



2022-2023

# Diversity Report

(EEO & Affirmative Action Data Analysis)



School District of Beloit  
Beloit, WI

October 2022

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## STATEMENT OF PURPOSE

The School District of Beloit complies with all federal, state, and local laws prohibiting discrimination against students and employees based on their membership in any protected class and complies with all federal, state, and local laws prohibiting discrimination in employment based on a person's membership in a protected class.

The School District of Beloit Board of Education voluntarily adopted an Affirmative Action Plan on February 22, 1983. Page 12 of the Affirmative Action Plan reflects:

Affirmative Action means analysis of the methods, procedures and results of personnel actions to determine whether qualified workers have been excluded for reasons of religion, race, color, national origin, age, sex, height, weight, marital status and physical or mental handicap that are unrelated to the individual's ability to perform the duties of a particular job or position, and resulting actions taken to eliminate those areas of discrimination. The goal is equal opportunity in all phases of employment.

There is no panacea for recruitment of personnel. It is most desirable to provide effective, efficient, and humane multicultural role models for students. Multicultural role models and multicultural experiences are important to the academic success and social development of all students regardless of their ethnic backgrounds:

*"A quality education requires that all students be exposed to the variety of cultural perspectives that represent the nation at large. Such exposure can be accomplished only via multi-ethnic teaching force in which racial and ethnic groups are included at a level of parity with their numbers in the population." <sup>1</sup>*

Educational diversity is a legitimate goal for public schools, colleges and universities.

The School District of Beloit implements these concepts on written advertisements and on campus recruitment visits. Normally, administrators are involved in campus and job fair recruitment visits. We are seeking new strategies with regard to recruitment strategies including conducting electronic interviews for interested candidates at HBCUs and HLCUs in the U.S.

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<sup>1</sup> American Association of Colleges for Teacher Education. (1987) Minority Teacher Recruitment and Retention: A Call For Action. Washington, DC: Author.

## Student Demographics

The Diversity Report as related to School District of Beloit staffing is presented annually. This report includes factual data as reported by staff members regarding self-identified racial and ethnic categories. It is important for SDB to continue to increase our Hispanic and staff of color numbers as we work to be more reflective of our student and community population.

As we set the tone and share numbers for staff, our 2022-2023 student enrollment diversity numbers are as follows:

<b>Student Gender</b>			
	<b>Female</b>	<b>Male</b>	<b>Total</b>
2022-2023	2,597	2,741	5,338
2021-2022	2,740	2,884	5,624
2020-2021	3,181	3,286	6,467
2019-2020	3,146	3,257	6,403
2018-2019	3,189	3,359	6,548

<b>Student Race/Ethnicity</b>								
	American Indian	Asian	Black	Hispanic	Pacific Islander	White	Two or More	Total
2022-2023	23	35	1,293	1,766	2	1,705	514	5,338
2021-2022	22	37	1,367	1,828	2	1,866	502	5,624
2020-2021	29	48	1,582	1,950	3	1,998	857	6,467
2019-2020	29	53	1,454	2,192	5	2,169	501	6,403
2018-2019	21	56	1,677	2,107	4	2,360	323	6,548

Conclusions:

1. Over time, gender is almost consistently evenly split
2. The largest ethnic groups of students, in order, have been
  - a. Hispanic – 33.1% of full enrollment
  - b. White – 31.9% of full enrollment
  - c. Black – 24.2% of full enrollment

\*According to data from the current school year, 2022-2023

## Background

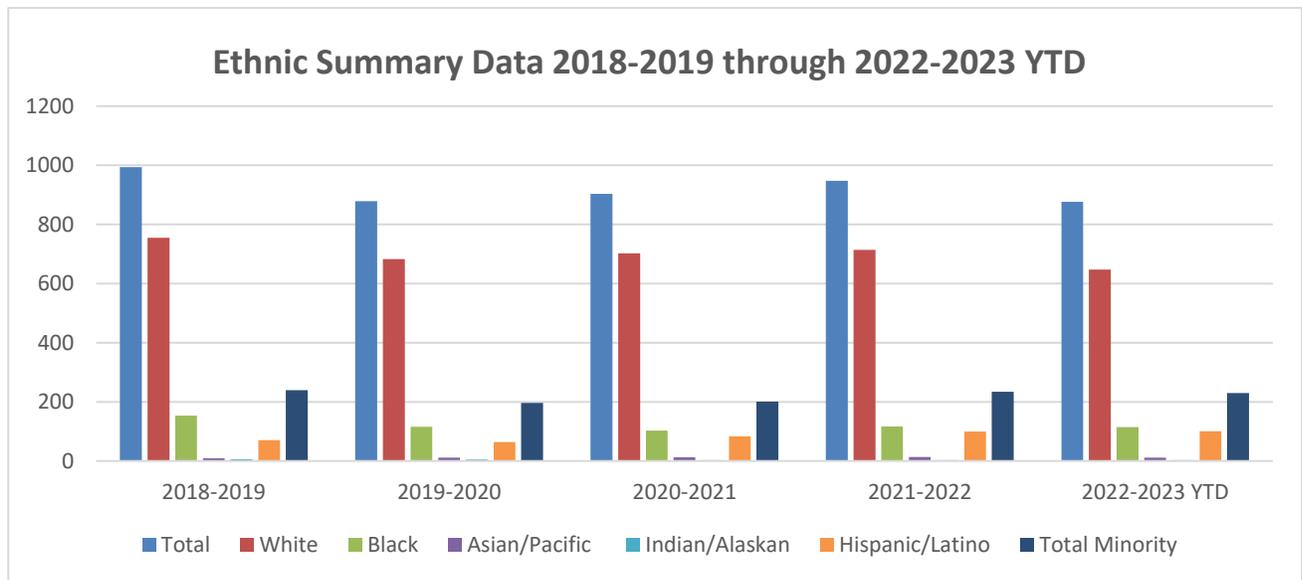
Over the years, the Board of Education has received an annual Diversity Report (formerly called Affirmative Action Report) update on staffing. This report includes the data that was included in previous years. In this report, we focus on staff composition overall, as well as diversity of each year’s hires and separations. Please note that in some cases, data across subgroups may sum to slightly different numbers than the totals presented because of staff transferring across different employment classifications (i.e.: from para to professional education, etc.).

