

APPENDIX IV-13

Certificated Attrition Reasons SY19-20												
Reason	White		Af. Am.		Hisp.		Nat. Am.		Asian or P.I.		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
Contract DAC		1.4%	0	0.0%	3	3.4%	0	0.0%	0	0.0%	7	1.6%
Documentation	2	0.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.5%
Deceased	2	0.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.5%
End Temp Pos	14	4.9%	3	14.3%	3	3.4%	0	0.0%	3	13.6%	23	5.4%
Job Abandon	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
LOA No Return	3	1.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	0.7%
Non Renew	16	5.6%	1	4.8%	7	7.9%	1	11.1%	3	13.6%	28	6.6%
Other Employmnt	50	17.5%	2	9.5%	12	13.5%	3	33.3%	4	18.2%	71	16.7%
Performance	0	0.0%	0	0.0%	1	1.1%	0	0.0%	1	4.5%	2	0.5%
Personal	139	48.8%	15	71.4%	37	41.6%	4	44.4%	10	45.5%	205	48.1%
Retire	52	18.2%	0	0.0%	25	28.1%	1	11.1%	1	4.5%	79	18.5%
Sep Agreement	3	1.1%	0	0.0%	1	1.1%	0	0.0%	0	0.0%	4	0.9%
Total	285	66.9%	21	4.9%	89	20.9%	9	2.1%	22	5.2%	426	100.0%