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Board Cover Memorandum

To Board of Education

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

Meeting Date February 14, 2024

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

Action Requested Approval by the Board of Education of Resolution No. 2324-0113 - Application for Variable Term Program Waiver – CBEST, BCLAD and Program - California Commission on Teacher Credentialing – Named Employees for School Year 2023-2024:

1. Genesis Pantoja, K – 5th Grade Bilingual Multiple Subject Teacher, International Community Elementary School;
2. Neftali Diaz Ordaz Reyes, Kindergarten Bilingual Spanish Teacher, ICS Elementary;
3. Angelita Williams, K – 5th Grade Multiple Subject Teacher, Carl B Munck Elementary School;
4. Norma Pablo Calmo, Social Science Teacher, Fremont High School;
5. Enrique Sanabria, K – 5th Grade Multiple Subject Teacher, Markham Elementary School;
6. Avon Manning, K – 5th Grade Multiple Subject Teacher, Highland Community Elementary School; and
7. Isaiah Jakab, K – 5th Grade Bilingual Multiple Subject Spanish Teacher, Melrose Leadership Academy 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. Genisis Pantoja is requesting a Variable Term CBEST and BCLAD Waiver. Genisis graduated from University of San Francisco with a Master's in Elementary Education. This waiver will allow candidate time to complete the CBEST, CSET exam and the requirements for a University Intern program and will allow candidate time to complete CSET exams required for a Full Bilingual Authorization: Spanish.
2. Neftali Diaz Ordaz Reyes is requesting a Variable Term BCLAD Waiver. Neftali graduated from Institute of Higher Studies of Oaxaca with a Bachelor's in Pedagogy. This waiver will allow candidate time to complete the CTEL and CSET exams required for a full Bilingual Authorization: Spanish.
3. Angelita Williams is requesting a Variable Term CBEST Waiver. Angelita graduated from University of California Berkeley with a Bachelor's in Social Science. This waiver will allow candidate time to complete the CBEST, CSET exam and the requirements for a University Intern program.

4. Norma Pablo Calmo is requesting a Variable Term CBEST Waiver. Norma graduated from University of California Davis with a Bachelor's in Sociology. This waiver will allow candidate time to complete the CBEST, CSET exam and the requirements for a University Intern program.
5. Enrique Sanabria is requesting a Variable Term CBEST waiver. Enrique graduated from California State University, East Bay with a Bachelor's in Kinesiology. This waiver will allow candidate time to complete the CBEST, CSET exam and the requirements for a University Intern program.
6. Avon Manning is requesting a Variable Term CBEST waiver. Avon graduated from Dillard University with a Bachelor's in Theatre Arts. This waiver will allow candidate time to complete the CBEST, CSET exam and the requirements for a University Intern program.
7. Isaiah Jakab is requesting a Variable Term CBEST waiver. Isaiah graduated from University of Denver with a Bachelor's in Political Science. This waiver will allow candidate time to complete the CBEST, CSET exam and the requirements for a University Intern program.

Fiscal Impact None.

Recommendation Approval by the Board of Education of Resolution No. 2223-0189 - Application for Variable Term Program Waiver – CBEST, BCLAD and Program - California Commission on Teacher Credentialing – Named Employee for School Year 2023-2024:

1. Genesis Pantoja, K – 5th Grade Bilingual Multiple Subject Teacher, International Community Elementary School;
2. Neftali Diaz Ordaz Reyes, Kindergarten Bilingual Spanish Teacher, ICS Elementary;
3. Angelita Williams, K – 5th Grade Multiple Subject Teacher, Carl B Munck Elementary School;
4. Norma Pablo Calmo, Social Science Teacher, Fremont High School;
5. Enrique Sanabria, K – 5th Grade Multiple Subject Teacher, Markham Elementary School;
6. Avon Manning, K – 5th Grade Multiple Subject Teacher, Highland Community Elementary School; and
7. Isaiah Jakab, K – 5th Grade Bilingual Multiple Subject Spanish Teacher, Melrose Leadership Academy Elementary School.



**RESOLUTION
OF THE
BOARD OF EDUCATION
OF THE
OAKLAND UNIFIED SCHOOL DISTRICT
Resolution No. 2324-0113**

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

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 2023-2024:

1. Genesis Pantoja, K – 5th Grade Bilingual Multiple Subject Teacher, International Community Elementary School;
2. Neftali Diaz Ordaz Reyes, Kindergarten Bilingual Spanish Teacher, ICS Elementary;
3. Angelita Williams, K – 5th Grade Multiple Subject Teacher, Carl B Munck Elementary School;
4. Norma Pablo Calmo, Social Science Teacher, Fremont High School;
5. Enrique Sanabria, K – 5th Grade Multiple Subject Teacher, Markham Elementary School;
6. Avon Manning, K – 5th Grade Multiple Subject Teacher, Highland Community Elementary School; and
7. Isaiah Jakab, K – 5th Grade Bilingual Multiple Subject Spanish Teacher, Melrose Leadership Academy Elementary School.

Passed by the following vote:

PREFERENTIAL AYE: None

PREFERENTIAL NOE: None

PREFERENTIAL ABSTENTION: None

PREFERENTIAL RECUSE: None

AYES: Jennifer Brouhard, VanCedric Williams, Jorge Lerma, Valarie Bachelor, Clifford Thompson, President Benjamin Davis

NOES: None

ABSTAINED: None

RECUSE: None

ABSENT: Vice President Mike Hutchinson, Vida Mendoza - Student Director, Anevay Cruz - 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 February 14, 2024.

Legislative File	
File ID Number:	24-0207
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By:	

OAKLAND UNIFIED SCHOOL DISTRICT



2/15/2024
Benjamin Davis
President, Board of Education



2/15/2024
Kyla Johnson-Trammell
Superintendent and Secretary, Board of Education