



**Charter School Waiver Request Addendum**

***Use the addendum template below to list the non-automatic waiver(s) from statute and rule and the related replacement plans that the charter school is requesting.***

<b>School Name:</b> Rocky Mountain Prep
<b>School Address (mailing):</b> 7808 Cherry Creek South Drive #3-300 Denver, CO 80231
<b>Charter School Waiver Contact Name:</b> James Cryan
<b>Charter School Waiver Contact's Phone Number:</b> (720) 863-8920
<b>Charter School Waiver Contact's Email:</b> james@rockymountainprep.org

<b>Statutory Citation and Title</b> <b>C.R.S. § 22-9-106 - Local Board of Education - Duties - Performance Evaluation System</b>
<b>Rationale:</b> Rocky Mountain Prep's CEO must have the ability to perform the evaluation of all personnel. Evaluation is a critical and essential function of the school. Rocky Mountain Prep will comply with requirements to use scholar performance as part of teacher evaluations but will use its own procedures for conducting evaluations. In addition, the Executive Director may or may not be a licensed administrator and must have authority to conduct evaluations regardless of whether he or she holds such a license.
<b>Replacement Plan:</b> Staff Handbook, "Educator Expectations" (Pages 20-24); "Evaluations" (24)
<b>Duration of Waivers:</b> We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.
<b>Financial Impact:</b> Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget.
<b>How the Impact of the Waivers Will be Evaluated:</b> 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 Rocky Mountain Prep, as set forth in the Charter School Agreement.
<b>Expected Outcome:</b> With this waiver, the school will be able to implement its program and evaluate its teachers in accordance with its internal professional evaluation system, which is designed to produce increased accountability and to be consistent with the school's goals and objectives. This will benefit staff members as well as students and the community.

<b>Statutory Citation and Title</b> <b>C.R.S. § 22-32-109(l)(b) - Boards of Education - Specific Duties - District Administration</b>
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<p><b>Rationale:</b> Rocky Mountain Prep must have the flexibility and authority to purchase its own good and services in accordance with its own policies. Rocky Mountain Prep will operate independently from other schools 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 Contract.</p>
<p><b>Replacement Plan:</b> <a href="http://board.rockymountainprep.org/financials">http://board.rockymountainprep.org/financials</a></p>
<p><b>Duration of Waivers:</b> We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.</p>
<p><b>Financial Impact:</b> Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget. Rocky Mountain prep will be able to adopt policies and prescribe rules and regulations consistent with its budget.</p>
<p><b>How the Impact of the Waivers Will be Evaluated:</b> The impact of this waiver will be measured by the same performance criteria and assessments that apply to Rocky Mountain Prep, as set forth in the Charter School Contract.</p>
<p><b>Expected Outcome:</b> As a result of this waiver, Rocky Mountain Prep will be able to carry out its educational program, administer its affairs in an efficient manner and accomplish its mission set forth in the Charter School Contract.</p>

<p><b>Statutory Citation and Title</b> <b>C.R.S. § 22-32-109 (l)(f) - Board of Education Specific Duties - Personnel</b></p>
<p><b>Rationale:</b> Rocky Mountain Prep will be responsible for its own personnel matters, including employing its own staff and establishing its own terms and conditions of employment, policies, rules and regulations, and providing its own training. The success of the school will depend in large part upon its ability to select and employ its own staff and to train and to set compensation levels for that staff in accordance with the goals and objectives of the school.</p>
<p><b>Replacement Plan:</b> <a href="http://board.rockymountainprep.org/financials">http://board.rockymountainprep.org/financials</a>; Staff Handbook, “Personnel Policies” (Pages 52-58)</p>
<p><b>Duration of Waivers:</b> We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.</p>
<p><b>Financial Impact:</b> Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget. The school must operate within its budget and the cost of employing staff has been included in this budget.</p>
<p><b>How the Impact of the Waivers Will be Evaluated:</b> The impact of this waiver will be measured by the same performance criteria and assessments that apply to Rocky Mountain Prep, as set forth in the Charter School Contract.</p>
<p><b>Expected Outcome:</b> As a result of these waivers, the school will select, employ and provide professional development for its own teachers and staff, in accordance with the terms and conditions set forth in the Charter School Contract.</p>

**Statutory Citation and Title**

**SCHOOL CALENDAR**

**C.R.S. § 22-32-109(1)(n)(I) - Board of Education - Specific Duties - School Calendar**

**C.R.S. § 22-32-109(1)(n)(II)(B)- Board of Education - Specific Duties - District Calendar**

**C.R.S. § 22-32-109(1)(n)(II)(B)- Board of Education - Specific Duties - National Holidays**

**C.R.S. § 22-1-112 - Board of Education - School Year - National Holidays**

**Rationale:** Rocky Mountain Prep will set its own calendar for the school year in accordance with the goals and objectives of the school. The school will meet or exceed minimum number of days of instruction but will determine its specific school calendar.

**Replacement Plan:** The final calendar and the school’s daily schedule will be designed by Rocky Mountain Prep and will meet or exceed the expectations in the state statute. We will, in all cases, possible, align to local calendars to support local families. Staff Handbook, “Daily Schedule and Calendar” (Page 9); Family Handbook, “Vision” (Page 4)

**Duration of Waivers:**

We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.

**Financial Impact:** Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget. The school must operate within its budget and the cost of employing staff has been included in this budget.

**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 these waivers, the school will be able to implement the necessary policies to increase student achievement.

**Statutory Citation and Title**

**C.R.S. § 22-32-109(1)(n)(II)(A) - Teacher-pupil contact hours.**

**Rationale:** Rocky Mountain Prep must be able to determine its own schedule and the number of teacher-pupil contact hours to best meet the needs of students. The school will meet or exceed the minimum required hours.

**Replacement Plan:** Staff Handbook, “Daily Schedule and Calendar” (Page 9); Family Handbook, “Vision” (Page 4)

**Duration of Waivers:**

We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.

**Financial Impact:** Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget.

**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 these waivers, the school will be able to implement the necessary policies to increase student achievement.

**Statutory Citation and Title**

**C.R.S. § 22-32-109 (l)(t) - Boards of Education Specific Duties - Educational Program**

**Rationale:** Rocky Mountain Prep must have the authority to determine the educational program and educational resources, including textbooks, to be used in the school.

**Replacement Plan:** Staff Handbook, "RMP Academic Program" (Pages 15-20). Rocky Mountain Prep's educational program and curriculum is also detailed in the Charter application.

**Duration of Waivers:**

We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.

**Financial Impact:** Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget.

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

**Statutory Citation and Title**

**C.R.S. § 22-32-110 (1)(h) - Local Board Powers - Terminating Personnel**

**Rationale:** Rocky Mountain Prep will be responsible for its own personnel matters, including employing its own staff and establishing its own terms and conditions of employment, policies, rules and regulations, and terminating its own employees. The success of the school will depend in large part upon its ability to select and employ its own staff and to terminate individual staff members should they not perform in accordance with the goals and objectives of the school.

**Replacement Plan:** The school will be responsible for these matters rather than the District. See: Staff Handbook, "Personnel Policies" (Pages 52-58)

**Duration of Waivers:**

We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.

**Financial Impact:** Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget. Rocky Mountain Prep must operate within its budget and the cost of employing staff has been included in that budget.

**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 these waivers, the school will hire, contract and terminate staff in accordance with the terms and conditions set by this Charter School Contract.

