

OAKLAND UNIFIED SCHOOL DISTRICT
Office of the Superintendent of Schools

September 12, 2018

Legislative File	
File ID Number:	18-1848
Introduction Date:	09/12/2018
Enactment Number:	18-1511
1Enactment Date:	9/12/18 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 and BCLAD - California Commission on Teacher Credentialing - Named Employees for School Year 2018-2019

ACTION REQUESTED

Approval by the Board of Education of Resolution No. 1819-0062 - Application for Variable Term Program Waiver – CBEST and BCLAD - California Commission on Teacher Credentialing – Named Employees for School Year 2018-2019:

1. Raefa Alazzawi, K-5th Grade, Mild/Moderate SDC Teacher, Fruitvale Elementary School;
2. Thomas Sawyer, 6th – 8th Grade, Moderate/Severe SDC Teacher, Roosevelt Middle School;
3. Dominique Limbrick, 6th-8th Grade, Business, Frick Middle School;
4. Veronica Horn, K-5th Grade, Mild/Moderate SDC Teacher, Think College Now Elementary School;
5. Carmen Preuss, K-5th Grade, Social Science, East Oakland Pride;
6. Erica Macklin, K- 5th Grade, RSP, Sankofa Elementary School;
7. Addison Filipczyk, K/1st Grade, Self Contained – Bilingual Spanish, Brookfield Elementary School;
8. Emily Rodgers, 6 – 8th Grade, Social Worker, Urban Promise Middle School;
9. Iliana Pelayo, K/1st Grade, Self Contained – Bilingual Spanish, Brookfield Elementary School;
10. Me'Arisha Walker, 9-12th Grade, Dance, McClymonds High School;
11. Rogelio Nevarez, 9-12th Grade, Spanish, Life Academy School;
12. Zenobia Ritter, 5th Grade, Encompass Elementary School;
13. Ceasar Jackson, 6th – 8th Grade, Mild/Moderate SDC Teacher, Edna Brewer Middle School;
14. Aris Tunson, 6-8th Grade, SDC Mild/Moderate, Roosevelt Middle School;
15. Cristal Fiel, Teacher Librarian, Frick Middle School;
16. Kurtis Jenkins, SDC Moderate/Severe, Programs for Exceptional Children Department;
17. Christina Breeden, K-5th Grade, SDC Moderate/Severe, Brookfield Elementary School;
18. Jaron Epstein, K-5th Grade, Mild/Moderate SDC Teacher, Futures Elementary School;
19. Grissette Kipping, 6-8th Grade, Mild/Moderate SDC Teacher, Bret Harte Middle;
20. Karen Medina Plaza, K-5th Grade, Bilingual, Melrose Leadership Academy;
21. Natalia Pons Ruiz, K-5th Grade Spanish Bilingual, Acorn Woodland Elementary;
22. Jay Zimmerman, K-5th Mild/Moderate SDC Teacher, Howard Elementary;
23. Armando Castro, 6-8th Physical Education, West Oakland Middle School;
24. Cesar Solis, TK-5th Business, Martin Luther King Jr Elementary; and
25. Maryam Cermal, Coordinator, Teaching and Learning.

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 and BCLAD waivers are being sought for the following employees:

1. Raefa Alazzawi, K-5th Grade, Mild/Moderate SDC Teacher, Fruitvale Elementary School;
2. Thomas Sawyer, 6th – 8th Grade, Moderate/Severe SDC Teacher, Roosevelt Middle School;
3. Dominique Limbrick, 6th-8th Grade, Business, Frick Middle School;
4. Veronica Horn, K-5th Grade, Mild/Moderate SDC Teacher, Think College Now Elementary School;
5. Carmen Preuss, K-5th Grade, Social Science, East Oakland Pride;
6. Erica Macklin, K- 5th Grade, RSP, Sankofa Elementary School;
7. Addison Filipczyk, K/1st Grade, Self Contained – Bilingual Spanish, Brookfield Elementary School;
8. Emily Rodgers, 6 – 8th Grade, Social Worker, Urban Promise Middle School;
9. Iliana Pelayo, K/1st Grade, Self Contained – Bilingual Spanish, Brookfield Elementary School;
10. Me'Arisha Walker, 9-12th Grade, Dance, McClymonds High School;
11. Rogelio Nevarez, 9-12th Grade, Spanish, Life Academy School;
12. Zenobia Ritter, 5th Grade, Encompass Elementary School;
13. Ceasar Jackson, 6th – 8th Grade, Mild/Moderate SDC Teacher, Edna Brewer Middle School;
14. Aris Tunson, 6-8th Grade, SDC Mild/Moderate, Roosevelt Middle School;
15. Cristal Fiel, Teacher Librarian, Frick Middle School;
16. Kurtis Jenkins, SDC Moderate/Severe, Programs for Exceptional Children Department;

