

The following data and information, disaggregated by race and ethnicity Lists or tables of administrators or certificated staff who chose voluntary reassignment, by old and new position.  
USP Section IV.K(1)(d)(iv)

# Appendix 32

## IV.K.1.d.IV. District Initiated Transfer (DIT) SY 12-13 (Feb-Jun)

#	Job Code	Current Position, Grade &/or Subject	Current School	Last Name	First Name	Race / Ethnicity	Edu Level	Hire Date	Prior Position/School	Reason
1	35103	2nd Grade GATE	Kellond ES	Thompson	Jeremy T	White	ME	04/26/2013	GATE Teacher/Corbett	School Closure
2	35001	Primary	Sewell ES	Payton	Sandra	Unspecified	BA	04/26/2013	Teacher/Corbett	School Closure
3	35001	6th Grade Lang. Arts	Utterback MS	Mazon	Maritza	Hispanic	BA	04/29/2013	Teacher/Wakefield	School Closure
4	35011	Reading Intervention	Marshall ES	Clements	Mary Ellen	Islander	BA	04/29/2013	Teacher/Lyons	School Closure
5	35001	2nd Grade	Bloom ES	Chiasson	Kristi	White	ME	04/29/2013	Teacher/Schumaker	School Closure
6	35001	Intermediate	Whitmore ES	Larson	Deborah	Unspecified	ME	04/29/2013	Teacher/Corbett	School Closure
7	35301	Counselor	UHS	Morales	Noemi	Hispanic	MUS	04/29/2013	Counselor/Wakefield	School Closure
8	35001	7th Grade Social Stu	Utterback MS	Armendariz	Norma	Unspecified	AA	04/29/2013	Teacher/Hohokam	School Closure
9	35001	3rd Grade	Marshall ES	Colombino	Christine	Unspecified	BA	04/29/2013	Teacher/Schumaker	School Closure
10	35001	8th Grade Science	Utterback MS	Sissel	Tonya	White	MA	04/29/2013	Teacher/Carson	School Closure
11	35001	2nd Grade	Marshall ES	Barnett	Cynthia	Hispanic	BS	04/29/2013	Teacher/Lyons	School Closure
12	35001	ELD - 3,4,5 Grade	Bloom ES	Garcia	Sheree	White	MA	04/29/2013	Teacher/Corbett	School Closure
13	35001	7th Grade Social Stu	Safford MS	Bayne	Stuart	White	MUS	04/29/2013	Teacher/Townsend	School Closure
14	35001	Teacher - Kindergarten	Sewell ES	Aho	Celeste	White	BA	04/29/2013	Teacher/Townsend	School Closure
15	35001	Online AGAVE	Distance Learning	Weaver, Jr.	Robert	White	MA	04/29/2013	Teacher/Howenstine	School Closure
16	35103	1st Grade GATE	Kellond ES	Conrad	Cinnamon	Native American	BS	04/29/2013	GATE Teacher/Corbett	School Closure
17	35001	Intermediate	Hughes	Cueto	Randolph	Hispanic	MED	04/29/2013	Teacher/Brichta	School Closure
18	35001	1st Grade	Lineweaver	Gregory	Elizabeth	Hispanic	BA	04/29/2013	Teacher/Corbett	School Closure
19	35103	3rd Grade GATE	Kellond ES	Schickling	Michelle	Unspecified	BA	04/29/2013	GATE Teacher/Corbett	School Closure
20	35001	Intermediate	Hughes	Jaeger	Jim	White	MS	04/29/2013	Teacher/Brichta	School Closure
21	35103	4th Grade GATE	Kellond ES	Pierson	Amber	Unspecified	MUS	04/29/2013	GATE Teacher/Corbett	School Closure