**Statutory Citation and Title**

**C.R.S. § 22-32-110(1)(i), C.R.S. – Local board duties - Reimbursement**

**Rationale:** Rocky Mountain Prep will set its own policies for expense reimbursement and will manage all such reimbursements itself.

**Replacement Plan:** Staff Handbook, “Purchasing Procedures and Staff Reimbursement” (Pages 43-44)

**Duration of Waivers:**

We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.

**Financial Impact:** Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget.

**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 reimburse employees for expenses for expenses incurred in the performance of their duties either within or without the territorial limits of the district.

**Statutory Citation and Title**

**C.R.S. § 22-32-110(1)(j) - Local board powers-Procure life, health, or accident insurance**

**Rationale:** Rocky Mountain Prep will determine its own employee benefit package and will procure those benefits for its employees.

**Replacement Plan:** Staff Handbook, “Employee Benefits” (Pages 58-60)

**Duration of Waivers:**

We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.

**Financial Impact:** Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget.

**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 procure group life, health or accident insurance covering employees of Rocky Mountain Prep.

**Statutory Citation and Title****C.R.S. § 22-32-110(1)(k) – Local board powers - In-Service**

**Rationale:** Rocky Mountain Prep must be able to determine its own professional development program for its staff. Professional development is a critical function of the school and has a significant impact on the success of the school.

**Replacement Plan:** Rocky Mountain Prep’ policy for professional development is described in this charter application. See: Staff Handbook, “Professional Development” (Page 24)

**Duration of Waivers:**

We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.

**Financial Impact:** Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget. Rocky Mountain Prep must operate within its budget and the cost of employing staff has been included in that budget.

**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 provide professional development for its own teachers and staff, in accordance with the terms and conditions set by this Charter School Contract.

**Statutory Citation and Title****C.R.S. §22-32-110(1)(y) Local Board Powers – Accepting Gifts, Donations, and Grants**

**Rationale:** Rocky Mountain Prep is incorporated as a 501(c)(3) organization and intends to conduct significant fundraising activities. The Board of Rocky Mountain Prep should be authorized to accept all gifts without approval from the superintendent.

**Replacement Plan:** The Board is authorized to accept gifts on behalf of the school.

**Duration of Waivers:**

We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.

**Financial Impact:** Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget.

**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 Board of Directors at Rocky Mountain Prep will be able to accept gifts on behalf of the school. This waiver will ensure expediency in fundraising activities.

**Statutory Citation and Title****C.R.S. § 22-32-110(1)(ee) - Local board powers- Employment of Non-Certified Personnel**

<p><b>Rationale:</b> Rocky Mountain Prep must be responsible for all of its own personnel matters including the employment of teacher’s aides and volunteers. The authority to select, hire and if necessary dismiss all personnel is critical to the success of the school.</p>
<p><b>Replacement Plan:</b> The school will be responsible for these matters rather than the District.</p>
<p><b>Duration of Waivers:</b> We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.</p>
<p><b>Financial Impact:</b> Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget.</p>
<p><b>How the Impact of the Waivers Will be Evaluated:</b> The impact of these waivers will be measured by the performance criteria and assessments that apply to the school, per the Charter School Contract.</p>
<p><b>Expected Outcome:</b> As a result of this waiver, Rocky Mountain Prep will have the authority to select, hire and if necessary, dismiss personnel, including the employment of teacher’s aides and volunteers, in accordance with the terms and conditions set forth by this Charter School Contract.</p>

<p><b>Statutory Citation and Title</b> <b>C.R.S. § 22-32-126 - Employment &amp; Authority of Principals</b></p>
<p><b>Rationale:</b> The school will be responsible for its own personnel matters, including employing the principal, its own staff and establishing its own terms and conditions of employment, policies, rules and regulations, and providing its own training. The school will use the term “Principal” and “School Leader” interchangeably. Principals (School Leaders) employed at Rocky Mountain Prep will be employed on an at-will basis.</p>
<p><b>Replacement Plan:</b> The School will be responsible for these matters rather than the Authorizer. The school’s principal and teachers will have flexibility in structuring professional development and school policies to meet their needs.</p>
<p><b>Duration of Waivers:</b> We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.</p>
<p><b>Financial Impact:</b> Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget. Rocky Mountain Prep must operate within its budget and the cost of employing staff has been included in that budget.</p>
<p><b>How the Impact of the Waivers Will be Evaluated:</b> The impact of these waivers will be measured by the performance criteria and assessments that apply to the school, per the Charter School Contract.</p>
<p><b>Expected Outcome:</b> As a result of these waivers, the school will select, employ and provide professional development for its principal, teachers and staff, in accordance with the terms and conditions set forth in this Charter School Contract.</p>

<p><b>Statutory Citation and Title</b> <b>C.R.S. § 22-33-104(4) - Compulsory school attendance</b></p>
<p><b>Rationale:</b> Rocky Mountain Prep must be able to set its own attendance policy and to determine how those policies will be enforced in support of the mission and vision of the school.</p>
<p><b>Replacement Plan:</b> Family Handbook, “Attendance” (Pages 9-11). This replacement plan meets or exceeds the expectations set forth in state law.</p>



<p><b>Duration of Waivers:</b> We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.</p>
<p><b>Financial Impact:</b> Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget.</p>
<p><b>How the Impact of the Waivers Will be Evaluated:</b> The impact of these waivers will be measured by the performance criteria and assessments that apply to the school, per the Charter School Contract.</p>
<p><b>Expected Outcome:</b> As a result of these waivers, the school will be able to set and enforce attendance policy, in order to increase student achievement.</p>

<p><b>Statutory Citation and Title</b> <b>C.R.S. § 22-63-201 - Employment Certificate required</b></p>
<p><b>Rationale:</b> The school should be granted the authority to hire teachers and administrators who support the school's goals and objectives. The school will seek to attract administrators 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 as set forth in this application. All employees of Rocky Mountain Prep will be employed on an at-will basis.</p>
<p><b>Replacement Plan:</b> The school hires teachers and administrators with or without a certificate who possess the unique background and/or skills required to fulfill the mission and vision of the school. The school will continue to comply with all Federal Highly Qualified requirements.</p>
<p><b>Duration of Waivers:</b> We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.</p>
<p><b>Financial Impact:</b> Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget.</p>
<p><b>How the Impact of the Waivers Will be Evaluated:</b> The impact of these waivers will be measured by the performance criteria and assessments that apply to the school, per the Charter School Contract.</p>
<p><b>Expected Outcome:</b> As a result of these waivers, the school will be able to employ professional staff possessing unique skills and/or backgrounds, filling all staff needs.</p>

<p><b>Statutory Citation and Title</b> <b>C.R.S. § 22-63-202 - Employment Contracts - contracts in writing, damage provision</b></p>
<p><b>Rationale:</b> The school should be granted the authority to hire teachers and/or administrators at-will. Employment responsibilities and obligations will be clearly reviewed by the Executive Director with any newly hired staff members to ensure that job responsibilities are clear. 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 scholars.</p>
<p><b>Replacement Plan:</b> All staff members at Rocky Mountain Prep will be at-will employees.</p>
<p><b>Duration of Waivers:</b> We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.</p>

<b>Financial Impact:</b> Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget.
<b>How the Impact of the Waivers Will be Evaluated:</b> The impact of these waivers will be measured by the performance criteria and assessments that apply to the school, per the Charter School Contract.
<b>Expected Outcome:</b> As a result of this waiver, the school will have the authority to employ at-will contracts for teachers and administrators.

