



Human Resources Board Report

June 2020

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Human Resources Department
hr@seattleschools.org

This is the Personnel Report provided by Human Resources for adoption by the School Board for the month of June 2020.



School Board Action

DATE: June 10, 2020

TO: School Board Directors

FROM: Denise Juneau,
Superintendent

RE: Human Resources Personnel Report

RECOMMENDATION

I recommend approval of the following motion:

I move approval of the Human Resources Personnel Report.

ATTACHMENTS

Human Resources Personnel Report

Clover Codd

Staff Person: Clover Codd
Chief Human Resources Officer

REPORT TO THE SCHOOL BOARD
HUMAN RESOURCES ACTIVITY

June 2020

Last name	First name	Middle	Org Unit	Job	FTE	Effective Date
Administrator Officials, Administrators, Principals, Assistant Principals) & Other Non- Represented Staff						
HIRES						
Ebenshade	William	Lief Evis	Research & Evaluation	Senior Data Scientist	100.00	06/01/2020
Garcia	Elise	A	Utilities & Resource Conservt	Building Rental Coordinator	100.00	06/15/2020
Greenberg	Noah	G	Major Preventative Maintenanc	Manager Major Preventative Maintenanc	100.00	05/18/2020
Hennings	Christopher	S	Arbor Heights Elementary	Asst Principal Elementary	100.00	07/01/2020
Lewis	Jasmine	R	Graham Hill Elementary	Asst Principal Elementary	50.00	07/01/2020
Williams III	Joseph		Ballard High School	Asst Principal High School	100.00	07/01/2020
REDUCTION IN STAFF						
Clagg	Dina	M	Thornton Creek	Asst Principal Elementary	50.00	06/30/2020
Eckert	Kristen	M	View Ridge Elementary	Asst Principal Elementary	50.00	06/30/2020
Hamilton	Tyler	J	Highland Park Elementary	Asst Principal Elementary	50.00	06/30/2020
Henn	Paula	K	Genesee Hill Elementary	Asst Principal Elementary	100.00	06/30/2020
Skeffington	Mason	E	Maple Elementary	Asst Principal Elementary	100.00	06/30/2020
Wheeler	Carrie	A	Viewlands Elementary	Asst Principal Elementary	20.00	06/30/2020
SEPARATIONS						
Roberts	Kristen	E S	Principal Support Team 3	Elementary Principal I	100.00	07/01/2020
School & Instructional - Certificated (Teachers, Guidance, Psychologists, Librarian/Audio Visual, Other Professional Staff)						
HIRES						
Adepoju	Karen	A	Health Services/Nursing Prog	Nurse	100.00	08/10/2020
Algiers	Andrea	L	Hamilton Int'l Middle School	Teacher-Middle School	100.00	08/10/2020
Ali	Hussna	M	Lincoln High School	Teacher-High School	100.00	08/10/2020
Bawara-Meatchi	Rachel	B	South Shore - The New Scho	Teacher-Special Education	100.00	08/10/2020
Benner	Aria	A	Sand Point Elementary	Teacher-Special Education	100.00	08/10/2020
Bock	Sarah	L	Pathfinder K-8	Teacher-Special Education	100.00	08/10/2020
Boone	Olivia	J	Washington Middle School	Teacher-Middle School	100.00	08/10/2020
Branchfield	Barbara	L	Highland Park Elementary	Teacher-Elementary Specialist	100.00	09/01/2020
Castro Arroyo	Jose	A	Nathan Hale High School	Teacher/Bilingual BS	80.00	08/10/2020
Cellana	Jessica		Licton Springs K-8	Teacher-Kindergarten	100.00	08/03/2020
Childress	Imari	G	Roosevelt High School	Teacher-Special Education	100.00	08/10/2020
Coddington	Sarah	E	Dearborn Park International S	Academic Intervention Specialist - PD	100.00	09/01/2020
Cole	Devon	C	Psychological Services	Psychologist	100.00	09/01/2020
Cummings	Jessica		Special Ed	Occupational Therapist	100.00	08/10/2020
Cunningham	Julia	E.	Genesee Hill Elementary	Teacher-Special Education	100.00	09/01/2020
D'Amico	Anthony	Sean	Lincoln High School	Teacher-High School	100.00	08/10/2020
Edgbert	Mark	A	Rising Star@African America	Teacher-Elementary Specialist	100.00	08/27/2020
Eldridge	Hilary	K	Olympic Hills Elementary	Teacher-Elementary Specialist	50.00	08/10/2020
Gildemaster	Valerie	D	B. F. Day Elementary	Teacher-Special Education	100.00	09/01/2020
Gill	Quincy	M	Washington Middle School	Teacher-Middle School	100.00	08/10/2020
Hardiman	Bridget	E	Jane Addams Middle School	Teacher-Special Education	100.00	08/10/2020

