

CPD Waivers

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. § 49-1-302(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			
T.C.A. § 49-5-101(a)	Staffing Requirements - Licensed Principals	CPD will recruit and interview all highly qualified candidates from around the country.	CPD will recruit the most qualified candidates from around the country and be able to hire the leaders who will most effectively fulfill its mission.			
T.C.A. § 49-5-401	Hours and Benefits - Teacher Assignment	CPD utilizes an extended school day 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 through the extended school day. Students will also receive higher quality instruction from teachers that includes regular afterschool professional development..			
T.C.A. § 49-6-2206-2207	Curriculum - Use of Unapproved Textbooks	CPD will use both state-approved textbooks and other unapproved instructional materials.	In order to meet the wide needs of all students, CPD will select the curriculum and textbooks that can meet grade level students as well as those below grade level, as well as students with unique learning needs.			
T.C.A. § 49-3-306(a); 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, accurately and on time, it is critical to our program that the payroll system reflects our individual school's purpose and philosophy. CPD understands that adequate compensation is a critical component to attracting and retaining the best possible teachers. Compensation includes salary, bonus and stipends as necessary.	CPD 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.			
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. CPD will offer incentive pay that compensates them for years of consistent student performance and professional development growth, in addition to years of service.	CPD will utilize compensation to ensure that teachers are striving to improve student performance, grow their content knowledge as instructors and increase tenure length in order to maximize their instructional effectiveness.			
T.C.A. § 49-5-408-409	Tenure - Evaluation Contracts and Employment Termination	Every teacher will be assessed based on their performance and student achievement. 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 CPD to maximize student growth and achievement.			

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T.C.A. § 49-5-501-513	Tenure	As a charter school, CPD will be results-driven. Accordingly, CPD employees will be "at-will."	A major element of student success will be CPD's ability to attract and retain a staff that is committed to our vision and able to deliver effective instruction every day.			
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.	CPD will maximize the effectiveness of school site resources to drive student achievement and align our building choices with our mission and goals.			
SBE Rule 05-01-03-.07(2) and (3)	Staffing Requirements - Library Information Center Personnel	CPD will offer classroom libraries and floating resources to educate students and create a love of reading.	CPD students will have continuous access to a substantial classroom library and the local branch of the public library.			
T.C.A. § 49-3-359(a)	Instructional Materials/Supplies	In lieu of distributing funds to teachers to purchase their own instructional materials/supplies, CPD 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 CPD 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 CPD's academic model.			