

District Policy Waivers

	Policy Waived	Area of Impact
School Proposal 1	BDF-R: Collaborative School Committees	School Governance
DC21 Replacement	<p>DC-21 will utilize a School Leadership Team as its primary participatory governance structure. The SLT will be comprised of the Principal, Assistant Principal, our 3 TLC Lead Teachers, school specialists as appropriate and appointed by the Principal (e.g. Counselor, Office Manager, Dean, Administrative Assistant). The SLT will meet weekly to address matters including but not limited to:</p> <ul style="list-style-type: none"> • Instruction, assessment, student learning outcomes, and student success • School culture and climate • Professional development • Budget, finance, and resource development • Recruitment and hiring • Family and community engagement <p>In addition to the SLT, DC-21 will create a Collaborative School Advisory Committee (CSAC) that will include representatives from the SLT and be expanded to include 2 parents, 2 students and 2 community representatives. Parents will be recruited to represent the broad range of DC-21 students. Community representatives will be recruited to provide guidance and assistance in developing resources that directly support the mission and academic and social skills building components of DC-21. The full CSAC will meet on a quarterly basis to provide advice and feedback to DC-21 primarily with regard to the academic success of our students, and the development of a strong resource base to support the overall instruction at DC-21.</p>	
School Proposal 2	KHBA: Sponsorship Agreements	Budget
DC21 Replacement Policy	<p>The School shall have the ability to request and secure school-based sponsorships independent of the district according to the following policies:</p> <ol style="list-style-type: none"> 1. The sponsorship must not compromise or show inconsistency with the beliefs, values of the district and school. 2. The sponsorship will not alter any district owned resources unless permission is granted by the district. 3. The sponsorship does not create a real or perceived conflict of interest with school administrators or staff. 4. The sponsorship agreement will be reported to the district budget office at least 30 days before an agreement is to take effect. The budget office will have the ability to refuse the agreement only in situations where said agreement will adversely impact funding arrangements for other schools in the district more than it would benefit Ashley Elementary or because it would be in conflict with existing fund regulations (such as federal grants). 	
School Proposal	IC/ICA: School Year/School Calendar	Calendar and Schedule

7		
DC21 Replacement Policy	<p>No later than 60 days before the end of the school year, the SLT 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 making schedule changes involving adding three or more 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> <p>DC21 will follow the DPS Calendar for designated observed holidays and scheduled breaks. 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 an employee extends a holiday/break, you may be required to provide a Doctor's note. If a doctor's note is not provided, employee may be docked pay for the time they are absent from their professional responsibilities.</p>	
School Proposal 8	IE: Organization of Instruction	Education Program
DC21 Replacement Policy	The Innovation School will present a program of instruction that is consistent with its innovation plan, as approved by the DPS Board of Education, under the direction of the Superintendent.	
School Proposal 9	IF: voluntary School Initiated Designs	Education Program
DC21 Replacement Policy	Following the District's approval process (which is a process that is separate from the process of securing innovation status) 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 DC21 education program will meet or exceed minimum standards set by the District.	
School Proposal 10	IGA: Curriculum Development	Educational Program
DC21 Replacement Policy	Curriculum development will be carried out by school personnel, consistent with the school's innovation plan, using all available resources. The school curriculum will provide a program of instruction that enables students to meet or exceed the CCSS and CAS. The school will regularly evaluate its education program and make changes to curriculum content, instruction, and assessments. The district will evaluate the impact of the school's education program as part of its 3 year review of the school's innovation plan in addition to the annual UIP review by the SLT. Any significant changes from what is described in the innovation plan are subject to DPS approval.	
School Proposal	IGD: Curriculum Adoption	Educational Program

11		
DC21 Replacement Policy	DC21 will carry out an educational program consistent with its approved innovation plan and will utilize textbooks and curricular materials at a minimum as outlined in the innovation plan. Any significant changes from what is described in the innovation plan are subject to DPS approval.	
School Proposal 12	IIA/ IIA-R: Instructional Materials	Educational Program
DC21 Replacement Policy	The School will utilize textbooks and equivalent learning materials by course and grade level in each academic core area at a minimum as outlined in its innovation plan. Textbooks and learning materials will align with the CCSS and CAS and will meet or exceed the district's standards. Any significant changes from what is described in the innovation plan are subject to DPS approval. The district will review the school's education plan every three years as part of the school's innovation status review.	
School Proposal 13	IJJ/ IJJ-R: Instructional Materials	Education Program
DC21 Replacement Policy	Textbooks and instructional materials will be utilized at a minimum as outlined in the innovation plan, based on alignment to the CCSS and CAS and proven results with similar populations of students. The school will purchase and use non-adopted textbooks in core subject areas. Changes to textbooks and instructional materials will be proposed by teacher teams and approved by the School Leadership Team and District staff consistent with the school's innovation plan. The district will review the school's education plan every three years as part of the school's innovation status review.	
School Proposal 14	IJOA: Field Trips / IJOA-R: Field Trips (Guidelines for Extended Excursions)	Educational Program
DC21 Replacement Policy	DC21 will follow the district field trip policies and procedures with two exceptions: The school will design field trips that match the DC21 curriculum and therefore may be outside of the district catalog. In such situations, DC21 will have autonomy in determining the appropriateness of field trips, and the school principal will be responsible for approving all school field trips. Second, if a situation exists where the school must pay the district for transportation services, the school may choose to contract with another school or private transportation provider if the cost estimate from the district is significantly higher than the other school district's cost estimate.	
School Proposal 15	IKB: Homework	Educational Program
DC21 Replacement Policy	The school will implement a DC21 homework policy that is in alignment with the DC21 educational philosophy outlined in the Innovation Plan. Homework will only be assigned as deemed necessary at the school level. Students are given independent work time during the school day that usually allows them to accomplish a majority of the school's work requirements. In instances when work is not completed at school, students are expected to complete their work by a specified deadline set by the teacher. As the students progress to higher grades, the homework load will increase in order to appropriately prepare students for post- academic success.	

