

**Analysis of DPS Policy Considerations Called for by the Innovation Plan**

Policies Waived	Areas of Impact	Replacement Policies and/or Practices
<p><b>BDF-R4: Collaborative School Committees</b></p>	<p>School Governance</p>	<ul style="list-style-type: none"> <li>• As described in the Innovation Plan, the School’s Collaborative School Committee will be replaced by the School Leadership Committee.</li> </ul> <p>HTEC leadership believes that it is the combined responsibility of teachers, parents, students, community members, and business to create a safe and successful school environment. Supporting this mission requires a focused, participatory, and streamlined governance structure. HTEC will be governed by the DPS Board of Education in accordance with the school’s Innovation Plan. The HTEC principal will have the authority set forth in the Innovation Plan to manage all aspects of the school. The principal will be held accountable to the Innovation Plan and will be supported by the School Leadership Committee and the Executive Director of the Far Northeast innovation schools</p> <p>The School Leadership Committee (SLC) will be the single school advisory committee; HTEC will not have a Collaborative School Committee as outlined in DPS policy BDF-R4. The SLC will be responsible for engaging key stakeholders, collecting and sharing student achievement data, advising on school programs and operations, and advocating and fundraising for the school. The SLC will coordinate the work of subcommittees as needed to ensure coherence and consistency with the school mission and vision.</p> <p>Members of the SLC will include the principal, assistant principal, instructional team leaders, Principal, Assistant Principal, counselor, CareerConnect teach, and representatives from the student leadership, instructional leadership team, and community and business relations. The SLT will meeting will be calendared on the school calendar and will occur at the following times: Before school start as part of new-school year planning, end of each quarter and semester, and special sessions second semester to address budget and staffing. Elections will be held in the month of May.</p> <p>Agendas, minutes, and other SLT information will be posted on the HTEC web site.</p> <p>The HTEC SLC will review academic, organizational, and financial data and evaluate progress toward performance and implementation benchmarks quarterly. The SLC will make adjustments to the educational programming, scheduling, staffing, and resource allocations based on recommendations. The SLC will distribute a summary of data trends, recommendations and actions to be taken to students, parents, and the community via a quarterly report and the school website.</p>

<b>IKA- Grading/Assessment Systems</b>	Education Program	<ul style="list-style-type: none"> <li>• The School requests waivers from policies IKA.</li> <li>• The School has the authority to make Project Based Learning the primary assessment mode, exercising flexibility in not requiring district assessments to be administered in core subjects, subject to district oversight to ensure alignment to Common Core and applicable adopted standards.</li> <li>• The School will not permit the awarding of “D’s” as credit and will only recognize A, B, C, and F, with the only exception the awarding of D’s in developmental education and concurrent enrollment classes as authorized by the college/university policy.</li> </ul>
<b>IKE-R-Procedure for the Promotion, Retention, and Acceleration of Students</b>	Education Program	<ul style="list-style-type: none"> <li>• The School requests waivers from policies IKE-R.</li> <li>• The School has the authority to accelerate student progress in various core subjects in the Class of 2018, 2019, and 2020.</li> <li>• The School has the authority to award credit for courses, regardless of seat time, if a child’s body of evidence in a given subject demonstrates that he/she is at or above grade level in accordance to the applicable grade and subject level standard, subject to district oversight.</li> <li>• The School has the authority to not follow the rule of course sequence, but to place students in accordance to their proficiency or readiness level.</li> </ul>
<b>IKF - Requirements for classes up to 2020</b>	Education Program	<ul style="list-style-type: none"> <li>• The School requests waivers from policy IKF.</li> <li>• The School has the authority to require an additional unit of Social Studies or Science (i.e. Either 4 units of Social Studies or 4 units of Science). All minimum DPS requirements will be met and exceeded.</li> <li>• In partnership with the student, family, and counselor, the additional unit will be selected in alignment to a child’s ICAP and post-secondary foci.</li> </ul>
<b>IKF-Requirement for classes up to 2021</b>	Education Program	<ul style="list-style-type: none"> <li>• The School requests waivers from policy IKF.</li> <li>• The School has the authority to require a minimum of two years of a World Language for students enrolled in High Tech Early College for this period of time.</li> <li>• The School has the authority to require an additional unit of Social Studies or Science (i.e. Either 4 units of Social Studies or 4 units of Science). All minimum DPS requirements will be met and exceeded.</li> <li>• The School will emphasize the importance of bi-literacy to all students’ whom English is not the first acquired language.</li> </ul>

