



Academy 360 Waiver Rationale/Replacement Plan

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.

Rationale: Given the ages of Academy 360 students, the school will not provide this education to its students.

Plan: N/A

Duration of the Waivers: Academy 360 requests that the waiver be for the duration of its contract with Denver Public Schools (DPS). Therefore, the waiver is requested through the 2020-2021 school year.

Financial Impact: Academy 360 anticipates that the requested waiver will have no financial impact on the school nor DPS.

C.R.S. §22-9-106 Certified Personnel Evaluations. Requires school district to have a written system and related procedures to evaluate the performance of school district certified personnel.

Rationale: The Executive Director and Director of Teaching and Learning must have the ability to perform the evaluations for all personnel.

Plan: Academy 360 will be responsible for its own personnel matters, including the supervision and evaluation of personnel and the method for conducting such evaluations.

Duration of the Waivers: Academy 360 requests that the waiver be for the duration of its contract with Denver Public Schools. Therefore, the waiver is requested through the 2020-2021 school year.

Financial Impact: Academy 360 anticipates that the requested waiver will have no financial impact on the school nor DPS.

C.R.S. §22-32-109(1)(b) Grants Board of Education authority to adopt policies and prescribe rules and regulations for efficient administration of the District.

Rationale: Academy 360 will be operating independently from other schools in the District and should be delegated the authority to develop, adopt and implement its own operational policies, rules and regulations.

Plan: Academy 360 will maintain a Board of Directors and will develop, adopt and implement its own operational policies, rules and regulations.

Duration of the Waivers: Academy 360 requests that the waiver be for the duration of its contract with Denver Public Schools. Therefore, the waiver is requested through the 2020-2021 school year.

Financial Impact: Academy 360 anticipates that the requested waiver will have no financial impact on the school nor DPS.

C.R.S. §22-32-109(1)(!) Requires Board of Education to employ all personnel and fix their compensation.

Rationale: Academy 360 will be operating independently from other schools in the District and should be delegated the authority to be responsible for its own personnel matters, including employing its own staff and establishing its own terms and conditions of employment.

Plan: Academy 360 will be responsible for its own personnel matters, including employing its own staff and establishing its own terms and conditions of employment.

Duration of the Waivers: Academy 360 requests that the waiver be for the duration of its contract with Denver Public Schools. Therefore, the waiver is requested through the 2020-2021 school year.

Financial Impact: Academy 360 anticipates that the requested waiver will have no financial impact on the school nor DPS.

C.R.S. §22-32-109(1)(n)(II)(B) Provides for adoption by the Board of Education of a District Calendar applicable to all schools or of individual school calendars.

Rationale: Academy 360 will be operating independently from other schools in the District and should be delegated the authority to establish its own calendar.

Plan: Academy 360 will prescribe its own school calendar.

Duration of the Waivers: Academy 360 requests that the waiver be for the duration of its contract with Denver Public Schools. Therefore, the waiver is requested through the 2020-2021 school year.

Financial Impact: Academy 360 anticipates that the requested waiver will have no financial impact on the school nor DPS.

C.R.S. §22-32-109(1)(t) Grants Board of Education authority to determine the educational program to be carried on in schools of the District and to prescribe textbooks.

Rationale: Academy 360 will be operating independently from other schools in the District and should be delegated the authority to be responsible for its own determination of curriculum, and the selection of textbooks and other instructional materials, consistent with the school's mission, goals and educational program.

Plan: The Board of Academy 360 will be responsible to determine the school's curriculum and the selection of textbooks and other instructional materials, consistent with the school's mission, goals and educational program.

Duration of the Waivers: Academy 360 requests that the waiver be for the duration of its contract with Denver Public Schools. Therefore, the waiver is requested through the 2020-2021 school year.

Financial Impact: Academy 360 anticipates that the requested waiver will have no financial impact on the school nor DPS.

C.R.S. §22-32-109(1)(aa) Requires Districts to adopt content standards and a plan for implementation of such standards.

Rationale: Academy 360 will be operating independently from other schools in the District and should be delegated the authority to adopt and implement its own content standards as long as said standards meet or exceed State content standards.

Plan: Academy 360 will adopt content standards and a plan for implementation of such standards. The standards shall meet or exceed State content standards. The administration shall be responsible for implementation of the standards with oversight by the Board of Directors.

Duration of the Waivers: Academy 360 requests that the waiver be for the duration of its contract with Denver Public Schools. Therefore, the waiver is requested through the 2020-2021 school year.

