# APPENDIX IV – 5

## Case 4:74-cv-00090-DCB Document 2128-1 Filed 10/01/18 Page 45 of 252

## IV.K.1.d.ii USP Interview Panel Non-Compliance

Job#	Site	Position Title	African American		Anglo		Asian		Hispanic		Native American		Multi Racial		Comments
			M	F	M	F	M	F	M	F	M	F	M	F	Ī
6490	Vail MS	Exceptional Education Teacher				2									Job Fair Hire
6778	Booth/Fickett K-8	MS Language Arts Teacher				1									Interviews were conducted over the summer, and teachers were not contracted to work at the time interviews were held.
6856	Sabino HS	HS English Teacher			1	3		1							One of the interview panel members was listed incorrectly. Asian member is actually Hispanic
6980	Whitmore ES	Elementary ELA/ELD/ELL/ SEI Teacher				1									Interview did not happen because position ended up not being available
7118	Gridley MS	Ex Ed Teacher			1	2									On June 21st, 2017, a candidate was interviewed at Gridley Middle School for an Exceptional Education Teaching position. This interview occurred during the summer months, when the majority of administrative, teaching, and classified staff where off designated contractual time. Because of this, and because of the time constraints regarding the upcoming school year, we were not able to meet employee demographic requirements as designated by the USP for the interview panel.
7629	Booth/Fickett K-8	Spanish Teacher				1									Interviews were conducted over the summer, and teachers were not contracted to work at the time interviews were held.
7631	Booth/Fickett K-8	Counselor				1									Interviews were conducted over the summer, and teachers were not contracted to work at the time interviews were held.

### Case 4:74-cv-00090-DCB Document 2128-1 Filed 10/01/18 Page 46 of 252

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7716	Ford ES	Elementary Teacher		2	1				The interviews were conducted without these ethnic groups as they were unavailable on the dates we conducted the interviews. I misunderstood the USP Language thinking we were conducting these interviews with a diverse panel, as I am Asian/Pacific Islander. In the future, I will do my best to ensure I have an African American and/or Hispanic representative on the interview panel.
8271	Ford ES	Elementary Teacher - Grades 4 thru 5		2	1				The interviews were conducted without these ethnic groups as they were unavailable on the dates we conducted the interviews. I misunderstood the USP Language thinking we were conducting these interviews with a diverse panel, as I am Asian/Pacific Islander. In the future, I will do my best to ensure I have an African American and/or Hispanic representative on the interview panel.