

REQUESTED WAIVERS

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Automatic Waivers	
State Statute Citation	Description
C.R.S. § 22-32-109(1)(f)	Local board duties concerning selection of staff and pay
C.R.S. § 22-32-109(1)(t)	Determine educational program and prescribe textbooks
C.R.S. § 22-32-110(1)(h)	Local board powers-Terminate employment of personnel
C.R.S. § 22-32-110(1)(i)	Local board duties-Reimburse employees for expenses
C.R.S. § 22-32-110(1)(j)	Local board powers-Procure life, health, or accident insurance
C.R.S. § 22-32-110(1)(k)	Local board powers-Policies relating the in-service training and official conduct
C.R.S. § 22-32-110(1)(ee)	Local board powers-Employ teachers' aides and other non-certificated personnel
C.R.S. § 22-32-126	Employment and authority of principals
C.R.S. § 22-33-104(4)	Compulsory school attendance-Attendance policies and excused absences
C.R.S. § 22-63-301	Teacher Employment Act- Grounds for dismissal
C.R.S. § 22-63-302	Teacher Employment Act-Procedures for dismissal of teachers
C.R.S. § 22-63-401	Teacher Employment Act-Teachers subject to adopted salary schedule
C.R.S. § 22-63-402	Teacher Employment Act-Certificate required to pay teachers
C.R.S. § 22-63-403	Teacher Employment Act-Describes payment of salaries
C.R.S. § 22-1-112	School Year-National Holidays

Non-Automatic Waivers	
State Statute Citation	Description
C.R.S. § 22-9-106	Local Board of Education-Duties-Performance Evaluation System;
C.R.S. § 22-2-112(1)(q)(l)	Commissioner-Duties
C.R.S. § 22-32-109(1)(n)(l)	Board of Education-Specific Duties School Calendar

C.R.S. § 22-32-109(1)(n)(II)(B)	Board of Education-Specific Duties Adoption of District Calendar
C.R.S. § 22-32-109(1)(n)(II)(A)	Board of Education – Teacher Pupil Contact Hours
C.R.S. § 22-63-201	Employment Certificate required
C.R.S. § 22-63-202	Teacher employment, contracts in writing-duration-damage provision
C.R.S. § 22-63-203	Probationary Teachers-renewal and non-renewal of employment contract
C.R.S. § 22-63-203.5	Nonprobationary portability
C.R.S. § 22-63-205	Exchange of teachers - exchange educator interim authorization
C.R.S. § 22-63-206	Transfer of teachers
C.R.S. § 22-32-109(1)(b)	Local board duties concerning competitive bidding
C.R.S. § 22-32-110(1)(y)	Local board powers-Accepting gifts, donations, and grants
C.R.S. § 22-33-105(7)(b)	Suspension, expulsion, and denial of admission
C.R.S. § 22-7-1014(2)(a)	Preschool individualized readiness plans – school readiness – assessments

Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan	
C.R.S. § 22-9-106 Local Board of Education-Duties-Performance Evaluation System; C.R.S. § 22-2-112(1)(q)(I) Commissioner-Duties	
Rationale: The Academy, its Chief Executive Officer, its Principals or designees must have the ability to perform the evaluation of all personnel. Should any other designated administrator not have a Type D certificate, this should not preclude him or her from administering the evaluations under the direction of the CEO. Additionally, the school will not be required to report its teacher evaluation ratings as a part of the commissioner’s report as required by C.R.S. § 22-2-112(1)(q)(I), but will still report on in-field/out-of-field.	
Replacement Plan: The Academy will use its own evaluation system as agreed to in the charter contract with the Charter School Institute (“CSI”). The Academy’s evaluation system will continue to meet the intent of the law as outlined in statute. Staff will be trained in this evaluation system and the methods used for the school’s evaluation system will include quality standards that are clear and relevant to the administrators’ and teachers’ roles and responsibilities, have the goal of improving student academic growth, and meet the intent of the quality standards established in C.R.S. §§ 22-9-101 et seq. The Academy will not be required to report its teacher evaluation data through the TSDL collection; however, teacher performance data will be reviewed by the school and used to inform hiring practices and professional development. Core course level participation will continue to be reported pursuant to C.R.S. § 22-11-503.5, as this is a non-waivable statute.	
Duration of Waivers: The waiver will extend for the duration of the contract.	
Financial Impact: The school anticipates that the requested waivers will have no financial impact on CSI or the school.	
How the Impact of the Waivers Will be Evaluated: Since teacher performance has a critical impact on the performance of the entire school, the impact of this waiver will be measured by the same performance criteria and assessments that apply to the school, as set forth in the charter contract.	
Expected Outcome: If granted, the waiver will enable the school to implement its program and evaluate its teachers in accordance with its Performance Appraisal System, which is	

designed to produce greater accountability and be consistent with the school's mission, goals and objectives. This will benefit staff members as well as students and the community.

Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan

C.R.S. § 22-32-109(1)(n)(I) Board of Education-Specific Duties School Calendar

C.R.S. § 22-32-109(1)(n)(II)(B) Board of Education-Specific Duties Adoption of District Calendar

C.R.S. § 22-32-109(1)(n)(II)(A) Board of Education – Teacher Pupil Contact Hours

Rationale: The school year at The Academy will total approximately 171 days per year, which exceeds the current contact hour requirement in state statute. The school will always meet at least the minimum required time as directed by CDE for corresponding grade levels.

Replacement Plan: The Academy will prescribe the actual details of its own school calendar to best meet the needs of its students. As such, The Academy may have a calendar that differs from the rest of the schools within the CSI and geographic district (Adams 12 Five Star Schools). The final calendar and the school's daily schedule will be designed by The Academy's Board of Directors and will meet or exceed the requirements in state statute. To the extent possible, the school will endeavor to develop a calendar that aligns with the geographic district calendar yet still supports the mission and vision of The Academy. In accordance with Charter School Institute policy, the school will submit its calendar annually to the Institute for review and will not make any material modifications to the calendar without prior approval by the Institute. To the extent practicable, modifications will be requested at least 60 days prior to the proposed date of change

Duration of Waivers: The waiver will extend for the duration of the contract.

Financial Impact: The Academy anticipates that the requested waivers will have no financial impact on the CSI or the school.

How the Impact of the Waivers Will be Evaluated: The impact of this waiver will be measured by the same performance criteria and assessments that apply to the school, as set forth in the charter contract.

Expected Outcome: As a result of this waiver, the school will be able to operate in accordance with its own schedule, designed to meet the needs of its community and educational program, which is vital to the success of its program.

Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan

C.R.S. § 22-63-201 Employment Certificate required

Rationale: The Academy must be granted the authority to hire teachers and principals that will support the school's goals and objectives. The Academy Chief Executive Officer and Principals will not function as traditional District school principals, but rather will be responsible for a wider range of tasks as determined by the Academy Board and CEO.

Replacement Plan: The Academy will seek to attract principals and teachers from a wide variety of backgrounds, including, but not limited to teachers from out-of-state, teachers with a lapsed Colorado certificate, persons with several years of successful teaching experience in a setting not requiring a license, as well as persons with business or professional experience. All employees of the school will be employed on an at-will basis. All employees of the school will meet applicable fingerprinting and background check requirements. All Teachers at The Academy will meet the guidelines set forth in the Colorado state ESSA plan, specifically (1) holding at least a BA or higher in the relevant subject area; (2) completing 36 semester credit hours in the subject matter in which s/he teaches; or (3) passing a State Board approved content exam in the relevant subject area. Special Education Teachers will hold the requisite state license and endorsement prior to employment. All employees of the school will report the

number of in-field/out-of-field teacher designations, years of experience of teachers, and effectiveness ratings (unless waived) or any other requirements promulgated by CDE.

Duration of Waivers: The waiver will extend for the duration of the contract.

Financial Impact: The Academy anticipates that the requested waivers will have no financial impact on the CSI or the school.

How the Impact of the Waivers Will be Evaluated: The impact of this waiver will be measured by the same performance criteria and assessments that apply to the school, as set forth in the Charter Agreement.

Expected Outcome: As a result of this waiver, The Academy will be able to operate in accordance with its own program and hire teachers that best fit the school's design, which is vital to the success of its program.

Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan

C.R.S. § 22-63-202 Teacher employment, contracts in writing-duration-damage provision
C.R.S. § 22-63-203 Probationary Teachers-renewal and non-renewal of employment contract

C.R.S. § 22-63-203.5 Nonprobationary portability

C.R.S. § 22-63-205 Exchange of teachers - exchange educator interim authorization

C.R.S. § 22-63-206 Transfer of teachers

Rationale: In order to manage its own personnel, The Academy must be granted the authority to select its own teaching staff, develop its own employment agreements and terms and conditions of employment. The school will be operating differently from other schools with a unique curriculum for which having the proper teaching staff is essential. No other school or district should have the authority to transfer its teachers into The Academy or transfer teachers from The Academy to any other schools.

Replacement Plan: All employees of The Academy will be employed on an at-will basis. The Academy has teacher agreements with the terms of non-renewal and renewal of employment agreements, and payment of salaries upon termination of employment of a teacher. As a result of these waivers, the school will be able to employ professional staff possessing unique skills and/or background, filling all staff needs. The Academy will hire teachers on a best-qualified basis. There is no provision for transfers.

