

# **EXHIBIT 4**

## Texas School Personnel by Ethnicity

Title	race	FTE COUNT	HEAD COUNT
ASSISTANT PRINCIPAL	American Indian or Alaska Nat	44.2671	47
ASST/ASSOC/DEPUTY SUPERINTEND.	American Indian or Alaska Nat	5	5
ATHLETIC DIRECTOR	American Indian or Alaska Nat	3.5	4
DEPARTMENT HEAD	American Indian or Alaska Nat	3.5391	10
DIR -PERSONNEL/HUMAN RESOURCES	American Indian or Alaska Nat	3	3
DIST INSTR PGM DIR OR EXC DIR PRINCIPAL	American Indian or Alaska Nat	12.3738	13
SUPERINTENDENT/CAO/CEO/PRESNT	American Indian or Alaska Nat	34	34
ATHLETIC TRAINER	American Indian or Alaska Nat	4.2738	5
AUXILIARY	American Indian or Alaska Nat	1.6816	4
BUSINESS MANAGER	American Indian or Alaska Nat	789.2419	873
CERTIFIED INTERPRETER	American Indian or Alaska Nat	3	3
COUNSELOR	American Indian or Alaska Nat	1.9893	2
EDUCATIONAL AIDE	American Indian or Alaska Nat	51.75	53
EDUCATIONAL DIAGNOSTICIAN	American Indian or Alaska Nat	258.8296	265
LIBRARIAN	American Indian or Alaska Nat	16.508	17
LSSP/PSYCHOLOGIST	American Indian or Alaska Nat	14.9002	17
OCCUPATIONAL THERAPIST	American Indian or Alaska Nat	5.4947	6
OTHER CAMP PROF PERSONNEL	American Indian or Alaska Nat	2.4171	3
OTHR NON-INSTR DISTRICT	American Indian or Alaska Nat	14.9214	16
PHYSICAL THERAPIST	American Indian or Alaska Nat	51.1598	53
REGISTRAR	American Indian or Alaska Nat	0.385	1
SCHOOL NURSE	American Indian or Alaska Nat	0.9893	1
SOCIAL WORKER	American Indian or Alaska Nat	17.9465	18
SPEECH THRPT/SPEECH-LANG PATH	American Indian or Alaska Nat	2	2
WORK-BASED LEARNING SITE COOR	American Indian or Alaska Nat	13.9092	14
TEACHER	American Indian or Alaska Nat	0.342	2
TEACHER FACILITATOR	American Indian or Alaska Nat	1310.7013	1,331
TEACHER SUPERVISOR	American Indian or Alaska Nat	19.0185	20
TRUANT OFF/VISIT TEACHER	American Indian or Alaska Nat	6	6
ASSISTANT PRINCIPAL	Asian	1	1
ASST/ASSOC/DEPUTY SUPERINTEND.	Asian	59.3131	64
ATHLETIC DIRECTOR	Asian	4	4
COORDINATOR/MANAGER/SUPERVISOR	Asian	1	1
DEPARTMENT HEAD	Asian	1	1
DIST INSTR PGM DIR OR EXC DIR	Asian	7.5713	12
PRINCIPAL	Asian	16.4059	18
SUPERINTENDENT/CAO/CEO/PRESNT	Asian	38.0413	41
ATHLETIC TRAINER	Asian	8	9
AUXILIARY	Asian	3.6639	4
BUSINESS MANAGER	Asian	2961.2274	3,325
CERTIFIED INTERPRETER	Asian	11	11
	Asian	1.5198	2

