

Bluff City High School
Approved Waivers as of 3/22/2024

| 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 | We will fully manage its own facility, we would like to also have the ability to improve the facility as needed. | Having flexibility to improve facilities to best address our student needs will support higher performance. | 3/22/2024 | Approved for entire charter term | |
| T.C.A. § 49-5-408-409 | Contracts and Employment Termination | We believe it is important that our staffing model reflect the needs of the schools and that teachers understand their full compensation. As such, our offer letters include annual compensation with clear information around distribution and number of pay periods. Pay is not on a monthly basis, so having the flexibility in how we present compensation will improve communication for staff. Additionally, as our staff model adjusts due to the student body, we request flexibility in providing notice to teachers on non-renewal. We prioritize clear communication around performance improvement plans. | Allowing us to present compensation annually with clarity on pay periods allows for us to identify and recruit stronger teachers. Additionally, more flexibility in the notice for teacher nonrenewal enables us to keep the strongest staff and make decisions in the best interest of students. | 3/22/2024 | 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 this flexibility if to choose how they use this time. While all Green Dot teachers are encouraged to take a lunch break, many choose to use lunch time to build relationships with students and take care of other issues that come up throughout the morning. | Allowing teachers flexibility to use their time in the way they feel is most efficient leads to better student outcomes. | 3/22/2024 | Approved for entire charter term | |
| T.C.A. § 49-3-359(a) | Instructional Materials/Supplies | A portion of spending on instructional supplies is directed by teachers leads in each subject area. The advanced understanding of the curricular goals by our teacher leads allows them to direct funds more effectively. | We are founded in it's mission to prepare students for college. To be successful in this work a highly structured curriculum is need to advance students and close the achievement gap with their peers. A direct allocation per a teacher for instructional supplies inhibits our ability to ensure each teacher and classroom has the unique and specialized materials and supplies need to facilitate our program efficiently and align to curricular needs. | 3/22/2024 | Approved for entire charter term | |

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| T.C.A. § 49-5-702-716 and T.C.A. § 49-5-801-816 | Leave | We would like to have the flexibility to decide the best way to respond to a leave of absence depending on the specific circumstances. | This would give us the flexibility to determine the best way to manage a leave of absence without impacting students. | 3/22/2024 | Approved for entire charter term | |
| SBE Rule 0520-01-02-.07 | Library Information Center | Given resource constraints, the school may not have a librarian but we will still ensure that students are able to access and use the library by leveraging existing staff. We would also like to maintain flexibility on library resources based on our students' needs. | Allowing students access to a library and ensuring there are supports to guide them, even if not in the form of a librarian, will ensure that they are still getting the most out of the resource. | 3/22/2024 | Approved for entire charter term | |
| T.C.A. § 49-3-306(a) SBE Rule 0520-01-02-.02 SBE Policy 5.600 | Licensed Personnel Salaries | We have developed a salary schedule for teachers based on number of years with the organization. A school-wide bonus may also be offered based on the TVAAS level achieved by the school. | We believe that our compensation system allows us to attract and retain the most highly effective teachers in our classrooms. | 3/22/2024 | Approved for entire charter term | |
| T.C.A. § 49-5-101(a) SBE Rule 0520-02-03-.10 | Licensed Principals | We strive to hire highly qualified leaders for all our schools. The best candidates may come from around the country. We therefore would like to waive this requirement for those leaders while they obtain their principal license in the early years of joining a school. | Having a highly effective leader at schools leads to more highly effective teaching, which ultimately drives higher student achievement. Therefore, hiring from the most qualified candidates from around the country for principal will lead to higher outcomes. | 3/22/2024 | Approved for entire charter term | The waiver only applies to the licensure of school leaders/principals. |
| T.C.A. 49-5-401 | Teacher Assignment | We are an at-will employer and would like to maintain the flexibility to retain and let go of teachers based on our performance evaluations and student enrollment. | Having a flexible timeline allows for schools to make staffing decisions in the best interests of students. | 3/22/2024 | Approved for entire charter term | |
| T.C.A. §§ 49-5-501-515 | Tenure | We are an at-will employer and would like to maintain the flexibility to retain and let go of teachers based on our performance evaluations and not tenure. | Having the most highly effective teachers in classrooms regardless of tenure is best for student achievement. | 3/22/2024 | Approved for entire charter term | |

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| T.C.A. § 49-6-2206-2207 | Use of Unapproved Textbooks | In order to continue to execute our curriculum, we need the flexibility to continue using the standards-based materials we have identified as aligned to this curriculum. | Using high quality materials that are aligned to our academic model and curriculum will enable the highest student achievement. | 3/22/2024 | Approved for entire charter term | |
| State Board High School Policy 2.103 and State Board Rule 0520-01-03-.03(10) | Work-based Learning | We will a) provide dual blocked Math and English intervention coursework to ensure students graduate on time and with the prerequisite skills needed to succeed, and b) create a college focused atmosphere and structure. | We is founded in it's mission to prepare students for college. A work based learning requirement inhibits our ability to a) provide dual blocked Math and English intervention coursework to ensure students graduate on time and with the prerequisite skills needed to succeed, and b) create a college focused atmosphere and structure. | 3/22/2024 | Approved for entire charter term | |