
6A

Action

Credentialing and Certificated Assignments Committee

Proposed Amendments to Adopted Criteria for a Variable Term Waiver of the Speech-Language Pathology Services Credential

Executive Summary: This agenda item presents proposed amendments to the Commission-adopted criteria for the initial issuance and reissuance of a Variable Term Waiver (VTW) for the Speech-Language Pathology (SLP) Services Credential and requests that the Commission delegate authority to staff to approve or deny requests for these waivers based on the adopted criteria.

Policy Questions: Do the proposed amendments to the adopted criteria establish appropriate minimum standards of competency for providing SLP services under a VTW?

Does the Commission wish to delegate authority to staff to grant or deny such waivers based on the amendments to the criteria?

Recommended Action: That the Commission adopt the proposed amendments to the Commission-adopted criteria for the initial issuance and reissuance of a Variable Term Waiver for the Speech-Language Pathology Services Credential, and authorize staff to approve or deny VTWs that meet the adopted criteria as amended.

Presenter: Roxann Purdue, Consultant, Professional Services Division

Strategic Plan Goal

I. Educator Quality

- C) Ensure that credential processing and assignment monitoring activities accurately, effectively, and efficiently identify educators who have met high and rigorous certification standards and who are appropriately assigned.

February 2015

Proposed Amendments to Adopted Criteria for a Variable Term Waiver of the Speech-Language Pathology Services Credential

Introduction

The Speech-Language Pathology (SLP) Services Credential allows an individual to provide services as a speech-language pathologist in California public schools. Variable Term Waivers for a credential are an employment option available to local employing agencies when there is a shortage of credentialed personnel. This agenda item presents proposed amendments to the criteria for the Variable Term Waiver (VTW) for the SLP Services Credential adopted by the Commission in October 2014: <http://www.ctc.ca.gov/commission/agendas/2014-10/2014-10-4A.pdf>. Staff also requests that the Commission delegate authority to staff to approve or deny requests for these waivers based on the proposed amendments to the adopted criteria.

Staff proposes amendments to the recently adopted criteria based on stakeholder feedback and data provided in *Appendix A* and consensus on the proposed amendments reached in discussions with representatives from the California Speech and Hearing Association (CSHA), Speech-Language Pathology and Audiology and Hearing Aid Dispensers Board (SLPAHADB), and Commission-approved SLP Program Sponsors. In brief, the following amendments to the criteria are proposed for the issuance and reissuance of a VTW for the SLP Services Credential:

- a) accept enrollment and progress in an out-of-state American Speech-Language-Hearing Association (ASHA) accredited graduate level SLP program not approved by the Commission as an additional option;
- b) allow up to two additional issuances of the SLP VTW for individuals who had already exceeded 4 or more issuances prior to the January 1, 2015 implementation date for the recently adopted criteria that limits individuals to a total of 5 or 7 issuances of the SLP VTW (based on specified criteria). The individual must verify enrollment and progress in either a Commission-approved SLP Services Credential program or an out-of-state ASHA accredited graduate level SLP program.

If the Commission were to adopt the proposed amendments to the criteria, and authorize staff to approve or deny VTWs that meet the adopted criteria, staff would then approve or deny employer requests for VTWs for the SLP Services Credential based on the adopted criteria.

Background

The Commission has had the responsibility for granting credential waivers since July 1994. A credential waiver is the option of last resort for employing agencies to legally assign individuals who are not appropriately credentialed. The current regulations pertaining to the issuance and

subsequent reissuance of a VTW are provided in *Appendix B* with additional references provided in *Appendix C*.

The VTW allows the employing agency to fill the assignment while searching for a fully credentialed educator and gives the waiver holder additional time to complete the requirements and preparation program for the associated credential. Variable Term Waiver Criteria are set by the Commission and include specific requirements including verification of recruitment efforts, evidence of qualifications for the assignment and a commitment by the educator to meet the credential goals. Variable Term Waivers are restricted to service with the local employing agency that is granted the waiver and are generally issued for one school year with specific criteria set for the reissuance of any subsequent waivers.

While the VTW for the SLP Services Credential is a document restricted to service with the employing agency that requested the waiver, the authorization of the SLP VTW is the same as the SLP Services Credential.

