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TRENDS IN GEORGIA SCHOOL STAFFING 2001-2012

Between 2001 and 2012, the attrition from the recession has meant that Georgia's teachers are more likely to have an advanced degree and have more years of teaching experience. During this time, teachers also experienced flat or decreasing real wages (on average) and taught with fewer paid contract days. Statewide, administrators have also become responsible for more students, experienced fewer contract days, and are increasingly more likely to hold an advanced degree. These trends pre-date the recession but continued or accelerated in recent years as many districts were forced to decrease their number of full time equivalent positions under fiscal pressure. As a result, a public school student in 2012 was less likely to have a newly hired teacher or administrator or one that does not have an advanced degree. They are also more likely to experience larger classroom sizes and fewer school administrators per student.¹

This brief is based on the Georgia Department of Education Certified Personnel Information (CPI) data files for the years of 2001 through 2012. The definitions of positions included in administration and teaching are described in Table A-2. Full time equivalent student data was also obtained from the Georgia Department of Education. The positions described exclude employees assigned to facilities without students, transportation, central office, or maintenance facilities, are a few examples. The inflation rate used in this report was the national price

index for state and local government consumption expenditures (Table 3.9.4) obtained from the Bureau of Economic Analysis.

Over 7,800 full time equivalent teaching positions were eliminated during the recession representing a 6.7 percent decline (Table 1). These changes varied by district and geographic area (Table A-1 and Figure A-1, respectively). Georgia's student population grew modestly at 0.52 percent annually at the same time increasing the demand on the remaining teachers. In 2001 less than 10 percent of Georgia's teachers had an advanced degree but that share doubled by 2012. Real per FTE teacher salaries declined during the recession by 15 percent as fewer teachers were asked to teach more students at a similar level of nominal compensation. Contract days were also eliminated leaving less paid days for teachers.

By 2012, 65.8 percent of Georgia's administrators had an advanced degree, up from 58.5 percent in 2001; with most of the change occurring in the percent with a PhD (Table 2). There was a decline of 360 full time equivalent administrator positions between 2010 and 2012. This decrease in positions likely contributed to the existing trends toward higher qualification and more experience at similar average compensation. Much like teachers, nominal average annual salaries increased until 2009 and then decreased until 2012. Administration represents a much smaller number of

