

Appendix E
Waiver Request Template West Leadership Academy

Table I – Analysis of Board Policy Waivers Called for by the Innovation Plan

APPENDIX E - BOARD POLICY WAIVERS		
DPS Policy Reference	Description of Policy	Innovation – Proposed Replacement Policy or Practice
BDFH: Collaborative School Committees	School Governance	-The School requests waivers from policy BDFH. -As described in the Innovation Plan, the School’s Collaborative School Committee will be replaced by a School Advisory Committee to support the implementation of the Innovation Plan.
CFBA: Evaluation of Evaluators	Human Resource Management: Teacher Evaluation	-The School requests waivers from policy CFBA. -The School has the authority to identify, prepare and evaluate its own evaluators. The School’s evaluation system will meet the standards of SB191.
DF: Revenue from Non Tax Sources	Budget	-The School requests waivers from policy DF. -The School has the authority to collect revenue directly from sponsorships, subject to District oversight through routine reporting to the Office of Budget.
DF-R: Revenue from Non Tax Sources Procedures for School-Based Sponsorships	Budget	-The School requests waivers from policy DF-R. -The School has the authority to collect revenue directly from sponsorships subject to District oversight through routine reporting to the Office of Budget.
GBEBA: Staff Dress, Accessories and Grooming for Certificated Staff (Teachers)	Human Resource Management: Dress Code	-The School requests waivers from policy GBEBA. -The School has the authority to establish its own policy for staff dress and grooming, which will be outlined in the Employee Handbook.
GBEBA-R: Staff Dress, Accessories and Grooming for Certificated Staff (Teachers) Procedure	Human Resource Management: Dress Code	-The School requests waivers from policy GBEBA-R. -The School has the authority to establish its own policy for staff dress and grooming, which will be outlined in the Employee Handbook.
GBEBB: Dress Code for Non Teaching Staff	Human Resource Management: Dress Code	-The School requests waivers from policy GBEBB. -The School has the authority to establish its own policy for staff dress and grooming, which will be outlined in the Employee Handbook.
GCB: Professional Staff Contracts & Compensation	Human Resource Management: Hiring,	-The School requests waivers from policy GCB. -The School has the authority to issue its own employment offer letters. The School’s letter will

	Compensation, Job Descriptions	<p>outline the terms of employment.</p> <p>-The School has the authority to establish its own compensation system for all employees. The School will meet or exceed the rates of pay set in the DPS/DCTA Collective Bargaining Agreement, including ProComp.</p> <p>-The School will meet minimum statutory requirements.</p>
GCF: Professional Staff Hiring	Human Resource Management: Hiring	<p>-The School requests waivers from policy GCF.</p> <p>-School has the authority to develop and implement its own policies and procedures for hiring staff, including creating a hiring schedule that best meets the needs of the School.</p> <p>-The School has the authority to adopt policies and procedures to ensure that background checks are completed for all personnel.</p>
GCF-2 : Professional Staff Hiring (Athletic Coaches)	Human Resource Management: Hiring	<p>-The School requests waivers from policy GCF-2.</p> <p>-The School has the authority to develop and implement its own policy for hiring athletic coaches.</p>
GCID: Professional Staff Training, Workshops and Conferences	Human Resource Management: Professional Development	<p>-The School requests waivers from policy GCID.</p> <p>-The School has the authority to develop and implement its own professional development program that supports the education plan.</p> <p>-The School retains the option to participate in any professional development programs offered by the District.</p>
GDD: Support Staff Vacations and Holidays	Calendar & Schedule	<p>-The School requests a waiver from policy GDD.</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.</p>
GDF-R: Selection, Appointment, and Reappointment of Full-time Classified Employees – Procedures	Human Resource Management: Hiring, Re-Appointment	<p>-The School requests waiver from policy GDF-R.</p> <p>-The School has the authority to develop its own policies and procedures to hire and dismiss fulltime classified staff.</p> <p>-The School has the authority to hire classified staff that best meets the needs of the School.</p> <p>-The School has the authority to implement recruitment and selection policies and procedures that support the Innovation Plan.</p> <p>-The School will work with the District’s Human Resources Department to perform required background checks and other necessary on-boarding steps.</p>

