

Addenbrooke Classical Academy

Rational and Replacement Plan for State Waivers

Addenbrooke Classical Academy is applying for all automatic state waivers. The below waivers and rationale and replacement plans may include automatically waived statutes and additional waiver requests.

Automatic Waiver List

State Statute Citation	Description
<i>22-32-109(1)(b), C.R.S.</i>	Local board duties concerning competitive bidding
<i>22-32-109(1)(f), C.R.S.</i>	Local board duties concerning selection of staff and pay
<i>22-32-109(1)(n)(II)(A), C.R.S.</i>	Determine teacher-pupil contact hours
<i>22-32-109(1)(t), C.R.S.</i>	Determine educational program and prescribe textbooks
<i>22-32-110(1)(h), C.R.S.</i>	Local board powers-Terminate employment of personnel
<i>22-32-110(1)(i), C.R.S.</i>	Local board duties-Reimburse employees for expenses
<i>22-32-110(1)(j), C.R.S.</i>	Local board powers-Procure life, health, or accident insurance
<i>22-32-110(1)(k), C.R.S.</i>	Local board powers-Policies relating the in-service training and official conduct
<i>22-32-110(1)(y), C.R.S.</i>	Local board powers-Accepting gifts, donations, and grants
<i>22-32-110(1)(ee), C.R.S.</i>	Local board powers-Employ teachers' aides and other non-certificated personnel
<i>22-32-126, C.R.S.</i>	Employment and authority of principals
<i>22-33-104(4)</i>	Compulsory school attendance-Attendance policies and excused absences
<i>22-63-301, C.R.S.</i>	Teacher Employment Act <input type="checkbox"/> Grounds for dismissal
<i>22-63-302, C.R.S.</i>	Teacher Employment Act <input type="checkbox"/> Procedures for dismissal of teachers
<i>22-63-401, C.R.S.</i>	Teacher Employment Act <input type="checkbox"/> Teachers subject to adopted salary schedule
<i>22-63-402, C.R.S.</i>	Teacher Employment Act <input type="checkbox"/> Certificate required to pay teachers
<i>22-63-403, C.R.S.</i>	Teacher Employment Act <input type="checkbox"/> Describes payment of salaries
<i>22-1-112, C.R.S.</i>	School Year-National Holidays

Non-Automatic Waivers: Statute, Description, and Rationale

C.R.S. § 22-9-106 Local Board of Education-Duties-Performance Evaluation System
Requires employee performance evaluations be performed by a person holding an administrative certificate (Type D).

Rationale: The Addenbrooke Classical Academy Principal or designated head of school must have the ability to perform the evaluation of all personnel. Should any other designated administrator not have a Type D certificate, this should not preclude him or her from administering the evaluations under the direction of the head of school. The Golden View

Classical Academy Board of Directors must also have the ability to perform the evaluation for the Principal or designated head of school.

Replacement Plan: Addenbrooke Classical Academy uses its own evaluation system as agreed to in the Charter School Agreement with Jefferson County School District R-1. Addenbrooke Classical Academy's evaluation system will continue to meet the intent of the law as outlined in statute. The methods used for Addenbrooke Classical Academy's evaluation system includes quality standards that are clear and relevant to the administrators' and teachers' roles and responsibilities, and have the goal of improving student academic growth, and meet the intent of the quality standards established in SB 10-191.

Duration of the Waivers: Addenbrooke Classical Academy requests that the waiver be for the duration of its contract with the Jefferson County School District R-1. Therefore, the waiver is requested for four academic operating years, through June 30, 2021.

Financial Impact: Addenbrooke Classical Academy anticipates that the requested waiver will have no financial impact upon the Jefferson County School District R-1 or the Addenbrooke Classical Academy budget.

How the Impact of the Waivers will be Evaluated: Since teacher performance has a critical impact on the performance of the entire school, the impact of this waiver will be measured by the same performance criteria and assessments that apply to the school, as set forth in this Charter School Agreement.

Expected Outcome: With this waiver, the school will be able to implement its program and evaluate its teachers in accordance with its Performance Appraisal System, which is designed to produce greater accountability and be consistent with the school's goals and objectives. This will benefit staff members as well as students and the community.

C.R.S. §22-32-109(1)(n)(I) Board of Education-Specific Duties
School Calendar

C.R.S. §22-32-109(1)(n)(II)(B) Board of Education, Specific Duties
Adoption of District Calendar

Rationale: The school year at Addenbrooke Classical Academy will total approximately 180 days per year, exceeding the current requirement in state statute. Addenbrooke Classical Academy will prescribe the actual details of its own school calendar to best meet the needs of its students. The local board will not set these policies and Addenbrooke Classical Academy may have a calendar that differs from the rest of the schools within the district.