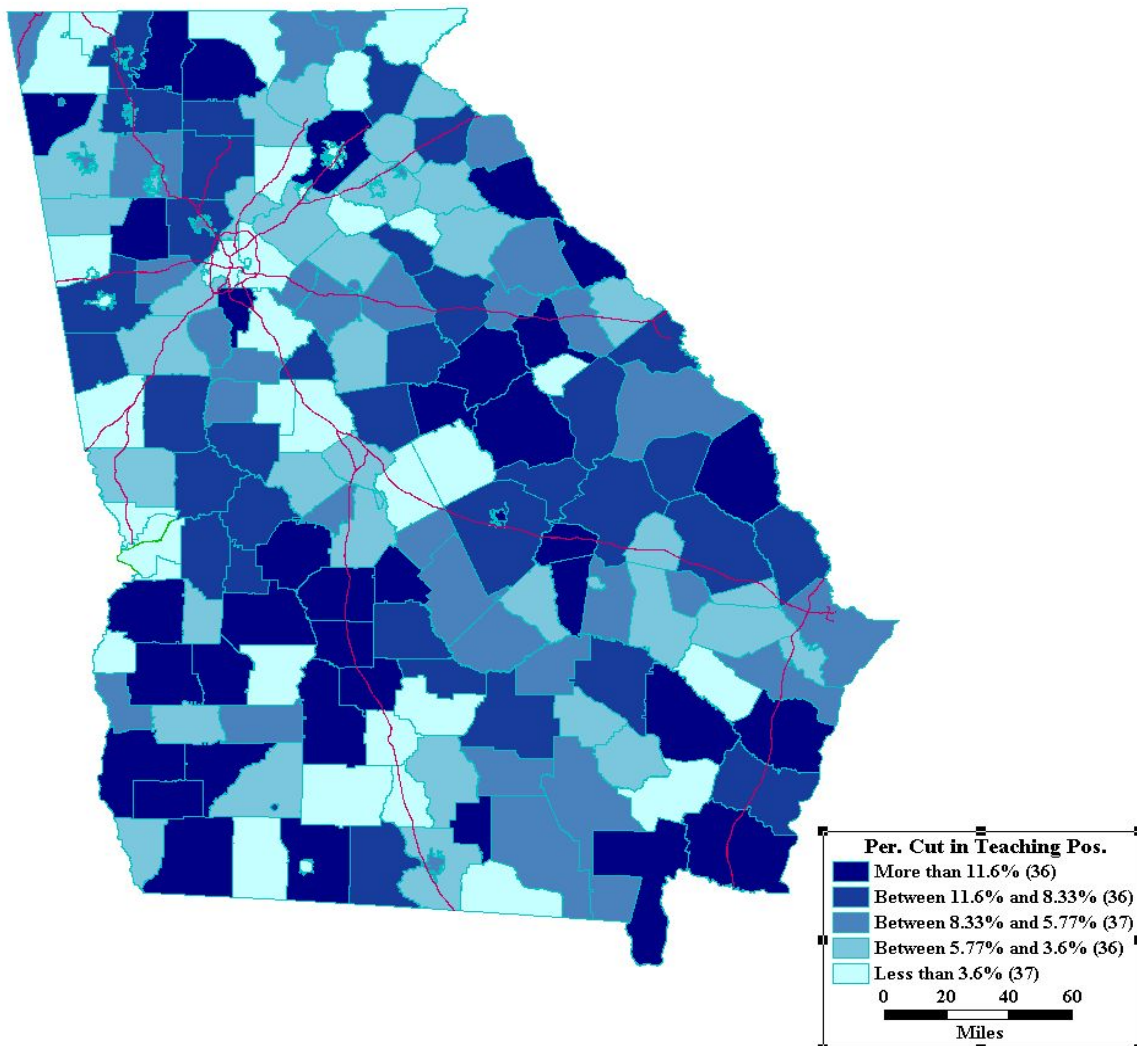
TABLE 1. GEORGIA TEACHER EMPLOYMENT 2001-2012

| | ---Qualifications--- | | | -----Experience----- | | | -----Salaries----- | | |
|------|----------------------|-----------------|-------------|----------------------|------------------------|--------------------|-----------------------|-------------------------|-----------------------|
| | Total Positions | Percent Masters | Percent PhD | New Hire | Between 1 and 10 Years | More Than 10 Years | Real Per FTE Salaries | Average Annual Salaries | Average Contract Days |
| 2001 | 91,699 | 8.9% | 0.8% | 6.5% | 42.3% | 51.2% | \$3,980 | \$42.1k | 190.4 |
| 2002 | 95,762 | 8.9% | 0.9% | 7.2% | 42.3% | 50.5% | \$4,167 | \$43.9k | 190.4 |
| 2003 | 99,904 | 9.3% | 0.9% | 6.1% | 44.0% | 49.9% | \$4,247 | \$45.4k | 190.4 |
| 2004 | 101,308 | 10.2% | 1.0% | 6.1% | 43.9% | 50.0% | \$4,102 | \$45.8k | 191.0 |
| 2005 | 102,738 | 11.0% | 1.1% | 6.0% | 43.7% | 50.3% | \$3,886 | \$46.4k | 190.4 |
| 2006 | 105,937 | 11.5% | 1.2% | 6.8% | 43.2% | 50.0% | \$3,843 | \$48.2k | 190.6 |
| 2007 | 111,272 | 12.2% | 1.2% | 7.5% | 43.3% | 49.2% | \$3,878 | \$49.8k | 190.5 |
| 2008 | 114,938 | 13.0% | 1.4% | 6.7% | 44.4% | 48.9% | \$3,859 | \$51.5k | 190.5 |
| 2009 | 116,847 | 14.2% | 1.5% | 5.5% | 45.0% | 49.5% | \$4,039 | \$52.8k | 190.5 |
| 2010 | 114,116 | 16.3% | 1.7% | 3.0% | 44.9% | 52.1% | \$3,847 | \$53.2k | 190.1 |
| 2011 | 110,515 | 18.0% | 1.9% | 3.3% | 42.0% | 54.7% | \$3,553 | \$52.8k | 188.7 |
| 2012 | 109,009 | 19.2% | 2.0% | 4.2% | 39.8% | 56.0% | \$3,432 | \$53.0k | 189.1 |

