

**VISTA ACADEMY APPENDIX E WAIVER REQUESTS**

| <b>APPENDIX E BOARD POLICY WAIVERS</b>       |                        |   |
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| <b>Policies Waived</b>                       | <b>Areas of Impact</b> | <b>Replacement Policies and/or Practices</b>  |
| <b>BDFH: Collaborative School Committees</b> | School Governance      | <p>The School requests a waiver from policy BDFH. The CSC will be replaced with the Vista Academy SWAGGER Leadership Council. The SWAGGER Leadership Council will comply with State Law on School Accountability Committees.</p> <p>The SWAGGER Leadership Council will be comprised of 14 members whose purpose is to assist the school community reach consensus and provide critical feedback/information so that the Principal can reach a decision that is aligned with the vision, mission and core values of the school. The SWAGGER Leadership Council will consist of the following:</p> <ul style="list-style-type: none"> <li>● Principal</li> <li>● 2 Assistant Principals</li> <li>● 1 Bookkeeper/person responsible for payroll and working with the principal around the budget</li> <li>● 1 Support Staff</li> <li>● 1 Middle School Teacher</li> <li>● 2 High School Teachers</li> <li>● 1 8<sup>th</sup> Grade Middle School Student</li> <li>● 1 High School Student</li> <li>● 1 Middle School Parent</li> <li>● 2 High School Parents</li> <li>● 1 Community Member</li> </ul> <p>The SWAGGER Leadership Council's role in meeting consensus will be as follows:</p> |

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|  |  | <ul style="list-style-type: none"><li>● Meet at least once a month or more during the school year as needed and determined by the principal</li><li>● Provide feedback to the Instructional Superintendent regarding the school's final candidate they are recommending for the principal's position following the succession plan (when a vacancy exists)</li><li>● Provide guidance, feedback, and recommendations to the principal regarding the following (as outlined in the BDFH):<ul style="list-style-type: none"><li>- focus on the UIP as its primary responsibility at the school;</li><li>- use Multiple Measures and align resources to support the SIP and the school's program design;</li><li>- provide guidance, evaluation and recommendations for the UIP;</li><li>- provide guidance, evaluation, and recommendations for the annual school budget to insure its alignment with the SIP and the school's program design;</li><li>- act as the School Improvement and Accountability Council (SIAC) for the building;</li><li>- establish relationships with parents, community members, civic, service and neighborhood organizations to increase involvement in the school and provide a forum for community input;</li><li>- provide guidance, evaluation, and feedback for the use of the staffing allocations provided by the District as it</li></ul></li></ul> |
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|  |  | <p>relates to the SIP, school budget, and school program design, including consultation regarding adjustments that may be made due to pupil-count issues;</p> <ul style="list-style-type: none"> <li>- participate in the principal-selection process by interviewing candidates and recommending candidates to the instructional superintendent;</li> <li>- participate in the principal's annual evaluation by giving input on the principal's involvement in and support of the SWAGGER Leadership Council's process;</li> <li>- review, and when appropriate, provide recommendations regarding discipline and safety procedures;</li> <li>- review, and when appropriate, provide recommendations regarding the school calendar and/or schedule;</li> <li>- make recommendations regarding any changes to the school design to the District Board of Education through the building principal.</li> </ul> |
| <p><b>CFBA: Evaluation of Evaluators</b></p> | <p>Human Resource Management: Teacher Evaluation</p> | <p>The principal has the authority to identify, prepare, and designate school administrators to conduct staff evaluations. Administrators who evaluate professional staff members may or may not possess an administrative certificate issued by CDE. All evaluators will receive CDE approved training in evaluation skills by the school's principal. The school's evaluation system</p>   |

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|  |               | <p>will meet the standards of Colorado Senate Bill 10-191.</p> <p>Evaluation instruments for all non-licensed administrators who evaluate school staff including professional educators shall indicate on the evaluation whether or not the evaluator possesses an administrative certificate. The Superintendent or his/her designee shall review all evaluations conducted by non-licensed administrators when necessary shall discuss with them procedure and form.</p> <p>The school's principal shall receive an annual evaluation by the Superintendent or his/her designee.</p>   |
| <p><b>DF &amp; DFR: Revenue from Non Tax Sources</b></p> | <p>Budget</p> | <p>Vista Academy will have the ability to request and secure school-based sponsorships independent of the district according to the following policies:</p> <ol style="list-style-type: none"> <li>1. The sponsorship must not compromise or show inconsistency with the beliefs, values of the district and school.</li> <li>2. The sponsorship will not alter any district owned resources unless permission is granted by the district.</li> <li>3. The sponsorship does not create a real or perceived conflict of interest with school administrators or staff.</li> <li>4. The sponsorship agreement will be reported to the district budget office at least 30 days before an agreement is to take effect. The budget office</li> </ol> |

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|   |                                     | <p>will have the ability to refuse the agreement only in situations where said agreement will adversely impact funding arrangements for other schools in the district more than it would benefit Vista Academy or because it would be in conflict with existing fund regulations (such as federal grants).</p>   |
| <p><b>IC/ICA: School Year/School Calendar</b></p> | <p><b>Calendar and Schedule</b></p> | <p>No later than 60 days before the end of the school year, the SWAGGER Leadership Council will come to consensus regarding the following year's school calendar and school day schedule that meets or exceeds district and state determinations of the length of time during which schools shall be in session during the next school year. Input from parents and teachers will be sought prior to scheduling in-service programs and other non-student contact days. This calendar and schedule shall serve as the academic calendar and schedule for the school. All calendars shall include planned work dates for required staff in-service programs. Any change in the calendar except for emergency closings or other unforeseen circumstances shall be preceded by adequate and timely notice of no less than 30 days. A copy of the upcoming school-year calendar and school day schedule shall be provided to all parents/guardians of students who are currently enrolled. The approved upcoming school year calendar and school day hours will be placed on the school's website prior to May 1 of the prior academic year and a copy shall be provided to the school's Instructional Superintendent. In no case shall changes to the</p> |

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|  |                     | schedule or calendar violate teacher rights provided in the replacement policy for Article 8 of the DCTA contract.   |
| <b>IE: Organization of Instruction</b>     | Education Program   | Vista Academy will present a program of instruction that is consistent with its innovation plan, as approved by the DPS Board of Education, under the direction of the Superintendent.   |
| <b>IGA: Curriculum Development</b>         | Educational Program | Vista Academy will use district curriculum but will supplement to increase cultural relevance and engagement per our innovations plan. Supplemental curriculum development will be carried out by school personnel, consistent with the school's innovation plan, using all available resources. The school curriculum will provide a program of instruction that enables students to meet or exceed the CCSS and CAS. The school will regularly evaluate its education program and make changes to curriculum content, instruction, and assessments. The district will evaluate the impact of the school's education program as part of its 3 year review of the school's innovation plan in addition to the annual UIP review by the SWAGGER Leadership Council. |
| <b>IGD: Curriculum Adoption</b>            | Educational Program | Vista Academy will carry out an educational program consistent with its approved innovation plan that includes a blended learning approach as outlined in the innovation plan.   |
| <b>IIA/ IIA-R: Instructional Materials</b> | Educational Program | Vista Academy will utilize district textbooks, equivalent learning materials by course and grade level in each academic core area as well as supplemental materials that strengthen cultural relevancy and engagement for our students. Vista Academy will do this to adhere to our blended learning approach and is outlined in our   |