## IV.K.1.d.IV. District Initiated Transfer (DIT) SY 12-13 (Feb-Jun)

#	Job Code	Current Position, Grade &/or Subject	Current School	Last Name	First Name	Race / Ethnicity	Edu Level	Hire Date	Prior Position/School	Reason
22	35301	Counselor	Pistor MS	Mendez	Melisa B	Unspecified	BA	04/29/2013	Counselor/Townsend	School Closure
23	35001	ELD	Davis ES	Teran	Lorena	Hispanic	ME	04/29/2013	Teacher/Wakefield	School Closure
24	35103	5th Grade GATE	Kellond ES	Ahumada	Karla	Hispanic	ME	04/29/2013	GATE Teacher/Corbett	School Closure
25	35001	Math Interventionist	Pistor MS	Van Vliet	Jason	Unspecified	BS	04/29/2013	Teacher/Carson	School Closure
26	35001	5th Grade	Rose	Green	Sara	White	BA	04/29/2013	Teacher/Maxwell	School Closure
27	35001	MS ELD	Doolen	Maza Jr	Mario	Hispanic	BS	04/29/2013	Teacher/Maxwell	School Closure
28	35001	Kindergarten	Kellond ES	Hodge	Tiffany	Hispanic	BA	04/29/2013	Teacher/Schumaker	School Closure
29	35001	7th/8th Grade Science	Safford MS	Contreras	Luis	Hispanic	ME	04/29/2013	Teacher/Townsend	School Closure
30	35001	Chemistry	Santa Rita HS	Martin	Christopher D.	White	MUS	04/29/2013	Teacher/Howenstine	School Closure
31	35001	6/7/8 Grade Math	Safford MS	Kane	Erica	White	BA	04/29/2013	Teacher/Wakefield	School Closure
32	35001	ELD	Safford MS	Peachey	Priscilla S.	Hispanic	ME	04/29/2013	ACR Teacher/Schumaker	School Closure
33	35001	Math Interventionist	Gridley MS	Wilmore	Peggy	Unspecified	ME	04/29/2013	Teacher/Townsend	School Closure
34	35001	3rd Grade	Safford MS	Budak	Janice	Unspecified	BS	04/29/2013	Teacher/Townsend	School Closure
35	35001	5th	Borton ES	Rubio	Clarinda	Hispanic	BS	04/29/2013	Teacher/Wakefield	School Closure
36	35001	6th-8th Gr PE	Doolen MS	Tatro	Holly	White	BS	04/29/2013	Teacher/Carson	School Closure
37	35001	Kinder/1st Grade	Whitmore ES	Fretz	Evelyn	White	ME	04/29/2013	Teacher/Corbett	School Closure
38	35001	ELD	Whitmore ES	Gutierrez	Jennifer	Unspecified	BA	04/29/2013	Teacher/Corbett	School Closure
39	35001	6-8 Math	Pueblo Gardens	Meyer	Christine L.	Asian	BA	04/29/2013	Teacher/Carson	School Closure
40	35001	Kindergarten	Tolson ES	Harman	Debbie	White	MA	04/29/2013	ACR Teacher/Menlo Park	School Closure
41	35001	2nd Grade	Whitmore ES	Teece	Deborah	White	ME	04/29/2013	Teacher/Townsend	School Closure

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#	Job Code	Current Position, Grade &/or Subject	Current School	Last Name	First Name	Race / Ethnicity	Edu Level	Hire Date	Prior Position/School	Reason
42	35001	5th Grade	Bloom ES	Hubble	Paul W	White	BA	04/29/2013	Teacher/Lyons	School Closure
43	35001	Technology	Carrillo ES	Buckley	Arthur R	White	ME	04/29/2013	Teacher/Wakefield	School Closure
44	35001	Kinder/1st Grade	Whitmore ES	Yearego	Jessica	Unspecified	ME	04/29/2013	Teacher/Corbett	School Closure
45	35001	Primary	Maxwell K-8	Reyes	Raul C	Hispanic	BA	04/29/2013	Teacher/Menlo Park	School Closure
46	35001	Intermediate	Bonillas ES	Duran	Dianna	Hispanic	BA	04/29/2013	Teacher/Menlo Park	School Closure
47	35001	ELD 1st Grade	Bonillas ES	Temple	Angela	Hispanic	ME	04/29/2013	Teacher/Townsend	School Closure
48	35001	World History	Sabino HS	Kearney	Michael	White	BA	04/29/2013	Teacher/Townsend	School Closure
49	35001	ELD 2nd Grade	Bonillas ES	Beard	Melodi	White	BA	04/29/2013	Teacher/Townsend	School Closure
50	35056	World History	Tucson MHS	Haniman	Virginia L.	White	BA	04/29/2013	Ex Ed Teacher/Wakefield	School Closure
51	35001	4th Grade	Wheeler ES	Robinson	Jody	White	BA	04/29/2013	Teacher/Corbett	School Closure
52	395001	ELL Teacher - 6,7,8 (Temp .40)	Booth/Fickett	Baffert	Theresa M.	Unspecified	MED	04/29/2013	ACR Teacher/Howenstine	School Closure
53	35055	CCS-Co Teacher	Valencia MS	Valenzuela	Velma	Unspecified	BA	04/29/2013	Ex Ed Teacher/Wakefield	School Closure
54	35001	Elem Teacher - 5th Gr	Booth/Fickett	Smith	Cindy M	White	BA	04/29/2013	Teacher/Schumaker	School Closure
55	35001	Elem Teacher - 2nd Gr	Booth/Fickett	Gross	Brianne	White	BA	04/29/2013	Teacher/Lyons	School Closure
56	35056	CCS	Wright	Palacios	Martha	Hispanic	MA	04/29/2013	Ex Ed Teacher/Townsend	School Closure
57	35001	Elem Teacher - Kindergarten	Borman	West	Karen	White	ME	04/29/2013	Teacher/Corbett	School Closure
58	35001	Elem Teacher - 5th Gr	Bloom ES	Miller	Marjorie	Unspecified	BA	04/29/2013	Teacher/Schumaker	School Closure
59	35001	CTE Teacher - Digital Media	Cholla HS	Coston	Peter D.	White	BA	04/29/2013	Teacher/Howenstine	School Closure
60	35001	Algebra Teacher	Cholla HS	Loria	Christina	White	ME	04/29/2013	Teacher/Carson	School Closure

