63	284	139	667	676	426	335	180	78	22	6		2,876
Middlesex	88	415	194	1,099	1,607	1,290	743	345	96	20	5	3	5,905
Monmouth	121	400	157	1,125	1,547	1,124	639	300	91	30	1	2	5,537
Morris	88	351	116	876	1,231	936	507	248	116	19	3	2	4,493
Ocean	105	348	141	928	982	554	346	123	44	12	1		3,584
Passaic	104	421	168	1,062	1,089	767	421	198	76	16	3	1	4,326
Salem	25	71	24	183	196	123	81	32	28	4	2		769
Somerset	41	154	47	407	575	504	286	138	60	12	2	2	2,228
Sussex	26	148	84	404	376	274	131	40	15	2		2	1,502
Union	135	466	132	969	1,083	853	539	348	141	42	6		4,714
Warren	29	99	40	263	252	168	78	35	16	2	2		984
TOTAL	1,529	6,226	2,582	16,007	19,426	13,745	7,962	3,989	1,564	439	98	26	73,593
Percent of State Total	2.1	8.5	3.5	21.8	26.4	18.7	10.8	5.4	2.1	0.6	0.1	0.0	

TABLE XVI

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

September 30, 1983

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	5	34	12	72	77	49	34	24	9	3			319
Bergen	16	83	25	209	274	265	183	121	49	17	3		1,245
Burlington	11	43	19	116	138	95	69	43	17	3	1		555
Camden	13	53	26	171	226	140	88	50	25	5			797
Cape May	6	19	8	52	35	21	9	4	2	1			157
Cumberland	8	27	7	47	61	51	26	12	4	3			246
Essex	8	104	46	209	345	289	199	125	62	31	2	3	1,423
Gloucester	8	39	13	76	79	62	32	33	5	1	1		349
Hudson	15	65	33	209	197	141	72	40	32	8	3	2	817
Hunterdon	7	14	3	44	39	29	15	12	2	2			167
Mercer	1	44	12	112	115	104	72	40	21	2	1	1	525
Middlesex	12	54	25	185	247	226	164	65	15	6			999
Monmouth	17	47	23	161	202	165	118	55	18	6	1		813
Morris	7	48	16	156	196	186	93	38	24	7	1		772
Ocean	10	38	23	130	173	99	69	26	14	3	1		586
Passaic	17	37	22	116	197	138	87	51	18	5	5		693
Salem	3	11	3	33	25	22	18	10	4	1	1		131
Somerset	5	18	10	66	83	79	58	25	12	5			361
Sussex	8	27	14	57	64	33	22	12	2		1		240
Union	15	70	33	202	177	177	116	66	36	14	1		907
Warren	4	15	8	45	46	21	15	5	3	2	1		165
TOTAL	196	890	381	2,468	2,996	2,392	1,559	857	374	125	23	6	12,267
Percent of State Total	1.6	7.3	3.1	20.1	24.4	19.5	12.7	7.0	3.0	1.0	0.2	0.1	

**CERTIFICATED PERSONNEL ENTERING AND LEAVING
NEW JERSEY PUBLIC SCHOOLS
BY COUNTY AND POSITION DURING
THE PERIOD OCTOBER 1, 1982 AND SEPTEMBER 30, 1983**

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	21	319	320	68	77	411	418
Bergen	60	85	844	1,011	148	215	1,052	1,311
Burlington	26	29	518	611	70	70	614	710
Camden	25	31	578	561	91	91	694	683
Cape May	8	6	88	94	33	24	129	124
Cumberland	6	16	166	194	44	36	216	246
Essex	123	107	991	1,001	223	162	1,337	1,270
Gloucester	17	25	244	237	48	47	309	309
Hudson	46	59	605	560	106	96	757	715
Hunterdon	12	13	126	137	25	27	163	177
Mercer	23	29	392	408	65	92	480	529
Middlesex	49	63	794	938	132	141	975	1,142
Monmouth	43	43	736	724	129	131	908	898
Morris	58	61	602	646	88	105	748	812
Ocean	40	49	540	487	91	79	671	615
Passaic	30	36	486	502	89	86	605	624
Salem	3	10	100	95	20	14	123	119
Somerset	12	17	290	344	49	61	351	422
Sussex	12	13	149	154	28	30	189	197
Union	46	51	720	754	104	111	870	916
Warren	6	3	92	115	16	15	114	133
TOTAL	669	767	9,380	9,893	1,667	1,710	11, 716	12,370

