

APPENDIX IV – 3

Executive Summary

There were 470 possible candidates who were contacted over 1,000 times; as most of the candidates were contacted at least twice in efforts to recruit to our Magnet vacancies. 356 of the 470 possible candidates were appropriately certified. The breakdown of the 470 possible candidates is as follows:

Recent Teacher applicants
 55 total Recent Teacher applicants contacted
 35 were appropriately certified
 3 were hired to fill the reported vacancies

Substitute Teachers
 350 total Substitute Teachers contacted
 276 were appropriately certified
 6 were hired to fill the reported vacancies

Retired teachers
 50 total Retired teachers contacted
 30 were appropriately certified
 2 were hired to fill the reported vacancies

Learning Support Coordinators
 15 total Retired teachers contacted
 15 were appropriately certified
 6 were transferred to fill the reported vacancies

There were no positions that were open on Nov 1st that were not filled

School	Position	Where Was Position Advertised?	Extra Steps That Were Taken To Advertise Position and Recruit Candidates	Job Description That Was Used To Advertise The Position	Qualified Applicants	How Many Qualified Applicants?	Incentives?	When Were Candidates Advised That Incentives Were Available?	Were Candidates Sent to Principals But Not Hired?

Nov 1-Filled not Vacated #2

School	Position	Name of hire	When Was Position Filled?	Where Was The Position Advertised?	Extra Steps Taken To Advertise and Recruit Candidates	Job Description That Was Used In Advertising The Position	How Many Qualified Applicants?	Incentives?	When Were Candidates Advised That Incentives Were Available?	Notes
							Number of Site applicants for each position			
Utterback										
	8th Grade Science Teacher	Donna Sider	11/1/2015	TUSD website, Jobing.com, indeed.com, k12jobspot.com, teacher-teacher.com, Linkup.com, AZ dept of Edu job posting.	Calls made to Certified Subs and Retirees.	attached		\$5,000 magnet, 1 \$2,500 Science	Candidates were notified via email and follow up phone call	

	LA Teacher	Plaintiff approved through Long Term Sub Memo	11/1/2015	TUSD website, Jobing.com, indeed.com, k12jobspot.com, teacher-teacher.com, Linkup.com, AZ dept of Edu job posting,	Calls made to Certified Subs and Retirees	attached	0	\$5,000 Magnet	Candidates were notified via email and follow up phone call
	Ex Ed Teacher-Autism Self Contained	Sue Lichtenhan	11/1/2015	TUSD website, Jobing.com, indeed.com, k12jobspot.com, teacher-teacher.com, Linkup.com, AZ dept of Edu job posting,	Calls made to Certified Subs and Retirees	attached	1	\$5,000 magnet, \$2,500 ExEd	Candidates were notified via email and follow up phone call
	Ex Ed Teacher Inclusion	Joshua Payne	11/1/2015	TUSD website, Jobing.com, indeed.com, k12jobspot.com, teacher-teacher.com, Linkup.com, AZ dept of Edu job posting,	Calls made to Certified Subs and Retirees	attached	1	\$5,000 magnet, \$2,500 ExEd	Candidates were notified via email and follow up phone call
Cholla									
	Dance	Plaintiff's approved through Long Term Sub Memo	11/1/2015	TUSD website, Jobing.com, indeed.com, k12jobspot.com, teacher-teacher.com, Linkup.com, AZ dept of Edu job posting,	Calls made to Certified Subs and Retirees	attached	0	\$5,000 Magnet	Candidates were notified via email and follow up phone call
	English	Demetra Wright	11/1/2015	TUSD website, Jobing.com, indeed.com, k12jobspot.com, teacher-teacher.com, Linkup.com, AZ dept of Edu job posting,	Calls made to Certified Subs and Retirees	attached	1	\$5,000 Magnet	Candidates were notified via email and follow up phone call

