

Noel Community Arts High School

APPENDIX E Waiver Request Template

**Table I – NCAS District Policy Waivers
Analysis of DPS Policy Considerations Called for by the Innovation Plan**

Policies Waived	Areas of Impact	Replacement Policies and/or Practices
<p>BDFH: Collaborative School Committees</p>	<p>School Governance</p>	<p>The School has been granted waivers from policy BDFHAs described in the Innovation Plan, the School’s Collaborative School Committee will be replaced by the Instructional Leadership Team and Board of Advisory to support the implementation of the Innovation Plan.</p> <p>Instructional Leadership Team NCAS will be governed by the principal. The principal will be held accountable and supported by the NCAS Board of Advisors and the DPS Office of School Reform and Innovation.</p> <p>The school Instructional Leadership Team ILT will include: the principal, the assistant principal, and three teacher leaders, selected by the principal. The Instructional Leadership Team ILT will make decisions about hiring and dismissal of staff, including the recommending two candidates to the superintendent in the event that the current principal leaves the school. They will also make decisions about educational structures & schedules following the process outlined herein for changing school calendars or workdays, educational programs, community involvement, and budget and resource allocation. The Instructional Leadership Team ILT will meet once a week to discuss and plan professional development for teachers, monitor calendars, update policies and shape the school culture. The Instructional Leadership Team ILT will continually cultivate new leaders and help ensure that the teachers that serve NCAS students are the most dedicated, reflective and effective in facilitating student learning. The Instructional Leadership Team ILT will be held accountable by the principal. The school year will include additional professional development and student contact days.</p> <p>Board of Advisors NCAS will not have a CSC. Instead, NCAS will have a Board of Advisors (BOA) consisting of the school Instructional Leadership Team ILT, 1 business community representative, 2 core teachers, 2 arts teachers, 1 paraprofessionals, 1 business services manager, and 5 parent representatives – 2 middle school parents and 3 high school parents. Any parent is welcome to be on the BOA. The school will recruit parents to ensure all grade levels are represented. The BOA will support the Instructional Leadership Team ILT in securing resources and developing community partnerships necessary for success and will hold the Instructional Leadership Team ILT accountable for reaching implementation and achievement goals.</p>

		<p>The NCAS board of advisors will review academic, organizational, and financial data and evaluate progress toward performance and implementation benchmarks quarterly. Student data analyses will be presented by the Assessment Board, disaggregated by academic subjects, student groups, grade level, and teacher. The Board of Advisors (BOA) will make recommendations for school improvement based on trends and concerns that emerge. The school Instructional Leadership Team ILT will make adjustments to the educational programming, scheduling, staffing, and resource allocations based on recommendations. The school principal will distribute a summary of data trends, board recommendations and actions to be taken to students, parents, and the community via a quarterly report and the school website.</p> <p>The BOA will be held accountable for their participation in board meetings and active advocacy for the school. All BOA members will participate in a self-evaluation and will receive feedback from their peers on the impact of their involvement of school outcomes.</p> <p>increase involvement in the school and provide a forum for community input;</p> <p>provide guidance, evaluation, and approval for the use of the staffing allocations provided by the District as it relates to the SIP, school budget, and school program design, including consultation regarding adjustments that may be made due to pupil-count issues;</p> <p>participate in the principal-selection process by interviewing candidates and recommending candidates to the superintendent;</p> <p>participate in the principal's annual evaluation by giving input on the principal's involvement in and support of the collaborative committee process;</p> <p>review, and when appropriate, approve discipline and safety procedures;</p> <p>review, and when appropriate, revise the school calendar and/or schedule;</p> <p>make recommendations regarding any changes to the school design to the District Board of Education through the building principal.</p>
<p>CFBA: Evaluation of Evaluators</p>	<p>Human Resource Management: Teacher Evaluation</p>	<p>The School has been granted waivers from policy CFBA.</p> <p>The school will implement the District's evaluation system. 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 the evaluation system will meet the standard provisions of SB 191 and the school will seek approval from the District. We will utilize peer observers and our teacher leaders that complete LEAP certification will conduct formal observations.</p> <p>The principal has the authority to identify, prepare, and designate school administrators to conduct staff evaluations. Administrators who evaluate professional staff members may or may not possess an administrative certificate issued by CDE. All evaluators will receive CDE approved training in evaluation skills by the school's principal.</p>

		<p>The school’s evaluation system will meet the standards of Colorado Senate Bill 10-191.</p> <p>Evaluation instruments for all non-licensed administrators who evaluate school staff including professional educators shall indicate on the evaluation whether or not the evaluator possesses an administrative certificate. The Superintendent or his/her designee shall review all evaluations conducted by non-licensed administrators when necessary shall discuss with them procedure and form.</p> <p>The school’s principal shall receive an annual evaluation by the Superintendent or his/her designee.</p>
DF: Revenue from Non Tax Sources	Budget	<p>The School has been granted waivers from policy DF.</p> <p>The School has the authority to collect revenue directly from sponsorships, subject to District oversight through routine reporting to the Office of Budget</p>
DF-R: Revenue from Non Tax Sources Procedures for School-Based Sponsorships	Budget	<p>The School has been granted waivers from policy DF-R.</p> <p>The School has the authority to collect revenue directly from sponsorships subject to District oversight through routine reporting to the Office of Budget.</p> <p>The School shall have the ability to request and secure school-based sponsorships independent of the district according to the following policies:</p> <p>The sponsorship must not compromise or show inconsistency with the beliefs, values of the district and school.</p> <p>The sponsorship will not alter any district owned resources unless permission is granted by the district.</p> <p>The sponsorship does not create a real or perceived conflict of interest with school administrators or staff.</p> <p>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 NCAS or because it would be in conflict with existing fund regulations (such as federal grants).</p>
GCB: Professional Staff Contracts & Compensation	Human Resource Management: Hiring, Compensation, Job Descriptions	<p>The School has been granted waivers from policy GCB.</p> <p>The School has the authority to issue its own employment offer letters. The School’s letter will outline the terms of employment and shall meet the minimum standards outlined in the offer letter template provided by the DPS legal department.</p> <p>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.</p>
GCF: Professional Staff Hiring	Human Resource Management: Hiring	<p>School has the authority to develop and implement its own policy and procedure for hiring staff, including creating a hiring schedule that best meet the needs of the School.</p>

