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**OAKLAND UNIFIED
SCHOOL DISTRICT**
Community Schools, Thriving Students

Board Cover Memorandum

To Board of Education

From Sondra Aguilera, Acting Superintendent
Tara Gard, Deputy Chief of Talent

Meeting Date September 14, 2022

Subject Application for Variable Term Waiver – CBEST, BCLAD and Program California Commission on Teacher Credentialing - Named Employees for School Year 2022-2023

Action Requested Approval by the Board of Education of Resolution No. 2223-0088 - Application for Variable Term Program Waiver – CBEST, BCLAD and Program - California Commission on Teacher Credentialing – Named Employees for School Year 2022-2023:

1. Ebonee Chambers, SDC Mod/Severe Teacher, Lockwood Steam Academy;
2. Charity Nichols, SDC Mild/Mod Teacher, Castlemont High School;
3. Elias Hernandez, K-8th Grade Bilingual Art Teacher, Melrose Leadership Academy;
4. Elias Hernandez, K-8th Grade Bilingual Art Teacher, Melrose Leadership Academy;
5. Fabiola Zepeda, 6th-8th Grade Spanish Teacher, Frick United Academy;
6. John Fletcher, 9th-12th Grade Art Teacher, McClymonds High School;
7. Natalie Esquivel Naranjo, TK-5th Grade MS Teacher, Bridges Academy;
8. Iris Iraheta, TK-5th Grade STIP Teacher, Melrose Leadership Academy;
9. Reeshmah Anderson, TK-5th Grade Mild/Mod RSP Teacher, Garfield Elementary School;
10. Alexis Aguilar, Bilingual TK-5th Grade MS Teacher, Greenleaf Elementary School;
11. Emilyann Gervolino, K-5th Grade MS Teacher, Acorn Woodland Elementary School;
12. Sophie Wolfman, TK-5th Grade STIP Teacher, Manzanita Community School;
13. Helen Ghebreyesus, Teacher, Think College Now;
14. Emma Bowe, TK-5th Grade Replacement Teacher, Bridges Academy;
15. Gawahir Abdelgadir, 6th-8th Grade Science Teacher, Bret Harte Middle School;

16. Belen Torres Gutierrez, TK-5th Grade Bilingual Spanish Teacher, Greenleaf Elementary School;
17. Xochitl Briseno, TK-5th Grade Bilingual Teacher, Esperanza Elementary;
18. Irania De La Mora, TK-5th Grade Bilingual Spanish Teacher, Lockwood Steam Academy;
19. Makayla Drake, TK-5th Grade Teacher, Reach Academy;
20. Patricia Angel, 6th-12th Grade SDC Mod/Severe Teacher, Coliseum College Prep Academy;
21. Eryn Swarn, 6th-8th Grade English Teacher, Elmhurst United Middle School;
22. Kenny Or, TK-5th Grade STIP Teacher, Manzanita Community School;
23. Yahaira Alfaro, TK-5th Grade Bilingual Teacher, International Community School;
24. Sergio Colon, TK-5th Grade Kindergarten Teacher, Reach Academy;
25. Kevon Jim, TK-5th Grade STIP Teacher, Manzanita Seed Elementary School;
26. Michelle Moreno, TK-5th Grade Bilingual Teacher, Melrose Leadership Academy;
27. Carla Hernandez, 9th-12th Grade Mild/Mod Teacher, Madison Park Academy Upper;
28. Nathaniel Osborne, 9th-12th Grade Mod/Extensive Teacher, Castlemont High School;
29. Ashley Santos, K-5th Grade Social Science Teacher, Acorn Woodlawn Elementary;
30. Ashley Santos, K-5th Grade Social Science Bilingual Teacher, Acorn Woodlawn Elementary;
31. Yasmin Kudrolli, MS TK Teacher, ECE;
32. Demareyeh Lane, Resource Specialist Mild/Mod, Fremont High School;
33. Felicia Yamaguchi, 9th-12th Grade English Teacher, Oakland Tech High School;
34. Esmeralda Argueta, 9th-12th Grade ELA, Life Academy; and
35. Eryn Swarn, 6th-8th Grade English Teacher, Elmhurst United Middle School.

Background

Since July 1994, the Commission on Teacher Credentialing has had the authority to issue waiver documents that have expressly to do with educator preparation and credentialing and with the ability of employers to employ or assign persons who are not appropriately credentialed for their assignment. All other waivers are under the legal authority of the State Board of Education or the Superintendent of Public Instruction.

