



## Charter School Automatic Waivers as of 1/1/15

<b>Statutory Citation</b>	<b>Description</b>
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)(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)(y), C.R.S.	Local board powers-Accepting gifts, donations, and grants
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
22-63-301, 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
22-1-112, C.R.S.	School Year-National Holidays

## Colorado Department of Education: Charter School Waiver Request Addendum

<b>School Name:</b>	Collegiate Academy of Colorado
<b>School Address (mailing):</b>	8420 S Sangre de Cristo Road, Littleton CO 80127
<b>Charter School Waiver Contact Name:</b>	Chris Becker
<b>Charter School Waiver Contact's Phone Number:</b>	(303)972-7433
<b>Charter School Waiver Contact's Email:</b>	cvbecker@jeffco.k12.co.us
<b>Request for Duration of Waivers:</b>	5 Years (Duration of Charter Renewal with Authorizer)

### Commonly Approved Waivers (100+ times) with Commonly Approved Language

Statute	Title	Rationale & Replacement Policies	
		Common	Customized
<b>Group 1</b>		<i>Please Check Appropriate Box</i>	
C.R.S. §22-9-106	Local Board of Education, Duties, Performance Evaluation System	Yes	
C.R.S. §22-2-112(1)(q)(I)	Commissioner Duties	<a href="#">Link</a>	<a href="#">Link</a>
<b>Group 2</b>		<i>Please Check Appropriate Box</i>	
C.R.S. §22-32-109(1)(n)(I)	Board of Education-Specific Duties School Calendar	Yes	
C.R.S. §22-32-109(1)(n)(II)(B)	Board of Education-Specific Duties Adoption of District Calendar	<a href="#">Link</a>	<a href="#">Link</a>
C.R.S. §22-32-109(1)(n)(II)(A)	Board of Education-Determin Teacher-Pupil Contact Hours		
<b>Group 3</b>		<i>Please Check Appropriate Box</i>	
C.R.S. § 22-63-201	Employment-Certificate required	Yes	
		<a href="#">Link</a>	<a href="#">Link</a>
<b>Group 4</b>		<i>Please Check Appropriate Box</i>	
C.R.S. §22-63-202	Teacher Employment, Compensation and Dismissal Act- Contracts in writing, damage provision	Yes	
C.R.S. §22-63-203	Teacher Employment, Compensation and Dismissal Act, Probationary Teachers-Renewal and non-renewal of employment contract	<a href="#">Link</a>	<a href="#">Link</a>
C.R.S. § 22-63-206	Teacher Employment, Compensation and Dismissal Act		

***Additional Waiver Requests***

***Please complete the following information for each additional waiver you are requesting.***

Statute	Title
CRS 22-2-112(1)(q)(l)	Teacher Evaluation Ratings Reporting

**Rationale & Replacement Policies**

- [Additional Waiver #1](#)
- [Additional Waiver #2](#)
- [Additional Waiver #3](#)
- [Additional Waiver #4](#)
- [Additional Waiver #5](#)
- [Additional Waiver #6](#)
- [Additional Waiver #7](#)
- [Additional Waiver #8](#)
- [Additional Waiver #9](#)
- [Additional Waiver #10](#)
- [Additional Waiver #11](#)
- [Additional Waiver #12](#)
- [Additional Waiver #13](#)
- [Additional Waiver #14](#)
- [Additional Waiver #15](#)
- [Additional Waiver #16](#)

C.R.S. §22-9-106 Local Board of Education, Duties, Performance Evaluation System  
C.R.S. §22-2-112(1)(q)(l) Commissioner Duties

**Commonly Approved Language**

**Rationale:** The charter school leader must have the ability to perform the evaluation of all personnel. Should any other designated administrator not have a Type D certificate, this should not preclude him or her from administering the evaluations under the direction of the school leader. The BOD must also have the ability to perform the evaluation for the school leader or designated head of school. Additionally, the charter school should 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)(l)

**Replacement Plan:** The charter school uses its own evaluation system as agreed to in the Charter School Agreement with its authorizer and therefore should not be required to report their teacher evaluation data. The charter school’s evaluation system will continue to meet the intent of the law as outlined in statute. The methods used for the school’s evaluation system includes quality standards that are clear and relevant to the administrators’ and teachers’ roles and responsibilities, have the goal of improving student academic growth, and meet the intent of the quality standards established in SB 10-191. In addition, the evaluation data is used to inform hiring practices and professional development decisions.

**Customized Rational & Replacement Plans**

**Rationale:**

**Replacement Plan:**

C.R.S. §22-32-109(1)(n)(I) Board of Education- Specific Duties School Calendar

C.R.S. §22-32-109(1)(n)(II)(B) Board of Education-Specific Duties Adoption of District Calendar

**Commonly Approved Language**

**Rationale:** The charter school will prescribe the actual details of its own school calendar to best meet the needs of its students. The authorizing board will not set these policies and the charter school will have a calendar that differs from the rest of the schools within the district.

