

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

August 22, 2018

<b>Legislative File</b>	
File ID Number:	18-1743
Introduction Date:	08/22/2018
Enactment Number:	18-1456
1Enactment Date:	8/22/18 lf
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 - Named Employees for School Year 2018-2019

**ACTION REQUESTED**

Approval by the Board of Education of Resolution No. 1819-0038 Application for Variable Term Program Waiver – CBEST and BCLAD - California Commission on Teacher Credentialing – on behalf of the following employees for School Year 2018-2019:

1. Erika Guerrero, K -5<sup>th</sup> Grade, New Highland Elementary School;
2. Jennifer Williams, 6<sup>th</sup> – 8<sup>th</sup> Social Science, Montera Middle School;
3. Arnol Arceta Sala, K-5<sup>th</sup> Physical Education, La Escuelita Elementary School;
4. Ariane Hamner, K-5<sup>th</sup> Moderate/Severe SDC Teacher, Martin Luther King Jr Elementary School;
5. Miriam Reyes, 9<sup>th</sup> -12<sup>th</sup> Business, Fremont High School;
6. Mariana Phipps, K-5<sup>th</sup> Mild/Moderate SDC Teacher, Manzanita Seed Elementary School;
7. Mireya Olvera, K-5<sup>th</sup> Mild/Moderate SDC Teacher, Manzanita Seed Elementary School;
8. Josah Perley, K -8<sup>th</sup> Grade Bilingual, Melrose Leadership Academy;
9. Nomeli Nunez, 6<sup>th</sup> – 8<sup>th</sup> Biology, Bret Harte Middle School;
10. Landon Miller, 9<sup>th</sup> -12<sup>th</sup> Business, McClymonds High School;
11. Monica Outman, K -5<sup>th</sup> Grade Bilingual, Community United Elementary School;
12. Whitley Gilbert, 9<sup>th</sup> -12<sup>th</sup> Mild/Moderate SDC Teacher, Oakland High School;
13. Timothy DeLaney, 9<sup>th</sup> – 12<sup>th</sup> Physical Education, Skyline High School;
14. Vivian Nkwuo, 9<sup>th</sup> – 12<sup>th</sup> SDC Mild/Moderate, Skyline 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, 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. Erika Guerrero, K -5<sup>th</sup> Grade, New Highland Elementary School;
2. Jennifer Williams, 6<sup>th</sup> – 8<sup>th</sup> Social Science, Montera Middle School;
3. Arnol Arceta Sala, K-5<sup>th</sup> Physical Education, La Escuelita Elementary School;
4. Ariane Hamner, K-5<sup>th</sup> Moderate/Severe SDC Teacher, Martin Luther King Jr Elementary School;
5. Miriam Reyes, 9<sup>th</sup> -12<sup>th</sup> Business, Fremont High School;
6. Mariana Phipps, K-5<sup>th</sup> Mild/Moderate SDC Teacher, Manzanita Seed Elementary School;
7. Mireya Olvera, K-5<sup>th</sup> Mild/Moderate SDC Teacher, Manzanita Seed Elementary School;
8. Josah Perley, K -8<sup>th</sup> Grade Bilingual, Melrose Leadership Academy;
9. Nomeli Nunez, 6<sup>th</sup> – 8<sup>th</sup> Biology, Bret Harte Middle School;
10. Landon Miller, 9<sup>th</sup> -12<sup>th</sup> Business, McClymonds High School;
11. Monica Outman, K -5<sup>th</sup> Grade Bilingual, Community United Elementary School;
12. Whitley Gilbert, 9<sup>th</sup> -12<sup>th</sup> Mild/Moderate SDC Teacher, Oakland High School;
13. Timothy DeLaney, 9<sup>th</sup> – 12<sup>th</sup> Physical Education, Skyline High School;
14. Vivian Nkwuo, 9<sup>th</sup> – 12<sup>th</sup> SDC Mild/Moderate, Skyline High School.

Erika Guerrero is requesting a Variable Term BCLAD: Spanish waiver. Erika graduated from The University of California, Davis with a Bachelor's in Economics. This waiver will allow them time to complete the CSET Exams required for a Full Bilingual Authorization: Spanish.

Jennifer Williams is requesting a Variable Term CBEST Social Science waiver. Jennifer graduated from San Francisco State University with a Bachelor's in Apparel Design and Merchandising. This waiver will allow them time to complete CBEST, CSET, and enroll in an Intern program.

Arnol Arceta Sala is requesting a Variable Term CBEST Single Subject Physical Education waiver. Arnol graduated from California State University, East Bay, with a Bachelor's in Kinesiology. This waiver will allow them time to complete CBEST, CSET, and enroll in an Intern program.

