



## Highline Public Schools Board Action Report

### ☒ Supports the Strategic Plan

**DATE:** November 16, 2022

**FROM:** Dr. Ivan Duran, Superintendent

**LEAD STAFF:** Steve Grubb, Chief Talent Officer

**For Introduction:** November 16, 2022 **For Action:** December 7, 2022

**I. TITLE** Approval of non-matched endorsements & limited certifications for 2022-23.

**II. WHY BOARD ACTION IS NECESSARY** Approval of the board is required by OSPI for teachers with non-matched endorsements & limited certification for 2022-23 school year.

### **III. BACKGROUND INFORMATION**

According to WAC 181-82-110, individuals with initial, residency, endorsed continuing, or professional teacher certificates who are employed with a school district under RCW 28A.405.210 may be assigned to classes other than in their areas of endorsement. If teachers are so assigned, the teaching assignments shall be approved by a formal vote of the school board. According to WAC 181-79A-231, limited certification may be requested in order to meet staffing shortages or in order to "secure the services of unusually talented individuals." These limited certifications must be authorized by the school board. Plans of support are required for both staff teaching out of endorsement and staff teaching with a conditional certification.

### **IV. RECOMMENDED MOTION**

I move that the Highline School Board approve the non-matched endorsements, according to WAC 181-82-110, and the limited certifications, according to WAC 181-79A-231 for 2022-2023 school year.

### **V. FISCAL IMPACT/REVENUE SOURCE**

Fiscal impact to this action will be (amount and source including fund Example - \$522,000 from general fund Title 1 revenue).

None

The revenue source for this motion is N/A.

Expenditure: ☐ One-time ☐ Annual

### **VI. APPLICABLE POLICY(S)**

This action is in compliance with the following:

### **VII. ALTERNATIVES**

Failure to approve the nonmatched endorsements and/or the conditional certifications for 2022-2023 will result in the district being out of compliance with OSPI, Title II Educator Equity Data Collection.

### **VIII. COMMUNITY ENGAGEMENT**

Community Engagement Required: ☐ Yes ☒ No

If yes, list community engagement conducted for this issue

### **IX. POLICY MONITORING PLAN**

This ☐ new or ☐ revised policy will be monitored by the School Board:

☐ Quarterly ☐ Semi-Annually ☐ Annually ☒ Not Applicable

The metrics that will be used to monitor this policy include: Annual Reports, attached.