TABLE 2. GEORGIA ADMINISTRATION STAFFING 2001-2012

| | ---Qualifications--- | | | -----Experience----- | | | -----Salaries----- | | |
|------|----------------------|-----------------|-------------|----------------------|------------------------|--------------------|-----------------------|-------------------------|-----------------------|
| | Total Positions | Percent Masters | Percent PhD | New Hire | Between 1 and 10 Years | More Than 10 Years | Real Per FTE Salaries | Average Annual Salaries | Average Contract Days |
| 2001 | 5,080 | 48.8% | 9.7% | 0.55% | 15.5% | 84.0% | \$351 | \$67.0k | 216.4 |
| 2002 | 5,212 | 47.1% | 9.4% | 0.52% | 17.6% | 81.9% | \$362 | \$70.1k | 216.4 |
| 2003 | 5,400 | 45.8% | 9.8% | 0.32% | 18.1% | 81.5% | \$368 | \$72.8k | 215.9 |
| 2004 | 5,546 | 45.3% | 10.4% | 0.67% | 18.7% | 80.7% | \$357 | \$72.9k | 215.6 |
| 2005 | 5,704 | 45.5% | 11.1% | 0.55% | 18.8% | 80.6% | \$342 | \$73.6k | 215.4 |
| 2006 | 6,011 | 45.5% | 11.2% | 0.42% | 18.7% | 80.9% | \$342 | \$75.7k | 215.1 |
| 2007 | 6,304 | 45.6% | 11.6% | 0.48% | 18.5% | 81.0% | \$346 | \$78.5k | 215.2 |
| 2008 | 6,560 | 48.1% | 12.6% | 0.36% | 17.2% | 82.5% | \$346 | \$81.0k | 215.5 |
| 2009 | 6,749 | 49.7% | 13.1% | 0.32% | 15.0% | 84.7% | \$367 | \$83.1k | 215.9 |
| 2010 | 6,862 | 50.5% | 14.0% | 0.43% | 14.1% | 85.5% | \$359 | \$82.4k | 214.4 |
| 2011 | 6,596 | 50.1% | 14.8% | 0.43% | 13.9% | 85.6% | \$328 | \$81.7k | 212.8 |
| 2012 | 6,502 | 50.5% | 15.3% | 0.49% | 13.4% | 86.1% | \$316 | \$81.8k | 213.6 |

FIGURE A-1. PERCENT CHANGE IN DISTRICT TEACHING POSITIONS 2009 THROUGH 2012



NOTE: The number of fulltime equivalent teaching positions in 2012 minus the number in 2009 divided by the number in 2009.

