

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

March 28, 2018

<b>Legislative File</b>	
File ID Number:	18-0531
Introduction Date:	03/28/18
Enactment Number:	18-0560
1Enactment Date:	3/28/2018
By:	<i>OL</i>

TO: Board of Education

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

SUBJECT: Application for Variable Term Waiver - CBEST - California Commission on Teacher Credentialing - Named Employees for School Year 2017-2018

**ACTION REQUESTED**

Approval by the Board of Education of Resolution No. 1718-0157 - Application for Variable Term Waiver CBEST- California Commission on Teacher Credentialing – on behalf of the following employees for School Year 2017-2018:

1. Kristin Otterness, 9<sup>th</sup>-12<sup>th</sup> Grade SDC M/M, Roosevelt Middle School;
2. Kathy Dam, K-5<sup>th</sup> Grade Crocker Highlands Elementary;
3. Kenya Lee-Fletcher, 6<sup>th</sup>-12<sup>th</sup> Grade SDC M/S, Claremont 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 2017-2018 school year, CBEST waivers are being sought for the following employees:

1. Kristin Otterness, 9<sup>th</sup>-12<sup>th</sup> Grade SDC M/M, Roosevelt Middle School;
2. Kathy Dam, K-5<sup>th</sup> Grade Crocker Highlands Elementary;
3. Kenya Lee-Fletcher, 6<sup>th</sup>-12<sup>th</sup> Grade SDC M/S, Claremont Middle School.

Kristin Otterness is requesting a Variable Term CBEST Education Specialist Mild/Moderate waiver. Kristin graduated from Wichita State University with a Bachelor's in Education. This waiver will allow her time to complete CBEST.

Kathy Dam is requesting a Variable Term CBEST Multiple Subject: General Subjects waiver. Kathy graduated from the University of Denver with a Bachelor's in General Business. This waiver will allow her time to complete CBEST.

Kenya Lee-Fletcher is requesting a Variable Term CBEST Education Specialist Moderate/Severe waiver. Kenya graduated from the University of California, Los Angeles with a Bachelor's in Gender Studies. This waiver will allow her time to complete CBEST.

### **FISCAL IMPACT**

None.

### **RECOMMENDATION**

Approval by the Board of Education of Resolution No. 1718-0157 - Application for Variable Term Waiver CBEST - California Commission on Teacher Credentialing - on behalf of the following employees for School Year 2017-2018:

1. Kristin Otterness, 9<sup>th</sup>-12<sup>th</sup> Grade SDC M/M, Roosevelt Middle School;
2. Kathy Dam, K-5<sup>th</sup> Grade Crocker Highlands Elementary;
3. Kenya Lee-Fletcher, 6<sup>th</sup>-12<sup>th</sup> Grade SDC M/S, Claremont Middle School.

**RESOLUTION  
OF THE  
BOARD OF EDUCATION  
OF THE  
OAKLAND UNIFIED SCHOOL DISTRICT  
Resolution No. 1718-0157**

- Application for Variable Term Waiver – CBEST – California Commission on Teacher Credentialing –  
Named Employees for School Year 2017-2018 -

**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 Waiver – CBEST - to the California Commission on Teacher Credentialing in behalf of the candidates listed below for School Year 2017-2018:

1. Kristin Otterness, 9<sup>th</sup>-12<sup>th</sup> Grade SDC M/M, Roosevelt Middle School;
2. Kathy Dam, K-5<sup>th</sup> Grade Crocker Highlands Elementary;
3. Kenya Lee-Fletcher, 6<sup>th</sup>-12<sup>th</sup> Grade SDC M/S, Claremont Middle School.

Passed by the following vote:

**AYES:** Roseann Torres, Shanthi Gonzales, Jody London, Nina Senn, James Harris, Vice President  
Jumoke Hinton Hodge, President Aimee Eng

**NOES:** None

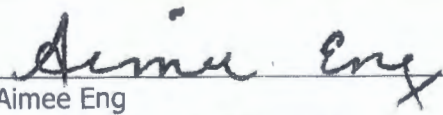
**ABSTAINED:** None

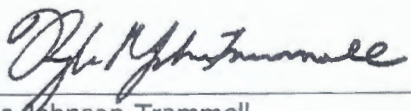
**ABSENT:** None

I 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 March 28, 2018.

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By:	<i>AE</i>

**OAKLAND UNIFIED SCHOOL DISTRICT**

  
Aimee Eng  
President, Board of Education

  
Kyla Johnson-Trammell  
Superintendent and Secretary, Board of Education