## Staff Composition

The table below shows the number of SDB staff by race/ethnicity over the last five years.

**SCHOOL DISTRICT OF БЕLOIT ETHNIC SUMMARY DATA 2018-2019 through 2022-2023 (as of 10/13/2022)**  
**(Head Count All Employees – Administrators, Instructional Support Leadership, Professional Educators, Professional Educator Coaches, Admin Support/Assistants, Instructional Support, Secretaries, Para Educators, Maintenance/Facilities, Permanent Building Subs, Tutors, Athletics Coaches, Substitutes)**

YEAR	TOTAL	White		Black		Asian / Pacific		Indian / Alaskan		Total Minority	
		Non-His/Lat	His/Lat	Non-His/Lat	His/Lat	Non-His/Lat	His/Lat	Non-His/Lat	His/Lat	Total	%
2022-2023 YTD	877	647	90	115	0	11	0	3	11	230	26.23%
2021-2022	948	714	86	117	0	14	0	3	14	234	24.68%
2020-2021	903	702	75	103	0	12	0	3	8	201	22.26%
2019-2020	879	683	63	116	0	11	0	5	1	196	22.30%
2018-2019	994	755	65	153	2	9	0	6	4	239	24.04%
2017-2018	967	747	63	138	1	9	0	7	4	222	22.91%



## Staff Count by Employee Type 2022-2023 YTD

SCHOOL DISTRICT OF БЕЛОIT 2022-2023 STAFF COUNT (By Employee Type) 10/13/2022

Contractual Employees																		
Employee Group	TOTAL ALL			Non - Hispanic / Latino								Hispanic / Latino		Total All Minority			Minority %	
				White		Black		Indian / Alaskan		Asian / Pacific Islander								
	ALL	F	M	F	M	F	M	F	M	F	M	F	M	F	M	All		
Administrator	44	28	16	19	13	7	1	0	0	0	1	2	1	9	3	12	27.27%	
Admin Support	29	23	6	18	4	3	1	0	0	0	0	2	1	5	2	7	24.14%	
Professional Educator	459	356	103	304	79	20	7	3	0	4	3	25	14	52	24	76	16.56%	
Professional Educator-Coach	21	17	4	15	4	2	0	0	0	0	0	0	0	2	0	2	9.52%	
Instructional Spprt Ldrshp/Tchr	7	3	4	3	4	0	0	0	0	0	0	0	0	0	0	0	0.00%	
Instructional Support	25	20	5	17	0	2	5	0	0	0	0	1	0	3	5	8	32.00%	
Para Educator	135	131	4	57	0	35	2	0	0	2	0	37	2	74	4	78	57.78%	
Security Officer	13	3	10	2	8	1	0	0	0	0	0	0	2	1	2	3	23.08%	
Secretary	30	30	0	21	0	4	0	0	0	1	0	4	0	9	0	9	30.00%	
Maintenance/Facilities	19	0	19	0	14	0	3	0	0	0	0	0	2	0	5	5	26.32%	
Permanent Building Sub	8	6	2	4	0	2	2	0	0	0	0	0	0	2	2	4	50.00%	
<b>TOTALS</b>	<b>790</b>	<b>617</b>	<b>173</b>	<b>460</b>	<b>126</b>	<b>76</b>	<b>21</b>	<b>3</b>	<b>0</b>	<b>7</b>	<b>4</b>	<b>71</b>	<b>22</b>	<b>157</b>	<b>47</b>	<b>204</b>	<b>25.82%</b>	
				586		97		3		11		93						
								204		=		25.82%						
Non-Contractual Employees																		
Employee Group	TOTAL ALL			Non - Hispanic / Latino								Hispanic / Latino		Total All Minority			Minority %	
				White		Black		Indian / Alaskan		Asian / Pacific Islander								
	ALL	F	M	F	M	F	M	F	M	F	M	F	M	F	M	All		
Crossing Guards	3	1	2	0	1	1	1	0	0	0	0	0	0	1	1	2	66.67%	
Tutors/Non-Contractual	4	4	0	2	0	2	0	0	0	0	0	0	0	2	0	2	50.00%	
Substitutes	61	47	14	36	11	8	3	0	0	0	0	3	0	11	3	14	22.95%	
Coaches	19	6	13	3	8	3	0	0	0	0	0	0	5	3	5	8	42.11%	
<b>TOTALS</b>	<b>87</b>	<b>58</b>	<b>29</b>	<b>41</b>	<b>20</b>	<b>14</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>5</b>	<b>17</b>	<b>9</b>	<b>26</b>	<b>29.89%</b>	
				61		18		0		0		8						
								26		=		29.89%						
<b>GRAND TOTALS</b>	<b>877</b>	<b>675</b>	<b>202</b>	<b>501</b>	<b>146</b>	<b>90</b>	<b>25</b>	<b>3</b>	<b>0</b>	<b>7</b>	<b>4</b>	<b>74</b>	<b>27</b>	<b>174</b>	<b>56</b>	<b>230</b>	<b>26.23%</b>	
				647		115		3		11		101						
								230		=		26.23%						

