

REQUESTED WAIVERS

| Contact Information |
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| Automatic Waivers | |
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| State Statute Citation | Description |
| C.R.S. § 22-32-109(1)(f) | Local Board Duties Concerning Selection of Staff and Pay |
| C.R.S. § 22-32-109(1)(t) | Determine Educational Program and Prescribe Textbooks |
| C.R.S. § 22-32-110(1)(h) | Local Board Powers-Terminate Employment of Personnel |
| C.R.S. § 22-32-110(1)(i) | Local Board Duties-Reimburse Employees for Expenses |
| C.R.S. § 22-32-110(1)(j) | Local Board Powers-Procure Life, Health, Or Accident Insurance |
| C.R.S. § 22-32-110(1)(k) | Local Board Powers-Policies Relating the In-Service Training and Official Conduct |
| C.R.S. § 22-32-110(1)(ee) | Local Board Powers-Employ Teachers' Aides and Other Non-Certificated Personnel |
| C.R.S. § 22-32-126 | Employment and Authority of Principals |
| C.R.S. § 22-33-104(4) | Compulsory School Attendance-Attendance Policies and Excused Absences |
| C.R.S. § 22-63-301 | Teacher Employment Act- Grounds for Dismissal |
| C.R.S. § 22-63-302 | Teacher Employment Act-Procedures for Dismissal of Teachers |
| C.R.S. § 22-63-401 | Teacher Employment Act-Teachers Subject to Adopted Salary Schedule |
| C.R.S. § 22-63-402 | Teacher Employment Act-Certificate Required to Pay Teachers |
| C.R.S. § 22-63-403 | Teacher Employment Act-Describes Payment of Salaries |
| C.R.S. § 22-1-112 | School Year-National Holidays |

| NON-AUTOMATIC WAIVERS | |
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| State Statute Citation | Description |
| C.R.S. § 22-1-110 | Effect of Use of Alcohol and Controlled Substances |
| C.R.S. § 22-1-116 | School Children Sight and Hearing Test |
| C.R.S. § 22-2-112(1)(q)(I) | Commissioner Duties |
| C.R.S. § 22-9-101 | Local Board of Education – Duties Performance Evaluation System |
| C.R.S. § 22-9-106 | Local Board of Education – Duties Performance Evaluation System – Compliance - Rules |
| C.R.S. § 22-9-107 | School District Personnel Performance Evaluation Councils - Duties |
| C.R.S. § 22-9-108 | Evaluator Training – University and Colleges - Duties |
| C.R.S. § 22-24-105 | Local Education Provider - Duties |
| C.R.S. § 22-32-109(1)(b) | Board of Education – Specific Duties - Delegation |
| C.R.S. § 22-32-109(1)(n)(I) | Board of Education – Specific Duties |
| C.R.S. § 22-32-109(1)(n)(II)(A) | Determine Teacher-Pupil Contact Hours |
| C.R.S. § 22-32-109(1)(n)(II)(B) | Board of Education – Specific Duties Adoption of District Calendar |
| C.R.S. § 22-32-109.7 | Employment of Personnel |
| C.R.S. § 22-32-109.8 | Applicants Selected for Nonlicensed Positions – Submittal of Form and Fingerprints |
| C.R.S. § 22-32-109.9 | Licensed Personnel – Submittal of Fingerprints |
| C.R.S. § 22-33-104(4) | Compulsory School Attendance |
| C.R.S. § 22-33-105 | Suspension, Expulsion, and Denial of Admission |
| C.R.S. § 22-33-106 | Grounds for Suspension, Expulsion, and Denial of Admission |
| C.R.S. § 22-33-107 | Enforcement of Compulsory School Attendance - Definitions |
| C.R.S. § 22-33-108 | Judicial Proceedings |
| C.R.S. § 22-44-112 | Transfer of Money |
| C.R.S. § 22-45-103 | Funds |
| C.R.S. § 22-54-105 | Instructional Supplies and Materials – Capital Reserve and Insurance |
| C.R.S. § 22-60.5-301 | Colorado Educator Licensing Act – Principals and Administrators |
| C.R.S. § 22-61-103 | Teacher Oath or Affirmation |
| C.R.S. § 22-63-103(10) | Teacher Employment, Compensation, and Dismissal – Definitions – Substitute Teacher |
| C.R.S. § 22-62-105 | Penalty |
| C.R.S. § 22-63-201 | Employment – Certificate Required |
| C.R.S. § 22-63-202 | Employment Contracts |
| C.R.S. § 22-63-203 | Probationary Teachers |
| C.R.S. § 22-63-204 | Receiving Moneys from the Sale of Goods |
| C.R.S. § 22-63-205 | Exchange of Teachers |
| C.R.S. § 22-63-206 | Teacher Employment, Compensation, and Dismissal Act |

Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan**C.R.S. § 22-1-110 Effect of use of alcohol and controlled substances**

Rational: CECOLC is responsible for the design of its own educational program in agreement with its philosophies and values as put forth in the charter document, independent of CSI, including when and what to teach about the use of alcohol and controlled substances.

Replacement Plan: CECOLC will be responsible for identifying the instructional materials and strategies at each grade level as appropriate to teach these topics consistent with the school's philosophy and character education program. Parents will have the opportunity to preview the materials to be used in the class and/or meet with a teacher to review.

Financial Impact: None

How the Impact of the Waiver Will be Evaluated: CECOLC will monitor and track student behavior trends per grade, as a school, and through individual student portfolios and discipline records. The effectiveness will be evaluated by our administration as they review the implementation of all curricula and by our students and parents.

Expected Outcome: A waiver from the statute will allow CECOLC to educate online students on these topics as aligned with the philosophies and values of CECOLC.

Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan**C.R.S. §22-1-116 – School Children Sight and Hearing Test**

Rationale: Due to the nature of the online program and the inability to conduct a hearing or visual test online, CEC will need a waiver from the requirement to test children in kindergarten, first, second, third, fifth, seventh and ninth grade.

Replacement Plan: CEC will offer testing for students referred or students requesting a test at one of CEC's campuses. CEC will notify the students and parents of the testing opportunities and the ways in which to participate. CEC will maintain its responsibility under IDEA and conduct hearing screening as one component of the screening and/or comprehensive evaluation activities that occur to determine eligibility for special education services.

Financial Impact: CECOLC anticipates that the requested waiver will have no financial impact upon the budgets of CSI or CECOLC.

How the Impact of the Waivers Will be Evaluated: The impact of this waiver will be measured by the services provided to students.

Expected Outcome: As a result of this waiver CECOLC will be able to offer screening services at one of its in-person campuses to online students while maintaining its online program.

Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan**C.R.S. 22-2-112(1)(q)(I) Commissioner-Duties**

Rationale: CECOLC will use its own performance evaluation system that is unique to its educational model that provides every student the opportunity to obtain an associate degree, other postsecondary credential, or at least 60 college credits toward a higher degree. CECOLC is seeking a waiver from C.R.S. 22-9-106 enabling it to use its own evaluation system and should not be required to report their teacher evaluation ratings as a part of the commissioner's report as required by C.R.S. 22-2-112(1)(q)(I).

Replacement Plan: If granted this waiver, CECOLC will not be required to report their teacher evaluation data through the Teacher Student Data Link collection process. However, the data provided by CECOLC's teacher evaluation system (see Teacher Performance Tool in **Part II, Appendix 14** in the replication application) will be a critical component in the decision-making process for retention, promotion, and placement of the school's teachers. In addition, the evaluation data will be used to inform professional development decisions for each teacher. Core course level participation will continue to be reported pursuant to C.R.S. 22-11-503.5, as this is a non-waivable statute.

Financial Impact: CECOLC anticipates that the requested waiver will have no financial impact upon the budgets of CSI or CECOLC.

How the Impact of the Waivers Will Be Evaluated: The impact of these waivers will be measured by the performance appraisal criteria and assessments that apply to CECOLC as per the Charter School Agreement.

Expected Outcome: The measurement of the level of performance for teaching staff shall include, but not be limited to, a standard for measuring performance as it is directly related to classroom instruction and shall include multiple measures of student growth and performance. With this waiver, CECOLC will be able to focus efforts on reviewing the teacher evaluation data as a basis for communicating recommendations for improvement and identifying professional development opportunities that are unique to CECOLC's program.

Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan

C.R.S. § 22-9-101 Local Board of Education-Duties-Performance Evaluation System; C.R.S. § 22-9-106 through C.R.S. §22-9-108: Local Board of Education – Duties (substantive) Certificated Personnel Evaluations. This section requires that employee performance evaluations be performed by a person holding an administrative certificate (Type D) and requires the school district to have a written system and related procedures in place to evaluate the performance of school district certified personnel.

Rationale: CECOLC will be responsible for its own personnel matters, including the supervision and evaluation of personnel and the method for conducting such evaluation, consistent with the Charter School Contract. The CECOLC Director of Online Education and Academic Dean must have the ability to perform the evaluation of all personnel. Should the Director of Online Education at CECOLC not have a Type D certificate, this should not preclude him or her from administering the evaluations.

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| <p>Plan: CECOLC will use its own policies concerning performance evaluations. CECOLC's evaluation system will meet the intent of the law as outlined in statute. The methods used for CECOLC's evaluation system include quality standards that are clear and relevant to the roles and responsibilities of teachers and other personnel and have the goal of improving student academic growth. All evaluations will be performed by persons trained to use CECOLC's evaluation system. In addition, the evaluation system's quality standards will be clearly communicated to both the person being evaluated and the evaluator.</p> |
| <p>Financial Impact: CECOLC anticipates that the requested waiver will have no financial impact upon the budgets of CSI or CECOLC.</p> |
| <p>How the Impact of the Waivers Will Be Evaluated: Since teacher performance has a critical impact on the performance of the entire school, the impact of this waiver will be measured by the same performance criteria and assessments that apply to CECOLC as set forth in the Charter School Agreement</p> |
| <p>Expected Outcome: With this waiver, CECOLC will be able to implement its program and evaluate its teachers in a manner that produces a greater accountability to the school. This will benefit staff members as well as students and the community.</p> |

Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan

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| <p>C.R.S. C.R.S. § 22-24-105 Local education provider - Duties</p> |
| <p>Rational: CECOLC serves many different students including part-time students and homeschool students. CECOLC is not responsible for these students' educational programs.</p> |
| <p>Replacement Plan: CECOLC shall provide an English language proficiency program for all English Language Learners (ELL) who are enrolled full time at CECOLC. CECOLC shall identify full-time ELL students as outlined within the Charter School Agreement and provide services to full-time ELL students according to statute.</p> |
| <p>Financial Impact: None</p> |
| <p>How the Impact of the Waiver Will be Evaluated: The impact of this waiver will be measured by the same performance criteria and assessments that apply to CECOLC, as set forth in the Charter School Agreement.</p> |
| <p>Expected Outcome: A waiver from the statute will allow CECOLC to manage its own diverse student body and provide services to CECOLC students.</p> |

Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan**C.R.S. § 22-32-109(1)(b) (delegation) Boards of Education – Specific Duties****C.R.S. § 22-32-110(1)(y) Local board powers-Accepting gifts, donations, and grants**

Rational: CECOLC will be operating independently from other schools in the district and within CSI 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.

Replacement Plan: The CEC Governing Board will adopt policies and the Director of Online Education of CECOLC will prescribe rules and regulations.

Financial Impact: None

How the Impact of the Waiver Will be Evaluated: The impact of this waiver will be measured by the same performance criteria and assessments that apply to CECOLC as set forth in the Charter School Agreement.

Expected Outcome: A waiver from the statute will allow CECOLC to carry out its educational program, administer its affairs in an efficient manner, and accomplish its mission as set forth in the Charter School Agreement.

Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan

C.R.S. § 22-32-109(1)(n)(I) and C.R.S. § 22-32-109(1)(n)(II)(A) and C.R.S. § 22-32-109(1)(n)(II)(B): School Board’s duty to prescribe length of school year and hours of teacher-pupil instruction and to adopt a calendar.

