

Statutory Citation and Title

C.R.S. §§ 22-63-201 - Employment, license required - exception; 22-63- 202, Employment contracts - contracts in writing, damage provision; 22-63-203 Probationary teachers -renewal and nonrenewal of employment contact

Rationale: The School hires teachers and/or administrators at-will. If employment duties are not successfully performed, the school should have the ability to terminate any staff member in order to ensure the success of our students. While these statutes may only apply to school district employees, that is not entirely clear and any ambiguity on that point should be removed by waiver to render these statutes clearly inapplicable to the School's at-will employees. The School applies appropriate qualifications standards in hiring, including certain standards related to Montessori instruction.

Replacement Plan: All staff members at the School will be at-will employees and will be required to have appropriate qualifications, including those related to Montessori education.

Duration of Waivers: The waiver will be in effect for the duration of our contract through June 30, 2014.

Financial Impact: The School anticipates that the requested waiver will have no financial impact upon the Authorizer or the School.

How the Impact of the Waivers Will be Evaluated: The impact of these waivers will be measured by the performance criteria and assessments that apply to the school, per the Charter School Contract.

Expected Outcome: As a result of this waiver, the school will have the authority to employ at-will contracts for teachers and administrators and to judge qualifications of new employees appropriately given the nature of the School.