

TUCSON UNIFIED

SCHOOL DISTRICT

PO Box 40400
1010 E. 10th Street
Tucson, AZ 85719
April 29, 2016

Human Resources Department

Telephone: (520) 225-6035
Fax: (520) 798-8683
www.tusd1.org

MEMORANDUM

Date: June 6, 2016
To: Dr. Sanchez, Superintendent
From: Anna Maiden, Chief Human Resources Officer
Re: TEACHER DIVERSITY PLAN

In Court Order Document 1914, the District was ordered to reduce by half the racial disparities among faculty in District schools by the beginning of the 2016-17 school year and to eliminate all significant disparities in the 2017-18 school year.

It also ordered the District to offer teachers incentives to facilitate and support teacher transfers. In order to comply with this order, the District used the requirements of the court order to “develop and implement a plan.”

Below are the five requirements of the court order:

1. *School transfers by TUSD teachers shall not create or add to racial disparities in any school.*
2. *School transfer requests that contribute to the elimination of racial disparities shall have priority.*
3. *Incentives shall be used to motivate voluntary transfers. These incentives shall include, but not be limited to, financial incentives, reduction or modification of workload, and enhanced opportunities for professional advancement.*
4. *Beginning teachers may be assigned to schools at which students are achieving above the district average when such assignment will increase faculty diversity.*
5. *As necessary, the district shall actively recruit teachers to transfer to new schools when such transfers will bring about compliance with the relevant provisions of the USP.*

The final Teacher Diversity Plan is attached.

Notice of Nondiscrimination

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. This policy will prevail in all matters concerning Governing Board, District employees, students, the public, educational **programs and services, and individuals with whom the Board does business.**

Inquiries concerning Title VI, Title VII, Title IX, Section 504, and Americans With Disabilities Act may be referred to [EEO Compliance Officer](#), 1010 East 10th Street, Tucson, Arizona 85719, (520) 225-6444, or to the Office for Civil Rights, U.S. Department of Education, Cesar E. Chavez Memorial Building, 1244 Speer Boulevard, Suite 310, Denver, Colorado 80204-3582.