

ED-5496

### Tennessee Department of Education Employment Standards Waiver Application

12-4  
5/20

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

#### Section 1 - General Information

Last Name (First, Middle, Last): <b>Mathews-Gonzales</b>		First Name <b>Haydee</b>	Middle Initial <b>A</b>
Social Security #: [REDACTED]		TN License#: <b>000-55-9199</b> ✓	Expiration Date: <b>08/31/2019</b> ✓
Area Code + Phone Number: [REDACTED]		Email Address: [REDACTED] ✓	
Certificate Type(s) <b>Apprentice Teacher (22)</b> ✓		Current Endorsement(s) Field <b>495- Spanish PreK-12</b> ✓	
System Name: <b>Shelby County Schools</b>		System #: <b>790</b> ✓	
School Name: <b>Treadwell Elementary</b>		School #: <b>2715</b> ✓	
Date of Hire: <b>07-28-2014</b>		Date Educator Placed in Waiver Position: <b>08/04/2014</b>	
Subject(s) and Course Code(s) of Waiver Position to be Filled: <b>Dual Immersion - 0500</b> ✓		Endorsement(s) Needed for the Waiver Position: <b>499 - Elementary K-6</b> ✓	
Year of Waiver Request: (Check One) <input checked="" type="checkbox"/> 1 <sup>st</sup> Year ✓ <input type="checkbox"/> 2 <sup>nd</sup> Year (passed tests and/or enrolled in program, required) <input type="checkbox"/> 3 <sup>rd</sup> Year (all tests passed and evidence of progress in coursework, required)			

#### Section 2 - Recruiting and Staffing Information

RECEIVED

Approval criteria checklist:

- The waiver is being requested to fill a vacant, high need position ✓ **OCT 14 2014**
- The waiver is being requested to fill a mission-critical position [core academic, non-instructional leader] Educator Licensing
- 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

#### Section 3 - Plans to Obtain Proper Endorsement

Is applicant registered to take appropriate Praxis test(s): (Check one) <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Praxis registration date: <b>Sept. 15, 2014</b>
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: <b>Freed-Hardeman University</b>	Number of program hours COMPLETED: <b>38 completed, 9 remaining</b>

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 <b>Haydee A. Mathews-Gonzales</b>		Educator Signature/Date <i>Haydee Gonzales</i>	
Human Resources Contact - Print <b>Rawn White</b>	Human Resources Contact - Email <b>whited@ses.k12.org</b>	Human Resources Signature/Date <i>Rawn White</i> / 10-8-14	
Director of Schools Name - Print <b>Trinette Small</b>		Director of Schools Signature/Date <i>Trinette Small</i>	

Submit completed application to:

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

RECEIVED  
2014 DEC -2 AM 8:15  
DEPT OF EDUCATION  
OFFICE OF EDUCATOR LICENSING

**Section 4 – TO BE COMPLETED BY DEPARTMENT OF EDUCATION**

*By checking "approve," the Division of Teachers & Leaders is making a recommendation for approval of a teacher waiver to the Commissioner of Education.*

Approve       Deny (see comments below)

<p><i>Teachers &amp; Leaders – Print</i></p> <p>Jennifer Anderson</p>	<p><i>Teachers &amp; Leaders – Signature/Date</i></p> <p>J Anderson 12/12/14</p>
<p><i>Kevin Huffman, Commissioner of Education – Print</i></p> <p>Kevin Huffman</p>	<p><i>Kevin Huffman, Commissioner of Education – Signature /Date</i></p> <p>Kevin's Huffman HK 1/2/15.</p>
<p><i>Additional Comments</i></p>	

**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:** 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, 12<sup>th</sup> 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](mailto: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.

**Submit completed application to:**

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