



Charter School District Policy Waivers

updated October 2025

Charter school name	Lincoln Academy
Mailing address	7180 Oak Street, Arvada, CO 80004
Grades served	PreK - 8
School website	lincolnacademy.net

Quick Links

Prohibited Waivers	Policies that Jeffco Public Schools requires all schools, both district-managed and charter, to follow
Automatic Waivers	Policies that are automatically waived for charter schools upon the establishment of a signed charter contract
Non-Automatic Waivers	Many non-automatic policies cover areas for which charter schools are granted responsibility by state statute or district
Replacement Plans	Replacement Plan (RP) where the school provides a rationale for requesting a waiver and provides a replacement policy specifies the manner in which the charter school will comply with the intent of the waived district policy. This template provides sample language that each school should customize for its specific context.

Prohibited Waivers/No Waiver

The policies listed below are policies that Jeffco Public Schools requires all schools, both district-managed and charter, to follow. In unique circumstances, the school and the district may need to work together to craft replacement policies that will potentially be agreeable to both parties.

NOTE: In the following policies, "superintendent" or "superintendent's designee" shall be read as "charter school board" or "charter school board's designee." "Community superintendent" shall be read as "principal manager" or "principal manager's designee."

POLICY	POLICY NAME	DESIGNATION	Yes	No	ACTION
AC	Non-discrimination/Equal Opportunity	NO WAIVER		X	NO ACTION
ADC	Tobacco Free Schools	NO WAIVER		X	NO ACTION
ADF	School Wellness	NO WAIVER		X	NO ACTION
AED, AED-R	School Accreditation	NO WAIVER		X	NO ACTION
DAC	Federal Fiscal Compliance	NO WAIVER		X	NO ACTION
DD, DD-R	Funding Proposals, Grants, and Special Programs	NO WAIVER		X	NO ACTION
DI	Fiscal Accounting and Reporting	NO WAIVER		X	NO ACTION
DIF	Fraud Prevention	NO WAIVER		X	NO ACTION
DJB, DJB-R	Federal Procurement	NO WAIVER		X	NO ACTION
DJE, DJE-R	Bidding Procedures	NO WAIVER		X	NO ACTION
DJG	Vendor Relations	NO WAIVER		X	NO ACTION
GBGB	Staff Security and Safety	NO WAIVER		X	NO ACTION

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POLICY	POLICY NAME	DESIGNATION	Yes	No	ACTION
IHBA	Program for Students with Disabilities	NO WAIVER		X	NO ACTION
JB, JB-R2, JB-R3	Equal Education Opportunity	NO WAIVER		X	NO ACTION
JBB	Harassment of Students	NO WAIVER		X	NO ACTION
JEA	Compulsory Attendance Ages	NO WAIVER		X	NO ACTION
JEB	Entrance Age Requirements	NO WAIVER		X	NO ACTION
JF	Admission and Denial of Admission	NO WAIVER		X	NO ACTION
JFABA	Nonresident Tuition Charges	NO WAIVER		X	NO ACTION
JFABB, JFABB-R	Admission of Non-Immigrant Foreign Exchange Students	NO WAIVER		X	NO ACTION
JFABD, JFABD-R	Students Experiencing Homelessness	NO WAIVER		X	NO ACTION
JFABE, JFABE-R	Students in Foster Care	NO WAIVER		X	NO ACTION
JFBA, JFBA-R	District Choice Enrollment	NO WAIVER		X	NO ACTION
JFC	Student Withdrawal/Dropouts	NO WAIVER		X	NO ACTION

