

## WAIVERS

### Arkansas Executive Prep Academy

Waiver #1 Topic	Board of Directors
Arkansas Code Annotated	Ark. Code Ann. §§ 6-13-608 6-13-611 6-13-612(c) 6-13-613 6-13-615 6-13-616(a) 6-13-617 6-13-618 6-13-619(a), (c), (d)(1)(A), (d)(4) 6-13-620(5) 6-13-622(b) 6-13-630 6-13-634 6-13-1303 6-14-101, et seq.
Standard for Accreditation	
ADE Rules	
Rationale for Waiver	<p>The applicant respectfully requests a waiver from the sections of Arkansas Code Annotated and ADE Rules outlined above as they pertain to the structure and governance of the proposed board of directors and the adoption of school policies. Unlike traditional public school boards, the AEPA board is governed by a self-perpetuating Board of Directors. Each Director serves without compensation from the organization. AEPA's board is composed of Directors with varied professional background and expertise; including, but not limited to human resources, finance, operations, health care, community advocacy, and the legal field.</p> <p>The AEPA Board of Directors will serve as the sole governing authority responsible for the adoption of school policies. This structure is part of a replication of a highly successful educational model with a strong record of academic achievement. Central to this success is a board composed of accomplished individuals with diverse professional backgrounds and experiences, all united by a shared commitment to the school's mission and vision.</p> <p>Each Director holds office for a six year term expiring on December 31st of the related year. A Director may be re-elected for an unlimited number of additional terms. The Board of Directors is the decision-making body for the organization. They exercise supervision of the Headmaster, who has delegated authority to ensure achievement of organizational compliance goals, strategic</p>

	<p>priorities and metrics defined within the State of Arkansas school accountability framework. Each Director is bound to adhere to all State policies governing public charter schools.</p> <p>AEPA will not hold a public election for board members. A vacancy or vacancies on the Board shall be deemed to exist in the event of the death, resignation or removal of any Director, or if the Board by resolution declares vacant the office of a Director who has been declared of unsound mind by an order of the court, or who has been convicted of a felony, or if the authorized number of Directors is increased, or if the Director fails, at any meeting at which any Director or Directors are elected, to elect the number of Directors to be elected at such meeting. .</p> <p>In the event of any vacancy of the Board, the remaining Directors may select a replacement to serve for the unexpired portion of the term of his or her predecessor in office. A Director who fills a vacancy shall serve for the unexpired term of his or her predecessor in office. Under the oversight of the Board of Directors, the Headmaster is responsible for daily management of all schools within the network. This responsibility includes hiring and personnel management. AEPA, in all of its practices, promotes transparency and inclusivity. Faculty and staff are invited to engage in meetings of the Board of Directors, as well as daily with the Headmaster. Due to such, we do not support governance by secret ballot. There are opportunities for teachers and staff to participate in school advisory teams, which accomplishes the spirit of Ark Code Ann 6-13-1303.</p> <p>While physical board meetings will be held, the applicant also seeks approval to conduct meetings via telephone and web-based conferencing platforms. This flexibility is essential to accommodate the schedules of board members who live in various parts of Arkansas and to ensure continued engagement from stakeholders. All meetings will remain open to the public in compliance with the Arkansas Freedom of Information Act, and public access will be provided through physical attendance, call-in options, or online participation. In addition, members of the public will have the opportunity to register for public comment either through the school's website or in person at a designated campus location.</p>
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Waiver #2 Topic	Personnel Policies
Arkansas Code Annotated	Ark. Code Ann. §§ 6-17-111 DUTY FREE LUNCH PERIOD 6-17-114 DAILY PLANNING PERIOD 6-17-117 TEACHER NON INSTRUCTIONAL DUTIES 6-17-201 (a) & (c) 6-17-202 6-17-203 PPC 6-17-204 6-17-205 6-17-208 6-17-209 6-17-210 6-17-211 6-17-301(a) & (b) 6-17-1201, et seq. 6-17-1301, et seq. 6-17-2301(c)(1) & (d)(2) 6-17-2302 6-17-2303 6-17-2304 6-17-2305 6-17-2801, et seq. 6-11-129 (a)(1)-(a)(3) & (b)
Standard for Accreditation	
ADE Rules	Educator Support and Development and School District and Education Services Cooperative Websites – Sections 5 & 6.
Rationale for Waiver	DESE Rules Governing Educator Support and Development AEPA is requesting a waiver of personnel policies in this section to the extent that additional committees and requirements are presented above normal AEPA school personnel procedures. AEPA's personnel policies will be set by the governing board and Headmaster based on best practices throughout the educational industry, staff

input, other applicable federal and state legal requirements, and budgetary constraints. AEPA's personnel policy and employee handbook will create a process by which contractual grievances can be mediated. Additionally, disputes arising from staff concerns will be resolved through the Headmaster and other personnel who are trained in best practices. Additional layers of policies and procedures resulting from the above Arkansas codes can cause inefficiencies and delays in efficient resolutions of staff concerns.