**X. ATTACHMENTS**

Out of Endorsement & Limited Certification Elementary and Secondary 2022-23

Name	School	Type of Certificate	Current Endorsement	Needed Endorsement	Rationale for OOE	Response received from	
Alison Fisher	Beverly Park	Conditional	Elementary Education	N/A - Conditional Certificate	N/A - Conditional Certificate	Robin Lamoureux	
Michelle Pham	Beverly Park	Conditional	Elementary Education	N/A - Conditional Certificate	N/A - Conditional Certificate	Robin Lamoureux	
Jocelyn Jones	Big Picture	Conditional	Student Advisor	N/A - Conditional Certificate	N/A - Conditional Certificate	Jeff Petty	
Frances Rose Johnson	Big Picture	CTE Conditional	Business Management	N/A - Conditional Certificate	N/A - Conditional Certificate	Jeff Petty	
Traci Washington	Big Picture	CTE Conditional	CTE Family and Consumer Sciences	N/A - Conditional Certificate	N/A - Conditional Certificate	Jeff Petty	
Chelsii Beeks	Bow Lake	Conditional	Elementary Education	N/A - Conditional Certificate	N/A - Conditional Certificate	Alicia Gaynor	
Riojas, Olivia/Leticia	Cascade	Conditional	K-12 Advisor	N/A - Conditional Certificate	N/A - Conditional Certificate	Emily Feldtmos	
Enrique Mora	Cascade	CTE Conditional	Stem Technology	N/A - Conditional Certificate	N/A - Conditional Certificate	Emily Feldtmos	
Nathan Lommen	Cascade	Out of endorsement	Mathematics Careers in Education STEM Technologies Career Choices Worksite Learning Coordinator	Spanish	Individual has extensive experience, unusual distinction, or exceptional talent in the subject matter to be taught in the endorsement role	Emily Feldtmos	
Zuri Cabral	Cascade	Out of endorsement	Elementary Education	Social Studies	Individual has extensive experience, unusual distinction, or exceptional talent in the subject matter to be taught in the endorsement role	Emily Feldtmos	
Trae Perez	Cascade	Out of endorsement	Health/Fitness	Art	Individual has extensive experience, unusual distinction, or exceptional talent in the subject matter to be taught in the endorsement role	Emily Feldtmos	
Elizabeth Palow	Central Office Specialist	CTE Conditional	Computer Apps/Related Prgm STEM Technology	N/A - Conditional Certificate	N/A - Conditional Certificate	Chance Gower	
Sarah Calderon	Chinook	Conditional	Science	N/A - Conditional Certificate	N/A - Conditional Certificate	Karin Jones	
Jerald Goo	Chinook	Out of endorsement	Elementary Education	Social Studies	Individual has extensive experience, unusual distinction, or exceptional talent in the subject matter to be taught in the endorsement role	Karin Jones	
Christopher Jones	Chinook	Out of endorsement	Designated Arts Music: Instrumental Social Studies	Music	Individual has extensive experience, unusual distinction, or exceptional talent in the subject matter to be taught in the endorsement role	Karin Jones	
Cherie Clymer	CHOICE	Out of endorsement	Elementary Education Mathematics Middle Level Mathematics	Physical Education	Small school master schedule with limited staff and the individual has extensive experience, unusual distinction, or exceptional talent in the subject matter to be taught in the endorsement role and no person with required endorsement is available	Mike Sita	
Mikayla Smith	CHOICE	Out of endorsement	English Language Arts History	Physical Education	Small school master schedule with limited staff and the individual has extensive experience, unusual distinction, or exceptional talent in the subject matter to be taught in the endorsement role and no person with required endorsement is available	Mike Sita	
Michelle Herrman	CHOICE	Out of endorsement	Science Biology Mathematics	Physical Education Art	Small school master schedule with limited staff and the individual has extensive experience, unusual distinction, or exceptional talent in the subject matter to be taught in the endorsement role and no person with required endorsement is available	Mike Sita	
Iea Tov	CHOICE	Out of endorsement	English Language Arts Social Studies History	Art	Small school master schedule with limited staff and the individual has extensive experience, unusual distinction, or exceptional talent in the subject matter to be taught in the endorsement role and no person with required endorsement is available	Mike Sita	