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POLICY	POLICY NAME	DESIGNATION	Yes	No	ACTION
JH	Student Absences/Excuses	NO WAIVER		X	NO ACTION
JHB	Truancy	NO WAIVER		X	NO ACTION
JIC	Student Conduct	NO WAIVER		X	NO ACTION
JICC	Student Conduct on School Buses	NO WAIVER		X	NO ACTION
JICDE	Bullying Prevention and Education	NO WAIVER		X	NO ACTION
JICF	Secret Societies/Gang Activity and Dress	NO WAIVER		X	NO ACTION
JICH	Student Involvement Regarding Drugs and Alcohol	NO WAIVER		X	NO ACTION
JICI	Weapons in Schools	NO WAIVER		X	NO ACTION
JK	Student Discipline	NO WAIVER		X	NO ACTION
JK-2	Discipline of Students with Disabilities	NO WAIVER		X	NO ACTION
JK-R	Student Discipline (Habitually Disruptive)	NO WAIVER		X	NO ACTION
JKA, JKA-R	Use of Physical Intervention and Restraint	NO WAIVER		X	NO ACTION

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POLICY	POLICY NAME	DESIGNATION	Yes	No	ACTION
JKBA	Disciplinary Removal from Classroom	NO WAIVER		X	NO ACTION
JKD/JKE, JKD/JKE-R	Student Suspension/Expulsion	NO WAIVER		X	NO ACTION
JKDA/JKEA	Grounds for Suspension/Expulsion	NO WAIVER		X	NO ACTION
JKF, JKF-R	Educational Alternatives for Expelled Students	NO WAIVER		X	NO ACTION
JKG	Expulsion Prevention	NO WAIVER		X	NO ACTION
JLC	Student Health Services and Requirements	NO WAIVER		X	NO ACTION
JLCB, JLCB-R	Immunization of Students	NO WAIVER		X	NO ACTION
JLCDB-E2	Administration of Medical Marijuana by Volunteer Personnel	NO WAIVER		X	NO ACTION
JLCC	Communicable/Infectious Diseases	NO WAIVER		X	NO ACTION
JLCD, JLCD-R	Administering Medication to Students	NO WAIVER		X	NO ACTION
JLCDA	Students with Food Allergies	NO WAIVER		X	NO ACTION
JLCDB	Administration of Medical Marijuana to Qualified Students	NO WAIVER		X	NO ACTION

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POLICY	POLICY NAME	DESIGNATION	Yes	No	ACTION
JLCDB - E1	Administration of Medical Marijuana by Primary Caregiver	NO WAIVER		X	NO ACTION
JLCDC	Medically Necessary Treatment in School Settings	NO WAIVER		X	NO ACTION
JLDAC	Screening and Testing of Students	NO WAIVER		X	NO ACTION
JLF, JLF-R	Reporting Child Abuse	NO WAIVER		X	NO ACTION
JLI	Student Safety	NO WAIVER		X	NO ACTION
JLIB	Student Dismissal Precautions	NO WAIVER		X	NO ACTION
JLJ	Physical Activity	NO WAIVER		X	NO ACTION
JRCA	Sharing of Student Records/Information between School District and State Agencies	NO WAIVER		X	NO ACTION
JRCB, JRCB-R	Privacy and Protection of Confidential Student Information	NO WAIVER		X	NO ACTION
KBA	Parent Involvement in Education (Title I)	NO WAIVER		X	NO ACTION
KD	Public Engagement and Communications Program	NO WAIVER		X	NO ACTION
KDA	Correspondence from the Public	NO WAIVER		X	NO ACTION

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POLICY	POLICY NAME	DESIGNATION	Yes	No	ACTION
KDB	Open Records Request	NO WAIVER		X	NO ACTION
KDE	Emergency Management	NO WAIVER		X	NO ACTION
KDEA, KDEA-R	Emergency Management Communications	NO WAIVER		X	NO ACTION
KFA	Public Conduct on School Property	NO WAIVER		X	NO ACTION
LA	Education-Related Cultural and Economic Organizations	NO WAIVER		X	NO ACTION
LBD-E	Application and Rubric	NO WAIVER		X	NO ACTION
LBD/LBD-R	Charter Schools, Procedures for New School and Rer	NO WAIVER		X	NO ACTION

Automatic Waivers

Below is a list of the policies that are automatically waived for charter schools upon the establishment of a signed charter contract. Charter schools are not required to submit a Replacement Plan (RP) for an automatic waiver. Charter schools may also elect to use these Jeffco policies and regulations as appropriate for their setting.

