

Libertas 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. § 49-3-306(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, 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. | | | |
| 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. | | | |
| 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. | | | |
| 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. | | | |
| T.C.A. § 49-5-101(a) | Staffing Requirements - 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. | | | |
| 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. | | | |
| T.C.A. § 49-5-702-713; T.C.A. § 49-5-806-810 | 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. | | | |
| T.C.A. § 49-6-2206-2207 | Curriculum - 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. | | | |

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| SBE Rule 05-01-03-.07 | Library Information Center Personnel | Libertas provides students access to extensive high quality materials in the classroom and library. Existing staff at Libertas support libraryactivities 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. | | | |