TABLE XVIII

NUMBER OF FULL-TIME CLASSROOM TEACHERS EMPLOYED
BY POSITION (SUBJECT)
ASSIGNED DURING SCHOOL YEAR 1983-84

September 30, 1983

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	782		44	51	171	29	125	32	49	100	56	77	88	245	51	1,900
Bergen	2,554	2	219	197	811	294	583	120	204	532	304	472	446	639	139	7,516
Burlington	1,444		101	112	394	92	282	61	96	266	132	223	206	399	95	3,903
Camden	1,705	1	118	125	559	104	343	97	102	328	149	265	266	538	195	4,895
Cape May	265		16	27	69	14	59	17	19	46	25	41	39	104	49	790
Cumberland	596		35	40	174	29	100	27	43	92	46	72	79	161	58	1,552
Essex	3,292	9	213	218	923	212	529	152	212	498	274	394	394	698	116	8,134
Gloucester	794		62	59	218	47	162	43	70	151	83	122	121	227	48	2,207
Hudson	2,010	16	107	145	668	79	271	94	120	222	112	174	165	430	90	4,703
Hunterdon	425		23	25	98	28	90	18	24	73	41	61	61	82	26	1,075
Mercer	879		70	76	367	88	219	43	81	241	114	150	165	318	65	2,876
Middlesex	1,966	4	146	146	642	171	484	100	185	407	228	348	342	543	193	5,905
Monmouth	2,014	4	144	128	581	162	428	98	151	391	177	330	344	476	109	5,537
Morris	1,433	4	130	117	503	163	332	80	138	352	204	303	291	375	68	4,493
Ocean	1,321	9	115	96	327	88	281	63	117	228	130	155	200	391	63	3,584
Passaic	1,880	12	112	112	444	97	282	91	127	244	125	194	200	319	87	4,326
Salem	301		18	22	66	13	52	17	23	47	27	38	37	82	26	769
Somerset	678		57	59	254	93	185	35	76	178	96	158	142	189	28	2,228
Sussex	546	1	42	39	146	38	119	28	38	95	54	85	82	154	35	1,502
Union	1,477		118	120	593	163	353	85	133	359	186	270	292	459	106	4,714
Warren	376		26	23	95	20	70	13	24	58	27	53	60	116	23	984
TOTAL	26,738	62	1,916	1,937	8,103	2,024	5,349	1,314	2,032	4,908	2,590	3,985	4,020	6,945	1,670	73,593

TABLE XIX

NUMBER OF FULL-TIME BEGINNING* AND REENTERING
CLASSROOM TEACHERS BY POSITION (SUBJECT)
ASSIGNED DURING SCHOOL YEAR 1983-84**

September 30, 1983

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	26		6	2	3	1	4	3	1	6	2	2	3	24	5	88
Bergen	50		1	4	15	5	12	5	5	17	12	11	7	54	6	204
Burlington	39		6	8	5	5	7	2	2	9	8	9	1	43	11	155
Camden	44		5	3	27	3	13	5	5	12	5	13	6	61	19	221
Cape May	10		2	2	1	2	1				3	2	2	20	4	49
Cumberland	10			1	5	1	2	4	2	3	3	2		7	5	45
Essex	117	3	4	3	39	6	14	10	10	18	11	18	5	65	5	328
Gloucester	25		1	3	10	2	3	3	3	5	7	6	2	25	2	97
Hudson	60	1	12	5	21	2	6	3	3	5	4	5	2	42	6	177
Hunterdon	11		1	1	9	1	8	3	1	6	4	4	3	10		62
Mercer	27		1	2	14	7	7	1	1	11	2	7	6	32	5	123
Middlesex	45		2	5	18	5	7	5	4	9	10	7	3	44	18	182
Monmouth	56	2	4	7	20	10	9	6	1	23	7	9	6	37	12	209
Morris	41	2	3	7	15	3	11	3	2	13	15	11	6	38	11	181
Ocean	56	3	5	3	10	5	17	5	5	9	2	6	10	50	5	191
Passaic	50	2	2	3	29	6	6	2	1	9	4	7	3	18	8	150
Salem	12		2	1	1	2	1	1	2	5	1	2		8	4	42
Somerset	10		1	1	7	2	2		4	5	5	5	3	13	2	60
Sussex	14			2	3	1	2	1	2	6	1	2	1	7	4	46
Union	45		2	8	22	4	18	6	2	15	7	11	8	48	5	201
Warren	18		3	1	6		4	1	2	4	2	3	2	9	3	58
TOTAL	766	13	63	72	280	73	154	69	58	190	115	142	79	655	140	2,869

