

WAIVER: S5 (formerly Waiver 10)

WAIVER S5 (formerly Waiver 10) - STAFF RECRUITING AND HIRING

I. GOAL

To be responsible for determining the personnel needs of the school and to negotiate individually with personnel to fix their compensation in accordance with the Charter Schools Act section 22-30.5-104(7)(a).

II. STATE STATUTE

C.R.S. § 22-32-109(1)(f), the authority and duty of the school board to employ personnel and fix their compensation be delegated to the board of directors for the Academy of Charter Schools.

C.R.S. 22-32-110 (1)(i), regarding reimbursement of employees for expenses, delegated to the governing board.

C.R.S. 22-32-110 (1)(ee), regarding the employment of voluntary or paid basis teachers' aides and other auxiliary, non-certificated personnel.

C.C.R. 301-1-3.12 (2), et. seq. of the accreditation rules.

III. PROBLEM OR CONCERN

This authority is essential in hiring teachers and other personnel who are qualified, and in sympathy with our program. The teacher is critical to the successful implementation of our program. Should we have a teacher whose educational philosophies are in conflict with the schools philosophies and goals, that teacher may be unwilling to implement our educational programs. Also our hiring process recognizes that a teacher may have the proper credentials but may lack the ability to relate to students and includes steps to detect it.

IV. REPLACEMENT LANGUAGE

C.R.S. 22-32-109 (1)(f) The ACS shall employ all personnel required to maintain the operations and carry out the educational program of the school, and to fix and order paid their compensation. Prior to the employment of any person, the ACS board shall make an inquiry to the department of education in accordance with the provisions of section 22-32-109.7(1).

C.R.S. 22-32-110 (1)(i) The ACS shall reimburse employees of the school for expenses incurred in the performance of their duties either within or without the territorial limits of the district.

C.R.S. 22-32-110 (1)(ee) The ACS may employ on a voluntary or paid basis teachers' aides and other auxiliary, non-certificated personnel to assist certificated personnel in the provision of services related to instruction or supervision of children and to provide compensation for such services rendered from any funds available for such purpose, notwithstanding the provisions of sections 22-63-201 and 22-63-402.

C.C.R. 301-1-3.12 (2) please see Waiver S1 (formerly Waiver 3)

The Board of Directors will be responsible for hiring the teachers and manager(s).

V. RATIONALE

It is critical to the success of our school that we be able to hire teachers whose views are in harmony with our educational philosophy and program. Selection of teachers and a Manager who are united in support of our goals and mission will enhance delivery of our instructional program with greater effectiveness, thereby enhancing the implementation of our educational plan et. al. under the law, which is designed to accomplish an increase in student performance and educational achievement.

The school will be able to assign teachers to programs based upon need and qualifications, not necessarily endorsements.

This request is in accordance with C.R.S. 22-30.5-104(7)(a), "A charter school shall be responsible for its own operation including, but not limited to, preparation of a budget, contracting for services, and personnel matters."