<p><b>KHBA: Revenue from Non Tax Sources</b></p>	<p>Budget</p>	<ul style="list-style-type: none"> <li>• The School has the authority to collect revenue directly from sponsorships subject to District oversight through routine reporting to the Office of Budget.</li> </ul> <p>The School shall have the ability to request and secure school-based sponsorships independent of the district according to the following policies:</p> <ul style="list-style-type: none"> <li>• The sponsorship must not compromise or show inconsistency with the beliefs, values of the district and school.</li> <li>• The sponsorship will not alter any district owned resources unless permission is granted by the district.</li> <li>• The sponsorship does not create a real or perceived conflict of interest with school administrators or staff.</li> <li>• 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 HTEC or because it would be in conflict with existing fund regulations (such as federal grants).</li> </ul>
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Agreement Articles Waived	Area of Impact	Replacement Policy or Practice
<b>Grievance (Article 7): Establish Dispute Resolution Procedures</b>	Human Resource Management: Dispute Resolution	<ul style="list-style-type: none"> <li>• The School requests waivers from Article 7.</li> <li>• Disputes between faculty members and the District may be brought directly to the Superintendent’s designee. The faculty member is entitled to representation by the Association.</li> <li>• <i>HTEC</i> will follow the District’s Basic Fairness and Due Process Guidelines in issuing corrective action.</li> </ul>
<b>Professional Standards (Article 8): Sets Teacher Calendar, Work Year, Work Week, Work Day, Class Size and Teaching Load</b>	Calendar & Schedule Human Resource Management: Staff Assignments Human Resource Management: Teaching Load Human Resource Management: Leadership Structure	<ul style="list-style-type: none"> <li>• The School requests waivers from Article 8.</li> <li>• The School has the authority to establish its own calendar and daily schedule, provided it meets or exceeds minimum statutory standards. The School year will not exceed 198 days without a staff vote.</li> <li>• The School has the authority to establish preferred class sizes and teaching loads that support the Innovation Plan.</li> <li>• The School has the authority to establish an Early Release Professional Development Day to not exceed two hours of professional development.</li> </ul>
<b>Committees (Articles 5, 13, 29): Development Committee (5-4-1) and Personnel Committee (13-8)</b>	Governance & Human Resource Management: Leadership Structure	<ul style="list-style-type: none"> <li>• The School requests waivers from Articles 5, 13, and 29.</li> <li>• The school has the authority to create committees that align with the Innovation Plan. As described in the Innovation Plan, the school will create a single School Leadership Committee.</li> <li>• The School Leadership Committee (SLC) will be the single school advisory committee; <i>HTEC</i> will not have a Collaborative School Committee as outlined in DPS policy BDFR-4. The SLC will be responsible for engaging key stakeholders, collecting and sharing student achievement data, advising on school programs and operations, and advocating and fundraising for the school.</li> <li>• The School Leadership Committee will also serve as the Personnel Committee.</li> <li>• Members will be identified in May of the preceding school year.</li> </ul>

<b>Teacher Evaluation (Article 10): Describes the Evaluation Process for Teachers</b>	Human Resource Management: Teacher Evaluation	<ul style="list-style-type: none"> <li>• The School requests waivers from Article 10.</li> <li>• Teacher evaluation will be completed by district certified evaluators, school leaders, and Teacher Leaders who have attended district evaluation trainings and passed an observation feedback cycle certification process.</li> <li>• Evaluations will be ongoing can occur frequently with at least two full observations for each teacher per semester for a total of four per year. Other evaluations may be conducted by district peer observers.</li> <li>• Should the school determine that it wishes to propose a teacher evaluation system different than LEAP, the school may request the flexibility to develop its own teacher evaluation system and will demonstrate that its plan is appropriate and superior to LEAP, that the evaluation system will meet the standard provisions of SB 191 and will seek approval from the District. The School has the authority to adopt its own remediation plan to support teachers and the implementation of the Innovation Plan.</li> </ul> <p><i>HTEC</i> will continue to use the LEAP Framework for the 2017/2018 school year and will collaboratively work as a school through guidance from the School Leadership Committee to create Project Based Learning evaluative tools to use in addition to LEAP in 18/19.</p> <p>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 plan.</p>
<b>Assignments, Schedules and Transfer (Article 13): Describes District and School Procedures for</b>	Human Resource Management: Hiring & Staff Assignments	<ul style="list-style-type: none"> <li>• The School requests waivers from Article 13.</li> <li>• The School has the authority to hire staff as vacancies become known or using a schedule that best meets the needs of the School.</li> <li>• The School has the authority to implement recruitment and selection policies and procedures.</li> </ul>