POLICY	POLICY NAME	DESIGNATION	Yes	No	ACTION
All E policies	Support Services (except for EBCE School Closings, EHAA Computer Security)	WAIVER - AUTOMATIC	X		Charter provides replacement plan for ECBE
All F Policies	Facilities Planning and Development	WAIVER - AUTOMATIC	X		NO ACTION
All G Policies	Personnel (Except for GBGB, as required by applicable law)	WAIVER - AUTOMATIC	X		NO ACTION
CH	Policy adoption and implementation	WAIVER - AUTOMATIC	X		NO ACTION
DC	Debt Management Policy	WAIVER - AUTOMATIC	X		NO ACTION
DFA/DFAA	Revenues from Investments/Use of Surplus Funds	WAIVER - AUTOMATIC	X		NO ACTION
DJ, DJA	Purchasing Power/Purchasing Authority	WAIVER - AUTOMATIC	X		NO ACTION
DN	School Properties Disposition	WAIVER - AUTOMATIC	X		NO ACTION
HA	Labor Relations	WAIVER - AUTOMATIC	X		NO ACTION
IJ, IJ-R	Instructional Material Selection and Adoption	WAIVER - AUTOMATIC	X		NO ACTION
IJM, IJM-R	Textbooks and Materials Selection and Adoption	WAIVER - AUTOMATIC	X		NO ACTION
IMB	Teaching about Controversial Issues	WAIVER - AUTOMATIC	X		NO ACTION
IMBB	Exemptions from Required Instruction	WAIVER - AUTOMATIC	X		NO ACTION

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POLICY	POLICY NAME	DESIGNATION	ACTION		
			Yes	No	
IMDB	Flag Displays	WAIVER - AUTOMATIC	X		NO ACTION
JB-R1	Student discrimination complaint process	Requires replacement plan	X		Charter provides replacement plan
JC	Student Attendance Area	WAIVER - AUTOMATIC	X		NO ACTION
JICA-R	Adoption of School uniforms	WAIVER - AUTOMATIC	X		NO ACTION
JICEA, JICEA-R	School related student productions	WAIVER - AUTOMATIC	X		NO ACTION
JICEC	Student distribution of non-curricular materials	WAIVER - AUTOMATIC	X		NO ACTION
KB	Family-School-Community Partnership	WAIVER - AUTOMATIC	X		NO ACTION
KCBC	Community Involvement in Choosing School Mascots and Logos	WAIVER - AUTOMATIC	X		NO ACTION
KCD, KCD-R	Public Gifts/Donations	WAIVER - AUTOMATIC	X		NO ACTION
KCD-E	Public donation acceptance form for items or cash valued at \$500 or greater	WAIVER - AUTOMATIC	X		NO ACTION
KEC, KEC E-1, KEC-R	Public Concerns/Complaints about Instructional Resources	WAIVER - AUTOMATIC	X		NO ACTION
KF	Community Use of School Facilities	WAIVER - AUTOMATIC	X		NO ACTION
KFD	Community Access to School Communication Resources and to Facilities During	WAIVER - AUTOMATIC	X		NO ACTION

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POLICY	POLICY NAME	DESIGNATION	Yes	No	ACTION
KHB	Advertising in Schools/Revenue Enhancement	WAIVER - AUTOMATIC	X		NO ACTION
KHBA	Sponsorship Programs	WAIVER - AUTOMATIC	X		NO ACTION
KL	Relations with Governmental Authorities	WAIVER - AUTOMATIC	X		NO ACTION
KLB	Relations with Election Authorities (Voter Registration)	WAIVER - AUTOMATIC	X		NO ACTION
KLG, KLG-R	Relations with Police Authorities	WAIVER - AUTOMATIC	X		NO ACTION
KLKB	Relations with Legislative Authorities	WAIVER - AUTOMATIC	X		NO ACTION
KLMA	Relations with Military Recruiters, Postsecondary Institutions and Prospective Employers in High Schools	WAIVER - AUTOMATIC	X		NO ACTION
LB/LD	Relations with Other Schools and School Systems/Colleges and Universities	WAIVER - AUTOMATIC	X		NO ACTION
LDA	Student Teaching and Internships	WAIVER - AUTOMATIC	X		NO ACTION
LF/LG	Relations with State/Federal Education Agencies	WAIVER - AUTOMATIC	X		NO ACTION