The Speech-Language Pathology Services Credential authorizes the holder to conduct Language, Speech, and Hearing Assessments and provide Educational Services, provide specific learning disability area services related to speech and language, and special education services to individuals with language and speech impairments across the special education disability areas, to students from birth through age 22 in services across the continuum of program options available.

Speech-Language Pathology Services Credentials

Current law, Education Code Section 44265.3, establishes the Speech-Language Pathology (SLP) Services Credential as a two-tiered credential, Preliminary and Clear. The two-year Preliminary Credential is the first document issued after an individual completes a Commission-approved SLP program and meets additional specific requirements. Individuals issued the preliminary credential are making a commitment to complete the additional requirements to earn a clear credential. There are currently 16 Commission-approved program sponsors that offer SLP credential programs in California.

The number of VTWs for the SLP Services Credential continues to be relatively high in comparison with other VTWs issued by the Commission. In reviewing the most recent full year of Commission data from 2013, the VTW for the SLP Services Credential represents the largest population of waivers issued (38%). Table A reports the number of SLP Waivers issued between 2008-09 and 2012-13. The number of Waivers increased slightly between 2008-09 and 2009-10 and then declined in the past three years. Overall, there was a decrease of Waivers by 19.1 percent in the past five years. There are no emergency permits issued for SLP Services Credentials.

Table A. Speech-Language Pathology Services Credential Waivers Issued, 2008-09 to 2012-13

	2008-09	2009-10	2010-11	2011-12	2012-13	5-year Change (%) from 2008-09 to 2012-13
Waivers	493	498	436	415	399	-19.1%

Note – Waiver data include both initial issuance and subsequent reissuances. Data include previously issued Clinical and Rehabilitative Services Credential Waivers in Language, Speech and Hearing.

Proposed Amendments to Adopted Criteria with Rationale

Staff proposes that the recently adopted criteria be amended for both initial issuance and reissuance of the VTW for the SLP Services Credential. The two new options identified would provide additional flexibility for both the local employing agency and the individual serving on the waiver without altering minimum standards of competency for the SLP VTW as the individual makes progress toward the SLP Services Credential. Current SLP VTW Criteria recently adopted by the Commission are provided below along with suggested edits. Amendments to the criteria are inserted within the current criteria with the proposed new language underlined.

Criterion 1: Degree Requirement for Initial Issuance (No Amendments Proposed to Criterion 1)
Require initial applications for a VTW for the SLP Services Credential to hold one of the following:

- a. Bachelor’s degree in Speech-Language Pathology, Communicative Disorders or a closely aligned field for the initial issuance of a VTW for the SLP Services Credential; or
- b. Valid Multiple Subject Teaching or Education Specialist Instruction Credential.

Criterion 2: Program Enrollment Required for Initial Issuance

Individuals applying for an initial VTW for the SLP Services Credential must satisfy one of the following criteria:

- a. Verify enrollment in a Commission-approved SLP Services Credential program; or
- b. Verify enrollment in an out-of-state ASHA-accredited graduate level SLP program; or
- c. Verify an ‘inability to enroll’ in a Commission-approved SLP Services Credential program or an out-of-state ASHA-accredited graduate level SLP program. Verification of an ‘inability to enroll’ must include confirmation that all minimum admission requirements for a Commission-approved SLP Services Credential program and an out-of-state ASHA-accredited graduate level SLP program offered online were satisfied but the individual is unable to enroll due specifically to limitations of space in all accessible Commission-approved or out-of-state ASHA-accredited graduate level SLP programs (i.e., within 100 miles or available online) or due to a mismatch between the requested initial employment date and the program enrollment date; or
- d. Hold a valid Multiple Subject Teaching or Education Specialist Instruction Credential and verify intent to enroll in a minimum of six semester units of coursework in Speech-Language Pathology or Communicative Disorders

appropriate for admission to a Commission-approved SLP Services Credential program or out-of-state ASHA-accredited graduate level SLP program.