Duration of Waivers: The waiver will extend for the duration of the contract.

Financial Impact: The Academy anticipates that the requested waivers will have no financial impact on the CSI or the school.

How the Impact of the Waivers Will be Evaluated: The impact of this waiver will be measured by the same performance criteria and assessments that apply to The Academy, as set forth in the Charter Agreement.

Expected Outcome: The Academy expects that, as a result of this waiver, it will be able to manage its own personnel affairs.

Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan

C.R.S. § 22-32-109(1)(b) Local board duties concerning competitive bidding

C.R.S. § 22-32-110(1)(y) Local board powers-Accepting gifts, donations, and grants

Rationale: In order to manage its own budget and finances, The Academy must be granted the authority to develop its own financial policies and practices.

Replacement Plan: The Academy, rather than the CSI or geographic district, will be responsible for determining whether or not to accept gifts, donations and grants. The Academy will ensure the process is an open process in compliance with all applicable rules and regulations.

Additionally, The Academy, rather than the District, is in the best position to know what goods and services are needed and which vendors and providers may be available. The Academy will be responsible for establishing procedures for competitive bidding, as required by applicable law, and for selecting successful bidders on projects/contracts. The Academy will ensure the process is open, transparent, and in compliance with all applicable rules and regulations.

Duration of Waivers: The waiver will extend for the duration of the contract.

Financial Impact: The Academy anticipates that the requested waivers will have no financial impact on the CSI or the school.

How the Impact of the Waivers Will be Evaluated: The impact of this waiver will be measured by the same performance criteria and assessments that apply to the school, as set forth in the charter contract.

Expected Outcome: The Academy expects that, as a result of this waiver, it will be able to manage its own financial affairs.

Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan

C.R.S. § 22-33-105(7)(b) Suspension, expulsion, and denial of admission

Rationale: As a CSI charter school, The Academy must have the ability to determine procedures for suspension, expulsion, and denial of admission in accordance with state law and to hear the appeal of any such decisions.

Replacement Plan: The charter contract delegates the authority to suspend, expel, and deny admission to students to the school administration, which is consistent with state law; however, as opposed to CSI carrying out the functions of a school district and its board, the governing board of The Academy will carry out those functions. To ensure that the school is meeting the intent of the law, The Academy will involve its legal counsel and CSI in any appeals to the governing board to ensure that students are being afforded appropriate due process. The Academy will develop a policy for carrying out the requirements of C.R.S. § 22-33-105 for review and approval by CSI. In addition, the school will report expulsion data pursuant to C.R.S. § 22-33-105(2.5).

Duration of Waivers: The waiver will extend for the duration of the contract.

Financial Impact: The Academy anticipates that the requested Waiver will have minimal financial impact on the school and no financial impact on CSI.

How the Impact of the Waivers Will be Evaluated: The Academy will be required to record all data involving suspensions and expulsions with access for review by both CSI and The Academy's governing board. In addition, the school's governing board will develop its policies and procedures for suspensions, expulsions, and denial of admission for review and approval by CSI.

Expected Outcome: The outcome will be a fair and supportive process for The Academy to make appropriate determinations regarding suspensions, expulsions, and denial of admissions at the local level, with administrative oversight by CSI.

Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan

CRS § 22-7-1014(2)(a): Preschool Individualized Readiness Plans – School Readiness – Assessments

Rationale: The Academy is a data driven school that is constantly evaluating and assessing students' academic readiness, character development, and physical well-being in order to ensure student success. The Academy already has strong programs and assessments in place that assess students' physical well-being, social-emotional development, language and comprehension development, cognition, and knowledge.

Replacement Plan: Every kindergarten student at The Academy will be administered a school readiness assessment within the first 60 calendar days of the school year. The assessment instruments used will be research based, reliable and valid. Methods and assessments used are clear and relevant and have the goal of improving student academic growth, and meet the intent of the quality standards established in CRS 22-7-1014(2)(a). The Academy will fulfill the requirement to administer the literacy component of school readiness by administering the Phonological Awareness Literacy Screening (PALS) within the first 60 calendar days of the school year. The data collected from these assessments will be used to develop an individualized readiness plan for each kindergarten student, and will inform programming accordingly. This school readiness data will not be used to deny admission to first grade. The data collected will be made readily available to CSI, and the school will report this data, as required by State law.

Duration of Waivers: Duration of the contract.

Financial Impact: The school anticipates that the requested waivers will have no financial impact the Charter Schools Institute or The Academy.

How the Impact of the Waivers Will be Evaluated: The school anticipates that the requested waivers will have no financial impact on The Academy or the Charter School Institute (CSI).

Expected Outcome: As a result of this waivers, The Academy will be able to implement the necessary policies to increase student achievement within existing structures.