

Exhibit A

CENTRALIZED PROCESS FOR HIRING TEACHERS

1. All vacant teaching positions are posted on the District's central website, where they are searchable by type, level, location and keyword. An example of a posting is attached as Exhibit 1.
2. All applications for teaching position are submitted online through the District's central website, for particular posted positions. Applicants may submit the same online application for multiple open positions.
3. All applications are saved online in a pool as required by the Section IV.D.2 of the Unitary Status Plan, and an applicant may return to the website at any time and submit an application for any other posted position.
4. All posted positions remain open for a minimum of 14 days. When the application period closes, the District's central HR staff reviews applications submitted for each position, and determines whether each application meets the minimum criteria for the posted position.
5. The school staff reviews the applications and conducts interviews by interview committees constituted and conducted as set forth in the Section IV.D of the Unitary Status Plan, and makes a recommendation to central HR staff for hiring.
6. The District's central HR staff also reviews the general pool of applicants for other possible qualified applicants. The District's central HR staff conducts additional interviews of applicants who have not been interviewed by the school staff.
7. The District's central HR staff makes the hiring decision, subject to review and approval by the Superintendent and the Governing Board. The hiring decision by central HR staff takes into account the recommendation of the school interview committee, its own interviews, and other considerations including the experience of the teacher, the availability of other qualified applicants, the status of the school as either underperforming or racially concentrated, and the diversity of the teaching staff at the school. As much as possible, the hiring decision by central HR staff is made (a) to avoid hiring a beginning teacher for positions at underperforming or racially concentrated schools, and (b) to foster diversity.
8. Whenever the central HR staff believes that circumstances justify hiring a beginning teacher for a position at a racially concentrated or underperforming school, a written statement of those circumstances and measures to mitigate any impact will be prepared, and provided to the Superintendent or his designee, for review and consideration. The Superintendent or his designee will make the final decision on hiring a beginning teacher for a position at a racially concentrated or underperforming school, subject to Governing Board approval.
 - (a) For purposes of certification, the District defines an underperforming school as set out in USP § IV.E.5.
 - (b) The District proposes an exemption from certification for a racially concentrated schools with with at least 3 years of above District average AzMERIT scores in ELA and Math.

EXHIBIT 1

Openings as of 11/29/2018***Elementary Teacher - Grades 4 thru 5 (2018-2019 SCHOOL YEAR)*****JobID: 9560****Position Type:**

Teaching - Elementary Schools

0

[Email To A Friend](#)[Print Version](#)**Date Posted:**

10/25/2018

Location:

Dietz K-8

Closing Date:

Open Until Filled

Hours Per Day:

7.5

Certification Status:

Certified

FTE:

1.0

Months:

9.5

SUMMARY

Effectively manage the learning environment to prepare lesson plans, instruct students, evaluate and monitor students' performance in order to advance student achievement. Understand and appreciate diversity. Work collaboratively with a team to plan instruction. Demonstrate commitment to continuous learning.

MINIMUM REQUIREMENTS

Arizona Elementary Certificate K-8
Current Arizona IVP Fingerprint Clearance Card

PREFERRED REQUIREMENTS

Demonstrated success in engaging African American and Latino students
Bilingual (Spanish) endorsement

ADDITIONAL REQUIREMENTS AFTER HIRE

Proof of immunity to rubeola (measles) and rubella (German measles), or proof of MMR immunization.

COMMENTS - AFTER JULY 1st ONLY OUT OF DISTRICT MAY APPLY

2018-2019 SCHOOL YEAR

LOCATION - Dietz K-8 School - 22nd St & Kolb Area

1.0 FTE - 7.5 hours per day

9.5 month position

4th Grade

Temporary Contracts are issued after Labor Day and/or for vacancies of .6 FTE or less for the remainder of the school year only. Temporary Contracts may be eligible for conversion.

Positions less than 30 hours per week are not eligible for district benefits.

Tucson Unified School District is committed to a policy of nondiscrimination based on disability, race, color, religion/religious beliefs, sex, sexual orientation, gender identity or expression, age, or national origin.

Attachment(s):

- [JOB35001 - Certified Teacher.doc](#)

FMLA regulations require all employers to post the [updated FMLA notice](#).

Powered by applicant tracking, a product of Frontline Education.