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Board Cover Memorandum

To Board of Education

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

Meeting Date October 22, 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. 2526-0061 - Application for Provisional Internship Permit – California Commission on Teacher Credentialing – Named Employees for School Year 2025-2026:

1. Racquel Payton, K-5th grade Multiple Subject Teacher, Martin Luther King Jr. Elementary School;
2. Martha Espinoza Gonzalez, K-5th grade Mild/Moderate Support Needs SDC Teacher, Global Family Elementary School; and
3. Alex Harris, Extensive Support Needs SCD Teacher, Young Adults Program.

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. Racquel graduated from San Jose State University with a bachelor's in child and Adolescent Development. The Provisional Intern Permit will allow candidate time to complete the CSET exams and the requirements for a University Multiple Subject Intern program.
2. Martha Espinoza Gonzalez graduated from Cal State, East Bay with a bachelor's in psychology. This Provisional Intern Permit will allow candidate time to complete the CSET exam and enroll in a University Internship Education Specialist program.
3. Alex Harris graduated from California State University, East Bay with a Bachelor's in Sociology. The Provisional Internship Permit will allow candidate time to complete the CSET Exams and the requirements for a University Intern Education Specialist: Extensive Support Needs teaching program.

Fiscal Impact

None

Recommendation

Approval by the Board of Education of Resolution No. 2526-0061 - Application for Provisional Internship Permit – California Commission on Teacher Credentialing – Named Employees for School Year 2025-2026:

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3. Alex Harris, Extensive Support Needs SCD Teacher, Young Adults Program.



**RESOLUTION
OF THE
BOARD OF EDUCATION
OF THE
OAKLAND UNIFIED SCHOOL DISTRICT
Resolution No. 2526-0061**

- 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 approve applications 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. 2526-0061 - Application for Provisional Internship Permit – California Commission on Teacher Credentialing – Named Employees for School Year 2025-2026:

1. Racquel Payton, K-5th grade Multiple Subject Teacher, Martin Luther King Jr. Elementary School;
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Passed by the following vote:

PREFERENTIAL AYE:

PREFERENTIAL NOE:

PREFERENTIAL

ABSTENTION:

PREFERENTIAL RECUSED:

AYES:

NOES:

ABSTAINED:

RECUSED:

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 October 22, 2025.

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By:	

OAKLAND UNIFIED SCHOOL DISTRICT

Jennifer Brouhard
President, Board of Education

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