*Rationale for **Criterion 2 Amendments**:* A letter in *Appendix A* provides data on holders of SLP VTWs in Kern and San Bernardino County for both county and district level staff. Kern County has a total of 48 individuals serving on SLP VTWs with 28 (58%) of those individuals enrolled in and completing an out-of-state ASHA-accredited graduate level SLP program. While San Bernardino County has a total of 66 individuals serving on SLP VTWs with 37 (55%) of those individuals enrolled in and completing an out-of-state ASHA-accredited graduate level SLP program. Current criteria require completion of a Commission-approved program that would result in over half of these individuals being removed from their positions at the expiration of their current VTW. Some individuals have completed the majority of their preparation and will qualify for an SLP Services Credential in California once they have earned their license in the other state. CSHA, SLPAHADB, and Commission-approved SLP program sponsors indicated support for these amendments. They also verified their familiarity with the primary programs mentioned in the data.

Criterion 3: Requirements for Reissuance

- a. Demonstrate adequate progress toward earning the SLP Services Credential by providing verification of a minimum of 6 semester units toward completion of a Commission-approved SLP Services Credential program; or
- b. Demonstrate adequate progress in an out-of-state ASHA-accredited graduate level SLP program by providing verification of a minimum of 6 semester units toward completion of the program ; or
- c. For individuals who hold a valid Multiple Subject Teaching or Education Specialist Instruction Credential, verify completion of 6 semester units of coursework in Speech-Language Pathology or Communicative Disorders necessary for admission in a Commission-approved SLP Services Credential program or out-of-state ASHA-accredited graduate level SLP program; or
- d. For individuals with a Bachelor's degree in Speech-Language Pathology, Communicative Disorders or a closely aligned field who request reissuance but verify an 'Inability to enroll' in a Commission-approved SLP Services Credential program or an out-of-state ASHA-accredited graduate level SLP program offered online, reissuance will be dependent on confirmation that all minimum admission requirements for a Commission-approved SLP Services Credential program and an out-of-state ASHA-accredited graduate level SLP program offered online were satisfied but the individual is unable to enroll due specifically to limitations of space in all accessible programs (i.e., within a 100 miles or available online).

Rationale for Criterion 3 Amendments: The rationale remains the same as provided in Criterion 2 above. If enrollment in an out-of-state ASHA accredited graduate level SLP program is approved for initial issuance then progress in that program would also need to be acceptable for reissuances.

Criterion 4: Number of Reissuances

Limit the number of VTWs for the SLP Services Credential to no more than five total issuances, with the option for an employer to request up to two more reissuances for the following specific circumstances:

- a. Hold a valid Multiple Subject Teaching Credential or Education Specialist Instruction Credential and verify active enrollment in a Commission-approved SLP Services Credential program. A minimum of six semester units in the approved program must be completed for each of the two subsequent reissuances; or
- b. Individual qualified for one or more reissuances based on a valid medical appeal as outlined in Credential Leaflet AL-3 in the *References of Appendix B* and verifies active enrollment in a Commission-approved SLP Services Credential program; or
- c. Individuals who exceeded 4 or more issuances of the VTW for the SLP Services Credential prior to January 1, 2015 and verify enrollment and progress in either a Commission-approved SLP Services Credential program or an out-of-state ASHA accredited graduate level SLP program.

Rationale for Criterion 4: When the Commission established a total limit of five issuances for the SLP VTW, individuals in specific circumstances were allowed two additional issuances for a total of seven. One other population that was not initially considered were those individuals already serving on an SLP VTW who had already had four or more issuances when the new criteria took effect. Data provided in the letter in Appendix A for Kern County indicates that 12 (25%) of their 48 SLP VTW holders have already been issued four or more but are enrolled and making progress in either a Commission-approved or out-of-state ASHA accredited graduate level SLP program. San Bernardino has similar data with 17 (26%) of their 66 SLP VTW holders in the same situation.

Many individuals are close to program completion with multiple years of experience on their VTW; therefore, these individuals represent a better option for the students they serve than a new SLP VTW holder without experience and who will be beginning enrollment in a program. CSHA, SLPAHADB, and Commission-approved SLP program sponsors indicated support for these amendments. Please note, individuals indicated in the data with five or more issuances but not currently enrolled in either a Commission-approved SLP program or an out-of-state ASHA accredited graduate level SLP program will be denied additional issuances of the SLP VTW.