DCTA Contract Waivers

<p>School Proposal 2</p>	<p>Article 5-4: School Leadership Team</p>	<p>Management</p>
<p>DC21 Replacement Policy</p>	<p>DC-21 will utilize a School Leadership Team as its primary participatory governance structure. The SLT will be comprised of the Principal, Assistant Principal, our 3 TLC Lead Teachers, school specialists as appropriate (e.g. Counselor, Office Manager, Dean, Administrative Assistant). The SLT will meet Weekly to address matters including but not limited to:</p> <ul style="list-style-type: none"> • Instruction, assessment, student learning outcomes, and student success • School culture and climate • Professional development • Budget, finance, and resource development • Recruitment and hiring • Family and community engagement <p>In addition to the SLT, DC-21 will create a Collaborative School Advisory Committee (CSAC) that will include representatives from the SLT and be expanded to include 2 parents, 2 students and 2 community representatives. Parents will be recruited to represent the broad range of DC-21 students. Community representatives will be recruited to provide guidance and assistance in developing resources that directly support the mission and academic and social skills building components of DC-21. The full CSAC will meet on a quarterly basis to provide advice and feedback to DC-21 primarily with regard to the academic success of our students, and the development of a strong resource base to support the overall instruction at DC-21.</p>	
<p>School Proposal 3</p>	<p>Article 7: Establish Dispute Resolution Procedures</p>	<p>Human Resource Management: dispute Resolution</p>
<p>DC21 Replacement Policy</p>	<p>The school shall maintain the following Grievance Policy:</p> <p>7-1 Definitions.</p> <p>7-1-1 A "grievance" shall mean a written complaint by a school staff member that there has been a violation, a misinterpretation, or inequitable application of any of the provisions of the School's Employment Contract or the School's Employee Handbook.</p> <p>7-1-2 Unless provided otherwise in this Agreement, all administrative procedures, practices and written personnel policies that affect staff are grievable.</p> <p>7-1-3 The term "grievance" shall not apply to any matter as to which (1) the method of review is prescribed by law, (2) the Board is without authority to act, or (3) a grievance is specifically prohibited or limited by the terms of the Employment Contract or School Handbook.</p> <p>7-1-4 An "aggrieved person" is a school staff member asserting a grievance.</p>	

	<p>7-2 Purpose. The purpose of this grievance procedure is to secure equitable solutions at the lowest possible administrative level to problems that may arise. To this end, grievance proceedings will be kept informal and confidential and both parties will work toward a resolution to avoid litigation.</p> <p>7-3 Procedure. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level is a maximum, and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement.</p> <p>Information. The School agrees to make available to the aggrieved person and the aggrieved person’s representative, all pertinent information not privileged under law, in its possession or control, and which is relevant to the issues raised by the grievance. The grievant agrees to make available to the School and its representatives, all pertinent information not privileged under law in its possession or control, and which is relevant to the issue raised by the grievant.</p> <p>Timing. No grievance shall be recognized by the District or the School unless it is presented at the appropriate level within fifteen (15) school days after the aggrieved person knew, or should have known, of the act or condition on which the grievance is based. No grievance shall be recognized at Level Two unless it is filed with the Department of Human Resources within at least twenty (20) school days after the act or condition upon which it is based occurred. Grievances not timely presented will be considered as waived.</p> <p>7-3-1 Level One. A grievance first will be discussed with the aggrieved person's principal to attempt to resolve the matter informally, at which time the aggrieved person (1) may discuss the grievance personally, (2) may be accompanied by a District Human Resource Representative, or (3) may request that the District Human Resource Representative act on behalf of the aggrieved person. No written documentation of the grievance or administrative response will be required if the grievance is settled at Level One.</p> <p>7-3-2 If the aggrieved person is not satisfied with the results of the informal conference, the aggrieved person may then file a grievance in writing on the proper form with the principal or supervisor within seven (7) school days. The grievance must refer to the specific Articles of the Employment Contract and/or School Handbook and explain how they were violated and indicate the reason why the Level One decision is unsatisfactory. The principal shall also have the opportunity to provide comment related to the Level One in writing. The grievant shall send a copy of the written grievance and the principal response to the Department of Human Resources.</p>	
<p>School Proposal 4</p>	<p>Article 8: Professional Standards Sets Teacher Calendar, Work Year, Work Day, Class Size and Teaching Load</p>	<p>Calendar & Schedule</p>
<p>DC21 Replacement Policy</p>	<p>Provisions specified in Article 8 will not apply to the School. The school leader in consultation with the CSC will make decisions as described in the innovation plan.</p> <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 class sizes and teaching loads that support the Innovation Plan. 	

	<ul style="list-style-type: none"> The School has the authority to establish any necessary committees, which may include replacing the Professional Standards Committee, that support the Innovation Plan. <p>8-1-Contract Year: The contract year for teachers may be extended to include additional mandatory professional development days prior to the start of the school year. In addition, the contract year for some teachers may be extended to provide a summer academy for students who are not yet achieving at grade level. Teachers will be compensated for additional days via a stipend that is determined by the principal in consultation with the CSC annually. Non student contact days, planning days, assessment days, and professional development days will be determined by the principal in consultation with the CSC 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 to include extended student time as well as additional collaborative planning and professional development time.</p> <p>8-2: The teacher work week may be extended beyond 40 hours 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 can be scheduled, as necessary, to implement the innovation plan in accordance with the innovation plan.</p> <p>8-3: Teachers will be given a minimum of 200 minutes of undirected teacher planning time per week, and an additional minimum 100 minutes of directed common planning time.</p> <p>8-7: 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.</p> <p>8-8 The School’s teachers will be responsible for lesson plans for the entire length of any absence.</p>	
<p>School Proposal 5</p>	<p>Article 10: Teacher Evaluation: Describes the Evaluation Process for Teachers</p>	<p>Human Resource Management: Teacher Evaluation</p>
<p>DC21 Replacement Policy</p>	<p>Teachers will be hired at will.</p> <ul style="list-style-type: none"> 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 at will status. DC21 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>	

10-4-1: Evaluators will receive CDE approved teacher evaluation training but will not be required to hold a state administrator license.

