



Lincoln Academy Charter School
Renewal Application
Waivers
2014-2015

LINCOLN ACADEMY

REQUEST FOR WAIVER FROM DISTRICT POLICY

Lincoln Academy is requesting the following waiver from district policy as outlined below. The charter school operates with its own governing board, its own employees (serving on an at-will basis) and oversees its own educational program and curriculum.

All waivers are being requested for the term of the charter contract, or through June 30, 2020.

- **Section A: Foundations and Basic Commitments.** These do not apply to a charter school.
- **Section B: School Board Governance and Operations.** These do not apply to a charter school.
- **Section C: General School Administration.** Most of these do not apply to a charter school. Lincoln Academy specifically requests waiver from CCC: Staffing Formulas since it employs its own personnel.
- **Section D: Fiscal Management.** These policies pertain to school district fiscal management and not that of an individual charter school. Lincoln Academy has its own business office and utilizes financial policies and procedures according to generally accepted accounting standards.
- **Section E: Support Services.**

EC/EC-R	Building Grounds	As a charter school, Lincoln Academy, owns and manages its own property and facilities.
EI	Insurance & Risk Management	Through the financing arrangements and covenants of its facilities, Lincoln Academy provides insurance and risk management.
EDB	Control of Materials & Equipment	The charter schools maintains its own inventories.
EF	Food Services	Lincoln Academy reserves the right to use its own food services, if desired.
EHAA, EHBB	Computer Security & Technology Acquisition	Lincoln Academy maintains its own computer security and the board has its own board policies. All computer records, equipment, software, and hardware belong to LA.

- **Section F: Facilities Planning and Development.** None of these policies pertain to a charter school that owns its own facilities.

- **Section G: Personnel.** The charter school is responsible for its own employees and employs personnel at-will making these policies irrelevant.
- **Section H: Negotiations.** As a charter school, with its own at-will employees, these policies do not pertain to a charter school.
- **Section I: Instruction.** The charter school is approved in its charter contract to provide the educational program described in its initial charter school application and/or renewal application. Therefore, the following policies either do not pertain to Lincoln Academy or should be considered delegated to the charter school.

IA, IC/ICA, IGA, IGB	Instruction	These policies refer to the district and not an individual charter school. Therefore, they do not apply.
IHAM, IHAMA, IHBA, IHBB, IHBJ, IHCA, IHCAA, IJ, IJK, IJL, IJM, IKE, IL, IMB, IMBB, IMD, IMDA, & IMDCA	Instruction	As a charter school, given authority over the educational program at Lincoln Academy, these policies should be considered delegated to the charter school.

- **Section J: Students.**

JICA, JICEA, & JICEC	Student Dress Code, School Related Publications, & Noncurricular Materials Distribution	Lincoln Academy abides by all district policies relating to student discipline. However, these three policies should be considered as delegated to the charter school. The other policies in this section LA will adhere to in partnership with the District.
----------------------	---	---

- **Section K: School-Community-Home Relations.**

KB, KD, KE, KEC, KF, and KI	Parent/Family Involvement, Public Engagement & Communication, Public/Parent Concerns, Concerns/Complaints about Instructional Resources, Community Use of School Facilities, and Visitors to Schools	As a charter school, these policies should be considered as delegated to LA.
-----------------------------	--	--

Lincoln Academy Charter School Rationale and Replacement Plan

22-9-106, C.R.S. Performance evaluations for licensed personnel

Rationale: The Lincoln Academy Charter School governing board conducts teacher evaluation methods in compliance with the charter school contract. This evaluation plan evaluates performance areas: professional preparation and growth, human relations, professional techniques and professional conduct. In addition to this system of evaluation, teachers are rewarded for overall student academic achievement.

Replacement Plan: The governing board employs its own personnel, which includes evaluating their performance. Teachers will be held accountable to the Principal of Lincoln Academy Charter School and the board of Lincoln Academy Charter School. At a minimum, the evaluation system will consist of the procedures adopted by the Principal and adopted as policy by the Board of Directors.

Financial Impact: Lincoln Academy Charter School anticipates that the requested waivers will have no financial impact upon the school or the District.

Duration of the Waivers: This waiver should be in effect for the term of the charter contract with the District, or through June 30, 2020.

How the Impact of the Waivers Will be Evaluated: The District will monitor this through annual Accreditation.

Expected Outcome: Lincoln Academy Charter School will be able to hire, evaluate and retain higher quality personnel due to their authority to hire their own personnel according to charter contract.

22-32-109(1)(b), C.R.S. Competitive Bidding

Rationale: The Lincoln Academy Charter School governing board is responsible for its own financial operations, which includes the requirement to comply with competitive bidding laws. The board has established policies for its business office to handle this obligation.

Replacement Plan: The governing board maintains a business office that complies with federal and state financial laws as evidenced through policy adopted by the Board of Directors.

Financial Impact: Lincoln Academy Charter School anticipates that the requested waivers will have no financial impact upon the School or the District.

Duration of the Waivers: This waiver should be in effect for the term of the charter contract with the District, or through June 30, 2020.

How the Impact of the Waivers Will be Evaluated: The District will monitor this through annual Accreditation.