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Hashemi Rudmaja	Somayeh		Lincoln High School	Teacher-High School	100.00	08/10/2020
Hendren	Sallyanne		Thornton Creek	Academic Intervention Spec- Reading/M	50.00	08/10/2020
Holmberg	Lauren		Rising Star@African America	Teacher-Special Education-XE	100.00	08/10/2020
Johnson	Roger	I	Washington Middle School	Librarian-Middle School	100.00	08/10/2020
Jose	Elizabeth	K	Washington Middle School	Teacher-Middle School	100.00	08/10/2020
Kestner	Shelley		Health Services/Nursing Prog	Nurse	50.00	08/10/2020
Kritsonis	Kendra	N	John Muir Elementary	Teacher-Elementary Specialist	60.00	08/10/2020
Lambright	Joseph		West Seattle High School	Teacher-High School	80.00	08/10/2020
Lee	Jin		Mc Clure Middle School	Teacher-Middle School	100.00	08/10/2020
Lewis	Hannah	A	Washington Middle School	Teacher-Middle School	100.00	08/10/2020
Luley	Blake	E	Wing Luke Elementary	Teacher-Elementary	100.00	09/01/2020
Lusk	Elizabeth		Washington Middle School	Teacher-Middle School	100.00	08/10/2020
Matson	Catherine	C	Middle College H. S.	Teacher-High School	100.00	08/10/2020
McCarroll	Megan	E	Salmon Bay School K-8	Teacher-Elementary	100.00	09/01/2020
McCarthy	Sadie		Special Ed Asst Tech/Audio/D	Orientation and Mobility Specialist	100.00	08/16/2020
McCarty	Kacie		Roosevelt High School	Teacher-Special Education	100.00	08/10/2020
Montejo-Thompson	Philip	G	Highland Park Elementary	Teacher-Elementary	100.00	09/01/2020
Moran	Micael	J	Whitman Middle School	Teacher-Special Education	100.00	08/10/2020
Muller	Ian	J	Whitman Middle School	Teacher-Special Education	100.00	08/10/2020
Myers	Rachel	A	West Seattle High School	Teacher-Special Education	100.00	08/10/2020
Nelson	Madalyn	D	Health Services/Nursing Prog	Nurse	100.00	08/10/2020
Patrick	Amanda	M	Lincoln High School	Teacher-High School	100.00	08/10/2020
Payne	Jayde	W	Lincoln High School	Teacher-Special Education	100.00	08/10/2020
Pelayo	Yasmeen	E	Beacon Hill International Elem	Teacher-Kindergarten	50.00	08/10/2020
Perkiss	Evan	M	Orca K-8	Teacher-Elementary	100.00	08/10/2020
Petty	Nicole	Elizabet	Rainier Beach High School	Teacher-Special Education	100.00	08/10/2020
Pitts	Rachel	E	Hawthorne Elementary	Teacher-Elementary	100.00	09/01/2020
Pruchnik	Joseph	K	Whitman Middle School	Teacher-Special Education	100.00	08/10/2020
Puri	Darryl	G	Lincoln High School	Teacher-High School	100.00	08/10/2020
Rasp	G	Neil	Jane Addams Middle School	Teacher-Middle School	100.00	08/10/2020
Reeves	Krista	E	Thurgood Marshall Elementar	Teacher/Bilingual BE	60.00	08/27/2020
Renn	Daniel		Hamilton Int'l Middle School	Teacher-Special Education	100.00	08/10/2020
Rhodes	Dante	L	Licton Springs K-8	Head Teacher	100.00	08/10/2020
Roberts	Kristen	E S	Curriculum & Instruction Supp	Instructional Svc School Coach	100.00	07/01/2020
Rumpf	Eli	N	Madison Middle School	Teacher-Middle School	100.00	08/10/2020
Schulman	Miles		Lincoln High School	Teacher-High School	100.00	08/10/2020
Session	Asia	J	Special Ed	Psychologist	100.00	09/01/2020
Sparks	Sarah		Broadview/Thomson K-8	Teacher-Middle School	50.00	08/10/2020
Thompson	Kristie	Colema	Nathan Hale High School	Counselor-High School	100.00	08/10/2020
Tran	Paul	T	Lowell Elementary	Teacher-Special Education	100.00	09/01/2020
Vargas	Hilary	A	Martin Luther King Jr.	Academic Intervention Spec- Reading/M	100.00	09/01/2020