If a teacher is not meeting performance expectations, the school leader may choose to place the teacher on a Plan of Improvement.

Plan for Improvement

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. 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.

DC21 will continue to use the LEAP Framework. Although we are using LEAP as a teacher evaluation model (and our instructional model this year is more—though not totally-- compatible with the LEAP framework) we are making a small adjustment to the times for administrative/TLC teacher observations. Our administrators and Teacher Leaders will visit classrooms far more often than is required by LEAP, but the observations will be for shorter periods of time. Administrators will be visiting classrooms on an almost daily basis in order to collect data, provide feedback, and offer support in the domains of Learning Environment, Instruction, and Professionalism. Formal LEAP evaluations will be done two times a year. Teacher Leaders will coach individuals on specific LEAP indicators in order to support them in improving instruction.

If a teacher is not meeting performance expectations, the school leader may choose to place the teacher on a Plan of Improvement. The Plan of Improvement will be written and will follow the process outlined in the employment handbook.

DC21 EMPLOYMENT HANDBOOK LANGUAGE:

Plan for Improvement

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.

	<p>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.</p> <p>The teacher will be required to show improvement under the Principal and/or Assistant Principal’s supervision within the designated period of time.</p> <p>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.</p> <p>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.</p> <p>The teacher may be provided written feedback of all observation and status meetings conducted during the plan of improvement timeframe.</p> <p>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.</p> <p>An improvement plan is not an entitlement or employment right. As stated in this plan and elsewhere, teachers at <i>DC21</i> are at will employees and can be terminated for any lawful reason, with or without an improvement plan.</p>	
<p>School Proposal 6</p>	<p>Article 11: Complaints Against Teachers/Administrative Leave/Corrective Action</p>	<p>Human Resources Management</p>
<p>DC21 Replacement Policy</p>	<p>All teachers at the school are at-will employees. They shall be entitled to the basic due process provisions outlined in District policy GDQD and regulation GDQD-R, including a meeting with an HR officer.</p> <p><i>DC21</i> will follow the District’s Basic Fairness and Due Process Guidelines in issuing corrective action.</p>	
<p>School Proposal 7</p>	<p>Article 13-7 Hiring timelines, 13-8 Personnel Committee</p>	<p>Human Resources Management: Hiring & Staff Assignments</p>
<p>DC21 Replacement Policy</p>	<p><i>DC21</i> Article 13 to permit “real time hiring of teachers” – i.e. post positions and hire as vacancies become known. Hiring processes will be conducted by directly by <i>DC21</i> with assistance from the Human Resources Department. <i>DC21</i> will not receive direct placement of teachers unless <i>school</i> makes a reduction in building staff resulting in a teacher placed in the unassigned teacher pool.</p> <p>If <i>DC21</i> needs to conduct a reduction in building after the school year has begun, the principal has the authority to determine which positions and which individuals will be reduced from the building. The principal can make this determination for any lawful reason, including performance and/or professionalism.</p> <p><i>DC21</i> will not adhere to the district staffing cycle; it will post vacancies when they become open. The school will work with the district HR office to post positions through the district website. In addition to this posting, the school will engage in</p>	

	<p>independent outreach efforts to recruit candidates outside of the centralized recruitment channels. The school will consider all eligible applicants, including teachers who apply to transfer for vacancies. Transfer will not receive priority consideration. DC21 will not accept direct placements from the district or assignment of unassigned non-probationary teachers.</p> <p>Teachers shall be hired based on the individual job description. Core subject teachers need to be Highly Qualified in their content. All teachers need a Colorado teaching licensure.</p> <p>A temporary hiring committee will be constructed for each specific vacancy as needed with final determination to be made by the school principal. To the extent possible, the hiring 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>	
School Proposal 8	Article 14: Summer School Teaching Positions 14-1-1-1, 14-1-1-2, 14-1-1-3	Human Resource Management: Hiring & Staff Assignments
DC21 Replacement Policy	Consistent with our Innovation Plan, DC21 summer school will be imbedded in our extended school year. Summer school positions will be staffed by our regular classroom teachers as part of their regular duties for the extended school year. Should additional teachers be necessary, the school will fill those positions with the best possible candidates, not necessarily teachers currently in the District.	
School Proposal 9	Article 20: Procedures for Conducting Reduction in Force	Human Resource Management: Staffing
DC21 Replacement Policy	DC21 will not participate in the district Reduction in Force process and will not accept direct placement of district employees who have had their contracts canceled. New staff members will be employed at the school based on their qualifications and fit with the school innovation plan and position requirements.	
School Proposal 10	Article 25: Procedures for Arranging Job Sharing Assignments and Half-Time	Human Resource Management: Staff Assignments
DC21 Replacement Policy	Job sharing, or converting from a full-time employee to a half-time employee, may be requested by regularly assigned full-time equivalent teachers who wish to work only half time. Teachers who wish to request job sharing or half-time positions shall submit their request in writing to the school's SLT. The SLT shall review and determine whether any requests for job sharing, or converting to half-time positions are approved or denied. All approved job sharing or half-time positions shall be for one (1) year at a time.	
School Proposal 11	Article 32: Extra Duty Compensation	Human Resources Management: Compensation

