

APPENDIX E WAIVER REQUESTS

APPENDIX E BOARD POLICY WAIVERS

Policies Waived	Areas of Impact	Replacement Policies and/or Practices
BDFH: Collaborative School Committees	School Governance	<p>As described in the Innovation Plan, the School's Collaborative School Committee will be replaced by the School Governance Committee to support the implementation of the Innovation Plan. The SGC at GVE is comprised of parents, teacher leaders, classified staff, and community partners. The SGC will be comprised at a minimum of 2 teachers, 3 parents or gaurdians, a PTA parent representative, the principal and assistant principals and a community member. Terms will be limited to 2 years for parents and 1 year for teachers.</p> <p>The SGC has a primary focus on monitoring the effectiveness of the UIP at the school. The SGC will collaborate with administration to align resources to support the UIP and the school's program design; provide guidance, evaluation and approval for the UIP; provide feedback for the annual school budget provided by administration; establish relationships with parents, community members, civic, service and neighborhood organizations to increase involvement in the school and provide a forum for community input; participate in the principal-selection process by recommending candidates to the superintendent; participate in the principal's annual evaluation as it relates to the School Governance Committee process; review and when appropriate, approve discipline and safety procedures; in collaboration with administration, make recommendations regarding any changes to the school design.</p> <p>The goal of the SGC is to support the community in establishing a positive school/community culture; increase student achievement through UIP initiatives; and establish relationships with neighborhood organizations that will support increased parent involvement and school design initiatives.</p> <p>The SGC will engage in collaborative decision making with administration around the areas listed above. Final decisions will be based on majority vote and if case of a split vote, the</p>

		<p>Principal will make the final decision.</p> <p>The SGC will meet monthly and possibly more during critical times of the year.</p>
<p>GBEBA: Staff Dress, Accessories and Grooming for Certificated Staff (Teachers)</p>	<p>Human Resource Management: Dress Code</p>	<ul style="list-style-type: none"> • The School has the authority to establish its own policy for staff dress and grooming, which will be described in the Employee Handbook and will be modified as deemed necessary. The dress code in the handbook is as follows: In accordance with GVE’s expectations, during the work day and any time employees attend work-related activities, employees shall appear in appropriate, professional dress. Examples of professional attire include, but are not limited to, collared shirts, dress slacks, dress coordinates, suits, dresses, ties, and sport coats. The following clothing items are not considered professional attire: <ul style="list-style-type: none"> ○ Jeans, (unless it is “jeans day” for faculty on Fridays) ○ Flip-flops are not permitted (safety issue) ○ Casual shorts and t-shirts ○ Leggings, (unless your shirt or dress falls to mid-thigh)
<p>GBEBA-R: Staff Dress, Accessories and Grooming for Certificated Staff (Teachers) Procedure</p>	<p>Human Resource Management: Dress Code</p>	<ul style="list-style-type: none"> • The School has the authority to establish its own policy for staff dress and grooming, which will be described in the Employee Handbook and will be modified as deemed necessary. The dress code in the handbook is as follows: In accordance with GVE’s expectations, during the work day and any time employees attend work-related activities, employees shall appear in appropriate, professional dress. Examples of professional attire include, but are not limited to, collared shirts, dress slacks, dress coordinates, suits, dresses, ties, and sport coats. The following clothing items are not considered professional attire: <ul style="list-style-type: none"> ○ Jeans, (unless it is “jeans day” for faculty on Fridays) ○ Flip-flops are not permitted (safety issue) ○ Casual shorts and t-shirts ○ Leggings, (unless your shirt or dress falls to mid-thigh)

