

Section VI: WAIVERS

Centennial, A School for Expeditionary Learning, requests the following district and state waivers:

District Policy Waivers

District Policy	IC/ICA: School Year/School Calendar
Policy language/summary	Prior to the end of the school year, the Board of Education shall determine the length of time during which district schools shall be in session during the next school year...All calendars shall include the dates for all staff in-service programs scheduled for the coming school year...Any change in the calendar except for emergency closings or other unforeseen circumstances shall be preceded by adequate and timely notice
School's Replacement Policy	<p>Prior to the end of the school year, Centennial shall determine the length of time during which Centennial Elementary shall be in session during the next school year. The number of days of planned teacher-student instruction and of teacher-student contact shall meet or exceed the requirements of state law and the DPS Board-approved district calendar. The Centennial Elementary calendar shall include the dates for all staff in-service programs scheduled for the coming school year that are not identified on the DPS Board-approved district calendar.</p> <p>A copy of the calendar shall be provided to all parents/guardians of students enrolled in Centennial Elementary. The calendar will also be published on the school's web page. Any change in the calendar except for emergency closings or other unforeseen circumstances shall be preceded by adequate and timely notice to students and parents of no less than 30 days. Centennial will investigate a bell time change request for the 2014-15 school year and for subsequent years there after with the department of transportation pursuant to CSC approval to lengthen the school day by 15-30 minutes each day. If found feasible, this extension will be designed both to extend the overall seat time for students and to obtain additional non- student content days for teacher planning, professional development, and/or students' passage ceremonies.</p>

B. State Statute and Rules Waivers

Innovation School's Replacement Policies for Automatic Waivers from State Statutes	
State Statute	Section 22-32-109(1)(f): Local Board Duties Concerning Selection of Personnel and Pay
Statute Description	22-32-109. Board of education - specific duties. (1) ...each board of education shall have and perform the following specific duties: (f) (I) To employ all personnel required to maintain the operations and carry out the educational program of the district and to fix and order paid their compensation...A board of a district of innovation...may delegate the duty specified in this paragraph (f) to an innovation school,
School's Replacement Policy	Centennial Elementary is not seeking a waiver from this policy. Rather it is clarifying the Board's delegation of the duty to the school. The principal, in consultation with the CSC, will select teaching staff directly. Rates of pay will remain consistent with the district schedule and policies.

State Statute	Section 22-32-109(1)(n)(I): Schedule and Calendar
Statute Description	22-32-109. Board of education - specific duties. (1) ...each board of education shall have and perform the following specific duties: (n) (I) To determine, prior to the end of a school year, the length of time which the schools of the district shall be in session during the next following school year, but in no event shall said schools be scheduled to have fewer than [varies by grade level] hours of planned teacher- pupil instruction.
School's Replacement Policy	The school leader, in consultation with the SAC, will determine prior to the end of a school year, the length of time which the school shall be in session during the next following school year, but in no event shall Centennial Elementary have fewer than the minimum hours set by the district and state for public instruction.

State Statute	Section 22-32-109 (1)(n)(II)(A): Actual Hours of Teacher-Pupil Instruction and Contact
Statute Description	22-32-109. Board of education - specific duties. (1)...each board of education shall have and perform the following specific duties: (II) (A) The actual hours of teacher-pupil instruction and teacher-pupil contact specified in subparagraph (I) of this paragraph (n) may be reduced to no fewer than one thousand fifty-six hours for secondary school pupils, no fewer than nine hundred sixty eight hours for elementary school pupils, no fewer than four hundred thirty-five hours for half-day kindergarten pupils, or no fewer than eight hundred seventy hours for full-day kindergarten pupils, for parent-teacher conferences, staff in-service programs, and closing deemed by the board to be necessary for the health, safety, or welfare of
School's Replacement Policy	The school leader, in consultation with the SAC, will determine prior to the end of a school year, the length of time which the school shall be in session during the next following school year, but in no event shall Centennial Elementary have fewer than the minimum hours set by the district and state for public instruction. Centennial will investigate a bell time change request for the 2014-15 school year and for subsequent years thereafter with the department of transportation pursuant to CSC approval to lengthen the school day by 15-30 minutes each day. If found feasible, this extension will be designed both to extend the overall seat time for students and to obtain additional non- student content days for teacher planning, professional development, and/or students' passage ceremonies.

