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Prepared by	<u>AACL Board, Steering Committee and Founding Families</u>
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REQUEST FOR WAIVER OF COLORADO SPRINGS SCHOOL DISTRICT 11 BOARD OF EDUCATION POLICY

Below are the specific waivers from District policy that Academy for Advanced and Creative Learning (AACL) is requesting. This list has been updated to address District policies that have been added since October 1st, 2009, and supersedes the District waiver requests listed in the AACL Charter Application, Section O-II. Each waiver request is designated as “delegative” or “substantive” with a rationale for the reason for the waiver.

Non-policy items (i.e., regulations, procedures, guidelines, forms, etc.) specific to policies for which AACL has requested a waiver are assumed to be waived as well, unless otherwise noted. Therefore, non-policy items are not generally included in the list below. Where a District policy waiver has not been requested but AACL intends to use a different procedure, form, etc., for implementing said policy, the rationale for the different procedure is specified below.

Finally, AACL is requesting a waiver from all policies that are not applicable to charter schools (for example, all of the Section “H” Policies) so there will be no potential for confusion regarding these policies.

Note: unless otherwise noted, the following language applies to each of the policy waiver requests:

Duration of the Waivers: *The AACL requests that the waiver be for the duration of its contract with the Colorado Springs District 11 School Board. Therefore, the waiver is requested for four academic operating years, through June 30, 2014.*

Financial Impact: *The AACL anticipates that the requested waiver will have no financial impact upon the Colorado Springs District 11 School Board or the Academy budget.*

How the Impact of the Waivers will be Evaluated: *The impact of this waiver will be measured by the performance criteria and assessments that apply to the Academy, as set forth in the Charter School Application.*

Section "A" Policies

AC Nondiscrimination/Equal Opportunity

Delegative

Rationale: AAACL will be responsible for its own governance and operations. AAACL must have the ability to implement this District policy in its operations.

Plan: AAACL will fully comply with all Federal and State laws regarding nondiscrimination and equal opportunity, as well as this District policy.

Expected Outcome: As a result of this waiver, the Academy will be able to manage its compliance with existing nondiscrimination and equal opportunity regulations and laws.

AC-R Employee Discrimination Harassment Reporting and Investigation Procedures

Substantive

Rationale: AAACL will be responsible for its own governance and operations. AAACL must have the ability to choose its own governance structure and manner of operations.

Plan: AAACL has its own discrimination/harassment reporting and investigation procedures, as outlined in the draft Employee Handbook in our application. We believe it is substantially in alignment with the intent of District policy AC.

Expected Outcome: As a result of this waiver, the Academy will be able to implement its own discrimination/harassment reporting and investigation procedures as set forth in the Charter School Application.

AD Educational Philosophy/School District Mission

AD-1 Educational Philosophy/School District Mission

Substantive

Rationale: AAACL has its own unique Vision and Mission, which are integral to the AAACL Charter Application and the nature of the school. The Academy will be operating independently from other schools in the district and defined its own educational philosophy and mission in its Charter Application.

Plan: AAACL fully supports the contents of this District policy, and we believe this is demonstrated in our charter application.

Expected Outcome: As a result of this waiver, the Academy will be able to carry out its educational program, administer its affairs in an efficient manner, and accomplish its mission as set forth in the Charter School Application.

ADC-GBED Tobacco-Free District

Delegative

Rationale: The Academy will be operating independently from other schools in the district and should be delegated the authority to implement a Tobacco-Free policy.

Plan: AAACL will fully comply with Colorado statute regarding a Tobacco-Free School, but will implement this policy itself.

Expected Outcome: The Academy expects that as a result of this waiver it will be able to manage its Tobacco-Free School policy, subject to the limitations in the Charter School Agreement.

ADD-E-1 Safe Schools Plan

Substantive – Per the AAACL Charter Application (page C-6):

Rationale: Prior to the opening of school, AAACL will develop a Safe School Plan and should be granted authority to develop, adopt, and implement its own disciplinary policy subject to the limitations in the Charter School Agreement.

Plan: AAACL will develop a Safe School Plan that addresses conduct, discipline codes, policies and procedures for dealing with disruptive students, anonymous student reporting, bullying prevention, formation of a threat assessment team, formation of a violence prevention program, development of an emergency crisis plan and crisis manual, and compliance with the Gun-Free Act (Rosenlund, S. et al, 2007). AAACL will ensure that the Safe School Plan is addressed in parent handbooks, staff handbooks, and the AAACL crisis manual.

The following areas will be addressed in AAACL's Safe School Plan, tailored to the unique factors of the AAACL facility: implementing codes of conduct, maintaining a Safe School Plan, using a bully-prevention program and violence prevention program, and having an effective emergency crisis plan; using effective procedures for dealing with disruptive students and overcoming 'codes of silence'; using mechanisms for students to anonymously report worrisome behavior/conduct; and maintaining compliance with the Gun Free Act and using a threat assessment team to evaluate all reported threats (Safe Schools Act 4.01).

AAACL will use this District policy as a model for developing its own Safe Schools Plan, but will make some changes to address the unique aspects of the AAACL model. In particular, AAACL may use a different bully-prevention curriculum (we have reviewed the Bully-Free program by Dr. Alan Beane and the Olweus program and will incorporate bully-free materials in our LifeSkills teaching) than that specified by this District policy, although there may be other minor changes.

Expected Outcome: The Academy expects that as a result of this waiver it will be able to manage its own Safe School Plan, subject to the limitations in the Charter School Agreement.

ADE Strategic Planning Focused on Continuous Improvement

Substantive

Rationale: Where feasible, AAACL will support the District in implementing their Strategic Plan, but AAACL will also develop its own Strategic Plan. AAACL is committed to strategic planning and continuous improvement, but may not specifically use The Malcolm Baldrige Educational Criteria and Core Values as its overall framework.

Plan: Instead, AAACL may use The Handbook for SMART School Teams (Conzemius, A. and O'Neill, J., 2002). Also, AAACL's strategic planning will necessarily cover a different level of planning, as AAACL is just one school and not an entire school district.

Expected Outcome: The Academy expects that as a result of this waiver it will be able to implement its curriculum and ensure that students meet the educational standards of the school.

AE Accountability/Commitment to Accomplishment**AE-R-1 District Advisory Accountability Committee (Bylaws)****AE-R-2 Building Advisory Accountability Committees (Guidelines)****Substantive**

Rationale: The Academy will be operating differently from other schools with a unique curriculum and will accept responsibility for all facets of school operations and programs.

Plan: AAAC will not create a DAAC, but instead will have a School Accountability Committee (SAC), as required by Colorado statute. AAAC's policy will adhere to the spirit of this District policy, and will suit the needs of a small school. AAAC is interested and willing to send an AAAC representative to the District's DAAC meetings.

Expected Outcome: The Academy expects that as a result of this waiver it will be able to manage its own operational policies, rules and regulations, subject to the limitations in the Charter School Agreement.

AEC Accomplishment Reporting to the Public**Delegative**

Rationale: The Academy should be delegated the authority to report data on the achievement of its goals and objectives, educational achievement and graduation rates. The Academy will be operating differently from other schools with a unique curriculum and performance measures in accordance with the Charter School Agreement.

Plan: AAAC will report its accomplishments directly to the public, as well as to the District and the Colorado Department of Education.

Expected Outcome: The Academy expects that as a result of this waiver it will be able to manage its own reporting of accomplishments to the public, subject to the limitations in the Charter School Agreement.

Section “B” Policies

BA School Board of Education Operational Objectives and Functions

Substantive

Rationale: The AACL Governing Board will not be elected by or directly represent the people of Colorado Springs School District 11.

Plan: A portion of the Governing Board will be elected by parents of children enrolled in the school, and others will be appointed by the Governing Board. Not all of this District policy is applicable to AACL, although those sections that are will be used as a template for corresponding AACL policy.

Expected Outcome: The Academy expects that as a result of this waiver it will be able to establish and maintain its own Governing Board, subject to the limitations in the Charter School Agreement.

BAA Evaluation of School Board/Board Self-Evaluation

Delegative

Rationale: AACL will be responsible for conducting periodic self-assessment.

Plan: The AACL Governing Board will perform these duties.

Expected Outcome: The Academy expects that as a result of this waiver its Governing Board will be able to conduct periodic self-assessments, subject to the limitations in the Charter School Agreement.

BB School Board Legal Status — BOARD BYLAWS

N/A - This does not apply to charter school governing boards generally.

BBA School Board Powers and Duties

Delegative

Rationale: AACL is its own entity and its Governing Board will serve a function for AACL similar to the School Board for the District.

Plan: AACL’s Governing Board will have these powers and responsibilities for AACL as delineated in this School Board Policy.

Expected Outcome: AACL expects that as a result of this waiver it will be able to maintain a Governing Board, subject to the limitations in the Charter School Agreement.

BBAA Board Member Authority and Responsibilities

Delegative

Rationale: The Academy will be operating independently from other schools in the district and should be delegated the authority to develop, adopt, and implement its own policy of Governing Board Member authority and responsibilities, subject to the limitations in the Charter School Agreement.

Plan: AACL’s Governing Board will generally have the same authority and responsibilities as the School Board, although the exact procedure for accessing administrative information, records, and materials may be slightly different.

Expected Outcome: AACL expects that as a result of this waiver it will be able to manage the responsibilities of the Governing Board, subject to the limitations in the Charter School Agreement.

BBBB Board Member Oath of Office

Substantive

Rationale: This policy does not appear to apply to charter school Governing Boards.

BBBC Board Member Resignation/Removal From Office — BOARD BYLAWS

BBBE Un-expired Term Fulfillment/Vacancies — BOARD BYLAWS

BBBG Board Elections — BOARD BYLAWS

BDA Organization of the Board of Education — BOARD BYLAWS

BDB Board Officers — BOARD BYLAWS

BDC Appointed Board Officials — BOARD BYLAWS

BE/BEA/BEB/BF School Board Meetings/Regular Meetings/Special Meetings/Work Sessions — BOARD BYLAWS

Substantive

Rationale: AACL’s Governing Board bylaws as submitted in the AACL Charter Application (and as revised and adopted on January 26, 2010) cover most of these topics. Because AACL’s Governing Board is not comprised of publicly elected officials, much of these policies do not apply.

Plan: Where applicable and not already stated in its bylaws, AACL’s Governing Board will adopt policies similar to these, but adapted to meet the needs of a charter school instead of an entire school district.

Expected Outcome: The Academy expects that as a result of this waiver it will be able to manage its Governing Board composition and membership, subject to the limitations in the Charter School Agreement.

BC School Board Member Conduct

Delegative

Rationale: Since AACL’s Board Members are not public officials (at least in their capacity as Board Members for AACL), those parts of this policy applicable to public officials do not apply.

BCA Board Member Code of Ethics

BCA-BCB Board Member Code of Ethics

Delegative

Rationale: AACL believes in strong ethics and conflict of interest policies and should be able to implement this policy itself.

Plan: *AACL requests clarification as to whether these policies allow for Governing Board Members to donate their professional services to the school without it being deemed a conflict of*

*interest or ethics violation. This will be important for the financial health of the school, as AACL’s Governing Board has members willing to donate valuable skills to help setup many initial operational aspects of the school. If this would be considered a conflict of interest under this policy, AACL requests a **substantive** waiver from this policy for the purposes of clarifying this one aspect of the District’s policy. Otherwise, AACL’s Governing Board will adopt the remainder of this policy.*

Expected Outcome: The Academy expects that as a result of this waiver its Governing Board will adhere to a Code of Ethics consistent with District Policy.

BDD Board-Superintendent Relationship
Delegative

Rationale: The Academy Board of Directors is granted the authority under the Charter School Agreement to select its own Academy Director.

Plan: AACL will interpret all instances of “Superintendent” in this policy to mean “Academy Director” and adhere to this policy in the relationship between the Governing Board and Academy Director.

Expected Outcome: With this waiver, the Academy Director will perform duties as described in the Charter consistent with this School Board Policy.

BDF Advisory Committees
Delegative

Rationale: The Academy Board of Directors must be able to form its own Advisory Committees in order to develop, adopt, and implement its own operational policies, rules and regulations, subject to the limitations in the Charter School Agreement.

Plan: AACL’s Governing Board will make use of numerous Advisory Committees with policies and goals set forth in the AACL Charter.

Expected Outcome: As a result of this waiver AACL will be able to use numerous Advisory Committees to assist with policy setting and operation of the Academy.

BDFB District Personnel Performance Evaluation Council
N/A

Rationale: This does not apply to charter schools.

Plan: AACL has its own performance evaluation policies, as outlined in the AACL Charter Application

Expected Outcome: The Academy expects that as a result of this waiver it will be able to implement performance evaluation policies.

- BDFD District Drug Abuse Education and Prevention Advisory**
 - BDFE District Insurance Committee**
 - BDFG Audit Advisory Committee**
 - BDFH Nutrition and Physical Activity Advisory Committee**
- Substantive**

Rationale: AACL will most likely not need these committees of its own, due to its small size.

Plan: AACL will evaluate and consider any reports made by these District committees if such reports would be applicable to AACL.

Expected Outcome: The Academy expects that as a result of this waiver it will be able to evaluate and consider any reports made by these District committees without the additional burden of forming these committees at the school level.

BDG School Attorney/Legal Services

Delegative

Rationale: AACL recognizes the need for legal counsel based on the complex nature of establishing a charter school and must be delegated the authority to receive legal advice outside of the scope of counsel retained by the District 11 School Board.

Plan: AACL will retain its own legal counsel.

Expected Outcome: As a result of this waiver AACL will be able to retain legal counsel at its own cost regarding special education legal issues and disputes.

BE/BEA/BEB/BF-E Guidelines for Board of Education Efficiency and Effectiveness

Delegative

Rationale: AACL believes these to be good guidelines for its own Board Meetings. The section about meeting at each cluster's high school is not application to AACL, however.

Plan: AACL will comply with the spirit of this District Policy

Expected Outcome: As a result of this waiver AACL will be able to integrate the guidance within this policy to improve the conduct of Governing Board meetings.

BEC Executive Sessions/Open Meetings — BOARD BYLAWS

BEDA Public Notification of Board Meetings — BOARD BYLAWS

Delegative

Rationale: AACL's Governing Board is bound by the same laws regarding open meetings, executive sessions, and notice of meetings.

Plan: AACL will comply with this policy in relation to Governing Board meetings.

Expected Outcome: As a result of this waiver AACL will be able to integrate this policy into the conduct of Governing Board meetings.

BEDB Agenda — BOARD BYLAWS

Substantive

Rationale: Not all of the standing agenda items will be applicable to AACL, and the timelines mentioned in this District policy may not be ideal for AACL's Governing Board.

Plan: AACL will have agenda policy that is generally similar to this District policy.

Expected Outcome: As a result of this waiver AACL will be able to integrate the intent of this policy into the conduct of Governing Board meetings.

BEDC Quorum

Substantive

Rationale: AACL is its own entity and will develop its policies regarding Governing Board meeting policies.

Plan: Quorum is defined in the bylaws submitted in the AACL Charter Application, as revised and adopted January 26, 2010. Specifically, the AACL bylaws permit director participation and voting by telephone.