GDK: Support Staff Schedules and Calendars	Calendar & Schedule	<p>-The School requests waivers from policy GDK.</p> <p>-The School has the authority to develop its own annual calendar and daily schedule that aligns with the Innovation Plan and that meets or exceeds the minimum standards of the District and state.</p>
IC/ICA: School Year/School Calendar	Calendar & Schedule	<p>-The School requests waivers from policy IC/ICA.</p> <p>-The School has the authority to develop its own annual calendar that aligns with the Innovation Plan and that meets or exceeds the minimum standards of the District and state.</p>
IE: Organization of Instruction	Education Program	<p>The School requests waivers from policy IE.</p> <p>Following the District’s approval process (which is a process that is separate from the process of securing innovation status) described in Appendix A of the Innovation Application, the School may request the flexibility to adopt its own educational program, including selecting curriculum and textbooks.</p> <p>The School’s education program will meet or exceed the minimum standards of the District and state.</p>
IF: Voluntary School Initiated Designs	Education Program	<p>-The School requests waivers from policy IF.</p> <p>-Following the District’s approval process (which is a process that is separate from the process of securing innovation status) described in Appendix A of the Innovation Application, the School may request the flexibility to adopt its own educational program, including selecting curriculum and textbooks.</p> <p>-The School’s education program will meet or exceed minimum standards of the District and state.</p>
IGA: Curriculum Development	Education Program	<p>The School requests waivers from policy IGA.</p> <p>Following the District’s approval process (which is a process that is separate from the process of securing innovation status) described in Appendix A of the Innovation Application, the School may request the flexibility to adopt its own educational program, including selecting curriculum and textbooks. The School’s education program will meet or exceed the minimum standards of the District and state.</p>
IGD: Curriculum Adoption	Education Program	<p>The School requests waivers from policy IGD.</p> <p>Following the District’s approval process (which is a process that is separate from the process of securing innovation status) described in Appendix A of the</p>

		<p>Innovation Application, the School may request the flexibility to adopt its own educational program, including selecting curriculum and textbooks.</p> <p>The School’s education program will meet or exceed the minimum standards of the District and state.</p>
IIA: Instructional Materials (Textbooks or their Equivalent Learning Materials)	Education Program	<p>The School requests waivers from policy IIA.</p> <p>Following the District’s approval process (which is a process that is separate from the process of securing innovation status) described in Appendix A of the Innovation School Application, the School may request the flexibility to adopt its own education program, which includes selecting curriculum and textbooks.</p> <p>The School’s education program will meet or exceed the minimum standards of the District and state.</p>
IIA-R: Instructional Materials (Textbook Procedures)	Education Program	<p>The School requests waivers from policy IIA-R.</p> <p>Following the District’s approval process (which is a process that is separate from the process of securing innovation status) described in Appendix A of the Innovation School Application, the School may request the flexibility to adopt its own education program, which includes selecting curriculum and textbooks.</p> <p>The School’s education program will meet or exceed the minimum standards of the District and state.</p>
IJJ: Instructional Materials	Education Program	<p>The School Requests waivers from policy IJJ.</p> <p>The School’s education program, as described in this Innovation Plan, meets or exceeds minimum statutory standards and has been reviewed and approved by the District’s Chief Academic Officer.</p>
IJJ-R: Instructional Materials (Textbooks) Selection or Adoption Procedures	Education Program	<p>The School requests waivers from policy IJJ-R.</p> <p>Following the District’s approval process (which is a process that is separate from the process of securing innovation status) described in Appendix A of the Innovation School Application, the School may request the flexibility to adopt its own education program, which includes selecting curriculum and textbooks.</p>

