

**EXHIBIT G                      SUMMARY OF TURNOVER  
RELATED DATA**

## Exhibit G

The reduction in the average teaching experience of SBSB employees is adversely impacting the number of core classes that are being taught by teachers who are deemed compliant with the No Child Left Behind Act (“NCLB”).<sup>1</sup> The goal of NCLB is for all students to be taught by highly qualified teachers by the end of the 2005-2006 school year. However, according to data maintain by the California Department of Education regarding the number of teachers who comply with the requirements of NCLB, only 52.6% of SBSB classes in core academic subjects were taught by NCLB compliant teachers during the 2004-2005 school year.

The departure of experienced staff from the High School District reduced the NCLB compliance rate from 60% during the 2003-2004 school year to less than 53% during the 2004-2005 school year. Further, only 1 high school in the High School District that measured up to the State average (74%) of classes in core academic subjects being taught by NCLB compliant teachers.

The Elementary School District has experience less turnover and, therefore, has many more teachers with a greater number of years of experience. In fact, nearly every school in the Elementary School District met or exceeded the State average for NCLB compliance during the 2004-2005 school year. However, the average percentage of classes taught by NCLB compliant teachers in the Elementary School District was less than 83% during that school year. Therefore, a significant change would still have been necessary for the District to satisfy the NCLB goal of 100% compliance for the 2005-2006 school year.

There are two models typically used to calculate the costs of school district employee turnover to their schools. First, the Department of Labor conservatively estimates that attrition costs an employer 30% of the leaving employee’s salary. Second, the Fitz-enz Model estimates attrition costs at 150% of salary.

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<sup>1</sup> To be deemed a teacher of core academic subjects compliant with NCLB, a teacher must have: a bachelor’s degree; a State credential, or an Intern Certificate / Credential for no more than 3 years; and, demonstrated core academic subject matter competence. NCLB defines core academic subject areas for high school classes as: English, reading/language arts, mathematics, science, foreign languages, civics/government, economics, arts, history, and geography. Elementary school teachers must demonstrate competence in reading, writing, mathematics and other core academic subject areas of the elementary school curriculum.

The Fitz-enz Model, cited by numerous sources,<sup>2</sup> asserts that turnover cost calculations must include termination or separation costs, hiring costs, vacancy costs, learning curve loss, and training costs. The termination cost category includes exit interview costs, if required by the organization. The cost of administrative tasks related to termination must also be taken into account. These tasks may include processing employee records, security and payroll (Fitz-enz, 1997), as well as costs related to stoppage of payroll, benefits and deductions, COBRA notification, and general termination paperwork (Bliss). For eligible employees, termination costs will also include severance and benefits continuances (Bliss; Pinkovitz et al., 1996). The employer also faces changes in unemployment costs (Pinkovitz et al., 1996), including the impact of turnover on unemployment premiums and any time or effort devoted to required unemployment hearings (Bliss).

Hiring costs are another significant aspect of termination costs that contribute to overall turnover costs. In order to recruit for vacant positions, employers may invest in advertising, agency fees, employee referrals, and/or recruits pay and benefits. When applicable, hiring costs may also include travel for applicants and/or staff, as well as relocation costs (Pinkovitz et al., 1996; Fitz-enz, 1998; Brown, 2000). To calculate hiring costs, the human resources time spent on handling resumes, reviewing candidate requirements, and performing background checks must also be included (Bliss). Hiring costs also encompass the time spent interviewing applicants and the expense for pre-employment tests. The cost of applicant screenings, such as drug tests, criminal background checks, educational checks, and reference checks, also contribute to hiring costs (Bliss). Finally, hiring costs also include post-employment administrative tasks, such as establishing payroll, security and computer passwords, creating business cards and email connections, and conducting dissemination activities (Bliss; Pinkovitz et al., 1996).

The National Center for Education Statistics and the Alliance for Excellent Education provide the following data regarding California teacher turnover, and the costs of such turnover for the state.

