



Charter School District Policy Waivers

updated August 2024

Charter school name	Free Horizon Montessori School - Charter School
Mailing address	15920 W 10th Ave, Golden, CO 80401
Grades served	PK-3 to 8
School website	https://freehorizonmontessori.jeffcopublicschools.org/

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 contract
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

Summer 2024 Edits

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	2024-2025 Notes
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	School Accreditation	NO WAIVER		X	NO ACTION	
DD, DD-R	Funding Proposals, Grants, and Special Programs	NO WAIVER		X	NO ACTION	
DIE	Fraud Prevention	NO WAIVER		X	NO ACTION	
DJB, DJB-R	Federal Procurement	NO WAIVER		X	NO ACTION	Moved from non-automatic to prohibited
DJE, DJE-R	Bidding Procedures	NO WAIVER		X	NO ACTION	
GBGB	Staff Security and Safety	NO WAIVER		X	NO ACTION	State statute requires school to include a policy regarding offenses against school employees as part
IHBA	Program for Students with Disabilities	NO WAIVER		X	NO ACTION	
JB, JB-R2, JB-R3	Equal Education Opportunity	NO WAIVER		X	NO ACTION	Moved from automatic to prohibited
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	
JFC	Student Withdrawal/Dropouts	NO WAIVER		X	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 RE: DRUGS & ALCOHOL	NO WAIVER		X	NO ACTION	
JICI	WEAPONS IN SCHOOL	NO WAIVER		X	NO ACTION	
JK	STUDENT DISCIPLINE	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	
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	

Prohibited Waivers/No Waiver

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POLICY	POLICY NAME	DESIGNATION	Yes	No	ACTION	2024-2025 Notes
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	
JLCBD-E2	Administration of Medical Marijuana by Volunteer Per	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 Stud	NO WAIVER		X	NO ACTION	
JLCDB - E1	Administration of Medical Marijuana by Primary Care	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	
JLE, 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	
JLI	Physical Activity	NO WAIVER		X	NO ACTION	
JRCA	Sharing of Student Records/Information between Sch	NO WAIVER		X	NO ACTION	
JRCB, JRCB-R	Privacy and Protection of Confidential Student Inform	NO WAIVER		X	NO ACTION	
KBA	Parent Involvement in Education (Title I)	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	
KLMA	Relations with Military Recruiters, Postsecondary Insti	NO WAIVER		X	NO ACTION	
LA	Education-Related Cultural and Economic Organization	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 Rene	NO WAIVER		X	NO ACTION	

