

Tennessee Department of Education
Employment Standards Waiver Application

Mailed 8/26/15
Cmended corrected copy 10/18/15 Shannon Bacon

Read and complete ALL sections of the application to ensure timely response.

Section 1 – General Information

Last Name (First, Middle, Last): Pelham		First Name Ashley	Middle Initial L.
Social Security #: [REDACTED]	TN License#: 000527911	Expiration Date: 08-31-2018	
Area Code + Phone Number [REDACTED]		Email Address: [REDACTED]	
Certificate Type(s) K-6	Apprentice	Current Endorsement(s) Held 499	
System Name: Cannon County Board of Education		System #: 080	
School Name: Woodbury Grammar School		School #: 0040	
School Year: 2015-2016		Date Educator Placed in Waiver Position: 08-01-2014	
Subject(s) and Course Code(s) of Waiver Position to be Filled: SPED Comprehensive K-12 9429		Endorsement(s) Needed for the Waiver Position: 461	
Year of Waiver Request: (Check One) <input type="checkbox"/> 1 st Year <input checked="" type="checkbox"/> 2 nd Year (passed tests and/or enrolled in program, required) <input type="checkbox"/> 3 rd Year (all tests passed and evidence of progress in coursework, required)			

Section 2 – Recruiting and Staffing Information

Each of the following criteria must be met. Please check each box affirming that each statement is true:

The waiver is being requested to fill a vacant, high need position

The waiver is being requested to fill a mission-critical position [core academic, non-instructional leader]

The school district has engaged in thorough, responsible position-specific recruitment efforts to find appropriately endorsed candidates for the position for which a waiver is being requested AND has been unsuccessful in those efforts

The educator being recommended for the waiver is the most qualified candidate for the position for which a waiver is being requested

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Section 3 – Plans to Obtain Proper Endorsement

Is applicant registered to take appropriate Praxis test(s): (Check one) <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Praxis registration date :
Has applicant taken and passed appropriate Praxis test(s): (Check one) <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Score(s) _____	Is applicant enrolled in a university/college program: (Check one) <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Name of university/college program: MTSU	Number of program hours COMPLETED: See attached.

✓

I hereby certify the information provided in this application is true and correct, and the district is in urgent need of a waiver.

Educator Name- Print Ashley Pelham	Educator Signature/Date Ashley Pelham 8/26/15
Human Resources Contact - Print Shannon Bacon	Human Resources Contact - Email shannon.bacon@ccsn.net
	Human Resources Signature/Date Shannon Bacon 8/26/15

Submit completed application to:

Tennessee Dept. of Education, Office of Educator Licensing 12th floor, 710 James Robertson Pkwy, Nashville TN 37243-0376

<i>Barbara N. Parker</i> Director of Schools Name - Print	<i>Barbara N. Parker</i> Director of Schools Signature/Date
	10-8-15

Section 4 – TO BE COMPLETED BY DEPARTMENT OF EDUCATION

Teachers & Leaders Recommendation
 Approve Deny (See Comments Below)

Teachers & Leaders Name - Print	Teachers & Leaders Signature/Date
<i>Amy Wooten</i>	<i>Amy L. Wooten</i> 11.12.15
<i>Candice McQueen, Commissioner of Education – Print</i>	<i>Candice McQueen</i> 11/21/15
Additional Comments	

Employment Standards Waiver Application Frequently Asked Questions

- Question:** Who can apply for a waiver?
Answer: Only school districts [not individual educators] may apply for waivers.
- Question:** Are there any restrictions on the endorsements for which the system may acquire a waiver?
Answer: Courses which conclude with an end-of-course exam for high school credit may not be taught on waivers.
- Question:** Where do I locate the Subject and Course Code(s) assignment?
Answer: The information can be found in the Correlations of Course & Endorsement Codes Document.
<http://www.tn.gov/education/districts/correlations.shtml>
- Question:** When must my system apply for a waiver?
Answer: A waiver must be requested and approved if an educator holding an Apprentice, Transitional, or Professional License is scheduled to teach more than one course or more than two sections of one course outside the area of endorsement.
- Question:** What supplemental information or documents should we provide in order to strengthen this application?
Answer: Evidence [original or photocopied documentation] that the educator for whom the waiver is being requested is actively pursuing or engaged in coursework to obtain the endorsement AND/OR registered to take the relevant Praxis exam.
- Question:** How long is an approved waiver valid?
Answer: One academic year [July 1 – June 30]. Waivers must be renewed each year and must include evidence of the applicant's progression toward the additional endorsement.
- Question:** Where can I send this application?
Answer: Please send completed application and supporting documentation to: Tennessee Department of Education, Office of Educator Licensing, 12th floor, 710 James Robertson Pkwy, Nashville TN 37243-0376. Completed applications can be faxed to (615) 532-1448 or emailed to Education.Licensing@tn.gov.
- Question:** If the waiver application is denied, what should we do?
Answer: The system should develop a plan to recruit an educator with the proper endorsement.

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