
1A

Action

General Session

Approval of the December 2025 Minutes

Executive Summary: The Commission will review and approve the minutes of the December 2025 meeting of the Commission.

Recommended Action: Approve the minutes of the December 2025 meeting.

Presenter: None

Strategic Plan Goal

Continuous Improvement

- **Goal 7.** The Commission's work is grounded in research, informed by the voices of practitioners and communities of interests, and supports continuous improvement in educator preparation and licensure.

Commission on Teacher Credentialing Minutes of the December 11-12, 2025 Meeting

Commission Members Attending

Marquita Grenot-Scheyer, Public Representative, Chair
Danette Brown, Teacher Representative
Kathryn Browne, Ex-Officio, California Community College
Jose Cardenas, Non-Administrative Services Credential Representative
Juan Cruz, School Administrator Representative
Christopher Davis, Teacher Representative
Michael de la Torre, Teacher Representative
Annamarie Francois, Ex-Officio, University of California
Ira Lit, Faculty Member Representative
Ruben Mancillas, Teacher Representative
Shireen Pavri, Ex-Officio, California State University
David Simmons, Human Resources Administrator Representative
Richard Simpson, Public Representative
Mike Torres, Designee, Superintendent of Public Instruction
Phuong Uzoff, Teacher Representative

Commission Members Absent

Deborah Erickson, Ex-Officio, Association of Independent California Colleges and Universities (AICCU)

Thursday, December 11, 2025

General Session

Chair Marquita Grenot-Scheyer convened the General Session of the Commission at 9:01 a.m. Roll call was taken, and the Pledge of Allegiance was recited.

Chair Grenot-Scheyer welcomed Mike Torres as the new designee for the Superintendent of Public Instruction.

1A: Approval of October 2025 Minutes

Commissioner Simpson moved approval of the October 2025 Commission meeting minutes. Commissioner Davis seconded the motion. The motion carried with Commissioner Torres abstaining. Commissioners Brown and Simmons were not present during this item.

1B: Approval of the December 2025 Agenda

Commissioner Davis moved approval of the December 2025 Agenda with an agenda insert 1C. Commissioner Mancillas seconded the motion. The motion carried without dissent. Commissioners Brown and Simmons were not present during this item.

1C: Approval of the December 2025 Consent Calendar

Commissioner Cruz moved approval of the December Consent Calendar with an amendment to withdraw items #16. Su Min Cha, #19. Peter Chu, #24. Samantha Driskill, #47. Darrell Miller, and #51. Sherman Moore to be reviewed during Closed Session. Commissioner Simpson seconded the motion. The motion carried without dissent. Commissioner Davis recused himself from item #20. James Clark. Commissioner Cardenas recused himself from items #28. Charles Eproson, and #87. Thao Vang. Commissioner de la Torre recused himself from items #1. Edward Aguinaldo, #2. Jeanette Arambula-Davalos, #10. Hortencia Calatayud, #14. Hernan Castaneda, #21. Cherly Collins, #48. Eduardo Molina, #62. Fraeli Paiva, #73. Enedina Sanchez-Bradley, and #82. Raymond Taylor. Commissioners Brown and Simmons were not present during this item.

1D: Chair's Report

Chair Grenot-Scheyer thanked Commissioners for their thoughtful and caring work over the past year and for the work they do every day to support California students and educators. She also expressed her gratitude to the education partners who attend every meeting to provide testimony and input on the Commission's work, and thanked Commission staff and Executive Director Sandy for their diligent and thoughtful work in service of California's students and educators.

1E: Executive Director's Report

Executive Director Mary Vixie Sandy invited State Senator Roger Niello to the table to present a resolution commending Phyllis Jacobson for her exemplary record of accomplishments in the field of education.

1F: Commission Member Reports

Commissioner Browne expressed her appreciation and gratitude for all the support that the community colleges and she have received from the Commission as they build early childhood education into the public education system. She shared information about the California Community Colleges' continuing efforts on streamlining and expanding the pathways for advancing visionary education, advocating for dual enrollment to improve program access and credit mobility for students, and enhancing the data infrastructure for intersegmental collaboration.

Commissioner Torres shared updates, initiatives, and recent activities from the California Department of Education.

Commissioner de la Torre reported that initial results indicate that 506 California teachers achieved National Board Certification in December 2025.

Commissioner Davis congratulated all National Board-certified teachers on their recent certification on December 6, 2025 and shared information about Stanford University's Black, Indigenous, and People of Color (BIPOC) program for National Board Certification. He also reported on his attendance at an inaugural Los Angeles Unified School District event celebrating the graduation of 59 school nurses from their Commission-approved program.