17. Christina Breeden, K-5th Grade, SDC Moderate/Severe, Brookfield Elementary School;
18. Jaron Epstein, K-5th Grade, Mild/Moderate SDC Teacher, Futures Elementary School;
19. Grissette Kipping, 6-8th Grade, Mild/Moderate SDC Teacher, Bret Harte Middle;
20. Karen Medina Plaza, K-5th Grade, Bilingual, Melrose Leadership Academy;
21. Natalia Pons Ruiz, K-5th Grade Spanish Bilingual, Acorn Woodland Elementary;
22. Jay Zimmerman, K-5th Mild/Moderate SDC Teacher, Howard Elementary;
23. Armando Castro, 6-8th Physical Education, West Oakland Middle School;
24. Cesar Solis, TK-5th Business, Martin Luther King Jr Elementary; and
25. Maryam Cermal, Coordinator, Teaching and Learning.

1. Raefa Alazzawi is requesting a Variable Term CBEST Education Specialist: Mild/Moderate waiver. Raefa graduated from Al-Mustansiriyah University, with a Bachelor's in English Literature. This waiver will allow them time to complete CBEST, CSET, and enroll in an Intern program.
2. Thomas Sawyer is requesting a Variable Term CBEST Education Specialist: Moderate/Severe waiver. Thomas graduated from University of North Carolina Asheville, with a Bachelor's in Multimedia Arts and Science. This waiver will allow them time to complete CBEST, CSET, and enroll in an Intern program.
3. Dominique Limbrick is requesting a Variable Term CBEST Single Subject Business waiver. Dominique graduated from California State University, East Bay with a Bachelor's in Mass Communication. This waiver will allow them time to complete CBEST, CSET, and enroll in an Intern program.
4. Veronica Horn is requesting a Variable Term CBEST Education Specialist: Mild/Moderate waiver. Veronia graduated from San Diego State University, with a Bachelor's in Sociology. This waiver will allow them time to complete CBEST, CSET, and enroll in an Intern program.
5. Carmen Preuss is requesting a Subsequent Variable Term CBEST Social Science waiver. Carmen graduated from Federated University of Costa Rica, with a Bachelor's in Law. This waiver will allow her time to complete CBEST, CSET, and enroll in an Intern program..
6. Erica Macklin is requesting a Variable Term CBEST Education Specialist Mild/Moderate waiver. Erica graduated from Holy Names University with a Bachelor in Business. This waiver will allow them time to complete CBEST, CSET, and enroll in an Intern program.
7. Addison Filipczyk is requesting a Variable Term BCLAD: Spanish waiver. Addison graduated from Norte Dame University with a Bachelor's in English. This waiver will allow them time to complete the CSET Exams required for a Full Bilingual Authorization: Spanish.
8. Emily Rodgers is requesting a Subsequent Variable Term Pupil Personnel Services (PPS) School Social Worker Program Waiver. Emily graduated from Hamline University with a Bachelor's in Sociology and Spanish and California State University, East Bay with a Master's in Social Work. This waiver will allow them, time to complete the requirements for a PPS School Social Worker credential.
9. Iliana Pelayo is requesting a Variable Term BCLAD: Spanish waiver. Iliana graduated from San Francisco State University with a Bachelor's in Speech Communication. This waiver will allow them time to complete the CSET Exams required for a Full Bilingual Authorization: Spanish.

