

# **APPENDIX IV – 14**

ACS Separations by Ethnicity

Ethnicity	Total Separations			Percent of Total separations			Percent of Total Certificated Staff		
	2018-19	2017-18	2016-17	2018-19	2017-18	2016-17	2018-19	2017-18	2016-17
White	302	298	271	67%	72%	72%	62%	63%	65%
Black/African American	9	19	18	2%	5%	5%	4%	4%	3%
Hispanic/ Latino	108	78	70	24%	19%	19%	29%	29%	28%
American Indian	8	5	8	2%	1%	2%	2%	2%	2%
Asian or P.I.	21	14	9	5%	3%	2%	3%	2%	2%
Total	448	414	376	100%	100%	100%	100%	100%	100%



Certificated Attrition Reasons SY18-19												
Reason	White		Af. Am.		Hisp.		Nat. Am.		Asian		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
Contract DAC	1	0%	0	0%	0	0%	0	0%	0	0%	1	0%
Documentation	0	0%	1	11%	0	0%	0	0%	0	0%	1	0%
Deceased	2	1%	0	0%	1	1%	0	0%	0	0%	3	1%
End Temp Pos	8	3%	0	0%	4	4%	0	0%	3	14%	15	3%
Job Abandon	3	1%	0	0%	2	2%	0	0%	0	0%	5	1%
LOA No Return	1	0%	0	0%	0	0%	0	0%	0	0%	1	0%
Non Renew	9	3%	0	0%	1	1%	0	0%	1	5%	11	2%
Other Employmnt	49	16%	0	0%	22	20%	1	13%	4	19%	76	17%
Personal	161	53%	5	56%	50	46%	7	88%	9	43%	232	52%
Retire	66	22%	3	33%	28	26%	0	0%	3	14%	100	22%
Sep Agreement	2	1%	0	0%	0	0%	0	0%	1	5%	3	1%
Total	302	67%	9	2%	108	24%	8	2%	21	5%	448	