

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

August 26, 2020

Legislative File	
File ID Number:	20-1543
Introduction Date:	08/26/2020
Enactment Number:	20-1321
1Enactment Date:	08/26/2020
By:	er

TO: Board of Education

FROM: Kyla Johnson-Trammell, Superintendent  
Tara Gard, Deputy Chief Talent Officer, Talent Division

SUBJECT: Application for Variable Term Waiver – CBEST, BCLAD and Program - California Commission on Teacher Credentialing - Named Employees for School Year 2020-2021

**ACTION REQUESTED:**

Approval by the Board of Education of Resolution No. 2021-0052 - Application for Variable Term Program Waiver – CBEST, BCLAD and Program - California Commission on Teacher Credentialing – Named Employees for School Year 2020-2021:

1. Mary Hayes, K – 5<sup>th</sup> Grade, Madison Park Lower;
2. Jacqueline Hutton, 9<sup>th</sup> – 12<sup>th</sup> Grade English, McClymonds High School;
3. Kenta Maniwa, 9<sup>th</sup> – 12<sup>th</sup> Grade Mild/Moderate, Oakland High School;
4. Ervin Dinwiddle II, 9<sup>th</sup> – 12<sup>th</sup> Grade Business, Oakland High School;
5. Amy Pleggenkuhle, 9<sup>th</sup> – 12<sup>th</sup> Grade Mild/Moderate, Fremont High School;
6. Justin Plummer, 9<sup>th</sup> – 12<sup>th</sup> Grade Mild/Moderate, Fremont High School; and
7. Melissa Birdwell-Marchi, K – 5<sup>th</sup> Grade Mild/Moderate, Manzanita Community Elementary.

**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 2020-2021 school year, CBEST, BCLAD and Program waivers are being sought for the following employees:

1. Mary Hayes is requesting a Variable Term CBEST Waiver. She graduated from Azusa Pacific University with a Bachelor in English. This waiver will allow candidate time to complete CBEST, CSET exams and the requirements for a University Internship Multiple Subject teaching credential.
2. Jacqueline Hutton is requesting a Variable Term Single Subject Waiver: English. She graduated from CSU, East Bay with a Bachelor's in Liberal Studies. This waiver will allow candidate time to complete CSET and enroll in an Intern Program.
3. Kenta Maniwa is requesting a Variable Term Education Specialist Instruction: Mild/Moderate Waiver due to health restrictions of COVID-19. He graduated from UC, Santa Cruz with a Bachelor's in English. This waiver will allow candidate time to complete CSET and enroll in an Intern Program.
4. Ervin Dinwiddie II is requesting a Variable Term Single Subject: Business Waiver due to health restrictions of COVID-19. He graduated from Clark Atlanta University with a Bachelor's in Business Administration. This waiver will allow candidate time to complete CSET and enroll in an Intern Program.
5. Amy Pleggenkuhle is requesting a Variable Term Education Specialist Instruction: Mild/Moderate Waiver due to health restrictions of COVID-19. She graduated from The University of North Texas with a Bachelor's in Biology. This waiver will allow candidate time to complete CSET and enroll in an Intern Program.
6. Justin Plummer is requesting a Variable Term Education Specialist Instruction: Mild/Moderate Waiver due to health restrictions of COVID-19. He graduated from University of Arizona with a

Bachelor's in Sociology. This waiver will allow candidate time to complete CSET and enroll in an Intern Program.

7. Melissa Birdwell-Marchi is requesting a Variable Term CBEST Waiver. She graduated from UC Santa Cruz with a Bachelor in Sociology. This waiver will allow candidate time to complete CBEST, CSET exams and the requirements for a University Internship Education Specialist Mild/Mod teaching credential.

**FISCAL IMPACT:**

None.

**RECOMMENDATION:**

Approval by the Board of Education of Resolution No. 2021-0052 - Application for Variable Term Program Waiver – CBEST, BCLAD and Program - California Commission on Teacher Credentialing – Named Employees for School Year 2020-2021:

1. Mary Hayes, K – 5<sup>th</sup> Grade, Madison Park Lower;
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7. Melissa Birdwell-Marchi, K – 5<sup>th</sup> Grade Mild/Moderate, Manzanita Community Elementary.

**RESOLUTION  
OF THE  
BOARD OF EDUCATION  
OF THE  
OAKLAND UNIFIED SCHOOL DISTRICT  
Resolution No. 2021-0052**

- Application for Variable Term Program Waiver CBEST, BCLAD and Program – California Commission on Teacher Credentialing – Named Employees for School Year 2020-2021 -
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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 approve the Application for Variable Term Program Waiver – CBEST, BCLAD and Program - to the California Commission on Teacher Credentialing on behalf of the candidates listed below for School Year 2020-2021:

1. Mary Hayes, K – 5<sup>th</sup> Grade, Madison Park Lower;
2. Jacqueline Hutton, 9<sup>th</sup> – 12<sup>th</sup> Grade English, McClymonds High School;
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Passed by the following vote:

PREFERENTIAL AYE: None

PREFERENTIAL NOE: None

PREFERENTIAL ABSTENTION: None

PREFERENTIAL RECUSE: None

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

NOES: None

ABSTAINED: None

RECUSE: None

ABSENT: Jessica Ramos (Student Director), Samantha Pal (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 August 26, 2020.

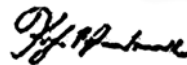
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### **OAKLAND UNIFIED SCHOOL DISTRICT**



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Jody London  
President, Board of Education



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Kyla Johnson-Trammell  
Superintendent and Secretary, Board of Education