

Jeffco Charter Schools

Instructions for Requesting Policy Waivers

Introduction: This spreadsheet is provided to help guide your school through the process of requesting appropriate waivers from district policies as well as to provide an easy and efficient way to review replacement policies when needed. Please complete each page as needed and appropriate for your school. Your waiver request should be included with your Charter Renewal Application. Once this is complete, please include PDF versions in your 2 hard copy applications and provide an electronic version of the spread sheet for use by staff.

Waiver Description: This section of the documents provides the policy number and description for each policy. When appropriate, please enter "Yes" or "No" to indicate if you will or will not be applying for each waiver. The section on the right labeled "Action" provides a short description of what is expected should you apply for the corresponding waiver. When you click on the blue link in the "Designation" column, you will be taken to the section of the spreadsheet where you can enter the required information.

Types of Waivers

No Waiver: These policies relate to state statutes that can not be waived, district policies that are in place to protect the school, staff or students and/or district policies that have not been waived in the passed.

Waiver - Automatic: These are automatically granted as per state statute or rights that will be granted to the school through the charter contract. No replacement policy is required.

Assigned: These are policies which charter school staff, students or families must follow. However, the language in the policy specifically states "district schools, staff, students or property". By "Assigning" the policy to charter schools, they are included in the policy. For example, vandalism is not allowed "on district property." Once assigned, the policy would be understood to say that vandalism is not allowed "on district or charter school property."

Limited Replacement: These are policies that apply to charter schools except the specific section listed under the "Action" column. These require a short replacement policy as listed. For example, the district's technology policy will apply to charter schools since it follows federal or state requirements. However, the district's password protocol will not apply since charters schools use different equipment. Charter schools are required to write a replacement password protocol for their school which will apply instead of the district's protocol as written in the policy. These policies will be reviewed by district staff and must be approved or denied by the BoE. 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 do not take effect unless approved by the Jeffco BoE.

Full Replacement Policy: Most often these are educational programming or staffing policies for which charter schools are granted responsibility by state statute or district contract. However, since they are not considered "Automatic" policies, these require that the school state their "Rationale" for requesting a waiver and provide "Replacement" policy that will guide the school in these matters. These policies will be reviewed by district staff and must be approved or denied by the BoE. 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 do not take effect unless approved by the Jeffco BoE.

JEFFERSON COUNTY PUBLIC SCHOOLS

COLLEGIATE ACADEMY OF COLORADO

Submittal Date:

1-Dec-16

POLICY NAME	POLICY	DESIGNATION	Yes No		ACTION
UNLAWFUL DISCRIMINATION/EQUAL OPPORTUNITY	AC	NO WAIVER	<input type="checkbox"/>	<input checked="" type="checkbox"/>	NO ACTION
TOBACCO FREE SCHOOLS	ADC	NO WAIVER	<input type="checkbox"/>	<input checked="" type="checkbox"/>	NO ACTION
SCHOOL WELLNESS	ADF	NO WAIVER	<input type="checkbox"/>	<input checked="" type="checkbox"/>	NO ACTION
INTERNET DMZ	EHA	NO WAIVER	<input type="checkbox"/>	<input checked="" type="checkbox"/>	NO ACTION
COMPUTER SECURITY	EHAA	NO WAIVER	<input type="checkbox"/>	<input checked="" type="checkbox"/>	NO ACTION
VIOLENCE IN WORKPLACE	GBEF	NO WAIVER	<input type="checkbox"/>	<input checked="" type="checkbox"/>	NO ACTION
HARRASSMENT OF STUDENTS	JBB	NO WAIVER	<input type="checkbox"/>	<input checked="" type="checkbox"/>	NO ACTION
PREVENTION OF BULLYING	JBC	NO WAIVER	<input type="checkbox"/>	<input checked="" type="checkbox"/>	NO ACTION
ADMISSION OF EXCHANGE & FOREIGN STUDENTS	JFABB	NO WAIVER	<input type="checkbox"/>	<input checked="" type="checkbox"/>	NO ACTION
STUDENT WITHDRAWAL/DROPOUTS	JFC	NO WAIVER	<input type="checkbox"/>	<input checked="" type="checkbox"/>	NO ACTION
STUDENT ABSENCES/EXCUSES	JH	NO WAIVER	<input type="checkbox"/>	<input checked="" type="checkbox"/>	NO ACTION
TRUANCY	JHB	NO WAIVER	<input type="checkbox"/>	<input checked="" type="checkbox"/>	NO ACTION
SCHOOL RELATED STUDENT PUBLICATIONS	JICEA	NO WAIVER	<input type="checkbox"/>	<input checked="" type="checkbox"/>	NO ACTION
STUDENT DISTRIBUTION OF NON-CURRICULAR MATERIALS	JICEC	NO WAIVER	<input type="checkbox"/>	<input checked="" type="checkbox"/>	NO ACTION
STUDENT INVOLVEMENT RE: DRUGS & ALCOHOL	JICH	NO WAIVER	<input type="checkbox"/>	<input checked="" type="checkbox"/>	NO ACTION
WEAPONS IN SCHOOL	JICI	NO WAIVER	<input type="checkbox"/>	<input checked="" type="checkbox"/>	NO ACTION
STUDENT DISCIPLINE	JK	NO WAIVER	<input type="checkbox"/>	<input checked="" type="checkbox"/>	NO ACTION
GROUNDS FOR SUSPENSION EXPULSION	JKDA/JKEA	NO WAIVER	<input type="checkbox"/>	<input checked="" type="checkbox"/>	NO ACTION
PUBLIC CONDUCT ON SCHOOL PROPERTY	KFA	NO WAIVER	<input type="checkbox"/>	<input checked="" type="checkbox"/>	NO ACTION
BIDDING PROCEDURES	DJE	WAIVER - AUTOMATIC	<input checked="" type="checkbox"/>	<input type="checkbox"/>	NO ACTION