AEPA also seeks to waive the requirements surrounding non-teaching hours. AEPA provides ample prep period time as well as lunch time. From time to time, employees may opt to utilize their lunch period to meet with students, call or meet with parents. A waiver allows a teacher the flexibility to use designated 'lunch time' as needed. Additionally, AEPA requests flexibility in the increment of planning time as well as required compensation for missed planning periods. Due to student needs, campuses may be on block schedule or class period timing may be adjusted. This waiver will allow flexibility while still ensuring teachers receive ample planning time.

Built into our robust compensation and salary offers are the expectations for non instructional duties such as before and after day supervision. We believe strongly in the importance of relationship building and believe this non-instructional time spent supervising students is key to building strong relationships. Teachers are assigned rotational duties on a weekly (3rd grade teacher for example may have AM supervision for an entire week). A waiver will allow consistent scheduling of these expectations and ensure student safety and supervision.

AEPA wishes to preserve the right to modify schedules in the event a teacher has less than the required hours and/or a specific student day requires additional help from staff. This flexibility also allows the greatest efficiency and maximum impact to the overall student experience and safety as it pertains to drop-off and dismissal.

<b>Waiver #3 Topic</b>	<b>Leased Academic Facilities</b>
Arkansas Code Annotated	Ark. Code Ann. § 6-21-117(2)-(5)
Standard for Accreditation	Standard 6-A.1, 6-A.2
ADE Rules	
Rationale for Waiver	<p>AEPA will begin operations serving a limited number of grade levels and will utilize a leased facility that meets all applicable health, safety, and accessibility standards required by the Arkansas Division of Public School Academic Facilities and Transportation. This temporary arrangement will allow the school to meet immediate community demand and build a strong academic and operational foundation while preparing for long-term growth.</p> <p>Once the school reaches full enrollment across all planned grade levels, AEPA intends to construct a permanent facility that fully aligns with the school's vision, programming needs, and projected enrollment. The temporary use of leased space is a practical and fiscally responsible solution that allows the school to launch operations in a timely manner while continuing to plan and secure resources for a long-term facility investment.</p> <p>This waiver request is essential for ensuring that AEPA can open on schedule and begin delivering high-quality instruction while maintaining compliance with all health and safety regulations during its temporary occupancy.</p>

<b>Waiver #4 Topic</b>	<b>Library Media Services</b>
Arkansas Code Annotated	Ark. Code Ann. § 6-25-103
Standard for Accreditation	Standard 2-D.1
ADE Rules	
Rationale for Waiver	<p>Arkansas Executive Prep Academy (AEPA) will implement an innovative approach to library media services that differs from the conventional model.</p> <p>Rather than a traditional library setting, AEPA will establish a Media and Innovation Hub that serves as a dynamic space for research, technology integration, digital literacy, and project-based learning. This center will support both academic and career-focused instruction and will be staffed and resourced according to the school's instructional model and student needs.</p> <p>In addition, AEPA will form partnerships with local city and county libraries to extend access to high-quality literary, research, and digital resources. These partnerships will allow students and staff to access a broader range of materials and services, including interlibrary loans, maker spaces, digital media tools, and community learning events, without duplicating resources already available in the community.</p> <p>This waiver will allow AEPA to align its media services with its mission of innovation, personalization, and community collaboration while ensuring that students continue to have full access to the resources they need for research, inquiry, and academic success.</p>

Waiver #5 Topic	Library Media Specialist
Arkansas Code Annotated	Ark. Code Ann. § 6-25-104
Standard for Accreditation	Standard 4-F.1, 4-F.2
ADE Rules	
Rationale for Waiver	<p>Arkansas Executive Prep Academy (AEPA) will implement an innovative, integrated approach to library media services that differs from the traditional model. Rather than employing a full-time library media specialist, AEPA will embed all library media standards into the ELA classroom. These include but are not limited to: media literacy, research skills, and digital resource use into daily classroom instruction and project-based learning activities across all grade levels. These services will be delivered by certified classroom teachers, who will receive training and ongoing support in digital literacy integration and research instruction.</p> <p>AEPA's Media and Innovation Hub will serve as a dynamic center for technology integration, critical thinking, collaborative research, and personalized learning. This space will support student engagement in inquiry-based learning and align with AEPA's broader academic model that emphasizes future fluency and real-world readiness.</p> <p>In addition, AEPA will establish formal partnerships with local city and county libraries to expand access to physical and digital collections, research tools, maker spaces, and community programming. These partnerships allow students to benefit from a rich array of resources and experiences that support academic growth without duplicating services already available in the surrounding community.</p> <p>This waiver request allows AEPA to maintain flexibility in staffing and resource allocation while still ensuring students receive high-quality, relevant, and accessible library media services aligned with the school's mission and instructional design.</p>