Non-Automatic Waivers

Many non-automatic policies cover areas for which charter schools are granted responsibility by state statute or district contract. Some policies within this section require the school to provide a Replacement Plan (RP) where the school provides a rationale for requesting a waiver and provides a replacement policy to guide the school in these matters. If not waived, in applicable policies, district personnel will be read as "charter school"; superintendent of schools will be read as "charter school board" (for hearings)

By signing the charter contract, the School affirms that it has replacement policies that comply with the intent of the policy for each of the non-automatic waivers sought below and will produce the replacement policy, if requested.

Links to Replacement Plans

POLICY	POLICY NAME	DESIGNATION	Yes	No	ACTION
DFA/DFAA	Revenues from Investments/Use of Surplus Funds	Non-automatic, requires RP	x		If requested, charter provides replacement language
DI	Fiscal Accounting and Reporting	Non-automatic, no RP	x		NO ACTION
DKC	Expense Authorization/Reimbursement	Non-automatic, no RP	x		NO ACTION
EBCE	School Closings	Non-automatic, requires RP	x		If requested, charter provides replacement language
EHAA	Computer Security	Non-automatic, no RP		x	NO ACTION
IC/ICA	District Calendar	Non-automatic, requires RP	x		If requested, charter provides replacement language
IGB	Educational Research	Non-automatic, no RP		x	NO ACTION
IHAM/IHAM-R	Health Education	Non-automatic, no RP	x		NO ACTION
IHBB, IHBB-R	Gifted and Talented Education	Non-automatic, requires RP		x	If requested, charter provides replacement language
IHBF	Homebound Instruction	Non-automatic, no RP	x		NO ACTION
IHBG	Homeschooling	Non-automatic, no RP		x	NO ACTION
IHBIB	Primary/Preprimary Education	Non-automatic, no RP	x		NO ACTION
IHBK, IHBK-R	Preparation for Postsecondary and Workforce Success	Non-automatic, no RP		x	NO ACTION
IHCDA	Concurrent Enrollment	Non-automatic, no RP	x		NO ACTION

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[Links to Replacement Plans](#)

POLICY	POLICY NAME	DESIGNATION	Yes	No	ACTION
IHBD	Equivalence of Services	Non-automatic, requires RP		x	If requested, charter provides replacement language
IJN	Service and Therapy Animals	Non-automatic, requires RP		x	If requested, charter provides replacement language
IKA, IKA-R	Grading/Assessment Systems	Non-automatic, no RP	x		NO ACTION
IKE	Promotion, Retention, and Acceleration of Students	Non-automatic, no RP	x		NO ACTION
IKF, IKF-R	Graduation Requirements	Non-automatic, requires RP		x	If requested, charter provides replacement language
IKFB/IKFB-R	Graduation Exercises, Adornments to Cap and Gown	Non-automatic, no RP	x		NO ACTION
ILBC, ILBC-R	Early Literacy and Reading Comprehension	Non-automatic, requires RP	x		If requested, charter provides replacement language
JGA, JGA-R	Assignment of New Students to Grade Levels	Non-automatic, requires RP	x		If requested, charter provides replacement language
JICA	Student Dress Code	Non-automatic, no RP		x	NO ACTION
JIH, JIH-R	Student Interviews, Interrogations, Searches, and Arrests	Non-automatic, no RP		x	NO ACTION
JII	Student Concerns, Complaints, and Grievances	Non-automatic, requires RP		x	If requested, charter provides replacement language
JJA	Student Organizations	Non-automatic, no RP		x	NO ACTION
JJF	Student Activities Funds	Non-automatic, no RP	x		NO ACTION
JJH	Student Travel	Non-automatic, no RP		x	NO ACTION