Expected Outcome: As a result of this waiver AACL will be able to integrate the intent of this policy into the conduct of Governing Board meetings.

BEDD Rules of Order — BOARD BYLAWS

Delegative

Rationale: AACL is its own entity and will develop its policies regarding Governing Board meeting policies.

Plan: AACL’s Governing Board will also use Robert’s Rules of Order.

Expected Outcome: As a result of this waiver AACL will be able to integrate this policy into the conduct of Governing Board meetings.

BEDF Voting Method — BOARD BYLAWS

Substantive

Rationale: AACL is its own entity and will develop its policies regarding Governing Board meeting policies.

Plan: AACL’s Governing Board bylaws allow for voting via telephone, as well as a slightly different definition of the quorum, and may not always use a roll call vote. Otherwise, AACL’s Governing Board will use a similar policy for voting.

Expected Outcome: As a result of this waiver AACL will be able to integrate this policy into the conduct of Governing Board meetings.

BEDG Minutes - BOARD BYLAWS

Delegative

Rationale: AACL is its own entity and will develop its policies regarding Governing Board meeting policies.

Plan: AACL will keep Governing Board meeting minutes in accordance with this policy.

Expected Outcome: As a result of this waiver AACL will be able to integrate this policy into the conduct of Governing Board meetings.

BEDH Public Participation at Board Meetings

BEDH-R Public Participation at Board Meetings

Delegative

Rationale: AACL is its own entity and will develop its policies regarding Governing Board meeting policies.

Plan: AACL's Governing Board will encourage and allow public participation at board meetings in accordance with this policy and regulation.

Expected Outcome: As a result of this waiver AACL will be able to integrate this policy into the conduct of Governing Board meetings.

BEDI News Media Services at Board Meetings

Delegative

Rationale: AACL is its own entity and will develop its policies regarding Governing Board meeting policies.

Plan: AACL's Governing Board will welcome news media representatives at board meetings in accordance with this policy.

Expected Outcome: As a result of this waiver AACL will be able to integrate this policy into the conduct of Governing Board meetings.

BEDJ Broadcasting/Taping of Board Meetings

Delegative

Rationale: AACL is its own entity and will develop its policies regarding Governing Board meeting policies.

Plan: AACL's Governing Board will create and keep electronic recordings of board meetings and make them available on the school's website in accordance with this policy.

Expected Outcome: As a result of this waiver AACL will be able to integrate this policy into the conduct of Governing Board meetings.

BG School Board Policy Process

Substantive

Rationale: AACL is its own entity and will develop its policies regarding Governing Board meeting policies.

Plan: AACL will have a policy subcommittee, but its membership will differ from that outlined by this District policy. AACL will otherwise use this policy in a delegatory manner.

Expected Outcome: As a result of this waiver AACL will be able to integrate this policy into the conduct of Governing Board meetings.

BHC Board Communications with Staff

Delegative

Rationale: AACL is its own entity and will develop its policies regarding Governing Board meeting policies.

Plan: AACL's Governing Board will encourage staff communication with the board in accordance with this policy.

Expected Outcome: As a result of this waiver AACL will be able to integrate this policy into the conduct of Governing Board meetings.

BHCA Board-Staff Meet and Confer Process (Support Staff)

N/A – This policy is not applicable to AAACL.

BIA New Board Member Orientation

Substantive

Rationale: AAACL is its own entity and will develop its policies regarding Governing Board meeting policies. Not all of the materials listed are applicable to AAACL.

Plan: AAACL will adopt a New Board Member Orientation policy substantially in the spirit of this District policy.

Expected Outcome: As a result of this waiver AAACL will be able to integrate this policy into the conduct of Governing Board meetings.

BIBA School Board Conferences, Conventions and Workshops

Delegative

Rationale: AAACL is its own entity and will develop its policies regarding Governing Board meeting policies.

Plan: AAACL’s Governing Board recognizes the need for continuous improvement and training for the board.

Expected Outcome: As a result of this waiver AAACL will be able to integrate this policy into the conduct of Governing Board meetings.

BID/BIE Board Member Compensation and Expenses/Insurance/Liability

Substantive

Rationale: AAACL is its own entity and will develop its policies regarding Governing Board meeting policies.

Plan: AAACL may not provide all of the equipment stated in this District policy. Otherwise AAACL will adopt policy substantially similar to this.

Expected Outcome: As a result of this waiver AAACL will be able to integrate this policy into the conduct of Governing Board meetings.

BJA State Legislative Program

Substantive

Rationale: AAACL, as a 501(c)(3) non-profit entity, may be very limited in its legislative efforts.

Plan: AAACL will generally rely upon the District School Board, the Colorado League of Charter Schools, and other entities to advocate on its behalf in regard to any legislative efforts.

Expected Outcome: As a result of this waiver AAACL will be limited in its legislative efforts and typically rely upon other entities to advocate on its behalf.

BK School Board Memberships

Delegative

Rationale: AACL may not have the financial resources to fund adequate external association memberships for members of the Governing Board

Plan: AACL's Governing Board will be members of appropriate associations as the school's budget allows.

Expected Outcome: As a result of this waiver AACL will fund adequate external association memberships for members of the Governing Board as its budget will allow.

Section “C” Policies

CB School Superintendent
CBD Superintendent's Contract
CBFA-E Superintendent Ethics
CBI Evaluation of Superintendent
CBIA Public Inspection of Superintendent's Evaluation

N/A

Rationale: These policies are not applicable to charter schools.

Plan: AAAC will develop similar policies to cover these topics for the Academy Director using these policies as a model.

Expected Outcome: The Academy expects that as a result of this waiver it will be able to develop its own policies for the Academy Director.

CC Administrative Organization
CCA Board of Education Organizational Chart
CCB Line and Staff Relations

Delegative

Rationale: AAAC is its own entity and will define its own administrative organization.

Plan: The AAAC Governing Board will establish the administrative organization for the school. The proposed AAAC Organizational Chart is depicted on page H-6 of the AAAC Charter Application.

Expected Outcome: The Academy expects that as a result of this waiver it will be able to establish the administrative organization for the school.

CE Administrative Councils, Cabinets and Committees

Delegative

Rationale: AAAC is a separate entity and has its own Academy Director and Governing Board

Plan: All references to “superintendent” shall be interpreted to mean the AAAC Academy Director, and all references to “board” shall be interpreted to mean the AAAC Governing Board.

Expected Outcome: The Academy expects that as a result of this waiver it will be able to manage its own operational policies, rules and regulations, subject to the limitations in the Charter School Agreement.

CEA Administrative Advisory Committees

Substantive

Rationale: Since AAAC will have entirely at-will employees, such groups will not represent AAAC employees and are therefore not applicable to the policy AAAC will develop.

Plan: AAAC will use this policy for administrative advisory committees, with the exception of the portions of this District policy that refer to “employee financial and/or working conditions” and the requirements of members from CSASE and CSPA.

Expected Outcome: The Academy expects that as a result of this waiver it will be able to adhere to applicable portions of this policy as described above, subject to the limitations in the Charter School Agreement.

CEB Joint Council

N/A – This appears to cover negotiations with bargaining units and therefore is not applicable to charter schools.

CF School Building Administration

Delegative

Rationale: AAACL is a separate entity and has responsibility for its own School Building Administration.

Plan: The AAACL Governing Board will have responsibility for school building administration, delegated to the Academy Director.

Expected Outcome: The Academy expects that as a result of this waiver it will be able to manage its own School Building Administration, subject to the limitations in the Charter School Agreement.

CFB Evaluation of Principals/Building Administrators

Delegative

Rationale: The Academy will be operating independently from other schools in the district and should be delegated the authority to develop its own system of evaluation for employees.

Plan: AAACL will evaluate its administrators for the criteria outlined in this district policy, at a minimum. However, AAACL will have its own evaluation regulations and procedures that may differ from those of the District.

Expected Outcome: AAACL expects that as a result of this waiver it will be able to manage its own employee evaluations, subject to the limitations in the Charter School Agreement.

CFBA Evaluation of Evaluators

Substantive

Rationale: AAACL must have the ability to perform the evaluation of all personnel. It is not reasonable to expect all Governing Board members to possess an administrative certificate issued by CDE. Also, the State Statute (C.R.S. 22-9-106) upon which this policy is based is one that will be automatically waived for AAACL.

Plan: The AAACL Academy Director (AD) will be responsible for evaluating other building administrators and staff. The AAACL Governing Board will be responsible for evaluating the AD.

Expected Outcome: The Academy expects that as a result of this waiver it will implement its own system for evaluating other building administrators and staff, subject to the limitations in the Charter School Agreement.

CGD State and Federal Programs Administration

Delegative

Rationale: The Academy will be operating independently from other schools in the district and should be delegated the authority to manage externally funded programs.

Plan: Where allowed by law, AAACL will be responsible for administration of its own externally funded programs.

Expected Outcome: The Academy expects that as a result of this waiver it will be able to manage its own externally funded programs, subject to the limitations in the Charter School Agreement.

CH Policy Implementation

Delegative

Rationale: The Academy is granted the authority under the AAACL Charter to implement its own operational policies, rules and regulations.

Plan: The AAACL Academy Director will have the responsibility for carrying out the policies established by the AAACL Governing Board.

Expected Outcome: The Academy expects that as a result of this waiver it will be able to manage its own operational policies, rules and regulations, subject to the limitations in the Charter School Agreement.

CHA Development of Regulations

Delegative

Rationale: The Academy is granted the authority under the AAACL Charter to develop its own operational policies, rules and regulations, subject to the limitations in the Charter School Agreement.

Plan: Except as the AAACL Governing Board itself develops regulations, the AAACL Academy Director will be responsible for developing regulations and procedures for the school.

Expected Outcome: The Academy expects that as a result of this waiver it will be able to develop its own regulations, subject to the limitations in the Charter School Agreement.

CHB Board Review of Regulations

Delegative

Rationale: AAACL is its own entity and will be responsible for internally reviewing regulations adopted for the Academy.

Plan: The AAACL Governing Board will review and approve/veto regulations issued by the AAACL administration.

Expected Outcome: The Academy expects that as a result of this waiver it will be able to conduct its own independent, internal review of adopted regulations, subject to the limitations in the Charter School Agreement.

CHC Regulations Communication

Delegative

Rationale: The Academy will be operating independently from other schools in the district and should be delegated the authority to develop, adopt, and implement its own operational policies, rules and regulations, subject to the limitations in the Charter School Agreement.

Plan: AAACL's regulations shall be available in the school's main office. Otherwise, AAACL will fully adopt this District policy.

Expected Outcome: The Academy expects that as a result of this waiver it will be able to implement a policy of publicly available regulations in accordance with district policy.

CHCA Handbooks and Directives

Substantive

Rationale: The Academy will be operating independently from other schools in the district and should be delegated the authority to publish its own handbooks in the spirit of this District policy, reflecting the unique nature of AAACL.

Plan: AAACL will adopt a policy in the spirit of this District policy. However, the AAACL Handbooks will not cover District policies and regulations that have been waived for AAACL. Also the sections regarding the administrative handbook are expired and therefore not applicable. AAACL has draft copies of both its Employee Handbook and Family Handbook included in the AAACL Charter Application.

Expected Outcome: The Academy expects that as a result of this waiver it will be able to publish its own handbooks and directives.

CHD Administration in the Absence of Policy

Delegative

Rationale: AAACL is its own entity with a unique purpose and its administrators should be able to retain the flexibility to act in the absence of established Academy and District policy.

Plan: The AAACL Academy Director will have the authority to take action in the absence of AAACL policy and District policy that has not been waived for AAACL.

Expected Outcome: The Academy expects that as a result of this waiver it will be able to take action in the absence of AAACL policy and District policy, subject to the limitations in the Charter School Agreement.

CK Administrative Consultants

Not Waived; no delegative distinctions required.

CL Research/Administrative Reports

UNKNOWN – It is not clear to us what this policy represents, as it refers to a contract that is not immediately available to us.

Section “D” Policies

DAB Fiscal Management Responsibilities

Delegative

Rationale: AACL is its own entity and should be delegated the authority to manage school business activities.

Plan: The Academy Director and Business Manager will the responsibilities delineated in this District policy.

Expected Outcome: The Academy expects that as a result of this waiver it will be able to manage school business activities, subject to the limitations in the Charter School Agreement.

DB/DBB Annual Budget/Fiscal Year

DBC Budget Planning, Preparation and Schedules

Delegative

Rationale: AACL is its own entity and should be delegated the authority to manage its own budget planning.

Plan: AACL’s Governing Board will adopt a budget for the school. AACL will have the same fiscal year as specified in this District policy.

Expected Outcome: The Academy expects that as a result of this waiver it will be able to adopt its own budget, subject to the limitations in the Charter School Agreement.

DBD Determination of Budget Priorities

Delegative

Rationale: AACL is its own entity and should be delegated the authority to determine its own budget priorities.

Plan: The School Accountability Committee (SAC) shall make budget recommendation to the Academy Director (AD), and the AD shall consider these recommendations when formulating budget requests to be presented to the AACL Governing Board.

Expected Outcome: The Academy expects that as a result of this waiver it will be able to determine its own budget priorities, subject to the limitations in the Charter School Agreement.

DBE/DBF Communication of Budget Recommendations/Budget Hearings and reviews

DBG Budget Adoption

DBGA Budget Referenda

N/A – *These policies are not applicable to charter schools.*

DBI Budget Implementation

Delegative

Rationale: AACL is its own entity and should be delegated the authority to manage its own budget planning.

Plan: The Academy Director and Business Manager shall be the Board-authorized representative to make expenditures and commitments.

Expected Outcome: The Academy expects that as a result of this waiver it will be able to manage its own budget planning, subject to the limitations in the Charter School Agreement.

DBJ Budget Transfers

Substantive

Rationale: AAAC is its own entity and should manage its own budget planning.

Plan: The AAAC Governing Board will specify budget transfer policy more appropriate for a small school.

Expected Outcome: The Academy expects that as a result of this waiver it will be able to manage its own budget planning, subject to the limitations in the Charter School Agreement.

DC Taxing and Borrowing

Substantive

Rationale: AAAC is its own entity and should determine its own borrowing needs.

Plan: AAAC will be responsible for its own borrowing policies, and does not have the authority to issue tax anticipation notes. AAAC's policy will be similar to this District policy, where applicable, in particular, with respect to short-term borrowing.

Expected Outcome: The Academy expects that as a result of this waiver it will be able to be responsible for its own borrowing policies, subject to the limitations in the Charter School Agreement.

DD Grants Management

DD-E Grant Applications and Organization

Delegative

Rationale: AAAC is its own entity and should be delegated the authority to manage its own grant application process due to the unique nature of the Academy and its position to receive additional sources of revenue outside the School District budget.

Plan: AAAC will manage its own grant application process.

Expected Outcome: The Academy expects that as a result of this waiver it will be able to manage its own grant application process, subject to the limitations in the Charter School Agreement.

DEBA Incentive Payments to Taxpayers

N/A – This policy is not applicable to charter schools.

DEC Funds from Federal Tax Sources

Delegative

Rationale: AAAC is its own entity and should be delegated the authority to apply for funds from Federal Tax Sources when available.