	Algebra	Amy McDonald	11/1/2015	TUSD website, Jobing.com, indeed.com, k12jobspot.com, teacher-teacher.com, Linkup.com, AZ dept of Edu job posting,	Calls made to Certified Subs and Retirees	attached	0	\$5,000 Magnet	Candidates were notified via email and follow up phone call
	English	Kathryn Gunnels	11/1/2015	TUSD website, Jobing.com, indeed.com, k12jobspot.com, teacher-teacher.com, Linkup.com, AZ dept of Edu job posting,	Calls made to Certified Subs and Retirees	attached	0	\$5,000 Magnet	Candidates were notified via email and follow up phone call
Bonillas									
	No Vacancies								
Safford									
	Gen Math	Walter Legan	11/1/2015	TUSD website, Jobing.com, indeed.com, k12jobspot.com, teacher-teacher.com, Linkup.com, AZ dept of Edu job posting,	Calls made to Certified Subs and Retirees	attached	1	\$5,000 Magnet	Candidates were notified via email and follow up phone call
	Arabic	Fadwa Elnabulsi & Jamila Badri - approved through Long Term Sub Memo	11/1/2015	TUSD website, Jobing.com, indeed.com, k12jobspot.com, teacher-teacher.com, Linkup.com, AZ dept of Edu job posting,	Calls made to Certified Subs and Retirees	attached	0	\$5,000 Magnet	Candidates were notified via email and follow up phone call
	Spanish	Lisabeth Almgren	11/1/2015	TUSD website, Jobing.com, indeed.com, k12jobspot.com, teacher-teacher.com, Linkup.com, AZ dept of Edu job posting,	Calls made to Certified Subs and Retirees	attached	0	\$5,000 Magnet	Candidates were notified via email and follow up phone call

	Ex Ed CCS Resource	Sonya Churchhill	11/1/2015	TUSD website, Jobing.com, indeed.com, k12jobspot.com, teacher-teacher.com, Linkup.com, AZ dept of Edu job posting,	Calls made to Certified Subs and Retirees	attached	1	\$5,000 Magnet	Candidates were notified via email and follow up phone call
	Art Teacher	Elvera Padilla	11/1/2015	TUSD website, Jobing.com, indeed.com, k12jobspot.com, teacher-teacher.com, Linkup.com, AZ dept of Edu job posting,	Calls made to Certified Subs and Retirees	attached	1	\$5,000 Magnet	Candidates were notified via email and follow up phone call
Ochoa									
	1/2 Combo – ELD	Mercedes Vella	11/1/2015	TUSD website, Jobing.com, indeed.com, k12jobspot.com, teacher-teacher.com, Linkup.com, AZ dept of Edu job posting,	Calls made to Certified Subs and Retirees	attached	0	\$5,000 Magnet	Candidates were notified via email and follow up phone call
Holladay									
	5 th grade	Patricia Gerhard	11/1/2015	TUSD website, Jobing.com, indeed.com, k12jobspot.com, teacher-teacher.com, Linkup.com, AZ dept of Edu job posting,	Calls made to Certified Subs and Retirees	attached	0	\$5,000 Magnet	Candidates were notified via email and follow up phone call
	1 st grade	Linda Mills	11/1/2015	TUSD website, Jobing.com, indeed.com, k12jobspot.com, teacher-teacher.com, Linkup.com, AZ dept of Edu job posting,	Calls made to Certified Subs and Retirees	attached	1	\$5,000 Magnet	Candidates were notified via email and follow up phone call