## Staff Count by Employee Location 2022-2023 YTD

SCHOOL DISTRICT OF БЕЛОIT 2022-2023 STAFF COUNT (By Building Location) 10/13/2022

Building Location (includes crossing guards)	TOTAL ALL			Non - Hispanic / Latino								Hispanic / Latino		Total All Minority			Minority %	
				White European Descent		Black		Indian / Alaskan		Asian / Pacific Islander								
	ALL	F	M	F	M	F	M	F	M	F	M	F	M	F	M	All		
Brother Dutton (ES)	10	10	0	5	0	0	0	0	0	0	0	0	5	0	5	0	5	50.00%
Converse	45	39	6	32	6	3	0	0	0	0	1	0	3	0	7	0	7	15.56%
Gaston	40	37	3	33	2	0	1	0	0	0	0	0	4	0	4	1	5	12.50%
Hackett	48	46	2	35	2	4	0	0	0	0	0	0	7	0	11	0	11	22.92%
Merrill	35	27	8	12	1	11	4	1	0	0	2	3	1	15	7	22	62.86%	
Robinson	40	39	1	29	1	1	0	0	0	1	0	8	0	10	0	10	25.00%	
Todd	55	52	3	38	1	3	1	0	0	0	1	11	0	14	2	16	29.09%	
Aldrich	62	45	17	32	15	7	1	1	0	0	0	5	1	13	2	15	24.19%	
Cunningham	58	41	17	34	9	5	3	0	0	0	1	2	4	7	8	15	25.86%	
Fruzen	65	51	14	37	10	5	1	0	0	0	0	9	3	14	4	18	27.69%	
McNeel	61	49	12	31	4	15	3	0	0	0	0	3	5	18	8	26	42.62%	
BMHS	157	103	54	78	48	13	5	1	0	5	0	6	1	25	6	31	19.75%	
BLA	22	18	4	14	2	4	0	0	0	0	0	0	2	4	2	6	27.27%	
Wide	98	64	34	52	26	7	3	0	0	0	0	5	5	12	8	20	20.41%	
<b>TOTALS</b>	<b>796</b>	<b>621</b>	<b>175</b>	<b>462</b>	<b>127</b>	<b>78</b>	<b>22</b>	<b>3</b>	<b>0</b>	<b>7</b>	<b>4</b>	<b>71</b>	<b>22</b>	<b>159</b>	<b>48</b>	<b>207</b>	<b>26.01%</b>	
				589		100		3		11		93						
								207		=		26.01%						
Non-Contractual (district-wide tutors, subs, coaches)	TOTAL ALL			Non - Hispanic / Latino								Hispanic / Latino		Total All Minority			Minority %	
				White European Descent		Black		Indian / Alaskan		Asian / Pacific Islander								
	ALL	F	M	F	M	F	M	F	M	F	M	F	M	F	M	All		
Tutors - Mentors	1	1	0	0	0	1	0	0	0	0	0	0	0	1	0	1	100.00%	
Substitutes	61	47	14	36	11	8	3	0	0	0	0	3	0	11	3	14	22.95%	
Coaches	19	6	13	3	8	3	0	0	0	0	0	0	5	3	5	8	42.11%	
<b>TOTALS</b>	<b>81</b>	<b>54</b>	<b>27</b>	<b>39</b>	<b>19</b>	<b>12</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>5</b>	<b>15</b>	<b>8</b>	<b>23</b>	<b>28.40%</b>	
				58		15		0		0		8						
								23		=		28.40%						
<b>GRAND TOTALS</b>	<b>877</b>	<b>675</b>	<b>202</b>	<b>501</b>	<b>146</b>	<b>90</b>	<b>25</b>	<b>3</b>	<b>0</b>	<b>7</b>	<b>4</b>	<b>74</b>	<b>27</b>	<b>174</b>	<b>56</b>	<b>230</b>	<b>26.23%</b>	
				647		115		3		11		101						
								230		=		26.23%						