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61	35102	GATE	GATE	O'Brien	Barbara	Unspecified	ME	04/30/2013	GATE Teacher/Corbett	School Closure
62	35102	GATE	GATE	Dobbin	Glenn	Unspecified	ME	04/30/2013	Gate Teacher/Carson	School Closure
63	35001	Kindergarten	Maxwell K-8	Carreno Sr.	Gisela	Hispanic	ME	04/30/2013	Teacher/Menlo Park	School Closure
64	35001	ELD	Maxwell K-8	Verdugo	Lydia	Hispanic	BA	04/30/2013	Teacher/Menlo Park	School Closure
65	35001	Kinder	Maxwell K-8	Gomez	Ines	Hispanic	BA	04/30/2013	Teacher/Menlo Park	School Closure
66	35001	Intermediate	Maxwell K-8	Pischansky	Karen	Hispanic	ME	04/30/2013	Teacher/Menlo Park	School Closure
67	35001	Kindergarten	Maxwell K-8	O'Brien	Shjan	Unspecified	BA	04/30/2013	Teacher/Menlo Park	School Closure
68	35001	Intermediate	Maxwell K-8	Bravo	Victoria	Unspecified	BA	04/30/2013	Teacher/Menlo Park	School Closure
69	35001	1st Grade	Maldonado ES	Carrillo	Anthony M.	Hispanic	BA	04/30/2013	Teacher/Townsend	School Closure
70	35001	Intermediate	Maxwell K-8	Terry	Mauria	White	BA	04/30/2013	Teacher/Menlo Park	School Closure
71	35001	Intermediate	Maxwell K-8	Crawley	Renee	White	BS	04/30/2013	Teacher/Brichta	School Closure
72	35001	Kindergarten	Maldonado ES	Villicana	Andrea	Hispanic	BS	04/30/2013	Teacher/Maxwell MS	School Closure
73	35001	2nd Grade	Tolson ES	Menke	Gail	White	ME	04/30/2013	Teacher/Menlo Park	School Closure
74	35001	Primary	Maxwell K-8	Barajas	Angelica	Hispanic	BA	04/30/2013	Teacher/Brichta	School Closure
75	35001	Primary	Maxwell K-8	Larez	Sarah P	Hispanic	BA	04/30/2013	Teacher/Brichta	School Closure
76	35001	Primary	Maxwell K-8	Peralta	Rebecca	Hispanic	ME	04/30/2013	Teacher/Brichta	School Closure
77	35001	Kindergarten	Maxwell K-8	Schodroski	Erin	White	BS	04/30/2013	Teacher/Brichta	School Closure
78	35001	Intermediate	Maxwell K-8	Johnson	Shelby	White	BA	04/30/2013	Teacher/Brichta	School Closure
79	35001	Primary	Maxwell K-8	Axup	Sarah	Unspecified	BA	04/30/2013	Teacher/Brichta	School Closure

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80	35001	Teacher - 4th Grade	Cragin ES	Stott	Erica	Unspecified	BA	04/30/2013	Teacher/Townsend	School Closure
81	35001	7th Grade	Rose ES	Hernandez	Erika	Hispanic	BS	04/30/2013	Teacher/Maxwell MS	School Closure
82	35056	CCS	Gridley MS	Elton	Jennifer	White	ME	04/30/2013	Ex Ed Teacher/Carson MS	School Closure
83	35001	Elem Teacher - 1,2 Gr Combo	Collier ES	Gooding-DeBough	Lori	White	ME	04/30/2013	Teacher/Howenstine	School Closure
84	35001	Elem Teacher - 6th Gr	Dietz ES	Paun	David J.	Hispanic	BA	04/30/2013	Teacher/Wakefield	School Closure
85	35001	Teacher/Coach	Manzo ES	Cereceres	Aide	Hispanic	BA	04/30/2013	School Improvement Coach/Townsend	School Closure
86	35001	Elem Teacher - 2nd Gr	Erickson ES	Wiley	Elizabeth	White	MBA	04/30/2013	Teacher/Lyons	School Closure
87	35056	Ex Ed ABLE	Blenman ES	Burke-Harris	Geraldine	White	MA	04/30/2013	Ex Ed Teacher/Lyons	School Closure
88	35001	Elem Teacher - 1st Gr	Erickson ES	Lehman (Annibal)	Lynnette K.	White	BS	04/30/2013	Teacher/Corbett ES	School Closure
89	35001	6th Grade Reading	Valencia MS	Brumagin	Margie	White	BA	05/01/2013	Teacher/Hohokam	School Closure
90	35001	7th Grade Science	Valencia MS	Macias	Elizabeth	Hispanic	BS	05/01/2013	Teacher/Wakefield	School Closure
91	35001	8th Grade Science	Valencia MS	Oliver	Maria	White	BA	05/01/2013	Teacher/Wakefield	School Closure
92	35001	8th Grade LA	Valencia MS	Torres	Yvonne	Hispanic	MUS	05/01/2013	Interim Asst Principal M.S/Wakefield	School Closure
93	35001	Elem Teacher - 3rd Gr	Erickson ES	Nicholson	Rita J.	White	BA	05/02/2013	Teacher/Corbett ES	School Closure
94	35001	Elem Teacher - Kindergarten	Erickson ES	Durako	Margaret	Unspecified	BS	05/02/2013	Teacher/Lyons	School Closure
95	35001	Elem Teacher - Kindergarten	Erickson ES	Aquino	Erica	Unspecified	BS	05/02/2013	Teacher/Corbett ES	School Closure
96	35001	Elem Teacher - 3,4 Combo	Erickson ES	Schoon	Susan L.	White	MUS	05/02/2013	Teacher/Carson	School Closure
97	35001	Elem Teacher - 5th Gr	Ford ES	Czopek	Katherine	White	BA	05/02/2013	Teacher/Lyons	School Closure

