IV.K.1.f - Declined Job Offers Sorted by: Race/Ethnicity; Reason

Name Jo	b ID	Position	Site	Reason	Race/Ethnicity	App Submitted Date
		School Psychologist	Exceptional Education	Offer out-of-Distric	d White	1/29/2025
		Teacher *POOL* - Elementary, Pantano Region - East/Northeast	Tucson Unified School District	Offer in-District	Hispanic	1/27/2025
		Teacher *POOL* - Elementary, Pantano Region - East/Northeast	Tucson Unified School District	Offer in-District	Hispanic	1/9/2025
		Teacher *POOL* - Exceptional Education - Self Contained - Autism/ID/ED - K-8/Middle School, Arcadia Region - Central/East	Tucson Unified School District	Offer in-District	African Americar	11/24/2024
		School Counselor *POOL* - Elementary/K- 8/Middle School	Tucson Unified School District	Offer in-District	Asian or P.I.	11/7/2024
		Exceptional Education Teacher - Job Development Instructor	Pueblo High School	Offer in-District	African Americar	10/30/2024
		Teacher *POOL* - Exceptional Education - Self Contained - Autism/ID/ED - K-8/Middle School, Pantano Region - Far East	Tucson Unified School District	Offer in-District	African Americar	10/30/2024
		Teacher *POOL* - Exceptional Education - Self Contained - Autism/ID/ED - Elementary, Silverbell Region - West/Southwest	Tucson Unified School District	Offer in-District	African Americar	10/30/2024
		Teacher HS - Spanish	Santa Rita High School	Personal Reasons	White	10/16/2024
		Curriculum Service Provider	Curriculum Development	Personal Reasons	Hispanic	9/19/2024
		Exceptional Education Behavior Intervention Specialist	Exceptional Education	Offer in-District	White	9/9/2024
		Teacher *POOL* - Elementary, Pantano Region - East/Northeast	Tucson Unified School District	Offer in-District	White	9/3/2024
		School Counselor *POOL* - High School	Tucson Unified School District	Offer out-of-Distric	Hispanic	8/28/2024
		School Counselor *POOL* - Elementary/K- 8/Middle School	Tucson Unified School District	Offer out-of-Distric	Hispanic	8/28/2024

Source: TalentEd 8/1/25 1 of 6

IV.K.1.f - Declined Job Offers Sorted by: Race/Ethnicity; Reason

Name	Job ID	Position	Site	Reason	Race/Ethnicity	App Submitted Date
		Teacher *POOL* - Exceptional Education - Resource/Inclusion - Elementary, Pantano Region - Far East	Tucson Unified School District	Offer in-District	Hispanic	8/12/2024
		Teacher Elementary - Math Interventionist	Asian Pacific American & Refug	Personal Reasons	White	8/8/2024
		Speech Language Pathologist	Exceptional Education	Offer out-of-Distric	1 Hispanic	8/8/2024
		Teacher Elementary - Reading Interventionist	Asian Pacific American & Refug	Personal Reasons	Hispanic	8/5/2024
		Teacher HS - Response to Intervention - English	Cholla High School	Offer in-District	Hispanic	8/2/2024
		Teacher *POOL* - High School, History, Pantano Region - Far East/Northeast	Tucson Unified School District	Offer in-District	Hispanic	8/2/2024
		Teacher Elementary - Response to Intervention	Vesey Elementary School	No Reason	Hispanic	7/26/2024
		Teacher MS - AVID	Doolen Middle School	Offer in-District	Asian or P.I.	7/22/2024
		Instructional Data & Intervention Specialist	Rincon High School	Offer in-District	Hispanic	7/20/2024
		Teacher *POOL* - Exceptional Education - Resource/Inclusion - K-8/Middle School, Arroyo Chico Region - Central	Tucson Unified School District	No Reason	Asian or P.I.	7/15/2024
		Teacher *POOL* - Middle School, Social Studies, Arroyo Chico Region - Central	Tucson Unified School District	Offer in-District	White	7/10/2024
		Speech Language Pathologist - Remote	Exceptional Education	Offer in-District	White	7/9/2024
		School Psychologist - Hybrid	Exceptional Education	No Reason	White	7/8/2024
		Dean of Students	Pueblo High School	Offer in-District	Hispanic	6/24/2024
		Foundational Literacy Coach K-3	Curriculum Development	Personal Reasons	Hispanic	6/15/2024
		School Counselor *POOL* - High School	Tucson Unified School District	No Reason	White	6/13/2024
		Teacher *POOL* - Exceptional Education - Resource/Inclusion - High School, Pantano Region - Far East	Tucson Unified School District	No Reason	Hispanic	5/30/2024