Expected Outcome: Lincoln Academy Charter School will be able to conduct its own competitive bidding process, ensuring the highest quality and best priced options for the charter school.

22-32-109(1)(n)(I), (n)(II)(A), (n)(II)(B), (t), C.R.S. School calendar; contact hours; district calendar; textbook and curriculum

Rationale: The Lincoln Academy Charter School governing board is responsible for its own operations, which includes the school calendar, ensuring the minimum number of teacher-pupil contact hours, and textbook and curriculum selection. Responsibility for compliance with these laws rests with the Principal and supported by the governing board.

Replacement Plan: The governing board has board policy to ensure compliance with these state laws.

Financial Impact: Lincoln Academy Charter School anticipates that the requested waivers will have no financial impact upon the charter school or the District.

Duration of the Waivers: This waiver should be in effect for the term of the charter contract with the District, or through June 30, 2020.

How the Impact of the Waivers Will be Evaluated: The District will monitor this through annual Accreditation and the Automated Data Exchange.

Expected Outcome: Lincoln Academy Charter School will be able to operate with its own calendar in alignment with its approved educational program.

22-32-109(1)(f), C.R.S. Selection of pay and personnel

22-32-110(1)(h),(i), (j),(k),(ee), C.R.S. Employment and termination of personnel; reimburse employees for expenses; procure insurance; policies relating to in-service training and official conduct; and employ teachers' aides and other non-certificated personnel

Rationale: The Lincoln Academy Charter School governing board, via the charter contract, has been granted the authority to hire and evaluate personnel.

Replacement Plan: The governing board will select, train and manage its own personnel. The governing board executes written agreements with teaching staff. The Principal and teachers have flexibility in structuring professional development and school policies to meet their needs as stipulated in the charter school application and overseen by the governing board.

Financial Impact: Lincoln Academy Charter School anticipates that the requested waivers will have no financial impact upon the charter school or the District.

Duration of the Waivers: This waiver should be in effect for the term of the charter contract with the District, or through June 30, 2020.

How the Impact of the Waivers Will be Evaluated: The District will monitor this through annual Accreditation.

Expected Outcome: Lincoln Academy Charter School will be able to hire, evaluate and retain higher quality personnel due to their authority to hire their own personnel according to the charter contract.

22-32-126, C.R.S. Employment and authority of principals

Rationale: The Lincoln Academy Charter School governing board, via the charter contract, has been granted the authority to hire and evaluate the school Principal.

Replacement Plan: The governing board employs its own Principal, which includes evaluating his/her performance.

Financial Impact: Lincoln Academy Charter School anticipates that the requested waivers will have no financial impact upon the charter school or the District.

Duration of the Waivers: This waiver should be in effect for the term of the charter contract with the District, or through June 30, 2020.

How the Impact of the Waivers Will be Evaluated: The District will monitor this through annual Accreditation.

Expected Outcome: Lincoln Academy Charter School will be able to hire, evaluate and retain a Principal pursuant to authority delegated in the charter contract.

C.R.S. § 22-33-104(4) Compulsory school attendance – Attendance policies and excused

absences

Rationale: The District has granted to the Board of Directors of Lincoln Academy the authority to determine the educational program and to adopt a school calendar. The District R-1 Board retains the right of final approval of the educational program and requires the formal submittal of the school calendar as per the charter school agreement.

Replacement Plan: The Lincoln Academy educational program and curriculum were approved in the charter school application and the school calendar is adopted and presented to the District annually.

Duration of the Waiver: This waiver should be in effective for the term of the charter contract with the District, or through June 30, 2020.

Financial Impact: Lincoln Academy anticipates that the requested waivers will have no financial impact upon the District or the school.

How the Impact of the Waiver will be Evaluated: The District will monitor this through its annual Accreditation process.

Expected Outcome: Lincoln Academy expects that as a result of this waiver it will be able to implement its curriculum and ensure that students meet the educational standards of the school as well as meet or exceed required student contact hours.

22-63-201 - 203, 206, 301, 302, 401-403, C.R.S. Teacher employment, compensation and dismissal act

Rationale: The Lincoln Academy Charter School governing board, via the charter contract, has been granted the authority to hire and evaluate personnel. Its status as a charter school makes these teacher employment, compensation and dismissal act provisions irrelevant.

Replacement Plan: The governing board will employ its own personnel, which includes evaluating their performance.

Financial Impact: Lincoln Academy Charter School anticipates that the requested waivers will have no financial impact upon the charter school or the District.

Duration of the Waivers: This waiver should be in effect for the term of the charter contract with the District, or through June 30, 2020.

How the Impact of the Waivers Will be Evaluated: The District will monitor this through annual Accreditation.

Expected Outcome: Lincoln Academy Charter School will be able to hire, evaluate and retain higher quality personnel due to their authority to hire their own personnel according to charter contract.

22-63-204 and 205, C.R.S. Teacher employment, compensation and dismissal act

Rationale: Because Lincoln Academy Charter School employs its own at-will staff, these statutes are irrelevant.

Replacement Plan: The Lincoln Academy Charter School governing board is solely responsible for determining staff selection, assignment and compensation.