A Waiver is issued or denied based upon the Commission's established criteria and factors such as an employer's continuing needs; the support the employer will provide to the applicant; or extenuating, extraordinary and unanticipated circumstances.

When an employing agency reviews its staffing needs and starts recruiting for various positions, all attempts must be made to fill a position with an appropriately credentialed employee. Employing agencies are required to first recruit a candidate who is qualified to participate in and enrolls in an approved internship program in the region of the employing agency and secondly, a candidate who is scheduled to complete preliminary credential requirements within six months.

If a fully credentialed candidate is not available employing agencies must recruit candidates in this order:

- A candidate who is scheduled to complete his or her preliminary credential requirements within six months
- A candidate who is qualified to participate and to enroll in an internship program
- A candidate who qualifies to use a local assignment option
- A candidate who qualifies for the Provisional Internship Permit (PIP) or the Short Term Staff Permit (STSP)

If the employer is unable to find an individual who qualifies for one of the staffing options listed above, the Variable Term Waiver may be requested for the most qualified candidates.

Discussion

1. Ebonee Chambers is requesting a Variable Term CBEST Waiver: Education Specialist Mod/Severe. The candidate graduated from San Francisco State University with a Bachelor's in Women and Gender Studies. This waiver will grant candidate time to complete the CBEST and requirements for a University Intern Education Specialist: Mod/Severe program.
2. Charity Nichols is requesting a Variable Term CBEST Waiver: Education Specialist Mild/Mod. The candidate graduated from California State University at Los Angeles with a Bachelor's in African American Studies. This waiver will grant candidate time to complete the CBEST and requirements for a University Intern Mild/Mod Education Specialist program.
3. Elias Hernandez is requesting a Variable Term CBEST Waiver: Art. The candidate graduated from University of California at Los Angeles with a Bachelor's in Art. This waiver will grant candidate time to complete the CBEST and requirements for a University Intern Single Subject program.
4. Elias Hernandez is requesting a Variable Term BCLAD Waiver: Spanish. The candidate graduated from University of California at Los Angeles with a Bachelor's in Art. This waiver will allow candidate

time to complete CSET Exams required for a Full Bilingual Authorization: Spanish.

5. Fabiola Zepeda is requesting a Variable Term CBEST Waiver: Spanish. The candidate graduated from New College with a Bachelor's in Humanities. This waiver will grant candidate time to complete the CBEST and requirements for a University Intern Single Subject program.
6. John Fletcher is requesting a Variable Term CBEST Waiver: Art. The candidate graduated from Digital Media Arts College with a Bachelor's in Computer Animation. This waiver will grant candidate time to complete the CBEST and requirements for a University Intern Single Subject program.
7. Natalie Esquivel Naranjo is requesting a Variable Term BCLAD Waiver. She graduated from Regional Teacher Training College of Arteaga with a Bachelor's in Elementary Education. This waiver will allow candidate time to complete CSET Exams required for a Full Bilingual Authorization: Spanish.
8. Iris Iraheta is requesting a Variable 30-Day Sub Term Waiver. The candidate graduated from the University of El Salvador with a Bachelor's in Education - Social Science. This waiver will grant candidate time to complete the CBEST and requirements for a University Intern Multiple Subject program.
9. Reeshmah Anderson is requesting a Variable Term CBEST Waiver: Education Specialist Mild/Mod. The candidate graduated from California State University at East Bay with a Bachelor's in Political Science. This waiver will grant candidate time to complete the CBEST and requirements for a University Intern Education Specialist: Mild/Mod program.
10. Alexis Aguilar is requesting a Variable Term BCLAD Waiver. The candidate graduated from the University of California at Berkeley with a Bachelor's in Conservation and Resource Studies. This waiver will grant candidate time to complete the CSET Exams required for a Full Bilingual Authorization: Spanish.
11. Emilyann Gervolino is requesting a Variable Term CBEST Waiver. The candidate graduated from San Francisco State University with a Bachelor's in Child and Adolescent Development (Early Childhood). This waiver will allow candidate time to complete CBEST, CSET exams and the requirements for a University Internship Multiple Subject teaching credential.