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Title	race	FTE COUNT	HEAD COUNT
COUNSELOR	Asian	51.0766	52
EDUCATIONAL AIDE	Asian	628.3605	650
EDUCATIONAL DIAGNOSTICIAN	Asian	26.2892	27
LIBRARIAN	Asian	24.6784	25
LSSP/PSYCHOLOGIST	Asian	27.5001	28
MUSIC THERAPIST	Asian	3	3
OCCUPATIONAL THERAPIST	Asian	13.9895	14
ORIENTATN/MOBILITY SPEC (COMS)	Asian	1.9999	2
OTHER CAMP PROF PERSONNEL	Asian	75.1844	85
OTHER ESC PROFESSIONAL PERSONN	Asian	3	3
OTHR NON-INSTR DISTRICT	Asian	279.8607	287
PHYSICAL THERAPIST	Asian	10.1325	12
PSYCHOLOGICAL ASSOCIATE	Asian	3	3
REGISTRAR	Asian	5	5
SCHOOL NURSE	Asian	60.4115	63
SOCIAL WORKER	Asian	4	4
SPEECH THRPT/SPEECH-LANG PATH	Asian	45.2705	49
WORK-BASED LEARNING SITE COOR	Asian	0.7069	2
SUBSTITUTE TEACHER	Asian	9.5505	10
TEACHER	Asian	4271.9279	4,337
TEACHER FACILITATOR	Asian	43.0239	48
TEACHER SUPERVISOR	Asian	15.5835	17
TRUANT OFF/VISIT TEACHER	Asian	1	1
ASSISTANT PRINCIPAL	Black or African American	1435.9885	1,476
ASST/ASSOC/DEPUTY SUPERINTEND.	Black or African American	87.1944	89
ATHLETIC DIRECTOR	Black or African American	44.7319	60
COORDINATOR/MANAGER/SUPERVISOR	Black or African American	1	1
DEPARTMENT HEAD	Black or African American	69.3992	112
DIR -PERSONNEL/HUMAN RESOURCES	Black or African American	39.2353	40
DIST INSTR PGM DIR OR EXC DIR	Black or African American	176.7856	178
PRINCIPAL	Black or African American	872.2084	892
SUPERINTENDENT/CAO/CEO/PRESNT	Black or African American	69.342	74
ART THERAPIST	Black or African American	0.1527	2
ATHLETIC TRAINER	Black or African American	37.0525	51
AUDIOLOGIST	Black or African American	4.5	5
AUXILIARY	Black or African American	22778.5117	25,570
BUSINESS MANAGER	Black or African American	33.0507	35
CERTIFIED INTERPRETER	Black or African American	22.4437	23
CORRECTIVE THERAPIST	Black or African American	4.9999	5
COUNSELOR	Black or African American	1435.5607	1,498
EDUCATIONAL AIDE	Black or African American	8694.5175	8,903
EDUCATIONAL DIAGNOSTICIAN	Black or African American	343.8652	350

## Texas School Personnel by Ethnicity

Title	race	FTE COUNT	HEAD COUNT
LIBRARIAN	Black or African American	214.3097	225
LSSP/PSYCHOLOGIST	Black or African American	104.9395	107
MUSIC THERAPIST	Black or African American	1	1
OCCUPATIONAL THERAPIST	Black or African American	21.2277	23
ORIENTATN/MOBILITY SPEC (COMS)	Black or African American	4.2871	5
OTHER CAMP PROF PERSONNEL	Black or African American	933.6314	1,023
OTHER ESC PROFESSIONAL PERSONN	Black or African American	3	3
OTHR NON-INSTR DISTRICT	Black or African American	1977.0733	2,060
PHYSICAL THERAPIST	Black or African American	7.0003	7
PSYCHOLOGICAL ASSOCIATE	Black or African American	5.861	6
RECREATIONAL THERAPIST	Black or African American	2	2
REGISTRAR	Black or African American	49.0251	52
SCHOOL NURSE	Black or African American	575.143	586
SOCIAL WORKER	Black or African American	122.8594	125
SPECIALIST/CONSULTANT	Black or African American		1
SPEECH THRPTST/SPEECH-LANG PATH	Black or African American	286.8255	300
TAX ASSESSOR AND/OR COLLECTOR	Black or African American	2	2
WORK-BASED LEARNING SITE COOR	Black or African American	1.3343	7
SUBSTITUTE TEACHER	Black or African American	54.9804	64
TEACHER	Black or African American	29842.9835	30,249
TEACHER APPRAISER	Black or African American	1	2
TEACHER FACILITATOR	Black or African American	539.677	569
TEACHER SUPERVISOR	Black or African American	250.3581	266
TRUANT OFF/VISIT TEACHER	Black or African American	65.4703	67
ASSISTANT PRINCIPAL	Hispanic/Latino	2395.8844	2,465
ASST/ASSOC/DEPUTY SUPERINTEND.	Hispanic/Latino	184.3894	184
ATHLETIC DIRECTOR	Hispanic/Latino	56.0457	79
COORDINATOR/MANAGER/SUPERVISOR	Hispanic/Latino	5	5
DEPARTMENT HEAD	Hispanic/Latino	199.4653	616
DIR -PERSONNEL/HUMAN RESOURCES	Hispanic/Latino	86.4105	85
DIST INSTR PGM DIR OR EXC DIR	Hispanic/Latino	612.7414	628
PRINCIPAL	Hispanic/Latino	1702.2455	1,742
SUPERINTENDENT/CAO/CEO/PRES DNT	Hispanic/Latino	106.7851	111
ART THERAPIST	Hispanic/Latino	3.464	6
ATHLETIC TRAINER	Hispanic/Latino	136.3099	160
AUDIOLOGIST	Hispanic/Latino	9.36	10
AUXILIARY	Hispanic/Latino	85044.6746	92,326
BUSINESS MANAGER	Hispanic/Latino	96.1897	98
CERTIFIED INTERPRETER	Hispanic/Latino	65.9288	67
CORRECTIVE THERAPIST	Hispanic/Latino	1.125	2
COUNSELOR	Hispanic/Latino	2826.569	2,908
EDUCATIONAL AIDE	Hispanic/Latino	23569.358	24,142