Name	School	Type of Certificate	Current Endorsement	Needed Endorsement	Rationale for OOE	Response received from	
Chloe Bell	CHOICE	Out of endorsement	English Language Arts	Social Studies	Small school master schedule with limited staff and the individual has extensive experience, unusual distinction, or exceptional talent in the subject matter to be taught in the endorsement role and no person with required endorsement is available	Mike Sita	
Tyler Freeberg	Evergreen	Conditional	Mathematics	N/A - Conditional Certificate	N/A - Conditional Certificate	Simon Iniguez	
Paul Lee	Evergreen	CTE Conditional	Culinary Arts	N/A - Conditional Certificate	N/A - Conditional Certificate	Simon Iniguez	
Daniel Matthias	Evergreen	CTE Conditional	Publishing, CTE Business & Marketing Ed, Commu	N/A - Conditional Certificate	N/A - Conditional Certificate	Simon Iniguez	
Jonathan Morehead	Evergreen	CTE Conditional	Marketing Management	N/A - Conditional Certificate	N/A - Conditional Certificate	Simon Iniguez	
Amanda Schmidt	Evergreen	CTE Conditional	Commercial Design/Applied Art	N/A - Conditional Certificate	N/A - Conditional Certificate	Simon Iniguez	
Jeremiah Lubin	Evergreen	CTE Conditional	Computer Applications & Related Programs Marketing Managment Computer Technology	N/A - Conditional Certificate	N/A - Conditional Certificate	Simon Iniguez	
Andy Reneaux	Evergreen	CTE Conditional/Permit i	Communication Technologies Commercial Design/Applied Art	N/A - Conditional Certificate	N/A - Conditional Certificate	Simon Iniguez	
Nebiyu Yassin	Evergreen	ESA Conditional	School Counseling	N/A - Conditional Certificate	N/A - Conditional Certificate	Simon Iniguez	
Laura Blackburn	Evergreen	Out of endorsement	English Language Learner Middle Level Humanities English Language Arts	Social Studies	Individual has extensive experience, unusual distinction, or exceptional talent in the subject matter to be taught in the endorsement role	Simon Iniguez	
Ady Perez Chavoya	Evergreen	Out of endorsement	History	Spanish	Individual has extensive experience, unusual distinction, or exceptional talent in the subject matter to be taught in the endorsement role	Simon Iniguez	
Alejandro Isiordia Navarro	Evergreen	Out of endorsement	English Language Learner Middle Level Mathematics Mathematics	Social Studies	Individual has extensive experience, unusual distinction, or exceptional talent in the subject matter to be taught in the endorsement role	Simon Iniguez	
Lindsie Lawson	Evergreen	Out of endorsement	English Language Learner Elementary Education Early Childhood Education	Spanish	Individual has extensive experience, unusual distinction, or exceptional talent in the subject matter to be taught in the endorsement role	Simon Iniguez	
Joyce Walker	Glacier	Conditional	Health/Fitness	N/A - Conditional Certificate	N/A - Conditional Certificate	Maries Huening	
Cecilia Nunez Garcia	Glacier	Conditional	Spanish	N/A - Conditional Certificate	N/A - Conditional Certificate	Maries Huening	
Michelle Lopez	Glacier	Conditional	Spanish	N/A - Conditional Certificate	N/A - Conditional Certificate	Maries Huening	
Suzanne Tierney	Glacier	Conditional	Social Studies (DL)	N/A - Conditional Certificate	N/A - Conditional Certificate	Maries Huening	
Bruce Webster	Glacier	CTE Conditional	Stem Technology Engineering	N/A - Conditional Certificate	N/A - Conditional Certificate	Maries Huening	
Lisa Mcnamara	Glacier	Out of endorsement	Spanish English Language Arts	Science	No person with the endorsement was available to teach the course	Maries Huening	
Edel Garcia-Munguia	Highline High School	Conditional	ELL, Elementary Education	N/A - Conditional Certificate	N/A - Conditional Certificate	Clint Sallee	
Tina Chang	Highline High School	Conditional	Chinese	N/A - Conditional Certificate	N/A - Conditional Certificate	Clint Sallee	
Danielle Alford-Warfield	Highline High School	Conditional	SPED	N/A - Conditional Certificate	N/A - Conditional Certificate	Clint Sallee	
Maria Cruz	Highline High School	Conditional	Social Studies	N/A - Conditional Certificate	N/A - Conditional Certificate	Clint Sallee	
Shayna Litman	Highline High School	conditional	Student Advisor	N/A - Conditional Certificate	N/A - Conditional Certificate	Clint Sallee	
Amanda Stanley	Highline High School	CTE conditional	Computer Applications & Related Prog	N/A - Conditional Certificate	N/A - Conditional Certificate	Clint Sallee	
Marya Stanfield	Highline High School	CTE Conditional	Communcation Technologies Commercial Design/Applied Art	N/A - Conditional Certificate	N/A - Conditional Certificate	Clint Sallee	
Edel Garcia-Munguia	Highline High School	Conditional/CTE Conditic	Communication Technologies	N/A - Conditional Certificate	N/A - Conditional Certificate	Clint Sallee	
David Ruppert	Highline High School	Out of endorsement	Science Biology	Earth Science	N/A - Conditional Certificate	Clint Sallee	