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|  |  | <p>innovation plan. Textbooks and learning materials will align with the CCSS and CAS and will meet or exceed the district's standards. The district will review the school's education plan every three years as part of the school's innovation status review.</p>  |
| <p><b>IJJ/ IJJ-R: Instructional Materials</b></p>                            | <p>Educational Program</p>                               | <p>There will be a balance between technology textbooks and instructional materials that adhere to the blended learning approach as outlined in the in the innovation plan, based on alignment to the CCSS and CAS and proven results with similar populations of students. Vista Academy will utilize community resources to help balance on-line curriculum and resources with the use of textbooks to better meet the needs of our 21<sup>st</sup> century learners. Vista Academy reserves the right to purchase and use non-adopted textbooks in core subject areas in the future if it meets the needs of our student population. Changes to technology, textbooks and instructional materials will be proposed by teachers and approved by the principal after feedback is provided by the SWAGGER Leadership Council. The school will seek District staff approval consistent with the school's innovation plan for any proposed changes to core curriculum. The district will review the school's education plan every three years as part of the school's innovation status review.</p> |
| <p><b>IKE / IKE-R: Promotion, Retention and Acceleration of Students</b></p> | <p>Promotion, Retention and Acceleration of Students</p> | <p>Intervention and retention decisions for students performing below grade-level in core content areas will be made based on reading, language usage, math, and science MAP Assessment scores and other tools such as grades, and portfolios.</p>  |

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|  |  | <p>Upon admittance to Vista Academy, support staff will begin to develop a plan of action based on each individual student's needs. That can be intervention classes, AP courses, concurrent enrollment, counseling and etc.</p> <p>The principal and assistant principals will review assessment score, grades, attendance and behavior of all students attending Vista Academy at the end of each trimester. Administrators will determine students who are not meeting their SWAGGER and schedule probation meetings with the student, their counselor, parent(s) and transitions coordinator to outline a plan to get students back on track and outline potential next steps if the probation plan is not successful. There will be set review dates and agreed upon follow up actions by all parties.</p> <p>If the Vista Academy Leadership Team approves the grade retention of a student, the student will be retained. Parents will not have the ability to override the decision of the School Leadership Team. Parents will be made aware of this policy at orientation during each trimester. The school will regularly communicate student performance to parents/guardians. Middle School parents/guardians will be kept abreast of their student's progress throughout the year but will know if the school is recommending retention of a student prior</p> |
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|   |                                    | to Spring Break. This is not applicable in the high school as there is not a retention program.   |
| <b>GCF: Professional Staff Hiring and GCF: Professional Staff Hiring (Athletic Coaches)</b> | Human Resources Management: Hiring | <p>Vista Academy will have autonomy to recruit staff and make offers to candidates outside of the traditional district hiring calendar.</p> <p>Vista Academy will work with the district HR office to post teaching positions through the district website. The school will also engage in independent outreach efforts to recruit candidates outside of the centralized recruitment channels, but will require that any interested candidates apply through the district site. All eligible applications for posted teaching positions will be provided to the school principal for selection using locally-designed processes.</p> <p>Vista Academy can receive applications and consider candidates from the direct placement process; however, the school shall not be required to select teachers through direct placement or to alter the hiring schedule or selection process in a way that gives preference to direct placement teachers.</p> <p>The Vista Academy principal will consult with district HR staff and incorporate hiring best practices at the school level where it is found to be appropriate.</p> <p>Teaching positions that are responsible for supplemental or enrichment instruction will not require a teacher certificate but all necessary teachers shall be Highly Qualified Teachers. Background checks will be</p> |

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|   |  | administered using the existing systems and processes for the district.   |
| <b>GCB: Professional Staff Contracts and Compensation</b>           | Human Resources Management: Hiring, Compensation, Job Descriptions | The school shall adhere to the employment contract procedures established by Colorado statutes except for any statutory waivers identified by the Vista Academy innovation plan that are intended to protect the autonomy of the school to: hire employees on an at-will basis, pursue recruitment, selection, and hiring outside of the district hiring calendar; prevent the direct placement of teachers from the district; and provide additional compensation based on school specific school roles and responsibilities. The school has the authority to issue its own employment offer letters, using a template approved by District staff, to newly hired teachers.  |
| <b>GCID: Professional Staff Training, Workshops and Conferences</b> | Human Resources Management: Professional Development               | For purposes of this policy, the SWAGGER Leadership Council will evaluate and provide guidance/feedback on guidelines and rationale for attendance of school personnel at professional meetings. The school's professional development plan is specified in the innovation plan. The school will determine the value of all staff training, workshops, and conferences as it relates to the school's mission and vision. All of the school's professional development shall be approved by the school's principal with guidance/feedback from the SWAGGER Leadership Council. The school retains the option to participate or not participate in any professional development programs offered by the district. The budgetary allocation of departmental travel accounts shall not be construed as automatic approval for expenditure. Travel outside the |

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|  |   | continental United States shall be considered only as an exception.  |
| <b>GDA: Support Staff Positions</b>  | Human Resource Management:<br>Hiring of Support Staff | The school will use support staff positions that have been established by the Board, when applicable. When additional or unique support staff roles are needed to effectively implement the innovation plan, Vista Academy will establish new positions and create job descriptions for these roles. The school principal or his designee will consult with the district Human Resources department on the language of the job description. The job description will set forth the qualifications for the job, any licensure requirements, a detailed list of performance responsibilities and any required physical capabilities. The school may create, revise, or remove any unique job descriptions necessary to implement the school's innovation plan. |
| <b>GDF-R: Selection, Appointment, and Reappointment of Full-time Classified Employees – Procedures</b> | Human Resources Management:<br>Hiring                 | The school will have the ability to engage in extended outreach for classified positions and have the ability to consider candidates who express a desire to apply for position vacancies. Vista Academy will work with the district HR office to post classified positions through the district website. The school may also choose to engage in independent outreach efforts to recruit candidates outside of the centralized recruitment channels as they deem appropriate.<br><br>The school's principal will be provided with all applications for classified positions and will make a selection using school-based processes. Background checks will follow the traditional process. The school   |

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|  |                                       | <p>will not be required to accept an appointment of a classified employee from the district.</p> <p>The term "classified employee" ...shall be deemed to include, each DPS employee assigned to a full-time position listed in the salary and classification schedules for classified employees as maintained by the Department of Human Resources. No position requiring Department of Education certification or license shall be considered a classified position. Employees on the administrative and managerial salary schedules are not subject to the provisions of this policy.</p> <p>Notification of Resignation: Classified employees who plan to resign in good standing shall notify their supervisor and the Department of Human Resources at least fourteen (14) calendar days in advance. Notification shall be in writing. Receipt of a resignation in writing by the Department of Human Resources creates an official resignation. Action by the Superintendent is not necessary to effectuate a resignation. The school has the sole authority to honor a revocation of the resignation.</p> |
| <b>GDI: Support Staff Probation, Tenure and Seniority</b>                  | Human Resources: Hiring and Dismissal | All classified employees hired by Vista Academy will be at will and will not be eligible to attain the status of continuing service.   |
| <b>GBEBA: Staff Dress, Accessories and Grooming for Certificated Staff</b> | Human Resource Management:            | The professional appearance of school staff members includes dress, accessories, body adornments, and grooming. Appropriate professional appearance reinforces a shared- vision of the school. Therefore, all  |

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| <p><b>(Teachers)</b></p>  |                                  | <p>staff must exercise appropriate judgment in their choice of professional appearance for work or work-related activities by always appearing in a manner:</p> <ul style="list-style-type: none"> <li>• that is appropriate to the situation</li> <li>• that promotes ideals of respecting others, respecting self and respecting the environment</li> <li>• that demonstrates a readiness to work in all of the school's environments</li> <li>• that promotes a working and learning environment that is free from distractions</li> <li>• that is conducive to high student and staff performance.</li> </ul> <p>During the work day and any time employees attend work-related activities, employees shall appear in appropriate dress. Items that are not acceptable in the workplace shall be identified in an annual school dress code by the school principal. The principal is delegated the authority and bears the responsibility for ensuring compliance with the school dress policy and is expected to counsel employees upon initial infractions and implement further disciplinary procedures when violations continue to persist.</p> |
| <p><b>GBEBA-R: Staff Dress, Accessories and Grooming for Certificated Staff (Teachers) and GBEBB:</b></p> | <p>Human Resource Management</p> | <p>Examples of professional attire include, but are not limited to, collared shirts, dress slacks, dress coordinats, suits, dresses, ties, and sport coats. Items that are not acceptable in the workplace include the following:</p>   |