Prohibited Waivers/No Waiver

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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	2024-2025 NOTES
All E policies	Support Services (except for EBCE School Closings)	WAIVER - AUTOMATIC	X		Charter provides replacement plan for ECBE	
All F Policies	Facilities Planning and Development	WAIVER - AUTOMATIC	X		NO ACTION	Jeffco and FHM will enter a mutually beneficial facilities agreement MH
All G Policies	Personnel	WAIVER - AUTOMATIC	X		NO ACTION	
CH	Policy adoption and implementation	WAIVER - AUTOMATIC	X		NO ACTION	
DC	Debt Management Policy	WAIVER - AUTOMATIC		X	NO ACTION	
DEA/DEAA	Revenues from Investments/Use of Surplus Funds	WAIVER - AUTOMATIC		X	NO ACTION	
DL/DIA	Purchasing Power/Purchasing Authority	WAIVER - AUTOMATIC	X		NO ACTION	FHM will retain purchasing authority MH
DN	School Properties Disposition	WAIVER - AUTOMATIC	X		NO ACTION	Jeffco and FHM will enter a mutually beneficial facilities agreement MH
EBABA	COMMITMENT TO CONSERVATION/ENVIRONMENT	WAIVER - AUTOMATIC		X	NO ACTION	
ECF	ENERGY CONSERVATION	WAIVER - AUTOMATIC		X	NO ACTION	
EF	NAMING OF SCHOOL FACILITIES	WAIVER - AUTOMATIC		X	NO ACTION	
HA	Labor Relations	WAIVER - AUTOMATIC	X		NO ACTION	
II	INSTRUCTIONAL MATERIAL SELECTION AND ADOPTION	WAIVER - AUTOMATIC	X		NO ACTION	Moved from non-automatic to automatic
IIM, IIM-B	TEXTBOOKS AND MATERIALS SELECTION AND ADOPTION	WAIVER - AUTOMATIC	X		NO ACTION	Moved from non-automatic to automatic
IMB	TEACHING ABOUT CONTROVERSIAL ISSUES	WAIVER - AUTOMATIC		X	NO ACTION	Moved from non-automatic to automatic
IMBB	Exemptions from Required Instruction	WAIVER - AUTOMATIC		X	NO ACTION	
IMDB	Flag Displays	WAIVER - AUTOMATIC		X	NO ACTION	
JB-B1	Student discrimination complaint process	Requires replacement plan		X	Charter provides replacement plan	
JICA, JICA-B	School related student productions	WAIVER - AUTOMATIC		X	NO ACTION	Moved from Prohibited to automatic
JCEC	Student distribution of non-curricular materials	WAIVER - AUTOMATIC		X	NO ACTION	Moved from Prohibited to automatic
KCB	COMMUNITY INVOLVEMENT CHOOSING MASCOTS/LOGOS	WAIVER - AUTOMATIC		X	NO ACTION	
KCD, KCD-B	PUBLIC GIFTS/DONATIONS	WAIVER - AUTOMATIC	X		NO ACTION	Any donations received by FHM will be the property of FHM, not Jeffco MH
KEC, KEC-E-1, KEC-B	PUBLIC CONCERNS/COMPLAINT ABOUT INSTRUCTIONAL RESOURCES	WAIVER - AUTOMATIC	X		NO ACTION	
KE	COMMUNITY USE OF SCHOOL FACILITIES	WAIVER - AUTOMATIC	X		NO ACTION	Jeffco and FHM will enter a mutually beneficial facilities agreement MH
KED	COMMUNITY ACCESS TO SCHOOL COMMUNICATION FACILITIES	WAIVER - AUTOMATIC		X	NO ACTION	Moved from non-automatic to automatic MH
KHB	ADVERTISING IN SCHOOLS/REVENUE ENHANCEMENT	WAIVER - AUTOMATIC	X		NO ACTION	
KIBA	SPONSORSHIP PROGRAMS	WAIVER - AUTOMATIC	X		NO ACTION	
PLG, XIG-B	Relations with Police Authorities	WAIVER - AUTOMATIC		X	NO ACTION	
QA/AD	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	
LE/UG	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	REPLACEMENT PLAN	2024-2025 NOTES	FHM Responsible Person
DFA/DFAA	Revenues from Investments/Use of Surplus Funds	Non-automatic, requires RP	x		If requested, charter provides replacement language	DFA/DFAA replacement		FHM BOD
DI	Fiscal Accounting and Reporting	Non-automatic, no RP	x		NO ACTION			MH
DNC	Expense Authorization/Reimbursement	Non-automatic, no RP	x		NO ACTION			MH
EBCE	SCHOOL CLOSINGS	Non-automatic, requires RP	x		If requested, charter provides replacement language	EBCE Replacement		DM, LK
EHA/A	COMPUTER SECURITY	Non-automatic, no RP	x		NO ACTION		moved from prohibited to non-automatic	DM, LK
KCA	DISTRICT CALENDAR	Non-automatic, requires RP	x		If requested, charter provides replacement language	KCA Replacement		Lift from Innovation Plan. IF
IGB	Educational Research	Non-automatic, no RP	x		NO ACTION			SD
HAM/ZHAM-B	HEALTH EDUCATION	Non-automatic, no RP	x		NO ACTION			DM
HBB, HBB-R	Gifted and Talented Education	Non-automatic, requires RP	x		If requested, charter provides replacement language	HBB Replacement		SD
HBE	Homebound instruction	Non-automatic, no RP	x		NO ACTION			SD DM
HBSG	Homeschooling	Non-automatic, no RP	x		NO ACTION			SD DM
HBBB	Primary/Preprimary Education	Non-automatic, no RP	x		NO ACTION		need review jeffro PS/PK curriculum standards	SD, MH
HBBK, HBBK-R	Preparation for Postsecondary and Workforce Success	Non-automatic, no RP	x		NO ACTION		We need to comply for both and then update	SD DM
HCCA	Concurrent Enrollment	Non-automatic, no RP	x		NO ACTION			DM
HQB	Equivalence of Services	Non-automatic, requires RP	x		If requested, charter provides replacement language	HQB Replacement		
IIN	Service and Therapy Animals	Non-automatic, requires RP	x		If requested, charter provides replacement language	IIN Replacement		
KA, KA-B	Grading/Assessment Systems	Non-automatic, no RP	x		NO ACTION			
KE	Promotion, Retention, and Promotion of Students	Non-automatic, no RP	x		NO ACTION			
KCF, KCF-B	Graduation Requirements	Non-automatic, requires RP	x		If requested, charter provides replacement language	KCF, KCF-B Replacement		
KCFB/KCFB-R	Graduation Exercises, Adornments to Cap and Gown	Non-automatic, no RP	x		NO ACTION			
LBC, LBC-B	Early Literacy and Reading Comprehension	Non-automatic, requires RP	x		If requested, charter provides replacement language	LBC, LBC-B Replacement		
LGA, LGA-B	ASSIGNMENT OF NEW STUDENTS TO GRADE LEVELS	Non-automatic, requires RP	x		If requested, charter provides replacement language			
LCA	STUDENT DRESS CODE	Non-automatic, no RP	x		NO ACTION		moved from automatic	
LH, LH-B	STUDENT INTERVIEWS, INTERROGATIONS, SEARCH, ARREST	Non-automatic, no RP	x		NO ACTION		moved from automatic	
LI	STUDENT CONCERNS, COMPLAINTS AND GRIEVANCES	Non-automatic, requires RP	x		If requested, charter provides replacement language	LI Replacement		
LJA	STUDENT ORGANIZATIONS	Non-automatic, no RP	x		NO ACTION	LJA, LGA-B Replacement	moved from limited	
LQ	Student Fees and Charges	Non-automatic, no RP	x		NO ACTION		moved from automatic	
LBA/LC	STUDENT RECORDS/RELEASE OF INFO. ON STUDENTS	Non-automatic, no RP	x		NO ACTION			
LS, LS-E1	STUDENT USE OF INTERNET	Non-automatic, no RP	x		NO ACTION		moved from automatic	
LSA	STUDENT USE OF PERSONAL DEVICES	Non-automatic, no RP	x		NO ACTION		moved from automatic	
KCB, KCB-B	Co-operative Decision Making	Non-automatic, no RP	x		NO ACTION		moved from automatic	
KL	PUBLIC/PARENT CONCERNS AND COMPLAINTS	Non-automatic, requires RP	x		If requested, charter provides replacement language	KL Replacement		KK Gov. Committee
KI	VISITORS TO SCHOOLS	Non-automatic, no RP	x		NO ACTION		moved from automatic	

