

**Appendix E
Waiver Request Template**

Table I – Analysis of Board Policy Waivers Called for by the Innovation Plan

DPS Policy Reference	Description of Policy	Innovation – Proposed Replacement Policy or Practice
DF	Revenue from Non Tax Sources (Sponsorship of District/School Programs, Events & Activities)	School may collect revenue directly from sponsorships subject to district oversight through routine reporting to the Office of Budget.
DF-R	Revenue from Non Tax Sources Procedures for School-Based Sponsorships (Sponsorship of District/School Programs, Events & Activities)	School may collect revenue directly from sponsorships subject to district oversight through routine reporting to the Office of Budget.
GCF	Professional staff hiring	School will recruit and make offers to applicants outside the district hiring timeline and process.

Table II– Analysis of State Statutory Waivers Called for by the Innovation Plan

The Innovation Act on waivers of state statutes (22-32.5-108(4)) states that “each district of innovation that receives a waiver ... shall specify the manner in which the innovation school ... shall comply with the intent of the waived statute or rules and shall be accountable to the state for such compliance.” For each state waiver, specify how the school intends to comply with intent of the statutes being waived.

State Statute	Description of Statute	Innovation – Proposed Replacement Policy or Practice
Section 22-32-109(1)(g)	handling of moneys	School will manage its receipt of money according to district procedure and subject to direct district in the form of an annual audit, and quarterly trial balances to the Office of Budget
Section 22-32-109(1)(n)	schedule and calendar	School will meet or exceed statutory minimums for calendar, hours of teacher pupil contact and schedule, subject to district oversight based on the School Performance Framework. School will have authority to establish its own calendar, including professional development days or days off, approved for conference compensation days and vacation days. Current school calendar hours are 8 contact hours per day /186 days per year. Any necessary future changes will me made through meetings with SLT, Admin and possibly CSC. Any calendar changes will be at the discretion of the School Leadership Team in collaboration with the principal and will then be presented to the staff for consensus. This will not exceed 186 days and be decided by March 1. At Godsman, we want to ensure a decision-making process that is transparent for all stakeholders.
Section 22-32-109(II)(A)	actual hours of teacher-pupil instruction and contact	
Section 22-32-109(II)(B)	school calendar	
Section 22-32-109(1)(f)	local board duties concerning selection of personnel and pay	School will select teaching staff directly and set rates of pay based on district policy. Godsman will meet or exceed the rates of pay set in the DPS/DCTA Agreement, including ProComp. Teachers will never make less than these set amounts.
Section 22-32-109(t)	determine educational program and prescribe textbooks	School educational program is set in the Innovation Plan. School will be able to adapt its curriculum and instructional program as needed while remaining in alignment with state and local standards, subject to district oversight based on the School Performance Framework.
Section 22-32-109(aa)	adopt content standards and plan for implementation of content standards	
Section 22-32-109(jj)	identify areas in which the principals(s) require training or development	School will direct its principal development program, subject to district oversight based on School Performance Framework

Table III – Analysis of Collective Bargaining Agreement Waivers Called for by the Innovation Plan

Agreement Article	Description	Innovation – Proposed Replacement Policy or Practice
Committees (Articles 5, 8, 13, 29)	Development Committee (5-4-1), Professional Standards Committee (Article 8) and Personnel Committee (13-8).	Waive all of these various provisions and combine their functions into a single School Leadership Team. The Godzman School Leadership Team will fulfill the functions with the exception of the personnel committee.
Professional Standards (Article 8)	Sets teacher calendar, work year, work week, work day, class size and load (see below).	Waive Article 8 in favor of calendar, work year, work week, work day, class size and load established in alignment with the Innovation.
Assignments, Schedules and Transfer (Article 13)	Describes district and school procedures for transfer and reassignment of teachers.	<p>The school will adhere to the guiding principles set forth in Article 13-1, and 13-8-6.</p> <p>School will maintain a personnel committee and conduct interviews following the procedures set forth in Article 13.</p> <p>Otherwise, waive Article 13 to permit “real time hiring of teachers” – i.e. post positions and hire as vacancies become known.</p> <p>Hiring processes will be conducted by Godzman with assistance from the Human Resources Department.</p> <p>Godzman will not receive direct placement of teachers. Teachers will have the ability to apply for all teaching positions in DPS for which they are qualified.</p>
Reduction in Force (RIF) (Article 20)	Procedures for conducting reduction in force	Waive Article 20 so the district can’t RIF School staff members. Reductions in teaching staff will be made based on performance.
Job Sharing and Half-Time (Article 25)	Procedures for arranging job-sharing assignments.	Job sharing and half-time employment should be handled on site in alignment with Innovation Plan.
Extra Duty Compensation (Article 32)	Sets rates for extra duty compensation	In Article 32: Nothing should prohibit the school from offering additional compensation. In lieu of hourly compensation, School should be able offer stipends for projects, essentially giving teachers same rights as independent contractors, so long as the teacher and the school agree on the rate for the project.