

RCP Wavivers

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. § 49-5-101(a); SBE Rule 0520-01-02-.03(5)	Staffing Requirements – Licensed Principals	Will recruit and interview all highly qualified candidates around the country.	RCP will recruit the most qualified candidates around the country to fulfill its mission.		Charter Term	
T.C.A. § 49-5-401	Hours and Benefits – Teacher Assignment	RCP utilizes an extended 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 due to the extended school day.		Charter Term	
T.C.A. § 49-6-2206-2207	Curriculum – Use of Unapproved Textbooks	RCP will use both state-approved textbooks and other unapproved instructional materials.	To meet the needs of our RCP, it is essential that we tie our curriculum and instructional approaches to our individual school's mission and goals.		Charter Term	
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 and timely, it is critical to our program that the payroll system reflects our individual school's purpose and philosophy. RCP understands that adequate compensation is a critical component to attracting and retaining the best possible teachers, and as such, has included a plan for determining compensation in Section 2.4: Personnel/Human Capital.	RCP will attempt to attract and retain the best possible teachers in order to ensure that high-quality instruction is provided to students in every classroom.		Charter Term	
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. Upon approval by the Board of Directors, RCP will offer incentive pay that compensates them for years of consistent student performance and professional development growth, not just years of service.	RCP will ensure that teachers are striving to improve student performance and grow their knowledge as instructors in order to be maximize their instructional effectiveness.		Charter Term	
T.C.A. § 49-5-408-409	Tenure – Evaluation Contracts and Employment Termination	Every teacher will be assessed based on their performance. 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 RCP to maximize impact on student growth and achievement.		Charter Term	
T.C.A. § 49-5-501-513	Tenure – Tenure	As a charter school, RCP will be results-driven. Accordingly, RCP employees will be "at-will."	A major element of student success will be RCP's ability to attract and retain a staff that is committed to our vision.		Charter Term	
T.C.A. § 49-3-311	Capital Outlay	Because we finance our own buildings and do not have the power to raise taxes to fund capital outlay, it is critical that we gain freedom from non-health and safety standards for the school site and have control of the facility vested in our board, rather than the city board of education.	Having this freedom will allow us to use our school site resources most effectively and efficiently and align our building choices with our mission and goals.		Charter Term	
SBE Rule 0520-01-03-.07(2) and SBE Rule 0520-01-03-.07(3)	Staffing Requirements – Library Information Center Personnel	A substantial library is available to students at the nearest public library, Nashville Public Library Southeast Branch, which is currently located at 2325 Hickory Highlands Drive.	RCP students will have continuous access to a substantial classroom library and the local branch of the public library.		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, RCP 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 RCP 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 RCP's innovative academic model.		Charter Term	