State Statute	Section 22-32-109 (1)(n)(II)(B): School Calendar
Statute Description	22-32-109. Board of education - specific duties. (1) ...each board of education shall have and perform the following specific duties: (B) Prior to the beginning of the school year, each district shall provide for the adoption of a district calendar which is applicable to all schools within the district...A copy of the calendar shall be provided to the parents or guardians of all children enrolled...Such calendar shall include the dates for all staff in-service programs...[The] school administration shall allow for public input from parents and teachers prior to scheduling ...staff in-service programs. Any change in the calendar...shall be preceded by adequate and timely...of not less than thirty days.
School's Replacement Policy	Prior to the end of the school year, Centennial Elementary shall determine the length of time during which Centennial Elementary shall be in session during the next school year. The number of days of planned teacher-student instruction and of teacher-student contact shall meet or exceed the requirements of state law and the DPS Board-approved district calendar. The Centennial Elementary calendar shall include the dates for all staff in-service programs scheduled for the coming school year that are not identified on the DPS Board-approved district calendar. A copy of the calendar shall be provided to all parents/guardians of students enrolled in Centennial Elementary. The calendar will also be published on the school's web page. Any change in the calendar except for emergency closings or other unforeseen circumstances shall be preceded by adequate and timely notice to students and parents of no less than 30 days.

State Statute	Section 22-32-110(1)(h), C.R.S.: Local Board Powers Concerning Employment Termination of School Personnel
Statute Description	22-32-110. Board of education - specific powers. (1) In addition to any other power granted ... each board of education of a school district shall have the following specific powers, to be exercised in its judgment: (h) To discharge or otherwise terminate the employment of any personnel. A board of a district of innovation...may delegate the power specified in this paragraph (h) to an innovation school.
School's Replacement	(h) To discharge or otherwise terminate the employment of any personnel. The DPS board delegates the power specified in this paragraph (h) to Centennial Elementary.

State Statute	Teacher Employment, Compensation and Dismissal Act of 1990 Section 22-63-202, C.R.S.: Contracts in Writing Duration Damage Provision
Statute Description	Contracts shall be in writing, amount of notice required by a teacher/principal who intends to resign, when a position can be re-opened, penalties for resigning outside of the window, no direct placement requirement, priority hiring preference for effective/satisfactory teachers, management of displaced teachers, disclosure of why

School's Replacement Policy	<p>All contracts will be in writing. School will provide contract language with the district for feedback before any initial employment contracts are signed. Mutual terminations will be negotiated between the teacher and the school principal and teachers must give notice at least 30 days prior to the date of termination (unless mutually agreed upon that the termination date could be sooner). Teachers will be on an annual contract. Contract renewals for the following school year must be finalized no later than 60 days before the end of the current school year or two weeks after publication of the following year's academic calendar, whichever date is later.</p> <p>The school principal has the authority to make employment offers to qualified candidates. Termination of all staff will follow the dismissal procedures outlined in the Policy GDQD and Regulation GDQD-R. Centennial Elementary will not provide first opportunity to interview rights to priority hiring pool candidates, but will still consider them for employment and make best efforts to consider their candidacy as early in the application process as practicable. The school has the right to refuse direct assignment of</p>
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State Statute	Teacher Employment, Compensation and Dismissal Act of 1990 Section 22-63-203, C.R.S.: Probationary Teachers – Renewal and Nonrenewal of Employment Contract
Statute Description	Tenure - how established, treatment of probationary teachers, time, ability to not renew contracts.
School's Replacement Policy	Centennial Elementary will employ all teachers according to an annual contract and will not recognize probationary or non-probationary status for teachers as a result. Years of service and formal evaluations using DPS systems will be tracked and monitored by the