<p><b>Transfer and Reassignment of Teachers</b></p>	<p><i>HTEC</i> waives Article 13 to permit “real time hiring of teachers” – i.e. post positions and hire as vacancies become known. Hiring processes will be conducted directly by <i>HTEC</i> with assistance from the Human Resources Department. <i>HTEC</i> will not receive direct placement of teachers unless <i>HTEC</i> makes a reduction in building staff resulting in a teacher placed in the unassigned teacher pool.</p> <p>If <i>HTEC</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>HTEC</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 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. <i>HTEC</i> will not accept direct placements from the district or assignment of unassigned non-probationary teachers.</p> <p>A School Leadership Committee will serve as the personnel hiring committee 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 <i>HTEC</i> Instructional Leadership Team will make decisions related to Reduction in Building Staff (RIBS) and selection of candidates for vacancies. Once the SLC determines that the school will undergo a (RIBS) all candidates currently in the position being reduced will be considered and the SLC will make RIBS decisions based on performance, professionalism, merit, and budget.</p>
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<p><b>Summer school teaching positions (Article 14): Restricts Hiring Process and Moves Decision-Making for Hiring Teachers Offsite (14-1-1-1, 14-1-1-2, 14-1-1-3)</b></p>	<p>Human Resource Management: Hiring &amp; Staff Assignments</p>	<ul style="list-style-type: none"> <li>• The School requests waivers from Articles 14-1-1-1, 14-1-1-2, and 14-1-1-3.</li> <li>• The School has the authority to hire teachers for summer programs consistent with its staffing plan as described in the Innovation Plan. Should summer program be required, HTEC teachers shall be afforded the opportunity to participate in summer school programming.</li> </ul>
<p><b>Reduction in Force (RIF) (Article 20): Procedures for Conducting Reduction in Force</b></p>	<p>Human Resource Management: Staffing</p>	<ul style="list-style-type: none"> <li>• The School requests waivers from Article 20.</li> <li>• The District cannot RIF School staff members. Decisions regarding reductions in teaching staff will be determined by the school’s leadership and be made in accordance with School policies and the Employee Handbook.</li> <li>• HTEC 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.</li> </ul>
<p><b>Job Sharing and Half-Time (Article 25): Procedures for Arranging Job-Sharing Assignments and Half Time</b></p>	<p>Human Resource Management: Staff Assignments</p>	<ul style="list-style-type: none"> <li>• The School requests waivers from Article 25.</li> <li>• The School has the authority to make decisions regarding job sharing and half-time employment in accordance with school needs as identified by the school leadership committee.</li> </ul>
<p><b>Extra Duty Comp (Article 32): Sets Rates for Extra Duty Compensation</b></p>	<p>Human Resource Management: Compensation</p>	<ul style="list-style-type: none"> <li>• The School requests waivers from Article 32.</li> <li>• The School has the authority to determine its own compensation structure for additional work. Compensation will be agreed upon and communicated in advance.</li> <li>• The School has the authority to establish its own compensation system for all employees. The School will meet or exceed the rates of pay set in the DPS/DCTA Collective Bargaining Agreement, including ProComp.</li> </ul>

**Table III – HTEC State Statutory Waivers**

<b>Analysis of Statutory Considerations Called for by the Innovation Plan</b>		
<b>State Statute</b>	<b>Area of Operational Impact</b>	<b>Replacement Policy or Practice</b>