<b>Statutory Citation and Title</b> <b>C.R.S. § 22-63-203 - Probationary Teachers - Renewal and Non-renewal of Employment Contract</b>
<b>Rationale:</b> The school should be granted the authority to develop its own terms and conditions of employment. All employees of Rocky Mountain Prep will be employed on an at-will basis.
<b>Replacement Plan:</b> All staff members at Rocky Mountain Prep will be at-will employees.
<b>Duration of Waivers:</b> We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.
<b>Financial Impact:</b> Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget.
<b>How the Impact of the Waivers Will be Evaluated:</b> The impact of these waivers will be measured by the performance criteria and assessments that apply to the school, per the Charter School Contract.
<b>Expected Outcome:</b> As a result of this waiver, all staff members at Rocky Mountain Prep will be at-will employees.

<b>Statutory Citation and Title</b> <b>C.R.S. § 22-63-206 - Teacher Employment, Compensation and Dismissal Act</b>
<b>Rationale:</b> The school should not be required to participate in teacher transfer programs in any manner.
<b>Replacement Plan:</b> Rocky Mountain Prep will make all of its own personnel decisions and will not accept any teacher transfers from the district.
<b>Duration of Waivers:</b> We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.
<b>Financial Impact:</b> Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget.
<b>How the Impact of the Waivers Will be Evaluated:</b> The impact of these waivers will be measured by the performance criteria and assessments that apply to the school, per the Charter School Contract.
<b>Expected Outcome:</b> As a result of this waiver, Rocky Mountain Prep will be able to manage its own personnel affairs. There is no provision for transfers.

<p><b>Statutory Citation and Title</b>  <b>C.R.S. § 22-63-201 - Transfer Employment, Compensation and Dismissal Act</b></p>
<p><b>Rationale:</b> Rocky Mountain Prep must be able to terminate employees who fail to meet the school's expectations. All staff members at the school will be employed on an at-will basis.</p>
<p><b>Replacement Plan:</b> All staff members at Rocky Mountain Prep will be at-will employees.</p>
<p><b>Duration of Waivers:</b>  We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.</p>
<p><b>Financial Impact:</b> Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget.</p>
<p><b>How the Impact of the Waivers Will be Evaluated:</b> The impact of these waivers will be measured by the performance criteria and assessments that apply to the school, per the Charter School Contract.</p>
<p><b>Expected Outcome:</b> As a result of this waiver, Rocky Mountain Prep will be able to specify the reasons for which a teacher may be dismissed.</p>

<p><b>Statutory Citation and Title</b>  <b>C.R.S. § 22-63-302 - Procedures for Dismissal of Teachers</b></p>
<p><b>Rationale:</b> Rocky Mountain Prep must be able to terminate employees who fail to meet the school's expectations. All staff members at the school will be employed on an at-will basis.</p>
<p><b>Replacement Plan:</b> All staff members at Rocky Mountain Prep will be at-will employees. Continued employment in the school shall be subject to a twice yearly satisfactory performance evaluation.</p>
<p><b>Duration of Waivers:</b>  We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.</p>
<p><b>Financial Impact:</b> Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget.</p>
<p><b>How the Impact of the Waivers Will be Evaluated:</b> The impact of these waivers will be measured by the performance criteria and assessments that apply to the school, per the Charter School Contract.</p>
<p><b>Expected Outcome:</b> As a result of this waiver, Rocky Mountain Prep will determine the procedures for dismissal of teachers.</p>

<p><b>Statutory Citation and Title</b>  <b>C.R.S. § 22-63-401 Transfer Employment, Compensation and Dismissal Act</b></p>
<p><b>Rationale:</b> Rocky Mountain Prep will determine its own compensation rates. The workday and work year at Rocky Mountain Prep may be different from that of the District and compensation must be adjusted accordingly.</p>
<p><b>Replacement Plan:</b> The school will determine compensation rates for each of its' employees. The District salary schedule will be considered as one guideline for setting salaries.  <a href="http://board.rockymountainprep.org/financials">http://board.rockymountainprep.org/financials</a></p>
<p><b>Duration of Waivers:</b></p>

We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.

**Financial Impact:** Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget. Rocky Mountain Prep will be able to employ teachers and determine a salary schedule consistent with its budget.

**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, Rocky Mountain Prep should be able to attract qualified personnel and provide instruction in accordance with the philosophy and mission stated in the Charter application.

**Statutory Citation and Title**

**C.R.S. § 22-63-402 Teacher Employment Act- Certificate required to pay teachers**

**Rationale:** The school hires teachers with or without a certificate who possess the unique background and/or skills required to fulfill the mission and vision of the school.

**Replacement Plan:** The school will continue to comply with all Federal Highly Qualified requirements. The school will not require teachers to hold a license.

**Duration of Waivers:**

We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.

**Financial Impact:** Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget.

**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 these waivers, the school will be able to employ professional staff possessing unique skills and/or backgrounds, filling all staff needs.

**Statutory Citation and Title**

**C.R.S. § 22-2-112(1)(q)(I) Commissioner-Duties (reporting performance evaluation ratings)**

**Rationale:** Rocky Mountain Prep has a wide set of organizational and school performance measures that leadership and administrative team monitor and track against.

**Replacement Plan:** Rocky Mountain Prep will utilize an organizational “dashboard” to track and monitor progress toward goals and outcomes. Rocky Mountain Prep will continue to complete the state requirements of reporting performance ratings and measures.

**Duration of Waivers:**

We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.

**Financial Impact:** Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget.

**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 these waivers, the school will be able to track, measure and report outcomes and progress according to organizational goals.

**Statutory Citation and Title**

**C.R.S. § 22-63-403 Teacher Employment Act – Payment of salaries**

**Rationale:** The school hires teachers with or without a certificate who possess the unique background and/or skills required to fulfill the mission and vision of the school.

**Replacement Plan:** The school will continue to comply with all Federal Highly Qualified requirements. The school will not require teachers to hold a license.

**Duration of Waivers:**

We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.

**Financial Impact:** Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget.

**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 these waivers, the school will be able to determine termination policies that support the mission of the school and best meet the needs of students.

**Statutory Citation and Title**

**State Statute 22-7-1014(2)(a)** requires each district to administer the school readiness assessment to each student.

**Rationale:** Rocky Mountain Prep should have the authority to implement relevant curriculum and assessments that ensure students success in higher learning. The domains of physical well-being, motor development, social-emotional development, language and comprehension development; and cognition and general knowledge are assessed daily due to the present curriculum and assessments. Support is readily available through numerous avenues based throughout the program.

**Replacement Plan:** Rocky Mountain Prep has a full day Kindergarten program (8:00am-4:00pm, 187 school days) utilizing the Common Core/State Standards as well as Core Knowledge and other vetted curriculum.