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School & Instructional - Certificated (Teachers, Guidance, Psychologists, Librarian/Audio Visual, Other Professional Staff)						
Velazquez	Diana	E	Licton Springs K-8	Teacher-Elementary	100.00	08/10/2020
Waxham Blackwell	Anna	R	Garfield High School	Teacher/Bilingual BS	60.00	08/10/2020
Wickwire	Susan	T	Washington Middle School	Teacher-Middle School	100.00	08/10/2020
Yi-Cline	Fenglan	N	Aki Kurose Middle Schl	Teacher/Bilingual BS	100.00	08/10/2020
REDUCTION IN STAFF						
Anema	Elizabeth		Sanislo Elementary	Teacher-Elementary Specialist	100.00	06/30/2020
Miller	Wayne	E	Garfield High School	Teacher-High School	100.00	06/30/2020
Szablya	Janos	S	Seattle Skills Center	Teacher CTE - High School	50.00	06/30/2020
REHIRES						
Baker	Janet	K	Jane Addams Middle School	Teacher-Special Education	100.00	08/10/2020
Barnes	Megan	C	Hawthorne Elementary	Teacher-Elementary	100.00	08/10/2020
Brown	Cleressa		David T. Denny Int'l Middle S	Teacher-Middle School	100.00	08/10/2020
Chung	Kyung	A	David T. Denny Int'l Middle S	Academic Intervention Specialist - PD	100.00	08/10/2020
Jimenez	Isaura		Cleveland High School	Teacher-High School	100.00	09/01/2020
Torrie	Rachel	K	Eckstein Middle School	Teacher-Middle School	100.00	08/10/2020
Underwood	Eric	L	Middle College H. S.	Teacher-High School	100.00	08/10/2020
Waffensmith	Jenna	M	Pathfinder K-8	Teacher-Special Education	100.00	08/10/2020
Weaver	Ciarra		Dunlap Elementary	Teacher-Special Education	100.00	08/10/2020
Wieland	Karin	E.	Broadview/Thomson K-8	Teacher-Kindergarten	100.00	09/01/2020
RETIREMENTS						
Deatherage	Katherine		Whitman Middle School	Teacher-Middle School	100.00	08/03/2020
Freeman	Timothy	James	Broadview/Thomson K-8	Teacher-Special Education-XT	100.00	08/03/2020
Gilbert De Vargas	Sally	J	Whitman Middle School	Teacher-Special Education	100.00	08/03/2020
Herzog	Kurt	J	Speech Language Pathologist	Specialist Comm Disorder	60.00	08/03/2020
Lange	John	K	Network Operations	Network Engineer Senior	100.00	07/25/2020
Savage	Diane	S	Concord International Elemen	Academic Intervention Spec- Reading/M	50.00	08/03/2020
Speelpenning	Bert		Ingraham High School	Teacher-High School	100.00	08/03/2020
Turner	Daniel	M	Northgate Elementary	Counselor-Elementary	100.00	08/03/2020
SEPARATIONS						
Ceban	Alicia	M	Hamilton Int'l Middle School	Teacher-Middle School	20.00	08/03/2020
Ceban	Alicia	M	Roosevelt High School	Teacher-High School	80.00	08/03/2020
Cortez	Michael		Visual and Performing Arts	Teacher-Elementary Specialist	100.00	08/03/2020
Dauphinee	Jean	E	Green Lake Elementary	Teacher-Elementary	100.00	06/30/2020
Espinoza-Gonzalez	Brenda	E	Roosevelt High School	Counselor-High School	60.00	08/03/2020
Flock	Celeste	M	Rising Star@African America	Teacher-Elementary Specialist	100.00	08/03/2020
Hakala	Leann	N	Speech Language Pathologist	Specialist Comm Disorder	100.00	08/03/2020
Hite-Smith	Valerie	K	Emerson Elementary	Teacher-Special Education-XG	100.00	08/10/2020
Lee	Lisa	H	Psychological Services	Psychologist	60.00	08/03/2020
Martin Lowry	Lauren	Paige	South Shore - The New Scho	Teacher-Middle School	100.00	08/11/2020
Miskelly	Shalini	S	Seattle World School	Teacher/Bilingual BS	100.00	08/03/2020