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 (-R) may be combined with the original policy replacement language.

No waiver requested	DFA/DFAA Revenues from Investments/Use of Surplus Funds	
FALSE	Rationale	
	Replacement Plan	
No waiver requested	EBCE School Closings	
FALSE	Rationale	
	Replacement Plan	
No waiver requested	IC/ICA District Calendar	
TRUE	Rationale	The school will be operating independently from other schools in the district and should be delegated the authority to develop, adopt, and implement its own operational policies, rules and regulations, including an independent calendar, subject to the limitations in the Charter School Agreement.
	Replacement Plan	Replacement Plan: As a Montessori school, FHM will develop a school day and school calendar that will meet or exceed the minimum required teacher-pupil instruction and contact hours for each of its academic levels, including full day kindergarden, elementary, and middle schools as defined by state law and in keeping with its Board of Directors policies for the same. Reductions to the schedule/calendar will continue to meet or exceed the reduction minimums set by law. Duration of the Waiver: FHM requests that the waiver be for the duration of the school as an Innovation School. Financial Impact: The school anticipates that the requested waivers will have no financial impact upon the Jefferson County School District. The school must operate within its budget and the cost of employing staff has been included in that budget. How the impact of the waivers will be evaluated: The impact of this waiver will be measured by the same performance criteria and assessment that apply to FHM. Expected Outcome: As a result of this waiver, FHM will adopt a school calendar to facilitate implementation of its Montessori curriculum and allow for professional development time to ensure students acheive educational standards of FHM's programs as well as provide opportunity for staff training, while meeting or exceeding required student contact hours, in accordance with the terms and conditions set by Jeffco School District.
No waiver requested	KE Public/Parent Concerns and Complaints	
	Rationale	It is our understanding we will no longer have access to district support for public and parent camplaints and concerns