## Classification Summary Sheet – 5-year Comparison

SCHOOL DISTRICT OF BELOIT CONTRACTUAL EMPLOYEE GROUP 5 YEAR SUMMARY: 2018-2019 through 2022-2023

10/13/2022

Employee Group	Non - Hispanic / Latino															Total All Minority	Minority %	
	TOTAL ALL			White		Black		Indian / Alskn		Asian / Pacfc Islander		Hispanic / Latino		Total All Minority				
	ALL	F	M	F	M	F	M	F	M	F	M	F	M	F	M			All
Administrator 2022-2023	44	28	16	19	13	7	1	0	0	0	1	2	1	9	3	12	27.27%	
Administrator 2021-2022	45	27	18	19	15	7	1	0	0	0	1	1	1	8	3	11	24.44%	
Administrator 2020-2021	48	31	17	25	13	5	1	0	0	0	0	1	3	6	4	10	20.83%	
Administrator 2019-2020	45	29	16	22	11	5	3	0	0	0	0	2	2	7	5	12	26.67%	
Administrator 2018-2019	39	23	16	11	9	11	4	0	0	0	0	1	3	12	7	19	48.72%	
Admin Support 2022-2023	29	23	6	18	4	3	1	0	0	0	0	2	1	5	2	7	24.14%	
Admin Support 2021-2022	30	23	7	19	4	2	1	0	0	0	0	2	2	4	3	7	23.33%	
Admin Support 2020-2021	29	23	6	19	3	2	1	0	0	0	0	2	2	4	3	7	24.14%	
Admin Support 2019-2020	26	21	5	18	3	1	1	0	0	0	0	2	1	3	2	5	19.23%	
Admin Support 2018-2019	28	21	7	18	5	2	1	0	0	0	0	1	1	3	2	5	17.86%	
Professional Educator 2022-2023	459	356	103	304	79	20	7	3	0	4	3	25	14	52	24	76	16.56%	
Professional Educator 2021-2022	498	385	113	325	88	24	10	3	0	4	5	29	10	60	25	85	17.07%	
Professional Educator 2020-2021	505	397	108	335	90	28	7	3	0	5	4	26	7	62	18	80	15.84%	
Professional Educator 2019-2020	506	399	107	345	90	26	7	4	0	4	4	20	6	54	17	71	14.03%	
Professional Educator 2018-2019	534	423	111	364	94	34	7	5	0	2	3	18	7	59	17	76	14.23%	
Professional Educator-Coach 2022-2023	21	17	4	15	4	2	0	0	0	0	0	0	0	2	0	2	9.52%	
Professional Educator-Coach 2021-2022	26	21	5	19	5	2	0	0	0	0	0	0	0	2	0	2	7.69%	
Professional Educator-Coach 2020-2021	25	19	6	19	6	0	0	0	0	0	0	0	0	0	0	0	0.00%	
Professional Educator-Coach 2019-2020	23	17	6	17	5	0	0	0	0	0	0	0	1	0	1	1	4.35%	
Instructional Spprt Ldrshp/Tchr 2022-2023 YTD	7	3	4	3	4	0	0	0	0	0	0	0	0	0	0	0	0.00%	
Instructional Support Ldshp/Tchr 2021-2022	8	4	4	3	4	0	0	0	0	0	0	1	0	1	0	1	12.50%	
Instructional Support Ldshp/Tchr 2020-2021	5	3	2	2	2	0	0	0	0	0	0	1	0	1	0	1	20.00%	
Instructional Support Ldshp/Tchr 2019-2020	2	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0.00%	
Instructional Support 2022-2023	25	20	5	17	0	2	5	0	0	0	0	1	0	3	5	8	32.00%	
Instructional Support 2021-2022	24	19	5	17	0	1	4	0	0	0	0	1	1	2	5	7	29.17%	
Instructional Support 2020-2021	25	18	7	15	2	1	5	0	0	0	0	2	0	3	5	8	32.00%	
Instructional Support 2019-2020	28	21	7	16	2	2	5	0	0	0	0	3	0	5	5	10	35.71%	
Instructional Support 2018-2019	31	23	8	17	3	2	5	0	0	0	0	4	0	6	5	11	35.48%	
Para Educator 2022-2023	135	131	4	57	0	35	2	0	0	2	0	37	2	74	4	78	57.78%	
Para Educator 2021-2022	138	132	6	66	2	31	3	0	0	3	0	32	1	66	4	70	50.72%	
Para Educator 2020-2021	137	132	5	71	2	32	3	0	0	3	0	26	0	61	3	64	46.72%	
Para Educator 2019-2020	136	129	7	74	2	33	5	0	0	2	0	20	0	55	5	60	44.12%	
Para Educator 2018-2019	127	119	8	67	2	31	5	0	0	1	0	20	1	52	6	58	45.67%	
Security Officer 2022-2023	13	3	10	2	8	1	0	0	0	0	0	0	2	1	2	3	23.08%	
Security Officer 2021-2022	10	3	7	2	5	1	0	0	0	0	0	0	2	1	2	3	30.00%	
Security Officer 2020-2021	8	3	5	2	4	1	0	0	0	0	0	0	1	1	1	2	25.00%	
Security Officer 2019-2020	8	2	6	2	4	0	1	0	0	0	0	0	1	0	2	2	25.00%	
Security Officer 2018-2019	8	2	6	2	4	0	0	0	0	0	0	0	2	0	2	2	25.00%	
Secretary 2022-2023	30	30	0	21	0	4	0	0	0	1	0	4	0	9	0	9	30.00%	
Secretary 2021-2022	30	30	0	22	0	2	0	0	0	1	0	5	0	8	0	8	26.67%	
Secretary 2020-2021	31	31	0	24	0	3	0	0	0	0	0	4	0	7	0	7	22.58%	
Secretary 2019-2020	31	31	0	26	0	4	0	0	0	0	0	1	0	5	0	5	16.13%	
Secretary 2018-2019	33	33	0	27	0	5	0	0	0	0	0	1	0	6	0	6	18.18%	
Maintenance/Facilities 2022-2023	19	0	19	0	14	0	3	0	0	0	0	0	2	0	5	5	26.32%	
Maintenance/Facilities 2021-2022	21	1	20	1	15	0	3	0	0	0	0	0	2	0	5	5	23.81%	
Maintenance 2020-2021	6	0	6	0	4	0	2	0	0	0	0	0	0	0	2	2	33.33%	
Maintenance 2019-2020	6	0	6	0	3	0	2	0	0	0	0	0	1	0	3	3	50.00%	
Maintenance 2018-2019	6	0	6	0	3	0	2	0	0	0	0	0	1	0	3	3	50.00%	
Permanent Building Sub 2022-2023	8	6	2	4	0	2	2	0	0	0	0	0	0	2	2	4	50.00%	
Permanent Building Sub 2021-2022	14	14	0	10	0	4	0	0	0	0	0	0	0	4	0	4	28.57%	
Permanent Building Sub 2020-2021	10	8	2	4	2	4	0	0	0	0	0	0	0	4	0	4	40.00%	
Permanent Building Sub 2019-2020	10	7	3	3	2	4	1	0	0	0	0	0	0	4	1	5	50.00%	
Permanent Building Sub 2018-2019	7	5	2	1	2	4	0	0	0	0	0	0	0	4	0	4	57.14%	

\* Maintenance Group reactivated for maintenance positions in 2017-2018 - added Facilities 2021-2022

\* Professional Educational Coach and Instructional Support-Leadership new positions starting in 2019-2020

For current year, minority % cell color key: Blue denotes an increase, Purple denotes a decrease, White denotes no change in %.