1. Physical well-being and motor development:
  - Students participate daily in a physical dance class or exceeding state standards. Students are assessed on motor-development skills acquired throughout the year.
  - Art will be taught as Special where a dedicated art instructor teaches each class 3-4 times per week for 45 minutes. Development of fine motor skills is achieved through of drawing, painting and make objects. Students will be assessed on fine motor skills acquired throughout the year.
  - Students utilize technology daily, learning keyboarding and how to manipulate the various functions of the computer. Students are assessed throughout the year.
  - Assessment information is gathered by observation protocols based on appropriate developmental guidelines and State Standards in the area of physical well-being and motor development.
2. Social-emotional development (based on State Standards)

- Students are instructed in the positive behavior support system designed by the school. This includes classroom, cafeteria, recess and hallway expectations. Students are reward for the positive behavior they demonstrate.
  - Various classroom positive behavior techniques are implemented. These include red/yellow/green/purple clip stick, individual behavior charts, and whole class rewards. This is to strengthen self-regulation and executive-function that help them pay attention, remember directions and control their behavior.
  - Students are taught social-emotional skills through our PEAK values (Perseverance, Excellence, Adventure, Kindness), which are reflected upon daily.
  - Assessment information is gathered by observation protocols by the classroom teacher based on appropriate developmental guidelines and Colorado State Standards.
3. Language and comprehension development (based on State Standards)
- Our reading program is a scientific, research-based approach. Much of a scholar's day is spent doing small guided reading groups, independent reading, online literacy work with Reading A-Z, read-alouds, shared reading and writing. We regularly assess children on the STEP Literacy Assessment and use Jolly Phonics to teach phonics directly. From the earliest grades it is our scholars, not our teachers, who are the primary people wrestling with challenging questions derived from diverse texts and using sophisticated language to persuade others of their interpretations. Texts are purchased to ensure cultural responsiveness and allow ample opportunity for children to explore their interests, with lots of texts focused on environmental sustainability.
    - The STEP Literacy Assessment from the University of Chicago is administered at least 5 times per year to ensure literacy growth across all domains of reading development.
4. Cognition and general knowledge (based on State Standards)
- Using Cognitively Guided Instruction, we promote mastery of efficient mathematic algorithms; however, we do not scholars solving problems “the right way” just to get the right answer. Rather, we believe that children should first develop a confidence in problem-solving by using whichever strategies they can access and explain. We use daily discussion to highlight diverse strategies so scholars understand connections and differences between various approaches. By articulating and defending their strategies through Socratic questioning, scholars also develop critical oral language and communication skills. Above all, we believe in putting the tough work of solving a problem and explaining one's thinking onto the scholars, the school's ultimate mathematicians.
  - Science – In addition to emphasis on literacy and math, scholars will receive specialized science instruction at least four times per week. Meaningful science education is rare in elementary schools, but we believe that a hands-on, experiment-based foundation in science dramatically increases critical thinking abilities. On our schedule, Science shows up as a “special,” meaning that it taught by a dedicated science teacher.
  - History and Geography – RMP uses Colorado State and Core Knowledge content standards and integrate into literacy instruction, read-alouds, and writing. Core Knowledge is a specific, sequenced body of content standards. The idea is that many low-income students are held back by a lack of content knowledge in their literacy. We also integrate social studies into our art and dance classes by exploring history and different cultures through the arts.

Assessments information is gathered from formal curriculum assessments and classroom teacher observations based on appropriate developmental guidelines and State Standards.

Any student not making adequate growth in any of the above areas receive Response to Intervention strategies in small groups or 1:1 instruction. Rtl plans are developed with the support documentation attached. The information includes results of formal assessments, informal assessments and developmental checklists. This information is housed in Illuminate, which is an internet based achievement data management system. The 'warehouse' function of this program brings together achievement data from many sources, generates student and summary reports and allows for distribution to appropriate Rtl personnel.

If students do not respond with adequate growth following this intervention they may be referred to a Physical/Occupational Therapist; Psychologist; Speech/Language Therapist, SPED Teacher; Counselor or Mental Health Therapist for further assessment. These assessment results are held in Infinite Campus.

Methods and assessments used are clear and relevant and have the goal of improving student academic growth, and meet the intent of the quality standards established in State Statute 22-7-1014(2)(a).

**Duration of Waivers:**

We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.

**Financial Impact:** Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep 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 Rocky Mountain Prep's curriculum and the overall program design.

**Expected Outcome:** Rocky Mountain Prep: Creekside expects that as a result of this waiver, we will be able to continue to provide appropriate assessments and support that ensure student success in higher levels of learning in all academic content areas.

**Statutory Citation and Title**

**House Bill 12-1238 – The Colorado READ Act, Approved Assessments**

**Rationale:** Rocky Mountain Prep will use the STEP assessment to identify students with significant reading deficiencies, and will create plans for intervention based on STEP data. The school will translate the results to an approved assessment for the purposes of accountability and reporting.

**Replacement Plan:** Staff Handbook, "RMP Academic Program" (Pages 15-16)

**Duration of Waivers:**

We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.

**Financial Impact:** Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget.

**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, Rocky Mountain Prep will be able to select reading and literacy assessments that align to the educational program.

<b>Statutory Citation and Title</b> <b>C.R.S. 22-32-109(1)(b)</b> <b>APS Code: DJB – Purchasing Guidelines Procedures</b>
<b>Rationale:</b> Rocky Mountain Prep will determine its own purchasing procedures with the intent of maximizing resources available to support scholar achievement.
<b>Replacement Plan:</b> Staff Handbook, “Purchasing Procedures and Staff Reimbursement” (Pages 43-44)
<b>Duration of Waivers:</b> We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.
<b>Financial Impact:</b> Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget.
<b>How the Impact of the Waivers Will be Evaluated:</b> The impact of these waivers will be measured by the performance criteria and assessments that apply to the school, per the Charter School Contract.
<b>Expected Outcome:</b> As a result of this waiver, Rocky Mountain Prep will be able to determine and manage its own purchasing procedures.

<b>Statutory Citation and Title</b> <b>APS Code: DKA, DKA-R – Payroll Procedures/Schedules</b>
<b>Rationale:</b> Rocky Mountain Prep will determine its own payroll schedule and will establish its own procedures for distributing paychecks.
<b>Replacement Plan:</b> <a href="http://board.rockymountainprep.org/financials">http://board.rockymountainprep.org/financials</a> .
<b>Duration of Waivers:</b> We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.
<b>Financial Impact:</b> Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget.
<b>How the Impact of the Waivers Will be Evaluated:</b> The impact of these waivers will be measured by the performance criteria and assessments that apply to the school, per the Charter School Contract.
<b>Expected Outcome:</b> As a result of this waiver, Rocky Mountain Prep will be able to determine its own method and schedule for distributing payroll.

<b>Statutory Citation and Title</b> <b>APS Code: DCAA, DCAA-R – Salary Deductions</b>
<b>Rationale:</b> Rocky Mountain Prep will determine its own withholding policies and procedures.
<b>Replacement Plan:</b> <a href="http://board.rockymountainprep.org/financials">http://board.rockymountainprep.org/financials</a> .
<b>Duration of Waivers:</b>



We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.

**Financial Impact:** Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget.

**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, Rocky Mountain Prep will be able to determine its own policies and procedures.

**Statutory Citation and Title**

**APS Code: DKC – Expenses Authorization/Reimbursement**

**Rationale:** Rocky Mountain prep will establish its own expense reimbursement policies and procedures.

**Replacement Plan:** Staff Handbook, “Purchasing Procedures and Staff Reimbursement” (Pages 43-44)

**Duration of Waivers:**

We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.

**Financial Impact:** Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget.

**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, Rocky Mountain Prep will be able to determine its own expense reimbursement policies and procedures.

**Statutory Citation and Title**

**APS Code: EBCE – School Closings and Cancellations**

**Rationale:** Rocky Mountain Prep will establish its own policy for school closings and dismissals. The school will also determine its own procedures for notifying scholars, faculty and parents of school closings.

**Replacement Plan:** Family Handbook, “School Closings” (Page 26)

**Duration of Waivers:**

We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.

**Financial Impact:** Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget.

**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, Rocky Mountain Prep will be able to establish its own policy for school closings and dismissals.