Rationale: CECOLC needs to set its own school calendar to best meet the needs of its students. CECOLC will prescribe the actual details of teacher-pupil contact hours to best meet the needs of students. As an online school, CECOLC students will participate in synchronized and asynchronistic learning. Students will work through the courses and learning plan based on the instructor and students needs including extended hours and weekends. CECOLC students are deemed to meet the hours of instruction required by statute.

Replacement Plan: A finalized calendar and school day of CECOLC will be officially adopted each year by the CEC Governing Board that meets the state requirements in state statute for length of school year. Rather than a set number of hours of instruction, CECOLC will work to ensure teachers are available to assist students during extended hours Monday through Friday and for limited hours on weekends and breaks.

Financial Impact: CECOLC anticipates that the requested waiver will have no financial impact upon the budgets of CSI or CECOLC.

How the Impact of the Waivers Will Be Evaluated: The impact of the waivers will be measured by the same performance criteria and assessments that apply to CECOLC as set forth in the Charter School Agreement.

Expected Outcome: As a result of this waiver, CECOLC will be able to operate under its own schedule, which is vital to the success of its program.

Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan

C.R.S. Sec. 22-32-109.7 through 22-32-109.9: Require Boards of Education to make certain inquiries and background checks prior to hiring applicants; requires Board of Education to investigate allegations of child or sexual abuse; requires applicant to submit fingerprints and certify no convictions; provide for district to require certified personnel to submit fingerprints in certain instances.

Rationale: CECOLC will hire its own employees and therefore should be responsible for complying with these provisions for its own employees and be delegated the authority to do so.

Replacement Plan: CECOLC will be responsible for conducting background checks and obtaining fingerprints in certain situations prior to hiring applicants. CECOLC will also be responsible for conducting all appropriate investigations under the statute.

Financial Impact: CECOLC anticipates that the requested waiver will have no financial impact upon the budgets of CSI or CECOLC.

How the Impact of the Waivers Will Be Evaluated: The impact of these waivers will be measured by the performance appraisal criteria and assessments that apply to CECOLC as per the Charter School Agreement.

Expected Outcome: As a result of these waivers, CECOLC will be responsible for completing its own background checks.

Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan

C.R.S. 22-33-104(4), 105, 106, and 108, C.R.S. Compulsory School Attendance; Suspension, Expulsion, and Denial of Admission; Enforcement of Compulsory Attendance; and Judicial Proceedings.

Rationale: CSI doesn't have the capacity to manage school discipline issues at each of its schools. Therefore, CSI-sponsored schools must have their own policies and procedures to address these issues.

Replacement Plan: The CEC Governing Board will be solely responsible for school attendance, suspension, expulsion, and denial of admission according to board policies and administrative procedures.

Duration of the Waivers: This waiver should be in effect for the term of the Charter School Agreement with the Charter School Institute (CSI).

How the Impact of the Waivers Will be Evaluated: The CSI will monitor this through annual Accreditation and the Annual Performance Report.

Expected Outcome: The CEC Governing Board will implement attendance and discipline in accordance with statute and CEC's mission.

| Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan |
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| C.R.S. § 22-33-107 Enforcement of Compulsory School Attendance – |
| Rational: The CEC Governing Board is responsible for adopting school attendance policies. |
| Replacement Plan: CECOLC has adopted a school policy concerning school attendance that meets the spirit of the state law. |
| How the Impact of the Waiver Will be Evaluated: Because attendance and discipline are an inherent part of a student’s ability to perform academically, the impact of this waiver is measured by the performance criteria and assessments as set forth in the contract between CECOLC and CSI. |
| Financial Impact: De minimis positive fiscal impact on CSI due to the savings through administrative duties being delegated to CECOLC. |
| Expected Outcome: The waiver enables CECOLC to continue meeting and exceeding state and CSI minimum academic performance indicators. Administrative cost savings from reduced paperwork and superfluous procedures are reflected in the school’s site-based budgeting and redirected to classroom supplies, materials, teacher compensation, and other student-centered priorities. |

| Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan |
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| C.R.S. 22-44-112 Transfer of Money CRS 22-45-103 Funds CRS 22-54-105 Instructional supplies and materials-capital reserve and insurance reserve-at-risk funding-preschool and kindergarten funding |
| Rational: These statutes permit the Board of Education to transfer monies among specified funds, define the funds created for school district, and limit transfers from certain funds. CECOLC receives funds earmarked by the State legislature for, among other things, the District's capital reserve fund, insurance reserve fund, and instructional purposes accounts. CECOLC maintains, segregates, and spends these funds as required by law. CECOLC should be responsible for maintaining its own budget and be able to transfer monies from one fund to another in accordance with the statute. |
| Replacement Plan: Total funds made available to CECOLC will not be increased or decreased by its ability to shift a portion of those funds earmarked at the state level for specified uses, most of which have no applicability to CECOLC. In no event will CECOLC contract or commit to expend funds in excess of its budget. |
| Financial Impact: None |
| How the Impact of the Waiver Will be Evaluated: The impact of this waiver will be measured by the performance criteria and assessments that apply to CECOLC. |
| Expected Outcome: As a result of this waiver, CECOLC will be able to continue to put money to work where it is most needed within CECOLC. |

Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan

C.R.S. § 22-60.5-301: Colorado Educator Licensing Act -Principals & Administrators; Types of principal licenses issued - term. Describes various types of licenses and standards for issuance for principals.

Rationale: The unique curriculum and methods required to supervise and manage CECOLC could limit the pool of potential candidates for the Director of Online Education/administrator position, and even eliminate some of the candidates best qualified to meet CECOLC's needs, if potential candidates must also be state licensed and/or certified.

Replacement Plan: CEC's Chief Executive Administrator will hire a Director of Online Education School/administrator who will further the mission, goals, and objectives of the school. This position will not function as a traditional school district principal but rather will be responsible for a wider range of tasks. CECOLC seeks to attract a Director of Online Education/administrator from a wide variety of backgrounds, including, but not limited to, teachers and persons with professional experience in fields related to the courses being offered by CECOLC.

Financial Impact: CECOLC anticipates that the requested waiver will have no financial impact upon the budgets of CSI or CECOLC.

How the Impact of the Waivers Will Be Evaluated: The impact of these waivers will be measured by the performance appraisal criteria and assessments that apply to CECOLC as per the Charter School Agreement.

Expected Outcome: As a result of this waiver, CECOLC will be able to employ professional staff who possess the unique skills and/or background to fill its staffing needs in accordance with the terms and conditions set by the Charter School Agreement.

Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan

C.R.S. § 22-61-103 Teachers Oath or Affirmation; C.R.S. § 22-62-105 Penalty; C.R.S. § 22-63-201: Employment – Certificate Required: Prohibits board from entering into an employment contract with a person who does not hold a teacher's certificate or letter of authorization.

Rationale: CECOLC seeks to employ personnel whose backgrounds include more than one area of expertise, experience other than traditional classroom experience, successful teaching experience in settings not requiring a license, and teachers not currently licensed or licensed in other states who are qualified to carry out the mission of CECOLC. CECOLC should be granted the authority to hire teachers and principals that will support the school's goals and objectives. The CECOLC Director of Online Education will be responsible for a wider range of tasks than a traditional district school principal. CECOLC will seek to attract administrators and teachers from a wide variety of backgrounds that reflect the community CECOLC will serve, including, but not limited to multilingual staff, staff 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 professional experience in areas being taught at CECOLC.

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| <p>Replacement Plan: CECOLC will, where possible, hire certified teachers and principals. However, in some instances it may be advantageous for CECOLC to be able to hire teachers and/or principals without a certificate and who possess unique background, and/or skills or fill the needs of CECOLC. All teachers will be highly qualified.</p> |
| <p>Financial Impact: CECOLC anticipates that the requested waiver will have no financial impact upon the budgets of CSI or CECOLC.</p> |
| <p>How the Impact of the Waivers Will Be Evaluated: The impact of these waivers will be measured by the performance appraisal criteria and assessments that apply to CECOLC as per the Charter School Agreement.</p> |