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Title	race	FTE COUNT	HEAD COUNT
EDUCATIONAL DIAGNOSTICIAN	Hispanic/Latino	675.5705	691
LIBRARIAN	Hispanic/Latino	829.6848	856
LSSP/PSYCHOLOGIST	Hispanic/Latino	279.518	289
MUSIC THERAPIST	Hispanic/Latino	1.9785	2
OCCUPATIONAL THERAPIST	Hispanic/Latino	73.3374	79
ORIENTATN/MOBILITY SPEC (COMS)	Hispanic/Latino	7.3692	8
OTHER CAMP PROF PERSONNEL	Hispanic/Latino	1582.4559	1,743
OTHER ESC PROFESSIONAL PERSONN	Hispanic/Latino	13	13
OTHR NON-INSTR DISTRICT	Hispanic/Latino	3943.2206	4,029
PHYSICAL THERAPIST	Hispanic/Latino	32.7582	35
PSYCHOLOGICAL ASSOCIATE	Hispanic/Latino	9	10
RECREATIONAL THERAPIST	Hispanic/Latino	1.8716	3
REGISTRAR	Hispanic/Latino	109.1805	112
SCHOOL NURSE	Hispanic/Latino	1195.237	1,214
SOCIAL WORKER	Hispanic/Latino	294.1165	303
SPECIALIST/CONSULTANT	Hispanic/Latino	8.5	9
SPEECH THRPT/SPEECH-LANG PATH	Hispanic/Latino	690.9217	713
TAX ASSESSOR AND/OR COLLECTOR	Hispanic/Latino	19	19
WORK-BASED LEARNING SITE COOR	Hispanic/Latino	7.6401	31
SUBSTITUTE TEACHER	Hispanic/Latino	115.8565	142
TEACHER	Hispanic/Latino	79027.6609	80,081
TEACHER APPRAISER	Hispanic/Latino	1.7619	3
TEACHER FACILITATOR	Hispanic/Latino	923.8038	1,023
TEACHER SUPERVISOR	Hispanic/Latino	336.1195	380
TRUANT OFF/VISIT TEACHER	Hispanic/Latino	156.0367	160
ASSISTANT PRINCIPAL	Native Hawaiian/Other Pacific	11	11
DEPARTMENT HEAD	Native Hawaiian/Other Pacific	0.5224	2
PRINCIPAL	Native Hawaiian/Other Pacific	1	1
AUDIOLOGIST	Native Hawaiian/Other Pacific	1	1
AUXILIARY	Native Hawaiian/Other Pacific	279.7257	303
CERTIFIED INTERPRETER	Native Hawaiian/Other Pacific	2	2
COUNSELOR	Native Hawaiian/Other Pacific	3	3
EDUCATIONAL AIDE	Native Hawaiian/Other Pacific	68.9984	71
EDUCATIONAL DIAGNOSTICIAN	Native Hawaiian/Other Pacific	1	1
LIBRARIAN	Native Hawaiian/Other Pacific	2	2
LSSP/PSYCHOLOGIST	Native Hawaiian/Other Pacific	5	5
OTHER CAMP PROF PERSONNEL	Native Hawaiian/Other Pacific	4	4
OTHR NON-INSTR DISTRICT	Native Hawaiian/Other Pacific	10	11
SCHOOL NURSE	Native Hawaiian/Other Pacific	4	4
SPEECH THRPT/SPEECH-LANG PATH	Native Hawaiian/Other Pacific	3.738	4
TEACHER	Native Hawaiian/Other Pacific	255.5749	258
TEACHER FACILITATOR	Native Hawaiian/Other Pacific	3	3