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<sup>2</sup> Bliss, W.G., "Cost of Employee Turnover," The Advisor (available on line at <http://isquare.com/turnover.html>); Bliss, W.G., "The Business Cost and Impact of Employee Turnover," Electronic Recruiting Forum (available online at <http://www.hrfocus.com/forum>); Fitz-enz, J., "It's Costly to Lose Good Employees," Workforce, 76 (1997); Pinkovitz, William H., Moskal, Joseph & Green, Gary P., "How Much Does Your Employee Turnover Cost?," Small Business Forum, 14:7071 (1996); Fitz-enz, J., "Top 10 Calculations for your HRIS," HR Focus, 75 (1998); Brown, William, "Measuring Up: Key Human capital Metrics," HR (2000) (available online at <http://222.shrm.org/hrmagazine/articles/0100covc.html>). While each of these sources may not define the categories in precisely the same manner, all of them include these categories in calculating the cost of employee turnover.

State	Total Number of Teachers *	Teachers Leaving the Profession **	Cost Related to Teachers Who Leave the Profession ***	Teachers Transferring to Other Schools **	Cost Related to Teachers Who Transfer to Other Schools ***	Total Teacher Turnover Cost (Not Including Retirements)
CA	279,945	14,417	\$206,213,616	17,444	\$249,518,976	\$455,732,592

\* U.S. Department of Education, National Center for Education Statistics, Schools and Staffing Survey, 1999–2000 (“Public School Teacher Questionnaire,” “Private School Teacher Questionnaire,” and “Public Charter School Teacher Questionnaire”), and 2000–01 Teacher Follow-up Survey (“Questionnaire for Current Teachers” and “Questionnaire for Former Teachers,” Table 1.01). Washington, DC.

\*\* State estimations based on analysis by Richard Ingersoll, Professor of Education and Sociology, University of Pennsylvania, from the National Center for Education Statistics, Student and Staffing Survey, and therefore include a slight margin of error. Additional data available at [http://www.gse.upenn.edu/faculty\\_research/Shortage-RMI-09-2003.pdf](http://www.gse.upenn.edu/faculty_research/Shortage-RMI-09-2003.pdf).

\*\*\* The Department of Labor conservatively estimates that attrition costs an employer 30 percent of the leaving employee’s salary. Teacher salary data was taken from the National Education Association’s Estimates of School Statistics, 1969–70 through 2002–03, and prepared August 2003. Available online at <http://nces.ed.gov/programs/digest/d03/tables/dt078.asp>.

The costs of teacher turnover have a significant impact on the School Districts.

Data maintained by SBSD indicates that 1,072 certificated employees left the School Districts between 2000 and 2006. Based on data of existing SBSD employees, the average salary of all SBSD certificated employees currently equals approximately \$53,000. The average salary of only full-time<sup>3</sup> certificated employees equals approximately \$56,250.

Therefore, the turnover cost to the School Districts for each certificated employee that leaves -- using the much more conservative Department of Labor model for determining turnover costs with the more conservative average salary figure (i.e. all certificated employees) – equals approximately \$15,900 (or 30% of \$53,000) on the low end, and – using the much more expansive Fitz-enz model and the higher average salary figure (i.e. only full-time employees) – equals approximately \$84,375 on the high end.

When multiplied by the number of certificated employees who left the School Districts between 2000 and 2006, the cost to SBSD for such turnover equaled between \$17,044,800 and \$90,450,000 – in either event, a huge financial impact and a cause for serious concern by the School Districts.

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<sup>3</sup> “Full-time” refers to employees scheduled to work at least 6 hours per day.

Therefore, based on the information currently available regarding SBSD turnover as well as the extensive costs resulting from it, the primary question for the School Districts is not how they can recruit new young teachers and other employees, but how can they can get the good employees they have recruited, trained and hired to stay in their jobs. Not only would this result in the most economically advantageous situation to the School Districts, but it would also provide the most consistent and experienced staff, resulting in a positive educational environment for its students.