Ariane Hamner is requesting a Variable Term CBEST Education Specialist: Moderate/Severe waiver. Ariane graduated from California State University, East Bay, with a Bachelor's in Sociology. This waiver will allow them time to complete CBEST, CSET, and enroll in an Intern program.

Miriam Reyes is requesting a Variable Term CBEST Business waiver. Miriam graduated from University of the Valley of Mexico with a Bachelor's in Communication Sciences. This waiver will allow them time to complete CBEST, CSET, and enroll in an Intern program.

Mariana Phipps is requesting a Variable Term CBEST Education Specialist: Mild/Moderate waiver. Mariana graduated from Universidad Anahuac del Sur, with a Bachelor's in Marketing. This waiver will allow them time to complete CBEST, CSET, and enroll in an Intern program.

Mireya Olvera is requesting a Variable Term CBEST Education Specialist: Mild/Moderate waiver. Mireya graduated from Hope College with a Bachelor's in English. This waiver will allow them time to complete CBEST, CSET, and enroll in an Intern program.

Josah Perley is requesting a Variable Term BCLAD: Spanish waiver. Josah graduated from the University of California, Berkeley with a Bachelor's in Ethnic Studies. This waiver will allow them time to complete the CSET Exams required for a Full Bilingual Authorization: Spanish.

Nomeli Nunez is requesting a Variable Term CBEST Single Subject Biological Sciences waiver. Nomeli graduated from University of California, Santa Cruz, with a Bachelor's in Biology. This waiver will allow them time to complete CBEST, CSET, and enroll in an Intern program.

Landon Miller is requesting a Variable Term CBEST Business waiver. Landon graduated from Alabama A & M University with a Bachelor's in Management. This waiver will allow them time to complete CBEST, CSET, and enroll in an Intern program.

Monica Outman is requesting a Variable Term BCLAD: Spanish waiver. Monica graduated from Adams State University with a Master's in Education. This waiver will allow them time to complete the CSET Exams required for a Full Bilingual Authorization: Spanish.

Whitley Gilbert is requesting a Variable Term CBEST Education Specialist: Mild/Moderate waiver. Whitley graduated from Mills College with a Bachelor's in Ethnic Studies. This waiver will allow them time to complete CBEST, CSET, and enroll in an Intern program.

Timothy DeLaney is requesting a Variable Term CBEST Physical Education waiver. Timothy graduated from Menlo College with a Bachelor's in Business Management. This waiver will allow them time to complete CBEST, CSET, and enroll in an Intern program.

Vivian Nkwuo is requesting a Variable Term CBEST Education Specialist: Mild/Moderate waiver. Vivian graduated from Enugu State University of Science and Technology with a Bachelor's in food Science and Technology. This waiver will allow them time to complete CBEST, CSET, and enroll in an Intern program.

## **FISCAL IMPACT**

None.

## **RECOMMENDATION**

Approval by the Board of Education of Resolution No. 1819-0038 - Application for Variable Term Program Waiver – CBEST and BCLAD - California Commission on Teacher Credentialing - on behalf of the following employees for School Year 2018-2019:

1. Erika Guerrero, K -5<sup>th</sup> Grade, New Highland Elementary School;
2. Jennifer Williams, 6<sup>th</sup> – 8<sup>th</sup> Social Science, Montera Middle School;
3. Arnol Arceta Sala, K-5<sup>th</sup> Physical Education, La Escuelita Elementary School;
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**RESOLUTION  
OF THE  
BOARD OF EDUCATION  
OF THE  
OAKLAND UNIFIED SCHOOL DISTRICT  
Resolution No. 1819-0038**

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

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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 approves 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. Erika Guerrero, K -5<sup>th</sup> Grade, New Highland Elementary School;
2. Jennifer Williams, 6<sup>th</sup> – 8<sup>th</sup> Social Science, Montera Middle School;
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14. Vivian Nkwuo, 9<sup>th</sup> – 12<sup>th</sup> SDC Mild/Moderate, Skyline High School.

Passed by the following vote:

PREFERENTIAL AYE: None

PREFERENTIAL NOE: None

PREFERENTIAL ABSTENTION: None

PREFERENTIAL RECUSE: None

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

NOES: None

ABSTAINED: None

RECUSE: None

ABSENT: Student Directors Yota Omosowho, and Josue Chavez and Director Roseann Torres

### **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 August 22, 2018.

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### **OAKLAND UNIFIED SCHOOL DISTRICT**



Aimee Eng  
President, Board of Education



Kyla Johnson-Trammell  
Superintendent and Secretary, Board of Education