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COMMITMENT TO CONSERVATION/ENVIRONMENT	EBABA	WAIVER - AUTOMATIC	X		NO ACTION
ENERGY CONSERVATION	ECF	WAIVER - AUTOMATIC	X		NO ACTION
NAMING OF SCHOOL FACILITIES	FF	WAIVER - AUTOMATIC	X		NO ACTION
STAFF HEALTH	GBGA	WAIVER - AUTOMATIC	X		NO ACTION
INSTRUCTIONAL STAFF	GC	WAIVER - AUTOMATIC	X		NO ACTION
PROFESSIONAL STAFF	GCA	WAIVER - AUTOMATIC	X		NO ACTION
INSTR. STAFF SALARY	GCBA	WAIVER - AUTOMATIC	X		NO ACTION
ADMIN AND TECH STAFF	GCCB	WAIVER - AUTOMATIC	X		NO ACTION
PROFESS STAFF LEAVE	GCC	WAIVER - AUTOMATIC	X		NO ACTION
ADMIN STAFF SICK LEAVE	GCCBA	WAIVER - AUTOMATIC	X		NO ACTION
ADMIN/PROFESS STAFF	GCCBB	WAIVER - AUTOMATIC	X		NO ACTION
ADMINISTRATIVE STAFF SABATICALS	GCCBF	WAIVER - AUTOMATIC	X		NO ACTION
ADMINISTRATIVE STAFF LEAVE OF ABSENCE	GCCBG	WAIVER - AUTOMATIC	X		NO ACTION
ADMIN/PROFESS STAFF	GCDB	WAIVER - AUTOMATIC	X		NO ACTION
INSTR. STAFF PART TIME	GCGA	WAIVER - AUTOMATIC	X		NO ACTION
MENTOR TEACHERS/ADMIN	GCHA/GCHB	WAIVER - AUTOMATIC	X		NO ACTION
ADMIN STAFF ASSIGNMENTS	GCKB	WAIVER - AUTOMATIC	X		NO ACTION
WORKFORCE REDUCTION	GCQB	WAIVER - AUTOMATIC	X		NO ACTION
SUPPLEMENTAL RETIREMENT	GCQEA	WAIVER - AUTOMATIC	X		NO ACTION
DISCIPLINE, SUSPEN &	GCQF	WAIVER - AUTOMATIC	X		NO ACTION

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POLICY NAME	POLICY	DESIGNATION	ACTION		
			Yes	No	
SUPPORT STAFF SICK LEAVE	GDBA	WAIVER - AUTOMATIC	<input checked="" type="checkbox"/>	<input type="checkbox"/>	NO ACTION
OVERTIME POLICY	GDBC	WAIVER - AUTOMATIC	<input checked="" type="checkbox"/>	<input type="checkbox"/>	NO ACTION
SUPPORT STAFF	GDBD	WAIVER - AUTOMATIC	<input checked="" type="checkbox"/>	<input type="checkbox"/>	NO ACTION
SUPPORT STAFF	GDC	WAIVER - AUTOMATIC	<input checked="" type="checkbox"/>	<input type="checkbox"/>	NO ACTION
SUPPORT STAFF	GDD	WAIVER - AUTOMATIC	<input checked="" type="checkbox"/>	<input type="checkbox"/>	NO ACTION
SUPPORT STAFF	GDE/GDF	WAIVER - AUTOMATIC	<input checked="" type="checkbox"/>	<input type="checkbox"/>	NO ACTION
SUPPORT STAFF	GDI	WAIVER - AUTOMATIC	<input checked="" type="checkbox"/>	<input type="checkbox"/>	NO ACTION
SUPPORT STAFF	GDJ	WAIVER - AUTOMATIC	<input checked="" type="checkbox"/>	<input type="checkbox"/>	NO ACTION
EVALUATION OF	GDO	WAIVER - AUTOMATIC	<input checked="" type="checkbox"/>	<input type="checkbox"/>	NO ACTION
RESIGNATION OF STAFF	GDQB	WAIVER - AUTOMATIC	<input checked="" type="checkbox"/>	<input type="checkbox"/>	NO ACTION
DISCIPL., SUSPENSION &	GDQD	WAIVER - AUTOMATIC	<input checked="" type="checkbox"/>	<input type="checkbox"/>	NO ACTION
STUDENT PHOTOGRAPHS	JRD	WAIVER - AUTOMATIC	<input checked="" type="checkbox"/>	<input type="checkbox"/>	NO ACTION
STUDENT FEES AND CHARGES	JQ	WAIVER - AUTOMATIC	<input checked="" type="checkbox"/>	<input type="checkbox"/>	NO ACTION
CO-OPERATIVE DECISION MAKING	KCB	WAIVER - AUTOMATIC	<input checked="" type="checkbox"/>	<input type="checkbox"/>	NO ACTION
COMMUNITY INVOLVEMENT CHOOSING MASCOTS/LOGOS	KCBC	WAIVER - AUTOMATIC	<input checked="" type="checkbox"/>	<input type="checkbox"/>	NO ACTION
PUBLIC CONCERNS/COMPLAINT ABOUT INSTRUCTIONAL RESOURCES	KEC	WAIVER - AUTOMATIC	<input checked="" type="checkbox"/>	<input type="checkbox"/>	NO ACTION
COMMUNITY USE OF SCHOOL FACILITIES	KF	WAIVER - AUTOMATIC	<input checked="" type="checkbox"/>	<input type="checkbox"/>	NO ACTION
COMMUNITY USE	KFC	WAIVER - AUTOMATIC	<input checked="" type="checkbox"/>	<input type="checkbox"/>	NO ACTION
ENHANCEMENT	KHB	WAIVER - AUTOMATIC	<input checked="" type="checkbox"/>	<input type="checkbox"/>	NO ACTION
SPONSORSHIP PROGRAMS	KHBA	WAIVER - AUTOMATIC	<input checked="" type="checkbox"/>	<input type="checkbox"/>	NO ACTION