State Statute	Teacher Employment, Compensation and Dismissal Act of 1990 Section 22-63-206, C.R.S.: Transfer of Teachers – Compensation
Statute Description	Specifies that schools are not required to accept transfers from the Chief Admin Officer of a district, but if they do, specifies the manner in which compensation should be handled.
School's Replacement Policy	School will have the authority to decide whether to accept transfers of any staff from the district on a case-by-case basis. In situations where the school is being asked to receive a teacher for which there was not mutual consent, the salary expense will not be drawn from the school's budget so long as the school has not released teachers into the priority hiring pool in the current or previous year.

State Statute	Teacher Employment, Compensation and Dismissal Act of 1990 Section 22-63- 301: Grounds for Dismissal
Statute Description	A teacher may be dismissed for physical or mental disability, incompetency, neglect of duty, immorality, unsatisfactory performance, insubordination, the conviction of a felony or the acceptance of a guilty plea, a plea of nolo contendere, or a deferred sentence for a felony, or other good and just cause. No teacher shall be dismissed for temporary illness, leave of absence previously approved by the board, or military leave of absence pursuant to article 3 of title 28, C.R.S
School's Replacement Policy	All teachers with annual contracts are subject to renewal at the completion of the contract term. There shall be no limitation on the ability of the school to non-renew the contract of an Innovation teacher at the end of the contractual period. All school teachers terminated prior to the expiration of any applicable contractual period or during the school year shall be dismissed for cause and shall be entitled to due process as specified in the replacement policy for 22-63-302.

State Statute	Teacher Employment, Compensation and Dismissal Act of 1990 Section 22-63- 302: Procedures for Dismissal of Teachers and Judicial Review
Statute Description	Detailed process for teacher dismissals.
School's Replacement Policy	Any teacher subject to dismissal during the school year will be entitled to the procedures outlined in Policy GDQD and Regulation GDQD-R.

State Statute	22-32-110(1)(ee) Local Board Powers-Employ teachers' aides and other noncertificated personnel
Statute Description	(1) In addition to any other power granted to a board of education of a school district by law, each board of education of a school district shall have the following specific powers, to be exercised in its judgment: (ee) To employ on a voluntary or paid basis teachers' aides and other auxiliary, nonlicensed personnel to assist licensed personnel in the provision of services related to instruction or supervision of children and to provide compensation for such services rendered from any funds available for such purpose, notwithstanding the
School's Replacement Policy	Board retains this responsibility but grants autonomy to the school leadership team at Centennial Elementary to make staffing decisions.

State Statute	22-63-203.5 5 Portability of non-probationary status
Statute Description	Beginning with the 2014-15 school year, a nonprobationary teacher, except for a nonprobationary teacher who has had two consecutive performance evaluations with an ineffective rating, who is employed by a school district and is subsequently hired by a different school district may provide to the hiring school district evidence of his or her student academic growth data and performance evaluations for the prior two years for the purposes of retaining nonprobationary status. If, upon providing such data, the nonprobationary teacher can show two consecutive performance evaluations with effectiveness ratings in good standing, he or she shall be granted nonprobationary status
School's Replacement Policy	Centennial Elementary will employ all teachers according to an annual contract and will not grant or grandfather the non-probationary status for teachers as a result. This includes teachers hired into the school who came with an existing nonprobationary status. Years of service and formal evaluations using DPS systems will be tracked and monitored by the school.

