

Bluff City High School
Approved Waivers as of 1/17/2024

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. § 49-3-311	Capital Outlay	As Green Dot will fully manage its own facility, we would like to also have the ability to improve the facility as needed.	Having flexibility to improve facilities to best address our student needs will support higher performance.	4/9/2021	Approved for entire charter term	
T.C.A. § 49-5-408-409	Contracts and Employment Termination	We believe it is important that our staffing model reflect the needs of the schools and that teachers understand their full compensation. As such, our offer letters include annual compensation with clear information around distribution and number of pay periods. Pay is not on a monthly basis, so having the flexibility in how we present compensation will improve communication for staff. Additionally, as our staff model adjusts due to the student body, we request flexibility in providing notice to teachers on non-renewal. We prioritize clear communication around performance improvement plans.	Allowing us to present compensation annually with clarity on pay periods allows for us to identify and recruit stronger teachers. Additionally, more flexibility in the notice for teacher nonrenewal enables us to keep the strongest staff and make decisions in the best interest of students.	1/17/2024	Approved for entire charter term	
T.C.A. § 49-1-302(e)	Duty Free Lunch	We believe that it is important for teachers to have this flexibility if to choose how they use this time. While all Green Dot teachers are encouraged to take a lunch break, many choose to use lunch time to build relationships with students and take care of other issues that come up throughout the morning.	Allowing teachers flexibility to use their time in the way they feel is most efficient leads to better student outcomes.	4/9/2021	Approved for entire charter term	

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T.C.A. § 49-3-359(a)	Instructional Materials/Supplies	A portion of spending on instructional supplies is directed by teachers leads in each subject area. The advanced understanding of the curricular goals by our teacher leads allows them to direct funds more effectively.	GDPST is founded in it's mission to prepare students for college. To be successful in this work a highly structured curriculum is need to advance students and close the achievement gap with their peers. A direct allocation of \$200 per a teacher for instructional supplies inhibits our ability to ensure each teacher and classroom has the unique and specialized materials and supplies need to facilitate our program efficiently and align to curricular needs.	4/9/2021	Approved for entire charter term	
T.C.A. § 49-5-702-716 and T.C.A. § 49-5-801-816	Leave	We would like to have the flexibility to decide the best way to respond to a leave of absence depending on the specific circumstances.	This would give Green Dot the flexibility to determine the best way to manage a leave of absence without impacting students.	4/9/2021	Approved for entire charter term	
SBE Rule 0520-01-02-.07	Library Information Center	Given resource constraints, the school may not have a librarian but we will still ensure that students are able to access and use the library by leveraging existing staff. We would also like to maintain flexibility on library resources based on our students' needs.	Allowing students access to a library and ensuring there are supports to guide them, even if not in the form of a librarian, will ensure that they are still getting the most out of the resource.	4/9/2021	Approved for entire charter term	
T.C.A. § 49-3-306(a) SBE Rule 0520-01-02-.02 SBE Policy 5.600	Licensed Personnel Salaries	Green Dot has developed a salary schedule for teachers based on number of years with the organization. A school-wide bonus may also be offered based on the TVAAS level achieved by the school.	We believe that our compensation system allows us to attract and retain the most highly effective teachers in our classrooms.	4/9/2021	Approved for entire charter term	

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T.C.A. § 49-5-101(a) SBE Rule 0520-02-03-.10	Licensed Principals	Green Dot strives to hire highly qualified leaders for all of our schools. We require that all of our Principals have a credential; however, since our leaders may come from California, it may take them time to obtain a Tennessee credential. We therefore would like to waive this requirement for those leaders while they obtain their license in the early years of joining a school.	Having a highly effective leader at our schools leads supports more highly effective teaching, which ultimately drives higher student achievement. Allowing our leaders in California the opportunity to work in Tennessee ensures that we have leaders who ingrained in the Green Dot culture and have experience with the Green Dot model, making it more likely they will be able to implement it with fidelity.	4/9/2021	Approved for entire charter term	The waiver only applies to the licensure of school leaders/principals.
T.C.A. 49-5-401	Teacher Assignment	GDPST is an at-will employer and would like to maintain the flexibility to retain and let go of teachers based on our performance evaluations and student enrollment.	Having a flexible timeline allows for schools to make staffing decisions in the best interests of students.	1/17/2024	Approved for entire charter term	
T.C.A. §§ 49-5-501-515	Tenure	GDPST is an at-will employer and would like to maintain the flexibility to retain and let go of teachers based on our performance evaluations and not tenure.	Having the most highly effective teachers in classrooms regardless of tenure is best for student achievement.	4/9/2021	Approved for entire charter term	
T.C.A. § 49-6-2206-2207	Use of Unapproved Textbooks	Green Dot has developed an academic curriculum that has historically been successful. In order to continue to execute this curriculum, we need the flexibility to continue using the standards-based materials we have identified as aligned to this curriculum.	Using high quality materials that are aligned to our academic model and curriculum will enable the highest student achievement.	4/9/2021	Approved for entire charter term	
State Board High School Policy 2.103 and State Board Rule 0520-01-03-.03(10)	Work-based Learning	GDPST will a) provide dual blocked Math and English intervention coursework to ensure students graduate on time and with the prerequisite skills needed to succeed, and b) create a college focused atmosphere and structure.	GDPST is founded in it's mission to prepare students for college. A work based learning requirement inhibits our ability to a) provide dual blocked Math and English intervention coursework to ensure students graduate on time and with the prerequisite skills needed to succeed, and b) create a college focused atmosphere and structure.	4/9/2021	Approved for entire charter term	