Replacement Plan: The final calendar and the school's daily schedule will be designed by Addenbrooke Classical Academy and will meet or exceed the expectations in state statute

Duration of the Waivers: Addenbrooke Classical Academy requests that the waivers be for the duration of its contract with the Jefferson County School District R-1. Therefore, the waiver is requested for four academic operating years, through June 30, 2021.

Financial Impact: The school anticipates that the requested waivers will have no financial impact on the Jefferson County School District R-1 or Addenbrooke Classical Academy.

How the Impact of the Waivers Will be Evaluated: The impact of these waivers will be measured by the performance appraisal criteria and assessments that apply to the school, as per this Charter School Agreement.

Expected Outcome: As a result of these waivers, the school will be able to implement the necessary policies to increase student achievement.

C.R.S. § 22-63-201 Employment. Certificate required

Prohibits board from entering into an employment contract with a person who does not hold a teacher's certificate or letter of authorization.

C.R.S. § 22-63-402 Services. Disbursements

(substantive) Prohibits disbursement of district monies to teacher without a valid teacher's certificate, letter of authorization or written authorization.

C.R.S. § 22-63-202, C.R.S. Teacher employment, contracts in writing-duration-damage provision

Rationale: Addenbrooke Classical Academy should be granted the authority to hire teachers and principals that will support the schools goals and objectives. The principle will not function as a traditional district school principal, but rather will be responsible for a wider range of tasks and act as the school's chief executive officer. The school will seek to attract principals/Principals and teachers from a wide variety of backgrounds, including, but not limited to teachers from out-of-state, teachers with a lapsed Colorado certificate, persons with several years of successful teaching experience in a setting not requiring a license, as well as persons with business or professional experience. All employees of Addenbrooke Classical Academy will be employed on an at-will basis. All employees of Addenbrooke Classical Academy will meet Federal Highly Qualified Requirements (i.e.: hold a degree and demonstrated subject-matter competency).

Replacement Plan: The School will, as appropriate, hire certified teachers and principals that meet or exceed the intent of the law. In some instances it may be advantageous for the school to be able to hire Highly Qualified teachers and/or administrators without a certificate and who possess unique background and/or skills that fill the need of Addenbrooke Classical Academy.

Duration of the Waivers: Addenbrooke Classical Academy requests that the waivers be for the duration of its contract with the Jefferson County School District R-1. Therefore, the waiver is requested for four academic operating years, through June 30, 2021.

Financial Impact: The school anticipates that the requested waivers will have no financial impact on the Jefferson County School District R-1 or Addenbrooke Classical Academy.

How the Impact of the Waivers Will be Evaluated: The impact of these waivers will be measured by the performance appraisal criteria and assessments that apply to the school, as per this Charter School Agreement.

Expected Outcome: As a result of these waivers, the school will be able to employ professional staff possessing unique skills and/or background filling all staff needs.

C.R.S. § 22-63-203 Probationary Teachers - renewal and non-renewal of employment contract

Provides for contract with probationary teachers and allows for non-renewal and renewal of employment contract.

C.R.S. § 22-63-403 Payment of Salaries

(substantive) Governs payment of salaries upon termination of employment of a teacher.

Rationale: Addenbrooke Classical Academy should be granted the authority to develop its own employment agreements and terms and conditions of employment. The school will be operating differently from other schools with a unique curriculum for which having the proper teaching staff is essential. Not every teacher who is successful in the regular public school will be successful at Addenbrooke Classical Academy. All employees of Addenbrooke Classical Academy will be employed on an at-will basis.

Replacement Plan: Addenbrooke Classical Academy has teacher agreement with the terms of non-renewal and renewal of employment agreements, and payment of salaries upon termination of employment of a teacher.

Duration of the Waivers: Addenbrooke Classical Academy requests that the waivers be for the duration of its contract with the Jefferson County School District R-1. Therefore, the waiver is requested for four academic operating years, through June 30, 2021.

Financial Impact: The school anticipates that the requested waivers will have no financial impact on the Jefferson County School District R-1 or Addenbrooke Classical Academy.

How the Impact of the Waivers Will be Evaluated: The impact of these waivers will be measured by the performance appraisal criteria and assessments that apply to the school, as per this Charter School Agreement.

Expected Outcome: As a result of these waivers, the school will be able to employ professional staff possessing unique skills and/or background, filling all staff needs.

C.R.S. § 22-63-206 Teacher Employment, Compensation and Dismissal Act Permits transfer of teachers between schools upon recommendation of district's chief administrative officer.

Rationale: Addenbrooke Classical Academy is granted the authority under the Charter School Agreement to select its own teachers. No other school or the Jefferson County School District R-1 should not have the authority to transfer its teachers into Addenbrooke Classical Academy or transfer teachers from Addenbrooke Classical Academy to any other schools, except as provided for in the Charter School Agreement.