State Statute	ERRATA: WAIVER NOT NECESSARY 22-63-403, C.R.S. Teacher employment, compensation and dismissal act of 1990; payment of salaries
Statute Description	Districts are required to pay teachers according to a schedule or according to a performance policy. Salaries are not to be changed until the end of the year. Individual teachers cannot have their salaries cut unless all teachers have salaries cut.
School's Replacement Policy	The school will use the district salary schedule for determining pay for teachers and staff; however, they will have discretion on how the budget is impacted for paying staff (actuals vs. averages). The school principal reserves the right to develop a supplemental compensation system to reimburse employees for extra duty pay as it may arise for mandated extended school year, mandated PD outside of school year, mandated additional time, or stipends for school identified priorities. This may also include activities such as coaching, tutoring, external professional development or for performance incentive pay.

State Statute	22-9-106 Licensed Personnel Evaluations
Statute Description	Teacher effectiveness legislation
School's Replacement Policy	Centennial Elementary will use the district adopted performance evaluation system for licensed personnel with one revision. In any circumstances where existing policies differentiate between probationary and non-probationary staff, the school will comply with the requirements described for probationary staff.

State Statute	22-33-102(1) Definition of "Academic Year"
Statute Description	As used in this article, unless the context otherwise requires: (1) "Academic year" means that portion of the school year during which the public schools are in regular session, beginning about the first week in September and ending about the first week in June of the next year, or that portion of the school year which constitutes the minimum period during which a pupil must be enrolled.
School's Replacement Policy	"Academic year" refers to the year as it is established by the locally adopted academic calendar for Centennial Elementary. This definition will include both an identification of days and a typical daily schedule.

C. Collective Bargaining Agreement Waivers

Innovation School’s Replacement Policies for Additional Waivers from Collective Bargaining Agreements	
CBA Article/Section	Article 1-7: Definition of “School Year”
Article Summary	The term "school year" as used in these Articles shall mean the officially adopted school calendar.
School’s Replacement Policy	The term “school year” will refer to the year as it is established by the locally adopted academic calendar for Centennial Elementary. This definition will include both an identification of days and a typical daily schedule.

Innovation School’s Replacement Policies for Additional Waivers from Collective Bargaining Agreements	
CBA Article/Section	Article 5-4: School Leadership Team
Article Summary	Each school will have a School Leadership Team (SLT) consisting of the principal, the association representative, a teacher appointed by the principal, and a minimum of 3 teacher representatives ... elected annually by a majority of the faculty voting by secret ballot The SLT will make decisions by consensus. A consensus is either a unanimous decision or a majority decision that the entire SLT, including the dissenters, will support. Their responsibilities shall include: a. Collaborate in the development of the School Improvement Plans; b. Review and collaborate on the design of and schedule for the professional development c. Review and collaborate on the implementation of the District’s instructional program ...including prioritizing and sequencing activities within the work week;... Collaborate to implement best instructional practices

<p style="text-align: center;">School's Replacement Policy</p>	<p>Centennial's Instructional Leadership Team (ILT) will be composed of the Principal, Assistant Principal, Teacher Effectiveness Coach (TEC), Interventionist, teacher leaders, teacher representatives from primary and intermediate, and at least one member from instructional support staff (ESL, SPED, GT, electives). Each person on the ILT will be responsible for operationalizing Centennial's mission, vision, and core values. ILT members will be responsible for focusing on student achievement and continuous improvement, and will align all activities in the school to that vision. Leaders will use data wisely, boldly shape school structures to best meet student needs, celebrate joy in learning, and build a school-wide culture of trust and collaboration. The ILT will collect and analyze data to understand student achievement, assess teaching practices, and make informed decisions about instruction. Members of the Instructional Leadership Team will lead data inquiry teams in analyzing and disaggregating various data to determine patterns of performance. These teams emphasize collaborative inquiry as the keystone for productive data use. They use multiple sources of data, including and going beyond test scores (e.g., classroom assessments, student work, student engagement indicators, student surveys). Centennial will invest in the capacity of every teacher to access, understand, and use data effectively. Centennial's leadership strategy goes beyond a single person or team; it is a role and expectation for all members of staff. The faculty at Centennial will ensure that curriculum, instruction, and assessment are tightly aligned to high standards for student achievement, including required district frameworks, Colorado Academic Standards, and the Common Core State Standards.</p>
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Innovation School's Replacement Policies for Additional Waivers from Collective Bargaining Agreements	
<p>CBA Article/Section</p>	<p>Article 8: Professional Standards</p>

Article Summary

Article 8 - Professional Standards

8-1 . Regular scheduled rate per day is the teacher’s salary divided by the number of days in the contract year.