Staff Recommendation

Staff recommends that the Commission adopt the proposed amendments to the criteria identified in this item for the initial issuance and reissuance of the Variable Term Waiver for the Speech-Language Pathology Services Credential. In addition, staff recommends that the Commission delegate authority to staff to approve or deny VTW requests for the SLP Services Credential based on the criteria adopted by the Commission.

Next Steps

If the Commission were to adopt the proposed amendments to the criteria, and authorize staff to approve or deny VTWs that meet the adopted criteria as amended, staff would then approve or deny employer requests for VTWs for the SLP Services Credential based on the adopted criteria for those applications submitted with an effective issuance date of January 1, 2015 or later.



Ted Alejandre
County Superintendent

January 12, 2015

Roxann Purdue, Consultant
Professional Services Division
Commission on Teacher Credentialing
1900 Capitol Avenue
Sacramento, California 95811

Dear Roxann,

David Simmons and I, CTC Liaisons for CCSESA's Human Resources and Credentialing subcommittees, surveyed districts and county offices regarding the impact of the new regulations limiting the number of Speech Language Pathologist waivers effective the first of the year. Employers would like CTC to consider allowing individuals who are currently employed as Speech Language Pathologists and enrolled in an SLP master's program -- California or out of state -- the time needed to complete their programs.

Rightly or wrongly, the field has become accustomed to CTC's longstanding practice of initially and subsequently granting waivers to individuals who have made progress toward earning a Speech Language Pathology credential. Employing school districts and county offices of education are required to provide speech services to students whose IEPs require it. If not, districts and counties are subject to expensive due process procedures. Some employers have sought out services through private agencies which is extremely expensive and not readily available in all regions. California employers and candidates have enrolled in out-of-state programs because California programs have denied enrollment due to impaction of the programs. Many employing school districts and county offices of education collaborated with out-of-state programs, i.e., Nova Southeastern, to put together cohorts of candidates to address the shortage of available slots in California programs and to make it viable for out-of-state programs to serve these candidates. Out-of-state programs have helped bridge the gap between supply and demand for Speech Language Pathologists in California.

The October action of the Commission to limit SLP waivers to five or seven and not allow out-of-state candidates to renew waivers has sent shockwaves throughout the state. Employers who have subsidized training for SLP candidates will no longer be able to keep them employed. Candidates who have invested years of their lives and thousands of dollars face unemployment when current waivers expire. In some cases, this has already occurred, leaving students unserved or stretching thin the services provided by co-workers. In most cases, candidates are unable to continue their training while unemployed.

The survey requested statewide data to clarify the impact of these new restrictions, and responses are still being received. The following is complete data for Kern and San Bernardino counties. The most adversely affected districts are in the more rural, geographically isolated regions of these two counties.

Human Resources • Lisa Norman, Ed.D., Assistant Superintendent

Credential Services • Jenny Teresi, Senior Manager/Liaison
760 East Brier Drive • San Bernardino, CA 92408 • P: 909.386.9593 • F: 909.386.9699 • www.sbcss.k12.ca.us

Findings are aggregated by three types of candidates: (1) Enrolled in out-of-state program, (2) enrolled in California program, and (3) not yet enrolled in any program. Also noted are how many candidates hold a degree in Communicative Disorders or hold either a Multiple Subject or Education Specialist credential. The names of SLP programs are also footnoted.

Kern County Superintendent of Schools (COE and all districts)

Total number of SLP candidates on a Variable Term Waiver = 48.

Current Waiver	Enrolled OOS*	Enrolled CA**	Not yet enrolled	Total by years
1 st	4	2	5	11
2 nd	6	3	4 (1 CD degree	12
3 rd	7	3	2 (2 CD degree)	12
4 th	2	1	1 (CD degree)	4
5 th	7	0	0	7
6+ (both 8 th)	2 (both hold MS)	0	0	2
Total by type	28 (58%)	9 (19%)	11 (23%)	48

*Eastern New Mexico (4), Idaho State University (1), Nevada State University (3), Northern Arizona University (5), Nova Southeastern (7), University of Wyoming (2), Utah State University (5), Wisconsin Eau Claire (1)

**CSU Fresno (1) and CSU Northridge (8)

San Bernardino County Superintendent of Schools (COE and all districts)

Total number of SLP candidates on a Variable Term Waiver = 66.