*No Previous Experience

**Former Teachers Reentering

TABLE XX

NUMBER OF FULL-TIME CLASSROOM TEACHER SEPARATIONS*
DURING SCHOOL YEAR 1982-83
AND SUMMER OF 1983

30

September 30, 1983

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	38		8	3	10	1	7	1	1	6	2	4	2	15	5	103
Bergen	119		13	15	54	22	23	14	11	28	23	28	26	41	13	430
Burlington	71		8	8	21	7	17	5	5	15	7	16	8	31	13	232
Camden	51		6	6	25	8	10	8	8	13	4	12	12	30	16	209
Cape May	10		2	2	2	3	3			2	3	3	1	12	6	49
Cumberland	22		2		4	2	2	5	1	6	3	2	3	3	6	61
Essex	109	6	13	8	40	11	28	11	4	26	12	26	18	33	10	355
Gloucester	27		3	7	10	5	4	7	2	5	7	4	5	13	1	100
Hudson	40	3	6	7	19	3	7	2	9	6	3	4	10	9	7	135
Hunterdon	19		1	2	8	3	1	4	2		1	4	5	3	2	55
Mercer	43		3	4	15	10	5	4	5	9	5	8	10	19	5	145
Middlesex	88		10	8	31	13	13	4	13	23	24	17	18	30	19	311
Monmouth	76		15	14	31	7	10	6	9	35	10	12	18	16	3	262
Morris	61	2	12	9	38	10	10	4	13	18	19	19	15	23	10	263
Ocean	32		3	3	25	6	2	6	12	8	4	10	6	17	4	138
Passaic	48	4	5	2	26	8	6	3	4	13	8	8	8	16	9	168
Salem	12	1	2	1	6	2	2	2	1	5		1	1	7	7	50
Somerset	25		4	4	14	6	4	3	4	7	5	2	6	13	3	100
Sussex	24		2	2	4	1	5	1	3	8	2	2	3	16	3	76
Union	68		7	11	38	12	20	13	17	18	11	19	20	38	6	298
Warren	17		2	2	7		3	1	4	2	4	2	3	7	4	58
TOTAL	1,000	16	127	118	428	140	182	104	128	253	157	203	198	392	152	3,598

*Departures from teaching duties

SECTION II

NON-CERTIFICATED STAFF INFORMATION

NON-CERTIFICATED STAFF

This section contains three (3) 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, 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 41,591 full-time non-certificated staff, 40,615 were reported in the non-professional category and 976 in the professional category.

Of the eight (8) support services program areas, Business Services accounted for 24,299 (58.4%) of the non-certificated employed staff. School Administration and Instructional Services accounted for an additional 27%.

TABLE XXII: RACIAL/ETHNIC DISTRIBUTION AND SEX OF FULL-TIME NON-CERTIFICATED STAFF BY COUNTY. Of the total 41,591 full-time non-certificated staff, 19.7% were minority. Of the minority groups, 16.6% or 6,901 were Black, 1,154 or 2.8% were Hispanic and 128 or .5% were other minorities.

Females held the majority of the non-certificated staff positions. Of the total positions, 26,504 or 63.7% were reported filled by females.

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 41,591 to 47,977. Of the 47,977 full-time equivalent assignments, 28,043.9 or 58.5% were in Business Service 7,294.3 or 15.2% were in Instructional Services and 5,279.2 or 11% were in School Administration.