DC21 Replacement Policy	DC21 will determine extra duty compensation for extended day and year hours and additional roles and responsibilities consistent with the Innovation Plan. DC21 will negotiate extra duty compensation with individual staff members.	
School Proposal 12	MOU dated April 8, 2011: LEAP Implementation	Human Resource Management: Teacher Evaluation
DC21 Replacement Policy	<p>10-1: Evaluator refers to supervisor who is responsible for the valuation of personnel. While the principal will oversee all evaluations in the building, other administrators will have primary evaluation responsibilities for some personnel.</p> <p>10-2: The school has only one type of evaluations which apply to all teachers as all teachers are at-will employees.</p> <p>10-3: Timeline: All teachers will be evaluated at least once a year.</p> <p>10-3-1: The School will participate in District compensation systems.</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 from amongst other members of the administration team.</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>	

STATE STATUTE WAIVERS

School Proposal 1	Colorado State Statutes: Section 22-9-106: Local Board Duties Concerning Performance Evaluation for Licensed Personnel	Human Resource Management: Teacher Evaluations
DC21 Replacement Policy	<p>DC21 will implement the district licensed personnel evaluation system (LEAP) with modifications that comply with the requirements established pursuant to this section and the rules promulgated by the state board and Senate Bill 10-191.</p> <p>Evaluation of educators will be the responsibility of school leaders and TLC Teacher Leaders. Each teacher will be assigned an evaluator by the DC21 Principal. Evaluators of school personnel will receive an CDE approved training to conduct evaluations but will not be required to hold a principal or administrator license.</p> <p>The policy will apply evenly to all teachers in the school. All teachers will receive at least one formal evaluation each year. The school principal will continue to be evaluated by the superintendent or his/her designee and will receive feedback on the quality of evaluations being given at the school. The school principal will be responsible for evaluations of other evaluators on campus, but may discuss evaluations with district staff as well to ensure meaningful calibration of scores.</p> <p>DC21 Modifications to LEAP Evaluations: Although we are using LEAP as a teacher evaluation model (and our instructional model this year is more—though not totally--compatible with the LEAP framework) we are making a small adjustment to the times</p>	

	for administrative observations. Our administrators will visit classrooms far more often than is required by LEAP, but the observations will be for shorter periods of time. Administrators will be visiting classrooms on an almost daily basis in order to collect data, provide feedback, and offer support in the domains of Learning Environment, Instruction, and Professionalism. Formal LEAP evaluations will be done two times a year by DC21 Administrators. Teacher Effectiveness Coach will work with Teacher Leaders and individual teachers on specific LEAP indicators in order to support them in improving instruction.	
School Proposal 2	Section 22-32-109(1)(f): Local Board Duties Concerning Selection of Personnel and Pay	Human Resource Management: Staff Hiring, Compensation
DC21 Replacement Policy	Pursuant to state law, the DPS board will delegate duties related to selection of teachers and determination of compensation to the innovation school. The principal, in consultation with the school leadership team, will select classroom teachers directly and rates of pay will be at or above the district schedule. For all unique job descriptions the SLT shall determine the rate of pay during the budget cycle each Spring for the following year in consultation with budget and HR partners.	
School Proposal 3	Section 22-32-109(1)(g): Handling of Money	Budget
DC21 Replacement Policy	In accordance with the innovation plan, DC21 may receive moneys and deposit such moneys into a school account. The School will establish an account with the district to manage receipt of locally raised money and will have autonomy in making deposits in and withdrawals from the account when such actions are taken to further the academic achievement of students at DC21. The school will account for all moneys that it receives directly and will report to the DPS board.	
School Proposal 4	Section 22-32-109(1)(n)(I): Schedule and Calendar	Calendar and Schedule
DC21 Replacement Policy	In accordance with the innovation plan, DC21's SLT shall determine, prior to the end of a school year, the length of time the school will be in session during the next following school year. The actual hours of teacher-pupil instruction and teacher-pupil contact shall meet or exceed the minimum hours set by the district and state for public instruction. In no event shall the calendar or schedule violate protection provided to teachers in the replacement policy for Article 8 of the DCTA agreement.	
School Proposal 5	Section 22-32-109 (1)(n)(II)(A): Actual Hours of Teacher-Pupil Instruction and Contact	Calendar and Schedule
DC21 Replacement Policy	<p>DC21 has the authority to determine teacher pupil contact, which will meet or exceed the minimum standards of the District and state.</p> <ul style="list-style-type: none"> In accordance with the innovation plan, the principal, in consultation with the SLT shall determine, prior to the end of a school year, the length of time the school will be in session during the next school year. <p>The actual hours of teacher-pupil instruction and teacher-pupil contact shall meet or exceed the minimum hours set by the district and state for public instruction.</p>	
School Proposal 6	Section 22-32-109 (1)(n)(II)(B): School Calendar	Calendar and Schedule

