

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	Notes
T.C.A. §§ 49-5-501-513	Tenure		A major element of student success will be Libertas's ability to attract and retain a staff that is committed to our vision and able to deliver effective instruction every day.		Charter Term		
T.C.A. § 49-5-401	Teacher Assignment		Libertas has a robust talent recruitment, selection and development process that is responsive to developments in the staffing market and ensures that all positions are filled with qualified persons by the necessary and appropriate time in the calendar.		Charter Term		
T.C.A §§ 49-6-2206 and 49-6-2207	Use of Unapproved Textbooks		In order to meet the wide needs of all students within the Montessori model, including students with unique learning needs, Libertas will select the curriculum and textbooks.		Charter Term		
T.C.A. § 49-3-311	Capital Outlay		Libertas will maximize the effectiveness of school site resources to drive student achievement and align our building choices with our mission and goals		Charter Term		
T.C.A. §§ 49-5-408-409	Contracts and Termination of Contracts		Retaining high-performing teachers allows Libertas to maximize student growth and achievement.		Charter Term		
T.C.A. § 49-1-302(e)	Duty Free Lunch		Allowing teachers flexibility to use their time in the way they feel is most effective leads to better student outcomes		Charter Term		
T.C.A. § 49-3-359(a)	Instructional Materials/Supplies		Acquiring high-quality instructional materials/supplies for all teachers and students is essential to the success of school		Charter Term		
T.C.A. § 49-5-702-716 T.C.A. § 49-5-801-816	Leave		Libertas' leave policies balance both the needs of teachers and those of students by minimizing disruptions to student learning.		Charter Term		
SBE Rule 0520-01-02-.07	Library Information Center Personnel		Existing staff will assist students in getting the most out of classroom and school library resources and adjust support based on student needs.		Charter Term		
T.C.A. § 49-3-306(a); SBE Rule 0520-01-02-.02; SBE Policy 5.600	Licensed Personnel Salaries		Libertas will use compensation as one tool to attract and retain the best possible teachers, leading to high-quality instruction provided to students in every classroom.		Charter Term		

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T.C.A. § 49-5-101(a); SBE Rule: 0520-02-03-.10	Licensed School Leaders		Libertas will recruit the most qualified candidates and be able to hire the leaders who will most effectively fulfill its mission.		Charter Term		
T.C.A. § 49-6-303(a)(1) SBE Policy 5.103	School Counseling		Libertas will provide students with the appropriate academic, social/emotional, post- secondary readiness support through a combination of team members at the school and network level.		Charter Term		
SBE Rule 0520-01-02-.31(4)	Maximum Class Size		Libertas' staffing model ensures students receive substantial personalized learning and tutoring from certified teachers during structured independent work time in addition to time in class.		Charter Term	1) The maximum class size does not exceed thirty (30) students per licensed instructor; and 2) Pursuant to T.C.A. § 49-13-111, a charter school may not waive teacher licensure requirements.	