COMPARISON OF SELECTED NON-CERTIFICATED STAFF DATA

ITEM	1981-82	1982-83	1983-84
Total Full-Time Non-Certificated Staff	42,051	42,077	41,591
Racial/Ethnic Distribution			
White	34,191	33,931	33,408
Black	6,724	6,905	6,901
Hispanic	1,029	1,136	1,154
American Indian/Alaskan			
Native and Asian or			
Pacific Islander	108	105	128
Sex			
Female	26,836	26,710	26,504
Male	15,215	15,367	15,087

TABLE XXI
FULL-TIME EQUIVALENT ASSIGNMENTS
OF
FULL-TIME NON-CERTIFICATED PERSONNEL EMPLOYED,
BY SUPPORT SERVICE PROGRAM AREAS
AND COUNTY
SEPTEMBER 30, 1983

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	67.0	818.5	22.0	125.0	116.0	44.0	2.0	29.5	1,224.0	26.0	1,198.0
Bergen	313.2	1,975.3	54.7	511.6	498.9	193.8	3.0	32.5	3,583.0	102.0	3,481.0
Burlington	134.8	1,617.4	41.2	240.0	411.6	104.5	5.0	56.5	2,611.0	31.0	2,580.0
Camden	130.0	1,802.0	20.0	323.0	734.0	122.0	26.0	85.0	3,242.0	60.0	3,182.0
Cape May	46.8	374.2	7.5	61.0	85.0	37.0	0.5	18 ;0	630.0	31.0	599.0
Cumberland	36.0	652.0	28.0	101.0	248.8	32.2	1.0	8.0	1,107.0	13.0	1,094.0
Essex	194.5	3,057.8	144.0	886.5	734.7	203.5	51.0	45.0	5,317.0	172.0	5,145.0
Gloucester	86.0	768.0	20.0	143.5	212.0	46.0	2.0	15.5	1,293.0	19.0	1,274.0
Hudson	108.0	1,490.5	37.0	279.0	371.0	138.5	28.0	37.0	2,489.0	72.0	2,417.0
Hunterdon	37.5	357.0	5.0	67.0	82.5	18.0		8.0	575.0	18.0	557.0
Mercer	109.5	1,103.1	35.4	204.4	477.5	85.1	10.0	56.0	2,081.0	52.0	2,029.0
Middlesex	125.5	1,753.5	65.0	365.3	376.5	167.0	13.2	43.0	2,909.0	64.0	2,845.0
Monmouth	209.5	1,604.5	76.0	350.0	326.5	142.5	6.5	54.5	2,770.0	85.0	2,685.0
Morris	168.0	1,498.5	47.5	278.0	275.0	92.7	3.3	12.0	2,375.0	47.0	2,328.0
Ocean	141.5	1,498.0	40.0	229.5	260.5	114.5	6.0	234.0	2,524.0	26.0	2,498.0
Passaic	242.2	1,117.8	33.0	199.0	207.0	50.0	6.0	35.0	1,890.0	34.0	1,856.0
Salem	23.3	281.0	4.7	57.7	62.0	13.2	4.0	2.1	448.0	15.0	433.0
Somerset	53.5	657.0	25.5	147.3	137.5	63.2	2.0	20.0	1,106.0	18.0	1,088.0
Sussex	52.0	387.0	12.5	87.5	127.0	38.0	1.0	3.0	708.0	25.0	683.0
Union	158.7	1,292.3	42.0	321.2	378.0	110.8	8.0	21.0	2,332.0	55.0	2,277.0
Warren	23.7	193.6	1.6	64.0	70.0	22.1		2.0	377.0	11.0	366.0
TOTAL	2,461.2	24,299.0	762.6	5,041.5	6,192.0	1,838.6	178.5	817.6	41,591.0	976.0	40,615.0

**RACIAL/ETHNIC DISTRIBUTION AND SEX OF
FULL--TIME NON--CERTIFICATED SUPPORT SERVICES PERSONNEL
BY COUNTY
AS OF SEPTEMBER 30, 1983**

