

Appendix E
Godsman Waiver Request Template

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

DPS Policy Reference	Description of Policy	Innovation – Proposed Replacement Policy or Practice
DF	Revenue from Non Tax Sources (Sponsorship of District/School Programs, Events & Activities)	The School may collect revenue directly from sponsorships subject to District oversight through routine reporting to the Office of Budget.
DF-R	Revenue from Non Tax Sources Procedures for School-Based Sponsorships (Sponsorship of District/School Programs, Events & Activities)	
GCF	Professional staff hiring	The School will develop and implement its own hiring policies and timeline for teachers and administrators.
GCID	Professional Staff Training, Workshops and Conferences	The School will develop and implement its own professional development plan aligned with the Innovation Plan.
GCB	Professional staff contracts and compensation	The School will pay teachers using DPS/DCTA Agreement, including the ProComp, as a minimum for teaching staff. School will adopt the DPS employment contract. Teachers will never be paid below the minimum pay assigned by the District.. The school will conform with all statutes.
IKB	Homework	School will develop and implement a homework policy in alignment with its Innovation Plan subject to oversight through the SPF.

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

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

State Statute	Description of Statute	Innovation – Proposed Replacement Policy or Practice
Section 22-32-109(1)(g)	handling of moneys	The School will manage its receipt of money according to District procedure and subject to direct District in the form of an annual audit, and quarterly trial balances to the Office of Budget
Section 22-32-109(1)(n)	schedule and calendar	The School will meet or exceed statutory minimums for calendar, hours of teacher pupil contact and schedule, subject to District oversight.. The School will have authority to establish its own calendar, including professional development days or days off for teachers and administrators
Section 22-32-109 (1)(n)(II)(A)	actual hours of teacher-pupil instruction and contact	
Section 22-32-109 (1)(n)(II)(B)	school calendar	
Section 22-32-109(1)(f)	local board duties concerning selection of personnel and pay	The School will select teaching staff directly and set rates of pay that meet or exceed the rates of pay set in the DPS/DCTA Agreement, including ProComp. Teachers will never make less than these set amounts.
Section 22-32-109(1)(g)	handling of moneys	The School will manage its receipt of money according to District procedure and subject to direct District in the form of an annual audit, and quarterly trial balances to the Budget Office.
Section 22-32-109(aa)	adopt content standards and plan for implementation of content standards	School educational program is set in the Innovation Plan. School will be able to adapt its curriculum and instructional program as needed while remaining in alignment with state and local standards, subject to district oversight.
Section 22-32-109(jj)	identify areas in which the principals(s) require training or development	The School will direct its principal development program, subject to District oversight based on School Performance Framework

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

Agreement Article	Description	Innovation – Proposed Replacement Policy or Practice
Committees (Articles 5, 8, 13, 29)	Development Committee (5-4-1), Professional Standards Committee (Article 8) and Personnel Committee (13-8).	Waive all of these various provisions and combine their functions into a single School Leadership Team. The Godsmen School Leadership Team will fulfill the functions.
Professional Standards (Article 8)	Sets teacher calendar, work year, work week, work day, class size and load (see below).	Waive Article 8 in favor of calendar, work year, work week, work day, class size and load established in alignment with the Innovation Plan.

<p>Assignments, Schedules and Transfer (Article 13)</p>	<p>Describes District and school procedures for transfer and reassignment of teachers.</p>	<p>The school will adhere to the guiding principles set forth in Article 13-1 and 13-8-6. School will maintain a personnel committee and conduct interviews following the procedures set forth in Article 13. Otherwise, waive 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 Godsman with assistance from the Human Resources Department. Godsman will not receive direct placement of teachers unless Godsman makes a reduction in building staff resulting in a teacher placed in the unassigned teacher pool. Teachers will have the ability to apply for all teaching positions in District for which they are qualified. Teachers will retain their seniority in accordance with District policy and state statute</p>
<p>Reduction in Force (RIF) (Article 20)</p>	<p>Procedures for conducting reduction in force</p>	<p>Waive Article 20 so the District can’t RIF teaches . Reductions in teaching staff will be made based on performance and with the understanding that reduction of non-probationary staff due to program change or decline in enrollment into the unassigned teacher pool will make the school eligible for receiving direct placement teachers.</p>
<p>Job Sharing and Half-Time (Article 25)</p>	<p>Procedures for arranging job-sharing assignments.</p>	<p>Job sharing and half-time employment should be handled on site in alignment with Innovation Plan.</p>
<p>Extra Duty Compensation (Article 32)</p>	<p>Sets rates for extra duty compensation</p>	<p>In Article 32: Nothing should prohibit the school from offering additional compensation. In lieu of hourly compensation, The School will be able offer stipends for projects so long as the teacher and the school agree on the rate for the project.</p>