TABLE A-1. PERCENT CHANGE IN DISTRICT TEACHING POSITIONS 2009 THROUGH 2012

| District Name | Percent Change | District Name | Percent Change | District Name | Percent Change |
|------------------------|-----------------------|----------------------|-----------------------|----------------------|-----------------------|
| Appling County | -9.4% | Clarke County | -0.1% | Fulton County | -5.2% |
| Atkinson County | -6.4% | Clay County | -7.7% | Gainesville City | 1.5% |
| Atlanta Public Schools | -3.6% | Clayton County | -14.9% | Gilmer County | -16.3% |
| Bacon County | -5.3% | Clinch County | -8.3% | Glascocock County | -3.5% |
| Baker County | -37.8% | Cobb County | -10.5% | Glynn County | -8.5% |
| Baldwin County | -11.7% | Coffee County | -10.5% | Gordon County | -8.9% |
| Banks County | -5.5% | Colquitt County | -0.5% | Grady County | -2.3% |
| Barrow County | -3.0% | Columbia County | -4.8% | Greene County | -9.2% |
| Bartow County | -8.3% | Commerce City | -7.8% | Gwinnett County | -5.8% |
| Ben Hill County | -10.7% | Cook County | -3.1% | Habersham County | -8.3% |
| Berrien County | -4.8% | Coweta County | -5.3% | Hall County | -11.7% |
| Bibb County | -4.9% | Crawford County | -4.9% | Hancock County | -19.2% |
| Bleckley County | -8.3% | Crisp County | -12.7% | Haralson County | -2.0% |
| Brantley County | -3.5% | Dade County | -7.7% | Harris County | -5.3% |
| Bremen City | 7.4% | Dalton City | -8.5% | Hart County | -8.2% |
| Brooks County | -10.7% | Dawson County | -4.1% | Heard County | -10.5% |
| Bryan County | -4.8% | Decatur City | 13.8% | Henry County | -1.8% |
| Buford City | -2.5% | Decatur County | -13.0% | Housing County | -4.4% |
| Bulloch County | -11.0% | DeKalb County | -3.5% | Irwin County | -3.3% |
| Burke County | -7.3% | Dodge County | -6.0% | Jackson County | -3.7% |
| Butts County | -9.1% | Dooly County | -16.2% | Jasper County | -3.6% |
| Calhoun City | -7.2% | Dougherty County | -6.8% | Jeff Davis County | -6.7% |
| Calhoun County | -4.5% | Douglas County | -7.9% | Jefferson City | -5.3% |
| Camden County | -15.6% | Dublin City | -11.6% | Jefferson County | -9.7% |
| Candler County | -4.0% | Early County | -13.3% | Jenkins County | -10.4% |
| Carroll County | -11.6% | Echols County | 4.2% | Johnson County | -9.1% |
| Carrollton City | 3.6% | Effingham County | -9.6% | Jones County | -10.9% |
| Cartersville City | -3.9% | Elbert County | -21.4% | Lamar County | 3.0% |
| Catoosa County | -1.3% | Emanuel County | -10.2% | Lanier County | -12.8% |
| Charlton County | -13.6% | Evans County | -7.2% | Laurens County | -11.0% |
| Chatham County | -6.6% | Fannin County | -2.1% | Lee County | -2.6% |
| Chattahoochee County | 7.0% | Fayette County | -6.9% | Liberty County | -7.1% |
| Chattooga County | -22.6% | Floyd County | -4.9% | Lincoln County | -14.4% |
| Cherokee County | -8.9% | Forsyth County | 1.2% | Long County | 6.2% |
| Chickamauga City | -2.9% | Franklin County | -10.7% | Lowndes County | -3.8% |

Table A-1 continues next page...