**SUMMARY OF TURNOVER-RELATED DATA --****California Dept of Education / Educational Demographics Unit - Yrs of Teaching & Yrs in District****Santa Barbara High School District****2005-2006**

School	# of Teachers	Avg # of Years Teaching	% Difference vs. State Avg	# of Years in District	% Difference vs. State Avg
Community Day	2	2.0	-84%	0.5	-95%
Dos Pueblos Cont HS	2	13.0	2%	9.0	-13%
Dos Pueblos HS	104	10.9	-14%	8.3	-20%
Goleta Valley JHS	44	9.2	-28%	10.0	-4%
La Colina JHS	48	10.2	-20%	7.4	-29%
La Cuesta Cont JHS	7	14	10%	10.4	0%
La Cumbre JHS	29	12.7	0%	9.2	-12%
Las Alturas Cont HS	2	9.5	-25%	7	-33%
San Marcos Cont HS	2	7.5	-41%	7	-33%
San Marcos HS	101	11.1	-13%	8	-23%
SB Charter Middle	7	8	-37%	7	-33%
District Office	2	10.5	-17%	7	-33%
SB JHS	48	10.5	-17%	7.8	-25%
SB HS	105	12.3	-3%	9.7	-7%
SB Total / Average	503	<b>11.0</b>	-13%	<b>8.3</b>	-20%
State Total / Avg (HS & ES)	307,864	<b>12.7</b>	n/a	<b>10.4</b>	n/a

**2004-2005**

School	# of Teachers	Avg # of Years Teaching	% Difference vs. State Avg	# of Years in District	% Difference vs. State Avg
Community Day	3	15.7	24%	7.0	-33%
Dos Pueblos Cont HS	2	14.5	14%	11.0	6%
Dos Pueblos HS	106	10.6	-17%	8.5	-18%
Goleta Valley JHS	45	10.4	-18%	7.5	-28%
La Colina JHS	50	9.9	-22%	8.3	-20%
La Cuesta Cont HS	9	21.7	71%	18.4	77%
La Cumbre JHS	31	11.5	-9%	9.0	-13%
Las Alturas Cont HS	2	13.5	6%	7.0	-33%
San Marcos Cont HS	2	7.5	-41%	7.5	-28%
San Marcos HS	88	11.8	-7%	8.9	-14%

School	# of Teachers	Avg # of Years Teaching	% Difference vs. State Avg	# of Years in District	% Difference vs. State Avg
Community Day	2	14.0	10%	5.0	-52%
Dos Pueblos Cont HS	2	13.5	6%	10.0	-4%
Dos Pueblos HS	98	11.9	-6%	9.8	-6%
Goleta Valley JHS	47	10.2	-20%	7.3	-30%
La Colina JHS	45	10.2	-20%	7.9	-24%
La Cuesta Cont HS	7	24.3	91%	21.4	106%
La Cumbre JHS	30	14.5	14%	12.0	15%
Las Alturas Cont HS	2	12.5	-2%	6.0	-42%
San Marcos Cont HS	2	6.5	-49%	6.5	-38%
San Marcos HS	86	12.2	-4%	9.4	-10%
SB Charter Middle	9	7.6	-40%	6.7	-36%
District Office	2	7.5	-41%	5.0	-52%
SB JHS	47	10.3	-19%	8.1	-22%
SB HS	99	14.9	17%	12.7	22%
SB Total / Average	478	<b>12.3</b>	-3%	<b>9.9</b>	-5%
State Total / Avg (HS & ES)	305,855	<b>12.7</b>	n/a	<b>10.4</b>	n/a

### 2002-2003

School	# of Teachers	Avg # of Years Teaching	% Difference vs. State Avg	# of Years in District	% Difference vs. State Avg
Community Day	2	15.0	18%	6.0	-42%
Dos Pueblos Cont HS	3	16.3	28%	14.3	38%
Dos Pueblos HS	97	12.3	-3%	10.0	-4%
Goleta Valley JHS	52	8.8	-31%	7.1	-32%
La Colina JHS	48	10.2	-20%	8.1	-22%
La Cuesta Cont HS	5	28.4	124%	27.8	167%
La Cumbre JHS	36	13.3	5%	11.2	8%
Las Alturas Cont HS	2	11.5	-9%	5.0	-52%
San Marcos Cont HS	4	18.2	43%	15.5	49%
San Marcos HS	82	12.6	-1%	10.0	-4%
SB Charter Middle	8	6.1	-52%	5.1	-51%
District Office	1	8.0	-37%	8.0	-23%
SB JHS	51	9.8	-23%	7.0	-33%
SB HS	98	15.0	18%	12.7	22%
SB Total / Average	489	<b>12.3</b>	-3%	<b>9.9</b>	-5%
State Total / Avg (HS & ES)	309,773	<b>12.7</b>	n/a	<b>10.4</b>	n/a

