

Part Three: Statutory Considerations Called for by the Denver Green School Innovation Plan

State Statute	Description	Action Called for by Innovation Plan	Replacement Policy or Practice
Section 22-9-106	Local board duties concerning performance evaluations for licensed personnel	The school will fulfill the requirements of state law when conducting teacher evaluations. The school will have the authority to designate personnel who do not have administrative licenses to conduct teacher evaluations.	School will use district evaluation procedures, which will comply with state law, but adapt the sub-standards so they are in alignment with the instructional program of the school. School will permit instructional leaders without administrative licenses to evaluate teachers.
Section 22-32-109(1)(f)	Local Board duties concerning selection of personnel and pay.	Delegate authority to the school to select staff and set rates of pay (interacts with 22-63-201 & Section 22-63-206)	School will select teaching staff directly and set rates of pay based on school policy. Denver Green School will meet or exceed the rates of pay set in the DPS/ DCTA Agreement, including ProComp.
Section 22-32-109(1)(g)	Handing of Moneys	Delegate authority to the school to manage receipt of money.	School will manage its receipt of money according to district procedure and subject to district in the form of an annual audit and quarterly trial balances to the Office of Budget.
Section 22-32-109(1)(n) Section 22-32-109(II)(A) Section 22-32-109-(II)(B)	Schedule and Calendar Actual hours of teacher-pupil instruction and contact School Calendar	Delegate authority to the school to establish schedule and calendar	School will exceed statutory minimums for calendar, hours of teacher pupil contact and schedule, subject to district oversight based on the SPF. School will have authority to establish its own calendar, including professional development days, days off or late start/early releases that may differ from district.
Section 22-32-109(t) Section 22-32-109(aa)	Determine educational program and prescribe textbooks Adopt content standards and plan for implementation of content standards	Delegate authority to the school to establish an educational program and textbooks, and require the school to align its instructional program to state and local standards.	School educational programs set forth in the innovation plan. School will adapt its curriculum and instructional program as needed while remaining in alignment with state and local standards, subject to oversight based on the school SPF.
Section 22-32-109(cc)	Adopt dress code for employees	Delegate authority to the school to establish dress code for employees	School will establish a dress code for employees through school policy

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Section 22-32-109(jj)	Identify areas in which the Principal/s require training or development	Delegate authority to the school to direct professional development for the Managing Partners	School will direct its leadership professional development program, subject to district oversight based on SPF.
Section 22-32-110(1)(h), C.R.S.	Local board powers concerning employment, termination of school personnel	Delegates the school the ability to discharge employees; the school will be responsible for complying with statutory due process expectations when applicable	School has the authority to prosecute tenure dismissal cases on its own; may seek the support of the Legal Department when prosecuting tenure dismissal cases.
Section 22-63-201	Teacher Employment Compensation and Dismissal Act of 1990; Employment-license required exception	The school will comply with the federal law and regulation on Highly Qualified Teacher. The board delegates to the school the duty to identify employees as administrators.	School will verify to the district the qualifications of teachers for the purpose of complying with federal law and the school will face the same sanctions for non-compliance as other district schools.
Section 22-63-202	Teacher Employment Compensation and Dismissal Act of 1990: contracts in writing-duration-damage provision	Delegates the authority to the school to issue its own employment contracts; the school will adapt to the DPS employment contract to offer specialized positions	School will adapt DPS employment contract to comply with terms of the innovation plan.
Section 22-63-203, C.R.S.	Teacher Employment, Compensation Dismissal Act of 1990: Probationary teachers-renewal and nonrenewal of employment contract	Delegate's authority to the school to terminate probationary employees.	School will dismiss probationary teachers in accordance with statute when applicable.
Section 22-63-206, C.R.S.	Teacher Employment Compensation and Dismissal Act of 1990: Transfer of teachers-compensation	Waives the chief administrative officer the ability to transfer teachers within, into or out of the school. Empowers the Managing Partners to make all of the transfers within the school.	District will no longer make direct placement of teachers to the school, or direct placement within schools.
Section 22-63-301	Teacher Employment, Compensation and Dismissal Act of 1990: Grounds for dismissal	Delegates to the school the authority to dismiss its current tenured teachers according to the statute, and is waived in case of any newly hires teachers, Interacts with Section 22-32-109(1)(f)	School will comply with state law when recommending dismissal of tenured teachers, when applicable under the innovation plan.
Section 22-63-302	Teacher Employment, Compensation Dismissal Act of 1990: Procedures for dismissal of teachers and judicial review	Procedure with its current tenured teachers according to state statute, and is waived in case of any newly hired teachers.	Hired before January 1, 2010. After January 1, 2010 school will hire at will employees.
Section 22-63-401	Teacher Employment, Compensation Dismissal Act of 1990: Teachers subject to adopted salary schedule	The board delegates to the school the authority to set its own compensation system; the school proposes that it may need to pay people above, or adjunct faculty who will be compensated on a different pay scale.	School will adopt a consistent policy to compensate teachers using DPS/DCTA Agreement and ProComp as the minimum expectation for teacher compensation. The school will adopt consistent policy for staff not covered by the existing DPS classification

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Section 22-63-402	Teacher Employment, Compensation Dismissal Act of 1990: License, authorization of residency required in order to pay teachers	Waives the provision that requires teacher to hold licenses in order to be paid.	School will adopt a policy for fair compensation of instructional staff.
Section 22-63-403	Teacher Employment, Compensation Dismissal Act of 1990: Payment of salaries	Delegates to the school to pay their pro rate share of their compensation up to the point that they are dismissed.	School will adopt a policy for fair compensation of staff upon dismissal.