TABLE A-1 (CONT.). PERCENT CHANGE IN DISTRICT TEACHING POSITIONS 2009 THROUGH 2012

| District Name | Percent Change | District Name | Percent Change | District Name | Percent Change |
|----------------------|-----------------------|------------------------|-----------------------|----------------------|-----------------------|
| Macon County | -14.1% | Pulaski County | -14.2% | Tift County | 1.2% |
| Lumpkin County | -4.8% | Putnam County | -9.7% | Toombs County | -7.8% |
| Madison County | -5.5% | Quitman County | 30.7% | Towns County | -6.4% |
| Marietta City | -8.3% | Rabun County | -3.0% | Treutlen County | -18.5% |
| Marion County | -11.5% | Randolph County | -36.7% | Trion City | -6.9% |
| McDuffie County | -8.2% | Richmond County | -11.3% | Troup County | -1.0% |
| McIntosh County | -13.9% | Rockdale County | -7.9% | Turner County | -17.3% |
| Meriwether County | -11.5% | Rome City | -6.1% | Twiggs County | 2.3% |
| Miller County | -23.2% | Schley County | -11.4% | Union County | -6.1% |
| Mitchell County | -5.7% | Screven County | -18.6% | Valdosta City | -7.0% |
| Monroe County | 1.6% | Seminole County | -4.2% | Vidalia City | -5.7% |
| Montgomery County | -14.5% | Social Circle City | -8.1% | Walker County | -1.6% |
| Morgan County | -5.8% | Spalding County | -8.3% | Walton County | -4.1% |
| Murray County | -16.6% | Stephens County | -4.8% | Ware County | -6.7% |
| Muscogee County | -2.2% | Stewart County | -14.1% | Warren County | -14.9% |
| Newton County | -7.5% | Sumter County | -22.4% | Washington County | -12.4% |
| Oconee County | -8.7% | Talbot County | -9.1% | Wayne County | -12.1% |
| Oglethorpe County | -5.4% | Taliaferro County | -7.9% | Webster County | -3.6% |
| Paulding County | -13.7% | Tattnall County | -5.6% | Wheeler County | -3.7% |
| Peach County | -6.4% | Taylor County | -11.5% | White County | -3.0% |
| Pelham City | -10.3% | Telfair County | -7.0% | Whitfield County | -8.4% |
| Pickens County | -8.7% | Terrell County | -19.3% | Wilcox County | -9.0% |
| Pierce County | -5.0% | Thomas County | -12.5% | Wilkes County | -5.9% |
| Pike County | -7.8% | Thomaston-Upson County | -10.2% | Wilkinson County | -1.4% |
| Polk County | -5.6% | Thomasville City | 2.0% | Worth County | -12.4% |

TABLE A-2. ADMINISTRATOR AND TEACHER CERTIFIED POSITION DEFINITIONS

| CPI Code Numbers | Title |
|-----------------------------|------------------------------------------------------|
| <i>Administrators</i> | |
| 600 | System Superintendent |
| 601-649 | Administrative Supervisory Personnel |
| 650 | Director of Psychoeducational Program |
| 651 | Even Start Director |
| 660 | Director of Georgia Learning Resources System (GLRS) |
| 665 | Director of Child Serve |
| 670, 671 | Vocational Director |
| 672 | Vocational Supervisor |
| 673 | Youth Apprenticeship Director |
| 675 | Adult Education Director/Coordinator |
| 680 | Athletics Director |
| <i>PK-12 Teachers</i> | |
| 085-120 | Regular Instructional Personnel |
| 121 | Crossroads Alternative School Teacher |
| 122 | In-School Suspension (ISS) Teacher |
| 130 | Instructional Specialists |
| 131-133 | EIP Teachers |
| 135 | Literacy Coach |
| 141, 158-171 | Special Education Teacher |
| 142 | Related Vocational Instruction Personnel |
| 144 | ESOL Teacher |
| 145 | Hospital/Homebound Instruction Personnel |
| 146-148 | Gifted Instruction Personnel |
| 149 | Adapted Physical Education Teachers |
| 150 | Vocational Instruction Teachers |
| 151 | Young Farmer Teachers |
| 153 | Psycho-Educational Teachers |
| 154 | Night High School Teachers |
| 155 | Adult Education Teachers |
| 156-157 | Other Instructional Providers |
| 190 | Teacher Alternative Preparation Program |

“Personnel and Fiscal Sources” Governor’s Office of Student Achievement, accessed December 19th, 2013, <http://gosa.georgia.gov/personnel-and-fiscal>.

Statewide positions, and many schools in Georgia likely have only a few administrators employed. Systems were still able to eliminate 5.2 percent of the full time equivalent positions during the recession, a similar, but smaller, percentage compared to the cut in teachers.

Conclusion

The Great Recession and the subsequent reduction in available revenue for public education forced cuts in Georgia teacher and administration positions. These cuts in positions accelerated the already existing trend towards more educated and experienced teachers working in Georgia's schools. While students are likely facing larger class sizes and fewer administrators in their school and district post-recession, the remaining staff is more likely to have a higher degree and more years of relevant experience.

NOTE

1. Average classroom size as measured by the school FTE to teacher and administrator ratios, these data are not included but are available.

ABOUT THE AUTHOR

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