

**WAIVERS**

Complete the following tables indicating all sections of Title 6 of the Arkansas Code Annotated, the Division of Elementary and Secondary Education rules, and the Standards for Accreditation of Arkansas Public Schools and School Districts from which the public charter school seeks to be exempted to meet the goals of the school.

Please use the wavier list provided below. This list includes the appropriate waiver topic and citations to the applicable Arkansas Code Section, Rules, and Standards to fully effectuate the requested waiver.

Each of your waiver requests must include a rationale. Failure to provide a rationale will result in your application being marked as incomplete.

Waiver #1 Topic	The 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); 6-13-619(c); 6-13-619(d)(2)(A); 6-13-619(d)(4); 6-13-620(5); 6-13-622(b); 6-13-630; 6-13-631; 6-13-634; 6-13-1303; 6-14-10, et seq.
Standard for Accreditation	
ADE Rules	
Rationale for Waiver	<p>IOTA Community Schools is governed by a self-perpetuating Board of Directors. Each Director serves without compensation from the organization. IOTA'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, education, and technology.</p> <p>Each Director holds office for a term expiring on the second 31<sup>st</sup> of December occurring after the date the Director takes office. 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. Under the authority provided in the Bylaws, they exercise supervision of the Executive Director, who has delegated authority to ensure achievement of organizational compliance goals, strategic priorities</p>

	<p>and metrics defined within the State of Tennessee's school accountability framework. Each Director is bound to adhere to all State policies governing public charter schools, as well as the Bylaws of IOTA Community Schools.</p> <p>IOTA 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 Directors fail, 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 Executive Director is responsible for daily management of all schools within the network. This responsibility includes hiring and personnel management. IOTA Community Schools, 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 Executive Director. 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 accomplish the spirit of Ark. Code Ann. §§ 6-13-1303.</p>
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Waiver #2 Topic	Acquisition of Commodities
Arkansas Code Annotated	6-21-303
Standard for Accreditation	
ADE Rules	
Rationale for Waiver	We provide a resource center for teachers, providing ample resources for instructional support, inclusive of copier supplies, copies, writing utensils, etc. Teachers in specialized courses also have opportunities to order materials germane to instructional practices. These items are provided throughout the school year.

Waiver #3 Topic	Library Media Specialists
Arkansas Code Annotated	6-25-104

Standard for Accreditation	4-F.1 4-F.2
ADE Rules	
Rationale for Waiver	The IOTA Community Schools academic program and wrap services, including ELL and SPED provide students multiple opportunities to access text. These text choices are continually updated and used more effectively across the curriculum than the set resources in the media services space. We have chosen to repurpose this FTE to further focus on Tiered instruction given the many deficits our students often face.

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Waiver #4 Topic	Classified Employee Minimum Salary
Arkansas Code Annotated	Ark. Code Ann. §§ 6-17-2201, et seq. 6-17-2403
Standard for Accreditation	
ADE Rules	
Rationale for Waiver	IOTA Community Schools follows all applicable federal and state laws with regards to minimum compensation for staff and the need to provide paid breaks where federally or state mandated. IOTA Community Schools also will remain competitive with regard to paraprofessional hiring by providing opportunities for staff to get classroom experience and help support additional post-secondary education to facilitate a process whereby paraprofessionals can become teachers. IOTA wishes to have the autonomy to decide the best course of action for classified staff without the mandates related to bonuses.

Waiver #5 Topic	Personnel Policies
Arkansas Code Annotated	Ark. Code Ann. §§ 6-17-111 6-17-114 6-17-117 6-17-201 (a) & (c) 6-17-202 6-17-203 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	<p>DESE Rules Governing Documents Posted to School District and Education Service Cooperative Websites – Section 5,6</p> <p>DESE Rules Governing Educator Support and Development</p>
Rationale for Waiver	<p>IOTA Community Schools is requesting a waiver of personnel policies in this section to the extent that additional committees and requirements are presented above normal IOTA school personnel procedures. IOTA's personnel policies will be set by the governing board and executive director based on best practices throughout the educational industry, staff input, other applicable federal and state legal requirements, and budgetary constraints. IOTA'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 dedicated CMO human resources personnel who are degreed and 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.</p> <p>IOTA Community Schools also seeks to waive the requirements surrounding non-teaching hours. IOTA Community Schools 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, a waiver accounts for lunch periods that are less than 30 minutes but align with student lunch periods (due to minimum days or schedule changes may be reduced due to campus needs). Additionally, IOTA Community Schools 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 (6th grade teachers 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.</p> <p>IOTA Community Schools 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.</p> <p>Speaking to Arkansas Code §§ 6-17-111, 114, and 117, IOTA Community Services will post salary information (teacher salaries will</p>