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| <b>Dress Code for Non-Teaching Staff</b> |  | <ul style="list-style-type: none"><li>* attire that is prohibited in the student dress code</li><li>* jogging shorts/running shorts, "cut-off" shorts (or any shorts or other similar article of clothing shorter than mid-thigh)</li><li>* sunglasses and/or hats (inside the building)</li><li>* rubber shoe thongs ("flip-flops") or bedroom slippers</li><li>* athletic wear, such as jogging suits (except for physical education teachers while teaching PE or special events when appropriate)</li><li>* skirts and dresses shorter than mid-thigh</li><li>* underwear as outerwear</li><li>* inappropriately sheer, tight, or short clothing</li><li>* garments (i.e. "midriffs", halter tops, backless clothing, "tube" tops, garments made of fishnet, mesh or similar material, tank tops, "muscle" tops, etc.) that inappropriately bare or expose traditionally private parts of the body including, but not limited to, the stomach, buttocks, back, and breasts</li><li>* any clothing, paraphernalia, grooming, jewelry, hair coloring, accessories, or body adornments that contain advertisement, symbols, words, slogans, patches, or pictures that are sexually suggestive; that are drug, tobacco, or alcohol-related or that are obscene, profane, vulgar, lewd, indecent, or plainly offensive</li><li>* any clothing, paraphernalia, grooming, jewelry, accessories, or body adornments that are in any way disruptive or potentially disruptive to the learning</li></ul> |
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|   |                       | <p>environment or that pose a threat or potential threat to the safety or welfare of the employee or any other person</p> <p>* any other similarly inappropriate clothing, accessory, body adornment, etc., or inappropriate grooming or hygiene.</p> <p>Principals are delegated the authority and bear the responsibility for ensuring compliance with this policy and are expected to counsel employees and discipline any violators (based on Article 11 of the DCTA negotiated Agreement) whom they supervise on professional appearance in conformance with the policy and these related procedures.</p>   |
| <b>GDD: Support Staff Vacations</b>   | Calendar and Schedule | GDD will be followed with the following exception: Vacations and holidays for professional, technical, and nonaffiliated staff members shall be those determined by the Vista Academy school calendar. Any exceptions are subject to principal approval.   |
| <b>IJOA: Field Trips / IJOA-R: Field Trips (Guidelines for Extended Excursions)</b> | Educational Program   | Vista Academy will follow the district field trip policies and procedures with two exceptions: The school will design field trips that match the SWAGGER and mission and vision of the school and may be outside of the district catalog. In such situations, Vista Academy will have autonomy in determining the appropriateness of field trips, and the school principal will be responsible for approving all school field trips. Second, if a situation exists where the school must pay the district for transportation services, the school may choose to contract with another school transportation provider if the terms of another transportation provider is more |

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|   |   | favorable allowing our students opportunities to participate in learning opportunities outside the established district times, blackout dates and is cost effective.   |
| <b>IKB: Homework</b>                    | Educational Program                         | The school will implement a homework policy that is in alignment with the Vista Academy's educational philosophy. Homework will only be assigned as deemed necessary at the school level. Students are given independent work and project time during the school day that usually allows them to accomplish a majority of the school's work requirements. In instances when work is not completed at school, students are expected to complete their work by a specified deadline set by the teacher. As the students progress to higher grades, the homework/project load will increase in order to appropriately prepare students for post-academic success. |
| <b>GDO: Evaluation of Support Staff</b> | Human Resource Management: Staff Evaluation | All classified employees that report directly to the school shall receive an annual appraisal from the Principal or Principal's designee. The principal or the designee shall review the results of the appraisal with each employee and provide the employee with a copy. Classified employees' signatures on appraisal reports shall indicate only that they are acquainted with the contents of the reports. If an employee wishes to make comments, they may do so on the reverse side of the form or by attaching an additional sheet to the form. For performance review   |



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|  |                             | appraisals, the reports shall include a designation of whether or not the employee is meeting expectations.  |
| <b>GDJ and GDJ-R: Support Staff Assignments and Transfers (including Facility Managers)</b>  | Human Resource Management   | Vista Academy requests waivers from policies GDJ and GDJ-R. The school has the authority to develop a process to make decisions regarding staff assignments and transfers within the school. In collaboration with the District's Department of Human Resources, the School has the authority to develop a process for current employees to apply for District assignments for which they are qualified.   |
| <b>GDK: Support Staff Schedules and Calendars</b>  | Calendar & Schedule         | Vista Academy requests waivers from policy GDK. The School has the authority to develop its own annual calendar and daily schedule that aligns with our Innovation Plan utilizing the same process as noted in IC/ICA.   |
| <b>GDOD: Dismissal of Full Time Classified Employees and Licensed Service Providers<br/>And<br/>GDOD-R: Procedures for Dismissal of Full-Time Employees and Licensed Providers</b> | Human Resources: Dismissals | <p><b>All Classified employees are at will employees.</b></p> <p>The term "classified employee" as used in this policy shall be deemed to mean, and include, each Denver Public Schools employee assigned to a full-time position listed in the salary and classification schedules for classified employees as maintained by the Department of Human Resources. No position requiring Department of Education certification or license shall be considered a classified position. Employees on the administrative and managerial salary schedules are not subject to the provisions of this policy.</p> <p>These procedures are an effort to maintain fair and equitable treatment of classified employees. The procedures do not change the at-will status of classified employees. (These</p> |

**Comment [ML1]:** It seems as though these processes need to be defined.

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|  |  | <p>procedures apply to "classified employees" only as defined in policy GDQD).</p> <p>I. Dismissal Procedures Classified Employees and Licensed Service Providers</p> <p>No classified employee will be dismissed until he/she has been notified by one of his/her supervisors of the supervisor's intent to recommend dismissal to the Superintendent or his/her designee. The supervisor will inform the employee of the grounds for the recommended dismissal and will give the employee a reasonable opportunity to respond within three scheduled working days, unless extraordinary circumstances require additional time. If the employee does not request the hearing within three (3) scheduled working days, the termination will be considered final.</p> <p>If the supervisor decides to proceed with the dismissal recommendation, the supervisor will provide the employee with written notice of the ground(s) for the dismissal recommendation.</p> <p>2. If the employee makes a timely request for a post-termination hearing, then the Human Resources administrator shall conduct the hearing within ten (10) scheduled working days of the receipt of the request for hearing, unless extraordinary circumstances require additional time.</p> <p>i. The Human Resources administrator shall review the</p> |
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|  |                                 | <p>supervisor's decision in order to determine if there are facts that demonstrate that any of the ground(s) specified in the notice of dismissal recommendation provided the employee are present. The Human Resources administrator shall issue a decision in writing affirming, modifying, or reversing the dismissal recommendation. The decision shall be rendered within five (5) working days of the hearing, unless extraordinary circumstances require additional time.</p> <p>ii. If the Human Resources administrator affirms the dismissal recommendation, the recommendation will be forwarded to the Superintendent or his / her designee for final action. If the Superintendent or his/her designee does not uphold the recommendation for dismissal, the employee shall be entitled to back pay.</p> <p><b>II. Additional Related Procedures</b></p> <p>a. Incarceration of Employee. An employee who is incarcerated and unable to work will be placed on leave without pay immediately.</p> <p>b. Disciplinary Actions Other than Dismissal. This policy does not apply to any disciplinary actions taken by district administrators, directors, or supervisors that do not result in a recommendation of dismissal.</p> |
| <p><b>IKF: Graduation Requirements</b></p> | <p>Graduation and Promotion</p> | <p>Vista Academy requests a waiver from policy IKF. The school has the authority to adopt a policy promoting, retaining, and accelerating students that aligns with the Innovation Plan. Vista Academy's policy will meet</p>   |