Financial Impact: Academy 360 anticipates that the requested waiver will have no financial impact on the school nor DPS.

C.R.5. §22-32-110(h)(i)(j)(k)(ee) Grants Board of Education authority to terminate personnel; reimburse employees for expenses; procure group life, health and accident insurance for employees; adopt policies, rules and regulations relating to efficiency, in-service training, professional growth, safety, conduct and welfare of employees; and employ teacher aides and non-certified personnel.

Rationale: Per above waivers, Academy 360 will be operating on its own budget, hiring its own personnel, and otherwise acting independently from other schools in the District, therefore the Executive Director of Academy 360 should be able to regulate the above issues to conform with other decisions made regarding hiring, firing, benefits, and training.

Plan: Academy 360 will be responsible for its own personnel matters, including but not limited to employing its own staff, establishing its own terms and conditions of employment, policies, rules and regulations, benefits and providing its own training.

Duration of the Waivers: Academy 360 requests that the waiver be for the duration of its contract with Denver Public Schools. Therefore, the waiver is requested through the 2020-2021 school year.

Financial Impact: Academy 360 anticipates that the requested waiver will have no financial impact on the school nor DPS.

C.R.5. §22-32-119

Permits the Board of Education authority to establish and maintain kindergartens and prescribe courses of training, study and rules and regulations governing the program.

Rationale: Academy 360 will be operating independently from other schools in the District and should be delegated the authority to operate its own kindergarten program consistent with the school's mission, goals and educational program.

Plan: Academy 360 will operate its own kindergarten program and develop, adopt and implement the training, study and rules and regulation governing said program.

Duration of the Waivers: Academy 360 requests that the waiver be for the duration of its contract with Denver Public Schools. Therefore, the waiver is requested through the 2020-2021 school year.

Financial Impact: Academy 360 anticipates that the requested waiver will have no financial impact on the school nor DPS.

C.R.5. §22-32-126 Authorizes Board of Education to employ principals.

Rationale: The success of Academy 360 will depend in large part upon its ability to select and employ its own staff, consistent with the school's mission, goals and educational program.

Plan: Academy 360 will be responsible for its own personnel matters, including hiring school principals and directors.

Duration of the Waivers: Academy 360 requests that the waiver be for the duration of its contract with Denver Public Schools. Therefore, the waiver is requested through the 2020-2021 school year.

Financial Impact: Academy 360 anticipates that the requested waiver will have no financial impact on the school nor DPS.

C.R.5. §22-63-201

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

Rationale: Academy 360 should be granted the authority to hire teachers and directors who will further the mission, goals and objectives of the school. The principal will not function as a traditional school district principal but rather will be responsible for a wider range of tasks. Academy 360 seeks to attract directors, principals and teachers from a wide variety of backgrounds, including but not limited to teacher residing out-of-state, teachers seeking alternative certification, persons with backgrounds of successful teaching experience in a setting not requiring a license, as well as persons with business or other professional experience.

Plan: Academy 360 will be responsible for its own personnel matters, including but not limited to employing its own staff, teachers and principals and determining the required education, training and certification in order to further the mission, goals and objectives of the school.

Duration of the Waivers: Academy 360 requests that the waiver be for the duration of its contract with Denver Public Schools. Therefore, the waiver is requested through the 2020-2021 school year.

Financial Impact: Academy 360 anticipates that the requested waiver will have no financial impact on the school nor DPS.

C.R.S. §22-63-202

Requires written employment contracts with teachers, including a damages provision, and provides for temporary suspension of employment and cancellation of contract.

Rationale: Academy 360 will be operating independently from the district and hiring its own staff and therefore should be granted the authority to develop its own contracts and terms and conditions of employment consistent with such contracts.

Plan: Academy 360 will be responsible for its own personnel matters, and will develop its own employment contracts and terms and conditions of employment consistent with such contracts.

Duration of the Waivers: Academy 360 requests that the waiver be for the duration of its contract with Denver Public Schools. Therefore, the waiver is requested through the 2020-2021 school year.

Financial Impact: Academy 360 anticipates that the requested waiver will have no financial impact on the school nor DPS.

C.R.S. §22-63-203

Provides for contract with probationary teachers.

Rationale: Academy 360 will be operating independently from the district and hiring its own staff and therefore should be granted the authority to develop its own contracts and terms and conditions of employment consistent with such contracts.