<p style="text-align: center;">DC21 Replacement Policy</p>	<p>The School has the authority to determine its own annual calendar and daily schedule, provided it meets or exceeds minimum statutory requirements.</p> <ul style="list-style-type: none"> ● School has the authority to determine the number of professional development days, days off, and late starts/early release days. ● In accordance with the innovation plan, the school’s principal, in consultation with the CSC shall determine, prior to the end of a school year, the length of time the school will be in session during the next school year. <p>The actual hours of teacher-pupil instruction and teacher-pupil contact shall meet or exceed the minimum hours set by the district and state for public instruction.</p> <p>No later than 60 days before the end of the school year, the DC21’s SLT, will determine the following year’s school calendar 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. This calendar 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 available on June 1 of the prior academic year and a copy shall be provided to the school’s Instructional Superintendent.</p>	
<p>School Proposal 7</p>	<p>Section 22-32-109(1)(t): Determine Educational Program and Prescribe Textbooks</p>	<p>Education Program</p>
<p style="text-align: center;">DC21 Replacement Policy</p>	<p>The DPS Board authorizes the school to develop an educational program that aligns to the mission and vision of the school and enables the school to implement the innovation plan.</p> <p>The school’s curriculum will provide a program of instruction that enables students to meet or exceed the CCSS and CAS. DC21 will regularly evaluate its education program and make changes to curriculum content, instruction, and assessments.</p> <ul style="list-style-type: none"> ● Curriculum development will be carried out by school personnel, consistent with the school’s innovation plan, using all available resources, including replacement core instructional textbooks where textbook waivers are granted. ● DC21 curriculum will provide a program of instruction that enables students to meet or exceed the CCSS and CAS. DC21 will regularly evaluate its education program and make changes to curriculum content, instruction, and assessments. ● The district will evaluate the impact of DC21’s education program as part of its 3 year review of the school’s innovation plan in addition to the annual UIP review by the CSC. <p>Substantive interim changes must be approved by the Principal and District Staff.</p>	
<p>School Proposal 8</p>	<p>Section 22-32-109(1)(aa): Adopt Content Standards and Plan for Implementation of Content Standards</p>	<p>Education Program</p>

<p>DC21 Replacement Policy</p>	<p>The DPS Board authorizes the school to develop an educational program that aligns to the mission and vision of the school and enables the school to implement the innovation plan.</p> <p>The school’s curriculum will provide a program of instruction that enables students to meet or exceed the CCSS and CAS. The school will regularly evaluate its education program and make changes to curriculum content, instruction, and assessments.</p> <ul style="list-style-type: none"> • Curriculum development will be carried out by school personnel, consistent with the school’s innovation plan, using all available resources, including replacement core instructional textbooks where textbook waivers are granted. • The school curriculum will provide a program of instruction that enables students to meet or exceed the CCSS and CAS. The school will regularly evaluate its education program and make changes to curriculum content, instruction, and assessments. • The district will evaluate the impact of the school’s education program as part of its 3 year review of the school’s innovation plan in addition to the annual UIP review by the CSC. <p>Substantive interim changes must be approved by the Principal and District Staff.</p>	
<p>School Proposal 9</p>	<p>Section 22-32-109(1)(cc)</p>	<p>Human Resource Management: Dress Code</p>
<p>DC21 Replacement Policy</p>	<p>The professional appearance of school staff members includes dress, accessories, body adornments, and grooming. Appropriate professional appearance reinforces a shared-vision of the school. Therefore, all staff must exercise appropriate judgment in their choice of professional appearance for work or work-related activities by always appearing in a manner:</p> <ul style="list-style-type: none"> • that is appropriate to the situation • that promotes ideals of respecting others, respecting self and respecting the environment • that demonstrates a readiness to work in all of the school's environments • that promotes a working and learning environment that is free from unnecessary disruption, and • that is conducive to high student and staff performance. <p>During the work day and any time employees attend work-related activities, employees shall appear in appropriate dress. Items that are not acceptable in the workplace shall be identified in an annual school dress code by the school principal. The principal is delegated the authority and bears the responsibility for ensuring compliance with the school dress policy and is expected to counsel employees upon initial infractions and implement further disciplinary procedures when violations continue to persist.</p>	
<p>School Proposal 10</p>	<p>Section 22-32-109(1)(jj): Identify Areas in which the Principal/s Require Training or Development</p>	<p>Human Resource Management: Professional Development</p>
<p>DC21 Replacement Policy</p>	<p>In accordance with the innovation plan, the Principal will participate in district-provided coaching and professional development except when such coaching or</p>	

	<p>professional development contradicts the successful implementation of the innovation plan and/or the mission /vision of the school.</p> <p>In determining the Principal’s PD and coaching schedule, the Instructional Superintendent will collaborate with the Principal to ensure that district PD and coaching supports the school leader and/or leadership team in implementing the goals of the innovation plan.</p> <p>The standard district offered professional development for members of the Professional Development team will be attended in the instances in which it supports the implementation of the innovation plan and/or the mission and vision of the school. District professional development for teachers, teacher leaders, and other instructional or operational leaders at PBA will be attended when the school’s principal determines that such professional development is in the best interest of the school to successfully implement the innovation plan.</p>
School Proposal 11	<p>22-32-126: Employment and authority of principals</p> <p>Principal Succession Plan</p>
DC21 Replacement Policy	<p><u>DC21 Leadership Succession Plan</u></p> <p>Strong and consistent leadership is critical to the success of DC21. Our leadership succession plan assures that the continuity of our instructional system is maintained in the event of school leadership changes.</p> <p>When a leadership position is vacated:</p> <ul style="list-style-type: none"> • SLT will create a “Leadership Profile” to define the attributes necessary to support DC21’s vision, mission, and core values and to guide their selection process. They will use this profile to draft a job description. • Using this job description, SLT will begin selection process by first considering Internal Succession, i.e. the promotion of Assistant Principal to Principal. • The job description created by SLT will be shared with existing staff and the immediate supervisor of the position. Recruitment, using both DPS and external media, will commence. • Once qualified candidates are identified, a screening committee will be created to select candidates to be interviewed. • Interviews will be conducted by a team determined by SLT, to include stakeholders in the DC21 community, including parents, teachers, community members, and SLT members. They will recommend 2 qualified candidates to the Superintendent. • It is the intent of DC21 to make sure this process is transparent and collaborative.
School Proposal 12	<p>Teaching: 22-32-110(1)(h)</p> <p>Human Resource Management: Hiring Teacher Aides</p> <p>Human Resource Management: Staff Dismissals</p>
DC21 Replacement Policy	<p>(h) To discharge or otherwise terminate the employment of any personnel. The DPS board delegates the power specified in this paragraph (h) to DC21. All process for dismissal must meet the minimum standards established in District policy GDQD.</p>