## IV.K.1.d.IV. District Initiated Transfer (DIT) SY 12-13 (Feb-Jun)

#	Job Code	Current Position, Grade &/or Subject	Current School	Last Name	First Name	Race / Ethnicity	Edu Level	Hire Date	Prior Position/School	Reason
98	35001	Elem Teacher - 3rd Gr	Gales	Mendoza	Rachel Stephanie	Hispanic	BA	05/02/2013	Teacher/Schumaker	School Closure
99	35001	Elem Teacher - 1st Gr	Henry ES	Jones	Kari	White	BS	05/02/2013	Teacher/Lyons	School Closure
100	35001	Elem Teacher - Kindergarten	Henry ES	Finley	Andrea	Unspecified	ME	05/02/2013	Teacher/Schumaker	School Closure
101	35001	Elem Teacher - Kindergarten	Henry ES	Cota-Robles	Debbie	Unspecified	ME	05/02/2013	Teacher/Schumaker	School Closure
102	35001	ACR Elem Teacher - 2,3 Combo	Henry ES	Rosen	Gina	White	ME	05/02/2013	ACR Teacher/Lyons ES	School Closure
103	35001	Teacher - 7th Grade Self-Contained	McCorkle K-8	Foster	David	White	BA	05/02/2013	Teacher/Carson	School Closure
104	352068	Reading Specialist K-8	Robins	Hill	Sally A	White	BA	05/02/2013	Teacher/Brichta	School Closure
105	35001	Science Teacher - 7,8	Secrist MS	Patrick	Stephen J.	Unspecified	ME	05/02/2013	Dean of Students-Townsend	School Closure
106	35001	Social Studies Teacher - 7,8	Secrist MS	Celi	Nicholas	White	BS	05/02/2013	Teacher/Wakefield	School Closure
107	35001	Language Arts Teacher - 7,8	Secrist MS	Drury	Diane C.	White	ME	05/02/2013	Teacher/Carson	School Closure
108	35001	Math Teacher - 7,8	Secrist MS	Bridegroom	Dylan	White	BS	05/02/2013	Teacher/Wakefield	School Closure
109	35001	PE Teacher - 6,7	Secrist MS	Ribaudo	Susan	White	BS	05/02/2013	Teacher/Townsend	School Closure
110	35001	Technology Teacher - 6,7,8	Secrist MS	Mooney	Martha	White	ME	05/02/2013	Teacher/Hohokam	School Closure
111	35001	Language Arts Teacher - 6,7	Secrist MS	Chambliss	Donna	African American	BA	05/02/2013	Teacher/Carson	School Closure
112	35001	English Teacher	Tucson MHS	Scott	John	White	BA	05/02/2013	Teacher/Maxwell	School Closure
113	35001	Spanish Teacher	Tucson MHS	Bilbao	Aintzane	Unspecified	ME	05/02/2013	Teacher/Carson	School Closure
114	35001	English Teacher	Tucson MHS	Bates	Heather	White	ME	05/02/2013	Teacher/Howenstine	School Closure
115	35001	Elem Teacher - 4th Gr	Henry ES	Warburton	Janet M	White	BA	05/02/2013	Teacher/Schumaker	School Closure

## IV.K.1.d.IV. District Initiated Transfer (DIT) SY 12-13 (Feb-Jun)

#	Job Code	Current Position, Grade &/or Subject	Current School	Last Name	First Name	Race / Ethnicity	Edu Level	Hire Date	Prior Position/School	Reason
133	35056	CCS Resource	Marshall ES	Lee	Connie	Unspecified	ME	05/07/2013	Ex Ed Teacher/Corbett	School Closure
134	35001	Math Interventionist	Manzo ES	Lewis	Constance	White	MA	05/07/2013	Teacher/Manzo	School Closure
135	35056	CCS/Math	Doolen Ms	Maza III	Mario R.	Hispanic	BA	05/07/2013	Ex Ed Teacher/Steele	RIF/Layoff
136	35056	CCS Resource	Wheeler ES	Yescas	Olivia	Hispanic	BA	05/08/2013	Ex Ed Teacher/ Cavett	RIF/Layoff
137	35001	6th Gr Science	Utterback MS	Levy	Christina	Hispanic	BA	05/09/2013	Teacher/Carson	School Closure
138	35311	Student and Family Support Liaison	Whitmore ES	Masalsky	Kristine	White	MA	05/09/2013	Teacher/Carson	School Closure
139	35001	Teacher - History	Tucson MHS	Escamilla	Alexandro	Hispanic	ME	05/09/2013	Teacher/Carson	School Closure
140	35001	Teacher - Math	Tucson MHS	Torres	Caroline	Hispanic	BS	05/09/2013	Math Specialist Teacher/CIPD	School Closure
141	35001	2nd Grade	Whitmore ES	Helbling	Sara	White	BA	05/09/2013	Teacher/Corbett	School Closure
142	35001	7 th Grade Self Contained	Rose	Arroyo	John O.	Hispanic	BA	05/10/2013	Teacher/Maxwell MS	School Closure
143	35001	Math Teacher - Intervention	Van Buskirk/Dunham ES	Gerhard	Patricia	White	ME	05/10/2013	Teacher/Dunham	School Closure
144	35001	7,8 Reading	McCorkle K-8	Campos	Deanna	Hispanic	ME	05/10/2013	Teacher/Townsend	School Closure
145	35001	6-8 PE	Valencia MS	Klassen	Chris	White	BA	05/10/2013	Teacher/Maxwell MS	School Closure
146	35056	Ex Ed Teacher	Erickson ES	Toropina	Irina	White	MA	05/10/2013	Ex Ed Teacher/Schumaker	School Closure
147	35001	Math	Tucson MHS	Zavas	Anthony	White	ME	05/11/2013	Teacher/Tucson MHS	RIF/Layoff
148	35309	Counselor Career/Post Secondary	Sabino HS	McTavish	Mandy K.	White	ME	05/12/2013	Counselor/Johnson	RIF/Layoff
149	35056	CCS	Maxwell K-8	Zamora	Rebecca	Hispanic	MA	05/13/2013	Ex Ed Teacher/Menlo Park	School Closure