Commissioner Cardenas reported on his attendance at a Youth Mental Health Day Awareness event, spoke about his participation in a career day at an elementary school site, and shared information about the “We Will! Workforce” event on December 10, 2025. He also spoke about the impact of a recent tragedy in Stockton, CA which affected families and the entire community and expressed his gratitude for the outpouring of community support not only from the region but also across the state and the nation.

Commissioner Francios provided a brief snapshot of policy engagement work within the University of California’s (UC) school preparation programs and celebrated the momentum across individual UC campuses to shape the future of educator preparation in California. She also shared an invitation for the “Leaders in Public Education: Partnering for the Future of LA” event hosted by UCLA on January 30, 2026.

1G: Liaison Reports

Haydee Rodriguez, State Board of Education Liaison, reported on her attendance at the State Board’s November 2025 meeting.

Joseph Morrison, Commission Student Liaison, thanked the Commission for the warm welcome and the transformative experience as a student teacher candidate. He reported on his outreach to California State University students regarding their preparedness, accessibility and understanding of the Commission's roles, as well as their experiences.

Educator Preparation Committee

Committee Chair Jose Cardenas convened the Educator Preparation Committee.

2A: Proposed Regulatory Amendments to Title 5 of the California Code of Regulations Pertaining to the Child Development Permit

Renee Marshall, Administrator, and Debra Keeler, Consultant, Division of Standards, Accreditation, and Workforce Investment, presented this item which provided information related to the proposed amendments to Title 5 of the California Code of Regulations (CCR), §§ 80105, 80107, 80109, 80110, 80111, 80112, 80113, 80114, and 80115 to remove the outdated Child Development Permit Levels and replace them with the new Child Development Permit matrix levels, add revisions to the Definitions to clarify and make specific new terms, and revise the outdated language to the application process for consistency with existing regulatory language referencing application requirements.

Virginia Early, California Department of Education, assisted staff in answering questions from the Commission.

Sondra Moe, PEACH, submitted a written comment and spoke on this item which raised concerns regarding the profound development differences between children age 3 to 5 and children age 6 to 8 and the alignment of the revised Child Development Permit Matrix with the multiple subject credential, the change from Supervised field experience to the new Supervised Clinical Experience, and the acceptance of the Child Development Associate Credential for the Early Childhood Educator (ECE) 1 permit.

Maéva Marc, Kidango, expressed her gratitude for the continued collaboration and field engagement from the Commission.

Barbra Rosner, PEACH, submitted a written comment which addressed the following three points: 1) use of “Associate of Arts” vs. “Associate Degree”, 2) definition of “Supervised Clinical (Field) Experience”, and 3) absence of the word “mentor” in the ECE 2 permit. The letter further requested clarification on shifting the new permit structure from Birth-5 to Birth-8.

Commission Action

Commissioner de la Torre moved to approve the proposed amendments to Title 5 of the CCR and promulgate regulations consistent with previous Commission action at the February 2025 Commission meeting to adopt the proposed changes to the Child Development Permit structure and requirements. The Commission further approved the following three non-substantive changes in Appendix A of the agenda item: 1) revise Definition b on page 2A-3 to change the capitalizations of the text from “Child care and development program” to “Child Care and Development Program,” 2) revise the current reference of an associate of arts degree to an associate degree under Definition d on page 2A-3 to be consistent throughout the document, and 3) revise Definition k on page 2A-5 by replacing “under the direct oversight of a qualified supervisor or mentor” with “a person approved by a regionally accredited institution of higher education.” Commissioner Davis seconded the motion. The motion carried without dissent. Commissioner Brown was not present during this item.

2B: Child Development Permit Performance Expectations Field Survey Update

Renee Marshall, Administrator, and Debra Keeler, Consultant, Division of Standards, Accreditation, and Workforce Investment, presented this item which provided the results of a Commission field survey conducted between October and November 2025 on the recommendations of the Commission’s Child Development Permit Performance Expectations Field Survey.

Maéva Marc, Kidango, emphasized the importance of making decisions based on what families want for their children and suggested the Commission find a way to engage families to provide feedback on the performance expectations.

Commission Action

Commissioner da la Torre moved to approve the proposed changes to the Child Development Permit Performance Expectations and the next steps listed on page 2B-12 of the agenda item. Commissioner Davis seconded the motion. The motion carried without dissent. Commissioner Brown was not present during this item.

