

APPENDIX H

WAIVER REQUESTS: DISTRICT POLICIES

Pueblo City Schools District Waivers	
WAIVER REQUESTS – PUEBLO CITY SCHOOLS DISTRICT WAIVERS	
Zone Innovation	Human Resources
District Policy	GCB: Personnel Staff Contracts and compensation GCBA: Instructional Staff Contracts, compensation and salary schedules
Replacement Policy	<p>Each school in the Innovation Zone will meet or exceed minimum statutory requirements for school year and school day.</p> <p>Each school in the Innovation Zone has the authority to issue its own employment offer letters to newly hired teachers. The letter will outline the terms of employment. Each school in the Innovation Zone will have its own compensation structure for additional work, incentives, and performance pay. Compensation will be agreed upon and communicated in advance.</p> <p>Each school in the Innovation Zone has the authority to establish its own additional compensation system for all employees.</p> <p>Each school’s calendar, Extra Performance pay, hours of work year and work day, duties and lunch duty will be determined by the planning team and published for employees of the Innovation Zone Schools.</p> <p>Each Innovation Zone school’s planning committee, in conjunction with the district, will have the authority to schedule the five teacher workdays within the individual school’s calendar.</p> <p>For new-to-the-district hires, there will be an “at-will” period of employment (3 semesters). During this “at will” period of employment, a teacher’s contract may be cancelled at any time after approval of HR and consultation with the superintendent.</p> <p>Non-probationary teachers, who receive a Partially Effective or Ineffective rating in accordance with the evaluation process, shall be subject to a review of their position in the Innovation School, which may result in an administrative transfer.</p> <p>Probationary teachers are subject to state/district non-renewal processes.</p> <p>The schools in the Innovation Zone have the authority to establish the zone wide compensation rate for additional compensation system beyond Appendices A, B, and C for all employees. Extra Performance beyond Appendices B and C; hours of workday, duties and lunch duty will be determined by the Innovation Zone.</p> <p>In consultation with the office HR and the Superintendent, the schools in the Innovation Zone may offer experience credit beyond that allowed in the Collective Bargaining Agreement.</p>

Zone Innovation	Human Resources
District Policy	GCF: Professional Staff Hiring Process
Replacement Policy	<p>Innovation Zone Schools have proven to be most effective with a stable staff that is not subject to the transfer process. The schools request a waiver from administrative transfer. Staff applying and accepted for transfer into an Innovation Zone school shall be permitted at any time during the year.</p> <p>The schools in the Innovation Zone have the authority to select all certified staff. The school shall determine the make up the interview committee members for all certified staff.</p> <p>The schools in the Innovation Zone shall have the authority to hire all personnel and request the ability to hire non-HQ personnel and long-term substitutes in non-core academic areas.</p> <p>Principals shall have flexibility to determine staffing and leadership structure.</p> <p>Vacancies shall be posted until filled. Principals shall have the authority to post via a general posting and hire multiple applicants from same pool.</p> <p>The schools in the Innovation Zone will have the autonomy to hire all personnel; no employees will be administratively direct placed in the school by district.</p> <p>The schools in the Innovation Zone need to retain personnel that are committed to the reform model, therefore all staff members are required to sign the Innovation Zone Commitment Form. Opt out process will be made available to any staff member prior to the beginning of the first year of the Innovation Zone.</p> <p>The schools in the Innovation Zone will follow application processes, background checks, fingerprinting, and equal employment practices.</p> <p>Hours of workday, duties and lunch duty will be determined by the Innovation Zone.</p> <p>School principals in the Innovation Zone would like the discretion to retain late hire employees (Intent to non-renew, due to hire date), thus avoiding the non-renewal and rehire process for identified/selected employees.</p>
Zone Innovation	Professional Learning
District Policy	GCI Professional Staff Development
Replacement Policy	<p>The schools in the Innovation Zone request flexibility in determining PD to support the work of their plan and the ability to opt out of participating in District Professional Development opportunities.</p> <p>Teaching staff will be required to engage in professional development in order to enhance their craft including the processes of Professional Learning Communities (PLC), Data-Driven Instruction (DDI) (Teaching & Learning Cycle) and Observation Feedback to include job-embedded coaching and non-evaluative video-recording.</p>
Zone Innovation	Human Resources
District Policy	GCKA: Instructional Staff Assignments and Transfers
Replacement Policy	<p>Innovation Zone Schools have proven to be most effective with a stable staff that is not subject to the transfer process. The schools request a waiver from administrative transfer. Staff applying and accepted for transfer into an Innovation Zone school shall be permitted at any time during the year.</p> <p>The schools in the Innovation Zone have the authority to select all certified staff. The school shall determine the make up the interview committee members for all certified staff.</p> <p>The schools in the Innovation Zone shall have the authority to hire all personnel. Request the ability to hire non-HQ personnel and long-term substitutes in non-core academic areas.</p> <p>Principals shall have flexibility to determine staffing and leadership structure.</p> <p>Vacancies shall be posted until filled. Principals shall have the authority to post via a general posting and hire multiple applicants from same pool.</p> <p>The schools in the Innovation Zone will have the autonomy to hire all personnel; no employees will be force placed in the school by district.</p> <p>The schools in the Innovation Zone need to retain personnel that are committed to the reform model, therefore all staff members are required to sign the Innovation Zone Commitment Form. Opt out process will be made available to any staff member prior to the beginning of the first year of the Innovation Zone.</p> <p>The schools in the Innovation Zone will follow application processes, background checks, fingerprinting, and equal employment practices.</p> <p>Hours of workday, duties and lunch duty will be determined by the planning team and contained</p>