Source: TalentEd 8/1/25 2 of 6

IV.K.1.f - Declined Job Offers Sorted by: Race/Ethnicity; Reason

Name Job ID	Position	Site	Reason	Race/Ethnicity	App Submitted Date
	Exceptional Education Behavior Intervention Specialist	Exceptional Education	Offer in-District	Hispanic	5/30/2024
	Teacher *POOL* - Elementary, Silverbell Region - Far West/Southwest	Tucson Unified School District	Offer in-District	White	5/22/2024
	Teacher HS - STEM Science	Sabino High School	Offer in-District	White	5/20/2024
	Curriculum Service Provider - Community Schools	Community Schools	Offer in-District	Asian or P.I.	5/20/2024
	Teacher *POOL* - Exceptional Education - Resource/Inclusion - High School, Silverbell Region - West/Southwest	Tucson Unified School District	Offer in-District	White	5/16/2024
	Teacher HS - Math RTI	Sahuaro High School	No Reason	African Americar	5/13/2024
	Teacher *POOL* - Elementary, Santa Cruz Region - West/Southwest	Tucson Unified School District	Location	Asian or P.I.	5/6/2024
	Teacher *POOL* - High School, History, Arroyo Chico Region - Cental	Tucson Unified School District	Salary	African Americar	5/6/2024
	Teacher *POOL* - Elementary, Arcadia Region - Central	Tucson Unified School District	Offer in-District	White	5/3/2024
	Teacher *POOL* - Elementary, Pantano Region - East/Northeast	Tucson Unified School District	Offer in-District	White	5/3/2024
	Teacher *POOL* - Elementary, Arroyo Chico Region - Central	Tucson Unified School District	Offer in-District	White	5/3/2024
	Teacher GATE - MS Science	Doolen Middle School	Offer in-District	White	4/29/2024
	Teacher GATE - MS Language Arts	Doolen Middle School	Offer in-District	Native American	4/29/2024
	Teacher *POOL* - Elementary, Arcadia Region - Central	Tucson Unified School District	Personal Reasons	Hispanic	4/28/2024
	Teacher GATE - Itinerant	GATE	Offer in-District	White	4/26/2024
	School Counselor *POOL* - Elementary/K- 8/Middle School	Tucson Unified School District	Offer in-District	Hispanic	4/19/2024
	Teacher *POOL* - Elementary, Pantano Region - East/Northeast	Tucson Unified School District	Salary	White	4/18/2024

Source: TalentEd 8/1/25 3 of 6

IV.K.1.f - Declined Job Offers Sorted by: Race/Ethnicity; Reason

Name	Job ID	Position	Site	Reason	Race/Ethnicity	App Submitted Date
		Teacher *POOL* - Exceptional Education - Resource/Inclusion - High School, Silverbell Region - West/Southwest	Tucson Unified School District	Offer in-District	African American	4/16/2024
		Teacher HS - Credit Recovery	Tucson Unified Virtual Academy	Salary	White	4/14/2024
		Teacher Elementary - ELD	Mission View Elementary School	Offer in-District	Hispanic	4/12/2024
		School Psychologist - Hybrid	Exceptional Education	Offer out-of-Distric	1White	4/9/2024
		Teacher *POOL* - Elementary, Pantano Region - East/Northeast	Tucson Unified School District	Offer in-District	White	4/8/2024
		Teacher ELD - MS	Dietz K-8 School	Personal Reasons	White	4/6/2024
		Curriculum Service Provider	Curriculum Development	Salary	White	4/4/2024
		Teacher *POOL* - Exceptional Education - Resource/Inclusion - Elementary, Silverbell Region - West/Southwest	Tucson Unified School District	Personal Reasons	White	3/28/2024
		Exceptional Education Teacher - Job Development Instructor	Pueblo High School	Offer in-District	White	3/25/2024
		Teacher *POOL* - Middle School, English Language Arts, Arcadia Region - Central/East	Tucson Unified School District	Offer in-District	White	3/19/2024
		School Psychologist	Exceptional Education	Personal Reasons	White	3/18/2024
		Teacher *POOL* - Elementary, Silverbell Region - Far West/Southwest	Tucson Unified School District	Offer in-District	White	3/15/2024
		Speech Language Pathologist	Exceptional Education	Offer out-of-Distric	1White	3/14/2024
		Teacher *POOL* - Middle School - Science, Silverbell Region - Far West/Southwest	Tucson Unified School District	Offer in-District	White	3/14/2024
		Teacher Elementary - ELD	Mission View Elementary School	Personal Reasons	Hispanic	3/13/2024
		Teacher *POOL* - Middle School, Mathematics, Arcadia Region - Central/East	Tucson Unified School District	Personal Reasons	Asian or P.I.	3/11/2024

