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Enactment Number	23-1720
Enactment Date	10/11/2023 er



Board Cover Memorandum

To Board of Education

From Kyla Johnson-Trammell, Superintendent
Tara Gard, Deputy Chief of Talent

Meeting Date October 11, 2023

Subject Application for Variable Term Waiver – CBEST, BCLAD and Program California Commission on Teacher Credentialing - Named Employees for School Year 2023-2024

Action Requested Approval by the Board of Education of Resolution No. 2324-0100 - Application for Variable Term Program Waiver – CBEST and BCLAD - California Commission on Teacher Credentialing – Named Employees for School Year 2023-2024:

1. Karlie Robinson, 9th – 12th Grade English Teacher, Madison Park High School;
2. Roger Gonzalez, 1st Grade Bilingual Spanish Teacher, Esperanza Elementary School;
3. Jeremiah Cruz, K – 5th Grade MS Teacher; Fruitvale Elementary School;
4. Morgane Martinet, TK – 5th Grade MS Teacher; Redwood Heights Elementary School; and
5. Judith Silber, 9th – 12th Grade Biology Teacher, Ralph J Bunche Academy.

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

1. Karlie Robinson is requesting a Variable Term CBEST Waiver. Karlie graduated from Grambling State University with a Bachelor's in Theater. This waiver will allow candidate time to complete the CBEST, CSET and enroll in an Intern Program.
2. Roger Gonzalez is requesting a Variable Term BCLAD Waiver. Roger graduated from San Francisco State University with a Bachelor's in Spanish. This waiver will allow candidate time to complete CSET exams required for a Full Bilingual Authorization: Spanish.
3. Jeremiah Cruz is requesting a Variable Term CBEST Waiver. Jeremiah graduated from California State University, East Bay with a Bachelor's in History. This waiver will allow candidate time to complete the CBEST, CSET and the requirements for a University Intern Program.
4. Morgane Martinet is requesting a Variable Term CLAD Waiver. Morgane graduated from the University of Chicago with a Bachelor's in History. This waiver will allow candidate

time to complete CTEL exams required for a full English Learners Authorization.

5. Judith Silber is requesting a Variable Term CBEST Waiver. Judith graduated from University of California Berkeley with a Bachelor's in Biochemistry. This waiver will allow candidate time to complete the CBEST, CSET and the requirements for a University Intern Program.

Fiscal Impact None.

Recommendation Approval by the Board of Education of Resolution No. 2324-0100 - Application for Variable Term Program Waiver – CBEST, BCLAD and Program - California Commission on Teacher Credentialing – Named Employee for School Year 2023-2024:

1. Karlie Robinson, 9th – 12th Grade English Teacher, Madison Park High School;
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4. Morgane Martinet, TK – 5th Grade MS Teacher; Redwood Heights Elementary School; and
5. Judith Silber, 9th – 12th Grade Biology Teacher, Ralph J Bunche Academy.



**RESOLUTION
OF THE
BOARD OF EDUCATION
OF THE
OAKLAND UNIFIED SCHOOL DISTRICT
Resolution No. 2324-0100**

- Application for Variable Term Program Waiver CBEST and BCLAD – California Commission on Teacher Credentialing – Named Employee for School Year 2023-2024 -

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 2023-2024:

1. Karlie Robinson, 9th – 12th Grade English Teacher, Madison Park High School;
2. Roger Gonzalez, 1st Grade Bilingual Spanish Teacher, Esperanza Elementary School;
3. Jeremiah Cruz, K – 5th Grade MS Teacher; Fruitvale Elementary School;
4. Morgane Martinet, TK – 5th Grade MS Teacher; Redwood Heights Elementary School; and
5. Judith Silber, 9th – 12th Grade Biology Teacher, Ralph J Bunche Academy.

Passed by the following vote:

PREFERENTIAL AYE: None

PREFERENTIAL NOE: None

PREFERENTIAL ABSTENTION: None

PREFERENTIAL RECUSE: None

AYES: Benjamin "Sam" Davis, Jennifer Brouhard, VanCedric Williams, Valarie Bachelor, Vice President Clifford Thompson, President Mike Hutchinson

NOES: None

ABSTAINED: None

RECUSE: None

ABSENT: (Vacancy), Anevay Cruz (Student Director), Vida Mendoza (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 11, 2023.

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OAKLAND UNIFIED SCHOOL DISTRICT



Mike Hutchinson
President, Board of Education



Kyla Johnson-Trammell
Superintendent and Secretary, Board of Education