	in the Personnel Staff Contract. School principals in the Innovation Zone would like the discretion to retain late hire employees (Intent to non-renew, due to hire date), thus avoiding the non-renewal and rehire process for identified/selected employees.
Zone Innovation	Professional Learning Calendar
District Policy	GCL: Professional Staff Schedules and Calendar
Replacement Policy	Each school in the zone will have the authority to develop its own calendar, with Board approval, and professional development schedule. The school calendar, hours of work year and work day, will be determined by each school's BLT and published for each school's employees. Each school in the zone will meet or exceed minimum statutory requirements for calendars.
Zone Innovation	Human Resources
District Policy	GCM: Professional Staff Work Load
Replacement Policy	The schools in the Innovation Zone will have the flexibility to assign more than four preparations to a teacher. Teachers will have a minimum of five individual plans each week, based on the individual school's calendar week. Schools will have the flexibility to vary PLC, plan and collaboration time; with this variation, planning periods may not be uniform. Some meetings may be scheduled at times other than at the end of the normal school day.
Zone Innovation	Human Resources
District Policy	GCOA, GCOA-E-1, GCOA- E-2, GCOA-R: Evaluation of Instructional Staff
Replacement Policy	The schools in the Innovation Zone will follow all state statutes and District Policies for evaluation of instructional staff. The same forms, tools and processes will apply to the six (6) innovation schools just like the rest of the district. The schools in the Innovation Zone, in consultation with HR and PEA, may create additional evaluation criteria specific to their Innovation plans. (i.e., for an IB school a classroom walk-through form may be developed to give teachers feedback on their implementation of IB). Schools in the Innovation Zone would like to impose mutually determined acceptable metrics, measures and performance levels (academic status and student growth) for the Measures of Student Learning (MSL) in the Educator Effectiveness process. Schools within the zone would like the flexibility to eliminate or determine the percentage weight and how the SPF is used to determine the rating in the MSL portion of the Evaluation. Expand the use of the SPF to include growth as opposed to solely percentage and Plan Type.
Zone Innovation	Human Resources
District Policy	GCQA and GCQA-R: Instructional Staff Reduction in Force
Replacement Policy	Each school in the Innovation Zone has the authority to make decisions regarding reductions in teaching staff and will follow the RIF language.
Zone Innovation	Calendar
District Policy	IC_ICA: School Year/School Calendar/Instruction Time
Replacement Policy	Each school in the zone will have the authority to develop its own calendar; including the number of hour/days of planned teacher-student instruction and teacher-student contact hours. The school calendar, hours of work year and work day, will be determined by each school's BLT and published for each school's employees. Each school in the zone will meet or exceed minimum statutory requirements for school year and school day and contact time.
Zone Innovation	Educational Programming
District Policy	IG: Curriculum Development
Replacement Policy	Each school in the Innovation Zone has the flexibility to adopt its own educational program, including selecting curriculum. Each school will carry out an educational program consistent with its approved innovation zone plan and/or it's own innovation school plan and will determine curricular and instructional materials and resources for use in its educational program. Each school in the zone's educational program will meet or exceed the minimum standards of the District and state. Each school in the zone will be responsible for its core curricula and professional development. By waiving the state statute and district policies, the schools in the zone will be able to implement the programs, curriculum, and training to support the implementation of the instructional programs they have selected based on the mission and

	vision of their school and components detailed out in the Innovation Zone plan and/or current school's innovation plans. Learning materials will align with the CCSS and CAS and will meet or exceed the district's standards. Each school in the zone will regularly evaluate its educational programming and make changes to curriculum, content, instruction, and assessments. The district will evaluate the impact of the school's educational programming as part of its 3-year review of the innovation zone plan in addition to the annual UIP review by the SAC.
Zone Innovation	Educational Programming
District Policy	IHA: Basic Instructional Program
Replacement Policy	Each school in the zone requests the flexibility to determine a curriculum structured to meet the needs of its students. Each school in the zone will be responsible for its core curricula, the textbooks to support the curriculum, and professional development. By waiving the state statute and district policies, the each school will be able to implement the programs, curriculum and provide training to support the implementation of the instructional programs they have selected. Each school in the zone will follow the programming outlined in the innovation zone plan to meet the needs of all students.
Zone Innovation	Educational Programming
District Policy	IJ Instructional Resources and Materials IJJ Textbook Selection and Adoption
Replacement Policy	The schools in the Innovation Zone may request flexibility to adopt its own educational core & supplemental program, including selecting curriculum and textbooks. The schools will be afforded proportional funding for core materials provided to other schools in order to support the site adoption. The selection of curriculum shall be determined to meet the needs of the students in the school. The schools in the Innovation Zone's educational programming will meet or exceed minimum academic content standards and be research-based.
Zone Innovation	Educational Programming
District Policy	JC: School Attendance Areas
Replacement Policy	The middle schools in the Innovation Zone need to present their Innovation Plans and provide a choice for middle school students.
Zone Innovation	Educational Programming
District Policy	IIB: Class Size
Replacement Policy	The schools in the Innovation Zone would like to lower class size for some classes. The collective bargaining association (PEA) does not need to waive class size. In Article 11, 11-2-1 acknowledges that the district shall make reasonable effort, within the established budget, to maintain class size at reasonable, workable, and educationally effective levels in all situations.