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School & Instructional - Certificated (Teachers, Guidance, Psychologists, Librarian/Audio Visual, Other Professional Staff)						
Mooney	Catherine	M	Psychological Services	Psychologist	50.00	04/25/2020
Phillips	Elise	R	Eckstein Middle School	Teacher-Middle School	60.00	08/03/2020
Rowe	Daniel	S.	Nathan Hale High School	Teacher-High School	20.00	08/03/2020
Snyder	Jacqueline	T	Gatewood Elementary	Librarian-Elementary	50.00	04/28/2020
Staab	Anna		David T. Denny Int'l Middle S	Teacher-Special Education	100.00	08/03/2020
Vojik	Kayla	M	Lowell Elementary	Teacher-Special Education-XS	100.00	08/03/2020
Weston	Jessica	L	Psychological Services	Psychologist	60.00	08/03/2020
Young	Elizabeth	D	Stevens Elementary	Teacher-Special Education	100.00	08/03/2020
School & Instructional - Certificated (Substitutes)						
HIRES						
Kumar	Jacklyn	S	Substitutes - HR Services	Certificated Substitute Nurse		08/01/2020
Sabin	Thomas	M	Substitutes - HR Services	Certificated Substitute		03/17/2020
REHIRES						
Rodriguez	Irene	I	Substitutes - HR Services	Certificated Substitute		05/29/2020
School & Instructional Classified (Teacher Aides, Clerical)						
HIRES						
Ali	Ali	G	Washington Middle School	Bilingual Instr Asst -203/7	100.00	09/01/2020
Anderson	Nicole	S	Pathfinder K-8	Special Education Asst/ISE - 203/7	100.00	08/27/2020
Berner-Hays	Peter	W	Middle College H. S.	Career Center Specialist	50.00	08/27/2020
Doo	Huey Chin		Whittier Elementary	Special Education Asst/ISE - 203/7	100.00	08/28/2020
Graether	Hannah		Franklin High School	Special Education Asst/ISE - 203/7	100.00	08/27/2020
Guarderas	Hernan		Kimball Elementary	Special Education Asst/ISE - 203/7	100.00	08/27/2020
Hudson-Heck	Cassandra	Kay	Kimball Elementary	Special Education Asst/ISE - 203/7	100.00	08/10/2020
Jackson	Bijan	L	Rainier Beach High School	Special Education Asst/ISE - 203/7	100.00	08/27/2020
Manier	Erica	C	Wing Luke Elementary	Special Education Asst/ISE - 203/7	100.00	08/28/2020
Mattox	Bernice	F	Aki Kurose Middle Schl	Assistant Secretary MS-222	100.00	08/17/2020
Mihailova	Maria	S	Dearborn Park International S	Instructional Asst - 203/7	100.00	08/28/2020
Rosenberg	David	L	Whittier Elementary	Special Education Asst/ISE - 203/7	100.00	08/28/2020
Schmidt	Rebecca	L	Hazel Wolf K-8	Special Education Asst/ISE - 203/7	100.00	08/27/2020
Shaughnessy	Mia	R	Boren (K-8 STEM)	Special Education Asst/ISE - 203/7	100.00	08/27/2020
Sheridan	Rebecca	Z	Thurgood Marshall Elementar	Special Education Asst/ISE - 203/7	100.00	08/10/2020
Smith	Brianna	M	Chief Sealth Int'l High School	Counseling Secretary-203/8	50.00	08/27/2020
Wilson	Aaron	J	Highland Park Elementary	Special Education Asst/ISE - 203/7	100.00	05/21/2020
Wolfe	Meghan	N	Pathfinder K-8	Special Education Asst/ISE - 203/7	100.00	08/27/2020
REDUCTION IN STAFF						
Aguiar	Mario		Ingraham H.S.	HS Graduation Success Coordinator	100.00	06/30/2020
Alsayed	Ashgan		Student Health Svcs	Secretary II - 260	50.00	06/30/2020
Armstead Bowens	Twinnet		Gatzert Elementary	Elementary School Assistant	100.00	06/30/2020