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POLICY NAME	POLICY	DESIGNATION	Yes No		ACTION
RELATION WITH PARENT ORGANIZATIONS	KJ	WAIVER - AUTOMATIC	X		NO ACTION
PETTY CASH	DJC	ASSIGNED TO CHARTERS		N/A	NO ACTION
VENDOR RELATIONS	DJG	ASSIGNED TO CHARTERS		N/A	NO ACTION
CASH IN SCHOOL BLDG	DM	ASSIGNED TO CHARTERS		N/A	NO ACTION
ENVIRONMENTAL & SAFETY PROGRAM	EC	ASSIGNED TO CHARTERS		N/A	NO ACTION
VANDALISM	ECAC	ASSIGNED TO CHARTERS		N/A	NO ACTION
OPEN HIRING/EQUAL OPPORTUNITY	GBA	ASSIGNED TO CHARTERS		N/A	NO ACTION
STAFF CONDUCT	GBEB	ASSIGNED TO CHARTERS		N/A	NO ACTION
STAFF DRESS CODE	GBEBA	ASSIGNED TO CHARTERS		N/A	NO ACTION
PERSONNEL RECORDS	GBJ	ASSIGNED TO CHARTERS		N/A	NO ACTION
DISCLOSURE OF INFO TO PROSPECTIVE EMPLOYERS	GBJA	ASSIGNED TO CHARTERS		N/A	NO ACTION
ADMIN/PROFESS STAFF MILITARY LEAVE	GCCBD	ASSIGNED TO CHARTERS		N/A	NO ACTION
EQUAL EDUCATION OPPORTUNITY	JB	ASSIGNED TO CHARTERS		N/A	NO ACTION
STUDENT DRESS CODE	JICA	ASSIGNED TO CHARTERS		N/A	NO ACTION
STUDENT INTERVIEWS, INTERROGATIONS, SEARCH, ARREST	JIH	ASSIGNED TO CHARTERS		N/A	NO ACTION
STUDENT USE OF INTERNET	JS	ASSIGNED TO CHARTERS		N/A	NO ACTION
VISITORS TO SCHOOLS	KI	ASSIGNED TO CHARTERS		N/A	NO ACTION
STAFF USE OF INTERNET & ELECTRONIC COMMUNICATIONS	GBEE	LIMITED REPLACEMENT POLICY	X		EXEMPT FROM PASSWORD PROTOCOL
STAFF SECURITY & SAFETY	GBGB	LIMITED REPLACEMENT POLICY	X		EXCLUDE FROM REIMBURSEMENT POLICY
STUDENT RECORDS/RELEASE OF INFO. ON STUDENTS	JRA/JRC	LIMITED REPLACEMENT POLICY	X		ADD "OR CHARTER SCHOOL" BETWEEN