## Professional Educator Data 5 Years by Gender & Race/Ethnicity

### Professional Educators by Gender 2018-2019 through 2022-2023 YTD 10/13/2022

Year	TOTAL	Female	Female %	Male	Male %
2022-2023 YTD	459	356	77.56%	103	22.44%
2021-2022	498	385	77.31%	113	22.69%
2020-2021	505	397	78.61%	108	21.39%
2019-2020	506	399	78.85%	107	21.15%
2018-2019	534	423	79.21%	111	20.79%

### Professional Educators by Race & Ethnicity 2018-2019 through 2022-2023 YTD 10/13/2022

By Race & Ethnicity	All	White	% White	Black	% Black	Indian / Alaskan	% Indian / Alaskan	Asian / Pacific Islander	% Asian / Pacific Islander	Hispanic / Latino	% Hispanic / Latino
2022-2023 YTD	459	383	83.44%	27	5.88%	3	0.65%	7	1.53%	39	8.50%
2021-2022	498	413	82.93%	34	6.83%	3	0.60%	9	1.81%	39	7.83%
2020-2021	505	425	84.16%	35	6.93%	3	0.59%	9	1.78%	33	6.53%
2019-2020	506	435	85.97%	33	6.52%	4	0.79%	8	1.58%	26	5.14%
2018-2019	534	458	85.77%	41	7.68%	5	0.94%	5	0.94%	31	5.81%

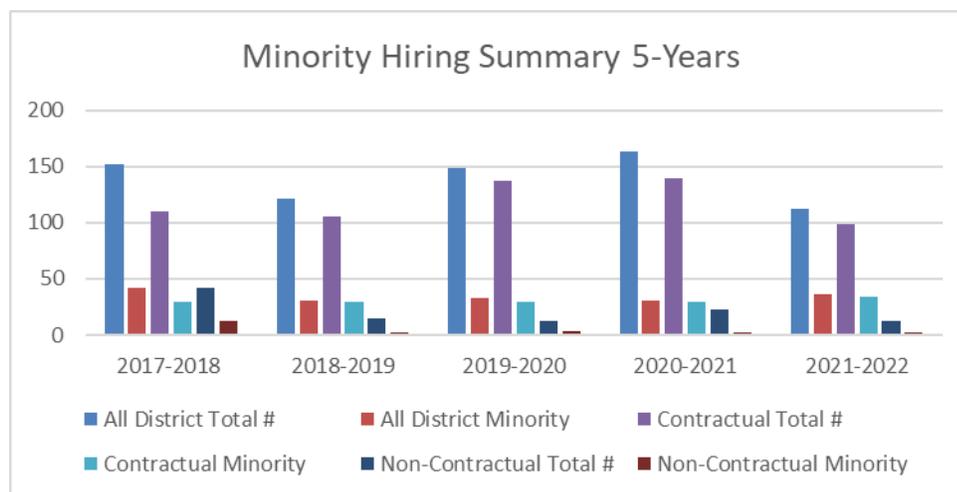
## Hiring Summary—5 Years by Employee Types

### Hiring Summary 5 Year: 2018-2019 through 2022-2023 YTD 10/13/22

YEAR	All District			Contractual			Non-Contractual		
	Total #	Minority	% Minority	Total #	Minority	% Minority	Total #	Minority	% Minority
2022-2023 YTD	111	48	43.24%	97	41	42.27%	14	7	50.00%
2021-2022	208	68	32.69%	169	56	33.14%	39	12	30.77%
2020-2021	163	31	19.02%	140	29	20.71%	23	2	8.70%
2019-2020	149	33	22.15%	137	30	21.90%	12	3	25.00%
2018-2019	121	31	25.62%	106	29	27.36%	15	2	13.33%

\*Contracted = Administrator, Admin Asst/Support, Professional Educator, Professional Educator Coach, Instructional Support Leadership/Teacher, Instructional Support, Maintenance/Facilities, Para Educator, Secretary, Security Officer, Permanent Building Sub

\*Non-Contracted = Crossing Guard, Tutor/Misc, After School, Substitute



## **Conclusion by employee group:**

**The total minority percentage** is the accumulation of Black, American Indian, Asian/Pacific Islander and Hispanic/Latino employees. For 2021-2022, this is broken down as follows: Black – 12.28%, American Indian –.38%, Asian – 1.39%, Hispanic/Latino – 11.77% = total 25.82%

**Administrators** – The percentage of minorities has fluctuated in numbers. In 2018-2019 it was 48.72%. It went down in 2019-2020 to 26.67%. It has fluctuated up and down since 2019-2020 between 26.67% and 27.27%. This year's percentage increased to 27.27%.

**Admin Support** – The percentage of minorities has fluctuated between 19.23% and 24.14% for the years of 2018-2019 through 2022-2023. This year's percentage increased to 24.14%.

**Professional Educators** – The percentage of minorities was at 14.23% in 2018-2019 and decreased to 14.03% in 2019-2020. It increased to 15.84% in 2020-2021 then to 17.07% in 2021-2022. It has decreased to 16.56% as of 10/13/2022. SDB is monitoring this and will continue to recruit from diverse areas to support growth in this area.

**Professional Educator Coach** – This employee group was created in 2019-2020 with the creation of the Instructional Coaches. The minority percentage in 2019-2020 was 4.35%. It decreased to 0.00% in 2019-2020 due to a resignation that year. It has increased in 2021-2022 to 7.69% and in 2022-2023, as of 10/13/2022, it has increased to 9.52%.