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School & Instructional Classified (Teacher Aides, Clerical)

Bomani	Aishah		Graham Hill	Student & Family Advocate	100.00	06/30/2020
Hawkins	Danny		Washington Middle School	Student & Family Advocate	100.00	06/30/2020
Montague	Ari		Rainier View Elementary	Elementary School Assistant	50.00	06/30/2020
Patino	Karen		Ingraham H.S.	HS Graduation Success Coordinator	100.00	06/30/2020
Rodriguez	Joaquin		Franklin High School	HS Graduation Success Coordinator	100.00	06/30/2020
Roth	Abigail		Ingraham H.S.	HS Graduation Success Coordinator	100.00	06/30/2020

RETIREMENTS

Kain	Austin	J	Hay Elementary	Special Education Asst/ISE - 203/7	50.00	08/03/2020
Maynard	Helen	Beardsl	Ballard High School	Career Center Specialist	40.00	05/23/2020
Nguyen	Hai	Van	Licton Springs K-8	Bilingual Instr Asst -203/7	60.00	08/03/2020

Technical & Service Hires - Classified (Technicians, Clerical/Secretarial, Service & Craft Workers)

HIRES

Gillespie	Bret	William	Major Preventative Mainten	Building Laborer - hourly	100.00	05/29/2020
Ho	Tina	T	Nutrition Services - Hamilton	Assistant Over 3.5 hrs/day	100.00	04/08/2020
Nguyen	Tri		Maintenance Services	Hourly Auto Machinist	100.00	05/26/2020
Owings	Dwayne	A	Custodial Services - Central A	Assistant Custodian G-Shift 2	100.00	05/15/2020
Spike	Jakklyn	G	Custodial Services - Central A	Assistant Custodian G-Shift 2	100.00	05/15/2020
Watterson	Elizabeth	M	Major Preventative Mainten	Building Laborer - hourly	100.00	05/29/2020
Winfrey-Austin	Kadeja	S	Custodial Services - Central A	Assistant Custodian G-Shift 2	100.00	05/15/2020

RETIREMENTS

Bailey	Edward	R	Maintenance Services	Auto Machinist	80.00	05/30/2020
Boyles	Suzanne	Patrice	Nutrition Services - SAT	Float Manager	100.00	07/18/2020
Ho	Tina	T	Nutrition Services - Hamilton	Assistant Over 3.5 hrs/day	100.00	04/10/2020

SEPARATIONS

Harder	David	D	School Security	Schl Security Div Lead Tactical Spec.	100.00	05/21/2020
Lewis	Ufavor		Nutrition Services - Garfield	Assistant Over 3.5 hrs/day	100.00	05/09/2020
Winfrey-Austin	Kadeja	S	Custodial Services - Central A	Assistant Custodian G-Shift 2	100.00	05/28/2020

Hourly Coach Approvals (WIAA Rule 20.2.0)

HIRES

Bickham	Devan	R	Athletics Administration	Hourly Coaches - Classified		03/02/2020
Carter	Sterling	T	Athletics Administration	Hourly Coaches - Classified		05/11/2020
Graffy	Joseph	H	Athletics Administration	Hourly Coaches - Classified		03/02/2020
Kriley	Daniel	J	Athletics Administration	Hourly Coaches - Classified		11/18/2019
Owsinski	Kristina	C	Athletics Administration	Hourly Coaches - Classified		03/02/2020
Rudio	Philip	N	Athletics Administration	Hourly Coaches - Classified		03/02/2020
Tooman	Kent	J	Athletics Administration	Hourly Coaches - Classified		11/18/2019

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Note: Leave of Absences are not included on the personnel report in order to protect the employee's confidentiality rights.