		The School's education program will meet or exceed the minimum standards of the District and state.
IJOA: Field Trips	Education Program	-The School requests waivers from policy IJOA. -The School will develop and implement procedures to conduct field trips and extended day excursions.
IJOA-R: Field Trips (Guidelines for Extended Excursions)	Education Program	-The School requests waivers from policy IJOA-R. -The School will develop and implement procedures for field trips and extended day excursions.
IKE: Promotion, Retention and Acceleration of Students	Graduation and Promotion	-The School requests waivers from policy IKE. -The School has the authority to adopt a policy for promoting, retaining and accelerating students through the education program that aligns with the Innovation Plan. The policy will meet or exceed the minimum standards of the District and state. -Following the Districts process (which is a process that is separate from the process of securing innovation status) the School may request the flexibility to adopt its own promotion and graduation policies.
IKE-R: Promotions, Retention and Acceleration of Students Elementary or Middle School Procedures	Graduation and Promotion	-The School requests waivers from policy IKE-R. -The School has the authority to adopt a policy for promoting, retaining and accelerating students through the education program that aligns with the Innovation Plan. The policy will meet or exceed the minimum standards of the District and state. -Following the Districts process (which is a process that is separate from the process of securing innovation status) the School may request the flexibility to adopt its own promotion and graduation policies.
IKF: Graduation Requirements	Graduation and Promotion	-The School requests waivers from policy IKF. -The School has the authority to adopt a policy for promoting, retaining and accelerating students through the education program that aligns with the Innovation Plan. The policy will meet or exceed the minimum standards of the District and state. -Following the Districts process (which is a process that is separate from the process of securing innovation status) the School may request the flexibility to adopt its own promotion and graduation policies.

APPENDIX E STATUTORY WAIVERS

Table II– Analysis of State Statutory Waivers Called for by the Innovation Plan

The Innovation Act on waivers of state statutes (22-32.5-108(4)) states that “each district of innovation that receives a waiver ... shall specify the manner in which the innovation school ... shall comply with the intent of the waived statute or rules and shall be accountable to the state for such compliance.” For each state waiver, specify how the school intends to comply with intent of the statutes being waived.

State Statute	Area of Operational Impact	Replacement Policy or Practice
Section 22-9-106	Human Resource Management: Teacher Evaluations	<ul style="list-style-type: none"> -The School requests a waiver from Section 22-9-106. -The School’s evaluation system will meet or exceed the minimum standards of SB 191. -The School will implement the District’s evaluation system (LEAP) as described in the Innovation Plan and retains the right to make adjustments.
Section 22-32-109(1)(f): Local Board Duties Concerning Selection of Personnel and Pay	Human Resource Management: Staff Hiring, Compensation	<ul style="list-style-type: none"> -The School requests a waiver from 22-32-109(1) (f). -The School has the authority to select staff and set rates of pay (interacts with 22-63-201 and 22-63-206). -The School has the authority to select teaching staff directly and set rates of pay based on School policies. The School will meet or exceed the rates of pay set in the DPS/DCTA Collective Bargaining Agreement, including ProComp.
Section 22-32-109(1)(g): Handling of Money	Budget	<ul style="list-style-type: none"> -The School requests a waiver from Section 22-32-109(1) (g). -The School has the authority to manage its receipt of money and will meet performance expectations provided by the District. -The District may conduct an annual audit and require the School to provide quarterly trial balances to the Office of Budget.
Section 22-32-109(1)(n)(I): Schedule and Calendar	Calendar & Schedule	<ul style="list-style-type: none"> -The School requests a waiver from Section 22-32-109(1)(n). -The School has the authority to determine its own annual calendar and daily schedule, provided it meets or exceeds minimum statutory requirements. -School has the authority to determine the number of professional development days, days off, and late starts/early release days.
Section 22-32-109 (I)(n)(II)(A): Actual Hours of Teacher-	Calendar & Schedule	<ul style="list-style-type: none"> -The School requests a waiver from Section 22-32-109(II)(A). -The School has the authority to determine teacher