Las Alturas Cont HS	2	10.5	-17%	4.0	-61%
San Marcos Cont HS	4	16.2	28%	13.5	31%
San Marcos HS	86	12.1	-5%	9.7	-6%
SB Charter Middle	7	5.4	-57%	4.4	-57%
District Office	1	12.0	-6%	3.0	-71%
SB JHS	49	10.4	-18%	7.8	-24%
SB HS	103	15.4	21%	13	26%
SB Total / Average	496	<b>12.9</b>	2%	<b>10.5</b>	2%
State Total / Avg (HS & ES)	306,940	<b>12.7</b>	n/a	<b>10.3</b>	n/a

### 2000-2001

School	# of Teachers	Avg # of Years Teaching	% Difference vs. State Avg	# of Years in District	% Difference vs. State Avg
Community Day	2	6.5	-48%	3.0	-71%
Dos Pueblos Cont HS	4	20.8	65%	18.8	83%
Dos Pueblos HS	84	15.3	21%	13.3	29%
Goleta Valley JHS	46	11.0	-13%	8.9	-14%
La Colina JHS	43	13.5	7%	11.0	7%
La Cuesta Cont HS	5	27.4	117%	25.2	145%
La Cumbre JHS	50	12.3	-2%	10.2	-1%
Las Alturas Cont HS	2	9.5	-25%	3.0	-71%
San Marcos Cont HS	3	19.3	53%	15.7	52%
San Marcos HS	86	10.9	-13%	8.8	-15%
SB Charter Middle	3	3.3	-74%	3.0	-71%
SB JHS	45	10.8	-14%	7.2	-30%
SB HS	100	14.5	15%	12.4	20%
SB Total / Average	473	<b>13.1</b>	4%	<b>10.8</b>	5%
State Total / Avg (HS & ES)	301,361	<b>12.6</b>	n/a	<b>10.3</b>	n/a

### 1999-2000

School	# of Teachers	Avg # of Years Teaching	% Difference vs. State Avg	# of Years in District	% Difference vs. State Avg
Dos Pueblos Cont HS	4	33.8	166%	31.0	201%
Dos Pueblos HS	76	16.1	27%	14.1	37%
Goleta Valley JHS	48	10.2	-20%	8.3	-19%
La Colina JHS	42	13.1	3%	10.8	5%
La Cuesta Cont HS	7	20.0	57%	18.1	76%

**1998-1999**

School	# of Teachers	Avg # of Years Teaching	% Difference vs. State Avg	# of Years in District	% Difference vs. State Avg
Dos Pueblos Cont HS	4	26.5	105%	24.5	136%
Dos Pueblos HS	72	17.4	35%	15.1	45%
Goleta Valley JHS	46	11.2	-13%	9.1	-13%
La Colina JHS	43	11.7	-9%	10.5	1%
La Cuesta Cont HS	6	22.2	72%	20.0	92%
La Cumbre JHS	54	11.1	-14%	9.0	-13%
Las Alturas Cont HS	2	18.0	40%	14.5	39%
San Marcos Cont HS	3	17.3	34%	13.7	32%
San Marcos HS	88	12.8	-1%	10.0	-4%
District Office	9	13.7	6%	9.4	-10%
SB JHS	44	10.7	-17%	7.4	-29%
SB HS	95	15.4	19%	14.4	38%
SB Total / Average	466	<b>13.7</b>	6%	<b>11.4</b>	10%
State Total / Avg (HS & ES)	283,975	<b>12.9</b>	n/a	<b>10.4</b>	n/a