## Texas School Personnel by Ethnicity

Title	race	FTE COUNT	HEAD COUNT
ASSISTANT PRINCIPAL	Two or more races	122.9853	129
ASST/ASSOC/DEPUTY SUPERINTEND.	Two or more races	7	7
ATHLETIC DIRECTOR	Two or more races	8.9429	12
DEPARTMENT HEAD	Two or more races	8.6636	23
DIR -PERSONNEL/HUMAN RESOURCES	Two or more races	5	5
DIST INSTR PGM DIR OR EXC DIR PRINCIPAL	Two or more races	24.5	25
SUPERINTENDENT/CAO/CEO/PRESNT	Two or more races	83.4782	89
ATHLETIC TRAINER	Two or more races	18	18
ATHLETIC TRAINER	Two or more races	6.9178	9
AUDIOLOGIST	Two or more races	1	1
AUXILIARY	Two or more races	1433.4932	1,572
BUSINESS MANAGER	Two or more races	11	11
CERTIFIED INTERPRETER	Two or more races	5.984	6
COUNSELOR	Two or more races	125.8951	131
EDUCATIONAL AIDE	Two or more races	585.5818	602
EDUCATIONAL DIAGNOSTICIAN	Two or more races	34.1412	35
LIBRARIAN	Two or more races	62.6536	65
LSSP/PSYCHOLOGIST	Two or more races	19.7117	22
MUSIC THERAPIST	Two or more races	1.5	2
OCCUPATIONAL THERAPIST	Two or more races	5.9999	6
ORIENTATN/MOBILITY SPEC (COMS)	Two or more races	2.0002	2
OTHER CAMP PROF PERSONNEL	Two or more races	67.996	76
OTHER ESC PROFESSIONAL PERSONN	Two or more races	3	3
OTHR NON-INSTR DISTRICT	Two or more races	221.7886	224
PHYSICAL THERAPIST	Two or more races	2.0001	2
REGISTRAR	Two or more races	6	6
SCHOOL NURSE	Two or more races	75.5416	78
SOCIAL WORKER	Two or more races	6	6
SPECIALIST/CONSULTANT	Two or more races		1
SPEECH THRPT/SPEECH-LANG PATH	Two or more races	34.2498	36
WORK-BASED LEARNING SITE COOR	Two or more races	0.49	2
SUBSTITUTE TEACHER	Two or more races	1.8075	2
TEACHER	Two or more races	3806.2844	3,862
TEACHER APPRAISER	Two or more races	0.6053	2
TEACHER FACILITATOR	Two or more races	55.2234	62
TEACHER SUPERVISOR	Two or more races	15.25	17
TRUANT OFF/VISIT TEACHER	Two or more races	1.0741	2
ASSISTANT PRINCIPAL	White	5021.014	5,239
ASST/ASSOC/DEPUTY EXEC DIRECTR	White	1	1
ASST/ASSOC/DEPUTY SUPERINTEND.	White	692.8342	705
ATHLETIC DIRECTOR	White	403.9991	655
COMPONENT/DEPARTMENT DIRECTOR	White	7	7

## Texas School Personnel by Ethnicity

Title	race	FTE COUNT	HEAD COUNT
COORDINATOR/MANAGER/SUPERVISOR	White	15.4651	20
DEPARTMENT HEAD	White	490.5232	1,270
DIR -PERSONNEL/HUMAN RESOURCES	White	176.0011	183
DIST INSTR PGM DIR OR EXC DIR	White	1958.9057	2,067
PRINCIPAL	White	4909.5543	5,137
SUPERINTENDENT/CAO/CEO/PRESNT	White	884.9392	944
ART THERAPIST	White	2.65	20
ATHLETIC TRAINER	White	449.1126	637
AUDIOLOGIST	White	57.6127	62
AUXILIARY	White	60048.114	65,558
BUSINESS MANAGER	White	588.3381	600
CERTIFIED INTERPRETER	White	209.143	213
CORRECTIVE THERAPIST	White	19.6915	24
COUNSELOR	White	6312.3346	6,728
EDUCATIONAL AIDE	White	24244.3389	24,953
EDUCATIONAL DIAGNOSTICIAN	White	2626.9272	2,739
FIELD SERVICE AGENT	White	1.4999	5
LIBRARIAN	White	3595.7455	3,894
LSSP/PSYCHOLOGIST	White	1005.3425	1,055
MUSIC THERAPIST	White	29.5929	32
OCCUPATIONAL THERAPIST	White	439.8817	473
ORIENTATN/MOBILITY SPEC (COMS)	White	75.964	86
OTHER CAMP PROF PERSONNEL	White	3166.0952	3,554
OTHER ESC PROFESSIONAL PERSONN	White	29	29
OTHR NON-INSTR DISTRICT	White	7787.0249	8,095
PHYSICAL THERAPIST	White	203.0118	228
PHYSICIAN	White	1	1
PSYCHOLOGICAL ASSOCIATE	White	61.1944	66
RECREATIONAL THERAPIST	White	5.7217	6
REGISTRAR	White	221.6426	234
SCHOOL NURSE	White	3980.8045	4,105
SOCIAL WORKER	White	207.3177	216
SPECIALIST/CONSULTANT	White	35.3555	43
SPEECH THRPST/SPEECH-LANG PATH	White	2786.1533	2,971
TAX ASSESSOR AND/OR COLLECTOR	White	41	43
WORK-BASED LEARNING SITE COOR	White	53.4364	210
SUBSTITUTE TEACHER	White	168.448	259
TEACHER	White	205378.0505	209,235
TEACHER APPRAISER	White	7.4312	15
TEACHER FACILITATOR	White	2916.2454	3,227
TEACHER SUPERVISOR	White	910.7825	998
TRUANT OFF/VISIT TEACHER	White	133.7828	146