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|  |                                    | or exceed the minimum standards for the District and state. Following the District’s process (which is separate from the process of securing innovation status) described in Appendix C, the school may request the flexibility to adopt its own promotion and graduation policies.   |
| <b>DCTA Waivers</b>  |                                    |   |
| Article 1-2: Definition of Teacher   | Human Resources: Teacher Licensure | Vista Academy teachers will include teaching personnel who are licensed by the CDE or have a CTE License as well as teaching personnel who are not licensed and are providing supplemental, enrichment, or CTE instruction. All core content teachers shall meet the federal Highly Qualified (HQ) requirements. Core content teachers shall possess a valid Colorado license and subject matter competency for their assignment. Vista Academy has the authority to create a broader definition of a teacher that aligns with the innovation plan. |
| Article 1-7: Definition of “School Year”   | Calendar & Schedule                | The term “school year” as used in these Articles shall mean the school calendar as it is established by Vista Academy. This definition will include both an identification of days and a typical daily schedule as described in IC/ICA.   |
| Article 8: Professional Standards Sets Teacher Calendar, Work Year, Work Day, Class Size and Teaching Load | Calendar & Schedule                | SLT: See replacement policy for Article 5-4.<br>8-1-Contract Year: The contract year for teachers will be extended to include additional mandatory professional development days prior to the start of the school year. In addition, the contract year for some teachers will be extended to provide a summer academy for students who are not yet achieving at grade level. Teachers will be compensated for additional days via a stipend that is   |

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|  |  | <p>determined based on the average rate of pay for similar extended time in other district schools. Non student contact days, planning days, assessment days, and professional development days will be determined by the administrative team after feedback from the staff and parents and feedback from the SWAGGER Leadership Council annually, consistent with the innovation plan, as part of the adoption of the school calendar. Student school contact days will be extended to increase instructional time and the teacher work week may be extended beyond 40 hours to include extended student time as well as additional collaborative planning and professional development time.</p> <p>8-2: The teacher work week may be extended beyond 40 hours to include extended student time as well as additional collaborative planning and professional development time. The principal shall have authority to permit teachers to diverge from the regular school day. Evening meetings will be scheduled, as necessary, to implement the innovation plan. In accordance with the innovation plan.</p> <p>8-3: Teachers will be given a minimum of 200 minutes of undirected teacher planning time per week, and an additional 100 minutes of directed common planning time. Teachers will have staggered start times to meet the scheduling needs of students at Vista Academy as</p> |
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|                                       |                          | <p>described in the innovation plan.</p> <p>8-7: Vista Academy teachers will be assigned non-teaching duties, as necessary, to implement the innovation plan. In addition the school calendar will not exceed 200 days without being considered a revision of the innovation plan, requiring full staff approval.</p>   |
| Article 2-4-1: Waivers from Agreement | Waiver Request Procedure | <p>Consistent with the Innovation Schools Act, Vista Academy requests to renew its waivers from the Collective Bargaining Agreement that was presented by Vista Academy as a new school to the Board of Education and Association with documented support from teachers and approved.</p>   |
| Article 5-4: School Leadership Team   | Management               | <p>The School requests a waiver from policy BDFH. The CSC will be replaced with the Vista Academy SWAGGER Leadership Council. The SWAGGER Leadership Council will comply with State Law on School Accountability Committees.</p> <p>The SWAGGER Leadership Council will be comprised of 14 members whose purpose is to assist the school community reach consensus and provide critical feedback/information so that the Principal can reach a decision that is aligned with the vision, mission and core values of the school. The SWAGGER Leadership Council will consist of the following:</p> <ul style="list-style-type: none"> <li>● Principal</li> <li>● 2 Assistant Principals</li> <li>● 1 Bookkeeper/person responsible for payroll and working with the principal around the budget</li> </ul> |

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|  |  | <ul style="list-style-type: none"> <li>● 1 Support Staff</li> <li>● 1 Middle School Teacher</li> <li>● 2 High School Teachers</li> <li>● 1 8<sup>th</sup> Grade Middle School Student</li> <li>● 1 High School Student</li> <li>● 1 Middle School Parent</li> <li>● 2 High School Parents</li> <li>● 1 Community Member</li> </ul> <p>The SWAGGER Leadership Council's role in meeting consensus will be as follows:</p> <ul style="list-style-type: none"> <li>● Meet at least once a month or more as needed and determined by the principal</li> <li>● Provide feedback to the Instructional Superintendent regarding the school's final candidate they are recommending for the principal's position following the succession plan (when a vacancy exists)</li> <li>● Provide guidance, feedback, and recommendations to the principal regarding the following (as outlined in the BDFH): <ul style="list-style-type: none"> <li>- focus on the UIP as its primary responsibility at the school;</li> <li>- use Multiple Measures and align resources to support the SIP and the school's program design;</li> <li>- provide guidance, evaluation and recommendations for the UIP;</li> <li>- provide guidance, evaluation, and recommendations for the annual school budget to insure its alignment with the SIP and the school's program design;</li> <li>- act as the School Improvement and</li> </ul> </li> </ul> |
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|  |  | <p>Accountability Council (SIAC) for the building;</p> <ul style="list-style-type: none"><li>- establish relationships with parents, community members, civic, service and neighborhood organizations to increase involvement in the school and provide a forum for community input;</li><li>- provide guidance, evaluation, and feedback for the use of the staffing allocations provided by the District as it relates to the SIP, school budget, and school program design, including consultation regarding adjustments that may be made due to pupil-count issues;</li><li>- participate in the principal-selection process by interviewing candidates and recommending candidates to the instructional superintendent;</li><li>- participate in the principal's annual evaluation by giving input on the principal's involvement in and support of the SWAGGER Leadership Council's process;</li><li>- review, and when appropriate, provide recommendations regarding discipline and safety procedures; review, and when appropriate, provide recommendations regarding the school calendar and/or schedule; make recommendations regarding any changes to the school design to the District Board</li></ul> |
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|   |   | of Education through the building principal.   |
| Article 10: Teacher Evaluation: Describes the Evaluation Process for Teachers   | Human Resource Management: Teacher Evaluation | <p>All employees of Vista Academy are at will and Vista Academy and the Denver Public Schools has the right to terminate employment from Vista Academy at any time in accordance with the personnel policies in the Vista Academy Innovation Plan and Employee Handbook.</p> <p>Vista Academy will continue to use the LEAP Framework but reserve the right to transition to a research based evaluation system that has demonstrated success and in compliance with Colorado SB 191.</p> <p>If a teacher or staff member is not meeting performance expectations or displaying unprofessional behaviors the school leader may chose to put the employee on an improvement plan and/or provide various supports to the teacher or staff person to build their skills. This process will be outlined in the employment handbook. An improvement plan is not an entitlement or employment right.</p> |
| Colorado State Statutes:<br>Section 22-9-106: Local Board Duties Concerning Performance Evaluation for Licensed Personnel |   | Human Resource Management: Teacher Evaluations   |

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| <p>School Replacement Policy</p>   | <p>All employees of Vista Academy are at will and Vista Academy and the Denver Public Schools has the right to terminate employment from Vista Academy at any time in accordance with the personnel policies in the Vista Academy Innovation Plan and Employee Handbook.</p> <p>If a teacher or staff member is not meeting performance expectations or displaying unprofessional behaviors the school leader may chose to put the employee on an improvement plan and/or provide various supports to the teacher or staff person to build their skills. This process will be outlined in the employment handbook. An improvement plan is not an entitlement or employment right.</p> <p>Termination of any staff mid-year will follow the dismissal procedures outlined in the DPS policy GDQD and GDQD-R.</p> |
| <p><b>Section 22-32-109(1)(f): Local Board Duties Concerning Selection of Personnel and Pay</b>      Human Resource Management: Staff Hiring, Compensation</p> |   |
| <p>School Replacement Policy</p>   | <p>Pursuant to state law, the DPS board will delegate duties related to selection of teachers and determination of compensation to the innovation school. The principal, in consultation with the SWAGGER Council, will select classroom teachers directly and rates of pay will be at or above the district schedule. For all unique job descriptions the Principal shall determine the rate of pay in consultation with HR during the budget cycle each Spring for the following year, no later than March 15.</p>  |
| <p><b>Section 22-32-109(1)(g): Handling of Money</b>      Budget</p>   |   |
| <p>School Replacement Policy</p>   | <p>In accordance with the innovation plan, Vista Academy may receive moneys and deposit such moneys into a school account. The School will establish an account with the district to manage receipt of locally raised money and will have autonomy in making deposits in and withdrawals from the account when such actions are taken to further the academic achievement of students at Vista Academy. The school will account for all moneys that it receives directly and will report to the DPS board.</p>  |