	3rd grade	Shelby Empens	11/1/2015	TUSD website, Jobing.com, indeed.com, k12jobspot.com, teacher-teacher.com, Linkup.com, AZ dept of Edu job posting,	Calls made to Certified Subs and Retirees	attached	1	\$5,000 Magnet	Candidates were notified via email and follow up phone call	
	1/2 combo	Jamie Doran	11/1/2015	TUSD website, Jobing.com, indeed.com, k12jobspot.com, teacher-teacher.com, Linkup.com, AZ dept of Edu job posting,	Calls made to Certified Subs and Retirees	attached	1	\$5,000 Magnet	Candidates were notified via email and follow up phone call	
Robison										
	Kinder	Rebecca Ayers	11/1/2015	TUSD website, Jobing.com, indeed.com, k12jobspot.com, teacher-teacher.com, Linkup.com, AZ dept of Edu job posting,	Calls made to Certified Subs and Retirees	attached	1	\$5,000 Magnet	Candidates were notified via email and follow up phone call	
Pueblo										
	World History	Jason Haro	11/1/2015	TUSD website, Jobing.com, indeed.com, k12jobspot.com, teacher-teacher.com, Linkup.com, AZ dept of Edu job posting,	Calls made to Certified Subs and Retirees		1	\$5,000 Magnet	Candidates were notified via email and follow up phone call	
	English	HQ 6/5	11/1/2015	TUSD website, Jobing.com, indeed.com, k12jobspot.com, teacher-teacher.com, Linkup.com, AZ dept of Edu job posting,	Calls made to Certified Subs and Retirees		0	\$5,000 Magnet	Candidates were notified via email and follow up phone call	

	PE Teacher	Kellin Lovegren	11/1/2015	TUSD website, Jobing.com, indeed.com, k12jobspot.com, teacher-teacher.com, Linkup.com, AZ dept of Edu job posting,	Calls made to Certified Subs and Retirees			0	\$5,000 Magnet	Candidates were notified via email and follow up phone call	
	Ex Ed CCS Teacher	Alex Goodson	11/1/2015	TUSD website, Jobing.com, indeed.com, k12jobspot.com, teacher-teacher.com, Linkup.com, AZ dept of Edu job posting,	Calls made to Certified Subs and Retirees			1	\$5,000 Magnet	Candidates were notified via email and follow up phone call	

Nov 1-Filled not Vacated #3

School	Position	When Was The Position Initially Filled?	When Did The Person Who Served In This Position Resign?	Why Did The Person Resign?	Filled by	When Was The Position Refilled?	Where was the Vacated Position Advertised	Extra Steps That Were Taken To Advertise Position and Recruit Candidates	Send The Job Description That Was Used In Advertising Position.	How Many Qualified Applicants?	Incentives?	When Were Candidates Advised That Incentives Were Available?
Cholla	Biology	Nov.1	Faith Robin Buchin	Did not obtain cert	Patrick Byrne	12/15/2015	TUSD website, Jobing.com, indeed.com, k12jobspot.com, teacher-teacher.com, Linkup.com, AZ dept of Edu job posting,	Candidate called-december graduate	see attached	1	5,000 Magnet Stipend, 2,500 Hard to fill	Notified at initial call, application, orientation

Nov 1-Filled not Vacated #4

School	Position	When Did The Person Who Served In This Position Resign?	Why did he/she resign?	Where Was The Position Advertised?	Extra Steps That Were Taken To Advertise Position and Recruit Candidates	Send The Job Description That Was Used In Advertising Position.	How Many Qualified Applicants?	Incentives?	When Were Candidates Advised That Incentives Were Available?	Were Candidates Sent to Principals But Not Hired?

Utterback	7th Grade Science Teacher	Meg Gebert: 12/17/15	Ms. Gebert agreed only to work at Utterback through the fall.	TUSD website, Jobing.com, indeed.com, k12jobspot.com, teacher-teacher.com, Linkup.com, AZ dept of Edu job posting,	email sent to candidates in applicant pool	attached	3	5,000 Magnet Stipend, 2,500 Hard to fill	yes, in ad	yes, 1 interviewed and was not selected due to Lacking relevant Job skill/knowledge; 2 declined interview(1 non response, 1 accepted another in district offer)
Safford	General Science	Michael Wallner	Mr. Wallner was a retiree who felt that he was not equipped with the needed tools to manage the students in the classroom.	TUSD website, Jobing.com, indeed.com, k12jobspot.com, teacher-teacher.com, Linkup.com, AZ dept of Edu job posting,	email sent to candidates in applicant pool	attached	0	5,000 Magnet Stipend, 2,500 Hard to fill	yes, in ad	no applicants