**Instructional Support – Leadership/Teacher** – This employee group was created in 2019-2020 for the instructional support positions that are in educator support roles. The percentage increased from 0.00% to 20.00% in 2020-2021 due to increase in staff in this group. In 2021-2022 additional position assignments were added to this group which created a decrease of percentage to 12.50% for the full year. As of 10/13/2022 the percentage decreased again to 0.00% due to a vacancy that occurred that has not yet been filled.

**Instructional Support** – The Instructional support staff percentage of minorities was at 35.48% in 2018-2019. In 2020-2021 it decreased to 32%. It has decreased again in 2021-2022 to 28%. It has increased back to 32% in 2022-2023.

**Para Educator** – Previously Para educators experienced a consistent trend of growth in the years through 2018-19 for minorities, particularly in staff of color and Hispanic/Latino origin. In 2019-2020 the percentage decreased but it has once again increased in 2020-21 to 46.72%. It continues to increase each year. As of 10/13/2022 it is at 57.78%.

**Security Officer** – This group stayed consistent at 25% from 2018-2019 through 2020-2021. It increased in 2021-2022 to 30%. In 2022-2023 additional positions were added which decreased the percentage to 23.08%.

**Secretary** – Secretaries, like some other classifications, have fluctuated over the last five years. After decreasing in 2019-20 the percentage increased to 22.58%. In 2021-2022 it increased again to 23.33%. There was another significant increase in 2022-2023 to 30%.

**Maintenance/Facilities** – In 2018-2019 there were additional positions added to the maintenance/facilities group. The percentage of minorities that year was 50%. In 2020-21 the

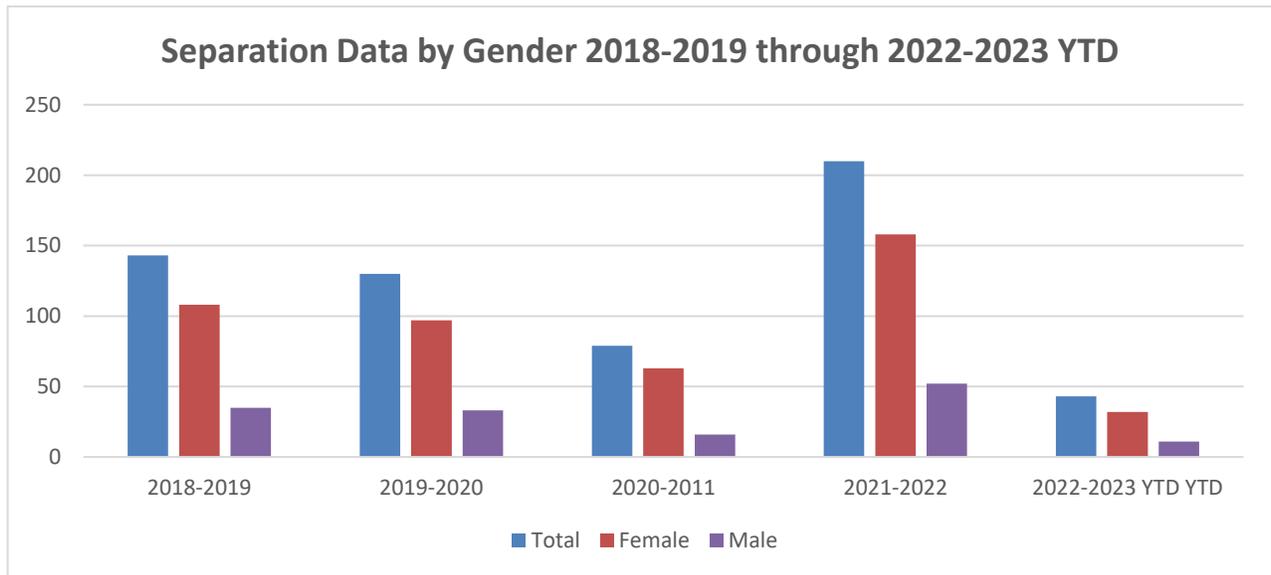
percentage went down due to a minority employee receiving a promotion into the administrative support classification. Additional positions were added again in 2021-2022 which created a decrease to 26.67%. In 2022-2023 there was a increase to 26.32%.

**Permanent Sub** - This employee group's minority percentage fluctuates each year depending on the number of permanent subs hired at the time of the data collection. In 2021-2022, the percentage decreased to 28.57% for the year. The number of permanent subs has decreased due to resignations for the beginning of 2022-2023. This created an increase in the minority percentage to 50%.

## Total District Separation Data by Gender & Race/Ethnicity 2018-2019 through 2022-2023 Year-to-Date (10/13/2022)

By Gender - data provided per fiscal year

<b>Total Separations by Gender</b>					
Year	Total	Female	% Female	Male	% Male
2022-2023 YTD	43	32	74.42%	11	25.58%
2021-2022	210	158	75.24%	52	24.76%
2020-2011	79	63	79.75%	16	20.25%
2019-2020	130	97	74.62%	33	25.38%
2018-2019	143	108	75.52%	35	24.48%