| Section 22-32-109(1)(n)(I): Schedule and Calendar                                      | Calendar and Schedule   |
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| Replacement Policy   | <p>No later than 60 days before the end of the school year, the SWAGGER Leadership Council will come to consensus regarding the following year's school calendar and school day schedule that meets or exceeds district and state determinations of the length of time during which schools shall be in session during the next school year. Input from parents and teachers will be sought prior to scheduling in-service programs and other non-student contact days. This calendar and schedule shall serve as the academic calendar and schedule for the school. All calendars shall include planned work dates for required staff in-service programs. Any change in the calendar except for emergency closings or other unforeseen circumstances shall be preceded by adequate and timely notice of no less than 30 days. A copy of the upcoming school-year calendar and school day schedule shall be provided to all parents/guardians of students who are currently enrolled. The approved upcoming school year calendar and school day hours will be placed on the school's website prior to May 1 of the prior academic year and a copy shall be provided to the school's Instructional Superintendent. In no case shall changes to the schedule or calendar violate teacher rights provided in the replacement policy for Article 8 of the DCTA contract.</p> |
| Section 22-32-109 (1)(n)(II)(A): Actual Hours of Teacher-Pupil Instruction and Contact | Calendar and Schedule   |
| School Replacement Policy  | <p>No later than 60 days before the end of the school year, the SWAGGER Leadership Council will come to consensus regarding the following year's school calendar and school day schedule that meets or exceeds district and state determinations of the length of time during which schools shall be in session during the next school year. Input from parents and teachers will be sought prior to scheduling in-service programs and other non-student contact days. This calendar and schedule shall serve as the academic calendar and schedule for the school. All calendars shall include planned work dates for required staff in-service programs. Any change in the calendar except for emergency closings or other unforeseen circumstances shall be</p>   |

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|  | <p>preceded by adequate and timely notice of no less than 30 days. A copy of the upcoming school-year calendar and school day schedule shall be provided to all parents/guardians of students who are currently enrolled. The approved upcoming school year calendar and school day hours will be placed on the school's website prior to May 1 of the prior academic year and a copy shall be provided to the school's Instructional Superintendent. In no case shall changes to the schedule or calendar violate teacher rights provided in the replacement policy for Article 8 of the DCTA contract.</p>  |
| <p><b>Section 22-32-109 (1)(n)(II)(B): School Calendar</b></p>                               | <p>Calendar and Schedule</p>  |
| <p>School Replacement Policy</p>   | <p>No later than 60 days before the end of the school year, the SWAGGER Leadership Council will come to consensus regarding the following year's school calendar and school day schedule that meets or exceeds district and state determinations of the length of time during which schools shall be in session during the next school year. Input from parents and teachers will be sought prior to scheduling in-service programs and other non-student contact days. This calendar and schedule shall serve as the academic calendar and schedule for the school. All calendars shall include planned work dates for required staff in-service programs. Any change in the calendar except for emergency closings or other unforeseen circumstances shall be preceded by adequate and timely notice of no less than 30 days. A copy of the upcoming school-year calendar and school day schedule shall be provided to all parents/guardians of students who are currently enrolled. The approved upcoming school year calendar and school day hours will be placed on the school's website prior to May 1 of the prior academic year and a copy shall be provided to the school's Instructional Superintendent. In no case shall changes to the schedule or calendar violate teacher rights provided in the replacement policy for Article 8 of the DCTA contract.</p> |
| <p><b>Section 22-32-109(1)(t): Determine Educational Program and Prescribe Textbooks</b></p> | <p>Education Program</p>  |
| <p>School Replacement Policy</p>   | <p>Vista Academy will present a program of instruction that is consistent with its innovation plan,</p>   |

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|  | <p>as approved by the DPS Board of Education, under the direction of the Superintendent. Vista Academy will use district curriculum but will supplement to increase cultural relevance and engagement per our innovations plan. Supplemental curriculum development will be carried out by school personnel, consistent with the school's innovation plan, using all available resources. The school curriculum will provide a program of instruction that enables students to meet or exceed the CCSS and CAS. The school will regularly evaluate its education program and make changes to curriculum content, instruction, and assessments. Changes to technology, textbooks and instructional materials will be proposed by teachers and approved by the principal after feedback is provided by the SWAGGER Leadership Council. The school will seek District staff approval consistent with the school's innovation plan for any proposed changes to core curriculum. The district will evaluate the impact of the school's education program as part of its 3 year review of the school's innovation plan in addition to the annual UIP review by the SWAGGER Leadership Council.</p> |
| <p><b>Section 22-32-109(1)(aa): Adopt Content Standards and Plan for Implementation of Content Standards</b></p> | <p>Education Program</p>   |
| <p>School Replacement Policy</p>   | <p>Vista Academy will present a program of instruction that is consistent with its innovation plan, as approved by the DPS Board of Education, under the direction of the Superintendent. Vista Academy will use district curriculum but will supplement to increase cultural relevance and engagement per our innovations plan. Supplemental curriculum development will be carried out by school personnel, consistent with the school's innovation plan, using all available resources. The school curriculum will provide a program of instruction that enables students to meet or exceed the CCSS and CAS. The school will regularly evaluate its education program and make changes to curriculum content, instruction, and assessments. The district will evaluate the impact of the school's education program as part of its 3 year review of the school's innovation plan in addition to the annual UIP review by the SWAGGER Leadership Council.</p>   |

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| <b>Section 22-32-109(1)(jj): Identify Areas in which the Principal/s Require Training or Development</b> | Human Resource Management: Professional Development  |
| School Replacement Policy  | In accordance with the innovation plan, Vista Academy Leadership Team and the district evaluator shall jointly determine the required training or development of the principal. The principal will not be required to participate in district training not related to the innovation plan unless those trainings are agreed upon by the principal and district evaluator as part of the principal's professional development plan.   |
| <b>22-32-110(1)(ee) Local Board Powers-Employ teachers' aides and other noncertificated personnel</b>    | Human Resource Management: Hiring Teacher Aides  |
| School Replacement Policy  | The DPS board grants autonomy to the School Leadership Team at Vista Academy to make staffing decisions consistent with waivers for district policies GCF and GDF. The school may employ non-licensed personnel to provide instruction or supervision of children that is supplemental to the core academic program.   |
| <b>22-32-110(1)(h): Local Board Powers Concerning Employment Termination of School Personnel</b>         | Human Resource Management: Staff Dismissals  |
| School Replacement Policy  | <p>All employees of Vista Academy are at will and Vista Academy and the Denver Public Schools has the right to terminate employment from Vista Academy at any time in accordance with the personnel policies in the Vista Academy Innovation Plan and Employee Handbook</p> <p>If a teacher or staff member is not meeting performance expectations or displaying unprofessional behaviors the school leader may chose to put the employee on an improvement plan and/or provide various supports to the teacher or staff person to build their skills. This process will be outlined in the employment handbook. An improvement plan is not an entitlement or employment right.</p> <p>Termination of any staff mid-year will follow the dismissal procedures outlined in the DPS policy GDQD and GDQD-R.</p> |
| <b>22-32-126: Employment and authority of principals</b>   | Management   |
| School's Replacement Policy  | The Vista Leadership Team will manage the principal selection process and will recommend 2 final candidates to the district superintendent for hiring. Principal candidates will be provided to the SWAGGER Council from the district's principal hiring pool. The superintendent may redirect the   |