School Proposal 13	Teacher Employment, Compensation and Dismissal Act of 1990 Section 22-63-201: Employment - License Required – Exception	Human Resource Management: Hiring and Teacher Qualifications
DC21 Replacement Policy	DC21 will employ highly qualified and licensed teachers for teaching of core content pursuant to the federal ESEA Act (in conjunction with the District’s ESEA Flexibility Request). Teachers in all necessary areas will be highly qualified. The school may employ non-licensed teachers for supplemental, elective, and enrichment instruction consistent with the innovation plan. The DPS board may enter into employment contracts with non-licensed teachers and/or administrators at DC21 as necessary to implement the school’s innovation plan.	
School Proposal 14	Teacher Employment, Compensation and Dismissal Act of 1990 Section 22-63-202: Contracts in Writing Duration Damage Provision	Human Resource Management: Hiring, Contracts and Employment Offer Letters
DC21 Replacement Policy	If an employee intends to terminate his or her employment after the beginning of the academic year, the employee shall give written notice of his or her intent to resign at least thirty days prior to the date that he or she intends to stop performing the services at DC21. The school principal has the authority to make employment offers to qualified candidates. Termination of all staff during the school year will follow the dismissal procedures outlined in the DPS policy GDQD and regulation GDQD-R. DC21 will not provide first opportunity to interview rights to priority hiring pool candidates, but will consider them for employment. The school will not contribute teachers to the district hiring pool. The school has the right to refuse direct assignments or mandatory transfers of teachers from the district.	
School Proposal 15	Teacher Employment, Compensation and Dismissal Act of 1990 Section 22-63-203: Renewal and Nonrenewal of Employment Contract	Human Resources Management: Dismissals
DC21 Replacement Policy	DC21 teachers will be at will employees and will not be considered probationary or eligible to earn non-probationary status. Years of service and formal evaluations using DPS systems will be tracked and monitored by the school.	
School Proposal 16	Teacher Employment, Compensation and Dismissal Act of 1990 Section 22-63-206: Transfer of Teachers - Compensation	Human Resource Management: Direct Placement of Teachers
DC21 Replacement Policy	DC21 may refuse direct placements or mandatory transfers of teachers from the district. District teachers who are qualified for a vacant position at the school will have an opportunity to apply for the position, and, if hired, will be compensated with a salary corresponding to the position and the years of service.	
School Proposal 17	Teacher Employment, Compensation and Dismissal Act of 1990 Section 22-63-301: Grounds for Dismissal	Human Resource Management: Dismissals
DC21 Replacement Policy	All teachers will be employed as at will employees. At will employees can be terminated for any lawful reason..	
School Proposal 18	Teacher Employment, Compensation and Dismissal Act of 1990 Section 22-63-	Human Resource Management: Dismissals

	302: Procedure for dismissal - judicial review	
DC21 Replacement Policy	DC21 teachers will be at will employees. Any teacher who is dismissed from employment during the school year shall be entitled to the process outlined in DPS policy GDQD and regulation GDQD-R, described below. However, GDQD/r does not apply to the principal's decision at the end of a school year regarding which teachers will return to the school.	
School Proposal 19	Teacher Employment, Compensation and Dismissal Act of 1990 Section 22-63-401:Teachers Subject to Adopted Salary Schedule	Human Resource Management: Compensation
Replacement Policy	DC21 will adopt a salary schedule that will meet or exceed the district's salary schedule. The School's SET reserves the right to develop a supplemental compensation system separate from district policies to reimburse employees for extra duty pay as it may arise for activities that may include, but are not necessarily limited to additional time, additional responsibilities, coaching, tutoring, or internal professional development.	
School Proposal 20	22-63-402. Services - disbursements	Human Resource Management: Teacher License
DC21 Replacement Policy	DC21 may employ either licensed or non-licensed teachers for non-core subject areas. All core subject area teachers will be licensed and highly qualified under the requirements of the ESEA Act. All necessary teachers according to ESEA and the District waiver will be highly qualified. School district moneys will be used to pay both licensed and non-licensed teachers hired to perform services consistent with the innovation plan.	
School Proposal 21	Teacher Employment, Compensation and Dismissal Act of 1990 Section 22-62-403	Human Resource Management: Compensation
DC21 Replacement Policy	If a DC21 employee is dismissed from employment during the school year, that employee is not entitled to any further pay or benefits from the district.	

Facilities Managers Association

School Proposal 1	Article 4: Grievance	Human Resource Management: Grievance Process
DC21 Replacement Policy	The school shall maintain the following Grievance Policy: 7-1 Definitions. 7-1-1 A "grievance" shall mean a written complaint by a school staff member that there has been a violation, a misinterpretation, or inequitable application of any of the provisions of the School's Employment Contract or the School's Employee Handbook.	

7-1-2 Unless provided otherwise in this Agreement, all administrative procedures, practices and written personnel policies that affect staff are grievable.

7-1-3 The term "grievance" shall not apply to any matter as to which (1) the method of review is prescribed by law, (2) the Board is without authority to act, or (3) a grievance is specifically prohibited or limited by the terms of the Employment Contract or School Handbook.

7-1-4 An "aggrieved person" is a school staff member asserting a grievance.

7-2 Purpose. The purpose of this grievance procedure is to secure equitable solutions at the lowest possible administrative level to problems that may arise. To this end, grievance proceedings will be kept informal and confidential and both parties will work toward a resolution to avoid litigation.

7-3 Procedure. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level is a maximum, and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement.

Information. The School agrees to make available to the aggrieved person and the aggrieved person's representative, all pertinent information not privileged under law, in its possession or control, and which is relevant to the issues raised by the grievance. The grievant agrees to make available to the School and its representatives, all pertinent information not privileged under law in its possession or control, and which is relevant to the issue raised by the grievant.