<p>GBEBB: Dress Code for Non Teaching Staff</p>	<p>Human Resource Management: Dress Code</p>	<ul style="list-style-type: none"> • The School has the authority to establish its own policy for staff dress and grooming, which will be described in the Employee Handbook and will be modified as deemed necessary. The dress code in the handbook is as follows: In accordance with GVE’s expectations, during the work day and any time employees attend work-related activities, employees shall appear in appropriate, professional dress. Examples of professional attire include, but are not limited to, collared shirts, dress slacks, dress coordinatates, suits, dresses, ties, and sport coats. The following clothing items are not considered professional attire: <ul style="list-style-type: none"> ○ Jeans, (unless it is “jeans day” for faculty on Fridays) ○ Flip-flops are not permitted (safety issue) ○ Casual shorts and t-shirts ○ Leggings, (unless your shirt or dress falls to mid-thigh)
<p>GCID: Professional Staff Training, Workshops and Conferences</p>	<p>Human Resource Management: Professional Development</p>	<ul style="list-style-type: none"> • The School has the authority to develop and implement its own professional development program that supports the innovation plan. • For purposes of this policy, the School Leadership Team will determine guidelines and rationale for attendance of school personnel at professional meetings. The school will determine the value of all staff training, workshops, and conferences as it relates to the school’s mission and vision. All of the school’s professional development shall be approved by the school’s principal and the SGC. The school retains the option to participate or not participate in any professional development programs offered by the district. The budgetary allocation of departmental travel accounts shall not be construed as automatic approval for expenditure.
<p>GDD: Support Staff Vacations and Holidays</p>	<p>Calendar & Schedule</p>	<ul style="list-style-type: none"> • The school has the authority to develop its own policies and procedures for granting staff vacations and holidays. Per district policy personal leave may not be used to extend a period of school intermission or used in conjunction with the observance of a Federal Holiday. If you extend a holiday/break, you may be required to provide a doctor’s note. If you extend a holiday/break, you may be docked pay for the time you are absent from your professional responsibilities. Refer to the DPS DSSN School Calendar for designated observed holidays and scheduled breaks. Per district policy personal leave may not be used to extend a period of school intermission or used in conjunction with the observance of a Federal Holiday. If you extend a holiday/break, you may be required to provide a doctor’s note. If you extend a

		<p>holiday/break, you may be docked pay for the time you are absent from your professional responsibilities.</p>
<p>GDK: Support Staff Schedules and Calendars</p>	<p>Calendar & Schedule</p>	<ul style="list-style-type: none"> • 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. No later than 60 days before the end of the school year, the SGC will determine the following year's school calendar and school day schedule that meets or exceeds district and state determinations of the length of time during which schools shall be in session during the next school year. Input from parents and teachers will be sought prior to scheduling in-service programs and other non-student contact days. This calendar and schedule shall serve as the academic calendar and schedule for the school. All calendars shall include planned work dates for required staff in-service programs. Any change in the calendar except for emergency closings or other unforeseen circumstances shall be preceded by adequate and timely notice of no less than 30 days. A copy of the upcoming school-year calendar and school day schedule shall be provided to all parents/guardians of students who are currently enrolled. The approved upcoming school year calendar and school day hours will be placed on the school's website prior to May 1 of the prior academic year and a copy shall be provided to the school's Instructional Superintendent.
<p>IC/ICA: School Year/School Calendar</p>	<p>Calendar & Schedule</p>	<ul style="list-style-type: none"> • • 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. The work year for teachers will not extend beyond 205 teacher work days. • No later than 60 days before the end of the school year, the DSSN and their their Student Leadership Teams will determine the following year's school calendar and school day schedule that meets or exceeds district and state determinations of the length of time during which schools shall be in session during the next school year. Input from parents and teachers will be sought prior to scheduling in-service programs and other non-student contact days. The teacher work year will not extend beyond 205 teacher work day. This calendar and schedule shall serve as the academic calendar and schedule for the school. All calendars shall include planned work dates for required staff in-service programs. Any change in the calendar except for emergency closings or other unforeseen circumstances shall be preceded by adequate and timely notice of no less than 30 days. A copy of the upcoming school-year calendar and school day schedule shall be provided to all parents/guardians of students who are currently enrolled. The approved upcoming school year calendar and school day hours will be placed on the school's website prior

		to May 1 of the prior academic year and a copy shall be provided to the school's Instructional Superintendent.
IE: Organization of Instruction	Education Program	<ul style="list-style-type: none"> • Following the District's approval process as 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 and will comply with the education plan outlined in the innovation plan. Any changes made to our education plan must be approved by the district.
IF: Voluntary School Initiated Designs	<ul style="list-style-type: none"> • Calendar & Schedule • Education Program 	<ul style="list-style-type: none"> • Following the District's approval process as 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 minimum standards of the District and state and will comply with the education plan outlined in the innovation plan. Any changes made to our education plan must be approved by the district.
IGA: Curriculum Development	Education Program	<ul style="list-style-type: none"> • Following the District's approval process as 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 and will comply with the education plan outlined in the innovation plan. Any changes made to GVE's education plan must be approved by the district. The state will evaluate the impact of the school's education program as part of its three year review
IGD: Curriculum Adoption	Education Program	<ul style="list-style-type: none"> • Following the District's approval process as 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 stat and will comply with the education plan outlined in the innovation plan. Any changes made to our education plan must be approved by the district.
IIA: Instructional Materials (Textbooks or their Equivalent Learning Materials)	Education Program	<ul style="list-style-type: none"> • Following the process 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. • The School's education program will meet or exceed the minimum standards of the District and state and will comply with the education plan outlined in the innovation plan. Any changes made to our education plan must be approved by the district its three year review process.

