Staffing losses have been significant. Experienced certificated staff are positioned last in salary comparison to other MD systems. Multiple factors impact the school system relative to staffing.
Since 2009, how many budgeted positions have been lost as a direct result of funding constraints?
Why 96 budgeted positions?

- Layoffs
- Retirements
- Resignations
- Other separations
Intervention
Art
Elementary
Driver’s Education
Masonry
Custodians
Instructional Assistants
Food Service
RANKING

Out of twenty-four (24) Maryland school systems, where do beginning GCPS teachers rank in salary?
EXPERIENCE

GCPS teachers with 1-5 years experience?

23

7%
RANKING

Out of twenty-four (24) Maryland school systems, where do experienced GCPS teachers with 20+ years rank in salary?
EXPERIENCE

GCPS teachers with 20+ years experience?

144

44%
RANKING

GCPS school-based administration with 20+ years rank in salary?

24th
EXPERIENCE

GCPS school-based principals with 20+ years experience?

7 39%
FACTORS

- Perception
- Supply and Demand
- Geography
- Aging Workforce
- Staffing Costs
- Collective Bargaining
- Workforce Supply and Demand
TEACHER STAFFING PATTERNS

NEW HIRES

2002
Experienced Teachers 3,068
Beginning Teachers 4,377

2012
Experienced Teachers 1,353
Beginning Teachers 2,342

Difference
Experienced Teachers 1,715 55.8%
Beginning Teachers 2,035 46.4%
NEW HIRES

<table>
<thead>
<tr>
<th></th>
<th>2002</th>
<th>2012</th>
<th>Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>In-State</td>
<td>3402</td>
<td>1526</td>
<td>1876</td>
</tr>
<tr>
<td>Out-of-State</td>
<td>3893</td>
<td>2169</td>
<td>1724</td>
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<tr>
<td>Difference</td>
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<tr>
<td>In-State</td>
<td>55.1%</td>
<td></td>
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<tr>
<td>Out-of-State</td>
<td>44.2%</td>
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# Critical Shortage/Candidate Supply

<table>
<thead>
<tr>
<th>Critical Shortage Areas</th>
<th>2012-2013 MD Candidate Supply</th>
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<tbody>
<tr>
<td>Technology Education</td>
<td>2 teachers</td>
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<tr>
<td>Spanish</td>
<td>27 teachers</td>
</tr>
<tr>
<td>Math (7-12)</td>
<td>81 teachers</td>
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<tr>
<td>Chemistry</td>
<td>15 teachers</td>
</tr>
<tr>
<td>Biology</td>
<td>68 teachers</td>
</tr>
<tr>
<td>Physical Science</td>
<td>1 teacher</td>
</tr>
<tr>
<td>Physics</td>
<td>8 teachers</td>
</tr>
<tr>
<td>Special Education</td>
<td>676 teachers</td>
</tr>
</tbody>
</table>

**Males:** 22.3%  
**Females:** 77.7%