

**OAKLAND UNIFIED SCHOOL DISTRICT**

Office of the Superintendent of Schools

August 26, 2015

<b>Legislative File</b>	
File ID Number:	15-1664
Introduction Date:	08/26/2015
Enactment Number:	15-1329
Enactment Date:	8/26/15
By:	OD

TO: Board of Education

FROM: Antwan Wilson, Superintendent  
Brigitte Marshall, Chief Talent Officer, Talent Division

SUBJECT: Application for Variable Term Waiver-CBEST

**ACTION REQUESTED**

Approval by the Board of Education of Application to the Commission on Teacher Credentialing for Variable Term Waiver, CBEST, as specified, for person named herein.

	<b>LEGISLAIVE FILE ID NO.</b>	<b>RESOLUTION NO.</b>	<b>APPLICANT</b>
	15-1663	1516-0055	Jessica Cervano
<b>X</b>	<b>15-1664</b>	<b>1516-0057</b>	<b>Katherine Mack</b>
	15-1665	1516-0058	Gertrude Igbineweka
	15-1666	1516-0059	Alex Chen
	15-1667	1516-0061	Thomas Dunn
	15-1668	1516-0067	Lynna Reid
	15-1669	1516-0068	Samuel Duenas
	15-1670	1516-0069	Jessica Spencer
	15-1671	1516-0070	Ashley Key
	15-1672	1516-0073	Song Hee Bae

**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, CBEST, from the Commission on Teacher Credentialing, as may be necessary for certain certificated employees of the District. For the 2015-2016 school year, a CBEST waiver is being sought for the following employees:

1. Jessica Cervano, 6-8, BUILD Pathway, Coliseum College Prep Academy
2. Katherine Mack, K-5 Art, Franklin Elementary
3. Gertrude Igbineweka, K-5 SDC Mild/Moderate, Sankofa Elementary
4. Alex Chen, 6-8 Mathematics and/or Science, Sankofa Elementary
5. Thomas Dunn, 9-12 SDC Mild/Moderate, Fremont High School
6. Lynna Reid, 4-5 SDC Mild/Moderate, Joaquin Miller Elementary
7. Samuel Duenas, 6-12 PE, Coliseum College Prep Academy
8. Jessica Spencer, K-5 SDC Mild/Moderate, Lafayette Elementary
9. Ashley Key—9-12 SDC Mild/Moderate, Fremont High School
10. Song Hee Bae 9-12 Mathematics, Oakland High School

Jessica Cervano is requesting a Variable Term CBEST Single Subject Social Science waiver. Jessica graduated from the University of California, Davis with a Bachelor's in International Relations and Communication. This waiver will allow her time to complete CBEST.

**Katherine Mack is requesting a Variable Term CBEST Single Subject Art waiver. Katherine graduated from Mills College with a Bachelor's in American Studies Film. The waiver will allow her time to complete CBEST.**

Gertrude Ignomegeka is requesting a Variable Term CBEST Education Specialist Mild /Moderate waiver. Gertrude graduated from Lagos State University, Ojo, with a Bachelor's in Business Administration. This waiver will allow her time to complete CBEST.

Alex Chen is requesting a Variable Term CBEST Single Subject Math and/or Science waiver. Alex graduated from CSU, East Bay with a Bachelor's in Mathematics and Statistics. This waiver will allow time to complete CBEST.

Thomas Dunn is requesting a Variable Term CBEST Education Specialist Mild/Moderate waiver. Thomas graduated from the University of Florida with a Bachelor's in International Studies. The waiver will allow him time to complete CBEST.

Lynna Reid is requesting a Variable Term CBEST Education Specialist Mild /Moderate waiver. Lynna graduated from Southeastern University with a Master's in Business Administration. This waiver will allow her time to complete CBEST.

Samuel Duenas is requesting a Variable Term CBEST Single Subject PE waiver. Samuel graduated in 2014 from CSU East Bay, with a Bachelor's in Criminal Justice Administration. This waiver will allow him time to complete CBEST.

Jessica Spencer is requesting a Variable Term CBEST Education Specialist Mild /Moderate waiver. Jessica graduated from Humboldt University with a Bachelor's in Liberal Studies: Child Development. This waiver will allow her time to complete CBEST.

Ashley Key is requesting a Variable Term CBEST Education Specialist Mild /Moderate waiver. Ashley graduated from Capella University with a Bachelor's, Education Specialist. This waiver will allow her time to complete Math section of CBEST.

Song Hee Bae is requesting a Variable Term CBEST Single Subject Mathematics waiver. Song Hee graduated in 2014 from the University of California, Berkeley with a Bachelor's in Mathematics. She completed the Mills Single

Subject credential program and is currently in her Master's Education program. This waiver will allow her time to complete the writing section of CBEST for her Preliminary Single Subject Credential.

**FISCAL IMPACT**

None.

**RECOMMENDATION**

Approval by the Board of Education of Resolution 1516-0057 in support of application to the Commission on Teacher Credentialing for Variable Term Waiver, CBEST, as specified, for person named herein.

**RESOLUTION  
OF THE  
BOARD OF EDUCATION  
OF THE  
OAKLAND UNIFIED SCHOOL DISTRICT  
Resolution No. 1516-0057**

- Application for Variable Term Waiver, CBEST – California Commission on Teacher Credentialing for Katherine Mack, K-5 Art, Franklin Elementary, for School Year 2015-2016 -

**WHEREAS**, the Board of Education, may approve an application to the California Commission on Teacher Credentialing seeking a Variable Term Waiver, CBEST, 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 for Katherine Mack, K-5 Art, Franklin Elementary, for School Year 2015-2016.

Passed by the following vote:


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

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 August 26, 2015.

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**OAKLAND UNIFIED SCHOOL DISTRICT**

  
James Harris  
President, Board of Education

  
Antwan Wilson  
Superintendent and Secretary, Board of Education