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POLICY NAME	POLICY	DESIGNATION	ACTION		
			Yes	No	
					DISTRICT & PERSONELL / ADD "OR CHARTER SCHOOL BOARD" AFTER SUPERINTENDENT OF SCHOOLS (FOR HEARINGS)
STUDENT ORGANIZATIONS	JJA	LIMITED REPLACEMENT POLICY	<input checked="" type="checkbox"/>	<input type="checkbox"/>	AUTHORITY TO ESTABLISH RULES FOR NON-CURRICULAR STUDENT ORGANIZATIONS
STUDENT FUNDRAISING ACTIVITIES	JJE	LIMITED REPLACEMENT POLICY	<input checked="" type="checkbox"/>	<input type="checkbox"/>	AUTHORITY TO SELECT VENDORS
INTERNATIONAL/DOMESTIC OVERNIGHT STUDENT TRAVEL	JJH	LIMITED REPLACEMENT POLICY	<input checked="" type="checkbox"/>	<input type="checkbox"/>	CHARTER TEACHERS ARE INCLUDED AS PERMISSABLE CHAPERONES
FISCAL MANAGEMENT - FUND BALANCE	DAB	FULL REPLACEMENT POLICY	<input checked="" type="checkbox"/>	<input type="checkbox"/>	IF REQUESTED - CHARTER TO PROVIDE ACCEPTABLE REPLACEMENT POLICY
PURCHASING AUTHORITY	DJ/DJA	FULL REPLACEMENT POLICY	<input checked="" type="checkbox"/>	<input type="checkbox"/>	IF REQUESTED - CHARTER TO PROVIDE ACCEPTABLE REPLACEMENT POLICY
PURCHASING PROCEDURE	DJB	FULL REPLACEMENT POLICY	<input checked="" type="checkbox"/>	<input type="checkbox"/>	IF REQUESTED - CHARTER TO PROVIDE ACCEPTABLE REPLACEMENT POLICY
SCHOOL CLOSINGS	EBCE	FULL REPLACEMENT POLICY	<input checked="" type="checkbox"/>	<input type="checkbox"/>	IF REQUESTED - CHARTER TO PROVIDE ACCEPTABLE REPLACEMENT POLICY
FOOD SERVICE	EF	FULL REPLACEMENT POLICY	<input checked="" type="checkbox"/>	<input type="checkbox"/>	IF REQUESTED - CHARTER TO PROVIDE ACCEPTABLE REPLACEMENT POLICY
NUTRITIONAL FOOD CHOICES	EFEA	FULL REPLACEMENT POLICY	<input type="checkbox"/>	<input checked="" type="checkbox"/>	IF REQUESTED - CHARTER TO PROVIDE ACCEPTABLE REPLACEMENT POLICY
TECHNOLOGY ACQUISITION POLICY	EHBB	FULL REPLACEMENT POLICY	<input checked="" type="checkbox"/>	<input type="checkbox"/>	IF REQUESTED - CHARTER TO PROVIDE ACCEPTABLE REPLACEMENT POLICY
ADMIN STAFF MATERNITY, CHILD CARE, PARENTAL LEAVE	GCCBC	FULL REPLACEMENT POLICY	<input checked="" type="checkbox"/>	<input type="checkbox"/>	IF REQUESTED - CHARTER TO PROVIDE ACCEPTABLE REPLACEMENT POLICY
PROFESSIONAL STAFF HIRING	GCE/GCF	FULL REPLACEMENT POLICY	<input checked="" type="checkbox"/>	<input type="checkbox"/>	IF REQUESTED - CHARTER TO PROVIDE ACCEPTABLE REPLACEMENT POLICY
EVALUATION OF INSTRUCTIONAL STAFF	GCOA	FULL REPLACEMENT POLICY	<input checked="" type="checkbox"/>	<input type="checkbox"/>	IF REQUESTED - CHARTER TO PROVIDE

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POLICY NAME	POLICY	DESIGNATION	ACTION	
			Yes	No
				ACCEPTABLE REPLACEMENT POLICY
EVALUATION OF ADMINISTRATOR AND PROF/TECH STAFF	GCOC	FULL REPLACEMENT POLICY	<input checked="" type="checkbox"/>	IF REQUESTED - CHARTER TO PROVIDE ACCEPTABLE REPLACEMENT POLICY
INSTRUCTIONAL GOALS	IA	FULL REPLACEMENT POLICY	<input checked="" type="checkbox"/>	IF REQUESTED - CHARTER TO PROVIDE ACCEPTABLE REPLACEMENT POLICY
DISTRICT CALENDAR	IC/ICA	FULL REPLACEMENT POLICY	<input checked="" type="checkbox"/>	IF REQUESTED - CHARTER TO PROVIDE ACCEPTABLE REPLACEMENT POLICY
CURRICULUM DEVELOPMENT	IGA	FULL REPLACEMENT POLICY	<input checked="" type="checkbox"/>	IF REQUESTED - CHARTER TO PROVIDE ACCEPTABLE REPLACEMENT POLICY
HEALTH EDUCATION	IHAM	FULL REPLACEMENT POLICY	<input checked="" type="checkbox"/>	IF REQUESTED - CHARTER TO PROVIDE ACCEPTABLE REPLACEMENT POLICY
TEACHING ABOUT DRUGS, ALCOHOL AND TOBACCO	IHAMA	FULL REPLACEMENT POLICY	<input checked="" type="checkbox"/>	IF REQUESTED - CHARTER TO PROVIDE ACCEPTABLE REPLACEMENT POLICY
INSTRUCTIONAL MATERIAL SELECTION AND ADOPTION	IJ	FULL REPLACEMENT POLICY	<input checked="" type="checkbox"/>	IF REQUESTED - CHARTER TO PROVIDE ACCEPTABLE REPLACEMENT POLICY
SUPPLEMENTARY MATERIALS SELECTION AND ADOPTION	IJK	FULL REPLACEMENT POLICY	<input checked="" type="checkbox"/>	IF REQUESTED - CHARTER TO PROVIDE ACCEPTABLE REPLACEMENT POLICY
LIBRARY MATERIALS SELECTION AND ADOPTION	IJL	FULL REPLACEMENT POLICY	<input checked="" type="checkbox"/>	IF REQUESTED - CHARTER TO PROVIDE ACCEPTABLE REPLACEMENT POLICY
TEXTBOOKS AND MATERIALS SELECTION AND ADOPTION	IJM	FULL REPLACEMENT POLICY	<input checked="" type="checkbox"/>	IF REQUESTED - CHARTER TO PROVIDE ACCEPTABLE REPLACEMENT POLICY
EVALUTION OF INSTRUCTIONAL PROGRAM	IL	FULL REPLACEMENT POLICY	<input checked="" type="checkbox"/>	IF REQUESTED - CHARTER TO PROVIDE ACCEPTABLE REPLACEMENT POLICY
TEACHING ABOUT CONTROVERSIAL ISSUES	IMB	FULL REPLACEMENT POLICY	<input type="checkbox"/>	<input checked="" type="checkbox"/> IF REQUESTED - CHARTER TO PROVIDE ACCEPTABLE REPLACEMENT POLICY
ASSIGNMENT OF NEW STUDENTS TO GRADE LEVELS	JGA	FULL REPLACEMENT POLICY	<input checked="" type="checkbox"/>	IF REQUESTED - CHARTER TO PROVIDE ACCEPTABLE REPLACEMENT POLICY