#	Job Code	Current Position, Grade &/or Subject	Current School	Last Name	First Name	Race / Ethnicity	Edu Level	Hire Date	Prior Position/School	Reason
116	35001	8th Grade Math	Valencia MS	Mahoney	Blanca	Unspecified	BA	05/02/2013	Teacher/Wakefield	School Closure
117	35001	Language Arts Teacher - 6,7,8	Robins	Hamilton	Derek	White	AS	05/03/2013	Teacher/Maxwell	School Closure
118	35001	Ex Ed Teacher - CCS/Inclusion (2013-2014 SY)	Secrist MS	Schmidt	Leighanne	White	BA	05/03/2013	Teacher/Carson	School Closure
119	35056	CCS/Inclusion	Secrist MS	Feaman	Patrick	White	BS	05/03/2013	Teacher/Carson	School Closure
120	35001	English Teacher	Tucson MHS	Sainz	Christina	Hispanic	BA	05/03/2013	Teacher/Wakefield	School Closure
121	35001	History	Tucson MHS	Sheehan	Margaret A.	Unspecified	BS	05/03/2013	Teacher/Howenstine	School Closure
122	35001	History Teacher - American	Tucson MHS	Ryden	Patrick	White	BS	05/03/2013	Teacher/Maxwell	School Closure
123	35056	CCS/Math	Doolen	Marcott	Nancy	White	BS	05/03/2013	Teacher/Carson	School Closure
124	35001	Reading	Sewell ES	Diamond	Mindy	White	MA	05/06/2013	Reading Teacher/Sewell	RIF/Layoff
125	35001	7th Grade Lang. Arts	Utterback MS	Salazar-Rodriguez	Elizabeth	Hispanic	BA	05/06/2013	Teacher/Wakefield	School Closure
126	35001	6-8 PE	Doolen MS	Dorame	Ricardo O.	Hispanic	BS	05/07/2013	Teacher/Carson	School Closure
127	35001	3rd Grade	Wheeler ES	Flannery	Ronald	Unspecified	BS	05/07/2013	Teacher/Hohokam	School Closure
128	35001	Visual Arts 6,7,8	Utterback MS	Rumler	Celeste	White	BS	05/07/2013	Teacher/Maxwell	School Closure
129	35001	ACR Social Studies 8th	Utterback MS	Thompson	Scott	White	BA	05/07/2013	Teacher/Carson	School Closure
130	35001	ELD/ELL	Utterback MS	Gomez-Morado	Mercedes	Hispanic	ME	05/07/2013	ACR Teacher/Maxwell	School Closure
131	35001	Art	Naylor MS	Alabi-Isama	Tempest	African American	BFA	05/07/2013	Teacher/Howenstine	School Closure
132	35056	CCS Resource	Holladay ES	Gardner	Jenna Rae	Unspecified	BS	05/07/2013	Teacher/Brichta	School Closure

## IV.R.1.d.IV. District Initiated Transfer (DI) SY 12-13 (Feb-Jun)

#	Job Code	Current Position, Grade &/or Subject	Current School	Last Name	First Name	Race / Ethnicity	Edu Level	Hire Date	Prior Position/School	Reason
150	35001	World Hist	Santa Rita HS	Giles	Suzanne (Sam)	White	BS	05/13/2013	Teacher/Carson	School Closure
151	35001	6 Gr LA	Valencia MS	Teel	Kathleen	Unspecified	BA	05/13/2013	Teacher/Townsend	School Closure
152	35001	Intermediate	Maxwell K-8	Eddieman-Felix	Katherine	White	ME	05/13/2013	Teacher/Brichta	School Closure
153	35001	8th Grade Language Arts	Valencia MS	Romero Jr.	Mark A.	Hispanic	BA	05/13/2013	Teacher/Wakefield	School Closure
154	35001	Spanish Teacher	Sahuaro	Ruiz	Dianne S	Hispanic	BA	05/16/2013	Teacher/Wakefield	School Closure
155	35001	Intermediate	Hughes	Astrene	Susan L.	Unspecified	MUS	05/16/2013	Teacher/Brichta	School Closure
156	35001	Teacher - Intermediate	Dietz ES	Guido	Jorge A.	Hispanic	BA	05/22/2013	Teacher/Wakefield	School Closure
157	35056	CCS Resource 6-8	Miles	Johnson	Sara	White	BS	05/30/2013	Ex Ed Teacher/Schumaker	School Closure
158	35001	ECE	Steele	De Bonillas	Myriam R	Hispanic	BA	05/31/2013	Teacher/Corbett	School Closure
159	35056	CCS Resource	Manzo ES	Figueroa	Mario	Hispanic	BA	05/31/2013	Ex Ed Teacher/Wakefield	School Closure
160	35001	Intermediate	Maxwell K-8	Lukow	Kathryn	White	BS	05/31/2013	Teacher/Menlo Park	School Closure
161	35056	Ex Ed Teacher	Maxwell K-8	Ledbetter	Sarah	White	BA	06/10/2013	Ex Ed Teacher/Maxwell	School Closure
162	34552	Library Media Specialist	University HS	Fox	Cathie	White	MA	06/10/2013	Library Media Specialist/Gale ES	RIF/Layoff
163	35301	Counselor	Mansfield MS	Brown	Todd E.	White	ME	06/10/2013	Counselor/Miles	RIF/Layoff
164	35001	Biology	Santa Rita HS	Pessaraki	Vinca	White	MA	06/10/2013	Teacher/Cholla MHS	RIF/Layoff
165	35001	6th Grade GATE	Doolen	Freund	Suzanne A J	White	MUS	06/10/2013	Teacher/Lynn/Q	RIF/Layoff
166	35001	3rd Gr Teacher	Tolson ES	Gutierrez	Javier A.	Hispanic	BA	06/10/2013	Teacher/Carrillo	RIF/Layoff
167	35001	4th Grade Teacher	Wheeler ES	Slonaker	Stuart	Unspecified	MA	06/10/2013	Teacher/Blenman	RIF/Layoff
168	35056	Ex Ed Teacher	Hollinger	Estrella	Gloria M.	Hispanic	BFA	06/11/2013	Ex Ed Teacher/Wakefield	School Closure