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Gabriel Castillo	Highline Virtual Academy	Out of Endorsement	English Language Arts English Language Learner	Spanish	The individual has extensive experience, unusual distinction, or exceptional talent in the subject matter to be taught in the endorsement role	Amy Carlson	
Mason Costantino	Hilltop	Conditional	Elementary Education	N/A - Conditional Certificate	N/A - Conditional Certificate	Corbin Busby	
Brendan McGovern	Hilltop	Conditional	Elementary Education Designated Arts: Music	N/A - Conditional Certificate	N/A - Conditional Certificate	Corbin Busby	
Leonor Lopez Munoz	Madrona	Conditional	Elementary Education	N/A - Conditional Certificate	N/A - Conditional Certificate	Sandy Rios	
Maria Gau	Madrona	Conditional	Elementary Education	N/A - Conditional Certificate	N/A - Conditional Certificate	Sandy Rios	
Monica Marial	Midway	Conditional	Elementary Education	N/A - Conditional Certificate	N/A - Conditional Certificate	Debbie Ellis	
Chelsea Dacres-Andrews	Mount Rainier High School	CTE Conditional	Communication Technologies V500400 Commercial Design /Applied Art V500400	N/A - Conditional Certificate	N/A - Conditional Certificate	Kyle Linman	
Tremain Mack	Mount Rainier High School	Conditional	Student Advisor K-12	N/A - Conditional Certificate	N/A - Conditional Certificate	Kyle Linman	
Ben Blankenship	Mount Rainier High School	CTE Conditional	Computer Applications & Related Prgms Communication Technologies	N/A - Conditional Certificate	N/A - Conditional Certificate	Kyle Linman	
Lucille Dewitt	Mount Rainier High School	CTE Conditional	Computer Applications & Related Programs Stem Technology	N/A - Conditional Certificate	N/A - Conditional Certificate	Kyle Linman	
Elizabeth Duarte	Mount Rainier High School	CTE Conditional	Commercial Design Applied Art	N/A - Conditional Certificate	N/A - Conditional Certificate	Kyle Linman	
Arianna Sapp	Mount Rainier High School	Out of Endorsement	Bilingual Education Elementary Education	French	Teacher will apply to add the endorsement	Kyle Linman	
Cindy Akana	New Start	Out of Endorsement	Family and Community Services Hospitality, Recreation & Tourism Career Choices Worksite Learning Coordinator	Mathematics	Small school master schedule with limited staff and the individual has extensive experience, unusual distinction, or exceptional talent in the subject matter to be taught in the endorsement role	Kevin Takisaki	
Joy Ponce	Parkside	Conditional	Elementary Education	N/A - Conditional Certificate	N/A - Conditional Certificate	Bobbi Giammona	
Justin Deary	PSSC	CTE Conditional	Construction Trades	N/A - Conditional Certificate	N/A - Conditional Certificate	Juan Lozano	
Steven Buck	PSSC	CTE Conditional	Manufacturing Technology	N/A - Conditional Certificate	N/A - Conditional Certificate	Juan Lozano	
Sharon Da Dalto	PSSC	CTE Conditional	Fashion Merchandising	N/A - Conditional Certificate	N/A - Conditional Certificate	Juan Lozano	
Chris Darling	PSSC	CTE Conditional	Automotive Technology, Auto Body Repair	N/A - Conditional Certificate	N/A - Conditional Certificate	Juan Lozano	
Wendy Hall	PSSC	CTE Conditional	Nursing Assistant	N/A - Conditional Certificate	N/A - Conditional Certificate	Juan Lozano	
Noelle Machnicki	PSSC	CTE Conditional	Biomedical Science	N/A - Conditional Certificate	N/A - Conditional Certificate	Juan Lozano	
John Madson	PSSC	CTE Conditional	Fire Services	N/A - Conditional Certificate	N/A - Conditional Certificate	Juan Lozano	
James Tofte	PSSC	CTE Conditional	Auto Body Repair	N/A - Conditional Certificate	N/A - Conditional Certificate	Juan Lozano	
Annaleise Mora	PSSC	CTE Conditional	Business Management Computer Applications & Related Programs Criminal Protective Services	N/A - Conditional Certificate	N/A - Conditional Certificate	Juan Lozano	
Balog, Aaron	PSSC	CTE Conditional	Aviation Occupations	N/A - Conditional Certificate	N/A - Conditional Certificate	Juan Lozano	
Robert Prosch	PSSC	CTE Conditional	Aviation Occupations	N/A - Conditional Certificate	N/A - Conditional Certificate	Juan Lozano	
Smith, Matthew	PSSC	CTE Conditional	Aviation Occupations	N/A - Conditional Certificate	N/A - Conditional Certificate	Juan Lozano	
Alex Chang	PSSC	CTE Conditional	Biomedical Science	N/A - Conditional Certificate	N/A - Conditional Certificate	Juan Lozano	
Esmeralda Cochran	P3 Early Learning	Conditional	Elementary Education	N/A - Conditional Certificate	N/A - Conditional Certificate	Kathy Emerick	
Austin Wagoner	Sylvester	Conditional	STEM Technology	N/A - Conditional Certificate	N/A - Conditional Certificate	Chad Kodama	
Shaela Conner	Sylvester	Out of endorsement	English Language Arts English Language Learn	Social Studies	Teacher added endorsement after 10/1/22	Chad Kodama	
Jizhen Tang	Sylvester	Out of endorsement	Technology Education CTE Technology Education Communication Technologies Manufacturing Technology Engineering STEM Technology	English Language Arts	Individual has extensive experience, unusual distinction, or exceptional talent in the subject matter to be taught in the endorsement role	Chad Kodama	

