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| File ID Number                                  | 26-1614   |
| Introduction Date                               | 8/12/2026 |
| Enactment Number                                |           |
| Enactment Date                                  |           |



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

## Board Cover Memorandum

**To** Board of Education

**From** Denise Gail Saddler, EdD, Superintendent  
Jeff Dillon, Sr., Chief Talent Officer

**Meeting Date** August 12, 2026

**Subject** Application for Variable Term Waiver – CBEST, BCLAD and Program - California Commission on Teacher Credentialing - Named Employee for School Year 2026-2027 – Talent/Human Resources Department

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**Action Requested** Approval by the Board of Education of Resolution No. 2627-0052- Application for Variable Term Program Waiver – CBEST, BCLAD and Program - California Commission on Teacher Credentialing – Named Employee for School Year 2026-2027:

1. Leslie Arcement, K-5<sup>th</sup> grade Bilingual Spanish Teacher, Greenleaf Elementary School;
2. Elena Antonio, K-5<sup>th</sup> grade Bilingual Spanish Teacher, Greenleaf Elementary School;
3. Chaya Pearl, K-12<sup>th</sup> grade Psychologist, Special Education Department;
4. Isabella Tepetlanco, K-12<sup>th</sup> grade Bilingual Spanish Teacher, Esperanza Elementary School;
5. Benjamin Papadopoulos, K-12<sup>th</sup> grade Bilingual Teacher, Bridges Academy at Melrose;
6. Autumn Radtke, K-12<sup>th</sup> grade Speech-Language Pathologist, Special Education Department;
7. Siena Dwyer, K-12<sup>th</sup> grade School Psychologist, Special Education Department;
8. Nelson Torres Hernandez, K-5<sup>th</sup> grade Bilingual Teacher, Bridges Academy at Melrose Elementary;
9. Maria Del Carmen Condor Barnes, K-5<sup>th</sup> grade Bilingual Teacher, Bridges Academy at Melrose Elementary;
10. Yamid Valencia Rodriguez, K-5<sup>th</sup> Bilingual Teacher, Melrose Leadership Academy; and
11. Denise Martel, K-12<sup>th</sup> grade Social Worker, Community Schools & 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 people 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 employment 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. Leslie Arcement is requesting a Variable Term BCLAD Waiver. Leslie graduated from Reach University with a bachelor's in liberal studies. This waiver will allow candidate time to complete CSET Exams required for a Full Bilingual Authorization: Spanish.
2. Elena Antonio is requesting a Variable Term BCLAD Waiver. Elena graduated from Boston University with a bachelor's in psychology. This waiver will allow candidate time to complete CSET Exams required for a Full Bilingual Authorization: Spanish.
3. Chaya Pearl is requesting a Pupil Personnel Services (PPS) School Psychologist Waiver. Chaya graduated from the University of

California, Irvine with a degree in Psychological Science. This waiver will allow candidate time to complete credential requirements while teaching in a classroom.

4. Isabella Tepetlanco is requesting a Variable Term BCLAD Waiver. Isabella graduated from Sacramento State University with a bachelor's in child and Adolescent Development. This waiver will allow candidate time to complete CSET Exams required for a Full Bilingual Authorization: Spanish.
5. Benjamin Papadopoulos is requesting a Variable Term BCLAD Waiver. Benjamin graduated from University of California Berkeley with a Bachelors in Linguistics. This waiver will allow candidate time to complete CSET Exams required for a Full Bilingual Authorization: Spanish.
6. Autumn Radtke is requesting a Variable Term Waiver for the Speech-Language Pathology Services Credential Autumn graduated from the University of California, Santa Barbara with a degree in Linguistics. This waiver will allow candidate time to complete credential requirements while teaching in a classroom.
7. Siena Dwyer is requesting a Pupil Personnel Services (PPS) School Psychologist Waiver. She graduated from University of California, Davis with a Bachelor's in Cognitive Science. This waiver will allow candidate time to complete credential requirements while teaching in the classroom.
8. Nelson Torres Hernandez is requesting a Variable Term BCLAD Waiver. Nelson graduated from California State University East Bay with a bachelor's in health sciences. This waiver will allow candidate time to complete CSET Exams required for a Full Bilingual Authorization: Spanish.
9. Nelson Torres Hernandez is requesting a Variable Term BCLAD Waiver. Nelson graduated from California State University East Bay with a bachelor's in health sciences. This waiver will allow candidate time to complete CSET Exams required for a Full Bilingual Authorization: Spanish.
10. Yamid Valencia Rodriguez is requesting a Variable Term BCLAD Waiver. Yamid graduated from Francisco Jose De Caldas District University with a bachelor's in education - Chemistry. This waiver will

allow candidate time to complete CSET Exams required for a Full Bilingual Authorization: Spanish.

11. Denise Martel is requesting a Pupil Personnel Services (PPS) Social Worker Waiver. She graduated from University of California, Santa Barbara with a Bachelor's in Sociology. 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. 2627-0052- Application for Variable Term Program Waiver – CBEST, BCLAD and Program - California Commission on Teacher Credentialing – Named Employee for School Year 2026-2027:

1. Leslie Arcement, K-5<sup>th</sup> grade Bilingual Spanish Teacher, Greenleaf Elementary School;
2. Elena Antonio, K-5<sup>th</sup> grade Bilingual Spanish Teacher, Greenleaf Elementary School;
3. Chaya Pearl, K-12<sup>th</sup> grade Psychologist, Special Education Department;
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10. Yamid Valencia Rodriguez, K-5<sup>th</sup> Bilingual Teacher, Melrose Leadership Academy; and
11. Denise Martel, K-12<sup>th</sup> grade Social Worker, Community Schools & Student Services.



**RESOLUTION  
OF THE  
BOARD OF EDUCATION  
OF THE  
OAKLAND UNIFIED SCHOOL DISTRICT  
Resolution No. 2627-0052**

- Application for Variable Term Program Waiver CBEST, BCLAD and Program – California Commission on Teacher Credentialing – Named Employee for School Year 2026-2027 -

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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, BCLAD and Program - to the California Commission on Teacher Credentialing on behalf of the candidate listed below for School Year 2026-2027:

1. Leslie Arcement, K-5<sup>th</sup> grade Bilingual Spanish Teacher, Greenleaf Elementary School;
2. Elena Antonio, K-5<sup>th</sup> grade Bilingual Spanish Teacher, Greenleaf Elementary School;
3. Chaya Pearl, K-12<sup>th</sup> grade Psychologist, Special Education Department;
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11. Denise Martel, K-12<sup>th</sup> grade Social Worker, Community Schools & Student Services Department.

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 12, 2026.

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| By:                     |           |

### **OAKLAND UNIFIED SCHOOL DISTRICT**

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Jennifer Brouhard  
President, Board of Education

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Denise Gail Saddler, EdD, Superintendent and  
Secretary, Board of Education