

**Empower Memphis Career and College Prep
Waivers Approved as of 1/26/24**

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	Empower Memphis Career and College Prep has autonomy over the school premises, free from non-health and safety regulations, and retain control of the facility independently of the board of education.	This waiver will allow us to effectively use the school site resources to align building selections to the mission and goals of Empower Memphis Career and College Prep.	1/26/2024	Approved for entire charter term	
T.C.A. § 49-5-408-409	Contracts and Employment Termination	All Empower Memphis Career and College Prep employees are "at-will" employees. All teachers are assessed based on their performance and student achievement	We aim to retain the most effective staff through our process of development which includes observation and feedback, coaching and evaluations.	1/26/2024	Approved for entire charter term	
T.C.A. § 49-1-302(e)	Duty Free Lunch	We advocate for teachers to have the freedom to decide how they utilize their lunchtime. Although all Empower Memphis teachers are advised to take a lunch break, many opt to use this time to build stronger connections with their students or catch up on tasks from the morning.	We believe that when teachers are able to use this time for tasks of their choice, it increases teacher morale which can lead to improved student outcomes.	1/26/2024	Approved for entire charter term	
T.C.A. § 49-3-359(a)	Instructional Materials/Supplies	Empower Memphis Career and College Prep will acquire high quality instructional materials and supplies that reflect TDOE guidelines and are aligned to our mission and mission. These materials will be distributed to staff upon hiring to be used to engage students in high quality instruction.	Securing top-notch instructional materials and supplies for every teacher and providing them before the commencement of the school year, rather than allocating funds for teachers to purchase their own, guarantees that educators will utilize materials aligned with state and local standards.	1/26/2024	Approved for entire charter term	
T.C.A. § 49-5-702-716 T.C.A. § 49-5-801-816	Leave	Empower Memphis Career and College Prep will develop its own leave policies that are approved by EMCCP's Board of Directors.	Our leave policies are designed to balance the requirements of teachers and those of students, aiming to minimize disruptions to student learning.	1/26/2024	Approved for entire charter term	

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SBE Rule 0520-01-02-.07	Library Information Center	We will not have a library information specialist in Y1-Y5, but will have leveled classroom libraries in our classrooms, with general education teachers directly managing the libraries and monitoring student usage of library materials. To be in compliance with state policies and provide transparency about the books within Empower Memphis, we will maintain an up to date Excel sheet list, organized by classroom and grade level of the books that are purchased. Prior to purchasing or receiving donations of book materials, the Director of Operations and Culture and Head of Schools, will review the material to ensure that materials are age appropriate. Once approved by the Director of Operations or Head of Schools, the list will be posted on the school's website. In addition, we will develop procedures for the following: 1. The development of a library collection at school that is appropriate for the age and maturity levels of the students who may access the materials, and that is suitable for, and consistent with, the mission of the school. 2. A procedure for the governing body to receive and evaluate feedback from a student, a student's parent or guardian, or a school employee regarding one (1) or more of the materials in the library collection of Empower Memphis and a procedure to determine the appropriateness of materials. 3. A procedure to periodically review the classroom library collection to ensure that the collection contains materials appropriate for the age and maturity levels of the students who may access the materials, and that is suitable for, and consistent with the mission.	Classroom libraries will allow us to save resources and differentiate reading across all levels of readers. If students are ready to access books beyond their grade level, they may access books at other grade levels	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	Licensed Personnel Salaries	Empower Memphis Career and College Prep will pay all employees that reflect our payroll system.	We believe that compensation will aid to recruit and retain the best staff; thus ensuring that all Empower Memphis students have access to high quality instruction from highly qualified staff.	1/26/2024	Approved for entire charter term	
T.C.A. § 49-5-101(a) SBE Rule 0520-02-03-.10	Licensed Principals	Empower Memphis Career and College Prep will recruit and hire highly qualified staff.	We aim to hire the most effective leaders that will fulfill our mission.	1/26/2024	Approved for entire charter term	
T.C.A. § 49-5-401	Teacher Assignment	Empower Memphis Career and College Prep board approves the annual calendar and school schedules. We will utilize an extended schedule, including increased instructional time as well as professional development hours.	We plan to ensure that teacher expectations and duty hours are reflected in our salary scales.	1/26/2024	Approved for entire charter term	
T.C.A. § 49-5-501-513	Tenure	All Empower Memphis Career and College Prep employees are "at-will" employees.	We plan to attract and retain a staff that is committed to our vision and able to deliver effective instruction every day. This will help to improve student achievement.	1/26/2024	Approved for entire charter term	
T.C.A. § 49-6-2206-2207	Use of Unapproved Textbooks	Empower Memphis Career and College Prep will use both state-approved textbooks and other unapproved instructional materials to support our career and technical education focus.	Empower Memphis Career and College Prep will use a myriad of resources to provide students with quality education.	1/26/2024	Approved for entire charter term	