	<p>be governed by a salary schedule) and personnel policies on our public website, but we are seeking this waiver as the information and policies in our model will look different than those set forth in the statute. Furthermore, despite the waivers of these statutes and as mentioned above, IOTA teachers will be given adequate preparation/planning time, a lunch break, and reasonable amounts of additional non-instructional duties to ensure that our personnel policies promote staff retention.</p> <p>IOTA is asking for waivers of minimum sick leave balances to allow policies and procedures to be designed for all staff which are in accordance with other applicable state and federal laws and account for the competitive landscape of both a local and regional area. Sick leave is part of existing IOTA policies along with federal holidays and other forms of paid time off.</p>
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Waiver #7 Topic	Teacher Licensure
Arkansas Code Annotated	Ark. Code Ann. §§ 6-15-1004 6-17-309 6-17-401 6-17-418 6-17-902 6-17-908 6-17-919
Standard for Accreditation	Standard 4-D.1
ADE Rules	DESE Rules Governing Educator Licensure – Section 7
Rationale for Waiver	<p>IOTA Community Schools is requesting a waiver of teacher licensure and certification. IOTA intends to consider candidates based on their qualification for each position regardless of certification or licensure status. If approved, IOTA teaching candidates who do not hold a teaching license in a core academic subject area will still be required to meet Arkansas Qualified Teacher (AQT) requirements to be considered for hire. Furthermore, it is always our intent to hire licensed teachers, however, we know that the challenges of the educational hiring landscape, especially in the first year of a school’s operation, merits the ability to hire unlicensed but qualified teachers in cases where a position cannot be otherwise filled by a licensed teacher of record. That said, any unlicensed IOTA teacher will be encouraged and supported to seek licensure throughout their employment.</p> <p>A record of AQT achievement will be completed by the CMO for each applicant using the Arkansas Qualified Teacher Designation Form. A form for each applicant will be kept in the applicant’s file.</p> <p>All core content applicants not licensed in the content area that wish to teach must be able to demonstrate content knowledge by having a bachelor’s degree or higher and by meeting at least one of the</p>

	<p>following:</p> <ul style="list-style-type: none"> <li>• The degree is in the content area the teacher will teach; or</li> <li>• The teacher has a minimum of eighteen (18) college credit hours in the content area the teacher will teach; or</li> <li>• The teacher has successfully completed a content area assessment approved by the State Board of Education for the content area the teacher will teach; or</li> <li>• The teacher has National Board Certification in the content area the teacher will teach; or</li> <li>• The teacher has documented successful, relevant work experience (employment in the field or at least one year as supported by two professional letters of recommendation) in the teaching area.</li> </ul>
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Waiver #7 Topic	School Counselors
Arkansas Code Annotated	
Standard for Accreditation	Standard 4-E.2, 4-E.1
ADE Rules	
Rationale for Waiver	<p>IOTA is asking for an exemption from Standard 4-E.2 to enable us to set up a student to counselor ratio of 600 to 1. Our confidence in the success of this request comes from our successful experience with this ratio in Tennessee. We believe that granting this exemption will lead to better support for students and more effective counseling at ILA. Moreover, as ILA approaches its planned enrollment limit of 600 students, Standard 4-E.2 creates an impractical situation with the current 450 students per counselor ratio. With a maximum of 600 students, the Arkansas Standard would require us to have two counselors, even though the ideal ratio would be significantly lower than the 450 recommended by the state. Therefore, this request for an exemption not only allows ILA to match its counseling model more closely but also ensures that the school's staffing is in line with the maximum number of students it plans to serve. We are also asking for an exemption of 4-E.1 for the second counselor because we will also have a licensed social worker to satisfy part of the role of school counseling.</p>

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Waiver #8 Topic	Instructional Materials
Arkansas Code Annotated	Ark. Code Ann. § 6-21-413
Standard for Accreditation	
ADE Rules	DESE Rules Governing Instructional Materials- Sections 5.01 and 5.01.2
Rationale for Waiver	IOTA is asking for a waiver of forming and selecting a team of teachers and experts responsible for choosing educational resources and textbooks. According to our usual methods, the main job of choosing educational materials is usually done by the CMO in collaboration with the right staff from the ILA and its board members to make sure it matches our educational program and approach. Moreover, if we need to bring in new materials for one reason or another, ILA wants this waiver to allow us the needed room to work with our current teaching content and resource selection processes. These processes, which might or might not involve setting up a committee based on the situation, often include getting feedback from local area classroom teachers.