Plan: Academy 360 will be responsible for its own personnel matters, and will develop its own employment contracts and terms and conditions of employment consistent with such contracts.

Duration of the Waivers: Academy 360 requests that the waiver be for the duration of its contract with Denver Public Schools. Therefore, the waiver is requested through the 2020-2021 school year.

Financial Impact: Academy 360 anticipates that the requested waiver will have no financial impact on the school nor DPS.

C.R.S. §22-63-206

Permits transfer of teachers between school upon recommendation of the District chief administrative officer.

Rationale: Per the above waivers, Academy 360 will be responsible for its own hiring of teachers, therefore transfer of teachers would be inappropriate.

Plan: Academy 360 will be responsible for its own selection and hiring of teachers.

Duration of the Waivers: Academy 360 requests that the waiver be for the duration of its contract with Denver Public Schools. Therefore, the waiver is requested through the 2020-2021 school year.

Financial Impact: Academy 360 anticipates that the requested waiver will have no financial impact on the school nor DPS.

C.R.S. §22-63-301

Employment grounds for dismissal

C.R.5. § 22-63-

Procedures for employment dismissal-judicial review

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Rationale: Per the above waivers, Academy 360 will be responsible for the hiring and firing of its own teachers, therefore Academy 360 should be responsible for the grounds and procedures for the dismissal of teachers. The success of Academy 360 in accomplishing its mission is dependent primarily upon the talents, skills and personal commitment of its teachers. The school must be able to terminate employees who cannot deliver its educational program successfully. The concept of tenure does not apply to the charter school.

Plan: Academy 360 will be responsible for its own personnel matters, and will develop its own grounds and procedures for the dismissal of teachers.

Duration of the Waivers: Academy 360 requests that the waiver be for the duration of its contract with Denver Public Schools. Therefore, the waiver is requested through the 2020-2021 school year.

Financial Impact: Academy 360 anticipates that the requested waiver will have no financial impact on the school nor DPS.

C.R.5. §22-63-401

Provides for the District Board of Education to adopt a salary schedule and place teachers on the schedule.

Rationale: Academy 360 will be operating independently from other schools in the District and should be delegated the authority to be responsible for its own personnel matters, including determining compensation rates in individual salary negotiations with teachers.

Plan: Academy 360 will be responsible for its own personnel matters, including determining compensation rates of all employees.

Duration of the Waivers: Academy 360 requests that the waiver be for the duration of its contract with Denver Public Schools. Therefore, the waiver is requested through the 2020-2021 school year.

Financial Impact: Academy 360 anticipates that the requested waiver will have no financial impact on the school nor DPS.

C.R.5. §22-63-402

Prohibits disbursement on District monies to teachers not holding a valid teacher's certificate or written authorization.

Rationale: Academy 360 should be granted the authority to hire teachers and a principal who will further the mission, goals and objectives of the school. The Principal/Director will not function as a traditional school district principal but rather will be responsible for a wider range of tasks. Academy 360 seeks to attract principals and teachers from a wide variety of backgrounds, including but not limited to teacher residing out-of-state, teachers seeking alternative certification, persons with backgrounds of successful teaching experience in a setting not requiring a license, as well as persons with business or other professional experience.

Plan: Academy 360 will be responsible for its own personnel matters, including but not limited to employing its own staff, teachers and principals and determining the required education, training and certification in order to further the mission, goals and objectives of the school. Full-time teachers in core subject areas will be required to obtain certification within a reasonable amount of time.

Duration of the Waivers: Academy 360 requests that the waiver be for the duration of its contract with Denver Public Schools. Therefore, the waiver is requested through the 2020-2021 school year.

Financial Impact: Academy 360 anticipates that the requested waiver will have no financial impact on the school nor DPS.

.C.R.5. §22-63-403

Governs payment of salaries upon termination of employment of a teacher.

Rationale: Academy 360 will be operating independently from the district and hiring its own staff and therefore should be granted the authority to develop its own contracts and terms and conditions of employment consistent with such contracts including provisions for any payments due after termination of the contract.

Plan: Academy 360 will be responsible for its own personnel matters, and will develop its own employment contracts and terms and conditions of employment consistent with such contracts.

Duration of the Waivers: Academy 360 requests that the waiver be for the duration of its contract with Denver Public Schools. Therefore, the waiver is requested through the 2020-2021 school year.

Financial Impact: Academy 360 anticipates that the requested waiver will have no financial impact on the school nor DPS.