GCF-2 : Professional Staff Hiring (Athletic Coaches)	Human Resource Management: Hiring	The School has been granted waivers from policy GCF-2. The School has the authority to develop and implement its own policy for hiring athletic coaches.
GCID: Professional Staff Training, Workshops and Conferences	Human Resource Management: Professional Development	The School has been granted waivers from policy GCID. The School has the authority to develop and implement its own professional development program that supports the education plan. The School retains the option to participate in any professional development programs offered by the District.
GDD: Support Staff Vacations and Holidays	Calendar & Schedule	The School has been granted waivers from policy GDD.
GDJ and GDJ-R: Support Staff Assignments and Transfers (including Facility Managers)	Human Resource Management: Staff Assignments and Transfers	<p>The School has been granted waivers from policies GDJ and GDJ-R. <i>NCAS</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 by directly by <i>school</i> with assistance from the Human Resources Department. <i>School</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>NCAS</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>In collaboration with the District’s Department of Human Resources, the School has the authority to develop a process for current employees to apply for District assignments for which they are qualified.</p>
GDK: Support Staff Schedules and Calendars	Calendar & Schedule	<p>The School has been granted waivers from policy GDK. The School has the authority to develop its own annual calendar and daily schedule that aligns with the Innovation Plan and that meets or exceeds the minimum standards of the District and state.</p> <p>Refer to the DPS DSSN School 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 you extend 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>

<p>GDQD-R: Procedures for Dismissal of Full-Time Classified Employees</p>	<p>Human Resource Management: Dismissals</p>	<p>The School requests waivers from policy GDQD-R. The School has the authority to develop its own policies and procedures to dismiss full-time classified staff. NCAS and the Denver Public Schools have the right to terminate your employment from NCAS at any time in accordance with personnel policies in the NCAS Innovation Plan and Employee Handbook. NCAS will continue to use the LEAP Framework for the 2013/2014 school year [insert exceptions, eg Peer Observers from school, etc]. 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.</p>
<p>GDO: Evaluation of Support Staff</p>	<p>Human Resource Management: Staff Evaluation</p>	<p>The School has been granted waivers from policy GDO. The School has the authority to develop its own policies and procedures for evaluating the performance of support staff.</p>
<p>IC/ICA: School Year/School Calendar</p>	<p>Calendar & Schedule</p>	<p>The School has been granted waivers from policy IC/ICA. The School has the authority to develop its own annual calendar that aligns with the Innovation Plan and that meets or exceeds the minimum standards of the District and state. No later than 60 days before the end of the school year, the ILT will determine the following year's school calendar and school day schedule that meets or exceeds district and state determinations of the length of time during which schools shall be in session during the next school year. Input from parents and teachers will be sought prior to scheduling in-service programs and other non-student contact days. This calendar and schedule shall serve as the academic calendar and schedule for the school. All calendars shall include planned work dates for required staff in-service programs. Any change in the calendar except for emergency closings or other unforeseen circumstances shall be preceded by adequate and timely notice of no less than 30 days. A copy of the upcoming school-year calendar and school day schedule shall be provided to all parents/guardians of students who are currently enrolled. The approved upcoming school year calendar and school day hours will be placed on the school's website prior to May 1 of the prior academic year and a copy shall be provided to the school's Instructional Superintendent. In no case shall changes to the schedule or calendar violate teacher rights provided in the replacement policy for Article 8 of the DCTA contract.</p>
<p>IE: Organization of Instruction</p>	<p>Education Program</p>	<p>The School has been granted waivers from policy IE. Following the District's approval process, the School may request the flexibility to adopt its own educational program, including selecting curriculum and textbooks. The School's education program will meet or exceed the minimum standards of the District and state.</p>