2C: Update on the Statewide Residency Technical Assistance Center

Kristina Najarro, Consultant, Division of Standards, Accreditation, and Workforce Investment; Adora Fisher, Executive Director, and Jeanna Perry, Director, Santa Clara County Office of Education, Statewide Residency Technical Assistance Center, presented this item which provided an update on the second year of implementation of the Statewide Residency Technical Assistance Center Grant Program funded by 2022 legislation.

Brianna Bruns, California County Superintendents, submitted a written comment in support of the Statewide Residency Technical Assistance Center and the leadership role of the Santa Clara County Office of Education in the program.

2D: Annual Report of the Committee on Accreditation 2024-25

Robert Frelly and Patrick McKee, Committee on Accreditation Co-Chairs, and Cheryl Hickey and Miranda Gutierrez, Administrators, Division of Standards, Accreditation, and Workforce Investment, presented this item which provided the 2024-25 Annual Report of the Committee on Accreditation.

2E: Annual Report Card on California Teacher Preparation Programs for the Academic Year 2023-24

Jack Boss, Research Data Analyst, and Phi Phi Lau, Research Data Specialist, Division of Research, Evaluation, and Assessment, presented this item which provided the Annual Report Card on California Teacher Preparation Programs for the Academic Year 2023-24, as required by Title II of the 2008 Reauthorization of the federal Higher Education Act, including a description of credentialing requirements to teach in California public schools and qualitative and quantitative information on teacher preparation programs.

Recess

Closed Session

The Commission went into Closed Session at 1:26 p.m. to consider adverse actions and Petitions for Reinstatement pursuant to California Education Code sections 44244.1, 44245, 44246, 44248, and Government Code sections 11126, 11517, and 11520.

Friday, December 12, 2025

General Session

Chair Marquita Grenot-Scheyer reconvened the General Session of the Commission at 8:31 a.m. and roll call was taken.

Certification Committee

Committee Chair David Simmons convened the Certification Committee.

3A: Certificated Educator Assignment Monitoring Sanctions

Erin Henderson, Deputy Director, Ann Harris, Program Manager, and Gianna Barlupi, Program Analyst, Division of Licensure Certification, presented this item which provided an overview of a proposed plan to address the requirement in the 2024-106 Highlands Community Charter and Technical Schools report from the California State Auditor to pursue misassignment sanctions.

The following individuals spoke and/or provided written comments on this item:

1. Raul Zamora, Association of California School Administrators
2. Adrienne Miyadi, California Teachers Association
3. Lucy Salcido Carter, Alameda County Office of Education

4. John Affeldt, Public Advocates/Martha Hernandez, Californians Together/Edgar Lampkin, California Association for Bilingual Education/Natalie Wheatfall-Lum, EdTrust-West/Rob Manwaring, Children Now
5. Tiffany Mok, California Federation of Teachers
6. Serette Kaminski, Association of California School Administrators
7. David Goldberg, California Teachers Association
8. Brianna Bruns, California County Superintendents

Commission Action

Commissioner Cruz moved to approve the proposal to impose sanctions for training on local education agencies that consistently misassign educators in the form of a mandatory training. The Commission further directed staff to work with stakeholders to identify appropriate thresholds for sanctions and bring back draft regulations that clarify and specify this requirement at a future Commission meeting, along with specific data on misassignment from local education agencies. Chair Grenot-Scheyer seconded the motion. The motion carried without dissent.

3B: Improving Short-Term Staffing Options to Uphold Instructional Continuity for All Students During Credentialed Teacher Recruitment

Adam Ebrahim, Chief Deputy Director, and Erin Skubal, Senior Director, Licensing Branch, presented this item which responded to the Governor's veto of AB 1224 by reviewing California's short-term staffing structure, examining the gaps that arise when substitute assignments exceed current day limits, and presenting preparation-aligned options to support instructional continuity during credentialed teacher recruitment. It summarized the temporary flexibilities used during and after the COVID-19 emergency, outlined the risks associated with extended assignments without adequate preparation and support, and identified potential mid-range authorizations that maintain stability for students while preserving the state's commitment to fully credentialed teachers.

