

Tennessee Department of Education
Employment Standards Waiver Application

AUG 11 2016

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

Educator Licensing

Section 1: Personal Information		
Last Name (First, Middle, Last): McArown	First Name Andrew	Middle Initial D
[Redacted]	TN License#: 000581877	Expiration Date: 08/31/2019

Certificate Type(s) Practitioner - 1st Issuance	Current Endorsement(s) Held 420
System Name: Rutherford County	System #: 750
School Name: Oakland High School	School #: 072
School Year: 2016 - 2017	Date Educator Placed in Waiver Position: 08/08/2016
Subject(s) and Course Code(s) of Waiver Position to be Filled: Special Education 3102(Inclusion)	Endorsement(s) Needed for the Waiver Position: 144 and 145
Year of Waiver Request: (Check One) <input checked="" type="checkbox"/> 1st Year <input type="checkbox"/> 2nd Year (passed tests and/or enrolled in program, required) <input type="checkbox"/> 3rd Year (all tests passed and evidence of progress in coursework, required)	

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Section 2: Eligibility Criteria

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

Is applicant registered to take appropriate Praxis test(s): (Check one) <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Praxis registration date: Oct. 3, 2016
Has applicant taken and passed appropriate Praxis test(s): (Check one) <input type="checkbox"/> Yes <input type="checkbox"/> No Score(s) _____	Is applicant enrolled in a university/college program: (Check one) <input type="checkbox"/> Yes <input type="checkbox"/> No
Name of university/college program: MTSU - TBA	Number of program hours COMPLETED:

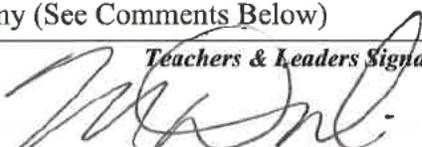
I hereby certify the information provided in this application is true and correct, and the district is in urgent need of a waiver.

Educator Name - Print Andrew McArown		Educator Signature/Date <i>Andrew McArown</i>
Human Resources Contact - Print Leslie Duke	Human Resources Contact - Email dukele@rcschools.net	Human Resources Signature/Date <i>Leslie Duke</i>

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

Director of Schools Name – Print Marvin D. Odom	Director of Schools Signature/Date Marvin D. Odom 8-8-16
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Section 4 – TO BE COMPLETED BY DEPARTMENT OF EDUCATION

Teachers & Leaders Recommendation	
<input checked="" type="checkbox"/> Approve <input type="checkbox"/> Deny (See Comments Below)	
Teachers & Leaders Name - Print Michael Daurlein	Teachers & Leaders Signature/Date  9/2/16
Candice McQueen, Commissioner of Education Signature	Candice McQueen, Commissioner of Education Signature /Date Candice McQueen ^{MD} 9/20/16
Additional Comments	

**Employment Standards Waiver Application
Frequently Asked Questions**

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- 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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