Current Waiver	Enrolled OOS*	Enrolled CA**	Not Yet Enrolled	Total
1 st	4 (1 CD degree)	2 (2 CD degree)	12 (5 CD degree, 2 MS credential)	18
2 nd	12 (5 CD degree, 2 MS credential)	2	1 (1 ES credential)	15
3 rd	6 (4 CD degree)	4 (3 CD degree)	2 (1 CD degree, 1 with both MS & ES credentials)	12
4 th	3 (1 CD degree, 1 MS credential)	1 (1 CD degree)	2 (1 CD degree, 1 MS credential)	6
5 th	7 (4 CD degree, 3 MS credential)	0	1 (1 CD degree)	8
6+	5 (3 CD degree, 1 ES credential) (3 on 6 th , 1 on 7 th , 1 on 8 th waiver)	1 (1 with both MS & SS credentials) (1 on 6 th waiver)	1 (1 CD degree) (1 on 6 th waiver)	7
Total	37 (55%)	10 (15%)	19 (30%)	66 Grand Total

* Eastern New Mexico (3), Idaho State University (2), LaSalle (1) Northern Arizona University (2), Nova Southeastern (17), University of Wyoming (1), Utah State University (11)

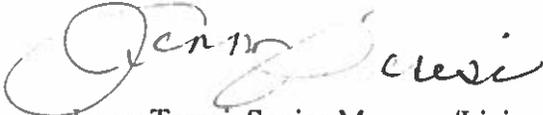
**Chapman (2), CSU Fullerton (1), CSU Northridge (7)

January 12, 2015

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On behalf of county offices and districts currently employing service providers on SLP waivers, we appeal to CTC to allow currently enrolled individuals to complete their programs.

Thank you for your consideration.

A handwritten signature in cursive script that reads "Jenny Teresi". The signature is written in black ink and is positioned above the printed name.

Jenny Teresi, Senior Manager/Liaison
Credential Services

Appendix B

California Code of Regulations, Title 5 Sections 80121, 80122, 80124 and 80125 Pertaining to Variable Term Waivers

§80121. General Provisions Governing Waivers.

- (a) Definition of Terms. Terms that are used in Sections 80120 through 80124, inclusive, shall have the following meanings.
- (1) The term “employing agency” means the school district; county office of education; private school; nonpublic, nonsectarian school or agency as defined in Education Code Sections 56365 and 56366; or postsecondary institution that submits a waiver application.
 - (2) “Applicant” means the individual for whom a waiver application is submitted.
 - (3) “SELPA” means a Special Education Local Planning Area.
 - (4) A “short-term waiver” is a temporary waiver with a term of one semester or less as described under Section 80120(a).
 - (5) A “variable term waiver” is a temporary waiver with a term as specified by the Commission.
- (b) Waiver Service Restrictions. Except as specified by the Commission, service authorized by a waiver shall be restricted to the employing agency that submitted the waiver application and to the assignment specified on the waiver document.
- (c) Authorization to Apply for Waivers. Each application for a variable term waiver shall be submitted to the Commission on behalf of the individual identified in the application. The following may submit applications for variable term waivers:
- (1) public school districts in California;
 - (2) county offices of education or county superintendents of schools in California;
 - (3) postsecondary institutions;
 - (4) private schools in California (in particular, nonpublic, nonsectarian schools and agencies as defined in Education Code Sections 56365 and 56366); and
 - (5) individuals.

Note: Authority cited: Section 44225(q), Education Code. Reference: Section 44225, subdivisions (g) and (m), Education Code.

§80122. Requirements for Variable Term Waivers.

The application for a waiver document shall include all of the following:

- (a) Name of Employing Agency. The application shall identify the employing agency seeking a waiver.
- (b) Section Number. The application shall cite the specific Education Code or Title 5 section number(s) for which a waiver is being requested. In the case of waivers for the purpose of assignment in school programs addressing issues of educational reform, the application may instead identify the plan under which the reform will take place and, if

applicable, the date when the plan was approved by the employing agency or the appropriate state agency, whichever came later.