		<p>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.</p> <p>NCAS has developed short cycle assessments to replace district interim assessments.</p>
IF: Voluntary School Initiated Designs	Calendar & Schedule Education Program	<p>The School has been granted waivers from policy IF.</p> <p>Following the District's approval process, the School may request the flexibility to adopt its own educational program, including selecting curriculum and textbooks.</p> <p>The School's education program will meet or exceed minimum standards of the District and state.</p>
IGA: Curriculum Development	Education Program	<p>The School has been granted waivers from policy IGA.</p> <p>Following the District's approval process, the School may request the flexibility to adopt its own educational program, including selecting curriculum and textbooks.</p> <p>The School's education program will meet or exceed the minimum standards of the District and state.</p> <p>Curriculum implementation and determining scope and sequence 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 may request 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 ILT.</p>
IGD: Curriculum Adoption	Education Program	<p>The School has been granted waivers from policy IGD.</p> <p>Following the District's approval process, the School may request the flexibility to adopt its own educational program, including selecting curriculum and textbooks. The school has received approval to utilize Math in Focus in lieu of district math curriculum.</p> <p>The School's education program will meet or exceed the minimum standards of the District and state.</p>
IIA: Instructional Materials (Textbooks or their Equivalent Learning Materials)	Education Program	<p>The School has been granted waivers from policy IIA.</p> <p>Following the district process the School may request the flexibility to adopt its own education program, which includes selecting curriculum and textbooks. The school has received approval to utilize Math in Focus in lieu of district math curriculum.</p> <p>The School's education program will meet or exceed the minimum standards of the District and state.</p> <p>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. The district will review the school's education plan every three years as part of the school's innovation status review</p>

IIA-R: Instructional Materials (Textbook) Procedures	Education Program	The School has been granted waivers from policy IIA-R. Following the District process, the School may request the flexibility to adopt its own education program, which includes selecting curriculum and textbooks. The school has received approval to utilize Math in Focus in lieu of district math curriculum. The School's education program will meet or exceed the minimum standards of the District and state.
IJJ: Instructional Materials (Textbooks) Selection or Adoption	Education Program	The School has been granted waivers from policy IJJ. Following the District process the School may request the flexibility to adopt its own education program, which includes selecting curriculum and textbooks. The school has received approval to utilize Math in Focus in lieu of district math curriculum. The School's education program will meet or exceed the minimum standards of the District and state.
IJJ-R: Instructional Materials (Textbooks) Selection or Adoption Procedures	Education Program	The School has been granted waivers from policy IJJ-R. Following the District process, the School may request the flexibility to adopt its own education program, which includes selecting curriculum and textbooks. The school has received approval to utilize Math in Focus in lieu of district math curriculum. The School's education program will meet or exceed the minimum standards of the District and state.
IJOA: Field Trips	Education Program	The School has been granted waivers from policy IJOA. The School will develop and implement procedures to conduct field trips and extended day excursions. Planning field trips should be a cooperative activity of faculty member, students, principal and occasionally parents. Such planning showing the relationship between the proposed excursion and studies in which students are engaged at school in itself constitutes an excellent learning experience with valuable effects in professional and public relations.
IJOA-R: Field Trips (Guidelines for Extended Excursions)	Education Program	The School has been granted waivers from policy IJOA-R. The School will develop and implement procedures for field trips and extended day excursions.
IKB: Homework	Education Program	The School has been granted waivers from policy IKB. The School has the authority to develop and implement a homework policy that supports the education program described in the Innovation Plan. The policy will meet or exceed the minimum standards of the District and state. 1) Homework will be purposeful, focused and add to the student's continuous learning process. Homework may provide opportunities for: -Independent practice to work on learned skills -Review basics with differentiated, tiered assignments in mind -Practice that meet the needs, abilities and interests of all students

		<ul style="list-style-type: none"> -Time/material management fostering achievement of reasonable, attainable goals -Completion of work started in class -Extension and enrichment -Preparation for upcoming classroom instruction -Studying and reviewing for tests, quizzes etc. -Connections to and progress toward the current Project Based Learning Unit/Product <p>2) Homework will be posted by the faculty member in the same location every day, according to specific class period, and copied by the students into their planner upon the beginning of class.</p> <p>3) Homework is to be completed with 100% effort in a neat and organized fashion with a proper heading; including, name, date, and period. If a student does not understand part(s) of the assignment, s/he should write specific questions as to what s/he did not understand so the faculty member can identify common misunderstandings or be able to help students individually.</p> <p>4) Because learning is continual, instead of assigning no homework, faculty should give students an “optional” enrichment opportunity to continue thinking about the specific subject in an informal and exploratory manner. This homework will be titled <i>Shooting for the Stars</i> and students should know the difference between curricular homework and this homework. If curriculum-based homework is not assigned, homework will align to Scholarly, Trustworthy, Authentic, Respect, Safe (STARS). Examples: Help a family member make dinner (respect). Watch a local or national news program (scholarly).</p>
IKE: Promotion, Retention and Acceleration of Students	Graduation and Promotion	Retention decisions for students performing below grade-level in core content areas will be made based on reading and math achievement levels as determined by multiple metrics, including those outlined in the READ Act. The principal, deans, teacher, and parents will confer at least three months prior to the end of the school year about the student’s progress, with additional meetings at least every 6 weeks thereafter. If students are making insufficient progress, an academic plan will be prepared and grade retention may be recommended to the Instructional Instructional Leadership Team ILT by the principal, deans, teacher, or parents or the SIT. If the NCAS Instructional Leadership Team ILT approves the grade retention of a student, the student will be retained. Parents will not have the ability to override the decision of the School Instructional Leadership Team ILT. Parents will be made aware of this policy at orientation, at the time of registration for all mid-year enrollees. The school will regularly communicate student performance to parents/guardians.
IKE-R: Promotions, Retention and Acceleration	Graduation and Promotion	Retention decisions for students performing below grade-level in core content areas will be made based on reading and math achievement levels as determined by multiple metrics, including those outlined in the READ Act. The principal, deans, teacher, and

of Students Elementary or Middle School Procedures		<p>parents will confer at least three months prior to the end of the school year about the student’s progress, with additional meetings at least every 6 weeks thereafter. If students are making insufficient progress, an academic plan will be prepared and grade retention may be recommended to the Instructional Leadership Team ILT by the principal, deans, teacher, or parents or the SIT.</p> <p>If the NCAS Instructional Leadership Team ILT approves the grade retention of a student, the student will be retained. Parents will not have the ability to override the decision of the School Instructional Leadership Team ILT. Parents will be made aware of this policy at orientation, at the time of registration for all mid-year enrollees. The school will regularly communicate student performance to parents/guardians.</p>
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**Table II –
NCAS DCTA
Waivers**