Timing. No grievance shall be recognized by the District or the School unless it is presented at the appropriate level within fifteen (15) school days after the aggrieved person knew, or should have known, of the act or condition on which the grievance is based. No grievance shall be recognized at Level Two unless it is filed with the Department of Human Resources within at least twenty (20) school days after the act or condition upon which it is based occurred. Grievances not timely presented will be considered as waived.

7-3-1 Level One. A grievance first will be discussed with the aggrieved person's principal to attempt to resolve the matter informally, at which time the aggrieved person (1) may discuss the grievance personally, (2) may be accompanied by a District Human Resource Representative, or (3) may request that the District Human Resource Representative act on behalf of the aggrieved person. No written documentation of the grievance or administrative response will be required if the grievance is settled at Level One.

7-3-2 If the aggrieved person is not satisfied with the results of the informal conference, the aggrieved person may then file a grievance in writing on the proper form with the principal or supervisor within seven (7) school days. The grievance must refer to the specific Articles of the Employment Contract and/or School Handbook and explain how they were violated and indicate the reason why the Level One decision is unsatisfactory. The principal shall also have the opportunity to provide comment related to the Level One in writing. The grievant shall send a copy of the written grievance and the principal response to the Department of Human Resources.

School Proposal 2	Article 7: Work Year, Workweek, Workday	Human Resource Management: Calendar and Schedule
DC21 Replacement Policy	DC21 has the authority to develop its own annual calendar, weekly schedule and daily schedule that aligns with the Innovation Plan and that meets or exceeds the minimum standards of the District and state.	
School Proposal 3	Article 15: Transfers and Promotions	Human Resource Management: Staff Hiring
DC21 Replacement Policy	The school has the authority to see all candidates from the pool and, in cooperation with the District, interview external candidates if so desired.	
School Proposal 4	Article 26: Continuing Service, Change of Status and School Redesign	Human Resource Management: <ul style="list-style-type: none"> ● Staff Dismissals ● Employee Status
DC21 Replacement Policy	All employees at the school are “at-will” employees. They shall be entitled to the basic provisions of due process outlined in District policy GDQD, including a meeting with an HR officer and, if employed for three or more years, an outside party arbitration.	
School Proposal 5	Article 27: Reduction in Force	Human Resource Management: Staff Dismissals
DC21 Replacement Policies	DC21 will not participate in the district Reduction in Force process and will not accept direct placement of district employees who have had their contracts canceled. New staff members will be employed at the school based on their qualifications and fit with the school innovation plan and position requirements.	

DPS Denver Federation of Paraprofessionals Agreement Waivers

School Proposal 1	Article 6: Grievance	Human Resource Management: Grievance Process
DC21 Replacement Policy	<p>The school shall maintain the following Grievance Policy:</p> <p>7-1 Definitions.</p> <p>7-1-1 A "grievance" shall mean a written complaint by a school staff member that there has been a violation, a misinterpretation, or inequitable application of any of the provisions of the School’s Employment Contract or the School’s Employee Handbook.</p> <p>7-1-2 Unless provided otherwise in this Agreement, all administrative procedures, practices and written personnel policies that affect staff are grievable.</p> <p>7-1-3 The term "grievance" shall not apply to any matter as to which (1) the method of review is prescribed by law, (2) the Board is without authority to</p>	

act, or (3) a grievance is specifically prohibited or limited by the terms of the Employment Contract or School Handbook.

7-1-4 An "aggrieved person" is a school staff member asserting a grievance.

7-2 Purpose. The purpose of this grievance procedure is to secure equitable solutions at the lowest possible administrative level to problems that may arise. To this end, grievance proceedings will be kept informal and confidential and both parties will work toward a resolution to avoid litigation.

7-3 Procedure. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level is a maximum, and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement.

Information. The School agrees to make available to the aggrieved person and the aggrieved person's representative, all pertinent information not privileged under law, in its possession or control, and which is relevant to the issues raised by the grievance. The grievant agrees to make available to the School and its representatives, all pertinent information not privileged under law in its possession or control, and which is relevant to the issue raised by the grievant.

Timing. No grievance shall be recognized by the District or the School unless it is presented at the appropriate level within fifteen (15) school days after the aggrieved person knew, or should have known, of the act or condition on which the grievance is based. No grievance shall be recognized at Level Two unless it is filed with the Department of Human Resources within at least twenty (20) school days after the act or condition upon which it is based occurred. Grievances not timely presented will be considered as waived.

7-3-1 Level One. A grievance first will be discussed with the aggrieved person's principal to attempt to resolve the matter informally, at which time the aggrieved person (1) may discuss the grievance personally, (2) may be accompanied by a District Human Resource Representative, or (3) may request that the District Human Resource Representative act on behalf of the aggrieved person. No written documentation of the grievance or administrative response will be required if the grievance is settled at Level One.

7-3-2 If the aggrieved person is not satisfied with the results of the informal conference, the aggrieved person may then file a grievance in writing on the proper form with the principal or supervisor within seven (7) school days. The grievance must refer to the specific Articles of the Employment Contract and/or School Handbook and explain how they were violated and indicate the reason why the Level One decision is unsatisfactory. The principal shall also have the opportunity to provide comment related to the Level One in writing. The grievant shall send a copy of the written grievance and the principal response to the Department of Human Resources.

