

**KIPP Antioch College Prep Middle  
Approved Waivers for 1/26/2024**

| 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                       | KIPP Nashville Board approves all facility contracts and leases   | Preparing a charter school facility will pose a great challenge. Because charter schools must finance their own buildings and do not have the power to raise taxes to fund capital outlay, it is critical that KACPM gain freedom from non-health and safety standards for the school site and have control of the facility vested in the KIPP Nashville board, rather than the city board of education. Having this freedom will allow us to use the school site resources most efficiently and effectively and align building choices with the KACPM mission and goals. | 4/9/2021         | Approved for entire charter term |  |
| T.C.A. §§ 49-5-408-409                    | Contracts and Employment Termination | KIPP Nashville SST oversees performance evaluations through KIPP Nashville PM and leadership summit processes   | A key to KACPM's success is being able to attract and retain a staff that is committed to our mission and to provide them with the motivation necessary to get the job done. It is essential that KACPM be able to design hiring, pay, benefits, promotion, and evaluation systems that are aligned with our mission and goals. Every teacher will be assessed based on their performance. Teachers, who attain the required levels of performance, as outlined in their performance management goals, will be offered an opportunity to remain on staff.                 | 1/26/2024        | Approved for entire charter term |  |
| T.C.A. § 49-1-302(e)                      | Duty Free Lunch                      | KIPP Nashville acknowledges the significance for teachers to have freedom in how their lunch time is used. KIPP Nashville encourages teachers to break for lunch, some staff make the decision to use their lunch as an opportunity to build relationships with students and other staff members. | Teachers will have autonomy with their schedule which is on par with our retention methods and student emotional and social commitment.   | 1/26/2024        | Approved for entire charter term |  |
| State Board Policy 5.106 and 5.201 (1)(5) | Evaluation of Administrators         | KIPP Nashville SST oversees performance evaluations through KIPP Nashville PM and leadership summit processes   | A key to KACPM's success is being able to attract and retain staff that is committed to our mission and to provide them with the motivation necessary to get the job done. It is essential that KACPM be able to design hiring, pay, benefits, promotion, and evaluation systems that are aligned with our mission and goals. The guidelines and performance expectations are outlined specifically in the annual performance goals as part of the KACPM performance management system.   | 4/9/2021         | Approved for entire charter term | The waiver only applies to the administrator evaluation. |

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| T.C.A. § 49-3-359(a)  | Instructional Materials/Supplies   | KIPP Nashville standardizes all student and classroom supplies and additionally supplies all classroom materials for students including notebooks, binders, pencils etc. At each of our schools, we have a Director of Operations who oversees and centralizes all school procurement for classroom supplies, furniture and all other needs. The budget is robust and sufficiently meets the needs of our classrooms. Additionally, teachers have the ability to request supplies which again are ordered and managed centrally through the DOO which cuts down on reimbursements and the need for teachers to utilize their own money up front. | KIPP Nashville standardizes all student and classroom supplies and additionally supplies all classroom materials for students including notebooks, binders, pencils etc. At each of our schools, we have a Director of Operations who oversees and centralizes all school procurement for classroom supplies, furniture and all other needs. The budget is robust and sufficiently meets the needs of our classrooms. Additionally, teachers have the ability to request supplies which again are ordered and managed centrally through the DOO which cuts down on reimbursements and the need for teachers to utilize their own money up front. | 4/9/2021         | Approved for entire charter term |   |
| T.C.A. § 49-5-702-716<br>T.C.A. § 49-5-801-816                      | Leave                              | KIPP Nashville sets its own leave policies in compliance with all state and federal laws and approved by the KIPP Nashville Board of Directors.  | KIPP Nashville's leave policies balance both the needs of teachers and those of students by minimizing disruptions to student learning.  | 1/26/2024        | Approved for entire charter term |   |
| SBE Rule 0520-01-02-.07   | Library Information Center         | KIPP Nashville schools will provide students with access to classroom libraries  | A substantial library will be available to students at the nearest public library. This facility will be augmented by classroom libraries.   | 4/9/2021         | Approved for entire charter term |   |
| T.C.A. § 49-3-306(a)<br>SBE Rule 0520-01-02-.02                     | Licensed Personnel Salaries        | KIPP Nashville Board approves salaries during annual budgeting process   | While we ensure that public monies will be used properly and that all personnel will be paid adequately and timely, it is critical to our program that the KACPM payroll system reflects the school's purpose and philosophy.  | 4/9/2021         | Approved for entire charter term |   |
| T.C.A. § 49-3-306(a)<br>SBE Rule 0520-01-02-.02<br>SBE Policy 5.600 | Licensed Principals                | KIPP Nashville school leaders will participate in KIPP Foundation School Leadership Programs for training and skills development   | KACPM will recruit the most qualified school leaders from around the country to fulfill its mission.   | 4/9/2021         | Approved for entire charter term | This would only apply to the licensure of principals/school leaders   |
| SBE Rule 0520-01-02-.31(4)  | Maximum Class Size                 | KACPM staffs each classroom with 2 teachers and 30 students - typically, both teachers are fully certified by TN requirements by the 1st day of school. Occasionally, the 2nd teacher in the class is finishing coursework to complete their licensure through the first semester of the school year. KACPM requests this waiver to accommodate staff members finishing their licensure requirements during the school year. At all times, at least 1 teacher in the classroom will have completed their TN licensure.   | KIPP Nashville's middle school academic program relies heavily on the ability to provide small group, targeted instruction at various points throughout the day. As a result, KACPM plans to setup larger homerooms (between 30-34) with ongoing pull out interventions with specialized intervention teachers. This staffing model is in direct support of KIPP Nashville's academic strategy to significantly advance academic performance with highly targeted instruction.   | 4/9/2021         | Approved for entire charter term | 1) The maximum class size does not exceed thirty-four (34) students per licensed instructor; and<br>2) Pursuant to T.C.A. § 49-13-111, a charter school may not waive teacher licensure requirements. |
| T.C.A. § 49-5-401   | Teacher Assignment                 | KIPP Nashville SST approves annual calendar and school schedules   | KACPM will utilize an extended schedule, including increased instructional, as well as professional development hours. Teachers will receive compensation commensurate with the increased work hours.  | 4/9/2021         | Approved for entire charter term |   |

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| T.C.A. §§ 49-5-501-513     | Tenure                             | KIPP Nashville SST oversees performance evaluations through KIPP Nashville PM and leadership summit processes | As a charter school, KACPM will be results-driven. Therefore, all employees of KACPM will be "at-will."  | 4/9/2021         | Approved for entire charter term |                      |
| T.C.A. § 49-6-2206-2207    | Use of Unapproved Textbooks        | KIPP Nashville SST approves use of curricular materials   | The KACPM curriculum and instructional approaches will be linked to the school's mission and goals, KACPM will use both state-approved textbooks and other unapproved instructional materials. | 4/9/2021         | Approved for entire charter term |                      |