- (c) Reason for Waiver. The application shall summarize the reason the waiver is being requested, including, but not limited to, the specific employment criteria for the position that must be filled, a description of the efforts to locate and recruit individuals who hold the appropriate credential or who can be assigned under one of the available assignment options, and a description of the efforts the employing agency has made to establish alternative training options such as co-sponsoring internships with institutions of higher education or establishing a District Intern program.
- (d) Proposed Solution. The application shall describe how the waiver will remedy the situation, give the rationale for the request including what makes the applicant the best candidate to fill the position, and describe any negative effect(s) that are likely to occur if the request is not granted.
- (e) Identification of Applicant. The application shall identify, by name, date of birth and Social Security number, the applicant for whom the waiver is requested.
- (f) If the applicant does not already have fingerprint clearance on file with the Commission, the application must include two fingerprint cards and the completed Application for Character and Identification Clearance (form 41-CIC, rev 11-93), and appropriate fee(s).
- (g) Requirements and Commitment. The request shall:
 - (1) list the requirement(s) that the applicant must complete to be eligible for the credential which authorizes the service being requested and the anticipated date(s) of completion of those requirement(s),
 - (2) include a commitment by the applicant, in the form of an original signature, to pursue a course of study leading to full certification, with the understanding that no subsequent waiver will be requested should the applicant fail to verify completion of requirement(s) leading toward the credential,
 - (3) list the name and/or position of any person assigned to provide support and assistance to the applicant while he or she is serving on the waiver, and
 - (4) state that the employing agency has made a commitment to support and assist the applicant, as feasible, in completing the credentialing requirement(s).
- (h) Additional Requirements
 - (1) To fill a position to serve special education students, the employing agency must include the SELPA among those receiving notice of the intent to request a waiver.
- (i) Effective Date and Proposed Duration. The application shall specify the beginning date of service on the waiver and the date when the waiver will cease to be needed.
- (j) Public Notice. The request shall include verification that a notice of intent to employ the applicant in the position identified has been made public as follows:
 - (1) If the waiver request is being submitted by a public school district, it must include a copy of the agenda item presented to the governing board of the district in public meeting

with a signed statement from the superintendent, or his or her designee, that the item was acted upon favorably. The agenda item must state the name of the applicant, the assignment in which the applicant will be employed including the subject(s) and grade level(s) that he or she will be teaching and that the applicant will be employed on the basis of a credential waiver.

(2) If the waiver request is being submitted by a county office of education, state operated school, or nonpublic, nonsectarian school or agency, it must include a dated copy of the notice that was posted at least 72 hours before the position was filled and a signed statement from the superintendent or administrator or his or her designee that there were no objections to the waiver request. The notice must state the name of the applicant, the assignment in which the applicant will be employed including the subject(s) and grade level(s) that he or she will be teaching and that the applicant will be employed on the basis of a credential waiver.

(k) Signatures. The application shall include the signature of the district personnel administrator or superintendent or the county superintendent if service will be provided in a county-operated school or the administrator of the state-operated school or of the nonpublic, nonsectarian school or agency, or his or her designee certifying that the information provided is accurate and complete.

(l) Fee(s). Effective July 1, 1996, the waiver request shall include payment of the fee(s) required by Section 80487. Waiver requests for individuals who hold a valid non-emergency teaching credential based on possession of a baccalaureate degree from a regionally accredited institution and completion of a professional preparation program that includes student teaching shall include payment of the fee(s) required by all sub-sections of Section 80487, as appropriate, except 80487(a)(1).

Note: Authority cited: Section 44225(q), Education Code. Reference: Section 44225, subdivisions (g) and (m) and 44235, Education Code.

§80124. Requirements for a Request for a Subsequent Variable Term Waiver for a Specific Applicant.

(a) A request for a subsequent variable term waiver for a specific applicant in the same assignment shall meet the requirements of Section 80122 and must include verification that the applicant has fulfilled his or her commitment to pursue the completion of requirements leading toward the credential which authorizes the service.

Note: Authority cited: Section 44225(q), Education Code. Reference: Section 44225, subdivisions (g) and (m), Education Code.