Waiver #9 Topic	Alternative Learning Environment
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	DESE Rules Governing Student Special Needs Funding – Section 4 – Special Needs-ALE.
Rationale for Waiver	IOTA is seeking a waiver for an alternative learning environment, in line with our current educational model and personalized strategy for nurturing student growth. Should this request be granted, IOTA 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. Nonetheless, we would employ outside resources for specific student requirements if needed. In essence, IOTA'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.



Waiver Topic Names with Arkansas Code Annotated, Standards, and DESE Rules (when applicable)

<p>178 Instructional Days – standard only</p> <p>Standard 1-A.4.1</p>	<p>Acquisition of Commodities</p> <p>Ark. Code Ann. § 6-21-303</p>	<p>Adopt School Calendar</p> <p>Ark. Code Ann. § 6-10-106</p>	<p>Alternative Learning Environment (ALE)</p> <p>Ark. Code Ann. §§ 6-15-1005(b)(5) 6-18-503(a)(1)(C)(i) 6-48-102 6-48-103</p> <p>DESE Rules Governing Student Special Needs Funding – Section 4</p> <p>Standard 2-I.1</p>	<p>Arkansas History</p> <p>Ark. Code Ann. §§ 6-16-124(a)(2) 6-17-418 6-17-703</p> <p>Standard 1-A.1.2.8</p>
<p>Attendance</p> <p>Ark. Code Ann. § 6-18-213(a)(2)</p>	<p>Board of Directors</p> <p>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 6-13-631 6-13-634 6-13-635 6-13-1303 6-14-101, et seq.</p>	<p>Body Mass Index (BMI) Assessment</p> <p>DESE Rules Governing Nutrition and Physical Activity and Body Mass Index for Age Assessment Protocols in Arkansas Public Schools, Section 5.02.5, 12.00</p>	<p>Class Size &amp; Teaching Load</p> <p>Ark. Code Ann. § 6-17-812</p> <p>Standard 1-A.5 (Class Size)</p> <p>Standard 1-A.6 (Teaching Load)</p> <p>DESE Rules Governing Class Size and Teaching Load</p>	<p>Classified Employee Minimum Salary</p> <p>Ark. Code Ann. §§ 6-17-2201, et seq. 6-17-2403</p>
<p>Clock Hours</p> <p>Standard 1-A.2</p>	<p>Comprehensive School Counseling Program &amp; School Counselor</p> <p>Ark. Code Ann. §§ 6-18-2002(2)(A) 6-18-2003(a)(2)(A)</p> <p>Standard 4-E.1, 4-E.2</p>	<p>Credit for College Courses</p> <p>Ark. Code Ann. § 6-18-223</p>	<p>Curriculum – Advanced Placement Courses</p> <p>Ark. Code Ann. §§ 6-16-1203(a) 6-16-1204(a), (c), and (d)</p>	<p>Curriculum – Career &amp; Technical Education</p> <p>Standard 1-A.1.2.7 (5-8) 1-A.1.3.9 (9-12)</p>