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POLICY NAME	POLICY	DESIGNATION	ACTION		
			Yes	No	
STUDENT CONCERNS, COMPLAINTS AND GRIEVENCES	JII	FULL REPLACEMENT POLICY	<input checked="" type="checkbox"/>	<input type="checkbox"/>	IF REQUESTED - CHARTER TO PROVIDE ACCEPTABLE REPLACEMENT POLICY
STUDENT SOCIAL EVENTS	JJB	FULL REPLACEMENT POLICY	<input checked="" type="checkbox"/>	<input type="checkbox"/>	IF REQUESTED - CHARTER TO PROVIDE ACCEPTABLE REPLACEMENT POLICY
STUDENT USE OF PERSONAL DEVICES	JSA	FULL REPLACEMENT POLICY	<input checked="" type="checkbox"/>	<input type="checkbox"/>	IF REQUESTED - CHARTER TO PROVIDE ACCEPTABLE REPLACEMENT POLICY
PUBLIC GIFTS/DONATIONS	KCD	FULL REPLACEMENT POLICY	<input checked="" type="checkbox"/>	<input type="checkbox"/>	IF REQUESTED - CHARTER TO PROVIDE ACCEPTABLE REPLACEMENT POLICY
PUBLIC/PARENT CONCERNS AND COMPLAINTS	KE	FULL REPLACEMENT POLICY	<input checked="" type="checkbox"/>	<input type="checkbox"/>	IF REQUESTED - CHARTER TO PROVIDE ACCEPTABLE REPLACEMENT POLICY
COMMUNITY ACCESS TO SCHOOL COMMUNICATION FACILITIES	KFD	FULL REPLACEMENT POLICY	<input type="checkbox"/>	<input checked="" type="checkbox"/>	IF REQUESTED - CHARTER TO PROVIDE ACCEPTABLE REPLACEMENT POLICY



Charter School Auton

Statutory Citation
22-32-109(1)(b), C.R.S.
22-32-109(1)(f), C.R.S.
22-32-109(1)(n)(II)(A), C.R.S.
22-32-109(1)(t), C.R.S.
22-32-110(1)(h), C.R.S.
22-32-110(1)(i), C.R.S.
22-32-110(1)(j), C.R.S.
22-32-110(1)(k), C.R.S.
22-32-110(1)(y), C.R.S.
22-32-110(1)(ee), C.R.S.
22-32-126, C.R.S.
22-33-104(4)
22-63-301, C.R.S.
22-63-302, C.R.S.
22-63-401, C.R.S.
22-63-402, C.R.S.
22-63-403, C.R.S.
22-1-112, C.R.S

Section G policy codes & their ti

GCE/GCF

GCBA

GCBAA

GCBC

GCBD

GCFA

GCG/GCGA

GCQF

GDA

GDBA

GDBD

GDQD

matic Waivers as of 1/1/15		Cross
Walk to Board Policies		
Description		
Local board duties concerning competitive bidding		
Local board duties concerning selection of staff and pay		
Determine teacher-pupil contact hours		
Determine educational program and prescribe textbooks		
Local board powers-Terminate employment of personnel		
Local board duties-Reimburse employees for expenses		
Local board powers-Procure life, health, or accident insurance		
Local board powers-Policies relating the in-service training and official conduct		
Local board powers-Accepting gifts, donations, and grants		
Local board powers-Employ teachers' aides and other non-certificated personnel		
Employment and authority of principals		
Compulsory school attendance-Attendance policies and excused absences		
Teacher Employment Act- Grounds for dismissal		
Teacher Employment Act-Procedures for dismissal of teachers		
Teacher Employment Act-Teachers subject to adopted salary schedule		
Teacher Employment Act-Certificate required to pay teachers		
Teacher Employment Act-Describes payment of salaries		
School Year-National Holidays		

titles

Professional Staff Recruiting/Hiring

Instructional Staff Contracts/Compensation/Salary Schedules

Performance Pay for Instructional Staff

Professional Staff Supplementary Pay Plans/Overtime

Professional Staff Fringe Benefits

Hiring of Instructional Staff/Portability of Nonprobationary Status

Part-Time and Substitute Professional Staff Employment/Qualifications of Substitute

Discipline, Suspension and Dismissal of Professional Staff (and Contract Nonrenewal)

Support Staff Positions

Support Staff Salary Schedules

Support Staff Fringe Benefits

Discipline, Suspension and Dismissal of Support Staff

CASB sample policy DJE, Bidding Procedures

CASB sample policies GCE/GCF, GCBA, GCBAA, GCBC, GCBD, GCFA, GCG/GCGA, GDA, GDBA & GDBD

