

| State Statute/Rule/Policy | Description of Statute/Rule/Policy | Replacement Policy/Practice | How will waiver of this statute/rule/policy help student achievement? | Date of Approval | Length of approved waiver | Conditions on Waiver |
|---|--|---|---|------------------|---------------------------|----------------------|
| T.C.A. § 49-5-101(a); SBE Rule 0520-01-02-.03(5) | Staffing Requirements – Licensed Principals | Will recruit and interview all highly qualified candidates around the country. | NCP will recruit the most qualified candidates around the country to fulfill its mission. | 12/16/2020 | Charter Term | N/A |
| T.C.A. § 49-5-401 | Hours and Benefits – Teacher Assignment | NCP utilizes an extended schedule, including increased instructional and professional development hours. Teachers receive compensation commensurate with the increased work hours. | Students will receive additional instruction throughout the year due to the extended school day. | 12/16/2020 | Charter Term | N/A |
| T.C.A. § 49-6-2206-2207 | Curriculum – Use of Unapproved Textbooks | NCP will use both state-approved textbooks and other unapproved instructional materials. | To meet the needs of our NCP, it is essential that we tie our curriculum and instructional approaches to our individual school's mission and goals. | 12/16/2020 | Charter Term | N/A |
| T.C.A. § 49-3-306(a); SBE Rule 0520-01-02-.02; SBE Policy 5.600 | Compensation – Licensed Personnel Salaries | While we ensure that public monies will be used properly and all personnel will be paid adequately and timely, it is critical to our program that the payroll system reflects our individual school's purpose and philosophy. NCP understands that adequate compensation is a critical component to attracting and retaining the best possible teachers, and as such, has included a plan for determining compensation in Section 2.4: Personnel/Human Capital. | NCP will attempt to attract and retain the best possible teachers in order to ensure that high-quality instruction is provided to students in every classroom. | 12/16/2020 | Charter Term | N/A |
| T.C.A. § 8-23-206(a) | Compensation – Longevity Pay | While we ensure that public monies will be used properly and all personnel will be paid adequately, it is critical to our program that the payroll system reflects our individual school's purpose and philosophy. Upon approval by the Board of Directors, NCP will offer incentive pay that compensates them for years of consistent student performance and professional development growth, not just years of service. | NCP will ensure that teachers are striving to improve student performance and grow their knowledge as instructors in order to be maximize their instructional effectiveness. | 12/16/2020 | Charter Term | N/A |
| T.C.A. § 49-5-408-409 | Tenure – Evaluation Contracts and Employment Termination | Every teacher will be assessed based on their performance. Teachers who attain the required levels of performance, as outlined in their contracts, will be offered a contract for the following school year. | Retaining high-performing teachers allows NCP to maximize impact on student growth and achievement. | 12/16/2020 | Charter Term | N/A |
| T.C.A. § 49-5-501-513 | Tenure – Tenure | As a charter school, NCP will be results-driven. Accordingly, NCP employees will be "at-will." | A major element of student success will be NCP's ability to attract and retain a staff that is committed to our vision. | 12/16/2020 | Charter Term | N/A |
| T.C.A. § 49-3-311 | Capital Outlay | Because we finance our own buildings and do not have the power to raise taxes to fund capital outlay, it is critical that we gain freedom from non-health and safety standards for the school site and have control of the facility vested in our board, rather than the city board of education. | Having this freedom will allow us to use our school site resources most effectively and efficiently and align our building choices with our mission and goals. | 12/16/2020 | Charter Term | N/A |
| SBE Rule 0520-01-03-.07(2) and SBE Rule 0520-01-03-.07(3) | Staffing Requirements – Library Information Center Personnel | A substantial library is available to students at the nearest public library, Nashville Public Library Southeast Branch, which is currently located at 2325 Hickory Highlands Drive. | NCP students will have continuous access to a substantial classroom library and the local branch of the public library. | 12/16/2020 | Charter Term | N/A |
| T.C.A. § 49-3-359(a) | Instructional Materials/Supplies | In lieu of distributing funds to teachers to purchase their own instructional materials/supplies, NCP will acquire high-quality instructional materials/supplies for each teacher and will distribute them prior to the first day of school. | Acquiring high-quality instructional materials/supplies for all teachers and distributing them prior to the first day of school, as opposed to distributing funds to teachers for them to buy their own, will ensure that NCP maintains consistency and uniformity among the instructional materials/supplies used in each classroom. This will also ensure that the materials purchased are of high-quality and effective in supporting NCP's innovative academic model. | 12/16/2020 | Charter Term | N/A |