Plan: If AAAC is eligible for federal assistance, AAAC will apply for any available assistance on its own behalf, unless such federal assistance is only available via the District.

Expected Outcome: The Academy expects that as a result of this waiver it will be able to apply for funds from Federal Tax Sources, subject to the limitations in the Charter School Agreement.

DFAAXR Statement of Investment Procedures

DFA/DFAA Investment of District Funds

Substantive

Rationale: AAAC is its own entity and should determine its own investment strategy.

Plan: AAAC will develop investment policy with similar safeguards as this District policy but more suited to a small school.

Expected Outcome: The Academy expects that as a result of this waiver it will be able to determine its own investment strategy, subject to the limitations in the Charter School Agreement.

DFDA Free Admissions

UNKNOWN – It is not clear to us what this policy represents, as it refers to a contract that is not immediately available to us.

DFE Royalties (Computer Software)

Substantive

Rationale: AAAC is its own entity and should maintain control over royalties derived from computer software developed within its instructional system.

Plan: AAAC will change this policy such that it retains ownership and copyright of all software developed by staff using AAAC computers **OR** on AAAC time. Only software developed on non-AAAC computers and off AAAC time shall be owned by the developing staff. Furthermore, AAAC reserves the right to make any software on which it owns the copyright available to other schools or school districts at a profit, not just recovering costs.

Expected Outcome: The Academy expects that as a result of this waiver it will be able to maintain control over software royalties, subject to the limitations in the Charter School Agreement.

DFG Revenues Generated from School or District Activities

Delegative

Rationale: AAAC is its own entity and should be delegated the authority to manage and approve Academy fundraisers.

Plan: AAAC's Academy Director will approve and oversee all AAAC fundraisers.

Expected Outcome: The Academy expects that as a result of this waiver it will be able to independently manage Academy fundraising activities, subject to the limitations in the Charter School Agreement.

DG Banking Services (And Deposit of Funds)

Delegative

Rationale: AAACL is its own entity and should be delegated the authority to control its use of banking services.

Plan: Parts of this policy do not apply to charter schools. Otherwise, AAACL will select its own financial institution in accordance with state law.

Expected Outcome: The Academy expects that as a result of this waiver it will be able to control its use of banking services, subject to the limitations in the Charter School Agreement.

DGA/DGB Authorized Signatures/Check-Writing Services

Substantive

Rationale: AAACL is its own entity and should develop its own policy regarding controls on check writing.

Plan: As outlined in the AAACL Charter Application (page G-11), AAACL will develop a policy of controls on check writing more suitable to a small school. Specifically, the dollar amount thresholds at which additional signatures are required will be lower than that specified in this District policy.

Expected Outcome: The Academy expects that as a result of this waiver it will be able to develop policy regarding controls on check writing, subject to the limitations in the Charter School Agreement.

DH Bonded Employees and Officers

Delegative

Rationale: AAACL is its own entity and should be delegated the authority to bond employees in accordance with District policy.

Plan: AAACL will bond employees as described in this District policy.

Expected Outcome: The Academy expects that as a result of this waiver it will be able to bond employees, subject to the limitations in the Charter School Agreement.

DI Fiscal Accounting and Reporting

Delegative

Rationale: AAACL is its own entity and should be delegated the authority to establish and operate its own accounting system.

Plan: The AAACL Business Manager will establish an accounting system for the school.

Expected Outcome: The Academy expects that as a result of this waiver it will be able to establish and operate its own accounting system, subject to the limitations in the Charter School Agreement.

DIC Financial Reports and Statements

Delegative

Rationale: AAAC is its own entity and should be delegated the authority to prepare and review its own financial reports.

Plan: The AAAC Business Manager will prepare and submit monthly and annual financial reports to the AAAC Governing Board.

Expected Outcome: The Academy expects that as a result of this waiver it will be able to prepare and review its own financial reports, subject to the limitations in the Charter School Agreement.

DID General Fixed Assets – Inventories

Delegative

Rationale: AAAC is its own entity and should be delegated the authority to maintain an inventory of fixed assets.

Plan: The AAAC Academy Director (AD) will be responsible for maintaining an inventory of fixed assets. The AD may delegate this duty to the AAAC Business Manager.

Expected Outcome: The Academy expects that as a result of this waiver it will be able to maintain an inventory of fixed assets, subject to the limitations in the Charter School Agreement.

DIE Audits/Financial Monitoring

Delegative

Rationale: AAAC is its own entity and should be delegated the authority to appoint an independent auditor to audit the school finances.

Plan: The AAAC Governing Board will appoint an independent auditor to audit the school finances at the close of each fiscal year. The results of these audits will be made available to the District and any other entities required by law.

Expected Outcome: The Academy expects that as a result of this waiver it will be able to appoint an independent auditor to audit the school finances, subject to the limitations in the Charter School Agreement.

DIF Financial Obligations

Delegative

Rationale: AAAC is its own entity and should be delegated the authority to regulate its own commitment to financial obligations.

Plan: The AAAC Governing Board will adopt this policy for its own use.

Expected Outcome: The Academy expects that as a result of this waiver it will be able to regulate its own commitment to financial obligations, subject to the limitations in the Charter School Agreement.

DJ Purchasing and Contracting

Substantive

Rationale: AAAC is its own entity and will be responsible for vendor purchases and contracts.

Plan: AAAC will establish its own purchasing and contracting policies, but will probably not create a special department for this due to the schools relatively small size. Purchasing and Contracting will be the responsibility of the Academy Director and Business Manager. AAAC will, where allowed, use the District's Procurement and Contracting Department when it is advantageous to AAAC to do so. Other than waiving the establishment of a "professional procurement and contracting department," AAAC would request a delegative waiver of the rest of this District policy.

Expected Outcome: The Academy expects that as a result of this waiver it will be responsible for vendor purchases and contracts, subject to the limitations in the Charter School Agreement.

DJG Vendor Relations

Delegative

Rationale: AAAC is its own entity and should be delegated the authority to establish procedures for vendor relations.

Plan: AAAC will establish the procedures specified in this District policy.

Expected Outcome: The Academy expects that as a result of this waiver it will be able to establish procedures for vendor relations, subject to the limitations in the Charter School Agreement.

DK Payment Procedures

Delegative

Rationale: AAAC is its own entity and should be delegated the authority to conduct its own payments of approved bills and invoices.

Plan: The AAAC Business Manager shall pay all approved bills and invoices on behalf of AAAC.

Expected Outcome: The Academy expects that as a result of this waiver it will be able to conduct its own payments of approved bills and invoices, subject to the limitations in the Charter School Agreement.

DKA Payroll Procedures/Schedules

Substantive

Rationale: AAAC is its own entity and should be responsible for determining its payroll procedures and schedules.

Plan: AAAC may choose to pay its employees bi-monthly instead of monthly, as noted on page 24 of the Employee Handbook included in the AAAC Charter Application.

Expected Outcome: The Academy expects that as a result of this waiver it will be able to determine its payroll procedures and schedules, subject to the limitations in the Charter School Agreement.

DKB Salary Deductions

Delegative

Rationale: AAACL is its own entity and should be delegated the authority to make appropriate deductions from employee paychecks in accordance with Academy and District Policy in addition to state and federal law.

Plan: Reference to the “board of education” shall be taken to mean the AAACL Governing Board.

Expected Outcome: The Academy expects that as a result of this waiver it will be able to make appropriate deductions from employee paychecks, subject to the limitations in the Charter School Agreement.

DKC Expense Authorization/Reimbursement

Delegative

Rationale: AAACL is its own entity and should be delegated the authority to authorize and reimburse for employee expenses.

Plan: AAACL will manage expense reimbursement for its employees and Governing Board members.

Expected Outcome: The Academy expects that as a result of this waiver it will be able to manage expense reimbursement for its employees and Governing Board members, subject to the limitations in the Charter School Agreement.

DLB Tax-Sheltered Annuities

Delegative

Rationale: AAACL is its own entity and should be delegated the authority to manage tax-sheltered annuities in accordance with District Policy.

Plan: AAACL will adhere to District Policy whereby the phrase “school district employees” shall be taken to mean “AAACL employees.”

Expected Outcome: The Academy expects that as a result of this waiver it will be able to manage tax-sheltered annuities in accordance with District Policy.

DM Cash in School Buildings

DM-R Cash in School Buildings (Safes and Safe Combinations)

Not Waived; no delegative distinctions required.

DN School Properties Disposition

Delegative

Rationale: AAACL is its own entity and should be delegated the authority to dispose of property owned exclusively by AAACL.

Plan: The AAACL Governing Board shall have the authority to sell or lease any school property owned by AAACL that may not be needed in the foreseeable future

Expected Outcome: The Academy expects that as a result of this waiver it will be able to dispose of property owned exclusively by AAACL.

Section “E” Policies

EB Safety Program

Delegative

Rationale: The Academy will be operating independently from other schools in the district and should be delegated the authority to develop, adopt, and implement its own operational policies, rules and regulations, subject to the limitations in the Charter School Agreement.

Plan: AAACL’s Academy Director will implement a safety program policy at AAACL.

Expected Outcome: The Academy expects that as a result of this waiver it will be able to establish and manage its own safety program policy subject to the limitations in the Charter School Agreement.

EBAB Hazardous Materials

Not Waived; no delegative distinctions required.

EBBB Accident Reports

Delegative

Rationale: AAACL is its own entity and will be responsible for implementing this District policy.

Plan: AAACL’s Academy Director will provide these reports to the appropriate District personnel.

Expected Outcome: The Academy expects that as a result of this waiver it will be able to manage its own system of accident reporting.

EBCA Disaster Plans

EBCB Safety Drills

EBCC Bomb Threats

Not Waived; no delegative distinctions required.

EBCE School Closings and Cancellations

Delegative

Rationale: AAACL will be responsible for its own governance and operations. AAACL must have the ability to choose its own governance structure and manner of operations.

Plan: AAACL’s Academy Director will adhere to all District closures, early dismissals, and/or late starts. AAACL’s Director will also reserve the ability to declare a closure, early dismissal, and/or late start apart from the District if circumstances or prudence dictate such an event.

Expected Outcome: The Academy expects that as a result of this waiver the Director will have the ability to declare a closure, early dismissal, and/or late start apart from the District if circumstances or prudence dictate such an event.

ECAC Vandalism**ECAD School and Personal Property Replacement/Restitution**

Not Waived; no delegative distinctions required.

ECF Energy Management Conservation

Not Waived; no delegative distinctions required.

EDC Authorized Use of School-Owned Materials and Equipment**Delegative**

Rationale: The Academy will be operating independently from other schools in the district and should be delegated the authority to develop, adopt, and implement its own operational policies, rules and regulations, subject to the limitations in the Charter School Agreement

Plan: AAACL's administration will handle requests for exemptions from this policy.

Expected Outcome: The Academy expects that as a result of this waiver AAACL's administration will be allowed to handle requests for exemptions from this policy.

EEA Student Transportation**EEAA Walkers and Riders****Substantive**

Rationale: AAACL is its own entity and will define its own policy regarding student transportation services in accordance with the Charter Application.

Plan: As outlined in the AAACL Charter Application, AAACL may not provide any transportation services, or only limited transportation services. It is the desire of the AAACL Governing Board to provide transportation services to those students most in need of assistance, and the AAACL Governing Board will direct the AAACL administration and parent organization (PAAACL) to find creative, low-cost transportation solutions wherever possible. As the budget allows, or as grants for transportation are awarded, AAACL will provide transportation services, with priority going to those most in need of transportation assistance.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its student transportation services to those students most in need of assistance subject to the limitations in the Charter School Agreement.

EEAC Bus Scheduling and Routing**Substantive**

Rationale: AAACL is its own entity and will define its own policy for developing schedules and routes for student transportation services in accordance with the Charter Application.

Plan: As discussed above (in EEA & EEAA) regarding Student Transportation, if and when AAACL provides transportation services, AAACL's Governing Board shall be responsible for developing schedules and routes.

Expected Outcome: The Academy expects that as a result of this waiver AAACL's Governing Board will manage its student transportation routes and schedules subject to the limitations in the Charter School Agreement.

EEAE Bus Safety Program

Not Waived; no delegative distinctions required.

EEAEA Bus Driver Requirements, Training and Responsibilities**EEAEAA Controlled Substances and Alcohol Testing and Prohibited Conduct**

Not Waived; no delegative distinctions required.

EEAEC Student Conduct on School Buses**Delegative**

Rationale: The Academy will be operating independently from other schools in the district and should be delegated the authority to develop, adopt, and implement its own operational policies, rules and regulations, subject to the limitations in the Charter School Agreement

Plan: AAAC is a separate entity and the administration will make decisions regarding additional consequences and discipline for students.

Expected Outcome: The Academy expects that as a result of this waiver it will be able to define its own system of student discipline subject to the limitations in the Charter School Agreement.

EEAFB Use of School Buses by Community Groups

Not Waived; no delegative distinctions required.

EEAG Student Transportation in Private Vehicles**Delegative**

Rationale: AAAC will be responsible for its own governance and operations. AAAC must have the ability to choose its own governance structure and manner of operations.

Plan: AAAC's Governing Board and/or administration will grant permission to transport students in private vehicles. Students will be excluded from driving other students.

Expected Outcome: The Academy expects that as a result of this waiver it will manage student transportation subject to the limitations in the Charter School Agreement.

EEAH Student Transportation Insurance**Delegative**

Rationale: AAAC is its own entity and will define its own policy regarding Student Transportation Insurance in accordance with the law.

Plan: AAAC will provide the student transportation insurance required by this policy.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its student transportation insurance policy subject to the limitations in the Charter School Agreement.

EF Food Services**Delegative**

Rationale: AAAC is its own entity and will define its own food service program.

Plan: AAAC will coordinate and contract for any food/beverage vending machines on school grounds. AAAC will seek to provide a budget-neutral food service program, which may be provided via contract with the District or other third-party food service provider. If AAAC does contract through the District Food and Nutrition Services department for food service to AAAC, the remainder of this policy would not be waived.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its food service program subject to the limitations in the Charter School Agreement.

EGAD Copyright Compliance

Not Waived; no delegative distinctions required.

EGAE Mail and Delivery Service

Substantive

Rationale: AAAC is its own entity and will define its own mail service and delivery service program for all mail not directly affiliated with AAAC or the District Board or administration.

Plan: AAAC will use the District intra-district mail service for mail between it and the District (this is a required buyback service). AAAC reserves the right to limit or prohibit the distribution of notices, circulars, and other materials from people and groups not directly affiliated with AAAC or the District Board or Administration.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its mail and delivery service program subject to the limitations in the Charter School Agreement.

EHC Electronic Communication and Access

Delegative

Rationale: AAAC is its own entity and will define its own policy regarding Electronic Communication and Access.

Plan: AAAC will implement this policy itself with respect to its own information infrastructure and Internet access. Additionally, AAAC has outlined similar policy in its draft Employee Handbook (starting on page 32).

Expected Outcome: The Academy expects that as a result of this waiver it will manage its Electronic Communication and Access regarding infrastructure and internet access subject to the limitations in the Charter School Agreement.

EHD Technology Self Help Program

Delegative

Rationale: AAAC is its own entity and will define its own Technology Self Help Program.