School Proposal 2	Article 7: Working Conditions	Human Resource Management: <ul style="list-style-type: none"> ● Calendar and Schedule ● Compensation
DC21 Replacement Policy	DC21 employees will work according to DC21’s yearly calendar, daily and weekly schedules as outlined in the staff handbook. These will meet or exceed the minimum standards of the District. Vacation time will be taken only when school is not in session. The calendar and schedules will be published in the DC21 Staff Handbook which will be distributed to all DC21 Staff yearly.	
School Proposal 3	Article 9: Appraisal	Human Resource Management: Staff Evaluations
DC21 Replacement Policy	All classified employees that report directly to the school shall receive an annual appraisal from the Principal or Principal's designee. The principal or her designee shall review the results of the appraisal with each employee and provide the employee with a copy. Classified employees' signatures on appraisal reports shall indicate only that they are acquainted with the contents of the reports. If an employee wishes to make comments, they may do so on the reverse side of the form or by attaching an additional sheet to the form. For performance review appraisals, the reports shall include a designation of whether or not the employee is meeting expectations.	
School Proposal 4	Article 11: Transfer (11-1, 11-1-1)	Human Resource Management: <ul style="list-style-type: none"> ● Staff Hiring ● Calendar and Schedule
DC21 Replacement Policy	DC21 has the authority to see all candidates from the pool and, in cooperation with the District, interview external candidates if so desired. We will create a hiring schedule that reflects the school calendar as detailed in the Innovation Plan . DC21 has the authority to develop its own annual calendar, weekly schedule and daily schedule that aligns with the Innovation Plan and that meets or exceeds the minimum standards of the District and state.	
School Proposal 5	Article 22: Staff Reduction-MOU dated 7/27/07	Human Resource Management: Dismissals
DC21 Replacement Policy	DC21 will not participate in the district Reduction in Force process and will not accept direct placement of district employees who have had their contracts canceled. New staff members will be employed at the school based on their qualifications and fit with the school innovation plan and position requirements.	

DPS Denver Association of Educational Office Professionals Agreement Waivers

<p>School Proposal 1</p>	<p>Article 5: Grievance</p>	<p>Human Resource Management: Grievance Process</p>
<p>DC21 Replacement Policy</p>	<p>The school shall maintain the following Grievance Policy:</p> <p>7-1 Definitions.</p> <p>7-1-1 A "grievance" shall mean a written complaint by a school staff member that there has been a violation, a misinterpretation, or inequitable application of any of the provisions of the School's Employment Contract or the School's Employee Handbook.</p> <p>7-1-2 Unless provided otherwise in this Agreement, all administrative procedures, practices and written personnel policies that affect staff are grievable.</p> <p>7-1-3 The term "grievance" shall not apply to any matter as to which (1) the method of review is prescribed by law, (2) the Board is without authority to act, or (3) a grievance is specifically prohibited or limited by the terms of the Employment Contract or School Handbook.</p> <p>7-1-4 An "aggrieved person" is a school staff member asserting a grievance.</p> <p>7-2 Purpose. The purpose of this grievance procedure is to secure equitable solutions at the lowest possible administrative level to problems that may arise. To this end, grievance proceedings will be kept informal and confidential and both parties will work toward a resolution to avoid litigation.</p> <p>7-3 Procedure. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level is a maximum, and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement.</p> <p>Information. The School agrees to make available to the aggrieved person and the aggrieved person's representative, all pertinent information not privileged under law, in its possession or control, and which is relevant to the issues raised by the grievance. The grievant agrees to make available to the School and its representatives, all pertinent information not privileged under law in its possession or control, and which is relevant to the issue raised by the grievant.</p> <p>Timing. No grievance shall be recognized by the District or the School unless it is presented at the appropriate level within fifteen (15) school days after the aggrieved person knew, or should have known, of the act or condition on which the grievance is based. No grievance shall be recognized at Level Two unless it is filed with the Department of Human Resources within at least</p>	

	<p>twenty (20) school days after the act or condition upon which it is based occurred. Grievances not timely presented will be considered as waived.</p> <p>7-3-1 Level One. A grievance first will be discussed with the aggrieved person's principal to attempt to resolve the matter informally, at which time the aggrieved person (1) may discuss the grievance personally, (2) may be accompanied by a District Human Resource Representative, or (3) may request that the District Human Resource Representative act on behalf of the aggrieved person. No written documentation of the grievance or administrative response will be required if the grievance is settled at Level One.</p> <p>7-3-2 If the aggrieved person is not satisfied with the results of the informal conference, the aggrieved person may then file a grievance in writing on the proper form with the principal or supervisor within seven (7) school days. The grievance must refer to the specific Articles of the Employment Contract and/or School Handbook and explain how they were violated and indicate the reason why the Level One decision is unsatisfactory. The principal shall also have the opportunity to provide comment related to the Level One in writing. The grievant shall send a copy of the written grievance and the principal response to the Department of Human Resources.</p>
School Proposal 2	<p>Article 6: Reduction in Force</p> <p>Human Resource Management: Staff Dismissals</p>
DC21 Replacement Policy	DC21 will not participate in the district Reduction in Force process and will not accept direct placement of district employees who have had their contracts canceled. New staff members will be employed at the school based on their qualifications and fit with the school innovation plan and position requirements.
School Proposal 3	<p>Article 8: Probationary Period</p> <p>Human Resource Management: Employee Status</p>
DC21 Replacement Policy	All office professionals hired by DC21 after the approval of the innovation plan will be “at will” and will not be eligible to attain the status of continuing service. During the first ninety (90) days of this probationary period, all new employees may be discharged without limitation on the District, or countering action by the Association After 90 days all office professionals will be considered at will employees.
School Proposal 5	<p>Article 10: Hours and selecting Working Conditions</p> <p>Human Resource Management:</p> <ul style="list-style-type: none"> ● Calendar and Schedule ● Compensation
DC21 Replacement Policy	DC21 employees will work according to DC21’s yearly calendar, daily and weekly schedules as outlined in the staff handbook. These will meet or

	exceed the minimum standards of the District. Vacation time will be taken only when school is not in session.
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