<p><b>Section 22-9-106: Local Board Duties Concerning Performance Evaluations for Licensed Personnel</b></p>	<p>Human Resource Management: Teacher Evaluations</p>	<ul style="list-style-type: none"> <li>• The School requests a waiver from Section 22-9-106.</li> <li>• The school’s evaluation system will meet the standard provisions of SB 191.</li> <li>• The School may use or adapt all or certain components and resources of the District’s evaluation program.</li> <li>• The School will have the authority to designate personnel who do not have administrative licenses to conduct teacher evaluations, any personnel designated to conduct teacher evaluations will complete CDE approved training. <ul style="list-style-type: none"> <li>• HTEC 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.</li> </ul> </li> </ul> <p>Evaluation of educators will be the responsibility of school leaders. Each teacher will be assigned an evaluator from the administrative team. 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> <ul style="list-style-type: none"> <li>• 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.</li> </ul>
<p><b>Section 22-32-109(1)(f): Local Board Duties Concerning Selection of Personnel and Pay</b></p>	<p>Human Resource Management: Staff Hiring, Compensation</p>	<ul style="list-style-type: none"> <li>• The School requests a waiver from 22-32-109(1)(f).</li> <li>• The School has the authority to select staff and set rates of pay (interacts with 22-63-201 and 22-63-206).</li> <li>• The School has the authority to select teaching staff directly and set rates of pay based on School policies. The School will meet or exceed the rates of pay set in the DPS/DCTA Collective Bargaining Agreement, including ProComp.</li> <li>• 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 Instructional Leadership Team ILG, will select classroom teachers directly and rates of pay will be at or above the district schedule. For all unique job descriptions the SLC shall determine the rate of pay during the budget cycle each Spring for the following year, no later than March 15.</li> </ul>

<p><b>Section 22-32-109(1)(g): Handling of Money</b></p>	<p>Budget</p>	<ul style="list-style-type: none"> <li>• The School requests a waiver from Section 22-32-109(1)(g).</li> <li>• The School has the authority to manage its receipt of money and will meet performance expectations provided by the District.</li> <li>• The District may conduct an annual audit and require the School to provide quarterly trial balances to the Office of Budget.</li> <li>• In accordance with the innovation plan, HTEC 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 Ashley Elementary. The school will account for all moneys that it receives directly and will report to the DPS board</li> </ul>
<p><b>Section 22-32-109(1)(n)(1): Schedule and Calendar</b></p>	<p>Calendar &amp; Schedule</p>	<ul style="list-style-type: none"> <li>• The School requests a waiver from Section 22-32-109(1)(n)(1).</li> <li>• The School has the authority to determine its own annual calendar and daily schedule, provided it meets or exceeds minimum statutory requirements.</li> <li>• In accordance with the innovation plan, HTEC’s SLC 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 protections provided to teachers in the replacement policy for Article 8 of the DCTA agreement.</li> <li>• School has the authority to determine the number of professional development days and days off or late starts/early releases.</li> </ul>
<p><b>Section 22-32-109(II)(A): Actual Hours of Teacher-Pupil Instruction and Contact</b></p>	<p>Calendar &amp; Schedule</p>	<p>In accordance with the innovation plan, HTEC’s SLC 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 protections provided to teachers in the replacement policy for Article 8 of the DCTA agreement.</p>

