

Board Office Use: <b>Legislative File Info.</b>	
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Introduction Date	3/27/2024
Enactment Number	24-0520
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### Board Cover Memorandum

**To** Board of Education

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

**Meeting Date** March 27, 2024

**Subject** Application for Variable Term Waiver – CBEST, BCLAD and Program - California Commission on Teacher Credentialing - Named Employees for School Year 2023-2024

**Action Requested** Approval by the Board of Education of Resolution No. 2324-0127 - Application for Variable Term Program Waiver – CBEST, BCLAD and Program - California Commission on Teacher Credentialing – Named Employees for School Year 2023-2024:

1. Silas Mathuku, 6<sup>th</sup> – 8<sup>th</sup> Grade Chemistry Teacher, Bret Harte Middle School;
2. Riyadh Murshed, Early Childhood Special Education Mild to Moderate Support Needs Teacher, Burbank ECE School;
3. Curtavia Gill, 6<sup>th</sup> – 8<sup>th</sup> Grade English Teacher, Westlake Middle School;
4. Asia Strayhorne, K – 5<sup>th</sup> Grade Multiple Subject Teacher, Acorn Woodland Elementary School;
5. Charity Nichols, 9<sup>th</sup> – 12<sup>th</sup> Grade Mild to Moderate Support Needs SDC Teacher, Castlemont High School; and
6. Breonna Henry, K- 5<sup>th</sup> Grade Multiple Subject Teacher, Highland Community Elementary 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. Silas Mathuku is requesting a Variable Term CBEST Waiver. Silas graduated from Kenyatta University with a Bachelor's in Science. This waiver will allow candidate time to complete the CBEST, CSET exams and the requirements for a University Intern program.
2. Riyad Murshed is requesting a Variable Term CBEST Waiver. Riyad graduated from California State University, East Bay with a Bachelor's in Health Science. This waiver will allow candidate time to complete the CBEST, CSET exams and the requirements for a University Intern program.
3. Curtavia Gill is requesting a Variable Term CBEST Waiver. Curtavia graduated from University of California Merced with a Bachelor's in Critical Race and Ethnic Studies. This waiver will allow candidate time to complete the CBEST, CSET exams and the requirements for a University Intern program.
4. Asia Strayhorne is requesting a Variable Term CBEST Waiver. Asia graduated from University of California Davis with a Bachelor's in Human Development. This waiver will allow

candidate time to complete the CBEST, CSET exams and the requirements for a University Intern program.

5. Charity Nichols is requesting a Variable Term CBEST Education Specialist: Mild/Moderate Waiver. Charity graduated from California State University Los Angeles with a Bachelor's in African American Studies. This waiver will allow candidate time to complete the CBEST, CSET and enroll in an Intern program.
6. Breonna Henry is requesting a Variable Term CBEST Waiver. Breonna graduated from Clark Atlanta University with a Bachelor's in English. This waiver will allow candidate time to complete the CBEST, CSET exams and the requirements for a University Intern program.

**Fiscal Impact**           None.

**Recommendation**       Approval by the Board of Education of Resolution No. 2324-0127 - Application for Variable Term Program Waiver – CBEST, BCLAD and Program - California Commission on Teacher Credentialing – Named Employee for School Year 2023-2024:

1. Silas Mathuku, 6<sup>th</sup> – 8<sup>th</sup> Grade Chemistry Teacher, Bret Harte Middle School;
2. Riyad Murshed, Early Childhood Special Education Mild to Moderate Support Needs Teacher, Burbank ECE School;
3. Curtavia Gill, 6<sup>th</sup> – 8<sup>th</sup> Grade English Teacher, Westlake Middle School;
4. Asia Strayhorne, K – 5<sup>th</sup> Grade Multiple Subject Teacher, Acorn Woodland Elementary School;
5. Charity Nichols, 9<sup>th</sup> – 12<sup>th</sup> Grade Mild to Moderate Support Needs SDC Teacher, Castlemont High School; and
6. Breonna Henry, K- 5<sup>th</sup> Grade Multiple Subject Teacher, Highland Community Elementary School.



**RESOLUTION  
OF THE  
BOARD OF EDUCATION  
OF THE  
OAKLAND UNIFIED SCHOOL DISTRICT  
Resolution No. 2324-0127**

- Application for Variable Term Program Waiver CBEST, BCLAD and Program – California Commission on Teacher Credentialing – Named Employees for School Year 2023-2024 -

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**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 approves 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 2023-2024:

1. Silas Mathuku, 6<sup>th</sup> – 8<sup>th</sup> Grade Chemistry Teacher, Bret Harte Middle School;
2. Riyadh Murshed, Early Childhood Special Education Mild to Moderate Support Needs Teacher, Burbank ECE School;
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6. Breonna Henry, K- 5<sup>th</sup> Grade Multiple Subject Teacher, Highland Community Elementary School.

Passed by the following vote:

PREFERENTIAL AYE: None

PREFERENTIAL NOE: None

PREFERENTIAL ABSTENTION: None

PREFERENTIAL RECUSE: None

AYES: Jennifer Brouhard, VanCedric Williams, Valerie Bachelor, Jorge Lerma, Clifford Thompson, Vice President Mike Hutchinson, President Benjamin Davis

NOES: None

ABSTAINED: None

RECUSE: None

ABSENT: Vida Mendoza (Student Director), Anevay Cruz (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 March 27, 2024.

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**OAKLAND UNIFIED SCHOOL DISTRICT**



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Benjamin Davis  
President, Board of Education



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Kyla Johnson-Trammell  
Superintendent and Secretary, Board of Education