Article 1-2 Definition of Teacher	Human Resource Management: Hiring and Job Descriptions	<p>The School has been granted waivers from Article 1-2. The School has the authority to create a broader definition of a teacher that aligns with the Innovation Plan.</p> <p>NCAS teachers will include teaching personnel who are licensed by the CDE as well as teaching personnel who are not licensed and are providing supplemental or enrichment instruction. All necessary teachers shall meet the federal Highly Qualified (HQ) requirements. Core content teachers shall possess a valid Colorado license and subject matter competency for their assignment. (ESEA)</p>
Grievance (Article 7): Establish Dispute Resolution Procedures	Human Resource Management: Dispute Resolution	<p>The School has been granted waivers from Article 7.</p> <p>The School will develop a dispute resolution process that permits association representation of faculty members and an avenue to appeal to the Superintendent’s designee.</p> <p>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.</p> <p>NCAS will follow the District’s Basic Fairness and Due Process Guidelines in issuing corrective action.</p>
Professional Standards (Article 8): Sets Teacher Calendar, Work Year, Work Week, Work Day, Class Size and Teaching Load	Calendar & Schedule Human Resource Management: Staff Assignments Human Resource Management: Teaching Load	<p>The School has been granted waivers from Article 8.</p> <p>The School has the authority to establish its own calendar and daily schedule, provided it meets or exceeds minimum statutory standards.</p> <p>No later than 60 days before the end of the school year, the ILT will determine the following year’s school calendar and school day schedule that meets or exceeds district and state determinations of the length of time during which schools shall be in session during the next school year. Input from parents and teachers will be sought prior to scheduling in-service programs and other non-student contact days. This calendar and schedule shall serve as the academic calendar and schedule for the school. All calendars shall include planned work dates for required staff in-service programs. Any change in the calendar except for emergency closings or other unforeseen circumstances shall be preceded by adequate and timely notice of no less than 30 days. A copy of the upcoming school-year calendar and school day schedule shall be provided to all parents/guardians of students who are currently enrolled. The approved upcoming school year calendar and school day hours will be</p>

	<p>Human Resource Management: Leadership Structure</p>	<p>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. In no case shall changes to the schedule or calendar violate teacher rights provided in the replacement policy for Article 8 of the DCTA contract. The School has the authority to establish preferred class sizes and teaching loads that support the Innovation Plan.</p>
<p>Committees (Articles 5, 13, 29): Development Committee (5-4-1) and Personnel Committee (13-8)</p>	<p>Governance & Human Resource Management: Leadership Structure</p>	<p>The School has been granted waivers from Articles 5, 13, and 29. The school has the authority to create committees that align with the Innovation Plan.</p> <p>Instructional Leadership Team ILT NCAS will be governed by the principal. The principal will be held accountable and supported by the NCAS Board of Advisors and the DPS Office of School Reform and Innovation. The school Instructional Leadership Team ILT will include: the principal, the assistant principal, and three teacher leaders, selected by the principal. The Instructional Leadership Team ILT will make decisions about hiring and dismissal of staff, including the new leadership in the event that the current principal leaves the school. They will also make decisions about educational structures & schedules, educational programs, community involvement, and budget and resource allocation. The Instructional Leadership Team ILT will meet once a week to discuss and plan professional development for teachers, monitor calendars, update policies and shape the school culture. The Instructional Leadership Team ILT will continually cultivate new leaders and help ensure that the teachers that serve NCAS students are the most dedicated, reflective and effective in facilitating student learning. The Instructional Leadership Team ILT will be held accountable by the principal.</p> <p>Board of Advisors NCAS will not have a CSC. Instead, NCAS will have a Board of Advisors (BOA) consisting of the school Instructional Leadership Team ILT, 1 business community representative, 2 core teachers, 2 arts teachers, 1 paraprofessionals, 1 business services manager, and 5 parent representatives – 2 middle school parents and 3 high school parents. The BOA will support the Instructional Leadership Team ILT in securing resources and developing community partnerships necessary for success and will hold the Instructional Leadership Team ILT accountable for reaching implementation and achievement goals. The NCAS board of advisors will review academic, organizational, and financial data and evaluate progress toward performance and implementation benchmarks quarterly. Student data analyses will be presented by the Assessment Board, disaggregated by academic subjects, student groups, grade level, and teacher. The Board of Advisors (BOA) will make recommendations for improvement based on trends and concerns that emerge. The school Instructional Leadership Team ILT will make adjustments to the educational programming, scheduling, staffing, and resource allocations based on recommendations. The school principal will distribute a summary of</p>

