ED-5496 Rev 9-01-15

Tennessee Department of Education
Employment Standards Waiver Application

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

Section 1 – General Information

Last Name (First, Middle, Last):	First Name	Middle Initial
Cotten	Greg	P

Social Security #:	TN License#:	Expiration Date:
[redacted]	000537420	08/31/2021

Area Code + Phone Number	Email Address:
[redacted]	[redacted]

Certificate Type(s)	Current Endorsement(s) Held
Professional	English 7-12(407); Phys Ed K-12(420)
System Name: White County	System #: 00930
School Name: White County High School	School #: 0040
School Year: 2015-16	Date Educator Placed in Waiver Position: Placement pending waiver approval
Subject(s) and Course Code(s) of Waiver Position to be Filled: Modified Program Grades 7-12 (English) 9111	Endorsement(s) Needed for the Waiver Position: Special Education Modified K-12 (460)

Year of Waiver Request:
(Check One) ☑ 1st Year ☐ 2nd Year (passed tests and/or enrolled in program, required)
☐ 3rd Year (all tests passed and evidence of progress in coursework, required)

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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

Section 3 – Plans to Obtain Proper Endorsement

Is applicant registered to take appropriate Praxis test(s): (Check one) ☒ Yes ☐ No	Praxis registration date: Registered on August 24, 2015 for test date of September 19, 2015
Has applicant taken and passed appropriate Praxis test(s): (Check one) ☑ Yes ☐ No Score(s) 162 Has taken and passed Test #5543 [one of two required exams)	Is applicant enrolled in a university/college program: (Check one) ☐ Yes ☑ No
Name of university/college program:	Number of program hours COMPLETED:

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	Educator Signature/Date
Greg Cotten	Greg P Cotten

Human Resources Contact – Print	Human Resources Contact – Email	Human Resources Signature/Date
Linda Alley	linda.alley@whiteco schools.net	Linda Alley 9/2/2015

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

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Director of Schools Name – Print	*Director of Schools Signature/Date*
Sandra Crouch	Sandra Crouch 9/1/15

Section 4 – TO BE COMPLETED BY DEPARMENT OF EDUCATION

Teachers & Leaders Recommendation

☑ Approve ☐ Deny (See Comments Below)

Teachers & Leaders Name - Print	*Teachers & Leaders Signature/Date*
Amy L. Wooten	Amy L. Wooten 10.7.15
Candice McQueen, Commissioner of Education ~~Approve~~	*Candice McQueen, Commissioner of Education Signature /Date*
	Candice McQueen DLP 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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