§80125. Submitting Requests for Variable Term Waivers; Approvals and Denials

(a) Requests for variable term waivers must be submitted on a form developed and provided by the Commission pursuant to Section 80122 and must include written documentation supporting the waiver, including, but not limited to, dated copies of announcements of the vacancy, a job description detailing the specific employment criteria for the position, official transcripts, the original foreign transcript evaluation letter, examination score reports, and verifications of experience.

- (b) A waiver request should be submitted to the Commission prior to the applicant's beginning day of service. The Commission will honor the beginning date of service listed on the waiver request as long as the waiver request is submitted within ninety (90) days of the beginning date of service listed on the waiver request.
 - (1) Waiver requests received in the Commission office after the ninety (90) day deadline following the beginning date of service will be denied due to lateness and considered as a final notice of denial.
 - (2) The Commission shall promptly mail a notice of denial to the employing agency, the applicant, and the county office of education when applicable. Upon receipt of the notice of denial, the employing agency shall remove the applicant from the assignment at the end of the working day.
- (c) Waiver requests received within the ninety (90) day deadline following the beginning date of service are reviewed by the Commission.
 - (1) If the applicant qualifies for a credential or permit that authorizes the service, the waiver request may be returned for an application and fee, as appropriate, for the credential or permit authorizing the service.
 - (2) When the applicant meets the requirements as specified in Section 80122, and following the conclusion of a fitness review performed by the Division of Professional Practices, a numbered waiver document will be issued. The waiver document identifies the applicant's credential goal and authorizes the service appropriate to that goal.
 - (3) When the applicant does not meet the requirements as specified in Section 80122 or insufficient information is provided by the employing agency, the waiver will be denied. The Commission shall promptly mail a notice of denial to the employing agency, the applicant, and the county office of education when applicable.
 - (A) The notice of denial will explain the reasons for the denial and afford the employing agency an opportunity to submit additional information in support of the waiver request that was not available at the time the request was originally submitted. If the employing agency intends to resubmit the waiver request pursuant to (c)(4) of this section, the applicant may remain in the assignment until a final determination on eligibility is made. If the waiver request is not resubmitted pursuant to (c)(4) of this section, upon receipt of the notice of denial, the employing agency shall remove the applicant from the assignment at the end of the working day.
 - (4) Waiver requests that are denied for insufficient information or ineligibility that are resubmitted within thirty (30) days of the date on the notice of denial are reviewed by the Commission.
 - (A) When the applicant qualifies for a credential or permit that authorizes the service, the waiver request will be returned for an application and fee, as appropriate, for the credential or permit authorizing service.
 - (B) When the applicant meets the requirements as specified in 80122, and following the conclusion of a fitness review performed and approval by the Division of

Professional Practices, a numbered waiver document will be issued. The waiver document identifies the applicant's credential goal and authorizes the service appropriate to that goal.

- (C) When the applicant does not meet the requirements as specified in Section 80122 or insufficient information is provided by the employing agency, the waiver will be denied. The Commission shall promptly mail a final notice of denial to the employing agency, the applicant, and the county office of education when applicable. Upon receipt of the final notice of denial, the employing agency shall remove the applicant from the assignment at the end of the working day.
- (5) Waiver requests that are denied for insufficient information or ineligibility that are resubmitted after thirty (30) days of the denial, will be denied. The Commission shall promptly mail a final notice of denial to the employing agency, the applicant, and the county office of education when applicable. Upon receipt of the final notice of denial, the employing agency shall remove the applicant from the assignment at the end of the working day.

Note: Authority cited: Section 44225(q), Education Code. Reference: Section 44225, subdivisions (g) and (m), Education Code.

Appendix C

References

1. Credential Information Leaflet CL-879
Speech-Language Pathology Services Credentials
<http://www.ctc.ca.gov/credentials/leaflets/cl879.pdf>
2. Credential Information Leaflet AL-3
Extensions by Appeal for Credentials and Permits
<http://www.ctc.ca.gov/credentials/leaflets/al3.pdf>
3. *Waiver Requests Guidebook, Edition 2014*
<http://www.ctc.ca.gov/credentials/manuals-handbooks/WaiverHandbook.pdf>