		<p>data trends, board recommendations and actions to be taken to students, parents, and the community via a quarterly report and the school website.</p> <p>The BOA will be held accountable for their participation in board meetings and active advocacy for the school. All BOA members will participate in a self-evaluation and will receive feedback from their peers on the impact of their involvement of school outcomes.</p>
<p>Teacher Evaluation (Article 10): Describes the Evaluation Process for Teachers</p>	<p>Human Resource Management: Teacher Evaluation</p>	<p>The School has been granted waivers from Article 10. NCAS will continue to use the LEAP Framework for the 2013/2014 school year [insert exceptions, eg Peer Observers from school, etc]. 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 the evaluation system will meet the standard provisions of SB 191 and will seek approval from the</p> <p>The School has the authority to adopt its own remediation plan to support teachers and the implementation of the Innovation Plan. 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.</p> <p>All employees at NCAS 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/r for classified employees. 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. All teachers who are not invited back shall be notified in writing no later than May 1 the prior year.</p>
<p>Article 11: Complaints Against Teachers/ Administrative Leave/Corrective Action</p>	<p>Human Resource Management</p>	<p>The School has been granted waivers from Article 11. All employees at NCAS are at-will employees. In issuing corrective action, the School will follow the District Basic Fairness and Due Process guide.</p>
<p>Assignments, Schedules and Transfer (Article 13): Describes District and School Procedures for Transfer and</p>	<p>Human Resource Management: Hiring & Staff Assignments</p>	<p>The School has been granted waivers from Article 13. NCAS 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>school</i> with assistance from the Human Resources Department. <i>School</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. If NCAS 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.</p>

<p>Reassignment of Teachers</p>		<p>The principal can make this determination for any lawful reason, including performance and/or professionalism.</p> <p>NCAS 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. NACS will not accept direct placements from the district or assignment of unassigned non-probationary teachers.</p> <p>A temporary hiring committee will be constructed for each specific vacancy, 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 NCAS Instructional Leadership Team ILT and BOA will make decisions related to Reduction in Building Staff (RIBS) and selection of candidates for vacancies. Once the ILT determines that the school will undergo a (RIBS) all candidates currently in the position being reduced will be considered and the BOA will make RIBS decisions based on performance, professionalism, and merit.</p>
<p>Reduction in Force (RIF) (Article 20): Procedures for Conducting Reduction in Force</p>	<p>Human Resource Management: Staffing</p>	<p>The School has been granted waivers from Article 20. NCAS 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.</p>
<p>Job Sharing and Half-Time (Article 25): Procedures for Arranging Job-Sharing Assignments and Half Time</p>	<p>Human Resource Management: Staff Assignments</p>	<p>The School has been granted waivers from Article 25. 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.</p>
<p>Summer school teaching positions (Article 14):</p>	<p>Human Resource Management: Hiring</p>	<p>The School has been granted waivers from Articles 14-1-1-1, 14-1-1-2, and 14-1-1-3.</p> <p>The School has the authority to hire teachers for summer programs consistent with its staffing plan as described in the Innovation Plan.</p>

Restricts Hiring Process and Moves Decision-Making for Hiring Teachers Offsite (14-1-1-1, 14-1-1-2, 14-1-1-3)	&Staff Assignments	
Extra Duty Comp (Article 32): Sets Rates for Extra Duty Compensation	Human Resource Management: Compensation	<p>The School has been granted waivers from Article 32.</p> <p>The School has the authority to determine its own compensation structure for additional work. Compensation will be agreed upon and communicated in advance. Extra hours will be at the employees hourly rate.</p> <p>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.</p>

Table III – NCAS State Statutory Waivers

Section 22-9-106: Local Board Duties Concerning Performance Evaluations for Licensed Personnel	Human Resource Management: Teacher Evaluations	<p>The School has been granted a waiver from Section 22-9-106.</p> <p>The school’s evaluation system will meet the standard provisions of SB 191.</p> <p>The School may use or adapt all or certain components and resources of the District’s evaluation program.</p> <p>The School will have the authority to designate personnel who do not have administrative licenses to conduct teacher evaluations.</p> <p>NCAS will implement the district licensed personnel evaluation system (LEAP) that complies 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. 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> <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>
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<p>Section 22-32-109(1)(f): Local Board Duties Concerning Selection of Personnel and Pay</p>	<p>Human Resource Management: Staff Hiring, Compensation</p>	<p>The School has been granted a waiver from 22-32-109(1)(f). The School has the authority to select staff and set rates of pay (interacts with 22-63-201 and 22-63-206). 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. 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 ILT, will select classroom teachers directly and rates of pay will be at or above the district schedule. For all unique job descriptions the ILT shall determine the rate of pay during the budget cycle each Spring for the following year, no later than March 15.</p>
<p>Section 22-32-109(1)(g): Handling of Money</p>	<p>Budget</p>	<p>The School has been granted a waiver from Section 22-32-109(1)(g). The School has the authority to manage its receipt of money and will meet performance expectations provided by the District. The District may conduct an annual audit and require the School to provide quarterly trial balances to the Office of Budget. In accordance with the innovation plan, NCAS 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 NCAS The school will account for all moneys that it receives directly and will report to the DPS board</p>
<p>Section 22-32-109(1)(n): Schedule and Calendar</p>	<p>Calendar & Schedule</p>	<p>The School has been granted a waiver from Section 22-32-109(1)(n). The School has the authority to determine its own annual calendar and daily schedule, provided it meets or exceeds minimum statutory requirements. In accordance with the innovation plan, NCAS's ILT 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. School has the authority to determine the number of professional development days and days off or late starts/early releases. No later than 60 days before the end of the school year, the ILT will determine the following year's school calendar and school day schedule that meets or exceeds district and state determinations of the length of time during which schools shall be in session during the next school year. Input from parents and teachers will be sought prior to scheduling in-service programs and other non-student contact days. This calendar and schedule shall serve as the academic calendar and schedule for the school. All calendars shall include planned work dates for required staff in-service programs. Any change in the calendar except for emergency closings or other unforeseen circumstances shall be preceded by adequate and timely notice of no less than 30 days. A copy of the upcoming school-year calendar and school day schedule shall be provided to all parents/guardians of students who are currently enrolled. The approved upcoming school year calendar and school day hours will be placed on the school's website prior to May 1 of the prior academic year and a copy</p>