## IV.R.1.d.IV. District Initiated Transfer (DIT) SY 12-13 (Feb-Jun)

#	Job Code	Current Position, Grade &/or Subject	Current School	Last Name	First Name	Race / Ethnicity	Edu Level	Hire Date	Prior Position/School	Reason
169	35056	Ex Ed Teacher	Maxwell K-8	Vanderleeuw	Calvin	African American	BA	06/11/2013	Ex Ed Teacher/Maxwell	School Closure
170	35056	Ex Ed Teacher	Maxwell K-8	Valdez	Lillie A	Hispanic	MA	06/11/2013	Ex Ed Teacher/Brichta	School Closure
171	35001	Kindergarten	Collier ES	Dashiell	June	White	MA	06/11/2013	Teacher/Lyons	School Closure
172	35001	Reading Intervention Teacher	McCorkle K-8	Comey	Kimberly	Unspecified	ME	06/12/2013	Resource Teacher/Cragin	RIF/Layoff
173	35301	Counselor	Secrist MS	Hall	Mariel	Hispanic	ME	06/12/2013	Counselor/Gridley	RIF/Layoff
174	35001	1st Grade Teacher	McCorkle K-8	Muller	Ernst	Unspecified	BA	06/12/2013	Instructional Coach/Grijalva	RIF/Layoff
175	35056	Ex Ed Teacher - Co Teacher	Valencia MS	Yarberry	Sue	White	MS	06/12/2013	Ex Ed Teacher/Hohokam	School Closure
176	35056	Ex Ed Teacher - Project Able	Johnson	Goodman	Robert T.	White	MA	06/12/2013	Ex Ed Teacher/Corbett	School Closure
177	35001	7th Grade Social Stu	Secrist MS	Lopez	Daniel	Hispanic	BA	06/13/2013	Teacher/Doolen	RIF/Layoff
178	35001	Intermediate Teacher	Robison	Herring	Sharon	White	ME	06/13/2013	Project Specialist/Mission View	RIF/Layoff
179	35001	English Teacher	Choila MHS	Greenberg	William	White	ME	06/13/2013	Literacy Specialist 9-12/Cholla MHS	School Closure
180	35056	Self Contained	Cragin ES	Kezman	Linda M.	White	MA	06/13/2013	Ex Ed Teacher/Cragin	RIF/Layoff
181	35056	Ex Ed Teacher	Valencia MS	Campbell	Linda	White	MA	06/13/2013	Ex Ed Teacher/Howenstine	School Closure
182	35056	Ex Ed Teacher	Valencia MS	Smith	Shane M.	White	BS	06/13/2013	Ex Ed Teacher/Howenstine	School Closure
183	35001	CCS/Math	Pueblo MHS	Balsz	Gene	Hispanic	MA	06/13/2013	Ex Ed Teacher/Pueblo MHS	RIF/Layoff
184	35001	21st Century Tech. Integration Specialist	McCorkle K-8	Collins	Jeremy	White	ME	06/17/2013	Teacher/McCorkle K-8	School Closure
185	35056	Ex Ed	Cragin ES	Lopez	Jorge	Hispanic	BA	06/17/2013	Ex Ed Teacher/Menlo Park	School Closure
186	34552	ACR Library Media Specialist	Pueblo Gardens	Pryor	Cheryl	White	ME	06/17/2013	ACR Library Media Specialist/Erickson	RIF/Layoff

