

APPENDIX IV – 19

From: Beck, Michael
Sent: Friday, July 29, 2016 10:11 AM
To: Campbell, Andrew
Subject: RE: USP Non-Compliance

Hi Andrew

It is summer and finding candidates that meet requirements is difficult. I found interview committee members that were available.

Michael Beck

Principal
Valencia Middle School

From: Campbell, Andrew
Sent: Friday, July 29, 2016 10:07 AM
To: Beck, Michael
Cc: Rico Uhrig, Janet
Subject: USP Non-Compliance

Good Morning, Michael.

We have interview panel forms for the following job vacancies and the members of the interview panel does not include an African American and/or Hispanic:

3886	Valencia MS	MS Language Arts Teacher
4001	Valencia MS	MS Social Studies Teacher

Even though there were panel members for these vacancies made up of other ethnicities, the USP requires that an African American and/or a Hispanic be members on interview panels for all certificated and administrator vacancies. Please provide me with written justification to why the panel did not comply with this USP requirement so I can submit this as a requirement of the court order.

Sincerely,

Andrew C. Campbell, MPA

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