8-1-1 In addition to the one hundred eighty-four (184) days, newly hired teachers may be required to attend pre-session orientation meetings and shall be paid in accordance with Article 32...

8-1-2 ...non student contact days shall include the equivalent of four and one half (4.5) full self-directed teacher planning days to be distributed in meaningful increments, and three (3) full professional days to be directed by the principal and one parent conference day. If the District continues the benchmark assessment program, three (3) or more days shall be set aside to grade and analyze data from benchmarks and other related assessments...

8-1-2-1 The assessment day will be used to administer, grade and analyze data from benchmarks and other related assessments.

8-1-2-2 Schools may modify the daily schedule on the parent/teacher conference days.

8-1-3 There is an expectation that teachers will attend beyond the contract year for professional development determined by the principal if: a. the program needs to be scheduled outside the contract year, b. no programs will be scheduled for the last two weeks of June and the first two weeks of July, c. written notice is given ninety (90) days prior to the end of the school year, d. the educational reason is sound, e. teachers attending are paid in accordance with Article 32, f. adequate alternate opportunities are provided.

8-1-4 Evening Meetings. Each teacher may be required to attend three (3) evening events approved by the SLT per school year, as part of the contracted time.

8-1-5 Special Conditions of Employment. Any special conditions regarding the assignment of any teacher will be an addendum to the initial employment contract.

8-2 Forty (40) Hour Work Week. The work week shall be forty (40) hours and shall include: 1. Lunch Periods...a minimum standard 45 minute daily lunch...duty free. 2. Operations and professional time up to one hundred twenty (120) minutes per week

8-2-1 The principal shall have authority to permit teachers to diverge from the regular school day.

8-2-2 The District’s scheduled student school contact day will not be extended without applying the due process of collective bargaining.

8-3 Planning Time. Each teacher shall receive a minimum of forty (40) minutes of uninterrupted, self-directed instructional planning time scheduled during the student school contact day...

8-5 Teaching Loads...

For schools that include both elementary grades (ECE-5) and secondary grades (6-12) whose staffing model differs from the traditional model, such must be made known to all prospective applicants t during the posting and /or interview process.

	<p>8-5-1-1</p> <p>8-5-1-2 For music and physical education classes, the SLT may annually set a higher daily class size limit for a single school year or semester after engaging in direct consultation with the affected teacher(s) and department chairperson(s).</p> <p>8-5-2 Elementary Teaching Load...When it is necessary to have class size exceed twenty-five (25) in primary elementary grades (K-3), the Board shall honor teachers' requests for qualified paraprofessional assistance according to the following schedule,</p> <p>8-5-3 ...Beginning with the 2003-2004 budget process, any increases in the "at-risk" funding component of the School Finance Act that are not earmarked by the State will be used to improve specialized services staffing ratios.</p> <p>...</p> <p>8-7 Non-Teaching Duties.</p> <p>8-7-1 Assignment of teachers to non-teaching duties not done by aides will be rotated so that no teachers will have the same assignment for more than four (4) consecutive semesters, unless the teacher agrees to such assignment.</p> <p>8-12 Teacher-in-Charge. If a teacher is placed in charge of a building during the absence of the principal, and when the principal's absence will be one-half day or longer, the teacher will be relieved from either the office or classroom assignment.</p> <p>8-13 Transportation of Students. Teachers shall not be required to transport pupils to activities, which take place away from the school building</p>
<p>School's Replacement Policy</p>	<p>The school will create and publish an annual calendar that reflects any summer trainings, passage ceremonies, parent conferences, and planned expeditions. Teachers will be required to participate in school expeditions affecting their students, which to the extent possible, will be run during normal school hours, but may at times take place outside of the normal school day. Teachers will also be asked to participate in collaborative planning and school culture building activities consistent with the school design. School will also use a daily schedule that will at times blend lessons across classrooms and use multi-age groupings.</p>