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|  | <p>SWAGGER Council to continue the search for a better qualified candidate but the Superintendent retains ultimate hiring authority. The principal will assume the administrative responsibility and instructional leadership of the school under the supervision of the superintendent or designee and in accordance with the innovation plan. In the event that the principal position is vacant, the superintendent shall hire an interim principal until such time that the district approves a principal candidate put forward by the SWAGGER Council</p>   |
| <p><b>Teacher Employment, Compensation and Dismissal Act of 1990<br/>Section 22-63-201: Employment - License Required – Exception</b></p>      | <p><b>Human Resource Management: Hiring and Teacher Qualifications</b></p>   |
| <p>School Replacement Policy</p>   | <p>Vista Academy will employ highly qualified and licensed teachers for teaching of core content pursuant to the federal ESEA Act (in conjunction with the District’s ESEA Flexibility Request). Teachers in all necessary areas will be highly qualified. The school may employ non-licensed teachers for supplemental and enrichment instruction consistent with the innovation plan. The DPS board may enter into employment contracts with non-licensed teachers and/or administrators at Vista Academy High School as necessary to implement the school’s innovation plan.</p>  |
| <p><b>Teacher Employment, Compensation and Dismissal Act of 1990<br/>Section 22-63-202: Contracts in Writing Duration Damage Provision</b></p> | <p>Human Resource Management: Hiring, Contracts and Employment Offer Letters</p>   |
| <p>School Replacement Policy</p>   | <p>All employees of Vista Academy are at will and Vista Academy and the Denver Public Schools has the right to terminate employment from Vista Academy at any time in accordance with the personnel policies in the Vista Academy Innovation Plan and Employee Handbook.</p> <p>The school principal has the authority to make employment offers to qualified candidates. Vista Academy will not provide first opportunity to interview rights to priority hiring pool candidates, but will consider them for employment. The school will not contribute teachers to the district hiring pool. The school has the right to refuse direct assignments or mandatory transfers of teachers from the district</p> <p>If a teacher or staff member is not meeting performance expectations or displaying unprofessional behaviors the school leader may chose to put the employee on an improvement plan and/or provide various supports to the teacher or staff person to build their skills. This process will be outlined in the employment handbook. An improvement plan is not an entitlement or employment right.</p> |

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|  | Termination of any staff mid-year will follow the dismissal procedures outlined in the DPS policy GDQD and GDQD-R.   |
| <b>Teacher Employment, Compensation and Dismissal Act of 1990<br/>Section 22-63-203: Renewal and Nonrenewal of Employment Contract</b> | Human Resources Management: Dismissals   |
| School's Replacement Policy  | <p>All employees of Vista Academy are at will and Vista Academy and the Denver Public Schools has the right to terminate employment from Vista Academy at any time in accordance with the personnel policies in the Vista Academy Innovation Plan and Employee Handbook</p> <p>If a teacher or staff member is not meeting performance expectations or displaying unprofessional behaviors the school leader may chose to put the employee on an improvement plan and/or provide various supports to the teacher or staff person to build their skills. This process will be outlined in the employment handbook. An improvement plan is not an entitlement or employment right.</p> <p>Termination of any staff mid-year will follow the dismissal procedures outlined in the DPS policy GDQD and GDQD-R.</p> |
| <b>Teacher Employment, Compensation and Dismissal Act of 1990<br/>Section 22-63-206: Transfer of Teachers - Compensation</b>           | Human Resource Management: Direct Placement of Teachers  |
| School's Replacement Policy  | <p>Vista Academy may refuse direct placements or mandatory transfers of teachers from the district.</p> <p>District teachers who are qualified for a vacant position at the school will have an opportunity to apply for the position, and, if hired, will be compensated with a salary corresponding to the position and the years of service.</p>  |
| <b>Teacher Employment, Compensation and Dismissal Act of 1990<br/>Section 22-63-301: Grounds for Dismissal</b>                         | Human Resource Management: Dismissals  |
| School's Replacement Policy  | <p>All employees of Vista Academy are at will and Vista Academy and the Denver Public Schools has the right to terminate employment from Vista Academy at any time in accordance with the personnel policies in the Vista Academy Innovation Plan and Employee Handbook.</p> <p>If a teacher or staff member is not meeting performance expectations or displaying unprofessional behaviors the school leader may chose to put the employee on an improvement plan and/or provide various supports to the</p>  |



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|  | <p>teacher or staff person to build their skills. This process will be outlined in the employment handbook. An improvement plan is not an entitlement or employment right.</p> <p>Termination of any staff mid-year will follow the dismissal procedures outlined in the DPS policy GDQD and GDQD-R.</p>   |
| <p><b>Teacher Employment, Compensation and Dismissal Act of 1990<br/>Section 22-63-302: Procedure for dismissal - judicial review</b></p>  | <p>Human Resource Management: Dismissals</p>   |
| <p>School's Replacement Policy</p>   | <p>All employees of Vista Academy are at will and Vista Academy and the Denver Public Schools has the right to terminate employment from Vista Academy at any time in accordance with the personnel policies in the Vista Academy Innovation Plan and Employee Handbook.</p> <p>If a teacher or staff member is not meeting performance expectations or displaying unprofessional behaviors the school leader may chose to put the employee on an improvement plan and/or provide various supports to the teacher or staff person to build their skills. This process will be outlined in the employment handbook. An improvement plan is not an entitlement or employment right</p> <p>Termination of any staff mid-year will follow the dismissal procedures outlined in the DPS policy GDQD and GDQD-R.</p> |
| <p><b>Teacher Employment, Compensation and Dismissal Act of 1990<br/>Section 22-63-401:Teachers Subject to Adopted Salary Schedule</b></p> | <p>Human Resource Management: Compensation</p>   |
| <p>School's Replacement Policy</p>   | <p>Vista Academy will adopt a salary schedule that will meet or exceed the district's salary schedule. The School's Leadership Team reserves the right to develop a supplemental compensation system separate from district policies to reimburse employees for extra duty pay as it may arise for activities that may include, but are not necessarily limited to additional time, additional responsibilities, coaching, tutoring, eternal professional development or for performance incentive pay.</p>  |
| <p><b>22-63-402. Services - disbursements</b></p>  | <p>Human Resource Management: Teacher License</p>  |

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| <p>School's Replacement Policy</p>                                     | <p>Vista Academy may employ either licensed or non-licensed teachers for non-core subject areas. All core subject area teachers will be licensed and highly qualified under the requirements of the ESEA Act. All necessary teachers according to ESEA and the District waiver will be highly qualified. School district moneys will be used to pay both licensed and non-licensed teachers hired to perform services consistent with the innovation plan.</p>  |
| <p><b>22-7-1207: Advancement – decision – parental involvement</b></p> | <p><b>Promotion, Retention and Acceleration of Students</b></p>   |
| <p>School's Replacement Policy</p>                                     | <p>Intervention and retention decisions for students performing below grade-level in core content areas will be made based on reading, language usage, math, and science MAP Assessment scores and other tools such as grades, and portfolios. Upon admittance to Vista Academy, support staff will begin to develop a plan of action based on each individual student's needs. That can be intervention classes, AP courses, concurrent enrollment, counseling and etc.</p> <p>The principal and assistant principals will review assessment score, grades, attendance and behavior of all students attending Vista Academy at the end of each trimester. Administrators will determine students who are not meeting their SWAGGER and schedule probation meetings with the student, their counselor, parent(s) and transitions coordinator to outline a plan to get students back on track and outline potential next steps if the probation plan is not successful. There will be set review dates and agreed upon follow up actions by all parties.</p> <p>If the Vista Academy Leadership Team approves the grade retention of a student, the student will be retained. Parents will not have the ability to override the decision of the School Leadership Team. Parents will be made aware of this policy at orientation during each trimester. The school will regularly communicate student performance to parents/guardians. Middle School parents/guardians will be kept abreast of their student's progress throughout the year but will know if the school is recommending retention of a student prior to Spring Break. This is not applicable in the high school</p> |

| <b>APPEDIX E DPS AND COMMUNICATIONS WORKERS OF AMERICA AGREEMENT WAIVERS</b> |  |  |
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| <b>Agreement Articles Waived</b>   | <b>Area of Impact</b>                                    | <b>Replacement Policy or Practice</b>  |
| <b>Article 6: Grievance</b>  | Human Resource Management: Grievance Process             | <p>The School requests a waiver from Article 6.</p> <p>The School will develop a dispute resolution process that permits representation of employees and an avenue to appeal to the Superintendent's designee in alignment with other elements of the innovation policy..</p> <ul style="list-style-type: none"> <li>• Disputes between employees and the District may be brought directly to the Superintendent's designee. Employees are entitled to representation by Communication Workers of American.</li> </ul> |
| <b>Article 8-2: Seniority</b>  | Human Resource Management: Seniority and Employee Status | <p>The School requests a waiver from Article 8-2.</p> <p>Employees will be considered at will and will not have a probationary period.</p>   |
| <b>Article 10: Work Week, Work Year</b>                                      | Human Resource Management: Calendar                      |  |