COUNTY	RACIAL/ETHNIC DISTRIBUTION					Total Full-Time Non- Certificated Staff	Minority ** as Percent of Full-Time Non- Certificated Staff	SEX	
	White	Black *	Hispanic	American Indian or Alaskan Native	Asian or Pacific Islander			MALE	FEMALE
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
Atlantic	946.0	261.0	15.0		2.0	1,224.0	22.7	373.0	851.0
Bergen	3,312.0	214.0	41.0	5.0	11.0	3,583.0	7.6	1,652.0	1,931.0
Burlington	2,305.0	278.0	17.0	1.0	10.0	2,611.0	11.7	827.0	1,784.0
Camden	2,287.0	770.0	182.0		3.0	3,242.0	29.5	1,021.0	2,221.0
Cape May	558.0	69.0	2.0		1.0	630.0	11.4	195.0	435.0
Cumberland	905.0	102.0	89.0	1.0	10.0	1,107.0	18.2	314.0	793.0
Essex	2,333.0	2,810.0	156.0	3.0	15.0	5,317.0	56.1	1,903.0	3,414.0
Gloucester	1,181.0	104.0	8.0			1,293.0	8.7	369.0	924.0
Hudson	1,854.0	393.0	237.0	2.0	3.0	2,489.0	25.5	997.0	1,492.0
Hunterdon	575.0					575.0		182.0	393.0
Mercer	1,500.0	532.0	40.0	1.0	8.0	2,081.0	27.9	675.0	1,406.0
Middlesex	2,659.0	149.0	94.0		7.0	2,909.0	8.6	1,083.0	1,826.0
Monmouth	2,454.0	288.0	27.0		1.0	2,770.0	11.4	1,043.0	1,727.0
Morris	2,304.0	46.0	20.0	2.0	3.0	2,375.0	3.0	850.0	1,525.0
Ocean	2,447.0	60.0	16.0		1.0	2,524.0	3.1	894.0	1,630.0
Passaic	1,523.0	249.0	103.0	4.0	11.0	1,890.0	19.4	803.0	1,087.0
Salem	387.0	57.0	1.0		3.0	448.0	13.6	133.0	315.0
Somerset	1,014.0	66.0	16.0	1.0	9.0	1,106.0	8.3	412.0	694.0
Sussex	703.0	3.0	1.0		1.0	708.0	0.7	238.0	470.0
Union	1,793.0	445.0	86.0		8.0	2,332.0	23.1	994.0	1,330.0
Warren	368.0	5.0	3.0		1.0	377.0	2.4	129.0	248.0
TOTAL	33,408.0	6,901.0	1,154.0	20.0	108.0	41,591.0	19.7	15,087.0	26,504.0

*NOT HISPANIC

**SUM OF COLUMNS 3, 4, 5 AND 6 DIVIDED BY COLUMN 7.

**FULL-TIME EQUIVALENT ASSIGNMENTS
OF
ALL NON-CERTIFICATED PERSONNEL EMPLOYED,
BY SUPPORT SERVICE PROGRAMS AREAS
AND COUNTY
SEPTEMBER 30, 1983***

COUNTY	SUPPORT SERVICE PROGRAM AREAS								Total FTE of Non- Certificated Personnel
	GENERAL ADMIN- ISTRATION	BUSINESS SERVICES	CENTRAL SERVICES	SCHOOL ADMIN- ISTRATION	INSTRUC- TIONAL SERVICES	PUPIL SERVICES	COMMUNITY SERVICES	OTHER SERVICES	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
Atlantic	72.4	857.6	22.0	125.5	118.1	48.3	2.0	41.1	1,287.0
Bergen	352.6	2,386.8	67.7	557.1	592.5	248.8	7.5	103.8	4,316.8
Burlington	149.0	1,759.7	43.0	248.1	459.7	121.3	6.7	114.0	2,901.5
Camden	148.8	2,226.5	21.0	346.0	835.7	165.9	26.8	108.4	3,879.1
Cape May	53.5	395.4	7.5	61.5	87.9	43.8	0.5	23.0	673.1
Cumberland	42.5	723.4	28.8	104.9	249.8	35.5	1.5	32.6	1,219.0
Essex	202.7	3,303.4	144.0	904.5	760.0	213.4	53.0	132.3	5,713.3
Gloucester	100.7	938.0	27.0	151.1	278.5	54.6	2.0	25.8	1,577.7
Hudson	112.5	1,662.1	38.0	284.1	373.5	147.1	28.0	38.5	2,683.8
Hunterdon	56.8	432.4	5.5	72.7	89.5	22.2		14.0	693.1
Mercer	118.0	1,336.3	39.4	213.6	534.0	92.5	10.0	90.0	2,433.8
Middlesex	135.5	2,252.3	68.8	378.4	538.8	178.9	14.2	153.3	3,720.2
Monmouth	223.8	1,904.2	78.2	367.0	586.0	170.3	6.5	92.9	3,428.9
Morris	214.5	1,741.0	50.2	298.4	399.3	112.6	8.4	25.5	2,849.9
Ocean	155.6	1,596.8	41.0	238.4	269.8	132.0	10.5	257.5	2,701.6
Passaic	249.3	1,265.1	34.1	209.7	229.9	58.1	6.0	50.6	2,102.8
Salem	25.7	310.6	5.0	57.7	66.8	16.0	4.0	10.5	496.3
Somerset	64.8	743.3	27.1	166.8	161.3	76.5	2.8	77.4	1,320.0
Sussex	60.9	449.7	13.0	91.0	163.1	42.0	1.0	11.5	832.2
Union	174.6	1,534.6	46.6	335.5	419.2	137.7	9.0	58.0	2,715.2
Warren	29.2	224.7	2.7	67.2	80.9	24.3		2.7	431.7
TOTAL	2,743.4	28,043.9	810.6	5,279.2	7,294.3	2,141.8	200.4	1,463.4	47,977.0
PERCENT STAFF EACH PROGRAM AREA	5.7	58.5	1.7	11.0	15.2	4.5	0.4	3.1	

