

**Knowledge Academy at the Crossings
Approved Waivers - April 17, 2026**

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. §§ 49-5-501-513	Tenure	As a charter school, KA at the Crossings will be results-driven. Accordingly, KA at the Crossings employees will be "at-will."	A major element of student success will be KA at the Crossings's ability to attract and retain a staff that is committed to our vision.		Charter term	
T.C.A. § 49-5-401	Teacher Assignment	KA at the Crossings utilizes an extended schedule, including increased instructional and professional development hours. Teachers receive compensation commensurate with the increased work hours.	Students will receive additional instruction throughout the year due to the extended school day.		Charter term	
T.C.A §§ 49-6-2206 and 49-6-2207	Use of Unapproved Textbooks	KA at the Crossings will use both state-approved textbooks and other unapproved instructional materials.	To meet the needs of our KA at the Crossings, it is essential that we tie our curriculum and instructional approaches to our individual school's mission and goals.		Charter term	
T.C.A. § 49-3-311	Capital Outlay	Because we finance our own buildings and do not have the power to raise taxes to fund capital outlay, it is critical that we gain freedom from non-health and safety standards for the school site and have control of the facility vested in our board, rather than the city board	Having this freedom will allow us to use our school site resources most effectively and efficiently and align our building choices with our mission and goals.		Charter term	
T.C.A. §§ 49-5-408-409	Contracts and Termination of Contracts	Every teacher will be assessed based on their performance. 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 KA at the Crossings to maximize impact on student growth and achievement.		Charter term	

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T.C.A. § 49-1-302(e)	Duty Free Lunch	Teachers shall have a lunch period of at least the length of the student lunch period, though it may not be a truly "duty free" lunch as they may be asked to provide oversight to student lunch in the classroom community.	Part of our model is to create communities where teachers are part of the student experience throughout the day, including lunch period. This also creates an opportunity for students to become familiar with other adults in the building. While we support duty free lunch when possible, this isn't always possible when ensuring coverage and appropriate supervision of students.		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, KA at the Crossings 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 KA at the Crossings 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 KA at the Crossings's innovative academic model.		Charter term	

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T.C.A. § 49-5-702-716 T.C.A. § 49-5-801-816	Leave	<p>While KA at the Crossings understands that certain situations may call for employee leave, it is critical to our program that the leave policy reflects our individual school's purpose and philosophy. As outlined in KA at the Crossings's Personnel Handbook Section 4.7: Leave of Absence, a leave of absence for any number of days can be requested and approved on a case-by-case basis after 12 months of employment with the charter school.</p> <p>With discretion, the following periods of leave allowance shall apply: FMLA up to 12 weeks unpaid leave; military leave following state and federal statute; bereavement leave up to 3 days; other leave on a case-by-case basis up to 12 weeks.</p>	A major factor in student success is consistency in the classroom, which can only be achieved when teachers are dedicated to being in the classroom daily.		Charter term	
SBE Rule 0520-01-02-.07	Library Information Center Personnel	A substantial library is available to students at the nearest public library, Nashville Public Library Southeast Branch, which is currently located at 2325 Hickory Highlands Drive.	KA at the Crossings students will have continuous access to a substantial classroom library and the local branch of the public library.		Charter term	

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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 and timely, it is critical to our program that the payroll system reflects our individual school's purpose and philosophy. KA at the Crossings understands that adequate compensation is a critical component to attracting and retaining the best possible teachers, and as such, has included a plan for determining compensation in Section 2.4: Personnel/Human Capita	KA at the Crossings will attempt to attract and retain the best possible teachers in order to ensure that high-quality instruction is provided to students in every classroom.		Charter term	
T.C.A. § 49-5-101(a); SBE Rule: 0520-02-03-.10	Licensed School Leaders	Will recruit and interview all highly qualified candidates around the country.	KA at the Crossings will recruit the most qualified candidates around the country to fulfill its mission.		Charter term	

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T.C.A. § 49-6-303(a)(1) SBE Policy 5.103	School Counseling	Will recruit and interview all highly qualified candidates around the country.	KA at the Crossings will recruit the most qualified school counseling candidates around the country to fulfill its mission.		Charter term	Knowledge Academy at the Crossing shall fill the counseling role with any of the following credentialed applicants: a.) a licensed school counselor; b.) a licensed school social worker; and/or c.) a licensed professional counselor with demonstrated school experience