		shall be provided to the school's Instructional Superintendent. In no case shall changes to the schedule or calendar violate teacher rights provided in the replacement policy for Article 8 of the DCTA contract.
Section 22-32-109(II)(A): Actual Hours of Teacher-Pupil Instruction and Contact	Calendar & Schedule	In accordance with the innovation plan, NCAS's ILT 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.
Section 22-32-109-(II)(B): School Calendar	Calendar & Schedule	The School has been granted a waiver from Section 22-32-109(II)(B). The School has the authority to create its own annual calendar. The School's annual calendar will meet or exceed the minimum standards for the District and state. No later than 60 days before the end of the school year, the NCAS ILT, 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.
Section 22-32-109(t): Determine Educational Program and Prescribe Textbooks	Education Program	The School has been granted a waiver from Section 22-32-109(t). Following the District's approval process, the School can request the flexibility to adopt an educational program, including selecting curriculum and textbooks. The School's education program will meet or exceed the minimum standards of the District and state.
Section 22-32-109 (aa): Adopt Content Standards and Plan for Implementati	Education Program	The School has been granted a waiver from Section 22-32-109(aa). Following the District's approval process, the School can request the flexibility to adopt an educational program, including selecting curriculum and textbooks. The School's education program will meet or exceed the minimum standards of the District and state.

on of Content Standards		In accordance with the innovation plan,NCAS will implement the Colorado Academic Standards and Common Core State Standards. The DPS Board delegates to NCAS 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.
Section 22-32-109(jj): Identify Areas in which the Principal/s Require Training or Development	Human Resource Management: Professional Development	The School has been granted waiver from Section 22-32-109(jj). In accordance with the innovation plan, NCAS ILT 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.
Section 22-32-110(1)(h), C.R.S.: Local Board Powers Concerning Employment Termination of School Personnel	Human Resource Management: Staff Dismissals	The School has been granted a waiver from Section 22-32-110(1)(h). The School has the authority to discharge employees according to its personnel policies. The School may seek the support of District Human Resources and Legal Department when dismissing a staff member. The school may employ non-licensed personnel to provide instruction or supervision of children that is supplemental to the core academic program.
Teacher Employment, Compensation and Dismissal Act of 1990 Section 22-63-201: Employment-License Required-Exception	Human Resource Management: Hiring and Teacher Qualifications	The School has been granted a waiver from Section 22-63-201. The School will comply with federal laws regarding teacher qualifications. NCAS 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 and enrichment instruction consistent with the innovation plan. The School may offer positions to non-licensed teachers and/or administrators at NCAS as necessary to implement the school’s innovation plan provided the teachers or administrators are highly qualified by federal standards. The board delegates to the School the duty to identify employees as administrators.
Teacher Employment, Compensation and Dismissal Act of 1990 Section 22-63-202, C.R.S.: Contracts in Writing Duration Damage Provision	Human Resource Management: Hiring, Contracts and Employment Offer Letters	The School has been granted a waiver from Section 22-63-202. The School has the authority issue its own employment offer letters. The School’s employment offer letter will outline the terms of employment and will meet the minimum standards outlined in the innovation school offer letter template provided by the district. All employees at NCAS 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/r for classified employees. 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. All teachers who are not invited back shall be notified in writing no later than May 1 the prior year.

		Any teacher who works at (NCAS) 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.
Teacher Employment, Compensation and Dismissal Act of 1990 Section 22-63-203, C.R.S.: Probationary Teachers – Renewal and Nonrenewal of Employment Contract	Human Resource Management: Dismissals	The School has been granted a waiver from Section 22-63-203. All employees at NCAS 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/r for classified employees. 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. All teachers who are not invited back shall be notified in writing no later than May 1 the prior year.
Teacher Employment, Compensation and Dismissal Act of 1990 Section 22-63-206, C.R.S.: Transfer of Teachers – Compensation	Human Resource Management: Direct Placement of Teachers	The School has been granted a waiver from Section 22-63-206. 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.
Teacher Employment, Compensation and Dismissal Act of 1990 Section 22-63-301: Grounds for Dismissal	Human Resource Management: Dismissals	The School has been granted a waiver from Section 22-63-301. All employees at NCAS 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/r for classified employees. 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. All teachers who are not invited back shall be notified in writing no later than May 1 the prior year.
Teacher Employment, Compensation and Dismissal Act of 1990 Section 22-63-302: Procedures for Dismissal of Teachers and Judicial Review	Human Resource Management: Dismissals	The School has been granted a waiver from Section 22-63-302. All teachers are at-will employees. The School has the authority to establish personnel policies that will be outlined in this Innovation Plan and in the School’s Employee Handbook. All employees at NCAS 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/r for classified employees. 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. All teachers who are not invited back shall be notified in writing no later than May 1 the prior year.