| <p>Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan</p> |
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| <p>C.R.S. § 22-63-202 Employment contracts and C.R.S. § 22-63-203 Probationary Teachers</p> <p>C.R.S. § 22-63-202: Requires a written employment contract with teachers, including a damages provision. Provides for temporary suspension of employment and cancellation of contract.</p> <p>C.R.S. § 22-63-203: This section establishes specific requirements for the employment of probationary teachers and the renewal, or not, of their contracts.</p> <p>C.R.S. § 22-63-203.5 Nonprobationary portability</p> |
| <p>Rationale: CECOLC should be granted the authority to develop its own employment contracts and terms and conditions of employment. CECOLC will be operating differently from other schools with a unique curriculum for which having the proper teaching staff is essential. Not every teacher who is successful in a traditional public school will be successful at CECOLC. Employees of CECOLC will be employed on an at-will basis.</p> |
| <p>Replacement Plan: CECOLC will have a specific employment agreement, which requires an annual renewal and addresses payment of salaries upon termination of employment of a teacher. Said agreement will follow Colorado Early Colleges Governing Board policies.</p> |
| <p>Financial Impact: CECOLC anticipates that the requested waiver will have no financial impact upon the budgets of CSI or CECOLC.</p> |
| <p>How the Impact of the Waivers Will Be Evaluated: The impact of these waivers will be measured by the performance appraisal criteria and assessments that apply to CECOLC as per the Charter School Agreement.</p> |
| <p>Expected Outcome: As a result of these waivers, CECOLC will be able to employ professional staff possessing unique skills and/or backgrounds, filling all staff needs.</p> |

Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan**C.R.S. § 22-63-204: Receiving Moneys from The Sale of Goods.**

Rationale: It is essential that the school be granted the latitude to raise money through grants and fundraising, and to spend such funds to accomplish its educational objectives. CECOLC needs to be allowed to accept pay for sale of goods to accomplish education objectives.

Replacement Plan: The CEC Governing Board will use policy to govern receiving gifts, donations, and grants and will monitor expenditures against instructional objectives.

Financial Impact: CECOLC anticipates that the requested waiver will have no financial impact upon CSI's budget and will have a positive impact the CECOLC budget.

How the Impact of the Waivers Will Be Evaluated: The impact of these waivers will be measured by the performance appraisal criteria and assessments that apply to CECOLC as per the Charter School Agreement.

Expected Outcome: As a result of the waiver, the CEC Governing Board will have the latitude to raise and expend funds as needed and will be able to act more quickly while maintaining accountability.

Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan**C.R.S. § 22-63-205 Exchange of teachers**

Rational: In order to manage its own personnel, CECOLC must be granted the authority to select its own teaching staff, develop its own employment agreements, and terms and conditions of employment. The school will be operating differently from other schools with a unique curriculum for which having the proper teaching staff is essential. No other school or district should have the authority to transfer its teachers into CECOLC or transfer teachers from CECOLC to any other schools.

Replacement Plan: All employees of CECOLC will be employed on an at-will basis. CECOLC has teacher agreements with the terms of non-renewal and renewal of employment agreements, and payment of salaries upon termination of employment of a teacher. As a result of these waivers, the school will be able to employ professional staff possessing unique skills and/or background, filling all staff needs. CECOLC will hire teachers on a best-qualified basis. There is no provision for transfers.

Financial Impact: None

How the Impact of the Waiver Will be Evaluated: The impact of this waiver will be measured by the same performance criteria and assessments that apply to CECOLC as set forth in the Charter School Agreement.

Expected Outcome: A waiver from the statute will allow CECOLC to manage its own personnel affairs.

Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan

C.R.S. § 22-63-206: Teacher Employment, Compensation and Dismissal Act (substantive);
Permits transfer of teachers between schools upon recommendation of district's chief
administrative officer.

Rationale: CECOLC should be granted the authority under a Charter School Agreement to select its own teachers. CSI should not have the authority to transfer its teachers into CECOLC or transfer teachers from CECOLC to CSI authorized schools.

Replacement Plan: CECOLC will hire teachers on a "best qualified" basis. Teachers who wish to transfer from CECOLC may follow CEC procedures.

Financial Impact: CECOLC anticipates that the requested waiver will have no financial impact upon the budgets of CSI or CECOLC.

Expected Outcome: CECOLC expects that as a result of this waiver it will be able to manage its own personnel affairs, consistent with the terms of the Charter School Agreement and the Colorado Charter School Act.