Pupil Instruction and Contact		pupil contact, which will meet or exceed the minimum standards of the District and state.
Section 22-32-109 (I)(n)(II)(B): School Calendar	Calendar & Schedule	-The School requests a waiver from Section 22-32-109(II)(B). -The School has the authority to create its own annual calendar. -The School's annual calendar will meet or exceed the minimum standards for the District and state.
Section 22-32-109(1)(t): Determine Educational Program and Prescribe Textbooks	Education Program	-The School requests a waiver from Section 22-32-109(t). -Following the District's approval process (which is a process that is separate from the process of securing innovation status) described in Appendix A of the Innovation Application, the School may request the flexibility to adopt an educational program, including selecting curriculum and textbooks. The School's education program will meet or exceed the minimum standards of the District and state.
Section 22-32-109 (1)(aa): Adopt Content Standards and Plan for Implementation of Content Standards	Education Program	-The School requests a waiver from Section 22-32-109(aa). -Following the District's approval process (which is a process that is separate from the process of securing innovation status) described in Appendix A of the Innovation Application, the School may request the flexibility to adopt an educational program, including selecting curriculum and textbooks. -The School's education program will meet or exceed the minimum standards of the District and state.
Section 22-32-109(1)(cc): Adopt Dress Code for Employees	Human Resource Management: Dress Code	-The School requests a waiver from Section 22-32-109(cc). -The School has the authority to establish a dress code for all employees that will be described in the Employee Handbook.
Section 22-32-109(1)(jj): Identify Areas in which the Principal/s Require Training or Development	Human Resource Management: Professional Development	-The School requests a waiver from Section 22-32-109(jj). -The School has the authority to design and implement its own principal development program. -The School may select to participate in District professional development programs.
Section 22-32-110(1)(h), C.R.S.: Local Board Powers Concerning Employment Termination of School	Human Resource Management: Staff Dismissals	-The School requests a waiver from Section 22-32-110(1)(h). -The School has the authority to discharge employees according to its personnel policies. -The School may seek the support of District Human Resources and Legal Department when dismissing a

Personnel		staff member.
Teacher Employment, Compensation and Dismissal Act of 1990 Section 22-63-201: Employment-License Required-Exception	Human Resource Management: Hiring and Teacher Qualifications	-The School requests a waiver from Section 22-63-201. -School will comply with federal laws regarding teacher qualifications, including NCLB requirements that all core content teachers meet highly qualified requirements. -The School has the authority to identify employees as administrators.
Teacher Employment, Compensation and Dismissal Act of 1990 Section 22-63-202, C.R.S.: Contracts in Writing Duration Damage Provision	Human Resource Management: Hiring, Contracts and Employment Offer Letters	-The School requests a waiver from Section 22-63-202. -The School has the authority issue its own employment offer letters. The School's employment offer letter will outline the terms of employment.
Teacher Employment, Compensation and Dismissal Act of 1990 Section 22-63-203, C.R.S.: Probationary Teachers – Renewal and Nonrenewal of Employment Contract	Human Resource Management: Dismissals	-The School requests a waiver from Section 22-63-203. -School has the authority to dismiss any teacher in accordance with the School's employment terms and personnel policies.
Teacher Employment, Compensation and Dismissal Act of 1990 Section 22-63-206, C.R.S.: Transfer of Teachers – Compensation	Human Resource Management: Direct Placement of Teachers	-The School requests a waiver from Section 22-63-206 -The School is not subject to the transfer of teachers within, into or out of the school by the District; the School's leadership has the authority to make all decisions regarding transfers within the School.
Teacher Employment, Compensation and Dismissal Act of 1990 Section 22-63-301: Grounds for Dismissal	Human Resource Management: Dismissals	-The School requests a waiver from Section 22-63-301. -The School has the authority to establish personnel policies that will be outlined in this Innovation Plan and in the School's Employee Handbook.
Teacher Employment, Compensation and Dismissal Act of 1990 Section 22-63-302: Procedures for Dismissal of Teachers and Judicial Review	Human Resource Management: Dismissals	-The School requests a waiver from Section 22-63-302. -The School has the authority to establish personnel policies that will be outlined in this Innovation Plan and in the School's Employee Handbook.
Teacher Employment, Compensation and	Human Resource Management:	-The School requests a waiver from Section 22-63-401.