<p><b>Section 22-32-109-(II)(B): School Calendar</b></p>	<p>Calendar &amp; Schedule</p>	<ul style="list-style-type: none"> <li>• The School requests a waiver from Section 22-32-109(II)(B).</li> <li>• The School has the authority to create its own annual calendar.</li> <li>• The School’s annual calendar will meet or exceed the minimum standards for the District and state.</li> </ul> <p>No later than 60 days before the end of the school year, the HTEC SLC, 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. Input from parents and teachers will be sought prior to scheduling in-service programs and other non-student contact days. 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 placed on its website prior to May 1 of the prior academic year and a copy shall be provided to the school’s Instructional Superintendent. In no event shall the calendar or schedule violate protections provided to teachers in the replacement policy for Article 8 of the DCTA agreement.</p>
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<p><b>Section 22-32-109(t): Determine Educational Program and Prescribe Textbooks</b></p>	<p>Education Program</p>	<ul style="list-style-type: none"> <li>• The School requests a waiver from Section 22-32-109(t).</li> <li>• Following the District’s approval process as described in Appendix A of the Innovation Application, the School can request the flexibility to adopt an educational program, including selecting curriculum and textbooks.</li> <li>• The School’s education program will meet or exceed the minimum standards of the District and state. <ul style="list-style-type: none"> <li>• In accordance with the innovation plan, HTEC will determine its textbooks and curricular materials, including non-adopted textbooks. The DPS Board authorizes HTEC to develop an educational program that aligns to the mission and vision of the school and enables the school to implement the innovation plan. All substantial material changes to the district educational program must be communicated to the district office of the CAO for review and approval.</li> </ul> </li> </ul>
<p><b>Section 22-32-109 (aa): Adopt Content Standards and Plan for Implementation of Content Standards</b></p>	<p>Education Program</p>	<ul style="list-style-type: none"> <li>• The School requests a waiver from Section 22-32-109(aa).</li> <li>• Following the District’s approval process as described in Appendix A of the Innovation Application, the School can request the flexibility to adopt an educational program, including selecting curriculum and textbooks.</li> <li>• The School’s education program will meet or exceed the minimum standards of the District and state.</li> <li>• In accordance with the innovation plan, HTEC will implement the Common Core State Standards and any applicable adopted content standards. The DPS Board delegates to HTEC the authority to develop a local plan for implementation of the CCSS and the CAS in a way that aligns to the school’s innovation plan.</li> </ul>
<p><b>Section 22-32-109(jj): Identify Areas in which the Principal/s Require Training or Development</b></p>	<p>Human Resource Management: Professional Development</p>	<ul style="list-style-type: none"> <li>• The School requests a waiver from Section 22-32-109(jj).</li> <li>• The School has the authority to design and implement its own principal development program.</li> <li>• The School may select to participate in District professional development programs.</li> <li>• In accordance with the innovation plan, HTEC SLC and the district evaluator shall jointly determine the required training or development of the principal. The principal will not be required to participate in district training not related to the innovation plan unless those trainings are agreed upon by the principal and district evaluator as part of the principal’s professional development plan.</li> </ul>

<p><b>Section 22-32-110(1)(h), C.R.S.: Local Board Powers Concerning Employment Termination of School Personnel</b></p>	<p>Human Resource Management: Staff Dismissals</p>	<ul style="list-style-type: none"> <li>• The School requests a waiver from Section 22-32-110(1)(h).</li> <li>• The School has the authority to discharge employees according to its personnel policies.</li> <li>• The School may seek the support of District Human Resources and Legal Department when dismissing a staff member.</li> <li>• The DPS board grants autonomy to the School Leadership Committee at HTEC to make staffing decisions consistent with waivers for district policies GCF and GDF. The school may employ non-licensed personnel to provide instruction or supervision of children that is supplemental to the core academic program.</li> </ul>
<p><b>Teacher Employment, Compensation and Dismissal Act of 1990 Section 22-63-201: Employment-License Required-Exception</b></p>	<p>Human Resource Management: Hiring and Teacher Qualifications</p>	<ul style="list-style-type: none"> <li>• The School requests a waiver from Section 22-63-201.</li> <li>• The School will comply with federal laws regarding teacher qualifications.</li> <li>• The board delegates to the School the duty to identify employees as administrators.</li> <li>• (h) To discharge or otherwise terminate the employment of any personnel. The DPS board delegates the power specified in this paragraph (h) to HTEC. All process for dismissal must meet the minimum standards established in District policy GDQD</li> </ul>
<p><b>Teacher Employment, Compensation and Dismissal Act of 1990 Section 22-63-202, C.R.S.: Contracts in Writing Duration Damage Provision</b></p>	<p>Human Resource Management: Hiring, Contracts and Employment Offer Letters</p>	<ul style="list-style-type: none"> <li>• The School requests a waiver from Section 22-63-202.</li> <li>• The School has the authority issue its own employment offer letters approved by the District. The School’s employment offer letter will outline the terms of employment. <ul style="list-style-type: none"> <li>• Any teacher who works at (<i>HTEC</i>) who intends to resign must give notice to the school of his/her intention to resign at least 2 weeks prior to the last day the teacher intends to work.</li> </ul> </li> </ul>
<p><b>Teacher Employment, Compensation and Dismissal Act of 1990 Section 22-63-203, C.R.S.: Probationary Teachers – Renewal and Nonrenewal of Employment Contract</b></p>	<p>Human Resource Management: Dismissals</p>	<ul style="list-style-type: none"> <li>• The School requests a waiver from Section 22-63-203.</li> <li>• All teachers will be considered at-will employees.</li> <li>• The School has the authority to dismiss any teacher in accordance with the School’s employment terms and personnel policies. HTEC will employ qualified and licensed teachers for teaching of core content pursuant to the federal ESSA Act. Teachers in all necessary areas will be highly qualified. The school may employ non-licensed teachers for supplemental and enrichment instruction consistent with the innovation plan. The DPS board may enter into employment contracts with non-licensed teachers and/or administrators at HTEC as necessary to implement the school’s innovation plan.</li> </ul>

