

### Waivers from State Statute for Manual High School

<b>State Statute</b>	<b>Description</b>	<b>Action Called for by Innovation Plan</b>	<b>Replacement Policy or Practice</b>
<b>Section 22-9-106</b>	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 comply with state law, but adapt the sub-standards so they are in alignment with the instructional program at the school. School will permit instructional leaders without administrative licenses to evaluate teachers.
<b>Section 22-32-109(1)(f)</b>	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. School policy is in Innovation Plan.
<b>Section 22-32-109(1)(g)</b>	handling of moneys	Delegate authority to the school to manage its receipt of money	School will manage its receipt of money according to district procedure and subject to direct district in the form of an annual audit, and quarterly trial balances to the Office of Budget
<b>Section 22-32-109(1)(n)</b>	schedule and 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 School Performance Framework.
<b>Section 22-32-109(II)(A)</b>	actual hours of teacher-pupil instruction and contact		
<b>Section 22-32-109(II)(B)</b>	school calendar		
<b>Section 22-32-109(t)</b>	determine educational program and prescribe textbooks	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 program is set in the Innovation Plan. School will be able to adapt its instructional program in alignment with state and local standards, subject to district oversight based on the School Performance Framework.
<b>Section 22-32-109(aa)</b>	adopt content standards and plan for implementation of content standards		
<b>Section 22-32-109(cc)</b>	adopt dress code for employees	Delegate authority to the school to establish a dress code for employees	School will establish dress code for employees through school policy.
<b>Section 22-32-109(jj)</b>	identify areas in which the principals(s) require training or development	Delegate authority to the school to direct professional training and development for principals	School will direct its principal development program, subject to district oversight based on School Performance Framework
<b>Section 22-32-110(1)(h),</b>	local board powers concerning employment	Delegates to the school the ability to discharge employees; the school will have be	School has the authority to prosecute tenure dismissal cases on its own; may seek the support

<b>State Statute</b>	<b>Description</b>	<b>Action Called for by Innovation Plan</b>	<b>Replacement Policy or Practice</b>
<b>C.R.S.</b>	termination of school personnel;	responsible for complying with statutory due process expectations when applicable.	of the Legal Department when prosecuting tenure dismissal cases.
<b>Section 22-63-201</b>	Teacher Employment, Compensation and Dismissal Act of 1990; Employment-license required – exception	The school will comply with 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 to federal law and the schools will face the same sanctions as other district schools.
<b>Section 22-63-202</b>	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 the DPS employment contract to offer specialized	School will adapt DPS employment contract to comply with terms of Innovation Plan.
<b>Section 22-63-203, C.R.S.</b>	Teach Employment, Compensation and Dismissal Act of 1990: Probationary teachers – renewal and nonrenewal of employment contract;	Delegates the authority to the school to terminate probationary employees.	School will dismiss probationary teachers in accordance with statute when applicable.
<b>Section 22-63-206, C.R.S</b>	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 principal to make all transfers within the school	District will no longer make direct placement of teachers to the school, or direct placement within schools.
<b>Section 22-63-301</b>	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 the case of any newly hired 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.
<b>Section 22-63-302</b>	Teacher Employment, Compensation and Dismissal Act of 1990: Procedures for dismissal of teachers and judicial review;	Delegates to the school the authority to follow statutory procedure with its current tenured teachers according to the statute, and is waived in the case of any newly hired teachers.	School will comply with state law in the case of teachers hired before January 1, 2009. After January 1, 2009 school will hire teachers as at will employees.
<b>Section 22-63-401</b>	Teacher Employment, Compensation and 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 compensate teachers using the DPS/DCTA Agreement and ProComp as the minimum expectation for teacher compensation. The School will adopt a consistent policy for staff

State Statute	Description	Action Called for by Innovation Plan	Replacement Policy or Practice
			not covered by an existing DPS classification.
<b>Section 22-63-402</b>	Teacher Employment, Compensation and Dismissal Act of 1990: License, authorization of residency required in order to pay teachers	Waives the provision that requires teachers to hold licenses in order to be paid	School will adopt a policy for fair compensation of instructional staff.
<b>Section 22-63-403</b>	Teacher Employment, Compensation and Dismissal Act of 1990: Payment of salaries	Delegates to the school the authority to pay their pro rata share of their compensation up to the point that they are dismissed.	School will adopt a policy for fair compensation of staff upon dismissal.