Plan: AAAC will manage its technology independently of the District's Information Technology (IT) department. AAAC will have a standing technology committee to plan and guide the school's implementation and use of technology, which will make the decisions as to the appropriateness of any "Self-help" technology program for the school.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its Technology Self Help Program subject to the limitations in the Charter School Agreement.

EI Insurance Program/Risk Management (and Self-Insurance)

EIB Liability Insurance

Delegative

Rationale: AAAC is its own entity and will obtain its own Liability Insurance.

Plan: AAAC will obtain its own insurance. It is doubtful AAAC will be able to self-insure during the term of its initial charter.

Expected Outcome: The Academy expects that as a result of this waiver its own insurance subject to the limitations in the Charter School Agreement.

Section “F” Policies

We recognize that many of the Section “F” policy waivers AAACL is requesting may not be applicable/granted if the District Board of Education grants AAACL the use of a District facility (such as Ivywild or Pike Elementary schools). These policy waivers are primarily to grant AAACL flexibility in securing its own private facility, if necessary.

FB Facilities Planning

Delegative

Rationale: AAACL is its own entity and must be able to conduct adequate facilities planning to carry out its educational program.

Plan: The AAACL Governing Board and Academy Director will be responsible for planning and acquiring a new school site, should the need arise.

Expected Outcome: The Academy expects that as a result of this waiver its own insurance subject to the limitations in the Charter School Agreement.

FCB Closing Schools

N/A – This policy is not applicable to charter schools.

FD Debt Financing of Capital Investment

FDA Bond Elections

Delegative

Rationale: AAACL is its own entity and should be delegated the authority to develop adequate debt financing and bond elections in conjunction with the School Board.

Plan: To the extent allowed by law, AAACL will coordinate and cooperate with the District to participate in debt financing and bond elections, if applicable.

Expected Outcome: The Academy expects that as a result of this waiver it will coordinate and cooperate with the District to participate in debt financing and bond elections, if applicable

FE New Educational Facilities Construction and Remodeling

FE-E Building Development Advisory Committee

Substantive

Rationale: AAACL is its own entity and will need to conduct its own planning for facilities construction and remodeling where necessary.

Plan: The AAACL Governing Board will set policy regarding new facility construction and remodeling (for an AAACL-owned facility).

Expected Outcome: The Academy expects that as a result of this waiver it will conduct its own planning for facilities construction and remodeling, subject to the limitations in the Charter School Agreement.

FEB Construction Related Professional Services
FEG Construction Contracts, Bidding and Awards
FEGB Contractors' Affidavits and Guarantees
FEH Supervision of Construction

Delegative

Rationale: AAACL is its own entity and will need to implement these policies for facilities construction and remodeling where necessary.

Plan: The AAACL Governing Board will be responsible for these aspects of construction for any facility AAACL owns or intends to build.

Expected Outcome: The Academy expects that as a result of this waiver it will implement these policies for facilities construction and remodeling, subject to the limitations in the Charter School Agreement.

FEK Facilities Self Help Program

Delegative

Rationale: AAACL is its own entity and will need to implement a facilities self-help program. We would not expect this policy to be delegated if AAACL is granted the use of a District facility.

Plan: AAACL will use parent and community volunteers to make improvements to any facility it owns.

Expected Outcome: The Academy expects that as a result of this waiver it will be able to implement its own self-help program.

FF Naming Facilities

Delegative

Rationale: AAACL is its own entity and should be responsible for naming any facility it acquires.

Plan: AAACL will have its own policy for naming any facility it owns. We would not expect this policy to be delegated if AAACL is granted the use of a District facility.

Expected Outcome: The Academy expects that as a result of this waiver it will be responsible for naming any facility it acquires.

Section “G” Policies

GA Personnel Goals/Priority Objectives

Delegative

Rationale: AAACL is a separate entity and thus will define its personnel policies including priority objectives and personnel goals.

Plan: AAACL will establish and maintain its own personnel policies, although most AAACL personnel policy will be based on District policy (as indicated by the few substantive waivers requested in the “G” Policies).

Expected Outcome: The Academy expects that as a result of this waiver it will manage its personnel goals/priority objectives subject to the limitations in the Charter School Agreement.

GBA Open Hiring/Equal Employment Opportunity and Affirmative Action

GBAA Sexual Discrimination and Harassment

Delegative

Rationale: AAACL is a separate entity and thus will manage its own open hiring/equal employment opportunity and affirmative action policies as well as its sexual discrimination and harassment policies.

Plan: AAACL has its own regulations for reporting and investigating possible discrimination and harassment (see waiver of AC-R, above). AAACL fully affirms these District policies.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its open hiring/equal employment opportunity and affirmative action policies as well as sexual discrimination and harassment policies subject to the limitations in the Charter School Agreement.

GBB Staff Involvement in Decision making

Delegative

Rationale: AAACL is a separate entity and will define its practices regarding staff involvement in decision making.

Plan: The AAACL Academy Director will include appropriate AAACL staff when planning regulations at AAACL.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its staff involvement in decision making subject to the limitations in the Charter School Agreement.

GBD Board Communications with Staff

Delegative

Rationale: AAACL is a separate entity and thus will be responsible for communication with its staff.

Plan: The AAACL Governing Board affirms that AAACL employees may appear before the AAACL Governing Board for the purpose of discussing any matter, with the exception that AAACL’s

grievance procedure (as documented in the Employee Handbook) must be followed before bringing matters covered by that procedure before the Board.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its communications with staff subject to the limitations in the Charter School Agreement.

GBDA Joint Council

GBDB Board-Staff Meet and Confer Process

Substantive – As an at-will employer, these policies will not apply to AAACL.

GBE Staff Rights and Responsibilities

Not Waived; no delegative distinctions required.

GBEA Staff Ethics/Conflict of Interest/Employment of Relatives

Delegative

Rationale: AAACL is a separate entity and will manage its staff ethics/conflict of interest/employment of relatives policy.

Plan: AAACL will implement this policy.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its staff ethics/conflict of interest/ employment of relatives policies subject to the limitations in the Charter School Agreement.

GBEB Staff Dress Code

Delegative

Rationale: AAACL is a separate entity and thus will define its staff dress code.

Plan: AAACL's Governing Board will approve any long-term or permanent deviations.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its staff dress code subject to the limitations in the Charter School Agreement.

GBEBC Gifts to and Solicitations by Staff

GBEC Drug-Free Workplace (Drug and Alcohol Use by Staff Members)

Not Waived; no delegative distinctions required.

GBGA Staff Health

Delegative

Rationale: AAACL is responsible for all aspects of its staff fitness for any particular duty.

Plan: AAACL's Governing Board will adopt this policy and the school will pay for the costs of these examinations. Decisions about the fitness of the Academy Director will be determined by the AAACL Board, while the fitness of any other AAACL employee shall be made by the Academy Director.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its staff health subject to the limitations in the Charter School Agreement.

GBGB Staff Personal Security and Safety

Not Waived; no delegative distinctions required.

GBGD Workers' Compensation**Substantive**

Rationale: AAAC is a separate entity and will manage its workers' compensation coverage to comply with applicable laws.

Plan: AAAC will provide coverage required by applicable law.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its workers' compensation subject to the limitations in the Charter School Agreement.

GBGF Family and Medical Leave

Not Waived; no delegative distinctions required.

GBGF-R Family and Medical Leave (Regulation)**Substantive**

Rationale: AAAC is a separate entity and will implement its family and medical leave regulations to comply with applicable laws. Modifications to district policy may be necessary to accommodate the smaller size and fewer employees of the Academy.

Plan: We believe AAAC employees will be covered by FMLA despite AAAC not employing at least 50 employees. Also, because we are waiving "sick leave bank" and "donated hardship leave" (GCCA/GCCAA), AAAC will not offer these options. Otherwise AAAC will use this regulation as a template for its own regulations regarding FMLA.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its family and medical leave regulations subject to the limitations in the Charter School Agreement.

GBH Staff Participation in Community Activities**GBI Staff Participation in Political Activities**

Not Waived; no delegative distinctions required.

GBJ Personnel Records and Files**Delegative**

Rationale: AAAC is a separate entity and will be responsible for its personnel records and files.

Plan: AAAC will maintain its own personnel records and files on-site, but will otherwise adhere to this District policy.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its personnel records and files subject to the limitations in the Charter School Agreement.

GBK Staff Concerns/Complaints/Grievances**Delegative**

Rationale: AAAC is a separate entity and thus will define and implement its staff concerns/complaints/grievances regulations.

Plan: AACL will follow this policy but implement its own regulations (as outlined in the Employee Handbook included in the AACL Charter Application). We believe our procedures are similar in spirit to those of the District in this area.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its staff concerns/complaints/grievances regulations subject to the limitations in the Charter School Agreement.

GBL Staff Awards and Recognition **Delegative**

Rationale: AACL is a separate entity and will manage its staff awards and recognition.

Plan: AACL will implement this policy itself.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its staff awards and recognition policies subject to the limitations in the Charter School Agreement.

GBLA Seek and Value Employee's Suggestions (SAVES) **Substantive**

Rationale: AACL is a separate entity and will define its employee suggestion rewards policies.

Plan: While we value employee suggestions and involvement, AACL reserves the right to implement its own policy and program regarding awards for employee suggestions and involvement.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its employee suggestions rewards policies subject to the limitations in the Charter School Agreement.

GBM Staff Identification Cards **Not Waived; no delegative distinctions required.**

GCAA Instructional Staff Positions **Substantive**

Rationale: AACL is a separate entity and thus will tailor its job descriptions to the unique needs and goals of the Academy. The success of the Academy will depend in large part upon its ability to select and employ its own staff in accordance with this Charter School Agreement and the goals and objectives of the school.

Plan: AACL will develop its own job descriptions to include any physical capabilities required for specific positions. The Contract Refs mentioned in this policy do not apply to charter schools, and some of AACL's instructional staff may not be certified (although certification will always be preferred when all other factors are equal). Job descriptions are posted on the AACL website at <http://www.academyacl.org/jobs/employ.html>.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its instructional staff positions subject to the limitations in the Charter School Agreement.

GCAB Administrative Staff Positions**Delegative**

Rationale: AAAC is a separate entity and thus will define and tailor its administrative staff job descriptions to satisfy the unique needs and goals of the Academy.

Plan: AAAC will develop and maintain its own administrative staff job descriptions. Job descriptions are posted on the AAAC website at <http://www.academyaocl.org/jobs/employ.html>.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its administrative staff positions subject to the limitations in the Charter School Agreement.

GCB Professional Staff Contracts and Compensation**Substantive**

Rationale: AAAC is a separate entity with unique requirements. Thus AAAC will be responsible for establishing staff contracts and compensation plans which comply with all applicable Colorado statutes.

Plan: AAAC's Governing Board and Academy Director will establish staff compensation plans. AAAC shall adhere to any applicable (i.e., not waived by the State Board of Education) employment contract procedures established by Colorado statutes.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its professional staff contracts and compensation subject to the limitations in the Charter School Agreement.

GCBA Instructional Staff Contracts/Compensation/Salary Schedules**GCBB Administrative Staff Contracts/Compensation/Salary Schedules****GCBBB Administrative Staff Experience and Longevity Program****GCBC Professional Staff Supplementary Pay Plans/Overtime****GCBD Professional Staff Fringe Benefits****Substantive**

Rationale: AAAC is a separate entity and thus will define its instructional, administrative, and professional staff contracts/compensation/salary schedule as well as supplementary pay and fringe benefit plans.

Plan: AAAC's Governing Board will set all staff and administrative salary schedules, supplementary pay plans, overtime policies, and fringe benefits.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its instructional, administrative, and professional staff contracts/compensation/salary schedule as well as supplementary pay and fringe benefit plans subject to the limitations in the Charter School Agreement.

GCC Professional Staff Leaves and Absences**Delegative**

Rationale: AAAC is a separate entity and will be responsible for defining professional leave and absences policies to comply with all applicable laws.

Plan: AAACL's Governing Board will provide leave and absences policy, and payment schedules for AAACL personnel, in compliance with all federal and state laws.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its professional staff leave and absences policies subject to the limitations in the Charter School Agreement.

GCCA/GCCAA Instructional Staff Leaves and Absences/Sick Leave

Substantive

Rationale: AAACL is a separate entity and will be responsible for its instructional staff leave and absences policies.

Plan: These policies will not apply to AAACL's at-will employees.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its instructional staff leave and absences policies subject to the limitations in the Charter School Agreement.

GCCAB Instructional Staff Personal/Emergency/Legal/Religious Leave

Not Waived; no delegative distinctions required.

GCCAC Instructional Staff Maternity/Paternity/Parental Leave

Substantive

Rationale: AAACL is a separate entity and thus will define its instructional staff maternity/paternity/parental leave policies to comply with applicable laws.

Plan: AAACL may not provide maternity/paternity/parental leave beyond that required by state and federal laws, including FMLA.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its instructional staff maternity/paternity/parental leave policies subject to the limitations in the Charter School Agreement.

GCCAD Instructional Staff Military Leave

Not Waived; no delegative distinctions required.

GCCAE Instructional Staff Conferences/Training/Workshops

GCCAF Instructional Staff Sabbaticals

GCCAG Instructional Staff Extended Leave of Absence

GCCAH Instructional Staff Union Leave

Substantive

Rationale: AAACL is a separate entity and thus will define its policies regarding instructional staff conferences, sabbaticals, extended leave, and union leave.

Plan: These policies will not apply to AAACL's at-will employees.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its instructional staff conferences, sabbaticals, extended leave, and union leave policies subject to the limitations in the Charter School Agreement.

GCCB/GCCBA Administrative Staff Leaves and Absences/Sick Leave
GCDB Administrative Staff Vacations and Holidays

Substantive

Rationale: AAACL is a separate entity and thus will define and implement its administrative staff leave, absences, vacations, and holidays policies.

Plan: AAACL's Governing Board will establish administrative leave, absences, vacation, and holiday policies.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its administrative staff leave, absences, vacations, and holidays policies subject to the limitations in the Charter School Agreement.

GCE/GCF Teachers and Executive Professionals Recruiting/Hiring and Background Checks

Not Waived; no delegative distinctions required.

GCEC Posting and Advertising of Professional Vacancies (Administrators)

Substantive

Rationale: AAACL is a separate entity and will define its own posting policies for administrative vacancies when necessary.

Plan: While AAACL will typically follow this District policy, there may be rare circumstances where AAACL may not wish to post administrative job vacancies.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its posting and advertising of professional vacancies policies subject to the limitations in the Charter School Agreement.

GCFC Professional Staff Certification, Licensing and Credentialing requirements

Substantive

Rationale: AAACL is its own entity and thus the Academy should be granted the authority to hire teachers and principals that will support the school's goals and objectives. The Academy Director will not function as a traditional district school principal, but rather will be responsible for a wider range of tasks. The Academy will seek to attract a director and teachers from a wide variety of backgrounds, including, but not limited to teachers from out-of-state, teachers with a lapsed Colorado certificate, persons with several years of successful teaching experience in a setting not requiring a license, as well as persons with business or professional experience.

