

Libertas Waivers
Updated 12/18/2023

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	It is critical that we have freedom from non- health and safety standards for the school site and have control of the facility, rather than the board of education.	Libertas will maximize the effectiveness of school site resources to drive student achievement and align our building choices with our mission and goals.	4/1/2022	Approved for entire charter term	
T.C.A. § 49-5-408-409	Contracts and Employment Termination	All Libertas employees are “at-will” employees. All teachers are assessed based on their performance and student achievement.	Retaining high-performing teachers allows Libertas to maximize student growth and achievement.	4/1/2022	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 flexibility in how they use lunch time. While all Libertas teachers are encouraged to break for lunch, many choose to spend lunchtime getting to know their students better or catching upon to-dos from the morning.	Allowing teachers flexibility to use their time in the way they feel is most effective leads to better student outcomes	4/1/2022	Approved for entire charter term	
T.C.A. § 49-3-359(a)	Instructional Materials/Supplies	In lieu of distributing funds to teachers to purchase their own instructional materials/supplies, Libertas acquires high-quality instructional materials/supplies for teachers and the school and distributes 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 Libertas maintains high-quality instructional materials/supplies used in each classroom aligned to Libertas' academic model.	4/1/2022	Approved for entire charter term	
T.C.A. § 49-5-702-716 T.C.A. § 49-5-801-816	Leave	Libertas sets its own leave policies in compliance with all state and federal laws and approved by the Libertas Board of Directors.	Libertas' leave policies balance both the needs of teachers and those of students by minimizing disruptions to student learning.	4/1/2022	Approved for entire charter term	
SBE Rule 0520-01-02-.07	Library Information Center	Libertas provides students access to extensive high quality materials in the classroom and library. Existing staff at Libertas support library activities in place of a librarian, and increase library resources based on student need.	Existing staff will assist students in getting the most out of classroom and school library resources and adjust support based on student needs.	4/1/2022	Approved for entire charter term	

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T.C.A. § 49-3-306(a) SBE Rule 0520-01-02-.02 SBE Policy 5.600	Licensed Personnel Salaries	While we ensure that public monies will be used properly and all personnel will be paid adequately, accurately and on time, it is critical to our program that the payroll system reflects our individual school's purpose and philosophy.	Libertas will use compensation as one tool to attract and retain the best possible teachers, leading to high-quality instruction provided to students in every classroom.	4/1/2022	Approved for entire charter term	
T.C.A. § 49-5-101(a) SBE Rule: 0520-02-03-.10	Licensed Principals	Libertas will recruit and interview all highly qualified candidates.	Libertas will recruit the most qualified candidates and be able to hire the leaders who will most effectively fulfill its mission.	4/1/2022	Approved for entire charter term	
SBE Rule 0520-01-02-.31(4)	Maximum Class Size	<p>Libertas offers a unique class size and staffing structure, which includes two full time staff in each classroom. Libertas requests this wavier to make the co-teaching model feasible in their mixed-age classes.</p> <p>Libertas proposes the following class sizes:</p> <ul style="list-style-type: none"> -Grades 1-3: average of 25; max of 27 -Kinder-3 combined: average of 23, max of 27 -PreK-Kinder mixed age: average of 21, max of 24 	Libertas believes that the use of the co-teaching model combined with the Montessori model fosters student independence and makes personalized education feasible.	11/1/2022	Approved for entire charter term	<p>1) The maximum class size does not exceed thirty (30) students per licensed instructor; and</p> <p>2) Pursuant to T.C.A. § 49-13-111, a charter school may not waive teacher licensure requirements.</p>
T.C.A. 49-5-401	Teacher Assignment	Libertas shall employ and assign employees for our approved programs by June 15 of the preceding year when possible, however those assignments may occur at a later date as needed	Libertas has a robust talent recruitment, selection and development process that is responsive to developments in the staffing market and ensures that all positions are filled with qualified persons by the necessary and appropriate time in the calendar	12/18/2023	Approved for entire charter term	

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T.C.A. § 49-5-501-513	Tenure	All Libertas employees are “at-will” employees.	A major element of student success will be Libertas’s ability to attract and retain a staff that is committed to our vision and able to deliver effective instruction every day.	4/1/2022	Approved for entire charter term	
T.C.A. § 49-6-2206-2207	Use of Unapproved Textbooks	Libertas will use instructional materials aligned to its academic model.	In order to meet the wide needs of all students within the Montessori model, including students with unique learning needs, Libertas will select the curriculum and textbooks.	4/1/2022	Approved for entire charter term	