**Statutory Citation and Title**

<b>APS Code: EBCE-R – District-wide closure procedures for Employees</b>
<b>Rationale:</b> Rocky Mountain Prep will establish its own policy and procedures for determining work schedules and pay methods for its employees during closures.
<b>Replacement Plan:</b> Staff Handbook, “Personnel Policies” (Pages 52-56)
<b>Duration of Waivers:</b> We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.
<b>Financial Impact:</b> Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget.
<b>How the Impact of the Waivers Will be Evaluated:</b> The impact of these waivers will be measured by the performance criteria and assessments that apply to the school, per the Charter School Contract.
<b>Expected Outcome:</b> As a result of this waiver, Rocky Mountain Prep will be able to determine work schedules and pay methods for employees during closures.

<b>Statutory Citation and Title</b> <b>APS Code: EEAA – Walkers and Riders</b>
<b>Rationale:</b> Rocky Mountain will establish its own policies for providing scholar transportation and will set the geographic boundaries to be covered by any transportation that may be provided.
<b>Replacement Plan:</b> Family Handbook, “Transportation” (Page 26)
<b>Duration of Waivers:</b> We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.
<b>Financial Impact:</b> Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget.
<b>How the Impact of the Waivers Will be Evaluated:</b> The impact of these waivers will be measured by the performance criteria and assessments that apply to the school, per the Charter School Contract.
<b>Expected Outcome:</b> As a result of this waiver, Rocky Mountain Prep will be able to meet the transportation needs of students and families by establishing its own policies for providing transportation.

<b>Statutory Citation and Title</b> <b>APS Code: FF-R – Naming of Facilities</b>
<b>Rationale:</b> Rocky Mountain Prep will determine the name of all facilities it owns or occupies.
<b>Replacement Plan:</b> Should Rocky Mountain Prep acquire a facility owned by the school, the Board will develop a process for naming the facility which will take into account community and donor interests. Board Handbook, “Board of Directors: Board Member Job Descriptions” (Page 12).
<b>Duration of Waivers:</b> We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.
<b>Financial Impact:</b> Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget.

**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, Rocky Mountain Prep will be able to reflect the school's mission and vision through the name of facilities.

**Statutory Citation and Title**

**APS Code: FF/FF/r – Facility Naming**

**Rationale:** Rocky Mountain Prep will determine criteria to be used for naming its facilities.

**Replacement Plan:** Should Rocky Mountain Prep acquire a facility owned by the school, the Board will develop a process for naming the facility which will take into account community and donor interests.

**Duration of Waivers:**

We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.

**Financial Impact:** Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget.

**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, Rocky Mountain Prep will be able to reflect the school's mission and vision through the name of facilities.

**Statutory Citation and Title**

**APS Code: GBEBA – Staff Dress, Accessories, and Grooming for Certificated Staff (Teachers)**

**APS Code: GBEBA-R – Staff Dress, Accessories, and Grooming for Certificated Staff (Teachers) Procedures**

**APS Code: GBEBB – Dress Code for Non-Teaching Staff.**

**C.R.S. § 22-32-109(1)(cc) - Dress Code**

**Rationale:** Rocky Mountain Prep will institute its own staff dress code and will establish procedures for enforcing this dress code.

**Replacement Plan:** Staff Handbook, "Expectations for Professional Presentation" (Pages 40-41)

**Duration of Waivers:**

We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.

**Financial Impact:** Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget.

**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, Rocky Mountain Prep will be able to determine and institute its own staff dress code.

**Statutory Citation and Title****APS Code: GBGA – Staff Health**

**Rationale:** Rocky Mountain Prep will implement its own policies for staff medical examinations for both physical and mental health and will establish policies for the retention of medical records. The school will comply with the Americans with Disabilities Act and with the Public Records Act.

**Replacement Plan:** Rocky Mountain Prep offers comprehensive healthcare and dental coverage to employees. If an employee chooses to opt out of the School’s health insurance benefits program, the employee must complete an Employee Health Insurance Responsibility Disclosure (HIRD) form, which requires the employee to confirm that he/she is declining coverage and to verify that they are receiving coverage independently or through a family member. Staff Handbook, “Workplace Health and Safety” (Pages 50-51); “Required Paperwork for Hiring” (Page 53); “Employee Benefits” (Pages 58-59)

**Duration of Waivers:**

We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.

**Financial Impact:** Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget.

**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, Rocky Mountain Prep will be able to implement its own policies for Staff Health.

**Statutory Citation and Title****APS Code: GBGB – Staff Personal Security and Safety**

**Rationale:** Rocky Mountain Prep will create its own procedures for disciplining scholars who commit an offense against a teacher or other staff member.

**Replacement Plan:** Staff Handbook, “Harassment and Discrimination” (Pages 48-50); “School Discipline and PEAK Violations” (Pages 31-33)

**Duration of Waivers:**

We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.

**Financial Impact:** Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget.

**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, Rocky Mountain Prep will be able to establish and enforce discipline procedures according to its vision and plan for school culture and discipline.

**Statutory Citation and Title****APS Code: GBJ – Personnel Records and Files**

<p><b>Rationale:</b> Human Resources at Rocky Mountain Prep’s Central team should be responsible for creating and maintain personnel records. Rocky Mountain Prep will employ its own personnel and will create and maintain its own records. The school will comply with the Americans with Disabilities Act and with the Public Records Act.</p>
<p><b>Replacement Plan:</b> Staff Handbook, “Personnel Policies” (Pages 52-53)</p>
<p><b>Duration of Waivers:</b> We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.</p>
<p><b>Financial Impact:</b> Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget.</p>
<p><b>How the Impact of the Waivers Will be Evaluated:</b> The impact of these waivers will be measured by the performance criteria and assessments that apply to the school, per the Charter School Contract.</p>
<p><b>Expected Outcome:</b> As a result of this waiver, Rocky Mountain Prep will be able to create and maintain their own personnel records.</p>

<p><b>Statutory Citation and Title</b> <b>APS Code: GBK, GBK-R, GBK-1-E and GBK-3-E – Staff Concerns/Complaints/Grievances</b></p>
<p><b>Rationale:</b> Rocky Mountain Prep will establish its own procedures for staff members to present grievances and resolve conflicts.</p>
<p><b>Replacement Plan:</b> Staff Handbook, “Employee Complaint Procedures” (Pages 57-58)</p>
<p><b>Duration of Waivers:</b> We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.</p>
<p><b>Financial Impact:</b> Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget.</p>
<p><b>How the Impact of the Waivers Will be Evaluated:</b> The impact of these waivers will be measured by the performance criteria and assessments that apply to the school, per the Charter School Contract.</p>
<p><b>Expected Outcome:</b> As a result of this waiver, Rocky Mountain Prep will be able to establish its own procedures for staff members to present grievances and resolve conflicts.</p>

<p><b>Statutory Citation and Title</b> <b>APS Code: GCB – Professional Staff Contracts and Compensation</b></p>
<p><b>Rationale:</b> Rocky Mountain Prep will determine appropriate salaries for all members of its staff and will periodically conduct its own salary reviews.</p>
<p><b>Replacement Plan:</b> Staff Handbook, “Salary” and “Pay Periods” (Page 55)</p>
<p><b>Duration of Waivers:</b> We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.</p>
<p><b>Financial Impact:</b> Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget. Staff salaries are part of the budget that the school will adhere to.</p>

**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, Rocky Mountain Prep will be able to determine appropriate salaries for all staff members.