The following individuals spoke and/or provided written comments on this item:

1. Cristina Salazar, Riverside County Office of Education
2. Christina Marcellus, Small School Districts' Association
3. Melanie Matta, HOPE Elementary School District
4. Kyle Hyland, Coalition for Adequate Funding for Special Education
5. Pamela Gibbs, Los Angeles County Office of Education/Debra Duardo, Los Angeles County Superintendent of Schools
6. Raul Zamora, Association of California School Administrators
7. John Affeldt, Public Advocates/Martha Hernandez, Californians Together/Silvia Yee, Disability Rights Education and Defense Fund/Natalie Wheatfall-Lum, EdTrust-West/Edgar Lampkin, California Association for Bilingual Education
8. Chris Reefe, California School Boards Association
9. Yolanda Muñoz, California Teachers Association
10. Lucy Salcido Carter, Alameda County Office of Education
11. Serette Kaminski, Association of California School Administrators
12. Tiffany Mok, California Federation of Teachers

13. Mishaal Gill, California Association of School Business Officials
14. Brianna Bruns, California County Superintendents
15. Anthony Rebelo, Coalition for Adequate Funding for Special Education
16. Tristan Brown, California Federation of Teachers
17. John Roach, School Employers Association of California
18. Jeff Aranguena, Mariposa County Office of Education
19. Ginese Quann, El Dorado County Charter SELPA
20. Trent Allen, San Juan Unified School District
21. David B. Goldberg, California Teachers Association
22. Ursula Estrada-Reveles, Riverside County Office of Education
23. Andrea Ball, Orange County Department of Education
24. Jared Hungerford and Melissa Truelock, Calaveras County Office of Education
25. Scott Mikal-Heine, Union Hill Elementary School District
26. Brandie A Brunni, San Joaquin County Office of Education
27. Michele Cantwell-Copher, Fresno County Superintendent of Schools
28. Carson Eades, California Charter Schools Association
29. Carlos Rojas, Kern County Superintendent of Schools
30. Gina Fierro, Evergreen School District
31. Sasha Horwitz, Los Angeles Unified School District
32. Joseph Aldridge, Fort Bragg Unified School District

Commission Action

Chair Grenot-Scheyer moved to direct staff to continue engagement with education partners and return to the Commission with a refined proposal at a future Commission meeting. Commissioner Brown seconded the motion. The motion carried without dissent.

Reconvene General Session

Chair Grenot-Scheyer reconvened the General Session.

1H: New Business

The Bimonthly Agenda was presented.

1I: Executive Director 2025 Annual Evaluation

Marquita Grenot-Scheyer, Chair, Commission on Teacher Credentialing, presented this item which highlighted portions of the Executive Director's annual evaluation for disclosure to the public and discussed a merit salary adjustment be submitted to the California Department of Human Resources and the Governor's Office for approval.

Commission Action

Chair Grenot-Scheyer moved to approve a 5% merit salary increase for Executive Director Sandy. Commissioner Simmons seconded the motion. The motion carried without dissent with Commissioner Torres abstaining.

1J: Nominations and Elections for the Chair and Vice Chair of the Commission on Teacher Credentialing for 2026

Executive Director Mary Vixie Sandy presented this item regarding the nominations and elections for Chair and Vice Chair of the Commission on Teacher Credentialing for 2026.

Commissioner Simmons nominated Marquita Grenot-Scheyer as Chair. Commissioner Grenot-Scheyer nominated Jose Cardenas as Vice Chair.

Commission Action

Commissioner Brown moved to elect Marquita Grenot-Scheyer as Chair and Jose Cardenas as Vice Chair. Commissioner Simmons seconded the motion. The motion carried with Commissioners Grenot-Scheyer and Torres abstaining. Commissioner Lit was not present during this item.

Recess

Closed Session

The Commission went into Closed Session at 12:04 p.m. to consider adverse actions and Petitions for Reinstatement pursuant to California Education Code sections 44244.1, 44245, 44246, 44248, and Government Code sections 11126, 11517, and 11520.

Reconvene General Session

Chair Grenot-Scheyer reconvened the General Session.

1K Report of Closed Session Items

Chair Grenot-Scheyer reported that the Commission granted the following Petitions for Reinstatement:

- Julian Cortez
- Emily Prather
- Andrew Valenciano

The Commission denied the following Petitions for Reinstatement:

- Brendan Dowling
- Saeid Safadoost
- Miguel Hipolito
- Danette Boles
- Veronica Zacharie
- Darshae Burnside

The Commission discussed the following Consent Calendar items and remanded the matters back to the Committee of Credentials:

- #16. Su Min Cha
- #19. Peter Chu
- #24. Samantha Driskill
- #47. Darrell Miller
- #51. Sherman Moore

Adjournment

There being no further business, Chair Grenot-Scheyer adjourned the meeting at 2:02 p.m.