CASB sample policy IC/ICA, School Year/School Calendar/Instruction Time

CASB sample policies IG, Curriculum Development and IJ, Instructional Resources & Materials

CASB sample policies GCQF & GDQD

CASB sample policy DKC, Expense Authorization, Reimbursement

CASB sample policies GCBD & GDBD

CASB sample policy GBEB

Some boards adopt policies on this issue, most likely coded as KH, Public Gifts to the Schools

CASB sample policies GDA, GDBA, GDBD

CASB sample policy CF, School Building Administration

CASB sample policies JH, Student Absences & Excuses and JHB, Truancy

none

none

CASB sample policy GCBA

CASB sample policy GCBA

CASB sample policy GCBA

CASB sample policy IC/ICA, School Year/School Calendar/Instruction Time

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<u>Policy</u>	<u>Replace Yes/No</u>	<u>If Yes, what is the "Limited Replacement Policy"</u>
GBEE	YES	Collegiate Academy of Colorado will create and update password protocol as applicable to the school's technology infrastructure and needs.
GBGB	YES	Collegiate Academy of Colorado may, at its discretion, consider reimbursement to employees for expenses incurred as a result of legal proceedings in which the employee is found not guilty.
JRA/JRC	YES	Collegiate Academy adopts Jeffco Board Policy JRA/JRC with the exception of the section titled "Requests to Amend Education Records". The following statement replaces this section: "An eligible student or parent/guardian who believes that information contained in an Education Record is inaccurate or misleading, or violates the privacy or other rights of the student, may request that the school amend the record. If this request is denied, a formal hearing may be requested no later than 10 school days after receiving notification of the decision not to amend the Education Record as requested. A request for a formal hearing must be submitted in writing to the school principal. The hearing will be held within a reasonable time (not to exceed 15 school days) after the principal's receipt of the request. Notice of the date, place, and time of the hearing will be forwarded to the parent/guardian or eligible student by certified mail. The hearing will be conducted by the principal or designee. The parent/guardian or eligible student will be afforded a full and fair opportunity to present evidence relevant to the issues raised and may be assisted or represented by an individual."
JJA	YES	Collegiate Academy believes that all extra-curricular student activities and organizations are extensions of the curriculum in the education of the whole student. Since the school selects its own curriculum in alignment with the school's mission and philosophy, Collegiate Academy will also establish procedures for approval of all student organizations in compliance with all applicable laws.
JJE	YES	Collegiate Academy will develop policy and procedure for the selection of vendors for fundraising in accordance with school mission and needs.
JJH	YES	Collegiate Academy will develop its own policies and procedures to regulate the use of charter teachers as permissible chaperones.

Policy: DAB - Fiscal Management - Fund Balance

Rationale: Collegiate Academy of Colorado is contractually responsible for the management of school and should be granted the authority to develop its own policies and procedures to guide fiscal management of the school and appropriate fund balance.

Replacement Plan: Collegiate Academy will develop policies and procedures for financial management of the school, taking into consideration state reserve guidelines for charter schools as well as the specific financial covenant obligations which are unique to each charter school.

Policy: DJ/DJA - Purchasing Authority

Rationale: Collegiate Academy of Colorado is contractually responsible for the management of school and should be granted the authority to develop its own policies and procedures regarding delegation of purchasing authority.

Replacement Plan: Collegiate Academy will develop policies and procedures for delegating purchase authority, taking into consideration the mission, administrative structure, and unique needs of the school.

Policy: DJB - Purchasing Procedures

Rationale: Collegiate Academy of Colorado is contractually responsible for the management of school and should be granted the authority to develop its own policies and procedures to ensure competitive pricing in the purchase of goods and services.

Replacement Plan: Collegiate Academy will develop policies and procedures for ensuring competitive pricing in the purchase of goods and services, taking into consideration the mission and unique needs of the school.

Policy: EBCE - School Closings

Rationale: Collegiate Academy of Colorado is contractually responsible for the management of school and should be granted the authority to independently close a facility when in the best interest of school students, staff and families.

Replacement Plan: Collegiate Academy intends to follow district closures whenever possible. In exigent circumstances, however, Collegiate Academy reserves the right to independently approve a school closure, taking into consideration the mission and unique needs of the school and the best interest of school students, staff and families.

Policy: EF - Food Service

Rationale: Collegiate Academy of Colorado is contractually responsible for the management of school and should be granted the authority to oversee food service operations within the limits of state statute and the Charter School Contract.

Replacement Plan: Collegiate Academy intends to utilize District Food Services for management of food services operations. However, Collegiate Academy reserves the right to make alternate food service arrangements, taking into consideration the mission and unique needs of the school and within the limitations of state statute, the Charter School Contract, and any agreement in effect with district Food Services.

Policy: EFEA - Nutritional Food Choices

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Policy: EHBB - Technology Acquisition Policy

Rationale: Collegiate Academy of Colorado is contractually responsible for the management of school and should be granted the authority to develop its own policies and procedures to ensure efficient use of time and financial resources in the acquisition of school technology.

Replacement Plan: Collegiate Academy will develop policies and procedures to guide the sourcing and acquisition of technology, taking into consideration the mission and unique needs of the school.

