

## DPS/DCTA Agreement Provisions Waived

Agreement Articles Waived	Description	Replacement Policy or Practice
Definitions (Article 1-2)	Definition of Teacher	Waive provision, permitting broader definition of teacher in alignment with the Denver Green School innovation plan.
Committees (Articles 5, 8, 13, 29)	Development Committee (5-4-1), Professional Standards Committee (Article 8) and Personnel Committee (13-8)	Waive all of these various provisions and combine their functions into a Managing Partnership. The Partnership will fulfill the functions.
Professional Standards	Sets teacher calendar, work year, work week, work day, class size and load (see below)	Waive Article 8 in favor of calendar, work year, work week, work day, class size and load established in alignment with the school innovation plan by the Managing Partnership.
Grievance Process (Article 7)	Describes grievance process	Waive Article 7 in favor of grievance process determined by Denver Green School as outlined in the Articles of Partnership
Teacher Evaluation (Article 10)	Describes the evaluation process for teachers	School will adhere to all district developed standards, but will, if necessary, develop sub-standards aligned with the innovation plan and modify the forms appropriately. School will develop its own Peer Evaluation Model that includes peer assistance.
Assignments, Schedules and Transfer (Article 13)	Describes district and school procedures for transfer and reassignment of teachers.	The school will adhere to the guiding principles set forth in Article 13-1 and 13-8-6. School will conduct and maintain a personnel committee and conduct interviews following the procedures set forth in Article 13. Otherwise, waive Article 13 to permit “real-time hiring of teachers”- i.e. post positions and hire as vacancies become known. Hiring processes will be conducted directly by Denver Green School with assistance from Human Resources Department and Office of School Reform and Innovation. Denver Green School will not receive direct placement of teachers.
Summer School Teaching Positions (Article 14)	Restricts hiring process and moves decision making for hiring teachers off site. (14-1-1-1, 14-1-1-2, 14-1-1-3)	Consistent with waiving Article 13, waive 14-1-1-1, 14-1-1-2, 14-1-1-3. Hire teachers for summer programs consistent with the mission and values of the school innovation plan.
Reduction in Force (RIF) (Article 20)	Procedures for conducting reduction in force.	Waive article 20 so the district can't RIF school staff members. Reductions in teacher staff will be made based on performance, and with the understanding that reduction of non-probationary staff due to program change or decline in enrollment into unassigned teacher pool will make the school eligible for receiving direct placement teachers.
Job Sharing and Half Time (Article 25)	Procedures for arranging job sharing and half time positions.	Job sharing and half time positions will be handled onsite in alignment with the innovation plan.

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Extra Duty Compensation (Article 32)	Sets rates for extra duty compensation.	In Article 32, Nothing should prohibit the school from offering additional compensation. In lieu of hourly compensation, school should be able to offer stipends for projects, essentially giving teachers same rights as independent contractors, so long as the teacher and the school agree on the rate for the project.
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