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|   | and Schedule  | <p>The School requests a waiver from Article 10.</p> <p>The School has the authority to develop its own annual calendar, weekly schedule that aligns with the Innovation Plan and that meets or exceeds the minimum standards of the District and state.</p> <ul style="list-style-type: none"> <li>• The School has the authority to develop its own policies and procedures for granting staff vacations and holidays, which will be outlined in the Employee Handbook and within the innovation plan..</li> </ul> |
| <b>Article 11-1, 11-2, 11-7: Work Day</b> | Human Resource Management: Calendar and Schedule  | <p>The School requests a waiver from Article 11-1, 11-2, 11-7.</p> <p>The School has the authority to develop its own daily schedule that aligns with the Innovation Plan and that meets or exceeds the minimum standards of the District and state.</p> <ul style="list-style-type: none"> <li>• The school may require more advanced notice of absences, which will be outlined in the Employee Handbook and within the innovation plan.</li> </ul>  |
| <b>Article 13: Overtime</b>               | Human Resource Management: <ul style="list-style-type: none"> <li>• Calendar and</li> </ul> | <p>The school requests a waiver from article 13.</p> <p>The School has the authority to develop its own annual calendar, weekly schedule and daily</p>   |

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|  | <p>Schedule</p> <ul style="list-style-type: none"> <li>• Compensation</li> </ul>  | <p>schedule that aligns with the Innovation Plan and that meets or exceeds the minimum standards of the District and state.</p> <ul style="list-style-type: none"> <li>• The School has the authority to develop its own policies and procedures for granting staff vacations and holidays, which will be outlined in the Employee Handbook aligned with the innovation plan.</li> <li>• The School will comply with State and Federal law regarding compensable time and pay employees in accordance with these laws.</li> </ul> |
| <b>Article 14: Vacations</b>   | <p>Human Resource Management: Calendar and Schedule</p>   | <p>The School requests a waiver from Article 14.</p> <p>The School has the authority to develop its own policies and procedures for granting staff vacations and holidays, which will be outlined in the Employee Handbook and aligned with other elements of the innovation plan.</p>  |
| <b>Article 17-1, 17-2, 17-3, 17-6, 17-7: Selection and Assignment of Employees</b> | <p>Human Resource Management: • Employee Status</p> <ul style="list-style-type: none"> <li>• Staff Assignments</li> </ul> | <p>The School requests a waiver from Articles 17-2, 17-3, and 17-6. Employees will be at-will and will not have a probationary period or be awarded continuing service status.</p>  |

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| <p><b>Article 18-1, 18-2, 18-6, 18-7:</b></p> <p><b>Job Openings</b></p> | <p>Human Resource</p> <p>Management: Staff Hiring</p>      | <p>The School requests a waiver from Articles 18-1, 18-2, 18-6, and 18-7. The School has the authority to develop and implement its own policies and procedures for posting open positions and hiring staff, including creating a hiring schedule that best meets the needs of the School, aligned with other components of the innovation plan.</p> <ul style="list-style-type: none"> <li>As needed, the School has the authority to determine any type of _____</li> </ul> |
| <p><b>Article 19-2: Change in Status</b></p>                             | <p>Human Resource</p> <p>Management: Grievance Process</p> | <p>The School requests a waiver from Article 19-2.</p> <p>The School will develop a dispute resolution process that permits representation of employees and an avenue to appeal to the Superintendent's designee in alignment with the innovation plan.</p>   |
| <p><b>Article 20: Appraisal</b></p>                                      | <p>Human Resource</p> <p>Management: Staff Evaluation</p>  | <p>The School requests a waiver from Article 20.</p> <p>The School will develop its own processes and procedures to perform staff appraisals, which will be outlined in the Employee Handbook and aligned with the innovation plan.</p>   |
| <p><b>Article 27: Salaries</b></p>                                       | <p>Human Resource</p> <p>Management:</p>                   | <p>The school requests a waiver from article 27.</p> <p>The School has the authority to determine its own compensation system for employees in alignment</p>  |

**Comment [ML2]:** Curious what this is supposed to be?

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|                                       | Compensation                                      | with the innovation plan. The School will meet or exceed the rates of pay set in the Communication Workers of America Agreement.   |
| <b>Article 33: Reduction in Force</b> | Human Resource<br>Management: Staff<br>Dismissals | The School requests a waiver from Article 33.<br><br>The District cannot RIF School staff members. Decisions regarding reductions in staff will be determined by the school's leadership and be made in accordance with School policies as outlined the Employee Handbook. |

| <b>APPENDIX E FACILITATES MANAGERS ASSOCIATION</b> |   |   |
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| <b>Agreement Articles Waived</b>                   | <b>Area of Impact</b>                           | <b>Replacement Policy or Practice</b>   |
| <b>Article 4: Grievance</b>                        | Human Resource Management:<br>Grievance Process | The School requests a waiver from Article 4.<br><br>The School will develop a dispute resolution process that permits representation of employees and an avenue to appeal to the Superintendent's designee in alignment with the innovation plan. |

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|  |   | <ul style="list-style-type: none"> <li>Disputes between employees and the District may be brought directly to the Superintendent's designee. Employees are entitled to representation by Facilities Managers Association.</li> </ul>  |
| <b>Article 7: Work Year, Workweek, Workday</b> | Human Resource Management:<br>Calendar and Schedule | <p>The School requests a waiver from Article 7.</p> <p>The School has the authority to develop its own annual calendar, weekly schedule that aligns with the Innovation Plan and that meets or exceeds the minimum standards of the District and state and is aligned with the innovation plan.</p> <ul style="list-style-type: none"> <li>The School has the authority to develop its own policies and procedures for granting staff vacations and holidays, which will be outlined in the Employee Handbook and in alignment with the innovation plan.</li> </ul> |
| <b>Article 8: Overtime</b>                     | Human Resource Management:<br>Calendar and Schedule | <p>The School requests a waiver from Article 8.</p> <p>The School has the authority to develop its own annual calendar, weekly</p>  |



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|   | Compensation                            | <p>schedule and daily schedule that aligns with the Innovation Plan and that meets or exceeds the minimum standards of the District and state in alignment with the innovation plan.</p> <ul style="list-style-type: none"> <li>• The School has the authority to develop its own policies and procedures for granting staff vacations and holidays, which will be outlined in the Employee Handbook and in alignment with the innovation plan</li> <li>• The School will comply with State and Federal law regarding compensable time and pay employees in accordance with these laws.</li> </ul> |
| <b>Article 15: Transfers and Promotions</b> | Human Resource Management: Staff Hiring | <p>The School requests a waiver from Article 15.5.1.</p> <p>The School has the authority to see all candidates from the candidate pool and, in cooperation with the District, interview external candidates, if so desired, in alignment with the innovation plan.</p>   |
| <b>Article 16:</b>                          | Human Resource                          | The School requests a waiver from Article  |

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| <p><b>Performance Evaluations</b></p>                                     | <p>Management: Staff Evaluation</p>                       | <p>16.<br/>The School will develop its own processes and procedures to perform appraisals, which will be outlined in the Employee Handbook and in alignment with the innovation plan.</p>   |
| <p><b>Article 20: Corrective Action</b></p>                               | <p>Human Resource Management: Staff Corrective Action</p> | <p>The School requests a waiver from Article 20.<br/>The School will develop its own processes and procedures to address employee performance, which will be outlined in the Employee Handbook and in alignment with the innovation plan.</p> |
| <p><b>Article 26: Continuing Service, Change of Status and School</b></p> | <p>Human Resource</p>                                     | <p>The School requests a waiver from Article 26.<br/>Employees will be at-will and will not have a probationary period or be awarded continuing service status.</p>   |
| <p><b>Redesign</b></p>  | <p>Management: Staff Dismissals</p>                       | <ul style="list-style-type: none"> <li>• The School will develop a dispute resolution process that permits</li> </ul>   |