**Statutory Citation and Title**

**APS Code: GDBC, GDBC-R and GDBC-2-R - Professional Staff Supplementary Pay Plans/Overtime (Athletic Coaches)**

**Rationale:** Rocky Mountain Prep will employ its own athletic coaches, if desired, and will establish the terms of their employment.

**Replacement Plan:** Staff Handbook, "Salary" and "Pay Periods" (Page 55)

**Duration of Waivers:**

We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.

**Financial Impact:** Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget.

**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, Rocky Mountain Prep will be able to implement desired enrichment and athletic programming.

**Statutory Citation and Title**

**APS Code: GCB - Professional Staff Fringe Benefits**

**Rationale:** Rocky Mountain Prep will employ its own staff and will determine the benefit package to be offered to its staff. Rocky Mountain Prep will, however, participate in PERA and will provide Worker's Compensation insurance to its employees.

**Replacement Plan:** Staff Handbook, "Employee Benefits" (Pages 58-60)

**Duration of Waivers:**

We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.

**Financial Impact:** Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget.

**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, Rocky Mountain Prep will be able to determine the benefit package offered to its staff.

**Statutory Citation and Title**

**APS Code: GCCAG - Instructional Staff Restoration of Health Leave**

<b>Rationale:</b> Rocky Mountain Prep will establish its own policies for allowing health leave and for compensating teachers who take such a leave. The school will comply with the Family Medical Leave Act.
<b>Replacement Plan:</b> Staff Handbook, "Employee Leave" (Pages 60-64)
<b>Duration of Waivers:</b> We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.
<b>Financial Impact:</b> Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget.
<b>How the Impact of the Waivers Will be Evaluated:</b> The impact of these waivers will be measured by the performance criteria and assessments that apply to the school, per the Charter School Contract.
<b>Expected Outcome:</b> As a result of this waiver, Rocky Mountain Prep will be able to establish its own policies for health leave and compensation.

<b>Statutory Citation and Title</b> <b>GCCB – Administrative, Professional/Technical and Instructional Staff Leaves &amp; Absences</b>
<b>Rationale:</b> Rocky Mountain Prep will establish its own sick leave policies for its entire staff. The school will comply with the Family Medical Leave Act.
<b>Replacement Plan:</b> Staff Handbook, "Punctuality and Attendance" (Pages 41-42); "Employee Leave" (Pages 60-64)
<b>Duration of Waivers:</b> We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.
<b>Financial Impact:</b> Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget.
<b>How the Impact of the Waivers Will be Evaluated:</b> The impact of these waivers will be measured by the performance criteria and assessments that apply to the school, per the Charter School Contract.
<b>Expected Outcome:</b> As a result of this waiver, Rocky Mountain Prep will be able to establish sick leave policies for its entire staff.

<b>Statutory Citation and Title</b> <b>APS Code: GCCAB - Administrative Staff Personal/Emergency/Legal/Religious Leave</b>
<b>Rationale:</b> Rocky Mountain Prep will determine its own policies for personal leave for its entire staff. The school will comply with all state and federal laws concerning leave for religious observance and for the fulfillment of civic duties as well as the Family Medical Leave Act.
<b>Replacement Plan:</b> Staff Handbook, "Employee Leave" (Pages 60-66)
<b>Duration of Waivers:</b> We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.
<b>Financial Impact:</b> Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget.

**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, Rocky Mountain Prep will be able to determine personal leave policies for its entire staff.

**Statutory Citation and Title**

**APS Code: GDCCF, GDCCF-1-R, GDCCF-2-R, GDCCF-1-E and GDCCF-2-E – Administrative Staff Maternity/Paternity/Parental Leave**

**Rationale:** Rocky Mountain Prep will determine its own policies for maternity and paternity leave, and will comply with all state and federal laws. The school will comply with the Family Medical Leave Act

**Replacement Plan:** Staff Handbook, “Employee Leave” (Pages 60-64)

**Duration of Waivers:**

We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.

**Financial Impact:** Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget.

**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, Rocky Mountain Prep will be able to determine policies for maternity and paternity leave.

**Statutory Citation and Title**

**APS Code: GCCBE - Administrative Staff Conferences/Training Workshops**

**Rationale:** Rocky Mountain Prep will implement its own policies for granting leave for professional development.

**Replacement Plan:** Staff Handbook, “Educator Expectations: [Subheading] Professional Development” (Page 22)

**Duration of Waivers:**

We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.

**Financial Impact:** Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget.

**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, Rocky Mountain Prep will be able to establish its own policies for granting leave for education and study.

**Statutory Citation and Title**



<b>APS Code: GCCBH - Administrator General Leave of Absence</b>
<b>Rationale:</b> Rocky Mountain Prep will establish its own policies for granting leave to administrative staff.
<b>Replacement Plan:</b> Staff Handbook, "Employee Leave" (Pages 60-66)
<b>Duration of Waivers:</b> We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.
<b>Financial Impact:</b> Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget.
<b>How the Impact of the Waivers Will be Evaluated:</b> The impact of these waivers will be measured by the performance criteria and assessments that apply to the school, per the Charter School Contract.
<b>Expected Outcome:</b> As a result of this waiver, Rocky Mountain Prep will be able to establish its own policies for granting leave to administrative staff.

<b>Statutory Citation and Title</b> <b>APS Code: GCCBJ - Administrative Staff Elective Office Leave</b>
<b>Rationale:</b> Rocky Mountain Prep will establish its own policies for granting leave to administrative staff for any purpose.
<b>Replacement Plan:</b> If an administrator is elected to an office which creates a conflict of interest with the school, that administrator will be asked to resign his or her position at the school. Staff Handbook, "Employee Leave" (Pages 60-66)
<b>Duration of Waivers:</b> We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.
<b>Financial Impact:</b> Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget.
<b>How the Impact of the Waivers Will be Evaluated:</b> The impact of these waivers will be measured by the performance criteria and assessments that apply to the school, per the Charter School Contract.
<b>Expected Outcome:</b> As a result of this waiver, Rocky Mountain Prep will be able to grant leave to administrative staff for any purpose.

<b>Statutory Citation and Title</b> <b>APS Code: GDD, GDD-R, GCDB and GCDB-R - Professional Staff Vacations and Holidays</b>
<b>Rationale:</b> Rocky Mountain Prep operates on its own annual school calendar and must be able to establish vacation and holiday policies for its entire staff. Employees and families will be given a school year calendar before the start of the academic year, listing all holidays and other school closures.
<b>Replacement Plan:</b> Staff Handbook, "Punctuality and Attendance" (Pages 41-42); "Employee Leave" (Pages 60-66)
<b>Duration of Waivers:</b> We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.

<b>Financial Impact:</b> Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget.
<b>How the Impact of the Waivers Will be Evaluated:</b> The impact of these waivers will be measured by the performance criteria and assessments that apply to the school, per the Charter School Contract.
<b>Expected Outcome:</b> As a result of this waiver, Rocky Mountain Prep will be able to establish vacation and holiday policies that align with its annual school calendar.

<b>Statutory Citation and Title</b> <b>APS Code: GCE/GCF and GCF-R – Professional Staff Hiring</b>
<b>Rationale:</b> Rocky Mountain Prep will make all of its own staff hiring decisions.
<b>Replacement Plan:</b> Staff Handbook, “Equal Opportunity Employment” (47); “Staff Job Descriptions” (Pages 67-69)
<b>Duration of Waivers:</b> We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.
<b>Financial Impact:</b> Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget.
<b>How the Impact of the Waivers Will be Evaluated:</b> The impact of these waivers will be measured by the performance criteria and assessments that apply to the school, per the Charter School Contract.
<b>Expected Outcome:</b> As a result of this waiver, Rocky Mountain Prep will be able to make all of its own staff hiring decisions to ensure mission alignment.

