

## Community Prep School Waivers

Updated February, 2017

### Automatic Waivers

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

## Non-automatic Waivers

<b>STATUTE</b>	<b>RATIONALE</b>	<b>PLAN</b>	<b>OUTCOME</b>
<p>22-9-106, C.R.S. Local board duties concerning performance evaluations            22-63-202, C.R.S. Teacher Employment Act-Contracts in writing, damage provision            22-63-203, C.R.S. Teacher Employment Act-Requirements for probationary teacher, renewal &amp; nonrenewal</p>	<p>*Authority for this area is delegated to the charter school.</p> <p>CPS should be granted the authority to develop, implement, review, and revise its policies and practices related to conditions of employment, renewal of employment, and evaluation of employees. CPS' unique student population and educational program necessitates a set of professional skills the sometimes differ from professionals in traditional school settings. Consequently, CPS has implemented evaluation systems and at-will employment agreements which engender successful professional practices at CPS.</p>	<p>In accordance with the memo issued by the Choice and Innovation Office of the Colorado Department of Education on June 15, 2014 titled, "SB 10-191 Data Collection Requirements for Charter Schools," CPS has established a system of evaluation with clear quality standards for staff in all employment categories. Each employee is trained to understand and engage in the evaluation system.</p>	<p>CPS expects positive growth in professional practice and student outcomes each year. As a result of a dynamic, ongoing system of professional feedback, reflection, dialogue, and accountability, the school will continue to develop sustained excellence throughout its staff.</p>
<p>22-63-206, C.R.S. Teacher Employment Act-Transfer of teachers            22-63-201, C.R.S. Teacher Employment Act-Compensation &amp; Dismissal Act-Requirement to hold a certificate</p>	<p>*Authority for this area is delegated to the charter school.</p> <p>CPS should be granted the authority to implement its own employment agreements, salary structures, and policies and procedures for dismissal. The school has adopted employment practices designed to recruit, compensate, and hold accountable staff who demonstrate sustained excellence in their contributions to fulfilling the mission of the organization.</p>	<p>CPS will hire highly qualified teachers as per the existing practice of Colorado charter schools.</p> <p>CPS will continue to implement its existing policies related to employment, salary, and professional accountability as specified in its policy manual. Changes and additions to policies in all areas will be made through exploration, vetting, and approval processes of the CPS Governing Board as outlined in the board bylaws.</p>	<p>CPS expects to sustain an outstanding professional staff who perform with excellence on a daily basis.</p>
<p>22-32-120 CRS Food Service – Facilities – School food authorities</p>	<p>*Authority for this area is delegated to the charter school.</p> <p>CPS administers its food service/culinary arts program through the supervision of the El Paso County Health Department. CPS possesses a retail food establishment license which</p>	<p>CPS's food services program meets the intents of CRS 22-32-120</p>	<p>CPS's food services program will serve as a training program for skills in the culinary arts and as a source of healthy, delicious, affordable food for students each day.</p>

	enables the school to prepare and sell breakfast, lunch, and snacks.		
22-32-109(1)(n)(l) CRS Local board duties concerning school calendar.  109(1)(n)(ll)(B) CRS Adopt district calendar	*Authority for this area is delegated to the charter school.  CPS's governing board retains the discretionary authority to determine, implement, and revise policies regarding the operation, calendar, and educational program of the charter school.	CPS will continue to implement its existing policies related to the operation, calendar, and educational program of the school as specified in its policy manual. Changes and additions to policies in all areas will be made through exploration, vetting, and approval. Processes of the CPS governing board as outlined in the board bylaws.	CPS will continue to implement practices within its operational and educational programs that will foster the fulfillment of the school's unique mission and vision.
22-32-109(1)(bb)(l) CRS Local board duties concerning tobacco use	*Authority for this area is delegated to the charter school.  Regrettably, tobacco use among AEC students is common. In order to reduce and eliminate tobacco use among student, CPS implements initiatives across its curriculum emphasizing awareness of the short and long term effects of tobacco use, incentives, tracking mechanisms, and encouragement to reduce and eliminate tobacco use, and specific courses on tobacco cessation.	CPS will continue its comprehensive initiatives concerning tobacco use. Annual survey data will be utilized to track tobacco use by students over time. Due to the school's location bordering a high density residential neighborhood, tobacco use will be allowed in a designated, supervised area on the perimeter of the campus.	Implementation of CPS's tobacco use policies and tobacco use cessation initiatives will foster increased safety of students, commuters, and neighborhood residents.