Policy: GCCBC - Admin Staff Maternity, Child Care, Parental Leave

Rationale: Collegiate Academy of Colorado is contractually responsible for the management of school and should be granted the authority to develop its own policies and procedures regarding the administration of maternity leave, child care, and parental leave.

Replacement Plan: Collegiate Academy will develop policies and procedures consistent with applicable federal and state law to be published in the Staff Manual regarding the use of maternity leave, child care, and parental leave, taking into consideration the mission and unique needs of the school.

Policy: GCE-GCF - Professional Staff Hiring

Rationale: Collegiate Academy of Colorado is contractually responsible for the management of school and should be granted the authority to hire professional staff with qualifications that support the school's mission and unique needs. Professional staff members may fulfill multiple roles and often hold responsibilities differing from those traditionally associated with teacher or administrative roles. All employees of Collegiate Academy of Colorado will be employed on an at-will basis.

Replacement Plan: Collegiate Academy of Colorado will seek to recruit certified staff whenever possible. The school reserves the right to hire professional staff members without a certificate due to a background or skill set which aligns with the mission and unique needs of the school. Staff qualifications will at minimum meet federal Highly Qualified requirements.

Policy: GCOA - Evaluation of Instructional Staff

Rationale: Collegiate Academy of Colorado's principal and designees must have the ability to perform the evaluation of all personnel. The lack of a Type D certificate should not preclude the principal or other designated administrator from performing staff evaluations. In addition, Collegiate Academy is not be required to report their teacher evaluation ratings as a part of the commissioner's report as required by C.R.S. 22-2-112(1)(q)(I).

Replacement Plan: Collegiate Academy of Colorado uses its own evaluation system as agreed to in the Charter School Agreement with Jeffco Public Schools. The Collegiate Academy of Colorado evaluation system will continue to meet the intent of the law as outlined in state statute, including SB 191. Staff is trained annually on the school evaluation system and the specific quality standards which are focus areas because they are most relevant to the staff members' unique roles and responsibilities. Collegiate Academy of Colorado will not be required to report their teacher evaluation data through the TSDL collection; however, records of teacher performance data are mai

Policy: GCOC - Evaluation of Administrator and Prof/Technical Staff

Rationale: Collegiate Academy of Colorado's Board of Directors must be able to evaluate the school leader taking into account the roles and responsibilities of this position which are unique to the needs of the school and differ from those of a traditional school leader.

Replacement Plan: The Collegiate Academy of Colorado Board of Directors will evaluate the Principal/Administrator in a manner consistent with District standards and all applicable state and federal labor laws, and taking into account the unique responsibilities of the position given the needs of the school.

Policy: IA - Instructional Goals

Rationale: Collegiate Academy of Colorado is contractually responsible for the management of school and should be granted the authority to establish its own instructional goals in alignment with the mission and unique needs of the school. Resources and curricular choices also align to these instructional goals.

Replacement Plan: Collegiate Academy of Colorado will create its own instructional goals and choose its own curriculum in consideration of past performance trends and student achievement goals, and in alignment with the school's mission and unique needs.

Policy: IC-ICA - District Calendar

Rationale: Collegiate Academy is contractually responsible for the management of the school, and should have the authority to determine details of its own school calendar to best meet the academic needs of its students and families and the professional development needs of its staff. This calendar may deviate from the approved District calendar.

Replacement Plan: Collegiate Academy of Colorado will create its own school year calendar in compliance with state instructional hour requirements and in consideration of the school's mission and unique needs. Collegiate Academy's calendars and schedules may deviate from the approved district calendar.

Policy: IGA - Curriculum Development

Rationale: Collegiate Academy is contractually responsible for the management of the school, and should have the authority to develop and select curriculum and resources which will meet the school's instructional goals and align with the school's mission and unique needs.

Replacement Plan: The administration of Collegiate Academy of Colorado will create its own curriculum sequence and select its own instructional materials in consideration of the school's instructional goals and aligned with the school's mission and unique needs.

Policy: IHAM - Health Education

Rationale: Collegiate Academy is contractually responsible for the management of the school, and should have the authority to determine the curriculum and sequencing of educational programming for the school. A state waiver from C.R.S. § 22-32-109(1)(t) also allows the school to determine its own curriculum and educational programming.

Replacement Plan: Collegiate Academy will include in its curriculum sequence age-appropriate instruction on healthy lifestyle choices, human anatomy, reproduction, and sexuality in the spirit of district policy IHAM.

Policy: IHAMA - Teaching about Drugs, Alcohol and Tobacco

Rationale: Collegiate Academy is contractually responsible for the management of the school, and should have the authority to determine the curriculum and sequencing of educational programming for the school. A state waiver from C.R.S. § 22-32-109(1)(t) also allows the school to determine its own curriculum and educational programming.

Replacement Plan: Collegiate Academy will include in its curriculum sequence age-appropriate instruction on the impact of controlled substances including drugs, alcohol and tobacco and appropriate prevention and intervention strategies in the spirit of district policy IHAMA.

Policy: IJ - Instructional Material Selection and Adoption

Rationale: Collegiate Academy is contractually responsible for the management of the school, and should have the authority to develop and select curriculum and resources which will meet the school's instructional goals and align with the school's mission and unique needs.