			DESE Rules Governing Grading and Course Credit – Sections 4-1.00 & 6.00  Standard 1-A.1.3-10	
Curriculum – Concurrent Credit  Ark. Code Ann. §§ 6-16-1203(b) 6-16-1204(b) and (e)  DESE Rules Governing Grading and Course Credit – Sections 5.00	Curriculum – CPR Ark. Code Ann. § 6-16-143 Standard 1-C.2.5 Under Ark. Code Ann. § 6-23-401(b) this is NOT waivable unless the charter is fully virtual.	Curriculum – Fine Arts  Standard 1-A.1.1.5 (K-4) 1-A.1.2.5 (5-8) 1-A.1.3.6 (9-12)	Curriculum – Foreign Language 9-12  Standard 1-A.1.3.5	Curriculum – Visual Art or Music Ark. Code Ann. §§ 6-16-130(a) – elementary 6-16-130(b) – grades 7-8 and some 6 <sup>th</sup> grade DESE Rules Governing Visual Art and Music Standard 1-A.1.1.5, 1-A.1.2.5, & 1-A.1.3.6
Eye and Vision Screening  Ark. Code Ann. §§ 6-18-1501 6-18-1502  DESE Rules Governing Eye & Vision Screening Report in Arkansas Public Schools	Financial Management – Business Manager  Ark. Code Ann. § 6-15-2302(b)  DESE Rule Governing the Arkansas Fiscal Assessment and Accountability Program – Section 12	Flag Display  Ark. Code Ann. §§ 6-16-105 6-16-106	Flexible Schedule  Ark. Code Ann. § 6-16-102, except (a)(5)	Food Services Ark. Code Ann. §§ 6-18-705 (breakfast program) 6-20-701, et seq. (school lunch program)  DESE Rules Governing Nutrition and Physical Activity and Body Mass Index for Age Assessment Protocols in Arkansas Public Schools  Standard 3-D.1

<p>Gifted and Talented</p> <p>Ark. Code Ann. §§ 6-20-2208(c)(6) 6-42-109</p> <p>DESE Rules Governing Gifted and Talented Program Approval Standards</p> <p>Standard 2-G.1</p>	<p>Grading Scale</p> <p>Ark. Code Ann. § 6-15-902(a)</p> <p>DESE Rules Governing Grading and Course Credit – Section 2-2.01</p>	<p>Health Services – School Nurse</p> <p>Ark. Code Ann. § 6-18-706</p>	<p>Health and Safety Services</p> <p>Standard 2-E.1, 2-E.2</p>	<p>Instructional Day (includes delay/early release of school and recess)</p> <p>Ark. Code Ann. §§ 6-16-102 6-10-126 – Delay or early release of school due to emergency circumstances</p> <p>Standards 1-A.4.2 1-A.4.3 (Recess)</p>
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<p>Instructional Materials</p> <p>Ark. Code Ann. § 6-21-413 DESE Rules Governing Instructional Materials – Sections 5.01, 5.01.2</p>	<p>Leased Academic Facilities</p> <p>Ark. Code Ann. § 6-21-117(2)-(5)</p> <p>Standard 6-A.1, 6-A.2</p>	<p>Library Media Services – includes standard for balance of instructional materials</p> <p>Ark. Code Ann. § 6-25-103 Standard 2-D.1</p>	<p>Library Media Specialist Ark. Code Ann. § 6-25-104 Standard 4-F.1, 4-F.2</p>	<p>Maintain School Facilities</p> <p>Standard 6-A.1</p>
<p>Parent &amp; Family Engagement Plan</p> <p>Ark. Code Ann. § 6-15-1701, et seq. DESE Rules Governing Parental Involvement Plans and Family and Community Engagement</p> <p>Standard 5-A.1</p>	<p>Period of Silence</p> <p>Ark. Code Ann. § 6-10-115</p>	<p>Personnel Policies – Classified Employees Personnel Policies</p> <p>Ark. Code Ann. §§ 6-17-2301(c) 6-17-2301(c)(1) &amp; (d)(2) 6-17-2302 6-17-2303 6-17-2304 6-17-2305</p>	<p>Personnel Policies – Committee on Personnel Policies</p> <p>Ark. Code Ann. §§ 6-17-203 6-17-205 6-17-209</p>	<p>Personnel Policies – Daily Planning Period</p> <p>Ark. Code Ann. § 6-17-114</p>
<p>Personnel Policies – Duty-Free Lunch Period</p> <p>Ark. Code Ann. § 6-17-111</p>	<p>Personnel Policies – Employment of Licensed Personnel</p> <p>Ark. Code Ann. § 6-17-301</p>	<p>Personnel Policies – Grievance Procedure</p> <p>Ark. Code Ann. §§ 6-17-208 6-17-210</p>	<p>Personnel Policies – Non-instructional Duties</p> <p>Ark. Code Ann. § 6-17-117</p>	<p>Personnel Policies – Personnel Policies Incorporated into Teacher Contracts</p> <p>Ark. Code Ann. § 6-17-204</p>
<p>Personnel Policies – Public School Employees' Fair Hearing Act</p> <p>Ark. Code Ann. §§ 6-17-1701, et seq.</p>	<p>Personnel Policies – Requirements</p> <p>Ark. Code Ann. § 6-17-201(a) &amp; (c)</p>	<p>Personnel Policies – Right to Join Professional Organization</p> <p>Ark. Code Ann. § 6-17-202</p>	<p>Personnel Policies – School Employees' Minimum Sick Leave</p> <p>Ark. Code Ann. §§ 6-17-1301, et seq.</p>	<p>Personnel Policies – Teachers' Minimum Sick Leave</p> <p>Ark. Code Ann. §§ 6-17-1201, et seq.</p>