IIA-R: Instructional Materials (Textbook) Procedures	Education Program	<ul style="list-style-type: none"> • Following the process 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. • The School’s education program will meet or exceed the minimum standards of the District and state and will comply with the education plan outlined in the innovation plan. Any changes made to our education plan must be approved by the district..
IJJ: Instructional Materials (Textbooks) Selection or Adoption	Education Program	<ul style="list-style-type: none"> • Following the process 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. • The School’s education program will meet or exceed the minimum standards of the District and state and will comply with the education plan outlined in the innovation plan. Any changes made to our education plan must be approved by the district.
IJJ-R: Instructional Materials (Textbooks) Selection or Adoption Procedures	Education Program	<ul style="list-style-type: none"> • Following the process 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. • The School’s education program will meet or exceed the minimum standards of the District and state and will comply with the education plan outlined in the innovation plan. Any changes made to our education plan must be approved by the district

<i>APPENDIX E DPS/DCTA COLLECTIVE BARGAINING AGREEMENT WAIVERS</i>		
Agreement Articles Waived	Area of Impact	Replacement Policy or Practice
Professional Standards (Article 8): Sets Teacher Calendar, Work Year, Work Week, Work Day, Class Size and Teaching Load	<ul style="list-style-type: none"> • Calendar & Schedule • Human Resource Management: Staff Assignments • Human 	<ul style="list-style-type: none"> • The School has the authority to establish its own calendar and daily schedule, provided it meets or exceeds minimum statutory standards. • The School has the authority to establish any necessary committees, which may include replacing the Professional Standards Committee, that support the Innovation Plan. As described in the Innovation Plan, School Leadership Team will replace the Professional Standards Committee. • Contract Year: The contract year for teachers will be extended to include additional mandatory professional development days prior to the start of the school year. In

	<p>Resource Management: Teaching Load</p> <ul style="list-style-type: none"> • Human Resource Management: Leadership Structure 	<p>addition, the contract year for some teachers will be extended to provide a summer school for students who are not yet achieving at grade level. The contract year will not exceed 205 days without a full staff vote. Teachers will be compensated for additional days via a stipend that is determined based on the average rate of pay for similar extended time in other district schools. Non student contact days, planning days, assessment days, and professional development days will be determined by the SGC annually, consistent with the innovation plan, as part of the adoption of the school calendar. Student school contact days will be extended to increase instructional time and the teacher work week may be extended beyond 40 hours, but not exceed 50 hours in a given week, to include extended student time as well as additional collaborative planning and professional development time.</p> <ul style="list-style-type: none"> • The teacher work week may be extended beyond 40 hours, but not exceed 50 hours in a given week, to include extended student time as well as additional collaborative planning and professional development time. The principal shall have authority to permit teachers to diverge from the regular school day. Evening meetings will be scheduled, as necessary, to implement the innovation plan, in accordance with the innovation plan. • GVE teachers will be assigned non-teaching duties, as necessary, to implement the innovation plan with the intent being to maximize the time that the most effective teachers spend teaching students. Teachers will be given 50 minutes of daily planning time. <ul style="list-style-type: none"> ○ One planning time each week will be an admin facilitated data team meeting ○ One planning time each week will be a undirected planning time ○ The remaining 3 planning times will be common planning times by grade level.
<p>Committees (Articles 5, 13, 29): Development Committee (5-4-1) and Personnel Committee (13-8)</p>	<ul style="list-style-type: none"> • Governance & Human Resource Management: Leadership Structure 	<ul style="list-style-type: none"> • The school has the authority to create committees that align with the Innovation Plan. As described in the Innovation Plan, the School will create the following committees: Parent Engagement, Social, Culture and Equity, Technology, Health and Wellness, Peace for kids, and Parent Learning

Article 11: Complaints Against Teachers/Administrative Leave/Corrective Action	Human Resource Management	<ul style="list-style-type: none"> • In issuing corrective action, the School will follow the District’s Basic Fairness and Due Process guidelines. •
Reduction in Force (RIF) (Article 20): Procedures for Conducting Reduction in Force	Human Resource Management: Staffing	<ul style="list-style-type: none"> • The School requests waivers 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. • GVE will not accept the placement of an unassigned, non-probationary Limited Term Assignment teacher unless by agreement . • GVE and the Denver Public Schools have the right to terminate employment from GVE at any time in accordance with personnel policies in the GVE Innovation Plan and Employee Handbook. At any time when it is determined that a teacher is not meeting performance expectations through classroom observations conducted by the Principal and/or Assistant Principal, the teacher will be placed on a Plan of Improvement. The duration of the plan of improvement will be no less than thirty (30) days, but may not be limited to thirty (30) days as determined by the Principal and/or Assistant Principal. The teacher will be required to show improvement under the Principal and/or Assistant Principal’s supervision within the designated period of time. The plan of improvement will list the performance deficiencies that the teacher will be required to improve on to the satisfaction of the Principal and/or Assistant Principal or be terminated from employment from GVE. Resources and supports will be made available to the teacher in an effort to assist the teacher in correcting the performance concerns by the Principal and/or Assistant principal. The teacher will be provided written feedback of all observation and status meetings conducted during the plan of improvement timeframe.

