

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

October 14, 2020

<b>Legislative File</b>	
File ID Number:	20-1904
Introduction Date:	10/14/2020
Enactment Number:	20-1542
1Enactment Date:	10/14/2020
By:	er

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 2020-2021

**ACTION REQUESTED:**

Approval by the Board of Education of Resolution No. 2021-0062 - Application for Variable Term Program Waiver – CBEST, BCLAD and Program - California Commission on Teacher Credentialing – Named Employees for School Year 2020-2021:

1. Yeweb Tesfay, 4<sup>th</sup>/5<sup>th</sup> Combo Mild/Mod, Manzanita SEED;
2. Andrea Beasley, K – 5<sup>th</sup> Grade Mild/Mod SDC Teacher, Manzanita SEED Elementary School;
3. Cynthia Pena Martinez, 9<sup>th</sup> – 12<sup>th</sup> Grade Single Subject Math, Madison Park Upper;
4. Israel Cisneros, 2<sup>nd</sup> Grade Global Family;
5. Marquise Cherry, Single Subject Physical Education, Esperanza and KDA Elementary;
6. Mary Gomez, Multiple Subject, Think College Now;
7. Pia Jara, 2<sup>nd</sup> Grade Bilingual, Bridges Academy;
8. Tammara Nalls, Mild/Mod Education Specialist, Sankofa;
9. Lynda Palma-Medellin, K-5<sup>th</sup> Grade, Global Family;
10. Holly Welch, Mild/Mod Education Specialist, Melrose Leadership Academy; and
11. Taylor West, 6<sup>th</sup> – 8<sup>th</sup> Grade Education Specialist Mild/Mod, Roosevelt Middle.

**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 2020-2021 school year, CBEST, BCLAD and Program waivers are being sought for the following employees:

1. Yeweb Tesfaye is requesting a Variable Term CBEST Education Specialist: Mild/Mod waiver. She graduated from University of Phoenix with a Bachelors in Business/Accounting. This waiver will allow candidate time to complete CBEST, CSET, and enroll in the Intern Program.
2. Andrea Beasley is requesting a Variable Term CBEST Education Specialist: Mild/Mod waiver. Andrea graduated from Metropolitan State College of Denver with a Bachelor's in History. This waiver will allow candidate time to complete CBEST, CSET, and enroll in an Intern program.
3. Cynthia Pena Martinez is requesting a Variable Term CBEST Waiver. She graduated from UC, Berkeley with a Bachelors in Latin American and Cognitive Science. This waiver will allow candidate time to complete CBEST, CSET, and enroll in the Intern Program.
4. Israel Cisneros is requesting a Variable Term BCLAD: Spanish waiver. Israel graduated from San Francisco State University with a Bachelor's in English (Creative Writing). This waiver will allow candidate time to complete the CSET Exams required for a Full Bilingual Authorization: Spanish.
5. Marquise Cherry is requesting a Variable Term CBEST waiver Single Subject: PE. He graduated from California State University, East Bay with a Bachelor's in Kinesiology. This waiver will allow candidate time to complete CBEST, CSET, and enroll in the Intern Program

6. Mary Gomez is requesting a Variable Term CBEST Waiver due to health restrictions of COVID-19. She graduated from San Francisco State University with a Bachelor's in Liberal Arts. This waiver will allow candidate time to complete CBEST, CSET, and enroll in an Intern Program.
7. Pia Jara is requesting a Variable Term BCLAD: Spanish waiver. Pia graduated from UC Berkeley with a Bachelor's in Anthropology and Spanish. This waiver will allow candidate time to complete the CSET Exams required for a Full Bilingual Authorization: Spanish.
8. Tammara Nalls is requesting a Variable Term CBEST Education Specialist: Mild/Mod waiver. She graduated from Notre Dame University with a Bachelors in Intensive Human Services. This waiver will allow candidate time to complete CBEST, CSET, and enroll in the intern program.
9. Lynda Palma-Medellin is requesting a Variable Term BCLAD Waiver. She graduated from Saint mary's College of California with a Bachelors in Communications. This waiver will allow candidate time to complete Subtest III, IV & V for BCLAD Certification.
10. Holly Welch is requesting a Variable Term CBEST Waiver due to health restrictions of COVID-19. She graduated from California State University, Hayward with a Bachelor's in Human Development. This waiver will allow candidate time to complete CBEST, CSET, and enroll in an Intern Program.
11. Taylor West graduated from San Jose State University with a Bachelor in Public Health. This waiver will allow candidate time to complete CBEST, CSET exams and the requirements for a University Internship Ed. Specialist Mild/Mod teaching credential.

**FISCAL IMPACT:**

None.

**RECOMMENDATION:**

Approval by the Board of Education of Resolution No. 2021-0062 - Application for Variable Term Program Waiver – CBEST, BCLAD and Program - California Commission on Teacher Credentialing – Named Employees for School Year 2020-2021:

1. Yeweb Tesfay, 4<sup>th</sup>/5<sup>th</sup> Combo Mild/Mod, Manzanita SEED;
2. Andrea Beasley, K – 5<sup>th</sup> Grade Mild/Mod SDC Teacher, Manzanita SEED Elementary School;
3. Cynthia Pena Martinez, 9<sup>th</sup> – 12<sup>th</sup> Grade Single Subject Math, Madison Park Upper;
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5. Marquise Cherry, Single Subject Physical Education, Esperanza and KDA Elementary;
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10. Holly Welch, Mild/Mod Education Specialist, Melrose Leadership Academy; and
11. Taylor West, 6<sup>th</sup> – 8<sup>th</sup> Grade Education Specialist Mild/Mod, Roosevelt Middle.

**RESOLUTION  
OF THE  
BOARD OF EDUCATION  
OF THE  
OAKLAND UNIFIED SCHOOL DISTRICT  
Resolution No. 2021-0062**

- Application for Variable Term Program Waiver CBEST, BCLAD and Program – California Commission on Teacher Credentialing – Named Employees for School Year 2020-2021 -

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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 2020-2021:

1. Yeweb Tesfay, 4<sup>th</sup>/5<sup>th</sup> Combo Mild/Mod, Manzanita SEED;
2. Andrea Beasley, K – 5<sup>th</sup> Grade Mild/Mod SDC Teacher, Manzanita SEED Elementary School;
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11. Taylor West, 6<sup>th</sup> – 8<sup>th</sup> Grade Education Specialist Mild/Mod, Roosevelt Middle.

Passed by the following vote:

PREFERENTIAL AYE: None

PREFERENTIAL NOE: None

PREFERENTIAL ABSTENTION: None

PREFERENTIAL RECUSE: None

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

NOES: None

ABSTAINED: None

RECUSE: None

ABSENT: Roseann Torres, Samantha Pal (Student Director), Jessica Ramos (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 October 14, 2020.

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Jody London  
President, Board of Education



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Kyla Johnson-Trammell  
Superintendent and Secretary, Board of Education