<p>Personnel Policies – Teachers’ Fair Dismissal Act</p> <p>Ark. Code Ann. §§ 6-17-1501, et seq.</p>	<p>Personnel Policies – Teacher Excellence and Support System (TESS)</p> <p>Ark. Code Ann. §§ 6-17-2801, et seq.</p> <p>DESE Rules Governing Educator Support and Development</p>	<p>Personnel Policies – Use of Personal Leave</p> <p>Ark. Code Ann. § 6-17-211</p>	<p>Personnel Policies – Website Requirements</p> <p>Ark. Code Ann. § 6-11-129</p> <p>DESE Rules Governing Documents Posted to School District and Education Service Cooperative Websites – Sections 5&amp;6</p>	<p>Physical Education</p> <p>Ark. Code Ann. § 6-16-132</p> <p>DESE Rules Governing Nutrition and Physical Activity and Body Mass Index for Age Assessment Protocols in Arkansas Public Schools – Sections 7.01, 7.01.1, 7.01.1.1, 7.01.1.2, 7.01.3, 7.09</p> <p>Standards 1-A.1.1.6, 1-A.1.2.6, &amp; 1-A.1.3.8</p>
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Pledge of Allegiance Ark. Code Ann. § 6-16-108	Principal Ark. Code Ann. § 6-17-302 Standards 4-C.1, 4-C.2	Professional Development Ark. Code Ann. §§ 6-17-703 6-17-704 6-17-705  DESE Rules Governing Professional Development  Standard 4-G.1	Report Cards Ark. Code Ann. § 6-15-903(a)(2)	Required Instruction K-4  Standard 1-A.1.1
Required Instruction 5-8 Standard 1-A.1.2	Required Instruction 9-12 Standard 1-A.1.3	Salaries and Compensation Ark. Code Ann. §§ 6-17-807 6-17-812 6-17-908 6-17-2401 et seq. 6-21-303(b)	School Calendar – School Start Date  Ark. Code Ann. § 6-10-106	School Counselor  Standard 4-E.1 & 4-E.2
School Property and Supplies – Rules  Ark. Code Ann. § 6-21-303(b)	School Safety Policies & Procedures  Standard 6-A.2	Statewide Assessment System  Ark. Code Ann. § 6-15-2907  Under Ark. Code Ann. § 6- 23-401(b) this is NOT waivable.	Written Student Discipline Procedures  Ark. Code Ann. 6-18-503(b)(2)  DESE Rules Governing Student Discipline and School Safety, 4.11	Superintendent  Ark. Code Ann. §§ 6-13-109 6-17-427  DESE Rules Governing the Superintendent Mentoring Program Standard 4-B.1, 4-B.2
Teacher Excellence & Support System (TESS)  Ark. Code Ann. §§ 6-17-2801, et seq.  DESE Rules Governing Educator Support and Development	Teacher Licensure Ark. Code Ann. §§ 6-15-1004 6-17-309 6-17-401 6-17-418 6-17-902 6-17-908 6-17-919  DESE Rules Governing Educator Licensure – Section 7	Teachers' Salaries – 12-mo. Contract for Vocational Agri Teachers  Ark. Code Ann. § 6-17-802	Tornado & Earthquake Safety Drills  Ark. Code Ann. § 6-10-121  Under Ark. Code Ann. § 6- 23-401(b) this is NOT waivable unless the charter is fully virtual.	Transportation  Ark. Code Ann. §§ 6-19-101, et seq.

	Standard 4-D.1			
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