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Mohamed Belaiche	Sylvester	Out of endorsement	French English Language Learner	English Language Arts	Individual has extensive experience, unusual distinction, or exceptional talent in the subject matter to be taught in the endorsement role	Chad Kodama	
Hector Farias	Tyee	Conditional	Spanish	N/A - Conditional Certificate	N/A - Conditional Certificate	Victoria Terry	
Matthew Setter	Tyee	Conditional	Computer Applications & Related Programs Communication Technologies Computer Technology Commercial Design/Applied Art Career Choices Worksite Learning Coordinator	N/A - Conditional Certificate	N/A - Conditional Certificate	Victoria Terry	
Lokeni Tiatia	Tyee	Conditional	Sign Language Intrepreter	N/A - Conditional Certificate	N/A - Conditional Certificate	Victoria Terry	
Brian Hewitt	Tyee	Conditional	CTE Business Management CTE Computer Applications & Related Prog CTE Construction Trades	N/A - Conditional Certificate	N/A - Conditional Certificate	Victoria Terry	
Melissa Chance	Tyee	Conditional	Careers in Education Hospitality, Recreation & Tourism	N/A - Conditional Certificate	N/A - Conditional Certificate	Victoria Terry	
Micheal Gudor	Raisebeck Aviation	CTE Conditional	Stem Technology	N/A - Conditional Certificate	N/A - Conditional Certificate	Therese Tipton	
Erik Heineman	Raisebeck Aviation	CTE Conditional	Computer Applications & Related Programs	N/A - Conditional Certificate	N/A - Conditional Certificate	Therese Tipton	
Nikhil Joshi	Raisebeck Aviation	CTE Conditional	Computer Technology, Stem Technology	N/A - Conditional Certificate	N/A - Conditional Certificate	Therese Tipton	
Marcie Wombold	Raisebeck Aviation	CTE Conditional	Business Management	N/A - Conditional Certificate	N/A - Conditional Certificate	Therese Tipton	
Eli Schwimmer	Raisebeck Aviation	CTE Conditional	Communication Technologies	N/A - Conditional Certificate	N/A - Conditional Certificate	Therese Tipton	
Brad Fenbert	Raisebeck Aviation	CTE Conditional	Stem Technology	N/A - Conditional Certificate	N/A - Conditional Certificate	Therese Tipton	
Cori St Clair	Raisebeck Aviation	Out of endorsement	Spanish	English Language Arts	Individual has extensive experience, unusual distinction, or exceptional talent in the subject matter to be taught in the endorsement role	Therese Tipton	
Sarah Farrell	Raisebeck Aviation	Out of endorsement	Mathematics	Physical Education	Small school master schedule with limited staff and the individual has extensive experience, unusual distinction, or exceptional talent in the subject matter to be taught in the endorsement role and no person with required endorsement is available	Therese Tipton	