

**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): Baughman	First Name Gerald	Middle Initial Jeffrey
Social Security #: [REDACTED]	TN License #: 000196247	Expiration Date: 08/31/2022
Area Code + Phone Number [REDACTED]	Email Address: [REDACTED]	
Certificate Type(s) Professional (03) ✓	Current Endorsement(s) Held 013 ✓	
System Name: HAMILTON COUNTY	System #: 330 ✓	
School Name: BROWN MIDDLE	School #: 0035 ✓	
School Year: 2014-15	Date of Hire: 8/6/12	Date Educator Placed in Waiver Position: 8/1/14
Subject(s) and Course Code(s) of Waiver Position to be Filled: P.E. 0652/0752/0852		Endorsement(s) Needed for the Waiver Position: 420 ✓
Year of Waiver Request: (Check One) <input checked="" type="checkbox"/> 1 st Year <input 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		
Approval criteria checklist: <input checked="" type="checkbox"/> The waiver is being requested to fill a vacant, high need position <input checked="" type="checkbox"/> The waiver is being requested to fill a mission-critical position [core academic, non-instructional leader] <input checked="" type="checkbox"/> 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 <input checked="" type="checkbox"/> 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 type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Praxis registration date: WILL REGISTER	
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 type="checkbox"/> Yes <input checked="" type="checkbox"/> 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 Gerald Jeffrey Baughman	Educator Signature/Date <i>Gerald Jeffrey Baughman</i> 8/1/14	
Human Resources Contact – Print MARSHA A. BRUMLOW	Human Resources Contact – Email brumlow_mars@hcd.org	Human Resources Signature/Date <i>Marsha A. Brumlow</i> 8/1/14
Director of Schools Name – Print RICK SMITH	Director of Schools Signature/Date <i>Rick Smith</i> 8/1/14	

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

2014 AUG - 5 PM 4:18
CERTIFICATION

Section 4 – TO BE COMPLETED BY DEPARTMENT OF EDUCATION

Teachers & Leaders Recommendation
 Approve Deny (See Comments Below)

<i>Teachers & Leaders Name - Print</i>	<i>Teachers & Leaders Signature/Date</i>
Jennifer M. Anderson	Jennifer M. Anderson 8/22/14
<i>Kevin Huffman, Commissioner of Education</i>	<i>Kevin Huffman, Commissioner of Education Signature /Date</i>
	Kevin's Huffman HK 8/28/14
<i>Additional Comments</i>	

**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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