

**OAKLAND UNIFIED SCHOOL DISTRICT**  
Office of the Superintendent of Schools

April 10, 2019

<b>Legislative File</b>	
File ID Number:	19-0466
Introduction Date:	04/10/2019
Enactment Number:	19-0546
1Enactment Date:	4/10/2019 If
By:	

TO: Board of Education

FROM: Kyla Johnson-Trammell, Superintendent  
Tara Gard, Deputy Chief Talent Officer, Talent Division

SUBJECT: Application for Variable Term Waiver – CBEST, BCLAD and Program - California Commission on Teacher Credentialing - Named Employees for School Year 2018-2019

**ACTION REQUESTED**

Approval by the Board of Education of Resolution No. 1819-0097 - Application for Variable Term Program Waiver – CBEST, BCLAD and Program - California Commission on Teacher Credentialing – Named Employees for School Year 2018-2019:

1. Sparkle Phelps, 2<sup>nd</sup> Grade, Horace Mann Elementary School;
2. Camisha Coleman, K – 5<sup>th</sup> Grade Social Science, Futures Elementary School;
3. Leyder Chapman, 6<sup>th</sup>-8<sup>th</sup> Grade Physical Education, SOL Middle School; and
4. Dominique Limbrick-Hayes, 6<sup>th</sup>-8<sup>th</sup> Grade English and Social Science, Frick 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**

The Board of Education, as the Governing Board, may approve an application seeking a Variable Term Waiver, from the Commission on Teacher Credentialing, as may be necessary for certain certificated employees of the District. For the 2018-2019 school year, CBEST, BCLAD and Program waivers are being sought for the following employees:

1. Sparkle is requesting a Variable Term CBEST Multiple Subject waiver. Sparkle graduated from California State University, East Bay with a Bachelor's in Human Development. This waiver will allow candidate time to complete CBEST, CSET, and enroll in an Intern program.
2. Camisha Coleman is requesting a Variable Term CBEST Social Science waiver. Camisha graduated from University of Phoenix with a Bachelor's in Human Services. This waiver will allow candidate time to complete CSET and enroll in an Intern program.
3. Leyder Chapman is requesting a Variable Term CBEST Single Subject Physical Education. Leyder graduated from "Manuel Fajardo" Higher Institute of Physical Education with a Bachelor in Physical Education. This waiver will allow candidate time to complete CBEST, CSET, and enroll in an Intern program.

### **CORRECTION:**

4. Dominique Limbrick-Hayes is requesting a Variable Term Program Waiver Single Subject English and Social Science. Dominique graduated from California State University, East Bay with a Bachelor's in Mass Communication. This waiver will allow candidate time to complete CSET and enroll in an Intern program. (Corrected from October 10, 2018, Reso, 1819-0069, which showed the candidate requesting a Provisional Internship Permit for, 6<sup>th</sup> – 8<sup>th</sup> Grade Business, Frick Middle School and it should have been a Variable Term Program Waiver Single Subject English and Social Science).

### **FISCAL IMPACT**

None.

### **RECOMMENDATION**

Approval by the Board of Education of Resolution No. 1819-0097 - Application for Variable Term Program Waiver – CBEST, BCLAD and Program - California Commission on Teacher Credentialing – Named Employees for School Year 2018-2019:

1. Sparkle Phelps, 2<sup>nd</sup> Grade, Horace Mann Elementary School;
2. Camisha Coleman, K – 5<sup>th</sup> Grade Social Science, Futures Elementary School;
3. Leyder Chapman, 6<sup>th</sup>-8<sup>th</sup> Grade Physical Education, SOL Middle School; and
4. Dominique Limbrick-Hayes, 6<sup>th</sup>-8<sup>th</sup> Grade English and Social Science, Frick Middle School.

**RESOLUTION  
OF THE  
BOARD OF EDUCATION  
OF THE  
OAKLAND UNIFIED SCHOOL DISTRICT  
Resolution No. 1819-0097**

- Application for Variable Term Program Waiver CBEST, BCLAD and Program – California Commission on Teacher Credentialing – Named Employees for School Year 2018-2019 -

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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 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 2018-2019:

1. Sparkle Phelps, 2<sup>nd</sup> Grade, Horace Mann Elementary School;
2. Camisha Coleman, K – 5<sup>th</sup> Grade Social Science, Futures Elementary School;
3. Leyder Chapman, 6<sup>th</sup>-8<sup>th</sup> Grade Physical Education, SOL Middle School; and

**BE IT FURTHER RESOLVED** that the Board approves Dominique Limrick-Hayes, in lieu of a Provisional Internship Permit for, 6<sup>th</sup> – 8<sup>th</sup> Grade Business, Frick Middle School, approved October 10, 2018 (Legislative File No. 18-2038, Enactment No. 18-1599), for a Variable Term Program Waiver, 6<sup>th</sup>-8<sup>th</sup> Grade, Single Subject English and Social Science, Frick Middle School, for the 2018-2019 School Year.

Passed by the following vote:

PREFERENTIAL AYE: Jumoke Hinton Hodge, Gary Yee, James Harris, Vice President Jody London and President Aimee Eng

PREFERENTIAL NOE: None

PREFERENTIAL ABSTENTION: None

PREFERENTIAL RECUSE: None

AYES: Jumoke Hinton Hodge, Gary Yee, James Harris, Vice President Jody London, and President Aimee Eng

NOES: None

ABSTAINED: None

RECUSE: None

ABSENT: Roseann Torres, Shanthy Gonzales, Student Directors Yota Omosowho and Josue Chavez

**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 April 10, 2019.

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**OAKLAND UNIFIED SCHOOL DISTRICT**



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Aimee Eng  
President, Board of Education



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Kyla Johnson-Trammell  
Superintendent and Secretary, Board of Education