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

Board Cover Memorandum

To Board of Education

From Denise G. Saddler, EdD, Interim Superintendent
Tara Gard, Deputy Chief of Talent

Meeting Date August 27, 2025

Subject Application for Variable Term Waiver – CBEST, BCLAD and Program - California Commission on Teacher Credentialing - Named Employee for School Year 2025-2026

Action Requested Approval by the Board of Education of Resolution No. 2526-0054- Application for Variable Term Program Waiver – CBEST, BCLAD and Program - California Commission on Teacher Credentialing – Named Employee for School Year 2025-2026:

1. Malachi Whitson, 9th-12th Grade Music, Band, Spanish Bilingual Teacher, Fremont High School;
2. Jonah Hoyle, K-5th Grade School Counselor, Elementary School;
3. Nicole Wright, K-12th Grade Social Worker, Special Education Department;
4. Nicholas Ratto, K-12th Grade Psychologist, Special Education Department;
5. Rachel Duvivier, K-12th Grade Community School and Student Services;
6. Risja Hoogstrate, K-12th Grade Community School and Student Services; and
7. Jessie Reiff, K-12th Grade, Community School and Student Services.

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. Malachi Whitson is requesting a Variable Term BCLAD Waiver. Malachi graduated from University of Pacific with a Bachelors in Jazz Studies. This waiver will allow candidate time to complete CSET Exams required for a Full Bilingual Authorization: Spanish..
2. Jonah Hoyle is requesting a Pupil Personnel Services (PPS) School Counselor Waiver. He graduated from California State University, East Bay with a Master's in Counseling. This waiver will allow candidate time to complete credential requirements while teaching in the classroom.
3. Nicole Wright is requesting a Pupil Personnel Services (PPS) Social Worker Waiver. She graduated from San Francisco State University with a Bachelor's in Social Work. This waiver will allow candidate time to complete credential requirements while teaching in the classroom.

4. Nicholas Ratto is requesting a Pupil Personnel Services (PPS) Psychologist Waiver. He graduated from Alliant University with a Master's in School Counselor. This waiver will allow candidate time to complete credential requirements while teaching in the classroom.
5. Rachel Duvivier is requesting a Pupil Personnel Services (PPS) Social Worker Waiver. She graduated from University of California, Davis with a Bachelor's in Sociology. This waiver will allow candidate time to complete credential requirements while teaching in the classroom.
6. Risja Hoogstrate is requesting a Pupil Personnel Services (PPS) Social Worker Waiver. She graduated from Pennsylvania State University with a Masters in Social Work. This waiver will allow candidate time to complete credential requirements while teaching in the classroom.
7. Jessie Reiff is requesting a Pupil Personnel Services (PPS) Social Worker Waiver. He graduated from State University of New York at Albany with a Masters in Social Work. This waiver will allow candidate time to complete credential requirements while teaching in the classroom.

Fiscal Impact None.

Recommendation Approval by the Board of Education of Resolution No. 2526-0054-Application for Variable Term Program Waiver – CBEST, BCLAD and Program - California Commission on Teacher Credentialing – Named Employee for School Year 2025-2026:

1. Malachi Whitson, 9th-12th Grade Music, Band, Spanish Bilingual Teacher, Fremont High School;
2. Jonah Hoyle, K-5th Grade School Counselor, Elementary School;
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4. Nicholas Ratto, K-12th Grade Psychologist, Special Education Department;
5. Rachel Duvivier, K-12th Grade Community School and Student Services;
6. Risja Hoogstrate, K-12th Grade Community School and Student Services; and

7. Jessie Reiff, K-12th Grade, Community School and Student Services.



**RESOLUTION
OF THE
BOARD OF EDUCATION
OF THE
OAKLAND UNIFIED SCHOOL DISTRICT
Resolution No. 2526-0054**

- Application for Variable Term Program Waiver CBEST, BCLAD and Program – California Commission on Teacher Credentialing – Named Employee for School Year 2025-2026 -

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 candidate listed below for School Year 2025-2026:

1. Malachi Whitson, 9th-12th Grade Music, Band, Spanish Bilingual Teacher, Fremont High School;
2. Jonah Hoyle, K-5th Grade School Counselor, Elementary School;
3. Nicole Wright, K-12th Grade Social Worker, Special Education Department;
4. Nicholas Ratto, K-12th Grade Psychologist, Special Education Department;
5. Rachel Duvivier, K-12th Grade Community School and Student Services;
6. Risja Hoogstrate, K-12th Grade Community School and Student Services; and
7. Jessie Reiff, K-12th Grade, Community School and Student Services.

Passed by the following vote:

PREFERENTIAL AYE:

PREFERENTIAL NOE:

PREFERENTIAL ABSTENTION:

PREFERENTIAL RECUSE:

AYES:

NOES:

ABSTAINED:

RECUSE:

ABSENT:

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 27, 2025.

Legislative File	
File ID Number:	25-1900
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By:	

OAKLAND UNIFIED SCHOOL DISTRICT

Jennifer Brouhard
President, Board of Education

Denise G. Saddler, EdD, Interim Superintendent and
Interim Secretary, Board of Education