


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

November 30, 2016

<b>Legislative File</b>	
File ID Number:	16-2436
Introduction Date:	11/30/2016
Enactment Number:	16-1841
Enactment Date:	11/30/16
By:	

TO: Board of Education

FROM: Antwan Wilson, Superintendent  
Tara Gard, Interim Deputy Chief Talent Officer, Talent Division

SUBJECT: Application for Variable Term Waivers - CCSD and CBEST - California Commission on Teacher Credentialing- Named Employees for School Year 2016-2017

**ACTION REQUESTED**

Approval by the Board of Education of Resolution No. 1617-0081 - Application for Variable Term Waiver, CCSD and CBEST – California Commission on Teacher Credentialing – On behalf of the following employees for School Year 2016-2017:

1. David H. Isenberg, 9-12<sup>th</sup> Grade Culinary Arts, Ralph Bunch Academy;
2. Fabiola Zepeda, 10-12<sup>th</sup> Grade English, Oakland Technical High School;
3. Marisol Mora, 6-8<sup>th</sup> Grade SDC Moderate/Severe, Montera Middle School;
4. Amelia Berumen, 9<sup>th</sup> Grade Art, Castlemont High School;
5. Samuel Duenas Jr, 9-12<sup>th</sup> Grade Physical Education, Coliseum College Preparatory Academy;
6. Kimberly Deboe, Early Childhood Special Education, Burbank Preschool;
7. Kenneth Pitts, K-5<sup>th</sup> Grade Art, Sankofa Academy;
8. David Adams, 6-8<sup>th</sup> Grade CORE, Westlake Middle School; and
9. Andre Walker, 9-12<sup>th</sup> Grade Physical Education, Oakland High 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, CCSD, from the Commission on Teacher Credentialing, as may be necessary for certain certificated employees of the District. For the 2016-2017 school year, a CBEST waiver is being sought for the following employees:

1. David H. Isenberg, 9-12<sup>th</sup> Grade Culinary Arts, Ralph Bunch Academy;
2. Fabiola Zepeda, 10-12<sup>th</sup> Grade English, Oakland Technical High School;
3. Marisol Mora, 6-8<sup>th</sup> Grade SDC Moderate/Severe, Montera Middle School;
4. Amelia Berumen, 9<sup>th</sup> Grade Art, Castlemont High School;
5. Samuel Duenas Jr, 9-12<sup>th</sup> Grade Physical Education, Coliseum College Preparatory Academy;
6. Kimberly Deboe, Early Childhood Special Education, Burbank Preschool;
7. Kenneth Pitts, K-5<sup>th</sup> Grade Art, Sankofa Academy;
8. David Adams, 6-8<sup>th</sup> Grade CORE, Westlake Middle School; and
9. Andre Walker, 9-12<sup>th</sup> Grade Physical Education, Oakland High School.

David H. Isenberg is requesting a Variable Term CCSD Waiver. Mr. Isenberg graduated from the Le Cordon Bleu College of Culinary Arts with a Bachelor's in Culinary Management. He currently holds a Preliminary Career Technical Education Teaching Credential: Hospitality, Tourism, and Recreation. This waiver will allow him time to complete the requirements for his Clear Career Technical Education Teaching Credential: Hospitality, Tourism, and Recreation.

Fabiola Zepeda is requesting a Variable Term CBEST Single Subject: English waiver. Ms. Zepeda graduated from New College of California with a Bachelor's in Humanities. This waiver will allow her time to complete CBEST.

Marisol Mora is requesting a Variable Term CBEST Education Specialist: Moderate/Severe waiver. Ms. Mora graduated from California State University, Sacramento with a Bachelor's in Psychology. This waiver will allow her time to complete CBEST.

Amelia Berumen is requesting a Variable Term CBEST Single Subject: Art waiver. Ms. Berumen graduated from California College of the Arts with a Bachelor's in Fashion Design. This waiver will allow her time to complete CBEST.

Samuel Duenas Jr. is requesting a Variable Term CBEST Single Subject: Physical Education waiver. Mr. Duenas graduated from California State University, East Bay with a Bachelor's in Criminal Justice Administration. This waiver will allow him to complete CBEST.