Replacement Plan: The School will adopt its own policies concerning hiring teachers on a best-qualified basis that will meet or exceed the intent of the law.

Duration of the Waiver: The school requests that this waiver be for the duration of its contract with the Jefferson County School District R-1. Therefore, the waiver is requested for four academic operating years, through June 30, 2021.

Financial Impact: The school anticipates that the requested waivers will have no financial impact on the Jefferson County School District R-1 or the school.

How the Impact of the Waiver Will be Evaluated: The impact of this waiver will be measured by the performance criteria and assessments that apply to Addenbrooke Classical Academy, as set forth in this Charter School Agreement.

Expected Outcome: The school expects that as a result of this waiver it will be able to manage its own personnel affairs. There is no provision for transfers.

Additional State Waivers

C.R.S. § 22-32-120 Food Services

Provides rules and requirements for food service

Rationale: Addenbrooke Classical Academy will be operating independently from other schools in the Jefferson County School District R-1 and should be delegated the authority to develop, adopt, and implement its own operational policies, rules and regulations, subject to the limitations in the Charter School Agreement.

Replacement Plan: Addenbrooke Classical Academy intends to serve free and reduced lunch, but reserves the ability to change the food service provider in the future to maintain the mission and vision of the school. Addenbrooke Classical Academy is currently under contract with Jefferson County Public School Food Service.

Duration of the Waiver: Addenbrooke Classical Academy requests that the waivers be for the duration of its contract with the Jefferson County School District. Therefore, the waiver is requested for five academic operating years, through June 30, 2021.

Financial Impact: Addenbrooke Classical Academy anticipates that the requested waivers will have no financial impact on Jefferson County School District or the school.

How the impact of the Waiver will be Evaluated: The impact of this waiver will be measured by the performance criteria and assessments that apply to the school as set forth in school policy and through the Charter School Agreement.

Expected Outcome: As a result of this waiver, Addenbrooke Classical Academy will set its own policies in keeping with the philosophy and mission as stated in the Charter School Agreement.

C.R.S. § 22-63-204 Interest Prohibited
Receiving money from the sale of goods

Rationale: As provided for in the Charter School Agreement, all staff employed by Addenbrooke Classical Academy are employees of the school and not of Jefferson County School District R-1. As a result, the authority of the employing board to provide written consent in these matters should be transferred to Addenbrooke Classical Academy.

Replacement Plan: Addenbrooke Classical Academy will follow Addenbrooke Classical Academy Board Policies and the Charter School Agreement as approved by the Jefferson County School District.

Duration of the Waiver: Addenbrooke Classical Academy requests that the waivers be for the duration of its contract with the Jefferson County School District. Therefore, the waiver is requested for five academic operating years, through June 30, 2021.

Financial Impact: Addenbrooke Classical Academy anticipates that the requested waivers will have no financial impact on Jefferson County School District R-1 or the school.

How the impact of the Waiver will be Evaluated: The impact of this waiver will be measured by the performance criteria and assessments that apply to the school as set forth in school policy and through the Charter School Agreement.

Expected Outcome: As a result of this waiver, Addenbrooke Classical Academy will be able to administer the school program in keeping with the philosophy and mission as stated in the Charter School Agreement.

Waivers to State Educational Content Required

C.R.S. § 22-1-110 Effect of Use of Alcohol and Controlled Substances to be Taught
Specifies how, when, and to what extent the effects of alcohol and controlled substances will be taught in all grade levels.

C.R.S. § 22-1-128 Comprehensive Human Sexuality Education
Specifies how, when, and content for human sexuality education to be taught in all grade levels.

Rationale: The Jefferson County School Board has granted to the Board of Directors of Addenbrooke Classical Academy the authority to determine the educational program and curriculum for the school. As a charter school, Addenbrooke Classical Academy is allowed a state waiver from C.R.S. § 22-32-109(1)(t) to allow it to determine its educational program and textbooks.

Replacement Plan: Addenbrooke Classical Academy will include instruction on the effect and use of alcohol and controlled substances and will include appropriate instruction on human anatomy, reproduction, and sexuality.

Duration of the Waiver: Addenbrooke Classical Academy requests that the waivers be for the duration of its contract with the Jefferson County School District R-1. Therefore, the waiver is requested for five academic operating years, through June 30, 2021.

Financial Impact: Addenbrooke Classical Academy anticipates that the requested waivers will have no financial impact on Jefferson County School District R-1 or the school.

How the impact of the Waiver will be Evaluated: The impact of this waiver will be measured by the performance criteria and assessments that apply to the school as set forth in school policy and through the Charter School Agreement.

Expected Outcome: As a result of this waiver, Addenbrooke Classical Academy will experience an enhanced educational program by being able to administer the school program keeping with the philosophy and mission as stated in the Charter School Agreement.