**1997-1998**

School	# of Teachers	Avg # of Years Teaching	% Difference vs. State Avg	# of Years in District	% Difference vs. State Avg
Dos Pueblos Cont HS	4	27.0	105%	23.2	117%
Dos Pueblos HS	66	17.4	32%	15.2	42%
Goleta Valley JHS	44	12.7	-4%	10.2	-5%
La Colina JHS	41	12.6	-5%	10.8	1%
La Cuesta Cont HS	4	30.5	131%	29.0	171%
La Cumbre JHS	55	11.0	-17%	9.0	-16%
Las Alturas Cont HS	2	17.5	33%	14.0	31%
San Marcos Cont HS	3	25.7	95%	24.3	127%
San Marcos HS	87	13.8	5%	10.7	0%
District Office	8	15.9	20%	11.6	8%
SB JHS	43	13.7	4%	10.5	-2%
SB HS	90	17.2	30%	14.9	39%
SB Total / Average	447	<b>14.9</b>	13%	<b>12.3</b>	15%
State Total / Avg (HS & ES)	272,459	<b>13.2</b>	n/a	<b>10.7</b>	n/a

**SUMMARY OF TURNOVER-RELATED DATA**

California Dept of Education / Educational Demographics Unit - Yrs of Teaching &amp; Yrs in District

**Santa Barbara Elementary School District****2005-2006**

School	# of Teachers	Avg # of Years Teaching	% Difference vs. State Avg	# of Years in District	% Difference vs. State Avg
Adams	35	12.7	0%	10.2	-2%
Cesar Chavez	10	4.5	-65%	2.5	-76%
Cleveland	23	13.8	9%	11.7	13%
Franklin	32	13.8	9%	11.7	13%
Harding	30	15.8	24%	12.2	17%
McKinley	26	18.2	43%	15.3	47%
Monroe	27	16.1	27%	13	25%
Open Alternative	11	9.3	-27%	7	-33%
Peabody Charter	37	13.5	6%	9.2	-12%
Roosevelt	25	15.9	25%	13.2	27%
SB Charter	12	10.2	-20%	7	-33%
SB Comm Acdmy	16	9.2	-28%	6.5	-38%
District Office	3	17.7	39%	17	63%
Washington	28	13.9	9%	10.5	1%
SB Total / Average	315	<b>13.8</b>	9%	<b>10.8</b>	4%
State Total / Avg (HS & ES)	307,864	<b>12.7</b>	n/a	<b>10.4</b>	n/a

**2004-2005**

School	# of Teachers	Avg # of Years Teaching	% Difference vs. State Avg	# of Years in District	% Difference vs. State Avg
Adams	39	13.5	6%	11.1	7%
Cesar Chavez	8	5.8	-54%	1.9	-82%
Cleveland	25	13.8	9%	12.4	19%
Franklin	34	13.8	9%	11.7	13%
Harding	32	15.2	20%	11.9	14%
McKinley	27	17.9	41%	15.4	48%
Monroe	28	16.4	29%	13.5	30%
Open Alternative	11	11.8	-7%	6.5	-38%
Peabody Charter	36	14.1	11%	10.4	0%
Roosevelt	25	15.6	23%	12.8	23%
SB Charter	11	10.5	-17%	7	-33%

Cesar Chavez	6	4.3	-66%	1.7	-84%
Cleveland	28	12.9	2%	11.4	10%
Franklin	38	13.2	4%	11	6%
Harding	34	16.4	29%	12.5	20%
McKinley	28	16.3	28%	13.9	34%
Monroe	30	15.2	20%	12.5	20%
Open Alternative	11	16.3	28%	10.6	2%
Peabody Charter	38	13.7	8%	9.9	-5%
Roosevelt	27	14	10%	11.7	13%
SB Charter	11	8.9	-30%	5.5	-47%
SB Comm Acdmy	16	8.9	-30%	5.6	-46%
Washington	24	15	18%	12.1	16%
SB Total / Average	329	<b>13.8</b>	9%	<b>10.9</b>	5%
State Total / Avg (HS & ES)	305,855	<b>12.7</b>	n/a	<b>10.4</b>	n/a