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[Links to Replacement Plans](#)

POLICY	POLICY NAME	DESIGNATION	Yes	No	ACTION
JKBA-R	Disciplinary Removal from Classroom	Non-automatic, no RP	x		NO ACTION
JQ	Student Fees and Charges	Non-automatic, no RP		x	NO ACTION
JRA/JRC	Student Records/Release of Information on Students	Non-automatic, no RP		x	NO ACTION
JS, JS-E1	Student Use of Internet	Non-automatic, no RP		x	NO ACTION
JSA	Student Use of Personal Devices	Non-automatic, no RP		x	NO ACTION
KCB, KCB-R	Co-operative Decision Making	Non-automatic, no RP		x	NO ACTION
KE	Family and Public Complaints	Non-automatic, requires RP	x		If requested, charter provides replacement language
KI	Visitors to Schools	Non-automatic, no RP		x	NO ACTION

Non-Automatic Waivers Replacement Plans (RP)

The policies listed below require the school to provide a Replacement Plan (RP) where the school provides a rationale for requesting a waiver and provides a replacement policy that will guide the school in these matters and specify the manner in which the charter school will comply with the intent of the waived district policy. Replacement plans are expected to include all the information that is included in the respective waived Jeffco policy. These policies will be reviewed by district staff and will be approved with the signing of the charter contract. At times the school and the district may need to work together to craft replacement policies that will potentially be agreeable to both parties.

~~Replacement plans for policies with a regulation / RP may be combined with the original policy replacement~~

DFA/DFAA Revenues from Investments/Use of Surplus Funds

Rationale	Lincoln Academy should have the authority to control its own fund balance and adopt fiscal policies for financial management. It is essential for the financial health of Lincoln Academy that its Board maintain a sufficient amount of fund balance/net assets in all funds while also providing for future needs. In order to ensure the long-term viability of the school and to remain fiscally responsible, Lincoln Academy will use Jeffco's Investment Policy (DFA) as guidance in determining if and how to invest unrestricted reserves. No funds will be invested without prior approval from Lincoln Academy's Board of Directors who will take into consideration Jeffco's policy, the needs of the school and the length of the term needed to ensure funds are available for projects and emergencies.
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Replacement Plan	<p>Authority for the day-to-day investment decisions of Lincoln Academy's funds is delegated to Lincoln Academy's Board Treasurer and Administration. No person may engage in an investment transaction except as provided under the terms of this policy and all investments must have the approval of the school's Board of Directors.</p> <p>Investment Objectives</p> <p>All school funds allocated to a specific use, but temporarily not needed, may be invested, with the approval of the school's Board or Directors, by the Board Treasurer or designated staff in accordance with Colorado statutes and in a manner designed to accomplish the following objectives:</p> <p>To ensure the safety of all school funds.</p> <ol style="list-style-type: none">1. To ensure that adequate funds are available at all times to promptly pay all of the school's financial obligations.2. To generate a rate of return consistent with the goals and risk tolerance of the school.3. To comply with state law regarding the investment of public funds and the use of charter school funds. <p>Investment Management</p> <p>The LA BOD Treasurer and Executive Director will be responsible for the supervision and management of all invested funds. Investments shall be reasonably diversified to reduce the risk of loss resulting from over concentration of assets in a specific maturity, specific issuer or a specific class of securities.</p> <p>Prudence</p> <p>Investments will be made with judgment and care, under circumstances then prevailing, which persons of prudence, discretion, and intelligence exercise in the management of their own affairs, not for speculation, but for investment, considering the primary objective of safety as well as the secondary objective of the attainment of market rates of return. The school will not enter into investment transactions which will expose itself to an undue credit risk of an issuer or broker/dealer.</p> <p>The standard of prudence to be used by investment officials will be the "prudent person" standard. It will be applied in the context of managing an overall portfolio. Individuals acting in accordance with written procedures and exercising due diligence will be relieved of personal responsibility for an individual security's credit risk or market price changes, provided that deviations from expectations are reported to the LA Board of Directors in a timely fashion, and appropriate action is taken to control adverse developments.</p>
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EBCE School Closings