<b>Statutory Citation and Title</b> <b>APS Code: GCOC and GCOC-R – Evaluation of Administrative Staff</b>
<b>Rationale:</b> Rocky Mountain Prep will determine its own methods for evaluating administrative staff and will conduct its own staff evaluations.
<b>Replacement Plan:</b> Staff Handbook, “Evaluation” (Page 24)
<b>Duration of Waivers:</b> We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.
<b>Financial Impact:</b> Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget.
<b>How the Impact of the Waivers Will be Evaluated:</b> The impact of these waivers will be measured by the performance criteria and assessments that apply to the school, per the Charter School Contract.
<b>Expected Outcome:</b> As a result of this waiver, Rocky Mountain Prep will be able to establish the policies, procedures, criteria and frequency of administrative staff evaluations.

<b>Statutory Citation and Title</b> <b>APS Code: GDP and GDP-R - Professional Staff Promotion and Reclassification</b>
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<b>Rationale:</b> Rocky Mountain Prep will establish its own criteria for promoting teachers and will use its own classification system.
<b>Replacement Plan:</b> Staff Handbook, “Personnel Policies” (Pages 52-55)
<b>Duration of Waivers:</b> We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.
<b>Financial Impact:</b> Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget.
<b>How the Impact of the Waivers Will be Evaluated:</b> The impact of these waivers will be measured by the performance criteria and assessments that apply to the school, per the Charter School Contract.
<b>Expected Outcome:</b> As a result of this waiver, Rocky Mountain Prep will be able to determine the criteria to be used in promoting teaching staff.

<b>Statutory Citation and Title</b> <b>APS Code: GDD – GDO-R – Support Staff Policies</b>
<b>Rationale:</b> Rocky Mountain Prep will be responsible for hiring, supervising and evaluating its own support staff and will determine the benefits and leaves available to its staff.
<b>Replacement Plan:</b> Staff Handbook, “Equal Opportunity Employment” (47); Personnel Policies” (Pages 52-55); “Staff Job Descriptions” (Pages 67-69)
<b>Duration of Waivers:</b> We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.
<b>Financial Impact:</b> Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget.
<b>How the Impact of the Waivers Will be Evaluated:</b> The impact of these waivers will be measured by the performance criteria and assessments that apply to the school, per the Charter School Contract.
<b>Expected Outcome:</b> As a result of this waiver, Rocky Mountain Prep will be able to outline the policies and procedures for hiring, supervising and evaluating support staff as well as benefit and leave policies.

<b>Statutory Citation and Title</b> <b>APS Code: IC/ICA – School Year/School Calendar</b>
<b>Rationale:</b> Rocky Mountain Prep will determine its own academic calendar, and will meet or exceed the number of teaching days required by both the state and the district.
<b>Replacement Plan:</b> Family Handbook, “Annual Calendar” (Link on Page 9); “School Closings” (Page 26)
<b>Duration of Waivers:</b> We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.
<b>Financial Impact:</b> Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget.

**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, Rocky Mountain Prep will be able to create a school year and school calendar that meets the outcomes of its educational program.

**Statutory Citation and Title**

**APS Code: IE - Organization of Instruction**

**Rationale:** Rocky Mountain Prep must have the authority to determine its own instructional practices in order to implement its educational program.

**Replacement Plan:** Rocky Mountain Prep instructional plan is described in detail in its charter application. Staff Handbook, "RMP Academic Program" (Pages 15-23)

**Duration of Waivers:**

We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.

**Financial Impact:** Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget.

**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, Rocky Mountain Prep will be able to implement its educational program outlined in its charter application.

**Statutory Citation and Title**

**APS Code: IGD – Curriculum Adoption**

**Rationale:** Rocky Mountain Prep will be responsible for establishing its own curriculum and selecting its own textbooks, in accordance with the standards established by the state and the district.

**Replacement Plan:** The proposed curriculum for Rocky Mountain Prep is described in detail in this application. Staff Handbook, "RMP Academic Program" (Pages 15-23)

**Duration of Waivers:**

We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.

**Financial Impact:** Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget.

**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, Rocky Mountain Prep will be able to implement its educational program and curriculum as outlined in its charter application.

**Statutory Citation and Title**

**APS Code: IJJ and IJJ-R - Textbook Selection and Adoption**

<b>Rationale:</b> Rocky Mountain Prep will determine its own policies for the selection of all learning materials and the extent to which those materials will be integrated into the curriculum.
<b>Replacement Plan:</b> : Staff Handbook, “RMP Academic Program” (Pages 15-23)
<b>Duration of Waivers:</b> We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.
<b>Financial Impact:</b> Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget.
<b>How the Impact of the Waivers Will be Evaluated:</b> The impact of these waivers will be measured by the performance criteria and assessments that apply to the school, per the Charter School Contract.
<b>Expected Outcome:</b> As a result of this waiver, Rocky Mountain Prep will be able to select and adopt textbooks to be used for instruction that align with Rocky Mountain Prep’s educational program.

<b>Statutory Citation and Title</b> <b>APS Code: KCD – Public Gifts/Donations to Schools</b>
<b>Rationale:</b> Rocky Mountain Prep is incorporated as a 501(c)(3) organization and intends to conduct significant fundraising activities. The Board of Rocky Mountain Prep should be authorized to accept all gifts without approval from the superintendent.
<b>Replacement Plan:</b> The Board will be authorized to accept gifts on behalf of the school.
<b>Duration of Waivers:</b> We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.
<b>Financial Impact:</b> Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget.
<b>How the Impact of the Waivers Will be Evaluated:</b> The impact of these waivers will be measured by the performance criteria and assessments that apply to the school, per the Charter School Contract.
<b>Expected Outcome:</b> As a result of this waiver, Rocky Mountain Prep’s Board of Directors will be able to accept gifts on behalf of the school.

<b>Statutory Citation and Title</b> <b>APS Code: IKE – Grade Retention, Promotion or Acceleration of Students</b>
<b>Rationale:</b> Rocky Mountain Prep will establish its own policies and procedures for retention, promotion or acceleration to meet the academic needs of its students.
<b>Replacement Plan:</b> Staff Handbook, “Standards for Scholar Promotion” (Page 19)
<b>Duration of Waivers:</b> We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.
<b>Financial Impact:</b> Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget.

**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, Rocky Mountain Prep will be able to determine its own policies and procedures for retention, promotion or acceleration in order to meet the academic needs of students.

**Statutory Citation and Title**

**APS Code: EGAEA – Electronic Mail**

**Rationale:** Rocky Mountain Prep will establish its own policies and procedures for the use of electronic mail and will retain ownership of all electronic mail sent to and from the school.

**Replacement Plan:** Staff Handbook, “Communication Expectations” (Pages 42-43)

**Duration of Waivers:**

We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.

**Financial Impact:** Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget.

**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, Rocky Mountain Prep will be able to manage use of electronic mail sent to and from the school.

**Statutory Citation and Title**

**APS Code: JS – Internet Policy**

**Rationale:** Rocky Mountain Prep will establish its own policies for Internet use and will determine appropriate disciplinary procedures for violations of its policies.

**Replacement Plan:** Staff Handbook, “Communication Expectations” (Pages 42-43). Replacement plan is in compliance with The “Children’s Internet Protection Act” (Title 22, Article 87).

**Duration of Waivers:**

We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.