<i>APPENDIX E STATUTORY WAIVERS</i>		
State Statute	Area of Operational Impact	Replacement Policy or Practice

<p>Section 22-32-109(1)(n): Schedule and Calendar</p>	<p>Calendar & Schedule</p>	<ul style="list-style-type: none"> • 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. No later than 60 days before the end of the school year, the SGC will determine the following year's school calendar and school day schedule that meets or exceeds district and state determinations of the length of time during which schools shall be in session during the next school year. Input from parents and teachers will be sought prior to scheduling in-service programs and other non-student contact days. This calendar and schedule shall serve as the academic calendar and schedule for the school. All calendars shall include planned work dates for required staff in-service programs. Any change in the calendar except for emergency closings or other unforeseen circumstances shall be preceded by adequate and timely notice of no less than 30 days. A copy of the upcoming school-year calendar and school day schedule shall be provided to all parents/guardians of students who are currently enrolled. The approved upcoming school year calendar and school day hours will be placed on the school's website prior to May 1 of the prior academic year and a copy shall be provided to the school's Instructional Superintendent. • Work days for teachers will not exclude 205 days.
<p>Section 22-32-109(II)(A): Actual Hours of Teacher-Pupil Instruction and Contact</p>	<p>Calendar & Schedule</p>	<ul style="list-style-type: none"> • 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. No later than 60 days before the end of the school year, the SGC will determine the following year's school calendar and school day schedule that meets or exceeds district and state determinations of the length of time during which schools shall be in session during the next school year. Input from parents and teachers will be sought prior to scheduling in-service programs and other non-student contact days. This calendar and schedule shall serve as the academic calendar and schedule for the school. All calendars shall include planned work dates for required staff in-service programs. Any change in the calendar except for emergency closings or other unforeseen circumstances shall be preceded by adequate and timely notice of no less than 30 days. A copy of the upcoming school-year calendar and school day schedule shall be provided to all parents/guardians of students who

		are currently enrolled. The approved upcoming school year calendar and school day hours will be placed on the school's website prior to May 1 of the prior academic year and a copy shall be provided to the school's Instructional Superintendent.
Section 22-32-109-(II)(B): School Calendar	Calendar & Schedule	<ul style="list-style-type: none"> 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. No later than 60 days before the end of the school year, the SGC will determine the following year's school calendar and school day schedule that meets or exceeds district and state determinations of the length of time during which schools shall be in session during the next school year. Input from parents and teachers will be sought prior to scheduling in-service programs and other non-student contact days. This calendar and schedule shall serve as the academic calendar and schedule for the school. All calendars shall include planned work dates for required staff in-service programs. Any change in the calendar except for emergency closings or other unforeseen circumstances shall be preceded by adequate and timely notice of no less than 30 days. A copy of the upcoming school-year calendar and school day schedule shall be provided to all parents/guardians of students who are currently enrolled. The approved upcoming school year calendar and school day hours will be placed on the school's website prior to May 1 of the prior academic year and a copy shall be provided to the school's Instructional Superintendent.
Section 22-32-109(t): Determine Educational Program and Prescribe Textbooks	Education Program	<ul style="list-style-type: none"> Following the District's approval process as described in Appendix A of the Innovation Application, the School can 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 and will comply with the education plan outlined in the innovation plan. Any changes made to our education plan must be approved by the district.
Section 22-32-109 (aa): Adopt Content Standards and Plan for Implementation of Content	Education Program	<ul style="list-style-type: none"> Following the District's approval process as described in Appendix A of the Innovation Application, the School can request the flexibility to adopt an educational program, including selecting curriculum and textbooks.