Replacement Plan: The administration of Collegiate Academy of Colorado will create its own curriculum sequence and select its own instructional materials in consideration of the school's instructional goals and aligned with the school's mission and unique needs.

Policy: IJK - Supplementary Materials Selection and Adoption

Rationale: Collegiate Academy is contractually responsible for the management of the school, and should have the authority to develop and select curriculum and resources which will meet the school's instructional goals and align with the school's mission and unique needs.

Replacement Plan: The administration of Collegiate Academy of Colorado will create its own curriculum sequence and select its own instructional materials in consideration of the school's instructional goals and aligned with the school's mission and unique needs.

Policy: IJL - Library Materials Selection and Adoption

Rationale: Collegiate Academy is contractually responsible for the management of the school, and should have the authority to develop and select curriculum and resources which will meet the school's instructional goals and align with the school's mission and unique needs.

Replacement Plan: The administration of Collegiate Academy of Colorado will create its own curriculum sequence and select its own instructional materials in consideration of the school's instructional goals and aligned with the school's mission and unique needs.

Policy: IJM - Textbooks and Materials Selection and Adoption

Rationale: Collegiate Academy is contractually responsible for the management of the school, and should have the authority to develop and select curriculum and resources which will meet the school's instructional goals and align with the school's mission and unique needs.

Replacement Plan: The administration of Collegiate Academy of Colorado will create its own curriculum sequence and select its own instructional materials in consideration of the school's instructional goals and aligned with the school's mission and unique needs.

Policy: IL - Evaluation of Instructional Program

Rationale: Collegiate Academy is contractually responsible for the management of the school, and should have the authority to evaluate its curriculum and educational programming and make appropriate modifications to meet the instructional goals of the school and align with the school's mission and unique needs.

Replacement Plan: Collegiate Academy of Colorado will annually evaluate its own instructional program, analyzing whether student achievement and growth is meeting instructional goals and making adjustments to the program as needed to achieve those goals. This process will include the state's Unified Improvement Planning protocol to ensure alignment with state and District expectations while remaining true to the mission and unique needs of the school.

Policy: IMB - Teaching about Controversial Topics



Policy: JGA - Assignment of New Students to Grade Level

Rationale: Collegiate Academy is contractually responsible for the management of the school, and should have the authority to evaluate student grade and course placement based upon its instructional program and curriculum to ensure that student transition is academically successful.

Replacement Plan: Collegiate Academy of Colorado will assign students to grade levels as indicated in Jeffco Policy JGA whenever such placement is appropriate given the unique curriculum and instructional program at the school. In some cases, students may be assigned to a different grade level in consultation with the educational team when student success is best achieved in a different placement due to the school's curriculum and programming.

Policy: JII - Student Concerns, Complaints and Grievances

Rationale: Collegiate Academy is contractually responsible for the management of the school, and the Collegiate Academy Board of Directors is contractually delegated final authority in student appeals and grievances, except in the case of expulsion from Jeffco Schools. The school should have the authority to establish a grievance policy which clearly and accurately outlines the process for expressing concerns, complaints and grievances.

Replacement Plan: Collegiate Academy of Colorado will develop a grievance policy which outlines students' pathways for expressing matters of concern and escalating those concerns, with the Collegiate Academy Board of Directors acting as the final appeal except in cases of expulsion.

Policy: JJB - Student Social Events

Rationale: Collegiate Academy is contractually responsible for the management of the school, and should have the authority to establish specific policies governing the location and frequency of student social events.

Replacement Plan: Collegiate Academy of Colorado will develop policy to guide the location and frequency of student social events in consideration of the school's mission and the unique needs of its student body.

Policy: JSA - Student Use of Personal Devices

Rationale: Collegiate Academy is contractually responsible for the management of the school, and should have the authority to establish specific policies outlines in the student handbook governing the use of personal devices on during school hours and while utilizing school technology infrastructure.

Replacement Plan: Collegiate Academy of Colorado will develop policy to specify the acceptable and prohibited uses of students' personal devices during school. These guidelines will include an acceptable use policy outlining permitted and prohibited activities while students are using personal devices at school.

Policy: KCD - Public Gifts/Donations

Rationale: Collegiate Academy is contractually responsible for the management of the school, and should have the authority to accept or decline gifts and donations at the school level in consideration of the needs and potential obligations associated with the acceptance of a gift or donation.

Replacement Plan: Collegiate Academy of Colorado will develop a policy to guide the acceptance or rejection of public gifts or donations. Consideration will be given to the programmatic needs of the school and alignment with the school's mission as well as any associated obligations the school may incur as a result or a decision to accept or reject a donation. Items or amounts totaling more than \$50,000 in value will require approval from the Collegiate Academy Board of Directors to accept or decline.

Policy: KE - Public/Parent Concerns and Complaints

Rationale: Collegiate Academy is contractually responsible for the management of the school, and the Collegiate Academy Board of Directors is contractually delegated final authority in appeals and grievances, except in the case of a student's expulsion from Jeffco Schools. The school should have the authority to establish a grievance policy which clearly and accurately outlines the process for expressing concerns, complaints and grievances.

Replacement Plan: Collegiate Academy of Colorado will develop a grievance policy which outlines the pathways for expressing matters of concern and escalating those concerns, with the Collegiate Academy Board of Directors acting as the final appeal except in cases of expulsion.

Policy: KFD - Community Access to School Communications

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