



**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: **January 14, 2020**

TITLE: Approval of Appointment of Administrative Personnel

BACKGROUND: Administration presents the below candidate to the Governing Board for review and approval for hire to fill the vacancy of Equity and Safety Compliance Officer for the 2019-2020 school year.

When the position of Director of Equal Opportunity and Compliance became vacant, the position was changed to Equity and Safety Compliance Officer. The Board approved the new job description on November 19, 2019. The position was then advertised as open and the applicants reviewed. Michelle Tong, Associate to the Superintendent and General Counsel, and John Hastings, Human Resources Manager, screened nine (9) candidates. Three (3) candidates were interviewed: (1) Alison Colter-Mack, (2) Patricia Pena, and (3) David Rucker.

The interview committee consisted of:
Michelle Tong, Associate to the Superintendent and General Counsel,
James Burns, Executive Manager of Operational Support
Armando Soto, Director of Interscholastics
Terri Amonson, Assistant Principal
Jessica Jarrett, Assistant Principal

Based on the ratings of the committee, David Rucker was recommended as the finalist for an interview with Michelle Tong, John Hastings, and Michelle Valenzuela, Director of Communications.

Administration recommends **David Rucker** for the position of Equity and Safety Compliance Officer for the 2019-2020 school year.


RECOMMENDATION:

It is the recommendation of Administration that the Governing Board approve the appointment for Equity and Safety Compliance Officer as presented.

INITIATED BY:


Michelle H. Tong, J.D.
Associate to the Superintendent and General Counsel

Date: January 12, 2020


Todd A. Jaeger, J.D., Superintendent

1/14/2020

**GOVERNING BOARD MEETING
APPOINTMENTS**

EXHIBIT - 1

LAST NAME	FIRST NAME	TITLE	CT/CL	LOCATION	LEVEL	EXPERIENCE CREDIT	ADD'L INFO	CERTIFIED	SCHOOL	RECOMMENDED BY	COMMENT
Rucker	David	Equal Opportunity Spec.	CL-AD	Wetmore Center	ESA	5+ Years	Replacement			Ms. Tong	

*	2018-2019 School Year	HSP High School Principal	ADCT	Addendum Certified
Addendum	Former employee or new hire receiving extra-curricular position	MSP Middle School Principal	ADCL	Addendum Classified
New	New hire filling a newly created position	ESP Elementary School Principal	ADACS	Addendum Amphi Community Schools
Rehire	Former employee returning to a position in the district	HSA High School Assistant Principal	ADDM	Addendum Only
Replacement	New hire filling a vacated position	MSA Assistant Middle School Principal	CT-AD	Certified Administrative
Rescind	Declined position after appointment	ESA Elementary Assistant Principal	CT	Certified
		SAS Support Administrator	CL-AD	Classified Administrative
			CL	Classified
			PR	Professional
			ASW	Student Worker

David B. Rucker

Experience

EMPLOYMENT & EDUCATION OPPORTUNITIES OFFICER (EEO OFFICER) | FAIRBANKS NORTH STAR BOROUGH SCHOOL DISTRICT | JULY 2018 – PRESENT

- Responsible for administration and oversight of all equal employment, educational opportunities, and civil rights compliance as defined by district policies, regulations, and applicable state and Federal laws.
- Create and update policies and procedures ensuring best practices related to diversity and inclusion for the District.
- Title IX coordinator. I oversee and coordinate compliance with Title IX, Title VI, Section 504, ADA and all other anti-discrimination laws.
- Develop, implement, and monitor programs that promote diversity.
- Establish and maintain partnerships with various community stakeholders.
- Develop and carry out the District's affirmative action plan.
- Chair of District Diversity Committee and member of the Fairbanks Diversity Council. A leader in District efforts to reduce cultural barriers with the local community.
- Create and present trainings and initiatives to ensure an inclusive environment within the District.

FEDERAL INVESTIGATOR | U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION | JUNE 1997 – AUGUST 2017

- Conducted investigations, with little or no direct supervision, enforcing the Federal anti-discrimination laws (Title VII, ADA, ADEA, EPA, GINA) in the workplace throughout Arizona and Utah. Active case load ranged from 80-120 cases. Interviewed charging parties, class members, witnesses, management officials, and accused discriminating officials. Analyzed documentary evidence on cases that ranged from individual harmed parties to large nationwide systemic investigations. Completed detailed reports explaining the findings of my investigations and made recommendations to the District Director about potential violations of the law.
- Twelve years as a Supervisor Investigator managing up to 11 investigators with up to 900 cases under active investigation. Provided guidance, training, and was delegated signature authority to discontinue investigations as I deemed appropriate.
- Conducted numerous in-house trainings on the law, Commission guidance, and investigative techniques. Compiled an updated Compliance Manual used to assist in the training of new investigators. Further, provided technical assistance and outreach to various stakeholder groups and businesses, ranging from staffing information booths to specific fee-based trainings to educate people of their rights and responsibilities under the law.

FEDERAL INVESTIGATOR | U.S. OFFICE OF PERSONNEL MANAGEMENT | 1988 TO JUNE 1997

- Performed federal background investigations in Hyattsville, MD and Los Alamos, NM.
- Conducted record searches at various sites, including: personnel files, security files, court records, college transcripts, medical records, financial records, rental records, police, and court records.
- Conducted interviews of subjects, neighbors, references, work associates, and other knowledgeable sources.
- Investigations involved suitability for federal service, security risk assessments, debarment, and Presidential Rank Awards.
- Selected as a key trainer of new investigator; acted as a Confidential Assistant; develop a training manual for new investigators; and a reference guide for investigators detailed to Los Alamos, NM.

Education

MASTER OF PUBLIC ADMINISTRATION | 2007 | ARIZONA STATE UNIVERSITY

BACHELOR OF ARTS | MAY 1984 | RADFORD UNIVERSITY

Majors: Criminal Justice and Sociology

Minor: History

Certifications

**LEADERSHIP FOR DIVERSITY: CERTIFICATE OF COMPLETION | NATIONAL COALITION
BUILDING INSTITUTE**

TITLE IX COORDIATOR | ASSOCIATION OF TITLE IX ADMINISTRATOR

SECTION 504 COOEDINATOR | ASSOCIATION OF TITLE IX ADMINISTRATOR

CERTIFIED PROFESSIONAL | SOCIETY OF HUMAN RESOURCE MANAGERS