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

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 service 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 in the community as belonging to. However, no person should be counted in more than one racial/ethnic category. The categories are: White, Not 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.

Statistical Services: Directing and managing; statistical analysis service; statistical reporting, etc.

APPENDIX

(SURVEY INSTRUMENTS USED TO

COLLECT STAFF DATA)

NJDE 911-471
 HIS 03E003 PART 1
 FALL REPORT

REPORT OF CERTIFICATED STAFF EMPLOYED **
 AS OF SEPTEMBER 30, 1983

STATE OF NEW JERSEY - DEPARTMENT OF EDUCATION
 DIVISION OF ADMINISTRATION
 OFFICE OF MANAGEMENT INFORMATION

PAGE ____ OF ____																				
CO CODE \	COUNTY	DIST CODE			DISTRICT				SCH CODE				SCHOOL				TYPE			
SOCIAL SECURITY	LAST	NAME			SEX/ RACE	YOB	EDUC		EXPERIENCE				SALARY	TYPE	JOB CODE	PTE	MOBILITY		PED CODE	REMARKS
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	

FALL REPORT
1983REPORT OF NON-CERTIFICATED SUPPORT SERVICES PERSONNEL
EMPLOYED BY NEW JERSEY PUBLIC SCHOOL DISTRICTSPART II
SEPTEMBER 30, 1983MIS 03E007
Exp. Date 6/30/85

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County		District		School		Type											
Code		Code		Code		Code											
ITEM	SUPPORT SERVICE PROGRAM AREAS EMPLOYING NON-CERTIFICATED PERSONNEL	TOTAL Cols. 3 + 4 + 5 = Col. 6			TOTAL FULL TIME NON-CERTIFICATED PERSONNEL	NUMBER OF FULL TIME NON-CERTIFICATED PERSONNEL COLUMNS 7 THRU 16 = COLUMN 6										ITEM	TOTAL PART TIME NON-CERTIFICATED PERSONNEL
		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)
A	GENERAL ADMINISTRATION AREA																
A1	Board of Education Personnel															A1	
A2	Executive Administration Personnel															A2	
B	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	
C	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	
C6	Data Processing Services Personnel															C6	
D	SCHOOL ADMINISTRATION SERVICES																
D1	Office of the Principal Personnel															D1	
E	INSTRUCTIONAL SERVICES																
E1	Improvement of Instruction Personnel															E1	
E2	Educational Library/Media Personnel															E2	
E3	Instructional Aides															E3	
F	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	
G1	COMMUNITY SERVICES PERSONNEL															G1	
H1	OTHER SUPPORT SERVICES PERSONNEL															H1	
J1	TOTAL NON-CERTIFICATED PERSONNEL															J1	

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*Non-Hispanic

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THANK YOU FOR YOUR HELP,
NEW JERSEY STATE DEPARTMENT
OF EDUCATION, DIVISION OF
ADMINISTRATION/ISS

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