



## Charter School Waiver Request Addendum

*Use the addendum template below to list the non-automatic waiver(s) from statute and rule and the related replacement plans that the charter school is requesting.*

| Contact Information  |
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| <b>School Name:</b> Eagle Ridge Academy Charter High School            |
| <b>School Address (mailing):</b> 3551 Southern St., Brighton, CO 80601 |
| <b>Charter School Waiver Contact Name:</b> Ben Ploeger                 |
| <b>Charter School Waiver Contact’s Phone Number:</b> 303-655-0773      |
| <b>Charter School Waiver Contact’s Email:</b> bploeger@erawarriors.org |

| Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan   |
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| <b>C.R.S. 22-9-106 Performance evaluations for licensed personnel</b>   |
| <b>Rationale:</b> The Eagle Ridge Academy Head of School must have the ability to perform the evaluation of all personnel. Should any other designated administrator not have a Principal license, this should not preclude him or her from administering the evaluations under the direction of the Head of School. The Eagle Ridge Academy Board of Directors must also have the ability to perform the evaluation of the Head of School.   |
| <b>Replacement Plan:</b> Eagle Ridge Academy uses its own evaluation system as agreed to in the Charter School Contract with School District 27J. Eagle Ridge Academy’s evaluation system will continue to meet the intent of the law as outlined in statute. The methods used for Eagle Ridge Academy’s evaluation system include a clear set of quality standards that are 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 SB 10-191. The Head of School is trained in the evaluation system, and will undergo ongoing training as necessary. The evaluation policy is adopted by the ERA Board of Directors, and the procedures are adopted by the Head of School. |
| <b>Duration of Waivers:</b><br>We formally request the waiver be in effect for the duration of our contract with _<br>School District 27J _____. Therefore, the waiver is requested through <u>June 30, 2022</u> .<br><div style="display: flex; justify-content: space-between; margin-top: 10px;"> <span>Authorizer</span> <span>Date</span> </div>   |
| <b>Financial Impact:</b> This waiver does not incur a financial impact.   |
| <b>How the Impact of the Waivers Will be Evaluated:</b> 27J will monitor this through annual Accreditation and the Annual Performance Report.   |
| <b>Expected Outcome:</b> ERA will be able to hire, evaluate and retain higher quality personnel due   |



|   |      |
|---|------|
| Authorizer  | Date |
| <b>Financial Impact:</b> This waiver does not incur a financial impact.   |      |
| <b>How the Impact of the Waivers Will be Evaluated:</b> 27J will monitor this through annual Accreditation and the Annual Performance Report.                                     |      |
| <b>Expected Outcome:</b> ERA will be able to hire, evaluate and retain higher quality personnel due to their authority to hire their own personnel according to charter contract. |      |

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| <b>Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan</b>   |      |
| <b>C.R.S. 22-63-204 and 205     Teacher employment, compensation and dismissal act</b>   |      |
| <b>Rationale:</b> ERA employs its own at-will staff, and so these statutes are irrelevant for the school.  |      |
| <b>Replacement Plan:</b> The ERA governing board, in conjunction with the Head of School, will be responsible for determining staff selection, assignment and compensation.  |      |
| <b>Duration of Waivers:</b><br>We formally request the waiver be in effect for the duration of our contract with _<br><u>School District 27J</u> . Therefore, the waiver is requested through <u>June 30, 2022</u> . |      |
| Authorizer   | Date |
| <b>Financial Impact:</b> This waiver does not incur a financial impact.  |      |
| <b>How the Impact of the Waivers Will be Evaluated:</b> 27J will monitor this through annual Accreditation and the Annual Performance Report.  |      |
| <b>Expected Outcome:</b> The ERA governing board will be responsible for implementing the educational program design as detailed in the charter school application. This includes all staff matters.                 |      |