Plan: While AAACL will prefer certification of its staff members, certification is not required of most AAACL personnel. AAACL will require proper certification of personnel in positions where certification is required by state or federal laws (such as Special Education).

Expected Outcome: The Academy expects that as a result of this waiver it will manage its professional staff certification, licensing and credentialing requirements subject to the limitations in the Charter School Agreement.

GCG/GCGA Part-Time and Substitute Professional Staff Employment

Substantive

Rationale: AAACL is a separate entity and thus will define its part-time and substitute professional staff employment requirements and practices.

Plan: As with professional staff, part-time and substitute professional staff members at AAACL will not be subject to the certification requirements of state law.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its part time and substitute professional staff requirements subject to the limitations in the Charter School Agreement.

- GCH Professional Staff Orientation and Training**
- GCI Professional Staff Development**
- GCID Professional Staff Training, Workshops and Conferences**

Substantive

Rationale: AAACL is a separate entity and thus will be responsible for developing and implementing its professional staff orientation, training, staff development, workshops and conferences procedures and policies.

Plan: AAACL will develop and implement its own staff orientation, training, and development policies and procedures.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its professional staff orientation, training, staff development, workshops and conferences policies subject to the limitations in the Charter School Agreement.

GCIE Professional Staff Continuing Education

Not Waived; no delegative distinctions required.

- GCKA Instructional Staff Assignments and Transfers**
- GCKB Administrative Staff Assignments and Transfers**

Substantive

Rationale: AAACL is a separate entity and will be responsible for instructional and administrative staff assignments and transfer procedures.

Plan: AAACL’s Academy Director will be responsible for staff and administrative assignments and transfers within AAACL.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its instructional and administrative staff assignments and transfer policies subject to the limitations in the Charter School Agreement.

- GCL Professional Staff Schedules and Calendars**
- GCLA Length of Instructional Staff Work Day**
- GCLB Length of Administrative Staff Work Day**
- GCLC Length of Instructional Staff School Year**
- GCLD Length of Administrative Staff Work Year**

Substantive

Rationale: AACL is a separate entity and thus will be responsible for determining its professional staff schedules and calendars as well the length of instructional and administrative staff work day and work year.

Plan: AACL's Governing Board will establish the work schedules for all AACL employees.

Expected Outcome: The Academy expects that as a result of this waiver it will define and manage its professional staff schedules and calendars, length of instructional and administrative staff work day and work year subject to the limitations in the Charter School Agreement.

GCM Professional Staff Work Load

GCMA Professional Staff Planning Time

GCMC Parent Conferences, Staff Meetings and School Meetings Instructional Staff Extra Duty

GCMD Instructional Staff Extra Days

Substantive

Rationale: AACL is a separate entity and thus will define its professional staff workload, planning time, parent conferences, staff and school meetings, extra duty, and extra instructional staff days practices.

Plan: AACL's Governing Board and Academy Director will specify all AACL staff duties, meeting requirements, parent conference requirements, and allow for adequate planning time.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its professional staff workload, planning time, parent conferences, staff and school meetings, extra duty, and extra instructional staff days practices subject to the limitations in the Charter School Agreement.

GCOA Evaluation of Instructional Staff

GCOC Evaluation of Administrative Staff

Substantive

Rationale: AACL is a separate entity and will set evaluation of instructional and administrative staff policies.

Plan: AACL's Governing Board will set policy for the evaluation of instructional and administrative staff.

Expected Outcome: The Academy expects that as a result of this waiver it will define and manage its evaluation of instructional and administrative staff policies subject to the limitations in the Charter School Agreement.

GCPB Promotion, Demotion and Reclassification of Administrative Staff

GCQ Professional Staff Termination of Employment

GCQA Instructional Staff Reduction in Force

Substantive

Rationale: AACL is a separate entity and will be responsible for promotion, demotion, and termination policies for all AACL employees.

Plan: AACL's Governing Board will set policy regarding promotion, demotion and termination of all AACL employees.

Expected Outcome: The Academy expects that as a result of this waiver it will manage promotion, demotion, and termination policies subject to the limitations in the Charter School Agreement.

GCQC/GCQD Resignation of Instructional Staff/Administrative Staff

Substantive

Rationale: AAACL will be responsible for its own personnel matters, including employing the Academy Director and staff and establishing its own terms and conditions of employment, policies, rules and regulations, and providing its own training. Staff employed at the Academy will be employed on an at-will basis.

Plan: All employment at AAACL is at-will, so the bulk of this policy will not apply to AAACL.

Expected Outcome: The Academy expects that as a result of this waiver it will manage resignation of instructional and administrative staff policies subject to the limitations in the Charter School Agreement.

GCQE Retirement of Professional Staff

Substantive

Rationale: AAACL is a separate entity and will define and implement dates and policies regarding retirement to align with AAACL's fiscal year and unique needs.

Plan: The dates specified in this policy do not align with AAACL's fiscal year and might impose an undue financial hardship on the school.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its retirement policies subject to the limitations in the Charter School Agreement.

GCQF Discipline, Suspension and Dismissal of Professional Staff

Substantive

Rationale: AAACL is a separate entity and will be responsible for defining and implementing its discipline, suspension, and dismissal of professional staff policies to comply with all applicable laws.

Plan: AAACL will have its own discipline, suspension, and dismissal policy and corrective action procedures, to comply with all state and federal laws. AAACL's policy will apply to all professional staff whether certificated or not.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its discipline, suspension, and dismissal of professional staff policies subject to the limitations in the Charter School Agreement.

GCR Non-school Employment of Professional Staff

Not Waived; no delegative distinctions required.

GCRC Staff Consulting Activities

Substantive

Rationale: AAACL is a separate entity and thus will be responsible for its staff consulting policies.

Plan: AAACL will have limited staff and will generally not make them available to other agencies unless required by law.

Expected Outcome: The Academy expects that as a result of this waiver it will manage staff consulting policies subject to the limitations in the Charter School Agreement.

GCS Professional Research and Publishing **Delegative**

Rationale: AAACL is a separate entity and thus will be responsible for managing any professional research and publishing that mentions the Academy.

Plan: AAACL's Academy Director shall clear all publications that mention AAACL. If any professional article produced by AAACL staff should mention the District in any way, the article will also be sent to the District Superintendent for approval in accordance with this District policy.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its professional research and publishing policies subject to the limitations in the Charter School Agreement.

GCT Exchange Teaching **Substantive**

Rationale: AAACL is a separate entity and thus will be responsible for defining exchange teaching policy.

Plan: AAACL will have limited staff and will generally not make them available for exchange teaching.

Expected Outcome: The Academy expects that as a result of this waiver it will manage exchange teaching staff policies subject to the limitations in the Charter School Agreement.

GCU Professional Staff Membership in Professional and Union Organizations **Substantive**

Rationale: AAACL is a separate entity and will be responsible for its own personnel matters and for establishing its own terms and conditions of employment.

Plan: All AAACL employees will be "at-will" so this policy is not applicable.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its staff professional union policies subject to the limitations in the Charter School Agreement.

GCV Professional Staff Facilities

Substantive – It is not clear to us what this policy represents, as it refers to a contract that is not immediately available to us. However, since this appears to be a union contract it probably does not apply to AAACL's at-will employees.

GD Support/Classified Staff

Substantive

Rationale: AACL is a separate entity and thus will be responsible for defining support/classified staff positions to comply with all applicable laws.

Plan: AACL uses a different classification of staff positions that are still fully compliant with all applicable labor laws.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its staff classifications subject to the limitations in the Charter School Agreement.

GDA Support Staff Positions

Delegative

Rationale: AACL is a separate entity and thus will be responsible for defining and establishing support staff positions.

Plan: AACL’s Governing Board shall establish support staff positions for AACL.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its support staff positions subject to the limitations in the Charter School Agreement.

GDB Support Staff Contracts and Compensation

GDBA Support Staff Salary Schedules

GDBAA Support Staff Experience and Longevity Program

GDBC Support Staff Supplementary Pay/Overtime

GDBD Support Staff Fringe Benefits

GDC Support Staff Leaves and Absences

GDCA Support Staff Sick Leave

GDCB Support Staff Personal/Emergency/Legal/Religious Leave (And Bereavement Leave)

GDCC Support Staff Maternity/Paternity/Parental Leave

GDCD Support Staff Military Leave

GDCE Support Staff Conferences/Visitations/Workshops

GDCG Support Staff Extended Leave of Absence

GDCH Support Staff Union Leave

GDD Support Staff Vacations and Holidays

Substantive

Rationale: AACL is a separate entity and will be responsible for setting all policies including support staff compensation, leave, benefits, vacations, etc. to comply with all applicable laws.

Plan: As with all other employees of AACL, AACL’s Governing Board will set policy for aspects of support staff compensation, leave, benefits, vacations, etc., and will be in compliance with all applicable state and federal laws.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its policies concerning support staff compensation, leave, benefits, vacations, etc. subject to the limitations in the Charter School Agreement.

GDE/GDF Educational Support Professions Recruiting/Hiring and Background Checks
Delegative

Rationale: AACL is a separate entity and will be responsible for its background checks.

Plan: AACL’s Governing Board will implement this policy.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its background checks policy subject to the limitations in the Charter School Agreement.

GDEA Posting and Advertising of Support Staff Vacancies
Substantive

Rationale: AACL is a separate entity and thus will be responsible for the posting and advertising of support staff vacancies.

Plan: While AACL will typically follow this District policy, there may be rare circumstances where AACL may not wish to post administrative job vacancies. AACL employees will be given priority to fill AACL vacancies. District 11 employees will not be given any special priority to fill AACL vacancies—they will be treated like any other applicant.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its posting and advertising of support staff vacancies subject to the limitations in the Charter School Agreement.

GDG Part-Time and Substitute Support Staff Employment
Substantive

Rationale: AACL is a separate entity and will be responsible for its part-time and substitute support staff employment policies in compliance with all applicable laws.

Plan: AACL will adopt policy similar to this (in particular, maintaining a list of authorized substitutes and background checks), but AACL will set its own pay schedules for substitute staff, in compliance with all applicable labor laws.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its part-time and substitute support staff employment policies subject to the limitations in the Charter School Agreement.

GDI Support Staff Probation and Seniority
Substantive

Rationale: AACL is a separate entity and will define its support staff probation and seniority policies.

Plan: AACL’s Governing Board will set its own policy regarding probation and seniority.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its support staff probation and seniority policies subject to the limitations in the Charter School Agreement.

GDJ Support Staff Assignments and Transfers
Substantive

Rationale: AAACL is a separate entity and will be responsible for support staff assignments and transfer policies.

Plan: AAACL's staff will not be assigned or transferred outside of AAACL except under exceptional circumstances.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its support staff assignments and transfer policies subject to the limitations in the Charter School Agreement.

GDK Support Staff Schedules and Calendars

GDKA Length of Support Staff Work Day

GDKB Length of Support Staff School Year

GDL Support Staff Work Load

Substantive

Rationale: AAACL is a separate entity and thus will define its support staff schedules, calendars, workday, workload, and school year to comply with all applicable laws.

Plan: As with all other AAACL staff, AAACL's Governing Board will set the work schedules for AAACL support staff, to be in compliance with all applicable labor laws.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its support staff schedules, calendars, workday, workload, and school year subject to the limitations in the Charter School Agreement.

GDMD Support Staff Continuing Education

Substantive

Rationale: AAACL is a separate entity and will be responsible for the continuing education of its support staff.

Plan: AAACL values continuing education of its staff. Therefore, AAACL's Governing Board will set policy for continuing education more fitting the needs of AAACL as a small school.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its support staff continuing education subject to the limitations in the Charter School Agreement.

GDO Evaluation of Support Staff

Substantive

Rationale: AAACL is a separate entity and thus will be responsible for personnel matters including defining evaluation procedures for support staff.

Plan: AAACL's Governing Board will direct the school's Academy Director to develop the evaluation procedures for AAACL support staff.

Expected Outcome: The Academy expects that as a result of this waiver it will manage evaluation of its support staff subject to the limitations in the Charter School Agreement.

GDP Support Staff Promotions, Demotions and Reclassification

GDQA Support Staff Reduction in Force

GDQB Resignation of Support Staff

GDQC Retirement of Support Staff

GDQD Discipline, Suspension and Dismissal of Support Staff

Substantive

Rationale: AAAC is a separate entity and will be responsible for its own personnel matters, including employing its support staff and establishing terms and conditions of employment, policies, rules and regulations, promotion, resignation, work force reduction, retirement, suspension, and termination policies.

Plan: AAAC's Governing Board will set policy regarding promotion, demotion and termination of all AAAC employees.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its support staff promotion, resignation, work force reduction, retirement, suspension, and termination policies subject to the limitations in the Charter School Agreement.

GDS Support Staff Membership in Professional/Union Organizations

N/A – This policy will not apply to AAAC's at-will employees.

Section “H” Policies

All Section “H” Policies

N/A - The Section “H” policies are not applicable to charter schools.

Section "I" Policies

IB Academic Freedom

Delegative

Rationale: AAACL is its own entity and will define its academic freedom policies.

Plan: AAACL supports the importance of academic freedom and will reference this policy in its Employee Handbook and Family Handbook with phrasing applicable to the AAACL program. (See page 36 of the Employee Handbook included in the AAACL Charter Application.)

Expected Outcome: The Academy expects that as a result of this waiver it will manage its academic freedom policies subject to the limitations in the Charter School Agreement.

IC/ICA School Year/School Calendar

Delegative

Rationale: AAACL is its own entity and will define its own calendar.

Plan: AAACL will define its own school year and calendar as outlined in Section E beginning on page 25. In general, AAACL will align with the District 11 calendar, with the addition of extra student contact days, including additional teacher-family conferences.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its calendar year subject to the limitations in the Charter School Agreement.

ID School Day

Delegative

Rationale: AAACL is a separate entity and will define its school day.

Plan: AAACL will define its own school day as outlined on page E-28 of the application. The AAACL school day runs from 8:00-3:10.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its school day length subject to the limitations in the Charter School Agreement.

IE Organization of Instruction

Substantive

Rationale: AAACL is a separate entity and may define its organization of instruction to comply with all applicable regulations.

Plan: AAACL outlines a unified program of instruction that includes special education, ESL instruction, and partial enrollment of homeschoolers in alignment with all federal and state regulations, and will confer with district personnel as necessary to remain in compliance with all of the latest guidelines. AAACL provides a K-8 model rather than the Pre K 5-3-4 Plan of District 11.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its organization of instruction subject to the limitations in the Charter School Agreement.

IGA Curriculum Development

Delegative

Rationale: AAACL is a separate entity and will be responsible for its curriculum development following the plan outlined in the charter application.

Plan: Curriculum development will be the responsibility of AAACL's professional staff under the direction of the Academy Director (principal) in accordance with the curriculum design presented in the application. This curriculum design is research-based and data-driven according to the needs of the students. AAACL will provide its own opportunities for release of professional staff to develop curriculum.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its curriculum development subject to the limitations in the Charter School Agreement.

IGC Pilot Projects

Delegative

Rationale: AAACL is a separate entity and may utilize pilot programs when deemed beneficial. AAACL will adhere to best practices and may consult with the district to align with district practices.