<p>Teacher Employment, Compensation and Dismissal Act of 1990 Section 22-63-401: Teachers Subject to Adopted Salary Schedule</p>	<p>Human Resource Management: Compensation</p>	<p>The School has been granted a waiver from Section 22-63-401. 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. Salaries will be set prior to the school year starting..</p>
<p>Teacher Employment, Compensation and Dismissal Act of 1990 Section 22-63-402: License, Authorization of Residency Required in Order to Pay Teachers</p>	<p>Human Resource Management: Compensation</p>	<p>The School has been granted a waiver from Section 22-63-402. The School has the authority to establish a policy that waives the provision that requires teachers to hold licenses in order to be paid. 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.</p>
<p>Teacher Employment, Compensation and Dismissal Act of 1990 Section 22-63-403: Payment of Salaries</p>	<p>Human Resource Management: Compensation</p>	<p>The School has been granted a waiver from Section 22-63-403. The School has the authority to establish dismissal policies and procedures, including any applicable compensation.</p>
<p>APPENDIX E DPS AND COMMUNICATIONS WORKERS OF AMERICA AGREEMENT WAIVERS</p>		
<p>Article 6: Grievance</p>	<p>Human Resource Management: Grievance Process</p>	<p>The School will develop a dispute resolution process that permits representation of employees and an avenue to appeal to the Superintendent's designee in alignment with this innovation plan and replacement policies. Disputes between employees and the District may be brought directly to the Superintendent's designee. Employees are entitled to representation by Communication Workers of American.</p>

Article 8-2: Seniority	Human Resource Management: Seniority and Employment	Employees will be considered at will and will not have a probationary period.
Article 10: Work Week, Work Year	Human Resource Management: Calendar and Schedule	The School has the authority to develop its own annual calendar, weekly schedule that aligns with the Innovation Plan and that meets or exceeds the minimum standards of the District and state. The School has the authority to develop its own policies and procedures for granting staff vacations and holidays, which will be outlined in the Employee Handbook in alignment with this innovation plan and replacement policies..
Article 11-1, 11-2, 11-7: Work Day	Human Resource Management: Calendar and Schedule	The School has the authority to develop its own daily schedule that aligns with the Innovation Plan and that meets or exceeds the minimum standards of the District and state. The school may require more advanced notice of absences, which will be outlined in the Employee Handbook in alignment with this innovation plan and replacement policies.
Article 13: Overtime	Human Resource Management: Calendar and Schedule Compensation	The School 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. The School has the authority to develop its own policies and procedures for granting staff vacations and holidays, which will be outlined in the Employee Handbook in alignment with this innovation plan and replacement policies.. <ul style="list-style-type: none"> The School will comply with State and Federal law regarding compensable time and pay employees in accordance with these laws.
Article 14: Vacations	Human Resource Management: Calendar and Schedule	The School has the authority to develop its own policies and procedures for granting staff vacations and holidays, which will be outlined in the Employee Handbook in alignment with this innovation plan and replacement policies.
Article 17-1, 17-2, 17-3, 17-6, 17-7: Selection and Assignment of Employees	Human Resource Management: Employee Status Staff	Employees will be at-will and will not have a probationary period or be awarded continuing service status.

Article 18-1, 18-2, 18-6, 18-7: Job Openings	Human Resource Management: Staff Hiring	The School has the authority to develop and implement its own policies and procedures for posting open positions and hiring staff, including creating a hiring schedule that best meets the needs of the School., in alignment with this innovation plan and replacement policies. As needed, the School has the authority to determine any type of coverage pay in alignment with this innovation plan and replacement policies.
Article 19-2: Change in Status	Human Resource Management: Grievance Process	The School will develop a dispute resolution process that permits representation of employees and an avenue to appeal to the Superintendent’s designee in alignment with this innovation plan and replacement policies.
Article 20: Appraisal	Human Resource Management: Staff Evaluation	The School will develop its own processes and procedures to perform staff appraisals, which will be outlined in the Employee Handbook, in alignment with this innovation plan and replacement policies.
Article 27: Salaries	Human Resource Management: Compensation	The School has the authority to determine its own compensation system for all employees in alignment with this innovation plan and replacement policies. The School will meet or exceed the rates of pay set in the Communication Workers of America Agreement.
Article 33: Reduction in Force	Human Resource Management: Staff Dismissals	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 in alignment with this innovation plan and replacement policies.
APPENDIX E FACILITIES MANAGERS ASSOCIATION		
Article 4: Grievance	Human Resource Management: Grievance Process	The School will develop a dispute resolution process that permits representation of employees and an avenue to appeal to the Superintendent’s designee in alignment with this innovation plan and replacement policies. Disputes between employees and the District may be brought directly to the Superintendent’s designee. Employees are entitled to representation by Facilities Managers Association.