### 2002-2003

School	# of Teachers	Avg # of Years Teaching	% Difference vs. State Avg	# of Years in District	% Difference vs. State Avg
Adams	34	13.2	4%	10.6	2%
Cesar Chavez	2	7.5	-41%	1	-90%
Cleveland	30	12.6	-1%	10.7	3%
Franklin	41	12.6	-1%	10.5	1%
Harding	35	15.9	25%	11.7	13%
McKinley	29	15.4	21%	12.5	20%
Monroe	34	15.4	21%	13.1	26%
Open Alternative	12	14	10%	9.4	-10%
Peabody Charter	38	12.4	-2%	8.7	-16%
Roosevelt	27	17	34%	14.3	38%
SB Charter	11	8.3	-35%	4.8	-54%
SB Comm Acdmy	15	8.5	-33%	5.7	-45%
Washington	24	16.6	31%	13.3	28%
SB Total / Average	332	<b>13.9</b>	9%	<b>10.9</b>	5%
State Total / Avg (HS & ES)	309,773	<b>12.7</b>	n/a	<b>10.4</b>	n/a

### 2001-2002

School	# of Teachers	Avg # of Years Teaching	% Difference vs. State Avg	# of Years in District	% Difference vs. State Avg
Adams	35	14.3	13%	11	7%
Cesar Chavez	2	11	-13%	1	-90%

SB Total / Average	328	<b>13.6</b>	7%	<b>10.5</b>	2%
State Total / Avg (HS & ES)	306,940	<b>12.7</b>	n/a	<b>10.3</b>	n/a

### 2000-2001

School	# of Teachers	Avg # of Years Teaching	% Difference vs. State Avg	# of Years in District	% Difference vs. State Avg
Adams	35	12.2	-3%	9.2	-11%
Cesar Chavez	3	15.3	21%	4	-61%
Cleveland	30	13.4	6%	10.8	5%
Franklin	41	10.7	-15%	9.3	-10%
Harding	31	12.9	2%	10.5	2%
McKinley	29	14.1	12%	12	17%
Monroe	34	15.1	20%	12.7	23%
Open Alternative	14	12.5	-1%	10.3	0%
Peabody Charter	37	12.1	-4%	8	-22%
Roosevelt	29	18.9	50%	16.1	56%
SB Charter	10	5.7	-55%	5.3	-49%
SB Comm Acdmy	10	7.6	-40%	5.1	-50%
Washington	26	15.2	21%	12.2	18%
SB Total / Average	329	<b>13.2</b>	5%	<b>10.6</b>	3%
State Total / Avg (HS & ES)	258,934	<b>12.6</b>	n/a	<b>10.3</b>	n/a

### 1999-2000

School	# of Teachers	Avg # of Years Teaching	% Difference vs. State Avg	# of Years in District	% Difference vs. State Avg
Adams	37	11.5	-9%	8.5	-17%
Cleveland	34	12.4	-2%	9.5	-8%
Franklin	30	8.4	-34%	6.6	-36%
Franklin Intermdt	13	10.5	-17%	9.2	-11%
Harding	34	12.4	-2%	10.3	0%
McKinley	33	12.6	-1%	10.3	0%
Monroe	34	15.0	18%	12.7	23%
Open Alternative	15	11.9	-6%	9.7	-6%
Peabody Charter	39	12.1	-5%	8.4	-18%
Roosevelt	29	16.6	31%	13.9	35%
SB Charter	10	4.1	-68%	3.7	-64%
SB Community Academy	8	4.8	-62%	2.8	-73%
District Office	6	19.5	54%	17	65%
Washington	28	15.9	25%	12.6	22%

McKinley	33	11.2	-13%	9.1	-13%
Monroe	32	14	9%	12	15%
Open Alternative	11	15.5	20%	15.3	47%
Peabody Charter	37	11.7	-9%	8.1	-22%
Roosevelt	32	16.2	26%	13.4	29%
SB Charter	13	4.9	-62%	3.9	-63%
(SBCA) Dist Off	10	18.7	45%	13.9	34%
Washington	33	14.3	11%	11.4	10%
SB Total / Average	353	<b>12.3</b>	-5%	<b>9.9</b>	-5%
State Total / Avg (HS & ES)	283,975	<b>12.9</b>	n/a	<b>10.4</b>	n/a