12. Sophie Wolfman is requesting a Variable Term 30 Day Sub Waiver. The candidate graduated from Queen's University with a Bachelor's in Kinesiology. This waiver will grant candidate time to complete the CBEST exam and apply for an emergency 30-day sub permit.
13. Helen Ghebreyesus is requesting a Variable Term CBEST Waiver: Social Science. The candidate graduated from San Francisco State University with a Bachelor's in Women and Gender Studies. This waiver will grant candidate time to complete the CBEST and requirements for a University Intern Single Subject program.
14. Emma Bowe is requesting a Variable Term CBEST Waiver. The candidate graduated from Mount Holyoke College with a Bachelor's in International Relations/Spanish. This waiver will allow the candidate time to complete CBEST, CSET exams and the requirements for a University Internship Multiple Subject teaching credential.
15. Gawahir Abdelgadir is requesting a Variable Term CBEST Waiver: Foundational-Level General Science. The candidate graduated from the University of Khartoum with a Bachelor's in Zoology. This waiver will grant candidate time to complete the CBEST and requirements for a University Intern Single Subject program.
16. Belen Torres Gutierrez is requesting a Variable Term BCLAD Waiver. The candidate graduated from San Jose State University with a Bachelor's in Psychology. This waiver will grant candidate time to complete the CSET Exams required for a Full Bilingual Authorization: Spanish.
17. Xochitl Briseno is requesting a Variable Term BCLAD Waiver. The candidate graduated from University of California, Santa Barbara with a Bachelor's in Political Science. This waiver will grant candidate time to complete the CSET Exams required for a Full Bilingual Authorization: Spanish.
18. Irania De La Mora is requesting a Variable Term BCLAD Waiver. The candidate graduated from California State University, Sacramento with a Bachelor's in History. This waiver will grant candidate time to complete the CSET Exams required for a Full Bilingual Authorization: Spanish.
19. Makayla Drake is requesting a Variable Term CLAD Waiver. The candidate graduated from Sam Houston State University with a Bachelor's in Education. This waiver will give candidate time to complete the CTEL exams and earn full English Learner Authorization.

20. Patricia Angel is requesting a Variable Term CBEST Waiver. The candidate graduated from Benemerita y Centenaria Teacher Training School of Jalisco with a Bachelor's in Primary Education. This waiver will grant candidate time to complete the CBEST exam and requirements for a University Intern credential program.
21. Eryn Swarn is requesting a Variable Term CLAD Waiver. The candidate graduated from Sam Houston State University with a Bachelor's in Education. This waiver will give candidate time to complete the CTEL exams and earn full English Learner Authorization.
22. Kenny Or is requesting a Variable Term 30 Day Sub Waiver. The candidate graduated from California State University at East Bay with a Bachelor's in Communications. This waiver will grant candidate time to complete the CBEST exam and apply for an emergency 30-day sub permit.
23. Yahaira Alfaro is requesting a Variable Term BCLAD Waiver. The candidate graduated from University of Distance Education in Costa Rica with a Bachelor's in Middle Education. This waiver will grant candidate time to complete the CSET Exams required for a Full Bilingual Authorization: Spanish.
24. Sergio Colon is requesting a Variable Term CBEST Waiver. The candidate graduated from The City University of New York, Hunter with a Bachelor's in History. This waiver will allow candidate time to complete the CBEST exam and requirements for a University Intern Multiple Subject program.
25. Kevon Jim is requesting a Variable Term 30 Day Sub Waiver. The candidate graduated from San Francisco State University with a Bachelor's in Asian American Studies. This waiver will grant candidate time to complete the CBEST exam and apply for an emergency 30-day sub permit.
26. Michelle Moreno is requesting a Variable Term BCLAD Waiver: Spanish. The candidate graduated from University of California, Santa Cruz with a Bachelor's in Spanish Studies. This waiver will allow candidate time to complete CSET Exams required for a Full Bilingual Authorization: Spanish.
27. Carla Hernandez is requesting a Variable Term CBEST Waiver. The candidate graduated from Southern New Hampshire University with a Bachelor's in Management. This waiver will allow candidate time to complete the CBEST exam and requirements for a University Intern Education Specialist program.