#	Job Code	Current Position, Grade &/or Subject	Current School	Last Name	First Name	Race / Ethnicity	Edu Level	Hire Date	Prior Position/School	Reason
187	35001	ACR Teacher 5th Grade	Tolson ES	Chapin	Diane	White	ME	06/18/2013	ACR Teacher/Blenman	RIF/Layoff
188	35056	Ex Ed Teacher	Henry ES	Ganaote	Tracy	Unspecified	BS	06/19/2013	Ex Ed Teacher/Schumaker	School Closure
189	35056	Ex Ed Teacher	Henry ES	Jauch	Laura	Unspecified	ME	06/19/2013	Ex Ed Teacher/Schumaker	School Closure
190	34722	ACR Job Development-Inst	Catalina MHS	Vitale	Salvatore	White	ME	06/20/2013	ACR Job Development-Inst/Pueblo MHS	RIF/Layoff
191	35001	Reading Intervention Teacher	Doolen	Dalby	Patricia Reed	White	PhD	06/20/2013	Teacher/Erickson	RIF/Layoff
192	35001	PE, Grades 6,7,8	Utterback MS	Zellar	George	White	BS	06/21/2013	Teacher/Cholla MHS	RIF/Layoff
193	35001	Elem Teacher - Kindergarten	Henry ES	Brown	Renee	White	BA	06/25/2013	Teacher/Johnson	RIF/Layoff
194	35001	Social Studies Teacher - 8th Gr	McCorkle K-8	Hollingsworth	Teri A.	White	PhD	06/25/2013	Instructional Coach/Utterback	RIF/Layoff
195	34552	Library Media Specialist	Mansfeld MS	Blackman	Jerrilyn	Unspecified	MA	06/26/2013	Library Media Specialist/Valencia MS	RIF/Layoff
196	35301	Counselor	Secrist MS	Conway	Ann	White	ME	06/26/2013	Counselor/Booth/Fickett	RIF/Layoff
197	35001	ACR Elem Teacher - 2nd Gr	Erickson ES	Orozco-Lomerson	Evadina	Hispanic	ME	06/27/2013	Teacher/Robison	RIF/Layoff
198	35056	CCS Resource	Rose	Carrillo	Paul	Hispanic	BS	06/28/2013	Ex Ed Teacher/Drachman	RIF/Layoff

## USP SY 12-13

# Project 1: Personnel

ACTIVITY/COMMENTS	DUE DATE	STATUS	USP or ORDER
<p>Develop a Reduction-in-Force (RIF) Plan</p> <p>Comment: Reporting IV.K.1.1. - The Plan was reviewed by the Special Master, Plaintiffs and DOJ and was revised for final consideration.</p>	2.1.13	In Progress	IV.G
<p>Individual to Coordinate USP HR Functions</p> <p>Comment: Reporting IV.K.1.a. - Pam Palmo was designated on letter to superintendent dated April 26, 2013.</p>	4.1.13	Complete	IV.B.1
<p>Director-Level Employee to Coordinate Personnel Recruitment</p> <p>Comment: Reporting IV.K.1.a. - Pam Palmo was designated on letter to superintendent dated April 26, 2013.</p>	4.1.13	Complete	IV.B.2
<p>Develop/Implement an Outreach/Recruitment/Retention Plan</p> <p>Comment: Reporting IV.K.1.c. - The Plan was reviewed by the Special Master, Plaintiffs and DOJ and is being revised.</p>	4.1.13 (9.1.13)	In Progress	IV.C.3 IV.F.1
<p>Ensure Diverse Interview Committees</p> <p>Comments: Reporting IV.K.1.d.</p> <ul style="list-style-type: none"> <li>• i– For all administrator and certificated staff vacancies advertised and/or filled...identify the school...,date of vacancy, position to be filled...number of applicants, number of applicants interviewed, by race...,date position filled, person selected and for any vacancy not filled, the reason... This data <ul style="list-style-type: none"> <li>○ Administrative – For SY 12-13 the data on administrative hires was collected as noted on chart entitled IV.K.1.d.i. Administrative Hires SY 12-13 (Feb-Jun). For SY13-14, additional data will be provided to as noted on the table for certificated staff.</li> <li>○ Certificated – The IV.K.1.d.i. Certificated Hires SY 12-13 (Feb-Jun). An excel spreadsheet was initiated and the data for this requirement was taken from SIGMA data. The data</li> </ul> </li> </ul>	8.1.13	Complete	IV.D.1

ACTIVITY/COMMENTS	DUE DATE	STATUS	USP or ORDER
<p>on this spreadsheet provides the information request in reporting requirement IV.K.1.d.i for Certificated staff for SY 12-13 (Feb-Jun).</p> <ul style="list-style-type: none"> <li>• ii-List or table of interview committee participants for each open position, by position title and school site. <ul style="list-style-type: none"> <li>○ Administrative – The information on the interview committees for the administrative panels is provided in the enclosed spreadsheet entitled IV.K.1.d.ii. Administrative Interview Panel Committee SY12-13 (Feb-Jun).</li> <li>○ Certificated – For SY 12-13 this data is not available for certificated staff. This information will be analyzed and reported in SY 13-14.</li> </ul> </li> <li>• iii-List or tables of all administrator and certificated staff delineated by position, school, grade level, date hired and total years of experience...with summary table for each school and comparisons to District-wide figures; <ul style="list-style-type: none"> <li>○ Administrative – This data was not collected for SY 12-13 for administrators as requested. This information will be collected in SY 13-14.</li> <li>○ Certificated – A spreadsheet was initiated and the requested data is provided in Iv.K.1.d.iii. Certificated Staff SY 12-13 (Feb-Jun).</li> </ul> </li> <li>• iv-List or tables of administrators or certificated staff who chose voluntary reassignments, by old and new positions; and <ul style="list-style-type: none"> <li>○ Administrative – This data is not available for SY 12-13. Administrators who knew they were losing their positions because of school closures or budgeting issues applied for other vacancies and some transfer to other position.</li> <li>○ Certificated – A spreadsheet was created from SIGMA data and the required information is provided in IV.K.1.d.iv. District Initiated Transfer (DIT) SY 12-13 (Feb-Jun).</li> </ul> </li> <li>• v-List of tables of administrators and certificated staff subject to a reduction in force, by prior position and outcome... <ul style="list-style-type: none"> <li>○ Administrative - This data is not available for SY 12-13. Administrators who knew they were losing their positions because of school closures or budgeting issues applied for other vacancies and some transfer to other position</li> <li>○ Certificated – A spreadsheet was created from SIGMA data</li> </ul> </li> </ul>			