Standards		<ul style="list-style-type: none"> The School’s education program will meet or exceed the minimum standards of the District and state.
Section 22-32-109(cc): Adopt Dress Code for Employees	Human Resource Management: Dress Code	<ul style="list-style-type: none"> The School has the authority to establish a dress code for all employees that will be described in the Employee Handbook. Currently the dress code is as follows: In accordance with GVE’s expectations, during the work day and any time employees attend work-related activities, employees shall appear in appropriate, professional dress. Examples of professional attire include, but are not limited to, collared shirts, dress slacks, dress coordinates, suits, dresses, ties, and sport coats. The following clothing items are not considered professional attire: <ul style="list-style-type: none"> Jeans, (unless it is “jeans day” for faculty on Fridays) Flip-flops are not permitted (safety issue) Casual shorts and t-shirts Leggings, (unless your shirt or dress falls to mid-thigh)
Section 22-32-110(1)(h), C.R.S.: Local Board Powers Concerning Employment Termination of School Personnel	Human Resource Management: Staff Dismissals	<ul style="list-style-type: none"> 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 staff member. GVE and the Denver Public Schools have the right to terminate your employment from GVE at any time in accordance with personnel policies in the GVE Innovation Plan and Employee Handbook. Teachers’ employment with GVR and the Denver Public Schools will be at- will and will not be subject to the Teacher Employment Compensation and Dismissal Act of 1990, § 22-63-101, et seq. The teacher will have a right to end his/her work relationship with GVR and the Denver Public Schools for any reason at any time. At any time when it is determined that a teacher is not meeting performance expectations through classroom observations conducted by the Principal and/or Assistant Principal, the teacher will be placed on a Plan of Improvement. The duration of the plan of improvement will be no less than thirty (30) days, but may not be limited to

		<p>thirty (30) days as determined by the Principal and/or Assistant Principal. The teacher will be required to show improvement under the Principal and/or Assistant Principal's supervision within the designated period of time. The plan of improvement will list the performance deficiencies that the teacher will be required to improve on to the satisfaction of the Principal and/or Assistant Principal or be terminated from employment from GVE. Resources and supports will be made available to the teacher in an effort to assist the teacher in correcting the performance concerns by the Principal and/or Assistant principal. The teacher will be provided written feedback of all observation and status meetings conducted during the plan of improvement timeframe.</p>
<p>Teacher Employment, Compensation and Dismissal Act of 1990 Section 22-63-203, C.R.S.: Probationary Teachers – Renewal and Nonrenewal of Employment Contract</p>	<p>Human Resource Management: Dismissals</p>	<ul style="list-style-type: none"> All teachers will be at-will employees.
<p>Teacher Employment, Compensation and Dismissal Act of 1990 Section 22-63-206, C.R.S.: Transfer of Teachers – Compensation</p>	<p>Human Resource Management: Direct Placement of Teachers</p>	<ul style="list-style-type: none"> 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.
<p>Teacher Employment, Compensation and Dismissal Act of 1990 Section 22-63-301: Grounds for Dismissal</p>	<p>Human Resource Management: Dismissals</p>	<ul style="list-style-type: none"> All teachers are at-will employees and can be terminated from employment for any lawful reason.
<p>Teacher Employment, Compensation and Dismissal Act of 1990 Section 22-63-302: Procedures for Dismissal of Teachers and Judicial Review</p>	<p>Human Resource Management: Dismissals</p>	<ul style="list-style-type: none"> All teachers are at-will employees. Teachers' employment with GVR and the Denver Public Schools will be at-will and will not be subject to the Teacher Employment Compensation and Dismissal Act of 1990, § 22-63-101, et seq. The teacher will have a right to end his/her work relationship with GVR and the Denver Public Schools for any reason at any time. GVE and the Denver Public Schools have the right to terminate your employment from GVE at any time in accordance with personnel policies in the

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		<p>GVE Innovation Plan and Employee Handbook. At any time when it is determined that a teacher is not meeting performance expectations through classroom observations conducted by the Principal and/or Assistant Principal, the teacher will be placed on a Plan of Improvement. The duration of the plan of improvement will be no less than thirty (30) days, but may not be limited to thirty (30) days as determined by the Principal and/or Assistant Principal. The teacher will be required to show improvement under the Principal and/or Assistant Principal's supervision within the designated period of time. The plan of improvement will list the performance deficiencies that the teacher will be required to improve on to the satisfaction of the Principal and/or Assistant Principal or be terminated from employment from GVE. Resources and supports will be made available to the teacher in an effort to assist the teacher in correcting the performance concerns by the Principal and/or Assistant principal. The teacher will be provided written feedback of all observation and status meetings conducted during the plan of improvement timeframe.</p> <ul style="list-style-type: none">• Any teacher whose employment is terminated during the school year shall be entitled to a hearing according to DPS Policy GDQD/GDQD-r.
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