Plan: AAACL may occasionally support the use of pilot projects designed to evaluate new curriculum, including methodologies, with its students. AAACL may consult with the District's department of planning, evaluation, and measurement to align any such practices with the current best practice standards concerning research practices with students and staff.

Expected Outcome: The Academy expects that as a result of this waiver it will manage pilot projects subject to the limitations in the Charter School Agreement.

IGD Curriculum Adoption

Delegative

Rationale: AAACL is a separate entity and thus will be responsible for design and selection of curriculum to meet its unique needs and goals.

Plan: AAACL will design its own curriculum, as outlined in Section E of the application, to include the content, instructional methodologies and assessment practices as well as the supplementary materials it will purchase in support of its curricular goals.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its curriculum adoption subject to the limitations in the Charter School Agreement.

IGE Curriculum Guides and Courses

Delegative

Rationale: AAACL is a separate entity and thus will select/prepare its own curriculum guides to comply with all applicable legal requirements.

Plan: AAACL will prepare curriculum guides in harmony with state legal requirements and the purposes of instruction as adopted by the Board of Education and notably, the new Colorado state standards. The Academy Director will have general coordinating authority as well as oversight in the formation of these guides.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its curriculum guides and courses subject to the limitations in the Charter School Agreement.

IGF Curriculum Review

Delegative

Rationale: AAACL is a separate entity and thus will be responsible for its own curriculum review process.

Plan: AAACL's Academy Director will manage AAACL's plan for ongoing review and revision of standards, performance criteria curricula and instructional programs. Teachers, students, parents, and other community members may be involved in the review process as deemed appropriate by the AAACL Board and the Academy Director. The AAACL Board will develop policies for the areas to be reviewed, the sequence of review, and the specific activities of the review. The review will include considerations for achievement results, educational equity, curriculum content instructional practices, and assessment in accordance with AAACL student performance goals and its Student Improvement Plan that is shared with the District 11 Administration's Charter Division.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its curriculum review process subject to the limitations in the Charter School Agreement.

IHA Basic Instructional Program

Substantive

Rationale: AAACL is a separate entity and thus will define its own basic instructional program to comply with all applicable state requirements and standards.

Plan: AAACL will prepare and outline its own basic instructional program in line with its K-8 model rather than District 11's Pre K 5-3-4 Plan, but in accordance with all state standards and with note of the District 11 standards.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its basic instructional program subject to the limitations in the Charter School Agreement.

IHAIA Work Experience Opportunities

N/A – *Not Applicable to AAACL's K-8 Students.*

IHAL Teaching about Religion

Delegative

Rationale: AAACL is a separate entity and will define its policies around teaching about religion.

Plan: Note that AAACL also has a stated policy titled "Religion in a Public School" as noted on pages 37 and 38 of the Employee Handbook included in the AAACL Charter Application. This policy does not cover teaching about religion, per se, but it outlines the expected behavior of staff with respect to religion and religious practices and observances by staff.

Expected Outcome: The Academy expects that as a result of this waiver it will manage teaching of religion policies subject to the limitations in the Charter School Agreement.

IHAM Health Education (including Drugs, Alcohol, and Tobacco)
Delegative

Rationale: AAACL is a separate entity and thus will define its own health education program.

Plan: AAACL will outline its own health education program in line with Colorado standards and with reference to the details provided in the District 11 policy. The Academy Director will supervise its implementation.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its health education program subject to the limitations in the Charter School Agreement.

IHAMA Teaching about Drugs, Alcohol, and Tobacco
Delegative

Rationale: AAACL is a separate entity and thus will implement its own drug, alcohol, and tobacco prevention program.

Plan: AAACL will outline and implement its own age-appropriate, developmentally-based drug, alcohol, and prevention programs in grades K-8, with reference to the details of the District 11 policy.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its drug, alcohol, and tobacco prevention programs subject to the limitations in the Charter School Agreement.

IHAQ Career/Transition-to-Work Education
Delegative

Rationale: AAACL is a separate entity and thus will implement its own career education program.

Plan: AAACL will prepare its own career education program according to the unique needs of each of its students.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its career education program subject to the limitations in the Charter School Agreement.

IHBA Special Education/Programs for Handicapped/Disabled/Exceptional Students
Delegative

Rationale: AAACL is a separate entity and thus will develop its own tutoring programs for special education/handicapped/disabled/exceptional students.

Plan: As noted in this policy, special education tutoring services are provided only when the direct special education services in the school are not sufficient to meet the student's needs. Whenever there is a request for special education tutoring, the request must go to the Academy Director. The details of the tutoring program will be outlined with reference to the District policy.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its tutoring programs for special education/handicapped/disabled/exceptional students subject to the limitations in the Charter School Agreement.

IHBB Gifted and Talented Education**Delegative**

Rationale: AAAC is a separate entity and thus will define its own gifted and talented education programs and practices.

Plan: AAAC supports each of the goals of the District policy and will outline and supervise its own gifted and talented program as outlined in its application, beginning on page Q-17.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its gifted and talented education program subject to the limitations in the Charter School Agreement.

IHBDB Tutoring Programs**Delegative**

Rationale: AAAC is a separate entity and thus will design and monitor its own tutoring program.

Plan: AAAC will monitor its students for any needed tutoring services and provide appropriate interventions using the Response to Intervention model, and supports the notation in this policy that maintaining high quality instructional staff and providing a rich, varied curriculum minimizes the need for individual tutoring.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its tutoring programs subject to the limitations in the Charter School Agreement.

IHBEA English as a Second Language**Delegative**

Rationale: AAAC is a separate entity and thus will manage its ESL instructional program in accordance with Colorado statutes.

Plan: In keeping with Colorado statutes, AAAC will provide suitable instructional programs for students in its K-8 grades, as described beginning on page Q-3.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its English as a Second Language program subject to the limitations in the Charter School Agreement.

IHBF Homebound Instruction**Delegative**

Rationale: AAAC is a separate entity and thus will design and implement its homebound instruction policies.

Plan: AAAC will work with families when students have a disability or illness that could cause them to be out of school. The Academy Director will supervise the evaluation of any needed homebound tutoring, reference this policy when considering homebound tutoring instruction as a support service for a student in need, and consult with District personnel concerning the implementation of such a program.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its homebound instruction program policies subject to the limitations in the Charter School Agreement.

IHBIA Kindergarten Programs**Delegative**

Rationale: AAACL is its own entity and thus will define and implement its own Kindergarten program.

Plan: AAACL will supervise its own kindergarten program and provide support services that also include music and physical education for full day programs in addition to the other services listed.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its Kindergarten program subject to the limitations in the Charter School Agreement.

IHBIB Primary/PrePrimary Education**Substantive**

Rationale: AAACL is its own entity and thus will define its preprimary education plan.

Plan: AAACL will not offer a no-cost preschool program.

Expected Outcome: The Academy expects that as a result of this waiver it will define its preprimary plan subject to the limitations in the Charter School Agreement.

IHBJ Parent Involvement in Title I Education**Delegative**

Rationale: AAACL is a separate entity and will manage parental involvement in Title I education according to Title I guidelines.

Plan: If AAACL's program qualifies for Title I funding, the Academy Director will work with District 11 personnel to make sure that the appropriate Title I guidelines are in place with full parental involvement.

Expected Outcome: The Academy expects that as a result of this waiver it will manage parental involvement in Title I programs subject to the limitations in the Charter School Agreement.

IHCA Summer School**Substantive**

Rationale: AAACL is a separate entity and will design and implement its own summer school programs to accommodate the needs of students.

Plan: AAACL will coordinate and supervise its own summer school programs, with staffing provided first by AAACL applicants.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its summer school programs subject to the limitations in the Charter School Agreement.

IHCC Honors Program**IHCD Advanced College Placement****IHCDA Postsecondary Options/Concurrent Enrollment****IHD Adult/Community Education**

N/A – These programs are not applicable to AAACL's Program.

IIA Grouping for Instruction

Delegative

Rationale: AAACL is a separate entity and thus will implement instructional grouping practices to accommodate the unique needs of its student population.

Plan: AAACL fully supports the intent of this policy and the Academy Director will oversee the flexible grouping practices that take place at AAACL. AAACL will use flexible grouping practices according to ongoing assessment practices rather than formal separation into permanent sections, and the Academy Director will oversee these grouping practices.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its own instructional grouping practices subject to the limitations in the Charter School Agreement.

IIB Class Size

Delegative

Rationale: AAACL is a separate entity and thus will define its own class size policies.

Plan: AAACL has set a class size limit of 22, with an ideal range of 16-20 students per teacher in a class. The Academy Director will oversee classroom enrollment.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its class size subject to the limitations in the Charter School Agreement.

IJJ Instructional Materials and Textbook Section and Adoption

Delegative

Rationale: AAACL is a separate entity and thus will select instructional materials and textbooks designed to meet the unique needs of its student population. AAACL will insure that all materials align with Colorado state standards.

Plan: AAACL will select its own instructional materials and textbooks and the Academy Director will oversee the adoption process in consultation with AAACL staff and parents as appropriate. These materials will align with Colorado state standards and reference District 11 standards as noted in the application. AAACL will have responsibility for its own scope and sequence and selection of instructional materials in alignment with Colorado state standards as outlined in the application.

Expected Outcome: The Academy expects that as a result of this waiver it will select and manage its instructional materials and textbooks subject to the limitations in the Charter School Agreement.

IJL Library Materials Selection, Adoption, and Acquisition

Delegative

Rationale: AAACL is a separate entity and thus will be responsible for the adoption and acquisition of its library materials.

Plan: AAACL's Academy Director will oversee the types of materials used in the AAACL's library with the support of AAACL staff.

Expected Outcome: The Academy expects that as a result of this waiver it will manage adoption and acquisition of library materials subject to the limitations in the Charter School Agreement.

IJNA Teacher Aides**Substantive**

Rationale: AAACL is a separate entity and will be responsible for the hiring and oversight of teacher aides at the academy.

Plan: AAACL's Academy Director will hire and oversee any teacher aides in AAACL's program within its team structure as outlined in the application. Because AAACL will be waived from certification requirements, it is possible that teacher's aides at AAACL will be supervised by non-certificated personnel. (Note that AAACL will prefer certified personnel to non-certified personnel, all other criteria being equal.)

Expected Outcome: The Academy expects that as a result of this waiver it will manage its own hiring and oversight of teacher aides subject to the limitations in the Charter School Agreement.

IJNC Resource Centers/Media Centers/School Library**Delegative**

Rationale: AAACL is a separate entity and thus will be responsible for its own resource/media center and library.

Plan: AAACL's Academy Director will oversee its resource center, media center, and school library.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its own media/resource center and library subject to the limitations in the Charter School Agreement.

IJNCA Professional Library**Delegative**

Rationale: AAACL is a separate entity and thus will be responsible for its professional library.

Plan: AAACL will stock its own professional library.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its professional library subject to the limitations in the Charter School Agreement.

IJND Technology Resources**Substantive**

Rationale: AAACL is a separate entity and thus will be responsible for its technology resources. This policy references contract agreements not applicable to AAACL.

Plan: AAACL will contract for its own resources as appropriate.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its technology resources subject to the limitations in the Charter School Agreement.

IJNDB Use of Technology Resources in Instruction**Substantive**

Rationale: AAACL is a separate entity and thus will be responsible for the use of technology resources in the classroom. This policy references contract agreements not applicable to AAACL.

Plan: AACL's Academy Director will oversee the appropriate use of technology resources in AACL's classrooms and with the databases connected to District 11's established guidelines.

Expected Outcome: The Academy expects that as a result of this waiver it will manage use of technology resources in instruction subject to the limitations in the Charter School Agreement.

IJOA Field Trips

Delegative

Rationale: AACL is a separate entity and thus will be responsible for its field trip policies.

Plan: AACL's Academy Director will oversee the field trip process for AACL students with reference and alignment to District 11 policy and in consultation with District 11 for any non-standard field trips (as outlined in the policy) as appropriate.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its field trip process subject to the limitations in the Charter School Agreement.

IJOC Volunteer Services

Delegative

Rationale: AACL is a separate entity and thus will define and implement its own volunteer programs to comply with all applicable state regulations.

Plan: AACL emphasizes the important role that volunteers play in the health of a school's program, and the Academy Director will oversee its volunteer program in accordance with all Colorado statutes and District regulations.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its volunteer programs subject to the limitations in the Charter School Agreement.

IJOC-R Volunteer Services (Regulation)

Delegative

Rationale: AACL is a separate entity and thus will regulate its volunteer services.

Plan: AACL's Academy Director will direct its volunteer program (including orientation, training, and supervision) which may include collaboration and coordination with various other volunteer programs within District 11.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its volunteer services subject to the limitations in the Charter School Agreement.

IJOC-E-1 Volunteer Services- Registration Form

Delegative

Rationale: AACL is a separate entity and thus will be responsible for its volunteer registration forms.

Plan: AACL's Academy Director will consult with District 11's volunteer coordination personnel and modify AACL's volunteer registration in alignment with its program and the appropriate regulations.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its volunteer registration forms subject to the limitations in the Charter School Agreement.

IJOC-E-2 Volunteer Services Responsibility Overview

Delegative

Rationale: AAAC is a separate entity and thus will be responsible for the oversight of volunteers at the academy.

Plan: AAAC's Academy Director will work with District 11 personnel to ensure that all volunteers have the appropriate background checks and other required information.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its volunteer services oversight subject to the limitations in the Charter School Agreement.

IKA Grading/Assessment Systems

Delegative

Rationale: AAAC is a separate entity and thus will define and implement its grading/assessment system.

Plan: AAAC's Academy Director, in cooperation with its Board, will establish the grading and formal progress reporting systems as outlined in its application beginning on page 28 of the Family Handbook in the AAAC Charter Application.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its grading/assessment system subject to the limitations in the Charter School Agreement.

IKAB Report Cards/Progress Reports

Substantive

Rationale: AAAC is a separate entity and thus will design and implement its own report cards/progress reports.

Plan: AAAC's Academy Director (AD) will oversee the report card and progress report process of AAAC's program, including the required information from District 11 policy. However, AAAC's report cards and progress reports will probably differ from the District's "uniform" report cards and progress reports. The AD will also ensure the appropriate procedures for sending and retrieving student records from other schools within and beyond District 11.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its report cards/progress reports subject to the limitations in the Charter School Agreement.

IKACA Parent Conferences, Staff Meetings, and School Meetings

Substantive

Rationale: AAAC is a separate entity and thus will be responsible for its parent conferences, staff meetings, and school meetings.

Plan: AAAC's Academy Director will oversee the process of five teacher-family conferences each year.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its parent conferences, staff meetings, and school meetings subject to the limitations in the Charter School Agreement.

IKB Homework

Delegative

Rationale: AAAC is a separate entity and thus will define and implement its homework policies.

Plan: AAAC's Academy Director will oversee the implementation of AAAC's homework policy as outlined on page 16 of the Family Handbook in the AAAC Charter Application.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its homework policies subject to the limitations in the Charter School Agreement.

IKC Class Rankings/Grade Point Averages

N/A – *Not applicable to AAAC's K-8 program.*

IKE Promotion, Retention, and Acceleration of Students

Delegative

Rationale: AAAC is a separate entity and thus will be responsible for its promotion, retention, and acceleration of students policies.