ACTIVITY/COMMENTS	DUE DATE	STATUS	USP or ORDER
and the required information is provided in IV.K.1.d.v. District Initiated Transfer (DIT) SY 12-13 (Feb-Jun).			
<p>Develop Standard Interview Instrument</p> <p>Comments: Referenced IV.K.1.e. - TUSD uses standard interview instruments for hiring applicants and attached are the packets for administrative and certificated interviews.</p>	8.1.13	Complete	IV.D.3
<p>Identify the Reasons that Selected Candidates Reject Offers</p> <p>Comments: Reporting IV.K.1.f. – The data for this reporting requirement was not tracked for SY 12-13.</p> <p>The SIGMA system was modified and HR will begin tracking this information. Providing that the applicants provide the data, Hr will be able to report the following reasons why applicants decline job offers: accepted other offer, decline salary, location of site, personal reasons or no reason given. This information will be provided in SY13-14.</p>	9.1.13	In Progress	IV.D.4
<p>Monitor 2012-13 Attrition Rates</p> <p>Comments: Reporting IV.K.1.i –</p> <p>In SY 12-13 attrition of African Americans and Latinos administrators or certificated staff was not compared to other ethnic groups.</p> <p>For SY 13-14, this comparison will be analyzed on an ongoing basis and adjustments made, if needed. If a remedial plan is necessary, it will be initiated to minimize disparities in attrition of African Americans and Latino administrators and certificated staff.</p>	9.1.13	Not Started	IV.F.1.a
<p>Maintain and Manage Applicant Database and Pool</p> <p>Comment: The District does this for positions that are advertised as pools. In our SIGMA system when applicant apply to a specific pool for administrative or certificated positions and they provide their name, race/ethnicity, certifications, and experience and that information is maintained in the SIGMA system for three years. As long as the specific pool is open the qualified applicant's packets in that pool are referred to the</p>	12.31.13	Not Started	IV.D.2

ACTIVITY/COMMENTS	DUE DATE	STATUS	USP or ORDER
site administrators for considered.			
<p>Monitor School-Based Administrators by Race/Ethnicity</p> <p>Comment: This data is not available for SY 12-13. TUSD will begin assessing this data and the information will be available for SY 13-14.</p>	12.31.13	Not Started	IV.E.1
<p>Identify, Assess, and Address Faculty Disparities</p> <p>Comment: This data is not available for SY 12-13. The District will assess this data and the information will be available for SY 13-14.</p>	12.31.13	Not Started	IV.E.2
<p>Reassign Personnel</p> <p>Comment: This data is not available for SY 12-13; however, the District will assess this data and the information will be available for SY 13-14.</p>	12.31.13	Not Started	IV.E.3
<p>Assign and Attract Diverse Administrative Teams at Sites</p> <p>Comment: The District will make every effort of assign and attract African Americans and Latino administrators, and to improve diversity in schools with more than one site administrator.</p>	12.31.13	Not Started	IV.E.4
<p>Increase Teacher Quality at RC or Low-Achieving Schools</p> <p>Comment: Through the process of analyzing data the District will make every effort to increase the number of experienced teachers and reduced the number of beginning teachers hired by Racially Concentrated schools or schools where students are achieving at or below the District's average. Also measure will be taken to avoid assigning first years principals to racially concentrated school or schools servicing student are achieving below the District's average. The Superintendent can make exception on a case by case basis.</p>	12.31.13	Not Started	IV.E.5
<p>Survey Teachers and Conduct Focus Groups</p> <p>Comments:</p> <p>IV.F.b. – Reporting IV.K.1.j. - In SY 12-13 teachers were not surveyed about overall job satisfaction. For SY 13-14 employees who complete the School Quality Survey will be asked job satisfaction questions and the findings of that data will be available April 2014.</p>	12.31.13	Not Started	IV.F.1.b-c



ACTIVITY/COMMENTS	DUE DATE	STATUS	USP or ORDER
<p>IV.F.c. – Reporting IV.K.1.k. –</p> <ul style="list-style-type: none"> <li>• For SY 12-13 focus groups were facilitated for new teachers on Oct 15<sup>th</sup>, 22<sup>nd</sup> and 29<sup>th</sup>. The findings of these meetings are provided.</li> <li>• Focus groups for hard-to-fill positions, ELL and special education were not conducted in SY 12-13.</li> <li>• For SY 13-14 Focus Groups will be expanded beyond new teachers to include hard-o-fill, ELL and special education groups. That data will be available for SY 13-14.</li> </ul>			