

**Cornerstone Prep Lester
Waivers Approved 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	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. CEG has invested several hundred thousand dollars into the Lester building to make it cleaner, safer and more effective for learning. Capital outlays have been made to paint walls, install brighter lights, renovate floors and bathrooms, install filtered water stations, improve ventilation, improve water drainage and install safety features.	CEG will maximize the effectiveness of school site resources to drive student achievement and align our building choices with our mission and goals.	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	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. CEG understands that adequate compensation is a critical component to attracting and retaining the best possible teachers. Compensation includes salary, bonus and stipends as necessary. CEG schools are serving students of high needs who have historically attended low performing schools. This makes the work difficult to staff and therefore CEG needs to use compensation to incentivize and reward high performing staff.	CEG will use compensation as one tool to attract and retain the best possible teachers, leading to highquality instruction provided to students in every classroom.	1/26/2024	Approved for entire charter term	
T.C.A. § 49-5-408-409	Contracts and Employment Termination	Every teacher will be assessed based on their performance and student achievement. 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 CEG to maximize student growth and achievement.	1/26/2024	Approved for entire charter term	

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T.C.A. § 49-1-302(e)	Duty Free Lunch	Teachers have planning periods throughout the day that allow teachers to plan, prepare, eat lunch or drink and receive time without students in the classroom. Teachers may use lunch time to do what they think is best for them and their students, including plan or work. Teachers may use student lunch periods to build relationships with students and provide consistent culture with students in either the classroom or cafeteria.	Giving teachers flexibility on how to best use a lunch period puts allows them to make a decision based on their needs and the needs of the students. Building relationships with students and providing students with a consistent, safe, joyful culture throughout the day is critical to the success of students and achievement of school-wide goals as is the efficient use of all teacher time based on their needs.	1/26/2024	Approved for entire 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, CEG 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 CEG 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 CEG's academic model.	1/26/2024	Approved for entire charter term	
T.C.A. § 49-5-702-716 T.C.A. § 49-5-801-816	Leave	CEG desires the flexibility to decide the best way to respond to a leave of absence depending on the specific circumstances	CEG could determine the best way to manage a leave of absence without negatively impacting students or the school mission and goals.	1/26/2024	Approved for entire charter term	
SBE Rule 0520-01-02-.07	Library Information Center	CEG will offer classroom libraries and floating resources to educate students and create a love of reading	CEG students will have continuous access to a substantial classroom library and the local branch of the public library.	1/26/2024	Approved for entire charter term	
T.C.A. § 49-5-101(a) SBE Rule 0520-02-03-.10	Licensed Principals	CEG will recruit and interview all highly qualified candidates from around the country.	CEG will recruit the most qualified candidates from around the country and be able to hire the leaders who will most effectively fulfill its mission.	1/26/2024	Approved for entire charter term	

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SBE Rule 0520-01-02-.07	Teacher Assignment	To accomplish the mission of equipping “all students,” CEG utilizes an extended school day schedule, including increased instructional and professional development hours. The extended school day provides more time for students to receive individualized instruction at their level and close academic gaps. Teachers receive compensation commensurate with the increased work hours necessary to meet the wide range of student needs. The flexible hours, teacher assignments and benefits allow the hiring and compensation necessary to get highly qualified teachers.	Students will receive additional instruction throughout the year through the extended school day. This allows for more whole group instruction as well as individualized instruction. Students will also receive higher quality instruction from teachers that includes regular afterschool professional development and are willing to join the organization based on hours and benefits and teacher assignments.	1/26/2024	Approved for entire charter term	
T.C.A. § 49-5-501-513	Tenure	As a charter school, CEG will be resultsdriven. Accordingly, CEG employees will be “at-will.”	A major element of student success will be CEG’s ability to attract and retain a staff that is committed to our vision and able to deliver effective instruction every day.	1/26/2024	Approved for entire charter term	
T.C.A. § 49-6-2206-2207	Use of Unapproved Textbooks	CEG will use both state-approved textbooks and other unapproved instructional materials. Frequently textbooks are written to serve students at grade level and therefore supplemental materials are needed to meet students who may be 2 or 3 grade levels behind. The CEG mission drives the organization to meet the needs of all students and therefore the organization must have the ability to find the most effective curriculum to accomplish the mission.	To meet the wide needs of all students, CEG will select the curriculum and textbooks that can meet grade level students as well as those below grade level, as well as students with unique learning needs. These textbooks and/or resources are frequently used during intervention blocks or re-teach sessions.	1/26/2024	Approved for entire charter term	