<b>Teacher Employment, Compensation and Dismissal Act of 1990 Section 22-63-206, C.R.S.: Transfer of Teachers – Compensation</b>	Human Resource Management: Direct Placement of Teachers	<ul style="list-style-type: none"> <li>• The School requests a waiver from Section 22-63-206</li> <li>• The School is not subject to the transfer of teachers within, into or out of the school by the District; the School’s leadership has the authority to make all decisions regarding transfers within the School.</li> </ul>
<b>Teacher Employment, Compensation and Dismissal Act of 1990 Section 22-63-301: Grounds for Dismissal</b>	Human Resource Management: Dismissals	<ul style="list-style-type: none"> <li>• The School requests a waiver from Section 22-63-301.</li> <li>• All teachers are at-will employees and can be terminated for any lawful reason.</li> </ul>
<b>Teacher Employment, Compensation and Dismissal Act of 1990 Section 22-63-302: Procedures for Dismissal of Teachers and Judicial Review</b>	Human Resource Management: Dismissals	<ul style="list-style-type: none"> <li>• The School requests a waiver from Section 22-63-302.</li> <li>• All teachers are at-will employees.</li> <li>• The School has the authority to establish personnel policies that will be outlined in this Innovation Plan and in the School’s Employee Handbook.</li> </ul> <p>All employees at <i>HTEC</i> are at-will employees. Whenever a teacher is dismissed during the school year, that teacher will be afforded the process outlined in DPS Policy GDQD and regulation GDQD-R. However, GDQD-R does not apply to the school leader’s decision at the end of a school year regarding which teachers will return to the school for the following school year.</p>
<b>Teacher Employment, Compensation and Dismissal Act of 1990 Section 22-63-401: Teachers Subject to Adopted Salary Schedule</b>	Human Resource Management: Compensation	<ul style="list-style-type: none"> <li>• The School requests a waiver from Section 22-63-401.</li> <li>• The School has the authority to determine its own compensation system for all employees, including adjunct faculty. The School will meet or exceed the rates of pay set in the DPS/DCTA Collective Bargaining Agreement, including ProComp.</li> </ul>

<p><b>Teacher Employment, Compensation and Dismissal Act of 1990 Section 22-63-402: License, Authorization of Residency Required in Order to Pay Teachers</b></p>	<p>Human Resource Management: Compensation</p>	<ul style="list-style-type: none"> <li>• The School requests a waiver from Section 22-63-402.</li> <li>• The School has the authority to establish a policy that waives the provision that requires teachers to hold licenses in order to be paid.</li> <li>• The School has the authority to adopt policies and procedures to ensure that background checks are completed for all personnel.</li> <li>• The School has the authority to determine its own compensation system for all employees, including instructional staff. The School will meet or exceed the rates of pay set in the DPS/DCTA Collective Bargaining Agreement, including ProComp.</li> </ul>
<p><b>22-63-403, C.R.S. Teacher employment, compensation and dismissal act of 1990; payment of salaries</b></p>	<p>Teaching: Payment of Salaries</p>	<ul style="list-style-type: none"> <li>• 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. This flexibility will be granted provided the school leader submits a replacement policy annually to CSC and HR to ensure sustainability, transparency and equity.</li> </ul>

