

American Classical Academy Jackson Madison (ACAJM)
Approved Waivers as of 1/26/2024

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	ACAJM contracts and leases its facilities.	With this waiver, ACAJM will have the flexibility needed to select a school site and use the facility funding as required to cost-effectively deliver an exceptional environment for student learning and outcomes. Securing a facility that fits our budget and enables ACAJM to devote resources to increased student achievement is critical.	1/26/2024	Approved for entire charter term	
T.C.A. § 49-3-306(a) SBE Rule 0520-01-02-.02 SBE Policy 5.600	Compensation - Licensed Personnel Salaries	American Classical Education (ACAJM) approves salaries during the annual budgeting process. ACAJM's payroll system will reflect appropriate use of public funds	Compensation will reflect the ACAJM model approved pay scale which will help to retain high-quality teachers. With this waiver, ACAJM expects that we will continue to be able to use the ACAJM pay scale model outlined in the application and which we are confident will enable ACAJM to recruit and retain high quality teachers, especially in concert with the ability to provide additional performance compensation as necessary. Our ability to adjust our compensation programs as required to meet our budget constraints as well as unique staffing needs is critical to our ability to increase student achievement within our school environment.	1/26/2024	Approved for entire charter term	

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T.C.A. § 49-5-408-409	Contracts and Employment Termination	ACAJM oversees performance evaluations and performance management.	It is important that ACAJM can design its hiring process, pay, benefits, and promotion, and that such are aligned with the model's mission and philosophy. Employees who attain the required levels of performance, as outlined in their performance management goals, will be offered a renewal contract. With this waiver, ACAJM will be able to manage ACAJM's staff using the detailed performance evaluations and performance management processes outlined in the application and ensuring we can operate the school in the Classical Education model and increase achievement for our students	1/26/2024	Approved for entire charter term	
T.C.A. § 49-1-302(e)	Duty Free Lunch	ACAJM's employee handbook allows teachers discretion for how to use non-instructional time.	ACAJM will allow teachers discretion to use their time in the manner the teachers believe is best will yield better student outcomes.	1/26/2024	Approved for entire charter term	
T.C.A. § 49-3-359(a)	Instructional Materials/Supplies	ACAJM approves use of instructional materials as detailed in its application.	ACAJM will use instructional materials as detailed in its application, aligned to the outcomes it seeks for its students and linked to the school's mission and philosophy. Such alignment is critical to all efforts, in any school, to increase student achievement.	1/26/2024	Approved for entire charter term	

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T.C.A. § 49-5-702-716 T.C.A. § 49-5-801-816	Leave	ACAJM will adopt its own personnel policies including leave in compliance with all state and federal laws and approved by the Board.	ACAJM leave policies will be compliant with laws, meet the needs of teachers and minimize disruptions to student learning. With this waiver, ACAJM will have the flexibility to adopt our own personnel policies to ensure we are delivering our classical education model and increasing student achievement. ACAJM, however, will be fully compliant with all state and federal laws concerning employment leave.	1/26/2024	Approved for entire charter term	
SBE Rule 0520-01-02-.07	Library Information Center	ACAJM will provide students with access to libraries and maintain library personnel.	ACAJM does not anticipate hiring a full time librarian, however, we do plan to have a substantial library that will be managed and maintained by the school staff and believe this is the best way to manage both our budget and increase student achievement. If the school budget grows to support the addition of a full time librarian, ACAJM would be excited to hire one.	1/26/2024	Approved for entire charter term	

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T.C.A. § 49-5-101(a) SBE Rule 0520-02-03-.10	Licensed Principals	ACAJM will ensure that school leaders are qualified for their roles through its hiring, leadership training, and onboarding process.	ACAJM will recruit the most qualified principal experienced in Classical Education, regardless of administrative licensure status, to fulfill its mission. Should ACAJM determine that there are licensed principals available that meet ACAJM standards for school leadership, ACAJM expects that its principal would be licensed in TN. The reason for this waiver is primarily that ACAJM expects that we will have to recruit nationally for a principal candidate we are confident will yield strong student achievement and although this individual will likely be licensed in another state, they may not have current TN principal licensure.	1/26/2024	Approved for entire charter term	
T.C.A. § 49-6-303; SBE Policy 5.103 SBE Rule 0520-02-03-.05(6)	School Counselor	ACAJM will have access to student services in all needed areas through contracted or hired services.	With this waiver, ACAJM will have the flexibility to hire a qualified individual(s) to fulfill the responsibilities of a school counselor (academic development, social and emotional development, and college and career readiness) through multiple roles/duties within the school. Without this flexibility, ACAJM's ability to increase student achievement using the Classical Education Model will be made difficult.	1/26/2024	Approved for entire charter term	
T.C.A. § 49-5-401	Teacher Assignment	The school leader will assign teachers at ACAJM according to the timeline that best serves the needs of the school and staff. Since ACAJM does not offer teachers tenure, the statutory timeline is not necessary.	ACAJM will assign staff according to its own employment policies, aligned to the school's mission and education, in order to ensure the best learning experience for students.	1/26/2024	Approved for entire charter term	□

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T.C.A. § 49-5-501-513	Tenure	ACAJM oversees performance evaluations and performance management of all its employees	ACAJM employees are evaluated annually and will be at-will employees. With this waiver, ACAJM will be able to execute the detailed plans for annual evaluation and performance compensation outlined in our application, while ensuring flexibility and high standards in the teaching staff for continual achievement of student outcomes	1/26/2024	Approved for entire charter term	
T.C.A. § 49-6-2206-2207	Use of Unapproved Textbooks	ACAJM approves use of curricular materials as detailed in this application.	ACAJM will use curricular materials as detailed in this application, aligned to the outcomes it seeks for its students. ACAJM's curriculum and instructional approaches are linked to the school's mission and philosophy and critical to all efforts to increase student achievement. As such, ACAJM will use both approved and non-approved textbooks, but if textbooks used by ACAJM are approved in TN and will allow ACAJM to deliver its model, ACAJM will no longer need this waiver. All curriculum materials will be aligned to TN State Standards	1/26/2024	Approved for entire charter term	