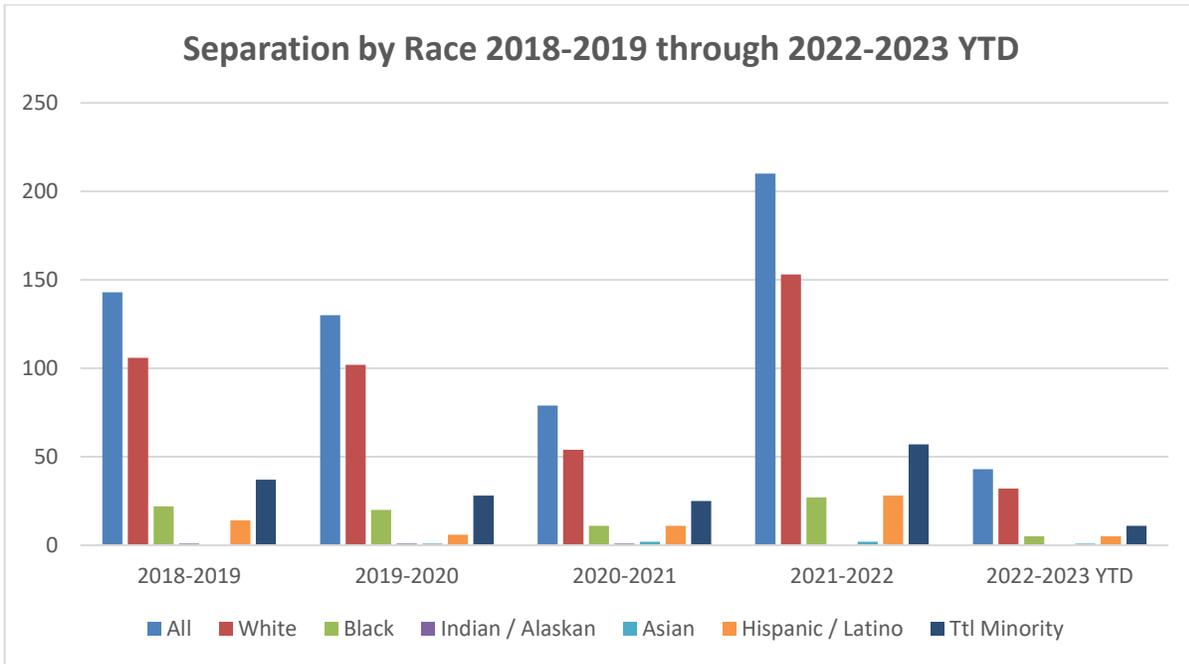


**Separation by Race/Ethnicity 2018-2019 through 2022-2023 Year-To-Date 10/13/2022**

	Total	Female	% Female	Male	% Male
Administrator 2022-2023 YTD	0	0	0.00%	0	0.00%
Administrator 2021-2022	13	5	38.46%	8	61.54%
Administrator 2020-2021	5	3	60.00%	2	40.00%
Administrator 2019-2020	7	3	42.86%	4	57.14%
Administrator 2018-2019	7	4	57.14%	3	42.86%
Admin Support 2022-2023 YTD	2	1	50.00%	1	50.00%
Admin Support 2021-2022	2	2	100.00%	0	0.00%
Admin Support 2020-2021	2	1	50.00%	1	50.00%
Admin Support 2019-2020	4	2	50.00%	2	50.00%
Admin Support 2018-2019	1	1	100.00%	0	0.00%
Professional Educator 2022-2023 YTD	19	13	68.42%	6	31.58%
Professional Educator 2021-2022	120	92	76.67%	28	23.33%
Professional Educator 2020-2021	42	33	78.57%	9	21.43%
Professional Educator 2019-2020	86	69	80.23%	17	19.77%
Professional Educator 2018-2019	89	66	74.16%	23	25.84%
Professional Educator-Coach 2022-2023 YTD	2	2	100.00%	0	0.00%
Professional Educator-Coach 2021-2022	7	6	85.71%	1	14.29%
Professional Educator-Coach 2020-2021	2	1	50.00%	1	50.00%
Professional Educator-Coach 2019-2020	4	3	75.00%	1	25.00%
Instructional Spprt Ldrshp/Tchr 2022-2023 YTD	2	1	50.00%	1	50.00%
Instructional Support Ldshp/Tchr 2021-2022	0	0	0.00%	0	0.00%
Instructional Support Ldshp/Tchr 2020-2021	0	0	0.00%	0	0.00%
Instructional Support Ldshp/Tchr 2019-2020	0	0	0.00%	0	0.00%
Instructional Support 2022-2023 YTD	0	0	0.00%	0	0.00%
Instructional Support 2021-2022	9	6	66.67%	3	33.33%
Instructional Support 2020-2021	3	3	100.00%	0	0.00%
Instructional Support 2019-2020	8	7	87.50%	1	12.50%
Instructional Support 2018-2019	20	17	85.00%	3	15.00%
Para Educator 2022-2023 YTD	11	9	81.82%	2	18.18%
Para Educator 2021-2022	36	31	86.11%	5	13.89%
Para Educator 2020-2021	21	19	90.48%	2	9.52%
Para Educator 2019-2020	21	17	80.95%	4	19.05%
Para Educator 2018-2019	15	14	93.33%	1	6.67%
Security Officer 2022-2023 YTD	0	0	0.00%	0	0.00%
Security Officer 2021-2022	4	1	25.00%	3	75.00%
Security Officer 2020-2021	0	0	0.00%	0	0.00%
Security Officer 2019-2020	2	0	0.00%	2	100.00%
Security Officer 2018-2019	1	0	0.00%	1	100.00%
Secretary 2022-2023 YTD	6	6	100.00%	0	0.00%
Secretary 2021-2022	1	1	100.00%	0	0.00%
Secretary 2020-2021	1	1	100.00%	0	0.00%
Secretary 2019-2020	3	3	100.00%	0	0.00%
Secretary 2018-2019	4	4	100.00%	0	0.00%
Maintenance/Facilities 2022-2023 YTD	0	0	0.00%	0	0.00%
Maintenance/Facilities 2021-2022	3	1	33.33%	2	66.67%
Maintenance 2020-2021	0	0	0.00%	0	0.00%
Maintenance 2019-2020	0	0	0.00%	0	0.00%
Maintenance 2018-2019	0	0	0.00%	0	100.00%
Permanent Building Sub 2022-2023 YTD	2	2	100.00%	0	0.00%
Permanent Building Sub 2021-2022	6	6	100.00%	0	0.00%
Permanent Building Sub 2020-2021	3	2	66.67%	1	33.33%
Permanent Building Sub 2019-2020	3	0	0.00%	3	100.00%
Permanent Building Sub 2018-2019	6	4	66.67%	2	33.33%