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School District Response and Support for Non-Matched Endorsements to Course Assignment of Teachers

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 following shall apply:

- (1) A designated representative of the district and any such teacher so assigned shall mutually develop a written plan which provides for necessary assistance to the teacher, and which provides for a reasonable amount of planning and study time associated specifically with the out-of-endorsement assignment;
- (2) Such teachers shall not be subject to nonrenewal or probation based on evaluations of their teaching effectiveness in the out-of-endorsement assignments;
- (3) Such teaching assignments shall be approved by a formal vote of the local school board for each teacher so assigned;
- (4) A teacher who has completed twenty-four quarter credit hours (sixteen semester credit hours) of course work applicable to a special education endorsement shall be eligible for a pre-endorsement waiver from the special education office per chapter 392-172A WAC which will allow that person to be employed as a special education teacher. All remaining requirements for special education endorsement shall be completed within five years.

2nd Semester Out of Endorsement Assignments

Barrett, Katie L, Teacher-Elementary School, Physical Education, West Woodland Elementary School assignment effective 9/1/2019. Teacher has Elementary endorsement and is qualified to teach PE at elementary level.

Coletta, Phyllis, Teacher-High School, Art, Interagency Program assignment effective 1/30/2020. Teacher has Language Arts endorsement and will add Art if assignment continues.

Delaney, Vince L, Teacher-Elementary School, Physical Education, B.F. Day Elementary School assignment effective 9/1/2019. Teacher has Elementary endorsement and is qualified to teach PE at elementary level.

Docter, Deena G, Teacher-Elementary School, Physical Education, Broadview Thomson K-8 School assignment effective 9/1/2019. Teacher has Elementary endorsement and is qualified to teach PE at elementary level. Teacher also works with Special Education teachers and students.

Griffin, Heather L, Teacher-High School, History, Contemporary World Issues, Chief Sealth High School assignment effective 5/4/2020. Teacher has Language Arts endorsement and will not teach subject next year.

Maxwell, Sarah A, Substitute Teacher-Middle School, Special Education Math, Robert Eagle Staff Middle School substitute assignment effective 4/20/2020. Substitute teacher has Language Arts and Social Studies endorsements and assignment will not continue next school year.

Mundell, Nicholas J, Teacher -Elementary School, Early Childhood Elementary curriculum, TOPS K-8 School assignment effective 9/1/2019. Teacher is Special Education teacher and has Special Education endorsement. Teacher also works with general education teachers and students.

Murray, Robert J, Teacher-Elementary School, Physical Education, Frantz Coe Elementary School assignment effective 9/1/2019. Teacher has Elementary endorsement and is qualified to teach PE at elementary level.

Rassool, Sarah, Substitute Teacher-High School, Language Arts, Garfield High School assignment effective 4/20/2020. Substitute teacher was teaching with Intern Substitute certificate along with another teacher.

Saunders, Blake B, Teacher-High School, Instrumental Music, Garfield High School assignment effective 1/30/2020. Teacher has Choral Music endorsement and will add Instrumental Music if assignment continues.

Serres, Hayley C, Teacher-Middle School, Science, Meany Middle School assignment effective 9/1/2019. Teacher has teaching permit with Middle Level Science issued 5/6/2019 and is qualified.

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Thomas, Ethan T, Teacher-High School, Special Education Art, West Seattle High School assignment effective 1/30/2020. Teacher has Music endorsements and is providing instruction to one student for Art credit. The course will not continue next school year.

Tomtan, Brenda K, Teacher-High School, Math, Roosevelt High School assignment effective 1/30/2020. Teacher is Special Education teacher and has Special Education endorsement. She works with general education math teachers and students.

Tramba, Claire E, Teacher-Elementary School, Elementary curriculum, North Beach Elementary School assignment effective 9/1/2019. Teacher is a Special Education teacher and has Special Education endorsement. School is correcting course information.

Volk, Maria S, Teacher-Elementary School, Physical Education, Lawton Elementary School assignment effective 9/1/2019. Teacher has Elementary endorsement and is qualified to teach PE at elementary level.

Walker, Matthew S, Teacher-Elementary School, Sacajawea Elementary School assignment effective 9/1/2019. Teacher has Elementary endorsement is qualified to teach PE at elementary level.

Zemke, Donald W, Teacher-Elementary School, Physical Education, TOPS K-8 School assignment effective 9/1/2019. Teacher has Elementary endorsement and is qualified to teach PE at elementary level.