

Appendix A – State and District Policies to be Waived

State Policies – Colorado Revised Statutes

To enhance the ability of Colorado STEM Academy to innovate, we request the following Colorado Revised Statutes be waived:

<i>Description</i>	<i>Action</i>	<i>Statute to be Waived</i>	<i>Replacement Policy or Practice</i>
Teacher Employment, Compensation and Dismissal Act of 1990 Employment license required –Exception	Colorado STEM Academy will comply with federal law and regulation on Highly Qualified Teachers.	C.R.S. 22-63-201	The school will verify to the District the qualifications of teachers for the purpose of complying with federal and state law. In order to comply with NCLB Title II A requirements, all core content instructional staff employed at Colorado STEM Academy will have a valid teaching license and meet subject matter competency requirements for the teaching subject. It is important for Colorado STEM Academy to be able to dismiss teachers and other staff who are not in alignment with the mission and vision of the school.
Teacher Employment, Compensation Dismissal Act of 1990 Probationary teachers renewal and nonrenewal of employment contract	Delegates authority to the school to terminate at-will employees.	C.R.S. 22-63-202	The school will dismiss teachers in accordance with statute when applicable.
Teacher Employment, Compensation, and Dismissal Act of 1990 Renewal and nonrenewal of employment contract	The school will treat all teachers hired in accordance with State law as it pertains to at-will employment.	C.R.S. 22-63-203	Teachers hired from within the District will not retain their employment rights within the District and will be treated as at-will employees.

<i>Description</i>	<i>Action</i>	<i>Statute to be Waived</i>	<i>Replacement Policy or Practice</i>
Teacher Employment, Compensation and Dismissal Act of 1990 Transfer of teachers	The District delegates to the school the right to conduct its own teacher placement and relinquishes the right to transfer teachers.	C.R.S. 22-63-206	The District will no longer make direct placement of teachers to the school, or direct placement within school.
Teacher Employment, Compensation and Dismissal Act of 1990 Grounds for Dismissal	The District delegates to the school the right to dismiss teachers consistent with at-will employment.	C.R.S. 22-63-301	The school will dismiss teachers in accordance with State law consistent with at-will employment.
Teacher Employment, Compensation and Dismissal Act of 1990 Procedure for Dismissal	The District delegates to the school the right to use its own procedures for dismissing teachers.	C.R.S. 22-63-302	The school will adopt a consistent procedure for dismissing teachers.
Teacher Employment, Compensation Dismissal Act of 1990 Teachers subject to adopted salary schedule	The Board of Education delegates to the school the authority to set its own compensation system.	C.R.S. 22-63-401	The school will adopt a consistent policy to compensate teachers that is competitive to surrounding districts.

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Teacher Employment, Compensation Dismissal Act of 1990 License and authorization required in order to pay teachers	Waives the provision that requires teacher to hold licenses/authorization in order to be paid.	C.R.S. 22-63-402	The school will adopt a policy for fair compensation of instructional staff. Experts in science, technology, math, and engineering without a teaching license will be hired as full or part-time instructional staff to provide appropriate expertise to students.
Teacher Employment, Compensation Dismissal Act of 1990 Payment of salaries	Delegates to the school to pay their pro-rata share of the compensation up to the point that the employee is dismissed.	C.R.S. 22-63-403	The school will adopt a policy for fair compensation of staff upon dismissal.
Local Boards of Education—Duties Local Board duties concerning performance evaluations for licensed personnel	The school will fulfill the requirements of state law when conducting teacher evaluations. The school will have the authority to designate personnel who do not have administrative licenses to conduct teacher evaluations.	C.R.S. 22-9-106(4)(a)	The school will use District evaluation procedures and will still meet the intent of the law, but adopt a set of standards aligned with instructional programs at the school, as well as the teacher profile. School will permit instructional leaders (e.g. coordinators, TOSA) without administrative licenses to evaluate teachers.
Local Boards of Education—Duties Local Board duties concerning selection of personnel and pay	Delegate authority to the school to select staff and set rates of pay (interacts with 22-63-201 & Section 22-63-206)	C.R.S. 22-32-109(1)(f)	The school will select teaching staff directly and set rates of pay based on school policy.

<i>Description</i>	<i>Action</i>	<i>Statute to be Waived</i>	<i>Replacement Policy or Practice</i>
<p>Schedule and Calendar</p> <p>Actual hours of teacher-pupil instruction and contact</p> <p>School Calendar</p>	<p>Delegates authority to the school to establish its own calendar.</p>	<p>C.R.S. 22-32-109(1)(n)(I)</p> <p>C.R.S. 22-32-109(n)(II)(A)</p> <p>C.R.S. 22-32-109(n)(II)(B)</p>	<p>The school will exceed statutory minimums for calendar, hours of teacher pupil contact and schedule, subject to District oversight based on the SPF. School will have authority to establish its own calendar, including professional development days, or days off that may differ from District.</p>
<p>Local Boards of Education—Duties</p> <p>Local Board powers concerning employment termination of school personnel</p>	<p>Delegates to the school the ability to discharge non-licensed employees; the school will be responsible for complying with statutory due process expectations when applicable.</p>	<p>C.R.S. 22-32-110(1)(h)</p>	<p>The school will adopt a policy for dismissal of non-licensed staff and will seek the support of Human Resources when handling dismissal cases.</p>