

**BOARD OF EDUCATION**

**Attachment: Discussion 13**

**PALO ALTO UNIFIED SCHOOL DISTRICT**

**Date: 03.09.10**

**TO:** Kevin Skelly, Ph.D., Superintendent

**FROM:** Scott J. Bowers, Ed.D.  
Assistant Superintendent, Human Resources

**SUBJECT:** Variable Term Waiver for Sixth Grade Semester Substitute

**STRATEGIC PLAN INITIATIVE**

Staff Recruitment and Development

**BACKGROUND**

A variable term waiver is a document that is requested by a school district when it has difficulty finding an appropriately credentialed individual for a long term position. The California Commission on Teacher Credentialing requires that a notice of intent to employ an applicant be made public.

Arthur Kinyanjui has been substituting in a sixth grade assignment since November 30, 2009. The teacher of record has recently notified Human Resources of his intent to remain on leave of absence for the remainder of the 2009-2010 school year. The District would like Mr. Kinyanjui to remain in this assignment in order to avoid further changes and disruptions to the students. He holds a Single Subject Credential with authorizations in Science and Social Sciences. Mr. Kinyanjui has been a substitute teacher in the District since November 2004 and has taken long-term assignments at JLS and Terman middle schools, and Gunn High School.

**RECOMMENDATION**

It is recommended the Board authorize the District to file a Variable Term Waiver in Math for Arthur Kinyanjui.