



<b>Board Office Use: Legislative File Info.</b>	
File ID Number	26-1478
Introduction Date	6/24/2026
Enactment Number	26-1089
Enactment Date	6/24/2026 os

### Board Cover Memorandum

**To** Board of Education

**From** Denise G. Saddler, EdD, Interim Superintendent  
Tara Gard, Deputy Superintendent of Business and Operations  
Jeff Dillon, Sr., Chief Talent Officer

**Meeting Date** June 24, 2026

**Subject** Application for Variable Term Waiver – CBEST, BCLAD and Program - California Commission on Teacher Credentialing - Named Employee for School Year 2026-2027 – Talent/Human Resources Department

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**Action Requested** Approval by the Board of Education of Resolution No. 2526-0224- Application for Variable Term Program Waiver – CBEST, BCLAD and Program - California Commission on Teacher Credentialing – Named Employee for School Year 2026-2027:

1. Navdeep Kaur, K-12<sup>th</sup> grade School Psychologist – SPED Department.

**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 people 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 employment 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. Navdeep Kaur is requesting a Pupil Personnel Services (PPS) School Psychologist Waiver. She graduated from City College of New York with a bachelor's in childhood education. This waiver will allow candidate time to complete credential requirements while teaching in the classroom.

**Fiscal Impact**

None.

**Recommendation**

Approval by the Board of Education of Resolution No. 2526-0224-Application for Variable Term Program Waiver – CBEST, BCLAD and Program - California Commission on Teacher Credentialing – Named Employee for School Year 2026-2027:

1. Navdeep Kaur, K-12<sup>th</sup> grade School Psychologist – SPED Department.



**RESOLUTION  
OF THE  
BOARD OF EDUCATION  
OF THE  
OAKLAND UNIFIED SCHOOL DISTRICT  
Resolution No. 2526-0224**

- Application for Variable Term Program Waiver CBEST, BCLAD and Program – California Commission on Teacher Credentialing – Named Employee for School Year 2026-2027 -

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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 candidate listed below for School Year 2026-2027:

1. Navdeep Kaur, K-12<sup>th</sup> grade School Psychologist – SPED Department.

Passed by the following vote:

PREFERENTIAL AYE: None

PREFERENTIAL NOE: None

PREFERENTIAL ABSTENTION: None

PREFERENTIAL RECUSE: None

AYES: Rachel Latta, VanCedric Williams, Mike Hutchinson, Patrice Berry, Vice President Valarie Bachelor, President Jennifer Brouhard

NOES: None

ABSTAINED: None

RECUSE: None

ABSENT: Maximus Simmons (Student Director), Marianna Smith (Student Director), Clifford Thompson

### **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 June 24, 2026.

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### **OAKLAND UNIFIED SCHOOL DISTRICT**



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Jennifer Brouhard  
President, Board of Education



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Denise G. Saddler, EdD, Interim Superintendent and  
Interim Secretary, Board of Education