Article 7: Work Year, Workweek, Workday	Human Resource Management: Calendar and Schedule	The School has the authority to develop its own annual calendar, weekly schedule that aligns with the Innovation Plan and that meets or exceeds the minimum standards of the District and state. The School has the authority to develop its own policies and procedures for granting staff vacations and holidays, which will be outlined in the Employee Handbook in alignment with this innovation plan and replacement policies..
Article 8: Overtime	Human Resource Management: Calendar and Schedule Compensation	The School 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. The School has the authority to develop its own policies and procedures for granting staff vacations and holidays, which will be outlined in the Employee Handbook in alignment with this innovation plan and replacement policies. The School will comply with State and Federal law regarding compensable time and pay employees in accordance with these laws.
Article 15: Transfers and Promotions	Human Resource Management: Staff Hiring	The School has the authority to see all candidates from the candidate pool and, in cooperation with the District, interview external candidates, if so desired, in alignment with this innovation plan and replacement policies.
Article 16: Performance Evaluations	Human Resource Management: Staff Evaluation	The School will develop its own processes and procedures to perform staff appraisals, which will be outlined in the Employee Handbook in alignment with this innovation plan and replacement policies..
Article 20: Corrective Action	Human Resource Management: Staff Corrective	The School will develop its own processes and procedures to address employee performance, which will be outlined in the Employee Handbook in alignment with this innovation plan and replacement policies.
Article 26: Continuing Service, Change of Status and School Redesign	Human Resource Management: Staff Dismissals Employee Status	Employees will be at-will and will not have a probationary period or be awarded continuing service status. The School will develop a dispute resolution process that permits representation of employees and an avenue to appeal to the Superintendent's designee in alignment with this innovation plan and replacement policies..

Article 27: Reduction in Force	Human Resource Management: Staff Dismissals	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 in alignment with this innovation plan and replacement policies.
APPENDIX E DPS DENVER FEDERATION OF PARAPROFESSI ONALS		
Article 6: Grievance	Human Resource Management: Grievance Process	The School will develop a dispute resolution process that permits association representation of employees and an avenue to appeal to the Superintendent's designee in alignment with this innovation plan and replacement policies. Disputes between employees and the District may be brought directly to the Superintendent's designee. Employees are entitled to representation by Denver Federation of Paraprofessionals.
Article 7: Working Conditions	Human Resource Management: Calendar and Schedule Compensation	The School 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. The School has the authority to develop its own policies and procedures for granting staff vacations and holidays, which will be outlined in the Employee Handbook in alignment with this innovation plan and replacement policies. The School will comply with State and Federal law regarding compensable time and pay employees in accordance with these laws.
Article 9: Appraisal	Human Resource Management: Staff Evaluations	The School has the authority to design and implement its own evaluation system and performance improvement process, which will be outlined in the Employee Handbook in alignment with this innovation plan and replacement policies.

Article 11: Transfer (11-1, 11- 1-1)	Human Resource Management: Staff Hiring Calendar and Schedule	The School has the authority to develop and implement its own policies and procedures for posting open positions and hiring staff, including creating a hiring schedule that best meets the needs of the School, in alignment with this innovation plan and replacement policies. The School 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.
Article 19: Compensation – Paraprofessiona l Salary Schedule and Position Matrix	Human Resource Management: Compensation	The School has the authority to determine its own compensation system for all employees in alignment with this innovation plan and replacement policies. The School will meet or exceed the rates of pay set in the Denver Federation for Paraprofessionals Agreement.
Article 22: Staff Reduction – MOU dated 7/27/07	Human Resource Management: Staff Dismissals	The School has the authority to establish policies and procedures to notify employees of reductions, which will be outlined in the Employee Handbook, in alignment with this innovation plan and replacement policies.
Article 23: Post- Termination Hearing	Human Resource Management: Staff Dismissal Grievance	Employees are at-will can be release without cause at any time.
MOU Dated September 7, 2005	Human Resource Management:	In the event the School is Redesigned, employees may be required to re- interview for their positions.
APPENDIX E DPS DENVER ASSOCIATION OF EDUCATION		
Article 5: Grievance	Human Resource Management: Grievance Process	The School will develop a dispute resolution process that permits association representation of staff and an avenue to appeal to the Superintendent’s designee in alignment with this innovation plan and replacement policies. Disputes between staff and the District may be brought directly to the Superintendent’s designee. Staff is entitled to representation by the Denver Association of Education Office Professionals.

Article 6: Reduction in Force	Human Resource Management: Staff Dismissals	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 in alignment with this innovation plan and replacement policies. In the event the School is Redesigned, employees may be required to re- interview for their positions.
Article 8: Probationary Period	Human Resource Management: Employee	Employees will be at-will and will not have a probationary period or be awarded continuing service status.
Article 9: Appraisal – MOU dated 5/13/03	Human Resource Management: Staff Evaluation	The School has the authority to design and implement its own evaluation system and performance improvement process, which will be outlined in the Employee Handbook. in alignment with this innovation plan and replacement policies.
Article 10: Hours and Selecting Working Conditions	Human Resource Management: Calendar and Schedule Compensation	The Employee Handbook. in alignment with this innovation plan and replacement policies. The School 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. The School has the authority to develop its own policies and procedures for granting staff vacations and holidays, which will be outlined the Employee Handbook. in alignment with this innovation plan and replacement policies. The School will comply with State and Federal law regarding compensable time and pay employees in accordance with these laws.
Article 14: Salaries/Increments – Appendix D Salary Schedules	Human Resource Management: Compensation	The School has the authority to determine its own compensation system for all employees the Employee Handbook. in alignment with this innovation plan and replacement policies.. The School will meet or exceed the rates of pay set in the Denver Association of Educational Office Personnel Agreement.