Rationale	Lincoln Academy typically follows the district on this policy but has had additional need for closures in the past when our calendar didn't align with the district and weather and/or other emergencies required closure/late start/early dismissal.
Replacement Plan	Lincoln Academy intends to follow the District snow day determinations and schedule. However, the administrators of the school are empowered to close the school or implement a late start/early dismissal in the event of hazardous weather or any other emergencies which threaten the safety or health of students or staff members, including emergencies related to building repair issues. Should the school cancel school outside of a district cancellation, the district will be notified directly and the community shall be notified through the district's school emergency notification telephone and email system and by posting on the school's website and social media accounts.

IC/ICA District Calendar

Rationale	Lincoln Academy was granted a waiver from CRS 22-32-109(1)(n)(I)&(II), which allows the school to determine its own calendar. The school will meet all requirements regarding instructional time, however, we do not exactly match the district calendar.
Replacement Plan	Lincoln Academy shall create its own school calendar each year that will meet or exceed statutory requirements for number of contact hours. The calendar will be given to all stakeholders in the school (parents and staff) and will include all in-service days during the year. Lincoln acknowledges that families often have students enrolled in both Jeffco neighborhood schools as well, so Lincoln will attempt to remain similar to the district calendar for holidays and school breaks. The school will provide the LA Board approved calendar to the district as well.

KE Public/Parent Concerns and Complaints

Rationale	Lincoln Academy believes that concerns, complaints, or grievances should be addressed in a timely manner. To that end the Board has adopted a process to address concerns, complaints or grievances about staff members or about other parents and/or students (including Board members). Retaliation or retribution is prohibited for grievances made in good faith. (This policy is not intended to supersede the following policies but rather to provide a process for other types of grievances: Sexual Harassment and Sexual Harassment of or by Students.) The LA School Board has developed a school specific policy that closely matches the district policy.
Replacement Plan	Conflict Resolution Policy

JGA Assignment of New Students to Grade Level

Rationale	Lincoln Academy intends to follow the Jefferson County School District policy's intent regarding the assignment of new students to grade level, however LA reserves the right to make a grade placement if needed to ensure student success in the Core Knowledge curriculum.
Replacement Plan	As a school of choice, we work closely with our parents to determine the best placement for each student enrolled. In such cases, the same or similar processes outlined in District Policy JGA will be followed. The school administration, through academic achievement tests, other necessary evaluation measures and parent collaboration, shall determine the appropriate grade level of students transferring from public, home schools or private schools. Such students must demonstrate proficiency in the state-adopted content standards at their appropriate placement level.

ILBC Early Literacy and Reading Comprehension

Rationale	Lincoln Academy intends to follow the Jefferson County School District policy's intent regarding the Colorado READ Act, however LA reserves the right to make retention and promotion decisions to ensure the success of students within our program.
Replacement Plan	As a school of choice, we work closely with our parents to determine the best placement for each student enrolled. In such cases, the same or similar processes outlined in District Policy ILBC will be followed. The school administration, through academic achievement tests, other necessary evaluation measures and parent collaboration, shall determine the final decision regarding whether the student is promoted or retained.

JB-R1 Student Discrimination Complaint Process	
Rationale	Charter schools are required to have a replacement plan for district policy JB-R1
Replacement Plan	Lincoln Academy will follow Policy JB-R1 with the replacement of the term "district" (indicating Jefferson County Public Schools) in the section labeled Reporting and Responding to Complaints being replaced with "Lincoln Academy" and the term "district's compliance officer" being replaced with "school's compliance officer" where the school's compliance officer is designated as the Principal.