Plan: AAAC's Academy Director will oversee the promotion, retention, and acceleration of students in alignment with this policy.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its promotion, retention, and acceleration of students policies subject to the limitations in the Charter School Agreement.

IKF Graduation Requirements

IKFA Early Graduation

IKFB Graduation Exercises

N/A – *These are not applicable to AAAC's K-8 program*

IL Evaluation of Instructional Programs

Delegative

Rationale: AAAC is a separate entity and thus will be responsible for the evaluation of its instructional programs.

Plan: AAAC's Academy Director will oversee the evaluation of its instructional programs, including communication with District personnel concerning its standardized test scores and other items of note on its SIP (School Improvement Plan).

Expected Outcome: The Academy expects that as a result of this waiver it will manage its evaluation of instructional programs subject to the limitations in the Charter School Agreement.

ILBA District Program Assessments

Delegative

Rationale: AAACL is a separate entity and thus will be responsible for its district program assessments.

Plan: AAACL's Academy Director will provide all necessary information to District 11 for its reports to the Colorado Department of Education and any other necessary information. Additionally, AAACL will participate in all required district program assessments.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its district program assessments subject to the limitations in the Charter School Agreement.

ILBB State Program Assessments

Not Waived; no delegative distinctions required.

ILBC Literacy and Reading Comprehension Assessments

Not Waived; no delegative distinctions required.

ILBC-R Literacy and Reading Comprehension Assessments (Regulations)

Delegative

Rationale: AAACL is a separate entity and thus will be responsible for its literacy and reading comprehension assessments.

Plan: AAACL's Academy Director will oversee AAACL's compliance with Colorado's Basic Literacy Act. AAACL will use assessments in alignment with D11's recommended ones, noting that the ones listed in the current policy are not the latest ones in use at this time. AAACL has listed the latest ones in its application as noted on page C-4 of the application.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its literacy and reading comprehension assessments subject to the limitations in the Charter School Agreement.

IMB Teaching About Controversial/Sensitive Issues

Delegative

Rationale: AAACL is a separate entity and thus will define and implement its policies regarding teaching about controversial/sensitive issues.

Plan: AAACL's Academy Director will oversee the teaching of controversial issues and will reference this policy as it further develops its own specific wording in the family and staff handbooks.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its teaching about controversial/sensitive issues policies subject to the limitations in the Charter School Agreement.

IMBB Exemptions from Required Instructions

IMD School Ceremonies and Observances

Not Waived; no delegative distinctions required.

IMDB Flag Displays

Not Waived*; no delegative distinctions required, with the note that if the facility does not currently have a flagpole, AACL may have to set budgetary goals for the acquisition of one at a future date.

IMDC Religious Observances and Displays

Delegative

Rationale: AACL is a separate entity and thus will define its religious observances and displays policies with reference to D-11 policy IHAL.

Plan: This policy references policy IHAL Teaching about Religion. AACL's Academy Director will oversee the policies in place for religious observances and displays with reference to District 11 policy IHAL.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its religious observances and displays policies subject to the limitations in the Charter School Agreement.

Section “J” Policies

JB Equal Educational Opportunities

Not Waived; no delegative distinctions required.

JBB Student Sexual and Racial Harassment/Discrimination

Delegative

Rationale: AAACL is its own entity and will define its policies regarding student sexual and racial harassment/discrimination to comply with all state and federal laws.

Plan: AAACL’s Academy Director will oversee the implementation of AAACL’s policy, as it aligns with District policy and complies with all state and federal statutes. This policy is referenced in the discipline section of the application (P-6), and in the staff handbook included in the AAACL Charter Application, starting on page 9. Additionally, AAACL will develop further information for its parents, students, and staff on this issue and will reference District 11’s policy in this matter.

Expected Outcome: The Academy expects that as a result of this waiver it will manage and implement its sexual and racial harassment/discrimination policies subject to the limitations in the Charter School Agreement.

JBB-R Sexual Harassment (Grievance Procedure)

Delegative

Rationale: AAACL is its own entity and thus will define its own policies regarding sexual harassment grievances to align with district 11’s policy.

Plan: AAACL’s grievance procedure will follow the intent of this policy, including a progressive process of notification of the building principal, the AAACL board, and the District 11 Equal Opportunity Officer, or the appropriate District 11 or other authorized security personnel during off-hours. AAACL will provide a specific outline of this grievance process for parents, students and staff on this issue and will reference District 11’s policy in this matter.

Expected Outcome: The Academy expects that as a result of this waiver it will manage and implement its sexual harassment grievance procedure to align with the intent of the District 11 policy and subject to the limitations in the Charter School Agreement.

JC School Attendance Areas

Substantive

Rationale: AAACL is its own entity and thus will develop its own policies to govern enrollment procedures.

Plan: AAACL will have open enrollment to the entire Pikes Peak Region without drawing attendance boundaries, and will set its own cap for enrollment. It will maintain a waiting list and utilize a lottery system as identified in Section L of the AAACL Charter Application.

Expected Outcome: The Academy expects that as a result of this waiver it will manage and implement its enrollment policies subject to the limitations in the Charter School Agreement.

JEA Compulsory Attendance Ages

Not Waived; no delegative distinctions required.

JEB Entrance Age Requirements

Not Waived; no delegative distinctions required.

With note that AACL would like to see District 11 apply for the Early Access process that allows students who qualify as highly gifted, with a demonstrated need, to enter as four year olds to kindergarten and five year olds to first grade and receive state funding, so that AACL may use the same Early Access process when appropriate.

JF Student Admissions To/Withdrawals from School

Delegative

Rationale: AACL is its own entity and thus will define its own summer programs, community education and other programs outside of its regular school program.

Plan: AACL's Governing Board will establish any fees for any supplemental programs it chooses to offer. AACL will not require payment of any tuition for its regular public school program.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its own supplemental programs to align with the intent of the District 11 policy and subject to the limitations in the Charter School Agreement.

JFAB/JFABA Admission of Nonresident Students/Tuition Charges

Not Waived; no delegative distinctions required.

JFABB Admission of Non-immigrant Foreign Exchange Students

N/A – Not Applicable to AACL's K-8 model

JFABD Admission of Homeless Students

Substantive

Rationale: AACL is its own entity and does not provide transportation, but AACL will support the intent of the district policy.

Plan: While in full support of this policy, as a school of choice AACL does not provide a comprehensive transportation plan, although Steering Committee members are looking into many ways to support low-income families. The Academy Director may be able to find solutions for the transportation of any homeless children to its program as needed, but these solutions may include a range of options according to the AACL budget. Such options might include bus passes provided by the parent organization to a family in need, carpooling options, and at some point the purchase of a bus or van for shuttling services.

Expected Outcome: The Academy expects that as a result of this waiver it will manage homeless student admissions subject to the limitations in the Charter School Agreement.

JFBA/JFBB Intra-District/Inter-District Choice Permits

Substantive

Rationale: AAACL is its own entity and will manage its open enrollment policies.

Plan: As a school of choice, AAACL welcomes students from all area school districts, in accordance with Colorado statute that more than fifty percent must reside within District 11 and/or districts contiguous to it. AAACL will use a lottery system annually to prioritize any Divisions (multi-age classrooms) that are oversubscribed with a waiting list, according to the Enrollment Policies and Procedures defined in section L of its application, and enrolled students need not reapply for a permit every year. AAACL will align its enrollment procedures for students with disabilities to this section of the policy.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its enrollment policies subject to the limitations in the Charter School Agreement.

JFBA/JFBB-R Intra-District/Inter-District Choice Permits

Substantive

Rationale: AAACL is its own entity and thus will implement its own enrollment policies and procedures.

Plan: AAACL will follow the Enrollment Policies and Procedures as defined in section L, including the selection of its own lottery date which, during the first year is scheduled on April 2nd and thereafter will likely be aligned to the Get Smart Schools initiative that coordinates charter school application windows. The Academy Director will keep appropriate records and file them with District 11 concerning all enrollment information requested (particularly pertaining to districts of residence for enrolled students).

Expected Outcome: The Academy expects that as a result of this waiver it will manage and implement its enrollment policies subject to the limitations in the Charter School Agreement.

JFBA/JFBB-E Choice Permit Application

Substantive

Rationale: AAACL is its own entity and thus will implement its own enrollment application.

Plan: AAACL will use its own enrollment forms in accordance with the applicable state statutes and the provision of all necessary and helpful information concerning guidelines for charter schools.

Expected Outcome: The Academy expects that as a result of this waiver it will manage and implement its enrollment policies subject to the limitations in the Charter School Agreement.

JH and JFBA/JFBB-R Student Absences and Excuses

JHB Truancy

JHBB Attendance Monitoring/Accounting

JHC Released Time for Students

JHCA Closed Campus

JHD Exclusions and Exemptions from School Attendance

JIC Student Conduct and Discipline

Not Waived; no delegative distinctions required.

JICA Student Dress**Substantive**

Rationale: AAACL is its own entity and will develop its policies regarding dress code.

Plan: AAACL fully supports the District's dress code policy and will align its policy with this District policy. However, AAACL requests a waiver of this District policy to make accommodations for students with special needs, such a student who needs to wear a hat or sunglasses because reflective glare off a paper or items in his/her peripheral vision interferes with his/her ability to read the paper; in which instance special permission may be granted by the Academy Director.

Expected Outcome: The Academy expects that as a result of this waiver it will manage and implement its dress code policy subject to the limitations in the Charter School Agreement.

JICDA and JICDA-R Code of Conduct**Delegative**

Rationale: AAACL is its own entity and will develop its code of conduct to align with state and district policies.

Plan: AAACL has aligned its code of conduct policies with Colorado statute and District policies as noted in Sections P and U (family handbook draft) of the AAACL Charter Application and will provide copies to each student and require a family 'contract' verifying that families agree to support and abide by AAACL's Code of Conduct policies.

Expected Outcome: The Academy expects that as a result of this waiver it will manage and implement its code of conduct policies subject to the limitations in the Charter School Agreement.

JICDE Bullying Prevention and Education**Substantive**

Rationale: AAACL is its own entity and will thus develop and implement its own bully prevention and education policies in compliance with Colorado statutes.

Plan: AAACL, in alignment of the intent of this District policy and in compliance with Colorado statutes, will prepare, implement, and evaluate its own anti-bullying curriculum and program. AAACL notes that its target population is often particularly vulnerable to bullying behavior and therefore requires an intensive and comprehensive approach to the development and maintenance of a physically and emotionally safe environment that will be directly cultivated in connection with AAACL's LifeSkills™ curriculum.

Expected Outcome: The Academy expects that as a result of this waiver it will manage and implement its bully prevention policies subject to the limitations in the Charter School Agreement.

JICE Student Publications**Delegative**

Rationale: AAACL is its own entity and will develop policies with regard to student publications.

Plan: AAAC will align its policy with District 11 policy in this area, with the exception that during the appeals process of any item denied for general distribution, the appeals follow from direct supervisor/teacher, to Academy Director, to AAAC Board of Directors.

Expected Outcome: The Academy expects that as a result of this waiver it will manage student publication policies subject to the limitations in the Charter School Agreement.

JICF Secret Societies/Gang Activity

JICH, JICH-R-1, JICH-R-2 Drug and Alcohol Use by Students

JICI Weapons in School

JIE Pregnant Students

JIG Married Students

JIH, JIH-R Student Interrogations, Searches and Arrests

JIHB and JIHB-R Parking Lot Searches

Not Waived; no delegative distinctions required.

JJ Student Activities (Co-curricular and Extracurricular)

Delegative

Rationale: AAAC is its own entity and will develop its policies regarding student activities.

Plan: AAAC's Academy Director will oversee co-curricular and extracurricular activities, in alignment with applicable statutes and with reference to District policies.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its student activities policies subject to the limitations in the Charter School Agreement.

JJA Student Organizations

Delegative

Rationale: AAAC is its own entity and will develop its policies regarding student organizations.

Plan: AAAC's Academy Director will oversee student organization authorization and practices, in alignment with applicable statutes and with reference to District policies.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its student organization policies subject to the limitations in the Charter School Agreement.

JJB Student Social Events

JJC and JJC-R Student Performances/Exhibits/Competition

JJE-R Student Fund-Raising Activities

Not Waived; no delegative distinctions required.

JJF Student Activities Funds

Delegative

Rationale: AAAC is its own entity and will develop its policies regarding student activity funds.

Plan: AAAC's Academy Director and/or designee will oversee the appropriate procedures of collected money, approve all purchase requests, and follow appropriate accounting procedures for such funds.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its student activity fund policies subject to the limitations in the Charter School Agreement.

JJG-R Contests for Students

JJH-R Student Travel (Out of State/Country)

JJIA Intramural Sports

Not Waived; no delegative distinctions required.

JJIB Interscholastic Sports

Delegative

Rationale: AACL is its own entity and will develop its policies regarding interscholastic sports.

Plan: AACL's Academy Director, in coordination with AACL's Governing Board, will oversee membership in any interscholastic athletic association or league, including review of the constitution and bylaws of any such organization and its regulations for member teams before granting approval.

Expected Outcome: The Academy expects that as a result of this waiver it will manage interscholastic sports policies subject to the limitations in the Charter School Agreement.

JJJ Extracurricular Activity Eligibility

Not Waived; no delegative distinctions required.

JK Student Discipline

Delegative

Rationale: AACL is its own entity and will develop its student discipline policies.

Plan: AACL has outlined its student discipline policies in Section P, with frequent reference to District policy for the levels of infractions.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its student discipline policies subject to the limitations in the Charter School Agreement.

JKA and JKA-R Use of Physical Intervention and Restraints- Policy and Regulation

Not waived, with reference that there may be new updates soon in state statutes regarding this area.

JKA-E-1, E-2, E-3, E-4 Forms for Use of Restraint

Not waived. AACL will use the latest versions of the applicable forms.

JKB Detention of Students

JKBA and JKBA-R Formal Disciplinary Removals from Classroom by Teachers

Not Waived; no delegative distinctions required.

JKD/JKE, JKD/JKE-2 Student Suspension, Expulsion, Denial of Admission and Disciplining of Students with Disabilities

Delegative

Rationale: AACL is its own entity and will develop its student suspension, expulsion, denial of admission, and disciplining of students with disabilities policies.

Plan: AACL's Academy Director will oversee the Suspension/Expulsion process within the building and within the parameters described in the application, Section P. AACL's Board of Directors will have final say in the appeals process.

Expected Outcome: The Academy expects that as a result of this waiver it will manage student suspension, expulsion, denial of admission, and disciplining of students with disabilities policies subject to the limitations in the Charter School Agreement.

JKF Educational Alternatives for Expelled Students

Delegative

Rationale: AACL is its own entity and will develop its policies regarding educational alternatives for expelled students.

Plan: AACL has outlined its educational alternatives policy on page P-12 of the AACL Charter Application.

Expected Outcome: The Academy expects that as a result of this waiver it will manage educational alternatives for expelled students policies subject to the limitations in the Charter School Agreement.

JKG Expulsion Prevention Program

Delegative

Rationale: AACL is its own entity and will develop its policies regarding expulsion prevention.