<p>School Proposal</p>	<p>Article 10: Teacher Evaluation: Describes the Evaluation Process for Teachers</p>
<p>Policy</p>	<p>10-1-6 "Evaluator" means school principal or administrative supervisor who is responsible for the evaluation. Principals are responsible for all evaluations in their building, but may designate other qualified administrators to assume evaluation responsibilities. Student Services Managers are responsible for evaluations of their personnel as determined by the District.</p> <p>10-2 Types of Evaluations. The school district has 3 (three) types of evaluation:</p> <p>10-2-1 Probationary Evaluation. Probationary evaluations are conducted on an annual basis during the teacher's probationary employment. Probationary teachers are those contract teachers who hold a valid Colorado teacher license and are in the first three years of teaching or service with the district. Teachers with authorizations or emergency licenses shall follow the probationary evaluation process and shall not be considered probationary until such time as they hold a Colorado professional teaching license. Probationary teachers receive a minimum of two documented observations. At least one of the observations is formal.</p> <p>10-2-2 Non-Probationary Evaluation. Non-probationary evaluations are conducted once every three years for teachers who have successfully completed their</p>

probationary period. Non-probationary teachers receive a minimum of one documented observation. At least one of the observations is formal.

10-2-3 Special Evaluation. Special evaluations are conducted when a supervisor determines that a teacher requires assistance in a non-evaluation year. Managers can recommend to an evaluator that a Student Services Professional be put on special evaluation.

10-3 Timeline for conducting professional evaluation. Probationary teachers are evaluated yearly while designated as probationary and in the first year of non-probationary status.

Thereafter, evaluations are to be conducted every three years. The exception to this is special evaluation, see article 10-8.

10-3-1 Compensation as it relates to evaluation, Article 31-11 and ProComp Agreement, Articles 7.4.3 and 7.4.4

10-4 Evaluators. The school principal is responsible for all evaluations in the school building and to use of the appropriate standards/criteria/rubric and form. When a teacher is assigned to more than one building, the home school principal must coordinate the evaluation with the appropriate principals or qualified managers. As necessary, the principal will identify a designated evaluator for each teacher, as well as other administrators who may be asked to conduct classroom observations. Designated evaluators work at the direction of the principal and they are responsible to the principal. Student Services Personnel are responsible for evaluations of their personnel as determined by the district, using the appropriate evaluation tool.

10-4-1 To the extent required by state law, evaluators must hold a state principal/administrador license, be trained in evaluation skills that will enable him or her to make a fair, professional, and credible evaluation of the personnel whom he or she is responsible for evaluating.