**Financial Impact:** Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget.

**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, Rocky Mountain Prep will be able to establish and enforce its own policies for Internet use.

**Statutory Citation and Title**

**APS Code: JICH - Teaching about Drugs, Alcohol and Tobacco**

**C.R.S. § 22-1-110 - Alcohol and Controlled Substance Education**

<p><b>Rationale:</b> Rocky Mountain Prep will be responsible for identifying the instructional materials and strategies used to teach these topics and the extent to which these topics will be integrated into the curriculum. Rocky Mountain Prep will engage its Community Advisory Board for guidance on how to make discussion of these topics most relevant to the challenges faced by our scholars.</p>
<p><b>Replacement Plan:</b> Staff Handbook, “RMP Academic Program” (Pages 15-23)</p>
<p><b>Duration of Waivers:</b> We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.</p>
<p><b>Financial Impact:</b> Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget.</p>
<p><b>How the Impact of the Waivers Will be Evaluated:</b> The impact of these waivers will be measured by the performance criteria and assessments that apply to the school, per the Charter School Contract.</p>
<p><b>Expected Outcome:</b> As a result of this waiver, Rocky Mountain Prep will be able to discuss and engage with these topics in a meaningful and relevant way that is well-informed by student and parent input.</p>

<p><b>Statutory Citation and Title</b> <b>APS Code: IJJ/IJK - Instructional Materials (Textbooks or their Equivalent Learning Materials)</b></p>
<p><b>Rationale:</b> Rocky Mountain Prep will establish its own standards for learning materials and textbooks and will establish guidelines for scholar use of learning materials. The school will ensure that its scholars have adequate access to the learning materials it chooses to use for instruction.</p>
<p><b>Replacement Plan:</b> Staff Handbook, “RMP Academic Program” (Pages 15-23)</p>
<p><b>Duration of Waivers:</b> We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.</p>
<p><b>Financial Impact:</b> Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget.</p>
<p><b>How the Impact of the Waivers Will be Evaluated:</b> The impact of these waivers will be measured by the performance criteria and assessments that apply to the school, per the Charter School Contract.</p>
<p><b>Expected Outcome:</b> As a result of this waiver, Rocky Mountain Prep will be able to efficiently select, order and implement instructional materials aligned to its educational program.</p>

<p><b>Statutory Citation and Title</b> <b>APS Code: IJL and IJL-R – Library Media Program</b></p>
<p><b>Rationale:</b> Rocky Mountain Prep will carefully review its own needs for a library program and will determine its own staff requirements. The school will emphasize providing rich resources for scholars and making those resources easily accessible. No replacement policy required.</p>
<p><b>Replacement Plan: N/A</b></p>
<p><b>Duration of Waivers:</b> We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.</p>

<b>Financial Impact:</b> Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget.
<b>How the Impact of the Waivers Will be Evaluated:</b> The impact of these waivers will be measured by the performance criteria and assessments that apply to the school, per the Charter School Contract.
<b>Expected Outcome:</b> As a result of this waiver, Rocky Mountain Prep will be able to determine its needs for a library program and staffing requirements to allow for a rich literacy component of its educational program.

<b>Statutory Citation and Title</b> <b>APS Code: IJOA, IJOA-R- and IJOA-E- Field Trips</b>
<b>Rationale:</b> Field trips at Rocky Mountain Prep are designed to enrich learning outcomes and experiences; as such, Rocky Mountain Prep will establish its own policies regarding field trips including times and length of trips, transportation policies, permission forms and sites to be visited.
<b>Replacement Plan:</b> Staff Handbook, "Field Trips" (Page 18)
<b>Duration of Waivers:</b> We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.
<b>Financial Impact:</b> Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget.
<b>How the Impact of the Waivers Will be Evaluated:</b> The impact of these waivers will be measured by the performance criteria and assessments that apply to the school, per the Charter School Contract.
<b>Expected Outcome:</b> As a result of this waiver, Rocky Mountain Prep will be able to effectively leverage field trips as a way to enrich learning outcomes and experiences for students.

<b>Statutory Citation and Title</b> <b>APS Code: IKB- Homework</b>
<b>Rationale:</b> Rocky Mountain Prep will establish its own homework policies and will determine the appropriate amount of homework to be assigned to scholars. It should be noted that the school plans to have extended hours and will focus more on in-school work than on homework.
<b>Replacement Plan:</b> Staff Handbook, "Homework and Independent Reading" (Pages 24-25)
<b>Duration of Waivers:</b> We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.
<b>Financial Impact:</b> Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget.
<b>How the Impact of the Waivers Will be Evaluated:</b> The impact of these waivers will be measured by the performance criteria and assessments that apply to the school, per the Charter School Contract.
<b>Expected Outcome:</b> As a result of this waiver, Rocky Mountain Prep will be able to leverage homework as a way to reinforce and optimize student learning outcomes.



<p><b>Statutory Citation and Title</b>  <b>APS Code: JICA – Student Dress</b></p>
<p><b>Rationale:</b> Rocky Mountain Prep students wear uniforms each day to promote a professional and safe learning environment. Rocky Mountain Prep will establish its own dress code for scholars.</p>
<p><b>Replacement Plan:</b> Family Handbook, “Uniforms” (pages 7-9)</p>
<p><b>Duration of Waivers:</b>  We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.</p>
<p><b>Financial Impact:</b> Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget.</p>
<p><b>How the Impact of the Waivers Will be Evaluated:</b> The impact of these waivers will be measured by the performance criteria and assessments that apply to the school, per the Charter School Contract.</p>
<p><b>Expected Outcome:</b> As a result of this waiver, Rocky Mountain Prep will be able to promote a safe and professional learning environment through its dress code and use of uniforms.</p>

<p><b>Statutory Citation and Title</b>  <b>APS Code: JJJ and JJR – Extracurricular Activities</b></p>
<p><b>Rationale:</b> Rocky Mountain Prep will employ its own faculty, who may or may not be certified, and will determine its own policy regarding appropriate supervision of extracurricular activities. It is anticipated that volunteers may be permitted to supervise some extracurricular activities.</p>
<p><b>Replacement Plan:</b> “Equal Opportunity Employment” (47); “Staff Job Descriptions” (Pages 67-69)</p>
<p><b>Duration of Waivers:</b>  We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.</p>
<p><b>Financial Impact:</b> Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget.</p>
<p><b>How the Impact of the Waivers Will be Evaluated:</b> The impact of these waivers will be measured by the performance criteria and assessments that apply to the school, per the Charter School Contract.</p>
<p><b>Expected Outcome:</b> As a result of this waiver, Rocky Mountain Prep will be able to effectively manage its extracurricular and enrichment programming.</p>

<p><b>Statutory Citation and Title</b>  <b>APS Code: KFB and KFC - Community Use of School Facilities</b></p>
<p><b>Rationale:</b> In the event that Rocky Mountain Prep owns and operates its own facilities, it reserves the right to make those facilities available for community use as appropriate and to set the fees to be charged for use of the facilities by any community group. The school will comply with the Federal Equal Access Act.</p>

**Replacement Plan:** Community use of school facilities will be outlined in the Facilities Use Agreement and the Charter Contract.

**Duration of Waivers:**

We formally request the waiver be in effect for the duration of our contract with Aurora Public Schools. Therefore, the waiver is requested through June 30, 2020.

**Financial Impact:** Rocky Mountain Prep anticipates that the requested waiver will have no financial impact upon the Authorizer or the Rocky Mountain Prep budget.

**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, Rocky Mountain Prep will be able to oversee and manage community use of school facilities.