Plan: AACL's Academy Director will oversee its Expulsion Prevention program, including extensive use of the Response to Intervention model.

Expected Outcome: The Academy expects that as a result of this waiver it will manage expulsion prevention policies subject to the limitations in the Charter School Agreement.

JLA Student Insurance Program

Delegative

Rationale: AACL is its own entity and will be responsible for its student insurance program.

Plan: AACL's Board will oversee its insurance program.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its student insurance program subject to the limitations in the Charter School Agreement.

JLC Student Health Services and Requirements
JLCA Physical Examinations of Students
JLCB and JLCB-R Immunizations of Students
JLCC and JLCC-R Communicable/Infectious Diseases
JLCCA and JLCCA-R Students with HIV/AIDS
JLCD, JLCD-R, JLCD-E Administering Medicines to Students
JLCE First Aid and Emergency Medical Care
JLCF School Nurses
JLD Guidance and Counseling
JLDAC Screening/Testing of Students (and Treatment of Mental Disorders)
Not Waived; no delegative distinctions required.

JLDBA Suicide Prevention, Intervention and Postvention Crisis Response
Delegative

Rationale: AAAC is its own entity and will develop suicide prevention, intervention, and postvention crisis response policies.

Plan: AAAC's Academy Director will oversee the implementation of this policy in AAAC's programs and in alignment with its LifeSkills curriculum.

Expected Outcome: The Academy expects that as a result of this waiver it will manage suicide prevention, intervention, and postvention crisis response policies subject to the limitations in the Charter School Agreement.

JLE, JLE-R Student Social Services (Contraceptive Information)
JLCF School Nurses
JLF and JLF-R Reporting Child Abuse/Child Protection
Not Waived; no delegative distinctions required.

JLI Student Safety
Delegative

Rationale: AAAC is its own entity and will develop and implement its own student safety policies.

Plan: AAAC will work with the District's Security and Safety Personnel to ensure that all appropriate guidelines and safety measures are in place.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its student safety policies subject to the limitations in the Charter School Agreement.

JLIB Student Dismissal Precautions
Not Waived; no delegative distinctions required.

JM Student Awards, Honors and Scholarships
Delegative

Rationale: AAAC is its own entity and will develop and implement its own student award, honors, and scholarships processes.

Plan: AAACL's Academy Director and Board of Directors will oversee the awards, honors, and scholarships processes within its programs.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its student award, honors, and scholarships processes subject to the limitations in the Charter School Agreement.

JO Employment of Students

Delegative

Rationale: AAACL is its own entity and will manage employment of students in the rare event employment of students was to occur.

Plan: AAACL's Academy Director will oversee any school release permits needed for students aged 14 or older in its program, noting that this would be an extremely rare or non-existent occurrence.

Expected Outcome: The Academy expects that as a result of this waiver it will manage employment of students subject to the limitations in the Charter School Agreement.

JP Student Donations and Gifts (Solicitations)

Delegative

Rationale: AAACL is its own entity and will develop and implement student donation, gift, and solicitation policies.

Plan: AAACL's Academy Director and Board will oversee the need for any fund drives for out-of-school groups. This would likely be a rare occurrence, with the exception of things such as food and clothing drives.

Expected Outcome: The Academy expects that as a result of this waiver it will manage student donation, gift, and solicitation policies subject to the limitations in the Charter School Agreement.

JQ, JQ-E-1, E-2, E-3, E-4 Student Fees, Fines and Charges

Delegative

Rationale: AAACL is its own entity and will develop and implement student fees, fine, and charges policies in accordance with applicable statutes and with reference to district policy.

Plan: AAACL's Academy Director and/or his/her designee will oversee any student fees, fines, and charges in accordance with all applicable statutes and guidelines and with reference to District policy.

Expected Outcome: The Academy expects that as a result of this waiver it will manage student fees, fines, and charges policies subject to the limitations in the Charter School Agreement.

JRA/JRC Student Records/Release of Information on Students

Delegative

Rationale: AAACL is its own entity and will develop and implement its policies regarding student records/release of information on students.

Plan: AACL's Academy Director will oversee the appropriate maintenance and release of information with reference to District policy and in alignment with the policies therein.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its student records/release of information on students policies subject to the limitations in the Charter School Agreement.

JRA/JRC-E Annual Notification of Parent/Guardian Rights

Delegative

Rationale: AACL is its own entity and will develop and implement its own annual notification of parent/guardian rights policies in accordance with the Children's Internet Protection Action, and the Family Rights and Privacy Act.

Plan: AACL's Academy Director will ensure that parents receive annual notification of their parental rights regarding the Children's Internet Protection Action, and the Family Rights and Privacy Act.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its annual notification of parent/guardian rights policies subject to the limitations in the Charter School Agreement.

JRD Student Photographs

Not Waived; no delegative distinctions required.

JRE Student Identification Cards

Delegative

Rationale: AACL is its own entity and will implement use of student identification cards.

Plan: AACL's Academy Director will oversee AACL's use of Student Identification Cards.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its student ID cards subject to the limitations in the Charter School Agreement.

Section “K” Policies

KB Parent Involvement

Delegative

Rationale: AAACL fully supports this policy and will implement the policy itself with a Family Handbook that outlines the expectations for families and the involvement with AAACL.

Plan: AAACL has a Family Handbook that outlines the expectations for families and their involvement with AAACL.

Expected Outcome: The Academy expects that as a result of this waiver it will be able to manage its parental involvement in accordance with D-11 guidelines, subject to the limitations in the Charter School Agreement.

KB-R Parent Involvement

Substantive*

Rationale: AAACL is a separate entity and will develop its own policies governing parental involvement.

Plan: AAACL will provide a Family Handbook that outlines the expectations for families and the involvement with AAACL.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its parental involvement, subject to the limitations in the Charter School Agreement.

KBE Relations with Parent Organizations

Delegative

Rationale: AAACL is its own entity and will conduct relations with its parent organization.

Plan: AAACL will have a parent organization known as PAACL. The Family Handbook further describes PAACL and the relationship with AAACL (see page 34 of Family Handbook included in the AAACL Charter Application).

Expected Outcome: The Academy expects that as a result of this waiver it will manage its relations with parent organizations subject to the limitations in the Charter School Agreement.

KCA School Community Relations

Delegative

Rationale: AAACL is its own entity and thus will set its own calendar for community relations and participation.

Plan: AAACL’s Academy Director and Governing Board will be responsible for determining the participation and calendar for community relations. AAACL will communicate with the District to ensure that the maximum participation and benefit occurs with the district and community at large as a whole.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its community relations calendar, subject to the limitations in the Charter School Agreement.

KCB Community Involvement in Decision making**Not Waived; no delegative distinctions required.****KCD Gifts/Donations to Schools****Substantive**

Rationale: AAACL is a separate entity and will implement policies to insure donations and gifts to the school follow proper non-profit protocol and comply with applicable regulations.

Plan: The AAACL Governing Board will have policies relating to gift acceptance and related purchasing.

How the Impact of the Waivers will be Evaluated: *The impact of this waiver will be measured by the compliance of AAACL donation policies with all related state and federal nonprofit regulations.*

Expected Outcome: As a result of this waiver AAACL will implement its own donations policy and comply with all related state and federal nonprofit regulations subject to the limitations in the Charter School Agreement.

KD Public Information and Communications**Delegative**

Rationale: AAACL is a separate entity and thus will develop its policies and procedures relating to public information and communications.

Plan: AAACL's Academy Director and the Governing Board will develop the policies and procedures relating to communications.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its public information and communications subject to the limitations in the Charter School Agreement.

KDA Public Information/School Communications Program**Substantive**

Rationale: AAACL is a separate entity and thus will develop its own policies and procedures relating to public information and communications.

Plan: AAACL's Governing Board will develop policies and procedures to communicate with the public to keep them informed.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its public information and communications subject to the limitations in the Charter School Agreement.

KDB Public Right to Know/Freedom of Information**Delegative**

Rationale: AAACL is a separate entity and thus will develop its own policies and procedures to comply with State and Federal laws regarding freedom of information.

Plan: AAACL's Governing Board or designee will be responsible for reviewing requests and filling or rejecting the requests in accordance with State and Federal laws.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its public information and communications subject to the limitations in the Charter School Agreement.

KDC School-Sponsored Information Media

Substantive

Rationale: AAAC is a separate entity and will adopt guidelines that closely follow district policy but also will outline electronic media information dispersal.

Plan: AAAC will adopt guidelines that closely follow the District policy but will also address electronic media information. The Board will be ultimately responsible for information media.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its media communications subject to the limitations in the Charter School Agreement.

KDD Media Relations

Delegative

Rationale: AAAC is a separate entity and will be responsible for policies relating to relationships with the media.

Plan: The AAAC Governing Board will be responsible for policies relating to relationships with the media and will develop such policies.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its media relations subject to the limitations in the Charter School Agreement.

KDDA Press Releases, Conferences and Interviews

Delegative

Rationale: AAAC is a separate entity and will be responsible for policies relating to press releases, conferences and interviews.

Plan: The AAAC Governing Board will be responsible for policies relating to press releases, conferences and interviews and will develop such policies.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its press releases, conferences, and interviews subject to the limitations in the Charter School Agreement.

KDDC Legal Notices

Delegative

Rationale: AAAC is a separate entity and will be responsible for policies relating to legal notices.

Plan: The AAAC Governing Board will designate the appropriate person(s) to be responsible for the legal notices.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its legal notices subject to the limitations in the Charter School Agreement.

KDE Crisis Management**Substantive**

Rationale: AAAC is a separate entity and will be responsible for developing its own crisis management policies.

Plan: AAAC will develop a school response framework that will comply with the National Incident Management System (NIMS). The needs unique to the student population anticipated to be enrolled will be addressed.

Expected Outcome: The Academy expects that as a result of this waiver it will take control of its crisis management subject to the limitations in the Charter School Agreement.

KE Public Concerns and Complaints**Delegative**

Rationale: AAAC is a separate entity and will be responsible for managing any of its public concerns or complaints.

Plan: AAAC will refer concerns and complaints to the appropriate personnel.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its own public concerns or complaints subject to the limitations in the Charter School Agreement.

KEB Public Concerns/Complaints about Personnel**Not Waived; no delegative distinctions required.****KEB-R Public Concerns/Complaints about Personnel****Delegative**

Rationale: AAAC is a separate entity and will be responsible for managing any of its public concerns or complaints regarding personnel.

Plan: The AAAC Governing Board will be the final appeal.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its own public concerns or complaints regarding personnel subject to the limitations in the Charter School Agreement.

KEC Public Concerns/Complaints about Instructional Resources**Delegative**

Rationale: AAAC is a separate entity and will be responsible for managing public concerns/complaints regarding instructional resources.

Plan: The AAAC Governing Board will have ultimate responsibility for curriculum and instructional material.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its own public concerns or complaints regarding resource material subject to the limitations in the Charter School Agreement.

KF Community Use of District Real Property**Delegative**

Rationale: AAAC is a separate entity and will be responsible for adopting policies that comply with requirements of the lessor.

Plan: AAAC will comply with District policies and will adopt policies that are consistent with the requirements of the lessor.

Expected Outcome: The Academy expects that as a result of this waiver it will manage community use of district real property subject to the limitations in the Charter School Agreement.

KFA Public Conduct on School Property**Delegative**

Rationale: AAAC is a separate entity but will follow district policy concerning public conduct on school property.

Plan: AAAC will follow District policy.

Expected Outcome: The Academy expects that as a result of this waiver it will manage public conduct on school property subject to the limitations in the Charter School Agreement.

KHA Public Solicitations in Schools**Delegative**

Rationale: AAAC is a separate entity and will be responsible for adopting policies that govern relationships with solicitors.

Plan: The AAAC Governing Board will approve relationships with solicitors.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its own relationship with solicitors subject to the limitations in the Charter School Agreement.

KHB Advertising in Schools (And Corporate Sponsorship)**Substantive**

Rationale: AAAC is a separate entity and will be responsible for adopting policies for relationships with corporate sponsors.

Plan: AAAC will establish relationships with corporate sponsors meeting standards of good taste and positive values.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its own relationship with corporate sponsors subject to the limitations in the Charter School Agreement.

KHE Political Solicitations in Schools (And Political Advertising)**Delegative**

Rationale: AAAC is a separate entity and will be responsible for adopting policies that comply with federal regulations regarding political solicitation activities.

Plan: AAAC will comply with federal, state, and local regulations regarding political activities.

Expected Outcome: The Academy expects that as a result of this waiver it will manage political solicitation in school subject to the limitations in the Charter School Agreement and federal regulations.

KI Visitors to Schools

Delegative

Rationale: AAAC is a separate entity and will be responsible for adopting policies governing visitors to school.

Plan: The AAAC Governing Board will determine and enforce this policy.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its own policies regarding visitors in school subject to the limitations in the Charter School Agreement.

KJJ Relations with Community Fund-Raising Groups

Delegative

Rationale: AAAC is a separate entity and will be responsible for adopting policies governing relations with fund raising groups.

Plan: The AAAC Governing Board will coordinate all relations with regard to community fundraising.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its own policies regarding relations with fund raising groups subject to the limitations in the Charter School Agreement.

KJK Relations with Partisan Political Organizations

Delegative

Rationale: AAAC is a separate entity, but will follow district policy regarding relations with political organizations.

Plan: AAAC will follow District policy.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its own policies regarding relations with political organizations subject to the limitations in the Charter School Agreement.

KL Relations with Government Authorities

Delegative

Rationale: AAAC is a separate entity, but will follow district policy regarding relations with government authorities.

Plan: AAAC will follow District policy.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its relations with government authorities subject to the limitations in the Charter School Agreement.

KLB Relations with Election Authorities (Voter Registration)

N/A – As a K-8 school this policy does not apply.

KLG Relations with Law Enforcement Authorities

Delegative

Rationale: AAAC is its own entity but will follow district policy regarding relations with law enforcement authorities.

Plan: AAAC will follow District policy

Expected Outcome: The Academy expects that as a result of this waiver it will manage its relations with law enforcement authorities subject to the limitations in the Charter School Agreement.

KLH Relations with Fire and Emergency Preparedness Authorities

Delegative

Rationale: AAAC is its own entity but will follow district policy regarding relations with fire and emergency preparedness authorities.

Plan: AAAC will follow District policy.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its relations with fire and emergency preparedness authorities subject to the limitations in the Charter School Agreement.

Section “L” Policies

LB Relations with Other Schools and School Systems

Not Waived; no delegative distinctions required.

LBD Relations with Charter Schools

N/A – This policy is not applicable to charter schools.

LC Relations with Education Research Agencies

Not Waived; no delegative distinctions required.

LC-R Relations with Education Research Agencies (Guidelines for Research Requests)

Not Waived; no delegative distinctions required.

LDA Student Teaching and Internships

Delegative

Rationale: AAACL is a separate entity and will be responsible for student teaching and internship opportunities and policies at the Academy.

Plan: AAACL’s Academy Director will oversee the student teaching and internship opportunities with modifications regarding administration.

Expected Outcome: The Academy expects that as a result of this waiver it will manage its student teaching and internships subject to the limitations in the Charter School Agreement.