



Board Office Use: Legislative File Info.	
File ID Number	25-2184
Introduction Date	09/24/2025
Enactment Number	
Enactment Date	

Board Cover Memorandum

To Board of Education

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

Meeting Date September 24, 2025

Subject Application for Provisional Internship Permit – California Commission on Teacher Credentialing – Named Employees for School Year 2025-2026

Action Requested Approval by the Board of Education of Resolution No. 2526-0059 - Application for Provisional Internship Permit – California Commission on Teacher Credentialing – Named Employees for School Year 2025-2026:

1. Tierra Knight, 6th-8th Grade Home Economics Teacher, Westlake Middle School;
2. Esme Bitticks, 6th-8th Grade English Teacher, Westlake Middle School;
3. Juan Reyes, 6th-8th Grade Social Science Teacher, Melrose Leadership Academy Middle School;
4. Phillip Corbins, 9th-12th Grade Math Teacher, Oakland High School;
5. Aaron Sailor, K-5th Grade Replacement Mild/Mod SDC Teacher, Manzanita SEED Elementary School;
6. Rigo Garcia, 9th-12th Grade Mild/Moderate Support Needs Teacher, Madison Park Academy High School.
7. Reashaun Jefferson, 9th-12th Grade English Teacher, Oakland Technical High School; and
8. Theresa Goodwin, 9th-12th Grade Physical Education Teacher, Castlemont High School.

Background According to Title 5 Sections 80021-80021.1, the Provisional Internship Permit (PIP) was created in response to the phasing out of emergency permits and became effective on July 1, 2005. It allows an employing agency to hire an individual who has not yet met the subject matter competence requirement needed to enter an internship program. Prior to requesting a PIP, the employing agency must verify that a diligent search has been made, and a fully credentialed teacher cannot be found.

The PIP is only available at the request of an employing agency. Individuals may

not apply directly to the Commission for this document. Holders of the PIP are restricted to service with the employing agency requesting the permit. An employing agency is defined as a California public school district, county office of education, non-public school, charter school, or statewide agency.

The PIP is available in the areas of Multiple Subject, Single Subject, and Education Specialist. Individuals who were issued four or fewer emergency permits may be issued one PIP if the employer requirements have been met. Individuals who were issued five emergency permits do not qualify for the PIP.

Discussion

The Board of Education, exercising the power of the Governing Board, may approve an application seeking a Provisional Internship Permit from the Commission on Teacher Credentialing, as may be necessary for certain certificated employees of the district so they may work in the district for the 2025-2026 school year, as follows:

The current request for the 2025-2026 school year, a Provisional Internship Permit is being sought for the following employees:

1. Tierra Knight graduated from California State University, East Bay with a bachelor's in human development. The Provisional Internship Permit will allow candidate time to complete the CSET Exams and the requirements for a University Intern Multiple Subject programs.
2. Esme Bitticks graduated from University of California, Santa Cruz with a bachelor's in literature. This Provisional Intern Permit will allow candidate time to complete the CSET exam and enroll in a University Intern Single Subject program.
3. Juan Reyes graduated from University of California, Santa Barbara with a bachelor's in political science. This Provisional Intern Permit will allow candidate time to complete the CSET exam and enroll in a University Intern Single Subject program
4. Phillip Corbins graduated from United States Military Academy with a bachelor's in physics. This Provisional Intern Permit will allow candidate time to complete the CSET exam and enroll in a University Intern Single Subject program.
5. Aaron Sailor graduated from Grand Canyon University with a bachelor's in history. This Provisional Intern Permit will allow candidate time to complete the CSET exam and enroll in a University Intern Education Specialist program.

6. Rigo Garcia graduated from California State University, East Bay with a bachelor's in human development. This Provisional Intern Permit will allow candidate time to complete the CSET exam and enroll in a University Intern Education Specialist program.
7. Reashaun Jefferson graduated from San Jose State University with a bachelor's in interdisciplinary studies/Community and Ed Leadership. This Provisional Intern Permit will allow candidate time to complete the CSET exam and enroll in a University Intern Single Subject program.
8. Theresa Goodwin graduated from Hannibal-LaGrange University with a bachelor's in communication. This Provisional Intern Permit will allow candidate time to complete the CSET exam and enroll in a University Intern Single Subject program.

Fiscal Impact None

Recommendation Approval by the Board of Education of Resolution No. 2526-0059 - Application for Provisional Internship Permit – California Commission on Teacher Credentialing – Named Employees for School Year 2025-2026:

1. Tierra Knight, 6th-8th Grade Home Economics Teacher, Westlake Middle School;
2. Esme Bitticks, 6th-8th Grade English Teacher, Westlake Middle School;
3. Juan Reyes, 6th-8th Grade Social Science Teacher, Melrose Leadership Academy Middle School;
4. Phillip Corbins, 9th-12th Grade Math Teacher, Oakland High School;
5. Aaron Sailor, K-5th Grade Replacement Mild/Mod SDC Teacher, Manzanita SEED Elementary School;
6. Rigo Garcia, 9th-12th Grade Mild/Moderate Support Needs Teacher, Madison Park Academy High School;
7. Reashaun Jefferson, 9th-12th Grade English Teacher, Oakland Technical High School; and
8. Theresa Goodwin, 9th-12th Grade Physical Education Teacher, Castlemont High School.



**RESOLUTION
OF THE
BOARD OF EDUCATION
OF THE
OAKLAND UNIFIED SCHOOL DISTRICT
Resolution No. 2526-0059**

- Application for Provisional Internship Permit – California Commission on Teacher Credentialing –
Named Employees for School Year 2025-2026 -

WHEREAS, the Board of Education, may approve an application to the California Commission on Teacher Credentialing seeking a Provisional Internship Permit as may be necessary for a certificated employee of the district for a specific period of time, and,

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education hereby approves the application to the California Commission on Teacher Credentialing for One (1) each Provisional Internship Permit to be issued to the following individuals so they may work in the district for the 2025-2026 school year:

Approval by the Board of Education of Resolution No. 2526-0059 - Application for Provisional Internship Permit – California Commission on Teacher Credentialing – Named Employees for School Year 2025-2026:

1. Tierra Knight, 6th-8th Grade Home Economics Teacher, Westlake Middle School;
2. Esme Bitticks, 6th-8th Grade English Teacher, Westlake Middle School;
3. Juan Reyes, 6th-8th Grade Social Science Teacher, Melrose Leadership Academy Middle School;
4. Phillip Corbins, 9th-12th Grade Math Teacher, Oakland High School;
5. Aaron Sailor, K-5th Grade Replacement Mild/Mod SDC Teacher, Manzanita SEED Elementary School;
6. Rigo Garcia, 9th-12th Grade Mild/Moderate Support Needs Teacher, Madison Park Academy High School.
7. Reashaun Jefferson, 9th-12th Grade English Teacher, Oakland Technical High School; and
8. Theresa Goodwin, 9th-12th Grade Physical Education Teacher, Castlemont High School.

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 September 24, 2025.

Legislative File	
File ID Number:	25-2184
Introduction Date:	09/24/2025
Enactment Number:	
Enactment Date:	
By:	

OAKLAND UNIFIED SCHOOL DISTRICT

Jennifer Brouhard
President, Board of Education

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