Dismissal Act of 1990 Section 22-63-401: Teachers Subject to Adopted Salary Schedule	Compensation	-The School has the authority to determine its own compensation system for all employees, including adjunct faculty and CTE instructors. The School will meet or exceed the rates of pay set in the DPS/DCTA Collective Bargaining Agreement, including ProComp.
Teacher Employment, Compensation and Dismissal Act of 1990 Section 22-63-402: License, Authorization of Residency Required in Order to Pay Teachers	Human Resource Management: Compensation	-The School requests a waiver from Section 22-63-402. -The School has the authority to establish a policy that waives the provision that requires teachers to hold licenses in order to be paid. -The School has the ability to develop its own compensation system for all employees, including instructional staff. The School will meet or exceed the rates of pay set in the DPS/DCTA Collective Bargaining Agreement, including ProComp.
Teacher Employment, Compensation and Dismissal Act of 1990 Section 22-63-403: Payment of Salaries	Human Resource Management: Compensation	-The School requests a waiver from Section 22-63-403. -The School has the authority to establish dismissal policies and procedures, including any applicable compensation. Such policies and procedures will be outlined the Employee Handbook.

APPENDIX E DPS/DCTA COLLECTIVE BARGAINING AGREEMENT WAIVERS		
Table III – Analysis of Collective Bargaining Agreement Waivers Called for by the Innovation Plan		
Agreement Articles Waived	Areas of Impact	Replacement Policy or Practice
Article 1-2	Human Resource Management: Hiring and Job Descriptions	-The School requests waivers of Article 1-2. -The School has the authority to create a broader definition of a teacher that aligns with the Innovation Plan.
Professional Standards (Article 8: 8-1-2, 8-2-2 and 8-7- 2): Sets Teacher Calendar, Work Year, Work Week, Work Day, Class Size and Teaching Load, Meeting Time and Special Educator Duties	Calendar & Schedule Human Resource Management: Staff Assignments Human Resource Management: Teaching Load Human Resource	-The School requests waivers from Article 8-1-2, 8-2-2 and 8-7-2. -The School has the authority to establish its own calendar and daily schedule, provided it meets or exceeds minimum statutory standards. -The length of the contract year for teachers shall remain 184 days with professional development days exceeding the allotted 3 full days. -The School has the authority to establish class sizes and teaching loads that support the Innovation Plan. -The School has the authority to establish any necessary committees.

	Management: Leadership Structure	-The School has the authority to request that teachers spend more than 120 minutes per week in meeting time to facilitate a collaborative teaching model. -Special educators' and specialized service providers' non-duty teaching time may be assigned to education related duties beyond IDEA mandates.
Committees (Articles 5-4, 13-8 and 29):	Governance & Human Resource Management: Leadership Structure	-The School requests waivers from Articles 5-4, 13-8, and 29. -The school has the authority to create committees that align with the Innovation Plan.
Assignments, Schedules and Transfer (Article 13): Describes District and School Procedures for Transfer and Reassignment of Teachers	Human Resource Management: Hiring & Staff Assignments	-The School requests a waiver from Article 13. -The School has the authority to hire staff as vacancies become known and/or adopt a hiring schedule that best meets the needs of The School. -The School has the authority to implement recruitment and selection policies and procedures that support the Innovation Plan.
Reduction in Force (RIF) (Article 20): Procedures for Conducting Reduction in Force	Human Resource Management: Staffing	-The School requests a waiver from Article 20. -The District cannot RIF School staff members. Decisions regarding reductions in teaching staff will be determined by the school's leadership and be made in accordance with School policies and the Employee Handbook.
Job Sharing and Half-Time (Article 25): Procedures for	Human Resource Management: Staff	-The School requests a waiver from Article 25. -The school has authority to make decisions regarding job sharing and half-time employment to support the Innovation Plan.
Extra Duty Comp. (Article 32.): Sets Rates for Extra Duty Compensation	Human Resource Management: Compensation	-The School requests waivers from Article 32. -The School has the authority to determine its own compensation structure for additional work. Compensation will be agreed upon and communicated in advance.
MOU dated April 8, 2011: LEAP Implementation	Human Resource Management: Teacher Evaluations	-The School has the authority to determine the implementation of LEAP beginning in the 2012-2013 school year.