### Waivers from State Statute for Montclair School for Academics

<b>State Statute</b>	<b>Description</b>	<b>Action Called for by Innovation Plan</b>	<b>Replacement Policy or Practice</b>
<b>Section 22-9-106</b>	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 comply with state law, but adapt the sub-standards so they are in alignment with the instructional program at the school. School will permit instructional leaders without administrative licenses to evaluate teachers.
<b>Section 22-32-109(1)(f)</b>	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. School policy is in Innovation Plan.
<b>Section 22-32-109(1)(g)</b>	handling of moneys	Delegate authority to the school to manage its receipt of money	School will manage its receipt of money according to district procedure and subject to direct district in the form of an annual audit, and quarterly trial balances to the Office of Budget
<b>Section 22-32-109(1)(n)</b>	schedule and 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 School Performance Framework.
<b>Section 22-32-109(II)(A)</b>	actual hours of teacher-pupil instruction and contact		
<b>Section 22-32-109(II)(B)</b>	school calendar		
<b>Section 22-32-109(t)</b>	determine educational program and prescribe textbooks	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 program is set in the Innovation Plan. School will be able to adapt its instructional program in alignment with state and local standards, subject to district oversight based on the School Performance Framework.
<b>Section 22-32-109(aa)</b>	adopt content standards and plan for implementation of content standards		
<b>Section 22-32-109(cc)</b>	adopt dress code for employees	Delegate authority to the school to establish a dress code for employees	School will establish dress code for employees through school policy.
<b>Section 22-32-109(jj)</b>	identify areas in which the principals(s) require training or development	Delegate authority to the school to direct professional training and development for principals	School will direct its principal development program, subject to district oversight based on School Performance Framework
<b>Section 22-32-110(1)(h), C.R.S.</b>	local board powers concerning employment termination of	Delegates to the school the ability to discharge employees; the school will have be responsible for complying with	School has the authority to prosecute tenure dismissal cases on its own; may seek the support of the Legal Department when

<b>State Statute</b>	<b>Description</b>	<b>Action Called for by Innovation Plan</b>	<b>Replacement Policy or Practice</b>
	school personnel;	statutory due process expectations when applicable.	prosecuting tenure dismissal cases.
<b>Section 22-63-201</b>	Teacher Employment, Compensation and Dismissal Act of 1990; Employment-license required – exception	The school will comply with 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 to federal law and the schools will face the same sanctions as other district schools.
<b>Section 22-63-202</b>	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 the DPS employment contract to offer specialized	School will adapt DPS employment contract to comply with terms of Innovation Plan.
<b>Section 22-63-203, C.R.S.</b>	Teach Employment, Compensation and Dismissal Act of 1990: Probationary teachers – renewal and nonrenewal of employment contract;	Delegates the authority to the school to terminate probationary employees.	School will dismiss probationary teachers in accordance with statute when applicable.
<b>Section 22-63-206, C.R.S</b>	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 principal to make all transfers within the school	District will no longer make direct placement of teachers to the school, or direct placement within schools.
<b>Section 22-63-301</b>	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 the case of any newly hired 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.
<b>Section 22-63-302</b>	Teacher Employment, Compensation and Dismissal Act of 1990: Procedures for dismissal of teachers and judicial review;	Delegates to the school the authority to follow statutory procedure with its current tenured teachers according to the statute, and is waived in the case of any newly hired teachers.	School will comply with state law in the case of teachers hired before January 1, 2009. After January 1, 2009 school will hire teachers as at will employees.
<b>Section 22-63-401</b>	Teacher Employment, Compensation and 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 compensate teachers using the DPS/DCTA Agreement and ProComp as the minimum expectation for teacher compensation. The School will adopt a consistent policy for staff not covered by an existing DPS

State Statute	Description	Action Called for by Innovation Plan	Replacement Policy or Practice
<b>Section 22-63-402</b>	Teacher Employment, Compensation and Dismissal Act of 1990: License, authorization of residency required in order to pay teachers	Waives the provision that requires teachers to hold licenses in order to be paid	classification. School will adopt a policy for fair compensation of instructional staff.
<b>Section 22-63-403</b>	Teacher Employment, Compensation and Dismissal Act of 1990: Payment of salaries	Delegates to the school the authority to pay their pro rata share of their compensation up to the point that they are dismissed.	School will adopt a policy for fair compensation of staff upon dismissal.