Waiver #6 Topic	Maintain School Facilities
Arkansas Code Annotated	
Standard for Accreditation	Standard 6-A.1
ADE Rules	
Rationale for Waiver	<p>Arkansas Executive Prep Academy (AEPA) will initially operate from a temporary facility that meets all applicable health, safety, and accessibility standards required by the Arkansas Division of Public School Academic Facilities and Transportation. This temporary location will serve as the school's operational base during the early years while a permanent facility is being planned, funded, and constructed.</p> <p>This phased approach to facility development is a strategic decision to ensure that AEPA can launch operations promptly to meet urgent community demand while responsibly managing financial resources. All temporary facilities will be properly maintained and compliant with state guidelines for safety, occupancy, and functionality. All annual inspections will be completed on schedule within the appropriate timelines.</p> <p>The requested waiver will provide the flexibility needed to use an interim facility without being held to permanent facility requirements that are not applicable or feasible in the short term. Once the school is fully operational with all planned grade levels, AEPA will transition to a permanent, purpose-built facility designed to support its innovative instructional model.</p> <p>This waiver ensures operational readiness while maintaining the health and safety of students and staff, in alignment with AEPA's commitment to quality and responsible school development.</p>

<b>Waiver #7 Topic</b>	<b>Transportation</b>
Arkansas Code Annotated	Ark. Code Ann. §§ 6-19-101, et seq.
Standard for Accreditation	
ADE Rules	
Rationale for Waiver	<p>Arkansas Executive Prep Academy (AEPA) will not initially provide daily transportation services. This decision is based on the school's operational model and resource priorities during its startup phase. The school will be located in an accessible area, and all families will be clearly informed during the enrollment process that transportation will not be provided by the school. Families will confirm their ability to provide transportation as part of the admissions process.</p> <p>However, AEPA is committed to equitable access for all students. If, during the course of operation, the school identifies that transportation presents a significant barrier to student attendance or participation, AEPA will take appropriate action to resolve the issue. This may include implementing alternative strategies such as community carpool coordination, strategic transportation partnerships, or, if necessary and feasible, the establishment of a limited transportation service.</p> <p>AEPA will establish a funding stream and provide transportation for those who qualify under an IEP or McKinney Vento.</p> <p>This waiver allows AEPA the flexibility to focus its resources on instructional quality and student support during the early years, while maintaining a strong commitment to student access and equity. The school will continuously assess family needs and respond accordingly to ensure transportation is not a limiting factor for enrollment or engagement.</p>

Waiver #8 Topic	ALE
Arkansas Code Annotated	Ark. Code Ann. §§ 6-15-1005(b)(5) 6-18-503(a)(1)(C)(i) 6-48-102 6-48-103
Standard for Accreditation	Standard 2-I.1
ADE Rules	ADE Rules DESE Rules Governing Student Special Needs Funding – Section 4
Rationale for Waiver	<p>Arkansas Executive Prep Academy (AEPA) will meet the needs of students who qualify for ALE services through a comprehensive and innovative approach using Response to Intervention (RtI) and a Multi-Tiered System of Supports (MTSS). These frameworks will allow AEPA to address students' academic, behavioral, social, and emotional needs within the general education setting, rather than through a separate ALE program which is more in line with our current educational model and personalized strategy for nurturing student growth. AEPA will offer in-house support services to help students who are usually considered to require educational alternatives. We will not establish separate educational programs or environments due to educational research and evidence of lack of best practice. Nonetheless, we would employ outside resources for specific student requirements if needed. AEPA's team will actively engage with students requiring exceptional academic, social, or behavioral assistance. Our team is equipped to address these issues, aiming to enhance each student's potential for success within the conventional classroom environment.</p> <p>AEPA's RtI and MTSS models will include early identification, tiered interventions, continuous progress monitoring, and data-driven decision-making to ensure that all students receive the support necessary for success before ALE services are needed. For students requiring intensive and individualized support, an Alternative Student Action Plan will be developed collaboratively by the school counselor, the student's teacher(s), and the designated administrator. The counselor will oversee implementation of the plan, ensuring it is regularly reviewed and adjusted based on student progress.</p> <p>This waiver will provide AEPA with the flexibility to serve at-risk students in an inclusive, personalized, and supportive environment aligned with the school's mission, while still complying with the intent of ALE guidelines.</p>

<b>Waiver #9 Topic</b>	Class Size and Teaching Load
<b>Arkansas Code Annotated</b>	Ark. Code Ann. § 6-17-812
<b>Standard for Accreditation</b>	Standard 1-A.5 (Class Size) Standard 1-A.6 (Teaching Load)
<b>ADE Rules</b>	DESE Rules Governing Class Size and Teaching Load
<b>Rationale for Waiver</b>	The proposed charter school is a statewide virtual school whereby students receive 100% instruction remotely. Therefore, this provision is not applicable to school operations, and a waiver is appropriate.