**Replacement Plan:** The final calendar and the school’s daily schedule will be designed by the charter school and will meet or exceed the expectations in state statute

**Customized Rational & Replacement Plans**

**Rationale:**

**Replacement Plan:**

**Commonly Approved Language**

**Rationale:** The charter school leader should be granted the authority to hire teachers and school leaders that will support the schools goals and objectives. The charter school will seek to attract school leaders and teachers from a wide variety of backgrounds, including, but not limited to, teachers from out of state, teachers with a lapsed Colorado certificate, persons with several years of successful teaching experience in a setting not requiring a license, as well as persons with business or professional experience. However, all employees will comply with the Federal Highly Qualified requirements (i.e.: hold a degree and demonstrated subject-matter competency).

**Replacement Plan:** The charter school will commit to hiring certified teachers and school leaders, as defined by the federal highly qualified requirements under NCLB. For example, through a thorough screening process the teaching staff will be required to submit the necessary paperwork to establish their highly qualified status.

**Customized Rational & Replacement Plans**

**Rationale:**

**Replacement Plan:**

**C.R.S. §22-63-202** Teacher Employment, Compensation and Dismissal Act-Contracts in writing, damage provision

**C.R.S. §22-63-203** Teacher Employment, Compensation and Dismissal Act, Probationary Teachers-Renewal and non-renewal of employment contract

**C.R.S. § 22-63-206** Teacher Employment, Compensation and Dismissal Act

**Commonly Approved Language**

**Rationale:** The charter school should be granted the authority to develop its own employment offer letters and terms and conditions of employment. The school will be operating differently from other schools with a unique curriculum for which having the proper teaching staff is essential. The charter school is granted the authority under the Charter School Agreement to select its own teachers. The authorizer should not have the authority to transfer its teachers into the charter school or transfer teachers from the charter school to any other schools, except as provided for in the Charter School Agreement.

**Replacement Plan:** Offer letters are submitted to staff at the time of their employment. The charter school has teacher agreements with the terms of non-renewal and renewal of employment agreements, and payment of salaries upon termination of employment of a teacher. The school will hire teachers on a best qualified basis. There is no provision for transfers

**Customized Rational & Replacement Plans**

**Rationale:**

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**Replacement Plan:**

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**Additional Waiver Request # 1**

**C.R.S.** CRS 22-2-112(1)(q)(l)

**Title** Teacher Evaluation Ratings Reporting

**Rationale:**

The charter school or principal must have the ability to perform the evaluation of all personnel. Should any other designated administrators not have a Type D certificate, this should not preclude him or her from administrating the evaluations under the direction of the principal. Additionally, the charter school will 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)(9)(l).

**Replacement Plan:**

Collegiate Academy of Colorado uses it own evaluation system as agreed to in the Charter School Agreement with the Jeffco School District. The school’s evaluation system will continue to meet the intent of the law as outlined in statute. Staff has been trained in this evaluation system and the methods used for the evaluation system include quality standards that are clear and relevant to the administrators’ and teachers’ roles and responsibilities, have the goal of improving student academic growth, and meet the intent of the quality standards established in SB 10-191. The charter school will not be required to report their teacher evaluation data; however, teacher performance data will be reviewed by the school and used to inform hiring practices and professional development. Core course level participation will continue to be reported pursuant to 22-11-503.5 as this is a non-waivable statute.

**Additional Waiver Request # 2**

**C.R.S.** 0

**Title** 0

**Rationale:**

**Replacement Plan:**

**Additional Waiver Request # 3**

**C.R.S.** 0

**Title** 0



**Rationale:**

**Replacement Plan:**

**Additional Waiver Request # 4**

**C.R.S.** 0

**Title** 0

**Rationale:**

**Replacement Plan:**

**Additional Waiver Request # 5**

**C.R.S.** 0

**Title** 0

**Rationale:**

**Replacement Plan:**

**Additional Waiver Request # 6**

**C.R.S.** 0

**Title** 0

**Rationale:**

**Replacement Plan:**

**Additional Waiver Request # 7**

*C.R.S.* 0

*Title* 0

**Rationale:**

**Replacement Plan:**

**Additional Waiver Request # 8**

*C.R.S.* 0

*Title* 0

**Rationale:**

**Replacement Plan:**

**Additional Waiver Request # 9**

*C.R.S.* 0

*Title* 0

**Rationale:**

**Replacement Plan:**

**Additional Waiver Request # 10**

*C.R.S.* 0

*Title* 0

**Rationale:**

Replacement Plan:

**Additional Waiver Request # 11**

*C.R.S.* 0

*Title* 0

Rationale:

Replacement Plan:

**Additional Waiver Request # 12**

*C.R.S.* 0

*Title* 0

Rationale:

Replacement Plan:

**Additional Waiver Request # 13**

*C.R.S.* 0

*Title* 0

Rationale:

Replacement Plan:

**Additional Waiver Request # 14**

**C.R.S.** 0

**Title** 0

**Rationale:**

**Replacement Plan:**

**Additional Waiver Request # 15**

**C.R.S.** 0

**Title** 0

**Rationale:**

**Replacement Plan:**

**Additional Waiver Request # 16**

**C.R.S.** 0

**Title** 0

**Rationale:**

**Replacement Plan:**