**By Race & Ethnicity**

Total Separation by Race									
Year	All	Non - Hispanic / Latino					Hispanic / Latino	Ttl Minority	% Minority
		White	Black	Indian / Alaskan	Asian				
2022-2023 YTD	43	32	5	0	1	5	11	25.58%	
2021-2022	210	153	27	0	2	28	57	27.14%	
2020-2021	79	54	11	1	2	11	25	31.65%	
2019-2020	130	102	20	1	1	6	28	21.54%	
2018-2019	143	106	22	1	0	14	37	25.87%	



**Separation by Race/Ethnicity 2018-20219 through 2022-2023 YTD (10/13/2022)**

Ethnicity Race	Total Separations	Non - Hispanic / Latino				Hispanic / Latino	Total Minority	% Minority
		White	Black	Indian/ Alaskan	Asian/ Pacific			
Administrator 2022-2023 YTD	0	0	0	0	0	0	0	N/A
Administrator 2021-2022	13	10	2	0	0	1	3	23.08%
Administrator 2020-2021	5	4	0	0	0	1	1	20.00%
Administrator 2019-2020	7	3	3	0	0	1	4	57.14%
Administrator 2018-2019	7	4	3	0	0	0	3	42.86%
Admin Support 2022-2023 YTD	2	1	0	0	0	1	1	50.00%
Admin Support 2021-2022	2	2	0	0	0	0	0	0.00%
Admin Support 2020-2021	2	2	0	0	0	0	0	0.00%
Admin Support 2019-2020	4	4	0	0	0	0	0	0.00%
Admin Support 2018-2019	1	1	0	0	0	0	0	0.00%
Professional Educator 2022-2023 YTD	19	16	3	0	0	0	3	15.79%
Professional Educator 2021-2022	120	92	11	0	2	15	28	23.33%
Professional Educator 2020-2021	42	33	3	1	2	3	9	21.43%
Professional Educator 2019-2020	86	73	6	1	1	5	13	15.12%
Professional Educator 2018-2019	89	72	6	1	0	10	17	19.10%
Professional Educator-Coach 2022-2023 YTD	2	2	0	0	0	0	0	0.00%
Professional Educator-Coach 2021-2022	7	7	0	0	0	0	0	0.00%
Professional Educator-Coach 2020-2021	2	2	0	0	0	0	0	0.00%
Professional Educator-Coach 2019-2020	4	3	1	0	0	0	1	25.00%
Instructional Spprt Ldrshp/Tchr 2022-2023 YTD	2	1	0	0	0	1	1	50.00%
Instructional Support Ldshp/Tchr 2021-2022	0	0	0	0	0	0	0	N/A
Instructional Support Ldshp/Tchr 2020-2021	0	0	0	0	0	0	0	N/A
Instructional Support Ldshp/Tchr 2019-2020	0	0	0	0	0	0	0	N/A
Instructional Support 2022-2023 YTD	0	0	0	0	0	0	0	N/A
Instructional Support 2021-2022	9	4	3	0	0	2	5	55.56%
Instructional Support 2020-2021	3	2	0	0	0	1	1	33.33%
Instructional Support 2019-2020	8	4	2	0	0	2	4	50.00%
Instructional Support 2018-2019	20	13	6	0	0	1	7	35.00%
Para Educator 2022-2023 YTD	11	7	2	0	1	1	4	36.36%
Para Educator 2021-2022	36	22	7	0	0	7	14	38.89%
Para Educator 2020-2021	21	10	6	0	0	5	11	52.38%
Para Educator 2019-2020	21	16	5	0	0	0	5	23.81%
Para Educator 2018-2019	15	10	3	0	0	2	5	33.33%
Security Officer 2022-2023 YTD	0	0	0	0	0	0	0	N/A
Security Officer 2021-2022	4	3	0	0	0	1	1	25.00%
Security Officer 2020-2021	0	0	0	0	0	0	0	N/A
Security Officer 2019-2020	2	1	1	0	0	0	1	50.00%
Security Officer 2018-2019	1	0	1	0	0	0	1	100.00%
Secretary 2022-2023 YTD	3	2	0	0	0	1	1	33.33%
Secretary 2021-2022	6	3	1	0	0	2	3	50.00%
Secretary 2020-2021	1	1	0	0	0	0	0	0.00%
Secretary 2019-2020	3	1	2	0	0	0	2	66.67%
Secretary 2018-2019	4	3	1	0	0	0	1	25.00%
Maintenance/Facilities 2022-2023 YTD	0	0	0	0	0	0	0	100.00%
Maintenance/Facilities 2021-2022	3	2	1	0	0	0	1	200.00%
Maintenance 2020-2021	0	0	0	0	0	0	0	N/A
Maintenance 2019-2020	0	0	0	0	0	0	0	N/A
Maintenance 2018-2019	0	0	0	0	0	0	0	N/A
Permanent Building Sub 2022-2023 YTD	2	1	0	0	0	1	1	50.00%
Permanent Building Sub 2021-2022	7	5	2	0	0	0	2	28.57%
Permanent Building Sub 2020-2021	3	0	2	0	0	1	3	100.00%
Permanent Building Sub 2019-2020	3	1	2	0	0	0	2	66.67%
Permanent Building Sub 2018-2019	6	3	3	0	0	0	3	50.00%