Replacement Plan	Conflict Resolution Policy At Free Horizon Montessori (FHM), we are dedicated to resolving conflicts swiftly and respectfully, recognizing the unique needs of both employees and families. This policy provides structured guidance for addressing concerns constructively, ensuring everyone's voice is heard. We emphasize a zero-tolerance stance on retaliation to maintain a safe, supportive environment. General Guidelines Initial Efforts: Conflicts should first be addressed directly between the involved parties whenever possible. Documentation: Communication should be in writing, outlining the concern and the desired outcome. Zero Tolerance for Retaliation: Retaliation against individuals who raise concerns or participate in the resolution process is strictly prohibited and will result in serious consequences. Conflict Resolution Process for Employees Step 1: One-on-One Communication Employees should first try to resolve conflicts directly with the involved party by discussing the issue. For issues of harassment, perceived or proven, this step will be skipped, proceed to step 2. Timeline: If no resolution is reached within 4 business days, proceed to Step 2. Step 2: Escalation to Principal If unresolved, the employee must bring the concern to the Principal for mediation and support. The Principal will establish a clear timeframe (not exceeding 7 business days) for resolution and facilitate a constructive discussion. Timeline: If no resolution is reached within 7 business days of Principal involvement, proceed to Step 3. Step 3: Referral to Board of Directors If the conflict involves the Principal or remains unresolved, the issue should be taken to a member of the Board of Directors. The Board will hear the matter and may mediate or make a final decision. Timeline: The Board must hear the issue within 14 business days of receiving the written complaint. Final Step: Board Decision The Board's decision is final and cannot be appealed. Conflict Resolution Process for Families Step 1: Direct Communication Families should first try to resolve conflicts directly with the involved staff member or other party by communicating in writing. Timeline: If no resolution is reached within 7 business days, proceed to Step 2. Step 2: Involvement of Principal If the conflict remains unresolved, the family should escalate the issue to the Principal, who will mediate and work to resolve the concern within 7 business days. The Principal will document the issue and ensure all voices are heard. Step 3: Escalation to Board of Directors If the conflict involves the Principal or cannot be resolved, the family should bring the matter to the President of the Board of Directors with a one-page written statement. The Board will review and address the concern in a meeting scheduled within 14 business days. Special Cases: Matters involving safety, facility security, or blatant policy violations will be immediately escalated to JeffCo. Final Step: Board Hearing and Resolution The Board will facilitate a hearing, ask clarifying questions, and render a final decision. Timeline: The Board's decision will be made by the end of the meeting and is final. Hearing Preparation and Procedures Notification: Both parties will be informed of the hearing details at least 3 business days in advance. Executive Session: If confidential matters (such as personnel or student issues) are involved, an Executive Session will be arranged in compliance with Open Meeting Law. Presentation: Both parties may make statements, and Board members will ask questions to understand the conflict. Decision: The Board will deliberate and issue a final resolution. Policy Complaints All policy (referenced in FHM governing documents) complaints and challenges should be taken directly to the board of directors.
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No waiver requested	JGA Assignment of New Students to Grade Level	
FALSE	Rationale	
	Replacement Plan	
No waiver requested	JII Student Concerns, Complaints, and Grievances	
FALSE	Rationale	
	Replacement Plan	
No waiver requested	IHBA Program for Students with Disabilities	
FALSE	Rationale	
	Replacement Plan	
No waiver requested	IHBB Gifted and Talented Education	
FALSE	Rationale	
	Replacement Plan	
No waiver requested	IHDB Equivalence of Services	
FALSE	Rationale	
	Replacement Plan	
No waiver requested	IJN Service and Therapy Animals	
FALSE	Rationale	
	Replacement Plan	
No waiver requested	IKF Graduation Requirements	
FALSE	Rationale	
	Replacement Plan	
No waiver requested	ILBC Early Literacy and Reading Comprehension	
FALSE	Rationale	
	Replacement Plan	
Required	JB-R1 Student Discrimination Complaint Process	
FALSE	Rationale	Charter schools are required to have a replacement plan for district policy JB-R1
	Replacement Plan	Decisions made by school personnel which students believe are unfair or in violation of pertinent Board policies or individual school rules may be appealed to the principal or a designated representative or by following the specific appeal process created for particular complaints. Grievance and investigation procedures are available for students to receive prompt and equitable resolution of allegations of discriminatory actions on the basis of disability, race, creed, color, national origin, sex, sexual orientation, gender expression, gender identity, pregnancy, marital status, religion, ancestry, age, need for special education services, or any other applicable status protected by federal, state, or local law ("protected status").

**School can provide JB-R1 replacement plan here or link to student discrimination complaint process on school website*