10. Mearisha Walker is requesting a Variable Term CBEST Single Subject Physical Education. Me, Arisha graduated from the University of Louisiana at Monroe with a Bachelor in Kinesiology. This waiver will allow them time to complete CBEST, CSET, and enroll in an Intern program.
11. Rogelio Nevarez is requesting a Variable Term CBEST Single Subject Spanish. Rogelio graduated from the California State University, East Bay with a Bachelor in Spanish. This waiver will allow them time to complete CBEST, CSET, and enroll in an Intern program.
12. Zenobia Ritter, graduated from Benedict College with a Bachelor's in Elementary Education. Zenobia is requesting a Variable Term CBEST Multiple Subject. This waiver will allow them time to complete CBEST, CSET, and enroll in an Intern program or the required out of state exams to transfer her out of state certification.
13. Ceasar Jackson is requesting a Variable Term CBEST Education Specialist: Mild/Moderate waiver. Ceasar graduated from Florida A&M University with a Bachelor's in Public Relations. This waiver will allow them time to complete CBEST, CSET, and enroll in an Intern program.
14. Aris Tunson is requesting a Variable Term CBEST Education Specialist: Mild/Moderate waiver. Aris graduated from Menlo College with a Bachelor's in Mass Communication. This waiver will allow them time to complete CBEST, CSET, and enroll in an Intern program.
15. Cristal Fiel is requesting a Variable Term CBEST: Teacher Librarian Services. Cristal graduated from University of Washington with a Master of Library and Information Science. This waiver will allow them time to complete the requirements to be recommended.
16. Kurtis Jenkins is requesting a Variable Term Education Specialist: Moderate/Severe Waiver. Kurtis graduated from California State University East Bay with a Bachelor of Arts in Liberal Studies. This waiver will allow them time to complete CBEST, CSET, and enroll in an Intern program.
17. Christina Breeden is requesting a Variable Term CBEST Education Specialist: Moderate/Severe waiver. Christina graduated from Fairleigh Dickinson University with a Bachelor's in Criminal Justice. This waiver will allow them time to complete CBEST, CSET, and enroll in an Intern program.
18. Jaron Epstein is requesting a Variable Term CBEST Education Specialist: Mild/Moderate waiver. Jaron graduated from Holy Names with a Bachelor's in History. This waiver will allow them time to complete CBEST, CSET, and enroll in an Intern program.
19. Grissette Kipping is requesting a Variable Term CBEST Education Specialist: Mild/Moderate waiver. Grissette graduated from Universidad de Panama with a Bachelor's in Interior Design. This waiver will allow them time to complete CBEST, CSET, and enroll in an Intern program.
20. Karen Medina Plaza is requesting a Variable Term BCLAD: Spanish waiver. Karen graduated from University of Puerto Rico with a Bachelor's in Elementary Education. This waiver will allow them time to complete the CSET Exams required for a Full Bilingual Authorization: Spanish.

21. Natalia Pons Ruiz is requesting a Variable Term CBEST Multiple Subject w/ BCLAD waiver. Natalia graduated from Universidad de Granada with a Bachelor's in Elementary Education –English Language. This waiver will allow them time to complete CBEST.
22. Jay Zimmerman is requesting a Variable Term CBEST Education Specialist: Mild/Moderate waiver. Jay graduated from Virginia State University with a Bachelor's in Mass Communication. This waiver will allow them time to complete CBEST, CSET, and enroll in an Intern program.
23. Armando Castro is requesting a Variable Term CBEST Single Subject Physical Education waiver. Armando graduated from the Holy Names University with a Bachelor of Arts in Criminology. This waiver will allow them time to complete CBEST, CSET, and enroll in an Intern program.
24. Cesar Solis is requesting a Variable Term CBEST Single Subject Business waiver. Cesar graduated from Holy Names University with a Bachelor's in Business. This waiver will allow him time to complete CBEST, CSET, and enroll in an intern program.
25. Maryam Cermal is requesting a Variable Term Program Waiver: Administrative Services. Maryam graduated from University of Wisconsin, Eau Claire with a Bachelor's in Biology. She is currently enrolled in a Preliminary Administrative Credential Program through the Reach Institute for School Leadership and will be recommended for her credential in Spring 2019. This waiver will allow them time to complete the requirements to be recommended.

FISCAL IMPACT

None.

RECOMMENDATION

Approval by the Board of Education of Resolution No. 1819-0062 - Application for Variable Term Program Waiver – CBEST and BCLAD - California Commission on Teacher Credentialing – Named Employees for School Year 2018-2019:

1. Raefa Alazzawi, K-5th Grade, Mild/Moderate SDC Teacher, Fruitvale Elementary School;
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**RESOLUTION
OF THE
BOARD OF EDUCATION
OF THE
OAKLAND UNIFIED SCHOOL DISTRICT
Resolution No. 1819-0062**

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

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 and BCLAD - to the California Commission on Teacher Credentialing on behalf of the candidates listed below for School Year 2018-2019:

1. Raefa Alazzawi, K-5th Grade, Mild/Moderate SDC Teacher, Fruitvale Elementary School;
2. Thomas Sawyer, 6th – 8th Grade, Moderate/Severe SDC Teacher, Roosevelt Middle School;
3. Dominique Limbrick, 6th-8th Grade, Business, Frick Middle School;
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25. Maryam Cermal, Coordinator, Teaching and Learning.

Passed by the following vote:


PREFERENTIAL AYE: None
PREFERENTIAL NOE: None
PREFERENTIAL ABSTENTION: None
PREFERENTIAL RECUSE: Student Director Josue Chavez
AYES: Jody London, Nina Senn, Roseann Torres, James Harris,
Vice Presient Jumoke Hinton Hodge and President Aimee Eng
NOES: None
ABSTAINED: None
RECUSE: None
ABSENT: Shanthi Gonzales

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 September 12, 2018.

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By:	

OAKLAND UNIFIED SCHOOL DISTRICT



Aimee Eng
President, Board of Education



Kyla Johnson-Trammell
Superintendent and Secretary, Board of Education