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**OAKLAND UNIFIED  
SCHOOL DISTRICT**  
Community Schools, Thriving Students

### Board Cover Memorandum

**To** Board of Education

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

**Meeting Date** September 27, 2023

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

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**Action Requested** Approval by the Board of Education of Resolution No. 2324-0098 - Application for Variable Term Program Waiver – CBEST and BCLAD - California Commission on Teacher Credentialing – Named Employees for School Year 2023-2024:

1. Shannon Silberhorn, 9<sup>th</sup> – 12<sup>th</sup> Grade Social Science Teacher, Skyline High School;
2. Maxwell Lafler, 3<sup>rd</sup> Grade Bilingual MS Teacher, Esperanza Elementary School;
3. Dante Marsh, 9<sup>th</sup> – 12<sup>th</sup> Grade PE Teacher, McClymonds High School;
4. Bianca Lorenz, 6<sup>th</sup> – 8<sup>th</sup> Grade Assistant Principal, Madison Park Middle School;
5. Susan McGrath, 6<sup>th</sup> – 8<sup>th</sup> Grade Assistant Principal, Melrose Leadership Academy Middle School;
6. Ruben Guzman Campos, 9<sup>th</sup> – 12<sup>th</sup> Grade Art Teacher, Skyline High School;
7. Bryce Campbell, TK – 5<sup>th</sup> Grade Social Science Teacher, Martin Luther King Jr. Elementary School;
8. Eric Lapachet, TK – 5<sup>th</sup> Grade Mod/Ext SDC Teacher, Chabot Elementary School;
9. Patricia Gonzalez Rios, TK- 5<sup>th</sup> Grade Bilingual MS Teacher, Bridges Academy;
10. Antuanisha Wright, 6<sup>th</sup> – 8<sup>th</sup> Grade PE Teacher, Elmhurst United Middle School;
11. Maria Huerta, (BCLAD) Bilingual Kindergarten Teacher, Melrose Leadership Academy;
12. Maria Huerta, (CBEST) Bilingual Kindergarten Teacher, Melrose Leadership Academy;

13. Talia Krebs-Oppenheimer, 6<sup>th</sup> – 8<sup>th</sup> Grade SpEd Mild/Mod Teacher, Bret Harte Middle School;
14. Merhawi Zerom, 9<sup>th</sup> – 12<sup>th</sup> Grade Math Teacher, Fremont High School;
15. Elenora Clark, 6<sup>th</sup> – 8<sup>th</sup> Grade English Teacher, Claremont Middle School,
16. Aynealem Berhe, 9<sup>th</sup> – 12<sup>th</sup> Grade Math Teacher, Castlemont High School;
17. Janely Gomez, TK – 5<sup>th</sup> Grade Bilingual MS Teacher, Greenleaf Academy Elementary School; and
18. Anisha Dickey, K – 5<sup>th</sup> Grade Teacher, Markham Elementary 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**

1. Shannon Silberhorn is requesting a Variable Term CBEST. Shannon graduated from Oberlin College with a Bachelor's in Religion. This waiver will allow candidate time to complete CBEST, CSET, and enroll in an Intern Program.
2. Maxwell Lafler is requesting a Variable Term BCLAD Waiver. Maxwell graduated from the University of California Santa Cruz with a Bachelor's in Psychology. This waiver will allow candidate time to complete CSET Exams required for a Full Bilingual Authorization: Spanish.
3. Dante Marsh is requesting a Variable Term CBEST Waiver. Dante graduated from California State University, Fresno with a Bachelor's in Sociology. This waiver will allow candidate time to complete the CBEST, CSET and enroll in a University Internship Single Subject Program.
4. Bianca Lorenz is requesting a Variable Term Program Waiver. Bianca currently holds a Clear Credential Career Technical Education Teaching in Arts, Media, and Entertainment. This waiver will allow candidate time to complete the Administrative Program.
5. Susan McGrath is requesting a Variable Term Program Waiver. Susan currently holds a Clear Credential Multiple Subject. This waiver will allow candidate time to complete the Administrative Program.
6. Ruben Guzman Campos is requesting a Variable Term CBEST waiver. Ruben graduated from Universidad Autonoma Metropolitana with a Bachelor's in Two-Dimensional Art. This waiver will allow candidate time to complete the CBEST, CSET and enroll in an Intern Program.
7. Bryce Campbell is requesting a Variable Term CBEST Waiver. Bryce graduated from Johnson C. Smith University with a Bachelor's in Communication Arts. This waiver will allow candidate time to complete CBEST, CSET exams and the requirements for a University Intern Program.
8. Eric Lapachet is requesting a Variable Term CBEST Education Specialist: Moderate/Severe waiver. Eric graduated from University of Phoenix with a Bachelor's in Business. This waiver will allow candidate time to complete the CBEST, CSET exam and the requirements for a University Education Specialist Intern Program.