Kimberly Deboe is requesting a Variable Term Education Specialist: Early Childhood Education waiver. Ms. Deboe graduated from California State University, East Bay with a Bachelor's in Liberal Studies – Early Childhood Studies option. This waiver will allow her time to complete CBEST.

Kenneth Pitts is requesting a Variable Term CBEST Single Subject: Art waiver. Mr Pitts graduated from San Francisco State University with a Bachelor's in Radio and Television. This waiver will allow him to complete CBEST.

David Adams is requesting a Variable Term CBEST Multiple Subject waiver. Mr. Adams graduated from The University of Memphis with a Bachelor's in Anthropology. This waiver will allow him time to complete CBEST.

Andre walker is requesting a Variable Term CBEST Single Subject: Physical Education waiver. Mr. Walker graduated from Brandman University with a Bachelor's in Liberal Studies. This waiver will allow him time to complete CBEST.

**FISCAL IMPACT**

None.

**RECOMMENDATION**

Approval by the Board of Education of Resolution No. 1617-0081 - Application for Variable Term Waiver, CCSD and CBEST – California Commission on Teacher Credentialing – On behalf of the following employees for School Year 2016-2017:

1. David H. Isenberg, 9-12<sup>th</sup> Grade Culinary Arts, Ralph Bunch Academy;
2. Fabiola Zepeda, 10-12<sup>th</sup> Grade English, Oakland Technical High School;
3. Marisol Mora, 6-8<sup>th</sup> Grade SDC Moderate/Severe, Montera Middle School;
4. Amelia Berumen, 9<sup>th</sup> Grade Art, Castlemont High School;
5. Samuel Duenas Jr, 9-12<sup>th</sup> Grade Physical Education, Coliseum College Preparatory Academy;
6. Kimberly Deboe, Early Childhood Special Education, Burbank Preschool;
7. Kenneth Pitts, K-5<sup>th</sup> Grade Art, Sankofa Academy;
8. David Adams, 6-8<sup>th</sup> Grade CORE, Westlake Middle School; and
9. Andre Walker, 9-12<sup>th</sup> Grade Physical Education, Oakland High School.

**RESOLUTION  
OF THE  
BOARD OF EDUCATION  
OF THE  
OAKLAND UNIFIED SCHOOL DISTRICT  
Resolution No. 1617-0081**

- Application for Variable Term Waivers, CCSD and CBEST – California Commission on Teacher Credentialing –  
Named Employees for School Year 2016-2017

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**WHEREAS**, the Board of Education, may approve an application to the California Commission on Teacher Credentialing seeking a Variable Term Waiver, CBEST (or CCSD), 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 and CCSD – to the California Commission on Teacher Credentialing on behalf of the candidates listed below for School Year 2016-2017:

1. David H. Isenberg, 9-12<sup>th</sup> Grade Culinary Arts, Ripon Bunch Academy;
2. Fabiola Zepeda, 10-12<sup>th</sup> Grade English, Oakland Technical High School;
3. Marisol Mora, 6-8<sup>th</sup> Grade SDC Moderate/Severe, Monteria Middle School;
4. Amelia Berumen, 9<sup>th</sup> Grade Art, Castlemont High School;
5. Samuel Duenas Jr, 9-12<sup>th</sup> Grade Physical Education, Coliseum College Preparatory Academy;
6. Kimberly Deboe, Early Childhood Special Education, Burbank Preschool;
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9. Andre Walker, 9-12<sup>th</sup> Grade Physical Education, Oakland High School

Passed by the following vote:

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

**NOES:** None

**ABSTAINED:** None

**ABSENT:** None

We hereby certify that the foregoing is a full, true and correct copy of a Resolution passed at a Special Meeting of the Board of Education of the Oakland Unified School District held November 30, 2016.

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**OAKLAND UNIFIED SCHOOL DISTRICT**

  
James Harris  
President, Board of Education

  
Antwan Wilson  
Superintendent and Secretary, Board of Education