Source: TalentEd 8/1/25 4 of 6

IV.K.1.f - Declined Job Offers Sorted by: Race/Ethnicity; Reason

Name	Job ID	Position	Site	Reason	Race/Ethnicity	App Submitted Date
		Teacher *POOL* - High School, Mathematics, Arroyo Chico Region - Central	Tucson Unified School District	Offer in-District	White	3/8/2024
		Teacher *POOL* - Middle School - Science, Silverbell Region - Far West/Southwest	Tucson Unified School District	Personal Reasons	White	3/6/2024
		Teacher HS - Physical Education	Sahuaro High School	Offer in-District	Hispanic	3/1/2024
		Teacher *POOL* - Elementary, Arroyo Chico Region - Central	Tucson Unified School District	No Reason	Hispanic	2/29/2024
		Teacher *POOL* - Exceptional Education - Self Contained - Autism/ID/ED - Elementary, Arcadia Region - Central/East	Tucson Unified School District	Offer in-District	Asian or P.I.	2/28/2024
		Teacher GATE - Itinerant	GATE	Offer in-District	Hispanic	2/26/2024
		Teacher *POOL* - Middle School, Social Studies, Pantano Region - East/Northeast	Tucson Unified School District	Offer out-of-Distric	d Hispanic	2/24/2024
		Teacher *POOL* - Elementary, Santa Cruz Region - West/Southwest	Tucson Unified School District	Offer in-District	Hispanic	2/22/2024
		Teacher *POOL* - High School, Biology, Arcadia Region - Central/East	Tucson Unified School District	Personal Reasons	Asian or P.I.	2/22/2024
		Occupational Therapist	Exceptional Education	Salary	Hispanic	2/20/2024
		Teacher MS - AVID	Booth/Fickett K-8 School	Salary	African Americar	2/18/2024
		Teacher HS - Spanish	Pueblo High School	No Reason	Hispanic	2/18/2024
		Teacher HS - Response to Intervention	Cholla High School	Personal Reasons	Asian or P.I.	2/17/2024
		Curriculum Service Provider	Curriculum Development	Location	White	2/17/2024
		Teacher *POOL* - Middle School, Social Studies, Arcadia Region - Central/East	Tucson Unified School District	Personal Reasons	White	2/17/2024
		Curriculum Service Provider	Lawrence 3-8 School	Offer in-District	Hispanic	2/17/2024
		Teacher *POOL* - Elementary, Silverbell Region - Far West/Southwest	Tucson Unified School District	Offer out-of-Distric	ci Hispanic	2/16/2024

Source: TalentEd 8/1/25 5 of 6

IV.K.1.f - Declined Job Offers Sorted by: Race/Ethnicity; Reason

Name	Job ID	Position	Site	Reason	Race/Ethnicity	App Submitted Date
		Teacher *POOL* - Elementary, Arcadia Region - Central	Tucson Unified School District	Offer in-District	White	2/13/2024
		Teacher *POOL* - Elementary, Santa Cruz Region - West/Southwest	Tucson Unified School District	Offer in-District	White	2/13/2024
		Teacher *POOL* - Exceptional Education - Resource/Inclusion - High School, Silverbell Region - West/Southwest	Tucson Unified School District	Offer out-of-Distric	d White	2/11/2024
		Teacher *POOL* - Exceptional Education - Self Contained - Autism/ID/ED - Elementary, Silverbell Region - West/Southwest	Tucson Unified School District	Offer in-District	Hispanic	2/2/2024
		Assistant Director - Exceptional Education	Exceptional Education	Offer in-District	White	1/29/2024

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