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. Promise teachers and staff often use this time to build/strengthen relationships with their students.	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	Licensed Personnel Salaries	While we ensure that public monies will be used properly and all personnel will be paid adequately, accurately and ontime, it is critical to our programthat the payroll system reflects our individual school's purpose and philosophy.	Promise will use compensation as one tool to attract and retain the best possible teachers, leading to high-quality instruction provided tostudents 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.	Promise will maximize the effectiveness of school site resources to drive student achievement and align our building choices with our missionand goals.			
T.C.A. § 49-3-359(a)	Instructional Materials/Supplies	In lieu of distributing funds toteachers to purchase their own instructional materials/supplies, Promise acquires high-qualityinstructional 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 Promise maintains high-quality instructionalmaterials/supplies used in each classroom aligned to Promise's academic model.			
T.C.A. § 49-5-408-409	Contracts and Employment Termination	All Promise employees at"at-will" employees. All teachers are assessed based on their performance and student achievement.	Retaining high-performing teachers allows Promise to maximize student growth and achievement.			
T.C.A. § 49-5-101(a); SBE Rule 0520-01-02-.03(5)	Staffing Requirements - Licensed Principals	Promise will recruit and interview all highly qualified candidates.	Promise 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 Promise employees are "at-will" employees.	A major element of student success will be Promise's ability to attract and retain a staff that is committed to our mission and vision to deliver effective instruction every day.			
T.C.A. § 49-5-702-713 and T.C.A. § 49-5-806-810	Leave	Promise sets its own leave policies in compliance with all state and federal laws and approved by the Promise Boardof Directors.	Promise's leave policies balance both the needs of teachers and those of students by minimizing disruptions to student learning.			

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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. § 49-6-2206-2207	Curriculum - Use of Unapproved Textbooks	Promise will use instructional materials aligned to its academic model.	To meet the wide needs of allstudents within our instructional model, including students with unique learning needs, Promise will select the curriculum and textbooks.			
SBE Rule 0520-01-03-.07	Library Information Center Personnel	Promise provides students access to extensive high quality materials in theclassroom and library. Existing staff at Promise supports 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.			