



**DATE:** August 7, 2024

**TO:** Board of Education

**FROM:** Mrs. Kerstin Kramer, Superintendent Chief Learning Officer

**SUBJECT:** Approve the Variable Term Waiver Request to the California Commission on Teacher Credentialing for Melissa Giannetto for the 2024-2025 School Year

**PRESENTED BY:** Mike Shepherd, Executive Director of Human Resources

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### **ACTION REQUESTED**

Approve the Variable Term Waiver Request to the California Commission on Teacher Credentialing for Melissa Giannetto for the 2024-2025 School Year.

### **BACKGROUND INFORMATION**

We are requesting a Waiver for Melissa Giannetto to cover her Bilingual Authorization - Spanish while completing her Emergency Bilingual Authorization – Spanish.

Variable Term Waivers give the employer the ability to cover assignments when a fully qualified credentialed employee cannot be found. Waivers allow employers to meet staffing needs while searching for an individual who either holds an appropriate credential or qualifies for one of the available assignment options for the assignment. It also allows the individuals holding waivers to complete their credential requirements while serving in the classroom.

Terms for the Waiver Criteria are set by the Commission and include specific requirements for designated high and low incidence credentialing areas including verification of recruitment efforts, evidence of qualifications to teach in the assignment and a commitment to meet the credentialing goals.

If a fully credentialed candidate is not available, employing agencies must recruit candidates in this order:

- A candidate who is qualified to participate and to enroll in an intern program.
- A candidate who is scheduled to complete his or her preliminary credential requirements within six months.
- 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.

**RESOURCES REQUIRED:** N/A

**PREPARED BY:** Tichelle Criswell, Confidential Administrative Assistant for Mike Shepherd, Executive Director of Human Resources