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Introduction Date	10/13/2021
Enactment Number	21-1524
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Board Cover Memorandum

To Board of Education

From Kyla Johnson-Trammell, Superintendent
Tara Gard, Deputy Chief of Talent

Meeting Date October 13, 2021

Subject Application for Variable Term Waiver – CBEST, BCLAD and Program California Commission on Teacher Credentialing - Named Employees for School Year 2021-2022

Action Requested Approval by the Board of Education of Resolution No. 2122-0060 - Application for Variable Term Program Waiver – CBEST, BCLAD and Program - California Commission on Teacher Credentialing – Named Employees for School Year 2021-2022:

1. Avon Manning, K – 5th Grade Multiple Subject, New Highland;
2. Elias Hernandez, K – 8th Grade Single Subject Art, Melrose Leadership Academy;
3. Yeweb Tesfaye, 4th/5th Grade Combo Mild/Moderate, Manzanita SEED; and
4. Peno Din, 6th – 8th Grade Mild/Moderate, Edna Brewer 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 candidate.

Discussion

1. Avon Manning graduated from Dillard University with a Bachelor's in Theatre Arts. This waiver will allow candidate time to complete the CBEST, CSET, and requirements for a University Intern Multiple Subject program.
2. Elias Hernandez graduated from University of California, Los Angeles in Art. This waiver will allow candidate time to complete the CBEST, CSET, and requirements for a University Intern Single Subject program.
3. Yeweb Tesfaye is requesting a subsequent Variable Term CBEST Education Specialist: Mild/Mod waiver due to health restrictions of COVID-19. She graduated from University of Phoenix with a Bachelors in Business/Accounting. This waiver will allow candidate time to complete the CBEST, CSET, and requirements for a University Intern Education Specialist Mild/Moderate program.

4. Peno Din is requesting a Subsequent Variable Term CBEST Education Specialist: Mild/Moderate waiver due to health restrictions of COVID-19. She graduated from San Francisco State University with a Bachelors in Child and Adolescent Development. This waiver will allow candidate time to complete the CBEST, CSET, and requirements for a University Intern Education Specialist Mild/Moderate program.

Fiscal Impact None.

Recommendation Approval by the Board of Education of Resolution No. 2122-0060 - Application for Variable Term Program Waiver – CBEST, BCLAD and Program - California Commission on Teacher Credentialing – Named Employees for School Year 2021-2022:

1. Avon Manning, K – 5th Grade Multiple Subject, New Highland;
2. Elias Hernandez, K – 8th Grade Single Subject Art, Melrose Leadership Academy;
3. Yeweb Tesfaye, 4th/5th Grade Combo Mild/Moderate, Manzanita SEED; and
4. Peno Din, 6th – 8th Grade Mild/Moderate, Edna Brewer Middle School.

**RESOLUTION
OF THE
BOARD OF EDUCATION
OF THE
OAKLAND UNIFIED SCHOOL DISTRICT
Resolution No. 2122-0060**

- Application for Variable Term Program Waiver CBEST, BCLAD and Program – California Commission on Teacher Credentialing – Named Employees for School Year 2021-2022 -

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 employees 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 2021-2022:

1. Avon Manning, K – 5th Grade Multiple Subject, New Highland;
2. Elias Hernandez, K – 8th Grade Single Subject Art, Melrose Leadership Academy;
3. Yweb Tesfaye, 4th/5th Grade Combo Mild/Moderate, Manzanita SEED; and
4. Peno Din, 6th – 8th Grade Mild/Moderate, Edna Brewer Middle School;

Passed by the following vote:

PREFERENTIAL AYE:

PREFERENTIAL NOE:

PREFERENTIAL ABSTENTION:

PREFERENTIAL RECUSE:

AYES:

NOES:

ABSTAINED:

RECUSE:

ABSENT:

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 October 13, 2021.

Legislative File	
File ID Number:	21-2383
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By:	

OAKLAND UNIFIED SCHOOL DISTRICT

Shanthi Gonzales
President, Board of Education

Kyla Johnson-Trammell
Superintendent and Secretary, Board of Education