<p style="text-align: center;">School's Replacement Policy</p>	<p>Teachers will be hired on annual contracts.</p> <ul style="list-style-type: none"> • Annual contract status may be maintained as long as the teacher continues to receive effective or distinguished ratings. • The district HR office will work with the school to ensure teacher contracts are consistent with the approved innovation plan. <p>10-1: Evaluator refers to a supervisor who is responsible for the evaluation of personnel. While the principal will oversee all evaluations in the building, other evaluators as determined by the principal will have primary evaluation responsibilities for some personnel. The principal has the authority to identify, prepare, and designate school-based evaluators to conduct staff evaluations.</p> <p>10-2: The school has only one type of evaluation which applies to all teachers as all teachers are on an annual contract. The School may modify aspects of the LEAP framework appendices to align with the Educational program. .</p> <p>10-3: Timeline: All teachers will be evaluated at least once annually.</p> <p>10-4: The principal will oversee all evaluations to ensure the appropriate standards are being used. As necessary, the principal will identify a designated evaluator for each teacher in addition to the school principal.</p> <p>10-4-1: Evaluators will receive CDE approved teacher evaluation training but will not be required to hold a state administrator license.</p> <p>If a teacher is not meeting performance expectations, the school leader may choose to place the teacher on a Plan of Improvement.</p> <p>Plan for Improvement</p> <p>When the school leader determines that a teacher is not meeting performance expectations, the Principal may choose to place the teacher on a Plan of Improvement. The duration of the plan of improvement will typically be thirty (30) days, but may be extended beyond the (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 may list the areas for improvement that the teacher will be required to improve on to the satisfaction of the Principal and/or Assistant Principal. Resources and supports may 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. If, at the end of the plan, the principal deems, in his/her sole discretion, that the teacher has failed to make sufficient improvement, then the teacher may be dismissed from employment. An improvement plan is not an entitlement or employment right. Annual contract status may be maintained as long as the teacher continues to receive effective or distinguished ratings.</p> <p>10-5-3: Formal observations are recommended to last at least one class period and do not require advance notice or a pre-observation conference. Additionally all teachers may be videotaped within the classroom and the video will be used solely for professional development and coaching purposes.</p>
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Innovation School's Replacement Policies for Additional Waivers from Collective Bargaining Agreements	
<p>CBA Article/Section</p>	<p>Article 13-7 Hiring timelines, 13-8 Personnel Committee</p>

<p>Article Summary</p>	<p>13-7 Timelines. The Human Resources Department shall determine the start date of the open market staffing cycle as early as practicable after schools have submitted their staffing vacancies and needs...</p> <p>Key dates and activities:</p> <ul style="list-style-type: none"> • Teachers verify consideration group...
	<ul style="list-style-type: none"> • Teacher requests for Intent to Vacate, Early Retirement Incentive, move to part time/job share, Extended Leave of Absence, and Return from Leave notice submitted. • Recommendation for non-renewal of probationary teachers. • In-Building Bidding and Reduction in Building Staff interviews conducted by Personnel Committees. (Articles 13-10,13-15) • Schools report vacancies. (Article 13-17) Vacancies are posted. • Teachers apply to transfer for vacancies. (Article 13-18) • Schools review qualified applicants' applications and resumes, schedule interviews, extend offers. Schools notify unsuccessful transfer applicants. (Articles 13-19, 13-20) • Assignment of unassigned non-probationary teachers. (Article 13-194) • End of open market staffing cycle. <p>13-8 Personnel Committee.</p> <p>13-8-1 Each school shall establish a Personnel Committee to select candidates for vacancies and Reduction in Building Staff (RIBS) at the school building.</p> <p>13-8-2 The Personnel Committee will be composed of the principal and three (3) teachers chosen by a vote of the faculty, and may have no more than two (2) parent(s) as member(s) appointed by the Collaborative School Committee.</p> <p>13-8-3 Teacher members will be chosen by the faculty.</p> <p>13-8-4 The Personnel Committee will make decisions by consensus...</p> <p>13-8-5 The decision or results of the Personnel Committee shall not be grievable. The failure to comply with the procedure contained in this Article is subject to grievance...</p> <p>13-8-7 The Personnel Committee shall operate during the school year. Outside of the school year the principal may fill positions without consultation.</p>
<p>School's Replacement Policy</p>	<p>Centennial will work with the district HR office to post teaching positions through the district website. From this posting, Centennial will engage in independent outreach efforts to recruit candidates outside of the centralized recruitment channels.</p> <p>Teachers shall be hired based on a blend of the DPS model for teachers along with a screening for added competencies related to Expeditionary Learning. Subsequent hiring decisions will be made as the school's personnel committee, with final determination to be made by the school principal. To the extent possible, the personnel committee shall include representatives from all staffing areas that will be affected by the new hire, such as the teaching team, an administrator, special education and support staff. All candidates must pass a DPS background check, which will be conducted through the district HR process.</p> <p>The school will adhere to district salary schedules for all teachers.</p>