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|  | Employee Status                              | representation of employees and an avenue to appeal to the Superintendent's designee in alignment with the innovation plan.   |
| <b>Article 27: Reduction in Force</b>  | Human Resource Management: Staff Dismissals  | <p>The School requests a waiver from Article 27.</p> <p>The District cannot RIF School staff members. Decisions regarding reductions in staff will be determined by the school's leadership and be made in accordance with School policies and the Employee Handbook in alignment with the innovation plan.</p> |
| <b>APPENDIX E DPS DENVER FEDERATION OF PARAPROFESSIONALS AGREEMENT WAIVERS</b> |  |   |
| <b>Agreement Articles Waived</b>   | <b>Area of Impact</b>                        | <b>Replacement Policy or Practice</b>   |
| <b>Article 6: Grievance</b>  | Human Resource Management: Grievance Process | <p>The School requests a waiver from Article 6.</p> <ul style="list-style-type: none"> <li>The School will develop a dispute resolution process that permits association representation of employees and an avenue to appeal to the Superintendent's designee in</li> </ul>                                     |

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|   |   | <p>alignment with the innovation plan.</p> <ul style="list-style-type: none"> <li>• Disputes between employees and the District may be brought directly to the Superintendent’s designee in alignment with the innovation plan. Employees are entitled to representation by Denver Federation of Paraprofessionals.</li> </ul>  |
| <p><b>Article 7: Working Conditions</b></p> | <p>Human Resource Management:</p> <ul style="list-style-type: none"> <li>• Calendar and Schedule</li> <li>• Compensation</li> </ul> | <p>The School requests a waiver from Article 7.</p> <p>The School has the authority to develop its own annual calendar, weekly schedule and daily schedule that aligns with the Innovation Plan and that meets or exceeds the minimum standards of the District and state.</p> <ul style="list-style-type: none"> <li>• The School has the authority to develop its own policies and procedures for granting staff vacations and holidays, which will be outlined in the Employee Handbook in alignment with the innovation plan.</li> <li>• The School will comply with State and Federal law regarding compensable time and pay employees in accordance with these</li> </ul> |

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|  |   | laws.  |
| <b>Article 9: Appraisal</b>                | Human Resource<br>Management: Staff<br>Evaluations                        | <p>The School requests a waiver from Article 9.</p> <p>The School has the authority to design and implement its own evaluation system and performance improvement process, which will be outlined in the Employee Handbook in alignment with the innovation plan.</p>  |
| <b>Article 11: Transfer (11-1, 11-1-1)</b> | Human Resource<br>Management:<br>Staff Hiring<br>Calendar and<br>Schedule | <p>The School requests waivers from Articles 11-1, 11-1-1.</p> <p>The School has the authority to develop and implement its own policies and procedures for posting open positions and hiring staff, including creating a hiring schedule that best meets the needs of the School in alignment with the innovation plan.</p> <ul style="list-style-type: none"> <li>• The School has the authority to develop its own annual calendar, weekly schedule and daily schedule that aligns with the Innovation Plan and that meets or exceeds the minimum standards of the District and state.</li> </ul> |

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| <p><b>Article 19:<br/>Compensation –<br/>Paraprofessional<br/>Salary Schedule<br/>and Position<br/>Matrix</b></p> | <p>Human Resource<br/>Management:<br/>Compensation</p>                              | <p>The School requests a waiver from Article 19.</p> <p>The School has the authority to determine its own compensation system for employees in alignment with the innovation plan. The School will meet or exceed the rates of pay set in the Denver Federation for Paraprofessionals Agreement.</p> |
| <p><b>Article 22: Staff<br/>Reduction –<br/>MOU dated 7/27/07</b></p>   | <p>Human Resource<br/>Management: Staff<br/>Dismissals</p>                          | <p>The School requests a waiver from Article 22 MOU dated 7/27/07. The School has the authority to establish policies and procedures to notify employees of reductions, which will be outlined in the Employee Handbook.</p>   |
| <p><b>Article 23: Post-<br/>Termination Hearing</b></p>   | <p>Human Resource<br/>Management:<br/>Staff Dismissal<br/>Grievance<br/>Process</p> | <p>The School requests a waiver from Article 23.</p> <p>Employees are at-will can be release without cause at any time.</p>  |
| <p><b>MOU Dated<br/>September 7, 2005</b></p>   | <p>Human Resource<br/>Management:<br/>Hiring</p>                                    | <p>The School requests a waiver from the MOU dated September 7, 2005.</p> <p>In the event the School is Redesigned,</p>  |

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|  |  | employees may be required to re-interview for their positions.  |
| <b>APPENDIX E DPS DENVER ASSOCIATION OF EDUCATION OFFICE PROFESSIONALS AGREEMENT WAIVERS</b> |  |   |
| <b>Agreement Articles Waived</b>   | <b>Area of Impact</b>                              | <b>Replacement Policy or Practice</b>   |
| <b>Article 5: Grievance</b>  | Human Resource<br>Management: Grievance<br>Process | <p>The School requests a waiver from Article 5.</p> <p>The School will develop a dispute resolution process that permits association representation of staff and an avenue to appeal to the Superintendent's designee in alignment with the innovation plan.</p> <ul style="list-style-type: none"> <li>• Disputes between staff</li> </ul> |

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|   |  | <p>and the District may be brought directly to the Superintendent's designee. Staff is entitled to representation by the</p> <p style="padding-left: 40px;">Denver Association of Education Office Professionals.</p>   |
| <p><b>Article 6: Reduction in Force</b></p> | <p>Human Resource Management: Staff Dismissals</p> | <p>The School requests a waiver from Article 6.</p> <p>The District cannot RIF School staff members. Decisions regarding reductions in staff will be determined by the school's leadership and be made in accordance with the innovation plan, School policies and the Employee Handbook.</p> <ul style="list-style-type: none"> <li>• In the event the School is Redesigned, employees may be required to re-</li> </ul> |



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|   |   | interview for their positions in alignment with the innovation plan.   |
| <b>Article 8: Probationary Period</b>           | Human Resource Management: Employee Status  | The School requests a waiver from Article 8.<br><br>Employees will be at-will and will not have a probationary period or be awarded continuing service status.   |
| <b>Article 9: Appraisal – MOU dated 5/13/03</b> | Human Resource Management: Staff Evaluation | The School requests a waiver from Article 9 MOU dated 5/13/03.<br><br>The School has the authority to design and implement its own evaluation system and performance improvement process, which will be outlined in the Employee |

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|   |   | Handbook and in alignment with the innovation plan.   |
| <b>Article 10: Hours and Selecting Working Conditions</b> | <p>Human Resource Management:</p> <ul style="list-style-type: none"> <li>• Calendar and Schedule</li> <li>• Compensation</li> </ul> | <p>The School requests a waiver from Article 10.</p> <p>The School has the authority to develop its own annual calendar, weekly schedule and daily schedule that aligns with the Innovation Plan and that meets or exceeds the minimum standards of the District and state.</p> <ul style="list-style-type: none"> <li>• The School has the authority to develop its own policies and procedures for granting staff vacations and holidays, which will be outlined in the Employee Handbook in alignment with the innovation plan.</li> </ul> |

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|   |  | <ul style="list-style-type: none"> <li>The School will comply with State and Federal law regarding</li> </ul>   |
| <p><b>Article 14:</b><br/><b>Salaries/Increments –</b><br/><b>Appendix D Salary Schedules</b></p> | <p>Human Resource<br/>Management:<br/>Compensation</p> | <p>The School requests a waiver from Article 14.</p> <p>The School has the authority to determine its own compensation system for all employees in alignment with the innovation plan. The School will meet or exceed the rates of pay set in the Denver Association of Educational Office Personnel Agreement.</p> |

**Comment [ML3]:** Curious what this was supposed to say?