### 1997-1998

School	# of Teachers	Avg # of Years Teaching	% Difference vs. State Avg	# of Years in District	% Difference vs. State Avg
Adams	36	10.5	-20%	7.4	-31%
Cleveland	32	15.3	16%	12.1	13%
Franklin	28	8	-39%	6.5	-39%
Franklin Intermdt	12	13	-2%	11.3	6%
Harding	33	14	6%	10.5	-2%
McKinley	31	11	-17%	8.8	-18%
Monroe	31	15.1	14%	12.6	18%
Open Alternative	12	14.2	8%	13.2	23%
Peabody Charter	39	11.4	-14%	7.6	-29%
Roosevelt	30	15.9	20%	13.4	25%
SB Charter	11	5.3	-60%	2.8	-74%
(SBCA) Dist Off	12	16.5	25%	12.2	14%
Washington	32	15.1	14%	11.5	7%
SB Total / Average	339	<b>12.9</b>	-2%	<b>10</b>	-7%
State Total / Avg (HS & ES)	272,459	<b>13.2</b>	n/a	<b>10.7</b>	n/a

**SUMMARY OF TURNOVER-RELATED DATA****SBSD Personnel Department****Turnover re Certificated Teachers & Instructional Aides - 2000-2006**

% of All Turnover

Certificated employees who left SBSD 2000 - 2006	1072	100.0%
Certificated employees who left SBSD within 1 yr	483	45.1%
Certificated employees who left SBSD within 2 yrs	637	59.4%
Certificated employees who left SBSD within 7 yrs	871	81.3%
Certificated employees who left SBSD after 7 yrs	201	18.8%

**SUMMARY OF TURNOVER-RELATED DATA****California Dept of Education / Educational Demographics Unit - NCLB Compliance****Santa Barbara High School District****2004-2005**

School	NCLB Core Classes	NCLB Compliant Classes	NCLB Core Teachers	% Classes NCLB Compliant	% Difference vs. State Avg
Community Day	10	10	10	100%	26%
Dos Pueblos Cont HS	15	0	15	0%	-74%
Dos Pueblos HS	351	198	351	56%	-18%
Goleta Valley JHS	127	79	127	62%	-12%
La Colina JHS	162	103	172	60%	-14%
La Cuesta Cont HS	35	0	35	0%	-74%
La Cumbre JHS	87	50	87	58%	-16%
Las Alturas Cont HS	10	0	10	0%	-74%
San Marcos Cont HS	10	0	10	0%	-74%
San Marcos HS	221	119	221	54%	-20%
SB Charter Middle	15	5	3	33%	-41%
SB JHS	162	50	162	31%	-43%
SB HS	402	237	402	59%	-15%
SB Total / Average	1,607	851	1,605	<b>53%</b>	-21%
State Total Avg (HS & ES)	635,167	472,374	274,644	<b>74%</b>	n/a

**2003-2004**

School	NCLB Core Classes	NCLB Compliant Classes	NCLB Core Teachers	% Classes NCLB Compliant	% Difference vs. State Avg
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SB Total / Average	1,465	880	0	<b>60%</b>	-14%
State Total Avg (HS & ES)	642,602	340,323	253,953	<b>74%</b>	n/a

**Santa Barbara Elementary School District**

**2004-2005**

School	NCLB Core Classes	NCLB Compliant Classes	NCLB Core Teachers	% Classes NCLB Compliant	% Difference vs. State Avg
Adams	28	25	28	89%	15%
Cesar Chavez Charter	7	6	7	86%	12%
Cleveland	19	19	19	100%	26%
Franklin	29	27	29	93%	19%
Harding	25	21	25	84%	10%
McKinley	23	19	23	83%	9%
Monroe	23	21	23	91%	17%
Open Alternative	10	5	10	50%	-24%
Peabody Charter	32	32	33	100%	26%
Roosevelt	22	16	22	73%	-1%
SB Charter	7	7	6	100%	26%
SB Comm Academy	16	9	16	56%	-18%
Washington	23	17	23	74%	0%
SB Total / Average	232	192	231	<b>83%</b>	9%
State Total Avg (HS & ES)	635,167	472,374	274,644	<b>74%</b>	n/a