Financial Impact: Lincoln Academy Charter School anticipates that the requested waivers will have no financial impact upon the charter school or the District.

Duration of the Waivers: This waiver should be in effect for the term of the charter contract with the District, or through June 30, 2020.

How the Impact of the Waivers Will be Evaluated: The District will monitor this through annual Accreditation.

Expected Outcome: The Lincoln Academy Charter School governing board will be responsible for implementing the educational program design as detailed in the charter school application. This includes all staff matters.

Charter School Waiver Request Form

A charter school may operate free from specified state rules and statutes as provided in §22-30.5-104(6)(b), C.R.S.

For your waiver request to be reviewed, please provide:

- An electronic, signed copy of the charter contract between the charter school and its authorizer, which would include a complete request of waivers as an appendix.
- Waiver Request Form-complete, typed and signed
- A Rationale and Replacement Plan (RRP) for each waiver requested from state statute. This is a requirement for automatic and non-automatic waivers. A sample RRP can be found [here](#).
- An electronic copy of the charter application or renewal application.

This waiver request may be submitted electronically to: schoolsofchoice@cde.state.co.us

General Information

Charter school name: Lincoln Academy Charter School

Charter school mailing address:

Street: 7180 Oak Street

City: Arvada Zip Code: 80005

Charter school contact name: Janelle Johnson

Title: Principal

Phone number: 303.467.5363

Email address: jaljohns@jeffco.k12.co.us

Charter school projected enrollment or current enrollment: 621

Grades served by charter school:

K ☒ 1 ☒ 2 ☒ 3 ☒ 4 ☒ 5 ☒ 6 ☒ 7 ☒ 8 ☒ 9 ☐ 10 ☐ 11 ☐ 12 ☐

Term of the charter contract: 06/01/2020 (MM/DD/YY) through June 30, 2020 (YYYY)

Enter the year the charter school originally opened: 1997 (YYYY)

Waiver request prepared for the charter school by: Denise Mund

Phone number: 303.808.7720

Email address: dpmund@gmail.com

Authorizer

- ☐ Charter School Institute (CSI)
☒ Name of local school district: Jeffco Public Schools

Authorizer's mailing address:

Street: 1829 Denver West Dr. #27
 City: Golden Zip Code: 80401

Authorizer contact name: Tim Matlick

Title: Achievement Director Charter Schools

Phone Number: 303.982.6610

Email Address: tmatlick@jeffco.12.co.us

Select the automatic waivers the charter school is applying for:

- ☒ 22-9-106, C.R.S. Local board duties concerning performance evaluations
- ☒ 22-32-109(1)(b), C.R.S. Local board duties concerning competitive bidding
- ☒ 22-32-109(1)(f), C.R.S. Local board duties concerning selection of staff and pay
- ☒ 22-32-109(1)(n)(I), C.R.S. Local board duties concerning school calendar
- ☒ 22-32-109(1)(n)(II)(A), C.R.S. Determine teacher-pupil contact hours
- ☒ 22-32-109(1)(n)(II)(B), C.R.S. Adopt district calendar
- ☒ 22-32-109(1)(t), C.R.S. Determine educational program and prescribe textbooks
- ☒ 22-32-110 (1)(h), C.R.S. Local board powers-Terminate employment of personnel
- ☒ 22-32-110(1)(i), C.R.S. Local board duties-Reimburse employees for expenses
- ☒ 22-32-110(1)(j), C.R.S. Local board powers-Procure life, health, or accident insurance
- ☒ 22-32-110(1)(k), C.R.S. Local board powers-Policies relating the in-service training and official conduct
- ☒ 22-32-110(1)(ee), C.R.S. Local board powers-Employ teachers' aides and other non-certificated personnel
- ☒ 22-32-126, C.R.S. Employment and authority of principals
- ☒ 22-33-104(4), C.R.S. Compulsory school attendance-Attendance policies and excused absences
- ☒ 22-63-201, C.R.S. Teacher Employment Act-Compensation & Dismissal Act-Requirement to hold a certificate
- ☒ 22-63-202, C.R.S. Teacher Employment Act- Contracts in writing, damage provision
- ☒ 22-63-203, C.R.S. Teacher Employment Act- Requirements for probationary teacher, renewal & nonrenewal
- ☒ 22-63-206, C.R.S. Teacher Employment Act-Transfer of teachers
- ☒ 22-63-301, C.R.S. Teacher Employment Act- Grounds for dismissal
- ☒ 22-63-302, C.R.S. Teacher Employment Act-Procedures for dismissal of teachers
- ☒ 22-63-401, C.R.S. Teacher Employment Act-Teachers subject to adopted salary schedule
- ☒ 22-63-402, C.R.S. Teacher Employment Act-Certificate required to pay teachers
- ☒ 22-63-403, C.R.S. Teacher Employment Act-Describes payment of salaries

If any other waiver(s) from statute or rule is being requested, please list below.

Required Signatures

Authorizer Contact (Print Name)

Date

Charter School Contact (Print Name)

Date

Signature-Authorizer Contact

Signature-Charter School Contact