28. Nathaniel Osborne is requesting a Variable Term CBEST Waiver. The candidate graduated from California State University, Stanislaus with a Bachelor's in Organizational Communications. This waiver will allow candidate time to complete the CBEST exam and requirements for a University Intern Education Specialist Intern program.
29. Ashley Santos is requesting a Variable Term CBEST Waiver. The candidate graduated from San Francisco State University with a Bachelor's in Psychology. This waiver will allow candidate time to complete the CBEST exam and the requirements for a University Intern program.
30. Ashley Santos is requesting a Variable Term BCLAD Waiver. The candidate graduated from San Francisco State University with a Bachelor's in Psychology. This waiver will allow candidate time to complete the CSET exam and the requirements for a Full Bilingual Authorization: Spanish.
31. Yasmin Kudrolli is requesting a Variable Term CBEST Waiver. The candidate graduated from the University of Bombay with a Bachelor's in Three Year Integration. This waiver will allow candidate time to complete the CBEST exam and requirements for a University Intern Multiple Subject program.
32. Demareyeh Lane is requesting a Variable Term CBEST Waiver. The candidate graduated from Southeastern Louisiana State University with a Bachelor's in General Studies. This waiver will allow candidate time to complete the CBEST exam and the requirements for a University Special Education Intern program.
33. Felicia Yamaguchi is requesting a Variable Term CBEST Waiver. The candidate graduated from U.C. Berkeley with a Bachelor's in Ethnic Studies. This waiver will allow candidate time to complete the CBEST exam and the requirements for a University Single Subject Intern program.
34. Esmeralda Argueta is requesting a Variable Term CBEST Waiver. The candidate graduated from University of California, Santa Cruz with a Bachelor's in Literature. This waiver will allow candidate time to complete the CBEST exam and the requirements for a University Single Subject Intern program.
35. Eryn Swarn is requesting a Variable Term CBEST Waiver. The candidate graduated from Sam Houston State University with a Bachelor's in Education. This waiver will give candidate time to complete the CBEST exams and the requirements for a University Single Subject Intern program.

Fiscal Impact None.

Recommendation Approval by the Board of Education of Resolution No. 2223-0088 - Application for Variable Term Program Waiver – CBEST, BCLAD and Program - California Commission on Teacher Credentialing – Named Employees for School Year 2022-2023:

1. Ebonee Chambers, SDC Mod/Severe Teacher, Lockwood Steam Academy;
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**RESOLUTION
OF THE
BOARD OF EDUCATION
OF THE
OAKLAND UNIFIED SCHOOL DISTRICT
Resolution No. 2223-0088**

- Application for Variable Term Program Waiver CBEST, BCLAD and Program – California Commission on Teacher Credentialing – Named Employees for School Year 2022-2023 -

WHEREAS, the Board of Education, may approve an application to the California Commission on Teacher Credentialing seeking a Variable Term Program Waiver, as may be necessary for a certificated employee of the District for a specific period of time,

NOW, THEREFORE, BE IT RESOLVED that the Board of Education approve the Application for Variable Term Program Waiver – CBEST, BCLAD and Program - to the California Commission on Teacher Credentialing on behalf of the candidates listed below for School Year 2022-2023:

1. Ebonee Chambers, SDC Mod/Severe Teacher, Lockwood Steam Academy;
2. Charity Nichols, SDC Mild/Mod Teacher, Castlemont High School;
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34. Esmeralda Argueta, 9th-12th Grade ELA, Life Academy; and
35. Eryn Swarn, 6th-8th Grade English Teacher, Elmhurst United Middle School.

Passed by the following vote:

PREFERENTIAL AYE: None

PREFERENTIAL NOE: None

PREFERENTIAL ABSTENTION: None

PREFERENTIAL RECUSE: None

AYES: Aimee Eng, VanCedric Williams, Mike Hutchinson, Kyra Mungia, Clifford Thompson, Vice President Benjamin "Sam" Davis, President Gary Yee

NOES: None

ABSTAINED: None

RECUSE: None

ABSENT: Natalie Gallegos Chavez (Student Director), Linh Le (Student Director)

CERTIFICATION

We hereby certify that the foregoing is a full, true and correct copy of a Resolution passed at a Regular Meeting of the Board of Education of the Oakland Unified School District held on September 14, 2022.

Legislative File	
File ID Number:	22-2005
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By:	er

OAKLAND UNIFIED SCHOOL DISTRICT



Gary Yee
President, Board of Education



Sondra Aguilera
Acting Superintendent and Secretary,
Board of Education