9. Patricia Gonzalez Rios is requesting a Variable Term BCLAD waiver. Patricia graduated from University of California Berkeley with a Bachelor's in Sociology, Spanish and Portuguese. This waiver will allow candidate time to complete CSET Exams required for a Full Bilingual Authorization: Spanish.
10. Antuanisha Wright is requesting a Variable Term BCLAD waiver. Antuanisha graduated from Rocky Mountain College with a Bachelor's in Sociology. This waiver will allow candidate time to complete the CBEST, CSET and enroll in an Intern Program.
11. Maria Huerta is requesting a Variable Term BCLAD Waiver: Spanish. Maria graduated from Higher Teacher Training School Zacatecas with a Bachelor's in Secondary Education - Foreign Language (English). This waiver will allow candidate time to complete CSET Exams required for a Full Bilingual Authorization: Spanish.
12. Maria Huerta is requesting a Variable Term CBEST. Maria graduated from Higher Teacher Training School Zacatecas with a Bachelor's in Secondary Education - Foreign Language (English). This waiver will allow candidate time to complete CBEST, CSET, and enroll in an Intern Program.
13. Talia Krebs-Oppenheim is requesting a Variable Term CBEST waiver. Talia graduated from Whittier College with a Bachelor's in Spanish Social Work. This waiver will allow candidate time to complete the CBEST, CSET exam and the requirements for a University Education Specialist Intern Program.
14. Merhawi Zerom is requesting a Variable Term CBEST Waiver. Merhawi graduated from College from Marine Science and Technology with a Bachelor's in Marine Engineering. This waiver will allow candidate time to complete the CBEST, CSET and enroll in an Intern program.
15. Elenora Clark is requesting a Variable Term Waiver: PPS: English. She graduated from San Francisco State University with a Bachelor's in English (Creative Writing). This waiver will allow candidate time to complete the CBEST, CSET and requirements for a University Intern Single Subject Program.
16. Aynealem Berhe is requesting a Variable Term CBEST Waiver. Aynealem graduated from University of Asmara with a

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Bachelor's in Marine Science. This waiver will allow candidate time to complete the CBEST, CSET and enroll in an Intern Program.

17. Janely Gomez is requesting a Variable Term BCLAD Waiver. Janely graduated from University of California Berkeley with a Bachelor's in Theater and Performance Studies. This waiver will allow candidate time to complete CSET Exams required for a Full Bilingual Authorization: Spanish.

18. Anisha Dickey is requesting a Variable Term CBEST Waiver. Anisha graduated from California State University in Los Angeles with a Bachelor's in Theatre Art and Dance. This waiver will allow candidate time to complete CBEST, CSET exams and the requirements for a University Intern Multiple Subject Program.

**Fiscal Impact**

None.

**Recommendation**

Approval by the Board of Education of Resolution No. 2324-0098 - Application for Variable Term Program Waiver – CBEST, BCLAD and Program - California Commission on Teacher Credentialing – Named Employee for School Year 2023-2024:

1. Shannon Silberhorn, 9<sup>th</sup> – 12<sup>th</sup> Grade Social Science Teacher, Skyline High School;
2. Maxwell Lafler, 3<sup>rd</sup> Grade Bilingual MS Teacher, Esperanza Elementary School;
3. Dante Marsh, 9<sup>th</sup> – 12<sup>th</sup> Grade PE Teacher, McClymonds High School;
4. Bianca Lorenz, 6<sup>th</sup> – 8<sup>th</sup> Grade Assistant Principal, Madison Park Middle School;
5. Susan McGrath, 6<sup>th</sup> – 8<sup>th</sup> Grade Assistant Principal, Melrose Leadership Academy Middle School;
6. Ruben Guzman Campos, 9<sup>th</sup> – 12<sup>th</sup> Grade Art Teacher, Skyline High School;
7. Bryce Campbell, TK – 5<sup>th</sup> Grade Social Science Teacher, Martin Luther King Jr. Elementary School;
8. Eric Lapachet, TK – 5<sup>th</sup> Grade Mod/Ext SDC Teacher, Chabot Elementary School;
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10. Antuanisha Wright, 6<sup>th</sup> – 8<sup>th</sup> Grade PE Teacher, Elmhurst United Middle School;
11. Maria Huerta, (BCLAD) Bilingual Kindergarten Teacher, Melrose Leadership Academy;
12. Maria Huerta, (CBEST) Bilingual Kindergarten Teacher, Melrose Leadership Academy;
13. Talia Krebs-Oppenheimer, 6<sup>th</sup> – 8<sup>th</sup> Grade SpEd Mild/Mod Teacher, Bret Harte Middle School;
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**RESOLUTION  
OF THE  
BOARD OF EDUCATION  
OF THE  
OAKLAND UNIFIED SCHOOL DISTRICT  
Resolution No. 2324-0098**

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

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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 and BCLAD - to the California Commission on Teacher Credentialing on behalf of the candidates listed below for School Year 2023-2024:

1. Shannon Silberhorn, 9<sup>th</sup> – 12<sup>th</sup> Grade Social Science Teacher, Skyline High School;
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18. Anisha Dickey, K – 5<sup>th</sup> Grade Teacher, Markham Elementary School.

Passed by the following vote:

PREFERENTIAL AYE: None

PREFERENTIAL NOE: None

PREFERENTIAL ABSTENTION: None

PREFERENTIAL RECUSED: None

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

NOES: None

ABSTAINED: None

RECUSED: None

ABSENT: (Vacancy), Anevey 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 September 27, 2023.

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File ID Number:	23-2005
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By:	er

### **OAKLAND UNIFIED SCHOOL DISTRICT**



Mike Hutchinson  
President, Board of Education



Kyla Johnson-Trammell  
Superintendent and Secretary, Board of Education